Settlement in Minneapolis hikes reporter top by $150, to $637

Minneapolis — Twin Cities Guild members ratified a new three-year agreement with the Star and Tribune Oct. 9 that raises the reporter top minimum by $150, taking it to $637 a week on Aug. 1, 1982. The ratification ended a four-week strike against the papers.

Members of the Mailers' Union earlier the same day also ratified a new three-year pact with the papers.

Machinists, who had joined the strike two days after the Guild and Mailers struck Sept. 13, had settled their contract dispute and were honoring the picket lines along with members of all the other newspaper unions.

Employees were to return to work Oct. 10.

The Guild's contract raises the top minimum for reporters, photographers, copyreaders, artists and layout persons by $50 on Aug. 1 in each of the three years. The first $50 increase, retroactive to this August, takes the top minimum to $537 immediately.

The top minimum for circulation district managers is raised by the same $50 increases, taking it to $492 immediately and to $592 on Aug. 1, 1982.

The Guild also won jurisdiction over work performed for any electronic newspaper the Star and Tribune may become involved in and the parties agreed to establish a joint committee to examine an electronic newspaper's possible effects on circulation employees. The committee will report at least three months before the contract expires.

The contract's reuse and republication clause, guaranteeing employees the greater of $75 or 25 percent of the net proceeds from the sale of feature matter or pictures they produce, is altered to exclude the sale of work to an electronic newspaper.

The company had been demanding that the reuse and republication clause be eliminated entirely.

The Mailers' settlement calls for increases of $1.30, $1.10 and $1.00 an hour in each of its three years and a one-time $100,000 "productivity bonus." The union also agreed to some "cost-saving" changes in the mailroom, including settlement of a dispute about jurisdiction over inserting work that an arbitrator earlier this year had found to have been im-

(Continued on Page 6)

$84 pact averts Sun-Times strike

Chicago—The Chicago Guild and the Sun-Times agreed to a new two-year contract raising the reporter top minimum by $84.79, to $591.76 a week, shortly before a strike deadline the local's bargainers had set for 11 a.m. Sept. 25.

All minimums are raised by 9.5 percent retroactive to June 1 and by 6.5 percent next May 1. A cost-of-living adjustment next July will raise the minimums further if the Chicago Consumer Price Index for May is more than 6.5 percent higher than it was this May.

The contract's reuse and syndication clause guaranteeing employees half the proceeds from the sale of their work and providing extra payment for employees whose bylined stories are carried on the Sun-Times wire is retained. Management had been demanding elimination of the clause.

A dental insurance plan with the premium paid by the company is added, and vision care insurance is expanded to cover the cost of an additional pair of glasses for employees required to wear special lenses to perform their work.

The pension plan is improved by boosting the formula for computing benefits.

The company's payment for family health insurance is raised by $32.50 a month over the contract's term, to $130.

The top minimum for reporters, photographers, and artists is increased by $48.67 retroactive to June 1 and by $36.12 next May 1.

General increases are included for employees earning over the minimum for their classification. Employees with salaries over $575 a week will receive general increases of $55.20 and $40.96 for a total of $96.16 over the contract's term.

Other increases and resulting top minimums include:

Copy readers, rewriters and **makeup** employees—Up $87.66, to $611.87 a week, in increments of $50.32 and $37.34.

Stenographers, clerks, receptionists—Up $38.22, to $266.76 a week, in increments of $21.94 and $16.28.

Copy clerks—Up $32.07, to $223.83 a week, in increments of $18.41 and $13.66.

Reference librarians — Up $65.05, to $454.02 a week, in increments of $37.34 and $27.71.

Editorial assistants—Up $51.48, to $359.31 a week, in increments of $29.55 and $21.93.

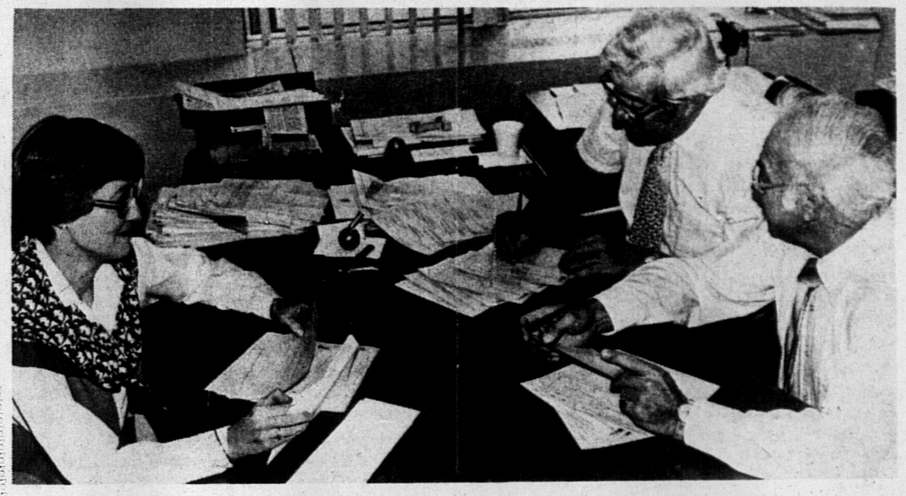
A classification of suburban reporters with minimums below those for reporters was eliminated from the contract.

THE GUILD REPORTER

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

Vol. XLVII, No. 18 **Washington, D.C.** **October 10, 1980**

Defense fund debt free, $1.5M up



Raymond Crowell/Merkle Unit/Washington-Baltimore

FINAL DEFENSE FUND LOAN PAYMENTS TOTAL $180,000-PLUS

TNG's Charles Dale, Charles A. Perlik, Jr. and Anita Rynning.

Washington — TNG's Defense Fund is debt free.

And as September ended it had a balance of more than $1.5 million available for benefits.

Final payments liquidating the Fund's debt to locals were made Sept. 29 when checks totaling $166,789.50 were sent to 26 locals in the fourth and final installment repaying loans to the Defense Fund and another check for $14,160 was sent to the Washington-Baltimore Guild to redeem scrip held by Baltimore Sun-unit members.

The Defense Fund accumulated debts to locals totaling nearly $1.75 million and more than $1 million in debts to other union sources when a

(Continued on Page 2)

105 strike WAPA-TV; performers honor line

San Juan — The Puerto Rico Guild's 105-member WAPA-TV unit struck the San Juan television station Sept. 26.

Issues are economic ones. The company's last prestrike offer was to raise wages by $60 over the next three years with increases of $10 each six months but with no retroactivity.

The Guild's prestrike proposal was for a three-year agreement retroactive to the contract's June 1 expiration with increases of $15 each six months, for a total of $90.

The Guild also is seeking improvements in vacation, sick leave and differentials, but the company had made no proposal in these areas.

The $60 offer is identical to the increase produced over the three-year term of the expired agreement. Such a settlement is unacceptable today, the Guild said, because of inflationary pressures.

The expired agreement is the Guild's initial one covering the unit composed of technicians, camera operators, booth announcers, makeup persons, film editors, stage hands, maintenance and office employees.

The highest minimum in the

(Continued on Page 2)



The Nov. 4 election; Pages 4-5, 8



Cleveland Press sale imminent

E. W. Scripps seeking UPI partners or buyer .... Page 2

Cleveland — Cleveland industrialist Joseph E. Cole's purchase of the Cleveland Press was expected to be announced within days after the last of nine unions representing employees at the Scripps-Howard paper voted to accept a package of contract concessions Oct. 7.

The Paperhandlers, like the Guild and seven other unions before them, agreed to a three-year contract extension, a wage freeze in 1981, 5 percent increases in 1982 and 1983 plus the possibility of additional three percent increases in 1982 and 1983, depending on the paper's performance.

Each of the unions also agreed to some staff reductions in their jurisdictions.

The Cleveland Guild's Press Unit voted 95 to 50 Sept. 29 to accept the economic package and forgo a cost-of-living adjustment of up to three percent next Feb. 1.

The package approved by the Guild calls for reducing the staff by 30 employees. Cole had originally demanded 41 jobs in the Guild's jurisdiction. Twenty-six of the reductions are to come from the editorial department and four from the advertising department.

The Guild unit also voted for a plan to achieve the staff reductions through voluntary terminations combined with a temporary pay cut of up to 5 percent in editorial department salaries as an alternative to involuntary economic dismissals.

(Continued on Page 2)

Guild sets Oct. 13 deadline in Seattle

Seattle—The Pacific Northwest Guild has set 6 p.m. Oct. 13 as a deadline for acceptable offers by the Seattle Post-Intelligencer and Times for new contracts to cover the 950 Guild-represented employees at the two papers.

If such offers are not in hand, the Guild leaders announced Oct. 8, they will exercise the authority voted them by the membership several weeks ago and call strikes against the papers.

The Guild's old contracts with Knight-Ridder's Times and Hearst's Post-Intelligencer expired July 21.

Purchase of Press by Cole is imminent

(Continued from Page 1)

That plan, contingent on 15 voluntary terminations within three months after the sale of the paper, calls for an initial five percent pay cut to be reduced after 20 employees leave and further reduced by one-half percent for each additional termination until 30 employees leave, when the paycut would end.

If 15 voluntary staff reductions are not achieved within three months, the new owner can make economic dismissals on the basis of seniority and other "compelling operational considerations" after first accepting voluntary termination offers and there will be no paycuts.

The agreement also calls for a Guild shop provision beginning next Jan. 1 that will require all but a few specifically exempted employees to join the Guild. Under the old agreement Guild members were required to maintain their membership and seven of every ten new hires in the commercial departments were required to join.

The Guild represents some 290 employees in the paper's advertising, business and editorial departments. About 245 are members now.

Cole's agreement with the Guild also provides that all premium payments and other restrictions that could be a cost barrier to morning or Sunday publication will be eliminated, although it says the new owner's intent is to continue afternoon Monday to Friday publication "for the indefinite foreseeable future." It has been reported that Cole might convert to morning publication and add a Sunday edition.

Cole had been negotiating with the unions since early August, demanding concessions as a condition for purchasing the paper, while Scripps-Howard was maintaining that it would close the paper if unable to sell it.

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 Paperhandlers originally rejected the concession package, but reversed that decision Oct. 7.

The Pressmen's local also voted to reject the concessions and then reversed the action. The local voted 77 to 75 to reject on Sept. 30 after the Pressmen's unit at the paper had voted 39 to 24 to accept the package. The local reconsidered and reversed its action by a vote of 136 to 24 Oct. 2.

Cole is chairman of Cole National Corp., a specialty retail firm, and a former national treasurer of the Democratic Party. Cole National is not involved in his purchase of the Press.

Guild certified for four

Vancouver — The Vancouver-New Westminster Guild was certified Aug. 20 as bargaining representative for four editorial employees of the Vancouver edition of the Daily Racing Form.

The British Columbia Labor Board granted the certification after the local filed a peition backed by more than the required 55 percent of the unit.

Defense fund debt free, $1.5M up

(Continued from Page 1)

series of strikes and lockouts in the 1978-79 fiscal year created a financial crisis forcing TNG to borrow in order to pay strike benefits. When those resources were exhausted promissory notes were issued to some Guild members in lieu of strike and lockout benefits.

Final payments from the Defense Fund liquidating outside debts were made last May, and the first installment payments to locals were made in June at TNG's convention.

In a letter accompanying the 27 checks to locals, and to four other locals repaid earlier due to their own emergencies, TNG President Charles A. Perlik, Jr. and Secretary-Treasurer Charles Dale reported that after the payments the Defense Fund's balance stood at $1,505,997.75, "which means we're in a better cash position in our Defense Fund now than ever before in our history," they said.

The officers expressed gratitude to the locals for responding "so quickly and so generously to TNG's financial crisis," and said that along with the checks "go our own personal tribute" to TNG members "whose stamina and dedication through the long and continuing months of full regular dues made possible today's milestone on the road to our $4 million Defense Fund goal."

The Defense Fund was paying a total of about $40,000 a week to strikers in Minneapolis, Vallejo, Wilkes-Barre and elsewhere.

Vallejo typos file protest over election to decertify

Vallejo, Calif. — The Typographical Union has filed objections with the National Labor Relations Board over the conduct of an election Aug. 26 on a petition to decertify it as bargaining representative for composing room employees at the Vallejo Times-Herald.

The San Francisco-Oakland Guild, local printers, mailers, pressmen and engravers struck the Donrey paper more than two years ago.

The Typographical Union said it had been prevented from participating in the election conducted by the NLRB because the board waited until the day of the election to notify the union that a petition seeking review of the unit had been dismissed and the election was to be conducted.

The Mailers and Pressmen's unions were decertified in NLRB elections conducted in July 1979.

Only strikebreakers voted in the decertification elections.

The vote was 12 to 0 to decertify the Typographical Union.

A petition to decertify the Guild has been delayed by charges before the NLRB that the struck paper instigated the filing of the petition. Those charges are before the board in Washington.

Meanwhile the Vallejo Independent Press, the strikers' interim publication, has filed a petition asking the court to declare it a newspaper of general circulation so that it will be able, under a state code, to take legal ads.

Scripps says it's seeking buyer for UPI

New York—Wire Service Guild leaders expect to meet with management of United Press International soon to discuss the surprise announcement Oct. 7 by management of the news service that it is seeking potential purchasers for part or all of the E. W. Scripps-owned firm.

The Wire Service Guild represents more than 900 UPI employees across the United States.

UPI's continuing financial losses were cited as the reason for the move when it was announced during the annual meeting of editors of newspapers that subscribe to the service. The service's 1979 losses were about $7 million before taxes and are estimated to be at least as high for this year, according to a report by the New York Times.

UPI President Roderick W. Beaton subsequently told the Times that while "E. W. Scripps is not going to abandon UPI . . . we must find a new ownership" and that "the ideal" would be "some kind of industry ownership."

Last year Scripps offered to sell to some publishers and broadcasters limited partnerships in UPI, with Scripps retaining control, but the effort was not successful.

The leader of an advisory group of executives of UPI-subscribers said that several options are being considered by Scripps, including the formation of a general partnership with newspapers and broadcasters in which all would share control of the service.

Other options being considered include a public stock offering within the newspaper and broadcast industries and outright sale of the service to someone outside the industry, the Times reported.

While "there apparently have been several inquiries from foreigners" about buying the agency, Scripps family members consider them "a last resort," the Times reported.

Richard Olive, administrator of the Wire Service Guild, said that while the local expected Scripps to again seek new money for UPI's operations, he was surprised by the "tone" of the announcement.

"And it may be ominous when one considers that after an announcement like this current or new management often attempts to demonstrate that it knows how to cut fat from an operation," Olive said. There's no "fat" left among the employees the Guild represents, he added.

"We will have any number of specific questions when we meet with management," he concluded.

105 strike WAPA-TV in San Juan

(Continued from Page 1)

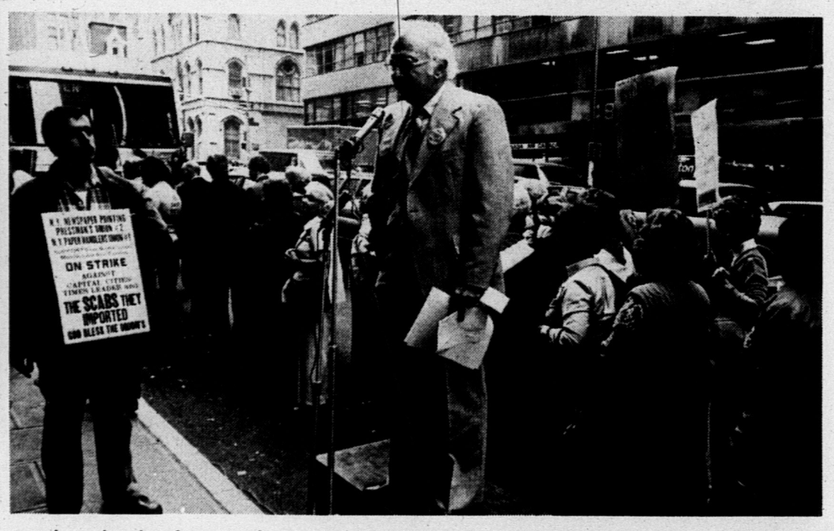
old contract was $215 a week for transmitter engineers. The top minimum for camera operators, lighting and audio employees and booth announcers was $205, while that for stage hands and messengers was $160.

Organized actors and musicians are respecting the Guild's picket lines. And the four candidates in a hotly contested race for governor have agreed to pull their political ads from the station.

It is continuing to broadcast using video tapes.

Wilkes-Barre strikers rally at Capital Cities' doorstep





More than 400 union members turn out for a rally at Capital Cities Communications headquarters in New York to mark the second anniversary of the strike by the Wilkes-Barre Guild, Typographical Union, Pressmen and Stereotypers against the chain's Wilkes-Barre Times-Leader. At right TNG Secretary-Treasurer Charles Dale takes the mike. Behind him are a group of International Ladies' Garment Workers Union members, many from the ILGWU's convention plus a bus load of retired ILGWU members who travelled to New York from Pittston, Pa. At left a contingent of New York Typographical Union members carry their local union banner. Members of the New York Guild, Pressmen's and Paperhandlers unions also participated in the demonstration. Last year a rally on the first anniversary of the strike that started Oct. 6, 1978, drew a crowd of about 300 persons. Other participants this year included members and leaders of the Insurance Workers, Roofers, Hospital Workers, Electrical Workers and State, County and Municipal Employees unions. New York Guild participants included Executive Vice President Harry Fisdell and former Times Unit leader Ed Eagan. New York Pressmen participants included leaders William Kennedy and Joseph Scimmecca and ITU Local No. 6 participants included Vice President David W. Crockett.

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Dennis Robinson/Southern Ontario Guild

TESTING GLOBE AND MAIL'S TRANSMITTER

Guild and management representatives observe as microwaves radiated from Globe and Mail's transmitting dish are measured.

Transmitter's radiation is measured

Toronto—The Toronto Globe and Mail was to begin satellite transmission of a new national edition early in October after tests were performed at the request of the Southern Ontario Guild to determine if microwaves emitted by a transmitting dish pose a hazard to employees.

The tests showed the emissions to be under guidelines, the Guild reported.

The transmitting dish, 28 feet in diameter, is located on the ground near the paper's mailroom and the entrance to the delivery garage.

Microwaves carrying page facsimiles are beamed from the dish to the government's Anik "B" satellite and then transmitted to printing centers in Calgary and Montreal. The microwaves travel over the garage and its rooftop parking lot.

The testing, performed Sept. 26 by TeleSat, the agency that leases the dish to the Thomson paper, produced readings no higher than 0.05 milliwatts per centimeter squared in areas to which employees and others have access.

A high reading of two milliwatts was produced when the testing probe was held up to the back of the dish. A reading of 0.01 milliwatts was taken before transmission began, with this "background" radiation coming from other microwave - producing sources in the vicinity.

Legal guidelines permit up to one milliwatt of microwave radiation in areas to which the public has access, a Guild representative reported.

TeleSat has recommended that the dish be fenced in to prevent access to areas surrounding it where exposure to more than 0.1 milliwatts could be expected. The microwaves radiated from the dish dropped off very quickly as the tester moved away from it and a Guild representative said that based on the test results the local is "reasonably satisfied" that the transmission system can be operated safely.

The reading of 0.05 milliwatts was taken in the center of the rooftop parking lot. A slightly higher reading of 0.06 milliwatts was produced on the roof of an annex housing the mailroom.

The tests were conducted while the system was transmitting at its maximum operational power of 1,200 to 1,250 watts. The paper has said it will be transmitting at 400 watts.

The company plans to transmit for an hour and a half on Fridays between 9:30 and 11 p.m. and for an hour other nights between 10 and 11.

It had arranged to conduct the tests for microwave radiation at 6 p.m., but agreed to a 6 a.m. test time after the Guild objected to testing at a time when a maximum number of employees would be working.

Members of the Guild unit's health and safety committee, along with other Guild and management representatives observed the testing.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 2.0-point increase in the index in August, to 213.5 up 20.7 points from August 1979, and 35.7 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.

		Percentage over	
	Index*	Same month prior year	August 1978†
September, 1979	194.5	9.6	9.4
October	195.9	9.3	10.2
November	197.8	9.4	11.3
December	199.0	9.8	11.9
January, 1980	200.1	9.5	12.5
February	201.8	9.4	13.5
March	204.0	9.3	14.7
April	205.2	9.4	15.4
May	207.6	9.4	16.7
June	209.9	10.1	18.1
July	211.5	10.1	19.0
August	213.5	10.7	20.1

*1971 = 100 †Index = 177.8

Parliament's action on FOI bill reported likely to be delayed

Ottawa—Action on the Liberal government's own freedom of information bill was reported likely to be delayed until next year in the face of over-riding budget and constitutional issues before Parliament as it reconvened, Oct. 6.

The bill introduced by the government's secretary of state July 17 reverses the Liberal party's long-standing opposition to giving the courts the right to review the propriety of refusing to release government information.

The bill, like one introduced by the short-lived Conservative government last October, includes a two-tier review procedure under which information requests denied by a government minister could be appealed. They would go first to a new information commissioner and the commissioner's denial could be appealed to the courts.

The bill also would confirm the right to personal information held by the government, repealing restrictions to this information embodied in the Canadian Human Rights Act.

The proposed legislation would not supersede other laws that contain secrecy provisions, but it calls for the creation of a Parliamentary committee to review such laws and make recommendations for repeal.

Categories of information exempted from the Conservative's bill are repeated and exemptions for certain information gathered by the police and specific security data is added.

A fee structure, similar to that included in the predecessor legislation, would require payment of up to $25 with each request for information and an additional fee to cover the cost to the government of searching for the information, reviewing it and preparing it for disclosure.

The government would have 30 days to respond to requests. Fifteen days could be added to the allowable response-time if a request were made of the wrong department.

Data more than five years old when the legislation takes effect would be exempt for the first five years and information more than two years old would be exempt for the first two years of the law's operation. This transition period is intended to give the government time to get its record-keeping system in order. The Conservative's bill called for a transition period of only one year.

In an analysis of the new bill ACCESS (A Canadian Committee for the Right to Public Information) said it "increases the number of exemptions and apparently attenuates [lessens] the scope of judicial review," compared to the Conservative's bill, but it "contains some important additions, including privacy legislation. One thing is certain," the analysis declared, "it is an immense improvement over traditional Liberal proposals."

TNG's 1980 Convention called on the Liberal government to follow up on its promise to introduce freedom-of-information legislation similar to that of the Conservatives and to give it high priority.

Guild wins election at suburban chain

Sacramento — The employees of Sacramento Suburban Newspapers—a chain of six weekly papers—have voted for representation by the Central California Guild.

The vote Oct. 3 among the employees in a plant-wide unit was 29 to 16 for the Guild.

The 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 publishers had asked the NLRB to declare several news editors "professional" employees under the National Labor Relations Act and to exclude composing room employees from the unit, but their claims were denied. [Guild Reporter Sept. 26.]

IUD convention asks chain-limiting law

Atlantic City, N.J.—The AFL-CIO's Industrial Union Dept.'s convention here Sept. 24-25 called for the U.S. Congress to enact legislation limiting the size of newspaper chains while protecting press freedom.

Acting on a resolution introduced by TNG, the convention called for legislation like that endorsed by TNG's 1979 convention that would put a ceiling on the number of newspapers or total circulation controlled by a single company, while safeguarding press freedom by not prohibiting anyone, "including a media giant," from starting a new newspaper.

Noting that chains control nearly 70 percent of U.S. daily newspapers and that 20 corporations alone control over 50 percent of all U.S. circulation, the convention said that "limiting the size of media conglomerates . . . is an idea whose time has not merely come; it is in serious peril of having passed."

The convention called on Congress to act "before the last of the fast dwindling independent dailies disappears from the scene."

"There may be those who say freedom of the press makes such a bill impossible, the convention said. But declared, to the contrary, that "freedom of the press makes it imperative."

Another Guild resolution calling on Congress to reject any moves that would erode the Freedom of Information Act by granting broad exemptions to the Central Intelligence Agency, Federal Bureau of Investigation or other government agency, was referred to the IUD's executive council for further study and action.

In other action, the convention also pledged that the IUD will work for federal legislation to cushion workers against the hardships of plant closings. It would require advance notice of shutdowns, continuation of workers' health insurance, corporate participation in the financial burden placed on a community by a shutdown and rights of union successorship when an operation is closed, then reopened under "new management."

The convention also agreed to refuse to hold future conventions in states that have not ratified the Equal Rights Amendment to the U.S. Constitution and elected the IUD's first woman vice president: Lenore Miller, secretary-treasurer of the Retail, Wholesale & Dept. Store Union.

She and Service Employees President John J. Sweeny were the only two new members elected to the IUD's 24-member executive board. They replaced RWDSU President Alvin E. Heaps and Painters' President S. Frank Raferty, who both resigned due to the press of other duties.

Howard Samuel and Elmer Chatak were re-elected president and secretary-treasurer respecitvely.

The convention also voted to increase monthly per-capita payments by one cent, to five cents per month, to help finance expanded organizing aid to affiliated unions.

TNG President Charles A. Perlik, Jr. and Secretary-Treasurer Charles Dale were TNG's delegates to the convention.

Globe seeks ways to reduce CO

Toronto—The Toronto Globe and Mail has asked engineering consultants for proposals on improving ventilation in its loading dock area in order to reduce carbon monoxide levels to which employees are exposed.

The company has also begun enforcing notices posted in the garage ordering drivers to turn off their engines while being loaded.

These actions follow recommendations by the York-Toronto Lung Assn. that ventilation in the area should be improved through "design and/or maintenance" changes.

The association made the recommendations on the basis of tests made at the request of the Southern Ontario Guild to determine blood carbon monoxide levels of employees working in the loading dock area. [Guild Reporter Sept. 12.]

'Look for the union label'

"WHEN YOU PICK a candidate and when you pick a party just look for the union label," President Carter told the convention of the International Ladies Garment Workers Union in New York Sept. 29.

In November voters will make a choice that will affect every gain that labor has fought so hard to achieve through the years, from the minimum wage to human rights, the president said in a speech setting forth his commitment to labor's interests.

"I came here to talk to you briefly about that choice and what it means to working people and especially today to working women," Carter said. "It should be an easy choice because all you have to do is follow the same good advice the ILG has been giving for years: look for the union label."

That means, Carter said, that before a candidate tells you what he's going to do, first find out what he's already done.

"I think that's a pretty good standard," he said. "Before someone says he's a friend of the working people, take a look at his record.

"Look at which candidate stands up for the needs of working people, which party looks out for the people that have to work day in and day out, which candidate has fought with you, alongside of you, when the working people's interests were at stake.

"Let me tell you briefly where I stand —what I've been fighting for with your help since the first day I was inaugurated president.

"I believe, as you do, that people have the right to a decent living and that's why we fought together for the largest and most certain continual increase ever in history in the minimum wage.

"I believe, as you do, that in the nation with the richest agriculture in the history of the entire world there can

CARTER

be no excuse for allowing anyone to go hungry. And that's why you and I fought to eliminate the cash requirement for purchasing food stamps—and we won that fight.

"I believe, as you do, that every worker has a right to be employed in a place that's stable and healthy. And that's why we worked to improve OSHA and successfully defended it against attempts to destroy it.

"And I believe, as you do, that the best way to put young people to work is not to guarantee them lower wages but to give them the training and the work experience they need to fit into the job market.

"Every one of these positions and many more that I could name carries the union label and so does this one: All Americans, women and men alike, should have the same fundamental rights and those rights should be enshrined where the rights of Americans are supposed to be enshrined, in the Constitution of the United States of America."

The president said that the United States cannot afford top public officials who ignore the real problems of working women, who would deny women the constitutional protection of their equal rights, who seem to believe that "women, like children, should be seen and not heard."

"I totally reject that view," the president said. "I support ERA.

"Even the Republican Party supported ERA for 40 years, until this year.

"The new Republican leaders have turned their backs on American women. Some of them say they are not opposed to womens' rights. They just want to let the states do it. That's what the enemies of womens' suffrage said 70 years ago. 'Leave it to the states.' That's what the enemies of civil rights said 20 years ago. 'Leave it to the states.'

"Throughout the United States there are hundreds and hundreds of laws that discriminate against women. Fragment this series of laws among 50 different states and you get some idea of what leaving it to the states really means.

But ERA is not just a question of laws, the president emphasized.

"It's a clarion call to end an historic injustice," he declared.

"The rights of women, the rights of minorities, the rights of those who are afflicted and oppressed, the rights of free speech and free expression, the rights of working people to organize and bargain collectively—these are fundamental human rights.

"They are the rights that our nation represents. These are the rights that are worth fighting for and these are the rights of our nation which I will defend as long as I am president."

In conclusion, President Carter, as he said, "dipped once more" into history.

"Many of you will remember the old Italian Dressmakers Local 89 radio program on WEVD. The program always began with a song. The title of the song was 'Bread and Roses'," he recalled.

"That same phrase—'Bread and Roses'—was one of the most famous rallying cries of the early American labor movement. It meant, of course, that labor was not struggling for only material benefits, but for the values and the ideals that give life its meaning and its beauty.

"That old rallying cry is as good a description as any of what our country means—to our own people and also to people all over the world. I want to continue that struggle side by side with you over the next four years."

High stakes!



STAM in the AFL-CIO NEWS

Another look at 'Gov. Reagan'

"AT THE RISK of sounding just a bit partisan," Ronald Reagan said at the outset of his first term as governor of California in 1967, "let me point out that my administration makes no bones about being business-oriented."

Esquire magazine, in an analysis of Reagan's record in its August issue, described that as the "understatement" of the year.

Reagan, Esquire reported, named a past president of the California Real Estate Assn. as state real estate commissioner, a lumberman as resources administrator and a former utility company consultant to the Public Utilities Commission.

Reagan's "kitchen cabinet," as the Christian Science Monitor reported Oct. 1, included the heads of Dart Industries, Firestone tire and rubber and Union Oil, among others.

"All in all," Esquire concluded, "Reagan engineered a massive merger of state government and private interests."

In the process others, including labor, were largely left out.

John F. Hennings, executive officer of the California AFL-CIO, points out that Reagan named a professional management representative as state labor commissioner, a business man as director of the department of industrial relations, and limited labor to one representative each on the five-member unemployment insurance appeals board and the industrial welfare commission, which set minimum wages and working conditions for women and minors.

As governor, Reagan not only cut back job safety inspections, disabled-worker programs and worker-hearings in compensation cases, but he tried to exclude teenaged workers from unemployment and workers compensation and the prevailing minimum wage, and opposed or vetoed collective bargaining for teachers and farm workers (plus unemployment compensation for the latter) and vetoed disability benefits for women suffering complications from pregnancy.

The State AFL-CIO, Hennings said, had to go to court to stop Reagan from farming out convict labor to private growers in violation of the State constitution.

Meanwhile, the Christian Science Monitor reported, despite reductions in some taxes, the "total real per-capita tax load" in California, adjusted for inflation, rose from $426.26 to $556.84 —an increase of 31 percent—during Reagans eight years as governor.

Hennings said that Reagan's "only achievement worthy of praise" was his signing into law compensation improvements, for which Hennings praised him in 1973—an action which, Hennings said, Reagan's TV commercials have taken out of context to imply labor's support for his candidacy.

The State AFL-CIO, Hennings said, opposed Reagan for governor in 1966 and 1970 and opposes him today.

When Reagan was campaigning for the Republican presidential nomination four years ago, six California Republican legislators had a similar complaint.

In a July 15, 1976, letter to GOP delegates in several states, the AFL-CIO reports, they said that "as Republicans and as responsible elected officials, we cannot sit idly by and see and hear the Reagan record distorted by Governor Reagan."

Asserting that Reagan had not been candid about his record on, among other things, welfare, the ERA and state taxes, the six legislators concluded:

"It is not just the record facts that are bothersome. Regardless of which 'side' of an issue appeals to us or you, the constant inconsistencies between record and rhetoric are of great concern to us and should be to you."

Late shift for workers

A MAJOR ELEMENT in Ronald Reagan's campaign strategy, Business Week reports, is to woo workers' votes by "soft-pedaling" his longstanding positions on labor issues that helped him win the Republican nomination.

"In the process, he will ditch or modify some of his previous anti-labor rhetoric," Business Week predicted in an article in its Sept. 15 issue headed: Reagan's Plan: Sidestep Unions, Woo Workers.

"Both Reagan and the professionals who are trying to clean up his act seem to agree on three premises," the AFL-CIO Federationist said in its October issue. "That workers' votes are important, that posing as a friend of workers is the key to gaining those votes and that workers are too dumb to see through the pose."

Reagan's opening shot, Business Week said, came in a speech to the Ohio Conference of Teamsters on Aug. 27.

"Reagan, who as governor of California opposed collective bargaining rights for teachers and farm workers, proclaimed that 'collective bargaining is the indispensable tool for meeting the common concerns of industry and labor.' He added: 'Organized labor will always have access to me on any matter affecting the working people of our country'," Business Week reported.

REAGAN

"These promises represent a marked softening in the tenor of previous Reagan proclamations on labor issues, and he is likely to change his positions with increasing frequency between now and November."

He—or at least his campaign committee—already has.

On Sept. 16, the day after the Business Week article, the Reagan-Bush campaign committee issued a statement, now embodied in a leaflet, setting forth what is described as "Governor Reagan's positions on key labor issues."

And, as Business Week predicted, Reagan according to his campaign committee, does not want to abolish the minimum wage law, repeal OSHA or bring unions under antitrust law, no matter what he has said in the past or how many times, or how recently, he has said it. Witness:

✓ Reagan: "We should look very closely at whether they [unions] should not be bound, as business is, by the antitrust laws. I've thought for some time they should be subject to the same restraints that are imposed on industry and business."—St. Mary's College, April 23, 1980.

Campaign Committee Position Paper, Sept. 16, 1980: "Governor Reagan opposes extending antitrust laws as applied to labor unions."

✓ Reagan: "I question seriously [the need for] OSHA. Safety and health in the workplace would not suffer noticeably. Significant private and governmental resources (they mean money) would be saved and an agency perceived primarily as a tool of government harassment would be eliminated. Amen!" —Business Week, March 31, 1980.

Position Paper, Sept. 16, 1980: "Gov. Reagan would not repeal, but rather would work to reform OSHA."

✓ Reagan: "The minimum wage has caused more misery and unemployment than anything since the Great Depression."—Wall Street Journal, Jan. 30, 1980. "The minimum wage should be repealed."

Position Paper, Sept. 16, 1980: "Gov. Reagan feels the enactment of the youth differential would increase employment opportunities for youth and minorities."

✓ Reagan: "The Senate right now is dealing with the so-called labor law reform law which I think—feel strongly—is a bill that should be defeated, not because I'm against the working man at all but because this reform is against the working man."—Face the Nation, May 14, 1978.

"I believe the hierarchy of organized labor is totally out of step with the hopes and aspirations of the rank-and-file members."—N.Y. Times, April 7, 1976.

Position Paper, Sept. 16, 1980; "Gov. Reagan would seek the views of representatives of organized labor before making any decision on labor legislation. He favors those revisions of labor laws which will improve the welfare of America's men and women and are fair and even-handed to both labor and management."

✓ Reagan: "Davis-Bacon [the prevailing wage law], in case you are not familiar with it, is the program which forces contractors doing government jobs to pay artificially high wages everywhere in the country."—Radio Commentary, July, 1978.

Position Paper, Sept. 16, 1980: "Gov. Reagan strongly supports construction workers' rights to fair conditions. The intent of the Act was laudible."

In addition, it appears, from the Reagan-Bush campaign committee position paper, that Reagan now supports collective bargaining for public employees and opposes a national right-to-work law, but still supports state right-to-work laws.

The position paper, however, is silent on the subject of unemployment insurance, which Reagan once called "a prepaid vacation for freeloaders."

Nor does it contradict Reagan's own characterization of himself this July 19, when he said: "I am the candidate of Big Business."

James Reston wrote in the New York Times Oct. 5, that "Reagan, in order to win the support of the independents and disenchanted Democrats he needs in order to be elected in November, is now denying many of the things he proclaimed when he was trying to be nominated."

"Some campaign workers in presidential elections tend to be true believers in whose eyes The Candidate can do no wrong," the AFL-CIO Federationist observed. "His lightest remark is apt to be enshrined as an article of faith to be trumpeted up and down the land and defended with the full intellectual tool kit of dogmatic theology.

"Not so at Reagan-Bush headquarters in Arlington, Va. There the job is to bury the boss' opinions, not to praise them.

"Backroom strategists seem to spend at least as much time contradicting Ronald Reagan as they do baiting the opposition and nowhere is this effort carried more baldly than in dealing with issues of concern to working people."

Mondale: 'Reporters are not bailiffs'

"REPORTERS SHOULD NOT be turned into bailiffs or detective agencies. Their job is gathering news. And that is the way this Administration thinks they should be treated."

Thus did Vice President Mondale set forth the Carter Administration's position on key press issues in an address Sept. 18 in observance of the Kansas City Star's centennial.

Declaring that "one shudders to think of what our future would be like if the New York Times had not exposed a policy of mistakes and misdeeds and published the Pentagon Papers," Mondale said:

"Every time the press feels a threat to its basic independence, every American stands threatened in his rights.

"And few recent events were more threatening to us all than when, two years ago, the Supreme Court upheld a local prosecutor who had searched the newsroom of the Stanford Daily.

"Let me state as emphatically as I can, this Administration opposes the search of newsrooms by any law enforcement agency for evidence of a crime committed by others.

"We believe with Justice Black that the point of a free press is to censor the government—not the other way around.

"Within days of the Stanford decision, I announced on behalf of the president that we were beginning the preparation of new legislation. To my knowledge, the federal government has never sought a warrant to search a newsroom. But we wanted to make sure that no government, at any level, could do so.

"And I am pleased to report that the Senate has passed our bill, the House is working on it now, and we expect Congress to enact it soon—so that newsmen and women everywhere can be free of fear, free of searches, free to do the job we need them to do." [The House approved the bill, and it was sent to the White House for signature on Oct. 1.]

"And not just searches. We must be wary of the flood of subpoenas that threaten to drown the very editorial process.

"The distinguished Reporters Committee has found that in recent years about two-thirds of the litigated subpoenas that resulted in court opinions were litigated in state courts—and only one-third in federal courts. And by far the majority were issued at the request of defense counsel, not the prosecution.

"Still, subpoenas that pry into the records of reporters, that invade the editorial process, that compel reporters to testify about their sources have a chilling and menacing effect, no matter who makes the request or which court you're hauled into. . . .

"It's only as witnesses that you should be kept out of courts. As reporters, you must have access to open trials and open pre-trial proceedings.

"It was not the closed proceedings of the Star Chamber that made Anglo-American law the most democratic in the world. It was open and free trials that let the public know that justice was done.

"For that reason, several trial closings have had a chilling effect on all of us concerned with fair trials. The Attorney General has proposed new federal guidelines which will regulate the authority of government attorneys to ask for, or even agree to, closing any criminal or civil proceeding.

"We have taken the position that in all but extreme cases trials must be open. They should be open. And if this Administration has its way, they will stay open. . . .

"Four years ago, I pledged to you that our Administration would both vigorously enforce and uphold the rule of law.

"We have worked hard to fulfill that pledge.

"We passed the Electronic Surveillance Act so that no reporter or any other citizen need fear illegal eavesdropping on his conversations.

"We have tried to remove the cloud that hung over the independence of American journalists. President Carter has declared that the CIA can recruit reporters only in the most extreme circumstances—and only with his personal approval. Not once during this Administration has the CIA used an American reporter. . . ."

President Carter's pledge to labor

"This country needs, and I will support, labor law reform. And I will stand with you until we get it passed.

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

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

"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].

"We must expand human rights at home by ratifying the Equal Rights Amendment.

"Once and for all, 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."

—President Carter to the AFL-CIO General Board, Sept. 4.

Scrutiny shows he is 'a conservative all along'

IN A FIELD of Republicans that included Ronald Reagan, John Connally and George Bush, it shouldn't be surprising that Rep. John Anderson emerged with the label "moderate" or, according to some, "liberal."

But with Anderson now running as an independent for the presidency, as AFL-CIO COPE points out, he is necessarily being subjected to closer scrutiny. Voters might begin, COPE suggests, by looking at his 20-year record in the House of Representatives.

If they look, COPE says, they will discover that Anderson has been a conservative all along on most issues of concern to labor.

He is not an ultra-conservative in the mold of a Jesse Helms or an Orrin Hatch—a fire-breathing ideologue determined to exorcise labor unions, Ralph Nader and ERA supporters. (Anderson in fact is for ERA).

He has never been—like Helms and Hatch and some others in his party—a

ANDERSON

water-carrier for the nation's right-wing leaders and organizations.

Nevertheless, on the record—when it comes to votes on key economic, social and labor issues—Anderson has seldom strayed from GOP policy. On the official AFL-CIO scorecard, Anderson has voted "wrong" 138 times, "right" 52. That's 73 percent "wrong."

On 81 basic union and jobs votes, Anderson has voted "wrong" 63 times, "right" only 18—78-percent "wrong."

There are pluses, however, in his record, a major one being Anderson's almost solid support of OSHA, the job safety law, and his willingness to defend it against weakening efforts.

On civil rights, his record overall is good, despite his support of an unsuccessful weakening amendment to the 1965 Voting Rights Act, a vote he has since said he regrets.

OSHA aside, on most issues of worker and union rights and jobs—most efforts to create employment for the jobless, reform of the labor laws to protect workers' rights to join a union, repeal of right-to-work-for-less laws, equal picketing rights for construction workers and protection of Davis-Bacon coverage, food stamps for striking workers and their families—Anderson has been consistently in opposition.

He also has voted against restrictions on child labor among migrant workers, minimum wage increases, unemployment insurance for farm workers, national health insurance, medicare, Social Security increases, a consumer protection agency and aid to Chrysler.

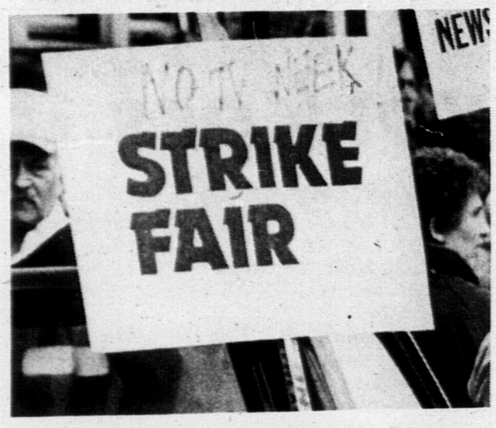
The Anderson-Lucey platform, however, proposes a "fair and equitable" minimum wage and "selective improvements" in federal labor law.

"Anderson has said in his campaign for the presidency that 'my heart is on the left, but my pocketbook is on the right'," COPE observes. "We have to take his word for where his heart is. There is ample evidence, from the record, that his pocketbook is indeed on the right, just where, for the most part, his votes have been."

"I have said I have not left the Republican Party," Anderson said in the May 19 issue of U.S. News and World Report. "I simply mean I haven't given up all the things I have voted for and have supported over the years."

Hardly anyone now believes Anderson can win the presidency for himself. But the polls show that for every vote he takes away from Reagan, Anderson takes at least seven from Jimmy Carter, COPE points out.

"On most labor matters, there is no difference in what Reagan says and what Anderson has voted for," Secretary of Labor Ray Marshall told the Missouri AFL-CIO's recent convention.



. . . IN MINNEAPOLIS . . .



HIGH BID FOR DAY WITH OUTDOOR COLUMNIST BROUGHT $126 FOR HARDSHIP FUND



PETE HOHN'S 'SQUIRRELY' MESSAGE
Left foreground, columnist Larry Batson

Strike settlement hikes tops $150

(Continued from Page 1)

properly removed from the mail room.

The company also agreed that the Mailers' Union will have jurisdiction over automated mail-room equipment it is considering installing in the future.

The tentative agreement was announced at a rally on the evening of Oct. 8 sponsored by the state AFL-CIO, the newspaper unions and other affiliated and non-affiliated unions from the Twin Cities area and throughout the state.

The company had continued to publish abbreviated editions of the paper, but the only sales were from inside the plant.

The Stern brothers of Stern Publications of Detroit had launched an interim daily Sept. 29. The paper, The Minneapolis Daily Press, was published Monday through Saturday, with about 12 pages but little advertising. Fewer than a handful of Star and Tribune union members worked for it.

The Sterns have published interim dailies during other newspaper strikes, including the 1978 New York and St. Louis strikes.

The unions staged a "street fair" in front of the plant, Sept. 28—the third Sunday of the strike. Hundreds of strikers, their friends and families and the general public turned out for the event. It produced nearly $1,600 for the strikers' hardship fund and encumbered the journey of those headed toward the plant to buy a Sunday paper.

The fair featured a local dixieland band, courtesy of its leader and the musician's union, a bake sale and the sale of "Guindon" T-shirts with striking Tribune cartoonist Richard Guindon on hand to autograth the shirts that bear his shopping-bag lady cartoon character carrying a picket sign. [Guild Reporter, Sept. 26].

A day of fishing with Tribune outdoor writer Ron Schara was auctioned off. It brought $126 from the highest bidder.

Other well-known striking columnists were on hand to talk about the strike.

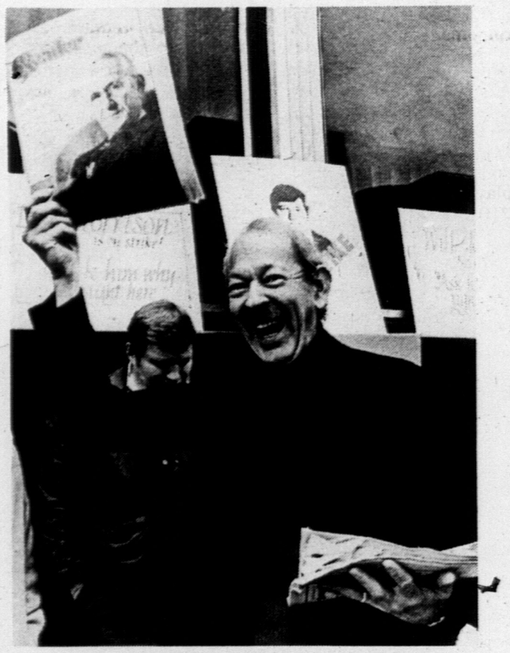
The hardship fund was established to aid employees honoring the picket lines who received no benefits from their unions. It paid benefits to 175 Teamsters and to members of the Service Employees' union.

Employees represented by the Machinists', Typographical, Pressmen's and Engravers' unions also honored the picket lines.

The Machinists' settlement with the papers called for increases of $1.10 an hour in each of two years.



RICHARD GUINDON AUTOGRAPHS T-SHIRT
Mike Zerby, Tribune photographer, wears it



DON MORRISON HAWKS A WEEKLY



JOSEPHINE MARCOTTY FILLS AN ORDER
Strikers sold baked goods and apples



JAN MARTIN, A DISTRICT MANAGER, IMPROVISES WITH RED WOLFE'S BAND

Photos by KENT KOBERSTEEN/Twin Cities Guild

Sac'to Union key top up $119 a week

Sacramento—The key top minimum in the Central California Guild's contract with the Sacramento Union is raised by $119.17, to $578.63 a week, under a new 34-month agreement.

The settlement takes the top minimum for reporters, photographers, outside advertising salespersons and electrician-machinists up by $36.23, to $495.69 a week retroactive to July 7, with increases of $39.70, $37.51 and $5.73 due in July 1981 and 1982 and May 1983.

Retail telephone solicitors, librarians and marketing research analysts are put into a new classification with a top minimum of $434.01, going to $506.64 over the contract term. The final top minimum for retail telephone solicitors is $190.68 higher than that for telephone salespersons in the old contract.

The top for telephone salespersons in the new agreement is increased by $89.68, to $405.64 a week, in increments of $24.75, $27.30, $25.80 and $11.83.

Other increases and resulting top minimums include:

Senior clerks and **intermediate bookkeepers** — Up $82.09, to $371.48 a week.

Advertising and **service department clerks** — Up $85.84, to $388.34 a week.

Voluntary ad takers and **clerks** —Up $75.15, to 340.25 a week.

Sports assistants—Up $47.41, to $215.32 a week.

Copy clerks, messengers and **library clerks** — Up $60.03, to $272.15 a week.

The settlement includes a minimum guaranteed premium payment for employees opting to join a health maintenance organization instead of the group insurance plan and provides that the company will pay dental insurance premium increases of up to $3.85 a month.

A guarantee that current voluntary ad takers will be given an opportunity for promotion to telephone salesperson is added, as is provision that future ad takers will be given first consideration for promotion.



18 percent—or clam up!

Bargaining buttons being sported by union members at the Long Beach Independent and Press-Telegram are a spinoff from company campaign posters heralding the "news you need, easy to read," beside a nautical motif. That's a clam holding the sign on the button. The Los Angeles Guild and five other unions are jointly bargaining with the papers for contracts to replace ones that expired last February. The cost-of-living has risen by 18 percent since most employees had a wage increase. Even the managing editor wore one of the buttons for a short time, but apparently was tipped off that it wasn't in good taste to do so, a Guild representative reported. Guild members have taken a strike vote.

Key top to go up $129.10 in Cincinnati

Cincinnati—The top minimum for reporters, photographers and artists is raised by $129.10, to $535 a week under a new contract between the Cincinnati Guild and Scripps-Howard's Cincinnati and Kentucky Post.

The three-year agreement, retroactive to March 1, is an early renewal of a contract that was to expire next Feb. 28. No further increases were due under that contract.

Bargaining on the early renewal came under provision permitting the contract to be reopened within 30 days after the Post began joint operations with Gannett's Enquirer. The Enquirer took over all the non-editorial operations of the Post Dec. 6.

The $129.10 increase in the key minimum comes in eight increments over the contract's term, with $29.10 a week retroactive to March 1, another $10 retroactive to June 1, $25 on Sept. 1, $20 next June 1, $10 each on Sept. 1 and Dec. 1, 1981, $17 on June 1, 1982 and $8 on Sept. 1, 1982.

The company's weekly payment to a jointly administered hospital-medical fund is increased by $3, to $14.20 per employee, and beginning next March the company will pay up to $2 per employee a month for a vision care program.

A year's service requirement is eliminated from the maternity leave clause, as is a six-month service requirement for paid leave to serve on a jury.

Provision is added guaranteeing employees consecutive days off in all but six weeks a year, except in emergencies or when scheduling would result in overtime.

The top minimum for editorial clerks is raised by $50.75, to $270.72 a week. The increase is in three steps, with $17.60 retroactive to March 1, $16.63 next April 1 and $16.52 on April 1, 1982.

Copy aides receive a $41.03 increase in their top minimum, with increases of $14.23, $13.44 and $13.36 on the same dates the editorial clerk minimum is raised.

First commercial pact at Tonawanda News

Tonawanda, N.Y.—The Buffalo Guild and Ingersolls's Tonawanda News have agreed to a first contract covering employees in the advertising, business and circulation departments of the paper.

At the same time, a renewal of the local's contract covering editorial department employees has also been settled.

The top minimum for outside advertising salespersons is set at $315 immediately and goes to $343 on Jan. 1.

The top minimum for reporters and photographers is raised by $48.68, to $364.69 a week. The increase comes in two steps, with $24.18 retroactive to Jan. 1 and $24.50 on next Jan. 1.

The initial contract covering the commercial departments parallels the editorial agreement in most respects, including provisions for health and life insurance, severance pay, night differential, vacations and holidays.

The new group's contract, like the editorial agreement, calls for leaves of absence on the request of employees holding a public office or office in a political party or campaigning for office.

The agreement also calls for a one-time cash payment ranging from $200 to $270 for each of the newly covered employees.

The new top minimum for senior clerks, senior bookkeepers and inside display advertising solicitors is $210, going to $224.50 on Jan. 1.

The top minimum for editorial assistants is raised by $31.09, in increments of $15.44 and $15.65, to $232.93 a week.

An eye care insurance program is added for editorial employees and mileage reimbursement is raised by 5 cents, to 20 cents, with provision for adjustment to reflect changes in gas prices.

The Guild won bargaining rights for the commercial department employees in a National Labor Relations Board supervised election June 21, 1979.

Honolulu tops up $105

Honolulu—Key editorial and outside advertising top minimums are increased by $105, to $539.50 a week, under three-year agreements between the Hawaii Guild and Gannett's Star-Bulletin, the Advertiser and the Hawaii Newspaper Agency, joint business and production company for the papers.

The Guild and the other unions representing the papers' employees again bargained jointly.

Top scales in the craft union agreements are also increased by $105 over the next three years.

The $105 increase for reporters, photographers, outside advertising salespersons, desk persons and artists comes in three increments of $35 each. The first is retroactive to March 18, with the others coming on March 18 of 1981 and 1982.

The settlements call for increases in pension benefits, a reduction in employee payments to the pension fund and increased reimbursement under the dental insurance plan.

Health insurance coverage is also improved and vision and psychiatric care are added to the plans.

The service required for a fifth week of vacation is reduced by one year, to 24 and religion is added to the no-discrimination clause.

Other increases and resultant top minimums include:

Telephone classified salespersons: Up $77.22, to $379.38 a week (three $25.74 increases).

Senior dispatch clerks and **stenographer/secretaries:** Up $66.78. to $328.02 a week (three $22.26 increases).

Key top to $400 in Lowell

Lowell, Mass.—The key advertising and editorial top minimum is raised by $74, to $400 a week, in a three-year agreement between the Boston Guild and the Lowell Sun.

The top minimum for reporters, photographers and advertising salespersons was increased by $15 retroactive to Aug. 1, 1979 and by $17 on June 2, with further increases of $17, $20 and $5 due next April 6, Jan. 4, 1982 and May 31, 1982.

The top minimum for advertising phone solicitors, classified clerks, dispatch clerks, receptionists and business machine operators is raised by $45.61, to $246.53 a week, in increments of $9.24, $10.48, $10.48, $12.33 and $3.08.

Group life insurance coverage provided by the company is increased by $1,000, to $8,500.

Provision is added guaranteeing full-time employees four hours pay at the overtime rate of time and one-half for working on a day off and three hours at the overtime rate if called back to work after leaving the plant.

The mileage rate paid employees using their vehicles on company business is raised by 4 cents, to 20 cents for the first 100 miles driven in a week and to 18 cents thereafter, and a formula is added for adjusting the mileage rate as the price of gas changes.

Among other increases and resulting top minimums are: **Deskpersons, editorial** and **sales promotion managers** and **assistant classified advertising manager**— Up $78.78, to $425.82 a week.

Advertising layout employees— Up $63.98, to $345.88 a week.

Bookkeepers, secretaries and **payroll clerks**—Up $49.58, to $268.02 a week.

Messengers — Up $33.60, to $181.58 a week.

Meeting on dues forms set for Nov. 7

Washington — Representatives of 17 Guild locals and one regional group of locals will meet here Nov. 7-8 to study the forms and procedures currently used by all locals to record dues payments and per-capita remittances to TNG.

TNG Secretary-Treasurer Charles Dale announced the dates of the meeting, recommended by TNG's 1980 Convention in response to concerns by leaders of several locals over dues reporting procedures.

Participants in the session, to constitute an ad-hoc committee under the convention's action, are to forward any recommendations they agree on to the International Executive Board in time for its January meeting and copies are to go to all locals.

In announcing the meeting dates, Dale urged all local leaders who have ideas on TNG's remittance forms or procedures to put them "down on paper and get them to me in advance."

He also called upon any local leaders who have questions on the dues forms and procedures to forward them to him before the meeting.

A representative of the computer firm through which TNG dues forms are processed will be on hand, Dale noted.

Middletown paper signs ITU contract for editorial group

New York—Management of the Middletown Times Herald-Record signed a Typographical Union contract covering the paper's four-dozen editorial employees in a National Labor Relations Board hearing room here Aug. 18.

The signing averted a hearing on unfair labor practices against the Dow Jones Ottaway Division daily and brought to an end more than 5½ years of bargaining since the employees voted to be represented by the union in 1974. It is believed to be the only union contract covering newsroom employees of an Ottaway paper. No other department of the Times Herald-Record is organized.

The contract, which expires at the end of 1980, provides a top minimum of about $345 for experienced reporters.

'Remember, now: I love union votes . . . err-ah . . . folks!'



Unions file ERISA complaint against Wilkes-Barre paper

Wilkes-Barre, Pa. — The four unions striking the Wilkes-Barre Times-Leader have filed a complaint with the U.S. Labor Dept. charging the company with violating the Employee Retirement Income Security Act (ERISA).

The unions—the Guild, Typographical Union, Pressmen and Stereotypers—charged the company wtih violating ERISA by including strike time in computing the final five-year average salary used to calculate pension benefits of employees who have retired since the strike against the Capital Cities' paper began Oct. 6, 1978.

They also charged the company with violating the law by using the pension program to its own benefit and by eliminating employee trustees from the administration of the plan.

The complaint said that "it is obvious" that the company is using the pension plan "to punish employees who chose to strike."

"The longer an employee stays out on strike, the more punitive becomes the employer's actions," the unions said. They pointed out that if the strike should last five years an employee's accrued pension benefit "would be reduced to zero."

The unions asked the Labor Dept. to take the steps necessary to stop the company's illegal conduct and see that retirees are reimbursed for pension benefits lost.

The unions have also appealed an NLRB regional director's decision not to issue an unfair labor practice complaint on an earlier charge that the company is violating federal labor law by discriminating against strikers in computing pension benefits.

The NLRB's general counsel has been asked to review that decision.

In refusing to issue a complaint the regional director said that the unions had waited too long before filing the charge.

Meanwhile, the local Typographical Union has filed objections with the National Labor Relations Board to the conduct of an election May 23 on a petition to decertify it as the bargaining representative for composing-room employees of the Wilkes-Barre Times-Leader.

The Typographical Union local said that the board failed to conduct the election in a "neutral and impartial manner" by holding ballotting among strikebreakers inside the struck plant. The board's agent was required to cross the picket line to conduct the election and this conveyed an impression that the NLRB was "hostile and unsympathetic to the strike," the union said.

Ballotting was conducted separately among strikers and strikebreakers, with the strikers voting at the court house while the others voted inside the plant.

The ballots had been impounded while the board decided challenges. It subsequently ruled that only the ballots of the strikebreakers would be counted and denied a Typographical Union request that the findings of the board's regional director be reviewed.

The strikebreakers voted 16 to 1 to decertify the union.

The union said the separate polling places destroyed the "laboratory conditions" and that it was unable to have an observer present at the in-plant site because it was unable to find one who would cross the picket line.

An election on a decertification petition has also been conducted among Guild strikers and strikebreakers working in the Guild's jurisdiction. It also was conducted in separate polling places, on July 17. The ballots have yet to be counted pending the outcome of challenges.

The Guild, like the Typographical Union, objected to counting the ballots of the strikebreakers on grounds that they are temporary replacements.

A petition to decertify the pressmen also has been filed.

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DAY BOOK

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 Committees, 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 Broun Room, New York Guild, New York.

Ad-hoc committee on dues remittance forms, Nov. 7-8, Anthony House Hotel, Washington.

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.

Editorial

Reagan's shifting stands

Reagan is changing his stated positions, if not his mind, on a lot of things these days, including key labor issues, so that one almost begins to wonder which Reagan to believe.

Almost, but not quite.

For Reagan has consistently allied himself with big business and some of its most anti-union champions since his first term as governor of California—during which, Esquire reports, "Reagan engineered a massive merger of state government and private interests." He continues to do so today.

Then, the Christian Science Monitor reports, Reagan's "kitchen cabinet" included the heads of Dart Industries, Firestone and Union Oil.

A look at his advisers today—many of whom are ticketed for key positions in a Reagan Administration, if there should be one—shows that Reagan has maintained his old alliances.

Among Reagan's advisers today: William J. Casey, campaign manager, a director of the union-busting Capital Cities chain; Donald E. (Buz) Lukens, "labor co-ordinator," former Congress member from Ohio who voted wrong on issues of importance to union members and unions 82 percent of the time during his two terms; Joseph Coors, of the union-busting brewing firm.

There's also Betty Southard Murphy, management-oriented chairman (she insisted on the term) of the National Labor Relations Board during the last Republican administration. She was the lone dissenter in the NLRB's rejection in 1976 of the effort to separate such newspaper employees as columnists and editorial writers from others in Guild jurisdiction for bargaining purposes. She reportedly is a leading candidate for Secretary of Labor.

But the Nov. 4 election is not just a choice between candidates for the presidency—and the Congress. It is a choice between parties as well. The AFL-CIO's Committee on Political Education pointed out recently that "from 1965 to 1979, if only Republicans were voting in Congress, not one major piece of worker-helping legislation would have been enacted."

According to COPE's scorecard, GOP House members voted 83 percent wrong, GOP senators, 68 percent wrong.

And this year's Republican Party platform offers no reason to believe things would be any different in the next Congress.

For example, the Democratic platform calls specifically for labor law reform to prevent "inordinate delays and outright defiance" of law by employers; the Republican platform does not.

The Democrats support—and the Republicans oppose—national health insurance, an independent consumer protection agency, a strong Occupational Safety & Health Administration and repeal of so-called right-to-work laws. The Democrats specifically support ERA and affirmative action programs to end discrimination; the Republicans do not.

As this year's TNG convention said: "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 among those who shape the laws and policies that determine both our social and economic lives."

The Guild Reporter

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