

Eugene COLA-plus adds 14.6% more, makes top increase \$131 in 2 years

Eugene, Ore.—Minimums are increased by 14.6 percent—producing raises of as much as \$73 a week—in the second year of a three-year agreement between the Eugene Guild and the Register-Guard, bringing the total of the increases in the first two years of the contract to as much as \$131.25 a week.

The minimums are raised under a formula calling for increases each November, equal to 2 percent plus the percentage increase

in the September cost-of-living over the previous September. If the formula produces more than 9 percent—as it has in each of the first two years—the agreement calls for a 9 percent increase on the first Sunday in November with the balance, calculated on the minimums produced by the November raises, going into effect the first Sunday in May.

Employees' over-minimum salaries are increased to maintain

their dollar differentials. The formula produced a 14 percent increase in the first year of the contract.

Should the Consumer Price Index rise next year by the same amount as this year, minimums in the third year of the contract would rise by as much as \$84, producing increases over the contract's three-year term totaling as much as \$215.25.

The top minimum for reporters, photographers, artists and

copy writers in the second year of the contract is increased by \$69.75 a week, to \$531. The Nov. 2 increase was \$41.50 and \$28.25 is due May 3. The total of the first two years' increases is \$125.25. An equivalent increase in the cost-of-living next year would produce a third year increase of \$80.25, for a total over the three years of \$205.50.

The highest increase—\$73 in the second year—goes to the top minimum for copy editors, tak-

ing it to \$525.75 on Nov. 2 and to \$555.25 on May 3.

The publisher's weekly payment to TNG's International Pension Plan, to purchase supplemental pension benefits, will be raised by \$1 during the second year of the term, bringing the total payment to \$6 per employee per week. The \$1 increase will come in two increments of 50 cents each.

Other increases in the contract (Continued on Page 2)

Strike fund tops \$2M; benefits rise

Washington—Cash in TNG's Defense Fund exceeded the \$2-million mark Dec. 1, triggering a \$10 increase in the maximum benefit paid striking or locked out members, taking it to \$80 a week.

It's the most cash the Defense Fund has ever held and the highest benefit level the fund has ever provided.

The 1979 Convention called for the automatic increase in the strike benefit, maximum when the Defense Fund reached \$2 million in cash assets. That convention also called for additional \$10 increases when the fund has \$4 million, and \$5 million in cash.

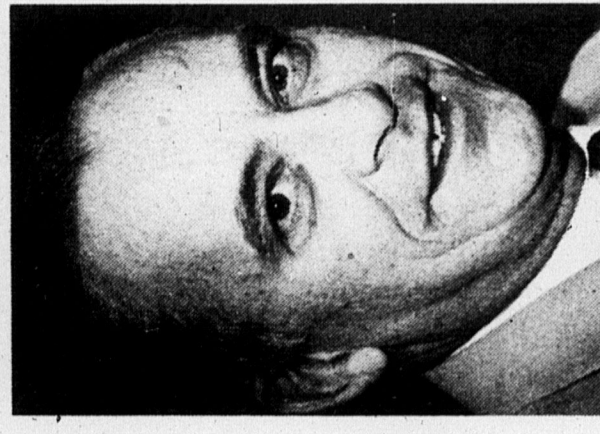
TNG Secretary-Treasurer Charles Dale reported that on Dec. 2 the fund had \$2,262,446 in immediately available assets.

And, in a letter to local officers, Dale said that both he and TNG President Charles A. Perlik, Jr., were "looking forward" to the fund reaching the \$4 million mark since reaching that plateau would not only trigger a \$90 a week strike benefit but would also bring an end to the higher Defense Fund dues Guild members have been paying since September 1978.

The increase in strike benefits means that effective Dec. 1 striking or locked out members whose prestrike salary exceeded \$228.55 a week are entitled to the \$80 benefit.

The benefit formula calls for a weekly payment equal to 35 percent of a member's prestrike or prelockout salary to a maximum (Continued on Page 2)

Egan, Orcutt unopposed in N.Y. as Fisdell and Mann step down



EDWIN R. EGAN
New executive vice president

New York—Edwin R. (Ed) Egan, administrator of the Guild-Times Pension Fund and a former local representative, and James H. Orcutt, a TNG international representative since 1972, will become respectively the New York Guild's new executive vice president and secretary-treasurer Jan. 2.

The local's full-time offices are being vacated by Harry Fisdell and Ray Mann, who chose not to seek re-election after serving the last six years respectively as executive vice president and secretary-treasurer of TNG's largest local.

Egan and Orcutt will be elected to the positions in local-wide balloting Dec. 18-19 in which they (Continued on Page 2)



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TNG, ITU merger committees meet



TNG's Special Merger Committee and the ITU's Merger Negotiating Committee began meeting in Washington Dec. 8 and talks were continuing as this Guild Reporter was closed out. No report was available.

The previous week, ITU Secretary-Treasurer Thomas W. Kopeck and 1st Vice President Robert S. McMichen (photo right) met at TNG headquarters with TNG Secretary-Treasurer Charles Dale and Field Operations Director J. William Blatz (photo left) preparatory to the committees' session.

In mid-November, the two unions' Merger Summit Committees also met preparatory to the Dec. 8-12 meeting.



JOBS GUARANTEED MINORITIES, WOMEN

Bias pact is okayed in San Francisco

San Francisco—The San Francisco Newspaper Printing Co. has reached an "out-of-court settlement on charges of discrimination based on sex, race and national origin brought by the U.S. Equal Employment Opportunity Commission more than five and a half years ago.

The settlement, approved by a

federal judge Nov. 7, requires the company to fill vacancies in jobs covered by the San Francisco-Oakland Guild and eight other unions as well as union-exempt positions with women and minorities found to have been wrongly denied them in the past. It also calls for up to \$350,000 in back pay and benefits.

The settlement sets goals on the proportion of women and minorities to be employed in filling specified jobs over the next five years and requires the company to make a "good faith" effort to meet those goals.

The San Francisco Newspaper Printing Co. is the joint publishing company performing the advertising, business office, circulation and production operations of the San Francisco Chronicle and Hearst's Examiner. The Guild represents the company's advertising, business office and inside circulation employees.

Each of the unions must sign a separate settlement agreement

The Guild, with representative assembly approval, in October signed a settlement with the EEOC acknowledging the company's settlement with the EEOC and pledging co-operation. The assembly had approved the settlement's hiring goals 16 months earlier. The EEOC's agreement with the Guild, like that with the company, specifies that it is not a finding or an admission of past (Continued on Page 6)

Three unions reach pacts, York Record is reopened

York, Pa.—The York Daily Record's organized employees returned to work the evening of Nov. 30 after the Guild, the Typographical Union and the Pressmen agreed to new three-year contracts to end a 15-day 'lock out.

The final agreement was reached minutes after a 6 p.m. company-imposed deadline. Representatives for the Buckner News Alliance, owner of the morning Daily Record, had threatened to permanently close the paper if agreements were not concluded by that hour Nov. 30.

The company had locked out its organized employees, including (Continued on Page 2)



JAMES H. ORCUTT
New secretary-treasurer

Contracts in York end 15-day lockout

(Continued from Page 1)

ing 46 Guild members, Nov. 15 in what it called "an impasse" in bargaining with the Guild and the Typographical Union.

The Guild, with TNG Field Operations Director J. William Blatz as chief bargainer, had been seeking to eliminate a long list of retrogressions the company had been demanding.

The company had claimed heavy financial losses in its fiscal year ended in August, and after some delay a check of its books during the lockout by TNG's auditor confirmed a loss of \$428,000 for the fiscal year.

Both the Guild and the Typographical Union agreed to a wage freeze in the first year of their new contracts, retroactive to June 30. There will be key-minimum increases of \$17.28 and \$17.27 in the second and third years with the possibility of additional increases of up to 3.5 percent in either or both of the last two years if the paper's performance improves.

Guild minimums below the key levels are guaranteed increases of 6.4 percent in the second and third years with the same possibility of additional increases.

The Guild's key top minimum for reporters, photographers, "librarian, display advertising salespersons and photoengravers stands at \$330.50 a week. The guaranteed second- and third year increases will take it to \$365.05.

In addition, the employer's payment to the premium for health insurance coverage was increased from two-thirds of the cost, to 70 percent, and provision for optical coverage was extended to dependents.

The Pressmen who earlier had signed a new agreement calling

for an 11 percent increase in 1980 and increases equal to the rise in the cost-of-living in 1981 and 1982, reopened their contract and agreed to wage freezes in 1981 and 1982.

Pressmen will receive any increase granted Guild and Typographical Union employees from the 3.5 percent reserve available if the paper's performance improves.

The Typographical Union agreed to six buyouts of printers' jobs. The six, achieved through voluntary terminations, are guaranteed the equivalent of a week's salary for each week over the next 25 months from a combination of employer payments, severance pay and unemployment compensation.

The Guild contract retrogressions that were eliminated in the settlement included restoration of such items as:

- Credit for previous experience for new hires.
- Inclusion of the librarian in the key classification.
- Grievance machinery, including the right to discuss matters affecting the relations of employees and the employer.
- Recognition of Guild membership.

Eugene COLA-plus adds 14.6%

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tract's second year and new top minimums include:

✓ **Circulation district supervisors** — \$66.75 (\$39.75 and \$27), to \$508.50 a week, for a total two-year increase of \$119.75.

✓ **Outside advertising salespersons** — \$64.50 (\$38.50 and \$26), to \$492.25 a week, for a total two-year increase of \$115.75.

✓ **Classified telephone salespersons** — \$43.25 (\$25.75 and \$17.50), to \$328 a week, for a total two-year increase of \$75.75.

✓ **Classified counter salespersons** — \$39.25 (\$23.50 and \$15.75), to \$299 a week, for a total two-year increase of \$68.50.

✓ **Maintenance technicians** — \$71.25 (\$42.50 and \$28.75), to \$544.25 a week, for a total two-year increase of \$128.25.

✓ **Librarian** — \$59.75 (\$35.50 and \$24.25), to \$455.50 a week, for a total two-year increase of \$106.75.

✓ **News aides** — \$40.75 (\$24.25 and \$16.50), to \$310.50 a week, for a total two-year increase of \$71.25.

Outside salespersons and classified telephone and counter salespersons also receive commissions.

Deadline for Mellett entry is March 1

Washington—A March 1 deadline has been set for entries in the Third Annual Lowell Mellett Award for Improving Journalism through Critical Evaluation.

The award is named for the late Lowell Mellett, a Scripps-Howard editor and columnist, whose bequest to the Guild in 1966 led to the founding of the Mellett Fund for a Free and Responsible Press, a nonprofit organization that aims to find ways to increase press responsibility without impairing press freedom. Fund president is H. Eugene Goodwin, journalism professor at Pennsylvania State University.

Award entries will be judged on their contribution to the improvement of both print and broadcast journalism through responsible analysis and/or critical evaluation.

The award is intended to encourage new and innovative approaches to constructive journalism criticism.

All work done, completed or continuing in calendar 1980 is eligible.

Judges will be independent of the Mellett Fund, which set up the award with the aid of a grant from the Philip L. Graham Fund.

Entries should be directed to the Mellett Fund for a Free and Responsible Press, c/o TNG, Suite 835, 1125 15th St. NW, Washington, D.C. 20005.

There are no entry forms. A letter describing the nature and results of the work published or broadcast should be included.

Defense Fund tops \$2 million in cash; strike benefits rise

(Continued from Page 1)

of \$80 a week (up from \$70), with a ceiling on the benefit of 90 percent of the member's pre-strike salary after taxes.

Under the formula benefits increase by \$5 a week after the 5th and 13th weeks of a strike or lockout. Thus the benefit for Guild strikers involved in current strikes of more than 13 weeks—as in Wilkes-Barre and Vallejo—was increased to \$90 a week on Dec. 1.

Guild members in both Vallejo and Wilkes-Barre also receive supplemental benefits through their locals.

Perlik pledges backing to N.Y.

Washington—The New York Guild and its members at the New York Times, the News and the Post have and "will continue to have the full resources and cooperation of TNG" in next year's bargaining with those papers, TNG President Charles A. Perlik, Jr., has assured the local's leadership.

In a letter to Ed Egan, the local's new executive vice president, Perlik called a bargaining conference of leaders of the units on Dec. 9 one of the local's most important meetings this year. The three contracts expire March 30.

Successful bargaining with the three will be an aid to "more fruitful negotiation in other units . . . and, to be sure, other Guild locals," Perlik wrote.

YOUR RIGHT TO UNION REPRESENTATION

The U.S. Supreme Court has affirmed a worker's right to union representation anytime that worker reasonably believes a discussion he/she may be having with a supervisor could lead to disciplinary action. BUT YOU MUST EXERCISE YOUR RIGHT AND ASK FOR THE REPRESENTATION.

"I respectfully request union representation," is all you need tell the supervisor or other management representative. YOUR REQUEST CAN COME ANYTIME DURING THE MEETING—including the point when a "friendly chat" turns to questions on your job performance. It may also come prior to the start of the meeting if the intent of the meeting is announced or appears clear.

Following your request the employer representative should permit you to summon a Shop Steward or other union representative.

IF YOUR REQUEST IS DENIED, YOU MAY END THE MEETING—OR NOT ATTEND.

Don't try to be your own lawyer. Demand the rights guaranteed by your Guild contract and the National Labor Relations Act.

Newspaper Guild of Greater Philadelphia
215-928-0118

Disciplinary rights

Wallet-size cards—one is reproduced slightly enlarged above—advising members of their rights in disciplinary interviews with management are being distributed to members of the Philadelphia Guild by the local. The card was developed by the local in consultation with its and TNG's counsel.

Members' right to respect picket lines.

• Many benefits for part-time employees, including overtime after 7½ hours, birthday and personal holidays, severance pay and sick leave.

• Two weeks dismissal notice with reason in writing.

Meanwhile, a competing morning paper, the Morning Journal, launched by publishers of the evening Dispatch two days after the Daily Record shut down, has continued to publish.

A local Guild representative reported that Dispatch management has hired several new part-time editorial employees and some employees have been working overtime to produce the morning paper.

The Guild represents editorial department employees and proofreaders at the Dispatch and circulation, display advertising and editorial department employees plus photoengravers at the Record.

that is New York City and environs.

The other contending group—calling itself the Dues Reduction Party—is headed by Barry F. Lipton, who is challenging Wade for the presidency. He currently is serving his second term on the local's executive committee and is a former first vice chairperson of the local's Times Unit.

Also being contested are the three local vice presidencies and 16 seats on the local's executive committee.

Egan has been administrator of the Guild-Times Pension Plan since 1968, a position he took after serving for nearly seven years as a full-time representative of the local.

He joined the Guild in 1951 while working as a proof press operator in the New York Times composing room. From 1954-60 he was elected to several offices by the Times Guild Unit, including chairperson and representative assembly alternate and delegate, and chaired most of the unit's committees.

After becoming a local representative in 1961 he serviced, bargained for and organized several units, including those at the Times, Reuters, the Amsterdam News, Daily Racing Form, El Diario, Film Daily and the Australian Associated Press.

In 1966, on temporary assignment

ment with TNG's field staff, he assisted the Kingston, Lynn and Salem locals in bargaining new contracts.

Orcutt joined the Guild while working as a circulation district manager for the Brockton Enterprise and, after serving as treasurer and vice president of the Brockton Guild, was its president in 1968.

In 1969 he became a representative for the New England Servicing-Organizing Project and in 1974 joined TNG's international representatives staff full-time, also serving for four months as administrative officer of the Philadelphia Guild in 1977.

His assignments as an international representative have included assisting with organizing in Phoenix and Waterbury, bargaining in St. Paul, Philadelphia and Wilkes-Barre and the conduct of strikes in Wilkes-Barre, Brockton, Pottstown, Philadelphia and Woonsocket.

Both Fisdell and Mann will return to the New York Guild representative staff positions they held before being elected to the local's full-time offices. Fisdell was first elected executive vice president in 1974 after serving as secretary-treasurer since 1970. Mann was elected secretary-treasurer in 1974 after three years on the local's staff. Previously he had been administrative officer of the Wire Service Guild (1958-71), a TNG field staffer (1951-58) and

president of the Indianapolis Guild.

Mann, who has Parkinson's disease, announced in May 1979 that he would not seek re-election because of his health and the local reported, plans to retire from the local's staff next year.

Fisdell, the local's publication reported, decided not to seek reelection in November 1979 when pressing family responsibilities began making increasing demands on his time.



RAY MANN
Secretary-Treasurer to retire

Egan, Orcutt slated for N.Y.'s top jobs

(Continued from Page 1)

are the only candidates for the positions and in which they carry the endorsements of a pair of slates which otherwise have nominated full lists of opposing candidates for 20 other offices.

One of the contending groups—calling itself the Membership Slate—is headed by Betsy Wade of the New York Times Unit, who is seeking her second term as local president. She also is a TNG vice president from the region



HARRY FISEDELL
New York EVP stepping down

2 are named Broun judges

Washington — Bill Kovach, New York Times Washington bureau chief, and Benjamin F. Holman, acting dean of the University of Maryland's College of Journalism, have been selected to judge entries in TNG's 1980 Broun Award contest.

Edward S. Gilbreth, the contest's 1980 chairperson, and former TNG vice president, said he expected to announce the selection of a third judge shortly.

The Broun Award is presented annually for journalist achievement "in the spirit of Heywood Broun," the Guild's founding president. It carries a prize of \$1,000 and a citation.

Employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico are eligible to enter, whether or not they are Guild members or working under a Guild contract.

Deadline for receipt of entries at TNG headquarters is Jan. 17. Judges will meet Jan. 24 and the winner will be announced on Jan. 26.

Kovach, a member of the New York Guild's Times unit for more than five years before he was promoted to an exempt job, has been the Times' Washington bureau chief since 1979. Before that he was deputy national editor and projects editor in New York and



BENJAMIN F. HOLMAN

news editor in the Washington bureau.

While in the Guild unit he covered urban affairs for the Washington bureau and served as bureau chief in New England and Albany. He started with the Times as a general assignment reporter in 1968.

Earlier he was a reporter for the Nashville Tennessean and the Johnson City (Tenn.) Press-Chronicle.

Holman, a professor of journalism at the University of Maryland since 1978, was director of



BILL KOVACH

the Justice Dept.'s Community Relations Service from 1969 to 1977 and assistant director from 1965 to 1968.

He has worked as producer and reporter for NBC news in Washington in 1968-69 and as assignment editor and reporter with CBS news in New York in 1963-65 after two years as a commentator and reporter with WBBM-TV in Chicago.

He was a reporter for the Chicago Daily News for 10 years, until 1962, where he was a member of the Chicago Guild.

UPI is found guilty of alcoholism bias

Minneapolis—A county court has found that United Press International discriminated against photographer Jim Hubbard for his history of alcoholism, has ordered Hubbard reinstated and awarded him \$159,500 in damages.

Hubbard, a Wire Service Guild member, was fired in June, two days after he filed a suit charging that UPI had discriminated against him after learning that he was being treated for alcoholism.

The suit was filed under the Minnesota Human Rights Act which prohibits discrimination because of a disability and also makes it unlawful to retaliate against an employee for exercising rights under the law.

Several days after his discharge, the court issued a temporary restraining order reinstating Hubbard pending the outcome of the case. He was put on a paid leave of absence in early September.

Hubbard charged that two UPI officials launched a "campaign of intimidation and harassment" against him after he informed the company that he was undergoing treatment for alcoholism. Shortly after he completed a treatment program in June 1976 Hubbard—head of UPI's Minnesota Newspictures Bureau—was removed from an assignment to cover the summer Olympics in Montreal.

He had covered the 1972 Olympics in Munich and in 1975, the year after he was transferred here, a UPI newsletter praised his work highly, saying that "if Jim Hubbard ever gets run over by a truck, we'll need five or six photographers to replace him."

Removal from the Olympics assignment was followed by warnings of discharge if he failed "to make the grade" and what Hubbard called unwarranted criticism of his work.

"Now you must prove to yourself and to us that you are capable of performing your duties as a professional," Hubbard's supervisor said in a letter two weeks after Hubbard completed intensive treatment for alcoholism.

After several weeks of hearings and four and a half days of deliberations, a Hennepin County

District Court on Nov. 26 awarded Hubbard \$115,000 in punitive damages and \$42,500 in actual damages to compensate him for mental distress caused by UPI's actions against him.

He was also awarded \$1,000 on the discrimination charge and \$1,000 on a reprisal charge, the maximum penalties under the Human Rights Act, plus attorney fees.

UPI argued that criticism of Hubbard's work was based on complaints from clients about the Minnesota photo report for which he was responsible. The company also claimed that a trip Hubbard took to Thailand last December on his own time was a "junket" that compromised UPI's integrity.

Hubbard, who does volunteer work for the American Refugee Committee, travelled to Thailand at his own expense to take photos in refugee camps, although the flight between San Francisco and Bangkok was arranged by the ARC with Hubbard paying a nominal fee. UPI also cited Hubbard's using its wires to move some of the Thailand photos after he returned.

UPI's attorney has said the company will appeal the court's decision.

The Wire Service Guild has held in abeyance pending the outcome of Hubbard's suit, a grievance contesting his discharge as in violation of the union's contract with UPI.

Vote set for ad group at Minneapolis S&T

Minneapolis—Employees in the classified advertising department of the Minneapolis Star and Tribune Co. will vote on Dec. 19 whether they will be represented by the Twin Cities Guild, the Office & Professional Employees' Union or continue to have no union representation.

About 140 persons are employed in the department. They work in all areas of the papers' classified operations. The National Labor Relations Board's regional office will conduct the election.

The Guild presently represents employees in the papers' editorial, promotion and outside circulation departments.

Suburban pacts match metros

The Richmond-Berkeley Independent & Gazette goes to \$587.28, maintaining a \$5 lead.

The \$122.20 increases for reporters, photographers and desk employees under the Richmond-Berkeley and Santa Rosa contracts and for those jobs plus advertising salespersons under the

San Mateo agreement, come in six steps, with \$35.94 retroactive to Jan. 1, \$14.38 retroactive to Sept. 15, \$23.96 on next Feb. 1 and on Jan. 1, 1982 and \$11.98 on next Aug. 1 and on July 1, 1982.

Provision for eye examinations for employees regularly assigned to work on video display terminals is added to the Richmond-Berkeley and San Mateo contracts, as is provision for periodic testing of the machines in the Richmond-Berkeley pact. Added to both the San Mateo and Santa Rosa agreements is the requirement that tests be conducted after a VDT is moved or maintenance performed.

The publishers' payments toward pensions are raised by \$8 a week under the Richmond and Santa Rosa contracts while the San Mateo agreement continues to require equivalent pension benefits. The increase takes the publishers' pension payment to \$36.97 per employee per week.

All three agreements call for an additional \$5 a week on July 1, 1982, to be allocated by the Guild to pensions or health and welfare benefits.

An additional holiday — a

Guild contributes \$5,616 to COPE

Washington — Guild contributions to the AFL-CIO's Committee on Political Education (COPE) through 1980's first ten months totalled \$5,616.60.

Of the total, \$5,125 was to COPE's Educational Fund: \$25 from the Kenosha Guild, \$100 from the St. Louis Guild and \$5,000 from TNG.

The other \$491.60 was to COPE's political contributions funds, including \$8 from members in San Diego, \$55 from Western District Council delegates, \$312.60 from TNG Convention delegates, \$60 from members of the San Francisco-Oakland Guild and \$16 from members in Philadelphia.

At least one other local, Great Falls, is known to have collected contributions for its state COPE.

The Guild's 1980 COPE quota is \$7,175.

VDTs at ANPA draw pleas for 'help'

Columbus, Ohio—When the American Newspaper Publishers' Assn. recently installed a VDT system for its "presstime" magazine, it brought a plea for more help from the editor, the Society of Professional Journalists' annual meeting here was told.

"There are a lot of difficulties editing on the VDT... [It] appears to be tougher, to require more time and probably more people," said Jerry Friedheim, the ANPA's executive vice president, in response to a question.

Cuthbertson succeeds Fletcher

San Francisco—Doug Cuthbertson, assistant executive secretary of the San Francisco-Oakland Guild the past ten years, will become the local's new executive secretary Jan. 1.

Elected without opposition, by the local's membership in November, Cuthbertson will succeed Fred D. Fletcher, who has held the post for 18 years. Fletcher, 60, announced early in the fall that he would retire at the end of the year [Guild Reporter, Sept. 12].

Also elected without opposition were the local's other officers, including Helen S. Palter as president. Palter has been chairperson of the local's occupational health and safety committee and a leader in the coalition of unions that invited the National Institute of Safety & Health here early this year to conduct extensive tests of VDTs' effects on their operators.

Cuthbertson, 39, went to work



DOUG CUTHBERTSON
SFONG's new executive officer

Kirkland charts new political tack

Washington—AFL-CIO President Lane Kirkland wants the federation of national and international unions he heads to abandon its traditional neutrality in the pre-nomination processes of selecting candidates for national public offices and thinks the federation should consider developing its own candidates.

"I am not happy with the results of the posture we were obliged to take during the crucial nominating process" in the 1980 elections, Kirkland told a group of reporters on Dec. 6, the 25th anniversary of the merger of the American Federation of Labor and the Congress of Industrial Organizations.

"To play an effective role, the AFL-CIO has to be in a position to state a position," he said, echoing observations that earlier and more vigorous endorsement of President Carter or some other candidate might have given the candidate a better chance at the polls.

At the same time, however, Kirkland acknowledged that the AFL-CIO's official prenomination neutrality was the product of disagreements among federation leaders on selecting a candidate in nomination contests with more than one candidate seeking union support.

"But it ought to be tried," he said, advocating "calm and enlightened deliberation" to generate a unified position even if it involves "a difficult choice" among

candidates who have good records.

The labor movement has a duty to have a "maximum impact" on the decisions of the political parties, he said. He also expressed interest in greater cooperation and participation in the Republican party, if that proves possible.

He said he also would work for greater overall unity within the labor movement, pointing out that it is even more important than usual "at a time of relative adversity, when we see ourselves as being beleaguered and some of our objectives in jeopardy."

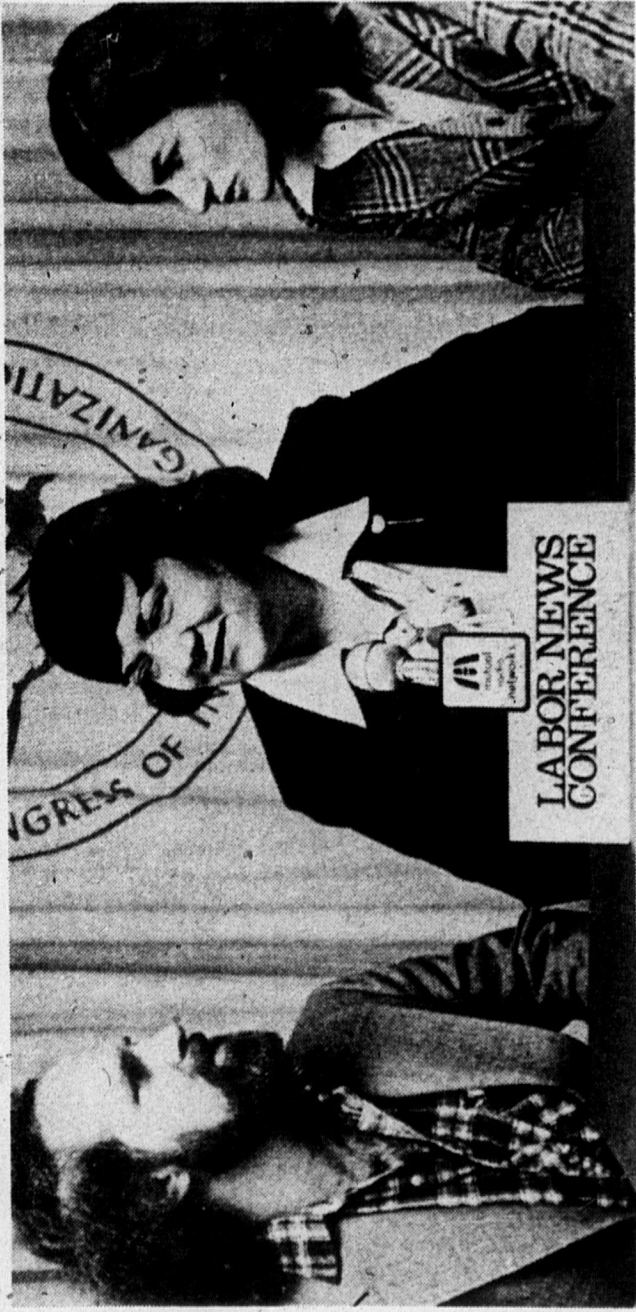
He also said he:

- ✓ Hopes to see the Teamsters and United Auto Workers re-affiliate with the AFL-CIO in 1981.

- ✓ Would "welcome a demonstration" that Sen. Orrin Hatch, chairman-designate of the Senate Labor Committee, "is not rigorously and in a doctrinaire way hostile" to the labor movement's interests, but "until that happens the record is not encouraging."

- ✓ Will "do all I can" to maintain domestic and social programs that may be in jeopardy if President-elect Reagan carries through his pledges to cut taxes and increase military spending.

- ✓ Expects Reagan to drop some of the more conservative ideas he espoused during the campaign.



Facing the conservative challenge

Holding the gains women workers have made in recent years will be a stiff challenge under a Reagan administration combined with a more conservative Congress, Joyce Miller, president of the Coalition of Labor Union Women, says on Mutual radio's Labor News Conference. Miller, the AFL-CIO's first woman vice president and a vice president of the Amalgamated Clothing and Textile Workers,

was questioned by Washington-Baltimore Guild member Patrick Gilbert of the Baltimore Sun and Ann McFeatters of Scripps Howard Newspapers. Miller predicted that one of the earliest battles will come over attempts to create a sub-minimum wage for teenagers, which could have a serious impact on women workers "in the female job ghettos—at the lowest economic levels."

7 publishers win initial terms; 5 help swell Republican ranks

Washington — There will be seven publishers or former publishers among the first-term members of the 97th Congress when it convenes here in January—five in the House and two in the Senate.

Four of the five publisher House members-elect are Republicans and three of the four will occupy seats formerly held by Democrats.

One of the publisher Senators-elect is a Republican and will oc-

cupy a seat formerly held by a Democrat.

In the House:

Denny Smith of Salem, Ore., chairman of the Eagle chain of 17 weeklies in Oregon and Washington state, defeated Al Ullman, the 12-term Democratic incumbent who chaired the Ways and Means Committee.

Gene Wortley of Fayetteville, N.Y., publisher of six weeklies in the Syracuse suburbs, won the seat of retiring eight-term Democrat James M. Hanley, whom he had challenged unsuccessfully two years ago.

Both maintained in their campaigns that persons with business backgrounds are needed in Congress in order to cut the federal budget and control inflation.

"We need people who know how to meet a payroll," Wortley told Publishers' Auxiliary.

Wortley was vice-chairman in 1968 of Editors and Publishers for Nixon-Agnew and co-chairman in 1972 of Newspaper Friends of President Nixon.

"We need more business people in Washington... the government is a \$650-billion business," Smith told a reporter for the same publication. He said he was "appalled that only 127 of the 435 [House members] have a business background."

"Far too many members of Congress... lose touch with reality and read only the New York Times and the Washington Post, Smith said.

John Vincent (Vin) Weber, co-publisher of the weekly Murray County Herald in Clayton, Minn., won the seat being vacated by the retirement of Democrat Richard Nolan after three terms.

Charles Patrick (Pat) Roberts, former editor and part owner of a weekly in Arizona, won the seat from Kansas that has been held for six terms by fellow Republican Keith G. Sebelius.

The former publisher of three black weeklies in Chicago—Gus Savage, a Democrat—was elected to fill the House seat that had been held by Democrat Morgan F. Murphy.

Savage resigned from the Chicago Citizen Newspapers a year ago and sold the publications in October when he began campaigning fulltime for the House seat.

In the Senate:

Dan Quayle, vice president of the firm that owns the Huntington (Ind.) Herald-Press and the Wickensburg (Ariz.) Sun, former publisher of the Herald-Press and now a member of the House, defeated three-term Democrat Birch Bayh in Indiana.

Alan J. Dixon, former copublisher of a dozen weeklies in Illinois and currently that state's secretary of state, won the seat being vacated by fellow Democrat Adlai E. Stevenson.

Also in the Senate, meanwhile, a former newspaper city editor and television broadcaster—Sen. Jesse Helms (R-N.C.)—is slated to chair the Agriculture Committee in the 1981-82 session.

Helms, an archconservative and hero of the New Right, is expected to seek major slashes in the \$11.8-billion food stamp program when it comes up for renewal next year.

As he did when the Republicans were in the minority, Helms is expected to seek tightened eligibility rules, including disqualification of strikers' families, deduction of free school lunches from families' stamp allotments and reinstitution of a requirement that food stamp recipients pay for part of their allotments.

Guild ex-leader Van Deerlin loses

San Diego—The sole former Guild member in the U.S. House of Representatives the last two years was one of the Democrats who failed to be re-elected in November's national elections.

Rep. Lionel Van Deerlin, a former president of the San Diego Guild and a nine-term member of Congress, was narrowly defeated by Republican Duncan Hunter.

Hunter campaigned against Van Deerlin's defense record and suggested that consumers' telephone bills might be increased by five times if a Van Deerlin bill were enacted.

Van Deerlin, chair of the House communications subcommittee, was a principal author of a controversial bill to revamp regulation of the telephone industry.

Labor centennial drawing ad scams

Washington — The AFL-CIO's observance of the 100th anniversary of the U.S. labor movement in 1981 will not include any form of "anniversary advertising," the federation has stressed in warning business and labor that "unethical promoters" may try to sell ads in spurious publications.

The AFL-CIO's centennial commemoration "will not include any type of 100th anniversary program, special edition newspapers, anniversary directory, or any other type of publication which contains advertising," it pointed out in a letter to Better Business Bureaus, trade associations and chambers of commerce.

Anyone approached to purchase "suspect advertising" should notify their local Better Business Bureau and law enforcement officials, said Saul Miller, AFL-CIO information director, and Lee White, AFL-CIO centennial coordinator.

Business and labor organizations can help prevent the bliking of unsuspecting businesses by notifying their members of the national AFL-CIO's no-advertising policy, Miller and White said.

The AFL-CIO's Dept. of Information and the International Labor Press Assn. have already received several reports of efforts to sell ads for a labor-centennial "directory."

The AFL-CIO will take "appropriate legal action" against any individual or organization that tries to sell ads in the AFL-CIO's name, Miller and White said.

The AFL-CIO's centennial observance will culminate at its convention in November. It was on



U.S. LABOR MOVEMENT CENTENNIAL LOGO

'A Century of Achievement, A Challenge for the Future' is the theme of the year-long observance.

Nov. 15, 1881, that the Federation of Organized Trades & Labor Movements was founded as the nucleus of a "federation embracing every trade and labor organization in North America." The organization evolved five years later into the American Federation of Labor and, 70 years later, into today's AFL-CIO.

AFL-CIO President Lane Kirkland, in issuing a call for all to join union members in the centennial observance, said that it will be an opportunity for "harnessing democratic tradition and union heritage with the necessity of reaching out for new and better ways to serve all working people and the entire nation."

Gompers, in 1924

Samuel Gompers, first president of the American Federation of Labor, died on Dec. 13, 1924, at the age of 74.

Perlik calls Haiti arrests 'shocking'

Washington — TNG President Charles A. Perlik, Jr., has called on Haitian President Jean-Claude Duvalier to release immediately all the journalists and others jailed in a sweeping roundup over the weekend of Nov. 28.

Police picked up hundreds of journalists, human rights activists and politicians in an apparent attempt to silence criticism of the country's growing economic crisis.

Some of those arrested, including at least three journalists, subsequently were exiled to the United States.

One exiled journalist, a radio reporter, said everyone in the building was arrested when about 60 police armed with machine guns stormed the station. She said they were taken to a prison in Port-Au-Prince, stripped, thrown into crowded roach-infested cells and forced to listen as others were beaten.

Another, the leader of the nation's Christian Socialist Party and editor of its weekly newspaper, said the chief of the nation's police told him that the last three issues had been "too harsh," and that "you are stopping friendly foreign governments from aiding the Haitian people," the New York Times reported.

Perlik called the mass arrests "shocking beyond words" and told Duvalier that it "must appear to the world to be an attempt to silence every voice but the government's."

Noting that the arrests came on the eve of a meeting between the Haitian government and officials of the World Bank and International Monetary Fund on the question of financial credits for Haiti, Perlik said that such "repressive action can only raise grave questions about Haiti's political and economic future."

He urged Duvalier to release all those taken prisoner and to restore "full control of newspapers and broadcasting stations to their rightful operators."

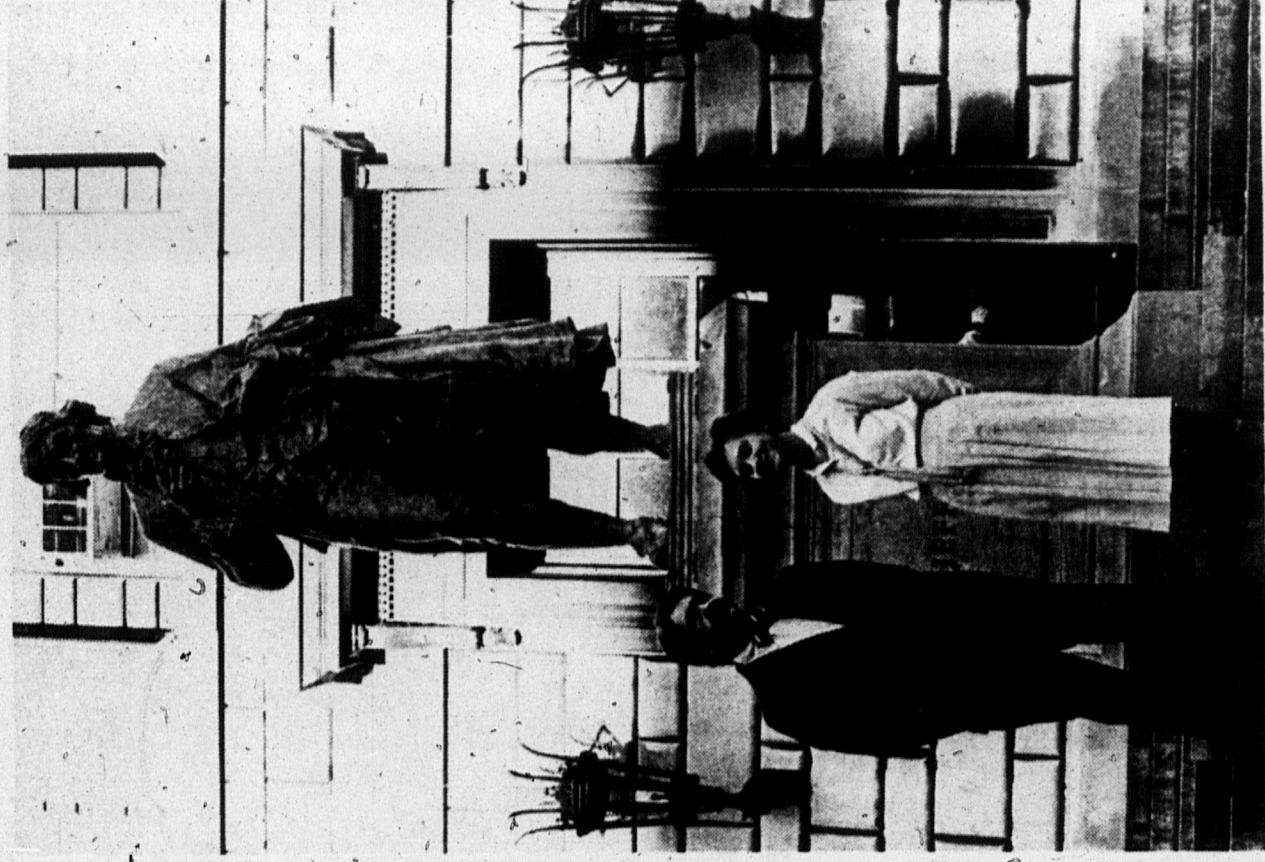
The New York Times reported that Haitian Foreign Minister George Salomon told a group of diplomats that "the press had recently gone too far, not only in criticizing Haiti's economic crisis but also in blaming the government for it."

Thanksgiving is Voice's loudest

Wilkes-Barre — The Citizens Voice, interim daily published by the Wilkes-Barre Council of Newspaper Unions, had the biggest day—literally—in its two-year history on Thanksgiving.

The six-day-a-week tabloid ran 208 pages—six sections in all, three of 40 pages, two of 32 pages and one of 24 pages.

The council—the Guild, Typographical Union, Pressmen and Stereotypers unions—has been publishing the paper since shortly after the unions struck Capital Cities' Times Leader on Oct. 6, 1978.



Masters at Columbia

Scranton Guild member Ann Marie Laskiewicz and professor Penn Kimball pause in front of the statue of Thomas Jefferson on the Columbia University campus in New York. Laskiewicz is continuing to serve as the local's human rights chairperson and an alternate delegate to the Middle Atlantic District Council while attending Columbia's Graduate School of Journalism. She is on leave from her reporting job for the Scranton Tribune & Scrantonian. Kimball, a former Guild member and Laskiewicz' chief instructor, first joined the Guild in 1939 when working for U.S. News & World Report in Washington.

Long Beach accords ratified

Long Beach, Calif.—The Los Angeles Guild's Long Beach unit Nov. 30 ratified a three-year agreement with Knight-Ridder's Independent and Press-Telegram. The Guild and four of the five other unions representing employees at the papers had returned to

the bargaining table earlier in the month after their memberships rejected tentative agreements raising the key Guild news and circulation top minimums by \$122 a week, to \$540.36 and \$516.35, with another \$11.56 going to fringe benefits, and raising printing craft scales by \$114 a week. [Guild Reporter, Oct. 24 and Nov. 14.]

Key tops rise by \$96 over 3 in Peoria pact

Peoria, Ill.—Key editorial and circulation top minimums are raised by \$96 a week in a new three-year agreement between the Peoria Guild and the Journal Star.

The \$96 increase will take the top minimum for reporters, photographers, copyreaders and artists to \$454 a week and that for circulation district managers to \$449. It comes in three steps, with \$36 on Nov. 13, \$32 next Nov. 13 and \$28 on Nov. 13, 1982.

The agreement, an early extension of a contract that was to expire Dec. 14, also reduces the service required for a fourth week of vacation from 16 to 15 years, requires the company to pay the entire cost of health insurance rather than a flat monthly amount and raises the mileage reimbursement rate by 3 cents, to 20 cents.

The top minimum for stenographers is increased by \$55, to \$260 a week, in increments of \$21, \$18 and \$16 and that for office boys and girls is raised by \$45, to \$213 a week, in increments of \$18, \$14 and \$13.

Weekly pact raises key \$80, to \$465

Richmond, B.C.—A new two-year agreement between the Vancouver-New Westminster Guild and the weekly Richmond Review raises key advertising, circulation and editorial top minimums by \$80.74 a week, upgrades other jobs' minimums by as much as \$112.06 a week and includes a comprehensive package of safeguards to protect employees if video display terminals are installed.

The key top minimum for display advertising salespersons, reporters, photographers and district managers is raised by \$38.45, to \$422.94 a week, from this Nov. 1 and by \$42.29, to \$465.23, on next Nov. 1.

The minimum for classified supervisor is increased by \$112.06, to \$423.32 a week next November, with the addition of progression schedules of three, then four years to what had been a flat minimum.

General clerks' top minimum goes up by \$111.51, to \$397.77 a week next November, with their progression schedule increasing by two years, to four.

The increase for classified supervisor puts that top minimum at 91 percent of the key top minimum, while the general clerks' top minimum rises to 85.5 percent of the key.

The company agreed to bargain with the Guild about working conditions for VDT operators before the machines are introduced. Among the topics to be discussed are work breaks for employees operating VDTs.

The Guild and company agreed that no employee will be required to operate a VDT for long periods without a break from the machine although during the break time the employee may be asked to perform another task not requiring intense eye use and providing an opportunity for movement.

Other protections for VDT operators agreed to include:

- ✓ Thirty minutes off the machine before the end of a shift for an employee operating a VDT for the two preceding hours.

- ✓ The company will consult an appropriate government agency and implement its recommendations regarding office design before installing VDTs.

- ✓ VDTs will be inspected for ionizing and nonionizing radiation at least every three months and results of the tests sent to Guild within five days after receipt.

- ✓ No employee will be required to operate a VDT if the employee has reason to believe it is defective or inadequately maintained.

The beginning and end of maternity leave of up to a year will be at the employee's discretion and on return she will be reinstated with credit toward all length-of-service benefits. An employee electing not to return, will receive severance pay.

Paternity leave with three days pay also is added, as is provision for two days of leave at the time of an employee's wedding.

Service required for four weeks of vacation is reduced to five years, from six, and that for five weeks is reduced from 10 years, from 11.

The mileage rate is raised by 4 cents, to 32 cents. A provision for adjusting the rate as the price of gas changes is continued and adjustment will be based on the cost of unleaded, rather than leaded, gasoline.

Provision is added guaranteeing that a Guild shop steward or representative will be present any time an oral reprimand or expression of dissatisfaction is made that could be entered in the employee's file.

CLC surveys office workers, VDT users

heavy users such as copy editors. The local is fearful employers may seek to use study findings as "definitive" in all situations.

Beginning Nov. 17, questionnaires were distributed to employees represented by the Brotherhood of Railway and Airline Clerks, Canadian Air Line Employees Association, Communication-

tions Workers of Canada, Canadian Brotherhood of Railway, Transport and General Workers, Canadian Union of Public Employees, the National Association of Broadcast Employees and Technicians and Ontario Public Service Employees Union. The CLC expects to release its findings next spring.

Health center backs VDT eye tests

Boston—The administrator of University Hospital here says that "enlightened management" wants its employees' eyes tested before and after they begin working on video display terminals.

Raymond W. Uhlhorn, in a letter published in the Nov. 17 Wall Street Journal, said that "as VDTs have appeared in more and more businesses" the hospital's occupational health services center has been asked to conduct "periodic visual examinations of employees who use the new equipment."

"We recommend that it is to management and employees' benefit to conduct visual screenings before an employee begins using the machine. We then recommend that there be a limited follow-up in about six months, with an annual screening thereafter."

Uhlhorn wrote to comment on an article on VDT-associated health hazards published in the Oct. 27 paper.

CLC women's conference sets sights on job equality

By MARY KEHOE
Ottawa Guild

Banff, Alta.—The wage gap between men and women has increased in the past decade, but so has the number of unionists determined to achieve equity for women in the workplace as evident in the enthusiasm of the participants in the 3rd Biennial CLC Conference on Equal Opportunity and Treatment for Women Workers here Dec. 4-6.

Addie Wyatt, an international vice president of the United Food and Commercial Workers, told the 440 delegates from ten provinces and the Northwest Territories that "the fact of this meeting is a sign of progress." She gave the keynote on "strategies for equality."

Such conferences must continue throughout the United States and Canada "if women are to bridge the gap between the promises of equality and the reality," Wyatt said.

A background document for the conference, prepared by the CLC Women's Bureau, showed that in Canada women's wages are but 59 percent of the average for men, a decline over the past decade.

"Women still have low skills, earn a fraction of the wages of

men and are clustered in a small group of occupations," Wyatt said.

Krishna Ahooja-Patel, from the Office for Women Workers' Questions of the International Labor Organization in Geneva, stressed equity in her address to the conference.

The immobilities restricting women's choices in paid employment are "family responsibilities, occupational segregation and exclusion from decision-making bodies," she said.

Although 101 countries have ratified the ILO convention on equal pay "at the global level the wage gap between men and women is widening," Patel said.

Following a panel discussion on strategies for equality in the workplace, the union, legislation, and education the morning of Dec. 5, delegates discussed the topics in workshops that day and the next.

"Support of women's struggles regardless of affiliation with the CLC," as in the successful strike of Alberta nurses last May, was one workshop recommendation echoed in similar proposals from other groups for the formation of networks in the continuing campaign for equity. So were suggestions that the CLC Women's Bureau should be a national publisher in terms of providing redress—including jobs, transfers and promotions—for the individual victims of discrimination.

Women and minority employees as of August 30, 1974, denied transfer or promotion between July 2, 1965, and August 30, 1974, and women and minority employees and other women and minorities denied a job, transfer or promotion thereafter are eligible to file a claim with the EEOC.

The commission will find a claim valid if it is established that the claimant applied for and was denied a job, transfer or promotion—or would have applied if it had not been for discriminatory practices.

It also must be demonstrated that the applicant or potential applicant had the minimal qualifications for the job.

The EEOC will notify the company of the claims it finds valid and the amount of back payment due. If the company disagrees and the two are unable to resolve their differences, the issue will be submitted to an arbitrator, from a panel of three designated in the agreement.

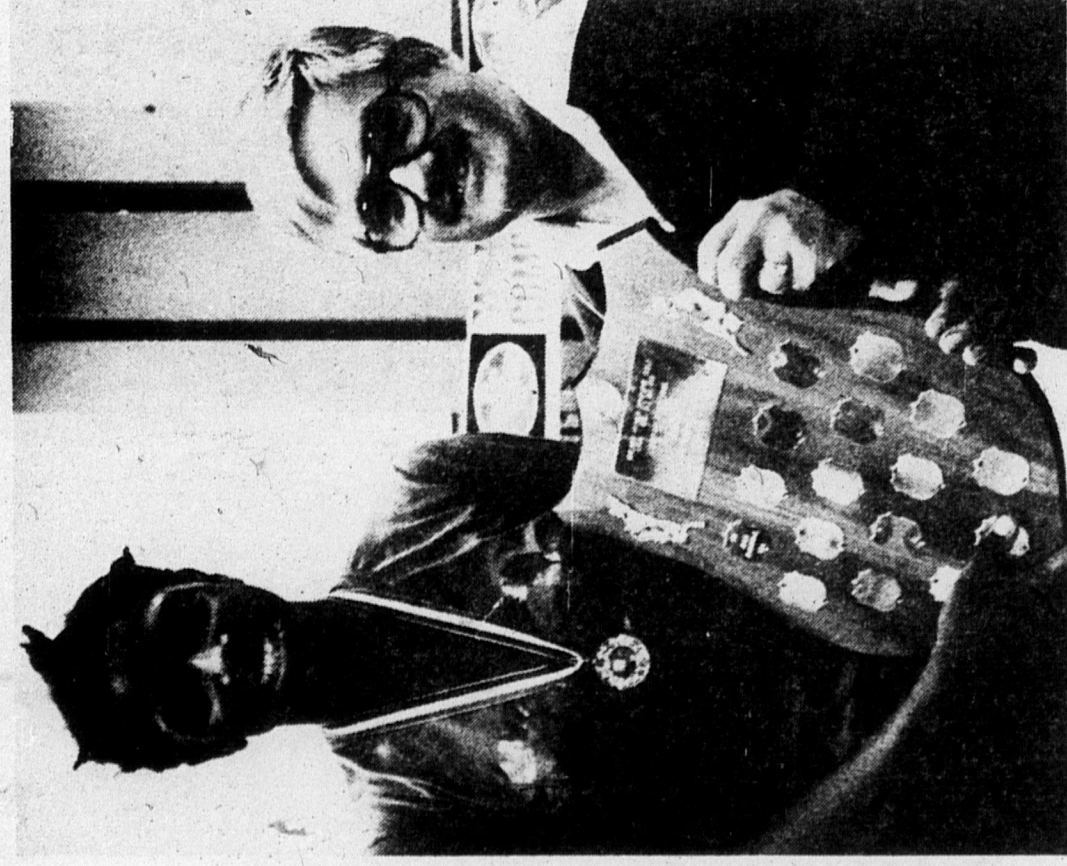
The arbitrator may permit the union with jurisdiction over the job in question to participate in the arbitration. The loser must pay the costs.

If total back payments awarded in a union's jurisdiction exceed the amount set aside, payments to individuals will be prorated. If more money is available than is awarded in a single union's jurisdiction, the company can claim half the remaining amount to use for job training or bonuses for women and minorities, with the other half to be used to meet claims in other jurisdictions.

Any remaining cash from a misinterpretation of comments about plans to increase the frequency of publication of the Vallejo Independent Press, to five days, from four, resulted in a Nov. 28 Guild Reporter story erroneously reporting that it had occurred.

Correction

Plans to publish the strike paper five days a week continue in progress, the San Francisco-Oakland Guild reports, but are not expected to be completed until after Jan. 1.



JOHN LIGHTFOOT, JR./Northern Ontario Guild

Recognizing the most valuable . . .

Ron Gibbons, right, the Northern Ontario Guild's editorial department steward at Thomson's Sudbury Star, presents Carol Hamilton of Sudbury Secondary with the Most Valuable Player Award following High School Senior Girls' Basketball Tournament at Laurentian University in Sudbury. Hamilton's team won the tournament, defeating teams from throughout the province. The Guild local first contributed the MVP plaque three years ago.

San Francisco bias pact assures

(Continued from Page 1)

discrimination by either.

Under the company's agreement with the EEOC, women and minorities—blacks, Hispanics and Asians—who claim to have been denied a job, transfer or promotion because of sex, race or national origin can apply for relief.

Those found to have a valid claim will be eligible for placement in the next available vacancy in the job from which excluded, with seniority credited from the date the job was denied.

Persons with valid claims also will be eligible for up to more than seven years' back pay and benefits, including interest, from separate pools of money set aside to pay claims arising in each union's jurisdiction as well as those involving exempt jobs.

The company will turn over \$17,850 to the EEOC to make back payments to women and minorities wrongly denied jobs in the Guild's jurisdiction. The largest pool of money—\$198,450—is designated to pay claims arising in the jurisdiction of the Teamsters' union.

A pool of \$68,600 is created to compensate women and minorities denied jobs in the Mailers' jurisdiction, and a \$10,850 pool is created to pay claims in the Pressmen's jurisdiction.

TNG Human Rights Co-ordi-

job opportunities

✓ Filling with women 10 per-

cent of the openings in the jurisdictions represented by the Pressmen's and the Graphic Arts unions over the next five years, and filling with minority males 15 percent of these openings.

✓ Filling with minorities 15 percent of the openings in the unit represented by the Machinists' union.

✓ Filling with women 35 percent of the openings in the units represented by the Building Service Employees and the Garage and Service Station Employees unions.

The agreement specifies that the goals do not require the company to hire less qualified applicants over more qualified ones and points out that the goals are not "inflexible or maximum quotas."

To help achieve these goals, the company is to take steps to develop a pool of qualified women and minority applicants.

These steps include:

✓ Distributing to employees a statement of the procedures to be followed in applying for jobs for which the company obtains employees from a union hiring hall.

✓ Including in all employment advertisements a statement that applications from minorities and

women are encouraged.

✓ Seeking from the unions women and minority job candidates.

The company also is to publish in the Chronicle and Examiner by the end of January a notice describing the terms of the settlement agreement and informing women and minorities of their right to seek relief. The notice is to be published once a week for three consecutive weeks and also distributed to employees.

Notice of the settlement also is to be sent to minority and women's service organizations in the Bay Area.

The agreement calls for the company to post notice of all openings in exempt positions and to post notice of vacancies in Guild-covered jobs in accord with provisions of the Guild's contract.

Reports on steps to comply with the agreement are to be regularly submitted to the EEOC, including lists of job openings filled, indicating the race, sex and national origin of the employee.

As of Dec. 9 all the unions involved except the Mailers, the Teamsters and the Garage and Service Station Employees had signed separate settlement agreements with the EEOC.

Bias bans widespread in contracts

Washington—Nearly all Guild contracts include fair employment practices clauses forbidding workplace discrimination, according to a study by TNG's Collective Bargaining Department of contracts in effect in mid-November.

The compilation of clauses with irrelevant handicaps is banned by 26 contracts, while 13 prohibit discrimination because of sexual or affectional preference. Three agreements prohibit discrimination against Vietnam-era veterans or because of family relationship.

More than 80 percent of the

IEB votes to assist MWASA strikers

Washington — TNG's International Executive Board has voted a \$1,000 contribution to aid the Media Workers' Assn. of South Africa (MWASA), formerly the Writers' Assn. of South Africa (WASA), the union of blacks whose members struck most of the nation's English-language newspapers early in November.

The contribution was approved by all 11 of the IEB members who responded to a mail poll initiated Nov. 14 by TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale. The Johannesburg Post, the city's only daily aimed at blacks, on Nov. 28 announced that it had fired all 70 of its striking employees, including all of its leading journalists except its editor, Percy Qoboza, who was on leave working as an editor-in-residence at the Washington Star.

When management of the Argus chain announced that it was firing the 70 strikers from its Post, the membership of several chapels of the mostly white South African Society of Journalists (SASJ) voted resolutions of support for the MWASA strikers and several SASJ members—including SASJ President John Allen—put up informational picket lines outside their employers' newspapers. A dozen were immediately suspended for a week and one was fired on grounds he had used the company communications system to transmit union messages.

An Argus-chain representative said the Post strikers had actually "dismissed themselves" when they failed to heed a management ultimatum to return to work. The Post strikers, along with most other MWASA members, struck three weeks before in sympathy with black journalists who

struck the Herald in Cape Town in quest of wage increases equivalent to those won by MWASA in a one week strike at the Post early in August [Guild Reporter, Oct. 24].

The Herald strike was settled about a week later, but MWASA members at most other papers stayed out in the face of management refusals to pay them for the time they were out.

Many SASJ chapels had voted to refuse to perform the work of the striking blacks, drawing threats that any who carried out the refusal would be fired.

Qoboza told reporters here Dec. 4 before returning to South Africa that he repeatedly had warned the white owners of the English-language press that their insensitivity to their black employees could well create an "explosion."

The newspaper chains "have been so busy preaching to everybody else" to improve the lot of blacks "that for years they have failed to practice what they were preaching," including recognizing black unions "whether they were acceptable to the government or not," he said.

"It is exploding over their heads now," he said.

Approval of the TNG contribution of \$1,000 to MWASA was voted by Perlik and Dale, International Chairperson Harry S. Culver and Vice Presidents Elwood B. Bigelow, William T. Davis, Robert C. Holt, Jr., John M. Lowe, John B. Mitchell, David M. Mulcahy, Patrick Rushion and Joyce Walker-Tyson.

No responses to the mail poll were received from Vice Presidents Carla Beck, Roger L. Stonebanks, Carlos Sutton, Floyd Tucker and Betsy Wade.



Aiding Polish Workers' Aid

Frontlash, labor-supported organization to encourage youth participation in union causes, is selling 'Solidarnosc' T-shirts, with the proceeds going to the AFL-CIO's Polish Workers' Aid Fund. One of the shirts is displayed above by Jessica Smith, left, Frontlash executive

director, and Susan Dunlop of the AFL-CIO's information department staff. Dunlop is a member of the Washington-Baltimore Guild. The shirts are available from Frontlash at 815 16th St. NW., Room 203, Washington, D.C. 20036 upon payment of \$5 for each.

30-hour strike at Buffalo News

Buffalo—The Buffalo Evening News resumed publication Dec. 4 after a 30 hour strike by its Teamster-represented drivers.

The drivers struck the paper at 6 a.m. Dec. 2 and only a fraction of that day's daily run was completed before pressmen shut down the presses in sympathy with the drivers.

The paper, owned by Blue Chip Stamps, announced that it was temporarily suspending publication later that day.

The drivers ratified a new one-year agreement raising wages by \$23 a week at noon on Dec. 3 and employees represented by 13 unions, including the Buffalo Guild, began returning to work.

Prior to the strike, representatives of Blue Chip Stamps had warned leaders of the unions that the company might liquidate the News if heavy financial losses resulted from a protracted strike.

The News, with an average daily circulation of 268,898, has said it lost \$4.8 million before taxes in 1979.

FOI Act guidebook is revised

Washington—A revised edition of a guidebook to using the Freedom of Information Act is available from the Freedom of Information Service Center.

The guidebook, first published in 1976, has been expanded and updated to cover amendments to and court rulings on the FOI act since.

Designed as a general do-it-yourself guide to understanding how the law works, the booklet includes sample letters, forms and directories to enable members of the press and others to deal with the government promptly and effectively.

Copies are available at 50 cents each, by writing the FOI Service Center, c/o the Reporters Com-

TNG helps sponsor student award

Washington—TNG is one of 25 education and journalism associated groups that are sponsoring a Student Press Law Center award for outstanding coverage of First Amendment issues.

Up to two student winners will be offered \$1,500, three-month internships with the center in March 1.

More information is available from the center, 917 G. Place NW., Washington, D.C. 20001.

Finns approve contract, end 3-week strike

Helsinki—Finland's Union of Journalists ended a three-week strike against the country's newspapers, magazines and news services Dec. 2 after ratifying a new contract.

The strike, involving some 3,500 journalists, had closed the country's print news media, Radio and television news employees represented by the journalists union are covered by a separate contract and continued to work.

The settlement calls for an immediate 10 percent wage increase and additional increases of 2 percent in April 1981 and 1982 along with a reduced work week. TNG President Charles A. Perlik, Jr. sent a message of support to the striking journalists.

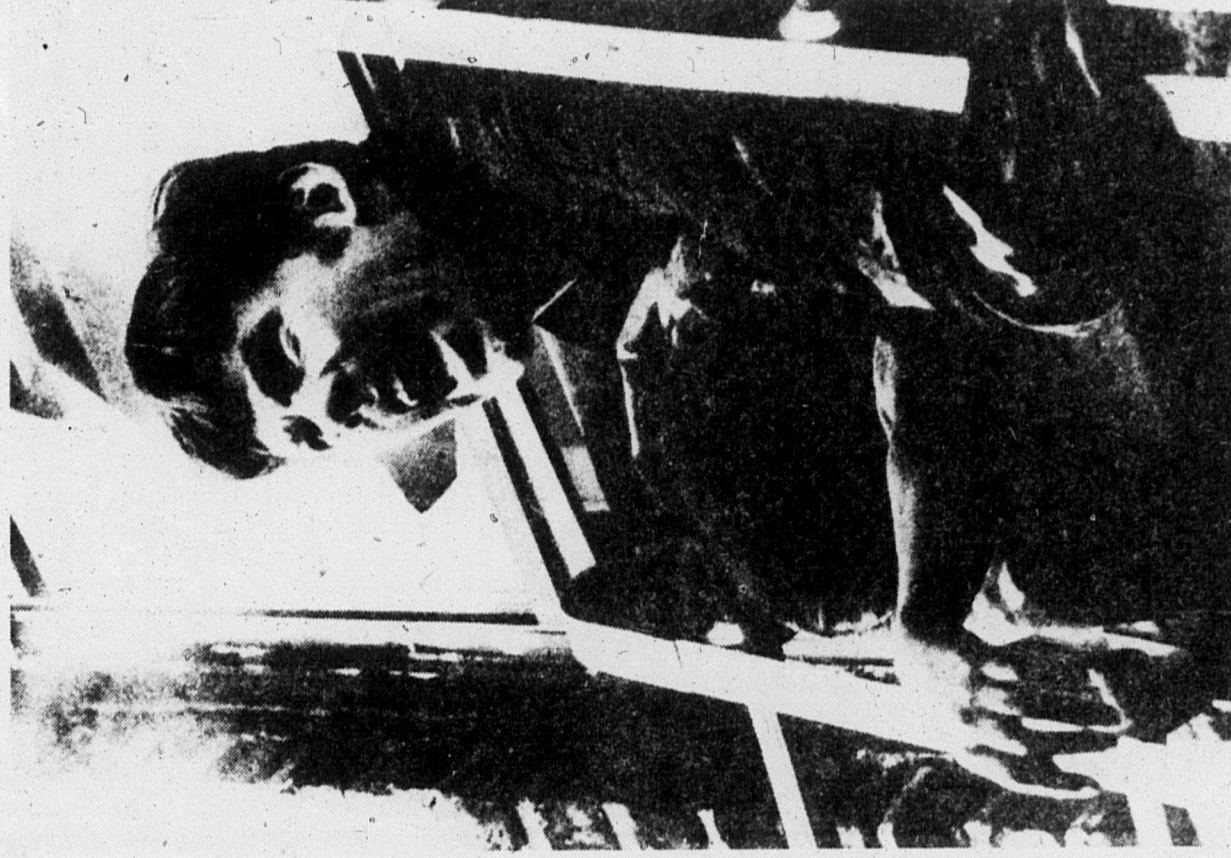
Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.9-point increase in the index in October, to 217.3 up 21.4 points from October 1979, and 38.0 points from October 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 October 1978.

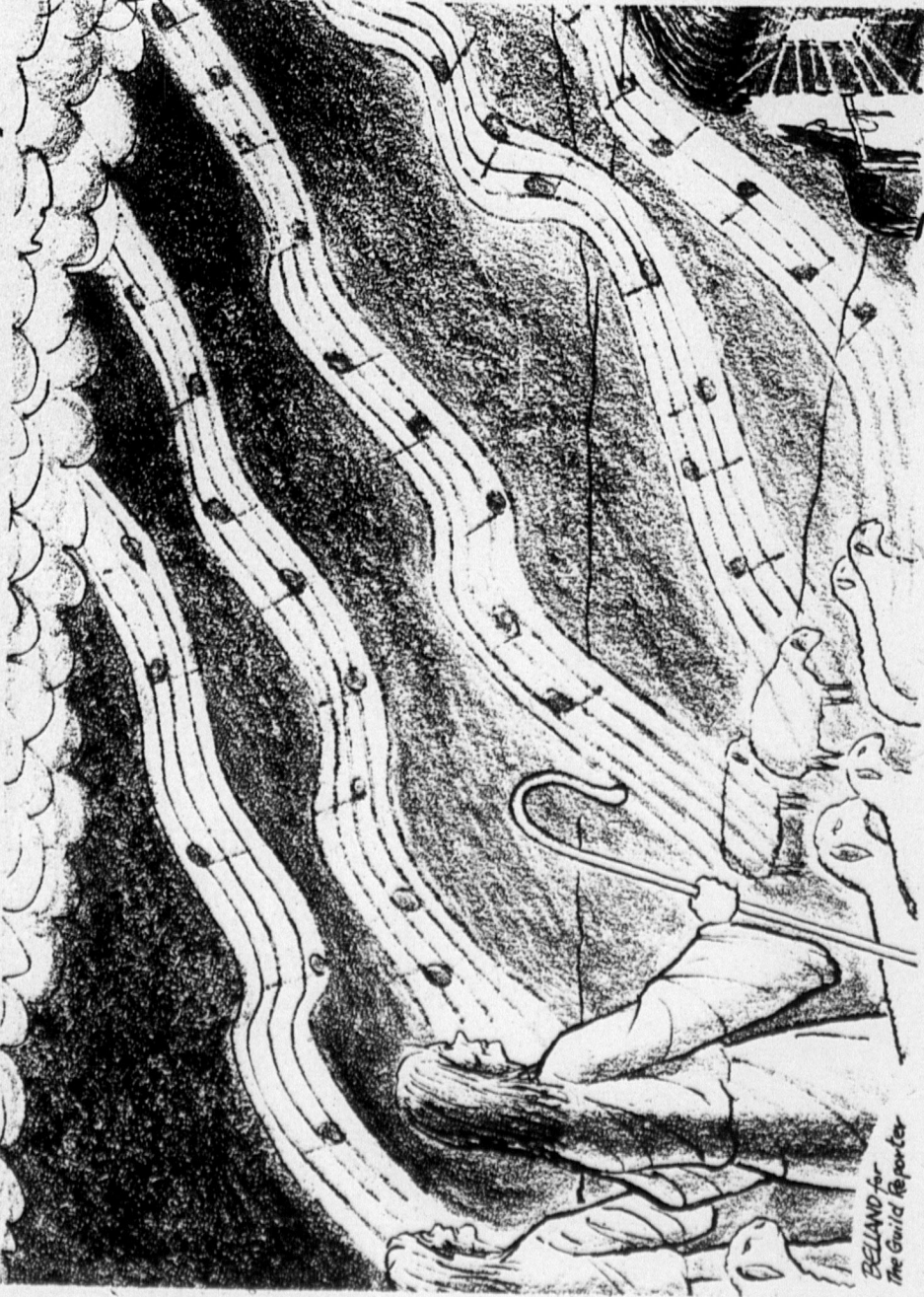
	Percentage over	
	Same month prior year	October 1978†
November	9.4	10.3
December	9.8	11.0
January, 1980	9.5	11.6
February	9.4	12.5
March	9.3	13.8
April	9.4	14.4
May	9.4	15.8
June	10.1	17.1
July	10.1	18.0
August	10.7	19.1
September	10.7	20.1
October	10.9	21.2
*1971 = 100		†Index = 179.3

Award winner

This picture of a dramatic rescue, by Chicago Sun-Times photographer and Chicago Guild member Jerry Tomaselli, took first-place in this year's media awards competition sponsored by the International Assn. of Fire Fighters, AFL-CIO.



... and the word went first to some workers in hills nearby ...



The Luddites were right

By EDWARD P. HAYDEN
New York Typographical Union

HERE IS WHAT I do for a living. I make chads. You do this by sitting at a type-setting keyboard, placing your fingers in the asdfjkl position, checking your copy and banging away. This effort produces a perforated tape that is fed to an omnivorous digital printing computer that devours it, digests it, interprets the language of holes and produces a printed page—all in a matter of minutes. It's technologically impressive and it's remarkably efficient. And I hate it.

I used to be a printer, a member of the aristocracy of skilled labor. Like Sam Clemens and Ben Franklin before me, I picked letters and spaces from a type case and squeezed them into a composing stick. Like them, I sensed the individuality of each typeface, the clarity of Caslon, the grace of Bodoni. I worked with Ludlows and Linotypes, and knew the press room and the proof room. It was a craft; there was much to learn

Hayden, who lives in Brentwood, N.Y., has been a printer for 25 years and presently is working for a financial type-setting house in Manhattan—nights, while going to college "to retool." Reprinted from the Op-ed Page of the Nov. 14 New York Times, with Hayden's and the Times' permission, the body type here is Optima and, like the rest of the Guild Reporter, was set in "hot type" by a printer operating a Harris Intertype. The headline is Amelia — "cold type."

and learning came slowly. Whether you worked for the printer Aldus Manutius in 15th-century Venice or sat at a Merenthaler for William Randolph Hearst, you shared a common skill, a common body of knowledge that was acquired over a period of time. It took six years or more for an apprentice to become a journeyman; I learned the necessary computer codes for typesetting in about eight weeks.

The language has changed as well. Computer people have created a grammar to complement their machines. Where printers once spoke of ligatures and nonpareils, the new technology is rife with ugly, efficient nouns: chad, input, printout. Programmers punctuate their conversation with acronymic terms like Vydec and Ascii. There is no poetry here.

The workplace has undergone

a similar metamorphosis. The commercial print shops that grew and thrived in the firetrap lofts of Lower Manhattan have almost disappeared. No more lead fumes from metal pigs, no more ink-stained elbows, no more heavy galleys of type to lift. I miss it.

Today's composing room is perilously akin to an office (computers hate dirt, love air-conditioning). It is this sterile atmosphere that gives the computers a presence. They sit behind glass walls and whirl and blink and watch over their composing room. On particularly bad days, I glare back, and I am an anarchist.

The old Luddites would have known how I feel. Between 1811 and 1816, they stared at the new textile machines, resplendent in the first flush of the English Industrial Revolution, and knew an enemy when they saw one. BURN 'EM DOWN! It didn't work. Most of them were hanged or shot, some deported, as perhaps they knew they would be.

BUT, LOGIC be damned, I feel what they felt. THE MACHINE HAS STOLEN MY SKILLS. It's what the clipper-ship sailors sensed as they saw the steamboats plow by.

So I sit at a keyboard, hunched before the video display terminal, and form my chads with beefy, middle-aged fingers while I think of Luddites, and skills stolen, and old Manhattan lofts where Chinese ladies sit at machines, stitching dresses.

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TNG to close; next GR Jan. 9

TNG headquarters will be closed Dec. 25 and 26 and Jan. 1 and 2 in observance of the Christmas and New Year holidays.

The Guild Reporter is being published only once in December, under its regular publication schedule calling for single issues two months of each year. Twice - a month publication will resume in January.

DAY BOOK

Guild Service Award, entry deadline, Jan. 16, at TNG headquarters, Washington.

Heywood Broun Award, entry deadline, Jan. 17, at TNG headquarters, Washington.

International Executive Board, winter meeting, Jan. 25-29, TNG headquarters, Washington.

Middle-Atlantic District Council, winter meeting, Jan. 31-Feb. 1, Philadelphia (tentative).

Western District Council, winter meeting, Jan. 31-Feb. 1, Seattle.

Midwest District Council, winter meeting, Feb. 21-22, St. Louis.

International Executive Board, spring meeting, April 27-May 1, TNG headquarters, Washington.

48th Annual TNG Convention, Rivermont-Holiday Inn Hotel, Memphis, June 29-July 3, 1981.

NEW ADDRESS?

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

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

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

Name

New Address

City State/Province

Zip/Postal Code Guild Local

ATTACH OLD MAILING LABEL HERE

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As Broun put it

This Christmas column by Heywood Broun, the Guild's founding president, is reprinted from the "Collected Edition of Heywood Broun," compiled by Heywood Hale Broun and published in 1941 by Harcourt, Brace and Company. It first appeared in 1938 in the New York World-Telgram.

WE WERE sitting in a high room above the chapel and although it was Christmas Eve my good friend the dominie seemed curiously troubled. And that was strange, for he was a man extremely sensitive to the festivities of his faith.

The joys and sorrows of Jesus were not to him events of a remote past but more current and living happenings than the headlines in the newspapers. At Christmas he seems actually to hear the voice of the herald angels.

My friend is an old man, and I have known him for many years, but this was the first time the Nativity failed to rouse him to an ecstasy. He admitted to me something was wrong.

"Tomorrow," he said, "I must go down into that chapel and preach a Christmas sermon. And I must speak of peace and goodwill toward men. I know you think of me as a man too cloistered to be of any use to my community. And I know that our world is one of war and hate and enmity. And you, my young friend, and others keep insisting that before there can be brotherhood there must be the bashing of heads. You are all for good-will to men, but you want to note very many exceptions. And I am still hoping and praying that in the great love of God the final seal of interdict must not be put on even one. You may laugh at me, but right now I am wondering about how Christmas came to Judas Iscariot."

It is the habit of my friend, when he is troubled by doubts, to reach for the Book, and he did so now. He smiled and said, "Will you assist me in a little experiment? I will close my eyes and you hold out the Bible to me. I will open it at random and run my fingers down a page. You read me the text which I blindly select."

I did as he told me and he happened on St. Matthew 26:24. I felt sorry for him, for this was no part of the story of the birth of Christ but instead an account of the great betrayal.

"Read what it says," commanded the dominie. And I read: "Then Judas, which betrayed Him, answered and said, 'Master, is it I?'" He said unto him, "Thou hast said."

My friend frowned, but then he looked at me in triumph. "My hand is not as steady as it used to be. You should have taken the lower part of my finger and not the top. Read the 27th verse. It is not an eighth of an inch away." ... And I read, "And He took the cup and gave thanks and gave it to them, saying, 'Drink ye all of it.'"

"Mark that," cried the old man exultantly. "Not even to Judas, the betrayer, was the wine of life denied. I can preach my Christmas sermon now, and my text will be 'Drink ye all of it.' Good-will toward men means good-will to every last son of God. Peace on earth means peace to Pilate, peace to the thieves on the cross, and peace to poor Iscariot."

I was glad, for he had found Christmas and I saw by his face that once more he heard the voice of the herald angels.

The Guild Reporter

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