

The GUILD REPORTER



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

Vol. XLVIII, No. 18

Washington, D.C.

October 9, 1981

CJOH pact boosts some \$136 a week

Ottawa—A new agreement between the Ottawa Guild and CJOH-TV raises minimums by 13.5 percent retroactive to last Jan. 1 and by 11.5 percent next Jan. 1, producing increases of as much as \$136.36 a week over the contract's two-year term.

The settlement raises the top minimum for reporters/editors by \$58.29, to \$490.09 a week from Jan. 1, and by \$56.36, to \$546.45 a week on Jan. 1, 1982, for a total increase of \$114.65. Their starting minimum goes to \$309.29.

The \$136.36 increase, takes the top minimum for senior reporters/editors to \$649.91 a week next Jan. 1, with \$69.33 retroactive from Jan. 1, 1981.

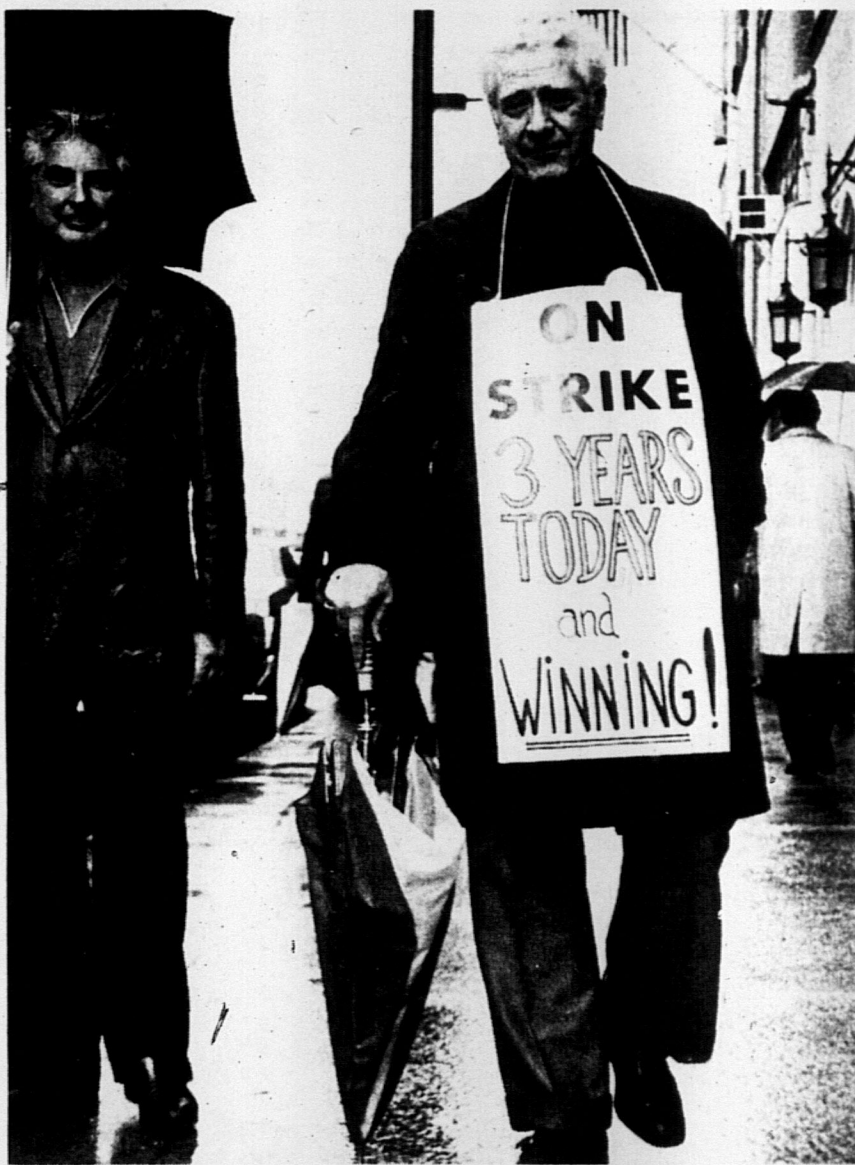
Production department employees receive an extra two percent minimum increase retroactive to Sept. 1.

The top minimum for production assistants/program organizers is raised a total of \$92.38 a week, to \$410 next Jan. 1, in increments of \$42.88, \$7.21 and \$42.29.

The agreement calls for establishing a joint committee to meet at least twice a year to discuss and exchange information about health, safety and the environment and to consider health and safety problems.

The committee will be able to make recommendations about matters it considers, including the use of government agencies to test equipment for radiation emissions.

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JEAN KOLOJECHICK/Citizens' Voice/Wilkes-Barre Guild

Wilkes-Barre anniversary

Wilkes-Barre Guild President Jack Wallace, with sign, and TNG International Representative William M. Brown march at Times Leader on Oct. 6, the third anniversary of the beginning of the strike by the Guild and three other local unions against the Capital Cities-chain paper. Special signs carried by other anniversary pickets carried messages proclaiming that "Wilkes-Barre is Cap Cities' Waterloo" and that "Cap Cities breeds scabs." Times Leader has been publishing with strikebreakers since the strike's early days while the unions' joint council publishes its own interim daily, the Citizens' Voice, which boasts an ABC circulation of just under 50,000.

COPE campaign for '82 kicks off—in Solidarity

Washington—The "massive outpouring of opposition" to the policies of the Reagan administration delivered to the White House and Capitol Hill on Solidarity Day was just the beginning of labor's campaign to restore social and economic justice to U.S. policy, TNG President Charles A. Perlik, Jr., has told locals.

Whether the message of Solidarity Day has a "lasting effect" depends on the ability of labor and its allies to sustain the momentum from the "grass roots," Perlik said in a Sept. 22 letter to U.S. locals and district councils kicking off this year's drive for contributions to the AFL-CIO's Committee on Political Education.

COPE will be a "critical element" in labor's part in the struggle to change the direction of the Senate and hold the House against right-wing and business interests in next year's Congressional elections, Perlik said.

The "battle-lines" are already forming for that campaign, he warned, stating that "it is essential that Guild locals weigh into the fight."

Noting that last year there were COPE contributions from but six locals, Perlik cited the need for spreading COPE collections "far wider" and raising their level "substantially" if the Guild is to

comply with the 1981 Convention's mandate that we "do our share, as part of the labor movement to make sure that there is an effective counterforce to prevent the destruction of all that has been achieved by years of social reform."

"Labor can't match business dollar for dollar . . . but it can increase its level of contributions enough to give the candidates it supports a fighting chance," Perlik wrote quoting from the convention's political action report.

Barely 10 percent of TNG's 1981 COPE quota of \$5,820 has been raised and most of that came through a convention collection, Perlik noted.

He urged locals to seek individual contributions to COPE—the only contributions that can be used by COPE's Political Contributions Committee to aid individual candidates—and also called on locals and district councils to make treasury contributions to COPE's Voter Education and Registration Fund.

Perlik cautioned locals to keep
(Continued on Page 2)

Pope: Join a union . . . 2

Unity slate, Peery are certified winners

REGION 4 VP RECOUNT PUT ON HOLD

Washington—The Guild Unity Committee slate of candidates for TNG's six at-large vice presidencies and the challenger to the incumbent vice president from Region 3 (the Midwest) were certified victors in TNG's 1981 elections by the International Election & Referendum Committee at its meeting here Oct. 7. [Official, local-by-local results, Pages 4-5.]

In the contest for vice president from Region 4 (the U.S. West), however, the IERC deferred certifying a winner pending completion of a recount of the ballots cast in that race.

Those elected in the referendum together with officers and vice presidents elected earlier without opposition will begin

their two-year terms at the International Executive Board's fall meeting Oct. 19-22.

The IERC was unable to complete the Region 4 recount requested by Anna M. Padia of Pacific Northwest, who trailed Larry D. Hatfield of San Francisco-Oakland by a slim margin in unofficial tallies, because ballots of three locals with voters in the region had yet to arrive in Washington.

A subcommittee of the IERC was to return once ballots from the Wire Service, Central California and Hawaii locals are received to complete the recount, with certification expected after

the results are reported to the full committee by telephone conference call.

Members of the IERC expressed the hope that the recount and certification could be accomplished before the IEB meets Oct. 19.

Certified for the six at-large

AFL-CIO President Lane Kirkland is scheduled to administer the oaths of office to TNG's new International Executive Board at 3 p.m. Oct. 20 during its initial meeting at TNG headquarters.

seats were Richard J. Roth of Buffalo and Dianne M. Martino of Manchester, both for first terms, and incumbents Joyce Walker-Tyson of Detroit, Robert C. Holt, Jr. of St. Louis, David M. Mulcahy of New York and William T. Davis of San Jose. in that order.

Losers in the at-large race were the six candidates running as the Membership Choice slate.

In the order of finish, those defeated were Frank Mazza of New York, Fred Reed of Montreal, Patricia Odoms of Philadelphia, incumbent Floyd Tucker of San Francisco-Oakland, Frank Prosnitz of Providence and Porter

Binks of Chattanooga. Official tally for the at-large seats was:

Roth	5,884
Martino	5,793
Walker-Tyson	5,772
Holt	5,437
Mulcahy	5,387
Davis	5,281
Mazza	4,301
Reed	3,868
Odoms	3,830
Tucker	3,640
Prosnitz	3,410
Binks	2,773

In Region 3, the IERC certified Richard M. Peery of Cleveland as the winner over incumbent John B. Mitchell of Gary by a margin of 582 votes.

Mitchell had defeated Peery in
(Continued on Page 5)



RICHARD J. ROTH



DIANNE M. MARTINO



JOYCE WALKER-TYSON



ROBERT C. HOLT, JR.



DAVID M. MULCAHY



WILLIAM T. DAVIS

Pope: 'White-collar' workers need unions, too

Unions are as much "an indispensable element" for white-collar workers as for blue-collar workers in "modern industrialized societies," Pope John Paul II declared in the encyclical "On Human Work" that he issued in mid-September as chief of the Roman Catholic Church's bishops.

And unions' role, he said, is two-fold: to serve as "advocates" both for "the just rights of working people in . . . their individual professions" and for "the struggle for social justice" generally, within and among the world's nations.

Encyclicals are papal letters to other bishops that traditionally

have been used for major expressions on doctrinal, moral and social issues. They are not considered by the church to be infallible.

This letter was issued, the Pope said, to reaffirm and clarify the church's basic social doctrines in this age of technological revolution, increasing influence of multinational corporations and the emergence of under-developed nations.

It repeatedly stresses what the Pope terms "the primacy of man in the production process, the primacy of man over things," and ranges over many specific issues: from workers' right to organize

through their rights to just wages, health care, employment and vacations, and from the rights of women workers and the handicapped through endorsement of workers sharing in management, profits and ownership.

A central theme of the document is the Pope's vigorous opposition to the "dehumanizing excesses" of modern economic systems. He accuses both "rigid" capitalism and the "collectivist system" of subordinating workers' welfare to economic goals.

"We must first of all recall a principle that has always been taught by the church, the principle of the priority of labor over

capital," the Pope wrote.

Also pointing out that the church long has recognized the right to private property, the Pope said, however, that Christian tradition has "always understood" that right as "subordinated to the right to common use, to the fact that goods are meant for everyone."

In discussing the rights of workers, the Pope wrote that women "should be able to fulfill their tasks in accordance with their own nature, without being discriminated against and without being excluded from jobs for which they are capable."

At the same time, he wrote, there must be "respect for their family aspirations and for their specific role in contributing, together with men, to the good of society."

Mothers, he wrote, should not be forced by economics to have to abandon the care and education of children to work for pay outside the home. It should be possible for a mother to care for her children "without inhibiting her freedom, without psychological or practical discrimination and without penalizing her as compared with other women," he wrote.

Work for all people "must be organized and adapted in such a way as to respect the requirements of the person and his or her forms of life, above all life in the home," he wrote.

In his discussion of unions, the Pope pointed out that "Catholic social teaching does not hold that unions are no more than a reflection of the class structure of society" nor that they are "agents for a class struggle which inevitably governs social life."

Unions' struggles, he said, should be seen as "a normal endeavor 'for' the just good . . . the needs and merits of working people," not a struggle "against" others nor in order to "eliminate" the opponent.

While restating the church's endorsement of the right to strike, the Pope cautioned against "abuse of the strike weapon."

He also cautioned against unions developing overly close ties to political parties. "In such a situation," he said, "they easily lose contact with their specific role" of securing "the just rights of workers within the framework of the common good of the whole of society."

"It is clear that, even if it is because of their work needs that people unite to secure their rights, their union remains a constructive factor of social order and solidarity, and it is impossible to ignore it," the Pope wrote.

In another place, he pointed out that "obviously, we are dealing here with different kinds of work, not only so-called manual labor but also the many forms of intellectual work, including white-collar work and management."

Canadian disputed on VDT safety

Washington—TNG's specialist on VDT occupational safety and health has challenged the accuracy of a Canadian federal health official's conclusion that VDTs pose no health problems—from radiation or other sources—to their operators.

TNG's Director of Research and Information, David J. Eisen, said the conclusions of Dr. Ernest G. Letourneau, director of the radiation protection bureau of the Canadian health department, conflict with findings from research done in both the United States and Europe.

That research has shown "almost without exception that the peculiar visual and postural problems created by sustained VDT operation produces significantly greater eyestrain and musculoskeletal pains than ordinary office work such as typing," Eisen said.

Letourneau, in an article published in the Canadian Medical Association Journal, reportedly states that there is no proven link between VDTs and health problems such as eyestrain and pains in the back, shoulders, neck, head, arms and wrists.

Evidence of such problems "is in the form of testimonials and

does not suggest that working with VDTs causes any more problems than any other occupations that involve somewhat tedious work requiring a fixed position and visual concentration," Letourneau wrote.

"The machine is incidental," he said.

"Adverse publicity and unsupported claims have led to much unnecessary concern, particularly among women, that VDTs could be detrimental to the health of the operator, and in the case of a pregnant woman, her fetus," Letourneau said.

He said that testing by the health department of more than 200 types of terminals for different types of radiation over a 10 year period had found that the minute amounts of ultraviolet, infrared, electromagnetic and ultrasound radiation emitted by the machines are not uncommon and pose no hazard, Canadian Press reported.

Low-level, x-ray radiation produced inside the tubes is absorbed by the screens and is not strong enough to pass through them, Letourneau said. No microwave radiation is produced by the machines, he added.

Discounting reports linking cataracts with VDT use, Letourneau suggested that operators who have developed cataracts would have done so regardless of exposure to the machines.

The American Newspaper Publishers Association's publication, "presstime," meanwhile, reporting on the August scientific symposium on VDTs and workers' vision [Guild Reporter, Aug. 28], said that the scientists participating in the conference "overall . . . were in general agreement that the amount of ionizing and non-ionizing radiation emitted by VDTs is too small to pose a threat of either cataracts or birth defects."

"However, they said, more studies should be done on the effects of long-term exposure to ultraviolet and radio frequency wavelengths . . . at extremely low levels," according to "presstime."

The scientists also generally agreed that "visual fatigue and complaints of aching muscles are more common among VDT workers than among non-users, but it has not been shown that the VDT itself is responsible for all of the complaints," the ANPA magazine reported.

Reporters to \$546, \$649

(Continued from Page 1)

Committee members will be paid for time lost from work.

The mileage rate paid employees using their vehicles on company business is increased by 4 cents, to 20 cents per kilometer (by seven cents, to 32 cents per mile) as long as the price per litre of regular unleaded gas is below 43 cents.

An escalator provision boosts the reimbursement rate by five

cents for each nine-cent increase in the price per litre of gas thereafter.

Per diem paid employees on overnight out-of-town assignments is raised by \$7, to \$32, over the contract's term, and meal money for employees on "remote assignments" is raised to \$7 for lunch and to \$12 for dinner, each up \$2, and to \$5 for breakfast, up \$1.

Added to the contract is a requirement that "TNG, Local 205" be included with the on-air credits on the Friday Newline and Nightline programs.

Other increases and resulting new top minimums include:

Senior production assistants—Up by \$98.28, to \$436.18 a week.

Editorial assistants—Up by \$72.97, to \$347.79 a week.

News trainee/copy person—Up by \$47.44, to \$226.08 a week.

Production trainee—Up by \$54.11, to \$240.15 a week.

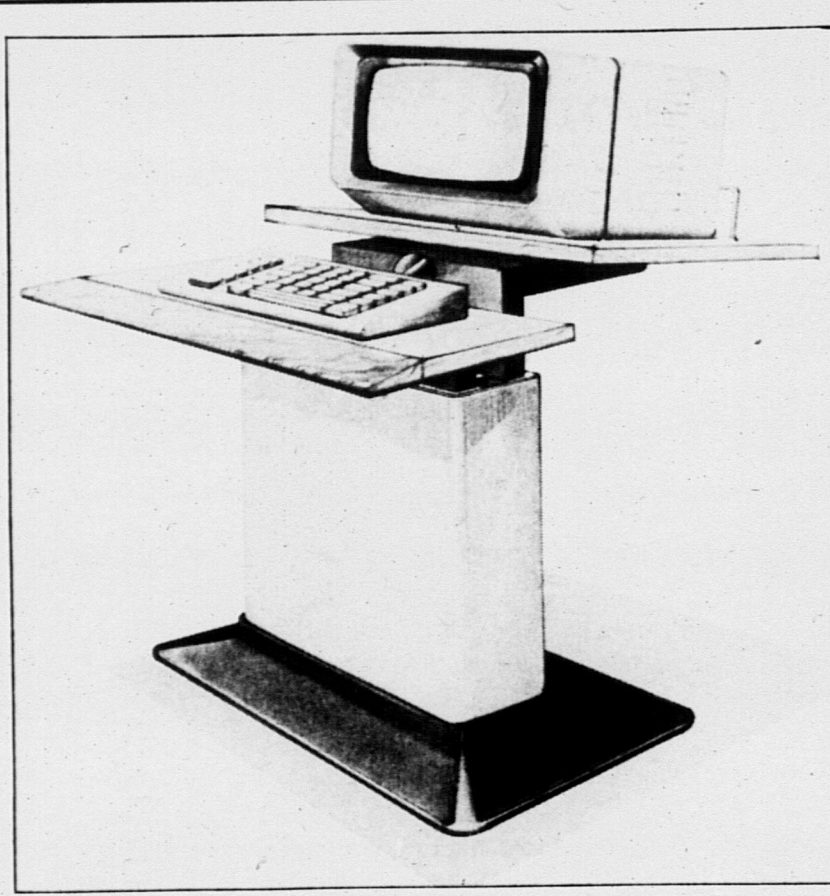
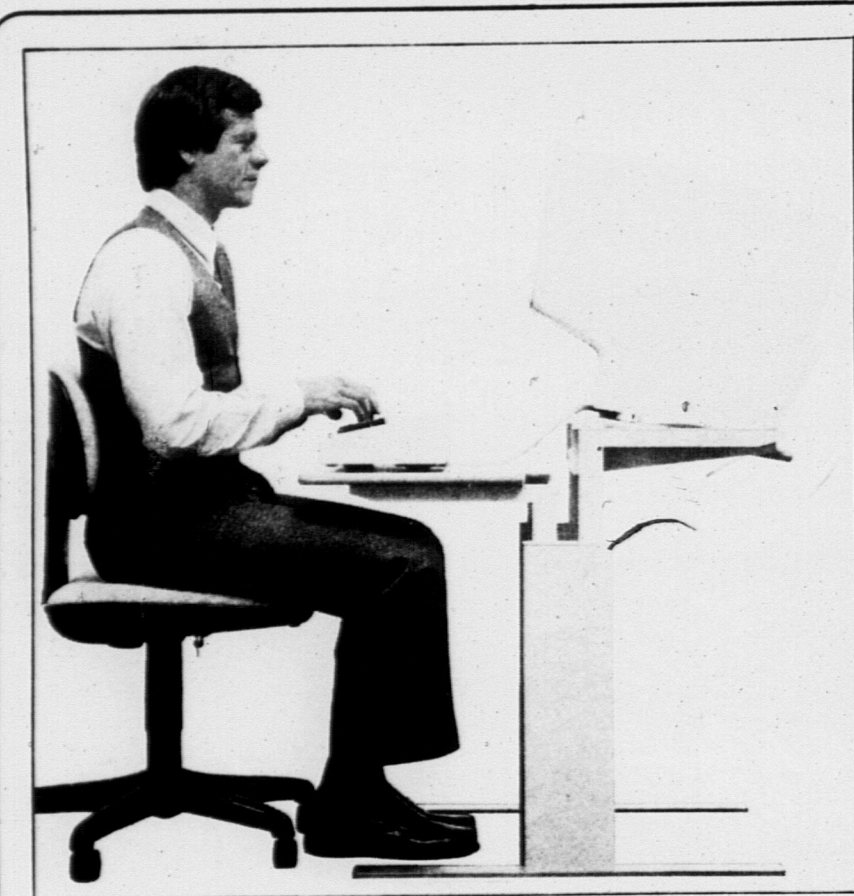
... COPE

(Continued from Page 1)

members' contributions to COPE "strictly separate" from other funds of the local in order to comply with federal campaign finance laws.

COPE contributions should not be deposited in the local's regular bank account "even temporarily," he said, and instructed locals to transmit funds to TNG by a cashier's check, bank check or personal check made payable to COPE.

A supply of COPE contribution-receipt books was also included in the mailing to locals.



More adjustable VDT furniture

Two more examples of the many adjustable VDT "desks" coming onto the market in the United States are pictured above: the IBM Synergetix "adjustable terminal base" at left, and the Data Furniture Inc. (DFI) "video display terminal table" at right.

The adjustments of the DFI table's surfaces are accomplished electronic-

ally, via a motor housed in its pedestal base.

Adjustments in the IBM table's surfaces are accomplished mechanically.

Extra-cost options for both companies' VDT desks include rectangular and triangular desk-top extensions.

The model posed as an operator at the IBM desk is sitting in a chair that

also is adjustable, for seat height as well as the height and tilt of the back rest.

Both firms emphasize the relationship between employee comfort and productivity in their promotional material. "A properly designed work station . . . can lead to productivity improvements," IBM said.

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, except monthly in April and December, at 1125 15th St. NW., Washington, D.C. 20005. \$15 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.

Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #835, Washington, D.C. 20005.



Solidarity Day—San Diego style

A phalanx of flag-toting local union leaders leads a march of some 1,500 persons into San Diego's Balboa Park Sept. 19 in one of the demonstrations in several cities paralleling the giant Solidarity Day demonstration in Washington. Parade marshal at left is Michele Davis of the San Diego Guild, a member of TNG's International Election & Referendum Committee. Guild members and leaders also participated in similar demonstrations in San

Francisco, Los Angeles and Denver. The Denver demonstration was held a day early to draw attention to the presence there of President Reagan and Vice President Bush at a Republican women's meeting. Victor Ciuccio, Denver Guild administrative officer and president of the Council of Newspaper Unions, and other leaders of the latter were among the thousands that filled six blocks as they marched through the city to the state capitol.

Locals get samples of revised dues forms

Washington—Samples of a revised dues reporting form have been sent to local treasurers by TNG Secretary-Treasurer Charles Dale.

The revised form "108C," com-

plete with blue and gold shading, was redesigned to ease the work of local treasurers and staff in reporting per capita and other membership payments to TNG.

Revision of the form began

after last November's meeting of the Ad Hoc Dues Reporting Forms Committee in Washington. Recommendations from that meeting and ideas for improvements that emerged subsequently are reflected in the new form, Dale said.

It is hoped that the revision will prove "easier not only on your eyes but even easier on the patience," Dale said.

MW Council cancels Minneapolis meeting

Peoria, Ill.—The fall meeting of the Midwest District Council, scheduled for Oct. 16-18 in Minneapolis, has been cancelled, the

council's secretary, M. L. Roeder of the Peoria Guild has announced. He cited "transportation problems."

NEVER SO MANY SO FAR

250,000 condemn 'entire administration'

By RICHARD M. PEERY

Plain Dealer unit, Cleveland Guild

WHEN MORE than a quarter-million men and women from diverse backgrounds came together on the Mall in Washington, their Solidarity Day demonstration did more than shatter the myth of President Ronald Reagan's mandate.

Their presence seemed to usher in an unprecedented era in American politics.

The fact that thousands from across the eastern half of the United States could congregate while shunning air transportation was not the big story. After all, the city has been the scene of massive demonstrations for decades.

But the earlier demonstrations were for a single purpose, ranging from veterans' bonuses to peace and civil rights to religious conservation.

NEVER BEFORE had so many come so far to condemn an entire national administration.

It was not just the traditional liberals or minority groups demanding equality who occupied the bulk of the Mall. Sure, there were the expected representatives of those outside the mainstream of American society. Latinos and Native Americans, the anti-nuclear crowd and environmentalists were present along with wheelchair campaigners for the rights of the handicapped. The various factions of

This column is reprinted, with permission, from the Cleveland Plain Dealer of Sept. 26, where it appeared with the notation that Peery, a reporter for the Plain Dealer, participated in the Solidarity Day demonstration in Washington "as a member of The Newspaper Guild." Peery, a former Cleveland Guild president, will take office Oct. 19 as the newly elected TNG Vice President from Region 3, the Midwest.

neo-Marxists-Leninists were there too.

But they were only on the periphery of the demonstration. It was the hard hats—the machinists from Parma and ironworkers from Pittsburgh—who joined with teachers from Boston and librarians from Philadelphia to say they are frightened by what is going on in Washington.

It was natural that one of the largest groups of protesters [proportionately] would be the fired members of the Professional Air Traffic Controllers Organization. Their problem may have accounted for the large turnout of organized government workers. But the presence of 30,000 United Auto Workers and similar contingents from other major unions meant that the demonstration had to be taken seriously.

The cheers for the presidents of international unions were expected as they

shouted their opposition to high interest rates and low taxes for the rich and railed against increased social program cuts.

The potential of a new political force was brought home, however, when mine and construction workers applauded the NAACP's Benjamin Hooks' call for retention of the Voting Rights Act and when they cheered Eleanor Smeal of the National Organization for Women as she urged passage of the Equal Rights Amendment.

If the various groups had met at a demonstration a decade ago, a violent confrontation would have been likely. Saturday they yelled in unison their rage at the Reagan administration.

CIVIL RIGHTS demonstrations of the 1960s had the support of many labor leaders, but little from the white members of their unions. Saturday, the racial integration among the rank and file demonstrators was strikingly thorough.

When Martin Luther King, Jr., addressed 200,000 in Washington in 1963, he dreamed of an America where black men and white men could join hands and sing "Free at Last." Men and women of all races, from teenagers to blue-collar veterans of World War II to septuagenarians, figuratively joined hands Saturday to say that they don't feel free with a Reagan White House and are prepared to collectively do something about it.

NLRB nominee is employer partisan, Senate unit is told

Washington — The AFL-CIO has urged the Senate to reject the nomination of John R. Van de Water as chairman of the National Labor Relations Board because of his "active and partisan role on the management side" of employer-union disputes during much of his career.

"The NLRB's institutional integrity is best served by consistent application of the rule that no one should be appointed to the board from the ranks of management or labor," Secretary-Treasurer Thomas R. Donahue told the Senate Labor & Human Resources Committee.

Van de Water, 64, headed his own California management consulting firm, Van de Water Associates, from 1949 until his appointment by President Reagan to the NLRB in August. Donahue told the Senate committee chaired by Sen. Orrin Hatch (R-Utah) that records of the AFL-CIO Los Angeles-Orange County Organizing Committee for 1963-1972 show that at least during that period Van de Water's firm served as consultant to numerous employers who actively opposed their employees' attempts to organize.

"The role of such consultants," Donahue observed, "is to denigrate unions and collective bargaining and to play on the insecurity bred by what the Congress and the Supreme Court have recognized is the central aspect of the labor relations setting—the economic dependence of the employees on their employers."

Donahue questioned whether it is proper to appoint as chairman of the agency charged with running representation elections and judging the legality of the conduct of the parties "a man who

has devoted a substantial part of his professional career to putting together anti-union campaigns and anti-union materials."

No one should be appointed to the board from the ranks of labor or management, Donahue said, since its members are supposed to represent the public and not the viewpoint of either group.

Never in the board's 45-year history has the labor movement pressed for the appointment of a union lawyer or official to the NLRB, and never has there been such an appointment, Donahue noted.

Van de Water, who has served as a management representative for both the Ford Motor Co. and North American Aviation and as a member of the Labor Relations Committee of the U.S. Chamber of Commerce, was sworn into office on Aug. 18 while the Senate was in recess. The Senate still must confirm his appointment, however.

Robert P. Hunter, 41, former chief counsel and chief of staff for the Hatch committee, who was appointed to the board at the same time as Van de Water, received unanimous confirmation from the panel on Sept. 15.

SDC names McCracken its president

Knoxville, Tenn. — Faye McCracken, president of the Memphis Guild, was elected president of the Southern District Council of Guild locals during its fall meeting here Oct. 3-4.

She succeeds David Poling of the Mountaineer Guild, who did not seek re-election. McCracken previously had been president of the council in 1976, its vice president for two terms and its secretary the last two years.

Delegates also elected Ernie Mercer of the Washington-Baltimore Guild as vice president, replacing Alfredo Gonzalez, Jr., of Puerto Rico, who did not seek re-election.

Linda Foley of Lexington was elected secretary and Harold Julian of Knoxville was re-elected treasurer.

Delegates participated in a discussion of bargaining tools and tactics, led by TNG International Representative Harry L. McCormick, and another on arbitration, led by Pat Hardin, a professor at the University of Tennessee.

Next meeting was set for Chattanooga, in late February or early March.

Solidarity Day News available

Washington — Copies of the Sept. 28 edition of the AFL-CIO News, with its special 9-page photo coverage of Solidarity Day, are available for the asking to all who participated in the demonstration.

Requests should be sent to the AFL-CIO Pamphlet Division, Dept. of Information, 815 16th St. NW., Washington, D.C. 20006.

Unity slate, Peery certified by IERC

The IERC denied an appeal by



The Region 1 seat will remain vacant at least until the 1982 Convention.

REGIONAL VICE PRESIDENTS

Mitchell	Peery
4	64
15	138
15	21
48	388
21	99
63	84
42	10
6	12
13	2
17	4
3	33
23	1
142	265
19	3
7	1
11	36
35	68
170	20
13	19
46	27
1	0
714	1,296
Padia	Herfield

No tabulations were certified by the IERC in this contest pending completion of a recount.

⁴ Official return postmarked after deadline; no ballots returned

News, ad top up \$68 at two B.C. weeklies

Maple Ridge, B.C. — A two-year agreement between the Vancouver-New Westminster Guild and publisher of two British Columbia weeklies raises the key editorial and advertising top minimum by \$68.55, to \$413.02 a week, and the top minimum for other jobs by at least \$66.33 a week.

It also includes an extensive package of provisions to protect employees if video display terminals are installed.

Under the contract with the Maple Ridge-Pitt Meadows Gazette and Coquitlan Herald the key top minimum for reporters, photographers and outside salespersons is raised by \$34.45, to \$378.92 a week, from March 1, and by \$34.10, to \$413.02 a week, from next March 1.

The top minimum for receptionists and general office clerks is increased by \$66.33, to \$339.05 a week, in increments of \$32.73 and \$33.60, and that for drivers is raised by the same amounts, to \$339.06 a week.

Circulation employees are upgraded, resulting in a \$76.33 increase in their top minimum, to \$349.05 a week.

On VDTs, the contract provides that if they are installed, no operator will be required to work at a terminal for more than two hours without a minimum 10-minute break, during which the employee may be assigned other work not involving intense eye use.

An employee operating a terminal for two hours preceding

the final 30 minutes of his or her shift will not be required to work at the terminal during the final 30 minutes.

Employees will not be required to operate improperly functioning terminals or defective equipment that might result in a health hazard to the employee.

During pregnancy an employee assigned to VDT work would be given the option of performing other work if, in the company's opinion, a suitable position is available. The company agreed to make a reasonable effort to make the option operable.

Pregnant employees could also opt for an unpaid leave of absence without loss of seniority.

The agreement also calls for adequate training on a VDT and bans training by an employee's immediate supervisor.

Health insurance is extended to include coverage for lenses and frames or contact lenses prescribed for employees who have been engaged in VDT work.

A sixth week of vacation is added after 20 years of service and the service requirement for a third week is reduced from two years, to one.

Pawtucket tops increased by \$48, to \$419

Pawtucket, R.I.—A two year agreement between the Pawtucket Guild and the Ingersoll chain's Times has raised the top minimum for key editorial and advertising employees by \$48.75 a week, to \$419.37.

The \$48.75 increase for reporters, photographers and out-

side salespersons comes in two increments, with \$21.31 retroactive to Dec. 22, 1979—the agreement's effective date—and \$27.44 retroactive to Dec. 22, 1980.

The top minimum for copy editors is increased by \$49.32 a week, to \$424.35, in steps of \$21.56 and \$27.76, and that for

classified ad takers, telephone operators and subscription clerks is raised by \$26.08 a week, to \$224.38, in increments of \$11.40 and \$14.68.

Company-paid life insurance coverage is raised from \$6,000, to \$10,000.

Other increases and resulting

new top minimums include:

Payroll and billing statement clerks—Up by \$31.98 (\$13.98 and \$18), to \$275.18 a week.

Messengers — Up by \$21.67 (\$9.47 and \$12.20), to \$186.45 a week.

Advertising and editorial clerks —Up by \$27.81, to \$239.21 a week.

The agreement was reached after nearly two years of bargaining.

PUBLIC INTEREST MESSAGE No. 1

You the public have a right to know the editorial employees of The Observer-Dispatch and The Daily Press, represented by Local 129 of the Newspaper Guild, have been without a signed contract since Nov. 6, 1980.

Management wants us to agree to include language in our labor contract that we believe would:

1. create a management-controlled merit wage system that would deny us our right to bargain collectively for wages.
2. limit our ability to arbitrate grievances
3. dock us for some sick days
4. squelch our means of public protest

This is just the tip of the iceberg. Management has

Utica Guild goes public with bargaining

Seeking an acceptable contract to replace one expired at Gannett's Observer-Dispatch since last Nov. 6, the Utica Guild has taken a full-page ad in the paper to explain its quest to the public. The ad, in the June 24 Observer-Dispatch, carries the names of 45 "officers, members and supporters" of the Guild local and explains that

the local and its members seek "nothing more than a fair contract." At about the same time the local distributed buttons (right) among its members and upon request to others, including Utica's mayor, reading "No, No Gannett!" in reference to the company's demands for severe weakenings in a renewal contract.



Guild passes on vote by Greensboro group

Greensboro, N.C.—An NLRB-supervised rerun election on Guild representation among some 60 advertising employees of the Daily News and Record, scheduled for Sept. 30, was cancelled when the Guild withdrew.

The National Labor Relations Board had ordered the rerun in unholding a Guild objection to the company's conduct in the campaign leading up to an election held last Feb. 13. The Guild lost by 11 votes.

The Greensboro Guild continues to represent the papers' editorial department employees.

Board nixes objection in Chicago vote loss

Chicago—The National Labor Relations Board's regional office has dismissed objections by the Chicago Guild to the conduct of Crain Communications before an NLRB election among some 60 of Crain's editorial employees last February. At the same time it sustained Guild challenges to counting eight of the ballots cast.

The combined actions leave the outcome of the election at 20 votes for the Guild, 32 for no union, with seven remaining challenged ballots uncounted since they could not affect the result.

Survival postponed

Washington—A First Amendment Survival Seminar, scheduled for Oct. 3 at the National Press Club here, was postponed until "sometime in December," it was announced three days before the event. A low number of advance registrations was among the reasons cited for the postponement.

Ex-member says 'thanks' for Solidarity experience

CLEVELAND HEIGHTS, OHIO
Editor:

My son David and I thank TNG for the opportunity to march with the Guild on Solidarity Day. It was a moving, historical experience we wouldn't have missed. Seeing people of all persuasions united to protest the Bonzo programs emanating from the White House was awesome. We are proud to be among the scores of participating Guildsmen, an especially significant group, as vice president Betsy Wade put it, because we were self-selected—we went because we wanted to and not out of any sense of obligation.

GAIL GIANASI NATALE
Former member
Cleveland & Wire Service Guilds

Local's executive officer cites Sutton for integrity

GLEN BURNIE, MD.

Editor:

Carlos Sutton—an honest man, a man of integrity, and an unselfish man. His leadership as Region 2 vice president will be missed.

I met Carlos during Washington Star bargaining in 1973. I like to think I played a small part in his involvement in the Guild.

Carlos gave a major part of his life to the Guild. He always

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed

longer than one issue. Deadline, Friday before publication.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

thought of his membership first—from unit level to local and international level. As Region 2 vice president, he travelled, on his own tab, to locals in need of help. In the local he was present during bargaining at most units, and many times he took unpaid leave to serve the Guild.

Eleven days after the Washington Star closed and after many tiresome hours (for two weeks) of negotiating with Star management, Carlos and I sat down for a quiet lunch. His first words, with tears in his eyes, were: "What are we going to do about all those people out of work." He hadn't yet begun to think of himself. That is the man—that is Carlos Sutton.

The Guild has lost a great leader. I fervently hope Carlos' absence from the Guild is temporary.

DOROTHY A. STRUZINSKI
Administrative officer
Washington-Baltimore Guild

Editor's note: Sutton, who had been a programmer at the Washington Star, withdrew Aug. 28 as a candidate for re-election as TNG Vice President from Region

2, saying that being jobless and uncertain of what the future holds he believed it would be "unfair" to remain a candidate since he felt he "cannot now effectively . . . represent my constituency" [Guild Reporter, Sept. 11].

PATCO support rapped by member in Monterey

SALINAS, CALIF.

Editor:

Blind support of a fellow union when that union is wrong serves only to weaken the Guild and the entire labor movement. PATCO's responsibility for its own current predicament is obviously perceived by the rank and file of union membership, as evidenced by the lukewarm support being given to the strikers.

Exhortations of our leaders to support a strike that is not worthy of support serve only to hurt the cause of labor, because they foster a suspicion that labor cares only for itself and nothing for principle.

Of course Reagan was delighted to be handed the opportunity to crack down on a labor union. In presenting him with

this opportunity, PATCO helped further the cause of conservatism and anti-unionism that brought Reagan into office.

The PATCO strike is lost and deserves to be lost. If we cannot publicly acknowledge this, let us at least maintain a discreet silence.

EVERETT MESSICK
Monterey unit
San Jose Guild

Sutton's withdrawal called 'sad day' by Stonebanks

VICTORIA, B.C.

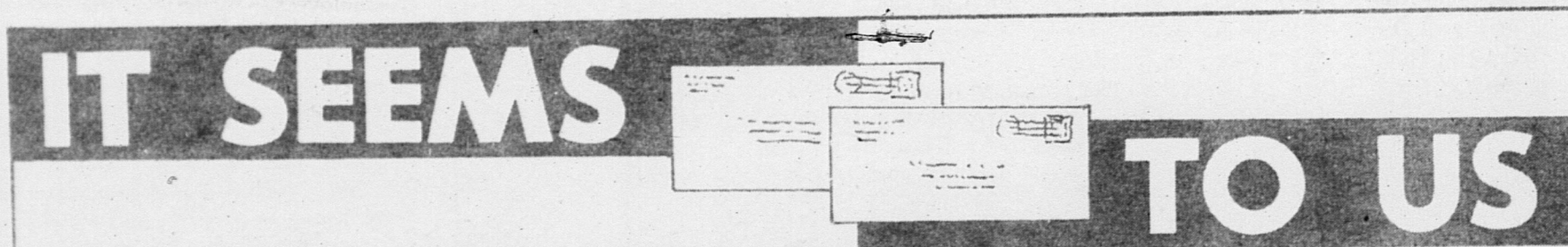
Editor:

It was a sad day for The Newspaper Guild when Carlos Sutton was forced to withdraw from the international election because of the closure of the Washington Star, where he worked.

Carlos was a staunch fighter for Guild members. I worked closely with him on the International Executive Board for the last two years. Members everywhere should know that he poured his heart and soul into working for the membership. We will all miss his presence on the IEB.

The promise which Patrick Rushton, another Guild fighter with a proven record in his local's long strike, brought to the IEB also will be missed. Our loss will be a gain for the Wilkes-Barre police department.

ROGER L. STONEBANKS
TNG Vice President
Western Canada



THE \$100-A-WEEK GUILD ADVANTAGE

Guild minimums outstrip survey findings

It does pay to work under a Guild contract.

Latest confirmation comes from a Newspaper Fund salary survey that included those being paid by U.S. daily newspapers to beginning reporters and to reporters with five years experience.

Conducted in May, the survey found that the pay received by reporters and photographers with five years' experience averaged \$332.69 a week.

The average top minimum in effect for Guild-covered reporters and photographers on U.S. dailies on April 1 was \$433.20 a week—a Guild-contract advantage of more than \$100 a week.

The survey also showed average pay for beginning reporters and photographers of \$204.95 a week.

Average April 1 minimum for beginning reporters and photographers under Guild contracts with 128 U.S. dailies with 10,000 or more circulation was \$267.49 a week—a \$62.54-a-week Guild-contract advantage.

The Newspaper Fund reported that it received responses from 59 (50.4 percent) of the 117 randomly selected dailies with circulations exceeding 10,000 that it surveyed.

Comparing the survey averages for newspapers in four cir-

culation groupings with Guild minimums at dailies in the same groupings shows:

For beginning reporters and photographers: Guild-contract advantages of \$24.93 a week at papers with 10,000 to 24,999 circulation; \$59.53 at 25,000 to 49,999-circulation papers; \$45.51 at papers with 50,000 to 99,999 circulation, and \$54.22 a week at papers with 100,000 or more circulation.

For experienced reporters and photographers: Guild-contract advantages of \$52.21 a week at 10,000 to 24,999 circulation; \$123.09 at 25,000-49,999 circulation; \$44.35 a week at 50,000 to

99,999 circulation, and \$35.87 at 100,000 and greater circulation.

The survey, which also elicited information about pay for various newsroom editors, found the average pay for sports and photo editors ranking just under city and metro editors, with women's Sunday and business editors following.

Business editors' average weekly pay was the lowest among 11 classes of editors except on metropolitan papers with daily circulation of more than 100,000, where their average pay of \$688.44 a week ranked seventh along with women's editors.

Other weekly averages on the

100,000-plus dailies for editors included \$743.94 a week for city or metro editors, \$566.22 for copy desk chiefs, \$732.99 a week for sports editors, \$721.79 for photo editors and \$699.50 for Sunday editors.

Probationary periods averaged 3.76 months for new newsroom employees among all papers responding. By circulation group probationary periods averaged just over four months at papers of over 100,000 circulation; nearly three months at papers of 50,000 to 99,999 circulation; just over five months at papers of 25,000 to 49,999 circulation, and over three and one-half months at papers of 10,000 to 24,999 circulation.

Among the 59 papers responding to the survey, 24 were in the lowest circulation group and nine were in the highest while 10 were in the 25,000 to 49,999 group and 16 in the 50,000 to 99,999. There was no indication that any of the 59 has a Guild contract.

The 128 Guild-covered papers included 54 in the highest circulation group, 13 in the lowest, 26 in the 25,000 to 49,999 group and 35 in the 50,000 to 99,999 group.

Guild contracts pay off in more dollars

This table compares average Guild minimums for reporters and photographers on U.S. dailies as of April 1, 1981, with the average weekly pay for the same jobs as determined by responses from 59 U.S. dailies to a survey conducted by The Newspaper Fund in May.

Circulation groups	Beginners		Guild Differential	'Tops'		Guild Differential
	Guild average	Survey average		Guild average	Survey average	
ALL GROUPS	\$267.49	\$204.95	+\$62.54	\$433.20	\$332.69	+\$100.51
100,000-plus	291.88	237.66	+ 54.22	480.98	445.11	+ 35.87
50,000-99,999	267.51	222.00	+ 45.51	424.70	380.35	+ 44.35
25,000-49,999	242.53	183.00	+ 59.53	393.54	270.45	+ 123.09
10,000-24,999	216.07	191.14	+ 24.93	336.91	284.70	+ 52.21

New York bodies balk at local election rerun

New York—The New York Guild's representative assembly and executive committee have voted to overturn a voluntary agreement with the U.S. Labor Dept. that it supervise a rerun of the local's contested elections of last December.

The agreement was made by the local's executive vice president, Edwin R. Egan, and secretary-treasurer, James H. Orcutt, on Aug. 19 after the Labor Dept. had completed an investigation of complaints by five losing candidates that there had been irregularities in the elections.

As the Guild Reporter went to press, two of the five losing candidates were preparing to circulate a petition among the local's membership seeking to initiate a referendum to reinstate the agreement for the rerun election.

In its action Sept. 15 the executive board cited its "pride in the union's reputation for integrity and fair play," charged that the government had moved "without written specification of any details of alleged infractions" and stated that "the incumbents have no concrete reason to doubt that the election was fairly run" under local rules and by-laws and TNG's Constitution. The representative assembly acted on Oct. 1.

The executive committee also

charged that Egan and Orcutt had "lacked sufficient authority" to sign the agreement for a new election.

The agreement had specified that the rerun election would be for "all offices contested" in last December's vote, meaning all elected local-wide except executive vice president and secretary-treasurer. They were unopposed.

Orcutt told the executive committee and the representative assembly that the Labor Dept.'s investigation had left it with questions about proper control of ballots and maintenance of ballot secrecy in several of the local's smaller units and that it had found that a membership meeting in January had improperly discounted ballots cast by members of the Radio Free Europe-Munich unit.

Egan said he and Orcutt felt they had authority to sign the new-election agreement and did so to avoid the expense that would be involved in defending against a government suit to enforce the Labor Dept.'s findings and to avoid "public muck-raking." Agreeing to a rerun election was not an admission of wrongdoing, Orcutt said.

Several members of the executive committee said they believed a court action would show no

Electronic dailies are 'eye-openers'

Washington—Want a little early morning, mid-day or evening "nip?" Call one up on your home computer or TV screen.

That, appropriately enough, is how newspapers that provide information to videotext systems like CompuServe and Viewtron are now known in the trade: Newspaper Information Providers—NIPs.

Anyone care to drink to that?

wrongdoing in the election and that it would be less damaging to the union than signing a consent agreement.

The unsuccessful candidates who filed the complaint with the Labor Dept. included two who in January had petitioned the Local Elections Committee to order a rerun election: Barry Lipton of the Times unit, who had challenged Betsy Wade for the presidency, and David M. Mulcahy of the Standard & Poor's unit, who had run for first vice president.

Alleging that the Local Elections Committee had failed to act on that petition, they were joined in the complaint to the Labor Dept. May 4 by Cesar Viruet of the El Diario unit, who had run for second vice president, Ralph Petrucelli of the Consumers Union unit, who ran for third vice president, and by Peter Jones of the Scholastic unit, who had run for the executive board.

Mulcahy and Lipton also initiated the referendum petition.

Key top is up by \$79, to \$418, in Knoxville

Knoxville, Tenn.—The top minimum for reporters and photographers is raised by \$79 a week, to \$418, under a new three-year agreement between the Knoxville Guild and Scripps-Howard's News-Sentinel.

The top minimum for clerical assistants is raised by \$41 a week over the contract's term, to \$194, and that for copy clerk is also raised by \$41 a week, to \$176.

Cutbacks ok'd in Berkeley

Richmond, Calif.—The Ingersoll chain announced early in July that it has exercised its option to purchase the financially troubled Richmond-Berkeley Independent-Gazette after reaching cost-saving agreements with the unions that represent the paper's employees, including the San Francisco-Oakland Guild.

Biggest saving results from reductions in the workforce, through attrition, economic dismissals and buyouts, a Guild representative said.

The Guild-represented newsroom workforce was reduced by six, to 27, he said, while the Ty-

pographical Union agreed to buyouts for 21 composing room employees, reducing their number to 13.

Noting that all the agreements were "an attempt to save the paper," SFONG Executive Secretary Doug Cuthbertson said the Guild also agreed to delays in payment of bonuses due newsroom people under the contract and to an expanded flexibility in the use of free lances and stringers in outlying communities.

Bay Area newspaper unions reached the agreements with Ingersoll after their auditor affirmed the paper's financial straits.



SOLIDARNOSC!

Polish workers have won government recognition of their right to form independent unions, free from government interference.

We know that without unions of their own, workers cannot advance their living and working conditions.

The Polish workers have appealed to the free labor movement to help them secure and develop their newly won rights by providing assistance to their fledgling unions.

In the spirit of Solidarnosc—Solidarity—the AFL-CIO has established a Polish Workers Aid Fund and kicked it off with a \$25,000 contribution. Like several other international unions, TNG under authorization voted by its International Executive Board last fall, contributed \$2,500 to the fund. Individual members also can contribute to the fund. Checks or money orders should be made out to the Polish Workers' Aid Fund.

POLISH WORKERS AID FUND
% AFL-CIO Secretary-Treasurer
815 Sixteenth St., N.W.
Washington, D.C. 20006

Enclosed is my check for \$_____ to help Polish union brothers and sisters establish their free trade unions.

Make checks payable to POLISH WORKERS AID FUND.

Name _____
Union _____
Address _____
City _____ State _____ Zip _____

Minimum dues 'ceiling' is increased

Washington—Guild members making \$750 a week and more and who belong to locals with dues structures equal to or approximating TNG's constitutional Minimum Dues Schedule are paying higher monthly dues starting this month.

Secretary-Treasurer Charles Dale has reminded all locals that the "ceiling" on the local dues schedule was automatically raised and extended effective Oct. 1 to a top bracket of "\$795 and over" as follows:

Regular weekly compensation	Monthly reduced dues	Monthly higher dues
\$745 to \$749.99	\$39.00	\$61.85
750 to 754.99	39.25	62.25
755 to 759.99	39.50	62.65
760 to 764.99	39.75	63.05
765 to 769.99	40.00	63.45
770 to 774.99	40.25	63.85
775 to 779.99	40.50	64.25
780 to 784.99	40.75	64.65
785 to 789.99	41.00	65.05
790 to 794.99	41.25	65.45
795 and over	41.50	65.85

Higher dues go into effect when TNG's Defense Fund contains less than \$3.5 million and they stay in effect until the fund reaches \$4 million in available assets.

'X' marks the spot!



ALL SHARE HIS LEGACY

Roy Wilkins, 80, rights statesman

By BAYARD RUSTIN

A. Philip Randolph Institute

ROY WILKINS was a gentle man with a strong will: a man of keen judgement and open-mindedness; a man who was willing to change his mind. In a very real sense he was The Statesman of the civil rights movement.

He was not a man of charisma. He was not a speaker who could electrify crowds with rhetoric. His strength and his lasting contribution to the civil rights movement rested in his thoroughness, his quiet determination and his organizational abilities.

It was under Roy Wilkins' aegis that the true "black declaration of independence" was written. It was not a single document like the one drafted by the United States Founding Fathers. Rather, it was the immense collection of legal proceedings and test cases which were initiated by the NAACP, including the Brown v. Board of Education decision and continuing far beyond it. These decisions won rights for blacks in enclaves after enclaves of U.S. society.

I first directly collaborated with Roy Wilkins in the planning of the 1963 March on Washington, which was initiated by A. Philip Randolph, the great black labor leader.

AT FIRST, relations between us were somewhat strained because Wilkins, a cautious man by nature, was troubled by my personal history of involvement in socialist and other radical causes. Yet despite initial misunderstandings, once we began working together and came to understand that our goals for the black com-

'Solidarity' opens U.S. press office

New York—A press and information office has been opened here, with the assistance of U.S. unions, to provide reports on Poland's independent union, Solidarity.

It is a project of the Friends of Poland's Independent Trade Union, Solidarity, Inc., a newly formed, not-for-profit corporation headed by Zygmunt Przetakiewicz, recently arrived from Warsaw to direct the office.

Roy Wilkins, executive director of the NAACP from 1955 until retiring in 1977, died Sept. 8 at the age of 80. He was an at-large member of the New York Guild from 1936-47, while he was editor of the NAACP's magazine, *Crisis*.

Bayard Rustin now is chairman of the board of the A. Philip Randolph Institute, an organization of black union members working to advance the interests of blacks inside their unions.

munity were similar, we formed a close bond of friendship.

Despite his initial coolness to the idea of a March on Washington for civil rights and economic justice, once Roy Wilkins was convinced of the project's merits, he and the NAACP were to give the endeavor the strongest financial and organizational support it was to receive.

That the march was a great success was in large measure due to the organizational network Wilkins had established. And it was at Wilkins' insistence that Martin Luther King, Jr., was chosen to be the final speaker at that march, where he delivered his historic "I Have a Dream" speech before 200,000 participants.

Because Roy Wilkins had a keen sense of what blacks wanted and because of his effectiveness in expressing the needs and desires of black Americans, he was frequently vilified by a minority of black extremists who sought to arrogate for themselves the right to speak in the name of all blacks.

Wilkins played a central role in leading black community opposition to the black power and separatist movements which did so much to weaken black political power and to heighten racial tensions. He was a committed integrationist and he battled all the way with such extremists as Stokely Carmichael and H. Rap Brown, who today are mere footnotes in the history of black political life.

Wilkins' contributions were great and lasting. They have survived him, above all, in the form of the NAACP, the organization he helped build into a network with over 400,000 members. His stewardship of the NAACP encompassed the period of the 1950s and early '60s in which the civil rights movement made its greatest progress. He, likewise, led his organization in the more

difficult and frequently disappointing period that followed.

The death of Roy Wilkins marks the final chapter of a great era in the history of the civil rights movement. It was an era of great visionaries and leaders—Martin Luther King, Jr., A. Philip Randolph, Whitney Young and Roy Wilkins.

WE ARE NOW, without question, firmly entrenched in a new era, an era whose outlines are not yet easy to perceive. The civil rights movement stands at the crossroads. Today, its influence is lower than at any point since its inception. It confronts the dangerous problems of a hereditary and ever-growing underclass of black poor, of economic inequality and of an administration indifferent to the plight of the poor and working poor.

One can only hope that a new Roy Wilkins will emerge to lead that movement down the proper path.



Midwest District Council, fall meeting, CANCELLED!

International Executive Board, fall meeting, Oct. 19-22, TNG headquarters, Washington.

New England District Council, fall meeting, Oct. 31-Nov. 1, Portland, (tentative.)

Western District Council, fall meeting, Oct. 31-Nov. 1, Holiday Inn, Carmel, Calif.

Middle-Atlantic District Council, fall meeting, Nov. 7-8 (tentative), New York.

Great Lakes District Council, fall meeting, Nov. 14-15, Sheraton West Gate Inn, Toledo.

International Executive Board, winter meeting, Jan. 25-28, TNG headquarters, Washington.

International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.

49th Annual TNG Convention, June 21-25, 1982, Biltmore Hotel, Los Angeles.

50th Annual TNG Convention, 1983, Cleveland.

51st Annual TNG Convention, 1984, Puerto Rico.

52nd Annual TNG Convention, 1985, Pittsburgh.

Editorial

Bogota, Pretoria, Zagreb?

Almost every month, TNG's officers send letters to at least one government outside North America protesting its jailing or other repressive action against one or more reporters. At the same time, letters often go to Guild locals urging that they and their members take like action.

Why bother?

Using information from the International Federation of Journalists and Amnesty International, the Guild Reporter from time to time prints accounts of journalists imprisoned in various parts of the world together with appeals for messages to appropriate authorities in those countries calling for the release, or at least better treatment, of those prisoners.

Why bother?

The Sept. 25 Guild Reporter's story on TNG's seeking locals' contributions to a special fund to aid the black Media Workers' Assn. of South Africa, also reported TNG President Charles A. Perlik, Jr.'s, appeal for members' letters to South Africa's Minister of Justice (H. J. Coetsee, Union Buildings, Pretoria), to protest the jailings of MWASA's leaders and the government's progressively harsher treatment of MWASA generally.

The same issue also reported protests by Perlik to the governments of Yugoslavia and Egypt of retaliatory actions against reporters because the governments did not like what they had reported and written.

Why bother?

Consider a letter received by Perlik in mid-September from a free lance reporter and the editors of *Mother Jones* magazine.

The free lance, Lawrence T. Johnson, had gone to Columbia this summer to cover the largely unreported, years-old guerrilla warfare against Columbia's government. In the process he spent time with guerrilla groups.

On Aug. 6 he was arrested by Colombian officials as he waited to board an airplane to return to Los Angeles. He was held in a military prison, tortured and interrogated for six days before anyone outside Columbia knew of his arrest.

(Johnson reported that his interrogators kept telling him that "no one knows you're here. No one cares. . . . Reagan doesn't care about human rights, anyway.")

As the word spread—through the Committee to Protect Journalists, the Council on Hemispheric Affairs, the World Press Freedom Committee, AI, the IFJ—telegrams and letters by the hundreds went to Columbia's presidential palace and the American Embassy. The beatings stopped. They put sheets on the mattress in Johnson's cell. A week later he was released.

Last month, Johnson wrote that he "never appreciated the value of letters and telegrams before. I do now."

"That was lesson one for me," he continued. "Lesson two: While the Reagan administration has decided to wear blinders regarding the repressive activities of its right-wing allies, the people of the United States obviously have not. That I learned these lessons while you saved my life was a definite plus."

John's "brutal experience" was "cut short because you cared enough to write letters, send telegrams and phone in port," *Mother Jones*'s editors wrote.

Why bother, indeed!

The Guild Report



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly second and fourth Fridays, occasionally two other Fridays at (listed advance notice), except monthly in April and December. \$1 year. Single copies, 75 cents.

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

POSTMASTER: "Notice to Publisher Form 3579" should be sent The Guild Reporter, 1125 15th St. N.W., #1 Washington, D.C. 20005. Publication #231! ISSN: 0017-5404

Vol. XLVIII, No. 18

October 9, 1981

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005

Area Code 202-296-2990

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