

Ottawa mulls Kent report, chains tense

By CAROL GOAR
Toronto Star Unit
Southern Ontario Guild

Ottawa—A tense, sullen atmosphere has settled over the executive offices of Canadian newspapers.

Within six months the government is going to announce what it plans to do about a hard-hitting report by the Royal Commission on Newspapers which calls for partially dismantling the country's powerful newspaper chains. The owners have issued withering denunciations of the 300-page re-

port and all they can do now is wait. The Royal Commission on Newspapers—known as the Kent Commission, after its chairman, Tom Kent, a former newspaper editor and dean of an East Coast university—surprised most Canadians in August by urging the government to break up the monopolies which have gained a stranglehold over print journalism.

The \$3-million report, commissioned by the government a year ago, calls for tough measures to halt what it calls "a monstrous concentration"

of ownership in the newspaper business.

The two corporate giants, Thomson Newspapers Ltd. and Southam Inc., between them control 58.7 percent of daily newspaper circulation in English-speaking Canada.

The man with the most to lose is Kenneth Thomson, the Right Honorable Lord of Fleet, who owns 40 Canadian dailies (also 76 papers in the United States). The commission recommends that Thomson be forced to sell either his prestige newspaper, the

Toronto Globe and Mail, Canada's only national newspaper, or his 39 other Canadian dailies.

The commission fears that Thomson will allow all his small-town dailies to fade into little more than local supplements to the Globe and Mail.

An enraged Thomson has declared that he will fight the government in court if it attempts to implement the major recommendations of the Kent study.

Besides proposing that the Thomson
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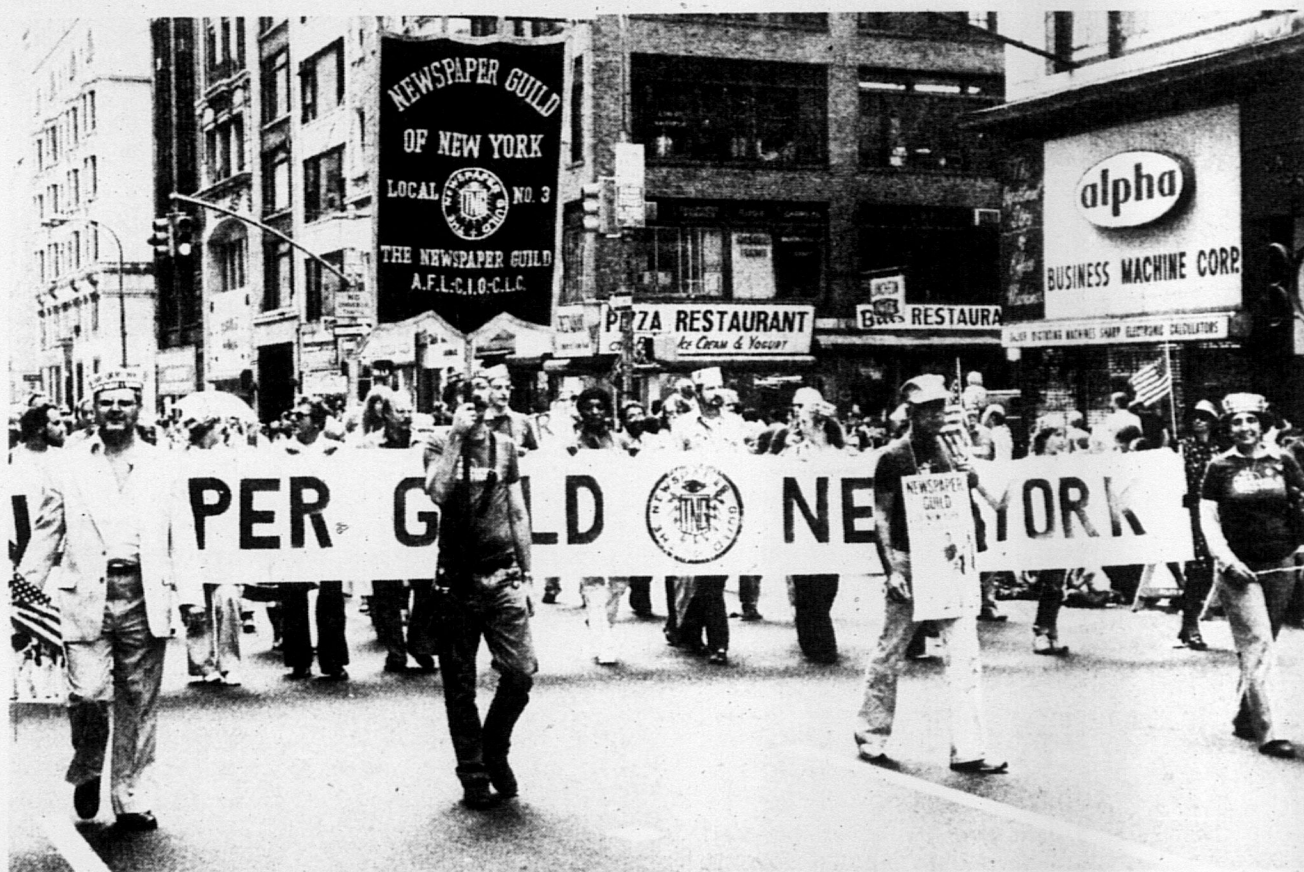
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BOB GLASS/Times Unit/New York Guild

Labor Day on New York's 5th Avenue

More than 80 New York Guild members follow their local's leaders down a 25-block stretch of 5th Avenue as the city's unions renew their annual Labor Day parade after a hiatus of 13 years. Participants totalled more than 100,000 by police estimates, more than 225,000 by unions' estimates. The march lasted from 11 a.m. until 5 p.m. Several thousand striking air traffic controllers and their families drew

cheers from the crowds that lined the parade route. AFL-CIO President Lane Kirkland and N.Y. Central Labor Council President Harry Van Arsdale, Jr., led the parade. Heading the New York Guild contingent are, from left: Secretary-Treasurer James H. Orcutt, Local Representative Michael Crumrine (carrying the flag), Executive Vice President Edwin R. Egan and President Betsy Wade.

29,912 eligible to cast ballots in IEB election

Washington—A total of 29,912 Guild members in the United States, Canada and Puerto Rico are eligible to vote in TNG's international elections Sept. 17-22.

Eligible voters were certified by the International Election & Referendum Committee on Aug. 28 when it met at TNG headquarters to complete adoption of election rules, inspect voter-eligibility lists and approve ballots and other election materials.

Guildwide, voters will choose six at-large vice presidents from a field of 12 candidates. In addition, those in the U.S. Midwest and West will choose a regional vice president from two candidates in each area.

A Region 2 race was nullified when Carlos J. Sutton announced his withdrawal as a candidate for

re-election and the IERC certified Charlie Ramis of Puerto Rico as elected to the seat. (Story below.)

The largest number of eligible voters is in Region 3, the Midwest, with 6,218. There are 5,976 in Region 4, the U.S. West; 5,194 in Region 5, New York City; 4,368 in Region 1, the Northeast; 4,044 in Region 2, the South and Puerto Rico; 2,933 in Eastern Canada, and 1,179 in Western Canada.

U.S. Wire Service Guild members are included in the figures for the regions in which they work. Canadian Wire Service Guild members are included in the Eastern Canada total.

During its Aug. 28 meeting the IERC determined that four active
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Ramis is winner as Sutton withdraws; Rushton resigns

Washington—Carlos J. Sutton, TNG vice president from Region 2, the U.S. South and Puerto Rico, has withdrawn as a candidate for re-election, leaving his challenger, Charlie Ramis of

Puerto Rico, unopposed.

And Patrick Rushton, who was re-elected TNG vice president from Region 1, the U.S. Northeast, without opposition at this year's convention, has taken a job outside the Guild's jurisdiction and resigned from office, leaving that vice presidency vacant.

Sutton, a programmer at the Washington Star when the paper folded Aug. 7, said that being jobless and uncertain of what the future holds he believed it would be "unfair" to remain in the race.

"I cannot now effectively... represent my constituency," Sutton said in a letter to Robert A. Steinke, the chairperson of TNG's International Election & Referendum Committee.

The IERC received Sutton's letter as it met in Washington Aug. 28 but not until after the ballots for TNG's international elections Sept. 17-22 had been mailed to locals.

The committee subsequently
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ITU delegates push for changes, merger

Montreal — Delegates to the International Typographical Union's 123rd Convention here Aug. 24-28 approved several actions that, if ratified by the membership, will bring some of the union's officer-nominating and convention procedures closer to those of TNG.

Some called the changes potentially the

most far-reaching by the union in decades.

The convention also called for a new push for merger of the ITU and TNG or, failing that, of the ITU with other industry unions.

Delegates also called for financial assistance to ITU members in Wilkes-Barre, Pa., who, with members of three other

unions, have been striking the Times Leader for nearly three years.

TNG President Charles A. Perlik, Jr., Field Operations Director J. William Blatz, Canadian Director William H. McLeman and Montreal Guild Administrative Officer Frederick Dunham attended most sessions of the convention.

Nominations at conventions

Montreal—Delegates to the International Typographical Union's 1981 Convention here approved constitutional amendments that would change the procedure for nominating international officers, increase the size of the union's strike fund, raise the maximum benefit paid striking members and do away with annual conventions beginning in 1984.

The amendments, like all changes to the union's constitution, must be ratified by membership referendum to become effective. Under the revised nominating procedure, candidates for international office would be nominated by delegates at conventions, replacing the current procedure in which declared candidates must receive endorsement votes from specified numbers of local unions in order to gain places on referendum ballots.

If the amendments are ratified by the membership, convention delegates would pare nominees to two for each office by roll call
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Merger 'number one priority'

Montreal—"Pursuit of merger" should be their union's "number one priority" in the year ahead delegates declared on the final day of the International Typographical Union's 1981 Convention.

The ITU "cannot wait indefinitely" for merger with TNG, however, the delegates said in adopting the report of the convention's merger committee. In a separate resolution they called for a vote on the sentiment for merger among the members of both unions with a resumption of merger talks if the vote is favorable.

If no agreement is reached after three months of negotiations, a "referee," appointed by the AFL-CIO if the parties cannot agree on one themselves, would decide unresolved questions within another three months, under the resolution.

It called for a founding convention to follow three months later where delegates with voting strength equal to the active membership of their locals could amend the proposed constitution and
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**New elections set
in Greensboro,
Minneapolis... 3**

New procedures, benefits urged for ITU

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vote and the nominees so selected will be included on the ballots for membership referendum.

Locals would be entitled to one vote for each active member in roll call votes to reduce the field of candidates under the convention-approved constitutional change.

Voting strength based on one vote per active member is a new concept in ITU convention voting procedures. Now each delegate in all roll calls casts a single vote, while a local's delegate entitlement is based on the size of its membership, including retirees.

Guild convention delegates, by contrast, are entitled to cast more than one vote each when their locals' convention voting strength—based on active membership—is greater than the number of delegates present.

Another amendment would expand a current constitutional provision permitting locals with fewer than 100 members each to join to elect one delegate to represent the locals.

Under the change approved by the delegates, locals with combined memberships of up to 500 could jointly elect their combined delegate representation, provided that each local acting in tandem is within 200 miles of another. The amendment also would permit the ITU Executive Council to waive size and geographic restrictions in some instances.

Conventions would meet in the first and third years of each three-year term of international office beginning in 1984 under another convention-approved amendment. It would replace a provision for annual conventions that has prevailed throughout most of the ITU's 129-year history.

Another proposed amendment would raise the maximum strike benefit by \$100, to \$250 a week, and would trigger a membership assessment equal to one-half of one percent of straight time earnings whenever the balance in the strike fund falls below \$5 million. Currently, the one-half percent assessment kicks in when the fund's balance falls below \$3 million.

The assessment would end

when the strike fund balance reached \$7 million, up from \$5 million.

The amendment also provides that interest earned through the investment of strike funds be allocated to that fund and would eliminate provision for allocating to the strike fund any dues revenue each month after payment of expenses and mortuary benefits while the strike fund balance is below \$5 million.

Strike benefits are 50 percent of a strikers prestrike salary, up to the weekly maximum.

The delegates tabled a proposed constitutional amendment that would have specified that locals who participate in a strike not authorized by the executive council forfeit claims to strike benefits and/or financial assistance and would have barred any local or member from appealing for benefits to a convention.

The tabled amendment also would have eliminated the requirement that the executive council authorize the taking of a strike vote.

Shortly after the tabling action, the convention passed a series of five resolutions calling for financial assistance to ITU members in Wilkes-Barre, Pa., who have been striking Capital Cities' Times Leader since Oct. 6, 1978, and have been denied ITU strike benefits on grounds that the strike was not authorized by the executive council.

Action to adopt each of the five resolutions came after delegates rejected a committee report recommending "unfavorable" action on each.

A convention committee on collective bargaining was re-established at this year's convention "after many years of inactivity."

Noting that collective bargaining "is the most important responsibility and obligation assumed by a local union," the convention commended the executive council for reactivating the committee and recommended that it be continued at future conventions.

The delegates, in adopting the committee's report, also called on the executive council to put "more emphasis" on the collective bargaining committee and

Journeyman cut from ITU jargon

Montreal—The days of the journeyman printer are numbered if by-laws changes approved by delegates to the ITU's convention here are ratified by the membership later this year.

The delegates approved changes that would eliminate sexist pronouns and titles from the union's bylaws.

Under those changes, "journeyman" would become "journey person," "chairman" would become "chairperson," and "sister" unions would henceforth be referred to as "affiliate" unions.

publicize its reports.

The committee's report, citing concern over hazards to employees operating video display terminals, called for correcting "physical aspects," including lighting and glare, distance and angle of keyboards and screens and called for employers to furnish adjustable chairs.

It also cited the need to con-

tinue testing for radiation hazards in "specific areas which so far have not been completely explored."

The report also urged locals and officers to keep abreast of developments in the electronic newspaper field and to be prepared to exercise jurisdiction over work there.

In acting on the report of its health and welfare committee, the delegates called on locals to include in contract proposals provisions to require annual inspection of VDTs for radiation emissions and annual eye examinations for employees operating the terminals.

It also called for establishment of local health and safety committees to monitor working conditions.

Acting on recommendation of the convention's health and welfare committee, delegates called for the ITU to conduct a "representative survey" of locals to determine whether members working with electronic equipment have developed cataracts or other "diseases associated with radiation."

Delegates also approved the ex-

penditure of \$850,000 from the general fund to reimburse participants in the ITU Retirement Trust for contributions made to the trust.

The action, which also must be approved by membership referendum, came after fund trustees voted to terminate the optional and largely supplemental retirement plan, citing "actuarial problems" and its inability to compete for participants with Individual Retirement Accounts (IRAs) given relaxed federal restrictions on tax-deferred investment in IRAs.

The trust's assets of more than \$4 million are believed sufficient to continue monthly payments to the 1,090 pensioners and survivors who currently receive monthly benefits, averaging \$42.05.

Under the proposal approved by the convention, the 5,000-plus others who have contributed to the trust would be eligible for a refund of payments when they reach age 65, provided they have remained ITU members.

It is the second ITU pension plan terminated in recent years.

Neither action affects the ITU Negotiated Pension Plans, nor benefits available under them.

Delegates propose referendums on TNG, ITU merger sentiments

(Continued from Page 1)

by-laws of the merged union by majority vote.

But if merger with TNG "is not achieved," the ITU cannot afford to "go it alone," the convention said, and called for the ITU Executive Council to "immediately and vigorously" pursue merger with other unions including the Pressmen's and Graphic Arts unions.

(TNG President Charles A. Perlik, Jr., said later that the proposal for a sentiment-probing referendum will be put before the fall meeting of TNG's International Executive Board, Oct. 19-22.

(TNG's 1981 Convention early this summer declared that the Guild's commitment to merger

"remains undiminished" and that its merger negotiating committee "remains ready and willing" to pursue that goal despite talks having been concluded without agreement with the ITU in April.)

Among other actions the ITU convention also:

✓ Voted its support for striking air traffic controllers and called for appointment of a panel of arbitrators to make recommendations for a "quick and fair resolution" of the dispute.

✓ Endorsed the AFL-CIO's call to Solidarity Day, Sept. 19, and urged members and locals to participate "to the maximum possible extent."

✓ Labelled as "unconscionable" reductions in Social Security benefits proposed by the Reagan administration and issued a call for labor and other concerned groups to work together to head off attacks on the Social Security system.

✓ Urged locals to seek greater membership contributions to the AFL-CIO's Committee on Political Education (COPE) through voluntary political-action check-offs.

✓ Called for the defeat of legislative proposals that would amend the Hobbs Act to make violence in a labor dispute a crime under federal extortion laws.

Expressing frustration that four years of merger talks with TNG had failed to produce agreement and their belief that "the majority of our members still favor merger with The Newspaper Guild," the convention's merger report declared that "whatever the issues that separate us, they pale into insignificance compared to the compelling problems which face us."

The unresolved issues are "a small percentage when compared to the large number of areas of agreement," the report said, and expressed the convention committee's opinion "that certain unresolved issues . . . have been blown out of proportion by some members of both [merger] negotiating committees."

However, "while repeating his own desire for merger," TNG President Charles A. Perlik, Jr., in assessing the "feeling of his union, did not give encouragement," the committee reported. Perlik and other Guild leaders at the convention attended most meetings of its merger committee.

Despite "attacks of . . . employers, closure of newspapers and the ravages of automation," Guild members do not appear to have the "sense of urgency for merger" felt by ITU members, the committee asserted. "Nor," the committee said, in its estimation, "have the officers or merger committee of the Guild done as much to further merger sentiment in their union as they might have."

The resolution calling for a vote on merger sentiment among members of both the ITU and the Guild and establishing a time table for concluding an agreement if the vote is affirmative, was initiated by some 80 delegates, including several from New York, Washington, San Francisco, Cleveland, Ottawa, Montreal, Toronto and Minneapolis.

It was unanimously recommended by the convention's 26-member merger committee and approved by the delegates on a 153-to-60 roll-call vote.

TNG's Constitution requires that any proposed merger agreement with another union be approved by a convention and then by the membership in a referendum before it could take effect.

The ITU's Laws also require that any merger agreement be approved in a membership referendum.

In urging their officers to explore merger with other unions, the delegates asked for a report to the 1982 convention.

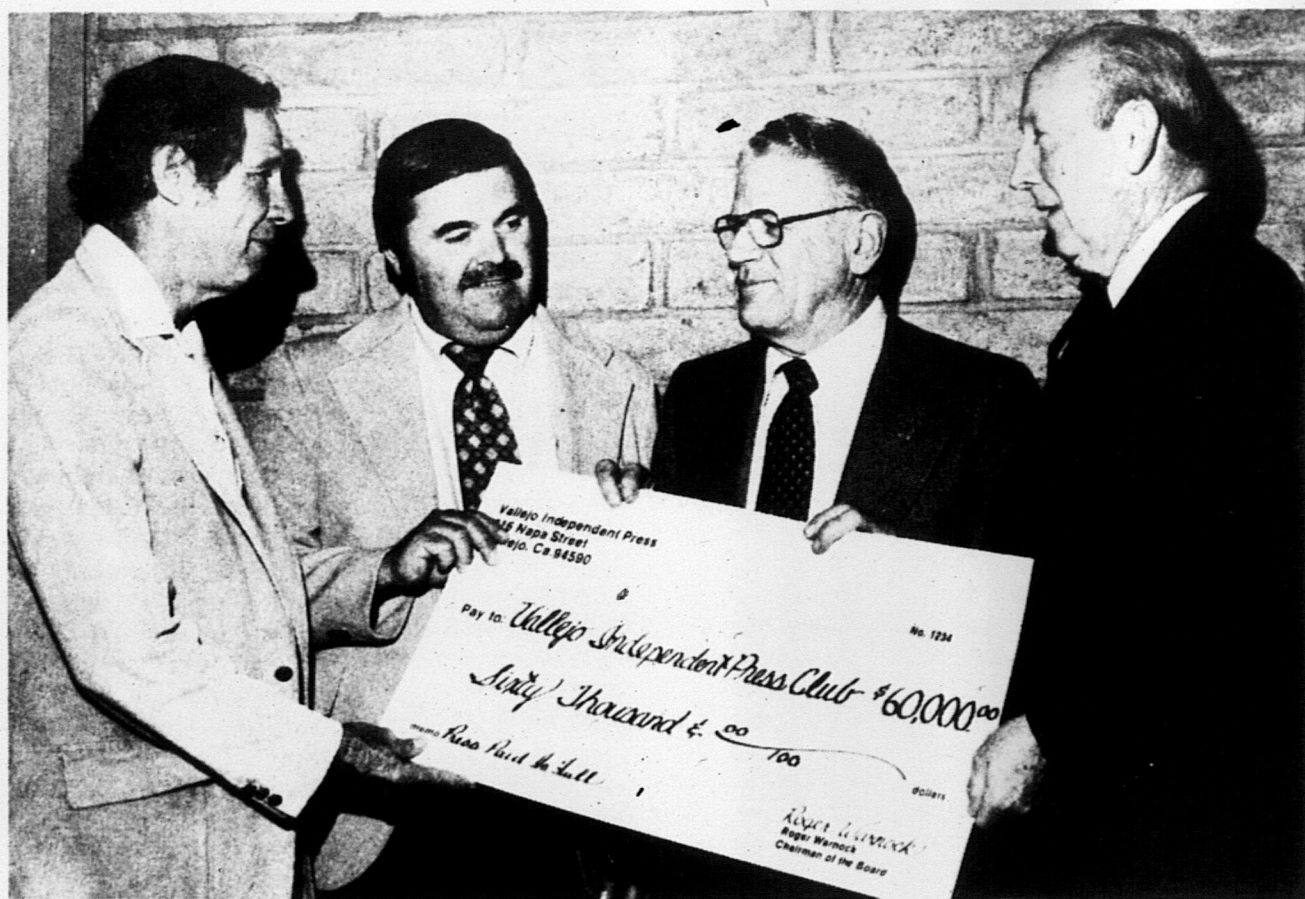


'cheAP chicken' unmasked

The "cheAP chicken," left, who marched on the Wire Service Guild's informational picket line at the Associated Press bureau in Los Angeles (and was pictured on Page 1 of the June 12 Guild Reporter accompanied by Screen Actors' Guild member Ed Asner — TV's Lou

Grant) was introduced to delegates to TNG's 1981 Convention sans feathers. He is Chuck Matlock, right, member and former president of the Los Angeles Mailers' Union. Matlock was his local's only delegate to the ITU's 123rd Convention in Montreal.

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VALLEJO STRIKE PAPER REPAYS ITS FRIENDS

From left, Hugh Stewart, president of the Vallejo Independent Press Club; Roger Warnock, Guild unit chair; Lee Tinnes, treasurer of the VIP Club and Wyman Riley, VIP publisher.

VIP repays \$120,000 in loans

Vallejo, Calif. — The Vallejo Independent Press—the interim daily paper published by the five unions striking Donrey's Vallejo Times-Herald—has repaid \$120,000 in loans from community supporters that financed the purchase of the newspaper's press and other equipment.

The VIP June 25 made the final \$60,000 payment on the loan from the Vallejo Independent Press Club—an organization established in the early days of the three-year-old strike to raise funds for the strike paper. The repayment was financed by loans to the VIP of \$30,000 each by TNG and the International Typographical Union.

Also late in June the paper began publishing the city of Vallejo's legal ads, depriving the struck Times-Herald of advertising it had held for more than 30 years.

Earlier a county superior court judge had cleared the way for the VIP to accept legal and other specialized advertising by ruling that the VIP is a newspaper of general circulation. Prior to that ruling the Times-Herald had been the only paper in Vallejo eligible to handle legal advertising under state law.

Meanwhile, a former executive editor of the Times-Herald, Wyman Riley, has been named the strike paper's publisher.

Riley, who left the Times-Herald in 1977 after more than 30 years, had since been working as district director for two congressional representatives.

He becomes the VIP's first publisher.

The San Francisco-Oakland Guild has been decertified as the bargaining representative for the Times-Herald's advertising

and editorial employees by a vote of 40 to 3. Only strikebreakers were eligible to vote in the election, supervised by the National Labor Relations Board.

Similar votes have been conducted in the departments of the struck paper where the Mailers, Typographical and Pressmen's unions had representation, although the outcome of the vote in the printers' jurisdiction has been appealed to the NLRB's general counsel.

No challenge has been raised to the Graphic Arts Union's representation.

The five unions struck the Donrey paper on June 20, 1978.

The VIP, which started as an insert to a weekly shopper in August 1978 and later grew to three-day and then four-day a week publication, moved up to five-day a week publication in April.

NLRB orders new Greensboro vote

Washington—The National Labor Relations Board has directed that a new election be held on Sept. 30 to determine if the Greensboro Guild should be the bargaining agent for some 60 advertising department employees of the Landmark chain's Greensboro Daily News and Record, upholding an objection to the company's pre-election conduct filed by the Guild after it lost a Feb. 13 election by 11 votes.

In doing so, the board upheld the recommendation of acting regional director Hugh Frank Malone, who called for a second election after concluding that "the thrust of the employer's campaign" before the election was to advise employees that choosing union representation "would cause them to be 'worse off'."

Malone, in an April 17 decision, cited a series of letters and speeches, beginning with an Oct. 24 letter from the advertising director and concluding with a speech by the company's vice president the day before the election. He noted that the Oct. 24 letter—stating that "bargaining starts from scratch" and "you may even receive less benefits than you now have"—was distributed "outside the critical period and . . . cannot be considered objectionable." But he

said, it could be considered "as background."

He noted that "nowhere in the letters and speeches" did the company "indicate why the employees would be in a less desirable position" if the union were selected.

Malone cited as a "direct misrepresentation of the law" a statement in a Feb. 5 speech by the company's vice president that "when I must deal with unions instead of employees as individuals, you and I are both worse off," prefaced by an assertion that "at present, your supervisors and I can deal with you as in-

dividuals with regard to any aspect of your employment."

The board held that these statements constituted more than a misrepresentation, however. They were "a threat to deprive employees of their right to deal directly with the employer," the NLRB held.

While an employer may explain that a union "will be a participant in employer-employee relations generally, an employer cannot threaten to retaliate against its employees' selection of a union representative by cutting off the . . . right to deal directly with management," the board said.

Malone had also cited a Jan. 15 letter in which the company said if the Guild gets in "it will be bad for all of us," a Jan. 30 letter stating that "the company is not required to agree to a single union proposal, and a speech on Feb. 12, the day preceding the election, in which a management representative said "you might be ordered to strike . . . if you strike you can be replaced . . . the union can take our last offer, or they can strike."

The Guild represents the papers' editorial department employees and has been seeking a contract for them since winning a representation election in 1977.

Perlik to serve on AFL-CIO PR body

Chicago — The AFL-CIO's Executive Council named TNG President Charles A. Perlik, Jr., a member of the federation's Committee on Public Relations during its meeting here in August.

In a letter to Perlik, AFL-CIO President Lane Kirkland said the appointment was made "in recognition of your service to the labor movement and your union's interest in this area."

Vote on dues hike OK'd by two more

Membership meetings of the Great Falls and Victoria Guilds on Aug. 27 voted to second a motion by the Philadelphia Guild for a Guild-wide referendum to repeal the 50-cents per month dues increase enacted by TNG's 1981 Convention to finance addition of at least two persons to TNG's field staff.

The actions by the Victoria and Great Falls memberships brought to four the number of locals to have seconded the Philadelphia motion. The referendum motion earlier was seconded by membership meetings in San Francisco-Oakland and Washington-Baltimore.

The increase, which amounts to about 11.5 cents per week, went into effect on Sept. 1, under the convention's action, and will remain in effect unless repealed.

The Central California Guild's representative assembly, meanwhile, voted down a motion that would have put it on record as calling upon the local's membership to second the referendum motion.

In passing the increase, the convention said it was acting in

response to "a groundswell of concern" over the need for more organizing and servicing.

TNG's Constitution requires seconds by the memberships of at least 10 locals in five states, provinces or territories, with the moving and seconding locals to encompass at least five percent of TNG's membership in good standing. The seconds must be passed within 60 days of a referendum motion being mailed to locals by TNG, in this case through Sept. 20.

Meanwhile, the Southern Ontario Guild reported that its executive committee has voted to levy the 50-cent dues increase as a proportion of salary rather than across the board, "so that lower-paid and part-time employees will pay much less than 50 cents, while top-rated employees will pay more." The local's Sept. 10 membership meeting was to be asked to ratify the action.

The convention, in approving the increase provided that locals may adjust their dues schedules to apportion the 50 cents among lower and higher-paid members, so long as the formula yields an equivalent total amount.

Minneapolis ad group to vote again on Guild

Minneapolis — The National Labor Relations Board will conduct a second election among employees of the Minneapolis Star and Tribune's classified advertising department to determine if the Twin Cities Guild should become their bargaining representative.

The NLRB set an Oct. 30 election date after the company agreed to a new election in settlement of several objections the Guild had raised to the company's conduct prior to an election Dec. 19 in which the Guild appeared to be narrowly defeated.

The outcome of the December balloting was 55 votes for the Guild and 61 for "no union," with the ballots of eight voters challenged and uncounted.

The Guild had asked the board to order the company to bargain with it for the 130 classified advertising employees on grounds that company tactics during the final days of the election campaign were illegal and cost the Guild the support of the majority of the employees.

Before the board at the time the company agreed to a second election were Guild charges that prior to the December election the company:

✓ Promised raises in pay and re-evaluation of pay schedules that would result in upgrading for many employees in the unit.

✓ Modified the practice of docking the pay of employees who lost time or reported late to work.

✓ Promised to extensively remodel offices and working areas of employees in the unit.

The company agreed to the re-run election while the regional NLRB office was considering the issuance of complaints on the charges.

No withdrawal of benefits granted is required.

Vote on PR Guild set at San Juan bakery

San Juan — Some 250 route salespersons and clerical employees of the Holsum Bakers of Puerto Rico will be eligible to vote in a National Labor Relations Board-supervised election Oct. 9 to determine if the Puerto Rico Guild will be their bargaining representative.

The local lost an election among a similar group of the company's employees in 1978 by a vote of 81 to 134.

Public TV to air Solidarity Day

Washington—The Public Broadcasting System is making available to each of the 280 public television stations across the U.S. two hours of live coverage of the Sept. 19 Solidarity Day demonstration here.

The Public Interest Video Network, which is producing the live coverage for broadcast from 3 to 5 p.m. (EDT), also is producing a program of taped highlights for broadcast on the evening of Sept. 20.

(Guild members from at least a dozen locals are expected to be among the demonstrators.)

The PIVN programming will include taped footage of earlier labor marches and public protest demonstrations, exploration of the economic and social issues raised by the rally and an examination of the impact nationwide of recent federal budget cuts.

Chains tense as Ottawa mulls Kent Report

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son chain divest itself of a huge chunk of its holdings, the commission has called on the government to:

- ✓ Break up regional newspaper monopolies such as the family compact in New Brunswick, where the K. C. Irving family owns all three English-language dailies in the province.

- ✓ Prevent the purchase of Canadian newspapers by conglomerates with other extensive holdings, such as oil and gas or department stores.

(This measure would not be retroactive and would therefore allow Thomson to remain in the newspaper business in spite of his massive interest in the North Sea and his ownership of The Bay, one of Canada's largest department stores.)

- ✓ Forbid a newspaper from owning either a radio station or a television station in its coverage area.

This would force the Southam chain to give up its 30 percent interest in Selkirk Communications Ltd., a major radio and television company in Western Canada. (Six of Southam's 14 dailies are in the West.)

- ✓ Offer tax breaks to investors willing to open new newspapers, buy one of the ones sold off by a chain or rescue a newspaper facing closure.

- ✓ Provide tax incentives to newspapers willing to increase their investment in editorial content. At the same time, the commission would like to slap tax surcharges on those newspapers which lag below the national average in the amount of space they allocate to news and editorial comment.

- ✓ Provide cash grants to the country's wire services, the Canadian Press and United Press Canada, to expand their coverage of national and international news.

- ✓ Establish a Press Rights Panel, a branch of the Canadian Human Rights Commission, to keep watch over the newspaper industry.

- ✓ Set up an advisory committee within each newspaper before which the editor-in-chief would be obliged to appear annually.

The committee would include three representatives of the public, two working journalists and two management representatives. Its job would be to provide a counterbalancing force to the will of the publisher in the newspaper's operation. The editor would also be required to make his annual reports available to the government and the public.

- ✓ Spell out in law that each editor-in-chief is to be appointed on a three-to-seven-year contract.

The contract would make him or her responsible for all editorial expenditures, all news content and all hiring, firing and promotions. It would also specify that editorial staff members have a legal right to comment adversely on the views or action of the newspaper's owners, should the occasion arise.

ALL OF THIS would be done through a new Canada Newspaper Act. The person who has to decide whether such legislation will come before the Canadian Parliament is Jim Fleming, a junior cabinet minister. Fleming, a former broadcaster, was elected nine years ago.

He got the report a month and a half before the public and announced, as soon as the report came out, that he intends to act on at least some of the recommendations within a few months.

"I'll respond completely as soon as I responsibly can," he told reporters. "It's an exciting report. We may take all of it or part of it."

Fleming assured Canadians that he considers corporate concentration in the newspaper industry "a very serious situation." But he has been careful since the report was released on Aug. 18 not to comment on any of its specific recommendations.

The authors of the report, Kent and his two fellow-commissioners—Borden Spears, a former senior editor of the Toronto Star, and Laurent Picard, a Montreal university dean and former president of the respected Canadian Broadcasting Corp.—have said little since its publication beyond expressing their confidence that the government will take their suggestions to heart.

"We have every indication that the government does take the problem seriously and will give serious consideration to any recommendation we make," said Kent on the day of the report's publication.

FIRST RESPONSES from the country's editors and newspaper owners were shocked and strident.

"I am thoroughly disappointed that millions of dollars of taxpayers' money have been squandered on such an ill-considered and irresponsible report," said Thomson in a written statement from his Toronto office. He refused to give any interviews.

Roy Megarry, publisher of the Globe and Mail, branded the report "so outrageous and far-fetched it's going to die."

"The thrust of the report is massive government intervention, that would deprive publishers of their ability to criticize the government," he added.

Walter Blackburn, veteran publisher of the London Free Press, a family-owned daily, called the report "a bit of a monster," and vowed to lobby the government at the highest levels against the implementation of its recommendations. Under the commission's proposals he would be forced to give up a London radio station, which has been in the family for almost 60 years, and a TV station the Blackburns have owned since 1953.

Toronto Star publisher Bland Honderich, in a rare signed editorial, denounced Kent's approach to fighting newspaper monopolies as "a butcher's meat axe."

Although the Star is independently owned, it recently spent \$13.5 million to buy a chain of suburban weeklies in the Toronto area.

"The commission's error is in applying a general rule to a situation that varies from region to region," Honderich wrote. "In the process, it would indirectly involve the government in the free flow of information and would thus create a situation that is potentially more dangerous than the problem it seeks to correct."

Gordon Fisher, president of the Southam chain, said he was "a little confused and discouraged" by the Kent study. The head of the 104-year-old newspaper chain said adoption of the recommendations would force Canadian companies like his to invest and expand in the United States.

The suggestion that editors be put on contract and expected to report annually to public-interest committees brought enraged criticism from some, hoots of derision from others.

"It's a dumb idea as far as I'm concerned," said Mark Harrison, editor of the Montreal Gazette. "I don't think an editor worth his salt would countenance working in that framework—an inhibiting, shackling kind of framework."

Ed Monteith, managing editor of the Toronto Sun, expressed similar sentiments. "Good Lord no," he exploded. "Who wants the government involved in running your newspaper? Freedom of the press would be just a useless phrase."

Richard Doyle, editor in chief of the Globe and Mail joined the chorus: "Lord save me from a committee." He called the proposed accountability formula "a long, difficult and inhibiting process."

Although the report was front-page news for several days, most of the reporters writing about it remained rather detached, as if the question of newspaper ownership was an issue for political scientists and schools of journalism.

Kent's ideas were certainly discussed in the nation's newsrooms and press clubs, but most journalists seemed more fascinated with what the government would do with the unexpectedly tough report than with its list of recommendations. The general feeling was that there was too much to digest to come up with instant opinions.

IF THERE WAS any tentative consensus, it was that Kent and his fellow commissioners were a trace naive in some of their suggestions. The idea of using public interest committees to make editors more accountable to the public and less inclined to listen to their publishers was greeted with considerable skepticism.

The suggestion that newspapers should be rewarded with tax breaks for increasing their editorial budgets seemed curiously at odds with the commission's own research, which showed that Thomson newspapers in Kamloops, Penticton and Brampton spent proportionally more on news than either the Toronto Star or the Globe and Mail, which ranked 28th and 32nd respectively among 82 papers for which editorial expenditures were measured as a percent of revenues.

And the thought of Lord Thomson giving up either the Globe and Mail, which he had gone to considerable lengths to acquire only a year and a half ago, or the rest of his lucrative chain seemed a trifle difficult to believe.

Reaction from the country's newsrooms was perhaps best summed up by Toronto Star columnist Anthony Westell, who wrote: "The Royal Commission on Newspapers has defined a problem but offered an unworkable solution, so that there is no way in which cabinet can proceed without making more enemies, particularly in the media."

The truth, for many reporters, was that the Kent Commission was merely the anticlimax of an event a year earlier, which shook Canadian newsrooms to the core.

What happened on August 27, 1980—known in newspaper circles as Black Wednesday—provided the clearest and most frightening proof Canada's journalists had ever experienced that the chains they had come to accept as facts of life not only had the power to disrupt their lives, but were prepared to use it.

That day, without warning, the 90-year-old Winnipeg Tribune and the 95-year-old Ottawa Journal closed their doors within hours of one another. The Tribune was owned by the Southam chain, the Journal was a Thomson newspaper.

Both papers had been struggling for several years in cities where they were clearly the second choice of most readers. But they were fondly watched underdogs, papers with high morale and the determination to beat the odds by being more imaginative and aggressive than the competition.

Suddenly they were gone—victims of the balance sheets of two powerful, and supposedly competing, press magnates. The timing of the closings made

even the government suspicious, and charges were subsequently laid against both chains under the Combines Investigation Act.

To the reporters in the field, whose friends and colleagues lost their jobs, Thomson and Southam's actions hit like a thunderbolt. Hundreds were out of work.

I was one of those who woke up on August 28 unemployed. I had been working at the time for a small, proud and irreverent bureau on Parliament Hill called FP News Service.

It was a news agency set up in 1979 to serve the FP papers shortly before Thomson bought that chain, offering analysis, investigative reporting and sometimes just bright writing of the day's main stories.

It never saw its first birthday. The day Thomson closed the Journal, FP News Service was killed in the package. Later Lord Thomson explained: "It was too expensive, too elaborate, too extensive" a service for the remaining papers in his chain.

The "rationalization" of that day left the number of Canadian cities with two or more dailies with separate ownerships at just seven—Edmonton, Calgary, Winnipeg, Toronto, Montreal, Ottawa and Quebec City.

But more than that, it awakened many of Canada's 5,500 journalists to what it means to work in a business where two chains account for almost 60 percent of the product.

Six days after the closing of the Journal and Tribune, the Kent Commission was created to "inquire generally into the newspaper industry in Canada." The commission conducted four months of hearings, travelling across the country to hear from city councils, consumer groups, publishers, politicians, journalists, academics, unions and interested individuals. The Guild's Canadian Region as well as locals from Ottawa, Vancouver, Winnipeg, Victoria, Southern Ontario (Toronto) and Montreal appeared before the commission. Hearings were held on 30 days with more than 300 persons and organizations making appearances, while a further 350 submitted their comments in writing. [Guild Reporter, June 26.]

The commission had a staff of 48, which included writers, researchers, two lawyers and a support staff of about 20.

It went behind closed doors in late April to amass into a final report all it had heard, plus the results of its own extensive research.

THE DOCUMENT that Kent presented to the government was a glossy, brightly written report—complete with editorial cartoons—quite unlike the usual gray academic treatises the government receives from the task forces it commissions.

It was evident from the report's opening line—"Freedom of the press is not a property right of owners, it is a right of the people"—that the country's newspaper owners faced problems.

The commission devoted an entire chapter of the report to the economics of publishing. It concludes that the newspaper business is neither languishing nor endangered, in spite of the hand-wringing of its owners.

"For its owners, the Canadian newspaper industry is, so to speak, the Queen Elizabeth of life rafts," the commission observes, wryly.

"While major newspaper owners were telling us at our public hearings that their chief concern was survival, our financial research was telling us that they were surviving quite nicely."

Newspapers make an average of

25 cents return on every dollar invested, according to the report. This compares with 10 cents for the food industry, 7 cents for textile mills, 20 cents for wood products, 9 cents for metals and electrical products and 5 cents for wholesale trade.

The only industries in the same ballpark as newspapers are retail trade, at 21 cents, beverages, at 25 cents, and private broadcasting, at 26 cents, the report says.

"It [the newspaper] can yield a rate of return on capital higher than companies in many industries dare dream about," the report says.

A second piece of conventional wisdom the commission questions is the idea that newspapers, as we know them, are on the verge of disappearing. Even with the current proliferation of electronic signals, screens and computer messages, the traditional newspaper will be around for at least a decade and possibly much longer, the commission predicts.

It is much less optimistic, however, about the future of competition. It holds out virtually no hope for a revitalization of the kind of vigorous head-to-head battles which once characterized the business.

"Newspaper competition, as we used to know it—two or more papers publishing at the same time of day, seeking the same readers—is virtually dead in Canada," the commission declares.

TURNING from the accounting office to the newsrooms of the nation, Kent and his colleagues found cynicism and disillusionment among bright, young reporters denied the time and freedom to dig for the story behind the press conference, the explanation behind the event, the scandal behind the facts.

They criticized the current promotion system which pushes a talented reporter into management without bothering to ascertain whether he or she is suited to administration and without offering training once there.

And they pointed out that Canada will never bring its own perspective to international affairs as long as all but a handful of the country's newspapers consider it an unnecessary extravagance to send correspondents abroad.

The commission found that the Parliamentary Press Gallery in Ottawa—traditionally thought to be the home of the country's most talented and seasoned reporters—is suffering from a decline in prestige. The legendary rogues and wise commentators of the 1950s and 1960s are gone, for the most part, the commission laments.

"As more and more reporters appear on the [Parliament] Hill, they appear to get younger and less experienced and the rate of turnover appears to be increasing," Kent says. "The suspicion is growing that becoming an Ottawa correspondent no longer represents the pinnacle for a reporter's career."

The commissioners were disenchanted by the number of times the country's most highly-paid reporters chased easy, obvious stories like a herd of Buffalo.

It suggested that this might be a way of covering up the fact that most of the 234 journalists on Parliament Hill lacked the experience and expertise to cover a government growing more complex by the year.

The report says newspapers are not taking advantage of their strengths—more detailed, accurate and enlightened reporting.

"They are not doing so because they are taking in profit resources that are needed for a better editorial product," the commission suggests.

Kent is convinced that "the public has been, and is now being short-changed" by newspapers and predicts that unless they improve their edi-



Roy Carless, Hamilton, in the report of the Royal Commission on Newspapers

torial quality "they will—in the long-run—pay a heavy price."

It appears that this already is happening. A two-month survey of 3,500 Canadians showed that 78 percent believed that newspapers sensationalize news, 72 percent were convinced that they play down stories that could offend their advertisers and 40 percent thought they devoted too much space to advertising.

There was some comfort in the survey for print journalists, however. The survey showed that 89 percent of Canadian adults read at least one newspaper in the course of a week. The average Canadian spends 53 minutes reading newspapers on a weekday, 66 minutes on a weekend.

Two of every three persons said their newspapers had improved in the last three years and 54 percent expressed strong loyalty to their local paper.

If their words were charitable, however, their daily choices—what the commission called "the votes they cast with their eyes and their ears and their time"—gave reason for uneasiness.

Asked which medium—newspapers or television—was most believable, 54 percent chose television and 34 percent chose newspapers. Asked which was most fair and unbiased, 53 percent chose television, 29 percent chose newspapers. Only in providing local coverage did newspapers come out on top, 59 percent to 18 percent.

The average reader's reaction to the Kent Commission's soul-searching and to the flurry of press attention which the report excited could best be summarized as an amused shrug.

At a time when inflation in Canada was running at more than 13 percent, the dollar was shaky and record interest rates were crippling the housing industry, readers were puzzled that their newspapers devoted pages of articles and commentary to a government report on concentration of press ownership.

It simply is not an issue for most Canadians. The commission itself admits this. Fifty-five percent of the people it questioned said they didn't care who owned the country's daily newspapers.

ONE MAN who knows from unhappy experience how hard it is to get either the government or the public fired up about who owns what in the journalistic community is Senator Keith Davey, who conducted a three-year inquiry into the mass media in 1969. Even Davey's position as one of Prime Minister Pierre Trudeau's closest advisers was not enough to prevent his exhaustive study from ending up on a shelf in Ottawa gathering dust.

He hopes Kent will do better than he did a decade ago in getting the government to do something about the shrinking circle of newspaper owners.

"This is our last chance to do something meaningful about press concentration," he said when the Kent Commission was set up last September. He greeted the commission's report with enthusiasm. "I suggested that they should be tough and they have been. I am confident the government of Canada will be just as tough."

If he is right, it will be a radical departure for Ottawa. Trust busting is not part of the Canadian tradition. The country's anti-combines law is so weak and loophole-ridden that even the minister in charge of administering it has admitted that it is "virtually unenforceable."

The government tried unsuccessfully in 1976 to convince the Supreme Court of Canada that K. C. Irving's acquisition of all the English-language dailies in New Brunswick constituted a monopoly which ought not to be allowed. The case was lost because the court could not be convinced that the situation was "to the detriment or against the interest of the public," as Canada's 50-year-old Combines Investigation Act demands.

THE GOVERNMENT has promised to unveil tougher anti-combines measures this fall, but by the time they work themselves through the discussion and Parliamentary debate stage into law, it could be too late to undertake the kind of chain breaking Kent recommends.

This leads to several questions:

- If the government accepts the commission's recommendation that Thomson and Southam be forced to give up some of their holdings, what mechanism would be used?

- Will the government proceed with Kent proposals at the risk of permanently damaging relations with the men who control its press access to millions of readers?

- Will cabinet be prepared to devote time and energy to the Kent report at a time of growing public anger over its lack of attention to the economy?

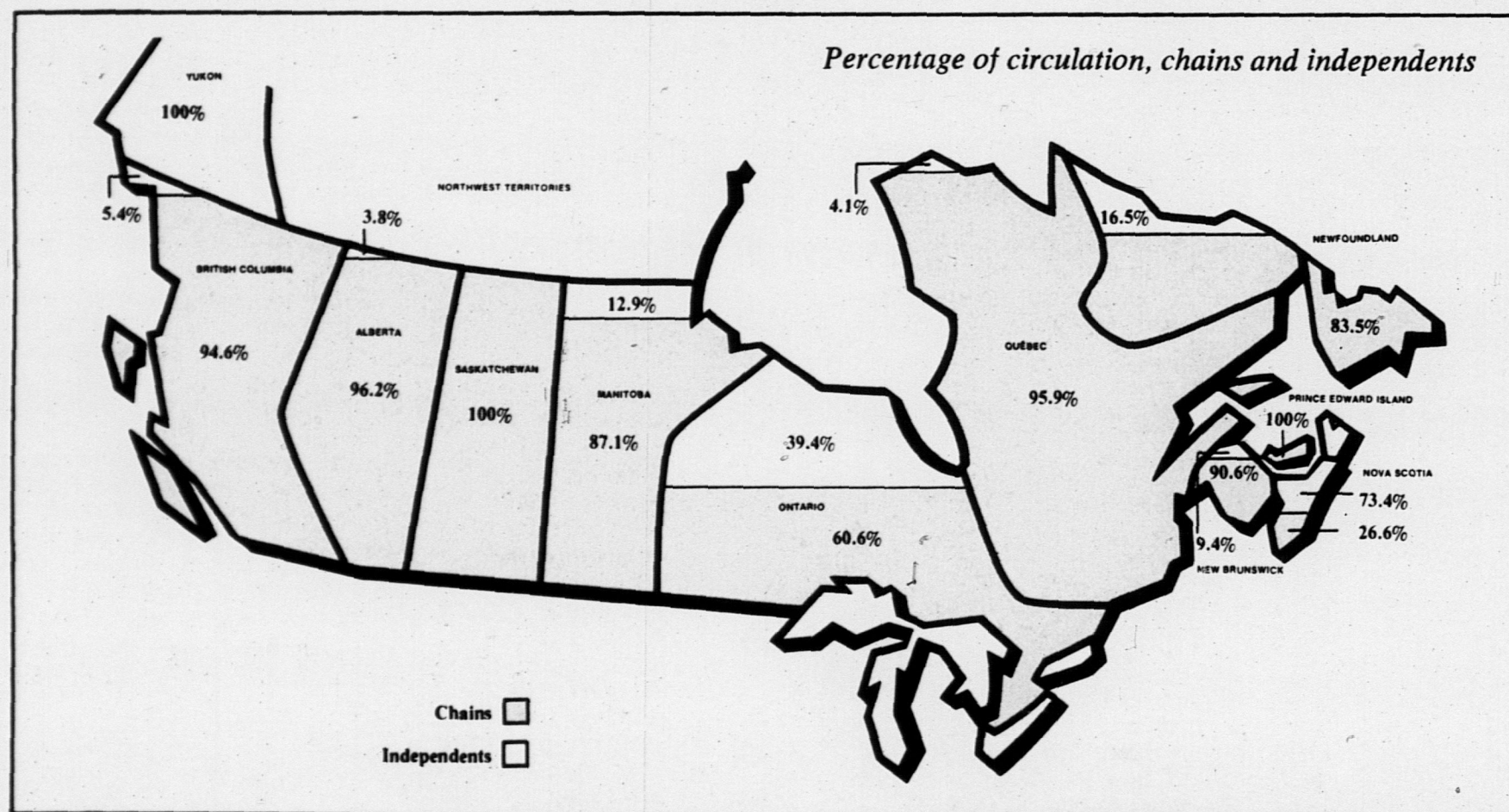
For Jim Fleming, the young cabinet minister trying to make his mark, turning the Kent study from an academic document into a tough new set of newspaper guidelines is the biggest challenge of his political career.

For the three commissioners who spent a gruelling year on the road talking to Canadians about their newspapers, decisive government action is the only satisfactory conclusion to the exercise.

For the men on the mastheads of Canada's newspapers, the prospect of government intervention is an outrage, a threat, an evil to be fought at all costs.

The final act begins in a few months. Until then, there is little to do but wait.

Percentage of circulation, chains and independents



Reproduced from the report of the Royal Commission on Newspapers

Ramis is winner as Sutton withdraws; Rushton resigns

(Continued from Page 1)

prepared a letter to Region 2 locals informing them of Sutton's withdrawal and of Ramis' certification as Region 2 vice president.

Members voting in Region 2 should ignore the regional candidates listed on their ballots, the committee said.

Rushton, of the Wilkes-Barre Guild and a striker since Oct. 6, 1978, when the Guild and three other unions struck Capital Cities' Times Leader, announced his resignation in a letter dated Aug. 26.

"After much consideration," Rushton said he had decided to take a job as a police officer for

the city of Wilkes-Barre.

He had worked as a reporter, columnist and sometimes sports editor for the strikers' interim daily, the Citizens' Voice. Before the strike he had spent seven years as a reporter at the Times Leader.

Rushton was first elected to the International Executive Board by the 1980 Convention to fill a vacancy created when Richard V. Sabatini left the Region 1 vice presidency to become the administrative officer of the Philadelphia Guild.

Under TNG's Constitution nominations for filling vacancies in regional and at-large vice presidencies are made at the next convention.

Sutton moved to the Star and joined the Guild in 1972 after Scripps-Howard closed the Washington Daily News.

A member of the pressmen's union since 1958, he worked in the News' data processing department which was covered by the pressmen's union. He had worked as a pressman at the Star, the Washington Post and other papers.

Sutton is serving his third term as president of the Washington-Baltimore Guild and was seeking a second term on the International Executive Board.

Ramis, vice president of the



CHARLIE RAMIS
Certified as new Region 2 VP



CARLOS J. SUTTON
Withdraws in Region 2

Puerto Rico Guild and chairperson of its San Juan Star unit, is a composing room employee at the Star. He has been a Guild member since 1972 when the Star's composing room employees came under the Guild's representation.

29,912 are eligible to vote in VP races

(Continued from Page 1)

locals have no members eligible to vote: Rochester in Region 1, Hampton Roads in Region 2, and Battle Creek and Indianapolis in Region 3.

Voting eligibility is determined by receipts of constitutionally established financial obligations at TNG's offices postmarked not later than Aug. 15. A member has to have paid all dues, including full, regular dues, at least through May to vote.

The constitution also provides for members whose remittances have been collected or paid to the local but not received on time by TNG to be made eligible upon receipt of a proper explanation from the local's treasurer or two other local officers.

Locals, at their option, may conduct balloting on any or all of the six days of the official voting period established by the IERC.

Under IERC-established rules, local election committees must count ballots on either of the two days immediately following the voting period, that is, either on Sept. 23 or Sept. 24.

The IERC will meet at TNG headquarters Oct. 7 to conduct the official tabulation of returns and certify results. Locals' returns to the IERC must be postmarked no later than Sept. 26.

Chairperson of the IERC is Robert A. Steinke of St. Louis. Other members are Louis M. Mleczo of Detroit, C. Claire Keefe of Providence, Jerry E. MacDonald of the Canadian Wire

Service Guild, Michele Davis of San Diego, Peter Miller of New York and Richard V. Sabatini of Philadelphia. Mleczo and MacDonald did not attend the Aug. 28 meeting.

The 12 running for the at-large vice presidencies are (in ballot order): Fred A. Reed of Montreal, Joyce Walker-Tyson of Detroit, Patricia L. Odoms of Philadelphia, Frank S. Prosnitz of Providence, Frank Mazza of New York, Robert C. Holt, Jr., of St. Louis.

Also, David M. Mulcahy of New York, Porter L. Binks of Chattanooga, William T. Davis of San Jose, Floyd Tucker of San Francisco-Oakland, Dianne M. Marinto of Manchester and Richard J. Roth of Buffalo.

Walker-Tyson, Holt, Mulcahy, Davis and Tucker are seeking reelection; the others their first two-year terms.

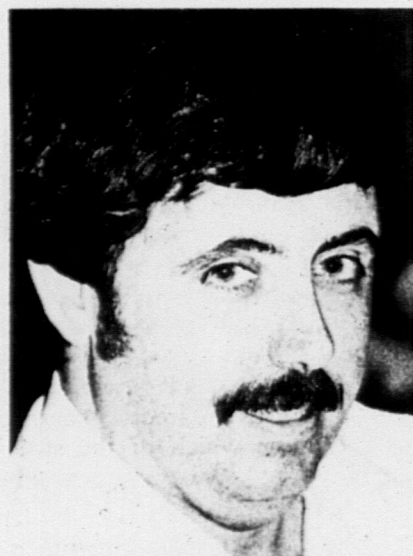
In Region 3, the Midwest, John B. Mitchell of Gary and Richard M. Peery of Cleveland are the candidates, as they were two years ago, with Mitchell seeking re-election.

In Region 4, the U.S. West, Anna M. Padia of Pacific Northwest and Larry D. Hatfield of San Francisco-Oakland are the candidates, both for the first time.

The 12 at-large candidates are running as slates of six each:

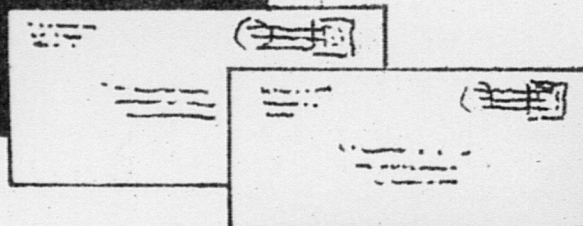
Walker-Tyson, Holt, Mulcahy, Davis, Martino and Roth as the Guild Unity Committee;

Reed, Odoms, Prosnitz, Mazza, Binks and Tucker under the banner of the Membership Choice Committee.



PATRICK RUSHTON
Resigns as Region 1 VP

IT SEEMS



TO US

Cuthbertson corrects Padia campaign ad

SAN FRANCISCO, CALIF.

Editor:

My name inadvertently was included in Anna Padia's ad in the Guild Reporter, Aug. 14.

Anna is a good friend, as is Larry Hatfield, and I have not taken a public position of support in this regional race.

DOUG CUTHBERTSON

Executive secretary

San Francisco-Oakland Guild

Minkinen pledges support for Choice candidates

CHICAGO, ILL.

Editor:

The most efficient, businesslike manner of running a union is to have an IEB that will rubber-stamp anything the president proposes. That's why the 1979 and 1980 Conventions were mostly wasted in bitter fights to overturn the president's effort to embroil the Guild in Latin American "seminars," paid for by the U.S. government. An independent, responsive IEB would likely have killed such folly before it ever reached the convention and would have freed convention delegates to work for positive programs.

Unity slate candidates promise only to support the administration. That's natural because they have been hand-picked by the ad-

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.

ministration. Membership Choice candidates promise to vote on the basis of issues, not personal loyalties, and toward building a stronger union by involving our most precious and powerful asset—our members. If that's obstructionist, disruptive, or divisive, I plead guilty, because I'm going to continue to work my tail off to elect Membership Choice candidates.

Mazza, Odoms, Reed, Prosnitz, Binks, Tucker, Peery, Sutton and Hatfield don't promise to be a rubber stamp. In fact, they don't even promise to agree with each other. That's probably less efficient and businesslike, but it's a lot healthier than blind personal loyalty.

JERRY MINKKINEN

Executive director

Chicago Guild

Padia, Unity slate backed by 27 from P-I circulation

SEATTLE, WASH.

Editor:

We encourage all clerks and all members of the circulation department to vote for Anna Padia in Region 4 and the Unity Committee at-large.

We highly recommend Padia because of the responsible way she has always served. She knows and understands our special concerns in circulation!

We are happy that Anna Padia is our chairperson at the Seattle Post-Intelligencer and we shall vote for her.

DARLENE MANSFORD

CAROL A. KETZ

AND 25 other members from the P-I circulation dept. Pacific Northwest Guild

Organizing called reason to vote for Choice slate

SANTA ROSA, CALIF.

Editor:

Several letter writers supporting the Unity slate in the issue of Aug. 14 provide an excellent reason to vote for the Membership Choice candidates: i.e., the Guild is losing membership and desperately needs more organizing efforts.

As a unit officer I learned that many younger members are unhappy with what they perceive as an old-fashioned approach.

A lot of things have changed since the 1930s but not, apparently, attitudes of top union lead-

ership. We're still secretive (what did happen to the ITU merger talks, anyway?), paternalistic, and scared to death of anything but an adversary position toward management.

The tendency is for Guild members to be ever better educated, more questioning, more analytical and more aware of large issues. This questioning attitude should not be interpreted by our leaders as hostile. Quite the reverse; it's a contribution.

I urge thoughtful members to consider that diversity, debate, even disunity are inherent in a democracy. A democracy encourages individual responsibility and grants all its members the right to maturity. These are the signs of a living, growing organization.

SOPHIA JENSEN

Former chairperson

Santa Rosa unit

San Francisco-Oakland Guild

Tucker says he, Hatfield backed training seminar

OAKLAND, CALIF.

Editor:

An assertion that the Membership Choice Committee tried to kill the small locals leadership training seminars at the convention is made in a letter from George Randol of the Central California Guild published in the Guild Reporter July 31.

I'm quite visible in the Membership Choice Committee, and I

argued on the convention floor in favor of the seminars.

Larry D. Hatfield, the Membership Choice candidate in Region 4, voted with me in the affirmative when the roll was taken.

This looks like an attempt to falsely label the Membership Choice Committee as anti-small local.

I'll give Unity slate backers a label that does fit us.

We are pro-IEB. We want a strong, effective and responsive International Executive Board.

And I'll urge Guild members to take a critical look at anyone who says such a board somehow would disrupt our union.

FLOYD TUCKER

TNG vice president at large

San Francisco-Oakland Guild

St. Louis 12 urge election of Guild Unity candidates

ST. LOUIS, MO.

Editor:

The Guild Unity slate of candidates offers experience, ability, toughness and dedication to the goals of The Newspaper Guild.

We urge all Guild members to recognize these attributes and to register support by voting for this slate.

NANCY W. STODDARD,

BARBARA HARDY

AND 10 other

members from the

Post Dispatch reference dept.

St. Louis, Guild

CONVENTION LAUDS 'DEDICATED' SERVICE

Jones retires after 16 years as TNG staffer

Memphis—Delegates to TNG's 1981 Convention here paid tribute to International Representative Fred W. S. Jones who, after more than 16 years of service, retired from TNG's staff July 10.

Acting on a resolution submitted by the Canadian Policy Conference, the delegates praised Jones for his "long and dedicated service to the Guild."

A three-term president of the Toronto Guild before he joined the international staff in 1956, Jones was the local's executive secretary from 1968 to 1972 while on a leave of absence from his IR job.

Jones was a leader in organizing the Guild unit at the old Toronto Telegram in the early 1950s. He worked for the paper for 24 years, the last nine as a labor reporter.

TNG President Charles A. Perlik, Jr., who assisted in organizing the Telegram unit as an international representative, recalled that Jones was one of the first prospective Guild members he met and signed after arriving in Toronto in 1952.

A poem saluting Jones, delivered by Ottawa Guild President Charles Daly, recognized Jones as the creator of the "weekend [organizing] blitz," and declared that although "our hearts are with you on this, your special night . . . you are probably leaving us to organize a senior citizens' fight."

Jones, 65, is a native of Aberdeen, Scotland. He moved to Canada at an early age with his parents.

Graphics union moving Honolulu convention

Washington — Because of the air controllers' strike, the Graphic Arts International Union has postponed the convention it had scheduled to begin Sept. 14 in Honolulu.



A GOLD GUILD RING FOR RETIRING INTERNATIONAL REPRESENTATIVE FRED JONES
TNG President Charles A. Perlik, Jr., presents ring to Jones, center; Hazel Jones observes.

Gene Kelly, Local 1 pioneer

Cleveland—Eugene A. (Gene) Kelly, a founding member and longtime officer of the Cleveland Guild—TNG Local #1—for more than 15 years, died here June 27 following a long illness. He was 80.

TNG's 1981 Convention, meeting the week after his death, passed a resolution mourning him as "a dedicated unionist."

A reporter and copy editor who worked for all four of Cleveland's dailies — the old Times and News, the Plain Dealer and Press — from 1923-1960, Kelly was one of the first members in 1933 of the Cleveland Editorial Employees' Assn., predecessor of the Guild. From 1945 until 1960 he served variously as Cleveland Guild treas-

urer, 2nd and 4th vice presidents, executive committee member and president.

When he was re-elected local president in 1946, he became the only person ever to serve more than two terms in the position.

When the Cleveland News was closed in 1960, Kelly moved to Washington, D.C., where he was an assistant editor of the AFL-CIO News until he retired in 1971. Then and occasionally early in his retirement he helped out on the Guild Reporter.

During the 1940s and early 1950s, he was a member of the board of the Cleveland CIO (Congress of Industrial Organizations), was secretary of the CIO's county Political Action Committee and leader of the Cleveland

chapter of the Assn. of Catholic Trade Unionists.

While working as chief of publications for the Cleveland schools from 1937-44, he also was a member of the old Teachers' Union.

Toward the end of his second term as Cleveland Guild president, Kelly was named a Guild international representative and spent a year in that post before returning to the News staff.

While working for the AFL-CIO News, he was elected a delegate to TNG's 1968 Convention from the Washington-Baltimore Guild, which represents AFL-CIO News staffers. While in Cleveland, he had represented Local #1 at several Guild conventions.

Pressmen make loan to strike paper

Wilkes-Barre, Pa.—The Pressmen's Union has become the second international union to lend \$45,000 to the Wilkes-Barre Council of Newspaper Unions to be applied toward its purchase of production equipment for its strike paper, the Citizen's Voice.

In February TNG loaned the Wilkes-Barre unions' council a like amount when the council entered the agreement to purchase equipment it had been leasing, including a six-unit King press, several video display terminals, a photo typesetter, half-tone and plate-making cameras and mailroom equipment.

The loan agreements with both international unions call for the council to repay the debt in monthly installments of \$5,000 each. The first installment payment to TNG was made in June.

Meanwhile, the National Labor Relations Board has ordered a review of a regional director's decision holding that striking pressmen and stereotypers were ineligible to vote on the question of whether the unions should be decertified in their units at the struck Capital Cities' Wilkes-Barre Times Leader.

The board ordered a hearing to determine which of the strikers have not been permanently replaced.

Both strikers and strikebreakers voted in the decertification election held Dec. 23, but ballots have yet to be counted pending a final decision on voting eligibility.

The Guild was decertified Feb. 25 by a vote of 70 to 2 when only ballots cast by strikebreakers July 17, 1980, were counted.

The Typographical Union, the fourth of the four striking Wilkes-Barre newspaper unions, was similarly decertified by a vote of 16 to 1 last Aug. 28.

Office-job stress top topic at NIOSH conference

By JAY FITZPATRICK
Manchester Guild

Cincinnati — Job stress. You probably know the symptoms better than the sources or solutions.

But studies are underway in workplaces throughout the country on the problem of job stress, which can reduce productivity and increase health problems among workers.

The subject dominated discussion at a conference on health issues affecting clerical and secretarial workers sponsored by the National Institute for Occupational Safety & Health July 21-24.

Job stress can loosely be defined as any wear and tear on the body and mind as a result of pressures experienced at work. The ability of the body and mind to cope with this stress varies from person to person, conference participants, including six Guild representatives, were told.

What causes it? Management consultant Eugene V. Martin put it most succinctly: "Stress is a metaphor for 'working conditions'."

In other words, job stress can be caused by any number of factors related to the work environment. For example, the introduction of new technology, such as video display terminals, often puts more pressure on workers

since it is designed to increase productivity.

Poor job design deprives employees of individual freedom to regulate their own work, which can lead to stress.

Lack of credit for a job well done and lack of job security also can lead to stress.

Conflicting demands from managers and a lack of sensitivity on the part of bosses to workers' problems outside the office may contribute to stress.

Other causes include poor lighting and ventilation, the inability of workers to take part in decision-making, subtle or overt sexual harassment and strict company policies, panelists said.

If you experience a high degree of job stress, you also may experience one or more of the following symptoms: reluctance to get up and go to work, preoccupation with your job while outside of work, constant fatigue, dependence on television, alcohol, sleeping pills or other drugs to keep your mind off work, high blood pressure, which leads to heart disease, weight loss or gain, susceptibility to illness, general cynicism, nausea and a loss of interest in your work.

Several speakers at the conference also pointed to studies which show that productivity declines as stress rises.

Solutions to stress-related problems are within reach, however, and managers as well as unions have a responsibility in finding them, the panelists said.

Dr. Angus MacLeod of UCLA's Center for Management Research and Education, said "quality of work life" programs can increase worker satisfaction and productivity, saving companies untold amounts of money.

A good first step in this direction, he said, is the acceptance of workers into the corporate decision-making process.

But such programs and other measures needed to reduce work-related stress are not likely to be

instituted by most managements without pressure from organized workers, according to Dr. James Driscoll, assistant professor at the Sloan School of Management at the Massachusetts Institute of Technology.

Driscoll said unions have the major responsibility in pressing for healthy and safe work environments in bargaining.

Unions can also serve as the main source for developing programs to help workers cope with stress and provide a forum in which workers can bring their complaints to managements in their attempt to change stressful work situations.

One program initiated by a

group of United Auto Workers' locals was described by UAW representative Lee Schore, who helped form the "Occupational Stress Group" for California locals.

An eight-week program, it features discussion of individual experiences involving stress and frustration, advice from specialists in the field of mental health, breathing and stretching exercises to help reduce tension and a general sharing of emotional reactions to stress, which, Schore said, can lead to "social helplessness."

Though the source of work stress is the job itself, Schore said workers experiencing stress often internalize the problem and come to think the stress is a result of their own inadequacies. And, she said, managers often reinforce such attitudes to avoid blame.

A major conclusion of the conference was the need for more study into the causes of and solutions for job stress and its symptoms. There was a call for more research and action to benefit employers and workers alike.

About half the some 225 conference participants were management representatives, while the remainder seemed split between researchers from government, universities and other institutions, and union representatives.

Eye group urges VDT program

St. Louis — Noting that the rapid increase of use of video display terminals in offices has been accompanied by an increase in operator complaints about headaches and sore, watering, itching or burning eyes, the American Optometric Assn. has called for a regular program of vision care to help VDT operators avoid eye strain and vision problems.

The organization also recommends rest breaks to "help avoid eye focusing difficulties that can

result from continuous concentration on a VDT screen," and elimination of eye-strain-causing glare through drapes or blinds on windows, dull finishes on walls and equipment and attention to lighting.

An initial eye examination when an employee begins to work on a VDT makes it possible "to diagnose and correct existing vision problems and provide a basis for comparison with future examinations," said the group in July.

TNG contributes \$25,000 to PATCO fund

Washington—TNG is making a \$25,000 contribution from its Defense Fund to the fund established by the AFL-CIO to aid the families of striking members of the Professional Air Traffic Controllers' Organization (PATCO).

The contribution to the PATCO Family Fund was approved by the International Executive Board in a mail poll initiated Aug. 31 by TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale.

"It is obvious that the end of the PATCO strike . . . is not going to come early or easily," Perlik said in a letter recommending the Defense Fund contribution and in another to U.S. locals urging them to make contributions as well.

"This is not the first time TNG will have responded to a beleaguered sister union in its time of need," Perlik pointed out.

"Similar contributions have gone in the past to the Autoworkers (twice), the Steelworkers, the Rubberworkers and the Electrical Workers, to name those that come readily to mind," he said.

PATCO also has established a legal aid fund and is seeking contributions to help defray legal costs that are mounting daily as 75 federal courts have moved actions against the union.

PATCO's own funds have been impounded by federal injunctions obtained by the American Transport Assn.

Calls by AFL-CIO President Lane Kirkland for the Reagan administration to set aside the "brutal force" of government and resume negotiations with PATCO and those from scores of others within the labor movement continue to go unheeded.

Labor Secretary Ray Donovan, appearing on ABC-TV's "Issues and Answers" on the eve of Labor Day, said the administration's handling of the controllers' strike should encourage state and local officials to take similar actions against public workers involved in illegal walkouts, according to the Washington Post.

Declaring that "there will be no amnesty" for the controllers, the Post quoted Donovan as stating further that "the most important message that could be given on Labor Day is that this is a nation of laws and that we cannot choose those we will keep and

those we will get rid of."

State and local leaders should "follow the lead of the President in protecting the Constitution," Donovan said.

Earlier, Charles M. Rehms, dean of Cornell University's School of Industrial and Labor Relations called the administration's refusal to bargain "the height of amateur hour."

"It's absolutely unbelievable that a man who admits the employees have reasonable discontent would not sit at a collective bargaining table and try to resolve them," Rehms told the New York Times.

Meanwhile, Reagan's own union, the Screen Actors' Guild, which he headed from 1947 to 1952 and again in 1960, condemned his firing of the controllers and refusal to bargain.

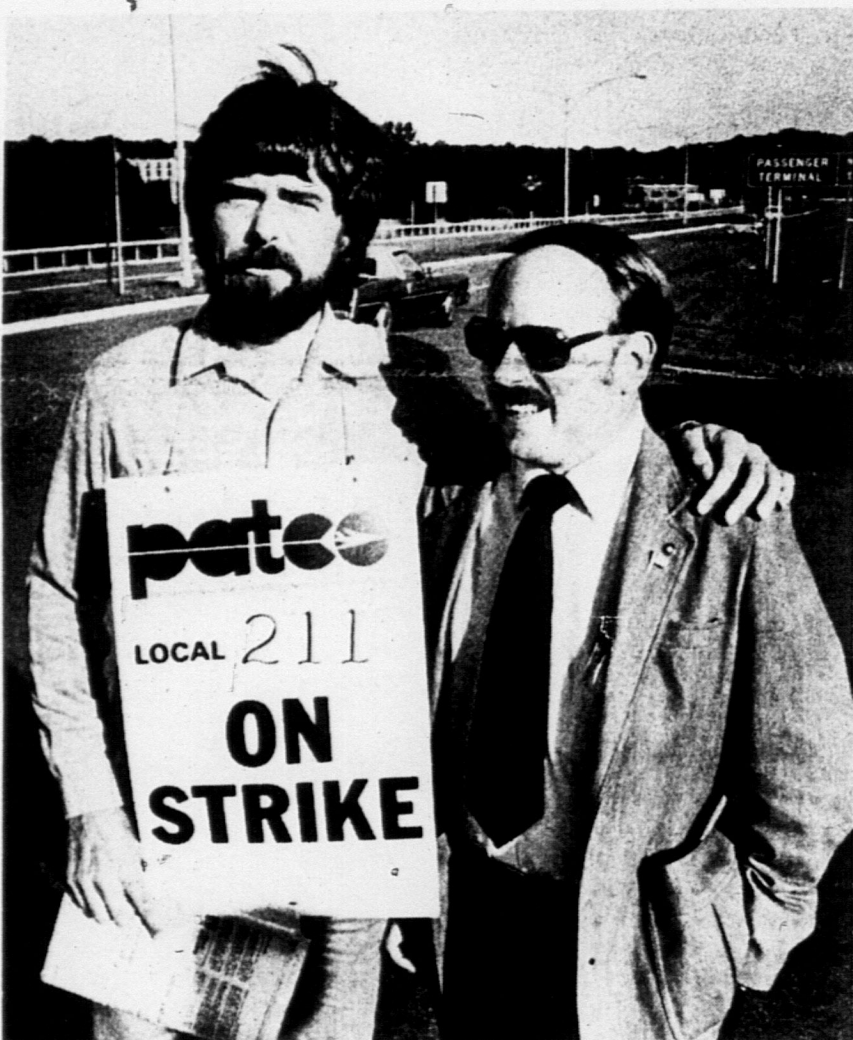
In a letter to Reagan following action by SAG's board of directors, the union expressed deep concern over his handling of the strike and said it "overwhelmingly supports" calls for a resolution of the strike.

Requests to the board to strip Reagan of his lifetime membership were rejected as "inappropriate," the union said.



GUILD MEMBERS PICKET IN SUPPORT OF PATCO AT NEW YORK'S LA GUARDIA AIRPORT

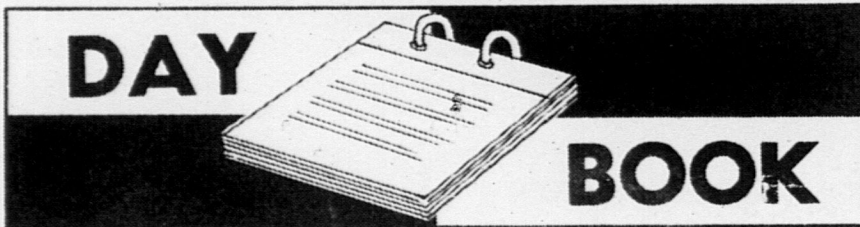
Don Bacheller, Times unit, in background, and, from left: Harry Leykis, Post unit; Nancy Stadtman, Newsweek unit; Joan Cook, Times unit, and Tom Burns of PATCO.



SKIP DICKSTEIN, Albany Guild

Albany support for PATCO

Albany Guild President R. Victor Stewart joins striking air traffic controller Raymond Pfeifer at the Albany County Airport. Members of the Guild local voted support of the controllers' strike and urged a boycott of air travel. They also voted a \$50 contribution to the PATCO local.



TNG elections, six-day voting period, Sept. 17-22, all locals.
Solidarity Day rally, National Mall, Washington, Sept. 19.
Last date for postmark on locals' returns of ballots and election materials to TNG's IERC, Sept. 26.
Southern District Council, fall meeting, Oct. 3-4, Knoxville.
International Election & Referendum Committee, meeting for tabulation and certification of results, Oct. 7, TNG headquarters, Washington.
Midwest District Council, fall meeting, Oct. 16-18, Radisson Downtown Hotel, Minneapolis.
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, Monterey.
Middle-Atlantic District Council, fall meeting, Nov. 7-8 (tentative), New York.
Great Lakes District Council, fall meeting, Nov. 14-15, 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.

Subpoenas for photos withdrawn

Seattle—The Federal Aviation Administration has tried to subpoena photos and film of striking air traffic controllers from newspapers and television stations in three states, but withdrew the demands after criticism by several.

In withdrawing the subpoenas, the FAA's regional counsel said the subpoenas were aimed only at film and photographs already published.

A cover letter with the subpoenas, however, said "our request is not limited to those items which have been made public through broadcasts or publications, but includes any documentation in your possession," Associated Press reported.

Now the FAA will use tapes voluntarily provided by TV stations and back issues of newspapers for still photographs, the agency's lawyer said.

The subpoenas were issued in Washington, Oregon and Idaho.

The FAA said it wanted the material in case controllers who appeal their firings might claim they were coerced into striking.

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The Guild Reporter



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