

COLA-plus takes Eugene key to \$600

Eugene, Ore.—Minimums are increased by 12.8 percent—producing raises of as much as \$73 a week and a \$600 reporter top minimum—in the third and final year of the Eugene Guild's contract with the Register-Guard, bringing the total of the increases over the agreement's three-year term to as much as \$204.25 a week.

The first bite of the increase in the reporter top minimum takes it to \$578.75 a week from Nov. 1, making the rate at the 66,000-circulation evening and Sunday daily the seventh highest in effect among all Guild contracts on that date.

The minimums are raised under a formula calling for increases each November equal to 2 percent plus the percentage increase in the September cost-of-living over the previous September. If the formula produces more than 9 percent—as it did in each of the three years—the agreement calls for a 9 percent increase on the first Sunday in November with the balance, calculated on the minimums produced by the November raises, going into effect the first Sunday in May.

The cost-of-living-plus formula produced a 14 percent increase in the contract's first year and a

14.6 percent increase in the second year.

The top minimum for **reporters, photographers, artists and copy writers** is increased by a total of \$69.75 a week in the contract's third year, taking it to \$600.75. The Nov. 1 increase was \$47.75 and \$22 is due May 2. The total increase over the three-year term of the contract will be \$195.

The highest increase—\$73 in the third year and \$204.25 over the term—goes to the top minimum for **copy editors**, taking it to \$628.25 a week. The Nov. 1 increase was \$50 and \$23 is due May 2.

The lowest top minimum increase—\$31.75 in the third year and \$86 over the term—takes the top for the lowest of three groups of **clerk-typists** to \$272.25. Their Nov. 1 increase was \$21.75, with \$10 due May 2.

Other third-year increases and resulting new top minimums include:

Outside salespersons—Up by \$64.75 (\$44.25 and \$20.50), to \$557 a week, for a total increase over the term of \$180.50.

Classified telephone salespersons—Up by \$43 (\$29.50 and \$13.50), to \$371 a week, for a total increase of \$118.75.

Circulation district supervisors—Up by \$66.75 (\$45.75 and \$21), to \$575.25 a week, for a total increase of \$186.50.

Telephone operator/receptionists—Up by \$36.25 (\$24.75 and \$11.50), to \$311 a week, for a total increase of \$98.75.

Inside and outside salespersons also receive commissions.

The same formula for minimum increases under the local's previous contract with the paper produced top minimum increases over its three-year term ranging from \$44.25, to \$114.50, with a \$94 increase in the reporter top minimum.

The

GUILD REPORTER

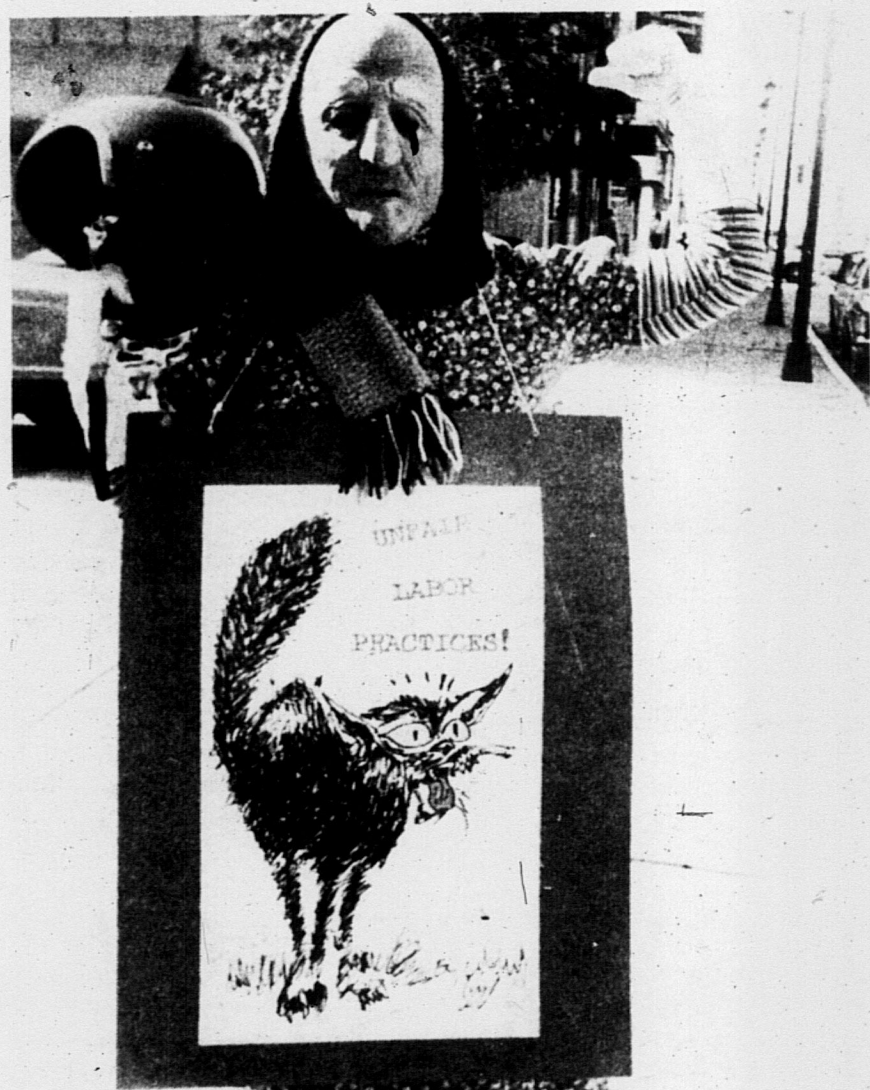


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Picket masquerade

Terre Haute strikers turned out on the picket line at the Tribune and Star on Halloween in costume. Pictured is picket chair Melony Baker behind the disguise. Baker organized the costume picketing which drew local television coverage and brought other publicity for the eight-month-old strike. The local has issued a special appeal for contributions to its strike fund [story, Page 5]. Meanwhile, the Western District Council joined Monterey newspaper unions in their annual Halloween party [Page 4].

Local leaders joining IEB on committee to save 50¢

Washington — Thirty-six Guild leaders have been appointed to join members of the International Executive Board on the committee to campaign to save the 50-cents-a-month dues increase enacted by this year's convention and in effect since Sept. 1.

At the same time, two district councils of Guild locals—the Western and Middle-Atlantic—have called on members to vote to retain the increase in December's membership referendum.

Appointments to the committee were made by TNG President Charles A. Perlik, Jr., under authority voted by the IEB during its fall meeting when the board constituted itself as the "Committee to Save the 50¢," with one abstention and one audible "no" vote.

Members of the committee include the presidents of six of the eleven locals that seconded the Philadelphia Guild's motion for a referendum to repeal the 50-cent increase. It also includes the administrative officers of four of the seconding locals.

In an Oct. 22 letter appointing members to the committee, Perlik called it essential that the additional source of revenue approved by the convention be retained so that TNG can "add and assign new staff" to take ad-

vantage of "the pressing organizing potential" and halt membership erosion.

Perlik was joined in the letter by Secretary-Treasurer Charles Dale and Chairperson Harry S. Culver.

The executive committee of the Vancouver-New Westminster Guild, one of the 11 seconding locals, meanwhile, has voted unanimously to endorse retaining the 50 cents. Earlier, the seconding Washington-Baltimore Guild's executive council did likewise.

An "against" vote in the referendum will be a vote to retain the 50-cent increase; a "for" vote will be a vote to repeal it.

The convention passed the increase in response to what its Finance Committee described as a "groundswell of concern" over the need to expand TNG's organizing and servicing staff.

Guild leaders appointed to the committee are: Lee Clifford of the Canadian Wire Service Guild; Julie Dalton of the seconding Pawtucket Guild; Carol McGarvey of Philadelphia; Dorothy Struzinski, administrative officer, and Raymond G. Dick, local representative, of the seconding Washington-Baltimore Guild; Doug Louth, president, and Jim Young of the seconding Vancouver-New Westminster Guild.

Also, Phil Smith, president of the seconding Great Falls Guild; Mary Grace Poidomani, president

of the seconding Akron Guild; Sid Goldberg, president of the Toledo Guild; William Morrissey, president of the Wire Service Guild; J. Stephen Hatch, executive secretary of the Cleveland Guild.

Also, Donald Kummer, administrative officer of the seconding Detroit Guild; Linda Foley, president of the Lexington Guild; Linda Zink, administrative officer of the Los Angeles Guild; Faye McCracken, president of the Memphis Guild; Roy Kruse, administrative officer of the Hawaii Guild; and Frederica Wilson of the Montreal Guild.

Plus Edwin R. Egan, executive vice president, and James H. Orcutt, secretary-treasurer, of the New York Guild; Bridget Petersen, executive officer of the Ottawa Guild; Robert E. Bruner, executive secretary, and Anna Paidda of the Pacific Northwest Guild; Elwood B. Bigelow, president of the Portland Guild.

Also, Frank Prosnitz, president of the seconding Providence Guild; Robert C. Hermann, president of the St. Louis Guild; Gerald Schultz, president of the San Diego Guild; Alfredo Gonzalez, Jr., executive secretary of the Puerto Rico Guild; John Bryant, executive secretary of the Southern Ontario Guild; Helen Palter, president, and Doug Cuthbertson, executive secretary, of the seconding San Francisco-Oakland Guild.

(Continued on Page 6)

IEB urges vigorous political action

Washington—TNG's new International Executive Board has added its voice to others in the U.S. labor movement calling for a new vigor in union political action "to turn the tide that swept [President] Reagan and his Congressional entourage into office."

"The critical nature of labor's political position needs no underlining as the first year of Reagan's rollback of progress nears a close," the IEB said during its Oct. 19-22 meeting.

To effectively resist new "blows" from the administration over its three remaining years, the "counter-offensive initiated by Solidarity Day" must be contin-

ued, the IEB said here.

And "that means, above all, money," the board declared.

"Money to help elect senators and representatives who will fight, not switch . . . to help register union members . . . to spread the message of what Reaganism means to every American who works for a living"—money for the AFL-CIO's Committee on Political Education, "the agency that collects and utilizes that money," the IEB said.

It reminded locals that members can make voluntary political contributions under voluntary checkoff from their pay checks, as outlined in TNG's Collective

Bargaining Recommendations, as well as through the more traditional method of literal and direct out-of-pocket giving.

"As an example" to Guild locals, the board set in motion the machinery for voluntary checkoff of political contributions from TNG officers and staff.

Authorizing TNG's secretary-treasurer to implement authorizations for checkoffs from payroll and expense checks, the IEB said that the funds raised "for the present" will go to COPE, but noted that "in the future it may constitute the core of the Guild's own political action fund, to,"

(Continued on Page 4)

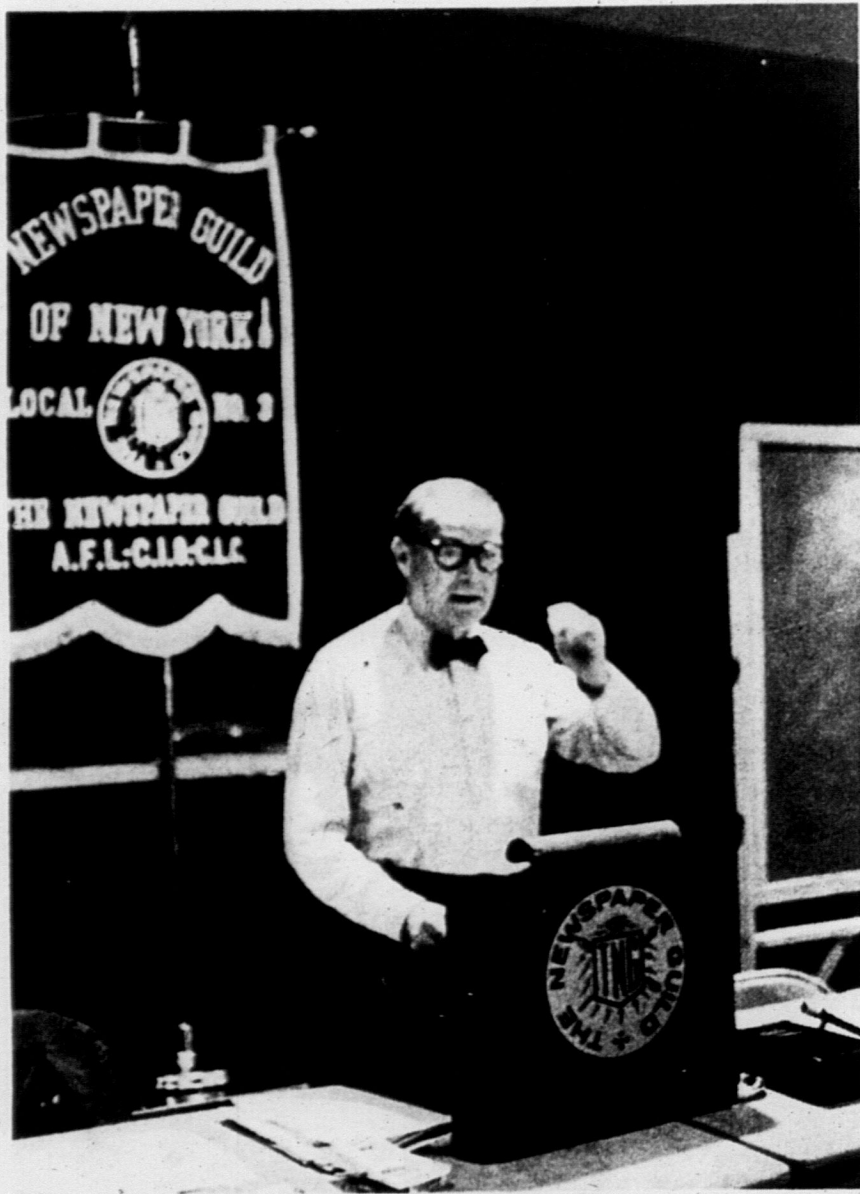
New officers' seminar Feb. 12-15

Washington—TNG's first residential seminar for new local officers will be held Friday, Feb. 12, through Monday, Feb. 15, at the AFL-CIO's George Meany Center for Labor Studies in suburban Washington.

The seminar is designed primarily for new officers of smaller Guild locals without their own professional staff, and TNG will subsidize, in part, the room, board and travel expenses of one participant each from such locals.

To minimize the cost of lost time, the seminar is being held over a weekend, with sessions beginning Friday evening and ending Monday at noon.

The seminar, in the words of TNG's 1981 Convention, is intended as a "nuts-and-bolts primer" on the basic tools a new local officer most immediately needs to begin functioning effectively. Registration information will be sent locals shortly.



Ellis Baker conducting

TNG Director of Administrative Operations Ellis Baker conducts a panel discussion on "Organizing for the Future" during the Middle Atlantic District Council's fall meeting Nov. 7. Panelists included Key Martin, chairperson of the New York Guild's Time Inc. unit, Richard Sabatini, administrative officer of the Philadelphia Guild, Kevin Keane, Wire Service Guild UPI vice president and Edwin Egan, executive vice president of the New York Guild. The council met at New York Guild headquarters.

Gilbreth named Broun chair; Schick contest expanded

Washington—Edward S. Gilbreth, a former TNG vice president from the Midwest region and chairperson of TNG's 1980 Heywood Broun Award contest, was reappointed chairperson of the 1981 competition by TNG's International Executive Board during its fall meeting.

At the same time, the IEB named a panel of judges for the 1982 Guild Service Award competition and adopted a revised format for the 1982 David S. Schick Memorial Awards for local publications.

Gilbreth, political editor of the Chicago Daily News for the five years before the paper closed in 1978, is communications director for the Illinois' secretary of state.

Since the News' closure he also has been chief administrator of the Chicago office of Illinois' lieutenant governor and has headed the home-district office of U.S. Rep. John Edward Porter (R-Ill.) in Evanston.

Gilbreth, who served on TNG's International Executive Board in 1973-75, also is a former Chicago Guild vice president and longtime member of the local's executive committee. He was president of the old Hammond Guild for two years, treasurer of the Midwest District Council for 10 years, and a member of TNG's International Election and Referendum Committee more than four years.

As chairperson of the Broun

Award, Gilbreth will name the contest judges and preside over the competition's conduct.

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

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

Broun's spirit was distinguished by an abiding concern for the underdog and underprivileged. The award is intended to encourage and recognize individual journalistic achievement in that spirit by working news people, particularly if it helps right a wrong or correct an injustice. Publications as such are not eligible. First consideration is given to entries on behalf of individuals or teams of no more than two persons.

The 1981 Broun Award—the 41st—will be given for work during the calendar year. The winner will be announced on the opening day of the IEB's winter meeting, Jan. 25 in Washington.

Deadline for receipt of entries at TNG headquarters is Jan. 15.

The IEB named Vice Presidents Robert C. Holt, Jr., and Richard M. Peery, plus Ellis T. Baker, TNG's director of administrative operations, to judge nominees for the 1982 Guild Service Awards.

The service award is presented annually during the IEB's winter meeting to one of the nominees advanced by local membership meetings, executive committees or representative assemblies. It provides a scholarship of up to \$1,500 for a course in labor education.

Established in memory of and originally named for Wilbur Bade, an early leader of the Twin Cities Guild and the international union, the service award is open to local members and unpaid officers only. Paid officers and staff are not eligible.

The deadline for receipt of nominations for this year's service award is also Jan. 15.

To stimulate participation in the annual Schick Awards for local publications, the IEB voted to expand the contest to include separate competitions for best feature, best illustration and best front page, in addition to the existing general excellence competitions for best typeset publication and best publication produced by other method.

Rather than appointing a panel of judges for the contest from its own number and TNG's staff, as it has previously, the board, upon recommendation of the 1981 Schick Award judges as well as TNG's Administrative Operations Dept., recommended that entries in this year's competition be judged by a panel provided by the International Labor Press Assn.'s local-publications' judging service.

To assist the judges, TNG should prepare a set of evaluation criteria, the IEB said.

It also recommended that entrants be given the opportunity to request an evaluation of their publications by a panel selected from former winners in the contest's general excellence categories.

Deadline for entries in the Schick contest will be announced later. Winners are announced during the the IEB's spring meeting.

The contest, named for the late, long-time administrative officer of the Philadelphia Guild, is financed with interest from a fund established by Schick's family and friends.

IEB cites press threats in agent bill

Washington—Restating the 1981 Guild Convention's conclusion that any legislation that would penalize the press for publishing information that is in the public domain "strikes at the heart of constitutional liberties," TNG's International Executive Board has called for eradication of such a provision from a bill before the Senate intended to protect the identity of covert U.S. agents.

"At the very least," the IEB said, any attempt to broaden the measure approved by the Senate Judiciary Committee making it a greater threat to the press

"should be vigorously resisted."

The version of the Intelligence Identities Protection Act approved by the Senate committee Oct. 6 would subject to prosecution persons who expose covert agents "with the intent to impair or impede" foreign intelligence activities "by the fact of such identification or exposure."

A companion measure passed earlier by the House, however, would make it a crime to identify a covert agent "in the course of a pattern of activities intended to identify and expose covert agents and with reason to believe that such activities would impair or

impede" foreign intelligence activities.

Noting that the House version of the bill, favored by the Reagan administration and the Central Intelligence Agency, was passed after narrower language similar to that approved by the Senate committee was swept aside, the IEB warned that "Senate hard-liners" will push to amend the bill when it reaches the floor.

Even the "narrower" bill as it came from the Senate committee would permit prosecution for publication of unclassified information from public sources in some instances.

Amnesty International support proposed

Washington—TNG's International Executive Board voted during its fall meeting to ask the AFL-CIO's 14th Biennial Convention to lend its support to the work of Amnesty International.

At the same time, the IEB voted Guild support for several other organizations that are aiding the victims of repressive Latin American governments.

First Amendment seminar rescheduled

Washington—The First Amendment Survival Seminar, once postponed, has been rescheduled for two consecutive Monday evenings—Nov. 30 and Dec. 7—at the National Press Club. Sessions will begin at 6 p.m.

The seminar sponsored by some 15 media organizations, including TNG, will explore such topics as subpoenas and confidential sources, libel, privacy and gag orders, secrecy and access to the courts.

Noting that TNG was the first union in the United States to endorse Amnesty International and its efforts to protect journalists, union members and others from political imprisonment, torture and execution, the IEB called on the AFL-CIO convention, Nov. 16-20 in New York, to encourage affiliated unions to explore ways to help Amnesty International put increased pressure on governments to end human rights violations.

The IEB voted to support the Salvadoran Humanitarian Aid, Research and Education Foundation "in keeping with TNG's long standing human rights policies." SHARE is an organization formed to aid Salvadorans who, faced with "fierce repression and indiscriminate killing by government forces," have been forced to flee their homes and seek refuge in church-supported camps or border countries, the IEB noted.

The board also authorized TNG's becoming a letterhead-listed sponsor of SHARE, which

will be seeking contributions to be distributed to aid refugees through a Catholic archbishop in Cuernavaca, Mexico.

SHARE will also conduct research to ascertain the numbers, whereabouts and needs of the Salvadoran refugees.

The IEB voted a \$100 contribution to a National Guatemala Conference being conducted by the National Network in Solidarity with the People of Guatemala in an effort to broaden support for the organization, which includes human rights and religious organizations working "to more effectively block U.S. intervention in Guatemala/Central America."

The IEB also voted \$500 to renew TNG's annual contribution to the Council on Hemispheric Affairs and \$100 to Amnesty International.

Riesel of TNG's staff retires after 33 years

Washington—Yetta Riesel, TNG research and information associate and second most senior member of the union's administrative staff, retired Oct. 30.

She returned to her native New York where she had joined the



Guild staff more than 33 years ago when the international was headquartered there.

Riesel was first hired as a secretary, moving to a research position a few months later.

As research and information associate, Riesel was the unofficial co-ordinator of TNG's annual Heywood Broun Award for journalistic achievement in the spirit of the Guild's founder. She also had explained Guild policies and procedures to hundreds of visiting journalists and union leaders from dozens of other nations and was responsible for most of the statistical material TNG regularly supplies to locals for bargaining.

Most recently she assisted in co-ordinating Guild participation in Solidarity Day.

She was a member of the national committee that planned the formation of the Coalition of Labor Union Women and was TNG's representative to CLUW's founding conference in 1974.

Riesel served on CLUW's National Co-ordinating Committee, cochaired its Publications and Public Relations Committee and was a delegate to the organization's first two conventions.

She also was TNG's first full-time equal-rights co-ordinator during the position's first incarnation in 1973. Supported by contributions to a fund established by the 1972 Convention, the position was maintained for but a few months, until a proposal by the International Executive Board to fund it permanently from dues was voted down at that year's convention.

Before joining the Guild's staff she had worked as a fund raiser for liberal groups, including the American Veterans Committee, and as a researcher and speech writer in the office of the president of the New York City Council.

Outstanding per capita fuel General Fund deficit

Washington — Failure of several locals, including two of the Guild's largest, to make timely per-capita payments to TNG is "principally" responsible for TNG's General Fund registering a hefty deficit at the end of the first half of the fiscal year, the International Executive Board's Finance Committee reported to the IEB's fall meeting here Oct. 19-21.

With a total of 12 locals one month or more behind in per-capita payments as the first six months of the fiscal year ended Sept. 30, the general fund had a cumulative deficit of \$125,313, with \$45,691 added in the fiscal year's second quarter to the \$79,622 incurred in the first quarter.

"Just six months ago," TNG's finances "were healthier than ever

before in our history," the IEB said in adopting the Finance Committee's report.

"They've been going downhill ever since. It isn't necessary, and it is reversible," the board declared.

More than 11,400 per capita were owed TNG when the second quarter closed, the IEB said, and pointed to the financial condition of the Guild's largest local, New York, as "the single most serious cause of the drop in general fund revenues."

New York has been behind in its remittances to TNG since the start of the fiscal year and the Wire Service Guild, another of TNG's largest locals, has been behind since before the start of the year, the IEB noted.

Expenditures from the General

Fund of \$1,212,979 in the first half of the fiscal year were larger than anticipated and also contributed to the deficit, with outlays exceeding budget estimates by \$13,134 in the first quarter and by \$37,147 in the second.

Income for the first two quarters of the year totalled \$1,087,666.

The over-run in the second quarter was principally attributable to higher organizing costs than estimated, including the addition of a temporary international representative as well as expenses incurred in organizing projects in the San Francisco area, Boston, Bangor, Me., and Minneapolis, the board explained.

In addition, the cost of conducting TNG's international elections exceeded expectations, the

IEB said. It predicted that the unanticipated expense of conducting an international referendum in December will cost another \$15,000 to \$17,000.

The unbudgeted expense of a merger committee meeting in the first quarter accounted "almost entirely" for the over-budget condition in the first three months of the year, the board said.

It approved a third quarter General Fund budget of \$624,014.

Meanwhile, the decline in revenue also has stunted the growth of TNG's Defense Fund. That fund's balance stood at \$4,520,000 at the end of the first quarter but had declined to \$4,486,031.94 at the start of the fiscal year's third quarter.

In other action, the IEB approved its Finance Committee's recommendation that an interest-free loan of \$48,426.25 be made to the New York Guild to pay legal costs incurred in defending against challenges to TNG's constitutional prohibition against membership resignations during a strike or lockout or when one or the other "appears imminent."

It did so after defeating on an 11-to-4 roll-call vote a motion by Vice President Barbara Yunker of New York that would have required an additional outlay of nearly \$75,000 in TNG funds.

The Yunker proposal sought outright payment by TNG of one-half of the legal bills the New York local has incurred in the resignation cases as well as half the legal costs associated with arbitration stemming from dual minimums that had been included in the local's contracts with the Times and the Daily News.

It also would have authorized TNG to make an interest-free loan to the local in an amount equal to half the legal costs it has incurred to date in unit clarification proceedings before the National Labor Relations Board.

Taking note of prior grants to the New York local to defray legal bills associated with the unit clarification and resignation proceedings and the current assignment of an international representative to assist the local with the unit clarification proceedings, the Finance Committee recommended that the IEB might subsequently consider writing off all

or part of the \$48,000 loan if the local demonstrates "clearly and convincingly" that it has put its own financial house in order and is on a 'pay as you go' basis."

Voting against the Yunker proposal were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, Chairperson Harry S. Culver, Vice Presidents William T. Davis of San Jose, Robert C. Holt, Jr., of St. Louis, Dianne M. Martino of Manchester, David M. Mulcahy of New York, Richard M. Peery of Cleveland, Charlie Ramis of Puerto Rico, Richard J. Roth of Buffalo and Joyce M. Walker-Tyson of Detroit.

Voting for Yunker's proposal were Vice Presidents Larry D. Hatfield of San Francisco-Oakland, John M. Lowe of Southern Ontario, Roger L. Stonebanks of Victoria and Yunker.

The Finance Committee, reporting on efforts by TNG to establish a billing system for local remittances, said that it is expected that a system can be implemented that will reduce the detail work involved on the local level, but the committee cautioned that no system can eliminate all the reporting work required of locals.

The board approved a \$1,000 Defense Fund contribution to the St. Louis Central Labor Council to help pay debts incurred in a campaign against a move in 1979 to ban union-shop contracts in the state.

The IEB also approved General Fund contributions of \$200 to the Labour College of Canada, \$100 each to Amnesty International and the National Guatemala Conference, \$50 to the Vietnam Veterans Memorial Fund and \$500 to the Council on Hemispheric Affairs.

In addition, upon recommendation of both its Finance and Human Rights Committees, the IEB voted contributions of \$150 to the NAACP Legal Defense and Education Fund—The Committee of 100 — and of \$50 to UNICEF's United Children's Fund.

Citing overcrowding at TNG headquarters, the IEB also recommended that TNG officers explore the possibility of leasing, or purchasing, new headquarters office space.

Reagan's 'assault' on FOI Act worse than feared, IEB says

Washington—The Reagan administration has launched a "wide-ranging assault" on the Freedom of Information Act that exceeds "the news media's worst fears," TNG's International Executive Board declared here during its Oct. 19-21 meeting and called on Congress to reject these as well as other proposals that would "emasculate" the act.

The Reagan administration's proposals, submitted to Congress Oct. 15, "would extend a veil of secrecy" over law enforcement records, business data and a broad range of records concerning individuals," the IEB said, pointing out that they closely parallel provisions of a bill introduced the week before by Senate Judiciary Subcommittee chairman Orrin G. Hatch.

Among other elements of the administration's proposal cited by the board are those that would:

- ✓ Narrow the definition of government records.
- ✓ Curb the authority of the courts to determine whether national security information is properly classified.
- ✓ Expand fees for obtaining information.
- ✓ Extend deadlines for complying with requests for information under the Act.
- ✓ Impose a 90-day deadline for court challenges of denial of information.
- ✓ Limit access to U.S. citizens and resident aliens.
- ✓ Facilitate actions by busi-

nesses contesting the release of information concerning them.

✓ Authorize the attorney general to render secret whole categories of information about terrorism, organized crime and foreign counterintelligence.

And "all of this is over and above" plans the administration has announced to seek total exemption from the act for the Central Intelligence Agency, the National Security Agency and the Defense Intelligence Agency, the IEB declared.

The Freedom of Information Act, "a beacon of the people's right to know what their government is doing," is virtually threatened with extinction by the administration's proposals. They do not represent a "modification," but a "repeal" of this "effective instrument of government accountability," the IEB warned.

Enactment of the Reagan proposals would be a "step backward into a past when governmental secrecy fostered governmental wrongdoing," the IEB said.

Meanwhile, representatives for other media organizations were registering similar protests over the Reagan proposals.

Jack Landau of the Reporters Committee for Freedom of the Press warned that "the kind of government accountability we've known will not exist if the administration bill is passed."

These proposals "are not minor modifications or fine-tuning of the

act; these are a frontal assault," Landau said.

Richard M. Schmidt, Jr., counsel for the American Society of Newspaper Editors, characterized the administration's plan as one that "throws every possible roadblock in the way" of obtaining information under the Freedom of Information Act.

A representative of the American Newspaper Publishers' Assn. said the proposals go "too far" and would "seriously gut" the act, while Editor and Publisher, in an editorial, called for the media to shed the "spotlight of publicity" on the administration's draft legislation to show the public that it would provide "sweeping new powers . . . to the government to withhold information from the American people."

Rep. Glenn English, chairman of the House Government Information Subcommittee with jurisdiction over the Freedom of Information Act, said that his committee is in no hurry to move ahead with revisions in the act and predicted that the panel would be hesitant "to start handing out blanket exemptions from the law just because various agencies and departments don't want to fool with it," the Washington Post reported.

Board okays Perlik joining Friends of American Way

Washington — TNG's International Executive Board has authorized TNG President Charles A. Perlik, Jr., to become a founding member of the Friends of the American Way in response to an invitation from TV-producer Norman Lear on behalf of the People for the American Way.

People for the American Way was founded by a group of concerned individuals "to counter the ever-increasing and decidedly negative influence of the religious new right" and to stress the "positive American values" of "freedom of speech and religion, pluralism, tolerance and diversity," Lear wrote.

The Friends of the American Way, seeks support of respected individuals from all segments of society "so that together we can

counter the divisive and anti-democratic message of the new right," he said in his invitation.

The IEB also approved Perlik's joining the Honorary Labor Committee of Union Sister Productions.

That committee, chaired by Glenn Watts, president of the Communications Workers of America, is seeking support for Union Sister Productions—a theatrical company working under a special arrangement with the Theatrical Stage Employees and Actors Equity.

Union Sister Productions, through theater pieces dealing with issues affecting working people, is seeking to "describe the drama and significance of the lives of working men and women."

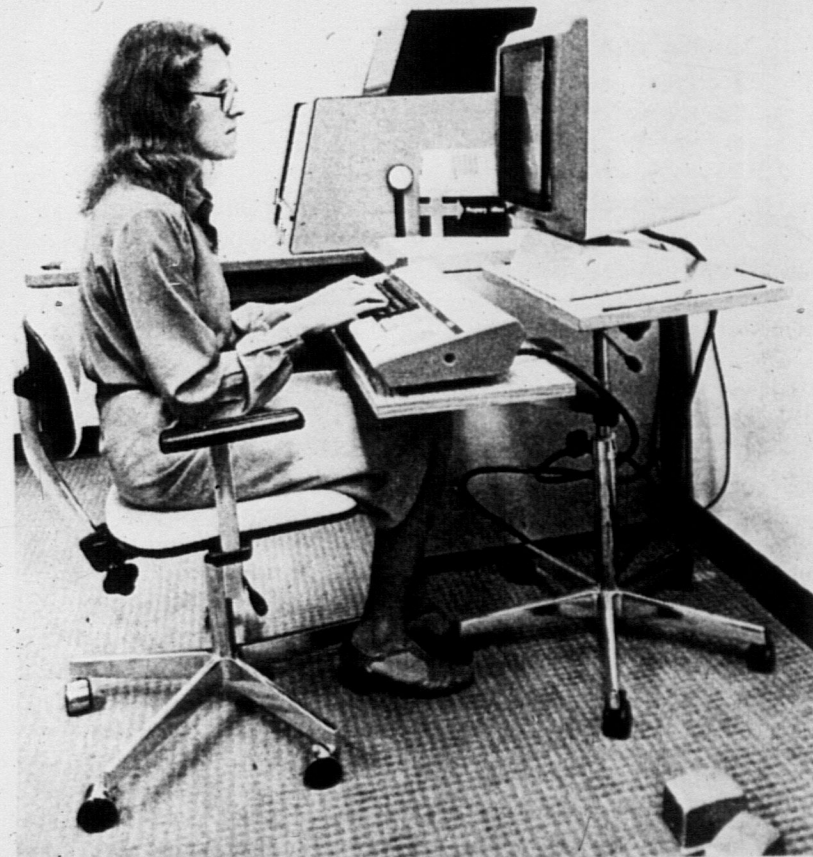
TNG's new and adjustable system

A new information processing system installed in TNG's headquarters is expected to speed the production and expand the variety of collective bargaining materials TNG regularly provides locals.

Barbara G. Davis, TNG's collective bargaining and research assistant, demonstrates the Xerox 860 system and adjustable Facit-brand "desk" and chair.

The desk's screen surface is adjustable for height and tilt, and the keyboard surface is adjustable horizontally, as well as vertically. The chair's seat height and back tilt are adjustable, as are the removable arms.

A Gates sound-control cover minimizes noise from the printer, in background.





Halloween and Western Council in Monterey

Delegates to the Western District Council's fall meeting join the San Jose Guild's Monterey Unit and the other Monterey newspaper unions in their eighth annual celebration of the Guild's Oct. 31 representation victory at the Peninsula Herald. Pictured, from left, are Guild members Karen Miller, Laura Sansom, May Kay Hamilton, Ken Peterson and—chewing the carrot—TNG President Charles A. Perlik, Jr.

Defeat of Hobbs amendments urged

Washington—Bills before the Congress that would amend the Hobbs Act to subject strikers to penalties under the anti-extortion law should be rejected, TNG's International Executive Board declared during its fall meeting.

Under the proposed amendments, strikers involved in picket-line violence could be prosecuted under the federal anti-extortion law and subjected to imprisonment for up to 20 years and fines of up to \$250,000, while employers or strikebreakers involved in the same incident "would be subject only to far lighter state penalties," the IEB declared.

The amendments "would do what the Supreme Court ruled the Hobbs Act was not intended to do," the board said, pointing to the court's 1973 ruling in

which it held that a legitimate union strike is not extortion and its conduct not subject to the Hobbs Act.

"The bill would not only undermine the right to picket; it would actually encourage picket-line violence on the part of employers and their agents by assuring them of lighter punishment" than that which would "threaten strikers defending themselves," the IEB said.

The "right-wing machine" is orchestrating the campaign to win passage of the amendments and "stack federal law even more strongly against labor," the board noted.

It cited an "all-too-familiar di-

rect-mail barrage and media blitz" that accompanied the introduction of the bills in the House (H.R. 450) and the Senate (S. 613).

The AFL-CIO, meanwhile, has called on union members to counter the offensive by writing their legislators urging their opposition to the bills which would "single out union workers for tough federal sanctions," pointing out that "the rare cases of strike-related violence are punishable by state and local laws."

TNG President Charles A. Perlik, Jr., made a similar request in letters to Guild members in Maryland and Pennsylvania.

Guild seeks bargain order for Minneapolis ad group

Minneapolis—The Twin Cities Guild has asked the National Labor Relations Board to set aside the outcome of a rerun representation election and order the Minneapolis Star and Tribune to bargain with the Guild for the papers' classified advertising employees.

The NLRB called the second election after the company had agreed to a rerun in settlement of several objections the Guild had raised to the company's conduct prior to balloting in a Dec. 19 election in which the Guild was narrowly defeated by a vote of 55 to 61.

In the rerun Oct. 30, 55 votes were cast for the Guild and 77 for "no union." Another 11 ballots were challenged and uncounted.

Illegal company tactics prior to the election once again soured the atmosphere and cost the Guild the support of the majority of the some 130 eligible voters, the Guild alleged in petitioning the NLRB for a bargaining order.

Among the allegations included in the local's objections to the company's pre-election conduct and unfair labor practice charges filed with the board are complaints over the institution of a

grievance procedure a week before the election, the granting of pay increases prior to the voting and the implementation of a "parenting" policy.

The company had also announced that an outside consulting firm hired to review its benefit structure would report in mid-November, the charges point out.

The "parenting" policy, announced in response to an employee's complaint over the absence of parental leave for male employees, would make leave available, regardless of sex, on a child's arrival by natural birth, adoption or surrogate mother, a Guild representative reported.

Before the board at the time the company agreed to the second election were Guild charges that prior to the December voting the company promised pay increases and re-evaluation of pay schedules, modified its practice of docking employees who lost time or reported late to work and promised to extensively remodel offices and work areas.

The Twin Cities Guild currently represents employees in the Star and Tribune's editorial, promotion and outside circulation departments.

IEB calls for vigorous union political activity

(Continued from Page 1)
deepen our involvement in the political process."

TNG President Charles A. Perlik, Jr., kicked off the newly available checkoff for TNG officers and employees by signing an authorization calling for \$5 a week to be deducted from his wages. Initial authorizations from staff members ranged to \$2 per week.

TNG's Canadian employees have the option of any contribution they authorize being checked off for the Canadian Labour Congress' COPE.

David J. Eisen, TNG director of Research & Information, meanwhile, reported an additional \$411.15 in contributions to AFL-CIO COPE from members and locals: \$300 from the St. Louis Guild, \$50 from Central California, and \$3.15 from the Oklahoma City UPI Branch of the Wire Service Guild, plus a total of \$58 from members in the San Antonio, San Diego, Detroit and Wire Service locals.

Together with \$598.28 in earlier contributions — \$498.28 from convention delegates and \$100 from the Middle Atlantic

District Council — the new amounts brought to \$1,009.43 the total of contributions to COPE through October by Guild members and membership bodies.

COPE may use treasury contributions only for its voter education and registration efforts. It may use individuals' contributions to support candidates' campaigns.

COPE checkoff set for St. Louis

St. Louis—The Post-Dispatch has agreed with the St. Louis Guild to a once-a-year checkoff of contributions by Guild members to the AFL-CIO's Committee on Political Education upon individual's voluntary, written authorizations.

It is the first such agreement by a newspaper with a Guild contract.

Each contribution checked off must be for the same amount under the agreement, according to the Guild's Robert A. Steinke. Checkoff authorizations will be sought from members early next year, he said.

IEB says local trial board body to opt on transcript

Washington — A local's trial board should decide on a "case-by-case basis" whether to make a stenographic transcript of its proceedings, TNG's International Executive Board said during its fall meeting here.

The board, acting on the recommendation of its Constitution Committee, did so in responding to one of two questions posed to it from the Philadelphia Guild.

Pointing out that the Constitution does not address the question specifically, the committee said it was persuaded that the trial board was the proper body to decide the transcript issue after reviewing constitutional mechanisms for disciplinary actions.

The second question asked the IEB's guidance in applying the constitutional requirement that a local officer charged with a membership offense be suspended from office pending resolution of the charge.

In responding the board pointed to a 1980 IEB ruling holding that that portion of the constitution applies only to positions specifically designated as "officers" in a local's by-laws, such as president, secretary and treasurer.

The Philadelphia queries stemmed from charges and countercharges filed against and by several local members over incidents associated with the September election of TNG vice presidents.

The charges all were dismissed by the local's executive board two weeks after the IEB acted. They had been filed by Seymour Ravinsky, Jim Young and Carol McGarvey against Patricia Odoms, chairperson of the local's Inquirer and Daily News Unit and an unsuccessful candidate for TNG vice president, Esther Thoroughgood, chairperson of the local election committee, and Carol Hudson, Guild office secretary, and against Ravinsky by Odoms, Thoroughgood and Hudson.

In another action recommended by its Constitution Com-

mittee, the IEB affirmed a monthly dues rate of \$6 for at-large members of the New York Guild.

The propriety of the dues rate and the good standing of at-large members of the local's Daily World unit had been questioned by the International Election and Referendum Committee in determining voting eligibility in the September elections.

The affirmation was requested by James H. Orcutt, New York's secretary-treasurer.

The IEB also adopted a committee recommendation to deny a request from the Kenosha Guild's two units, Kenosha News and Kenosha Labor, that they be chartered as separate locals.

It did so on a 7-to-8 roll call vote defeating a motion by Vice President William T. Davis of San Jose to approve the separate locals.

Davis moved for approval after J. William Blatz, TNG's director of field operations, explained that it would seem to be the "solution of last resort" to retain the Labor unit since its members, displeased with the current structure, had stopped paying dues more than a year ago.

Voting against the Davis motion were Vice Presidents Larry D. Hatfield of San Francisco-Oakland, John M. Lowe of Southern Ontario, David M. Mulcahy of New York, Richard M. Peery of Cleveland, Richard J. Roth of Buffalo, Roger L. Stonebanks of Victoria, Joyce M. Walker-Tyson of Detroit and Barbara Yuncker of New York.

For the motion were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, Chairperson Harry S. Culver, Vice Presidents Davis, Robert C. Holt, Jr., of St. Louis, Dianne M. Martino of Manchester and Charlie Ramis of Puerto Rico.

TNG's Constitution permits the IEB to charter a second local in a city "under special circumstances . . . but not without the written consent of the first."

Caracas forum urges worker role in 'new information order'

Caracas, Venezuela — Strong worker participation in the creation of media policies aiming for a balanced flow of information between the so-called Third World and more developed nations was called for by a union-sponsored Latin-American Congress here Oct. 26-31.

The recommendation was included in a series of resolutions dealing with UNESCO and press freedom. It emphasized that such policy making should be free of government or economic pressure.

The congress was sponsored by the Latin-American Federation of Press Workers (FELATRAP) and the Latin-American Confederation of Workers (CLAT) with the co-operation of the International Federation of Journalists (IFJ) and the World Confederation of Labor (WCL) under the auspices of the United Nations Organization of Education, Science and Culture (UNESCO).

Two IFJ representatives—Kenneth Ashton of Great Britain and Carl Herndon of Sweden—in an address delivered to the congress by Ashton—said the IFJ is concerned that a number of countries lack "the most elementary conditions for mass communication and the exercise of journalism." They said the IFJ recognizes that such countries rightfully expect assistance from developed countries for the devel-

opment of a free information system.

"The federation wishes to contribute constructively towards the creation of a 'new world information order,'" Ashton said. "It believes that journalists and not governments should play a basic role towards this goal. It seeks the active participation of all journalists in their approaches to governments to attain these ends."

Approximately 100 persons attended the congress as participants or observers. They came from Central and South America as well as Puerto Rico, Canada, the United States, Belgium, Sweden, Norway, Great Britain, Portugal and Austria.

International Chairperson Harry S. Culver represented TNG at the congress, under authority voted by the International Executive Board at its pre-convention meeting this summer. He addressed the congress on Guild experience with health and safety problems of video display terminals.

The principal resolution on UNESCO stated that establishment of a 'new world order of information and communication' must be linked to the unity and co-ordination of efforts by Third World countries in general and Latin America in particular to achieve peace, political sovereignty, economic independence

and social justice."

"These policies," the resolution stated, must involve "the active participation of the press workers and all other social and trade union organizations. One of the possible mechanisms to ensure this participation is the creation of national press or social communications councils where all sectors interested in the field shall be represented and empowered to draw up plans and guarantee their implementation without state tutelage or economic power."

The resolution also called for creation of a "conscience clause" for journalists, "effective implementation of the right of reply" and "an absolute independence" from "the state."

"Nowadays," the resolution concluded, "journalists have a very valuable tool available to them in their struggle to set these norms: their own trade unions, which must absolutely be strengthened so they may become effective tools for the defense of their social and professional claims—the first . . . being the

democratization of information."

The congress called for workers throughout the world to "strengthen their professional organizations and associations . . . and to foster international solidarity" so that "these joint efforts can indeed contribute to the defense of freedom of expression and to the establishment of a more just and balanced order."

While there was widespread support for the UNESCO resolutions, one delegate from a small newspaper in Central America remarked in a committee session he was getting weary of so much rhetoric.

"I can do without all these words," he said "In my country I need some typewriters."

The congress also called upon the president of Paraguay to free journalist Hernando Seville who had been held incommunicado since February.

Culver, summarizing the work of the congress, said he was impressed by the sincerity and dedication of the delegates and thought the overall results were productive.

"I regret, however," he said, "that some of the speakers seemed more proficient in denouncing the present system than in their ability to originate workable solutions."

The congress also adopted a resolution on VDT safety, based on Culver's speech.

Authored by the Argentine delegation, the resolution followed a synopsis of the TNG bargaining program and called for adequate rest breaks, testing, proper lighting and variable height control for desks and chairs.

"The VDT," the resolution said, "can be a valuable tool in the information process provided that adequate protection is guaranteed the worker."

Culver drew applause from several women delegates when he successfully proposed a rule change to require that references to delegate speaking privileges refer to delegates as "he or she," adding the feminine pronoun.

Culver explained he was merely following the style of the TNG Constitution.

Zack, AFL-CIO, Guild veteran

Sarasota, Fla.—Albert J. Zack, official spokesperson for the AFL-CIO for 23 years and a member of the Guild for 36 years, died at his retirement home here Oct. 28.

Zack, 63, had retired as the AFL-CIO's director of public relations in January 1980, shortly after George Meany had stepped down as the federation's president.

He had been a Guild member since 1945, when he joined during an organizing drive at the dailies in Springfield, Mass., where he was news editor for the Daily News.

He had worked in public relations for the labor movement since 1947 when he became publicity director for the Ohio Congress of Industrial Organizations and executive secretary of the Columbus CIO Council, having

gone to Columbus following a 14-month strike-lockout at the Springfield papers involving the Guild, Typographical, Stereotypers and Pressmen's unions.

In a letter to Zack's widow, Jane, TNG President Charles A. Perlik, Jr., said he and Guild members everywhere were deeply saddened by the death of a member "whom we knew and respected not only as a long-time effective spokesman for the AFL-CIO but also as a long-time, loyal member and local Guild leader."

AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue paid tribute to the "high standards of truth and accuracy" that had made Zack "a news source of unquestioned reliability to generations of reporters."

The Washington Post noted that "as one of those closest to Mr. Meany, Mr. Zack helped formulate the same policies he advocated to the public, the Congress and the media. . . . Reporters and officials were confident . . . that Mr. Zack was expressing Mr. Meany's views."

Zack was assistant publicity director of the CIO from 1952-55, when the CIO and the American Federation of Labor merged, then was assistant director for the federation before being named director of public relations in 1957.

Survivors include his widow, a son, Allen Y. Zack, a senior associate with a Washington public relations firm and a former AFL-CIO staffer, and a daughter, Linda Tarr-Whelan, government-relations director for the National Education Assn.

Terre Haute issues strike fund appeal

Terre Haute, Ind.—Members of the Terre Haute Guild who have been walking the picket line in a strike against the Terre Haute Tribune and Star for more than eight months have issued an appeal for contributions to their local's strike fund.

The local is dependent on its strike fund for payment of strikers health insurance premiums.

The Guild's new advertising department unit struck the paper Feb. 27 over company unfair labor practices, six days after the advertising unit along with the Guild's established business, circulation and editorial unit walked out in support of a Teamsters strike against the paper.

Guild charges over the company's unfairly harassing, intimidating and threatening members because of their Guild activity and the company's notifying strikers that they had been permanently replaced are before a National Labor Relations Board administrative law judge. Hearings on the charges were concluded in June.

"The company is of no mind to hurry to the bargaining table until a decision is rendered," Local President Carl Bender

wrote in a letter to Guild locals. "And that may be some time given the current Washington administration's attitude toward organized labor and the short staffing of the NLRB," Bender said.

The local reported Guild contributions to its strike fund since June 1 totalling \$6,528.73, including:

Akron Guild	\$100.00
Buffalo Guild	400.00
Canadian Wire Service Guild	494.70
Central California Guild	125.00
Chicago Guild	100.00
Cincinnati Guild	25.00
Cleveland Guild	600.00
Denver Guild	100.00
Erie Guild	250.00
Gary Guild	50.00
Great Falls Guild	20.00
Hawaii Guild	200.00
Los Angeles Guild	175.00
Manchester Guild	100.00
Memphis Guild	100.00
Montreal Guild	123.33
Mountaineer Guild	25.00
New York Guild	100.00
Ottawa Guild	123.30
Pacific Northwest Guild	200.00
Philadelphia Guild	250.00
Pittsburgh Guild	50.00
Puerto Rico Guild	50.00
Rockford Guild	50.00
St. Louis Guild	100.00
San Diego Guild	200.00
San Francisco	
Oakland Guild	200.00
San Jose Guild	200.00
Scranton Guild	50.00
Toledo Guild	250.00
Vancouver-New	
Westminster Guild	424.35
Youngstown Guild	300.00

Delegates to TNG's 1981 Convention June 29-July 3 contributed \$918.05 to the local's strike fund.



RAYMOND CROWELL/Washington-Baltimore Guild

NEDC fall meet talks organizing; NESOP phases out TNG subsidy

Portland, Me. — J. William Blatz, TNG's director of field operations, led a discussion of organizing procedures and prospects during the fall meeting of the New England District Council of Guild locals here Oct. 31.

Blatz was assisted by New England Servicing-Organizing Program Director Gerald Maraghy, International Representative Leo Ducharme and Council President and TNG Vice President Dianne Martino of Manchester.

At a meeting of NESOP's

board of directors held in conjunction with the council meeting, steps were taken to phase out TNG's subsidy of the program.

The board voted to raise local's monthly per capita to the program by 50 cents, to \$5.50, beginning Jan. 1 and by another 50 cents on July 1.

With the per capita boost on behalf of the 850-plus members covered by the program, TNG's \$100 monthly cash subsidy is to be halved beginning in January and eliminated in July.

Reporting on — and to — MWASA

Sam Mabe, left, columnist with the black-oriented daily, the Sowetan, in Johannesburg and "father of the chapel" (unit chairperson) of the Media Workers Assn. of South Africa at the paper, outlines to TNG President Charles A. Perlik, Jr., the union's situation in the face of the South African government's having "banned" three of its presidents within a year. Mabe was in the United States under a pro-

gram of the U.S. International Communication Agency. Perlik told him of TNG's seeking members' and locals' contributions to its MWASA Defense Fund, set up to aid MWASA in its struggle for survival [Guild Reporter, Sept. 25]. Through Oct. 20, five locals—Cleveland, Central California, San Jose, Cincinnati and Northern Ontario—plus a member in Brooklyn had contributed a total of \$410 to the fund.

Leaders joining to save 50¢

(Continued from Page 1)

And, Gene Bryant, administrative officer of the San Jose Guild; George Randol, administrative officer of the Central California Guild; Gerald Maraghy, administrative secretary of the Boston Guild; Greg Hinz, president, and Gerald J. Minkinen, executive director of the seconding Chicago Guild.

In informing selected Guild leaders of their appointments to the committee, Perlik asked for notification from those who wished to decline.

The few who did so included New York Guild President Betsy Wade and Twin Cities Executive Secretary John Carmichael.

Recorded as abstaining from the IEB vote on constituting itself as the "Committee to Save the 50¢" was Vice President Barbara Yuncker of New York. Vice President Roger L. Stonebanks of Victoria cast the sole audible "no" vote.

Meanwhile, delegates to the Western District Council's fall meeting Oct. 31-Nov. 1, on a motion by Region 4 Vice President Larry D. Hatfield of San Francisco-Oakland, unanimously voted to endorse effort to retain the 50-

cent dues increase.

And the Middle-Atlantic District Council, at its meeting the next week, also called for members to vote to retain the 50-cent increase.

It did so on a roll-call vote of 20 to 5. With each local casting five votes, Albany, Hudson County, Scranton and Wilkes-Barre voted to endorse the 50 cents, while New York abstained

and Philadelphia voted against the motion.

The Guild Reporter is providing equal space in its Nov. 27 issue for advocates and opponents of repealing the dues increase to formally state their respective cases.

Members will vote in a Guild-wide referendum Dec. 15-20 on the motion to repeal the 50-cent dues increase.

Locals urged to heed calls for workforce profile data

Washington— Acting on recommendation of its human rights committee, TNG's International Executive Board has called on locals to heed the 1981 Convention's directive that locals co-operate with TNG in compiling profiles of Guild-covered workforces.

To do this, TNG needs payroll information for Guild bargaining units that includes age, race, sex, national origin, date of hire and job title, as well as salary, the IEB said in repeating the convention's call for locals to seek this information and forward it to TNG.

TNG began seeking such information in 1976 in order to measure the extent and pattern of discrimination evident from the composition of Guild units and subsequent conventions have renewed the effort, the IEB noted.

To date responses have not been sufficient "to construct a representative profile," although a report was made to the 1978 Convention based on the limited data available, the board said.

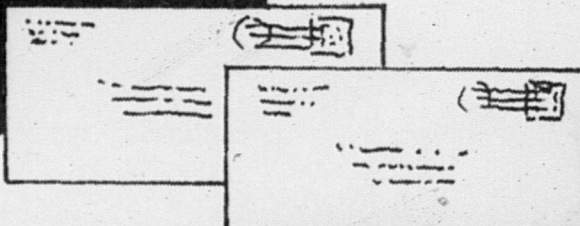
TNG should have the information in hand not later than the end of January in order to compile a profile in time for the

1982 Convention, the IEB said, urging locals to make the project a "priority."

"With few exceptions," locals have a contractual right to much of the information sought and U.S. locals have a right to the

data under the National Labor Relations Act, the IEB said and Hanna Jo Rayl, TNG's human rights co-ordinator, pointed out in a letter to local presidents and human rights chairpersons relaying the board's action.

IT SEEMS



TO US

San Diego leader urges votes to retain dues hike

SAN DIEGO, CALIF.

Editor:

I know the IEB had no alternative, but the December referendum it ordered on the Convention-adopted 50-cent dues increase is a large pain in the neck, and an even larger waste of time and dollars.

Convention debate made several things very clear:

✓ The money is needed if the Guild is to counteract membership slippage by putting extra staff into the field;

✓ Locals need expert help now more than ever in the anti-labor climate that exists today;

✓ 50 cents a month—11½ cents a week—isn't an overwhelming burden for Guild members to shoulder, and finally,

✓ The need is urgent.

Now, instead of having at least two new reps in the field in October paid for with the 50 cents, we have a December referendum, results not known until January, no new staff until then—plus an election that's going to cost TNG at least as much to conduct as the 50 cents generates in one month.

Let's vote against the effort to throw out the 50 cents Guild members already are paying and get on with the job of making our union better able to deal with the increasingly difficult problems we confront these days.

JOHN EDGINGTON
Administrative officer
San Diego Guild

WBNG representative urges votes to retain 50¢

OXON HILL, MD.

Editor:

At Memphis, I opposed the 50-cents-a-month dues increase enacted by the convention.

I did so because I believe no

dues increase, other than in the time of severe emergency, should be instituted without proper advance notice during which time the entire membership has opportunity to provide input.

The need for additional funds for TNG operations was not the issue. The issue arose because the dues proposal was not raised until the afternoon of the third day of convention. I do not believe any delegate could have voted for the increase and truly said they were acting on behalf of their constituents.

Following convention, I was instrumental in bringing the issue before the WBNG membership which then was the first local to second the Philadelphia motion for the dues increase to be moved to vote of the membership.

With the issue before the membership, I urge Guild members to vote for the dues increase as I will.

There is no question the dues increase will enable TNG to better serve the membership.

On recommendation of Dorothy A. Struzinski, administrative officer, and myself, the WBNG Executive Council unanimously endorsed support of the dues increase in the December referendum.

RAYMOND G. DICK

Local representative
Washington-Baltimore Guild

TNG needs 11.5¢ more than she, says top steward

WASHINGTON, D.C.

Editor:

I'm going to vote "no" in the referendum next month.

I want TNG to keep that extra 11½ cents a week I've been paying in dues since September. TNG can put it to good use, and I don't miss it.

That's only 50 cents a month, \$6 a year.

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

One of the reasons I haven't missed it is that back in May when the Guild went into a reduced dues period, my dues dropped \$3.33 a week, \$14.15 a month, \$173.40 a year.

Now that I'm paying the new \$6 a year, I'm still better off by \$167.40. And TNG's Defense Fund has more than \$4,000,000 in it.

When a lot of people pay a little, it mounts up. That 11½ cents a week will produce \$100,450 in the last seven months of this fiscal year, enough to add two international representatives to work in the field where they're urgently needed.

Join me in voting "no."

KAREN E. WOLL

Chief shop steward
Post unit

Washington-Baltimore Guild

Alarm urged against bills to outlaw naming agents

REDWOOD CITY, CALIF.

Editor:

As the Guild Reporter editorialized with a pat on the back Oct. 9, "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." That's sweet. But what about here in the U.S.?

Senate Bill 391 is about to breeze through that august chamber in Washington to jail reporters and publishers of the identities of intelligence operatives of the CIA, FBI and Defense Dept. Now where is the editorial, or did I miss a copy of the GR?

Don Edwards (D-Calif.) called this legislation a strike "directly

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.

at the heart of the First Amendment . . . unparalleled by any piece of legislation in our nation's history during peacetime." So he said as S.391's mate, H.R.4, passed the House Sept. 23.

Where's the pitch for all Guild members to call their senators?

"The bill allows no exceptions where disclosures are aimed at revealing illegal activity," Edwards pointed out. Republication of disclosures made by others is illegal, and prosecution will be left to the discretion of political appointees, Edwards said.

The Guild should be asking every member to be calling their senator NOW.

Right here in North America
ANGUS MACKENZIE

At-large
San Francisco-Oakland Guild

Editor's note: See story of IEB opposition of the bill, Page 2. TNG's 1981 Convention also denounced such legislative proposals [Guild Reporter, July 17].

Political funding improper in Guild, says AP member

BROOKLYN, N.Y.

Editor:

It is improper for The Newspaper Guild to finance a political action committee opposed to "right wing and business interests" in the 1982 Congressional elections, as Charles Perlik proposed in the Oct. 9 Guild Reporter.

The Guild has the burden of representing workers whose bread-and-butter is credibility and objectivity. How can we claim to be even-handed in covering the Congressional elections when our authorized representa-

tive, the Guild, is so clearly taking sides? Okay—a lot of publishers don't mind giving a boost to pro-business candidates—but reporters shouldn't sink to playing politics. The Guild's advocacy is unfair to its own members and, even worse, unfair to the candidates and public.

I don't necessarily disagree with Mr. Perlik's views on President Reagan. But he can best serve the public and his union members by ending his fund drive. Considering the journalism world's recent credibility problems, it is imprudent for us to expect the public to accept this apparent conflict-of-interest.

PAUL MOSES

Newark AP Branch
Wire Service Guild

Editor's note: Brother Moses refers to an article reporting on a letter by Perlik to U.S. locals urging them to make and to solicit their members to make contributions to the AFL-CIO's Committee on Political Education, as recommended by a vote of the delegates to TNG's 1981 Convention [Guild Reporter, July 31].

Three-Perlik issue draws plea for graphic variety

BERKELEY, CALIF.

Editor:

Now that there are no elections imminent, it should not be necessary to run three photos of our TNG President Charles Perlik per issue. Surely we can produce greater variety in our graphics than the three-Perliks issue of Oct. 23. Some outsider glancing through the Guild Reporter, unfamiliar with our filial devotion to our officers, might conclude—wrongly, to be sure—that we are developing a cult of the personality.

PAUL HERTELENDY

Mercury-News unit
San Jose Guild

Clip and Mail



TELEVISION FOR THE HEARING IMPAIRED—
yes!

For hearing-impaired Americans, television was a frustrating experience until March, 1980. Since then, closed captions (hidden subtitles) have been added to many ABC, NBC, and PBS programs, allowing people with a special decoder to read television dialogue on their TV screens. Unfortunately, many hearing-impaired people do not know this service is available. The main problem is finding these people.

WOULD YOU PLEASE HELP?

The National Captioning Institute (NCI) is the nonprofit organization which provides this service. If you will send us a list of all hearing-impaired people you know, we will be happy to send them information on how they can obtain the benefits of closed captioned television. --Many thanks!

NATIONAL CAPTIONING INSTITUTE
Research Department
5203 Leesburg Pike, 15th Floor
Falls Church, VA 22041

Name _____ Address _____

Clip and Mail

Writers Congress takes steps to build union of free lances

New York City—First steps in the organization of a new national writers' union, composed predominantly of free-lance writers in all fields were taken in the course of the American Writers Congress here Oct. 9-11.

The congress, attended by more than 3,000 established and fledgling writers, set up a continuing organization mandated to call further congresses biennially and seek to weld writers' organizations into a coalition around issues of common concern, including censorship and other First Amendment issues.

TNG's International Executive Board, meeting in Washington 10 days later, authorized President Charles A. Perlik, Jr., to continue to monitor both the new union and the continuing organization. "And to take such further actions with respect to them as may be appropriate to the interests of the Guild." Both TNG and the New York Guild were represented at the congress.

Plans for the proposed writers' union had been drawn up by an organizing committee in tandem with preparations for the congress. The committee, in its call for the formation of a union, said it would embrace "book writers, critics, electronic-media writers, journalists, playwrights, poets and scholars," as well as other free-lance and staff writers.

It said the union would seek to bargain collectively, to "establish and enforce standards and practices" on such matters as "wages and fees, payment schedules, kill fees, advances, editorial accountability to writers, indemnity and warranty clauses, copyrights, royalties and subsidiary rights," represent writers in grievances and to provide standard contracts for book and magazine writers.

The legal problems posed by attempting to bargain collectively for free lances was raised in dis-

cussions at the congress. But Lewis Steel, an attorney with experience in the area, said there was much a union could do for such writers, who it was reported earned an average of less than \$500 a year from writing.

The experience of other writers' organizations was related by a panel of organization representatives at the congress. Harry Fiddell, a local representative of the New York Guild invited to participate, told the group that the Guild's experience confirmed that organization offered writers the only real hope of improving their economic position.

The new union was organized by 300 congress participants the next day. Area caucuses assembled at the session are to form the nucleus for local chapters. The chapters are to elect delegates to a national steering committee, with the first national convention scheduled for next fall.

Formation of the union was endorsed later that day in a resolution adopted enthusiastically at the congress' plenary session.

Not all resolutions were adopted as overwhelmingly. Resolutions affirming First Amendment rights and calling for a communications bill of rights, among others, were

adopted with little discussion. But a resolution on South Africa, calling for a boycott of writers "who by word or deed lend credibility" to the South African government and urging U.S. military aid to South African "liberation struggles" provoked bitter debate and was only narrowly adopted in the session's waning minutes.

Plans to constitute the American Writers Congress as a national membership organization "to fight for writers' rights" were put in the hands of a continuation committee consisting of all congress participants who assembled for the committee's initial session the next day, Oct. 12. Approximately 130 appeared.

The committee was also mandated to "seek ways in which existing writers' organizations can be brought together in coalition around a common action" and to call biennial national congresses, regional conferences and "special convocations."

TNG Research and Information Director David J. Eisen, who represented TNG at the Congress, is a member of the continuation committee and will serve on special task forces set up on the First Amendment and a communications bill of rights.

IEB backs PATCO, endorses other boycotts

Washington — TNG's International Executive Board reaffirmed Guild support for striking U.S. air traffic controllers and endorsed boycotts being waged by four other unions during its fall meeting.

Thirteen thousand members of the Professional Air Traffic Controllers Organization "have been bearing the full brunt of the administration's antilabor fury for almost three months," the IEB declared.

It called on the government "to

take stock of the state of chaos to which its stubbornness has brought the nation's airlines, abandon its efforts to destroy the union and go back to bargaining a contract."

"In the face of . . . excruciating pressure," PATCO members have not broken ranks, but "have continued to fight for their rights, which are the rights of all labor, for their jobs and for their union," the board declared, pledging the Guild's continued support "with all our hearts as well as our funds."

The IEB also called upon Guild locals and members to support recently declared boycotts of Sterling Radiator heating equipment, Rite Aid drug stores and Wardair charter airline, as well as calling for support for "one of the longest labor boycotts on record," that against the R. J. Reynolds Tobacco Co.

The boycott of Reynolds Tobacco, currently being intensified by the Bakery, Confectionery and Tobacco Workers' Union, is in response to the company's twice breaking unions its employees had

elected their bargaining representative.

Some 70 United Auto Workers' members striking Sterling Radiator in Westfield, Mass., have been replaced by strikebreakers, as have 200 Teamster members on strike against Rite Aid Corp.'s distribution center in Rome, N.Y.

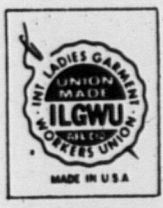
The boycott of Wardair charter airline was called by the Canadian Air Line Flight Attendants Assn. after the company locked out its 725 flight attendants.

Look for the union label.
(A handy hint for holiday giving.)



If union Santas don't look for a gift with the union label, who will?

INT'L LADIES GARMENT WORKERS UNION AFL-CIO



Average reporter top minimum nears \$450

AVERAGE top minimum for reporters and photographers on daily newspapers and major wire services under Guild contracts in the United States, Canada and Puerto Rico as of Oct. 1 was \$449.35 a week, according to data from TNG's Collective Bargaining Dept.

The average is \$34.36 higher than it was a year before, on Oct. 1, 1980, and is up by \$14.70 over the average six months earlier, on April 1, 1981.

Listed here, in descending order, are the top minimums at 148 daily newspapers and six major wire services as of Oct. 1. The table does not include the results of settlements since or deferred increases in the interim.

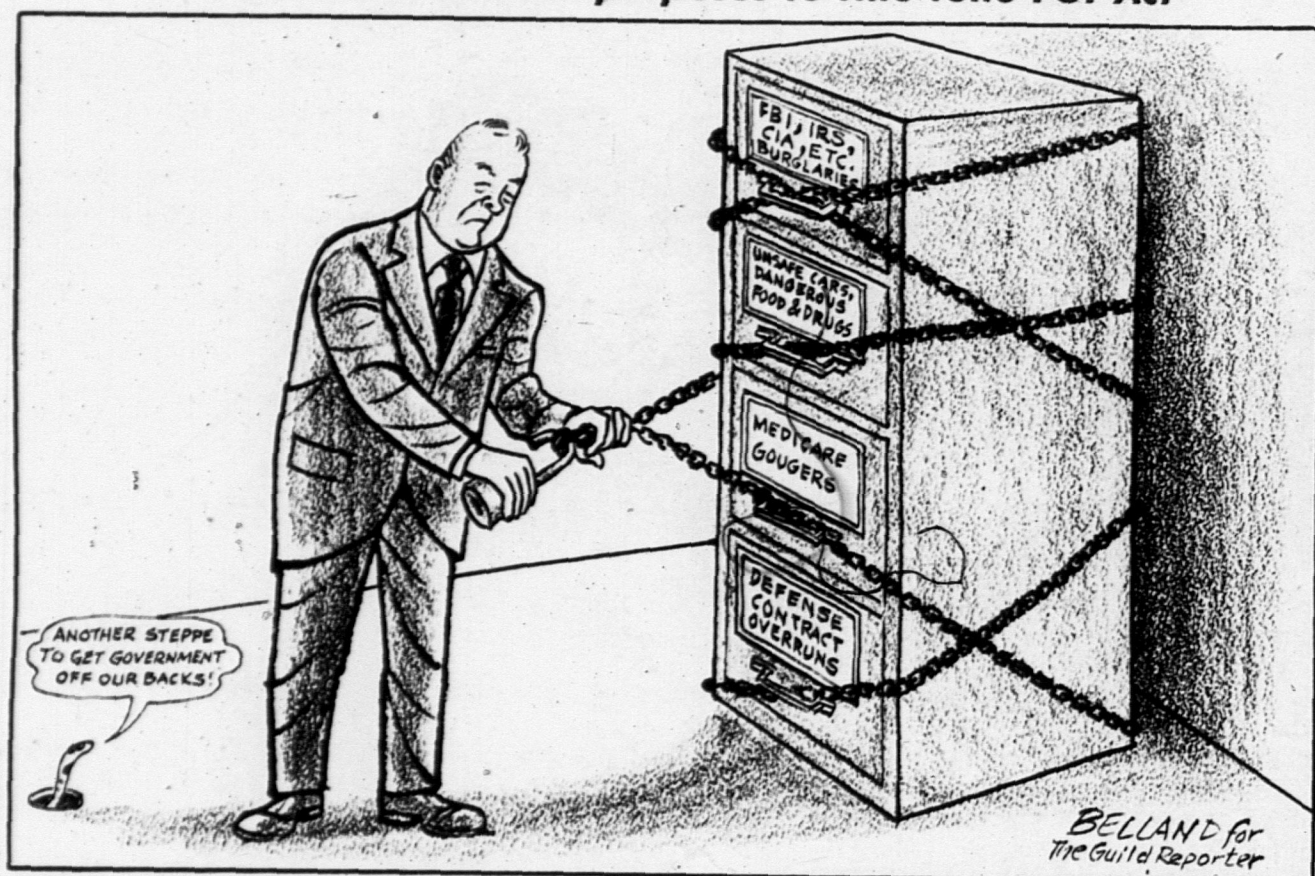
The tabulation shows 88 minimums above \$400 a week, 47 at or above \$500 a week, 11 at or above \$550 a week and four above \$600 a week.

	Minimum	After		Minimum	After		Minimum	After		Minimum	After
New York Times	\$678.11	-2 yrs.	Toronto Star	511.61	-6 yrs.	Philadelphia Journal	440.00	-5 yrs.	Oshawa Times	375.56	4 1/2 yrs.
New York News	637.81	-6 yrs.	Detroit Free Press	510.19	-4 yrs.	Joliet Herald-News	436.90	-4 yrs.	Lowell Sun	375.00	-4 yrs.
New York Post	624.40	-4 yrs.	Reuters (Canada)	509.70	-5 yrs.	Bakersfield Californian	436.00	-5 yrs.	Canton Repository	374.86	-5 yrs.
Chicago Sun-Times	601.08	-5 yrs.	Cleveland Plain Dealer	505.20	-4 yrs.	Wilkes-Barre Sunday Independent	434.75	-4 yrs.	Pueblo Star-Journal	374.41	-5 yrs.
Minneapolis Star and Tribune	587.00	-5 yrs.	Toledo Blade	505.00	-4 yrs.	Ottawa Citizen	431.88	-3 1/2 yrs.	and Chieftain	374.00	-4 yrs.
St. Paul Dispatch and Pioneer Press	587.00	-5 yrs.	Honolulu Advertiser	504.50	-5 yrs.	Call	431.75	-4 yrs.	York Dispatch	374.00	-4 yrs.
Washington Post	557.00	-4 yrs.	Honolulu Star-Bulletin	504.50	-5 yrs.	Sheboygan Press	431.75	-4 yrs.	Yakima Herald Republic	371.25	-4 yrs.
St. Louis Globe-Democrat	556.39	-5 yrs.	Eugene Register-Guard	502.75	-5 yrs.	Ottawa Citizen	431.35	-5 yrs.	Wilkes-Barre Times-Leader	369.75	-4 yrs.
St. Louis Post-Dispatch	556.39	-5 yrs.	Arkansas Beacon	500.00	-4 yrs.	Columbus Citizen-Journal	431.00	-5 yrs.	New Brunswick Home News	366.75	-4 yrs.
Richmond-Berkeley Independent and Gazette	551.34	-6 yrs.	Journal	500.00	-5 yrs.	Brantford Expositor	428.59	-4 yrs.	Tonawanda News	364.69	-4 yrs.
Denver Post	550.00	-5 yrs.	Associated Press	500.00	-5 yrs.	Erie News and Times	423.50	-5 yrs.	Knoxville News-Sentinel	363.00	-4 yrs.
Seattle Post-Intelligencer	547.10	-5 yrs.	Pittsburgh Post-Gazette	500.00	-4 yrs.	Sudbury Star	421.95	-6 yrs.	Winston-Salem Journal	360.30	-5 yrs.
Seattle Times	547.10	-5 yrs.	Cincinnati Post	500.00	-5 yrs.	Fall River Herald-News	420.71	-4 yrs.	Kingston Daily Freeman	358.56	-4 yrs.
Oakland Tribune	546.34	-6 yrs.	Kentucky Post	500.00	-5 yrs.	Manchester Union Leader and Hampshire News	420.25	-3 yrs.	San Antonio Light	352.76	-5 yrs.
San Francisco Chronicle and Examiner	546.34	-6 yrs.	Royal Oak Tribune	495.79	-5 yrs.	Pawtucket Times	419.37	-4 yrs.	Sioux City Journal	351.76	-4 yrs.
San Jose Mercury and News	546.34	-6 yrs.	Philadelphia Inquirer and News	494.94	-5 yrs.	Salem News	412.72	-4 yrs.	Battle Creek Enquirer and News	346.00	-5 yrs.
San Mateo Times	546.34	-6 yrs.	Buffalo News	492.59	-6 yrs.	Lansing State Journal	410.44	-5 yrs.	San Juan Star	342.00	-5 yrs.
Santa Rosa Press Democrat	546.34	-6 yrs.	Buffalo Courier-Express	492.58	-5 yrs.	Duluth Herald and News Tribune	409.00	-5 yrs.	Waterbury Republican and American	341.75	-4 yrs.
Tacoma News-Tribune	542.10	-5 yrs.	Long Beach Press-Telegram	490.96	-5 yrs.	Malden News	409.00	-5 yrs.	Lexington Herald and Leader	335.00	-4 yrs.
Sacramento Bee	540.72	-6 yrs.	New Westminster Columbian	486.95	-5 yrs.	Medford Mercury and Melrose News	407.75	-3 yrs.	York Daily Record	330.50	-5 yrs.
Fresno Bee	538.47	-6 yrs.	Gary Post-Tribune	480.41	-5 yrs.	Brockton Enterprise	404.25	-4 yrs.	Chattanooga Times	330.44	-4 yrs.
Stockton Record	537.08	-6 yrs.	Victoria Times-Colonist	480.04	-5 yrs.	Portland Press Herald, Express and Telegram	403.00	-4 yrs.	Hazleton Standard-Speaker	326.71	-5 yrs.
Reuters (U.S.)	536.23	-2 yrs.	Providence Journal and Bulletin	477.50	-4 yrs.	Hilo, Hawaii Tribune Herald	402.91	-5 yrs.	Waltham News-Tribune	322.00	-3 yrs.
Sacramento Union	535.39	-6 yrs.	United Press International	475.00	-5 yrs.	Lynn Item	399.50	-4 yrs.	Massillon Independent	320.00	-4 yrs.
Modesto Bee	535.00	-6 yrs.	Pottstown Mercury	457.42	-5 yrs.	Woodbridge News-Tribune	399.00	-4 yrs.	Norfolk Virginian-Pilot	320.00	-4 1/2 yrs.
San Diego Union and Tribune	531.96	-6 yrs.	Waukegan News-Sun	457.00	-5 yrs.	Indianapolis Star	394.95	-6 yrs.	Rochester Democrat and Chronicle	312.55	-4 yrs.
Detroit News	531.69	-4 yrs.	Chester Delaware County Times	455.54	-5 yrs.	Peoria Journal Star	394.00	-5 yrs.	Times-Union	312.55	-4 yrs.
Vancouver Sun and Province	530.62	-5 yrs.	Kenosha News	452.00	-5 1/2 yrs.	Great Falls Tribune	391.00	-5 yrs.	Utica Observer-Dispatch	312.00	-5 yrs.
Mt. Clemens Macomb Daily	525.80	-5 yrs.	Memphis Commercial Appeal and Press-Scimitar	450.50	-5 yrs.	Youngstown Vindicator	391.00	-5 yrs.	Terre Haute Tribune and Star	302.00	-5 yrs.
Toronto Globe & Mail	523.24	-5 yrs.	Scranton Tribune and Scrantonian	449.83	-3 yrs.	Vallejo Times-Herald	388.75	-6 yrs.	San Juan: El Mundo	289.00	-5 yrs.
Baltimore Sun and Evening Sun	522.00	-5 yrs.	Scranton Times	448.75	-3 yrs.	Jersey City: Jersey Journal	380.31	-4 yrs.	Morgantown Reporter and Dominion-Post	284.83	-4 yrs.
United Press (Canada)	521.00	-5 yrs.	Cleveland Press	448.04	-4 yrs.	Rockford Register-Star	378.50	-5 yrs.	Monessen Valley Independent	272.50	-5 yrs.
Canadian Press	514.03	-5 yrs.	Monterey Peninsula Herald	447.00	-6 yrs.	Albany Times-Union and Knickerbocker News	376.05	-4 yrs.	San Juan: El Vocero	265.00	-2 yrs.
Denver Rocky Mountain News	514.00	-5 yrs.	Harrisburg Patriot and News	440.00	-4 yrs.						
Montreal Gazette	512.00	-5 yrs.									

¹ Lower of two reporter minimums for those hired before 7/24/80. Higher of the two is \$600.44. Corresponding minimums for those hired since are \$494.16 and \$576.55.

² Strike in progress against this paper. Minimum listed is from contract before strike began.

Item: Administration proposes to fine tune FOI Act



DATELINE: OTTAWA

Owners' response to Kent report points up Liebling's accuracy

By HUGH WINSOR, Southern Ontario Guild

THE PITHIEST comment on the Royal Commission on Newspapers, established last year after the Thomson and Southam newspaper chain's own version of *Krystal Nacht*, came from one of the commission's own researchers, Walter Stewart.

"Royal Commissions do not work cures, they perform autopsies and in this case, the cause of death was already known."

Nevertheless, the Kent Commission, as it is known, offered some modest "cures" and the reaction to those proposals by the publishers, owners and editors has been predictable in its outrage.

The tintype of solution would impinge on the hallowed freedom of the press and chew away at the very roots of democracy, they thundered. Roy Megarry, publisher of the *Globe and Mail*, (now the increasingly heavier battle-cruiser of the Thomson chain) recently filled two full pages of self-serving rhetoric on the evils of Kent.

The reaction has only underlined what A. J. Liebling told us years ago: "Freedom of the press is guaranteed only to those who own one."

At the same time that Mr. Megarry was preparing his article, one of his senior reporters was being hassled out of his job with the paper. The reporter had a "conflict of interest," the

Globe's managing editor told him, because the reporter had urged other journalists to attend a meeting with some government officials who wanted to know what newspaper employees, as differentiated from editors and publishers, thought about the Kent recommendations.

SOME OF THE employees even agreed with some of the reaction of the publishers—the proposal to put editors on contract to protect them from the arbitrary whims of the owners is both offensive and unworkable, for instance.

But in all of their reaction, none of the publishers have dealt with the reason the inquest was called in the first place—the freedom of those who own presses to execute century-old institutions in obedience to the accountants' bottom line without regard to newspapers' broader role in the community.

None of the publishers have tackled the Kent assertion that newspapers are something more than ordinary businesses which thrive or wither on the vagaries of the cash register. Nor have they dealt with many other aspects of the Kent investigation.

The Kent research, laid out in black and white the paucity of attention paid by most newspaper owners to editorial quality.

Most people would agree that a newspaper's principal product is news—that is what gives the business its name. But the Canadian newspaper industry spends on average only about 15 percent of its cash flow on the acquisition and polishing of its basic product. Compare that with the average profit over the last seven years of 33 percent on invested capital.

Nor have the publishers responded to the Kent assertions about their lack of training and education programs. Or to the criticisms of their jointly owned co-operative, Canadian Press. One of the major reasons for CP's shortcomings is the fact that publishers are prepared to pay only about half a cent per newspaper sold for the service, which for many Canadian newspapers (especially in the Thomson chain)

is the basic filler around the ads.

There may be some correlation between Canada's increasing insularity and the fact that the share of CP's budget for originating its own foreign coverage has dropped from 2.3 percent to 1.1 percent over the past five years.

The Kent Commission did note the exceptional quality of the *Globe and Mail*, but cast doubts about its association with Thomson. *Globe* publisher Megarry devoted a considerable portion of the article mentioned above in praise of his relatively new foster parent.

THE NEW NATIONAL edition transmitted across the country by satellite and \$4 million of new capital equipment would not have been possible without Thomson, he argued. His thesis would have been more convincing if he were prepared to publish the *Globe's* own balance sheet.

Few would believe that a business organization with the obvious current prosperity of the *Globe and Mail* could not afford to finance a \$4-million capital expenditure without the help of North Sea oil. But the *Globe* doesn't publish its balance sheet. As Mr. Liebling reminded us, that's part of the guarantee of freedom of the press to those who own one.



International Election & Referendum Committee, voter eligibility and election materials distribution meeting, Nov. 30, TNG headquarters, Washington.

Voting period, Guild-wide referendum on repealing convention-enacted 50-cent dues increase, Dec. 15-20, all locals.

Referendum ballot counting by local election committees, Dec. 21 or 22, all locals.

Deadline for postmark on official returns to IERC reporting results of referendum voting, midnight Dec. 24, all locals.

International Election & Referendum Committee, meeting to tabulate and certify referendum results, January, day to be determined, TNG headquarters, Washington.

Guild Service Award, entry deadline, Jan. 15, at TNG headquarters, Washington.

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

Editorial

Cutting more 'safety nets'

A much clearer picture is emerging of the threat the Reagan administration poses to the federal labor-management relations policies and systems that are largely responsible for the general industrial peace the United States has enjoyed the last 40 years.

There are the president's first two nominees to the National Labor Relations Board.

One of them, Robert P. Hunter, was a top aide to Sen. Orrin G. Hatch (R-Utah) and played a key role in the big business-right wing campaign that just two years ago scuttled the bill that would have reformed labor law so that it would be more effective against the tactics developed by today's anti-union employers and the consultants they employ to subvert employees' right to organize and bargain.

The other, John R. Van de Water, Reagan's nominee for NLRB chairperson, was for 30 years a labor-relations consultant to management. As recently as eight years ago he boasted that unions had lost all but five of "the last 130 [representation] elections I've personally been involved in" [Guild Reporter, Oct. 23].

Now there are the Reagan-budget cuts for the NLRB.

In the federal fiscal year just ended, Reagan cuts held the increase in the NLRB's expenditures to just 5.5 percent even though, as *Business Week* magazine pointed out Oct. 12, the increase in its case load required a 10 percent increase.

In fiscal 1982, the administration is proposing actually to cut the NLRB's budget by 12 percent, to \$112.9 million from 1981's \$118.5 million.

So what, everybody knows there's a lot of fat in every federal agency, right? Well, not in the NLRB. As *Business Week* reported, "for more than 20 years the NLRB has been held up by the General Accounting Office and other analysts as a model of efficiency."

Consider also that the only cuts possible in the NLRB's spending are in staffing and travel, which account for 80 percent of its annual expenditures.

Without at least its current level of staffing, agency sources estimate that the NLRB's backlog of unfair practices cases will increase fivefold and prompt representation elections will become more and more difficult to obtain. Scare talk?

Witness what just happened in Bangor, Me. The Guild filed a petition Oct. 9 for an election among 160 employees at the Daily News with the NLRB's regional office in Boston, 200-plus miles from Bangor. Before the Reagan cuts, the NLRB would have sent an officer to Bangor to iron out details for the election. Now, however, the Guild and management had to go to Boston. For the Guild that meant paying travel and lost time expenses for four people from Bangor and also paying lodging, as well, for six others—all 10 potential witnesses in the hearing. The hearing consumed four days [story, page 4]. Luckily, there is still enough in the NLRB budget so it can afford to send an officer to Bangor to conduct the election.

The NLRB is one of the "safety nets" for the U.S. system of labor-management relations. Neither workers, their unions, their managements, or the nation can afford to have budgetary slashes reduce its effectiveness.

The Guild Reporter



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BARBARA E. NELSON, Assistant Editor

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November 13

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20

Area Code 202-296-2990

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GR's deadlines moved forward

Washington—The Guild Reporter's deadlines for news and special material has been moved forward by two days for its Nov. 27 issue because of the Thanksgiving holiday.

Deadline for news intended for the issue is Friday, Nov. 20; for special materials, such as statements and ads by the two sides in the Dec. 15-20 dues-increase referendum, is Wednesday, Nov. 18.

Deadline for letters-to-the-editor remains unchanged—Friday, Nov. 20.

There will be but one issue of the Guild Reporter in December, published on Friday, Dec. 18.

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