

VIP-ing you a merry Xmas!

The "VIP Christmas Caroleers"—strikers and friends of members of the five unions that struck the Donrey chain's Times-Herald 3½ years ago—warm up for a series of appearances at such places as retirement homes and hospitals in and around Vallejo, Calif. The group is sponsored by the V.I.P. (Vallejo Independent Press), the interim newspaper published by the five unions, including the Guild.

Meanwhile, in Wilkes-Barre, Pa., the Citizens' Voice, published by the four unions that struck Capital Cities' Times Leader just over 3 years ago held a Christmas party for the children of members of the newspaper unions and of PATCO. (Picture, Page 6.)



WESLEY GIBSON, JR./Vallejo Unit/San Francisco-Oakland

Youngstown pact zaps \$142 gap, adds \$95 to tops

Youngstown, Ohio—A \$142-a-week disparity between "society" and other reporters is eliminated and the top minimum for key advertising circulation and news employees is raised by \$95 a week in a new three-year agreement between the Youngstown Guild and the Youngstown Vindicator.

The \$142 differential will end March 1 when the lower-paid classification of "society reporter" is eliminated and incumbents are upgraded to the reporter classification.

The \$95 increase takes the top minimum for reporters, photographers, artists, rewrite and deskpersons to \$486 a week. The in-

crease comes in four steps with \$30 retroactive to last March 1, another \$30 from next March 1, \$25 from March 1, 1983, and \$10 from Sept. 1, 1983.

The top minimums for outside classified advertising salespersons and outside circulation personnel, also are raised by \$95 a week, going to \$456 and \$464 respectively on Sept. 1, 1983.

Elimination of a separate classification for the correspondent in a nearby community also wipes out a large disparity between the old minimum for that job and the reporter top minimum—\$249.

The agreement calls for crea-

(Continued on Page 2)

Antitrust: P-I not 'failing'

Page 8

Local officer signup begins

Page 3

TNG, ITU copublish VDT manual

Page 2

Humanizing the VDT WORKPLACE

THE GUILD REPORTER

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

Vol. XLVIII, No. 22

Washington, D.C.

December 18, 1981

Trustees boost pensions under portable TNG plan

Washington—Monthly pensions for future retirees under TNG's International Pension Plan are boosted by as much as 32 percent beginning Jan. 1 and pensions of current retirees covered by the plan are increased by 10 percent on the same date under a package of improvements adopted by the plan's trustees Dec. 1.

The monthly benefit for the 23 retirees and one survivor currently collecting pensions under the portable, multi-employer plan will be increased by an average of \$15.28.

Acting on the recommendation of the plan's actuary, the trustees unanimously agreed both to raise the rate for calculating future pension benefits and to increase from 25, to 30, the maximum years of service considered in computing benefits.

The new rate for computing monthly benefits is 77 percent, up from 70 percent, of the employer's weekly payment to the plan at the time of retirement times

the employee's years of service.

The maximum monthly benefit for an employee on whose behalf an employer pays \$20 a week to the plan is increased by \$112, to \$462, under the revised formula. Normal retirement age under the plan continues to be 65.

Past service of new partici-

pants is included in computing benefits but the benefit rate for those years is limited to that produced by a \$20-weekly employer payment to the fund.

The plan, which covers nearly 1,150 Guild-represented employees in 15 units, currently allows

(Continued on Page 2)

TNG, NFLPA leaders set talks on 'incidents'

Washington — A protest by TNG President Charles A. Perlik, Jr., over the latest known physical confrontation between a sports reporter and a professional football player has brought an invitation to Perlik to meet with the union representatives of players on all 28 teams in the National Football League.

The invitation, which has been accepted, came from Edward R.

Garvey, executive director of the NFL Players' Assn., after he and Perlik held a wide-ranging discussion of problems members of each union have encountered in dealing with members of the other. The meeting is scheduled for the first week of February.

Perlik said he and Garvey agreed that there is a definite "union interest" for both the

(Continued on Page 6)

U.S. labor: Gompers (and Foster) to Kirkland

IT IS 1881. Post-Civil War America enters the industrial age. A national transportation and communication system of railroad-ties and telegraph wires links East to West and creates a national market for products.

Economic power centralizes in cities, where businesses, lured by greater profits, relocate. Millions of Americans follow, leaving the self-sufficient lifestyle of the farms and small towns be-

hind for the drudgery of factory work.

The new industrial workers are no longer treated as craftsmen, meticulously producing finely wrought products, but as machinery. They spend 10, 12, even 16 hours a day on assembly lines in hot, unventilated factories. Public education does not exist for children of the laboring class, so industry puts them to work. Boys and girls as young as eight make ten cents a day

in textile mills, risking fingers as they reach into moving machinery to repair snapped spindle threads.

IT IS A BUYER'S market for industry. Competition for work keeps wages low as 10 million Germans, Irish, Poles, Czechs, Italians and others flee poverty and oppression in Europe for America. The rivalry turns worker against worker at factory gates, where jobs are won

by the lowest bidders. Unrest grows.

It was out of these times that the modern labor movement in the United States was born. Responding to the challenge of the new industrial era, 107 delegates from unions representing 262,000 iron and steel workers, glass blowers, printers, molders, carpenters, cigar makers and others—met in Pittsburgh on November 15, 1881, and es-

(Continued on Page 4)

Second VDT bill in Ontario is most sweeping in scope

Toronto—A second bill aimed at assuring the health and safety of employees who operate video display terminals has been introduced in the Ontario legislature.

The latest bill, introduced by Richard Johnston, a member of the New Democratic Party, is more sweeping in its scope and detail than any introduced before it on either side of the border.

Like the first VDT bill introduced in the Ontario legislature—by a member of the governing Progressive - Conservative party [Guild Reporter, Nov. 27]—the newest is a "private member bill."

The Johnston bill would require that all new VDTs sold or leased in Ontario be tested to show no radiation emission other than visible light and be equipped with radiation shields conforming to regulations that the Lt. Governor in Council would be directed to establish.

It would also prohibit the use of old terminals failing to meet those criteria, although employers would have a year following the bill's passage to bring machines into conformance with the act.

In addition to requirements included in earlier VDT bills—detachable keyboards, adjustable chairs, adjustable tables, brightness and contrast controls—the newest bill would require:

- ✓ Work stations equipped with adjustable copy holders.
- ✓ Character size and color conforming to regulations to be established.
- ✓ Anti-reflection filters on all terminals, plus readily adjustable artificial and natural office lighting that would maximize use of indirect lighting and minimize glare.
- ✓ Individual adjustable lamps

U.S. cutbacks seen forcing tack on safety

Los Angeles—The Reagan administration's cutbacks in staff and funding for federal agencies charged with research and enforcement in occupational safety and health will force unions to place greater emphasis on the subject in bargaining and to press state legislatures for statutory protection.

That was the message to the American Public Health Assn.'s annual meeting here Nov. 2 in a paper by Helen Palter, president of the San Francisco-Oakland Guild delivered by Linda Zink, Los Angeles Guild administrative officer.

Outlining unions' growing concern about health and safety hazards involved in office work, particularly in work with video display terminals, the paper sketched the difficulty Bay Area unions had in persuading the federal government to undertake the study of VDT hazards that resulted in the guidelines issued late last winter.

A "VDT coalition" of Bay Area unions has been formed primarily "to develop a statutory standard for California VDT users" based on those recommendations, the paper reported.

equipped with dimmer switches at each terminal.

✓ Flicker rates on display tubes that would meet minimum standards to be prescribed by regulation.

✓ Printers located in the same room with a VDT be equipped with acoustic protection to reduce noise levels.

The bill, like earlier ones, would require maintenance of terminals at least every six months and would also require lighting surveys of VDT work areas as well as radiation tests semiannually.

It calls for 15-minute rest breaks after each hour of VDT work and would prohibit work at a VDT for more than one hour continuously or for more than four hours in a 24-hour period.

Employees whose normal working hours exceed four would be permitted to perform "reasonable alternative work" for the remainder of their shift.

An employee who believes she may be pregnant would, on request, be allowed to work away from the terminal for up to 90 days or for the duration of pregnancy on certification of the condition by a doctor.

The bill also would permit an employee to refrain from terminal work on a doctor's certification that he or she is suffering from a physical condition that might be caused by operating the VDT, pending inspection of the VDT and any necessary repair, a test for radiation emission and determination that all safeguards are being complied with.

It would mandate an employer-paid ophthalmological examination during working hours at least every six months and reimbursement for the cost of prescribed lenses and frames.

Monitoring of an individual employee's productivity through a VDT would be prohibited.

The legislative proposal calls for the establishment of health and safety committees that include VDT operators.

The proposal was drafted with assistance of the Toronto Ad Hoc Committee on VDTs composed of representatives of more than a half dozen unions, including Linda Torney of the Southern Ontario Guild.

Tops up by \$95, disparity wiped out in Youngstown

(Continued from Page 1)

tion of a joint committee to discuss and make recommendations about the conditions surrounding video display terminals and the equipment used in conjunction with the machines. The committee, which is to meet within five days of a request by either party, is also to consider any reports or studies issued about the use of VDTs.

Beginning on Jan. 1, employees regularly working on VDTs will be provided annual eye examinations, and the contract calls for the company to continue to maintain and clean the terminals.

The company's payment for dental insurance is increased by \$1.30, to \$4.30 per week, over

the term of the contract and its weekly payment to the pension fund is raised by \$2, to \$19.27 per employee.

The service required for a fifth week of vacation is reduced by three years, to 22 beginning in 1982.

Other increases over the contract's three-year term and resulting new top minimums include:

Telephone solicitors—Up by \$52.55 a week to \$252.05.

Secretaries, booking clerks—Up by \$55.45 a week, to \$266.15.

Editorial and library clerks—Up by \$46.10 a week, to \$236.

Copy carriers—Up by \$41 a week, to \$210.

TNG, ITU copublish VDT manual

TNG and the International Typographical Union have jointly prepared and published "Humanizing the VDT Workplace," a 48-page "health manual for local officers and stewards."

Copies of the manual will be distributed to top officers of each local of each of the unions and additional copies will be available to the locals.

VDTs present both the ITU and the Guild with "a common health and safety problem of unprecedented size and scope," the presidents of the unions—TNG's Charles A. Perlik, Jr., and the ITU's Joe Bingel—stated in a joint "foreword."

"Common problems respond best to common solutions, and it is our hope" that the manual "will enable our locals to better advance and preserve the health and safety of their members," they added.

The manual is intended to be "a guide to identifying VDT health and safety problems as they arise (or, better still before they arise) and eliminating or reducing them," the presidents pointed out.

It is a joint effort "to present, to the best of our ability, the knowledge of recognized authorities in the field at this time," they wrote, pointing out that it is not intended to be a bargaining manual nor to establish safety requirements for VDT operation.

A chapter on "Getting the Right VDT" deals separately with the keyboard, the screen, and the character and phosphor colors. One on "Light: Let There Be Less" discusses lighting levels and glare. "Workplace Design: The Importance of Flexibility" has sections on chair, table, footrest and copyholder. The chapter on eye examinations counsels locals on how to proceed in obtaining examinations suitable for VDT operators.

Specific recommendations are made in all areas, in the words

of the introduction, "to the fullest extent possible under current knowledge."

"In the VDT environment of most U.S. and Canadian newspaper plants—which ranges from barely tolerable to atrocious—adoption of the recommendations on which virtually all authorities agree would produce by comparison an electronic Eden," the manual asserts, adding:

"The cost, in terms of the news industry's profitability—enhanced enormously by these very VDTs—is small. The benefits, in terms of human health and well-being, are uncountable."

The manual does not deal

with radiation testing for two reasons, it states:

Because it is "a specialized field that must be hand-led by professionals, using expensive and finely calibrated instruments . . ."

And because "the possibility of radiation hazards is a separate area of the VDT health and safety problem that must be approached in an entirely distinct manner."

The handbook was written by David J. Eisen, TNG director of research and information, in consultation with Horst Reschke of the ITU, and was designed and printed at ITU headquarters in Colorado Springs.

Humanizing the VDT WORKPLACE

A Health Manual for Local Officers and Stewards

THE
NEWSPAPER
GUILD
(AFL-CIO, CLC)

INTERNATIONAL
TYPOGRAPHICAL
UNION
(AFL-CIO, CLC)

Benefits upped in TNG pension

(Continued from Page 1)

for employer payments of up to \$40 per employee per week, with higher payments permissible on the approval of the trustees.

The highest employer payment currently being made to the plan is \$40 per employee per week; the lowest is \$5 a week.

Under the newly adopted benefit formula, the monthly pension of an employee retiring at age 65 with 30 years service whose employer was contributing \$40 a week would be \$924, up from \$700 under the old formula.

The maximum monthly pension produced at the \$5 weekly contribution level is \$115.50, up from \$87.50 a month.

The trustees also reduced the amortization schedule for paying off the plan's liability to 25 years, from 30 years. Although federal legislation permits multi-employer plans such as TNG's to amortize liabilities over a 40 year period, the adoption of an accelerated schedule demonstrates the soundness of the Guild plan and should encourage participation by allaying concerns over employer liability, the trustees pointed out.

The Los Angeles Guild's Daily Racing Form unit is the most recent to join the plan. A jointly-trusted Guild-Racing Form plan merged with TNG's Aug. 1, producing immediate increases of 31.25 percent in the benefit rate for future retirees from that unit.

Following the Jan. 1 improvements in TNG's plan, the monthly benefit rate on the Racing Form's \$15 weekly payment will be in-

creased by \$3.55, to \$11.55.

A Racing Form employee retiring under the new formula after 25 years of service at age 65 will receive a monthly pension of \$288.75, \$88.75 a month more than under the old Guild-Racing Form plan.

Richard J. Ramsey, executive secretary of TNG's contracts committee, assisted the Los Angeles Guild in effecting the merger of the two plans.

Meanwhile, William J. Dow, general manager of the Los Angeles Racing Form, joined David J. Willett, publisher of the Wayne Eagle, as a management trustee of the plan.

Guild trustees are TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, and International Representative Willard Hatch.

The assets of the TNG plan, established in 1977, now exceed \$2.5 million.

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, except monthly in April and December, at 1125 15th St. NW., Washington, D.C. 20005. \$15 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.
Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #835, Washington, D.C. 20005.

Nine locals enroll first in new officers' seminar

Washington—Nine locals already had registered by Dec. 17 for TNG's first residential seminar for new local officers to be held Feb. 12-15 to provide new officers with basic tools and skills that will help them function more effectively.

Meanwhile, it was announced that the program will include eight sessions, ranging from finance and administration to strike preparation and interunion co-operation, and will be conducted by TNG officers and staff.

The seminar is designed primarily for new officers of smaller Guild locals which do not have their own professional staff. TNG will subsidize, in part, room, board and travel expenses of one participant each from such locals.

The seminar will be held, and participants housed, at the AFL-CIO's George Meany Center for Labor Studies located on a 47-acre campus in suburban Washington.

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 program:

✓ Friday night. Overview: The Guild today, how we got here, where we (and the industry) go now.

✓ Saturday morning. Local Administration: What makes a good local good. Separate sessions for presidents (leadership, program, participation, communication) and treasurers (financial practices, membership records, reporting requirements, dues—and don'ts).

✓ Saturday afternoon. Organizing: Who, what, where, when, why—and how.

✓ Sunday morning. Collective Bargaining: Preparation, presentation, co-ordination, justification.

✓ Sunday afternoon. Contract enforcement: Investigation, inter-

pretation, negotiation, arbitration.

✓ Monday morning. Conclusion: Interunion co-operation, strikes, strike preparation.

On Saturday and Sunday evenings, there will be early, after-dinner sessions on safety and health and women's and minority rights.

A meeting of TNG staff, including field staff, is scheduled to follow the seminar, with staff members arriving Sunday in time to meet with seminar participants.

In addition to newly elected local officers, particularly presidents and treasurers, the seminar, as authorized by the 1981 Convention, is open to other active local leaders such as bargaining chairpersons and, this first time around, to local officers with limited experience in office.

In a letter to locals announcing the seminar, Ellis T. Baker, TNG director of administrative operations, emphasized, however, that locals should understand that the seminar is not intended as a general educational program but, in the words of the convention, as a concise "nuts-and-bolts primer on the basic tools a new Guild local officer will most immediately need to begin functioning effectively."

The cost of room and board to participants eligible for TNG subsidies is, \$38 a day, \$114 for the seminar weekend, including dinner on Friday and lunch on Monday. Details of the travel subsidy, which ranges from 60% to 80% depending on distance, and costs to other participants are set forth in the seminar announcement.

So that TNG can know in advance how many participants to expect, Baker urged locals not to wait until their new officers are elected to decide on their participation but to inform TNG of their intentions now, if possible.

As of Dec. 17, early registrations had been received from



GEORGE MEANY STUDIES CENTER—SITE OF TNG'S NEW LOCAL OFFICERS' SEMINAR
Suburban Washington campus is located on 47 acres in Silver Spring, Md.

these nine locals: Albany, Chattanooga, Lake Superior, Lexington, Pueblo, San Antonio, Terre Haute, Youngstown and the Wire Service Guild. Albany said it plans to send both its president and its treasurer.

In authorizing the seminar, the convention said that one of Guild's most pressing educational needs is the "provision of such assistance on a regular basis to new local officers, particularly officers of the majority of locals that have no professional staff of their own."

"If your local is one of that majority, I hope you will make every effort to take advantage of the subsidies offered you and participate in this first new officers' seminar," Baker wrote. "If enough of you do, we intend to continue it on an annual basis."

100,000 Canadian workers protest high interest rates

Ottawa—An estimated 100,000 union members, farmers and other workers, including some Guild members, joined a march on Parliament Hill Nov. 21 to protest government economic policy—particularly high interest rates.

"We are all victims of the government's insane economic policy," Dennis McDermott, president of the Canadian Labour Congress, told the crowd that gathered in freezing temperatures.

"We will no longer accept the paternalism, the inequities and the incredible lunacy of the government's current approach to economic policy," McDermott declared.

Interest rates in Canada, which traditionally follow the path of those of its neighbor to the south, had risen beyond 20 percent earlier in the fall. Home mortgage interest rates had risen to a high of 22 percent, declining slightly, to 17 percent, late in November.

High mortgage interest rates have an even greater impact on workers in Canada than in the United States, since most mortgage loans made since the late

1960s must be renewed every few years, some more recent loans even annually.

This condition compounds the problem of high interest rates depressing the home building industry, causing a slump in real estate sales and inflating the price of home purchases.

One participant who had just renewed a mortgage at 20 percent told the Ottawa Citizen that his monthly payment had soared from \$385 to \$710. Another speculated that his \$732 monthly mortgage payment might rise to over \$1,000 a month when renewed at the end of this year.

Although the government has estimated that 30,000 to 40,000 homeowners faced with renewing mortgages at the high interest rates will be unable to make the higher payments, it maintains that interest must remain high until inflation declines.

Finance minister Allan MacEachen has promised, however, to explore reducing interest rates for homeowners who have been forced to renew mortgages at rates over 20 percent.

30,646 eligible to vote on 50¢

Washington—A total of 30,646 Guild members in the United States, Canada and Puerto Rico were eligible to cast ballots in the Dec. 15-20 Guild-wide referendum on a motion by the Philadelphia Guild to repeal the 50-cent-a-month dues increase enacted by this summer's TNG Convention.

The eligible voters were certified by TNG's International Election and Referendum Committee at its meeting here Nov. 30. The committee set Jan. 8 as the date

it will reconvene to certify the results of the referendum. [The outcome will be reported in the next Guild Reporter, scheduled to come off the press on Jan. 15.]

The governing bodies of two more Guild locals, meanwhile, had voted to urge members to vote against repeal of the dues in-

crease in the referendum.

Actions by the executive board of the San Diego Guild and by both the executive committee and representative assembly of the San Francisco-Oakland Guild brought to at least seven the number of locals that had endorsed retention of the 50 cents.

Two judges selected for Broun Award

Washington — Georgie Anne Geyer, nationally recognized reporter and syndicated columnist, and Albert A. Eisele, former long-time Knight-Ridder Washington correspondent, have been selected as judges for TNG's 1981 Heywood Broun Award competition.

Award chairperson Edward S. Gilbreth, a former TNG vice president, announced the selections and said he expected the third judge to be named shortly.

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

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

Deadline for receipt of entries is Jan. 15. The judges will meet Jan. 23 and the winner will be



GEORGIE ANNE GEYER

announced on Jan. 25.

Geyer, a former Chicago Guild member, was a reporter and then a foreign correspondent for the old Chicago Daily News. She began writing a column and was syndicated by the Los Angeles



ALBERT A. EISELE

Times in 1975. In 1980 she joined the Universal Press Syndicate.

Author of several books, she is a regular magazine contributor and frequently participates on television and radio news-commentary shows.

Among honors she has received are the Overseas Press Club Latin America Award and the Maria Moors Cabot Award from Columbia University.

Eisele, press secretary to former Vice President Walter F. Mondale, joined the newly formed Center For Democratic Policy, a research organization, earlier this year.

He was appointed to Mondale's staff in 1976 after 11 years as Washington correspondent for the Ridder, then Knight-Ridder, newspapers.

Previously he was a reporter for the St. Paul Dispatch & Pioneer Press, where he was a member of the Twin Cities Guild.

He is author of a dual biography of Hubert H. Humphrey and Eugene J. McCarthy—Almost to the Presidency—and numerous magazine articles on politics and government. Among his honors is one for public affairs reporting from the American Political Science Association.

Boost for defenses OK'd in Harrisburg

Harrisburg—Members of the Harrisburg Guild, anticipating difficult contract talks with Newhouse's Patriot-News Co. in 1982, have approved a quarter percent increase in weekly dues to strengthen the local's strike fund.

The membership previously had approved a local-fund buildup by voting to retain the full dues schedule ended by TNG on May 1 when the international defense fund reached \$4 million.

Chuck Muir, Harrisburg's president, called the decisions "a clear signal that the members have the resolve necessary to win a contract that justly compensates them for their work."

The current contract, which increased the top reporter minimum by \$64, to \$440 a week, expires June 30.

U.S. labor: From Gompers (and Foster) to Kirkland

(Continued from Page 1)

established the Federation of Organized Trades and Labor Unions (FOTLU).

The FOTLU became the first federation of unions representing workers in the skilled trades exclusively. Led by Samuel Gompers of the Cigar Makers' Union (William H. Foster of the International Typographical Union was a member of the executive committee), the federation saw collective bargaining, strikes and political action as the only means to bring about higher wages and better working conditions. Its goals became a rallying point for millions:

- ✓ Compulsory and free education for all;
- ✓ Laws prohibiting employment of children under the age of 14;
- ✓ A national eight-hour work day;
- ✓ A ban on wage payments in "scrip";
- ✓ The repeal of anti-conspiracy laws directed against unions.

Five years later, on December 8, 1886, the federation evolved into the American Federation of Labor—a larger, stronger and more closely knit organization of 25 national unions. Gompers became its president, and Peter McGuire of the Carpenters Union, its secretary.

What we want, declared Gompers, is "more school houses and less jails; more books and less arsenals; more learning and less vice; more constant work and less crime; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures."

TODAY, 100 years later, as the majority of American workers—union and non-union—enjoy such everyday benefits as paid vacations and holidays, employer-paid insurance and pension plans, it is sometimes hard to fully realize the impact that the early labor movement had on American society.

When the FOTLU was created, the attitude of America's industry and government leaders towards labor was openly hostile. Labor leaders were viewed as anarchists seeking to destroy the fabric of society; their goals were attacked as subversive. "Un-American," is how the New York Times labeled the AFL's goal for the eight-hour day.

Largely responsible for this attitude was the philosophy of "Social Darwinism," which was imbedded in the thinking of the day. Steel magnate Andrew Carnegie expressed it when he wrote, "Competition may be sometimes hard for the individual, but it is good for the race because it ensures the survival of the fittest." Americans were supposed to pull themselves up by their bootstraps. Hard work and

sheer determination were seen as the only necessary ingredients to success. Those who failed were "weak" or "lacking initiative."

But when groups of individuals who had formed unions took the initiative to improve their lot, they were either ignored by their employers or, more often, turned back with violence:

✓ A one day strike for the eight-hour day in Chicago in 1886, resulted in four workers being shot and killed by police. Later, at a rally in Chicago's Haymarket Square to protest the killings, a bomb exploded, killing 11 more.

✓ When coke oven workers struck the Carnegie Steel Company in Homestead, Pa., in 1891, seeking the eight-hour day and better working conditions, the company's president broke the strike and retaliated by reducing the workers' wages. When the workers struck again to protest, the company called in 300 Pinkerton detectives. Seven workers were killed.

✓ When railroad workers engaged in a sympathy strike against the Pullman Manufacturing Company in Chicago in 1894, President Cleveland swore in 3,400 deputies and sent in federal troops to break the strike.

While there would be many more battles fought over the eight-hour day, it would be the early 20th Century before the concept was accepted by industry.

It was about that time, on the eve of the first World War, that the AFL came into its own as an influential

force. By 1912, the two-million member AFL succeeded in getting 17 trade unionists elected to the U.S. House of Representatives. The Dept. of Labor was created, and its first Secretary, William Wilson, a former coal miner and union member, addressed delegates to the AFL's 1913 convention as "my fellow trade unionists." Industry reacted in horror and the Los Angeles Times headlined Wilson's address as "Treason in the Cabinet."

But despite the protests, where and how the American worker lived and worked was no longer a matter of indifference to the public. The AFL won major legislative gains during the administration of President Woodrow Wilson, who believed that workers and industry had to be equal partners. Enacted were three of the goals set more than 30 years before by the founders of the FOTLU:

✓ The Clayton Act exempted unions from prosecution as conspiracies and established strikes, picketing and boycotts as lawful activities;

✓ The Adamson Act established the eight-hour day on the railroads;

✓ The Keating-Owens Act, the nation's first labor law, protected children against industrial exploitation.

When the United States entered World War I, production needs increased and unions grew at an enormous pace. Gompers was named to the National War Labor Board, created to promote industrial peace, and the principle of collective bargaining

on government contracts was endorsed by the federal government. Workers' wages jumped from 22 cents an hour before the war, to 47 cents by 1919.

BUT AFTER THE war, the relative peace between labor and industry was shattered. Employers broke unions by using "yellow dog" contracts that required workers to promise, as a condition of employment, that they would not join unions.

Strikes and violence increased. When the AFL supported a strike by steelworkers for the eight-hour day in Gary, Ind., the company accused the union of being "unpatriotic." Strikebreakers were sent in and the strike collapsed.

The "Roaring Twenties" were not a cause for celebration by labor, as a rising tide of anti-unionism and the conservative policies of the Hoover administration dealt a serious blow to the labor movement. The Great Depression added the final blow as unemployment reached 14 million. One third of the country's workers were jobless, and the AFL's membership dropped by half. The country experienced poverty on a scale unprecedented on this side of the Atlantic. Unemployment insurance, food stamps and welfare did not exist. People had to rely on handouts.

Hoover's successor, Franklin D. Roosevelt, was not content to let the government sit back and do nothing. Within the first 100 days of his admin-

istration, industrial production doubled, thanks to the passage of major legislative initiatives. At the heart of his national recovery program was the Wagner Act. For the first time in American history the government recognized labor's right to exist.

The act established the National Labor Relations Board and provided the mechanism by which workers choose unions to represent them. It established collective bargaining as labor's right, and as a matter of national policy. Most importantly, the act offered protection for workers against coercion and intimidation by employers, set penalties for employers found guilty of committing unfair labor practices and sought to require employers to bargain in good faith.

Passage of the Wagner Act had a dramatic effect on unions which quickly took advantage of the new law, registering major organizing victories.

[It was in this period that the Newspaper Guild was formed, first as a union exclusively for editorial-department employees. It was not affiliated with the AFL. See story below.]

The favorable atmosphere towards labor during the Roosevelt administration resulted in the passage of much legislation that still protects workers today:

✓ The Social Security Act provided unemployment insurance for the unemployed, and old age assistance to retirees;

✓ The Fair Labor Standards Act

established the minimum wage and the 40-hour work week;

✓ The Walsh-Healey Act prohibited the employment of boys under 16 and girls under 18 in government contract work.

THE MAJOR organizing victories won by labor during the New Deal, however, caused a serious break in the AFL, when John L. Lewis, president of the United Mine Workers, led his and other industrial unions out of the federation, and established the Congress of Industrial Organizations.

[International Typographical Union President Charles Howard was the first secretary of the CIO, though the ITU itself did not affiliate with the upstart federation. The ITU was expelled from the AFL in 1939 after its membership voted by more than 3 to 1 not to pay a special AFL assessment levied to contest the CIO.]

[The Guild, meanwhile, affiliated with the AFL in 1936 and then the next year affiliated with the CIO after extending membership to newspaper employees outside the news rooms.]

... And then came the Guild ...

WHILE printers had been organizing sporadically on the local level since 1776 and the Typographical Union had been functioning nationally since 1852 and internationally since 1869, there was no union representing newspapers' advertising, business-office, circulation or news employees in 1881.

It was, in fact, 10 years later—1891—before the first newspaper writers' union was established—in Pittsburgh, chartered by the ITU. Between then and 1919, the ITU chartered 59 others. Six lasted more than five years, including Scranton Newspapers' Union No. 3, chartered in 1904. In October 1943 it became, and continues to be, the Scranton Newspaper Guild.

(The ITU formally surrendered jur-

isdiction over newswriters in 1923 to the American Federation of Labor. The AFL had plans to, but never did, form a national newswriters' union.)

During the first three decades of the 20th Century there were abortive efforts to form independent newswriters' unions and "protective societies" in several cities, and at least one unsuccessful effort to form an independent national "association."

The serious unemployment and severe wage cuts that followed the Crash of '29, plus the National Industrial Recovery Act of 1933 spurred a new wave of newswriters' unions, under a variety of names, in cities throughout the United States and inspired the column by Heywood Broun in the Aug. 7, 1933, New York World Telegram that launched the American Newspaper Guild.

Noting that printers and other craft-union members were enjoying a security unknown on those dark depression days to the unorganized editorial workers, Broun prescribed a union:

"The fact that newspaper editors and owners are genial folk should hardly stand in the way of the organization of a newspaper writers' union. There should be one. Beginning at 9 o'clock on the morning of Oct. 1, I am going to do the best I can to help in getting one up."

Letters and telegrams began pouring in to Broun from the length and

breadth of the country. "We're with you," they said. "What next?" On Dec. 15, 1933, 37 delegates from 17 cities met in Washington in the Guild's founding convention. Broun was acclaimed president. The fledgling union limited its membership to editorial-department employees. It also shied from affiliation with organized labor at large, then the AFL.

The 1935 Convention amended the union's constitution to make one of the Guild's purposes "to promote industrial unionism in the newspaper industry." In 1936 the Guild affiliated with the AFL and the next year, in a pair of actions actively promoted by Broun, the Guild affiliated with the Committee for Industrial Organization (the CIO) and extended membership to employees in advertising, business office and circulation departments.

In 1949, the first Guild contract in Canada was signed; in 1962, the first contract was signed in Puerto Rico. In 1971, in recognition of the union's multinational membership, the word "American" was removed from the union's name.

The Guild will mark its 50th anniversary in 1983.

(More information on early efforts to organize newspaper employees in Guild jurisdiction and on the formation of the Guild is contained in Guild Reporter reprints— "... And then came the Guild" and "The newspaperman who founded a union"—both available from TNG's Research & Information Dept.)

ECONOMIC PROPOSALS TO 'REVITALIZE' U.S.

Focus was forward at centennial convention

By BAYARD RUSTIN

IT HAD BEEN billed as a centennial celebration. The U.S. labor movement was to gather in New York to look back proudly upon 100 years of federated unionism. Yet the 1981 AFL-CIO Convention, planned as a celebration of labor's legacy, was transformed by the course of events into a convocation to help set the agenda for those national forces committed to social justice.

There was little looking backward in the speeches and discussions. The portraits of George Meany, Samuel Gompers, Philip Murray and Walter Reuther which looked down upon the delegates were constant reminders of the labor movement's shining past, but this convention very much had its mind on the future and present.

Much attention has justly been given to AFL-CIO President Lane Kirkland's witty and sharp-edged dissection of the Reagan administration's supply-side prescriptions. His attacks against

Rustin, a former special assistant to the late Dr. Martin Luther King, chairs the board of the A. Philip Randolph Institute, an organization of black union members involved in voter registration and get-out-the-vote efforts and in advancing the interests of blacks inside their unions.

the administration's "economic house of ill repute" and his biting declaration that the President has "promised us a boom and brought us a bust" were quintessential Kirkland.

However, most significant was the convention's signaling the emergence of the outlines of a political and economic program that can revitalize the forces in this country committed to social justice. Rejecting the administration's blind reliance on the forces of the market-place, AFL-CIO delegates issued a call for an antirecession package of public works and public jobs.

The AFL-CIO proposal calls for a massive reindustrialization and modernization effort centered around a government-supported Reconstruction Finance Corporation. The corporation would target loans, loan guarantees, interest rates, subsidies and tax benefits to stimulate economic growth, with such aid primarily directed to high unemployment areas.

The AFL-CIO has also called for nationwide extended unemployment benefits for the long-term jobless, for temporary restrictions on imports which result in the loss of U.S. jobs and for funds for new low-income and middle-income housing.

Needless to say, such programs would cost money. Thus the AFL-CIO has joined in a call for funding these antirecession programs by limiting the individual tax cuts for 1982 to a maximum of \$700 per taxpayer, in this way preventing the huge tax windfall that will benefit those who earn in excess of \$40,000 per year. The AFL-CIO also has called for trimming back the 10 percent investment tax credit to its original 7 percent level and has called upon Congress to revoke "the windfall tax exemption newly awarded to wealthy oil interests."

LABOR, likewise, has renewed its commitment to a strong national defense but has asserted that defense increases should not be made at the cost of needed social programs.

Labor's program is prudent and workable. Yet such a program is virtually without value unless it can be communicated effectively to all Americans.

In this regard the 1981 AFL-CIO Convention also made important headway. A subtle, yet potentially momentous change is occurring within the labor movement. Increasingly, unions are making use of modern technology to maximize their influence on the political process. The labor movement is

entering into the modern age with its reliance on television advertising, computerized direct-mail efforts and public opinion polling to determine the needs and views of labor's constituency.

Indeed, the AFL-CIO convention approved significant funds to be used for the creation of a Labor Institute for Public Affairs. The institute will aid the AFL-CIO's constituent unions in improving their capacity to communicate with the public.

SIGNIFICANTLY, labor recognizes that getting its message across requires a substantial commitment of funds. Thus delegates voted a 42 percent increase in financial support to the labor federation over the next two years. A significant portion of the new funds is ticketed for the institute.

Where all of this renewed energy and effort will lead is difficult to predict. Yet, if Lane Kirkland and the AFL-CIO can succeed in channeling the hundreds of thousands of workers who took part in September's Solidarity Day demonstration, toward increased activity on behalf of candidates who support labor's program, then our country will be well on the road toward a more humane and responsible society.

Kirkland: 'Educate and agitate'

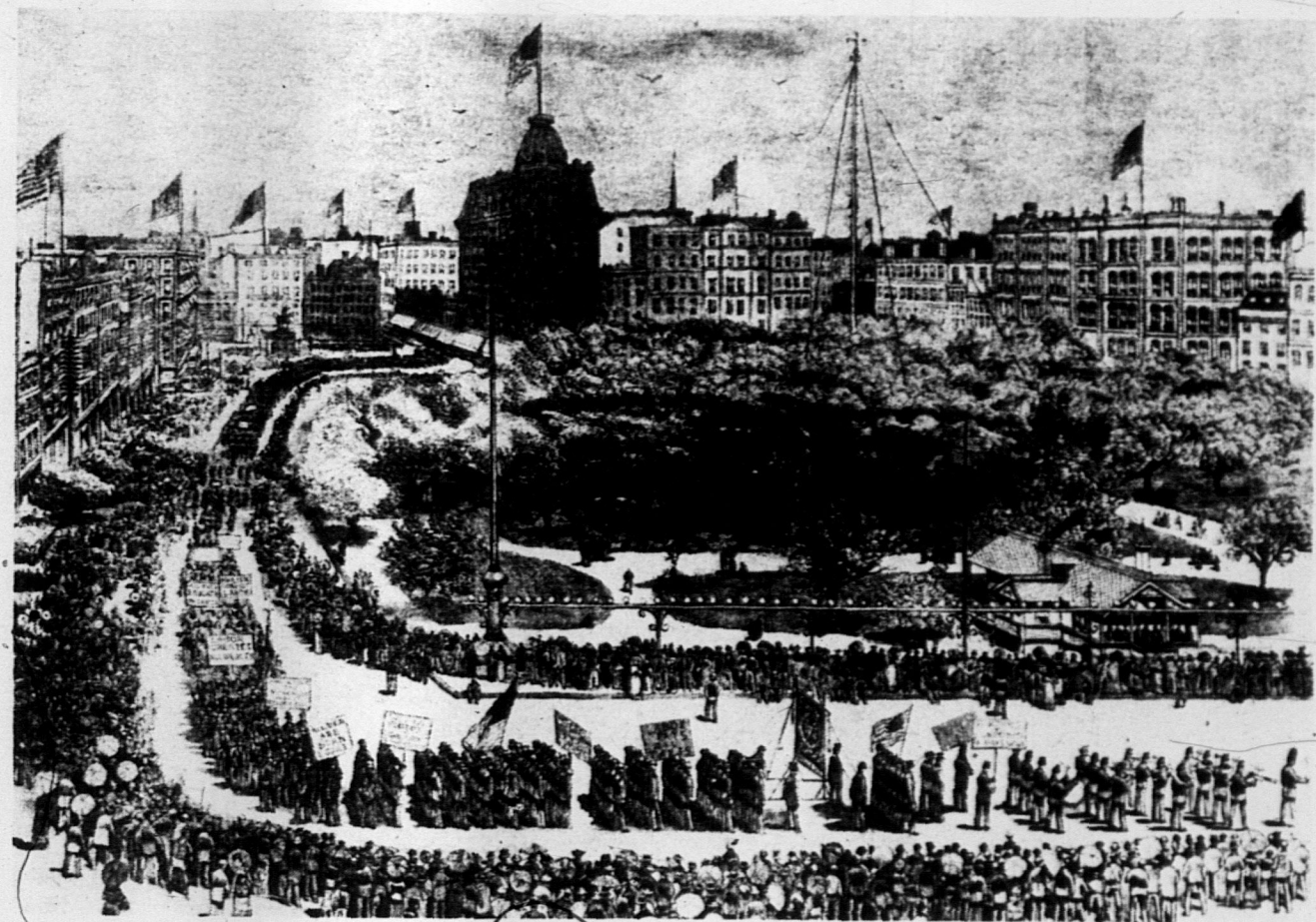
"Throughout its history, labor has reflected all the trends and events—sometimes harmful, sometimes enriching—of its times, at home and abroad. Like our nation, we have been enriched by refugees from strife and tyranny in other lands. Like our nation, we have been compelled to grapple with the consequences of vast technological, social and economic changes that have taxed our wits and capacities.

"At times we have lagged behind the ... curve of change; at times we have surged ahead. Too often to re-

count, we have been written off and left for dead by the fashion-mongers of the day, only to see them come and go while we remained steadfast on the field of action. Through it all, we have never abdicated our role of leadership in the struggle for human freedom and human progress and we shall not do so now.

"... We have an age-old mandate to educate and agitate."

—From AFL-CIO President Lane Kirkland's address to the 1981 AFL-CIO Convention



Labor Day,
New York,
1882



Solidarity Day,
Washington,
1981



Santa comes to Wilkes-Barre

Children of striking members of Wilkes-Barre newspaper unions and the Professional Air Traffic Controllers Organization await gifts from Santa during the annual Citizens' Voice Christmas party. The event was financially supported by locals and members of the four striking newspaper unions from other areas.

Members of the Guild, Typographical, Pressmen's and Stereotypers' unions have been on strike against Capital Cities' Wilkes-Barre Times Leader since Oct. 6, 1978, and have since been publishing the Citizens' Voice—Wilkes-Barre's dominant daily. Santa is the husband of Guild striker Theresa Grassi.

IFJ aims for own 'world information order'

Brussels, Belgium—The International Federation of Journalists should have its own ideas about the contents of a "new world information order" as well as what expectations to hold for it and an awareness of its dangers.

So said IFJ Secretary-General Theo Bogaerts to the semi-annual meeting of the IFJ Bureau here Nov. 21-23. Bogaerts went on to suggest, and the Bureau concurred, that veteran IFJ activist Max Rolland of France be asked to develop a first draft of such an IFJ declaration.

The Bureau also concurred with Bogaerts' suggestion that he, IFJ President Paul Parisot, 1st Vice President Franz Felix Lehni and Bureau member Carl Hernlund of Sweden ask UNESCO for authorization to present the IFJ's views to UNESCO, under whose auspices the "world information order" came to be.

The IFJ is the international secretariat of unions representing journalists in the free world. Its Bureau is comparable to TNG's International Executive Board. TNG President Charles A. Perlik, Jr., is the IFJ's 2nd vice

president and participated in the Bureau meeting.

The meeting also heard a report from Parisot on his attendance as an observer at the Moscow Congress of the International Organization of Journalists, the IFJ's Eastern-block counterpart.

Parisot said he was discriminated against and the IFJ affronted during the Oct. 19-22 meeting by several oral attacks, particularly from Jiri Kubka, the IOJ's Prague-based secretary-general.

Parisot also said he was not

given congress documents available to all others attending and that "vast confusion" ensued when he and representatives of other Western unions tried to pay for their own accommodations.

Several IFJ Bureau members wondered whether, given such experiences, the IFJ should continue to try to effect "detente" with the IOJ. The Bureau decided to ask that the matter be placed on the agenda of an IFJ-IOJ meeting tentatively scheduled for the next European Encounter of Journalists, in Trieste.

Cleveland Catholic rates raised 10%

Cleveland — Minimums are raised by 10 percent this year and by up to 10 percent next year under a new two-year agreement between the Cleveland Guild and the Catholic Universe Bulletin.

Increases in the second year of the contract, retroactive to Oct. 1, are a minimum of 5 percent, plus up to 5 percent in a cost-of-living adjustment based on the annual increase in excess of 5 percent in the August 1982 Consumer Price Index for Cleveland.

The top minimum for reporters, photographers and copy readers is raised by \$38.91, to \$428.07, retroactive from Oct. 1.

The top minimum for outside salespersons is raised by \$31.95, to \$351.46, and that for inside classified salespersons is raised by \$23.41, to \$257.55, both also from Oct. 1.

The agreement calls for an ex-

pert to study lighting levels surrounding video display terminals and to discuss recommendations with the Guild. It also provides for an annual inspection of terminals for radiation emissions, with the results made available to the Guild.

The service required for a fourth week of vacation is reduced by two years, to seven, and for a fifth week is reduced by five years, to 20.

Christmas Eve is added as a holiday, for a total of 10.

The company's payment for family health insurance coverage is raised by \$29.52, to \$138 a month, in the contract's first year with a guarantee that the company will pay the premium in effect on Oct. 1, 1982.

Three days of paternity leave with pay are added. Maternity leave pay is increased by one week, to three weeks, and sick pay for pregnancy-related disability is no longer conditional on the employee's return to work.

Provision is also added for a Guild committee to meet semi-annually with a management committee to discuss the paper and its operations.

The monthly mileage allowance paid outside salespersons is increased by \$31.18, to \$165.58, and the mileage rate for other employees is increased by 5 cents, to 25 cents a mile, with an adjustment formula continuing.

SFONG files for 26

San Francisco—The Guild has filed with the National Labor Relations Board for representation of some 26 employees of the Bay City News Service.

Polish journalists' arrests protested

Washington—An outraged protest at the arrest of journalists and Solidarity movement leaders was wired to Polish Prime Minister Jaruzelsky Dec. 17 by TNG President Charles A. Perlik, Jr.

"Unions, the press, always first targets of regimes of repression," Perlik wired, demanding "immediate restoration of full union and press rights."

The cable followed reports that the editor of Solidarity's newspaper, the general secretary of Poland's PEN club and other writers and journalists were arrested and magazines and newspapers closed.

IFJ protests ads on photogs' vests

Brussels, Belgium—The International Federation of Journalists is protesting to officials of the 1982 World Ski Championship in Oslo, Norway, plans to require photographers to wear identification vests imprinted with ads for a camera manufacturer.

The IFJ considers the proposed requirement "a serious infringement of [photographers'] professional integrity," the IFJ Bureau said in a resolution.

TNG President Charles A. Perlik, Jr., an IFJ Bureau member, subsequently invited the National Press Photographers' Assn. to join in objecting to the plan.

Antitrust law may make Seattle testimony moot

(Continued from Page 8)

transfer of all employees from the P-I to the Times," Hanscom said. "Am I wrong?"

Hopkins told him he was.

Hopkins and Robert E. Bruner, the Guild administrative officer, also testified about some occurrences during 1980 Guild contract bargaining with the Times and the P-I.

At one point the Guild was receiving signals that the P-I did not want a strike and it just might continue to publish if the Times was struck.

Suddenly those signals were reversed.

The decision apparently was made at Hearst New York headquarters during joint-operations negotiations with the Times, negotiations not revealed to P-I executives.

The hearing, lasting 18 days, revealed much more:

✓ The proposed 50-year joint operating agreement calls for the Times to receive 66 percent of the profits and the P-I 33 percent.

✓ P-I publisher Fassio owns hundreds of thousands of dollars of Knight-Ridder stock, acquired when he was an employee of Knight-Ridder, part owner of the Times. Fassio said he told Hearst about the stock.

✓ The joint operation was proposed despite inquiries about the P-I's availability for purchase from such as Rupert Murdoch, Australian, English and U.S. newspaper magnate, Seattle millionaire Donald Snellman and banker-publisher Joe L. Allbritton.

Hearst turned down all comers.

✓ Former P-I employees, including editors Louis Guzzo and William Asbury testified to mismanagement and the thwarting of their plans to improve the paper.

✓ They and others argued that Hearst charged the P-I hundreds of thousands of dollars for useless features and for its Washington bureau, which did not fit the paper's needs. Elimination of Hearst management charges would quickly cut much of the P-I's losses, they said.

Hearst claimed that the P-I has maintained publication only through financial assistance from its parent corporation. It will lose \$2.6 million this year, Hearst

representatives said.

Opponents of the papers' amalgamation said the P-I made a profit in the last quarter of 1980. It can be made profitable overall, said Marvin Larsen, the paper's national advertising manager, pointing out that Seattle is a growing market with growing foreign trade.

But, all the testimony and arguments, may be moot. The so-called Newspaper Preservation Act, hard fought by the Guild before it was passed in 1969, says joint operations should be approved "regardless of ownership or affiliation" if a newspaper involved is "in probable danger of financial failure," as Hearst

pointed out in the hearing.

For Hearst, the Times and Knight-Ridder it is a question of "profitability," the word used so much during the hearing.

For members of the Pacific Northwest Guild it is a question of jobs—223 of them. It also is a question of whether the P-I will continue to be as fiesty and independent a paper if it is printed and circulated, its advertising is sold and its number of pages and news space is determined by the Times.

Will some other governor, or other public official, call for the firing "of the entire reporting and editorial" staff of some future P-I?

TNG, NFLPA leaders to meet

(Continued from Page 1)

NFLPA and TNG to try to "defuse confrontations when they arise and, better yet, prevent them before they occur."

The Perlik-Garvey discussions were the result of Perlik's sending Garvey a copy of a letter to New York Jets President James Kensil after Jets quarterback Richard Todd reportedly shoved Steve Serby of the New York Post into a locker and onto the floor Nov. 4 during a pre-practice interview [Guild Reporter, Nov. 27].

Kensil wrote in reply that since Garvey, in response to Perlik's letter, had "raised . . . player-media relations as a subject of collective bargaining," Kensil did

not "feel it appropriate to reply" to Perlik "at this time."

Garvey had written Kensil that the Serby-Todd incident "raised the question of whether there should be a limitation" on reporters' time in players' dressing areas, "possibly . . . an interview room . . . at least some guidelines."

Perlik and Garvey's discussions included the possibility of establishing a grievance procedure, perhaps with a mediation board composed of representatives of each union.

Such a procedure might deal with the full range of misunderstandings and disputes that arise, including those involving access of women reporters to players in

locker rooms.

When the discussions continue at the next meeting of the NFLPA players' representatives they will include problems players encounter in dealing with reporters. "Many of our guys don't know how to talk to your people," an NFLPA spokesperson said.

And now the NFL owners are threatening any player who talks about NFLPA bargaining with a fine of "up to \$150,000," he said. "We'd like your people to understand that."

Perlik said he is "hopeful that guidelines can emerge" from Guild-NFLPA talks would "enable us to take similar steps with other unions that represent players in other professional sports."

Boss' actions trigger board bargain order

Washington—A National Labor Relations Board administrative law judge has recommended that the Granite City Journal, a suburban St. Louis weekly newspaper, be ordered to reinstate an employee it "constructively discharged" during a Guild organizing campaign and to bargain with the St. Louis Guild.

The Guild lost a June 25 NLRB-supervised election among the paper's advertising, business, inside circulation and editorial department employees by a vote of 6 to 7.

From the day the paper's publisher learned of the Guild's organizing campaign, he "embarked on a search and destroy mission aimed at rooting out any union support among the newspaper's staff," Arline Pacht, the NLRB administrative law judge wrote in her Nov. 18 decision.

Petition filed in Montreal

Montreal—The Montreal Guild has asked the Quebec Labour Relations Board for certification as the bargaining representative for 55 editorial employees of Globe International here.

The local petitioned the board for certification after a substantial majority of the employees in the unit signed cards designating the Guild their bargaining agent.

Under Quebec labour law, certification is automatic if the majority of employees in an appropriate unit authorizes union representation.

Among publications of Globe International are Midnight Globe, Examiner and Spotlight and other weekly and monthly crime magazines.

During the month leading up to the election, the publisher—who was subsequently discharged—"engaged in repeated acts of interrogation, threatened employees with loss of job opportunities and discharge, created the impression of surveillance, pressured employees to spy on one another, and finally, badgered an employee to quit," Pacht found.

She cited a discussion the publisher had in his office with two newly hired advertising salespersons in which he implied to the two women that employees who supported the union would be terminated. Also that the publisher solicited complaints about other employees' activities in subsequent meetings with the two employees as well as telephone calls to their homes.

On one occasion he asked one of the employees to keep tabs on the reports filed by another salesperson she was assigned to work with who had participated in initiating the Guild campaign, Pacht noted.

On another occasion he telephoned one of the employees, described what he had heard had occurred at a union meeting, asked her to verify his information and solicited additional details of the meeting, the law judge added.

By these acts, the publisher "left the unmistakable impression that he had engaged in surveillance. And . . . was engaged in the rankest sort of interrogation," Pacht said.

Later the publisher threatened one of the two salespersons with discharge and accused her of causing the other's resignation by spreading the word that she was a "spy." These threats and accusations were coupled with another solicitation for information about other employees' activities and



More than 450 years of Guild membership

Veteran Erie Guild members line up for a photo during a dinner in their honor where each received pins in recognition of Guild membership of 25 years or more. Combined service of 20 members honored totalled more than 450 years. Congratulating the group, center front, is Erie Guild President William Buchanan. Behind Buchanan are, from left:

Lysle Stauss, Dorothy Frye, Bernice Brower, Gene Brew; second row: Joe Duckett, George Lewis, Jerry Omniewski, William Rusterholtz, Bob Grise, Sr., Paul Francis; third row: Don Spiegel, Gil Nagle, Vince Moskalczyk, Charles Stockman. Unable to attend were Charles McCormish, Fred Miller, Bill Ropey, John Yanosko, Al DeSantis and Jack Polancy.

were followed by the employee relinquishing her job—a constructive discharge, Pacht held.

She called for the employee's immediate reinstatement, with back pay.

Concluding that the "nature and number" of the company's unfair labor practices had undermined the majority status the union had enjoyed and "negated the possibility that a free and fair election could be held," Pacht called for setting aside the results of the representation election and ordering the paper to bargain with the Guild.

The company has filed an appeal with the full NLRB in Washington to the administrative law judge's findings.

Gannett's 'fair offer' rejected in Rochester

Rochester, N.Y.—News room employees of Gannett's Times-Union and Democrat & Chronicle have rejected, by 107 to 0, a management proposal for a new contract with the Rochester Guild that would guarantee raises for little more than a handful of covered employees over the next two years.

The proposal, termed a "fair offer" by the company, would have provided no guaranteed raises for persons paid more than contract minimums and would have raised the top minimum for reporters and photographers by only \$12.45 in 1982 and \$25 in 1983, to \$350 a week, Guild President Michael Winter reported.

It also would have forbidden arbitration of disputes over employees' outside activities, severely weakened work-shift scheduling guarantees and provided for forfeiture of unused vacation entitlements.

The company, the largest and one of the most profitable chains in the nation, also refused a Guild proposal for annual eye examinations for VDT users, a dental plan and extension of bereavement leave to grandparents.

The Guild's last agreement with the Gannett chain's "flag ship" papers expired Nov. 16. Talks aimed at an equitable new pact started nearly a year ago, Winter said. The Guild submitted the company's package proposal to the membership without recommendation.

Unfair labor practice charges by the Guild over the company's refusal to bargain on its merit-pay system are pending before the National Labor Relations Board.

Poles struck first

Jamestown, Va.—First workers ever to strike in the United States were a group of Polish workers here in 1619—for the right to vote.

ABA media labor law seminar set

Washington—TNG's General Counsel David S. Barr will act as cochairperson of an American Bar Assn. seminar on media labor law to be held in Washington Feb. 4-5.

Among the topics the seminar will explore are bargaining issues in the communications industry, the impact of new technology on existing bargaining units, strike planning and mutual assistance pacts, the implications of removing supervisory and man-

agerial employees from bargaining units, employment discrimination in the media and occupational safety and health, including "the VDT issue."

David J. Eisen, TNG's director of research and information, will discuss problems posed by video display terminals on a panel with Payton Hendricks of the American Newspaper Publishers Assn.

Robert E. Paul, the Washington-Baltimore Guild's attorney, will serve on a panel discussing

the implications of conversion from independent contractor or employee status, and Richard Lipsitz, Buffalo Guild attorney, is slated as a panelist to explore the implications of unit clarification proceedings.

Panelists from firms that represent newspaper publishers include Michael A. Zinzer of King, Ballou & Little of Nashville, Tenn., and David Ross of Seyfarth, Shaw, Fairweather & Geraldson of Chicago.

Cochairs of the seminar, along with Barr, are Victor Strimbu, Jr., of Baker & Hostetler of Cleveland and Charles G. Bakaly, Jr., of O'Melveny & Myers of Los Angeles.

Labor Sec'y seeks rerun of New York local election

New York—The Secretary of Labor has asked the U.S. District Court here to order a new election, under Labor Dept. supervision, for all New York Guild offices that were contested last December.

The action is contained in a suit that is the latest outgrowth of complaints about the election's conduct filed with the Labor Dept. early in May by five losing candidates. The group went to the Labor Dept. four months after two of its number had protested the election's conduct to the local elections' committee and it had not acted on their complaints.

In August Labor Dept. investigators agreed that a new election was called for and the local's executive vice president and secre-

tary-treasurer signed an agreement for a new election for contested offices. That agreement subsequently was disavowed by the local's executive committee and representative assembly [Guild Reporter, Oct. 9]. They also said the local should oppose any government action to order a new election.

The representative assembly subsequently turned aside to the next meeting of the membership a 1,002-signature petition seeking a referendum on reinstating the agreement for a rerun election. Regular membership meetings have traditionally been held in January and September.

No date for a hearing on the Labor Dept.'s suit had been set as of Dec. 15.

Guild loses in bid for Bangor group

Bangor, Me.—The Guild was defeated in its bid to represent some 160 employees of the Bangor Daily News in a National Labor Relations Board supervised election Dec. 9-10.

Employees in the paper's advertising, business, computer services, editorial, inside circulation and Bangor-based outside circulation departments voted 92 to 65 to continue without union representation.

The Guild filed a petition with the NLRB seeking representation for the group Oct. 9.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a .6-point rise in the index in October, to 279.7, up 25.6 points from October 1980, and 54.1 points from October 1979. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over October 1979. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Index*	Percentage over	
		Same month prior year	Oct. 1979†
November, 1980	256.4	12.7	13.7
December	258.7	12.5	14.7
January 1981	260.7	11.7	15.6
February	263.5	11.4	16.8
March	265.2	10.5	17.6
April	266.8	10.0	18.3
May	269.1	9.8	19.3
June	271.3	9.5	20.3
July	274.6	10.7	21.7
August	276.5	10.8	22.6
September	279.1	10.8	23.7
October	279.7	10.1	24.0

*1967 = 100

†Index = 225.6

Trust-busters: P-I fails to show it is 'failing'

Washington — The Justice Dept.'s Antitrust Division has concluded that the Seattle Times and Hearst's Post-Intelligencer failed to demonstrate that the P-I is a "failing newspaper" in 18 days of hearings into the papers' application for approval of a joint operating agreement and has recommended the application's rejection.

In its post-hearing brief to Administrative Law Judge Daniel H. Hanscom Dec. 9, the Antitrust Division cites "three critical issues" as subverting Hearst's claim that the P-I is a "failing newspaper" under the Newspaper Preservation Act:

✓ The P-I provides a "net financial benefit" to Hearst when the paper's losses are adjusted on an "incremental" basis.

✓ Encouraging future circulation and advertising prospects for the P-I;

✓ Interest in the paper by

"well-qualified prospective purchasers."

The act permits the attorney general to grant a proposed joint publishing operation exemption from federal prosecution for price fixing, profit pooling and market splitting in the interest of maintaining separate and independent editorial voices where one of the newspapers is "in the probable danger of financial failure."

"Based on conservative assumptions the P-I is presently returning a net benefit to Hearst of \$300,000 to \$350,000 per year," the brief states, pointing to an "incremental" analysis of the paper by an "eminent accounting expert" and former dean of the University of Chicago Business School, Dr. Sidney Davidson.

Testimony from Davidson was permitted during the hearings but only on a "proffer" basis due to Hanscom's having upheld a mo-

tion by Hearst to bar evidence related to incremental analysis.

Attorney General William French Smith subsequently said that he was expressly reserving judgment on "the factual and legal issues" posed by the incremental analysis and declared that "the terms of the Newspaper Preservation Act certainly do not preclude all inquiry into financial relationships between parent corporations and their newspaper subsidiaries."

The law's requirement that the likelihood of a newspaper's probable financial failure be determined "regardless of its ownership or affiliations" does not rule out consideration of the net benefit Hearst derives from the P-I, the Antitrust Division brief states.

A review of legislative history shows that Congress' concern was to avoid requiring that a "deep pocket" applicant deplete all of its financial resources" before apply-

ing for approval of a joint agreement, the brief asserts.

Future prospects for the P-I are encouraging, the Antitrust Division declares, citing the P-I "morning advantage" in a "dynamic growing market." Although the afternoon Times is currently the dominant paper, Seattle has recently undergone a shift from a manufacturing-oriented economy, to a service-oriented one and future newspaper readership changes are "certain to benefit" the P-I "at the expense of the Times," the brief says.

It also pointed to the P-I's generally increasing advertising line-age and revenues and substantial boost in circulation.

"Hearst's pessimistic five-year projection of October 1981 was

prepared with the requirements of the Newspaper Preservation Act in mind and should be contrasted with earlier, more optimistic predictions by its executives," the brief states.

Pointing out that "for an allegedly failing newspaper, the record discloses a significant amount of interest, both past and present, in purchasing the P-I," the Antitrust Division calls it "essential" that a joint operating agreement not be approved if there exists a qualified buyer who could profitably operate the paper as an independent editorial and commercial competitor.

The attorney general on Dec. 15 extended the deadline for Hanscom's recommendations on the application to Jan. 15.

Seattle testimony revealing, but may be mooted by law

By GIL BAILEY
Pacific Northwest Guild

Seattle—In mid-winter 1981 publisher Virgil Fassio stood in the city room of the 187,000-circulation, seven-day-a-week Seattle Post-Intelligencer to try to quell an incipient rebellion by the news staff.

The Hearst paper was a financial failure, but not too much of a failure, so it would qualify for a Newspaper Preservation Act "joint operating agreement" with the Seattle Times, partially owned by the giant Knight-Ridder chain, Fassio said.

The Times would take over advertising, business, circulation and printing for the P-I. The P-I would retain its own editorial staff to produce morning editions Monday through Saturday and a small editorial section for the Sunday Times.

Not all newspapers were in good enough shape to qualify for a joint operation, Fassio explained. Hearst's papers in Boston and Los Angeles were in such bad shape that, in effect, "Nobody would want them," he said.

Fassio's speech was intended to head off opposition to the joint operation from the editorial staff, whose jobs would survive under the amalgamation, unlike those of more than 220 other Guild members in the P-I's advertising, business and circulation departments.

The speech failed. P-I staffers, living up to their reputation for being feisty, and the Pacific Northwest Guild decided to fight approval of the joint operation.

(Former Washington Gov. Dixy Lee Ray paid tribute to the P-I staff's feistiness in a letter to the administrative law judge who conducted just completed hearings

on the proposed joint operation. Ray, who participated in one effort to see the Hearst paper sold, said she hoped "someone" does buy it and fires the entire reporting and editorial staff. It is a scurrilous and dishonest paper." The P-I had been a critic of her performance while in office.)

P-I employees formed the Committee for an Independent P-I (CIPI) which, along with suburban publishers and some advertisers, hired Seattle attorney William Dwyer, a nationally known antitrust specialist.

The Pacific Northwest Guild helped CIPI raise funds, called for a public hearing then provided witnesses and filed a friend-of-the-court brief urging that the joint operation be turned down.

TNG and the Pacific Northwest Guild split the cost of TNG's auditor examining Hearst's books in New York. He concluded that the joint operation was not necessary for the P-I's survival.

TNG's convention last summer passed a resolution calling for rejection of the P-I-Times joint operation application.

(Some members of the Pacific Northwest Guild, however, feel that TNG should have played a bigger role in opposing the amalgamation. Bart Redfield, for example, a CIPI activist and member of the local's executive board, said he thinks TNG should have been an intervenor in the case. "This fight is over the jobs of hundreds of our members," he said. "If we can donate money to PATCO... why not to save our

members' jobs, too.")

Meanwhile, P-I employees have been doing more than just opposing the joint operation.

The P-I's circulation has been increased by 9,000, to 196,000 daily, and, while hurt by the recession, it has lost less ad lineage than the Times and actually increased its national ad revenues by \$1.4 million. All this despite the 220-plus Guild staffers in the responsible departments knowing since last Jan. 13 that their jobs are lost if the joint operation is approved.

The Times, meanwhile, has resisted Guild efforts to obtain preference for displaced P-I employees for the 90 or so new jobs — mostly in circulation — that would be created at the Times if the joint operation is approved.

First-consideration will go to current Times employees, while P-I employees will get equal consideration with outsiders, preference if qualifications are equal, the Times told the Guild.

That Times attitude created a stir at the public hearing on the joint operation, and with its presiding administrative law judge, Daniel H. Hanscom.

Jack Hopkins, president of the Guild local, was testifying.

A Seattle Times attorney asked him about employment.

Hopkins said there were no guarantees that displaced P-I employees would get any of the new jobs.

"I thought the joint operating agreement would result in the

(Continued on Page 6)



Pair of Guild Presidents

Ed Asner, left, new president of the Screen Actors' Guild, and TNG President Charles A. Perlik, Jr., chat during the recent AFL-CIO Convention in New York. Perlik invited Asner to speak to TNG's 1982 Convention when it meets in Los Angeles in June.

The Guild Reporter

CALM
ACPS

JAMES M. CESNIK, Editor
BARBARA E. NELSON, Assistant Editor

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

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

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

Vol. XLVIII, No. 22

December 11

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20
Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVE
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: CHARLES DALE

AT-LARGE VICE PRESIDENTS: William T. Davis, 4950 Cherry Ave. San Jose, Calif. 95118; Robert C. Holt, Jr., 433 Dickens Ave., Mo. 63122; Dianne M. Martino, 12 Fieldstone Dr., Londonderry, N.J. 07030; David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broadway, N.Y. 10004; Richard J. Roth, 28 Blantyre Rd., Buffalo, N.Y. 14212; M. Walker-Tyson, 19736 Littlefield, Detroit, Mich. 48235.

REGIONAL VICE PRESIDENTS: Region 1—Vacant; Region 2—Ragis, 276 San Alfonso St., Ext. College Park, Rio Piedras, P.R. Region 3—Richard M. Peery, 2886 Chadbourne Rd., Shaker Heights, Ohio 44120; Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5—Barbara Yunker, 361 W. 22nd St., New York, N.Y. 10011; Canadian Region: East—John M. Lowe, 144 Broadview Ave., Toronto, Ont. M4N 2G2; West—Roger L. Stonebanks, 407-1571 Mortimer St., Victoria, B.C. V8P 3A7.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.

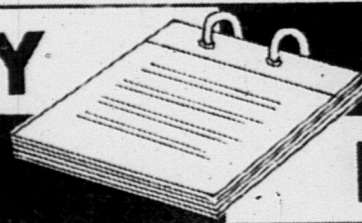
CANADIAN DIRECTOR: William H. McLeman.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Hannah Jo Rayl.

INTERNATIONAL REPRESENTATIVES: William M. Brown, Susan R. Craig, Janet David, Leo J. Ducharme, Willard Hatch, Harry L. McCormick, Luis Montanez Jr., G. Richard Pattison, Marshall W. Schiewe.

DAY



BOOK

International Election & Referendum Committee, meeting to tabulate and certify referendum results, Jan. 8, TNG headquarters, Washington.

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

Heywood Brown Award, entry deadline, Jan. 15, at TNG headquarters, Washington.

Midwest District Council, winter meeting, Jan. 16-17, Leamington Hotel, Minneapolis.

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

Western District Council, winter meeting, Jan. 30-31, Long Beach, Calif.

Middle-Atlantic District Council, winter meeting, Jan. 30-31, Franklin Plaza Hotel, Philadelphia.

Great Lakes District Council, winter meeting, Feb. 6-7, Youngstown, Ohio.

TNG residential seminar for new local officers, Feb. 12-15, George Meany Center for Labor Studies, Silver Spring, Md. (suburban Washington).

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

Middle-Atlantic District Council, spring meeting, May 1-2, Albany, N.Y.

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.

GRs in January set for 15th, 29th

The Guild Reporter will be published on the third and fifth Fridays of January—the 15th and the 29th.

It will return to its customary second and fourth Friday publication schedule in February, when it will come off the press on the 12th and the 26th.

This is the only issue being published in December.

CDM 91000248 7
XEROX UNIT
MICROFILM
300 N ZEEB ROAD
ANN ARBOR MI 48106