

IEB urges 11-year finance plan to strengthen locals and TNG

Washington — Delegates to TNG's 1982 Convention are being asked to enact a long-range financial program aimed at simultaneously bolstering locals' and TNG's operating income and improving TNG's ability to organize and provide needed services to locals.

Central to the seven-point program are recommendations that would gradually over the next 11 years increase both the Minimum Dues mandated for locals in TNG's Constitution and the mathematical factor by which locals' monthly obligations to TNG are determined.

Under the first of these recommendations, minimum monthly

AIM IS STABILITY, SERVICE

local dues would be raised from the current 5 percent of one week's regular compensation, plus \$1.50, in a series of steps beginning this Aug. 1 and extending through Jan. 1, 1993, when they would reach 7 percent.

Under the second, the factor used each April 1 to calculate locals' per-capita payments would be increased by a total of one quarter of one percent in a series of steps ending with the per-capita determination made in 1993.

TNG's International Executive Board voted during its spring

meeting April 26-30 to recommend enactment of the full seven-point program it spelled out in the Finance & Administration section of its Officers' Report to the convention, scheduled for June 21-25 in Los Angeles.

The plan and report were developed by the IEB's Finance Committee in response to the 1981 Convention's call for a long-range plan which would give TNG's General Fund "stability" while providing for more organizing and service to locals through expansion of TNG's field staff.

The IEB and the committee—Secretary-Treasurer Charles Dale and Vice Presidents David M. Mulcahy and Richard J. Roth—also were acting in the face of a deficit of \$106,847 in the General Fund's operations for the fiscal year ended March 31, a situation which permeated the board's considerations of nearly every aspect of TNG's operations.

Two of the IEB's 15 members, however, formally abstained from voting on the Minimum Dues and per-capita formula proposals: Mulcahy, a New York Guild

member elected by TNG's membership at large, and Vice President Barbara Yuncker, elected from the region that is encompassed by the New York local.

Yuncker said she had been advised by the New York executive committee to abstain on any major financial proposal it had not had time to evaluate, unless her vote would affect the outcome.

Mulcahy said he abstained out of a conviction that on a matter "of such importance to the New York local" there should be "further consultation in New York."

Last fiscal year's General Fund deficit—the highest since 1978 and the third highest among the

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The

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TNG adds voice to opponents of FOI Act 'reform'

Washington — TNG formally added its voice to a rising chorus of protest against proposed "reforms" of the U.S. Freedom of Information Act as April ended and May began and those "reforms" headed for final action by the Senate Judiciary Committee.

First, the International Executive Board during its spring meeting warned that bill S. 1730 "threatens to dismember" the FOI Act despite several "modifications" being proposed by its sponsor, Sen. Orrin G. Hatch (R-Utah).

Even with those "modifications," the IEB noted, the bill would "create massive new secrecy in law enforcement, defense-policy planning, consumer affairs, pollution and environmental threats, dangerous drugs, unsafe products and governmental legal settlements," as it was put by the Reporters' Committee for Freedom of the Press.

Then on May 4, TNG President Charles A. Perlik, Jr., joined 17 other persons—from members of the House and Senate and

authors through representatives of environmental and veterans' groups and the United Steelworkers—who addressed a "Freedom of Information Day" teach-in in a Senate hearing room. It was sponsored by the American Writers' Congress.

Among the 150 or so in attendance were members of the staffs of several members of the Congress, including one from Sen. Hatch's office who reportedly left hurriedly after listening to Utah Gov. Scott M. Matheson.

Matheson denounced the "reforms" as threats to the press being able to ferret out stories such as those that revealed evi-

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RAYMOND CROWELL/Washington-Baltimore Guild

TNG PRESIDENT PERLIK SPEAKS TO SENATE 'FREEDOM OF INFORMATION DAY' RALLY
Behind him, books based on information that would be banned under Reagan-backed 'reforms'

Tribune Co. to speak for itself at News

New York—New York's 11 newspaper unions were preparing to begin talks with representatives of the Chicago-based Tribune Co., owner of the Daily News, in the wake of the company's announcement April 30

that it will continue to publish the 63-year-old morning tabloid and will itself seek agreement on cost-cutting from the unions.

That announcement came after the Tribune Co., which had put the News on the block Dec. 18, had first extended for five days its April 30 deadline for finalizing a conditional agreement to sell the paper to Joe L. Allbritton and then terminated its talks with him on April 28.

Allbritton had sought the extension after his self-imposed April 25 deadline for reaching agreement with the unions for \$70 million in concessions had passed with no agreement in site.

Formal talks with the unions never resumed after Allbritton broke off negotiations April 22.

Just prior to the Tribune Co.'s termination of its deal with Allbritton, however, his representatives did turn over to the unions

financial data used in arriving at his demand for \$70 million in cuts. The unions had been seeking the data when the talks broke off April 22.

The unions later said analysis of the data by their accountants showed that it was "accurate," but based on "conservative" assumptions.

Among those assumptions were: no increase in the 25-cent price of the paper until 1984, when it would rise by 5 cents; a 10 percent increase in the cost of newsprint, considered to be high, and projections based on below normal advertising revenue.

Stanton R. Cook, president and chief executive officer of the Tribune Co., revealed the company's decision to keep publish-

ing the News in an April 30 meeting with leaders of the unions, including the New York Guild which represents more than 1,000 of the News' 3,800 employees. Cook said, "that on reassessment the company believed the News could again be a profitable newspaper."

The paper's president and publisher, Robert M. Hunt, said it was preparing a cost-saving plan to present to the unions that would be "reasonable and workable." It "will require sacrifice, but management will share the sacrifice," Hunt said.

A wage freeze would not be part of the plan, he said.

The Tribune Co. said it would keep the paper operating "for

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Petition seeks rights for 65 at Maclean's

Toronto—A hearing has been set for May 14 on the Southern Ontario Guild's petition to the Ontario Labour Relations Board for certification as bargaining representative of the editorial-department staff of Maclean's, "Canada's weekly newsmagazine."

The local filed the petition with the labor board April 26 after a "very substantial" majority of the 65 employees in the group applied

for membership in the union and designated the local their bargaining agent, a Guild representative said.

Under the provincial labor code, certification of a union is automatic upon a showing that in excess of 55 percent of an employee group wants a union.

The newly organized group includes the magazines editorial-

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On 'hiding' copy in a computer...3

TNG joins chorus opposing FOI Act 'reform'

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dence from government files that warnings of potential hazards from atomic testing in Nevada were deliberately withheld from the populace in the region.

Perlik said the result of adop-

tion of the so-called Freedom of Information Reform Act would be to reverse the "clear" thrust of the 25-year-old FOI Act.

Instead of regarding government information as "the property of those whose tax money

generates it," Perlik said, it would regard the "house of government as a private sanctuary into which the public come as an intruder."

"Tell it as little as possible. Keep secret what you can. What you can't, make so expensive and so time-consuming to get that few will stay the course," Perlik said in outlining his perceptions of the effects of the proposed "reforms."

"Not one provision" in the bill, which is backed by the Reagan administration, "would widen a window into government," Perlik charged. "Every single one of consequence would either close it, narrow it or make it more difficult to look in."

"Reform" proponents who cite a General Accounting Office report that less than 5 percent of the requests under the FOI Act come from journalists, authors and scholars fail to consider the number of information requests granted without official requests "because government officials know they are going to have to cough it up under the Act," Perlik said.

Rep. Glenn English (D-Okla.) told the rally of testimony before the House Government Information subcommittee, which he chairs, indicating that "for every reporter who uses the FOI Act, as many as 20 others are able to get information without filing a formal request."

Perlik pointed to a Library of Congress study giving 270 examples of news stories gathered under the act's provisions.

A private, liberal group, the Campaign for Political Rights, released a study two days before the rally detailing more than 500 examples of consumers, businesses, journalists, historians and state governments using the act to obtain federal documents. Among them: revelations of the CIA's having tested drugs on unwitting citizens, the cancer risks to pregnant women taking the hormone DES and deficient nursing homes in Kentucky.

"It's not just FBI and CIA secrets that President Reagan and

Sen. Hatch are worried about protecting—the CIA is not even covered by the current bill," Perlik said, charging that "it's business secrets they want to hide," and not just "trade secrets in the ordinary sense of the term."

Also hidden would be information submitted to the government involving environmental pollution, occupational health, discrimination and false advertising, among others, Perlik said.

He read a portion of the IEB's resolution of the week before:

"The bill, in anything remotely resembling its present form, is anything but acceptable. While

the FOI Act may reasonably require some adjustment—in the direction of smoother functioning on behalf of the public as well as government agencies—the proposed revisions are not a step toward improving it, they are a step toward destroying it."

Perlik said he addressed the rally "not just because our members' ability to do their jobs adequately is threatened," but because "above all... the right of the public to know what its government is doing" is at stake.

The Guild's "special interest is the general interest," he concluded.

Enact FOI, Ottawa urged

Washington—Canada's government should quit stalling and enact the Freedom of Information bill it introduced more than a year and a half ago, TNG's International Executive Board said during its spring meeting.

The bill, which the government introduced with "fanfare" in the summer of 1980, "now appears to be dying in committee," the IEB said.

It noted that Prime Minister Trudeau is reported to have lost enthusiasm for the bill due to concern for confidentiality of

Cabinet discussions and that Communications Minister Francis Fox may be thinking of scraping the bill for a one that would apply uniformly to both federal and provincial governments.

"Canada has gone too long without a law fleshing out the people's right to know how their government operates," the IEB declared in urging passage of the present legislation.

In doing so it was echoing similar sentiments expressed earlier by the Canadian Bar Assn. and the Canadian Labour Congress.

Tribune Co. now speaking for itself at the N.Y. News

(Continued from Page 1)

generations to come," the News reported in its May 1 editions that declared in a front-page headline "We're here to stay."

In return for concessions from the unions, the company said it would make new investments in the paper. The Wall Street Journal reported May 3 that Hunt said the company would "plow in some big money" to buy new delivery trucks and to modernize its presses, but that it did not have immediate plans to replace its Manhattan and Brooklyn printing plants.

Mediator Theodore Kheel, who has been acting as an advisor to the Allied Printing Council of newspaper unions, said that Allbritton had done the Tribune Co. a "great service," by proving "he could get savings from the unions."

The unions repeatedly had sought meetings with representatives of the Tribune Co. after the December announcement that the paper was for sale, eliciting response only once—when the unions offered to buy a full or partial interest in the paper themselves shortly before Allbritton's conditional deal with the Tribune Co. emerged.

Revised estimates that it might cost the Tribune Co. as much as \$300 million to close the News—severance pay obligations, pension liabilities and lifetime guar-

antees included in some craft union contracts—were widely reported to have influenced the Tribune Co.'s decision to keep the paper going.

The company had said it would close the paper if the sale to Allbritton did not go through, but had never set a specific date for closing.

Meanwhile, the New York Post reported that it had learned that the Tribune Co. had terminated its arrangements with the New York branch of the law firm of Seyfarth, Shaw, Fairweather & Geraldson—counsel on labor relations to many newspapers—"on grounds it hadn't properly advised the company just how expensive it might be to close down the News."

A representative of the firm denied that that was the reason for the Tribune Co.'s change in New York lawyers, however.

The company has hired New York attorney David Lindau to assist it in talks with the unions.

At the same time, Newsweek magazine reported that the Tribune Co.'s plans to keep publishing the News were of limited duration and that it was planning to close the paper in 1984 when contracts with the unions, including those with lifetime guarantees, expire.

Kheel has speculated that the fate of the News is tied to the Post and that he believes "the only way to save" the two papers "is through some form of a joint operating agreement."

Newspaper analyst John Morton, meanwhile, told the Wall Street Journal that "the fundamental problem of the News is not labor costs, though they aggravate the problem, but rather its loss of advertising market share."

"Unless you attack the fundamental problem, you're only buying time," according to Morton.

The Newspaper Guild salutes
Franklin D. Roosevelt,
who helped the Guild on its way 50 years ago



...and Eleanor Roosevelt,
who was a distinguished member
for a quarter-century.

International Chairperson
Harry S. Culver

President
Charles A. Perlik, Jr.

Secretary-Treasurer
Charles Dale

Saluting FDR...and Eleanor

TNG salutes both Franklin D. and Eleanor Roosevelt in an ad in the spring issue of the Americans for Democratic Action "ada world." It was published in conjunction both with the ADA's 35th convention and an associated "Roosevelt Centennial Conference," held at the National Education Assn.'s headquarters. Twenty-one international unions were among the conference's co-sponsors. The two Roosevelts' Guild connections were recounted in the Feb. 12 Guild Reporter.

Mid-Atlantic Council backs Stewart

Albany, N.Y. — Delegates to the spring meeting of the Middle-Atlantic District Council of Guild locals here May 1-2 voted to endorse R. Victor Stewart, president of the Albany Guild, for election this summer as TNG vice president from Region 1, the U.S. Northeast.

The endorsement, on a motion by Jack Wallace, president of the Wilkes-Barre Guild, seconded by Richard V. Sabatini of Philadelphia, was passed without dissent though New York Guild delegates abstained since their local does not fall within the region.

Stewart, who also is secretary of the Mid-Atlantic council, and Thomas R. Hiltz, vice president of the Boston Guild, both announced in April that they will be candidates for the remaining year in the term of the vice presidency vacant since last summer [Guild Reporter, April 9]. Hiltz also attended the MADC meeting here.

In other action, the council voted its thanks to William M. Brown "for long and dedicated service... particularly to MADC locals." Brown left TNG's staff of international representatives at the end of April to become pub-

lisher of the Royal Oak (Mich.) Tribune.

TNG President Charles A. Perlik, Jr., and Vice Presidents David M. Mulcahy and Barbara Yunker explained and discussed with delegates the long-range TNG financial plan adopted for recommendation to TNG's 1982 Convention by the International Executive Board during its meeting the five days preceding the council meeting.

Delegates also participated in a seminar on sexual harassment in the workplace conducted by Jennie Farley, an assistant professor at the New York State School of Industrial and Labor Relations at Cornell University.

The council's fall meeting was set for Oct. 23-24 in New York.

Administrative Officer Sought

The VANCOUVER-NEW WESTMINSTER NEWSPAPER GUILD, TNG Local #115, CLC/AFL-CIO, is seeking applicants for administrative officer. The local has 1,200 members in six units. Duties include contract administration and enforcement, organizing, bargaining and local-office administration. Wages and benefits negotiable. Resumes should be mailed to:

Vancouver-New Westminister Guild

Attn: Jim Young, President

1080 W. 7th Ave., #103

Vancouver, B.C. V6H 1B3

Lane on leave, local seeks new AO

Vancouver — The executive committee of the Vancouver-New Westminister Guild has begun a search for a new local executive secretary after placing the incumbent, Patricia Lane, on paid leave for the final five months of her contract with the local.

The executive took the action at its April 13 meeting, reported the local's president, Jim Young.

A local membership meeting

two weeks later overwhelmingly voted approval of a motion expressing confidence in the executive's handling of the matter.

Lane, once a co-counsel for the Canadian Union of Postal Workers and a former research officer for the Union of British Columbia Indian Chiefs and the B.C. Law Reform Committee, has held the Guild position since Oct. 1, 1979.

PAY-RATE DISPUTE AT N.Y. TIMES

Firing for 'hiding' copy overturned

New York—An arbitrator has ordered The New York Times to reinstate an editorial department employee it fired after she had "hidden" a large portion of the copy for one section of the Sunday Times in the paper's computer during a dispute over her rate of pay.

Finding, however, that "such misuse" of the computer "is always a serious offense," arbitrator Morris P. Glushien ordered back pay only from Jan. 1, converting a period of nearly seven months following the discharge into a suspension without pay.

Considering the grievant's unblemished record of 16 years, the suspension is "ample (and perhaps more than ample) discipline," Glushien wrote in his April 22 decision.

The grievant regularly worked three days a week as a news assistant and two days as an editor on the Sunday Times' tabloid "Guide" to arts and leisure activities. She threatened last June 5 to "kill" her copy after a supervisor turned down her claim for pay at the higher editor's rate for time she worked substituting for two vacationing editors. Difference in the contractual minimums amounted to \$46.19 per day.

Claims for work in a higher classification were being more closely scrutinized and employees were being paid on the basis of work performed rather than on the basis of the employee they

were replacing, the supervisor told the woman. She had been paid at the editor's rate in each of the prior six years when filling in for a vacationing editor.

While the issue of the proper rate of pay was not before the arbitrator, he said in footnotes to the decision that the work appeared to be no different than that for which she had been paid the higher rate in the past and that he believed the supervisor had "engaged to a degree in rationalization in justifying" the denial of higher pay "in order to enforce with vigor the new 'front office' policy."

The grievant's threat to kill the copy brought a warning from the supervisor that if she did so she would be fired.

Within the next half hour, after several management representatives had gathered to discuss the situation and with no change in their position evident, the grievant in the presence of a supervisor, "purged" the copy.

The grievant, however, was engaging in "a game of bluff . . . as a lever in the pay dispute," the arbitrator observed.

For, unbeknownst to her supervisors, she had made a duplicate copy and preserved it in her "personal directory" in the computer.

Despite the fact that purged copy remains in the system for 12 to 24 hours before being eliminated—only "double purging" eliminates it immediately—the supervisor assumed the grievant's action had "killed the copy" and proceeded to pass that word to top company officials.

Testimony showed that ever since the introduction of a Harris computer system at the Times several years earlier, the paper's executives had "felt jittery lest the computer be misused by the staff for unauthorized purposes," Glushien noted.

The assistant managing editor, while also believing the copy had

been lost, ordered computer experts to seek to retrieve it, a task at which they soon succeeded.

In the meantime, however, the assistant managing editor, after consulting with the publisher and executive editor, called the grievant to his office to fire her.

Once there, she revealed that she had not destroyed the copy, but "transferred" or "hidden" it.

Saying he could not tolerate the use of the computer as a weapon in a labor dispute and that the grievant should have pursued her higher-pay claim under the contract, the assistant managing editor fired her anyway.

The grievant's conduct amounted to gross insubordination and dereliction of duty, he said.

Characterizing the grievant's behavior as "not altogether surprising, human emotions being what they are," and pointing out that she was "blinded by outrage . . . at what she felt with some justice was unexpected and unfair treatment," the arbitrator concluded that discharge was too extreme a penalty.

Acting "with unnecessary haste," the company officials decided to fire the grievant while under "a vital misapprehension of the facts," Glushien said.

Before reaching a final decision on discharge, "the least the company should have done . . . was to get her side of the story and more especially . . . find out from her what she had done with the copy and whether it was in fact destroyed," he advised.

If the company had done so, "it is likely the whole course of events would have been altered," Glushien speculated.

"Had top officialdom known she was guilty of a lesser offense than destruction," and particularly had the grievant been given an opportunity to produce the copy rather than face discharge, Glushien said he was confident "the matter would never have reached the firing stage."



'Voice's' new vendors

Operation of one of several new single-copy vending machines recently purchased by the Wilkes-Barre Citizens' Voice is demonstrated by Christine Pavloski, 17-year-old daughter of Guild members Tony and Suzanna Pavloski. The Citizens' Voice is the daily established by the Wilkes-Barre Guild and the city's three other newspaper unions shortly after their members struck the Capital Cities-chain's Times Leader on Oct. 6, 1978.

\$1,500 voted for Polish journalists

Washington—A contribution of \$1,500 to the Polish Journalists' Aid Fund was approved by TNG's International Executive Board during its spring meeting.

At the same time all 15 members of the board made personal contributions to the fund totaling \$75.

The fund was established by TNG late in March after Poland's military government said it had dissolved the Polish Journalists' Assn. and then unveiled an officially sponsored union in its place.

In announcing creation of the fund, TNG President Charles A. Perlik, Jr., said that TNG had learned through European sources that Polish journalists had been "deprived of their jobs" and "in many cases driven underground," where "they and their families face starvation."

At that time Perlik also announced that he would ask the IEB to authorize the \$1,500 contribution.

The board also approved a contribution of \$100 to assist the work of Union Sisters Productions, Inc., and, on the recommendation of its Human Rights and Finance Committees, contributions of \$300 to the National Committee on Pay Equity, \$150 to the National Association for the Advancement of Colored

People and \$100 to ERAmerica.

The board denied a request from the Southern Ontario Guild that it contribute \$1,000 to the Red Cross in El Salvador.

Acting on the recommendation of its Finance Committee, the IEB said that while the "level of human suffering may be high in El Salvador, as it is in many other parts of the world, and on this continent," neither the U.S. nor the Canadian Red Cross or other relief agencies have been added to the list of organizations to which TNG has made contributions.

Given the state of TNG's finances, this "is certainly not the time" to begin such a contribution, the IEB said.

The board adopted its Finance Committee's recommendations on contributions by a roll-call vote of 13-2. Voting to adopt the finance committee's recommendations were International Chairperson Harry S. Culver, President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, and 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, Roger L. Stone-

banks of Victoria, Joyce M. Walker-Tyson of Detroit and Barbara Yuncker of New York.

Voting against the committee's recommendations on contributions were Vice Presidents Larry D. Hatfield of San Francisco-Oakland and John M. Lowe of Southern Ontario.

Hatfield said that while he agreed with the committee's recommendation against a donation to the Red Cross in El Salvador, he could not agree with some of the other contributions it recommended.

The board's treasury and individual contributions to the Polish Journalists' Aid Fund brought the total receipts by the fund through April 30 to \$2,600.

Guild withdraws from Altoona vote

Altoona, Pa.—The Guild has informed the National Labor Relations Board that it has withdrawn from a rerun representation election among 134 employees of the Altoona Mirror that the NLRB had ordered upon finding the company had engaged in illegal conduct prior to the first election, held March 17, 1981.

Final tally of votes in that election was determined this Feb. 5 to have been 60 for the Guild and 63 for "no union" after a series of rulings and appeals on ballots that had been cast under challenge in the election.

Turnover and the addition of 19 new, mostly part-time employees—retired persons and high school students—had dissipated the Guild's majority in the interim, the Guild informed the labor board. The rerun election had been set for April 15 among the Mirror's advertising, credit, circulation, editorial and mail-room employees.

Clip & Mail

SOLIDARNOSĆ

The independent Polish journalists' Solidarity-affiliated union has been officially dissolved by Poland's military regime on grounds that it acted "against state and social institutions of public information."

Through European sources, the Guild has been informed that many in the banned union have been driven underground and that they and their families are sorely in need of the necessities to maintain life.

Enclosed, therefore, is my contribution of _____ to the Polish Journalists' Aid Fund created by TNG.

(Name) _____

(Address) _____

(City & State/Province) _____

(Guild Local) _____

POLISH JOURNALISTS' AID FUND
c/o The Newspaper Guild, AFL-CIO/CLC
1125 15th St. NW — #835
Washington, D.C. 20005

Clip & Mail

DAY

BOOK

Great Lakes, Midwest and Southern District Council, joint spring meeting, May 15-16, Quaker Square Hilton Inn, Akron.

International Executive Board, pre-convention meeting, June 18-19, Athenian & Grecian Rooms, Biltmore Hotel, Los Angeles.

Canadian Policy Conference, June 19-20, Galeria Room, Biltmore Hotel, Los Angeles.

Conference of District Councils, June 20, Cordoban Room, Biltmore Hotel, Los Angeles.

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

International Executive Board, post-convention meeting, June 25, Athenian & Grecian Rooms, Biltmore Hotel, Los Angeles.

Penalty proposed for per-capita arrearage

Washington — TNG's International Executive Board is recommending that the 1982 Convention amend TNG's Constitution to require locals to be current in per-capita payments to TNG in order to have a voice and a vote in the union's annual conventions beginning in 1984.

The amendment, recommended by the board's Finance Committee in an effort to give locals incentive to pay their per capitas in a timely fashion, would require

that a local's per capitas be paid-up through and including the second month preceding the convention month. Payments would have to reach TNG not later than the last day of the month prior to the one in which the convention occurs.

Delinquent locals would not be entitled to a voice or a vote in the convention, although they would not be barred from attending.

Currently the constitution does not prevent a delinquent local

from participating in the convention, but representation is likely to be reduced since it is based on the average number of monthly per-capita payments over a 12-month period ending the last day of February prior to the convention.

The Finance Committee's recommendation that the convention be asked to approve the proposed amendment was adopted on a roll-call-vote of 13 to 1, with one abstention.

Vice President Barbara Yunker of New York urged rejection of the proposal after the body agreed to withdrawal of an amendment she had offered that would have given the IEB authority to adjust the policy under "special circumstances."

Voting to adopt the finance committee's recommendation were International Chairperson Harry S. Culver, President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, and Vice Presidents William T. Davis of San Jose, Larry D. Hatfield of San Francisco-Oakland, Robert C. Holt, Jr. of St. Louis, John M. Lowe of Southern Ontario, Dianne M. Martino of Manchester, Richard M. Peery of Cleveland, Charlie Ramis of Puerto Rico, Richard J. Roth of Buffalo, Roger L. Stonebanks of Victoria and Joyce M. Walker-Tyson of Detroit.

Vice President David M. Mulcahy of New York abstained and Yunker voted "no."

Subsequently, on a roll call on constitutional language to implement the change, the proposed amendment was approved by a 14-to-1 vote, with Yunker's again the sole "no" vote.

Also flowing from the IEB's Finance Committee's seven-point financial-stability program, the board approved a proposed amendment to the Constitution to limit the International Election and Referendum Committee to five members. Under the constitution currently, the IERC must consist of not less than five and not more than seven members. Recent years' conventions have elected seven members to serve on the committee.

Reduction in the size of the IERC would save several thousand dollars without impairing the committee's ability to function, the Finance Committee said.

The proposal to limit the

IERC's size was approved 11 to 4 on a roll call. Voting in favor of the change were: Culver, Dale, Perlik, Davis, Holt, Martino, Mulcahy, Peery, Ramis, Roth and Walker-Tyson. Voting against the change were Hatfield, Lowe, Stonebanks and Yunker.

The proposed constitutional change also would establish two-year terms for members of the IERC, limiting their selection to conventions held in even-numbered years.

On another 11-to-4 roll-call, the IEB rejected a constitutional amendment proposed by Hatfield that would have prohibited a salaried officer or permanent TNG staff member from holding local office or membership on a local executive board.

Hatfield explained that his proposal was not aimed at any individual, but at what he called "a defect" in TNG's Constitution that had come to light by a recent addition to TNG staff. Eric Geist, who joined TNG's Collective Bargaining Dept. staff in February, is also treasurer of the Washington-Baltimore Guild.

Urging rejection of the proposed amendment, Perlik said it was not unusual for a new TNG staff member also to hold local office. In fact, Perlik said, he was the president of the Buffalo Guild for six months after being hired as an international representative.

He characterized the proposal as "going after a gnat with a baseball bat."

Voting for the proposal were Hatfield, Lowe, Stonebanks and Yunker. Voting against it were Culver, Perlik, Dale, Davis, Holt, Martino, Mulcahy, Peery, Ramis, Roth and Walker-Tyson.

The IEB, on the recommendation of its Constitution Committee, also is recommending that the convention adopt several changes in provisions governing the conduct of international elections and referendums.

Among them are proposals to permit alternative forms of mail or telegraphic delivery or other forms of delivery in specified circumstances, and a proposal that members not included on voter eligibility lists be permitted to cast challenged ballots.

The proposed changes also call for election materials and ballots to be returned to TNG headquarters to be held unopened for the IERC, instead of being mailed to a post office box.

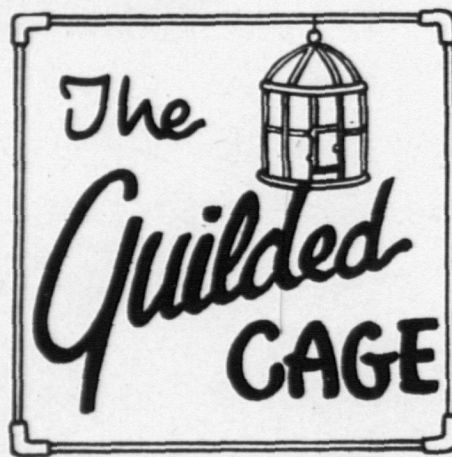
The board also recommended that the IERC make several changes in its rules, including incorporating into them constitutional mandates governing elections and adding provisions for voting challenged ballots.

Brockton's 'Guilded Cage'

The Brockton Guild has launched a membership newsletter it is calling "The Guilded Cage" (right).

It is an attempt to resolve a "universal problem in unions . . . a lack of communication between leadership and membership, and just between members," Brockton President Bob Townsend wrote.

Several items incorporate caricatures with their headings. The bell-ringer goes with the list of new members, the news-caster with meeting minutes and "Napoleon" with the local officers' list.



Sunpapers top to hit \$560 in June

Baltimore—The key news-room top minimum under the Washington-Baltimore Guild's contract with the Sunpapers will rise by \$38, to \$560 a week, June 13—the start of the second year of the local's three-year agreement with the morning and evening dailies.

The top minimum—for reporters, photographers and editorial artists—is increased by a total of \$115, to \$600 a week effective June 12, 1983, over the term of the agreement reached last June.

Outside advertising salespersons and commercial photographers and artists, meanwhile, receive a \$40 increase in their top minimum, to \$516 a week on June 13. Over the term, that top minimum is increased by \$123, to \$560 a week.

Hospitalization is improved and a prescription drug plan is to be included, beginning in 1984.

Life insurance coverage is increased to \$10,000, from \$7,500, and the coverage for those age 65 or more is raised to \$5,000, from \$3,750.

Provision for maternity leave of up to six months is extended to paternity leave, replacing a provision that had called for 10 days leave without pay.

Age and parental status are added to the prohibitions on discrimination in hiring or promotion.

A supplemental agreement made

in November covers employees of five suburban offices who work on special county sections. It sets a starting minimum of \$220 a week and a top minimum after two years experience of \$255 a week for county correspondents.

The top minimum for county copyreaders is \$261 a week and that for county advertising solicitors is \$250, plus commission.

Work produced by employees in the county offices is normally to be only in the special county sections of the Sunpapers, but if any work is used in the metropolitan daily or Sunday editions, the employee is to be paid at the higher rate.

New jobs of reporter trainee, sales trainee and copy-editor trainee are added to the main agreement at starting minimums of \$225, \$220 and \$230 a week respectively; minimums for each trainee job are increased by \$20 a week after six months.

The starting minimum for regular reporters, photographers and editorial artists is raised by \$55, to \$280 over the contract's term, with \$25, to \$522 a week, from last June 10, \$15, to \$265, on this June 13, and \$15, to \$280, on June 12, 1983.

Other increases and resulting new top minimums include:

Inside advertising salespersons—Up by \$85, to \$398 a week, in increments of \$27, \$28 and \$30.

Senior clerks, dispatchers and payroll clerks—Up by \$74, to \$357, in increments of \$21, \$24 and \$29.

Stenographers, switchboard operators and counter clerks—Up by \$60, to \$331, in increments of \$18, \$20 and \$22.

Copy persons—Up by \$38, to \$250, in increments of \$13, \$13 and \$12.

Garage mechanics, carpenters—Up by \$76, to \$420 a week.

Electrician-technicians, machinists—Up by \$98, to \$479 a week.

Local is suing Time Inc. for notice pay in closing

Washington—The Washington-Baltimore Guild has gone to federal court to seek to compel Time Inc. to comply with an arbitrator's award ordering the company to pay two additional weeks of notice pay to Guild-covered employees who worked for the Washington Star when Time Inc. closed it Aug. 7.

Arbitrator Howard G. Gamser in an award Feb. 8 held that Time Inc. owed employees the extra two weeks' pay under the provision of the Guild's contract with the paper requiring four weeks notice of economy dismissal.

The company had satisfied half its obligation when it issued news releases announcing its intent to close the paper two weeks prior to closure, Gamser ruled.

Time Inc. had argued that the notice requirements did not apply

in the case of a complete shutdown of operations.

Local administrative officers Dorothy Struzinski said that in discussions with Time Inc.-representatives seeking to determine when payment would be made, the local had warned the company that it would resort to the courts if Gamser's award was not complied with by the end of April.

Guild counsel had estimated that the additional notice pay would cost Time Inc. about \$1 million.

Rights sought at Maclean's

(Continued from Page 1)

department employees at its main offices here plus those in all its bureaus, located in Ottawa, Vancouver, Calgary, Halifax, Washington, D.C., and New York City.

Maclean's is owned by Maclean Hunter which also publishes Chatelaine magazine the weekly Financial Post and a large number of trade publications.

Meanwhile, shareholders of Toronto Sun Publishing Corp., have voted their approval of the first step in a proposal under which Maclean Hunter would acquire control of Sun Corp., which publishes morning tabloids in Toronto, Calgary and Edmonton and owns an 80 percent share

of United Press Canada.

That step involves Sun Corp. issuing 2.04 million common shares, 25 percent of its stock, at \$13.33 each to Maclean Hunter.

Maclean Hunter also has offered minority stockholders the same price for each of the Sun Corp. shares they hold as it moves to gain a 50-percent and controlling interest in Sun Corp.

Wanted: Local Representative

The Washington-Baltimore Newspaper Guild, Local #35, is seeking a Local Representative on either a temporary or permanent basis. Salary: \$36,816 to start, plus fringes.

Experience in bargaining essential. Prefer person with Newspaper Guild background. Knowledge of copy editing and makeup also preferred. For further information, call (301) 630-1800.

Please submit applications and resumes to:

Weyman Swagger, Chairperson
Search Committee
Washington-Baltimore Newspaper Guild
5620 St. Barnabas Rd., Suite 370
Oxon Hill, Md. 20745

GR shifts dates in May and June

The Guild Reporter is being published the first and third Fridays of May and June, rather than the usual second and fourth Fridays.

That means that the next issue will come off the press on May 21st and the June issues on the 4th and 18th.

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, except monthly in July 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.

BLS family budgets outstrip U.S. contract gains

Washington—Increases in consumer prices and taxes boosted the U.S. Labor Dept.'s Urban Family Budgets for 1981 for a hypothetical family of four at three living levels by more than average top minimums rose under Guild newspaper contracts in the U.S. in the past year.

Double-digit increases in inflation, medical-care costs and taxes led the list of increases in the latest budgets, updated to reflect living costs as of last fall.

Percentage increases in the overall budgets were about 3 percent below those in the 1980 budgets, however, the Bureau of Labor Statistics pointed out in releasing the data April 16.

The "intermediate" budget—once called "modest but adequate" by BLS—rose by 9.8 percent from the fall of 1980, to \$25,407, or \$488.60 a week, a weekly increase of \$43.72.

The average reporter top minimum in Guild contracts with U.S. daily newspapers on April 1, meanwhile, rose by 6.8 percent, or \$29.57 a week—\$14.15 less than the increase in the intermediate budget. The average U.S. reporter top minimum stood at \$463.32 a week April 1, \$25.28 less than required last fall by the BLS's "intermediate" budget.

The "higher" budget—once said to provide the "American standard of living"—rose by 10.6



STAM for the AFL-CIO News

percent, to \$38,060 a year, or \$731.92 a week, a weekly increase of \$70.21.

The "lower" budget—once described as providing an "austere" standard of living—rose by 9.1 percent, to \$15,323 a year, or \$294.67 a week, a weekly in-

crease of \$24.59.

The average clerk top minimum in Guild contracts with U.S. dailies continued to trail the lower budget, with the gap between the two growing to \$46.64 a week. The average clerk top rate under the Guild contracts on April 1

Budget cuts bring end to budgets

Washington—With its release of the 1981 Urban Family Budgets on April 16, the U.S. Labor Dept.'s Bureau of Labor Statistics announced that the annual budgets are being eliminated due to federal budget cuts.

Data on which the budgets are based are 20 years old and "continuation of the program would have required revision of concepts and expenditure data and extensive price collection, for which funding was not available," the BLS explained.

The first budget was issued in 1947—as a "City Worker's Family Budget" for a "modest but adequate standard of living" in 34 cities. In 1967, the lower and higher budgets were added and the "worker's" budget retitled as "moderate." More recently it became the "intermediate" budget.

The basic budget was revised twice and repriced several times during its 35-year existence.

was \$248.03, up by \$17.34 a week from last year, or 7.5 percent.

The margin between the intermediate budget and the average U.S. circulation district manager top minimum—\$427.58 a week on April 1—was \$61.02 a week. The district manager top minimum average on April 1 was higher by \$30.75 a week, or 7.8 percent, from the prior year.

The average U.S. reporter starting minimum as of April 1 was \$293.39, \$1.28 less than the lower budget. Last April's average led the lower budget by \$1.16 a week. The average reporter start had risen by \$22.15, or 8.2 percent.

Personal income taxes, including payments to federal, state and local governments, rose by 19.4 percent in the lower budget, 17.5 percent in the intermediate budget and 17.9 in the higher budget. While the percentage increase for these taxes was higher at the lower budget level, the impact of the increase was more pronounced in the two higher budgets since taxes constitute a larger share of those budgets, the BLS explained.

Transportation costs rose by 13.0 percent in the lower budget, 12.1 percent in the intermediate and 11.8 percent in the higher budget, while medical care costs were up 10.6 at the lower level and 10.7 percent in the other budgets.

Both home ownership and rental costs are included in the higher and intermediate budgets, while only rental costs are in-

cluded in the lower one. Ownership costs, based on an assumption that the family bought its home six years earlier, were up nearly 9 percent.

The cost of renting rose by nearly 8 percent.

The BLS emphasized that the budgets do not represent how families actually do or should spend their money, but rather reflect assumptions made about the manner of living at each of the three levels.

The three budgets are also compiled to reflect differences in living costs among U.S. cities. [See chart for comparison of Guild minimums with city budgets.]

The living standard envisioned in the intermediate budget calls for these estimated costs:

Food: \$5,843 a year, \$112.37 a week.

Housing: \$5,546 a year, \$106.65 a week, \$462.17 a month.

Transportation: \$2,372 a year, \$45.62 a week.

Clothing: \$1,333 a year, \$25.63 a week.

Personal care: \$508 a year, \$9.77 a week.

Medical care: \$1,443 a year, \$27.75 a week.

Other consumption items: \$1,196 a year, \$23 a week.

Social Security taxes: \$1,703 a year, \$32.75 a week.

Personal income taxes: \$4,443 a year, \$85.44 a week.

The budget's family of four is composed of a 38-year-old man who works full time, an unemployed woman, a 13-year-old boy and an 8-year-old girl.

Cut chains, IEB urges Ottawa

Washington—In preparing legislation to implement recommendations of the Kent Commission, Canada's federal government should go beyond at least one of the commission's recommendations for dealing with concentration of ownership, TNG's International Executive board said during its spring meeting.

Not only should legislation limit future ownership beyond a fixed number and total circulation of newspapers, as the commission recommended, it should require divestiture by chains that presently exceed that level, the IEB said.

The IEB proposal was one of six contained in a resolution addressed solely to the commission's recommendations "involving the most critical aspects of press concentration" which, the board said, was the primary thrust of the commission's report, issued last Aug. 18.

Soon after the report was is-

sued, the government said it expected to announce its response to the commission's recommendations within six months. At the end of March, Multi-culturalism Minister James Fleming said legislation could be expected within another six weeks.

In its resolution, the IEB also called for enactment of the commission's proposal for preventing a single publisher or group from owning or controlling two or more papers with 75 percent or more of total daily circulation in a province or region.

Given its own recommendation on divestiture, the IEB called "unnecessary" the commission's proposal that a company owning a national newspaper, such as Thomson's Globe and Mail, be forbidden to own or control another daily. The same goes for prohibiting large conglomerates from buying a newspaper, the IEB said.

The IEB also recommended

discarding as "unwarranted, unnecessary and a potential danger to a free and unrestricted press," the commission's proposal for a Press Rights Panel.

Proposals should be implemented on a fixed-standards basis subject to judicial review rather than on flexible standards subject to discretion of a Press Rights Panel or other special body, the board declared.

It also called for adoption of the commission's recommendation that daily newspapers be required to give 60 days notice of cessation of publication.

Many of the commission's other proposals "merit continuing study," the IEB said. While calling them "subject to criticism," the IEB said they "seek to tackle a serious problem and deserve serious consideration."

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 3.2-point increase in the index in March to 255.9, up 26.5 points from March 1981, and 51.9 points from March 1980. 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 March 1980.

	Index*	Percentage over	
		Same month prior year	March 1980†
April, 1981	231.1	12.6	13.3
May	233.2	12.3	14.3
June	236.8	12.8	16.1
July	238.9	12.9	17.1
August	240.6	12.7	17.9
September	242.4	12.5	18.8
October	244.8	12.7	20.0
November	246.9	12.2	21.0
December	248.0	12.1	21.6
January, 1982	249.7	11.4	22.4
February	252.7	11.6	23.9
March	255.9	11.6	25.4

*1971 = 100

†Index = 204.0

The budgets vs. minimums

This table compares the highest clerk and reporter top minimums in 19 urban U.S. areas as of April 1 with the weekly cost of the Bureau of Labor Statistics' latest lower, inter-

mediate and higher family budgets for each of the 19 areas. The BLS budgets are for last autumn and do not reflect increases in living costs in any of the areas.

	Lower Budget	Clerk Top* #	Middle Budget	Reporter Top*	Higher Budget
U.S. average	\$294.67	\$248.03	\$488.60	\$463.32	\$731.92
Baltimore	294.52	257.00	482.96	522.00	732.50
Boston	315.42	278.00	561.79	507.00†	861.94
Buffalo	282.88	230.36	509.10	492.59	748.44
Chicago-N.W. Indiana	299.75	270.96	487.65	601.08	718.62
Cincinnati	290.58	270.72	489.90	510.00	703.83
Cleveland	291.85	280.12	492.27	520.20	720.90
Denver	290.25	250.00	477.31	550.00	711.13
Detroit	290.52	340.86	484.77	530.94	725.40
Honolulu	390.75	316.74	613.33	539.50	967.63
Los Angeles-Long Beach	319.58	306.70	481.25	520.96	740.69
Minneapolis-St. Paul	290.73	252.00	496.13	587.00	744.19
New York-N.E. New Jersey	302.02	336.34	568.08	721.92	908.27
Philadelphia	299.87	245.25	510.90	524.94	760.77
Pittsburgh	290.69	267.00	475.33	500.00	706.04
St. Louis	290.62	250.60	471.12	565.77	691.63
San Diego	301.73	288.59	476.46	553.24	725.42
San Francisco-Oakland	328.46	287.94	520.81	570.30	786.65
Seattle	329.31	296.25	497.71	547.10	719.15
Washington	321.19	259.00	526.00	557.00	791.10

* Lowest paid clerical classification.

† Highest minimum in locals where there is more than one contract.

‡ Outside ad sales minimum, editorial department not covered by Guild contract.

IEB calls for new 11-year finance program

(Continued from Page 1)

10 that have occurred in the last 12 years—"was more a result of under-nourishment than it was of over-activity," the IEB pointed out in adopting its finance report to the convention.

"Some Guild locals, themselves financially ailing, were not able to pay their dues to TNG last year—and at year's end actually owed the General Fund more money than the amount of the deficit," demonstrating anew that "the health of TNG's treasury is dependent on the health of the locals' finances," the IEB said.

While General Fund income for the year totaled a record \$2,418,623, it fell \$70,000 short of projections upon which the 1981 Convention based the budget it adopted. At the same time, necessary General Fund expenditures totaled \$2,525,470, about \$35,000 more than last year's convention projection.

Adoption of its program should enable locals to meet their obligations to TNG and, as a result, enable TNG to "break the costly cycle of deficit financing" for its day-to-day operations, the board said.

Unpaid per-capita obligations at the fiscal year's end totaled an estimated \$175,854, with about \$131,000 in General Fund revenue alone owed by three of TNG's largest locals and another \$24,000 still due from 10 others, the IEB noted.

"Until those locals regain the ability to pay, TNG is unlikely to break from its debilitating deficit financing," the board declared in setting forth its financial-stability program.

Other parts of that program include: reapportioning the division of regular per-capita payments between the General and Defense Funds; reinstituting payment of the salaries of international representatives assigned to strikes from the Defense Fund, and reducing the size of the International Election & Referendum Committee from seven members to five.

The recommendation on minimum local dues calls for increasing their monthly rate to 5.5 percent of one week's compensation beginning Aug. 1 and six percent beginning Jan. 1, 1983.

Thereafter, the minimum local dues rate would rise by one-tenth of one percent each Jan. 1, until reaching 7 percent in 1993.

An IEB Finance Committee proposal that the date for the move to a 5.5 percent rate be Sept. 1 was advanced to Aug. 1 on motion of Vice President Larry D. Hatfield of San Francisco-Oakland.

The minimum monthly dues rate currently is 5 percent of one week's regular compensation plus \$1.50, which together come to 5.35 percent of the average reporter top minimum being paid under Guild daily newspaper contracts as of this April 1.

As they do currently, locals would continue to have the option of substituting another dues formula that yields at least equivalent total dues income. And, as many currently do, locals also would continue to have the option of setting their dues at rates higher than the Minimum Dues.

The factor in the formula for the annual computation of per-capita payments initially would be adjusted, also effective Aug. 1, by incorporating into the current factor the flat sum of \$1.35 that now is added after multiplying the average April 1 reporter top

minimum by the existing factor of 0.0165 (1.65 percent).

Incorporating the \$1.35 into the factor would produce a flat per-capita rate of 0.01939 (1.939 percent). The current per capita of \$9.07 per month would not be affected by the adjustment.

The adjusted per-capita factor would remain at that level until 1984 when increases of one-quarter of one-tenth of one percent would be added in that and each of the next nine years, taking the per-capita factor to 0.02189 (2.189 percent) in 1993.

Under the IEB's proposal the proportion of TNG's per capita to minimum local dues at the average reporter top minimum level would decline from 36.5 percent currently, to 31.3 percent in 1993.

At this April's \$467.63 average weekly reporter top minimum, minimum local dues are \$25 a month. If that average reporter top minimum were to increase by \$25 in each of the next 11 years, it would be \$742.63 a week on April 1, 1993, and the minimum local dues under the IEB's proposed long-range program would be \$51.98 a month.

Proposed minimum monthly dues schedules will also be converted to a weekly schedule for presentation to the convention, the IEB said.

Other unions in the newspaper industry currently have local dues rates of 7 percent or higher, the IEB pointed out.

The proposed increase in minimum dues "would not be of any direct benefit to TNG in 1982 or 1983," the IEB observed, but pointed out that "it would be of indirect benefit because the proposed schedule is structured to strengthen the financial position of . . . locals."

Locals' ability to make timely payments to TNG "is a critical element," the IEB said, in the budget the convention is being asked to approve for the fiscal year that began April 1. That budget provides for expenditures of \$2,790,572 and, when laid alongside the IEB's income estimate of \$2,773,948, projects a \$16,624 deficit.

But without convention approval of its full financial program, the IEB estimated that "a business-as-usual budget" would put TNG "nearly \$200,000 in the red."

To bring the General Fund deficit to "an arguably manageable level," the IEB said it also is seeking convention approval of reapportionment of per-capita payments between the General Fund and the Defense Fund to put 85 percent into the General Fund. Currently 80 percent of each payment goes to the General Fund and 20 percent to the Defense Fund.

The IEB's income estimate of \$2,773,948 assumes the per-capita reapportionment: \$7.094 to the General Fund for two months and \$7.912 for 10 months, from

an average of 27,100 monthly per capitas and 350 agency-fee payments.

"Reapportionment would not stymie the continued growth of the Defense Fund," the IEB said, pointing out that an estimated \$391,649 from per capitas would continue to be channeled to the Defense Fund and that the fund is expected to earn some \$630,000 in interest during the year—adding a total of more than \$1 million to the Defense Fund.

The Defense Fund ended the 1981-82 fiscal year with a net worth of \$4,970,992. [See story below.]

The fund's net gain during the year was \$901,578, on total income of \$1,884,693 and payments of strike and lockout benefits and related costs totaling \$983,115.

The IEB also is asking the convention's approval for the Defense Fund to reimburse the General Fund, effective May 1, 1982, for the salaries of TNG staff members assigned to strike or lockout situations. Currently the Defense Fund pays staff expenses in strike situations, but not salaries.

In addition, the IEB is recommending that the General Fund be reimbursed by the Defense Fund for \$48,771 in compensatory time accumulated by two former international representatives while they were assigned to the Wilkes-Barre strike.

If these changes are not enacted, TNG "will have no alternative but to consider such steps as reducing staff, eliminating services and even salary cuts," the IEB declared.

To give further incentive to locals to pay their per capitas on time, the IEB also is recommending a change in TNG's Constitution to deny a voice and a vote at conventions to locals behind in per-capita payments. [See: 'Penalty proposed . . .,' Page 4.]

The proposed General Fund budget includes "funds for 14 international representatives or their equivalents, one of which is for writing off the compensatory time" paid a recently resigned staff member, the IEB explained.

It's proposed budget also calls for establishment of a compensatory-time reserve account and provides for the institution of a dues billing system designed to cut locals' paperwork.

It also designates \$20,000 for the cost of moving TNG's headquarters before a substantial rent increase takes effect Jan. 1, or for making other arrangements.

The IEB also voted authorization to President Charles A. Perlik, Jr., and Dale to "institute and implement" a supplementary pension plan for personnel excluded from TNG's contract with the Federation of Guild Representatives. The excluded personnel's benefits under the existing TNG-FGR plan would be frozen and benefits under the supplemental plan would be established with future funding at levels to

provide retirees "60 percent of pay (including Social Security) by 1984 or 1985, as circumstances warrant."

In the fourth quarter of the fiscal year ended March 31, General Fund expenditures exceeded income by \$15,684, the IEB's Finance Committee reported. But, as throughout the fiscal year, the quarterly deficit "was caused not so much by significant budget overruns, as by the problem of delinquent dues," the committee noted.

Locals two months or more behind in payments to TNG at the fiscal year's end included New York, TNG's largest local, plus the Wire Service Guild, Battle Creek, Hudson County, Lansing, Lehigh Valley, Northern Ontario and Rochester.

Among budget overruns during the fourth quarter were organizing and servicing costs, \$33,860 over budget, including lost-time payments to local organizers and legal fees associated with organizing projects, an extra \$10,000 in Guild Reporter postage fees (the rates doubled Jan. 8) and more than \$10,000 in compensatory time paid to a staff member upon retirement. Expenses for IEB meetings also ran \$8,644 over budget.

In a 10-to-5 roll call, the board defeated a minority report from its Guild Reporter committee that called for reducing the frequency of publication from the current constitutional minimum of 22 issues per year, to 17 issues per year.

Hatfield, in moving the minority report, said that the frequency reduction could save as much as \$36,000 a year, while "not materially reducing communication with the members."

Yunker, in seconding the minority report, said that while the cut in frequency would reduce the number of pages currently being published by about 25 percent, it "need not reduce the amount of information."

Others disagreed, maintaining that cutting the frequency of publication would cut communication. They included Vice President Richard M. Peery of Cleveland, chairperson of the IEB's Guild Reporter Committee.

Voting for the minority report in addition to Hatfield and Yunker, were Vice Presidents John M. Lowe of Southern Ontario, Roger L. Stonebanks of Victoria and Joyce M. Walker-Tyson of Detroit.

Voting against cutting the Guild Reporter's frequency were International Chairperson Harry S. Culver, Perlik, Dale and Vice Presidents William T. Davis of San Jose, Robert C. Holt, Jr., of St. Louis, Dianne M. Martino of Manchester, Mulcahy, Peery, Charlie Ramis of Puerto Rico and Roth.

A motion by Walker-Tyson, seconded by Martino, to change the frequency of TNG conventions from annual to biennial,

also advanced as a "money-saving measure," was tabled.

In another 10-to-5 roll-call, the board, on the recommendation of its Finance Committee, denied a request from the Pacific Northwest Guild that TNG share the local's costs from unit clarification proceedings and its efforts to block a proposed joint operating agreement between the Seattle Times and the Post-Intelligencer.

While "sympathetic to the problems" of the local, the IEB said in its Finance Committee report, it believes that neither case had "Guildwide applicability, a test necessary to qualify such matters for financial assistance under the long-standing policy on cost-sharing."

Even if the merits of the request met that test, "there remains the question of where, given its present strained condition, TNG would get the money," the committee said in recommending against the request.

The local's expense in the two cases comes to \$55,214.23.

Yunker said that it appeared to her that the definition of "Guildwide applicability" does not have a "steady course."

"It is not enough" to declare an issue universal "because we have enough money," or not universal "because we do not have enough money," she said.

Perlik pointed out that TNG had "participated heavily" in other unit clarification and joint operation cases and declared that "we do not enhance our position by continuing to participate in bad cases."

"Broad, far-reaching concepts" were raised in unit clarification cases at New York dailies, the Associated Press and the Washington Post in which TNG participated, Perlik said. Had those concepts been accepted by the National Labor Relations Board, they would have had applicability to others, but the NLRB rejected them, he noted.

In the joint publishing area, "the lead case that presented novel challenges to the Guild" was the proposed merger of the operations of the Cincinnati Enquirer and Post, the Finance Committee said.

The Seattle proceedings, "although undeniably important" to locals members, "involved only a reiteration of arguments found ineffective in Cincinnati," the committee said.

"There is no way we can win these cases given the state of the law," Perlik declared and suggested that money would be better spent seeking to change the antitrust laws.

Voting to adopt the Finance Committee's recommendation to deny the request for funds were: Culver, Dale, Perlik, Holt, Martino, Mulcahy, Peery, Ramis, Roth and Walker-Tyson. Voting against the committee's recommendation were: Davis, Hatfield, Lowe, Stonebanks and Yunker.

Defense Fund builds to record \$4.9M

Washington — TNG's Defense Fund came through the fiscal year ended March 31 " hale and hearty," the International Executive Board reported during its spring meeting.

The fund began the year "in its most robust shape in Guild history" and by the year's end "had actually grown stronger," the board pointed out in the Finance & Administration report it

adopted for its Officers' Report to the 1982 Convention.

The fund's net worth on March 31 stood at \$4,970,992, a new high, "nearly \$1 million richer" (\$901,578) than at the beginning of the fiscal year.

The fund's income during the year totaled \$1,884,693, while its expenditures totaled \$983,115.

More than 30 percent of the fund's total income was from in-

terest (\$580,093). In addition, there was \$483,588 from the portion of regular per-capita payments dedicated to the fund and \$807,574 from "full regular dues" before they were lifted last May 1 after being in effect 32 months.

More than 90 percent of the fund's expenditures (\$896,599) went for benefits to members in three strikes—in Vallejo, Wilkes-

Barre and Terre Haute—while the balance went to smaller or brief strikes, such as those at the New York Times, at the Canadian Broadcasting Corp., and at the New Westminster Columbian, as well as for payment of carry-over expenses from strikes in three other cities and as a contribution to Professional Air Traffic Controllers' strikers, the IEB reported.

OWNERS 'EERILY' LIKE PUBLISHERS

Solidarity with NFLPA is voted

Washington — TNG's International Executive Board has declared the Guild's "solidarity" with the National Football League Players' Assn. in its quest for a new contract from the league—the first since the 1,500-plus member union affiliated with the AFL-CIO.

The NFLPA, "like the Guild and other unions in our industry and other industries, seeks no more for its members than the Guild and others seek from the industries employing their members," the IEB said in a resolution adopted during its spring meeting.

Besides a "fair and just portion" of the income its members produce for the league—"the most profitable" in U.S. professional sports—the NFLPA is seeking for league employees "a meaningful voice . . . in establishing the other terms and conditions under which they work," the board pointed out, "particularly those which address the peculiarities of the industry for which they work."

Average employment-life ex-

pectancy for NFL players is four years, nearly all already have served "at least four more likely eight years' unpaid apprenticeships" and the occupational safety and health hazards "must be among the highest in the world," the IEB noted.

The board called the reaction of the league and team owners to bargaining "for the first time [with] a full-fledged union . . . eerily reminiscent of publishers' reactions when faced with the Guild . . . in our union's earliest days—and today:

✓ Questioning publicly the integrity, motivation and competency of the union's elected leadership.

✓ Encouraging and bally-hooing disagreements within the ranks of those the union represents.

✓ Deriding the union's bargaining goals as 'pie-in-the-sky,' and worse."

Within the Guild's membership "few, if any, . . . would doubt that they are the . . . publications they produce, sell and distribute for their employers,"

the IEB noted.

"Equally true, if not more so," it said, is the theme of the NFLPA's bargaining: "The players are the game!"

The Guild knows that "only through solidarity can any who toil meet the challenges they face," the IEB said, "We extend our hands in solidarity and share the NFLPA's determination to win for the membership the recognition, respect and remuneration they deserve."

Pressmen and GAU launch merger talks

Washington — Leaders of the Graphic Arts International Union and the International Printing & Graphic Communications Union in March launched a series of talks to explore the possibility of the two unions merging.

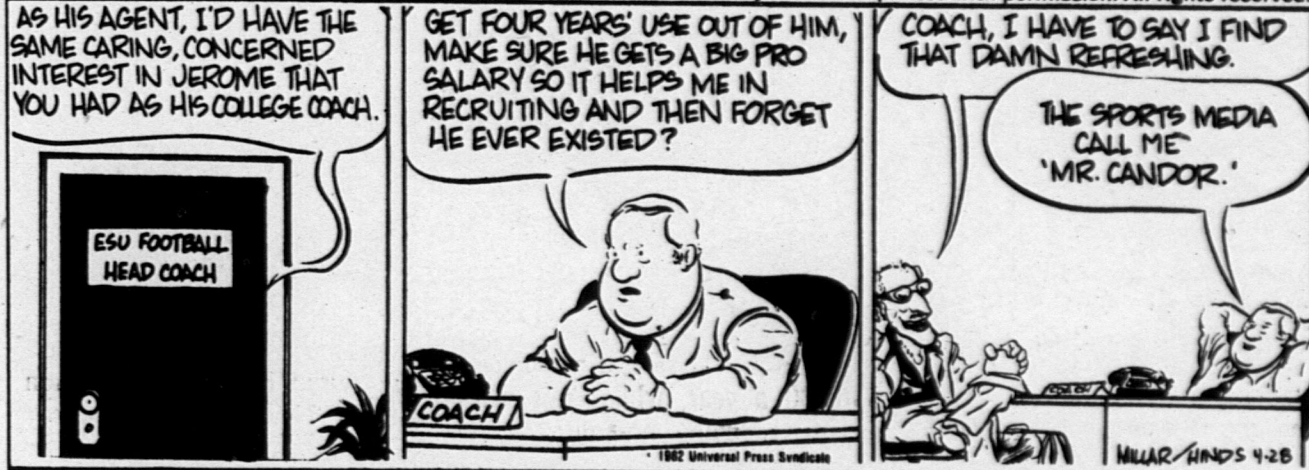
The GAU is the product of earlier mergers of the old Photo-engravers', Lithographers' and Bookbinders' unions, while the IP&GCU is the product of merger of the Pressmen's and Stereotypers' unions.



Strikers' salute publisher(-to-be)

William M. Brown, right—who left TNG's staff of international representatives April 30 to become publisher of the Ingersoll chain's Royal Oak (Mich.) Tribune—receives a plaque mounted on a 50-lb. piece of anthracite coal during a "Salute to Bill Brown" party given in his behalf April 24 by Wilkes-Barre's four newspaper unions—the Guild, Pressmen, Stereotypers and Typographical unions. Presenting the plaque is Joe Maurer, Pressmen's international representative. Its inscription tells of the members' appreciation of Brown's "loyalty, sincerity and dedication" to making the unions' strike daily, the Citizens' Voice, a success over the past 3½ years.

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1981-82 TNG audit: What came in; where it went

Following is the report of TNG's financial standing, including the Defense Fund, and General Fund operations for the fiscal year ended March 31, 1982, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance Sheet—General Fund, March 31, 1982

ASSETS	
Cash in banks and on hand	\$ 166,919
Advances receivable	19,700
Exchanges receivable	50,376
Loans receivable	76,469
Prepaid insurance and transportation expenses	68,945
Deposits	675
Investments	160
Accounting equipment (net)	50,809
Total assets	\$ 434,053

LIABILITIES	
Accounts payable	\$ 10,522
Due to Defense Fund	90,800
Payroll taxes payable	13,931
Severance pay reserve	185,272
Total liabilities	\$ 300,525
Net worth surplus	\$ 133,528
Total liabilities and net worth	\$ 434,053

Income & expense, General Fund, year ended 3/31/82

INCOME	
Membership—Per capita taxes	\$2,321,768
Initiation fees	13,456
Reinstatement fees	1,269
Agency fees	23,468
Servicing salaries and expenses paid by locals	13,589
Guild Reporter income	3,434
Research Department sales	6,334
Expenses paid by Defense Fund	29,004
Other income	6,301
Total income	\$2,418,623

EXPENSES	
Per-capita taxes	\$ 105,572
Field operations	952,422
Administrative operations	405,007
Office management	587,840
Executives	119,340
Other expenses	355,289
Total expenses	\$2,525,470
Operating deficit	\$ 106,847
Net worth surplus—beginning of year	\$ 240,375
Net worth surplus—end of year	\$ 133,528

General Fund, budget & expense, year ended 3/31/82

	Expended Year Ended 3/31/82	Budget Year Ended 3/31/82	(Over) or Under Budget
1. Per-capita taxes	\$ 105,572	\$ 113,150	\$ 7,578
2. Field Operations:			
A. Director—Salary	\$ 46,364	\$ 46,100	\$ (264)
Expenses	2,707	5,000	2,293
B. Organizing and Servicing:			
IRs' salaries	\$ 372,106	\$ 451,367	\$ 79,261

	Expended Year Ended 3/31/82	Budget Year Ended 3/31/82	(Over) or Under Budget
IRs' expenses	224,670	220,000	(4,670)
Secretaries—stenographers	9,860	9,418	(442)
Miscellaneous organizing and servicing	119,385	57,000	(62,385)
Organizing-servicing program subsidies	1,050	1,200	150

C. Collective Bargaining Salaries—Executive Secretary, Contracts Committee	\$ 42,439	\$ 40,717	(\$1,722)
Pension consultant	14,499	14,500	1
Secretaries—stenographers	9,860	9,418	(442)
Collective Bargaining and Research Asst.	27,650	27,560	(90)
Human Rights Coordinator	39,126	38,196	(930)
Research & Information Associate	34,035	28,619	(5,416)
Expenses—personnel	8,671	6,500	(2,171)
Total	\$ 952,422	\$ 955,595	\$ 3,173

3. Administrative Operations:			
A. Director—Salary	\$ 46,364	\$ 46,100	(\$ 264)
Expenses	1,969	1,500	(469)

B. Research and Information:			
Salaries—Director	\$ 38,837	\$ 38,837	—
Assistant Director	14,491	14,603	112
Secretaries—stenographers	9,860	9,418	(442)
Expenses—personnel	2,356	3,000	644
Books and periodicals			
Legal and bargaining services	2,029	2,500	471
Subscriptions	5,170	3,000	(2,170)
Other printed material	2,485	1,000	(1,485)
Publications and literature			
Constitution	12,825	9,000	(3,825)
Organizing and other literature	5,938	4,500	(1,438)
Institutes and seminars	16,472	12,500	(3,972)
Miscellaneous	—	500	500
Total	\$ 405,007	\$ 382,242	(\$22,765)

C. Guild Reporter:			
Salaries—Editor	\$ 43,160	\$ 39,478	(\$3,682)
Assistant editor	14,491	14,603	112
Clerical	24,507	24,103	(404)
Expenses—personnel	4,013	2,000	(2,013)
Printing	92,272	90,500	(1,772)
Postage	44,108	42,850	(1,258)
Addressing	19,079	17,750	(1,329)
Pictures & special material	4,457	4,000	(457)
Miscellaneous	124	500	376
Total	\$ 405,007	\$ 382,242	(\$22,765)

4. Office Management:			
Salaries—Office manager	\$ 26,868	\$ 26,868	—
Secretaries—stenographers	29,363	28,255	(1,108)
Bookkeeping	39,360	38,077	(1,283)
General clerical	36,775	34,203	(2,572)

	Expended Year Ended 3/31/82	Budget Year Ended 3/31/82	(Over) or Under Budget
Expenses:			
Rent & maintenance	53,689	56,000	2,311
Stationery & supplies	24,891	30,000	5,109
Equipment	9,000	9,000	—
Telephone & telegraph	26,831	25,500	(1,331)
Repairs and improvements	5,868	5,000	(868)
Postage	24,060	18,500	(5,560)
Auditing	11,896	10,200	(1,696)
Insurance & bonding	16,000	16,000	—
Employee pension	64,957	68,500	3,543
Employee health and welfare	65,881	62,000	(3,881)
Directly billed transportation	108,970	145,000	36,030
Data processing	31,758	30,000	(1,758)
Miscellaneous	11,673	5,500	(6,173)
Total	\$ 587,840	\$ 608,603	\$ 20,763

5. Executives:			
Officers' salaries	\$ 98,116	\$ 95,950	(\$ 2,166)
Officers' expenses	21,224	12,500	(8,724)
Total	\$ 119,340	\$ 108,450	(\$10,890)

6. Other Expenses:			
Legal	\$ 42,195	\$ 38,500	(\$3,695)
Payroll & personal property taxes	50,430	59,500	9,070
Contributions & tickets	13,304	18,500	5,196
Delegates and committees	49,138	10,000	(39,138)
I.E.B. meetings	54,681	49,500	(5,181)
Severance pay	50,000	50,000	—
Provisions	75,000	75,000	—
Convention reserve	1,000	1,000	—
Brown Award	2,266	2,000	(266)
Brown Award expenses	1,940	3,000	1,060
AFL-CIO-IUD Conventions	205	100	(105)
CLC Convention	13,198	13,000	(198)
IFJ meetings	1,932	1,500	(432)
Guild Service Award	—	1,500	1,500
Irving Leichter Scholarship Fund	—	1,500	1,500
Total	\$ 355,289	\$ 323,100	(\$32,189)

Totals	\$2,525,470	\$2,491,140	(\$34,330)
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Severance pay	50,000	50,000	—
Provisions	75,000	75,000	—
Convention reserve	1,000	1,000	—
Brown Award	2,266	2,000	(266)
Brown Award expenses	1,940	3,000	1,060
AFL-CIO-IUD Conventions	205	100	(105)
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Totals	\$2,525,470	\$2,491,140	(\$34,330)
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Balance Sheet—Defense Fund, March 31, 1982

ASSETS	
Cash in banks:	
Checking account	\$ 10,570
Savings accounts, certificates of deposit	1,147,123
Investments (at cost)	3,366,866
A.T.A. bond	500
Loans receivable—Guild affiliates	346,394
Due from General Fund	90,800
Other investments (at cost)	8,739
Total assets	\$4,970,992

LIABILITIES	
TNG's Defense Fund had no liabilities on March 31, 1982.	
Net worth surplus	\$4,970,992
Total liabilities and net worth	\$4,970,992

Continue seminars for local officers, IEB urges

Washington—Pointing to the enthusiastic reaction of participants in TNG's first-ever residential seminar for new local officers, TNG's International Executive Board is recommending that the seminar be continued on an annual basis.

At the same time, the IEB is asking the Guild's 1982 Conven-

tion to endorse resumption of the annual series of regional weekend institutes, presented in co-operation with district councils of Guild locals.

"Together," the IEB said in the Research & Information section of its Officers' Report to the convention, "these two programs represent an unprecedented com-

mitment of our union's limited resources and staff to continuing educational programs for both our locals and their members."

In addition, the IEB is asking the convention to urge district councils and locals, with TNG assistance, to develop more educational programs of their own on topics of particular regional

and local concern.

The residential seminar, held Feb. 12-15 at the AFL-CIO's George Meany Center for Labor Studies in suburban Washington, was designed primarily for new officers of smaller locals, those without their own professional staff. TNG subsidized part of the cost of room, board and travel expenses of one participant each from such locals.

The seminar should be continued "under the policies and procedures established for this year's," the IEB said in its recommendation that it become an annual event.

The IEB said it believes the seminar should again be held at the center over the Washington's Birthday holiday weekend. That arrangement, it said, enabled a number of locals this year to send participants that otherwise would not have been able to.

This year's seminar was attended by 46 leaders from 34 locals in the United States and Canada and participants' known reactions militate for the seminar's continuation, the IEB said.

One officer of one small local called it "as nearly a 100 percent success as is mathematically possible, both pragmatically and philosophically" in a letter to the Guild Reporter, the board noted.

The same participant said he found it the "perfect vehicle" for the sharing and airing of small-local problems and experiences.

"Other participants, in reports to locals, letters to TNG and evaluation questionnaires, describe the seminar as 'invaluable,' 'rigorous and comprehensive and immensely rewarding,' 'admirable,' 'inspiring, informative and entertaining' and as a 'historic turning point for our union,'" the IEB pointed out.

By the board's end-of-April meeting, evaluation questionnaires had been returned by nearly a third of the participants and "without exception, they approved the . . . site and said that the

seminar was useful and worth the cost, that it should be continued on an annual basis and that they would recommend that their locals continue to participate in it," the IEB said.

"Some participants reported that the seminar already had proved its usefulness in their locals (paid back its costs, as one said) in organizing, bargaining, arbitration and other ways," the IEB noted.

One new small-local president wrote that while "there's so much to learn when you're getting started from scratch, I feel I am off to a much stronger start than I would be otherwise."

A new local treasurer said that without the seminar he would have been "swamped."

Participants also cited the value of meeting representatives of other locals with common problems and getting to know TNG officers and staff with whom they deal as local officers, the IEB reported.

One small local's officers wrote that they "no longer feel we are orbiting meaninglessly on the edge of the TNG universe," the board noted.

And while the residential seminar is aimed primarily at officers of smaller locals, resumption of the annual regional weekend institute series will take educational programs on a variety of topics to locals that are both large and small, the IEB said.

The IEB approved its Research & Information report and recommendations to the convention with a single recorded dissent on one recommendation, that the new local officers' seminar be made an annual event.

Vice President Barbara Yunker of New York asked that she be recorded as voting "no," stating that she opposes what she sees as "discrimination built into the eligibility procedures and policies" governing participation in the seminar.



STUART S. WHITE/Great Falls Guild

Orienting new members in Great Falls

Leon Lenz, a former Great Falls Guild president, outlines grievance and arbitration procedures under the Guild's contract with the Great Falls Tribune during a new-member orientation seminar April 24. The seminar was inspired by TNG's residential seminar for new

local officers in February, according to Great Falls President Bert Lindler, who attended the TNG session. Lindler along with Lenz and three other local leaders discussed bargaining, contract enforcement, the local's history and its 1974 strike at the Tribune.

Mather, Vancouver pioneer, at 73

Vancouver — Barry Mather, one of Canada's best known newspaper columnists, a former Member of Parliament, a regular contributor to the Canadian Broadcasting Corp. and a past president of the pre-TNG Guild at the Vancouver Sun, died at his winter home in the village of Nerja, Spain, on March 30. He was 73.

Mather, who became known as one of Canada's top humorist-

philosophers during the 14 years from 1948 that he wrote daily Front-Page columns for the Sun, also was a strong supporter of the Vancouver Guild's affiliating with TNG in 1957 [Guild Reporter, April 9].

When TNG held its 1961 Convention in Vancouver, delegates were greeted by one of Mather's columns taking the Guild to task for interfering with the freedom of "us white-collared press people."

"Employees of any newspaper, such as this one, who signed up with the Guild very soon found themselves regimented," Mather wrote, continuing:

"In place of being allowed to work 14 hours a day they were suddenly cut to about half that.

"It was an awful shock to the poor fellows. It was even more of a shock to their families. Children who rarely caught sight of their dads by daylight now found themselves having to eat dinner regularly with them.

"Not content with limiting hours, the Guild also interfered with pay. . . . White-collared

workers found themselves forced into higher wages. It was little use for them to protest. Indeed, their old liberty of being able to complain on an individual basis had been lost. The Guild now negotiated for them.

"And while the employees of nonunion papers retained their freedom to bargain as individuals, they could hardly escape altogether from being influenced by higher work and wage standards.

"Worse regimentation was to follow—overtime, longer vacations, fringe benefits came in the wake of the Guild," Mather wrote in the July 25, 1961, Sun, concluding:

"Guild, you have much to answer for."

Mather was elected to the House of Commons from New Westminster in 1962, under the banner of the New Democratic Party, where over the next decade he became one of the House's most voluble speakers as he worked for automobile safety, bail reform, consumer and animal welfare legislation, among other things.

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Area Code 202—296-2990

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