

Minimum Dues increase is endorsed, moved to membership vote in fall

Los Angeles—TNG's membership will be asked in a Guild-wide referendum this fall to ratify a two-stage increase in the Minimum Dues mandated for Guild locals by TNG's Constitution.

Delegates to TNG's 49th Annual Convention approved the increase—contingent on ratification in a referendum to be held "as soon as practicable after Oct. 15"—as they grappled with a series of proposals aimed at assuring both Guild locals and TNG operating funds sufficient to maintain

and improve services to members.

It was clearly the central issue of the convention, with the Finance Committee, chaired by John Edgington of San Diego, by attracting membership by nearly a third of the delegates and meeting every available minute until well into the night of the convention's third day. And when the report of the committee's majority reached the floor it was accompanied by three minority reports—though one was withdrawn—and stimulated several other

motions for amendments, as well.

When it was all over, the convention had enacted, with some modifications, five parts of the seven-point financial program that had been proposed to it by the International Executive Board and had approved a modified portion of a sixth part, the Minimum Dues increase, subject to referendum.

The Minimum Dues increase proposal going to referendum would raise the monthly rate first to 5.5 percent of one week's reg-

ular compensation, effective Dec. 1, and then to 6 percent, effective May 1, 1983.

TNG's Constitution currently requires monthly local dues of at least 5 percent of a week's regular compensation, plus \$1.50—which comes to \$25 a month, or 5.35 percent, at the \$467.63-a-week average top minimum for reporters on dailies in effect on April 1—or a dues schedule yielding at least equivalent total income.

(Continued on Page 4)

The 49th Annual TNG Convention

Los Angeles — TNG's 49th Annual Convention was held here June 21-25.

There were 202 delegates and eight alternate delegates from 53 locals in the United States and Canada registered and seated.

Convention votes of the 53 locals totalled 370.

Perlik signals push in Guild bargaining on employee voice

Los Angeles—A new bargaining thrust to gain for Guild members an effective role in determining the policies, procedures, practices, ethics and values that govern their work was signaled by TNG President Charles A. Perlik, Jr., in his address to the opening session of the Guild's 1982 Convention.

The times demand it, he declared.

The "searing barrage" of criticism that is reaching "into every corner of the news industry" appears unprecedented in its intensity and scope, he said.

And while it is coming both

from inside and outside the industry and sparing no one, "high or low," its weight "inevitably" falls "most heavily" on those "at the bottom of the pyramid, the reporters and lower-tier editors who are our members," Perlik pointed out.

Whether that criticism is right or wrong, Guild members' training, attitudes, methods of work and performance are "increasingly" its target, he continued, adding:

"In many cases they are being called to account for sins for which they are not responsible, in

(Continued on Page 6)

Ban on political activity is overruled by arbiter

Seattle—The Seattle Times violated its contract with the Pacific Northwest Guild when it directed a humor columnist to withdraw as a candidate for water commissioner and then announced that all its newsroom employees were banned from seeking any public office, an arbitrator has ruled.

The outside activities clause of the Guild's contract with the paper guarantees that employees are free to engage in activities outside of working hours, subject only to several specific exceptions, arbitrator William H. Dor-

sey pointed out in his ruling.

The exceptions did not apply in the case of John Hinterberger as a candidate for a neighborhood water-district commission nor do they permit a blanket prohibition on newsroom employees seeking political office because of what the Times called "real or perceived" conflicts of interest, Dorsey held.

Agreeing with the Guild, Dorsey called the contract's outside activities clause "the collective bargaining equivalent of the Bill (Continued on Page 6)



Vol. XLIX, No. 13

Washington, D.C.

July 16, 1982



ROBERT A. STEINKE/St. Louis Guild

'Thank you, Mr. Asner ... er, Grant ... ?'

Screen Actors' Guild President Ed Asner and got his autograph before he addressed TNG's one of dozens of guests (and delegates) who 1982 Convention banquet. (See Page 10.)

Special convention on merger is okayed

Los Angeles—Pointing to "significant progress" in the revived TNG-ITU merger talks and to the possibility that TNG's International Executive Board could approve a proposed merger agreement "in early fall," the Guild's 1982 Convention authorized the IEB then to call a special convention to act on the proposal.

While cautioning that "several key issues remain unresolved," the convention expressed its "sincere hope" for their "quick and favorable resolution" in meetings scheduled in August between the summit and full merger committees of TNG and the International Typographical Union.

It also reaffirmed TNG's "firm" commitment to merger and to a previous convention's call for TNG to "expedite efforts" toward making it a reality.

The tentative timetable anticipates a special convention about three months after approval of a full merger proposal by the IEB and then a membership referendum "in early 1983," the convention noted in adopting a report from its Collective Bargaining Committee, chaired by Gerald M. Maraghy of Boston.

Approval of a merger agreement by each of the bodies in turn—the IEB, a convention and

the membership—is necessary under TNG's Constitution before a merger can be effectuated.

In authorizing a special convention, delegates acted on the basis of recommendations and reports from the IEB, from TNG President Charles A. Perlik, Jr., in his opening-day address and from TNG's Special Merger Committee at a special forum the afternoon of the convention's opening day.

Perlik said that while a year ago he had felt that "merger with the ITU was a washed-out hope, a dream exploded," it now is "much more alive than at any time during the four long years we've been talking about it."

Pointing to the progress made in meetings with ITU leaders just 10 days before the convention [Guild Reporter, June 18], Perlik predicted that "if things keep going" as then there should be

"full, complete, organic merger" of the internationals "by this time next year."

He credited an ITU referendum on merger late last year for having "helped clear the air," though it proposed a procedure TNG could not constitutionally accept.

"The temper of the times and the hostile climate we feel all around us did even more" to break the "log jam" in the talks, he said.

"Increasingly the lesson comes drumming home: We must find ways to strengthen our hand, to re-arm ourselves, to stop the erosions and re-start our growth," he continued.

"Merger is one of the ways to answer the assault on our past achievements, to counter-attack

(Continued on Page 2)

New VDT-radiation studies sought . . . 3

It's Stewart vs. Hiltz for Region 1 VP . . . 5

Severance jam cleared in Cleveland . . . 6

Special convention on merger authorized

(Continued from Page 1)

for new ones, to maintain and expand our role as an instrument of influence and effectiveness in this industry," he said, adding:

"I now see merger as an imperative that cannot be denied; indeed, where I once felt that talk of One Big Union in the printing, publishing and graphic arts industries was so much vain and wishful thinking, I now do not reject the possibility of its becoming a reality in the next five years."

[The other two major unions in the industry—the Graphic Arts International Union and the International Printing and Graphic Communications Union (pressmen)—have been holding merger talks since the beginning of the year.]

At the same time, the convention authorized a special convention on merger, it also restated a directive and a pair of advisories by the 1980 Convention to the Guild's merger committee—and added another.

The new one—contained in a minority report adopted by fewer than five votes in a roll call [table, Page 8]—"urges" the merger committee to "readdress" with its ITU counterpart the tentative agreement reached in 1979 on the formula for determining locals' voting strength in roll calls at conventions of the merged union.

It says that voting strength would better be determined "under procedures now provided by TNG's Constitution" rather than under the tentative agreement that locals "vote their full membership on a one-member, one vote concept."

Until the minority report was amended, it had proposed to "direct" the merger committee to "renegotiate" the formula.

TNG's Constitution provides for one convention vote for a local's first seven members in good standing plus one for the first 26 to 50, another for the second 26 to 50 and then another for each additional 56 to 100 members in good standing.

The minority report, presented by Mary Grace Poidomani of Akron, expressed concern that the one-member, one-vote formula would "undermine" small Guild locals' "already tentative position and emphasize disparity between small and large locals."

The ITU, the report said, "accords near equity to smaller units, granting each two votes while its largest local . . . wields only six."

[Roll-call strength of Guild locals at the convention ranged from two, three and four votes each held by 24 locals with 150 or fewer members each—a total of 67 votes—to 43 votes, held by the New York Guild.]

Supporters of the minority re-



DELEGATES' ATTENTION IS KEEN AS TNG PRESIDENT OUTLINES MERGER-TALKS' STATUS IN THREE-HOUR FORUM

With Charles A. Perlik, Jr., at 'head table' are all 11 other members of TNG's Special Merger Committee.

port also asserted that now is the time to try to perfect the merger document to assure broadest possible support rather than after the unions' committees have completed it.

One opponent of the minority report, Floyd Tucker of San Francisco-Oakland, called the one-member, one-vote formula "a statesman-like resolution of a complicated . . . problem posed by the existence of very large numbers of very small ITU locals," noting that "there may be 60 in Northern California" alone.

Other opponents, noting that the formula had been reported to a merger forum at the 1980 convention [and in the Guild Reporter], expressed concern that it is late in the talks and that introduction of new matters or the re-opening of issues could endanger the timetable for completion of a full merger proposal.

Tally in the roll call on the minority report was 182.28 in favor and 177.82 opposed, a difference of 4.46 votes.

In addition, the convention reaffirmed the 1980 Convention's direction to "renegotiate" with the ITU merger committee the tentatively agreed to strike sanction provision so that a simple majority of the merged union's International Governing Board could overturn a withholding of strike sanction by the International Executive Council, rather than requiring a two-thirds vote by the IGB.

It also reaffirmed the 1980 Convention's advisory that TNG's

merger committee continue to abide by the Guild's commitment to human rights and its commitment to "participation of minority and women members at all levels of the new international union."

The convention also stated that "consistent with assurances" of merger committee representatives and actions by the 1979 and 1980 Conventions, the merger committee "will attempt to resolve any inequities arising from the application of an off-set of strike benefits from unemployment insurance compensation."

[The 1980 Convention instructed the merger committee to "reaffirm its commitments to the policy established by the 1979 Convention that there be no off-set from strike benefits" for unemployment compensation received "where progressive labor legislation provides for such payments to strikers."

An effort to reopen the merger report after it had been adopted by the convention in order to move an amendment to the statement on strike benefit-unemployment compensation offset was defeated by two votes in a roll call; 184 for reopening, 186 against (table, Page 8).

The proposed amendment, Paul MacClennan of Buffalo told the convention before it voted on reconsidering the report, would have stated that the merger committee "will act in accordance with instructions . . . by the 1980 Convention in regard to removing any negative effects on strike

benefits as a result of payment of unemployment insurance."

During the three-hour merger forum on the convention's first day, Perlik, TNG Field Operations Director J. William Blatz and Secretary-Treasurer Charles Dale—TNG's merger summit committee—led the full Guild merger committee in outlining to delegates details of tentative agreements and areas still to be resolved, much as they had at a similar session at the 1980 Convention. The merger committee also met the day before the convention opened.

Also as in 1980, delegates' questions and comments were probing and exhibited a keen interest in the details of both tentative agreements and outstanding issues.

Among the observers at the convention for much of the week's proceedings were ITU 2nd

Vice President Robert L. Wartinger and 3rd Vice President Allan J. Heritage, as well as several leaders and former leaders of ITU locals.

Both Heritage and Wartinger are members of the ITU Merger Negotiating Committee and, along with ITU President Joe Bingel, comprise the ITU's summit committee on merger.

Bingel wired his "sincerest regrets" at not being at the convention and expressed his firm belief that TNG and the ITU are "on the very threshold of merger."

"All unions today face a most difficult challenge to their very existence," Bingel said, adding: "Let's face and overcome that challenge together."

He also invited Guild convention delegates to attend the ITU Convention in Seattle Aug. 2-7 as observers.

Delegates revitalize council of Knight-Ridder locals

Los Angeles — Delegates to TNG's 1982 Convention from locals representing employees at 15 Knight-Ridder newspapers voted during the convention to re-establish the National Knight-Ridder Council of Guild locals.

The action was in response to perceptions of increasing corporate influence over individual newspapers in the chain, council representatives reported.

The revitalized council will act

as a clearing house for information among Knight-Ridder locals and will help identify corporate trends throughout the chain.

Each participating local was asked to appoint a "Knight-Ridder contact person" to correspond with the council. The locals also will exchange newsletters and contracts with Knight-Ridder papers.

At the council's re-formation meeting on June 23, participating delegates also discussed problems being experienced by more senior employees, moves toward "electronic publishing" and chain-wide practices on hiring and discipline.

James McGill of Gary was elected chairperson of the council. Joyce Walker-Tyson of Detroit was elected secretary and Linda Foley of Lexington was elected treasurer.

Plans were discussed for another council meeting either just prior to the next convention or early in 1983.

The Knight-Ridder Council had been inactive since the mid-1970s.

Peery appointed to merger body

Los Angeles — TNG Vice President Richard M. Peery of Cleveland was named to TNG's Special Merger Committee during the pre-convention meeting of the International Executive Board.

Peery's appointment, ratified by the IEB, came on the heels of resignations by Fred Fletcher, retired executive secretary of the San Francisco-Oakland Guild, and John M. Mitchell of Gary, former TNG vice president from Region 3.



OTTAWA GUILD'S BRIDGET PETERSEN VISITS WITH ITU OBSERVERS

Holding her attention are ITU Vice Presidents Allan J. Heritage and Robert L. Wartinger.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, 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.

Lexington member runs for parity

Lexington, Ky. — Lexington Guild member Mark Maloney literally pounded the pavement for his Guild local July 3.

A copy editor in the sports department of the Lexington Herald, he did it when he ran in the "Bluegrass 10,000"—a foot race co-sponsored by the Knight-Ridder chain's Herald-Leader Co.—but did not officially enter the event, even though the company offered to pay all employees' entry fees.

Maloney said he did not want to register for the race because the Herald-Leader was a co-sponsor and he is unhappy with the company's behavior in bargaining with the Guild for a new contract. (Talks have been going on since March and the contract has been expired since the end of May.)

Maloney also said he preferred to wear his own T-shirt, emblazoned with "Guild—Parity Now," the local's bargaining theme, instead of the "official" T-shirt given to the entrants.

The local is seeking parity with Guild contract provisions at other Knight-Ridder papers and in the rest of the industry—from minimums and job security through union security and fringe benefits. Reporter top minimum under the expired Lexington contract is \$335 a week. Guild-wide April 1 average was \$467.63.

Lexington Guild members helped Maloney in his protest run by supplying him with water along the 6.3-mile trek, which began at 9 a.m. Official entrants had water supplied by race functionaries.

How did Maloney do? Not as well as he had hoped—"I really did terrible"—he said.



HERA HARRAH/Lexington Guild

SHIRT CARRIES MESSAGE IN LEXINGTON RACE

Guild's Mark Maloney, left, in the Bluegrass 10,000

But since his time was not officially recorded it was hard to tell.

Two other members of the local who entered the race officially did finish ahead of news-

room management entrants, the local reported. Leon Tayler finished in 41:55 and Gary Cohn in 44:18. The fastest newsroom editor finished a full minute behind Cohn.

Probe of radiation at levels endemic to VDTs is sought

Los Angeles — Observing that "questions" about possible radiation hazards from video display terminals are mounting up "faster than answers," delegates to TNG's 1982 Convention called for "immediate" government research into the biological effects of two forms of radiation endemic to the machines.

Revelations at an international forum in Ottawa early in June that "extremely low frequency" radiation from VDTs may pose a hazard to pregnant women and others operating the terminals "make it imperative" that agencies "move quickly" to try to determine the "degree and extent" of that hazard, the convention declared.

It also called for government research into the effects of "radio frequency" radiation in the low frequency range "characteristic of VDTs."

While "virtually no research" has been conducted in this area, one study known to have been performed—by the U.S. Air Force—"indicated radiation in this range may have effects on the immune system, at least in heavy doses," the convention pointed out in adopting the report of its Safety and Health Committee.

The delegates also called for more government-financed epidemiological research involving large occupational groups in order to "fully ascertain" the health effects of VDT work.

The convention pointed out that the National Institute for Occupational Safety & Health "was the first to concede" that the results of its study at the Baltimore Sunpapers were not conclusive [Guild Reporter, June 18].

Nor, the convention added, is it likely that the Guild/Mt. Sinai study involving six U.S. and Canadian locals will be conclusive.

The additional studies are needed to "determine whether cataracts, as well as birth defects and miscarriages, are more prevalent among VDT users than non-users," the convention said.

Among other actions recommended by its safety committee, chaired by Carol McGarvey of Philadelphia, the convention called on locals to appoint safety and health committees and to do their "utmost" to seek protection against workplace hazards other than those associated with VDTs.

It suggested that non-VDT

areas of concern might include air quality, vehicle safety and testing and toxic substances.

It also urged TNG to continue to seek, where appropriate, occupational safety and health legislation to protect workers, including VDT operators.

Locals, the convention said, should consult with TNG before seeking investigations and surveys into VDT-associated problems—other than routine radiation testing—so that Guild activities in this area can be co-ordinated.

When testing for radiation, locals should notify TNG, in advance if possible, of the instruments to be used and, following the tests, furnish TNG with the results, the convention said.

The delegates also urged locals to make use of materials available from TNG, particularly its new VDT Health Manual, to familiarize members with safety and health problems associated with VDT work and methods for resolving them.

Using these materials, locals should conduct special programs for members about VDT safety and health, the convention said.

In a separate resolution, the convention voted its support for the Canadian Labour Congress' campaign to win passage of a comprehensive occupational safety and health law that would protect employees covered by federal statutes, including members of the Canadian Wire Service Guild.

The legislation proposed by the CLC would affirm the right of individual employees "to refuse to perform hazardous work, provide for joint labor-management health and safety committees, establish the right of employees to know about job dangers and establish minimum national standards governing health hazards, the delegates noted.

The convention also called on the U.S. Congress to approve a bill that would place the National Institute for Occupational Safety & Health under the domain of the research-oriented National Institutes of Health rather than the Center for Disease Control in Atlanta.

That bill, which has been approved by the House Energy and Commerce Committee, is moving for floor action in the form of technical amendments to the 1981 Reconciliation Act, the convention pointed out.

Thomson bid to take over BNA denounced

Los Angeles — TNG's 1982 convention called an announcement by International Thomson Holdings, Inc., that it will offer a 150 percent premium to buy up employee-owned shares of stock in the Bureau of National Affairs "no more than Judas silver."

Thomson, in a bid to take over the trade and technical journal publishing company, has made an initial offer of \$45 a share for BNA stock currently valued at \$18.

BNA's articles of incorpora-

tion restrict ownership of the company to its employees—both management and rank and file, the convention pointed out.

"There are strong and continuing differences" between the Guild and management of BNA in some areas, "but restriction of ownership eligibility to employees is not one of them," the convention noted.

The Washington - Baltimore Guild has represented the company's editorial and commercial employees for some 30 years.

Despite a vote of BNA's board of directors to reject the offer, a Thomson executive said the com-

pany would press ahead with offers to buy up the stock at premium prices, but indicated it would not pursue a "hostile" takeover, the Washington Post reported.

Delegates to the convention voted their support for "efforts to defeat attempts of the Thomson octopus to further extend its grasp."

Guild-represented employees at BNA have "substantially more to fear from the antilabor Thomson chain" than does the firm's board of directors, who were unanimous in rejecting the offer, the delegates declared.

WBNG seeks pact for new BNA unit

Washington — Bargaining was scheduled to start in July between the Washington-Baltimore Guild and the Bureau of National Affairs for initial contract coverage for the information service's 14 national correspondents.

The session was scheduled after BNA management voluntarily recognized the Guild as bargaining representative for the group upon certification by arbitrator Howard Gamser that his check of membership application cards held by the local demonstrated the Guild's majority status.

The Guild currently has a contract with BNA covering more than 600 employees in its accounting, business, data processing, editorial, production and sales departments in Washington.

Memo on local safety units issued

Washington — A new memorandum from TNG's Research & Information Dept. outlining the organization and operation of local safety and health committees has been distributed to local presidents and administrative officers.

The memo is intended "to guide locals in dealing with the multiplying problems of health and safety in the workplace," according to David Eisen, TNG's Research & Information director.

It notes that at the same time that Guild locals have become increasingly aware of the need to protect members from the hazards associated with work on video display terminals, they have

also become more cognizant of other hazards that face Guild-covered employees.

Describing some of the workplace hazards Guild locals have confronted and how they sought to remedy them, the memo outlines steps for establishing local safety and health committees.

It recommends that the makeup of the committee be as representative as possible of all Guild-covered departments and employees and suggests that a first step be committee members familiarizing themselves with applicable laws and regulations, including fire and building codes.

In conducting workplace surveys for possible hazards, com-

mittee members should "use your good sense, and your good senses," the memo recommends.

As the memo puts it: "Your nose can detect strange odors that signal airborne chemicals and other contaminants, while your eyes can reveal more obvious problems such as loose wires and cables that could trip a passerby, broken furniture, malfunctioning equipment, poor lighting and other physical or fire hazards. Your ears will quickly pick up any unnecessarily loud noises. And your skin will register excessive heat or cold."

Copies are available from TNG's Research & Information Dept. on request.

Moves urged on '2nd-hand' smoke

Los Angeles—Voicing its opposition to "any ban on smoking," TNG's 1982 Convention nonetheless urged locals to seek ways to alleviate the "vicarious effects" of smoking on nonsmokers in the workplace and at Guild meetings.

Measures such as rearranged seating, ionizers and improved air circulation can help reduce environmental problems associated with smoking, the delegates suggested.

They called for the Guild to "set an example" by furnishing no-smoking sections at meetings, including committee sessions during future conventions.

Minimum dues hike moved to referendum

(Continued from Page 1)

Under the convention-backed increase, locals would retain the option of maintaining or setting their dues rates higher than the Minimum Dues, as nearly half of them do now. (At least 64 percent of the Guild's membership is in locals that currently have dues rates of 5½ percent or more and at least 54 percent is in locals with current dues rates of 6 percent or more. Neither stage of the proposed increase would affect the dues rates of the latter.)

The convention approved the two-step Minimum Dues increase on recommendation of its Finance Committee "as an alternative" to a long-range plan of Minimum Dues increases proposed by the IEB.

That plan would have gradually increased the Minimum Dues over the next 11 years. The 5.5 percent rate would have taken effect Aug. 1 and the 6 percent rate on Jan. 1, followed by increases of 0.1 percent each subsequent Jan. 1 through 1993, when the rate would have reached 7 percent.

A motion from the floor by TNG Vice President Larry D. Hatfield of San Francisco-Oakland to substitute the IEB's Minimum Dues proposal in its entirety, with an added proviso for a referendum, was defeated on a voice vote.

The IEB also had recommended increasing the mathematical factor by which locals' monthly obligations to TNG are determined, but the Finance

Committee Report adopted by the convention called for "no change in the present per-capita formula."

The committee also reported that it had "postponed indefinitely" a decision on the part of the IEB proposal that would have restated the per-capita formula as a straight percentage. (That formula, applied each spring to determine locals' monthly per-capita obligations to TNG for the ensuing year, is 1.65 percent of the average top minimum for reporters on dailies as of April 1—plus \$1.35. The IEB had proposed incorporating the \$1.35 into the percentage, to produce a factor of 1.939 percent.)

The convention's Finance Committee, like the IEB, had recommended that the new 5.5 percent and 6 percent Minimum Dues be effective Aug. 1 and Jan. 1, respectively, and had proposed putting the new rates to a referendum "as soon as practicable."

The effective dates for the new rates were moved back to Dec. 1 and May 1 and the direction added that the referendum be conducted "after Oct. 15" on an amendment from the floor by Edwin R. Egan, executive vice president of the New York Guild.

During debate on Egan's motion, Barry Lipton, secretary-treasurer of the New York Guild, said that local would expect to use "the great bulk" of its additional income from the Minimum Dues increase to pay its per-capita arrearages to TNG. New York was one of three of the Guild's larger locals whose inability to meet per-capita obligations during last fiscal year were largely responsible for a \$106,847 General Fund deficit.

But it was one of the IEB's proposals that the convention itself enacted that provoked the longest and most heated debate.

That proposal: Increasing the General Fund's portion of per-capita payments by 5 percent, to 85 percent, while correspondingly reducing the Defense Fund's portion, to 15 percent.

As enacted by the convention, the apportionment will revert to

an 80 percent-20 percent division between the two funds next July 1, however, unless there is "contrary action" by the 1983 Convention, scheduled to meet June 20-25 in Cleveland.

The reapportionment, retroactive to May 1, was enacted when the convention adopted a minority report from the Finance Committee on a roll-call vote of 226.6 to 143.4. [Roll-call table, Page 8.]

The reapportionment added an estimated \$104,606 to the current fiscal year's General Fund income and converted a \$101,230 deficit projected by the Finance Committee majority into an anticipated surplus of \$3,376.

Pointing to that projected deficit, the minority report compared the reapportionment to doing "what you do at home when the rent and utilities inflate . . . deposit less into your savings account."

The reapportionment, will still put "nearly \$400,000" from per-capita payments into the Defense Fund and the fund will have "more than \$1 million" total income from that per-capita portion plus "more than \$600,000 in anticipated interest income," asserted the report, presented by TNG Vice President Richard J. Roth of Buffalo, a member of the IEB's Finance Committee.

Roth said the proviso for automatically returning to the 80 percent-20 percent apportionment next July 1 was added to the minority report "in recognition of concern expressed by a number of persons who frankly don't believe that this program would not substantially diminish the Defense Fund and its continued growth."

Opponents of the reapportionment called it "a raid on the Defense Fund" and expressed fear that it would prevent the fund's reaching the \$5 million in available assets before Oct. 1, 1983, mandated by TNG's Constitution.

At the start of the current fiscal year on April 1, the Defense Fund had available assets of more than \$4.6 million.

William Morrissey of the (U.S.) Wire Service Guild announced after adoption of the minority re-

port reapportioning division of per-capita payments that a "second minority report" that had been prepared from the Finance Committee would not be presented to the convention.

The fiscal-year budget recommended to the convention by the IEB had projected an operating deficit of \$16,624. That budget however was pared by \$20,000 in the budget recommended by the Finance Committee and adopted by the convention. It eliminated a proposed \$10,000 reserve toward payment of compensatory-time obligations to TNG staff and cut in half a proposal to set aside \$20,000 for expenses if TNG should move its headquarters.

A third minority report, moved by Jay Brakefield of San Antonio, would have directed the IEB to study creation of a "sliding-scale formula" for determining each local's per-capita obligations individually, based on the top minimum in each local. It was defeated on a voice vote.

The other portions of the IEB's finance proposals were enacted by the convention essentially as recommended by the IEB. They are:

- ✓ Reimbursement of the General Fund by the Defense Fund for salaries of TNG staff members assigned to strikes or lockouts, retroactive to May 1. The Defense Fund had been paying expenses, but not salaries, of TNG staff assigned to the emergencies.

- ✓ A motion by Morrissey that would have approved the salary reimbursement for a year only was defeated on a voice vote.

- ✓ Repayment by the Defense Fund to the General Fund of \$48,771 for compensatory time accumulated by two former international representatives while they were assigned to the Wilkes-Barre strike.

Delegates say continue new officers' seminar

Los Angeles — TNG's 1982 Convention called for continuation of the residential seminar for new local officers on an annual basis and for the resumption of TNG's annual series of regional weekend institutes presented in co-operation with District Councils.

"Together, these two programs represent an unprecedented commitment of our union's limited resources and staff to continuing educational programs for both our locals and their members," the convention said in adopting its Research & Information Report.

It said the seminar for new local officers should be conducted under the policies and procedures established for the first one, held earlier this year.

The seminar, designed primar-

Weekly rate told on Minimum Dues

Los Angeles — With an increasing number of Guild contracts providing for weekly checkoff of members' dues, the 1982 convention added to TNG's Constitution a statement of the Minimum Dues rate on a weekly basis.

Currently, it states, the weekly dues rate is "1.1538 percent plus \$0.35," which on the April 1 average reporter top minimum of \$467.63 a week would be weekly dues of \$5.75.

If the Minimum Dues increase is ratified, the weekly dues rate on Dec. 1 would become 1.2692 percent and on next May 1 would become 1.3846 percent, or \$5.94 and \$6.47, respectively, on the same \$467.63 minimum.

- ✓ Reduction in the size of the International Election & Referendum Committee from a maximum of seven members to five, with the added proviso for election of two alternate members. [See roll call table, Page 8, and story, Page 7.]

- ✓ Addition to TNG's Constitution of a requirement that beginning in 1984 locals must be current in their per-capita payments to TNG in order for their delegates to TNG conventions to have voice and votes at the annual meetings. [See story, Page 7.]

The IEB had proposed its seven-point finance program to the convention under direction by the 1981 Convention that TNG officers prepare "a long-range plan for stability of the General Fund which would support additional servicing, new organizing and expansion of the field staff."



VIP 'uniform' for Perlik

TNG President Charles A. Perlik, Jr., tries out a Vallejo Independent Press baseball cap and T-shirt presented to him by Roger Warnock, left, chairperson of the San Francisco-Oakland Guild's striking Vallejo unit. The VIP is the strike paper produced by the five unions that struck the Donrey chain's Vallejo Times Herald four years ago June 20. Warnock reported to

delegates to TNG's convention on that strike, and Jack Wallace of the Wilkes-Barre Guild, which with three other unions struck Capital Cities chain's Times Leader on Oct. 6, 1978, did likewise on that situation. A collection among delegates netted \$1,935 in donations and pledges which was apportioned between the two strikes.

'83 local officers' seminar Feb. 18-21

Washington—TNG's second annual residential seminar for new local officers will be held over the 1983 Washington's Birthday holiday weekend, Feb. 18-21, at the AFL-CIO's George Meany Center for Labor Studies in suburban Washington.

While intended principally for new officers, the seminar also is open to officers of limited experience and other active local leaders, such as bargaining chairpersons and executive-committee members. TNG again will subsidize, in part, the expenses of one participant each from small locals, for which the seminar is primarily designed.

The seminar will begin Friday night and end Monday at noon.

Hiltz, Stewart vie for Region 1 VP in Sept. 16-21 vote

Los Angeles — Thomas R. Hiltz, vice president of the Boston Guild, and R. Victor Stewart, president of the Albany Guild, were nominated on the final day of TNG's 1982 Convention for TNG Vice President from Region 1, the U.S. Northeast.

One of them will be elected to fill the year remaining in the office's two-year term in balloting by Guild members in the region to be conducted Sept. 16-21, with the votes to be tabulated and the result certified Oct. 6.

The Region 1 vice presidency has been vacant since last summer when Patrick Rushton of Wilkes-Barre took a job outside the publishing industry.

Hiltz, who also is president of the New England District Council, was nominated on the convention's final day by Carol McGarvey of Philadelphia.

Stewart, who also is secretary of the Middle Atlantic District Council was nominated by Richard V. Sabatini, also of Philadelphia.

Hiltz' nomination was seconded by 12 delegates from nine locals in Region 1; Stewart's nomination was seconded by six delegates from five locals in the region.

At a meeting of TNG's International Election & Referendum Committee immediately after the convention's adjournment, Stewart drew the top spot on the ballot to be used in the election and the IERC designated the Aug. 13 issue of the Guild Reporter as that in which each candidate will have equal space for a campaign statement.

Eligible to vote in the election will be members in good standing

Region 1 VP candidates

Here, in ballot order, is the official list of candidates for TNG Vice President from Region 1, the U.S. Northeast, in the Sept. 16-21 election for the remaining year in that office's term:

R. Victor Stewart
Thomas R. Hiltz

as of June 1, July 1 or August 1 in the following Guild locals:

Albany, Boston, Brockton, Buffalo, Erie, Harrisburg, Hazleton, Hudson County, Kingston, Lehigh Valley, Lynn, Manchester, Pawtucket, Philadelphia, Pittsburgh, Portland, Providence, Rochester, Salem, Scranton, Utica, Wilkes-Barre, Woonsocket, York and Wire Service Guild members working in bureaus in the region.

The IERC also set Aug. 27 for its meeting to pass on voter eligibility and to mail election materials to the locals from TNG headquarters.

The election schedule established by the committee also mandates that local election committees must count ballots cast in their locals on either Sept. 22 or 23 and returns must be postmarked to the IERC not later than Sept. 25.

The IERC will open the returns, tabulate them and certify the results during a meeting at TNG headquarters on Oct. 6.

Candidates' records

Here, as called for by TNG's Constitution, are the records of the candidates for TNG Vice President from Region 1, the U.S. Northeast. One of them will be elected in balloting by Guild members in the region Sept. 16-21 to fill the remaining year of the position's two-year term. They were nominated at TNG's 49th Annual Convention June 21-25 in Los Angeles.

Vic Stewart

R. Victor Stewart, president of the Albany Guild and secretary of the Middle Atlantic District Council, is seeking his first term on the IEB.

A reporter for Hearst's Albany Knickerbocker News, Stewart has been a Guild member since 1968. He served as chief shop steward, local secretary and interim president and, since the fall of 1980, as the local's president.

Stewart, 40, has been a delegate to the last five TNG conventions and a district council delegate since 1971.

He chaired the local's bargaining committee in 1979.

Earlier, as a member of the United Auto Workers, Stewart was a shop steward while working in a foundry in Muskegon, Mich.

Tom Hiltz

Thomas R. Hiltz, vice president of the Boston Guild and president of the New England District Council, is seeking his first term on the IEB.

A photographer at the Malden News in Malden, Mass., Hiltz has been a Guild member since 1961.

He was elected secretary-treasurer of the Boston Guild's Malden unit in 1965. In 1973 he was elected unit chairperson and since 1977 has been the local's vice president.

Hiltz, 39, has been a delegate to the three most recent TNG conventions.

He is a delegate to the New England Servicing - Organizing Program, has assisted in several organizing campaigns in New England and is the chairperson of a committee on NESOP's long-range financial objectives.



Drawing for ballot spot

Candidates for TNG vice president from Region 1, the U.S. Northeast, draw lots (background, standing) to determine position on the ballot in this fall's election during a meeting of the International Election & Referendum Committee after the convention. Thomas R. Hiltz of Boston, left, drew second billing to R. Victor Stewart of Albany, center. Standing,

right, is Robert A. Steinke of St. Louis, IERC chairperson. Observing, from left, IERC members Michele C. Davis of San Diego, Robert J. Townsend of Brockton, an alternate on the committee, and Jerry E. MacDonald of the Canadian Wire Service Guild. At center, seated, is TNG general council David S. Barr. Out of lense range was Richard Brandow of New York.

201 seek 131 buyouts at N.Y. News

New York — A total of 201 Guild-covered employees of the New York News have applied to voluntarily leave the News under a buyout plan that includes enhanced severance pay worked out between the Guild and the company.

The News is seeking to cut 131 jobs from the Guild's jurisdiction.

Applications for buyouts exceeded targeted reductions in most departments.

In editorial, where the company seeks to cut 70 jobs, 119 applications were received.

Twenty-three Guild-covered employees in the advertising department applied for the four buyouts the company targeted.

Where applications exceed the targeted number of cuts, seniority will prevail, the local reported.

The buyout plan calls for severance pay of four weeks for each year of service for employees with 16 or more years of service and three weeks of severance pay per year of service for those with 10 to 15 years.

Employees with less than 10 years would receive the contractual severance pay of two weeks' pay for each year of service.

The plan also provides continued health and welfare coverage for those terminating for a year, or until age 65, whichever comes first. In addition, employees between age 58 and 64 will be given the option of buying extended health insurance providing coverage through age 65.

In reaching a final agreement on the buyout plan, the News dropped its proposal that it be allowed to exempt employees it deemed "essential to the survival" of the paper.

A News proposal that would have prohibited employees paid more than \$675 a week who took a buyout from working for a competing paper for a period of time equivalent to the number of

weeks severance the employee is paid, was modified to apply to just three papers—The New York Times, New York Post and Newsday—and limited to a period of six months.

The News announced the plan to seek staff reductions after its owner, the Tribune Co., terminated talks with Joseph L. Albritton about his acquiring the News.

The News seeks to cut the equivalent of 1,340 full-time jobs from among the News' 3,800 full-time employees represented by 11 newspaper unions. The Guild's represents more than 1,100 employees in the advertising, business, circulation, editorial and other departments.

'Enhanced' severance tops \$800,000

Minneapolis — The "enhanced severance" paid 69 Guild-covered news, clerical and outside circulation employees by the Minneapolis Star & Tribune Co. when it merged its afternoon Star into its morning Tribune in April totaled more than \$800,000, a company official has informed the Twin Cities Guild.

The enhanced severance was 26 weeks' pay to Guild-covered employees with less than 10 years' service and 40 weeks' pay to

those with 10 or more years.

Under an agreement with the Guild, it was available both to junior employees and to those too senior in service to be on the seniority-based list of 69 to be pared from the staff in the merger. Fifty-three of the 69 were not on the list [Guild Reporters, April 23 and May 21].

The Guild's contract provides for two weeks' severance per year of service, but not upon resignation.

Dollars, words back Solidarity

Los Angeles — TNG's 1982 Convention issued a strong condemnation of the Polish government's imposition of martial law and pledged its support for Polish journalists and other workers "still resisting the military machine arrayed against them."

At the same time, the convention condemned the International Organization of Journalists for "refusing to defend the rights of Polish journalists" or to support the Solidarity-affiliated Polish Journalists' Assn. In doing so, the convention echoed the sentiments of the International Federation of Journalists.

"At the manifest bidding of its Russian patrons," the Polish government has moved to destroy

"root and branch" the Solidarity union movement that for 18 months "brought budding democracy and new hope to Polish workers and the nation as a whole," the convention declared.

The government has arrested Solidarity's leaders by the hundreds, suppressed its activities, outlawed strikes and repressed every manifestation of dissent, the delegates noted.

The Polish Journalists Assn.—"the authentic voice of Poland's journalists"—was dissolved and created in its place was "an empty 'official' organization representing only itself," the convention said.

Pledging to help the Polish journalists and other workers "in

every way we can," and urging contributions to TNG's Polish Journalists' Aid Fund, the delegates contributed \$620.

Fred Reed of Montreal, however, "in a few words of dissent" to the resolution condemning the actions of the Polish government, cautioned that a concern greater than the fate of the Solidarity movement should be concern over the "fate of peace."

Questioning whether the Guild should be supporting a movement like Solidarity, "that looks to me to be political," Reed said he believed it is dangerous for a union "directly or indirectly" to take a position "of correspondence with the long-term aims of the United States government."

More on convention in the next GR

Additional reports on actions and occurrences at the 1982 Guild Convention will appear in the next issue of the Guild Reporter, scheduled off the press on Aug. 13.

This is the only issue being published in July.

Severance jam cleared at Cleveland Press

The Cleveland Press **P.M.**
Ohio's Most Colorful Newspaper

Press halts publication

Cleveland — Final checks for the full amounts of severance, vacation and other payments due the 285 Cleveland Guild members who had worked at the Cleveland Press were to be mailed to them July 19, more than a month after the abrupt closing June 17 of the 103-year-old afternoon daily.

Agreement to make the payments no later than July 19 came after the Guild refused to agree to a proposal from Joseph E. Cole, the paper's owner its final 21 month, that the payments be made in installments.

Announcement of closure of the paper that had been the flagship of the Scripps-Howard chain was made to employees on the morning of its final day. Many of the 900 employees had learned of the paper's imminent demise the evening before, however, on local television news.

As recently as three weeks before a new reporter had been hired and two months earlier the paper had hired a sports columnist from the competing Cleveland Plain Dealer.

Cole had purchased the paper from Scripps-Howard after reaching agreement on contract concessions from the nine unions representing the paper's employees.

At that time Scripps-Howard had said it would close the Press if a buyer could not be found. Cole reportedly put up \$1 million for the paper and signed a note agreeing to pay another \$19 million out of any profits over the next 20 years, according to the Wall Street Journal.

The unions' concessions to Cole included three-year contract extensions, with a wage freeze in 1981 and 5 percent increases in 1982 and 1983, plus the possibility of additional 3 percent increases in those years dependent on the paper's performance. The unions also agreed to some staff reductions.

In a letter from Cole printed on the front page of the final day's editions, he praised the support he had received from the newspaper unions and their mem-

bers. "They were vitally concerned with the welfare of The Cleveland Press and did everything they could to keep it alive. Our losses have simply made it impossible to continue to operate," Cole wrote.

The paper had improved its share of the area advertising market. In 1981 it had a 12 percent increase in lineage, second in increase nationally only to the New York Times, and it had launched a new Sunday paper.

But Cole said the sharp national economic downturn which had hit the Cleveland area particularly hard was diminishing advertising revenues.

The Press was "getting a bigger slice of the pie, but the pie was getting smaller," according to Cleveland Guild Executive Secretary J. Stephen Hatch.

Cole also announced in the paper's final edition that the competing Plain Dealer was "acquiring" the Press' subscription list.

Subsequently there were published reports that the Plain Dealer had paid Cole an estimated \$6 million for the subscription lists just before the Press was closed.

Meanwhile, plans were going forward to construct an office complex on the Press property. Those plans now call for the existing building to be converted to office space connected to a new 20-25 story office tower, the Akron Beacon Journal reported.

The Press ran a full-page ad in the July 3 edition of Editor & Publisher magazine seeking buyers for all its equipment, from a new Hoe Colormatic press, to 120 IBM Selectric II typewriters.

In the same issue of E&P was a smaller ad, this one placed by the Cleveland Guild, seeking inquiries from employers in need of "good newspaper people."

The Guild also adopted a resolution condemning the management of the Newhouse chain's Plain Dealer, now Cleveland's only daily, for its stated intention not to hire any former Press employees. "The Greater Cleveland community deserves better," the resolution said.

Push for 'employee voice' urged

(Continued from Page 1)

the last analysis—and sometimes not even in the first.

"What I am saying is that if we are going to be held responsible for what is going on in this industry, then we had damn well better acquire some responsibility for it."

That means that the Guild "must put a much heavier emphasis" on the parts of its bargaining program that call for "employee participation in workplace decisions—a segment we have called 'employee voice' and the Twin Cities Guild, the one local that has devoted a great deal of attention . . . to developing it, calls 'worker participation'."

Noting that in Europe "the interesting term 'internal press freedom' is used," Perlik pointed out that journalists' unions there are "considerably ahead of us in this respect."

On many papers there, the staff is consulted on the appointment of editors and "in a few cases has equal power of decision," while "consultation and co-decision" also is "widespread on fundamental changes in editorial policy, the editorial budget and merger or suspension of publication," he continued.

It is "commonplace for the editorial staff to be represented by a standing committee to discuss daily editorial problems with news executives," he added.

"That is what . . . we must work toward," he declared, stating that the "building blocks" are in the Guild's Collective Bargaining Program and Convention Recommendations "and the Twin Cities Guild has gone a long way toward showing that it can be done."

TNG has a "long" record of support for "measures to heighten press responsibility and subject press performance to critical, in-

formed review," Perlik pointed out.

"We were pushing the idea of press councils through the Mellett Fund for a Free and Responsible Press at a time when the National News Council was not even a gleam in the industry's eye and most publisher's opposed the idea," he noted.

Again through the Mellett Fund, TNG currently sponsors an annual award for "improving journalism through critical evaluation," and it has supported journalism reviews, "morally and financially," for many years, Perlik pointed out.

With the increasing criticism being directed at rank-and-file newsmen for press conduct and policies, the Guild must insist that they be "given a say in determining what those policies should be."

"It's as simple as that," Perlik said.



WILLIAM A. WYNNE/Cleveland Guild

A SOMBER MARCH BY CLEVELAND GUILD MEMBERS FROM THE PLAIN DEALER
Wearing black arm bands, they demonstrate sympathy for 900 at Cleveland Press on June 17, the day its employees were told it was closing at the end of the day.

Arbiter overrules political ban

(Continued from Page 1)

of Rights." Ethical concerns are matters for bargaining, not for arbitration, Dorsey said.

The Times had argued that both Hinterberger's candidacy for commissioner in King County Water District #42 and any other newsroom employee's bid for public office was banned by specific limitations on outside activities included in the contract.

It cited a prohibition on exploitation, without permission, of an employee's connection with the paper in the course of an outside endeavor and the ban on outside activities performed for a noncompetitive employer to the embarrassment of the paper "businesswise."

Dorsey ruled that exploitation of one's connection with the paper "connotes 'action,'" that "mere status alone is not enough. Mere name recognition is not enough." He pointed out that Hinterberger never personally exploited his connection with the paper in his bid for the water commissioner post.

While any employee's candi-

dacy for, or service in, public office "might readily lead" to exploitation of the employee's connection with the paper, Dorsey said it would not necessarily do so.

As to the prohibition on activities performed for a noncompetitive employer to the embarrassment of the Times "businesswise," Dorsey held that holding the office of water commissioner "would not constitute outside employment," since a water commissioner is paid a "stipend" of \$40 for each meeting attended, with a maximum annual payment of \$2,500.

"Such a modest stipend would certainly not have made Water District #42 the grievant's 'employer,'" Dorsey said, but refused to adopt the Guild's contention that no political activity could lead to or constitute outside employment.

At the same time, Dorsey refused to accept the company's argument that all political activity by its newsroom employees could be banned under the contract since such activity would create a "conflict of interest," thereby destroying the publisher's "credibility," and causing it "embarrassment."

While not conceding that all political activity by newsroom employees would automatically cause the paper "embarrassment," Dorsey pointed out that even if it did, it would not necessarily be an "embarrassment of the publisher businesswise"—the type of activity for a noncompetitive employer that is prohibited under the contract's outside activities clause.

The rule which the company sought to impose on newsroom employees prohibiting their seek-

ing public office "whether or not the office is nonpartisan or non-paid," was not an unwritten rule that had previously existed as the company asserted, the arbitrator said.

To permit it to stand would be to allow the company to prescribe a rule in conflict with the contract, he noted.

Hinterberger, one of several candidates for district-water commissioner in last fall's primary, attempted to withdraw from the race when the Times directed him to do so a week before the primary election. He learned, however, that the date for withdrawing had long passed and that if successful in the primary he would be unable to withdraw as a candidate and could only resign after being sworn to office should he win the general election.

Hinterberger was one of two candidates nominated in the primary and the company subsequently directed him to resign the office should he win election.

He then wrote a column urging "Don't vote for me," and announcing that if elected he would resign.

Hinterberger, who lost the election by 252 votes, told the arbitrator that initially he had been motivated to seek the commissioner's seat because of a sense of community service and the possibility that serving as water commissioner might provide him with material for humorous articles about "petty officialdom."

A neighbor, himself a commissioner of Water District #42, had served as a model for several humorous columns Hinterberger had written about a district water commissioner.

TNG seeks 'voice' data from locals

Washington—TNG's Collective Bargaining Dept. is surveying all Guild locals on any involvement they or any group or groups of their members may have or have had in programs or activities bearing such names as "quality of work life, quality circles, worker participation or employee voice."

While TNG knows that a number of locals have been or are in-

volved in such undertakings, it would like to know their full extent, wrote Richard J. Ramsey, executive secretary of the contracts committee in mid-June.

TNG would like to know about them whether they are formal, informal, on an ad hoc basis, ongoing or in the past, Ramsey said, asking local officers to send the details to him at TNG.

Ban on membership bias expanded

Los Angeles—The provision in TNG's Constitution which since the Guild's earliest days has prohibited barring persons from membership because of age, sex, race, national origin, religious or political conviction or anything a person writes for publication, was expanded by this year's convention to conform with the prohibitions on discrimination set forth by TNG's Collective Bargaining Program and "to advance the cause of human rights."

Added to the clause, known to many as the Heywood Brown clause—for its author—were prohibitions against discrimination because of creed, color, political activities, marital or parental status, family relationship, sexual or affectional preference and irrelevant mental or physical handicaps.

'Equal relentlessness' pledged in support of new ERA effort

Los Angeles — Guild convention delegates voiced their unaltered support for an equal rights amendment to the U.S. Constitution six days before the deadline passed for ratification of the measure approved by Congress in 1972.

The fight for ERA "will go on without letup," the convention declared and called on locals to "continue their dedication to the fight with equal relentlessness."

In approving the report of its Human Rights Committee, chaired by Ernie Mercer of the Washington-Baltimore Guild, the convention called ERA "an economic issue." It urged Guild locals and members to use their communication skills to "educate society about the many benefits" of the several state equal rights amendments and "the persistent need for an equal rights amendment to the U.S. Constitution."

U.S. locals should contact their senators and representatives and urge them to support reintroduction of the ERA, the convention said.

AFL-CIO President Lane Kirkland, meanwhile, as the deadline passed, said the principles embodied in the amendment are "issues that will not die," and pledged that "a positive, ongoing women's rights agenda exists for the future."

He said that the AFL-CIO will stand "side by side" with women's and civil rights groups in working to "change laws, policies, institutions and attitudes to bring about equity and justice for all."

In its Human Rights Report, the convention also called on Guild members to increase efforts to eliminate the "demeaning and

stressful workplace problems" created by sexual harassment.

Sexual harassment—deliberate, repeated and/or unsolicited verbal comments, gestures or physical contact of a sexual nature—"may come from Guild members as well as management," the convention noted.

It also called on locals to be alert to harassment of older Guild members and to "take appropriate action to halt this insidious bias." Locals should advise TNG of problems related to age discrimination, the convention said.

It noted that some Guild locals have established community support projects or bargained employee assistance programs to help employees with alcohol or drug-related problems. Delegates urged all locals to initiate education programs to assist members with drug and alcohol problems, pointing out that the AFL-CIO Community Services Dept., and the Canadian Labour Congress' Employee Dept. Recovery Program can provide assistance.

"More determination to strengthen contract protections against discrimination is needed," the convention also declared, pointing to the Reagan administration's "sweeping attempts to demolish civil rights gains made over the decades" as evidence of the need.

The convention called for locals to intensify efforts to bargain contract provisions for on-the-job training programs, and said locals, through their human rights committees, should increase efforts to inform Guild members of their legal and contractual rights.

It also called on locals to cooperate with TNG in compiling profiles of Guild bargaining units

and to furnish TNG payroll information including age, race, sex, national origin, hiring date, and job title—"information necessary to determine the extent and pattern of any discrimination."

In other human rights actions, the convention called for:

✓ Locals to make greater efforts to achieve and enforce fair employment-practice clauses and promotion provisions "that are the key to upward mobility for women and minorities."

✓ Locals to intensify efforts to establish parity and equal pay for equal work or work of equal value for all employees in key classifications and to intensify efforts to obtain better increases for employees in clerical, business, maintenance, mechanical and delivery departments and to eliminate disparity where it exists for women and minorities.

✓ TNG and locals to continue to support and use the Job/Scholarship Referral Service, published by Howard University for the Minorities and Communications Division of the Assn. for Education in Journalism.

✓ Locals and members to associate themselves with other union organizations such as the Coalition of Black Trade Unionists, the Coalition of Labor Union Women, the Labor Council for Latin American Advancement, the A. Philip Randolph Institute and the National Council for Senior Citizens.

✓ TNG to continue to distribute to locals resumes of minority job candidates and locals to transmit the data to management and follow up to ensure that candidates are given serious consideration.

Election committee size limited to 5, terms doubled to 2 years

Los Angeles — Delegates to TNG's convention approved a constitutional change limiting the size of the International Election and Referendum Committee to five members and establishing two-year terms for members elected by convention in even-numbered years.

At the same time, provision

was added for election of two alternate members of the IERC to serve in place of regular members unable to participate in committee deliberations.

The Constitution had called for an IERC of at least five and not more than seven members and for annual election of members by the convention. In recent years, seven members had been elected to serve on the IERC.

Approval of the changes came after a minority report from the convention's Constitution Committee was defeated on a roll-call vote by 257.6 to 97.4. The minority report would have mandated a seven-member committee and established a quorum of five members.

TNG's International Executive Board recommended limiting the IERC to five members as part of its finance program. It said reducing the size of the committee would save several thousand dollars annually.

Supporters of the minority report, presented by Louis J. Mieczko of Detroit, who was subsequently defeated in his bid for re-election to the committee, argued that reducing the committee's size would reduce its spectrum of representation and could hinder its ability to render proper decisions about voter eligibility.

The cost savings to be realized were minimal they asserted. In the past 10 meetings of the committee, all seven members attended only one, Mieczko said.

Opponents of the minority report argued that there was no

need for as many as seven members on the committee and that there was savings to be gained by reducing its size.

Also on the recommendation of its Constitution Committee, chaired by Paul H. MacClennan of Buffalo, the convention approved several changes in provisions governing the conduct of international elections and referendums.

Among them are provisions permitting alternative forms of mail or telegraphic delivery or other forms of delivery of election and referendum materials and communications in specified circumstances and provision for members whose names are not included on voter eligibility lists to cast challenged ballots.

A provision calling for election materials and ballots to be returned to TNG headquarters, rather than to a post office box, where they are to be held for opening by the IERC, was amended on the floor to assure that more than one member of the committee be delegated to perform that function when the entire IERC does not.

Another constitutional change recommended by the IEB as part of its finance package—a requirement that locals be current in per-capita payments to TNG in order to have a voice and a vote in conventions beginning in 1984—was approved by a voice vote.

It requires that a local's per-capita payments be paid up through and including the second month before the convention.

Nuclear freeze supported

Los Angeles — Delegates to TNG's 1982 Convention called for an immediate bilateral freeze on the production, testing and deployment of nuclear weapons "as the first step toward a reduction and elimination of the world's nuclear arsenals."

In doing so, the convention noted that it was joining "other unions, scientific groups, organizations of every size and description, town and city councils across the land and millions of concerned North Americans."

The continued proliferation of nuclear weaponry "puts us in a race in which world annihilation is the only prize, the convention

said, declaring that "it is time to stop."

The movement to halt and reverse the spread of nuclear weapons is no longer a European one, nor one confined to "concerned scientists, pacifists, those acutely tuned to the peril," the convention declared, but one, it said, "that embraces every segment of our population."

It pointed in evidence to the demonstration at the United Nations Special Conference on Disarmament earlier in June which brought together a broad array of concerned persons, including more than 50 members and friends of the New York Guild [Guild Reporter, June 18].



Convention 'ducks' an issue

The Canadian Wire Service Guild stepped into one "issue" TNG's 1982 Convention seemed unwilling to tackle when its Lee Clifford presented TNG President Charles A. Perlik, Jr., with a "nest" of toy rubber ducks (above). The "issue" developed when it was announced that a toy duck belonging to Cameron McLeman (right) was missing. Shortly thereafter Perlik publicly denied the "vicious rumor" that his granddaughter, Jessica (left), had taken it when she and Cameron shared a bedroom. Afterwards, Cameron's mother, Bridget Petersen of Ottawa, said the missing duck was made of fabric.



TNG's '82-83 Budget

Los Angeles — Delegates to TNG's 1982 Convention adopted a General Fund budget totalling \$2,770,572.

The convention also approved a General Fund income estimate of \$2,773,948, assuming monthly per-capita payments on behalf of an average of 27,100 members and 350 agency-fee payers.

Taken together, the budget and the income estimate would produce an operations' surplus of \$3,376.

Following is the budget:

	Budget 1982-83
Per-capita-taxes	
AFL-CIO	\$ 67,500
IUD	13,800
CLC	14,880
IFJ	22,875
Total	\$ 119,055
Field Operations	
Director—Salary	\$ 48,677
Expenses	3,500
Organizing & servicing	
IR salaries	\$ 532,916
IR expenses	240,000
Organizing-servicing	
subsidies	600
Secretary-	
stenographers (1/6)	9,596
Misc. organizing &	
servicing	80,000
Collective bargaining	
Salaries:	
Exec. sec'y contracts	
committee	\$ 45,486
Pension consultant	14,500
R & I associate	24,427
Secretary-	
stenographers (1/6)	9,596
Coll. barg. &	
research asst.	29,094
Human rights	
co-ordinator	34,000
Expenses-personnel	7,500
Total	\$1,079,892
Administrative operations	
Director—Salary	\$ 48,677
Expenses	1,500
Research & Information	
Salaries:	
Director	\$ 41,415
Assistant director (1/2)	15,132
Secretary-	
stenographers (1/6)	9,596
Expenses:	
Personnel	2,500
Books and periodicals:	
Legal & coll.	2,500
barg. services	3,500
Subscriptions	2,000
Other printed	
material	2,000
Publications & literature:	
Constitution	11,500
Org. & other	
literature	5,500
Institutes & seminars	19,500
Miscellaneous	500
Guild Reporter	
Salaries:	
Editor	\$ 42,082
Assistant editor (1/2)	15,132
Clerical (1/2)	25,086
Expenses:	
Personnel	2,500
Printing	92,850
Postage	62,250
Addressing	19,000
Pictures, special	
material	4,000
Miscellaneous	500
Total	\$ 427,220
Office management	
Salaries:	
Office manager	\$ 28,548
Secretary-stenographers	
(1/2)	28,787
Bookkeeping	38,268
General clerical	37,185
Expenses:	
Rent & maintenance	83,200
Moving expense	10,000
Stationery & Supplies	27,500
Equipment & machinery	9,000
Telephone & telegraph	28,000
Repairs & improvements	5,000
Postage	26,000
Auditing	12,340
Insurance & bonding	16,000
Employee pensions	75,560
Employee health &	
welfare	73,250
Directly billed	
transportation	140,000
Data processing	33,000
Miscellaneous	7,500
Total	\$ 679,138
Executives	
Officers' salaries	\$ 104,017
Officers' expenses	13,750
Total	\$ 117,767
Other expenses	
Legal fees	\$ 47,500
Payroll & personal	
property taxes	57,500
Contributions & tickets	12,500
Delegates & committees	26,000
IEB meetings	55,000
Severance-pay provisions	50,000
Convention reserve	75,000
Brown Award	1,000
Expenses	2,000
Guild Service Award	1,500
AFL-CIO-IUD conventions	3,000
IFJ meetings	13,500
CLC convention	1,500
Irving Lauchter Fund	1,500
Total	\$ 347,500
Summary	
Per-capita taxes	\$ 119,055
Field operations	1,079,892
Administrative operations	427,200
Office management	679,138
Executives	117,767
Other expenses	347,500
Grand total	\$2,770,572

Six roll calls—how they voted

Los Angeles—Below, in the sequence of their occurrence, are the official tabulations of the six-roll-call votes of TNG's 1982 Convention on policy questions.

The first, under the heading "Recess", was on a motion by William Morrissey of the (U.S.) Wire Service Guild that would have done just that—recess the convention—on the morning of its opening day pending the report of the Rules Committee. The recess, moved after the convention had appointed five of the 10 committees it names, was sought in anticipation of the Rules Committee recommending that delegates be permitted to serve on as many as two of the convention's major committees, rather than on but one, as has been the case since 1964. (The one-committee limit was retained by the convention in a voice-vote approval of an amendment to the Rules Committee report.)

The second roll call, under the heading "Rules", was on a motion that rejected recommendations by the Rules Committee that would have barred delegates from making motions of "objection to consideration" of a question.

The third, headed "Constitution—IERC," was on a minority report from

the Constitution Committee that sought to overturn its recommendation that the International Election & Referendum Committee be set at five members, rather than "not fewer than five nor more than seven." The minority report would have set the committee at seven members and its quorum at five. (Story, Page 7.)

The fourth roll call, headed "New advisory on merger," was on an amended minority report from the Collective Bargaining Committee that "urges TNG's merger committee to re-address with the ITU merger committee the tentatively-agreed-to formula" for determination of locals' voting strength in convention roll calls in a merged union so that it would "be determined under procedures now provided by TNG's Constitution." (See merger story, Page 1.)

The fifth roll call, headed "Reconsider merger report," would have resulted in the reopening of the Collective Bargaining Committee's report on merger after it had been adopted by the convention to permit consideration of amending its statement on the question of unemployment insurance offsetting strike or lock-out benefits. (Merger story, Page 1.)

The sixth, headed "85-15 split of per capita," was on a minority report

from the Finance Committee that reversed the committee's rejection of the International Executive Board's recommendation that locals' per-capita payments to TNG be reapportioned effective from May 1 to put 85 percent into the General Fund and 15 percent into the Defense Fund, rather than 80 percent into the former and 20 percent into the latter. The apportionment will revert to 80 percent-20 percent next July 1, however, unless there is "contrary action by the 1983 Convention." (See story on convention actions of finance, Page 1.)

Convention rules mandate a roll call upon motion of not fewer than 12 delegates representing not fewer than five locals.

Some of the votes listed below are decimalized. This occurs when there are fewer delegates from a local than the local has convention votes and the local's delegates disagree on a question.

For example: A local has five votes and three delegates. Each is entitled to cast 1.67 of the local's five votes. If two are on one side of a question and one on the other, the local's votes in a roll call would be 3.33 to 1.67. Convention rules also call for decimalized votes to be rounded to two decimal places.

Local	Recess		Rules		Constitution —IERC—		New advisory on merger		Reconsider merger rep't		85-15 split of per capita	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Akron	0	3	0	3	3	0	3	0	3	0	0	3
Albany	5	0	0	5	5	0	5	0	5	0	0	5
Boston	0	5	5	0	0	5	5	0	0	5	5	0
Brockton	0	3	3	0	0	3	3	0	0	3	3	0
Buffalo	0	9	9	0	0	9	2	7	9	0	9	0
Canadian Wire Service	0	9	9	0	0	9	2.25	6.75	0	9	9	0
Central California	0	9	9	0	0	9	0	9	0	9	9	0
Chattanooga	0	2	2	0	0	2	2	0	0	2	0	2
Chicago	6	0	0	6	6	0	6	0	6	0	0	6
Cincinnati	0	3	0	3	0	3	3	0	0	3	3	0
Cleveland	0	9	0	9	0	9	—Abstain—	—	0	9	9	0
Denver	0	7	7	0	0	7	0	7	0	7	7	0
Detroit	0	12	0	12	12	0	12	0	0	12	0	12
Erie	0	4	4	0	0	4	0	4	4	0	4	0
Eugene	0	2	0	2	0	2	2	0	2	0	0	2
Gary	0	2	2	0	2	0	2	0	0	2	0	2
Hawaii	0	6	6	0	0	6	0	6	0	6	6	0
Hudson County	0	2	2	0	0	2	2	0	2	0	2	0
Kingston	0	2	0	2	0	2	2	0	2	0	0	2
Knoxville	0	2	2	0	0	2	0	2	0	2	2	0
Lake Superior	0	2	0	2	0	2	2	0	0	2	2	0
Lexington	0	2	2	0	0	2	0	2	0	2	2	0
Los Angeles	0	6	6	0	0	6	2	4	0	6	6	0
Manchester	0	3	3	0	0	3	3	0	0	3	3	0
Memphis	0	6	6	0	0	6	0	6	0	6	6	0
Montreal	4	0	0	4	4	0	0	4	0	4	0	4
New York	0	43	43	0	0	43	4.3	38.7	43	0	43	0
Ottawa	0	5	5	0	5	0	0	5	0	5	0	5
Pacific Northwest	0	13	13	0	0	13	0	13	0	13	0	13
Philadelphia	13	0	1.3	10.4 ¹	10.4	2.6	13	0	13	0	2.6	10.4
Pittsburgh	0	3	3	0	0	3	0	3	0	3	3	0
Portland	0	5	5	0	0	5	5	0	0	5	5	0
Providence	6	0	0	6	6	0	6	0	6	0	0	6
Pueblo	0	3	3	0	0	3	0	3	0	3	3	0
Rockford	2	0	0	2	2	0	2	0	2	0	0	2
St. Louis	0	11	11	0	0	11	0	11	11	0	11	0
Salem	0	2	2	0	0	2	2	0	0	2	2	0
San Antonio	0	2	2	0	0	2	2	0	2	0	2	0
San Diego	0	10	10	0	0	10	0	10	0	10	10	0
San Francisco-Oakland	10	6	2	14	4	10 ²	2	14	16	0	2	14
San Jose	0	10	9	1	0	10	0	10	0	10	9	1
Scranton	0	3	3	0	0	3	0	3	3	0	3	0
Sheboygan	0	2	0	2	0	2	2	0	2	0	0	2
Southern Ontario	19	0	0	19	19	0	19	0	19	0	19	0
Terre Haute	0	3	3	0	0	3	0	3	0	3	3	0
Toledo	0	6	5	1	0	6	4	2	0	6	6	0
Twin Cities	—Abstain—	—	0	11	0	11	11	0	0	11	11	0
Vancouver-												
New Westminster	0	11 ³	0	11 ³	13	0	13	0	13	0	13	0
Victoria	4	0	0	4	4	0	4	0	4	0	0	4
Washington-Baltimore	20	0	0	20	2	18	20	0	20	0	4	16
Wilkes-Barre	3	0	3	0	0	3	0	3	0	3	3	0
Wire Service	13	0	0	13	—Abstain—	—	13	0	13	0	0	13
Youngstown	0	4	4	0	0	4	2	2	0	4	4	0
Totals	105	252 ⁴	204.3	162.4 ⁵	97.4	257.6 ⁶	182.28	177.82	184	186	226.6	143.4

¹ 1.3 votes abstain.

² 2 votes abstain.

³ Vancouver-New Westminster, through a clerical error, was originally credited with a total of 11 votes. This was subsequently corrected to reflect their proper voting entitlement of 13 votes. The two vote difference would not have effected the outcome of the balloting in the two roll-call votes taken before the correction was made.

⁴ 11 votes abstain.

⁵ 1.3 votes abstain.

⁶ 15 votes abstain.

Electing the election committee

Los Angeles—For the fourth time in as many years, there was a contest for membership on TNG's International Election & Referendum Committee during TNG's 1982 Convention.

It came the day after the convention had amended TNG's Constitution to reduce the IERC's size by two members, to five, and to provide as well for election of two alternate members of the committee and for two-year terms, instead of one-year terms, for both members and alternates. (See also story, Page 7, and roll-call table, page 8.)

Eight members—six of them incumbents—were nominated for the five positions on the re-sized IERC.

Elected or re-elected, in order of finish, were three incumbents—Robert A. Steinke of St. Louis, Jerry E. MacDonald of Canadian Wire Service and Michele C. Davis of San Diego — and two new-comers—Faye McCracken of Memphis and Richard Brandow of New York.

Losing, also in order of finish, were incumbents Louis J. Mlecsko of Detroit, C. Claire Keefe of Providence and Richard V. Sabatini of Philadelphia.

Elected as alternates to the committee, without opposition, were William (Buck) Buchanan of Erie and Robert J. Townsend of Brockton.

The IERC supervises TNG elections and referendums, passes on voter eligi-



A TELLERS' WORKOUT—SIX ROLL CALLS AND AN ELECTION
Richard W. Christian of Buffalo, Keeble McFarlane of Canadian Wire Service and Stan Souza of Hawaii.

bility and certifies the results in elections and referendums.

At its initial meeting immediately upon the convention's adjournment, the IERC elected Steinke to another term

as committee chairperson and Davis as committee secretary.

Below is the roll call of locals that resolved the contest for membership on the IERC.

LOCAL	STEINKE	DAVIS	MacDONALD	BRANDOW	McCRACKEN	KEEFE	SABATINI	MLECZKO
Akron	3.00	—	—	—	—	3.00	3.00	3.00
Albany	—	—	—	5.00	5.00	5.00	5.00	5.00
Boston	5.00	5.00	5.00	5.00	—	5.00	—	—
Brockton	3.00	3.00	—	3.00	3.00	3.00	—	—
Buffalo	9.00	8.00	9.00	9.00	8.00	—	—	—
Canadian Wire Service	9.00	9.00	9.00	9.00	9.00	—	—	—
Central California	9.00	9.00	9.00	9.00	9.00	—	—	—
Chattanooga	—	(Abstained)	—	—	—	—	—	—
Chicago	—	—	—	—	—	6.00	6.00	6.00
Cincinnati	3.00	3.00	—	—	3.00	3.00	—	3.00
Cleveland	9.00	—	9.00	—	9.00	—	9.00	9.00
Denver	7.00	—	7.00	7.00	7.00	—	—	7.00
Detroit	—	—	—	—	—	12.00	12.00	12.00
Erie	4.00	4.00	4.00	4.00	4.00	—	—	—
Eugene	2.00	2.00	2.00	2.00	2.00	—	—	—
Gary	2.00	2.00	2.00	—	2.00	2.00	—	—
Hawaii	6.00	6.00	6.00	6.00	6.00	—	—	—
Hudson County	2.00	2.00	—	2.00	—	2.00	2.00	2.00
Kingston	2.00	—	—	—	2.00	2.00	2.00	2.00
Knoxville	2.00	—	—	—	2.00	2.00	2.00	2.00
Lake Superior	2.00	2.00	—	—	2.00	2.00	2.00	—
Lexington	2.00	2.00	2.00	2.00	2.00	—	—	—
Los Angeles	6.00	6.00	6.00	6.00	6.00	—	—	—
Manchester	3.00	3.00	3.00	—	3.00	3.00	—	—
Memphis	6.00	6.00	6.00	4.00	6.00	—	—	2.00
Montreal	—	—	—	—	—	4.00	4.00	4.00
New York	43.00	43.00	43.00	43.00	43.00	—	—	—
Ottawa	—	—	5.00	—	—	5.00	5.00	5.00
Pacific Northwest	13.00	13.00	13.00	13.00	—	—	—	13.00
Philadelphia	2.60	2.60	1.30	1.30	—	11.70	13.00	10.40
Pittsburgh	3.00	3.00	3.00	3.00	3.00	—	—	—
Portland	—	5.00	5.00	5.00	5.00	5.00	6.00	6.00
Providence	—	—	—	—	—	6.00	6.00	6.00
Pueblo	3.00	3.00	3.00	3.00	3.00	—	—	—
Rockford	2.00	—	2.00	—	—	2.00	2.00	2.00
St. Louis	11.00	11.00	11.00	11.00	11.00	—	—	—
Salem	2.00	—	2.00	2.00	2.00	2.00	—	—
San Antonio	2.00	2.00	2.00	2.00	2.00	—	—	—
San Diego	10.00	10.00	10.00	10.00	10.00	—	—	—
San Francisco-Oakland	6.00	16.00	2.00	—	—	14.00	14.00	14.00
San Jose	10.00	10.00	9.00	6.00	7.00	3.00	2.00	3.00
Scranton	3.00	—	—	3.00	3.00	—	3.00	3.00
Sheboygan	2.00	—	—	—	2.00	2.00	2.00	2.00
Southern Ontario	—	—	—	—	—	19.00	19.00	19.00
Terre Haute	3.00	3.00	3.00	3.00	3.00	—	—	—
Toledo	6.00	—	6.00	—	6.00	6.00	—	6.00
Twin Cities	11.00	11.00	—	—	—	11.00	11.00	11.00
Vancouver-New Westminster	13.00	—	13.00	13.00	—	13.00	—	13.00
Victoria	—	—	—	—	—	4.00	4.00	4.00
Washington-Baltimore	10.00	2.00	2.00	6.00	6.00	18.00	14.00	18.00
Wilkes-Barre	3.00	—	3.00	—	3.00	3.00	3.00	—
Wire Service	—	—	—	—	—	13.00	13.00	13.00
Youngstown	4.00	4.00	4.00	4.00	4.00	—	—	—
TOTALS	258.6	210.6	221.3	201.3	203.0	191.7	158.0	197.6

Kirk Smith, ex-leader in the West

Seattle—J. Kirk Smith, administrative secretary of the Pacific Northwest Guild from 1971 to 1975 and earlier assistant executive secretary for San Francisco-Oakland, died here July 4 after a year's battle with cancer.

Smith, 53, most recently served as press secretary to Sen. Slade Gorton (R-Wash.). He returned to the Seattle area from Washington, D.C. last summer for medical treatment.

On leaving the Guild post in 1975 for "purely personal" reasons, Smith returned to the Seattle Post-Intelligencer as a reporter. He later served as editor and nightlife columnist and was assistant managing editor for news from 1978 until he resigned and joined Gorton's senatorial campaign in 1980.

While the local's administrative secretary, Smith helped organize the advertising, business, circulation, editorial and proof-room employees of the Salem, Ore., Statesman and Capital Journal and bargained the unit's first contract.

The Guild later lost its bargaining rights in Salem after the paper was purchased by Gannett and the new management waged a vigorous campaign to decertify the local.

Smith was a delegate to four consecutive TNG conventions from 1972-1975 and served as chairperson of the Appeals Committee in 1973.

He was assistant executive secretary for the San Francisco-Oakland Guild from 1962 to 1965, and prior to that was a reporter on the San Francisco Chronicle.

He left San Francisco for Guam where he was administrative assistant to the island's governor.

On returning to the mainland, Smith published a weekly for three years in Snoqualmie, Wash., before becoming the Post-Intelligencer's labor editor in 1970.

A 1952 journalism graduate of the University of Washington and a 1955 recipient of a master's degree from Columbia University's Graduate School of Journalism, Smith had first worked as a reporter for the P-I in 1956 before a 10-month stint as press secretary for then-Washington Gov. Albert D. Rosellini.

Survivors include Smith's wife, Linda Susan, two daughters, two sons, his mother, three sisters and three brothers.

The family suggested that memorials be directed to the American Cancer Society.



Puerto Rico

Charlie Ramis, president (Ramis, 521; Wiso Rivera, 381); Jose Hernandez, vice president (Hernandez, 493; Jose Feliciano, 393); Annie Arana, secretary (Arana, 578; Martin Sustache, 305); Israel Rodriguez, treasurer (Rodriguez, 495; Lydia Perez, 409); Alfredo Gonzalez, Jr., executive secretary (Gonzalez, 541; Raul Herrera, 342).

Top raised to \$491 in Fall River

Fall River, Mass. — The top minimum for reporters, photographers and outside advertising salespersons is raised by \$66.25, to \$491.96 a week, in a new two-year agreement between the Boston Guild and Ingersoll's Fall River Herald-News.

The \$66.25 increase, in two increments, takes the key top minimum up by \$31.93, to \$457.64,

retroactive to Jan. 1, and by \$34.32 on Jan. 1, 1983.

A fifth week of vacation for employees of 30 years or more is added to the agreement and irrelevant handicaps are added to its prohibitions on discrimination in hiring and employment.

Other increases and resulting new top minimums include:

Outside circulation representa-

tives, assistant mailroom superintendent — Up by \$49.54, to \$367.85, in increments of \$23.87 and \$25.67.

Classified telephone solicitors — Up by \$37.93, to \$281.62, in increments of \$18.28 and \$19.65.

Clerk-typists — Up by \$41.04, to \$267.61 a week, in increments of \$22.37 and \$18.67.

JOBLESS 'PRETEND NEWSMAN'

Asner sees peril in industry trends

Los Angeles — A self-labelled "pretend newsman" whose "fantasy" daily has recently been closed shared some of his concerns about today's real newspaper industry with delegates to TNG's 49th Annual Convention during the banquet on the evening of the convention's second day.

Ed Asner, president of the Screen Actors' Guild, who for several years was TV's Lou Grant, city editor of the mythical Los Angeles Tribune, said he is worried about the disappearance of metropolitan dailies, the "suburbanizing" of the press and the too-often superficial news coverage provided by television.

40-, 50-year pins voted up by 49th

Los Angeles — TNG should provide pins recognizing Guild membership of 40 and 50 years delegates to TNG's 49th Annual Convention declared.

Acting on a recommendation of its Finance Committee, the convention directed the secretary-treasurer to arrange for such awards for presentation to Guild members who reach these "recognizable plateaus" of Guild membership.

The Guild, organized in 1933, will be 50 years old in 1983.

It seems, he said, that each day another daily in a different part of the country grinds to a halt under an economic squeeze and with each closure comes another one-newspaper owner city with a single editorial voice and "more talented and creative people greet unemployment."

"Probably the worst news" to flow from the declining number of major daily newspapers is that "the barons of economic and political power in America form a tighter and tighter circle," Asner warned.

An associated "shift" has been the "suburbanizing of the American press," he said, charging that "as the population has abandoned the inner cities, the great urban dailies have followed."

For example, he said, the Los Angeles Times now publishes special sections for several of southern California's "bedroom communities."

"The result," he said, "is a newspaper slanted to reach the affluent, middle class that avoids the problems of our disenfranchised inner cities. The central city blacks, hispanics and the impoverished may not be avid readers, but they are a vibrant and critical component of American life."

"We shouldn't endorse A. J. Liebling's thought that 'the freedom of the press is limited to those who own one,'" he warned.

In addition he charged that the country's main source of news—

television—too often offers coverage that is "slick, superficial and vague."

"Television news is served" to the viewer "by a hair-sprayed model in living color with a side dish of moral indignation," Asner declared.

Pressure on print reporters "to break that one big story that equals the sensation-touching of television" can lead to a short-cutting of the facts, he cautioned.

"Pressure to foment the reader" has led newspapers "from the Portland Oregonian to the New York Times into the abyss of incredibility," Asner charged.

Quoting John Gunther "that journalism, like history, is not an exact science," and saying he recognizes that "reporters, editors and, believe it or not, publishers are fallible," Asner urged that "when you fail, please do so because your trail ran dry, not after your short cuts to success were revealed."

He thanked TNG for its efforts in trying to persuade CBS-TV to restore the Lou Grant show.

TNG President Charles A. Perlik, Jr., had called on CBS to restore the show rather than withering "under the first blasts of . . . heat" from the New Right and the Moral Majority which is threatening "the beginning of a new era of political blacklisting in the television industry" [Guild Reporter June 18].



Certifying Guild Service

TNG International Chairperson Harry S. Culver, right, congratulates co-winners of the 1982 Guild Service Award: Gene Turner, left, and Bob Bondi of the Central California Guild. The award, for outstanding Guild service at the local level, carries a \$1,500 scholarship for a union education course, as well as a citation, presented to them at the convention, above.

IT SEEMS

TO US

Portland board endorses Hiltz for Region 1 VP

PORTLAND, ME.

Editor:

The Portland Newspaper Guild's Executive Committee has unanimously endorsed the candidacy Tom Hiltz for the Region 1 vice presidency.

Tom's dedication and hard work for the Guild, within and beyond his own local, make him highly qualified for this important post. He will make an excellent member of the International Executive Board.

ELWOOD B. BIGELOW
President
Portland Guild

Albany's Stewart spreads thanks, credit for award

ALBANY, N.Y.

Editor:

There was no real opportunity at the convention for me to say "thank you" for the David Schick Awards given to "the guild," our local publication, and myself. Consider this letter a thank you to everyone.

I would like also to thank our local treasurer, Terry Brown, who provided great assistance in the production of "the guild."

Members of the Albany Guild, who are very proud of these awards, also deserve a thank you because it was their dues which made winning possible.

R. VICTOR STEWART
President
Albany Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication. Letters relating to elections or referendum to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

Professor seeks 'input' on stress in newsrooms

WASHINGTON, D.C.

Editor:

Last summer you allowed an author's query on drinking patterns of reporters and editors. Great response. It helped my drinking study.

Now I am doing a study on stress within the newsroom. Editors and reporters are asked to identify work items which cause stress. Anonymous input okay.

TED JOSEPH, Ph. D.
5704 16th St. NW.
Washington, D.C. 20011

Rockford's Roth finds GR, MDC greetings 'pleasant'

ROCKFORD, ILL.

Editor:

After a mysterious 15 month hiatus it was pleasant to find the Guild Reporter in my mailbox one afternoon.

It was even more pleasant to receive greetings through the Rockford Midwest District Council representative from many Guild friends. I was really quite surprised that you remembered me.

Since my Guild "retirement" a year and a half ago, I have acquired a scuba diving certificate, a cat, a husband and a house—in

that order, and I'm enjoying each to the utmost. I still hang my hat at Gannett's "finest," the Rockford Register Star.

My best to all Guild friends from the past. I think of you and wish you well.

NORMA (ROTH) HURDLE
Rockford Guild

Editor's note: Sister Hurdle is a former president of the Midwest District Council and of the Rockford Guild.

Pueblo leader impressed by NFLPA's Alexander

PUEBLO, COLO.

Editor:

There was a lot of speech-making at the recent TNG convention; in fact, I returned home with a sore throat. But the one speaker who captured my attention was Kermit Alexander of the National Football League Players' Assn.

I guess my immediate interest was his connection with sports since that is my background, too. But after the first sentence, I was struck by his apolitical enthusiasm for our floor fighting. It's always a joy to hear an articulate speaker and it was wonderful to see him belie the image of "the dumb jock."

I for one would have been happy to shut up and listen to

him if he had been able to spend more time with us. He's a wonderful ambassador for trade unionism.

JUDY HILDNER
Secretary
Pueblo Guild

Editor's note: Hildner once was a sports reporter and copy editor.

Confusing 'UNDE' (ũn'dē), NUDE draws 'cold blast'

TORONTO, ONT.

Editor:

Subject: Ooops in the GR.

The latest GR to come my way carried an article on the CLC's annual convention by my predecessor and successor as president of the Ottawa Guild, but with an odd identification.

For the record, Jim McCarthy works for the Union of National Defence Employees (UNDE) (pronounced undie). This is bad enough, and there are sufficient gibes available as it is.

Your switch to the National Union of Defence Employees (NUDE) exposes you (so to speak) to this cold blast from Canada, where you must know from your weather reports that it is much too cold to have NUDE unions!

In solidarity and better luck next time,

KATIE FITZRANDOLPH
Southern Ontario Guild

Editor's note: FitzRandolph currently is employed by the Ontario Public Service Employees' Union (OPSEU).

Yunker challenges Lipton on committee vote claim

NEW YORK, N.Y.

Editor:

New York's sometimes-bitter arguments must be boring to many. I know they are to me. But when inaccuracies persist, letters of response must follow.

Barry Lipton, new Local 3 secretary-treasurer, charges "an attempt was made to eliminate . . . [his] right to cast a vote on the Finance Committee," which I have headed since January, 1981.

It never happened. The facts are these:

Our by-laws make the S-T an ex-officio member of the Finance Committee. A committee member asked me privately whether as an ex-officio, Barry, who'd been elected to finish out a term, could vote. (When Jim Orcutt was S-T the question never came up because all committee recommendations were reached by consensus.)

I replied I thought he did have and should have a vote. Apparently Barry heard about the query because he too spoke to me about it, also privately. I gave him essentially the same answer, but without pledging it would not be raised by someone else.

That was the end of it. The question never came up in any body of the local any time, anywhere, in any form.

Enough already!

BARBARA YUNKER
Finance chairperson
New York Guild and
TNG Vice President

Settlement ends informational line

Bakersfield, Calif. — Eighteen days of informational picketing by Bakersfield Guild members following the expiration of the local's contract with the Californian ended with agreement on a new two-year pact that raises the key top minimum by \$61.84, to \$517.84 a week.

The \$61.84 increase—for reporters, photographers, advertising salespersons, circulation district managers and artists—comes in four increments: \$17.49, to \$473.49 a week, retroactive to May 23; \$13.43, to \$486.92 a week, on Nov. 21; \$17.49, to \$504.41 a week, on May 22, 1983, and \$13.43, to \$517.84 a week, on Nov. 21, 1983.

A new \$1.50 per shift differential is added for copy desk employees.

Washington's Birthday is added as a holiday, for a total of eight holidays, and the service required for a fourth week of vacation is lowered by two years, to 10 years.

The agreement calls for the company to supply adjustable chairs and footrests where needed and also calls for consultation with the Guild before the introduction of new equipment or redesign of work areas.

In addition, the company said it would seek to improve lighting and comfort in areas where VDTs are used and pledged to include consideration of lighting in its renovation and construction plans.

The company's weekly payment to the pension fund is raised by 88 cents, to \$10 per employee per week.

The mileage rate is increased to 22 cents, with a minimum guarantee of \$3 per trip or \$15 per week for regular auto users. Provision is also added that the company will pay half the additional annual cost, or a maximum of \$75, for business-use auto insurance.

Religion, ancestry and non-disqualifying physical handicaps are added to the prohibitions on discrimination in employment. Also added is provision that the company will actively recruit women and members of minority groups for all jobs covered by the contract.

A new classification of "production artist, dummy, insert coordinator" is added with a top minimum of \$292 a week, going to \$362.08 over the term of the contract. Reclassification to this job results in increases as high as \$99.04 a week over the contract term for employees who had been classified as display ad production employees.

Other increases and resulting new top minimums include:

Intermediate bookkeepers—Up by \$40.16, to \$308.16 a week, in increments of \$11.72, \$8.36, \$11.65 and \$8.43.

Janitors — Up by \$35.18, to \$286.37, in increments of \$10.05,



FELIX ADAMO/Bakersfield Guild

BAKERSFIELD PICKETS WATCH THEMSELVES ON TV NEWS; SET'S ON FENDER AT LEFT.
Among them: Teri Brown (hand at face), Jimmie Taylor, Connie Sparks, Jackie Patton, Cianne DeMarah.

\$7.54, \$10.05 and \$7.54.

Local members held a party July 11 to celebrate the settlement and to honor their bargaining committee: Chief bargainer Janet Newton and members Jim Johnston, Marie Ricks, Ron Campbell and Pete Tittl.

Meanwhile, earlier in the year the Californian paid \$28,000, plus interest, to six women who while employed in classified had been ordered to sell display ads at the counter but were denied higher pay for the task. Payment in the six-year-old case was made after the 9th Circuit Court of Appeals in February denied the company's last appeal from a 1976 arbitrator's ruling in the dispute.

Canada rapped on Salvadoran

Los Angeles — The Canadian government should withdraw immediately a ministerial security certificate issued against Victor Regalado and grant him permanent residence in Canada, delegates to TNG's 1982 Convention said.

Regalado, a journalist and photographer who was employed by a university newspaper in San Salvador, left El Salvador when, as an opponent of the ruling regime, he "decided that it was not in the interests of his health to continue to live in that country," Fred Reed of Montreal ex-

plained to the convention.

Imprisoned for nine weeks after entering Canada in January 1982, Regalado was ultimately released after "an energetic campaign of protest by human rights organizations, unions and concerned individuals," the convention noted.

But Regalado still faces expulsion from Canada under the security certificate issued against him which labels him as a "threat to Canada's national interest." No specific charges have been brought against Regalado, however, the convention pointed out.

Councils' body re-elects Prosnitz

Los Angeles—Frank Prosnitz of the Providence Guild was re-elected president and William (Bucky) Buchanan of the Erie Guild was elected secretary of the Conference of Councils when

delegates from the six district councils of Guild locals held their annual meeting here June 20, the day before TNG's 49th Annual Convention opened. Neither was opposed.

At Seattle P-I: Employees' 'own little purgatory'

By DON CARTER
Pacific Northwest Guild

WHEN THE NEWS spreading through the building reached the classified ad department, one employee yelled and began throwing things. She'd have to wait another two months—possibly longer—before joining her husband, a Boeing employee who'd been transferred out of the country several months ago.

The news spreading quickly through the Seattle Post-Intelligencer was that a district federal judge had delayed for 60 days the implementation of a joint operating agreement between the morning P-I and its larger afternoon competitor, the Seattle Times.

Stress has taken its toll on employee morale during the nearly 18 months since the Hearst Corp. and the Times announced their intent to merge the business, advertising, circulation and printing functions of the two papers. The Justice Dept. approved the operating agreement on June 16, and the two papers had planned to begin rolling the P-I off Times presses at the earliest possible legal moment—just 10 days later.

But on June 24, four days before the first joint issue, Federal Judge Barbara Rothstein announced she'd wait another 60 days before deciding about objections to Justice's approval filed by opponents of the merger. On the eve of her decision, Times ad salespersons had already sold space for the first Times-printed P-I, P-I artwork was flowing into the Times engraving

department, and P-I editorial staff members were frantically working to meet new, earlier deadlines.

P-I management hastily recalled registered letters of termination it had sent to some 200 staffers—mostly in the Guild-covered advertising and business departments.

"Psychologically it's been really draining," observes Jerry Dugan, a retail ad salesperson, of the long delays. "We've had five or six deadlines since the beginning," he adds, referring to P-I executives' hopes that the joint operation would be approved expeditiously—as early as last March.

Like many other advertising and business employees, Dugan remains suspended in what he calls "our own little purgatory." To take another job now, for Dugan, would mean walking away from 42 weeks' worth of severance pay, calculated on the P-I Guild negotiated basis of two weeks' pay for each year of service.

Others, with less service like the Boeing worker's wife, have been promised bonuses of up to \$2,000 if they stay until they're terminated.

MANY HAVE LEFT despite the incentives. The retail advertising department, for example, has shrunk from 22 staffers down to 14 since the plan for joint operation was announced.

While many of the P-I staffers vigorously fought the merger proposal in the beginning, and contributed money to the Committee for an Independent

P-I to battle the merger, some now are having other thoughts. A number of them petitioned the court to let the joint operation be approved.

Advertising's Dugan is among those who wish it would be settled so he could collect his severance and "take my mind and unwind from this thing for three or four months, then start looking (for a job)." Despite the Seattle area's tight labor market, which is hard hit by layoffs in the aerospace and forest product industries, Dugan is confident his sales skills will be transferable to some other business.

Other staffers continue the fight. "There was jubilation" in national advertising when the judge's 60-day delay was announced, says Marv Larson, a 22-year P-I veteran.

"People ask me what I'm going to do" if the JOA goes through, Larson continues, "and I tell them I'm going to stay and fight. There are a lot of us who work here because we kind of like the place, and we'll work until the end."

Up in the classified department, staffer Jini Sullivan observes that the 60-day extension has "settled things down a little." She explains that "for months and months we've been living with the uncertainty. Now at least we know it'll be another two months."

Throughout the P-I these days, there is more Rumor Mill than Official Statement. The "What if?" or "What when?" stories are broadly traded.

Many of the may-be-fired employ-

ees say they are actively looking forward to an end of the uncertainty. There are early retirement plans, going-back-to-school plans, let-the-wife/husband-support-me-for-a-while plans, and such. The Rumor Mill in early June spread the news that Washington's weekly unemployment benefit would go up to \$173, and that most terminated would be eligible.

But there are at least a half-dozen who are scared spitless. They are the singles with little severance pay due, the young parents with small children and one-income families, and the 55-to-62 set that is too young to retire and considers itself too old to begin new careers.

THROUGHOUT the 18-month ordeal, the Rumor Mill has been working overtime. Since the beginning of the year, several management people have been spreading rumors that if the anti-trust exemption sought for the joint operation is denied, the Hearst Corp. likely would fold the P-I "out of spite" for its employees who have openly opposed the agreement.

Anti-joint operation activists counter that the Hearst Corp.'s assets in P-I land and property probably are worth about \$15 million, while the value of the business is about \$60 million, in terms of gross annual revenue. They believe that while the Hearst Corp. may appear less than bright in some operating decisions, it probably won't toss away \$45 million by folding the P-I prematurely.

Delegates back anti-Reaganomics mobilization

Los Angeles—This fall's congressional elections offer the U.S. labor movement a chance to bolster the growing opposition on Capitol Hill to the social and economic policies of the Reagan administration, delegates to

TNG's 1982 Convention declared.

Reagan, "judged by his conduct" in office, "will help. But he can't do it alone," the convention said, voting its support for "a mobilization of labor and the

many others who have suffered" under the administration's policies for "an Election Day equivalent of last fall's Solidarity Day . . . to start us on the political road back."

Recognizing that labor's pri-

mary instrument in that mobilization is COPE, the AFL-CIO's Committee on Political Education, the convention in adopting the Political Action Report of its Research and Information-Political Action-Guild Reporter Committee, chaired by Linda Foley of Lexington, called on U.S. locals to solicit members for voluntary contributions to COPE and on locals and district councils to make treasury contributions.

COPE faces an "uneven battle" in trying to raise enough money to combat the "vast amounts being raised by the fast-breeding political action committees set up by corporations, business groups and their right-wing allies," the convention said.

It pointed out that in 1980 these big-business and right-wing committees spent \$65 million, while labor political action committees spent only \$25 million, according to the Federal Election Commission.

"COPE can only spend what it receives from affiliated unions," and only funds from individual contributions can be passed on to candidates, the convention noted.

Delegates contributed a total of \$557.81 to COPE in a floor collection.

They also called on locals to alert members of the advantages of voluntary political-action checkoffs and urged locals to bargain political action checkoffs in their contracts.

Noting that more than 1,325 big corporations have their own political action committees and that most have checkoff arrangements for their executives, the convention pointed out that under federal law any corporation that provides checkoff for its management personnel or stockholders must also make checkoff available to a union representing its employees.

The convention also called on locals to conduct voter registration drives and to encourage

members and their families to vote in all local, state/provincial and federal elections.

Pointing to a pair of legislative efforts resulting from the right-wing's ascendancy in Washington, the convention called on the Senate Judiciary Committee and its counterpart in the House to reject a proposed amendment to the Hobbs Act that would subject strikers, but not strikebreakers or employers, to federal prosecution for picket line violence.

The proposal, whose chief sponsor is Sen. Strom Thurmond (R-S.C.), "would do what the Supreme Court ruled the Hobbs Act was not intended to do: Put the Federal Government in the business of policing the orderly conduct of strikes," the convention declared.

Delegates also called on Health and Human Services Secretary Richard S. Schweiker to reverse what they called "the most outrageous policy of this or any other administration" — that of permitting hospitals to use Medicare funds to pay consultants hired to help defeat union organizing efforts.

"No sophistry can justify this slap in the face to both America's deprived sick and its miserably underpaid hospital employees," the convention said.

The convention also called on TNG to continue to mobilize U.S. locals for grass-roots lobbying, in co-ordination with other groups, against attempts to weaken social and labor programs and it called for locals to respond "to the fullest extent possible."

It also said locals should eliminate from their by-laws any prohibitions against political activities.

The convention urged Canadian locals to consider making contributions to provincial education committees and called on all locals to appoint political action committees to conduct ongoing political programs.



A \$557 Dollar-Drive

St. Louis Guild delegates pitch in for COPE—the AFL-CIO's Committee on Political Education—during a collection on the floor of TNG's 1982 Convention conducted by dele-

gate's who served on the convention's Political Action Committee. Passing the bucket is Daniel Hauenstein of the Buffalo Guild. A total of \$557.81 was collected.

Cut chains now, Canada urged

Los Angeles—Labelling legislation the Canadian government has said it will introduce to curb the growth and influence of Canada's newspaper chains "inadequate to do the job," TNG's 1982 Convention recommended a more aggressive legislative package instead.

The measures proposed by the Trudeau government in response to recommendations from the Kent Commission call for prospectively limiting the total circulation that can be controlled by a single newspaper chain to 20

percent of the country's total daily circulation.

Currently the Southam chain's daily newspapers account for 28 percent of Canada's total daily circulation and the Thomson chain's dailies account for another 21 percent.

"To allow existing chains to continue control at that level is a serious mistake," and to permit other chains "to acquire as much as 20 percent of Canada's circulation is insupportable," the delegates declared.

They called for legislation to limit a single chain's newspaper holdings to no more than 10 newspapers accounting for no more than 10 percent of the country's daily circulation.

Noting that the limitation it recommends is twice as broad as that called for by the Kent Commission, the convention stressed that legislation limiting the size of newspaper chains should not be prospective, but should require chains currently exceeding the limits to make the necessary divestitures to meet them.

Pointing out that the proposals advanced by the government would "not crack the provincial monopolies of Irving in New Brunswick and Armadale in Saskatchewan," the convention also urged enactment of the Kent Commission's recommendation that a newspaper owner be prohibited from owning or controlling two or more papers accounting for 75 percent or more of the total daily circulation in a single province or region.

The convention also called for enactment of the commission's recommendation that publishers be required to give 60 days' notice before closing a publication.

It voted its support of the government's proposal that acquisition of newspapers by conglomerates be subject to review by the Restrictive Trade Practices Commission.

It also supported the government's proposal, recommended by the commission, to prohibit combined ownership of newspapers and broadcasting stations in the same community except in cases of exceptional hardship.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 1125 15th St. N.W., #835, Washington, D.C. 20005.

Name _____

New Address _____

City _____ State/Province _____

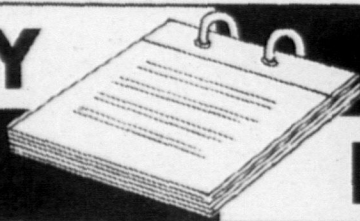
Zip/Postal Code _____ Guild Local _____

ATTACH
OLD
MAILING
LABEL
HERE

If you are receiving duplicate copies, please attach both labels.

(Allow 4-6 weeks for change to become effective.)

DAY



BOOK

TNG and International Typographical Union merger summit committees, Aug. 9-10, Seattle.

TNG Special Merger Committee and International Typographical Union Merger Negotiating Committee, Aug. 23-24, Washington (tentative).

International Election & Referendum Committee, Region 1 (U.S. Northeast) voter eligibility and election materials distribution, Aug. 27, TNG headquarters, Washington.

Region 1 Vice President election, six-day voting period, Sept. 16-21.

Region 1 election, local election committees count ballots, Sept. 22 or 23. Last date for postmark on Region 1

locals' election returns to TNG's IERC, Sept. 25.

International Election & Referendum Committee, meeting to open returns, tabulate and certify results of Region 1 Vice President election, Oct. 6, TNG headquarters, Washington.

International Executive Board, fall meeting, Oct. 18-21, TNG headquarters, Washington.

Middle-Atlantic District Council, fall meeting, Oct. 23-24, Heywood Brown Room, New York Guild, New York City.

Midwest District Council, fall meeting, Oct. 23-24, Peoria, Ill.

Western District Council, fall meeting, Moana Hotel, Oct. 23-24, Hawaii.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published advance notice), except monthly in July and December. \$15.00 per year. Single copies, 75 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005: 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., #835, Washington, D.C. 20005. Publication #231530

ISSN: 0017-5404

Vol. XLIX, No. 13

July 16, 1982

The Newspaper Guild

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

Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVER

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., St. Mo. 63122; Dianne M. Martino, 12 Fieldstone Dr., Londonderry, N.H. David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broadway, New York, N.Y. 10004; Richard J. Roth, 28 Blantyre Rd., Buffalo, N.Y. 14216; M. Walker-Tyson, 19736 Littlefield, Detroit, Mich. 48235.

REGIONAL VICE PRESIDENTS: Region 1—Vacant; Region 2—Ramis, 276 San Alfonso St., Ext. College Park, Rio Piedras, P.R. Region 3—Richard M. Peery, 2886 Chadbourn Rd., Shaker Heights, Ohio 44120; Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 44120; Region 5—Barbara Yunker, 361 W. 22nd St., New York, N.Y. 10011; Region 6—John M. Lowe, 126 Park St., Toronto, Ont. M. West—Roger L. Stonebanks, 407-1571 Mortimer St., Victoria, B.C. V. 3A.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Rar.

CANADIAN DIRECTOR: William M. McLeman.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Anna M. Padia.

INTERNATIONAL REPRESENTATIVES: Janet David, Leo J. Ducharme, Willard Hatch, Harry L. McCormick, Luis Montanez Jr., Hannah Jo Rayl, G. Richard Pattison, Marshall W. Schiewe, Frederica Wilson.