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ITU convention calls for merger pact

Seattle—Delegates to the International Typographical Union's 124th Convention Aug. 2-6 called upon their union's merger negotiators to let "nothing . . . interfere" with completion of a full proposal for merger of the ITU and TNG at meetings between representatives of the two unions during the remainder of August.

"The urgency of bringing merger to a final conclusion for the benefit of our members cannot be over-estimated," the convention declared in adopting a resolution introduced by three delegates from the (San Francisco) Bay Area Typographical Union and endorsed by the convention's committee on merger.

The resolution sparked the most extensive and intense debate and discussion of the convention. But amendments to the ITU By-laws and Constitution that would make ITU convention-voting, strike-lockout and election procedures more akin to TNG's were approved with little dissent.

The amendments, like all changes in the ITU Constitution and By-laws, must be ratified by membership referendum.

The merger resolution also commended the ITU's merger summit committee for its role in the renewal of talks with TNG this spring and for the "significant progress" since then reported by both unions' summit committees.

At the same time, the convention instructed the ITU Executive Council to "vigorously pursue merger with other unions" if a merger with TNG is not "consummated in the coming year."

The resolution was approved resoundingly in a voice vote, with 62 delegates from 46 locals requesting that their votes for it be recorded and 17 delegates from 10 locals recording their votes in opposition.

Proponents of the resolution asserted that there is "no choice" but merger to revitalize the international's ability to provide members services they need. They pointed to the continuing impact on jobs and jurisdictional lines resulting from automation and new processes and expressed impatience with the length of time being spent working out a proposal for merger. Whatever the initial agreement, it would be improved after the merged union begins functioning, more than one pointed out.

Some opponents of the resolution complained that they lacked information about tentative agreements between the unions' committees to date while others charged that the ITU merger negotiators were "giving away everything" to the Guild, as one delegate put it, and that "we're bordering on absorption" by the Guild, as another put it.

Immediately after delegates approved the merger resolution, they rejected another that would have directed the ITU Executive

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Summit committees make progress, recess until Aug. 21 in Washington

Seattle—"Substantial and significant progress" toward completion of a proposal for merger of TNG and the International Typographical Union was reported following a meeting of the unions' merger summit committees here Aug. 9-10.

But the committees "fell short" of reaching agreements on all the remaining issues before having to recess their meeting, TNG President Charles A. Perlik, Jr., reported. Prior commitments by members of each union's summit committee prevented extension of the meeting, he said.

The committees will reconvene in Washington, D.C., Aug. 21-22, the two days immediately preceding a two-day meeting there of the unions' full merger committees.

"There are still some substantial issues to be resolved, but we see no reason we should not be able to complete a full merger proposal by the end of those meetings," Perlik said.

Besides Perlik, Secretary-Treasurer Charles Dale and Field Operations Director J. William Blatz make up TNG's Summit Committee. President Joe Bingel and Vice Presidents Robert L. Wartinger and Allan J. Heritage constitute the ITU's.

Hiltz gets VP seat; Stewart withdraws

Albany — Albany Guild President R. Victor Stewart has withdrawn as a candidate for TNG Vice President from Region 1, the U.S. Northeast, leaving his opponent Thomas R. Hiltz, vice president of the Boston Guild, unopposed.

Stewart and Hiltz were nominated during TNG's 1982 Convention to fill a vacancy on the IEB created when Patrick Rushton of Wilkes-Barre resigned from the Region 1 vice presidency last summer.

Stewart's withdrawal eliminates the necessity for an election that had been set to be conducted among members in Region 1 Sept. 16-21.

In a letter to Robert A. Steinke of St. Louis, chairperson of TNG's International Election and Referendum Committee, Stewart explained that he will be leaving his reporting job with the Albany Knickerbocker News Aug. 26 to take a job with the New York State Dept. of Labor and thus was withdrawing as a candidate for TNG office.

Stewart said he is taking a six-month leave of absence from the Hearst-owned Albany paper to begin work as an associate public information specialist for the state labor agency.

In a letter to TNG President Charles A. Perlik, Jr., Stewart said he was not leaving the Guild's jurisdiction "without some sadness in my heart. The best of everything in my life has been made possible by or through the Guild," he wrote.

"Heywood Broun was right when he said this union gives an education unequaled in any formal university setting," Stewart observed.

Explaining that his new job "offers a substantial pay raise, an opportunity to expand my professional skills, a chance to increase my professional contacts and . . .

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Protesting at corporate HQ

Southern Ontario Guild members march to protest staff cuts by the Toronto Globe and Mail outside the headquarters of Thomson Newspapers Ltd., the paper's owner. An arbitration hearing on Guild charges flowing from the cuts was to get underway Aug. 13 [Story, Page 8]. Pickets in the foreground are Cecil Foster, a dismissed reporter, Gail Lem, a Globe and Mail reporter, and Linda Torney, Guild local representative.

NLRB okays organizing campaign deceit

Washington — With its two Reagan appointees making the difference, the National Labor Relations Board has reinstituted a former, short-lived policy holding that false statements by employers and unions during organizing campaigns are not illegal.

With John Van de Water, the board's acting chairman, and Robert P. Hunter joined by Don A. Zimmerman, the NLRB majority said false campaign statements no longer will be grounds for setting aside the results of representation elections.

The board's other two members, John H. Fanning, it chairman during the Carter administration, and Howard Jenkins, Jr., dissented.

Van de Water, who formerly ran his own management consultant firm, virtually boasted before a management group nine years ago that unions had lost all but five of "the last 130 [represenation] elections I've personally been involved in." [Guild Reporter, Oct. 23, 1981.]

In that talk, he told employers that in organizing campaigns they "can almost always tell the employees what you want to . . . you just have to find the right way to say it."

The board will "no longer probe into the truth or falsity" of organizing campaign statements, the board majority said.

The board's Aug. 4 ruling was the third time in just over five years that it reversed its policy on false and misleading organizing campaign statements.

In 1977, in a case known as Shopping Kart, the board reversed a longstanding position and adopted a policy nearly identical to its latest one.

Twenty months later, in December 1978 with Fanning at its helm, in a case known as General Knit, the board returned to its previous policy of setting aside representation elections when there are "substantial and material misrepresentations" too close to an election to enable an effective reply.

In the instant case, involving the Midland National Life Insurance Co. of Sioux Falls, S.D., and a local of the United Food and Commercial Workers the board said it would continue to intervene in cases where an employer or union uses "forged documents which render the voters unable to recognize propaganda for what it is."

The board majority also said, as it had in 1977, that it would continue to "protect against other campaign conduct, such as

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ITU delegates call need for merger urgent

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Council to explore merger with the Communications Workers' union before "finalizing" any merger proposal with TNG.

Communications Workers' President Glenn E. Watts, in addressing the convention shortly before it considered the merger resolutions, suggested that after the unions in the publishing industry unite, all the unions in the larger communications industry do likewise. The latter would include the CWA, the Broadcasting Engineers and Technicians, the Telegraph Workers and the united publishing-industry union and more, Watts said.

TNG President Charles A. Perlik, Jr., in a wire to ITU President Joe Bingel said he was "glad to send you and your delegates the same message I gave our convention five weeks ago:

"Never before has merger between our two great unions been so near, so firmly within our reach. I approach the next phase of our talks . . . confident we'll make even greater strides toward that elusive final agreement."

During debate on the first merger resolution, John Philbin of the Chicago Mailers' Union said he has resigned from the ITU Merger Negotiating Committee.

The constitutional and by-laws amendments that the convention voted to recommend to the membership include one that would mandate that in roll-call votes on any question before a convention a local's delegate or delegates would cast as many votes as the local has active members.

The 1981 ITU Convention and a subsequent referendum amended the constitution to provide for delegations to vote their locals' membership in paring nominees for international offices to two per position. It was the first time provision for a delegate to cast more than a single vote had been introduced into ITU convention procedures.

On any other question that goes to roll call, however, each ITU convention delegate casts a single vote, with a local's delegate entitlement based on the size of its membership, including retirees. Unless a local sends a full complement of delegates, however, its full complement of convention votes cannot be cast.

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

Another constitutional amendment the convention is recommending to the membership would expand permitted uses of the ITU Strike Fund to include payment of "essential expenses incurred for activities in lieu of a strike or necessary in the processing of a strike or lockout." Now the fund may be used only for payments to members who are not working because of strikes or lockouts.

TNG's Constitution provides for Defense Fund expenditures for "strike activities, for other activities of an emergency nature, and for purposes authorized by convention action or referendum."

The ITU membership also is being asked to ratify a by-laws amendment that would mandate election of the Elections Canvassing Board by conventions at which nominations for ITU office are made and set the board's size at five members. Each delegate would have a single vote in the election.

Up to now the canvassing board has been appointed by candidates for president, secretary-treasurer and first vice president.

TNG's International Election & Referendum Committee is a five-member body that is elected at conventions with delegates casting their locals' voting strength in a roll call resolving any contest.

The convention also is asking ratification of a by-laws amendment that would permit a local to take a strike authorization vote without first obtaining permission from the ITU Executive Council. It could take such a vote after simply "notifying" the international president that it was going to do so.

The amendment also would remove a requirement that the executive council "disavow" an unsanctioned strike and notify all locals of its action plus a requirement that members who work during an unsanctioned strike be provided "protection."

The recommended amendment would make it clear, however, that any member or local involved in an unsanctioned strike or job action would by that involvement "forego all claims" to financial aid from the ITU.

The ITU Executive Council will set the dates for the referendum on the amendments which, if ratified, will be effective Jan. 1.

Congress thanked for veto override

Seattle — Delegates to the International Typographical Union's convention here voted their thanks to their "many friends in Congress" who overrode President Reagan's veto of a four-year extension of the "manufacturing clause" of the federal copyright law.

The Congressional action July 13, by a vote of 324 to 86 in the House and 84 to 9 in the Senate, marked the first time either house had voted to override a Reagan veto.

The manufacturing clause requires that most English-language books and other printed material written in the United States be produced in the United States or Canada in order to receive full protection under U.S. copyright laws.

Failure to extend the provision, first enacted in 1891, could have cost as many as 172,000 jobs in the printing industry and up to 367,000 in related industries according to Labor Dept. estimates.

ITU delegates said they were "appalled by the Reagan veto" of the extension, particularly "at a time of record high unemployment."

In vetoing the extension, Reagan had said its continuation "could result in increased international trade tension that could endanger American jobs." He said participants in a recent round of trade talks in Tokyo had complained that the manufacturing clause was "inconsistent with out international obligations."

In other actions, the ITU convention also:

✓ Reaffirmed the union's support for the Equal Rights Amendment to the U.S. Constitution and called upon all locals and members in the United States to participate in the new campaign for its ratification.

The "battle" for ratification is "not a battle between women and men or a battle among women, but a battle over basic interests that profit from sex discrimination and fight to maintain the status quo," the convention declared.

✓ Endorsed the United Nations' call for negotiations to end the violence in El Salvador and for an end to further military aid to the nation's government.

✓ Protested to CBS its cancellation of the Lou Grant Show which, the convention said, "brought to millions . . . a rational perspective of union workers in the newspaper industry."

✓ Condemned the Reagan administration's economic and labor policies and called upon U.S. locals and members to "participate to a greater degree than ever before in this year's elections on behalf of candidates endorsed by labor" and to defeat candidates who have supported the administration's economic and labor policies and programs.

Providence advises merger units

Providence, R.I.—A resolution by the executive board of the Providence Guild in July "strongly urges" the TNG and ITU merger committees to eliminate from "any proposed merger document" any suggestion that strike benefits be reduced for strikers who receive unemployment compensation.

Such an offset could involve up to 25 percent of the Guild's membership, that in the states of Rhode Island and New York and in some parts of Canada, the resolution says.

A strike benefit offset in a merger proposal would be tantamount to recommending that locals accede to employer demands for "givebacks" in bargaining, the resolution charges.

25 and counting

Seven 25-year members of the Toledo Guild await presentation of TNG pins attesting to their membership tenure during a Service Awards Luncheon held jointly with the Toledo Typographical Union. Recipients from right, standing: Sid Goldberg, local president, Darrel Minder, Tom Loomis and Robert Gray. Seated: Genevieve Young, Howard Burkhardt and Delores Rieger. Presenter, standing left, is Willard Hatch, TNG representative. Thirty-five ITU members were presented with pins marking 25, 40, 50 and 60 years of membership in their union. Presentation was by ITU 1st Vice President Robert S. McMichen.

Nationwide study of 'voice includes Twin Cities units

Minneapolis—Twin Cities Guild members in the newsrooms of the dailies in Minneapolis and St. Paul have been selected to participate in a national study on the attitudes of workers.

Funded with a grant from the AFL-CIO, the research is being conducted by the Massachusetts Institute of Technology. Purpose is to determine the effect of worker participation on U.S. unions.

A researcher from MIT spent several days here during the first week of July interviewing unit officers at the Minneapolis Star and Tribune as well as participants in the Guild's Worker participation program on that newspaper.

Then surveys were to be distributed to Guild-covered employees at the Minneapolis paper and the St. Paul Pioneer-Press and Dispatch seeking responses on questions about how they feel about their jobs, how much say they have in how their work is done and how much say they would like to have.

The survey also seeks to evaluate members' attitudes toward their union and the job it has been doing in serving as their bargaining representative. Results are expected to help the local's leadership with long-range plans on internal policies.

MIT professor Thomas Kochan, who is directing the project, said the Twin Cities Guild was selected as a participant because of its 10-year-old worker participation program at the Star and Tribune.

That program was singled out by TNG President Charles A. Perlik, Jr., in his address to TNG's 1982 Convention late in June when he called for a new Guild-wide emphasis on gaining for members on effective role in determining the policies, procedures and values that govern their work. [Guild Reporter, July 16.]

Simultaneous with the newsrooms' survey and with assistance from Kochan, the Guild local will conduct its own probe of the attitudes toward their jobs and the Guild held by clerical employees at the St. Paul papers.

Local dues increase ok'd by Pacific NW

Seattle—Members of the Pacific Northwest Guild have approved an increase in their local monthly dues to 7.3 percent of one week's salary by a vote of 323 to 269 in a referendum.

Local monthly dues had been 5.8 percent of one week's salary, plus 50 cents.

One-half percent of the dues increase is earmarked for the local's defense fund. Local dues will drop to 6.8 percent whenever that fund balance exceeds $50,000 or any time TNG is collecting higher defense fund dues.

Earlier, the local's members had rejected a proposal that would have raised monthly dues to 8.8 percent immediately, with 2 percent designated for the defense fund.

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Woods of St. Louis wins Senate nomination

St. Louis—State Sen. Harriet (Hattie) Woods, a former Guild leader at the St. Louis Globe-Democrat, won the Missouri Democratic nomination for the U.S. Senate Aug. 3, outpolling the closest of 10 other candidates by nearly two to one.

In the November election, she will face incumbent Sen. John Danforth, a solid supporter of the Reagan administration's economic policies, who won renomination in the Republican primary.

Woods has been a member of the Missouri Senate since 1977 and previously served on the state's highway and transportation commissions and on the University City city council and human relations commission.

She was a reporter with the Globe-Democrat from 1949-52 and chaired the St. Louis Guild's education committee and the Globe-Democrat unit's stewards' council during that period.

She also was one of the local's delegates to the 1951 Guild Convention in Pittsburgh and attended all but one of the Guild's annual conventions from 1955 through 1973 with her spouse.

Her spouse, James B. (Jim) Woods, was a member of TNG's International Executive Board during those 18 years, first as vice president from Region 3, the Midwest, and the last six in the office now titled International Chairperson.

It was at Harriet Woods' suggestion that what is now the annual preconvention continental breakfast for guests was inaugurated at the 1968 Convention, the first chaired by Jim Woods. (At the breakfasts, the issues facing the delegates and the convention's structure and procedures are outlined and the guests are invited to sit in on the sessions.)

In the campaign for the Democratic nomination, Woods was endorsed by the Missouri AFL-CIO as well as by several unions individually, including the Auto Workers, Machinists, Communications Workers, Postal Workers and the Missouri Education Assn.

She also received active assistance in campaigning from Jim Woods and their three sons, all also Guild members when they worked as "copy kids" at the St. Louis Post-Dispatch: Chris, an apprentice carpenter; Pete, a law student and former member of the National Football League Players' Assn., and Andy, a former member of the International Brotherhood of Electrical Workers.

'HATTIE' WOODS, LEFT, STUMPS FOR U.S. SENATE NOMINATION
Former Guild leader faces GOP's Sen. Danforth in November.

Sept. 1 deadline is set for scholarship bids

Washington—Deadline for applications for the 1982-83 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program is Sept. 1, TNG Administrative Operations Director Ellis T. Baker has informed all locals in a letter explaining admission procedures and eligibility requirements.

The value of the scholarship is $4,000, plus travel expenses.

The Harvard Trade Union Program is a 12-week residential course in union administration and related subjects. It will be presented twice during the academic year: Sept. 14 to Dec. 9, 1982, and Feb. 19 to May 5, 1983. Applicants may choose either session but, Baker emphasized, Sept. 1 is the deadline for applications for both sessions.

The Harvard program is conducted at a professional level of instruction and the Guild scholarship is open only to top local officers (paid and unpaid) and staff and international officers and staff. Other considerations being equal, preference is given to full-time officers and staff.

The scholarship is open to Canadian as well as U.S. applicants, Baker noted, pointing out that "a number of Canadian unionists through the years" have attended the Harvard program. At Canadian Guild members' option, however, he added, arrangements may be made for the scholarship to be applied to a counterpart Canadian labor studies program.

The scholarship was established as a continuing memorial to the Guild's late general counsel by the 1973 Convention, which noted Leuchter's "lifelong dedication to enlightened trade unionism."

Fund for Poles reaches $3,780

Washington — A contribution from the Toledo Guild brought total contributions to TNG's Polish Journalists' Aid Fund to $3,780 at the end of July.

Toledo was the eighth local to have contributed. The others are Buffalo, Cincinnati, Cleveland, Philadelphia, St. Louis (twice), San Jose and Woonsocket.

Delegates to TNG's Convention contributed $320 individually. More than 40 other individual contributions ranging from $5 to $50 each also have been received since the fund was established in the spring.

White leaves Philadelphia local job

Philadelphia—Mary White resigned her position as Philadelphia Guild local representative July 15. She had held the local representative's post since 1974.

White had said she planned to return to her job as a classified advertising telephone solicitor with the Knight-Ridder chain's Philadelphia Inquirer and Daily News.

A member of the local since 1952, she was a shop steward for many years and served as local secretary and secretary of the Inquirer and Daily News unit before taking the full-time local administrative job.

During her tenure as the local's representative she participated in bargaining and contract administration for members in all of the local's units.

Director appointed for new publicity institute

Washington — The AFL-CIO's new Labor Institute of Public Affairs has begun operations with the appointment of a director and producer of television programs as its executive director.

Larry Kirkman, who has been working as a consultant to the AFL-CIO's Dept. of Information pending formal establishment of LIPA, also has been television and video director of the American Film Institute. His television production credits include a 1980 program for the Public Broadcasting System titled "None of the Above," about people who don't vote, and "On the Line," a show on labor issues sponsored by six AFL-CIO unions.

Kirkman's appointment with LIPA was announced during the summer meeting of the AFL-CIO's Executive Council as it approved a 22-member board of directors for the institute.

Creation of the institute was authorized by the council last fall and its financing was approved by the AFL-CIO convention in November. Its goal is to "improve the ability of the AFL-CIO and its affiliated unions to take full advantage of the rapidly expanding modern electronic means of communication." Its creation was recommended by the executive council's Public Relations Committee, which includes among its members TNG President Charles A. Perlik, Jr.

LIPA's board, chaired by AFL-CIO President Lane Kirkland, includes 17 AFL-CIO vice presidents and five persons from outside the labor movement. Among the latter are Robben Fleming, a former president of the Corporation for Public Broadcasting, Caryl Rivers, who teaches journalism at Boston University, and Alexis Herman, a former director of the Labor Dept.'s Women's Bureau.

Murray Seeger, the AFL-CIO's information director, is president of the institute. There also will be an advisory committee made up of public relations directors of AFL-CIO unions.

Kirkman has proposed as the institute's first television production a series of four-minute programs on crucial issues facing the nation, starting with the many facets of unemployment. They would be distributed for a national audience this fall and again in January.

'Closer look' urged in revising FOI Act

Los Angeles—The U.S. Freedom of Information Act "should not be hastily revised," delegates to TNG's 1982 Convention warned, cautioning members of Congress to take a "new and closer look" before making any changes that would "clog the information channels" between the public and the government.

The convention said it agreed with other news-industry organizations which have assessed a compromise bill to amend the act structured by the Senate Judiciary Committee as "distinctly preferable" to other proposed revisions. But the convention warned, "improvements and revisions" are "necessary" even in the Judiciary committee's version.

It is not improvement over the act "as it stands," the convention pointed out.

While the compromise bill abandons greatly widened exemptions for business secrets and an exemption for information related to terrorism or foreign counterintelligence, it would exempt information on investigations of organized crime for eight years, as well as technical data which may not be exported without government approval, the convention noted.

It also pointed out that the compromise would expand the exemption for law enforcement records and permits businesses submitting data to the government to object to release of the information.

Guild files for 42 in Bristol, Conn.

Bristol, Conn.—The Guild has petitioned the National Labor Relations Board for representation rights for 42 employees of the Bristol (Conn.) Press.

The employees, who work in the paper's advertising, business and editorial departments, have been represented by an independent union. Earlier, they voted to dissolve the independent union, the Bristol Press Editorial Staff Assn., and affiliate with the Guild by a vote of 27 to 0.

TNG protests draw thanks from editor

Washington—The editor of the London Sunday Times has cabled thanks to TNG President Charles A. Perlik, Jr., for TNG's having lodged protests with the Argentine government over its jailing of three British journalists during the Falkland Islands crisis.

The three—Simon Winchester of the Sunday Times and Ian Mather and Tony Prime of the Observer—were released June 28 and have returned to Britain.

"There is absolutely no doubt in our minds that the international campaign mounted on their behalf throughout the world has been instrumental in securing their release," Frank Giles said in the cable, conveying "my heartfelt thanks."

Others who cabled protests to Argentina's government included the Committee to Protect Journalists and the World Press Freedom Committee.

Washington-Baltimore

Ernie Mercer, president; Melissa Merson, vice president (Merson, 488; Elma Morrison, 373); Ross Hetrick, treasurer (Hetrick, 506; Michael Gildea, 390); Karlyn Barker, secretary. (Rerun election.)

Convention directs organizing eye at 'electronic' papers

Los Angeles — Guild locals should survey their communities for information about developments in new methods of gathering, processing and distributing advertising, news and other data and share their findings with TNG, the union's 1982 Convention said in adopting the report of its Organizing Committee.

Employers in the news industry "are positioning themselves to reap the benefits" of these new methods, including distribution of news and advertising "via telephone line, cable, over the airwaves or on foot," said the convention. The Guild also must "make certain" that employees working in these areas who are not already covered by Guild contracts "be given the opportunity to gain contractual protection for themselves," said the report of the convention's Organizing Committee, chaired by Jim Young of Vancouver-New Westminster.

TNG also was called upon to continue monitoring the impact of electronic technology on the Guild and its members on the recommendation of the convention's Research & Information Committee.

A convention forum on Guild experiences with electronic delivery of news and advertising drew upwards of 75 participants on the evening of the convention's opening day.

Panelists, including Mary Grace Poidomani, president of the Akron Guild, Linda Foley, president of the Lexington Guild, and William Lee of the Toledo Guild, discussed the advent of electronic delivery at their papers —Knight-Ridder's Akron Beacon Journal and Lexington Herald-Leader and the Toledo Blade owned by the Block chain.

In adopting the Organizing Committee Report, the convention also called for TNG to help locals set up organizing committees and for the committees to conduct a series of training workshops to develop organizing techniques. A program of organizing priorities also should be developed, the delegates said.

They called for TNG to team up with locals and plan systematic campaigns to bring free riders into the Guild.

In addition, TNG should develop materials outlining employer techniques used to combat union organizing efforts for the use of local organizers, the convention said.

It also called for exploration and development of joint, co-ordinated and simultaneous organizing campaigns and urged the expansion of TNG's field staff "should new funds become available."

EDITORS OF 1981's BEST IN LOCAL GUILD PUBLICATIONS
Bill Davis of San Jose, "The Guild's Paper," and R. Victor Steward of Albany, "the guilder."

Albany, San Jose publications win awards

Los Angeles—Publications of the Albany and San Jose Guilds were the winners of the sixth annual David S. Schick Memorial Awards as best local Guild publications of their kind during 1981.

The awards for general excellence among linecast and nonlinecast publications were announced during TNG's 49th Annual Convention.

The Albany Guild's paper, "the guilder," was also the winner in two areas of special performance—best front page and best use of illustration.

This year's contest was the first to include the special performance categories.

The judges said "the guilder," winner in the linecast group, is a "well-written, well-edited, concise publication that also is very attractive and eye-catching in its makeup" and makes excellent use of art elements.

They said its use of art and makeup gave it "the nod over" the runner-up in the linecast category, the Wire Service Guild's "Wireport."

The San Jose Guild's "The Guild's Paper," was named the winner among nonlinecast publications. The judges cited its "effective effort within the constraints of its size" and its "newspaper-style makeup," employing "true headlines in headline type."

Runners-up in the nonlinecast group were the Pacific Northwest Guild's "PNNG Bulletin" and the Ottawa Guild's "After 30."

Editors of the winning entries were R. Victor Stewart of Albany and Bill Davis of San Jose. They were awarded certificates and books for their personal libraries.

The illustration which drew one of the three awards for the Albany Guild's "guilder," was the use of one in-focus and one out-of-focus picture of a VDT screen to illustrate a story about eye-strain associated with use of the machines. "It came off well," the judges said.

Judges for this year's contest, supplied by the International Labor Press Assn., were: Jerry Rollins from the staff of "The Machinist," the publication of the Machinists' Union; Greg Kenefick of the consulting firm of Grace & Kenefick; and Joe Brady editor of "In Transit," publication of the Amalgamated Transit Union.

All three judges are present or former Guild members. Rollins is a former president of the Los Angeles Guild.

The three, expressing disappointment at the small number of entries in the contest, suggested that TNG's International Executive Board consider "redirecting the Schick Award to another area of endeavor, redrawing its parameters for local publications or suspending it as an annual undertaking," and presenting its less frequently, while enhancing the prizes offered.

The contest is named for the late administrative officer of the Philadelphia Guild, a onetime union-publication editor, and is financed with interest from a fund established by unions and Schick family members.

Convention '82—II

Mismanagement is blamed for erosions at Consumers

Los Angeles — Delegates to TNG's 49th Annual Convention called upon the board of directors of Consumers Union to halt what they termed the erosion of the organization's assets and the accompanying termination of "dedicated, hard-working" Guild members in its employ.

The "apparent mismanagement of Consumers Union, as exemplified by losses in the millions of dollars, despite the highest subscription base" in the history of the Consumer Reports magazine, has led to the dismissal of more than 230 members of the New York Guild's Consumer Reports unit, the convention said.

It also condemned the organization's board of directors for adopting "antiunion animus and union-busting" tactics against the New York Guild, and said that these are being carried out through CU's executive director, Rhoda Karpatkin, and her associates.

NFLPA's ALEXANDER DRAWS OVATION

Delegates hear footballers' needs

Los Angeles—If the public understands the need of rank and file National Football League players for the benefits and protections that come with a good, solid union contract "we won't have to eliminate any football this year."

But, with or without that public understanding the National Football League Players' Assn., AFL-CIO, is going to do "everything we can to get what we need for our membership, up to and including the point of not having football."

That was the message brought to TNG's 1982 convention here by Kermit Alexander, field representative and former president of the NFLPA. He also is a former defensive back for the Forty-niners, Rams and Eagles.

Alexander, whose address to the convention ended with delegates giving him standing applause, also extended an invitation to Guild locals within cities with NFLPA members to call upon them through their union for whatever assistance they can offer in dramatizing "the problems you are trying to overcome."

For that, he said, is what unions are all about, not "just dollars and cents."

"It has to do with people banding together to assure each other that they are going to get their rights . . . respect . . . an industry respecting its workers . . . workers thinking enough of themselves to demand that respect if it isn't given freely."

A few players voicing dissent from the NFLPA's positions in its current bargaining with the league's owners is "no different" a situation than in any other union's bargaining, he pointed out, except that it gets reported by a national magazine or network television.

Alexander observed that he felt like he was "coming home" while he listened to the convention's proceedings as he waited to speak. "The caucuses, the attempted caucuses, the amendments, the attempted amendments" all reminded him of when his father, "an old, old member of the United Rubber Workers," used to go to union meetings "and would drag me along," he said.

KERMIT ALEXANDER
Football Players' representative

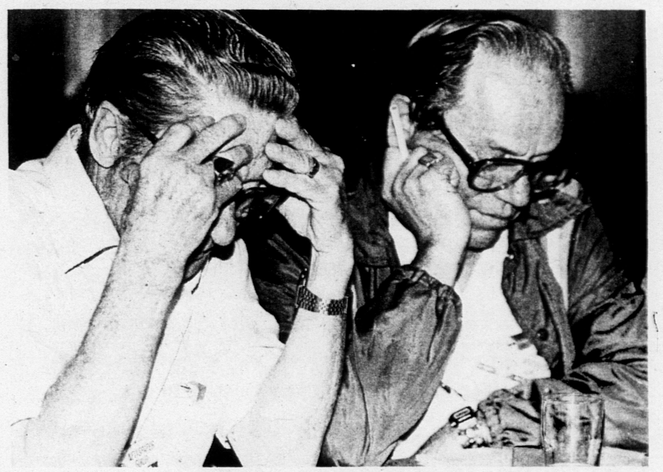
Soaps and Coors boycotts backed

Los Angeles — TNG's 1982 Convention endorsed the boycott of 10 soap products produced by Procter & Gamble and the continuation of the boycott against Coors beer.

The United Steelworkers, who have been fighting for an initial contract covering 400 employees at a Proctor & Gamble plant in Kansas City, Kans., have called for the boycott of Tide, Cheer, Oxydol and Bold laundry detergents, Zest, Camay and Ivory soap and Ivory, Joy and Dawn dish detergents, the convention noted. The boycott also is backed by the AFL-CIO.

The boycott of Coors beer, being waged by striking brewery workers in the aftermath of a bitter strike broken by the "notoriously reactionary" Adolph Coors Co., is proving to be an effective weapon, the delegates said, urging its continuation until Coors "is once again union beer."

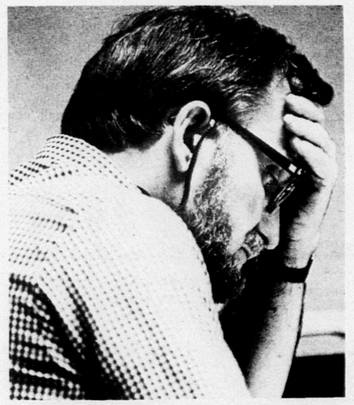
Convention '82 . . .



ROY CUMMINGS, WILLIAM R. BALOTA, St. Louis

PAUL MALLON, Southern Ontario

LINDA FOLEY, Lexington



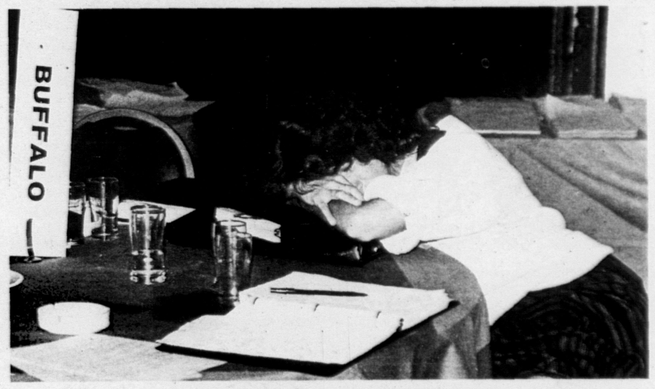
ROBERT E. BRUNER, Pacific Northwest

. . . 'twas a time for deep thinking

RICHARD M. PEERY, Cleveland

VICTOR ALFANO, Scranton

Convention photos in this and the July 16 issue by ROBERT C. HOLT, JR., St. Louis Guild



And at the end, exhaustion—MARIA SCRIVANI, Buffalo

Campaign lies ok'd as NLRB reverses its position again

(Continued from Page 1)

threats, promises, or the like," which interfere with an employee's free choice in a representation election.

Fanning and Jenkins contended that "employees' free choice in elections, the only reason we run elections," will be "inhibited, distorted and frustrated" by the revived policy on truth in campaigning.

"To the majority, this is less important than the freedom to engage in lies, trickery and fraud," the two dissenters charged.

While acknowledging that the revived policy is "likely to cause concern," the majority asserted that it will "insure the certainty and finality of election results and minimize unwarranted and dilatory claims attacking those results."

Calling the new rule "clear, realistic . . . of easy application," the majority said it would remove "impediments to free speech by permitting parties to speak without fear that inadvertent errors will provide the basis for endless delay or overturned elections."

Applying the new rule, the board certified the results of the representation election, which the union lost on a tie vote, noting that the union's objections to the conduct of the election alleged "nothing more than misrepresentations" in company campaign literature distributed to employees with their paychecks on the eve of the election.

In doing so, the board overturned a hearing officer's recommendation that a new election be conducted.

In response to the majority's assertion that voters in representation elections are able to "assess misleading campaign propaganda," the dissenters argued against abandoning the voters "to the mercies of unscrupulous campaigners, including the expert cadre of professional opinion molders" who devise many campaigns.

The hearing officer had found that the company's last-minute campaign publication, a six-page document including photographs, misrepresented the local union and implied that it had been an ineffectual and inefficient bargaining agent for employees of two other employers and created the false impression that a strike by employees in a third unit of the local had resulted in closure of the facility.

Moreover, the company document included what the board minority called an "elaborately conceived fraud" in its reproduction of a portion of the annual financial report the local had filed with the Labor Dept. It appeared to show that the union spent no money "on behalf of individual members" during the year and also overstated the amounts paid to union officers and employees.

A union attorney told the Wall Street Journal that the board's ruling "condones or encourages misrepresentations," while a management lawyer called it "practical and realistic."

Jenkins and Fanning also cast the two dissenting votes in the board's 1977 ruling. In reversing that decision late in 1978, they were joined by newly appointed member John C. Truesdale.

Truesdale, appointed by President Carter and since departed, had replaced Nixon appointee Peter Walther who resigned shortly before the board's 1977 decision in the Shopping Kart case was issued. Walther was in the majority in that case.

WILLIAM C. BURKE/Washington-Baltimore Guild

NLRB staffers rap board's bargaining

Steve Lueke, executive vice president of the NLRB Union, representing about 2,000 of the labor board's field and headquarters employees, and other members of the union distribute handbills to passers-by outside NLRB headquarters in Washington protesting the board's refusal to agree to the same "performance appraisal system" for 325 clerical employees there as it has for some 1,600 clericals and professionals in its field offices. The Federal Labor Relations Authority, the NLRB's public-sector counterpart, has issued complaints on four unfair bargaining practices charges brought by the union.

Top will reach $481 in Wilmington

Wilmington, Del. — The top minimum for city circulation representatives under the Philadelphia Guild's contract with Gannett's Wilmington News-Journal is raised by $79.21, to $481.99 a week, in a new three-year contract.

The agreement takes the city representatives' top minimum up by $24.17, to $426.95 a week, retroactive to June 1, 1981, and raises it by $25.62, to $452.57, on this June 1 and by $29.42, to $481.99, on June 1 1983.

The agreement also calls for a tuition reimbursement for full-time employees completing a course at the University of Delaware with a grade of "C" or better, if the course improves the employee's ability to perform his or her job or his or her qualifications for another job with the company.

Improvements are also made in the pension plan, including provision for early retirement.

Region 1 seat goes to Hiltz

(Continued from Page 1)

to perform a public service," Stewart said it is "an opportunity I cannot afford to pass."

Hiltz, wishing Stewart "every success in his new career," said that "one of the most pleasurable aspects of the campaign has been getting to know Victor better."

He said he was "looking forward" to serving on TNG's International Executive Board and remained "committed to responsive and responsible representation" for members in Region 1.

THOMAS R. HILTZ
New TNG Region 1 Vice President

IT SEEMS TO US

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

Impact of single member seen in 'no nukes' action

NEW YORK, N.Y.

Editor:

News that the convention endorsed a nuclear freeze resolution [GR July 16] is a satisfying demonstration of the impact of one member.

Last winter, Olive Evans of the Times unit said that her Quaker group was seeking outreach on the nuclear freeze and that she realized that the Guild was an appropriate organization. Where should she go? I suggested the local representative assembly.

At the April RA, her unit chairperson, Joan Cook, with Evans sitting beside her, moved the resolution from the floor, and it passed.

At the May executive committee, Cook followed up with a resolution endorsing the June 12 march past the United Nations. It was clear neither the city central labor council nor TNG had taken a position, but many large unions, including AFSCME and District 1199, had endorsed. The motion carried, with three opposing votes, including the two paid officers, who said that Local 3 should await a higher body's endorsement.

As GR noted [June 18], 50 marched with the Guild banner on June 12. Then TNG's convention, noting the whole turnout for June 12, endorsed the freeze.

It proves again that power flows up from the membership and that one person who perseveres makes a big difference.

BETSY WADE
President
New York Guild

'War on Wade' is pair's prime interest, Cook says

NEW YORK, N.Y.

Editor:

Both Barry Lipton and Ray Warner are—and have been for some time — more interested in waging war on Betsy Wade and her rank-and-file supporters than they are in addressing themselves to the critical problems facing our union.

Repeated attacks on individuals, not issues, is the hallmark of these pseudo members, who are without honor in their own unit.

Clearly both Lipton and Warner believe that any falsehood, however outrageous, repeated often enough will fool some of the members some of the time. It beats working.

JOAN COOK
Chairperson
Times unit

Editor's note: The next letter is the result of application of the Guild Reporter's convention-established rule that "members subjected to personal attack" in a letter-to-the-editor "shall be given opportunity to reply in the same issue" of the GR.

Pique understandable, Warner writes in reply

NEW YORK, N.Y.

Editor:

I can understand Joan's frustration since her letter was written at the time of the Guild convention, to which Barry and I, not Joan and Betsy, were elected delegates. While Joan and Betsy had nothing to do but continue their attacks on fellow Guild members I—as vice chair of the convention Safety and Health Committee—got the Guild on the record for the first time against the perils of smoking, and Barry —as the New York Guild's chief financial officer—moved the New York local back toward fiscal responsibility by getting our delegation and the convention behind the financial plan that was ultimately approved.

RAY WARNER
Times unit
New York Guild

Lipton challenges Yuncker on her letter about his

NEW YORK, N.Y.

Editor:

It is not my intention to turn the pages of the Guild Reporter into a debating society, but I feel that it would be improper to allow your readers to get an erroneous impression regarding Barbara Yuncker's letter in the July 16 edition.

The facts are these:

Barbara Yuncker had informed me that I would *not* have the right to vote on the local finance committee insofar as I was an ex-officio member and not a full member. She also informed me that the previous secretary-treasurer, Jim Orcutt, had not been allowed to vote.

After doing some research, I pointed out that the minutes of New York's executive committee meetings bore out the fact that I had been elected by that body as a full member of the committee. Furthermore, research had indicated that not only Mr. Orcutt but every other secretary-treasurer before him had enjoyed the privilege of a vote while serving on that committee.

I did tell Barbara, as I have previously indicated, that if my right to cast a vote were denied, I would go to the membership on the issue. It was only at this point that she conceded to allow my vote.

BARRY F. LIPTON
Secretary-Treasurer
New York Guild

'Adjusting' in Cleveland since June 17

By HOWARD SWINDELL
Cleveland Guild

Cleveland—Most of us heard it first on TV. That was the crowning irony. In the end we were scooped by the 6 o'clock news.

The Cleveland Press was going out of business. And somebody had leaked it to TV.

The next morning—June 17—owner Joe Cole told union leaders, and department heads told the troops. But by then it was old news. The only question that really mattered was: What's going to become of us now?

In the two months since the Press folded, Cole has fulfilled his obligations to the Press contract, although the funding of the pension plan is not yet completed. The checks have arrived for back wages, vacation and dismissal pay. Unemployment compensation has been applied for.

Some Press staffers have found work on other newspapers, mostly in distant cities. Some have found work in other fields. But many Guild persons are spending the summer learning the meaning of those unemployment figures that used to run monthly on Page One.

Here's how some former Press staff members have fared since their newspaper abruptly was closed:

Norman Mlachak was one of the few who was not surprised by what he heard on the 6 o'clock news. He'd been anticipating the fall of the paper for the past 18 months, since Cole had bought the Press from Scripps-Howard.

A Press reporter for 25 years, Mlachak began adjusting his living standards and had paid off his house and car.

"Still, it hurt terribly to see the Press die," said Mlachak. "It was like the pain of watching a relative suffering from a terminal disease. There was almost a sense of relief when the end came."

Mlachak wants to stay in the newspaper field, but hasn't been able to find a job yet.

"I'm at a stage of life where I'm reluctant to relocate," he said, "and the newspaper market is pretty tight now in Cleveland.

"I've been told by others who have been in this predicament that I'd experience depression, self-doubt and rage. But I haven't experienced that—at least not yet. The children like to have the old man home for a change.

"Of course, I don't know how long that will last."

Dolly Kaczor is among the handful still working at the Press. She's helping the liquidator sell off what's left of the paper.

"It's like attending a wake here," said Kaczor, retail advertising coordinator for the Press and a former Cleveland Guild president. "We're just standing around waiting for them to put the corpse into the ground. It's a morbid feeling, watching them take everything away from you piece by piece."

Kaczor, who was with the Press 28 years, was shocked when she heard the television report.

"I really didn't think we were doing that poorly. When I got to work the next day, I was numb. I couldn't think. I couldn't even make any sense talking. It took a long time for the shock to wear off."

Once the liquidator has closed the doors of the empty Press building forever, Kaczor will file for unemployment with the rest of her former colleagues and look for work at another newspaper or at an ad agency.

Barbara Weiss, who became president of the Cleveland Guild in January, was in the Press city room writing a story from her City Hall beat when, as Weiss put it, "Harriet Peters went berserk." Peters, the Press' gossip columnist, had just received a call from a TV station telling her what the evening news would say.

"I didn't believe it right then," said Weiss. "But when Cole's extra security people showed up, then I began to believe it.

"Now the uncertainty and the pressure are gone, but the death of the Press was a real heartbreaker because of the people. I'll never find so many characters in one place again. It was like a family breaking up. Sometimes the family didn't get along too well, but it was a real family nevertheless."

Weiss, who was with the Press more than 21 years, is uncertain what she will do for a living, but said she would like to try free-lance fiction writing.

"The job market is really depressed now," she said. "I've always wanted to try creative writing. If I don't do it now, I don't know if I ever will."

Dorothy Sain says she is a prime example of "why a person should never get out of the Guild jurisdiction."

Sain, who spent seven years as a TNG vice-president (1971-78), was made executive secretary to the Press advertising director in 1978. It was a contract-exempt position, so she was not eligible for the Guild dismissal pay of one week's salary for every six months of employment. She had been with the paper for 39 years.

The day the Press was closed, Sain went down to the personnel office and put in for early retirement.

"The Press was the only full-time job I ever had," she said. "I'm at an age where I just don't want to think about starting over again. I checked into unemployment compensation, but it was so small for a single person that early retirement was my best option."

When friends called to tell her what they'd heard on the tube, she didn't believe it was true.

"We'd lived for so many years with those rumors and distortions on TV. But Thursday morning I was just numbed by it. My mind just wasn't registering that this was really it.

"At least the year and a half that Cole owned the paper gave me the time to reach retirement age. Otherwise, I don't know what I would have done."

A veteran copy editor, who doesn't want his name used, didn't watch the news that night. He was awakened at 5 the next morning by a phone call from his boss on the copy desk.

"He asked me if I'd come in early since this was the last day of publication. I couldn't focus that in my mind. Come in early on the last day of publication? Why bother to come in at all? But I came in early. And there was everybody else, reading copy and writing headlines, just like any other day. We even had a makeover. Can you imagine that?

"Then the executive editor gathered us in a huddle at one end of the city room and told us that it was all over. No kidding! I'd only heard that five hours before."

The former copy editor has applied for news writing jobs at several radio stations, but is dismayed because they appear to want only on-air personalities .

"Because I got 52 weeks of dismissal pay I'm not in any immediate trouble," he said. "I might even try volunteer work for a while to fill the time. But eventually I'll have to get another job."

Harold Brookshire left his job as ad makeup man at the Press, climbed into his truck and went into the landscaping business for himself.

"I looked for work for a few days after the Press folded, but there isn't much out there. My father was a landscaper and he taught me the trade. And I still have his tools. So now I'm in the landscaping business."

Although he believed what he heard that night on TV, Brookshire had been optimistic that the Press might succeed because of recent gains in circulation and advertising.

"When the Press closed I was shocked and disappointed with Joe Cole. You'd have to do a lot of talking to convince me that he wasn't more interested in the purchase of the real estate than in keeping the Press going. I don't think his heart was in the paper unless there was a lot of profit. Scripps-Howard let us down too.

"I think I want to stay out of the newspaper business now, but I'll sure miss the people. Not the management, but all those great people."

Warren Watson was the last person hired in the editorial department. He left a job as editor of the Peabody (Mass.) Times to join the Press as a reporter May 10.

On June 17 he was out in the street.

"The company didn't aid in my moving expenses," he said. "I had to use $1,400 of my savings to make the trip out here.

"When I was hired in early April, management gave me no idea that the paper would be history within three months. On the contrary, the city editor was very upbeat and the executive editor told me things were looking up and that it was possible the paper would break into the black by summer. Obviously nobody was trying to warn me off."

About a month after the Press was closed, Watson got a job as a reporter for the Rochester (N.Y.) Times-Union.

Bob Wilson once thought he would never retire. Now he wishes that he could.

"I just turned 60, so I'm too young to retire and too old to start a new career," said Wilson, who spent over 20 years in outside sales. "Before this happened, I didn't plan to retire at all. I thought I'd just go on and on doing what I love to do.

"I'll have to find some kind of job to carry me through until I'm old enough for early retirement," Wilson said. "But after the freedom of all those years in outside sales, it's going to be tough adjusting to selling at some store in a mall where you work inside on weekends and nights.

"One of the hardest things is being out of the mainstream of life. When my wife is working, I'm all alone here in the house. I'm used to 50 phones ringing all at the same time and working with my accounts and all the excitement of the newspaper.

"Now I'm stuck here at home and the biggest problem is how to keep from getting bored."

Swindell, president of the Cleveland Guild in 1981, worked 18 years for the Cleveland Press, most recently swinging between the slot and layout and makeup on the copy desk. He served on the committee that bargained the concessions-agreement Joseph Cole said he had to have when he bought the Press from Scripps-Howard in 1980. Swindell was vice chair of the Guild's Press unit when Cole closed the paper.

Another light has gone out — this time in Cleveland — leaving a bunch of good newspaper people out of work. They are eager, conscientious and willing to relocate. They are reporters, photographers, artists, copy editors, ad sales, service and make-up personnel, librarians, computer operators, secretaries, clerks, and circulation workers. If you, as an employer, need any of the above skills, please write to:

Box 4455, Editor & Publisher

CLEVELAND GUILD RAN THIS AD FOR EX-PRESS MEMBERS
'Another light' refers to Press' 100 years as Scripps-Howard paper.

Guild's roots deep at Press

Cleveland—When the 103-year-old Cleveland Press was closed June 17 more than 250 Guild members lost their jobs and a key chapter in the history of the Guild was closed, as well.

It was just 49 summers before that news-room staffers like Bob Bordner and Garland Ashcraft and others had from their desks at the Press played leading roles in organizing the union that was to become TNG Local No. 1, the Cleveland Newspaper Guild.

Because the Press then was the flagship daily of the Scripps-Howard chain, they had ready access to communications with staffers on other papers in that chain and others and used them liberally to provide advice on the whys and wherefores of their fledgling union, culminating with the Guild's founding convention in Washington on Dec. 15, 1933.

Bordner and another reporter for the Press, Betty Wenstrom, drafted the Guild's first constitution two days before the Washington meeting—plus another for an industrial union that was the basis for the constitution adopted in 1937 when the Guild left the American Federation of Labor for the Committee (later Congress) of Industrial Organizations and expanded its reach into advertising, business and circulation departments, in addition to news rooms.

In 1935 Ashcraft was elected treasurer of the then American Newspaper Guild.

The Cleveland Guild secured its first contract at the Press in 1936.

Hearing set in dispute over Globe layoffs

Toronto — An arbitration was scheduled to begin Aug. 13 over the Toronto Globe and Mail's dismissal of 17 employees from Guild-covered departments of the paper for what management said were reasons of economy.

The Guild contends that the dismissals were made without regard to seniority and without first discussing with the Guild "other means of effecting necessary economies," as required by the Southern Ontario Guild's contracts with the Thomson-chain paper.

Management announced June 24 that a total of 50 employees would be cut from its staff of nearly 1,200. It said the dismissals were being effected because of recessionary declines in advertising revenues.

The local asserts that the company failed to satisfactorily justify the need for the economy dismissals. It cites a 27.7 percent increase in Thomson's after-tax profits in 1981, to $97 million. First-quarter '82 profits were up 13 percent over 1981.

"The increase in profits last year alone" would pay the $1.2 million annual savings the company expects to achieve through the staff cuts "for more than 17 years," the local pointed out.

The company said some retained Guild-covered employees have less seniority than others laid off in the same classification because the retained employees were superior "in some fashion," the local reported.

The local's contracts with the paper covering employees in the editorial, inside circulation, delivery and maintenance departments, call for seniority to be the "prime consideration" in determining dismissals to reduce the staff, "provided the capabilities of the employees concerned are relatively equal."

It also bans economy dismissals unless "in the opinion of the employer failure to reduce the staff would adversely affect the efficiency of the operations."

The Globe and Mail's announcement of the dismissals prompted demonstrations by employees. One was held in front of Thomson's corporate headquarters, and another was staged in the heart of Toronto's financial district where leaflets were handed out focusing on the decline in editorial quality that would flow from the staff cuts.

A meeting of some 200 employees in the Globe and Mail cafeteria June 28 was addressed by publisher A. Roy Megarry after a delegation was sent to his office requesting his attendance and an explanation for the dismissals.

One reporter hired a month and a half before accused Megarry of betraying some other recent hires who had been lured away from secure jobs only to be fired less than two months later.

Megarry acknowledged that he had been aware two months earlier that declines in advertising revenues might necessitate staff reductions, but said he had hoped that special reports for which additional staff was hired would attract more advertising and thereby avoid any dismissals.

Megarry refused to reveal how much the paper's profits had declined or to provide other financial information at the meeting saying he felt "constrained by the cameras and the notebooks" in evidence at the meeting.

"If your wages had dropped as much as our profits you wouldn't be eating tonight," Megarry told the gathering.

The paper published a story about the meeting, but only after it was "revised seven times" and "significantly altered by senior management," the local said.

Globe and Mail photo by JOHN McNEILL/Southern Ontario Guild

GAIL LEM, LEFT, CONFRONTS GLOBE AND MAIL PUBLISHER A. ROY MEGARRY DURING MEETING IN CAFETERIA

Lem asked why the paper had hired new staffers at the same time it was considering staff cuts.

News deadline for cuts passes with three unions still to settle

New York—With passage of a deadline the Daily News had set for reaching agreement with all its employees' unions on staff reductions, the Paperhandlers' came to terms with the company and there were indications of progress in talks with the Deliverers', Pressmen's and Mailers' unions.

The company had threatened to cut back the paper's circulation and distribution area if agreement with all unions was not reached by Aug. 6, but as the deadline approached a company representative said there had been sufficient progress to suspend it.

The News had said it would eliminate its "bulldog," or early, edition of the Sunday, Aug. 8, paper, but an arbitrator ruled Aug. 6, that under the Deliverers' contract with the paper a 30-day notice of such a change was required.

Had the News dropped the "bulldog" edition, it would have had to pay the drivers as though it were being produced for 30 days, the arbitrator ruled.

The New York Guild and six other unions that represent the paper's 3,800 full-time employees had reached agreement with the company on staff reductions earlier.

The News approved 160 applications from 201 it received from Guild-covered employees offering to voluntarily terminate under an enhanced severance pay plan it had worked out with the Guild.

Among those whose applications were approved, 29 later withdrew to bring the total to the 131 the News had sought. Some of the 29 withdrew their applications after the News offered them raises to stay, a Guild representative said.

A total of 118 Guild-covered employees had left the paper by Aug. 1, with the remainder to terminate before the end of the year.

Severance pay to departing employees under the buyout plan totalled as much as $159,000 for one employee in a key classification under the Guild contract. A long-service clerk received $75,000. News Unit Chair Tom Pennachio estimated that the average severance payment to departing Guild-covered employees was "at least $50,000."

Among the Guild-covered employees who have left the News are Frank Mazza, a former first vice president of the local and a candidate for vice president at-large in last year's TNG elections, and Nick Zeoli, a former member of TNG's International Election and Referendum Committee and a former News unit officer.

The enhanced severance plan called for four weeks of pay for each year of service for employess 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 received the contractual severance pay of two weeks' pay for each year of service.

Should all 11 unions reach agreement with the News on staff reductions, the company has proposed that they then begin talks about three-year extensions of their contracts, otherwise due to expire March 30, 1984.

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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.

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DAY BOOK

TNG and International Typographical Union merger summit committees, Aug. 21-22, Washington.

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

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

Middle-Atlantic District Council, fall meeting, Oct. 23-24, Heywood Broun 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, Honolulu.

Southern District Council, fall meeting, Oct. 30-31, Lexington (tentative).

New England District Council, Fall meeting, Nov. 6-7, Brockton, Mass.

The Guild Reporter

CALM ACPS

JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

LABOR PRESS AFL-CIO CLC

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The Newspaper Guild

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Area Code 202—296-2990

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