

IEB unanimous for merger pact; convention in Cleveland Jan. 12

Washington — The proposed agreement for merger of TNG and the International Typographical Union was approved unanimously by TNG's International Executive Board on Oct. 20, the third and final day of its fall meeting.

And then, in another unanimous vote, the IEB issued the call for a special convention to take up the merger agreement, as authorized by TNG's 49th Annual Convention in June.

The special convention's consideration of the agreement will be the second in a three-step procedure required under TNG's Constitution for ratification of a merger agreement.

The third and final step would

be a Guild-wide referendum in March, if the special convention—scheduled to begin at 1 p.m. on Jan. 12 in Cleveland—approves the agreement, as well. Disapproval at any of the steps terminates the process.

The merger agreement, concluded Sept. 10 by special committees of both international unions, would merge the structures and operations of TNG and the ITU at the international level, consolidating and melding policies and procedures, staff and resources, with a shared leadership structure during a four-year transition period.

Within the new international—the Media Employees International Union, ITU/TNG—local

unions could not be required to merge, but would be urged to do so as soon as possible.

The complete, official text of the agreement is published as a special, pullout section in this issue of the Guild Reporter, beginning after Page 2. [A two-page summary of the agreement was published in the Sept. 24 issue of the Guild Reporter.]

The IEB approved the merger agreement after reviewing and analyzing it in detail for more than four hours with the members of TNG's Special Merger Committee who, along with TNG's full field staff, also participated in the IEB session on the proposal. Several members and leaders of locals also attended

the session on the agreement.

Pointing out that the agreement was "developed over nearly five years of careful and conscientious negotiations," the IEB called it "a workable blueprint for an enduring and aggressive new international union in the media and communications industry." [The full text of the IEB resolution is published on Page 2 of this paper.]

Pointing to the combined membership of TNG and the ITU totalling more than 75,000 industry workers, the IEB said the MEIU would "further advance and protect the interests of its members" and enhance organizing while "retaining the democratic practices that have char-

acterized" both the ITU and TNG throughout their histories.

TNG President Charles A. Perlik, Jr., told the IEB that the text is being distributed to all members now to enable them, as well as delegates to the special convention, to make "as informed a decision as possible" on the proposal.

The agreement's text as published in this Guild Reporter is that upon which the convention will act, as well as the membership in the Guild-wide referendum that would follow convention approval, Perlik pointed out.

Persons who join the Guild in the interim will be mailed copies of the supplement by TNG upon
(Continued on Page 2)

VOTING JAN. 20-25

Referendum ordered on dues rates

Washington—The Guild's full membership will vote between Jan. 20 and 25 on ratifying the two-step increase in the Minimum Dues mandated for Guild locals by TNG's Constitution that was approved by the Guild's 1982 Convention.

TNG's International Executive Board ordered the referendum, as directed by the convention, during its fall meeting, Oct. 18-20.

TNG's International Election & Referendum Committee, meeting by telephone later, set the voting and other dates key to the referendum's conduct.

The board also voted to constitute itself as a special committee to support ratification of the convention's approval of the Minimum Dues increase and authorized TNG President Charles A. Perlik, Jr., to appoint other Guild leaders to the committee.

If the increase is ratified in the referendum, monthly Minimum Dues will be raised first to 5.5 percent of one week's regular compensation and then to 6 percent, the latter effective next May.

TNG's Constitution currently requires monthly local dues of at least 5 percent of a week's regular compensation, plus \$1.50, or a dues schedule that yields at least an equivalent total dues income. The \$1.50 add-on would be absorbed under the new minimum dues provision and all resultant additional income would go to help locals meet their financial obligations.

Locals would retain the option of setting their dues higher than



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TNG SECRETARY-TREASURER DALE, STANDING, LEADS IEB EXAMINATION OF MERGER PROPOSAL'S FINANCE SECTIONS
Joining IEB in four-hour merger-pact session were merger committee members, TNG field staff and several local leaders.

the Minimum Dues, as nearly half of them do currently. At least 64 percent of the Guild's membership is in locals that have dues rates of 5.5 percent or more and at least 54 percent is in locals with dues rates of 6 percent or more. The later would not be affected by either step of the Min-

(Continued on Page 3)

ANPA testing of VDTs rapped

Washington—All Guild locals have been cautioned against accepting results from radiation tests of video display terminals performed by the Research Institute of the American Newspaper Publishers' Assn.

In issuing the warning, TNG President Charles A. Perlik, Jr., pointed to a report in the October issue of the ANPA's "pressure-time" magazine that with the purchase of several pieces of testing equipment the Research Institute "now has the capability to test fully all VDTs at newspapers" for both ionizing and nonionizing radiation.

TNG does not consider tests

performed by the ANPA a "satisfactory" means of complying with contractual requirements that VDTs be tested for radiation emissions, "any more than we would consider it appropriate to have the ANPA provide an arbitrator for our grievance disputes," Perlik observed in an Oct. 12 letter to Guild locals.

If tests for radiation are to be "received with confidence," they must be performed "by an impartial third party, a government agency or a private engineering firm or consultant," Perlik wrote.

He urged locals to consult with TNG's Research and Information Dept. when negotiating test-

ing procedures. The department has names of firms and consultants qualified to perform radiation tests, he said.

Moreover, "it is highly desirable" that in advance of testing, locals consult TNG on the equipment to be used in order to assure its adequacy, Perlik said, noting that such consultation was recommended by this year's TNG convention.

Locals should also "insist on full reports of the results of such tests, machine by machine, including information on testing methods and equipment" and should send copies of test results to TNG, Perlik advised.

Anniversary
marked in
Wilkes-Barre

Page 2



Full text of TNG-ITU merger agreement—M 1

IEB vote is unanimous for merger proposal

(Continued from Page 1)

notification of the new members' names and addresses, as well, Perlik told the meeting and informed all locals in a letter the next day.

After the IEB's unanimous approval of the merger agreement, Perlik termed the action a move toward a state "essential for this union's prosperity."

At the outset of the board's examination of the document, Perlik recalled that on occasion during the five years of merger talks he had been criticized as "dragging my feet."

While neither admitting nor denying the validity of the characterization, he emphasized that "if I was dragging my feet on merger then, I am at full gallop now."

He recited a litany of occurrences in the industry that are responsible, at least in part. These included newspaper closures in Cleveland and Buffalo and staff reductions executed or on the horizon or both in several cities, including Minneapolis, New York and Seattle, that already have cost the Guild alone more than 1,000 members.

While cautioning that "merger

is not the answer to all those problems," Perlik called it a means of enhancing the Guild's viability.

Upon the merger agreement's approval by the special convention and by referendum votes by the memberships of both TNG and the ITU, the merger would become effective with adoption of an MEIU Constitution by a founding convention, tentatively scheduled for the week of July 25 in San Francisco.

The agreement earlier had provided for the merger to take effect June 1, with adoption of a new constitution by a founding convention to follow. The effective date was changed, upon agreement of leaders of both unions, however, to assure conformance with Canadian laws bearing on union mergers.

In addition to the question of approval of the merger agreement, delegates to the Guild's special convention also will be asked to authorize expenditures from TNG's Defense Fund before the date of merger to fund or pay off TNG's obligations to its staff for compensatory time and severance pay, as called for by the merger agreement. The agreement

notes that as of June 10 this year the former totalled \$217,234 and the latter \$334,848.

Those questions, plus a "state of the union" address by TNG's president, will be the only subjects considered by the special convention, the IEB directed in its convention call.

The IEB also set the 12 months ending Oct. 31, 1982, as the period under TNG's Constitution for determining each local's voting- and delegate-strength entitlement at the special convention.

The board also voted to waive the \$50 per delegate registration fee required under TNG's Constitution for delegates to the union's regular, annual conventions.

In addition, on motion of Vice President Larry D. Hatfield of San Francisco-Oakland, the IEB formalized its members' several individual expressions of appreciation to the members of TNG's merger committee for their work in crafting the agreement.

The members of the committee that concluded the agreement with the ITU on Sept. 10 are: Perlik, Secretary-Treasurer Charles Dale, International Chairperson Harry S. Culver and Vice Presidents John M. Lowe of Southern Ontario (Toronto) and Richard M. Peery of Cleveland.

In addition: J. William Blatz, TNG director of field operations; Robert E. Bruner of Pacific Northwest; Edwin R. Egan of New York; Paul MacClennan of Buffalo; TNG Canadian Director William M. McLeman; Robert A. Steinke of St. Louis, and Linda Zink of Los Angeles.

Other Guild leaders who joined the latter and TNG's field staff for the IEB's consideration of the agreement included: New York Guild President Peter McLaughlin and Secretary-Treasurer Barry Lipton; Wire Service Guild President William Morrissey; New England Servicing - Organizing

Text of the IEB's action

Following is the text of the resolution passed by TNG's International Executive Board on Oct. 20 approving the proposed merger agreement between TNG and the International Typographical Union:

The Merger Agreement between The Newspaper Guild and the International Typographical Union, dated Sept. 10, 1982, is a workable blueprint for an enduring and aggressive new international union in the media and communications industry. Its implementation will enable the combined memberships, now in excess of 75,000 working union members, to realize their fair share of the wealth they help create in this vital industrial sector of North American society.

Developed over nearly five years of careful and conscientious negotiations, the Merger Agreement will create a new media union which, by virtue of combined memberships and resources and consolidated policies and procedures, will be able to meet more effectively the challenges of a changing industry, further advance and protect the interests of its members and more quickly organize the unorganized, while retaining the democratic practices that have characterized both of its predecessors throughout their histories.

Therefore, pursuant to Article XXIII of The Newspaper Guild Constitution, the International Executive Board approves the Merger Agreement between The Newspaper Guild and the International Typographical Union dated Sept. 10, 1982.

The President and Secretary-Treasurer are directed to use any available means they deem appropriate to disseminate to the membership information about the Merger Agreement and to promote its approval by the forthcoming special convention and, if approved there, in the subsequent referendum.

New-officer seminar is postponed

Washington—TNG's International Executive Board has voted to postpone the Guild's second annual residential seminar for new local officers pending a final decision on the proposed merger of TNG and the International Typographical Union.

Noting that it had to decide now whether to confirm reservations for the seminar site, the IEB cited the proximity of the seminar dates announced in the summer—Feb. 18-21—to the prospective referendum on merger in March.

It recommended that, once the merger decision has been made, the seminar be continued and rescheduled "at a later date."

OAKLAND TRIBUNE LATEST

Nine PMs folded into AMs in 1982

When the Oakland Tribune is folded into its morning counterpart, East Bay Today, it will become the ninth evening daily in a morning-evening combination to be put out of existence as a separate paper this year.

The others that have been merged include Cowles Media's Minneapolis Star, with its morning Minneapolis Tribune, Knight-Ridder's Duluth Herald, with its morning Duluth News-Tribune and the Des Moines Tribune, with its sibling morning Register.

In Duluth, where the Guild represents advertising, business, circulation, data processing, editorial and maintenance employees, only one employee lost a job as a result of the merger.

The employee, from the circulation department, moved to another Knight-Ridder paper.

In Minneapolis, the merger resulted in severance of 69 Guild-covered employees, with all but one leaving under a voluntary procedure and all with enhanced severance pay. Now, 24 more Guild jobs are in jeopardy.

Combining of the news staffs

of the Newport News Daily Press and Times Herald, meanwhile, brought a cut of six editorial department employees, and several more terminations are anticipated. The Guild has been seeking an initial contract since 1978.

The editorial departments of the Norfolk Virginian-Pilot and Ledger-Star were similarly merged. The Guild represents the papers' editorial department employees.

In both Newport News and Norfolk separate morning and evening papers are being continued.

Other evening papers that have folded into co-published morning dailies during the year include: Newhouse's Oregon Journal, which merged with its Portland Oregonian to form an all-day publication.

The Tribune Co.'s Tampa Times, merged into its Tampa Tribune, also now being produced as an all-day paper.

Lindsay Newspapers' Sarasota Journal, merged with its morning Sarasota Herald-Tribune.

Ottaway's Peabody (Mass.) Times, merged with its evening Beverly (Mass.) Times.

Cox's Springfield (Ohio) News, merged with its Springfield Sun to form an all-day paper.

In addition, editorial departments have also been merged at Cox's Atlanta Constitution and Journal, and at the Spokane (Wash.) Spokesman-Review and Chronicle.

Project Director Gerald Maraghy, and, from the Washington-Baltimore Guild, President Ernie Mercer, Administrative Officer Dorothy Struzinski and William Salganik of its Sunpapers unit.

In his post-meeting letter to all locals, Perlik also repeated an earlier pledge that TNG will do all it can to assist locals and district councils to set up and conduct informational forums on the merger agreement.

It will include providing representatives to participate in local meetings, he noted. This was to begin with the series of six dis-

trict council meetings scheduled for the three weekends following the IEB meeting.

Perlik also urged locals to impress upon their members the importance of retaining the merger-agreement supplement in this issue of the Guild Reporter. While TNG will have extra copies of the supplement available for meetings on the merger agreement, Perlik pointed out that TNG does not intend to distribute the text of the agreement Guild-wide a second time and that the number of extra copies is limited.



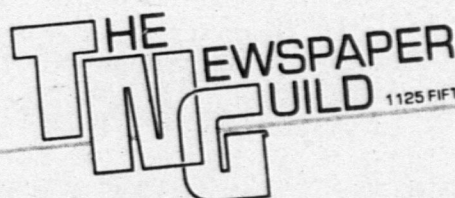
Strike-day cake!

Barbara Loftus, features editor of the Wilkes-Barre Citizens' Voice, holds a cake saluting the fourth anniversary of the beginning of the strike by the Wilkes-Barre Guild and Typographical, Pressmen's and Stereotypers' unions against the CapCities chain's Times Leader. The four unions have been publishing the Citizens' Voice as a strike daily nearly as long. The anniversary also was marked by a 40-page

insert carrying dozens of congratulatory ads—including one from each of the striking locals' internationals and others from sister and brother locals and unions in other industries from across the continent. Also pictured above are: foreground, Barbara Pelak, Lorraine Luke, Stan Kieszek and Rita McCall; background, Gerald Kishbaugh and Jack Williams, all of the Guild local. Williams is the CV's publisher.

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October 22, 1982

Dear Guild Members:

Shortly you will participate in perhaps the most important decision to face our union in the half-century of its existence. That decision is whether The Newspaper Guild and the International Typographical Union will merge to form a new international union.

Both the Guild's Special Merger Committee and the International Executive Board have unanimously approved the proposed merger agreement. Soon you will be electing delegates to a Special Guild Convention in January to vote on the agreement. If the Convention approves, you will vote on the agreement in a Guild-wide membership referendum in March. Please read and consider it carefully.

The agreement would create a new media union which, we are confident, will be far better able than TNG or the ITU alone to meet the challenges of new technology and the economic and political climate, advance its members' economic and job interests, and extend the benefits of union organization and bargaining to new segments of the communications industry. With more than 75,000 working members, it would be the largest union in North America made up primarily of newspaper employees.

Organizing potential in traditional Guild jurisdiction would be enlarged by the presence of ITU shops in cities where the Guild is not now organized, our bargaining effectiveness would be enhanced by joint picket-line observance, available financial resources and field staff would be increased significantly. Elimination of overlapping functions promises more bite for members' bucks.

Finally, let me make clear, the merger agreement provides for merger of the two international unions, not of your local unions with ITU locals. The new union would encourage local mergers, but they would be a matter of local option.

The merger agreement was reached neither lightly nor quickly. Merger talks go back almost five years and during that time Guild Conventions have voted repeatedly in favor of a merger, most recently in Los Angeles in June.

Heywood Broun, the Guild's founder and first president, told a Guild Convention in 1939 that he would like to live to see the day when "we will have a union in newspapers in which we will have complete organization up and down the line, everybody in the city room, in the mechanical departments and in the business office as well."

He didn't live to see it. But we can.

Sincerely and fraternally,

Charles A. Perluk, Jr.
Charles A. Perluk, Jr.
President



Associated with American Federation of Labor and Congress of Industrial Organizations, Canadian Labor Congress, International Federation of Journalists

INTERNATIONAL CHAIRPERSON: HARRY S. CULVER, News Service Guild

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The proposal for M E R G E R

NOTICE

This is the official text of the "Merger Agreement between The Newspaper Guild and the International Typographical Union, [dated] September 10, 1982."

Read and retain it.

In the event the Special TNG Convention in January approves the merger, you will be asked to vote in referendum, to be scheduled in March, to approve merger based on this document.

The text: TNG-ITU Merger Agreement

THE NEWSPAPER Guild and the International Typographical Union agree to create and establish a single labor organization through the process of merger. The merger shall be effective upon referendum adoption of this Merger Agreement by the two organizations and adoption of the MEIU Constitution by the Founding Convention.

The parties agree upon the following essential items for merger.

SECTION A:

Constitutional

The initial Constitution of the merged organization shall include the following provisions among others:

I—NAME, PURPOSE, JURISDICTION, ELIGIBILITY

A. NAME

The name of the merged union shall be Media Employees International Union, ITU/TNG.

B. PURPOSES AND OBJECTIVES

The purposes and objectives of MEIU shall be:

1. To advance the economic interests and improve the working conditions of its members through collective bargaining and to work for common purposes and social justice.
2. To organize all eligible workers.
3. To encourage and promote responsible industrial unionism, foster joint action with other unions

Topic guide*

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*Some topics are covered within other Articles as well as in those whose title contains their name.

for organizing, bargaining and defensive purposes and to affiliate with national and international labor bodies.

4. To guarantee, as far as it is able, that no one it represents shall suffer discrimination of any sort, particularly in employment and advancement opportunities.
 5. To develop and promote honest, fair and ethical journalism, advertising and business practices and to promote the highest standards of craftsmanship.
- C. GEOGRAPHICAL AND INDUSTRY JURISDICTION
1. Geographical jurisdiction shall include the United States, its territories and possessions, Canada, Puerto Rico, and such other areas as the International Executive Council (IEC) deems appropriate.
 2. Industry jurisdiction shall include graphic arts, newspapers, magazines, books, advertising, electronics and other information and news media, and such other areas as are deemed to be in the best interests of the organization by the IEC.
 3. No Local shall enter into any agreement or understanding with an employer or union determining jurisdiction without prior approval in writing of the IEC.

D. MEMBERSHIP ELIGIBILITY

1. Union membership shall be open to every eligible

(Continued on Page M2)

(Continued from Page M1)

person without discrimination or penalty, nor shall any person be barred from membership or penalized by reason of age, sex, race, creed, color, national origin, religious or political conviction or activities, marital or parental status, family relationship, sexual or affectional preference, irrelevant mental or physical handicaps or anything the person writes for publication.

2. Eligible for membership are:

(a) Persons gainfully employed in the jurisdiction of the Union.

(b) Persons gainfully employed in informational and publication activities of a governmental agency, bureau or department.

(c) Persons gainfully employed by the Union, its Councils, Conferences, Locals or any other agencies which the Union may establish or recognize.

(d) Persons gainfully employed in teaching or instructing in the skills or functions of persons eligible for membership in the Union.

3. The following shall be eligible to retain their Union membership, subject to the provisions made applicable to them in the Constitution. Any question regarding retention of membership not defined in the Constitution shall be subject to determination by the IEC.

(a) Members who have become unemployed.

(b) Members who have retired.

(c) Members on leave of absence from their employment.

(d) Members determined by the IEC to have suffered unemployment as a penalty or reprisal for activity in behalf of the Union.

(e) Members on strike, locked out or who are observing another union's picket line at their place of employment, where the strike continues to be viable.

(f) Members who enter the armed forces or any official auxiliary thereof of the United States or Canada or any allied or associated power, or who are drafted as conscientious objectors under the law of said nations into compulsory alternate civilian service, during time of war or national emergency. The IEC shall determine the existence of war or national emergency, and may extend the provisions of this section to any such member who is for special reasons retained in service past the time of war or national emergency.

(g) Members entering any government employment affected with the national interest during any leave of absence granted by their employers for that purpose.

(h) Members who accept gainful employment in another bona fide union or in any other organization with which the MEIU is affiliated.

(i) Members who assume public office, elective or appointive.

(j) Proprietor members (members who perform no work over which the Union claims jurisdiction—genuine executives or owners) who were members on the day prior to merger. Proprietor members shall not be permitted to hold office, serve on an executive board or serve on a negotiating or grievance committee.

(k) Not-at-the-trade members (members who perform work over which the Union claims no jurisdiction) who were members on the day prior to merger.

(l) Members who are incapacitated.

4. Students working on college publications and college students preparing for careers in the jurisdiction of the Union shall be eligible for student membership.

5. The facts of eligibility under the Constitution shall be determined by the Local in which they arise (except as provided by Section 3d of this Article I) and shall be subject to appeal to the IEC by the person concerned or by any aggrieved member, and thereafter to the International Governing Board and to the Convention by the Local, the person concerned, or any member.

II—INTERNATIONAL GOVERNMENT

A. INTERNATIONAL OFFICERS (FULL TIME)

1. During the Transition Period the fulltime officers of the International Union shall be a General President, a President, a Secretary, a Treasurer and five Vice Presidents unless reduced or eliminated by attrition, who shall constitute the International Executive Council. The four-year Transition Period will commence on the effective date of merger. Thereafter, the terms of office shall be for three years.

Members of the IEC for the Transition Period will be:

The incumbent President of the ITU will become General President for the first two years, President for the second two years; the incumbent President of TNG will become President for the first two years, General President for the

second two years; the incumbent Secretary-Treasurer of TNG will become Secretary for the first two years, Treasurer for the second two years; the incumbent Secretary-Treasurer of the ITU will become Treasurer for the first two years, Secretary for the second two years; the three incumbent Vice Presidents of the ITU will become Vice Presidents; the Director of Field Operations and the Director of Administrative Operations of TNG will become Vice Presidents.

2. The General President shall have the executive functions, duties and responsibilities of the International Union, exercise general supervision of all officers and staff of the International Union, employ and remove staff, chair and call meetings of bodies of which he is a member and over which the Merger Agreement or the International Union Constitution gives him such authority, and perform such other duties as appertain to the office or as may be required by law. The General President will be an ex-officio member of all IEC standing committees.

The President, with the General President, shall carry out and supervise the administrative functions, affairs, duties and responsibilities of the International Union and shall exercise specific supervision and direction of all staff and officers other than the General President. He shall act in the place and stead of the General President, when the latter is unable to discharge the duties of his office due to illness or temporary disability. He shall discharge the General President's presiding powers when the General President is unable or calls upon him to do so and shall fill the office of General President in the event of a vacancy. He shall perform such other duties covering major activities and programs on an international basis as well as special duties as the General President may delegate or assign to him. The President will be a member of all IEC standing committees and shall chair the IEC's Standing Committee on Contract Bargaining.

The Secretary shall be responsible for keeping a record of all proceedings of the International Union, for assembling and maintaining its permanent files and records and for maintaining and reporting on the records and status of all members. He shall supervise and arrange the preparation of convention and other major meeting facilities of the International Union, including the recording and publication of their proceedings.

The Treasurer shall be the financial officer and custodian of funds of the International Union. In consultation with the IEC's Standing Committee on Finances, he shall prepare the International Union's annual budget. He shall arrange for the bonding of officers and employees as required by MEIU policy or by law. He shall arrange for the receipt, processing and payment of all bills, debts and other obligations of the MEIU. He shall maintain the books, financial records and accounts of the MEIU with respect to assets, liabilities, income and expenses, both for the MEIU and its various funds. He shall, along with other signatories as determined by the IEC, sign all checks drawn on any account of the MEIU. He shall chair the IEC's Standing Committee on Finances.

The Vice Presidents, through the President, shall assist the General President in carrying out all activities of the International Union and in formulating and implementing the programs and policies of the organization, including such major activities and programs on an international basis or such special duties as the General President or President shall assign and determine.

3. Vacancies

TRANSITION PERIOD, FIRST TWO YEARS—If a vacancy occurs in the office of General President (ITU), the President (TNG) shall succeed to the office of General President. The office of President then shall be filled by a member (ITU) of the International Executive Council by a vote of members of the International Governing Board of the same former union unless the vacancy occurs less than nine months prior to the next Convention. If a vacancy occurs in the office of President (TNG), the vacancy shall be filled by a member (TNG) of the IEC by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention. The offices of General President and President shall be held by members of the former opposite unions.

If a vacancy occurs in either the office of Secretary (TNG) or Treasurer (ITU), the vacancy shall be filled by a member of the IEC of the same former union by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention. The offices of Secretary and

Treasurer shall be held by members of the former opposite unions.

If a vacancy occurs in the office of Vice President (ITU) filled by a mailer, the office shall be filled by a mailer member (ITU) of the IEC, or if there is none, by any other mailer member (ITU), by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention.

If a vacancy occurs in any other office of Vice President, TNG or ITU, it shall not be filled. If a second TNG or a second ITU vacancy occurs in any other office of Vice President, it, and such additional vacancies in the office of Vice President as may occur, shall be filled by a member of the same former union by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention.

If a vacancy occurs among members of the IGB who are not also members of the IEC, it shall not be filled.

TRANSITION PERIOD, SECOND TWO YEARS—Officers (Full time):

General President (TNG)

President (ITU)

Secretary (ITU)

Treasurer (TNG)

Vice Presidents (3 ITU, 2 TNG)*

*Unless reduced or eliminated by attrition during the first two years.

The offices of General President and President shall be held by members of the former opposite unions.

If a vacancy occurs in the office of General President (TNG), the President (ITU) shall succeed to the office of General President. The office of President then shall be filled by a member (TNG) of the IEC by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention.

If a vacancy occurs in the office of President (ITU), the vacancy shall be filled by a member (ITU) of the IEC by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention.

If a vacancy occurs in either the office of Secretary (ITU) or Treasurer (TNG), the vacancy shall be filled by a member of the IEC of the same former union by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention.

The offices of Secretary and Treasurer shall be held by members of the former opposite unions.

If a vacancy occurs in the office of Vice President (ITU) filled by a mailer, the office shall be filled by a mailer member (ITU) of the IEC, or if there is none, by any other mailer member (ITU), by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention.

If a vacancy occurs in any other office of Vice President, TNG or ITU, it shall not be filled. If a second TNG or a second ITU vacancy occurs in any other office of Vice President, it, and such additional vacancies in any other office of Vice President as may occur, shall be filled by a member of the same former union by a vote of members of the IGB of the same former union unless the vacancy occurs less than nine months prior to the next Convention.

If a vacancy occurs among members of the IGB who are not also members of the IEC, it shall not be filled.

FIRST TERM—Officers (Full time):

President

Secretary-Treasurer

3 Vice Presidents (1 a mailer)

If a vacancy occurs in either the office of President or Secretary-Treasurer, there shall be a temporary succession pending the election of a new officer. The President shall thus be succeeded by the Secretary-Treasurer and the Secretary-Treasurer by the President, the temporary successor retaining the duties of his or her own office.

If a vacancy occurs in the office of President, Secretary-Treasurer or Vice President, an election shall be held unless a vacancy occurs in the office of Vice President nine months prior to the next Convention.

Within five days after a vacancy occurs in any IEC office, the IEC shall notify all Locals. Within 30 days after the notification is mailed, the governing bodies of the Locals shall nominate candidates and nominations shall close at headquarters. In the event of a contested election for any

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(Continued from Page M2)

of the offices, the International Election and Referendum Canvassing Board (IERCB) shall draw lots to determine the position of the candidates on the ballot. The election shall then be by referendum vote of the membership in accordance with the referendum election procedure herein provided. The candidate receiving the majority of votes cast shall be declared elected. In the event no candidate receives a majority vote, there shall be a runoff election between the two candidates receiving the largest number of votes, with the ballot position to be determined by lot.

All offices shall be open to all members without regard to whether the member seeking office is a former member of TNG or ITU.

- During the Transition Period, in the event a vacancy or vacancies occur and are not filled either on the IEC or the IGB, voting among the remaining members of the IEC or the IGB will be apportioned among the remaining members of the IEC or the IGB, depending upon the body in which the vacancies are unfilled, in such a manner as to continue the same voting ratio as existed prior to the vacancy.
- One of the Vice Presidents shall be a mailer.
- In the event of a contingency not met by these procedures, the IGB shall take necessary action to provide for administration of the International Union.

B. INTERNATIONAL GOVERNING BOARD

- TRANSITION PERIOD, FIRST TWO YEARS:** The International Governing Board shall be composed of nine fulltime officers (International Executive Council) plus 14 regional members (seven TNG and seven ITU) and 15 at-large members (seven TNG and eight ITU).

TRANSITION PERIOD, SECOND TWO YEARS: The IGB shall be composed of nine fulltime officers (IEC) plus 14 regional members (seven TNG and seven ITU) and nine at-large members (four TNG and five ITU) unless the number reduces by attrition.

The ITU and TNG shall nominate (and elect where there is no contest) at separate conventions immediately preceding the founding (first) convention their non-IEC members of the IGB for the first two years of the Transition Period. Contested candidacies shall be resolved by referendum.

For the second two years of the Transition Period, the ITU and TNG shall nominate (and elect where there is no contest) their non-IEC members of the IGB at the Third Convention of the MEIU. Contested candidacies shall be resolved by referendum.

- The term of office for the IGB shall be for three years.
- FIRST TERM:** The IGB shall be composed of five fulltime officers (IEC) plus seven regional members and seven at-large members. Mid-term vacancies for non-IEC members of the IGB shall be filled at the next Convention.
- No paid employee of the International Union shall hold office on the IGB. No fulltime paid officer or fulltime paid employee of a Local or a combination of Locals shall hold a regional office on the IGB.
- The seven regions are:

Region 1—Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York (excepting the counties of Bronx,

Kings, Nassau, New York, Orange, Queens, Richmond, Rockland, Suffolk and Westchester), Pennsylvania, Rhode Island and Vermont.

Region 2—Alabama, Arkansas, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Commonwealth of Puerto Rico, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Region 3—Colorado, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.

Region 4—Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming.

Region 5—The New York counties of Bronx, Kings, Nassau, New York, Orange, Queens, Richmond, Rockland, Suffolk and Westchester.

Region 6, Canada East—East of Manitoba.

Region 7, Canada West—West of Ontario.

Irrespective of the foregoing, members shall vote in the region in which the headquarters of their local is located.

For purposes of this section, a member of the U.S. Wire Service Local shall vote in the region in which the member's bureau is located, a member of the Canadian Wire Service Local, in Region 6. Convention delegates of the U.S. Wire Service Local shall be deemed delegates from the region in which their bureaus are located, delegates from the Canadian Wire Service Local, delegates of Region 6.

C. AUTHORITY

1. INTERNATIONAL EXECUTIVE COUNCIL

The International Executive Council shall be charged with the duty of implementing the policies of the Union, the conduct of the business of the Union and such other duties as may be assigned to it by the Merger Agreement, the Constitution, the Convention and the International Governing Board, and it shall adjudicate such appeals as may appropriately be before it. It shall interpret the Constitution, subject to review by the IGB and the Convention. It shall have Standing Committees on Finances and Contract Bargaining.

The IEC shall have the authority to interpret and apply the terms and conditions of the Merger Agreement, and it shall have authority to enforce such interpretation and application, subject to IGB review. It shall have the power and jurisdiction to decide all questions properly brought before it relating to the business and affairs of the Union.

2. INTERNATIONAL GOVERNING BOARD

The International Governing Board shall consist of the International Executive Council and members elected in accordance with the procedures set forth in the Merger Agreement.

The IGB shall meet at least twice a year and immediately prior to and after Conventions.

Between Conventions of the Union, the IGB shall be responsible for the overall conduct of the Union, it shall direct the implementation of policies of the Union and decisions of the Union's Convention. It shall oversee and review the Union's administration, it may enact new policies and programs not inconsistent with the aims and objectives of the Union, and it may propose new policies and programs to the Convention and the membership.

It shall elect such IGB Standing Committees

as are necessary to carry out the business of the IGB, including Committees on Collective Bargaining, Finances, Publications and Organizing, and said Committees shall be responsible for operational reviews, reports and recommendations to the full IGB, membership and Conventions on their deliberations and recommendations.

At all meetings of the IGB, 50 percent of its membership shall constitute a quorum so long as the quorum includes a majority of the IEC, one of whom must be the General President or the President.

Upon petition of one-third of the members of the IGB, the Secretary shall call a special meeting of the Board.

Between meetings, the IGB may act by mail or telegraphic poll.

D. FISCAL MATTERS

- International Union funds shall be kept in separate General Fund, Defense Fund and Insurance Fund accounts in a bank or banks designated by the IEC.
- (a) The IEC shall have the authority to expend funds from the General Fund for the conduct of the business of the Union and for such other purposes as are consistent with the purpose, function and goals of the Union.
(b) In an emergency, the IEC shall have the authority to transfer money between the General Fund and the Defense Fund, but such action shall be reported to the next meeting of the IGB and to the next Convention.
- The General President, President, Secretary and Treasurer shall have authority to sign all checks on behalf of the International Union. Two signatures shall be required on all authorized checks, one of which shall be the Treasurer's. In an emergency, the IEC is authorized to make arrangements alternative to the foregoing.
- Salaries of all employees, compensation for others performing services for the Union, and expenses for employees, officers and others shall be set by the IEC. The IGB shall have the authority to review.
- With the consent of the officer or employee affected, the IEC may reduce the salary of such person and make a contribution to a retirement, health or welfare plan.
- All officers and employees of the International Union authorized to sign checks drawn on International Union accounts shall be bonded in amounts and in a manner designated by the IGB.
- (a) The salary of the General President shall be equal to that of the President of the ITU on June 15, 1983.

The salary of the President shall be equal to the salary of the General President.

Increases in the salaries of the General President and the President shall be implemented on July 1 each year and shall be increased by the same percentage as the International Union's per capita is increased the prior January 1.

(During the first year of merger, effective on the date of merger, the salary increase shall be equal to the percentage increase that would have been applied to The Newspaper Guild's per capita.)

The salaries of the Treasurer and Secretary shall be 91.66 percent of the General President's salary except that present officers assuming those positions shall not have their salary reduced. The Treasurer and the Secretary shall be paid an equal salary.

Increases in the salaries of the Secretary and the Treasurer shall be 91.66 percent of the increase applied to the General President's salary.

The salaries of the Vice Presidents shall be 83.33 percent of the General President's salary.

(The Vice Presidents' salaries continue on the 83.33-percent ratio presently practiced in the ITU. The 91.66-percent figure for the Secretary and Treasurer is halfway between the General President's and Vice Presidents' salaries.)

(b) The Constitution of MEIU shall provide for the appointment by the IGB of an Officer Compensation Review Committee at least every five years. The members of the Officer Compensation Review Committee shall come from the ranks of Local Unions, except that no one employed by the International Union shall be eligible to serve.

(c) The compensation of elected officers shall include those benefits in effect at present (July 1, 1982), and the IEC, subject to IGB approval, is authorized to make adjustments in benefits necessary to equalize benefits in order to develop a uniform program of officer benefits. The IEC shall also be authorized to adopt, subject to IGB approval, new or additional benefits and compensation as part of a uniform program of benefits for elected officers.

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TRANSITION PERIOD

First Two Years				Second Two Years			
Members & Votes				Members & Votes			
TNG	ITU			TNG	ITU		
INT'L EXECUTIVE COUNCIL				INT'L EXECUTIVE COUNCIL			
General President—ITU	1			General President—TNG	1		
1 President—TNG				President—ITU	1		
1 Secretary—TNG				Secretary—ITU	1		
Treasurer—ITU				Treasurer—TNG			
Vice President—ITU	1			Vice President—ITU	1		
(mailer)				(mailer)			
Vice President—ITU	1			Vice President—ITU	1		
Vice President—ITU	1			Vice President—ITU	1		
1 Vice President—TNG				1 Vice President—TNG			
1 Vice President—TNG				1 Vice President—TNG			
4	5			4	5		
INT'L GOVERNING BOARD				INT'L GOVERNING BOARD			
Regional Members				Regional Members			
7 G G G G G G G*				7 G G G G G G G*			
T T T T T T T*	7			T T T T T T T*	7		
At-Large Members				At-Large Members			
7 G G G G G G G*				4 G G G G*			
T T T T T T T*	8			T T T T T*	5		
18	Combined—38	20		15	*Combined—32	17	

*G = Newspaper Guild; T = Typographical Union; B = Both unions

FIRST TERM

Members & Votes	
TNG	ITU
INT'L EXECUTIVE COUNCIL	
1 President	
1 Secretary-Treasurer	
1 Vice President	
1 Vice President (mailer)	
1 Vice President	
5	
INT'L GOVERNING BOARD	
Regional Members	
7 B B B B B B B*	
At-Large Members	
7 B B B B B B B*	
19—Total	

(Continued from Page M3)

(d) The Union shall pay all reasonable expenses of officers up to amounts fixed by the IGB. Such expenses shall be paid upon presentation of itemized bills wherever possible.

Expenses are defined as those costs normally associated with conducting the business of the Union. Policies involving expenses shall be established by the IGB.

III—DUES AND FINANCES

A. TOTAL MINIMUM MONTHLY DUES

1. Total monthly dues, including both International and Local Dues, shall be not less than:

For members in former ITU locals:

1 1/4 % of earnings up to \$845 per week, but not less than \$4.25 per month.

For members in former TNG locals:

The schedule listed under Table A:

Earnings	Table A	Table B	Table C
Up to \$54.99	\$ 4.25	\$ 2.00	\$ 6.25
\$55.00 to 59.99	4.50	2.15	6.65
60.00 to 64.99	4.75	2.30	7.05
65.00 to 69.99	5.00	2.45	7.45
70.00 to 74.99	5.25	2.60	7.85
75.00 to 79.99	5.50	2.75	8.25
80.00 to 84.99	5.75	2.90	8.65
85.00 to 89.99	6.00	3.05	9.05
90.00 to 94.99	6.25	3.20	9.45
95.00 to 99.99	6.50	3.35	9.85
100.00 to 104.99	6.75	3.50	10.25
105.00 to 109.99	7.00	3.65	10.65
110.00 to 114.99	7.25	3.80	11.05
115.00 to 119.99	7.50	3.95	11.45
120.00 to 124.99	7.75	4.10	11.85
125.00 to 129.99	8.00	4.25	12.25
130.00 to 134.99	8.25	4.40	12.65
135.00 to 139.99	8.50	4.55	13.05
140.00 to 144.99	8.75	4.70	13.45
145.00 to 149.99	9.00	4.85	13.85
150.00 to 154.99	9.25	5.00	14.25
155.00 to 159.99	9.50	5.15	14.65
160.00 to 164.99	9.75	5.30	15.05
165.00 to 169.99	10.00	5.45	15.45
170.00 to 174.99	10.25	5.60	15.85
175.00 to 179.99	10.50	5.75	16.25
180.00 to 184.99	10.75	5.90	16.65
185.00 to 189.99	11.00	6.05	17.05
190.00 to 194.99	11.25	6.20	17.45
195.00 to 199.99	11.50	6.35	17.85
200.00 to 204.99	11.75	6.50	18.25
205.00 to 209.99	12.00	6.65	18.65
210.00 to 214.99	12.25	6.80	19.05
215.00 to 219.99	12.50	6.95	19.45
220.00 to 224.99	12.75	7.10	19.85
225.00 to 229.99	13.00	7.25	20.25
230.00 to 234.99	13.25	7.40	20.65
235.00 to 239.99	13.50	7.55	21.05
240.00 to 244.99	13.75	7.70	21.45
245.00 to 249.99	14.00	7.85	21.85
250.00 to 254.99	14.25	8.00	22.25
255.00 to 259.99	14.50	8.15	22.65
260.00 to 264.99	14.75	8.30	23.05
265.00 to 269.99	15.00	8.45	23.45
270.00 to 274.99	15.25	8.60	23.85
275.00 to 279.99	15.50	8.75	24.25
280.00 to 284.99	15.75	8.90	24.65
285.00 to 289.99	16.00	9.05	25.05
290.00 to 294.99	16.25	9.20	25.45
295.00 to 299.99	16.50	9.35	25.85
300.00 to 304.99	16.75	9.50	26.25
305.00 to 309.99	17.00	9.65	26.65
310.00 to 314.99	17.25	9.80	27.05
315.00 to 319.99	17.50	9.95	27.45
320.00 to 324.99	17.75	10.10	27.85
325.00 to 329.99	18.00	10.25	28.25
330.00 to 334.99	18.25	10.40	28.65
335.00 to 339.99	18.50	10.55	29.05
340.00 to 344.99	18.75	10.70	29.45
345.00 to 349.99	19.00	10.85	29.85
350.00 to 354.99	19.25	11.00	30.25
355.00 to 359.99	19.50	11.15	30.65
360.00 to 364.99	19.75	11.30	31.05
365.00 to 369.99	20.00	11.45	31.45
370.00 to 374.99	20.25	11.60	31.85
375.00 to 379.99	20.50	11.75	32.25
380.00 to 384.99	20.75	11.90	32.65
385.00 to 389.99	21.00	12.05	33.05
390.00 to 394.99	21.25	12.20	33.45
395.00 to 399.99	21.50	12.35	33.85
400.00 to 404.99	21.75	12.50	34.25
405.00 to 409.99	22.00	12.65	34.65
410.00 to 414.99	22.25	12.80	35.05
415.00 to 419.99	22.50	12.95	35.45
420.00 to 424.99	22.75	13.10	35.85
425.00 to 429.99	23.00	13.25	36.25
430.00 to 434.99	23.25	13.40	36.65
435.00 to 439.99	23.50	13.55	37.05
440.00 to 444.99	23.75	13.70	37.45
445.00 to 449.99	24.00	13.85	37.85
450.00 to 454.99	24.25	14.00	38.25
455.00 to 459.99	24.50	14.15	38.65
460.00 to 464.99	24.75	14.30	39.05
465.00 to 469.99	25.00	14.45	39.45
470.00 to 474.99	25.25	14.60	39.85
475.00 to 479.99	25.50	14.75	40.25
480.00 to 484.99	25.75	14.90	40.65
485.00 to 489.99	26.00	15.05	41.05
490.00 to 494.99	26.25	15.20	41.45
495.00 to 499.99	26.50	15.35	41.85
500.00 to 504.99	26.75	15.50	42.25
505.00 to 509.99	27.00	15.65	42.65
510.00 to 514.99	27.25	15.80	43.05
515.00 to 519.99	27.50	15.95	43.45
520.00 to 524.99	27.75	16.10	43.85
525.00 to 529.99	28.00	16.25	44.25
530.00 to 534.99	28.25	16.40	44.65
535.00 to 539.99	28.50	16.55	45.05
540.00 to 544.99	28.75	16.70	45.45
545.00 to 549.99	29.00	16.85	45.85
550.00 to 554.99	29.25	17.00	46.25
555.00 to 559.99	29.50	17.15	46.65
560.00 to 564.99	29.75	17.30	47.05
565.00 to 569.99	30.00	17.45	47.45
570.00 to 574.99	30.25	17.60	47.85

or

5% of one week's earnings up to the maximum required by the above schedule, plus \$1.50.

or

A dues schedule which yields at least an equivalent total Local Dues income.

Effective Oct. 1, 1983, and on each succeeding October 1 thereafter, earnings on which dues are paid shall be increased by \$50 and the tables of dues rates shall be amended by extending the schedule by raising the weekly compensation amount by \$50 in \$5 brackets. (For example, on Oct. 1, 1983, the \$845 will be increased to \$895; on Oct. 1, 1984, the \$895 will be increased to \$945, etc.)

2. When Defense Fund Dues are in effect, total monthly dues for members in former ITU Locals, including both International and Local Dues, shall be not less than:

2% of earnings up to \$845 per week, but not less than \$6.25 per month.

When Defense Fund Dues are in effect, total monthly dues for members in former TNG Locals, including both International and Local Dues, shall be not less than:

The schedule listed under Table B in addition to regular Local Dues.

or

3.2% of one week's earnings or .745% of earnings, up to \$845 weekly, but not less than \$2, in addition to regular Local Dues.

3. Notwithstanding the above, if a different minimum dues schedule is adopted by either former union prior to the date of merger, that schedule, or its equivalent, shall replace the above schedule.

B. EARNINGS—DUES BASE

Membership dues shall be fixed and collected on the earnings base in effect in each of the respective Local Unions. Differences shall be resolved at the time of local mergers. Members of Locals chartered subsequent to the date of merger shall pay dues on all forms of compensation received from the employer.

C. INTERNATIONAL DUES

1. Out of the dues payments for members, Locals shall remit to the International (no later than the 15th of every month) the following International Dues payments:

\$11.00 a month for members of former ITU Locals;

\$9.07 a month for members of former TNG Locals;

\$11.00 a month for members of newly organized Locals;

For members of Locals merged after the effective date of merger, amounts they would

have paid had there been no merger of the Locals.

One half of the amount collected from the member where a Local has collected dues from the member equal to or lower than the amount of International Dues (\$11.00 or \$9.07).

For exceptions and variations, see Section 2.

When Defense Fund Dues are in effect, the full amount of the increase in dues levied on and paid by the member shall be remitted to the International and deposited in the Defense Fund.

2. Locals shall remit monthly to the International for members:

(a) Employed by the International or Local Unions, or by any other agencies which the Union may establish: *Full International Dues

(b) On paid leave of absence: *Full International Dues

(c) Who enter government employment and perform work over which the Local and International claim jurisdiction: *Full International Dues

(d) Who enter government employment, assume elective or appointive office, and perform work over which the Local and International do not claim jurisdiction: #Full International Dues

(e) Who accept gainful employment in another bona-fide union or its affiliates: #Full International Dues

(f) Performing work over which the Local and International Union do not claim jurisdiction: #Full International Dues

(g) In military service (who have not chosen the armed forces as a profession): \$1.00

(h) On unpaid leave of absence: \$1.00

(i) Incapacitated and who have no earnings in the dues month: \$1.00

(j) Who are unemployed: \$1.00

(k) On strike, locked out or who are observing another union's picket line: \$1.00

(l) Who have retired. They shall receive all general publications of the International Union, and the entire amount of every such dues payment shall be deposited in the International General Fund. \$1.00

(m) Students (as defined in Article ID4): \$5.00 annually

*For purposes of total minimum Local Dues, members in 2a, 2b and 2c shall pay the dues rate in effect in the Local.

#In addition to International Dues, members in 2d, 2e and 2f shall pay regular Local Dues but not less than \$3.50.

3. For other than the above, involving members of the former ITU, dues classifications and remittances to the International shall be as provided in the ITU Dues Circular in effect on the day before merger.

4. Out of each initiation fee collected from members, one half but not less than \$3.00 nor more than \$5.00 shall be remitted to the International.

5. Out of each reinstatement fee collected from members, \$2.00 shall be remitted to the International.

6. The basic International Dues shall be adjusted on December 1 immediately following the date on which the formula in Section 7 below produces an International Dues rate of \$11.00 or more, and annually thereafter in the same percentage as the percentage by which the average of the reporter top minimum and printer and mailer journeyman day scales in all contracts in force as of the preceding December 1 has changed over the comparable average for December 1 of the prior year. Should a contract contain more than one such minimum or scale, all shall be included. In a contract providing more than one reporter minimum or more than one printer scale or more than one mailer scale, only the highest reporter minimum or the highest printer scale or the highest mailer scale shall be included. If no contract is in force on December 1, then the immediate past contract shall be included in the average, provided it was in force at any time during the preceding 12 months. All calculations shall be carried out to five decimal places, and the fifth decimal place shall be rounded up if the sixth decimal place is five or more. The ensuing International Dues payment shall be rounded to the next higher cent.

7. International Dues for former TNG members will increase in accordance with the timetable and formula in the last Constitution of TNG until the International Dues reaches \$11.00.

8. (a) Initiation fees shall be fixed and collected by the Locals and shall be not less than \$2.00. The

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maximum initiation fee shall be that charged as of the date of merger or \$10.00, or, at the Local's option, the equivalent of one month's dues at the Local Dues rate. There shall be a reinstatement fee of \$5.

(b) The initiation fee or reinstatement fee shall be accompanied by one month's dues.

(c) Should the membership application be rejected, the applicant shall be entitled to full refund of initiation or reinstatement fee and dues.

(d) There shall be no initiation fee for members as defined in ID4.

(e) Initiation fees may be waived for applicants who at the time of application are fully paid-up members of another union or hold an honorable withdrawal card of another union, subject to approval by the IEC.

(f) Notwithstanding any other provision to the contrary, where the International Union or any Local is organizing a new group and the applicable federal or provincial law requires a showing that a certain percentage of employees in the group are members of the International Union or the Local as a precondition to certification or a representation vote, any of said employees who apply shall be admitted as members without payment of initiation fees or dues, or with payment of such minimal amount as may be appropriate under the applicable law, during the organizing campaign. The obligation of such members to pay the initiation fee and dues shall begin upon the execution of the first collective bargaining agreement covering the group. Until then, such members shall have all rights, privileges and obligations of membership in the Union except the right to vote in International referenda and to participate in International Conventions.

D. DEFENSE (STRIKE) FUND

1. When the balance in the Defense Fund falls below 75% of the combined assets* of the ITU Strike Fund and TNG Defense Fund on the date of merger, or when the Defense Fund falls below \$6,000,000, the dues rates in Article III A2 shall be in effect. The excess above the dues in Article III A1 shall go into the Defense Fund until the Fund reaches \$10,000,000, at which time International Dues shall be that in Article III C1, and Local Dues, in Article III A1.

*The actual dollar amounts will be established by the IEC on the date of merger.

2. Fifty cents from each International Dues payment shall go into the Defense Fund each month.
3. In the event a strike or lockout results in a reduction of dues payments that otherwise would be made to the General Fund, an amount equal to such reduction shall be transferred monthly from the Defense Fund to the General Fund.
4. Expenditures for strike activities, other activities defensive in nature and for other purposes authorized by convention action or referendum shall be made from the Defense Fund or from any other fund specifically designated for a specific purpose by convention action or membership referendum.
5. All benefits authorized in a labor dispute shall be paid from the Defense Fund.
6. The strike/lockout formula for the International Union shall be:

Each member on strike or locked out shall be entitled to a weekly benefit of 50% of normal gross pre-strike/lockout base pay up to a maximum of \$180.

Weekly strike/lockout benefits shall be reduced on a daily basis by earnings in the industry during the strike/lockout according to the following formula:

For a member who worked a 5-day week prior to the strike, one-fifth of the weekly benefit otherwise due for each full day's pay earned. A "full day's pay" is an amount equal to one-fifth of the member's normal gross pre-strike/lockout base pay.

For a member who worked a 4-day week prior to the strike, one-fourth of the weekly benefit otherwise due for each full day's pay earned. A "full day's pay" is an amount equal to one-fourth of the member's normal gross pre-strike/lockout base pay.

Earnings equal to less than a full day's pay in any week shall be counted as earnings in the following week.

There shall be no offset of earnings against benefits for earnings outside the industry.

There shall be no offset against strike/lockout benefits for state or federal unemployment compensation for which a member might become eligible, except that no member shall receive a combination of benefits and UC exceeding 100% of his or her normal gross pre-strike/lockout base pay.

Vacation compensation received during a

strike/lockout shall be offset against benefit credits.

Pre-strike/lockout income that continues after the strike/lockout, whether or not at the same level, shall not affect the member's benefit.

The IEC shall establish a policy of pro-rated International benefits for members employed on a parttime or temporary basis, which shall reflect the irregularity or infrequency of their work in the struck or locked-out unit.

E. BUDGETS AND AUDITING

1. The Treasurer, in consultation with the IEC's Finance Committee, shall prepare an annual budget of General Fund expenses for the ensuing year for the approval of the IGB and adoption by the Convention.
2. The books and accounts of the Treasurer shall be audited for the accounting year ending March 31 within 20 days after that date. For this purpose a certified public accountant shall be appointed by the IGB to make a thorough examination and submit a report to the General President for submission to the Convention.
3. All funds received by the International Union, with the exception of assessments and Defense Fund Dues, shall be deposited to the General Fund, from which all normal operational costs shall be paid.
4. Any other special funds so designated shall be audited not less than annually.

F. ASSESSMENT MECHANISM

A special Defense Fund assessment of ¼ of one percent of base earnings (as defined in III B) shall be levied if the Defense Fund falls below \$2,500,000. This assessment shall remain in effect until the Defense Fund reaches \$6,000,000 or until, in the judgment of the IEC, the exigencies of the situation no longer require continuation of the assessment.

G. FISCAL PRINCIPLES

The MEIU is committed to the following fiscal principles:

1. All operational costs of the International Union shall be paid from its General Fund.
2. The Convention shall adopt a General Fund budget based upon expected revenue from International Dues payment.
3. Officers (full time) and the IGB shall keep operational costs within said budget.
4. Except in the most extreme emergency in which survival of the Union is at issue, the Defense Fund shall not be used for General Fund purposes, nor shall the fulltime officers and IGB turn to the Conventions or the membership for increases in the General Fund International Dues payment greater than those generated by the formula.
5. If, as and when cost-cutting economies are dictated by the foregoing, such trimming shall be effected in services and functions at international headquarters rather than in the field staff.

IV—VOTING AND REFERENDA**A. ELIGIBILITY**

1. Only members in good standing may vote. Members shall be in good standing if they are not more than one month in arrears of any financial obligation imposed by the Constitution or local by-laws.

2. Retirees shall not be eligible to vote on International matters except on dues matters directly affecting them.

3. Retirees in what constitutes present ITU Locals may vote for local officers and on other local matters but not on collective bargaining related matters, including but not limited to contract proposals or ratification or settlements of strikes and lockouts, and dues changes or assessments unless directly affecting them.

4. In the event of merger on the local level, retirees shall not be permitted to vote for officers in the merged Local unless permission to do so is approved as part of the merger referendum by each of the participating Locals.

5. Retirees shall retain local voting rights listed herein unless reduced by local referendum, after which time they shall not be increased.

6. A simple majority shall prevail on all international issues. Local Unions whose present laws provide for other than a simple majority for voting on specific local matters may retain that right, provided that any change in voting procedures must be to a simple majority. When two or more existing Locals merge they must adopt simple majority voting. Proxy voting shall not be permitted on either International or Local Union matters.

B. REFERENDA

1. The IEC shall submit to a referendum vote of the membership:

- (a) Any matter which the Convention directs.
- (b) Any motion upon its own initiative or by

the IGB proposing a change in the Union's Constitution or Convention policy.

(c) Any motion proposing a change in the Constitution or Convention policy or the calling of a special convention submitted by a Local by membership action and endorsed by membership action by at least 15 percent of the Locals located in 10 percent of the states, territories or provinces and representing 5 percent of the membership.

(d) The IEC shall develop referenda mechanics for adoption by the Founding Convention.

C. SECRET BALLOT

Locals may elect to vote by secret ballot on any matter of their choice.

V—CONVENTIONS**A. CONVENTIONS**

Conventions shall be held annually between June 1 and October 1. The date shall be set by the IGB, subject to change by the IEC, if necessary.

B. SPECIAL CONVENTIONS

Special Conventions may be called by the IGB or by a referendum vote of the membership.

C. INTERNATIONAL CONVENTION AUTHORITY

The International Convention, composed of delegates of Locals, shall be the supreme authority, subject only to referendum of the entire membership.

D. CONVENTION COSTS

The administrative costs of conducting Conventions shall be borne by the International Union.

E. ELECTION OF DELEGATES

1. A delegate or alternate delegate must be in good standing of the Local which delegates him or her. Retirees may be delegates but may not vote in the election of International Convention delegates. Delegates shall be elected by secret ballot in the event of a contest.

2. Delegates and alternate delegates shall be elected by their respective Locals no later than May 31. The Local will endeavor to notify the International Union of the delegates elected within 30 days of the delegate election.

3. The expenses of delegates to the Convention shall be defrayed by the Local Unions they respectively represent, as determined by said Local Union's laws, regulations or action adopted prior to their nomination and election. This shall not apply to members of the IGB who are elected delegates by their Local Unions and whose expenses shall be borne by the International Union.

F. CONVENTION REPRESENTATION

1. There shall be local representation at the Convention as follows:

One delegate for each Local having an average of seven members or more, as defined in Article V, Section F2, below.

One additional delegate for the first 50 members or major fraction thereof.

One additional delegate for the next 50 members or major fraction thereof.

One additional delegate for each additional 100 members or major fraction thereof.

No Local shall seat more than 35 delegates.

Each Local shall be entitled to an equal number of alternates to provide adequate representation in cases of delegates being unable to attend the Convention.

2. Convention representation shall be based on the average of the monthly International Dues payments for members for current or prior (but not future) months received by the International Union from the Local during the period beginning March 1 of the year preceding the Convention and ending the last day of February of the Convention year. In computing such Convention representation, members on leave in the armed forces shall be counted, students and retirees shall not be counted.

In computing such Convention representation:

(a) Only payments received during the representation period (March 1-last day of February) for months during or prior to the representation period shall be considered.

(b) If such payments are received during the representation period for more than 12 months, the total number of International Dues payments shall be divided by the number of months for which payments were made.

(c) If such payments are received during the representation period for 12 months or less, the total number of International Dues payments shall be divided by 12.

(d) Payments received during the representation period for months after the representation period shall be considered to have been received during the next representation period in computing representation for the next Convention.

(e) Effective with the 1984 Convention, to be entitled to voice and vote in any MEIU Con-

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vention, a Local Union must have paid its International Dues for the period up to and including the second month preceding the convention month. Such payment must be received by the office of the Secretary or postmarked not later than the last business day of the month preceding the convention month.

3. In the case of a Local chartered for a period less than provided in the preceding paragraphs, representation for the next Convention shall be based on the average International Dues payments for members during the period beginning with the first full month of its chartered existence and ending with the last day of February. A Local which has been chartered later than February 1 preceding the Convention may send delegates who shall have a voice but not a vote.

4. (a) For purposes of convention representation, Locals with a membership of 75 or less members may combine their vote by electing one or more delegate(s) to represent the combined Locals. Said delegate(s) shall have convention voting strength equal to the eligible membership of the combined Locals, provided such representation shall not exceed 500 members. Any participating Local shall be within 200 miles of the jurisdiction of another Local in such combination.

(b) Authorization for combined representation must be taken by an action of each individual Local at a legally called regular or special meeting. The authorization must define the number of delegate(s) to be elected to represent the combined Locals; nomination, voting and election procedures and method of payment of delegate expenses, which must be shared proportionately by the participating Locals. Election of delegate(s) must be held not later than May 31 by secret ballot vote. Said Locals, over the signature of two officers, shall notify the International Union of such action on a form to be provided by the International Secretary at least 30 days prior to the date of the Convention.

(c) A delegate representing a combination of Locals shall be a member of one of the participating Locals.

(d) The geographical and numerical limitations above shall not apply to the election of convention delegates from Locals of the Maritime Council.

G. CONVENTION VOTING

1. Locals shall vote their full membership on a one-member, one-vote concept in roll calls at the Convention, and in addition thereto each Local shall have 50 votes. "Full membership" shall be the average monthly International Dues payments used to determine Convention Representation. A roll-call vote will require a request by 10 percent of the delegates representing at least 15 Locals.
2. Votes shall be equally apportioned among a Local's delegates in attendance and on the convention floor.
3. One delegate may vote the Local's entire voting allocation.
4. Committee votes are by majority vote. Each delegate shall have one vote.

H. ELECTION OF OFFICERS

1. (a) Candidates for international offices shall be nominated at the Convention and, in the event of a contest, elected by referendum vote of the membership. In the absence of a contest for any such office, the unopposed nominee shall be declared elected at the Convention.

(b) Candidates may be placed in nomination by any delegate to the Convention, and there shall be no limit on the number of candidates who may be placed in nomination for any given office, but no more than two candidates shall appear on the ballot for any one office.

(c) If more than two candidates are nominated for any one office, the Convention will ballot by roll-call vote, and the two who receive the largest number of votes shall be declared the nominees of the Convention. If more than 14 candidates be nominated for the seven offices of at-large member of the IGB, the Convention shall ballot by roll-call vote and the 14 candidates receiving the highest number of votes shall be declared the nominees of the Convention.

(d) Only the delegates of the region concerned shall participate in the electoral process for regional office. Members shall vote in the region in which their Local is headquartered (except members of both Wire Service Locals).

(e) Officers elected for the first term and thereafter shall take office when certified by the IERCB but not earlier than November 1. They shall hold office until November 1 three years after taking office unless removed or until the certification of election of successors.

2. During the TRANSITION PERIOD:

(a) Only former members of TNG may nominate

candidates for offices reserved for TNG and only former members of ITU may nominate candidates for offices reserved for ITU. Should a referendum vote of the membership be necessary, former TNG members shall be eligible to vote for nominees for offices reserved for TNG and former ITU members shall be eligible to vote for nominees for offices reserved for ITU.

(b) TRANSITION PERIOD, FIRST TWO YEARS: The ITU and TNG shall nominate (and elect where there is no contest) at separate conventions immediately preceding the founding (first) convention their non-IEC members of the IGB for the first two years of the Transition Period. Contested candidacies shall be resolved by referendum. Only former TNG members shall be eligible to vote for TNG candidates and former ITU members for ITU candidates.

(c) TRANSITION PERIOD, SECOND TWO YEARS: If more than two former TNG members are nominated for a TNG regional office on the IGB and/or more than two former ITU members are nominated for an ITU regional office on the IGB, the Convention shall ballot by roll-call vote and the two TNG candidates and/or the two ITU candidates who receive the highest number of votes shall be declared the nominees of the Convention. If more than eight former TNG and/or 10 former ITU candidates be nominated for the four TNG and five ITU offices of at-large member of the IGB, the Convention shall ballot by roll-call vote and the eight former TNG and/or 10 former ITU candidates receiving the highest number of votes shall be declared the nominees of the Convention. Only former TNG members shall be eligible to vote for TNG candidates and former ITU members for ITU candidates.

(d) Members of newly organized units or chapels and members of newly organized Locals or of merged Locals will be eligible to vote in the election of officers to ITU- and TNG-designated offices on the IEC and IGB as follows:

- (1) If they are organized by a former TNG Local, they will vote for TNG-designated offices; if organized by a former ITU Local, they will vote for ITU-designated offices;
- (2) If they are organized by a new merged Local of former ITU and TNG Locals, they will be assigned to vote according to former traditional job functions;
- (3) If they are organized as a newly chartered Local, the IEC will establish a rotation system under which new Locals are assigned alternately to vote for ITU- and TNG-designated offices, with equal distribution of the voters to the extent possible; for example, if members of the first newly chartered Local are assigned to vote for TNG-designated offices and they number 250, members of the next newly chartered Local or Locals adding up to a total of 250 shall be assigned to vote for ITU-designated offices.
- (4) Members of existing Locals which merge shall vote for the designated offices of their former Unions.
- (5) The foregoing also shall apply in the case of candidacies for office(s).

I. CONVENTION MECHANICS

1. Call to the Convention

The International Secretary shall issue the Call to the Convention listing the time and place and the number of delegates a Local is entitled to send no later than 45 days prior to the Convention.

2. Convention Chairperson

The presiding officer of the Convention shall be the General President of the Union or his/her designee.

3. Credentials Committee

The IGB shall appoint a Credentials Committee, which shall include delegates from at least seven Local Unions. The Committee shall examine the credentials of delegates and alternates prior to the opening of the Convention. Appeals from decisions of the Committee shall be decided by the Convention. The Convention shall not be constituted for action until the Credentials Committee shall have examined credentials and reported. The Committee shall register delegates and alternates separately.

4. Adoption of Convention Rules

The Rules Committee shall meet shortly after the opening of the Convention to adopt convention rules.

Pending adoption of the report of the Rules Committee, the rules of the previous Convention shall prevail.

5. Privilege of the Floor

An alternate delegate may be seated as a dele-

gate only after being certified as a delegate by the Credentials Committee. An alternate may not vote or act as a delegate in any other way until the alternate shall have been registered by the Credentials Committee as a delegate.

J. ELECTION AND REFERENDUM CANVASSING BOARD

1. There shall be an International Election and Referendum Canvassing Board consisting of five members of the International Union. Members of the IERCB shall be elected by the Convention and shall serve for a period of two years. During the Transition Period no more than three members of either former union shall serve on the IERCB.
2. All international elections and referenda shall be supervised and conducted by the IERCB.
3. The IERCB shall decide all questions and controversies regarding the conduct of elections or referenda or the counting of ballots.
4. Any member or Local aggrieved by a decision of the IERCB upon a question concerning the election of an international officer may appeal to the Convention. A decision concerning any other referendum may be appealed to the IEC, then to the IGB and thereafter to the Convention.
5. Vacancies in the IERCB shall be filled by the IEC. Authorized expenses of IERCB members shall be paid by the International Union.

VI—COLLECTIVE BARGAINING

A. BARGAINING AUTHORITY AND PROCEDURE

1. The Union shall have bargaining goals, some mandatory, some recommended, for Locals to propose.
2. The former ITU General Laws should be in contracts where applicable.
3. A contract is a listing of the rights and privileges of the employee, and management rights shall not be included. Individual acts of employees should not be considered contract violations.
4. The power and duty to bargain collectively shall reside in the Local through its governing body, subject to mandates of the Local. Contracts shall be entered into by Locals. Negotiating committees shall be selected by the Local.
5. Contract proposals shall be approved by the IEC and the local governing body before submission to the employer.
6. Settlements shall not be submitted to ratification without permission of the IEC, except where a strike has been sanctioned by the IEC or the IGB.
7. No contract shall be signed by a Local without approval of the Unit or Units affected and the IEC.
8. In multiunit bargaining, all Units shall be treated as one from beginning to end unless the IEC specifically waives the arrangement.
9. Wage and other reopeners shall be treated as renewals.
10. Contract enforcement: The power and duty of contract enforcement and disposition of any other matter affecting the relationship of employee and employer shall rest with the Local.

B. STRIKE AUTHORITY AND PROCEDURE

1. The IEC shall be kept fully informed of developments which may lead to a strike or lockout.
2. No strike shall be approved by a Local without authorization of the bargaining unit directly involved.
3. If MEIU funds are to be used at any time during a strike or during a strike of another union endorsed by the Local, the IEC must be advised of the strike in advance or of the strike endorsement as soon as may be possible, and the strike or strike endorsement must be approved by the IEC. In the event of denial of a strike endorsement by the IEC, a Local may appeal to the IGB.
4. The policy of MEIU shall be to advise and recommend to Locals that their members respect trade union picket lines. Local members qualify for International strike or lockout benefits if action taken to observe the picket line of other unions has been approved by the Local Union and the IEC and International Union policy has been adhered to.
5. A Unit may appeal to the IEC if the Local refuses to call a strike approved by the Unit.
6. Conduct of a strike shall be vested in the Local governing body.
7. The General President shall have authority to assign representatives to assist and advise Locals in strike or lockout situations, including the implementation of International Union policy.
8. The IEC shall have authority to deny or terminate benefits, subject to appeal to the IGB.
9. If International Funds are used at any time during a strike, lockout, or observance of another

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union's picket lines, the IGB shall review and audit all expenditures.

VII—LOCAL UNIONS

A. MERGERS

Local merger of two or more Locals may be accomplished by referendum majority vote approved by each of the Locals involved, subject to approval of the IEC. However, no Local Union will be mandated to merge, and the decision on local merger will be a matter of local option.

B. GOVERNMENT

1. Every Local shall have a set of Local by-laws that shall not be in conflict with the International Constitution.
2. Locals shall hold at least two membership meetings a year, except that the by-laws of a Wire Service Local shall provide for a Representative Assembly elected by the membership of the Local and representative of the geographical areas and units within the Local. Such a Representative Assembly shall meet at least once a year. The by-laws of such a Local shall further provide adequate referendum procedures. Meetings of the Wire Service units in each location shall be held at least four times a year.
3. Provision shall be made for holding referenda.
4. Each Local shall establish and maintain a Local Defense Fund, to which it shall deposit a minimum of 5 percent of each month's Local Dues income. Rules and procedures governing operation of the Local Defense Fund shall be promulgated by the IEC.
5. Locals shall include provisions in their by-laws for the allocation of local revenue to each local fund and provisions for specific authorization as to the purposes for which expenditures from such funds can be made.

C. OFFICERS

1. Locals shall provide in their by-laws for a governing body of not fewer than three members.
2. Each Local shall have at least the following offices: president, vice president, secretary and/or treasurer, and they shall be filled by secret ballot election in the event of a contest.
3. Local officers shall be elected annually or, by local option, not less than once every three years.
4. *Representative Assembly:* A Local may incorporate in its by-laws by referendum vote a provision for the establishment of a Representative Assembly, which shall consist of a body of delegates elected by the local membership, in such shops, units and membership divisions as such laws may prescribe, to represent and exercise the authority of the membership.

D. STRUCTURE

1. *Units/Chapels:* The term "Unit" shall apply to a division of a Local comprised of all members employed by the same employer in a shop or shops. The term "Chapel" shall apply to a division of a Local comprised of all members employed by the same employer in a shop or shops, or to separate groups of members employed by the same employer in a single shop or more than one shop, or to all employees employed by separate employers comprising a single bargaining unit in more than one shop.
2. *Locals:* The term "Local" shall apply to the organizations within a city or specific area organized under a charter granted by the IEC.
3. *District Council/Conference:* A District Council/Conference may be formed by Locals, subject to approval by the IGB, for the purpose of exchanging information and rendering assistance and mutual aid to member Locals.

E. CLEARANCE OF LEGAL ACTIONS

No membership division of the Union shall, without permission of the General President or IEC, file any unfair-labor-practice charge, demand recognition for a group for which it is not then the certified or recognized representative nor initiate any suit or proceeding affecting collective bargaining (except a suit or arbitration proceeding to enforce a specific contract obligation) before any board, court, tribunal or agency. In case any membership division shall be brought before any board, court, tribunal or agency as respondent or defendant, the defense of such proceedings shall be conducted in full consultation with and subject to the approval of the General President or IEC.

F. MISCELLANEOUS

1. In the event that a Local's charter is revoked or suspended or that a Local disbands, the charter, seal, unused traveling and withdrawal cards, books and records of the Local shall be delivered or turned over to the International Union within 10 days after a demand for same is made by the IEC. All funds and property remaining shall become the property of the International Union.
2. In the event of a merger of two or more Local Unions, a new charter shall be issued and all the

books, records, property and assets of the merging Locals shall be turned over to the new Local on the effective date of the merger or as soon thereafter as practicable.

3. Documents and reports required by the International Union to further the objectives of the Union shall be supplied by Locals upon request.
4. Each Local Union shall have its books, records and funds audited within 45 days after the close of its fiscal year by an independent professional accountant selected by the Local or its governing board. A copy of the audit shall be forwarded to the International Union within 90 days after the close of the fiscal year in the Local. In the event a Local fails to have an audit made, the IEC may cause the audit to be made at the expense of the Local.
5. Any Local that fails for three consecutive months to remit to the International Union its share of all funds collected, together with any statement or form required by the International Union's rules, may have its charter suspended by the IEC, in which case the IEC shall proceed forthwith to take over the funds and records of the Local and reorganize the financial operations of the Local.

VIII—MISCELLANEOUS

A. DISCIPLINE

1. In accordance with the long-standing tradition of equity and fair play in the ITU and TNG, the Constitution of the MEIU shall provide for a disciplinary code and procedure guaranteeing fairness and full due process, protecting the rights of the individual and enhancing the integrity of the merged organization.
2. Specific offenses and acts of commission and omission for which discipline may be imposed shall be described and incorporated into the Constitution of the new union.
3. The disciplinary procedures shall provide for written, adequately detailed and signed charges, an investigation prior to referring the charges to trial, due notice and service of charges upon the accused, trial upon adequate notice with the right of the accused to be present and be heard, written decision and findings subject to approval of the membership of the Local or IGB, as the case may be, and the right to an appeal against any adverse decision.
4. Pending approval of disciplinary procedure by the MEIU, the existing discipline in the ITU and TNG Constitutions shall apply to their respective existing constituencies, provided that where the existing language provides for appeal to the Executive Council of the ITU or International Executive Board of TNG, such appeal shall go to the International Governing Board of the MEIU, and where there is provision for appeal to the convention it shall go to the MEIU convention.
5. The IGB shall be responsible for the preparation and submission of disciplinary procedure for approval by a Convention of the MEIU.

B. UNION STAFF

The authority and power of the Convention, of the IGB or of the IEC shall not be invoked by the International Union's staff or any individual employee of the International Union in connection with any grievance or dispute concerning terms and conditions of employment of International Union staff which is subject to procedures for adjustment and settlement provided by collective bargaining agreement between the International Union and a collective bargaining representative of the International Union staff.

C. THE CONSTITUTION SHALL CONTAIN necessary language for transition from the two separate bodies to one.

SECTION B:

Non-Constitutional

The following provisions shall govern but need not appear in the initial Constitution of the merged organization:

I—LOCATION OF HEADQUARTERS AND REGIONAL OFFICES

- A. THE NEW UNION** SHALL MAINTAIN its headquarters in Colorado Springs, Colorado, with offices in Washington, D.C., and Canada.
- B. IMMEDIATELY** UPON ADOPTION of the Merger Agreement, the IEC shall name a committee with equal representation of former TNG and ITU members to report to the 1984 Convention on the feasibility of changing the location of headquarters to a site in the Washington, D.C. area; the costs of such a move, and money that may be available from the disposition of property held by the Union.

II—SERVICING

The policy of the MEIU shall be to service its Locals to the full extent permitted by its finances, and the General President shall have the authority to

assign representatives to assist and advise Locals and implement International Union policy.

III—DUES AND FINANCES

A. WELFARE

1. The MEIU shall maintain the Group Life Insurance Program in effect in participating TNG Locals at the time of merger and for any Local, Unit or Chapel that may enter thereafter as long as the program is self-sustaining and supporting from local premium payments.
2. The MEIU shall maintain existing benefits for retired staff and officers.
3. *Pensions*

(a) The parties agree on the concept that members' rights and benefits in existing pension plans shall be protected.

(b) The MEIU shall have a single International Pension Fund, provided that the International Union not take any action that would reduce, impair or adversely affect the benefits or expectations of those covered by said plans.

(c) The officers of the International Union will, after all necessary merger votes, conduct an actuarial study of existing international pension plans (ITU Negotiated Pension Plans and TNG International Pension Fund) to determine the merging of those plans.

(d) Further, it shall be the policy of the MEIU to leave standing all local pension plans unless, by local option and referendum, members of those local plans choose to fold those plans into the International Pension Plan. In any event, no action, either at the local level or at the international level, will be taken that would reduce, impair or adversely affect benefit levels of those plans.

B. ASSETS AND LIABILITIES

1. Assets and liabilities of both unions will become the property of the MEIU, except as provided.

(a) *The Newspaper Guild*

(1) TNG will fund or pay off, prior to the merger date, its total compensatory time obligation to its staff, \$217,234 as of June 10, 1982.

(2) TNG will fund or pay off, prior to the merger date, its total severance pay obligation to its staff, \$334,848 as of June 10, 1982.

(3) As of March 31, 1982, the net worth of TNG's Defense Fund was \$4,970,992 and the General Fund, \$133,528.

(b) *The International Typographical Union*

(1) The ITU Mortuary Plan will end on the date of merger.

(2) The Union Printers Home will become a separate entity on the date of merger, with no obligations for the Home assumed by the MEIU.

(3) As of March 31, 1982, the net worth of ITU's Strike Fund was \$6,672,761 and the other funds, \$1,789,351.

(4) The ITU will continue to reduce annual expenses and overhead. The ITU will have \$1,000,000 in cost reductions in place or in progress, in aggregate, prior to the date of merger. This will be achieved through reductions in staff, printing, maintenance, utilities and any other area where cost-cutting is deemed feasible without seriously impairing essential services.

IV—LOCAL UNIONS

A. MERGERS

Intent and Local option: Philosophically, the MEIU is committed to total organic merger at the local level but recognizes this is not possible in all instances at this time and therefore commits itself to the following concept: The MEIU will encourage Locals to undertake local mergers as soon as possible. However, no Local Union will be mandated to merge, and the decision on local merger will be a matter of local option. All members and all officers shall work in good faith to bring about the goal of organic merger as soon as possible.

V—CONVENTIONS

A. CONVENTION SITE SELECTION

Convention sites will be selected by the Convention at least three years in advance. If no Local comes forward, the selection of a site will be made by the IGB.

B. OFFICERS' REPORT AND RECOMMENDATIONS

Prior to and as part of its preparations for the Annual Convention of the Union, the International shall be charged with the duty to draft and have prepared for distribution a report, hereinafter called the "Officers' Report."

The Officers' Report shall incorporate a review of the activities of the Union since its last Convention and/or the end of the last fiscal year and recommendations for the Union's future operations. The Report shall be distributed to delegates to the Annual Convention sufficiently in advance of the Convention.

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tion to acquaint them with its contents in order that they be better equipped to consider and act upon the recommendations and such other matters as may be brought before the Convention.

The Report shall review separately the Union's operations in such areas as union administration, finances, organizing, collective bargaining and such other areas of the Union's operations and interests as is necessary for the guidance of delegates in charting the course of the Union's activities.

C. CONVENTION COMMITTEES

1. Convention committee structure will be devised by the IGB prior to the 1984 Convention.
2. The General President will appoint delegates to Convention Committees. Delegates, in advance or on the convention floor, may select the Committee of their choice on the first day of the Convention. The Convention Chairperson will have the right to request volunteers for Committees lacking adequate members to conduct the Committee's business.
3. Delegates shall serve with voting status on no more than one Committee. An alternate may speak but not vote in the Convention Committee of which the alternate is a member.
4. The Convention, following the opening sessions, will recess for meetings of Committees, subject to the call of the presiding officer. Committees will have adequate time to conduct their business during regular convention hours.
5. Committee chairpersons will be appointed by the General President, subject to confirmation by the Committee. The vice chairpersons and the secretary shall be nominated and elected by the Committee.
6. The Committee shall complete work on all of the business assigned to it by the Convention, shall have a drafting committee prepare a report detailing fully and accurately the work of the Committee, and shall have such report approved and signed by members of the Committee. There shall be provision for minority reports.
7. All Convention Committees shall consider all propositions and resolutions referred to them and shall report each in full to the Convention with recommendations.

D. CONVENTION PROCEDURES

1. *Privilege of the Floor*
 - (a) Only IGB members and duly elected delegates shall be accorded the privilege of the floor during sessions of the Convention, except that the presiding officer or a majority of the delegates may extend the privilege to other persons.
 - (b) Each delegate is allowed to speak for five minutes, and no delegate will be allowed to speak a second time until all other delegates desiring to speak have been heard. Delegates desiring to participate in debate shall line up at the microphone. Speakers must be identified by name and Local.
 - (c) The maker of the motion, or the maker's designee, will be allowed to close debate.
 - (d) The chairperson of a Committee offering a report will be permitted the time needed to present the Committee's report.
2. *Propositions, Resolutions and Committee Reports*
 - (a) Propositions and resolutions other than those offered by Committees must be submitted in writing by 2 PM Monday (opening day) to the convention office.
 - (b) Said propositions, resolutions and committee reports shall be printed and distributed to the delegates.
 - (c) It will be the duty of the presiding officer of the Convention to assign each proposition and resolution to the appropriate Committee.
3. *Amendments*

Amendments to propositions, resolutions and committee reports, either in committee or on the floor of the Convention, shall be reprinted and distributed to delegates before final action is taken on those amendments if a majority of either body so requests.
4. *Motions, Proceedings*

Motions to table and for the previous question are not debatable but require the support of 22 delegates from 10 Local Unions. There shall be a daily report of Convention Proceedings, to be printed and furnished to the delegates each morning during the sessions of the Convention, and the Union will print and distribute the proceedings following the Convention.
5. *Nominating Procedure*

In the case of nominations for any international office, nominating speeches and seconding shall be as follows: one nominating speech limited to five minutes, two seconding speeches limited to two minutes each; other individuals and/or Locals who wish to be recorded as seconding and supporting the nomination shall have the right to announce the second or have a reg-

ister available to them in the convention hall. The names so recorded shall be read to the Convention and printed in the convention record. Nominations shall occur on the final day of the Convention.

6. Printed Matter

No printed matter shall be distributed at the Convention unless it bears the Allied Printing Trades label, the label of the International Union or another label recognized by the International Union, with the exception of those materials reproduced in the office of the convention headquarters.

7. Press Coverage

Convention sessions shall be open to the working press.

The working press shall not be permitted to attend executive sessions or committee sessions of the Convention, nor shall any transcripts or recordings be made of such sessions.

8. Opening Ceremonies

The opening session of the Convention shall include a brief period of addresses and such other proceedings as deemed appropriate by the host Local(s) in consultation with the IGB.

9. Guest Area

Provision will be made for an area in which to seat guests and visitors at the Convention.

10. Registration Fee

There shall be a registration fee of \$50 for each delegate or alternate registered, with the host Local to receive \$35 and the MEIU \$15.

11. "Robert's Rules of Order"

Robert's Rules of Order (Newly Revised) shall be the authority on all parliamentary questions not covered by convention rules or the Constitution of the Union.

VI—MISCELLANEOUS

A. PERSONNEL

1. As a result of merger there will be no job loss or reduction in salary or benefits for present staff employees, but they may not necessarily work in the same location or classification. Employees required to move to another location shall be compensated for moving expenses as determined by the IEC.
2. The IEC shall have authority to make necessary staff personnel changes in the merging of departmental operations of the International Union.
3. On-going programs of the two unions, including grants-in-aid and matching fund programs, existing at the time of merger shall, at the discretion of the IEC, be continued.

B. LEGAL, AUDITOR, PENSION CONSULTANT and investment counselors shall be retained for such period as the IEC deems necessary.

C. NOTHING CONTAINED IN THE MERGER Agreement may be changed by the Founding Convention. Merger Agreement items enumerated below may not be changed either by Convention action or referendum during the Transition Period.

Officer Structure: IIA through IIC2, first three paragraphs.

Dues: IIIA through IIIC8a.

Fiscal principles: IIIG.

Voting: IVA.

Conventions: VE1, VF1, 2 and 4, VG, VH and VJ1.

Collective Bargaining: VI.

Local mergers: VIIA, Section B, IVA.

Pensions: Section B, IIIA3.

D. ON THE EFFECTIVE DATE OF THE MERGER, all the property, real, personal, and mixed, and all rights, title, and interest, either legal or equitable, in any monies, funds, or property, tangible and intangible, of TNG and the ITU, including but not limited to their respective separate names, trademarks, copyrights, labels, registrations, and emblems, and all debts due to each of them, all the rights, privileges, and powers, and every other interest of each of them, of whatever nature, shall by virtue of the merger be transferred to and vested in the MEIU, and shall not be in any way impaired by reason of the merger. The MEIU shall, on and after the effective date of the merger, assume and be responsible for all the debts, liabilities, contract obligations, and other obligations of TNG and the ITU.

E. THE MEIU SHALL BE DEEMED, for all purposes, to be a combination and continuation of TNG and the ITU, and shall possess all rights previously held by the respective organizations. Neither of such organizations shall be deemed for any purpose to be dissolved, terminated or discontinued, but upon the effective date of the merger they shall be combined and continued as a single organization.

For purposes of determining the continuity of service of officers, representatives or other employees under applicable pension, insurance or other benefit plans applicable to them, their service with either of the merging Unions shall not be impaired by virtue of the merger and they shall be credited with such accrued service in the MEIU.

F. ON THE EFFECTIVE DATE OF THE MERGER all Locals of TNG and of the ITU shall be Locals of the MEIU as fully as if originally chartered by the MEIU, and all members at large of TNG and of the ITU shall be members of the MEIU. By-laws and governing practices of the Locals shall continue in full force and effect except that any provisions thereof in conflict with the Constitution of the MEIU shall be inoperative and of no further force and effect. Locals shall amend their by-laws as necessary to conform to this Merger Agreement and the Constitution of the MEIU.

G. THE MERGER OF THE TWO ORGANIZATIONS into a single organization shall not affect, interrupt or change in any way the continuing status, or the rights or duties with respect to third persons, of either organization or of any Local Union of either organization and, further, shall not impair the status of such organization in any pending action or proceeding or any right, title or interest in any property or arising from any deed, bonds, mortgages, leases or contracts of any kind, including but not limited to recognition agreements and collective bargaining agreements, or the continuity thereof.

H. THE MERGER SHALL NOT IMPAIR or other wise affect any federal, state, provincial or territorial certification or any rights or obligations of TNG or the ITU or any of their affiliates under any collective bargaining agreements, or check-off authorizations; but all rights, privileges, duties and responsibilities vested in either TNG or the ITU or Local Unions of either, pursuant to such contracts or certifications, are to be deemed as vested in the MEIU or any Local Union thereof.

I. PRIOR TO THE EFFECTIVE DATE of the merger, the merging organizations shall take such actions as may be necessary to accomplish the affiliation of the merged organization with the American Federation of Labor and Congress of Industrial Organizations and the Canadian Labour Congress and those other organizations with which the merging organizations are now affiliated.

J. ALL AUTHORITY, POWER, AND RIGHTS, jurisdictional and otherwise, held by or vested in TNG or the ITU under or in connection with any charter or affiliation with the AFL-CIO and the CLC shall automatically be vested in the MEIU.

K. TO THE EXTENT NECESSARY IN IMPLEMENTING this Merger Agreement, the International Executive Board of TNG and the International Executive Council of the ITU shall be considered to remain in existence for the time necessary and for the sole purpose of carrying out this Merger Agreement, and during such time the officers of each International shall retain such power, right, privilege, and authority incidental and necessary to carry out this Merger Agreement, including but not limited to the power to deal with the property or assets of each International, and shall be authorized and empowered and shall execute and deliver, or cause to be executed and delivered, any necessary deed, document, or other instrument.

VII—FOUNDING PROCEDURES

A. THE MERGER SHALL BE EFFECTIVE upon adoption of the MEIU Constitution by the Founding Convention.

B. AFTER THE DATE OF SIMULTANEOUS referendum adoption of the Merger Agreement, the new IEC shall be authorized to effect an orderly transition and merger of operational and other necessary functions.

C. PRIOR TO THE FOUNDING CONVENTION, the laws of the former ITU and TNG shall apply to all matters not covered by the Merger Agreement or where policy has not been set by the IEC. The IEC shall prepare a Constitution, a budget and other documentation pertinent and necessary to implementing the merger for presentation to the Founding Convention.

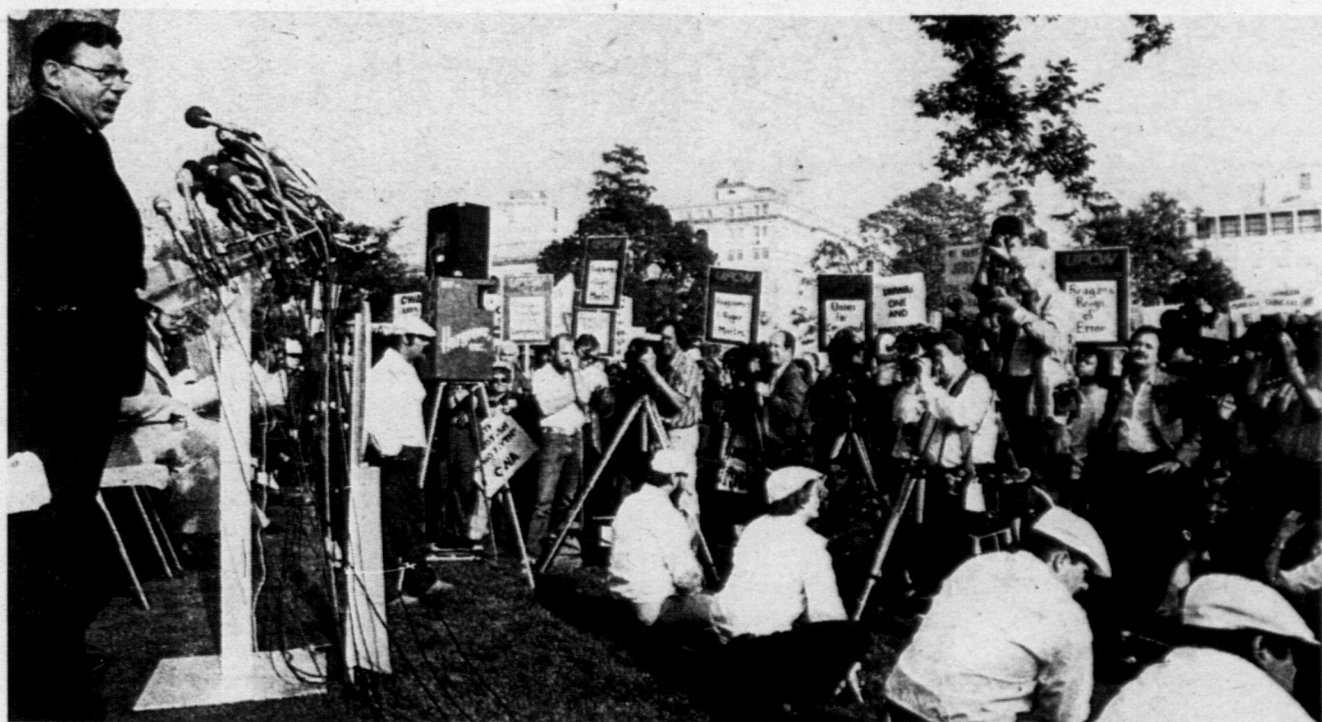
D. THE FOUNDING CONVENTION SHALL BE HELD in San Francisco or, in the event that an alternative is necessary, in Washington, D.C. The Joint Merger Committee shall select the date.

E. ATLANTIC CITY, N.J., SHALL BE THE SITE for the 1984 Convention. The IEC shall select the site for the 1985 and 1986 Conventions. The 1984 Convention shall select the site for the 1987 Convention.

F. THE IEC SHALL ISSUE THE CALL AND CREDENTIALS for the Founding Convention and prepare its rules of operation. Delegates and alternates shall be elected under procedures used by the predecessor unions, and the size and composition of local delegations shall be governed by policies and principles controlling Local delegate election in the Merger Agreement. The IEC shall appoint a Credentials Committee to examine the credentials of delegates and alternates.

G. DELEGATES TO THE FOUNDING Convention may be those elected to any Convention of the predecessor unions called subsequent to January 1, 1983.

Approved by the International Executive Board of The Newspaper Guild on October 20, 1982.



RAYMOND CROWELL and WILLIAM C. BURKE, JR./Washington-Baltimore Guild

'Change the course'—dump Reaganomics . . .

. . . is the message of speaker after speaker at a rally across from the White House on Oct. 8, the day the Bureau of Labor Statistics revealed that the U.S. unemployment rate had officially hit 10.1 percent in September, highest since 1940, with nearly 11.3 million out of work. AFL-CIO President Lane Kirkland, above, called them "tragic figures" that "reflect the terrible price of Reaganomics," and charged the administration with pursuing policies "in defiance of human reason and in disregard of human suffering since the day it took office." Participants in the rally included members of TNG's headquarters staff, above right, as well as representatives of other unions plus civil

rights, women's, religious, senior citizens' and student organizations. Kirkland called "double-digit unemployment . . . the expected, inevitable result" of Reaganomics. Following the rally, Kirkland and others marched to the AFL-CIO's headquarters building nearby to observe the changing of the unemployment figures on a sign mounted above the building's entrance, below right. Adding the 1.6 million jobless the government lists separately as having given up looking for work and half the 6.9 million who hold part-time jobs but are counted among the employed gives a truer picture of unemployment, Kirkland said: 16.3 million persons; 14.5 percent of the workforce.



Professional Employees' International Union, covering office employees in TNG headquarters. A motion by Vice President Larry D. Hatfield of San Francisco-Oakland that the negotiations be resumed was defeated 13 to 3 in a roll call.

Voting for the motion, in addition to Hatfield, were Vice Presidents Roger L. Stonebanks of Victoria and Barbara Yuncker of New York.

Voting against the motion were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, Int'l Chairperson Harry S. Culver, and Vice Presidents William T. Davis of San Jose, Thomas R. Hiltz of Boston, Robert C. Holt, Jr., of St. Louis, John M. Lowe of Southern Ontario, Dianne M. Martino of Manchester, David M. Mulcahy of New York, Richard M. Peery of Cleveland, Charlie Ramis of Puerto Rico, Richard J. Roth of Buffalo and Joyce M. Walker-Tyson of Detroit.

In another roll call, the IEB voted down a motion by Yuncker to write off a year-old \$48,426 interest-free loan from TNG to the New York local. Yuncker proposed that in return for the write-off, the local would repay

the \$72,117 balance on another loan that TNG had made to the local in 1980.

After defeating the Yuncker motion by 12 to 4, however, the IEB approved a recommendation of its Finance Committee that the conditions under which the \$48,000 loan was granted be maintained.

In making the loan, to pay legal costs incurred in defending against challenges to TNG's constitutional prohibition against membership resignations during a strike or lockout or when one "appears imminent," the IEB said it would consider a write-off if the local "clearly and convincingly demonstrates that it has put its own financial house in order and is on a 'pay as you go' basis."

The IEB said it was "impressed" by the local's progress to date toward that goal.

Voting for the Yuncker motion were Hatfield, Stonebanks and Walker-Tyson, plus Yuncker. Voting against the motion were Perlik, Dale, Culver, Davis, Holt, Hiltz, Lowe, Martino, Mulcahy, Peery, Ramis, and Roth. Yuncker also was recorded as voting "no" on the motion to adopt the Finance Committee's recommendation.

Minimun Dues vote in January

(Continued from Page 1)

imum Dues provision increase.

In approving the two-step Minimum Dues increase, TNG's 1982 Convention made its implementation contingent on ratification in a membership referendum to be held "as soon as practicable after Oct. 15."

The IEB made its referendum order effective Nov. 1, thereby, under a constitutional formula, establishing good standing as of Oct. 1, Nov. 1 or Dec. 1 as the basis for voting eligibility in the referendum. An earlier effective date would have involved the referendum in the Christmas-New Year's holiday period.

Under the same formula, good standing will be determined from per-capita remittances from locals received at TNG headquarters by Dec. 15.

In its telephonic meeting, the IERC also set Dec. 30 as the date it will meet in Washington to certify voter eligibility lists and mail ballots to locals.

It also set Jan. 26 and 27 as the days local election committees are to count the votes cast in the referendum.

Official returns reporting results of the voting to the IERC must be postmarked not later

than Jan. 29 and the IERC will meet to tabulate and certify the results on Feb. 7.

The ballot question, also approved by the IERC, will ask voters if they are "for" or "against" the following:

"Shall the following action of the 1982 Convention of The Newspaper Guild be approved:

"Approves a new minimum dues schedule, raising the percentage of one week's regular compensation to 5.5 percent effective December 1, 1982, and to 6 percent effective May 1, 1983."

Meanwhile, the IEB's Finance Committee reported that TNG finished the first six months of its current fiscal year Sept. 30 with a \$553 surplus in operating revenue in its General Fund.

That was possible, however, "only because a number of Guild locals paid some of their past [due] per capitas" to TNG, the committee emphasized.

(During convention debate on the two-step dues increase, Barry Lipton, secretary-treasurer of the New York Guild, the union's largest, said that local would expect to use "the great bulk" of its additional income from the increase to pay its per-capita arrearages to TNG. New York was one

of three larger locals whose inability to meet per-capita obligations was largely responsible for a \$106,847 deficit in TNG's General Fund for the last fiscal year.)

The IEB Finance Committee also reported that the net worth of TNG's Defense Fund increased by \$148,608—to \$5,119,600—during the fiscal year's first six months, with \$4,629,501 in liquid assets and the balance "largely receivables."

The General Fund's black ink for the half-year was produced by second-quarter income exceeding expenses by \$15,504 to offset a first-quarter deficit of \$14,852, the Finance Committee noted.

General Fund income for the first half of the fiscal year totalled \$1,382,656, while expenses were \$1,382,103.

Defense Fund income for the fiscal year's first two quarters totalled \$445,762, while expenses for the period were \$297,154.

Acting on its Finance Committee's recommendations, the IEB approved:

✓ A third quarter General Fund budget of \$780,145.

✓ General Fund contributions of \$200 to the Samuel Gompers Papers Project at the University of Maryland, \$150 to the American Civil Liberties Union, \$100 each to the United Way of the District of Columbia and the United Way of Ottawa, and \$50 each to the Workers' Institute for Safety and Health and the Humanities Fellowship at the University of Michigan.

✓ Prepayment of TNG's annual \$600 contribution to the Council on Hemispheric Affairs to assist it "during a period of critical financial need."

In addition, upon recommendation of both its Finance and Human Rights Committees, the IEB voted contributions of \$100 to the Southern Christian Leadership Conference and \$50 to the Southern Poverty Law Center-Klanwatch Project.

The IEB also approved a one-year extension of TNG's contract with Local #2 of the Office and

Hiltz sworn, named to 3 committees

Washington—Thomas R. Hiltz, newly elected TNG Vice President from Region 1, the U.S. Northeast, was sworn in at the outset of the fall meeting of TNG's International Executive Board here Oct. 18.

Hiltz was certified as the Vice President from Region 1 after R. Victor Stewart of Albany withdrew as a candidate for the office in August. Both Stewart and Hiltz had been nominated to fill the Region 1 seat at this summer's TNG convention [Guild Reporter Aug. 13].

Hiltz was named to the IEB's Constitution, Guild Reporter and Research and Information Committees.





Charter signing in Windsor

TNG International Chairperson Harry S. Culver, right foreground, adds his signature to TNG charter for the new Windsor (Ont.) Guild as Windsor leaders, background, and TNG's other top officers observe. Charter signing and presentation took place in mini-ceremony in Windsor, just south of Detroit where TNG officers were attending the 15th Biennial Convention of the AFL-CIO's Indus-

trial Union Dept. Oct. 12-14. At rear, from right, are Brian McAndrew, the new local's president, Doug Firby, its secretary, and TNG International Representative Frederica Wilson. Also in foreground, from left, are TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale. The new local has petitioned for certification for the 95-plus editorial employees of Southam's Windsor Star.

Cleveland's key up \$57, to \$573

Cleveland—The key top minimum in the Cleveland Guild's contract covering editorial employees of Newhouse's Plain Dealer is raised by \$57.75, to \$573.95 a week, in a new 26-month agreement.

Increases in the company's health and welfare and pension payments over the contract's term average \$36.29 a week.

A requirement that the company pay for the cost of an ophthalmological examination for an employee assigned to work on a video display terminal is expanded to require company payment for an eye examination for each VDT operator every two years.

The \$57.75 increase for reporters, photographers, copy

readers, artists and subeditors comes in two increments, with \$31.50 retroactive to Aug. 1 and \$26.25 due next Aug. 1.

The top minimum for various editors, including the Friday and Saturday Magazine editors, make-up editors, assistant Sunday, sports and city editors, as well as editorial writers, is raised by \$60.50, in increments of \$32.50 and \$28, to \$612.36 a week.

The mileage rate guaranteed under the contract is raised by seven cents, to 25 cents per mile. Provision for adjusting the rate as the price of gasoline changes is continued.

A weekly mileage guarantee for employees who regularly use their vehicles on company business is raised by \$5, to \$35.

Maternity leave is increased by three months, to a maximum of 12.

The contract's union security provision is expanded to require that all covered employees become and remain members of the Guild—a full Guild shop.

Key top is raised \$52, in Slovene society pact

Chicago — The top minimum for associate editor, chief clerk, senior computer operator and bookkeeper was raised by \$52.44 a week, to \$357.69, over the term of a two-year agreement between the Chicago Guild and the Slovene National Benefit Society.

The agreement, which expires May 1, 1983, raised the top minimum for junior computer operator, translator and secretary by \$47.80, to \$326.95. The top minimum for general office clerk was raised by \$46.13, to \$314.63.

The employer's payment toward the cost of family health insurance coverage was raised from two-thirds, to three-fourths of the premium.

The society publishes the Slovene-language weekly, Pros-
veta.

The agreement was reached in joint bargaining with the Teamsters union, embarked on as an Aug. 27 strike deadline was postponed on request from the Federal Mediation and Conciliation Service.

Other increases and resulting new top minimums include:

Assistant chief librarian—Up by \$45.37, to \$383.25 a week, in increments of \$25 and \$20.37.

Telephone operators, transcribing typists — Up by \$32.24, to \$310.25, in increments of \$16.99 and \$15.25.

Stenographers—Up by \$32.95, to \$321.25 a week, in increments of \$17.70 and \$15.25.

Editorial composition clerks—Up by \$36.32, to \$331.25, in increments of \$19.07 and \$17.25.

Copy aides—Up by \$31.21, to \$283.25, in increments of \$16.96 and \$14.25.

In addition, in resolution of an error in calculation, copy aides at the top minimum and those who reach top minimum will receive a "lump-sum" payment totalling as much as \$1,126.67 each.



Southern District Council, fall meeting, Oct. 30-31, Harley Hotel, Lexington.

Great Lakes District Council, fall meeting, Nov. 6-7, Executive Inn, Buffalo. New England District Council, fall meeting, Nov. 6-7, Brockton, Mass.

International Election & Referendum Committee, certify voter eligibility and mail ballots to locals for referendum on two-step Minimum Dues increase, Dec. 30, TNG headquarters, Washington.

Voting period, referendum on two-step Minimum Dues increase, Jan. 20-25, all locals.

Special TNG Convention on the proposed TNG-ITU Merger Agreement, Cleveland, Jan. 12-7.

Local election committees count ballots from Minimum-Dues referendum, Jan. 26 or 27, all locals.

Deadline for dispatch of official voting returns to International Election & Referendum Committee, Jan. 29, all locals.

International Election & Referendum Committee, tabulates returns and certifies Minimum Dues referendum result, Feb. 7, TNG headquarters.

Farson will chair '82 Broun judging

Washington—William J. Farson, the Guild's top executive officer for 14 years, was appointed chairperson of TNG's 1982 Heywood Broun Award competition by TNG's International Executive Board during its fall meeting.

At the same time, the IEB named a panel of judges for the 1982 Guild Service Award contest and voted to suspend for a year the David S. Schick Memorial Award for local Guild publications.

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

Broun's spirit was distinguished by an abiding concern for the underdog and the underprivileged. The award is intended to encourage and recognize individual journalistic achievement in that spirit by working news people, particularly work that helps right a wrong or correct an injustice.

Farson, the Guild's executive vice president from 1955 until his retirement in 1969, organized the Philadelphia-Camden Advertising Guild in 1935 and brought that group into the then-American Newspaper Guild in 1937 when the union extended its jurisdiction to beyond the newsroom.

An advertising salesperson at the Philadelphia Inquirer, Farson, served on the Guild's International Executive Board from 1937 to 1940 and again from 1943 to 1945. In 1947, he joined the Guild's administrative staff as director of organization and in 1951 was elected to the office of secretary-treasurer.

On his retirement in 1969, the title of executive vice president was changed to president, while the office of president was renamed international chairperson.

The 1982 Broun Award—the

42nd—will be given for work done or completed during the calendar year. Entries from employees working in the Guild's jurisdiction on newspapers, magazines, news services and broadcasting stations in the United States, Canada and Puerto Rico are eligible, whether or not the employee is a Guild member or works under a Guild contract.

Publications as such are not eligible, and first consideration is given to entries on behalf of individuals or teams of no more than two persons.

Deadline for receipt of entries at TNG headquarters is Jan. 3.

The IEB named Vice Presidents Charlie Ramis and Barbara Yunker, plus Ellis T. Baker, TNG's director of administrative operations, to judge nominees for the 1982 Guild Service Award.

The service award, also made annually, carries a scholarship of up to \$1,500 for a course in labor education. The judges will select a winner from among nominees advanced by local membership meetings, executive committees or representative assemblies.

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

The deadline for receipt of nominations is also Jan. 3.

Noting the declining number of entries in recent Schick Award contests for local publications and the pending merger proposal, the IEB voted to suspend the contest for a year and called for the "appropriate body" to reconsider its future in October 1983.

In the past, Schick Award entries have been judged in the spring, with the awards presented during TNG's annual convention.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

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Area Code 202—296-2990

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