

Merger convention is postponed to review data on finance base

Washington—The special Guild convention to consider the proposed agreement for merger of TNG and the International Typographical Union has been postponed in the face of serious questions about the merged union's financing raised by new information on its projected membership and financial base.

The postponement was ordered by TNG's International Executive Board in a telegraphic poll upon recommendation of TNG's Special Merger Committee at the conclusion of a quickly called meeting here Dec. 16-17 with its

counterpart ITU committee.

The two committees together directed TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel to re-examine data on the financial base, with a view toward development of a balanced budget and toward possibly recommending changes in the merger agreement, and to then reconvene the two committees.

The Jan. 12 convention's postponement also will "necessarily require" delay of the referendum among the ITU and TNG memberships, tentatively scheduled

Publication of this issue of the Guild Reporter was postponed from Dec. 17 to enable the most timely report possible on the special Dec. 16-17 meeting of TNG's and the ITU's merger committees.

for late March, TNG's committee pointed out.

A statement approved by both merger committees also expressed confidence that, as with earlier "setbacks" in development of the merger agreement, "good faith on the part of both

parties . . . will work again." And, pointing to "deep concern" within both unions and committees at the latest situation, it called for "prudence and patience on the part of all."

The questions about the merger agreement's financial provisions were precipitated by last-minute reductions of 15 to 20 percent by ITU Secretary-Treasurer Thomas W. Kopeck in projections of future ITU membership and attendant reductions in income and disagreements over projections of operating costs for the merged union.

The two committees announced on Sept. 10 that they had concluded talks stretching over 58 months by agreeing on full terms for merger of TNG and the ITU on the international level into a new union, the Media Employees International Union, ITU/TNG. [Summary, Guild Reporter, Sept. 24; Full text, Guild Reporter, Oct. 22.]

The committees were reconvened after Kopeck, joined by ITU 1st Vice President Robert S. McMichen, both members of the ITU merger committee, sub-

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The GUILD REPORTER

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

Vol. XLIX, No. 22

Washington, D.C.

December 20, 1982



Sacramento's 'Operation Christmas Basket'

Leaders and members of the Central California Guild and Central Valley Typographical Union are among scores from more than 30 Sacramento area unions participating in a Dec. 11 Christmas-kettle collection to provide perishables for holiday food baskets for the unemployed and others in need. Unions also were collecting money and food from employed members as goal was increased to 6,000 baskets because of high unem-

ployment. Tending the kettle above are Rex T. Rice, Sr., Typographical Local #46 president, Louise Hammes (as Ms. Claus), of the Guild's Sacramento Union unit, and Mary Sanchez, treasurer and president-elect of Guild Local #92. Union effort, believed to be the first such in the nation, was organized by the labor subcommittee of the area United Way, where Sanchez represents the Guild.

Murdoch gets concessions, Herald American

Boston—Officials of Rupert Murdoch's News America Inc. began taking over management of the Boston Herald American from the Hearst Corp. after the 11 unions representing the paper's employees agreed to demands for staff cuts.

From the Boston Guild, representing about 135 employees in

the paper's advertising, business, circulation and maintenance departments, Murdoch's bargainers extracted the right to dismiss any of the paper's advertising department employees in any order management might choose.

In return, those advertising department employees dismissed will be paid 150 percent of contractual

severance pay, along with company-paid health insurance coverage for up to a year.

The selective dismissals among the 47 Guild-represented advertising employees will be permitted during a four-month period beginning in February.

The directly chartered local of the AFL-CIO that represents the paper's editorial employees also agreed to let the company select employees for discharge without regard to seniority, permitting a reduction in the editorial staff of about 25 percent.

Murdoch had conditioned agreement on buying the Boston tabloid from Hearst for \$1 million, plus up to \$7 million from a percentage of future profits, on reaching agreement with the unions on concessions.

He had set a Dec. 2 deadline for concluding those agreements and Hearst had said it would "take steps to cease publication" on Dec. 3 if the agreements were

not in hand from all the unions.

Agreements with the last of the unions to settle came on Dec. 3, with the Pressmen and the Paperhandlers settling in the morning and the Mailers in the afternoon. At noon Hearst executives had sent employees home and closed the plant, warning that the paper would cease publication at 5 p.m.

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

TNG's Constitution currently requires monthly local dues to be at least 5 percent of one 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. The 5 percent

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Cleveland files for rights for 115 at video publisher

Cleveland—The Cleveland Guild has petitioned the National Labor Relations Board for certification as bargaining representative for more than 115 employees in the editorial, research, sales and computer departments of Predicasts, Inc.

The firm has been called the world's leading supplier of business information and research.

It prepares and sells reports on

business, markets and product lines both in "hard copy" and video "publications," the latter through Dialogue, a video information service based in California.

The representation petition was filed Nov. 30 on behalf of the firm's researchers, analysts, editors, sales persons, indexers, abstractors, clerical employees, programmers and computer op-

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CLC joins push on VDTs

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Convention postponed for financing review

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sequently charged in the Typographical Journal and in other forums that the union delineated in the agreement would be seriously underfunded; that in its first year it would have an operating deficit Kopeck has put variously at amounts ranging from "more than \$1 million" to more than \$2.5 million.

Kopeck's deficits were based in large part on a projection that the ITU's full-time working membership by next mid-summer, the time proposed for the merger, will be down to 40,000, a drop of 7,000 to 10,000 — 15 to 20 percent — from earlier estimates.

Two other members of the ITU Executive Council and merger committee, 2nd Vice President Robert L. Wartinger and 3rd Vice President Allan J. Heritage, writing in the December Journal, accused Kopeck and McMichen of trying to scuttle the merger agreement by waiting until the last minute to challenge its financing assumptions.

And TNG's Perlik, pointing to Kopeck's long and widely known opposition to merger of the ITU and TNG, told Editor & Publisher magazine after Kopeck's November Journal column was published that he would not expect Kopeck to favor the Sept. 10 agreement "even if the new union showed a \$2.5 million surplus."

Perlik also charged that Kopeck was tailoring figures to suit his primary purpose: preventing the merger, which Kopeck described in his November column as "absorption" of the ITU.

In that same column he also characterized the merger agreement as "fantasy born of frustration" and, projecting a \$2.5 million deficit, charged that "the new union is either financially unsound or the promises made were never intended to be kept."

The month before he had written that his analysis showed a deficit of "more than \$1 million."

In his December column he questioned the honesty of Perlik and TNG Secretary-Treasurer Charles Dale, charging that "they apparently report one set of figures to their own membership and attempt to foist different figures on us," an accusation Wartinger described as "indefensible" in his column in the same issue.

At the same time Kopeck projected a first-year deficit for the merged union "in excess of \$2 million" and said that the "gap will widen" to "inevitably produce a bankrupt union."

Heritage, in his December column, pointed out that the ITU does not operate under "prospective budgets," but that TNG does and has for years, with budgets adopted annually by conventions after recommendations are made by the union's officers.

"Guild officers are confident that an acceptable budget can be worked out," Heritage added, noting, however, that contrary to Kopeck's assertion that no "demand" by TNG leaders for data has been refused, "they have had an exceedingly difficult time in extracting from our secretary-treasurer the detailed information necessary to put together a workable plan for financial sufficiency in the new union."

Wartinger, in his December column, pointed out that the Sept. 10 agreement would mandate that budgets be adopted annually by conventions, that the

MEIU's full-time officers draft one for presentation to the founding convention after the merger is approved by both unions' memberships and that the officers and governing board keep operating costs within the budget.

"A budget is an assumption," Wartinger wrote. "Done fairly it will provide a framework of operation. Done with the purpose of creating doubt and confusion as is now being done . . . it can cost the membership the transference so necessary to its very existence—merger."

Kopeck "turned aside" a request that he hold his "unilateral critical analysis . . . until both parties (the ITU and TNG) could meet and develop a joint budget from available facts and figures agreed by both parties," Wartinger noted.

In addition to a working ITU membership of no more than 40,000 by next summer (at MEIU international dues of \$11 a month), instead of the 47,000 and 50,000 previously used, Kopeck's projected deficits also include assumptions that half the ITU's 27,000 retired members (at \$1 per month) would drop their memberships upon merger and that there will be a 15 to 25 percent increase in operating costs over projections made by a merger finance committee two summers ago. Kopeck was one of the architects of those latter projections.

The Sept. 10 merger agreement utilized the 47,000 ITU-member figure, which was provided by the ITU as recently as May.

No member of either union's committee voiced dissent or caution on Sept. 10 when the agreement on the merger proposal was reached.

TNG's 12-member committee—which includes Perlik and Secretary-Treasurer Charles Dale as well as three other members of the IEB—stated its unanimous support for the agreement.

So did the full 16-member IEB on Oct. 20, during its fall meeting, the same time it called the special convention for Jan. 12 in Cleveland. (Any changes to the agreement by the merger committees also would have to be approved by the IEB, which then would reschedule consideration by a Guild convention. If approved there, it would go to referendum.)

Kopeck, meanwhile, starting with his October Journal column has been increasingly harsh in his criticisms of the Sept. 10 agreement, particularly its financial provisions. McMichen took up the theme in his November and December columns. Both also have been critical of the agreement in meetings with leaders and members of ITU locals and chapels.

Wartinger and Heritage, at the same time, have been encouraging support for the agreement in meetings with locals and chapels as well as in the Journal.

Bingel, who leads the 13-member ITU merger committee, in his public statements and Journal columns since Sept. 10 has, as E&P put it, "refused to take a public stand."

After an October column that concluded by calling upon the ITU membership to read the agreement "very carefully and thoroughly," he was silent on the subject in the November Journal. His December column, while noting favorably that the merged union would be an industrial rather than craft organization,

said he found "the most frustrating question" about the agreement "can we afford it . . . ?" He again urged all ITU members to read the agreement.

Perlik, Dale and J. William Blatz, TNG field operations director, met Nov. 8-9 in Colorado Springs with Bingel, Kopeck and ITU staffer Earl Jepperson to explore Kopeck's underfunding allegations.

It was then that Kopeck embraced the projection of an ITU membership of 40,000 and enunciated his "conservative" estimate that half the ITU's retirees would drop their membership upon merger. He advanced an income-expense projection with a deficit of just over \$1.5 million.

TNG leaders developed preliminary income and expense projections of their own, using Kopeck's 40,000 ITU membership assumption and a projection of 27,500 Guild members and agency fee payers. It showed a deficit of just under \$820,000. (The same projections based on 47,000 ITU members would produce a \$100,000 surplus.)

Perlik explained that TNG has "little choice but to accept" the 40,000 ITU membership-base figure and noted that "even the most optimistic" expense projec-

tions laid alongside projected income utilizing that base produces a deficit of more than \$800,000.

"But," he continued, "if the deficit is \$800,000 or \$2 million, it is too much for us to take TNG into the merger until all fiscal doubts are resolved."

Kopeck unveiled another set of income-expense projections, this one showing an operating deficit of just over \$2 million, when Perlik, Dale and Blatz met with the full ITU Executive Council Dec. 6-7 in Colorado Springs.

Kopeck's expense projections totaled \$10.8 million, more than \$910,000 higher than TNG's expense projections, and his income projections of just over \$8.8 million were \$271,000 lower than TNG's.

Largest single difference in expenses was Kopeck's projecting \$585,290 more than TNG for salaries, fringes and expenses of employees of the merged union, \$313,000 more for salaries alone.

TNG's lower salaries projection of just under \$4.5 million for the merged union's first year was based on just under \$3.6 million for approximately 130 former ITU officers and employees and just over \$900,000 for 22 former TNG officers and employees. The \$3.6 million in-

cludes just over \$870,000 for the 46 employees in the ITU Secretary-Treasurer's office.

Under the Sept. 10 merger agreement, dues to the merged international for former TNG members would be the same as the monthly per-capita payments to TNG by their locals at the time of merger—currently \$9.07, projected to rise to more than \$9.50 in the spring when the annual adjustment, based on the average reporter top minimum, is made under TNG's Constitution. They would rise annually under the TNG formula until equal to the initial international dues rate for former ITU members—\$11 per month.

ITU members currently pay 1 percent of their straight-time earnings, plus \$1, to their international each month. The average full-time weekly wage for mailer and printer members on Dec. 1, 1981, was \$427.33 and produced an average monthly payment to the ITU of \$19.50.

Under the Sept. 10 agreement, the local of an ITU member making the same amount—\$427.33 a week—would pay \$11 per month to the MEIU on his or her behalf. The \$8.50 difference would become available for the local or for dues reduction.



PAUL TOPLE/Akron Guild

Talking merger in Akron, New York

TNG President Charles A. Perlik, Jr., discusses the proposal for merger of TNG and the ITU during a breakfast meeting with 55 members of the Akron Guild Dec. 5 (above) and during a regular membership meeting of the New York Guild Dec. 13 (below). Both he and Secretary-Treasurer Charles Dale participated in a similar session in Vancouver Dec. 11. Questioning Perlik in Akron is member Rich Herson (right above); next to Perlik is Akron Guild President Mary Grace Poidomani. Ques-

tioning him in New York are Joe Knowles of the Times unit and Cleo Pappas of the News unit. Akron membership subsequently voted 66 to 36 to instruct the local's delegates to the special convention on merger to vote against the proposal, meaning that two of its votes will be cast against it and one for it, reflecting the division of the votes, Poidomani said. At least two other locals have set "advisory" votes by their members at the turn of the year: Chicago and Central California.



BILL MAX/New York Guild

\$4,550 collected by TNG aid fund

Washington — Recent contributions to TNG's Polish Journalists' Aid Fund totalling \$615 have brought the total contributed by individuals, Guild locals and TNG to \$4,550.

TNG established the fund in the spring to aid members of the banned Solidarity-affiliated Polish Journalists' Assn., many of whom have been driven underground where they and their families face severe hardships.

Among the recent contributions was \$500 from the St. Louis Guild, \$25 from the Cincinnati Guild and individual contributions from members of the Chicago, New York and Wire Service locals.

Lexington VP joins TNG's headquarters

Washington—Lexington Guild Vice President James Griffin joined TNG's headquarters staff Dec. 13 as collective bargaining and research assistant.

Griffin resigned from the Lexington Herald where he had worked as a news assistant since 1980.

He has been serving as the local's chief spokesperson in its on-going bargaining for a renewal contract with Knight-Ridder's Herald and Leader.

A delegate to TNG's 1982 Convention, Griffin also attended TNG's first residential seminar for new local officers in February.

He has served as the local's secretary and editor of its publication, the Bluegrass Guild Reporter.

Griffin also has worked for several Chicago-area law firms where his duties included research and computer-related functions.

The job of bargaining and research assistant in TNG's collective bargaining department was held by Barbara G. Davis of the Pacific Northwest Guild until she returned to Seattle earlier this year.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.8-point increase in the index in October to 293.6, up 13.9 points from October 1981, and 39.5 points from October 1980. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over October 1980. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	Oct. 1980†
November, 1981	280.4	9.4	10.4
December	281.1	8.7	10.6
January, 1982	282.1	8.2	11.0
February	282.9	7.4	11.3
March	282.5	6.5	11.2
April	283.7	6.3	11.6
May	286.5	6.5	12.8
June	290.1	6.9	14.2
July	291.8	6.3	14.8
August	292.4	5.8	15.1
September	292.8	4.9	15.2
October	293.6	5.0	15.5

*1967 = 100

†Index = 254.1



RAYMOND CROWELL/Washington-Baltimore Guild

Mass of support for Solidarnosc

Representatives of TNG (banner circled at right) participate in a demonstration of support for Polish workers Dec. 12 on the steps of Washington's St. Matthew's Cathedral. One of many across the country marking the Dec. 13 anniversary of martial law in Poland, the event was sponsored by the city's central labor council and the Polish-American Congress. Rally followed

a special mass inside. AFL-CIO President Lane Kirkland reminded participants that relaxation of martial law would not restore a free union movement in Poland and called for the Polish government to recognize Solidarity, pledging that "until that goal is met we [the AFL-CIO] will oppose any relaxation of sanctions against Poland and the Soviet Union."

CLC issues call for VDT safeguards, studies

Ottawa—The Canadian Labour Congress, Canada's premier federation of unions, has joined the call for improvements in the design of VDTs and the conditions under which the machines are used and for additional studies of the long-term health effects that might be associated with VDT work.

The CLC's recommendations were made in a report on a survey a special CLC committee conducted among 2,500 "white collar" employees in nine Canadian cities.

Eight unions representing the employees also participated in the survey, which was distributed to airline, railway, telephone, public utility, government and television employees in 15 locations.

The survey drew an 81 percent response, with 75 percent of the responses coming from VDT operators.

While complaints about work-associated eyestrain and visual impairment, musculo-skeletal discomforts and psychosocial or stress symptoms were registered by both operators and nonoperators, employees in "jobs requiring intensive use of VDTs reported substantially greater numbers of and more severe health problems

VDT bill introduced in British Columbia parliamentPage 5

than other workers," the CLC reported.

It recommended that no employee be required to work on a VDT for more than four hours in a day and that rest breaks of 15 minutes be taken after each hour of work on a terminal.

It also called for a 15-minute period away from the VDT before leaving work.

While rest breaks away from terminals should alleviate some symptoms of fatigue and stress, the CLC pointed out that other factors affecting vision also must be corrected. To do so, it called for the establishment of government standards on terminal design including the size and color of characters, spacing, regeneration rates, phosphor coating of screens, contrast controls and surface reflection.

More suitable visual displays should be designed to replace existing ones, the CLC recommended.

It also said that the manufacture, sale, purchase and installation of terminals without detachable keyboards should be banned.

It also recommended ophthalmological examinations on hiring and at least annually thereafter and said that operators currently experiencing vision problems should be immediately examined. The costs of examinations as well as those for treatment or corrective lenses should be paid for by the employer, the CLC said.

Workstations should be "totally adjustable," the recommendations said, citing the need for "maximum flexibility and suitability" in adapting the work area to individual employees.

Lighting levels should also be adjustable to meet the needs of individual employees and the work performed, the CLC said.

It called for further research to determine any hazards posed by radiation and said that long-term studies into the question of reproductive hazards should be undertaken immediately.

In addition, the CLC rec-

ommended that epidemiological studies be conducted to determine any long-term health effects from working on VDTs.

Among its other recommendations, the CLC called for:

✓ Legislation to guarantee employees the right to participate in decisions leading up to the introduction of automated work areas.

✓ Testing of cathode ray tubes at least every three months to detect wear and replacement as necessary.

✓ Notification of all VDT users of potential vision hazards associated with VDT use.

✓ Incorporation into work-area design of "workers' needs for privacy, space and social communication."

✓ Discontinuation of direct monitoring of workers' activities and productivity.

The CLC decided against including newspaper employees in the survey, conducted in 1980 and 1981, after the Toronto Star refused to permit distribution of the questionnaire in the plant.

The Vancouver-New Westminster Guild declined to participate in the project.

Array of VDT furniture expanding

New York—The availability of office furniture specially designed to accommodate video display terminals and their operators is increasing rapidly.

Contract, a magazine published here for persons involved in the design, acquisition and marketing of office furniture, includes in its September edition a comprehensive list of manufacturers of "computer support furniture."

In what the magazine reports will be an annual directory, it lists 135 suppliers of office furniture designed to accommodate VDTs and related equipment.

A tabulation of the features available from the various manufacturers show that 54 market stands with VDT-screen tables that can be tilted, that 27 sell stands that can be adjusted horizontally, i.e. forward and backward, and VDT stands with adjustable height are available from 86 firms.

Tables with adjustable surface for VDT keyboards are available from 49 of the companies listed.

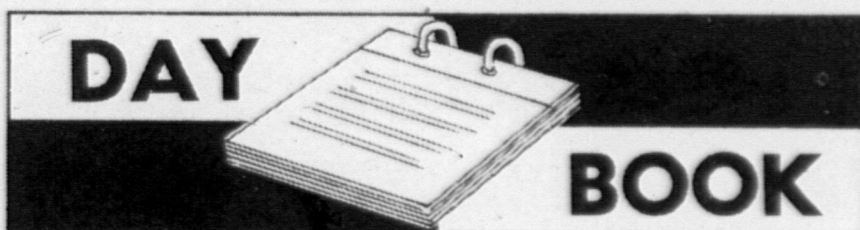
Workstations with built in footrests are available from nine firms,

while optional footrests are available from 27.

The VDT health manual published by TNG and the ITU a year ago pointed out that the number of North American firms selling adjustable VDT tables was expected to "multiply as realization

of the equipment's importance spreads" so that there "is no longer any excuse for planting VDTs on vintage 1950 desks."

The Contract magazine list of companies and their products is available from TNG's Research & Information Dept.



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.

Guild Service Award, entry deadline, Jan. 3, TNG headquarters, Washington.

1982 Heywood Brown Award, entry deadline, Jan. 3, TNG headquarters, Washington.

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

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.

Western District Council, winter meeting, Jan. 29-30, Eugene, Ore.

Midwest District Council, winter meeting, Pueblo, Colo., Jan. 22-23.

Middle-Atlantic District Council, winter meeting, Philadelphia, Feb. 5-6 (tentative).

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

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

Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #835, Washington, D.C. 20005.

Arbiter orders dollar-data on economy firings

Vancouver—An arbitrator has ordered Southam's Pacific Press, which publishes the Vancouver Sun and Province, to provide the Vancouver-New Westminster Guild with a raft of financial data pertinent to the company's decision to dismiss 74 Guild-covered employees for what it maintains are economic reasons.

Arbitrator Bruce H. McColl ordered the company to provide the data in the second of two "interim" awards.

The award was widely viewed as precedent-setting in Canada and a company representative told the Guild it was planning to appeal it, largely because the management community was alarmed by the precedent it set.

In the first award, McColl upheld the Guild's right to the data in advance of hearings on the propriety of the dismissals.

The second award was issued Nov. 29 after McColl heard testimony from the Guild's accountant about the relevancy of the data the local had requested.

In his first opinion, issued Nov. 5, McColl speculated that a subsequent hearing over whether the dismissals were proper would necessarily "involve itself in a mass of evidence most of which at the moment is in the exclusive control of the employer." And, noting that the contract "seems to place some onus upon the employer to produce facts sufficient to support its decision," McColl said he thinks "the union has a right beforehand to know what those facts were."

Among the data McColl ordered the company to furnish:

- ✓ Statements of the papers' revenues and expenses over the past three years, including revenues segmented between the papers and by display and retail advertising and circulation.
- ✓ Comparative details of advertising lineage for the two papers for the past three years.



- ✓ An analysis of expenses for publication, production, administrative and "general" functions.
- ✓ Statistical data related to capital expenditures over the past three years.

- ✓ Budgets and cash-flow reports for the past three years.
- ✓ Instructions to department heads concerning the staff cuts and documents received from the Southam chain about the dismissals, as well as related reports and analyses and other documents on which the company bases its "economic foundation" for the dismissals.

McColl said, however, that the company was required to furnish the data only to the extent that documentation exists, and that it "should not be compelled" to produce documents that are "a matter of public knowledge" and available to the Guild through other sources.

The company later said it would appeal the order through the provincial labor board.

The Guild is contending that the cuts were not forced by economic straits, but rather were part of a reorganization at the direction of the Southam chain. Moreover, the Guild asserts that the seniority provisions of the contract were not followed.

The Guild's contract with the papers requires six months' notice of staff reduction resulting from organizational changes and

protects permanent employees as of March 1, 1982, from dismissal because of the changes.

While the company announced Oct. 1 that it would cut the staff by 74 employees, it later reduced the number to be dismissed after determining, among other things, that its initial plans would have eliminated the whole messenger staff.

Meanwhile, some employees have been rehired and some others

Protesting cuts in Vancouver

Vancouver—New Westminster Treasurer Doug Louth hands over petitions signed by Guild-covered employees of Southam's Pacific Press (the Sun and Province) dismissed for what the company maintains are economic reasons. The employees gathered in the office of industrial relations manager George Townsend Nov. 1, the day the staff cuts took effect, for a first-hand explanation, and to give testimony that they are ready, willing and able to work. At left, dismissed employees sign petitions attesting to their desire to retain their jobs.

ers have been transferred to different positions. Fewer than 30 remained out of work at the end of November.

Many of the employees dismissed gathered at the plant Nov. 1—the day the cuts took effect—and signed petitions attesting to their desire to continue working. They were joined by other Guild members, and later delivered the petitions to the industrial relations director.

Murdoch wins concessions, takes over Herald American

(Continued from Page 1)

Soon afterward, Dudley Clendinen wrote for the New York Times, "there were signs" that the Mailers had reached an agreement. "At 1:10 p.m., a bellman pushed a cart jingling with celebratory champagne bottles onto the top floor of the hotel where Mr. Murdoch, his wife and his negotiating team of 12 were encamped."

It was nearly 5 p.m., however, before agreement with the Mailers was announced.

Staffing cuts agreed to by the unions are expected to reduce by one-third the paper's workforce of 830 full-time employees.

Murdoch said the agreements should produce annual savings of \$7 million. He announced plans to put about \$15 million into the paper, including \$4 million he said would go to pay for job buyouts.

Agreements with the craft unions call for buyouts averaging \$20,000 per employee.

Hearst had reported that the paper's losses have averaged \$1 million a month in 1982.

All of the unions agreed to three-year extensions of their contracts with 5 percent wage increases in each year. Employees had been working under contracts that expired in December 1980 without increases in the interim.

The Guild resisted demands

from Murdoch's negotiators that it agree to eliminate from the contract a ban on dismissals resulting from the introduction of automated processes and imposition of a blanket one-year limit on the time a person dismissed for economic reasons could remain on the rehire list.

During the final days of bargaining, Murdoch threatened to sue the competing Boston Globe unless it withdrew telegrams it had sent to the unions announcing that it would expect any concessions the unions agreed to at the Herald American to apply to the Globe as well.

Earlier this year, Murdoch told unions bargaining concessions with the New York Daily News that his New York Post would expect similar concessions.

Murdoch worldwide net put at \$43 million

New York—Despite operating losses estimated at \$15 million at the New York Post and about \$18 million at the Times Group in London, Rupert Murdoch's Australian-based News Corporation Ltd. will realize profits of \$43.3 million in 1982, according to estimates by a Sydney brokerage firm, reported in Editor & Publisher magazine.

The Post, in fact, is the only one of Murdoch's U.S. properties

operating at a loss, according to the report.

The San Antonio Express and News will net \$5.5 million on \$50 million in revenues this year; the Star, the national tabloid weekly, \$5 million on \$65 million in sales; the Village Voice, the New York City weekly, \$1.5 million on revenues of \$15 million; New York Magazine, \$2.5 million on \$30 million in revenues, and a group of Houston shoppers will break

even on \$10 million in sales, according to the report.

The magazine said a top executive of Murdoch's U.S. company, News America Corp., told it the reports were not far off the mark.

The Sydney brokerage firm, Jones, Grice & Co., was assisted with the analysis of Murdoch's U.S. operations by John Morton of Lynch, Jones & Ryan of Washington.

McLeman returns to local post

Vancouver—William H. McLeman, TNG's Canadian director for the past nine years, has returned here as executive secretary of the Vancouver-New Westminster Guild, taking leave from TNG's staff.

McLeman was the local's executive secretary for the nine years before he was appointed the Guild's Canadian director.

A former TNG vice president from Canada, McLeman returns to his home local where he also is a former president and treasurer.

Before becoming the local's

full-time executive officer in 1964, McLeman was a circulation district manager for the Vancouver Sun.

He was the second person to serve as TNG's Canadian director, a post created by TNG's 1972 Convention. McLeman succeeded Robert J. Rupert, who resigned in 1973.



WILLIAM H. McLEMAN
Returns to Vancouver position

Judges named for Heywood Broun contest

Washington—Ernest B. Furgurson, Washington bureau chief for the Baltimore Sun, Jim Lehrer, Washington anchor and associate editor of public TV's MacNeil/Lehrer Report, and Morton Mintz, a prize-winning Washington Post reporter, have been selected to judge entries in TNG's 1982 Heywood Broun Award competition.

William J. Farson, the Guild's former executive vice president and chairperson for this year's award, announced their selection and said the entries will be judged Jan. 8.

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

Employees working in the Guild's jurisdiction on newspapers, news services, magazines

and broadcasting stations in the United States, Canada and Puerto Rico are eligible to enter, whether or not they are Guild members or work under a Guild contract.

Furgurson, a former member of the Washington-Baltimore Guild, also writes a syndicated column.

Prior to becoming chief of the Sun's Washington Bureau in 1975, Furgurson had been the paper's Moscow bureau chief, Saigon correspondent, White House correspondent, national political correspondent and national affairs columnist.

He joined the Sun in 1956 as a general assignment and political reporter.

Lehrer has been co-anchoring the nightly MacNeil/Lehrer Report with Robert MacNeil since 1975. The news program airs on public television.

A reporter for the Dallas Morning News and Times-Herald from

1959 to 1966, he co-chaired the Guild's steering committee in an unsuccessful organizing effort at the Times Herald in 1965. Later he became the Times-Herald's city editor.

Among Lehrer's awards are an Emmy and the 1974 George Polk Award for coverage of the Senate Watergate Committee's investigation.

Mintz, a Nieman Fellow, has

been a reporter for the Washington Post since 1958. A member of the Washington-Baltimore Guild, he is currently assigned to the paper's investigative unit.

He was the winner of the Heywood Broun Award in 1962 for reporting on the drug Thalidomide which led to the enactment of protective legislation by the Congress.

The author of several books,

Mintz's other honors include the George Polk and A. J. Liebling Awards.

Before coming to Washington, Mintz was a reporter and assistant city editor for the old St. Louis Star-Times and then the Globe-Democrat.

Deadline for entries in this year's Broun competition is Jan. 3. They should be sent to TNG headquarters.



ERNEST B. FURGURSON



JIM LEHRER



MORTON MINTZ

Key up \$98, to \$521, in pact at Erie dailies

Erie, Pa.—A new three-year agreement between the Erie Guild and the Erie Times and News raises the key top minimum by \$98, to \$521.50 a week.

The \$98 increase in the top minimum for reporters, photographers, outside advertising salespersons and district managers comes in increments of \$34, to \$457.50, retroactive to March 2, and \$32 on March 2 of 1983 and 1984.

The company's weekly payment, to the pension fund is raised

by \$3.45, to \$17.04, over the contract's term.

Life insurance coverage is increased by \$1,000, to \$6,000, and accidental death and dismemberment coverage is raised by \$3,000, to \$6,000.

Night differential is increased by 25 cents a shift, to \$2.25 for shifts ending or beginning between 6 p.m. and 6 a.m. and to \$2.50 for shifts extending beyond midnight.

Mileage reimbursement is increased by 3 cents, to 23 cents a mile.

Other increases and resulting new top minimums include:

Telephone solicitors, stenographers, bookkeepers—Up by \$59.18, in increments of \$20.54, \$19.31 and \$19.33, to \$314.91 a week.

Typists, clerks, phone operators—Up by \$56.85, in increments of \$19.43, \$18.85 and \$18.57, to \$302.54 a week.

Janitors—Up by \$79.85, in increments of \$23.88, \$27.81 and \$28.16, to \$377.28 a week.

Circulation office manager, makeup persons—Up by \$92.79, to \$493.73 a week.

Telegraph editors, editorial writers—Up by \$101.03, to \$537.63 a week.

Assistant Sunday editors, sports editors—Up by \$98.47, to \$524.02 a week.

Society writers—Up by \$79.45, to \$422.78 a week.

Salaries of employees paid over minimum are raised by the amount of the increase in the top minimum for their job.

News top to \$538 in Kenosha accord

Kenosha, Wis.—The top minimum for reporters and photographers in the Kenosha Guild's contract with the Kenosha News is raised by \$86, to \$538 a week, over the agreement's three-year term.

The \$86 increase comes in increments of \$32, to \$484 a week from April 26, \$29, to \$513 on April 26, 1983, and \$25 to \$538 on April 26, 1984.

The company's payment toward the cost of health insurance is raised by \$23.99, over the contract's term, to \$127 a month for family coverage.

Dental insurance premiums for employees are to be paid by the company, plus up to \$14.11 a month for dependent coverage.

The top minimum for assistant librarians, clerk-typists and dark-room technicians is raised by \$47, to \$268 a week, in increments of \$19, \$15 and \$13.

B.C. parliament gets VDT bill

Victoria, B.C.—A comprehensive bill designed to safeguard employees operating video display terminals has been introduced in the British Columbia parliament.

It would establish standards for terminals and the working environment, require rest breaks and employer payment for ophthalmological examinations and permit pregnant employees to work away from the machines without loss of pay or benefits.

Introduced as a private-member bill by New Democrat Karen Sanford of the Comox riding, it is in some ways more extensive than the half dozen or so measures introduced but not passed in provincial and state legislatures during the last two years.

While Sanford says she sees little chance of her bill's passage by the B.C. Social Credit government, she says she hopes at least to provoke consideration of changes in the Employment Standards Act.

The bill would require that terminals be equipped with detachable keyboards or other adjustable devices to permit operators to maintain a proper viewing and typing position.

It also would require that terminals be equipped with brightness and contrast controls, anti-reflection filters, and individually operated on-off control switches.

Terminals would have to be located on adjustable tables and arranged so that primary heat

NDP legislator to push VDT bills

Toronto—A member of Ontario's legislature says he plans again to introduce legislation to give all pregnant women working on VDTs in the province the right to transfer to other duties without loss of pay.

New Democrat Richard Johnston says he also will urge the provincial NDP caucuses in every other province to push for similar legislation.

Johnston's private member bill on VDT safety was defeated in the Ontario legislature last year, as are most introduced without the backing of the party holding the government at both the provincial and federal levels.

exhausts would not be within four feet of another work station.

Operators would be allowed a 10-minute rest break after each hour on a VDT and no employee could be required to continuously work at a terminal for more than two hours.

The bill would permit employees to have ophthalmological examinations during working hours and without pay loss, both before beginning to work on a VDT and at six-month intervals.

Employers would be required to pay costs not covered by provincial or other insurance, as well as costs of any eyeglasses or lenses prescribed.

The right to request work away from a VDT would apply to an employee who "believes she may be pregnant," with the requirement that the employee medically verify her pregnancy within 60 days or return to VDT work.

Upon a physician's certification that an employee is suffering

from a physical condition that "may be caused" by working at a VDT, the employee would have to be assigned away from the terminal without loss of pay or benefits until the terminal has been inspected, tested and any necessary repairs made.

The bill would empower the Lieutenant Governor in Council to make regulations to protect the health and safety of VDT operators, including ones prescribing character color and size, minimum flicker rate, radiation shields, and regulations governing radiation testing.

The Lieutenant Governor could also authorize comprehensive epidemiological studies.

Employers would be required to post copies of the law and furnish information about hazards associated with VDTs and precautions to minimize hazards.

Paid administrator

Providence Newspaper Guild, Local #41, is seeking a person skilled and experienced in union matters to administer the operation of a 400-plus member union under the direction of the executive committee. The position is being created on a two-year trial basis. Duties will include conducting the day-to-day business of the union, including grievances, as well as long-range planning, organizing, contract preparation and negotiations. Salary, depending on experience, is in the 30s. Fringes include medical, dental and insurance coverage and car allowance. Selection is subject to membership approval. Applications accepted through Jan. 15, 1983. Write to:

**Selection Committee
Providence Newspaper Guild
150 Washington St.
Providence, R.I. 02903**

Reporter group opens legal hot line

Washington—News workers who face legal problems in gathering and disseminating news now can obtain free legal advice via a new, 24-hour telephone hot line being maintained by the Reporters' Committee for Freedom of the Press and the FOI Service Center.

The number is (202) 466-6313.

Problems the service is designed to assist with include those such as government censorship, subpoenas for sources and information, restrictions on access to public proceedings and documents, threats of libel and privacy suits and prior restraints on publication.

The FOI Service Center is a Joint Project of the Reporters' Committee and the Society of Professional Journalists, SDX.

FIRST AMENDMENT

FOI HOT-LINE

(202)-466-6313

Free Legal Aid
For All Journalists

24-HRS-A-DAY
7-DAYS-A-WK

Leaders in 37 locals join IEB in backing dues rate increase

(Continued from Page 1)

Minimum Dues rate has been in effect since 1957.

Locals would retain the option of setting and maintaining dues rates higher than the Minimum Dues Schedule, as nearly half of them do currently.

At least 64 percent of the Guild's membership is in locals that already have dues rates of 5.5 percent or more and at least 54 percent is in locals that already have dues rates of 6 percent

Cleveland members approve 7.5% dues

Cleveland—The membership of the Cleveland Guild has approved an increase in the local's monthly dues to 7.5 percent of one week's pay. It had been 5.35 percent plus 50 cents.

The vote, tabulated Nov. 10, was 200 in favor of the increase to 185 opposed.

The size of the local's active membership was cut by 40 percent, to just over 400 members, in June when the Cleveland Press was closed.

or more. The latter would not be affected by either step of the increase in the Minimum Dues Schedule.

If the new Minimum Dues Schedule is approved, it also would become the minimum dues schedule under the proposed agreement reached Sept. 10 for merger of TNG and the International Typographical Union.

While all increased dues income from the rate increases would go directly to locals, it is anticipated that TNG also would benefit indirectly since locals then should have less difficulty making monthly per-capita payments to TNG, its sole source of operating income. The inability of three of the Guild's larger locals, including its largest, New York, to meet per-capita obligations was largely responsible for a \$106,847 deficit in TNG's General Fund in its last fiscal year.

The local leaders appointed to the committee supporting ratification of the increase in the Minimum Dues Schedule include leaders from locals of all sizes, from the smallest to the largest.

They were notified of their appointments to the committee in letters from Perlik at the end of October.

Following — alphabetically by local—are the local leaders who have joined the Committee to Uphold the Convention:

Gerald Maraghy, administrative secretary of the Boston Guild; William N. Buil, president of the Buffalo Guild; Lee Clifford of the Canadian Wire Service Guild; George Randol, administrative officer of the Central California Guild; Greg Hinz, president, and Gerald J. Minkinen, executive director, of the Chicago Guild.

Also, Mary K. Brookshire, president of the Cincinnati Guild; J. Stephen Hatch, executive secretary of the Cleveland Guild; Victor Ciuccio, administrative secretary of the Denver Guild; Lou Mleczo, president, and Donald Kummer, administrative officer, of the Detroit Guild; William Buchanan, president of the Erie Guild.

Also, James McGill, president of the Gary Guild; Roy Kruse, administrative officer of the Hawaii Guild; Linda Foley, president of the Lexington Guild; Linda Zink, administrative officer of the Los Angeles Guild; Faye McCracken of the Memphis Guild.

Also, Edwin R. Egan, executive vice president, and Barry Lipton, secretary-treasurer, of the New York Guild; Robert E. Bruner, executive secretary of the Pacific Northwest Guild; Elwood B. Bigelow, president of the Portland Guild; Frank Prosnitz, president of the Providence Guild; Steven C. Olin, president of the Peoria Guild.

Plus, Carol McGarvey, secretary of the Philadelphia Guild; Edward Bell, president of the Pittsburgh Guild; Judy Hildner, president of the Pueblo Guild; Alfredo Gonzalez, Jr., executive secretary of the Puerto Rico Guild; Eileen Peterson, president of the Rockford Guild.

Also, Robert A. Steinke of the St. Louis Guild; Jay Brakefield, president of the San Antonio Guild; John Edgington, administrative officer of the San Diego Guild; Alan Cline, president, and

Mountaineers did vote to keep Guild, NLRB decisions attest

Morgantown, W. Va. — The Mountaineer Guild has retained its right to bargain for employees of the Morgantown Dominion-Post following disposition by the National Labor Relations Board of ballots challenged in an election conducted more than a year ago.

In a Nov. 22 decision, a three-member panel of the board in Washington ruled that nine voters whose ballots were challenged in an Oct. 22, 1981, election were ineligible to vote.

In that election—on whether the Guild should continue to represent the paper's advertising, circulation, editorial, maintenance and mailroom employees—46 votes were counted for the Guild and 33 for, "no union," while the employee status of 20 voters was

challenged and their ballots sealed and uncounted.

With nine of the 20 challenged ballots invalidated, the remainder could no longer affect the outcome of the election and consequently none of the remaining 11 was unsealed.

The board panel, acting on a Guild appeal from a hearing officer's recommendation that the ballots of five "on-call" mailroom inserters should be counted, found that only one of the inserters was eligible to vote since the other four had averaged less than four hours of work per week in the quarter preceding the election. The board upheld the hearing officer's recommendation that challenges to the ballots of, another five persons should be sustained.

Acting on the appeal were NLRB members Howard Jenkins, Jr., Don A. Zimmerman and Robert P. Hunter.

... Predicasts

(Continued from Page 1)

erators. It was supported by applications for Guild membership and bargaining by a majority of the group.

The dozen or so employees in Predicasts' printing and mailing departments are represented by the Teamsters.

A month before the petition was filed, the Guild charged the company with unfair labor practices, accusing it of illegal surveillance, harassment, promises and threats of loss of benefits to employees in the group who had expressed an interest in Guild representation.

TNG Representative Hannah Jo Rayl, who, with the local, is assisting the employees' organizing effort, reported that researchers are Predicasts' highest paid employees at "barely \$300" a week; editors make less than \$250 a week "and its downhill from there."

Predicasts is owned by Indian Head, Inc., U.S. subsidiary of the international holding company, Thyssen-Bornemisza, N.V., based in the Netherlands.

Predicasts also has offices in Britain, France, West Germany and Switzerland.

Blanche Farson, 'part of the Guild'

Washington—Blanche Eddowes Farson, who attended every Guild convention but one from 1937 through 1969 with her husband, former TNG Executive Vice President William J. Farson, died here Nov. 19 after an illness of several years. She was 77.

The only convention she missed

was in 1945 when World War II travel restrictions limited attendance. After his retirement in 1969, they attended one last convention together, in 1977 in Hawaii, where Farson had helped organize the local years before.

Mrs. Farson was a founding member of the old American Newspaper Guild Auxiliary and was elected second vice president at its first convention in 1939. A friendly, cheerful person, she was known throughout the Guild, not only for her regular attendance at conventions, but also for her unfailing readiness to assist in Guild strikes she visited, whether on the picket line or in strike headquarters.

The Farsons were married in 1926, and she shared his 32-year career in the Guild, from his election as international vice president in 1937 to his retirement as executive vice president in 1969. TNG President Charles A. Perlik, Jr., then secretary-treasurer, told the convention that "Blanche has always seemed almost as much a part of the Guild as Bill himself."



BLANCHE FARSON
At 1969 TNG Convention



**1983 OFFICIAL
REFERENDUM BALLOT**
The Newspaper Guild (AFL-CIO, CLC)
OFFICIAL VOTING PERIOD
JANUARY 20 THROUGH 25, 1983

**BULLETIN RÉFÉRENDIAIRE
OFFICIEL 1983**
La Guilde des journaux (FAT-COI-CTC)
DATE OFFICIELLE DU VOTE
20 AU 25 JANVIER, 1983

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**BULLETIN RÉFÉRENDIAIRE
OFFICIEL 1983**
La Guilde des journaux (FAT-COI-CTC)
DATE OFFICIELLE DU VOTE
20 AU 25 JANVIER, 1983

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

"Approve 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."

La résolution adoptée à la réunion annuelle (1982) de la Guilde des journaux doit-elle être entérinée:

"Un nouveau tarif minimum pour les cotisations, en augmentant la base de calcul à 5,5 pour cent du salaire hebdomadaire à compter du 1er décembre, 1982, et de 6 pour cent à compter du 1er mai, 1983."

For



en faveur

Against



contre

Note: Adoption by the membership of the foregoing action will place into effect the implementing Constitutional language, also adopted by the 1982 Convention, as explained in Article XVII of the Constitution adopted by the 49th Annual Convention June 21-25, 1982.

à noter: L'adoption par les membres de la présente résolution entraînera la mise en application de l'amendement constitutionnel, aussi adopté à la réunion annuelle 1982 et décrit à l'article XVII de la constitution, adopté à la 49^{ème} réunion annuelle du 21 au 25, juin, 1982.

Referendum ballot

Text of the official ballot in the Jan. 20-25 Guild-wide membership referendum on approval of action by the 1982 TNG Convention raising the Minimum Dues Schedule mandated for locals by TNG's Constitution. Bilingual ballot reproduced here is for use throughout Canada.

Doug Cuthbertson, executive secretary, of the San Francisco-Oakland Guild; Gene Bryant, administrative officer of the San Jose Guild.

Also, Mitchell Grochowski, president of the Scranton Guild; John Bryant, executive secretary of the Southern Ontario Guild; Patricia Smith, president of the Terre Haute Guild; Sidney Goldberg, president of the Toledo Guild; Doug Louth, treasurer of the Vancouver-New Westminster Guild.

And, Ernie Mercer, president,

and Dorothy Struzinski, administrative officer, of the Washington-Baltimore Guild; and Jack Wallace, president of the Wilkes-Barre Guild.

TNG's International Election and Referendum Committee will meet in Washington Dec. 30 to certify voter eligibility lists and mail ballots to locals.

Members in good standing as of Oct. 1, Nov. 1 or Dec. 1 this year will be eligible to vote in the referendum to be conducted by local election committees between Jan. 20 and 25.

IT

SEEMS
TO US

Publishers' representative finds picture offensive

PORTLAND, ORE.

Editor:

We just received the Nov. 12, 1982, issue of The Guild Reporter which included on Page 4 the three-column picture with the cutline headed "Beer, babies, brownies and x-rated head gear..."

I believe the decision to print the picture in your newspaper compounds the apparent poor judgment of Twin Cities Guild Executive-Secretary John Carmichael to wear the hat at the picnic.

No, I'm not a religious fanatic or do-gooder who believes that all idiomatic speech or arguably obscene words should be stricken from our vocabulary. Rather, I would expect a professional staffer like Carmichael to exercise better judgment at the "first annual" family picnic—

which presumably was attended by impressionable youngsters and some adults who might be offended.

If the Twin Cities Guild needs that hat "attraction" to generate picnic enthusiasm, it has a problem.

PAUL J. LIZUNDIA
Secretary-manager
Pacific Northwest
Newspaper Assn.

Editor's note: Asked if he wished to respond under the Guild Reporter's "personal-attack" rule on letters-to-the-editor, Carmichael said only: "Since Mr. Lizundia is not union..." That's Carmichael in his x-rated cap at right.



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

longer than one issue. Deadline, Friday before publication. Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

News top to \$620 in Pittsburgh pact

Pittsburgh—The top minimum for reporters, photographers and artists is raised by \$120, to \$620 a week, in a three-year agreement between the Pittsburgh Guild and Block's Post-Gazette.

The \$120 increase comes in six increments, with \$25, to \$525 a week, retroactive to Jan. 1, 1981, \$20, to \$545 from July 1, and additional increases of \$23 this Jan. 1, \$17 on July 1, 1983, \$21 on Jan. 1, 1984, and \$14 on July 1, 1984.

The top minimum for copy-readers and rewrite persons is raised by the same amounts on the same dates, taking it to \$624 a week on July 1, 1984.

The top minimum for copy editors is raised by \$115 over the term, to \$634 a week, in increments of \$20, \$20, \$23, \$17, \$21 and \$14.

Chief photographer, art director and other department heads get a \$125 increase in their top minimum, to \$640 a week.

A vacation bonus of \$20 for each year of service is added and the company's payment toward the cost of health and dental insurance is increased.

The minimum daily guarantee for employees regularly using their vehicles on company business is raised by \$1.25, to \$5,

with payment of 12 cents a mile for each mile in excess of 200 in a week continuing.

The mileage rate for irregular users is raised by 2 cents, to 20 cents for the first 100 miles, a week, by 2 cents, to 18 cents for the second 100 miles, and by one cent, to 16 cents for each mile thereafter.

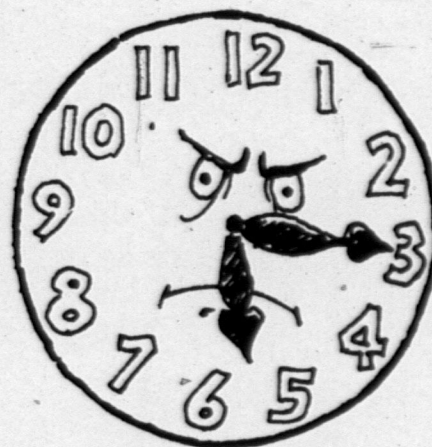
Company payments to the pension fund are raised by \$5.70 to \$33.46 a week.

Added to the contract is a list of steps to be taken if economic dismissals are necessary. Among them, in descending order, are elimination of an intern program, mandatory retirement for employees over age 69, elimination of up to 50 percent of all stringers and free lances, layoffs of part-time employees, a 10 percent reduction in salaries to be followed by layoffs of employees with less than 10 years' service and then a further 10 percent reduction in salaries.

The top minimum for editorial and library clerks is raised by \$63 in increments of \$23, \$21 and \$19 on each Jan. 1 of the contract's term. The top minimum for copy messengers is raised by \$45, to \$240 a week, in increments of \$16, \$15 and \$14 on the same dates.

THE BEE'S STING

SPECIAL REPORT ON "NO STRIKE"



... and stinging back

Responding to a demand by McClatchey's Sacramento Bee that it contractually waive its and its members' right to honor another union's picket line, the Central California Guild is calling upon members at the paper to "live by the book" until the demand is dropped and its expired contract renewed.

A special bargaining bulletin explaining the demand's implications—Guild members could be fired but unorganized employees could not for refusing to cross a picket line—was issued under the "flag" reproduced above.

A leaflet asking members to "leave sharply" at the end of the 7½-hour work day unless overtime pay is specifically authorized was illustrated with the frowning clock at left, while another asking members to be sure to take contractual one-hour lunch breaks away from their desks unless overtime is authorized carried the illustration at bottom left.

"A little give-and-take, a little flexibility" are common in newspaper work, the local pointed out, but the Bee has not been flexible in its demand that honoring a picket line be a firing offense. "We give, they take," the bulletin said.

Imprisonments of Brazilian journalists draw protests from TNG's president

Washington—Prison sentences imposed on three Brazilian journalists for violating the country's national security law by publishing "false news aimed at turning the population against the authorities," have inspired letters of

protest from TNG President Charles A. Perlik, Jr.

The journalists, writing for a Brazilian newspaper, Hora do Povo, reported that 152 government officials had transferred public funds to Swiss bank accounts.

In letters to Brazil's president, General Joao Baptista de Figueiredo, and other government officials, Perlik called for the journalists' release from prison.

"Since the truth or falsity of much that appears in all of the

world's newspapers is subject to frequent dispute," imprisonment on the charge of reporting "false news" can only be viewed as a "basic violation of freedom of the press," Perlik wrote.

He also urged the government

"to take another step" toward "real democracy" by revoking laws that permit such jailings.

One of the journalists, Claudio Campos, had declared himself an opposition candidate in national elections held in November.

Higher copy-desk pay found in 48 daily pacts

The weekly top minimum for copy-desk employees is higher than that for reporters under 48 Guild contracts with daily newspapers, according to a compilation by TNG's Collective Bargaining Dept. of minimums in effect on Dec. 1.

Under 12 of the 48 contracts the top minimum for rewrite employees also is higher than that for reporters and in all but one of the 12 it is the same as that for employees on the copy desk.

In 60.4 percent (29) of the contracts with differentials for copy-desk employees, less experience is required to be paid the higher weekly minimum than is required to be paid the reporter top minimum.

In six other contracts the top minimums for

copy-desk employees and reporters are the same but less experience is required for copy editors to receive the top minimum.

The highest copy-desk differential is under the Pittsburgh Guild's contract with Thomson's Monessen Valley Independent—\$50 a week. The second highest differential is \$44 a week, under the Kenosha Guild's contract with the News. The third highest is \$31 a week, in the Montreal Guild's contract with Southam's Gazette, followed by a \$30.30-a-week differential in the Philadelphia Guild's contract with Ingersoll's Pottstown Mercury.

The lowest copy-desk differential is \$2.35 a week at the Woonsocket (R.I.) Call.

The top minimum for rewrite employees in the Hudson County Guild's contract with Newhouse's Jersey Journal, at \$442.44 a week, is \$8.36 a week below the flat minimum for copy-desk employees, but \$11.41 a week higher than the top minimum for reporters.

Top minimums are reached more quickly by copy-desk employees than by reporters at the New Westminster Columbian, Vancouver Sun and Province, Philadelphia Inquirer and Daily News, New York Daily News, the Times and the Post.

Below are comparisons of the top minimums for reporters and copy-desk employees in effect Dec. 1 under contracts where copy-desk minimums are higher.

	Weekly top minimums				Copy-desk Differential
	Copy-desk	After	Reporter	After	
Allentown Call	\$469.69	1—yr.	\$462.38	4—yrs.	\$ 7.58
Baltimore Sun and Evening Sun	*588.00	5—yrs.	560.00	5—yrs.	28.00
Battle Creek Enquirer & News	*349.00	5—yrs.	346.00	5—yrs.	3.00
Brantford Expositor	488.45	2—yrs.	480.02	6—yrs.	8.43
Brockton Enterprise	437.55	1—yr.	419.25	4—yrs.	18.30
Buffalo Evening News	*498.26	5—yrs.	492.59	6—yrs.	5.67
Chicago Sun-Times	*671.23	5—yrs.	649.17	5—yrs.	22.06
Denver Post	*560.00	5—yrs.	550.00	5—yrs.	10.00
Denver Rocky Mountain News	597.00	5—yrs.	591.00	5—yrs.	6.00
Detroit News	*563.44	4—yrs.	552.44	4—yrs.	11.00
Eugene Register-Guard	628.25	5—yrs.	600.75	5—yrs.	27.50
Fall River Herald-News	467.56	1—yr.	457.64	4—yrs.	9.92
Jersey City: Jersey Journal	*450.80	flat	431.03	4—yrs.	19.77
Kenosha News	528.00	5½ yrs.	484.00	5½ yrs.	44.00
Lansing State Journal	*421.92	5—yrs.	410.44	5—yrs.	11.48
Lowell Sun	425.82	1—yr.	400.00	4—yrs.	25.82
Lynn Item	475.15	1—yr.	459.15	5—yrs.	16.00
Manchester-Union Leader	465.25	6—mos.	455.25	3—yrs.	10.00
Monessen Valley Independent	360.00	3—yrs.	310.00	5—yrs.	50.00
Monterey Peninsula Herald	538.50	6—yrs.	526.00	6—yrs.	12.50
Montreal Gazette	*674.00	5—yrs.	643.00	5—yrs.	31.00
New Brunswick Home News	433.25	1—yr.	425.75	4—yrs.	7.50
Ottawa Citizen	567.42	2—yrs.	540.91	5—yrs.	26.51
Pawtucket Times	465.62	1—yr.	460.15	4—yrs.	5.21

	Weekly top minimums				Copy-desk Differential
	Copy-desk	After	Reporter	After	
Pittsburgh Post-Gazette	*549.00	3—yrs.	545.00	4—yrs.	4.00
Portland Press Herald and Express	476.20	3—yrs.	470.00	4—yrs.	6.20
Pottstown Mercury	487.72	flat	457.42	5—yrs.	30.30
Providence Journal and Bulletin	535.50	2—yrs.	525.50	5—yrs.	10.00
St. Louis Post-Dispatch	578.27	5—yrs.	565.77	5—yrs.	12.50
Salem (Mass.) News	446.20	flat	427.72	4—yrs.	18.48
San Antonio Light	383.57	2—yrs.	381.26	5—yrs.	2.31
San Juan: El Mundo	303.00	5—yrs.	297.00	5—yrs.	6.00
Scranton Times	461.25	flat	448.75	4—yrs.	12.50
Seattle Post-Intelligencer	597.60	5—yrs.	592.60	5—yrs.	5.00
Seattle Times	597.60	5—yrs.	592.60	5—yrs.	5.00
Sioux City Journal	390.28	2—yrs.	376.38	4—yrs.	13.90
Tacoma News Tribune	595.60	3—yrs.	587.60	5—yrs.	8.00
Toledo Blade	*570.88	2—yrs.	545.20	5—yrs.	25.14
Toronto Globe & Mail	533.24	5—yrs.	523.24	5—yrs.	10.00
Toronto Star	616.54	5—yrs.	596.54	5—yrs.	20.00
Victoria Times-Colonist	501.83	2—yrs.	480.04	5—yrs.	21.79
Washington Post	*585.45	4—yrs.	557.00	4—yrs.	28.45
Waterbury Republican and American	385.39	1—yr.	365.64	4—yrs.	19.75
Waukegan News-Sun	496.25	flat	491.25	5—yrs.	5.00
Woodbridge (N.J.) News	412.94	2—yrs.	399.00	4—yrs.	13.94
Woonsocket Call	387.65	5—yrs.	385.30	5—yrs.	2.35
York Dispatch	386.28	flat	374.00	4—yrs.	12.28
York Daily Record	405.10	flat	375.48	5—yrs.	29.62

*Rewrite top minimum identical to copy-desk top minimum except \$442.44 at the Jersey City Journal; rewrite minimum is a flat rate at the Toledo Blade.

A Shepherd

The rendering of the legend of Amos reprinted below was written by Heywood Broun, the Guild's founding president, as his 1929 Christmas column for the old New York World-Telegram. It was published privately a bit later in a plain, limited-edition book, with but 250 copies run. In 1967 it was once again published in book form, this time by Prentice-Hall.

THE HOST OF HEAVEN and the angel of the Lord had filled the sky with radiance. Now, the glory of God was gone, and the shepherds and the sheep stood under dim starlight. The men were shaken by the wonders they had seen and heard, and, like the animals, they huddled close.

"Let us now," said the eldest one of the shepherds, "go even unto Bethlehem and see this thing which has come to pass, which the Lord hath made known unto us."

The City of David lay behind a far, high hill, upon the crest of which there danced a star. The men made haste to be away, but as they broke out of the circle there was one called Amos who remained. He dug his crook into the turf and clung to it.

"Come," cried the eldest of the shepherds, but Amos shook his head. They marvelled, and called out: "It is true. It was an angel. You heard the tidings. A saviour is born."

"I heard," said Amos. "I will abide."

The eldest walked back from the road to the little knoll on which Amos stood.

"You do not understand," the old man told him. "We have a sign from God. An angel has commanded us. We go to worship the saviour, who is even now born in Bethlehem. God has made His will manifest."

"It is not in my heart," replied Amos.

And now the eldest of the shepherds was angry.

"With your eyes," he cried out, "you have seen the host of heaven in these dark hills. And you heard, for it was like the thunder when 'Glory to God in the Highest,' came ringing to us out of the night."

And again Amos said, "It is not in my heart."

Another then broke in: "Because the hills stand and the sky has not fallen it is not enough for Amos. He must have something louder than the voice of God."

Amos held more tightly to his crook and answered, "I have need of a whisper."

They laughed at him and said, "What should this voice say in your ears?"

He was silent, and they pressed about him and shouted mockingly: "Tell us now. What says the God of Amos, the little shepherd of a hundred sheep?"

Meekness fell away from him. He took his hands from off the crook and raised them high.

"I, too, am a god," said Amos in a loud, strange voice, "and to my hundred I am a savior."

And when the din of the angry shepherds about him slackened Amos pointed to his hundred.

"See my flock," he said. "See the fright of them. The fear of the bright angel and of the voices is still upon them. God is busy in Bethlehem. He has no time for a hundred sheep. They are my sheep. I will abide."

THIS THE OTHERS did not take so much amiss, for they saw that there was a terror in all the flocks, and they, too, knew the ways of sheep. And before the shepherds went away on the road to Bethlehem toward the bright star each one talked to Amos and told him what he should do for the care of the several flocks. And yet one or two turned back a moment to taunt Amos before they reached the dip in the road which led to the City of David. It was said, "We shall see the new glories at the throne of God, and you, Amos—you will see sheep."

Amos paid no heed, for he thought to himself, "One shepherd the less will not matter at the throne of God." Nor did he have time to be troubled that he was not to see the child who was come to save the world. There was much to be done among the flocks, and Amos walked between the sheep and made under his tongue a clucking noise, which was a way he had, and to his hundred and to the others it was a sound finer and more friendly than the voice of the bright angel. Presently the animals ceased to tremble and began to graze as the sun came up over the hill where the star had been.

"For sheep," said Amos to himself, "the angels shine too much. A shepherd is better."

With the morning the others came up the road from Bethlehem, and they told Amos of the manger and of the wise men who had mingled there with shepherds. And they described to him the gifts—gold, frankincense and myrrh. And when they were done they said, "And did you see wonders here in the fields with the sheep?"

Amos told them, "Now my hundred are one hundred and one," and he showed them a lamb which had been born just before the dawn.

"Was there for this a great voice out of heaven?" asked the eldest of the shepherds.

AMOS SHOOK HIS head and smiled, and there was in his face that which seemed to the shepherds a wonder even in a night of wonders.

"To my heart," he said, "there came a whisper."

'They say the child's father is a worker'



Another management lawyer advanced to chair labor board

Washington—President Reagan has nominated a second management labor-relations lawyer, Donald J. Dotson, to serve as chairman of the National Labor Relations Board, and the AFL-CIO has announced that it will oppose his confirmation as it did the first.

While confirmation of the first, John R. Van de Water, was blocked in the Senate Labor Committee last fall, he has been serving as the board's chairman through temporary-recess appointments that expire when the current Congress adjourns.

Dotson was chief labor counsel for Wheeling-Pittsburgh Steel Corp. before joining the Reagan administration as an assistant secretary of labor.

As assistant secretary of labor, Dotson named as his executive assistant a former attorney for the National Right to Work Committee, the AFL-CIO reported. Dotson has also served as labor counsel to Western Electric Co. and Westinghouse Electric Corp.

The AFL-CIO announced that it is opposed to Dotson's confirmation, as it was to Van de Water's, on grounds that he lacks the neutrality expected of a member of the NLRB.

While "the NLRB and its chairman are charged with enforcing the nation's basic federal labor law for protection of workers' rights," Dotson's record both before and after joining the Reagan administration is not one of "a person who believes in protecting workers," the AFL-CIO charged.

After the Senate Labor Committee, chaired by Orrin Hatch (R-Utah), held two days of hearings soon after Dotson's nomination was announced, AFL-CIO President Lane Kirkland called for more hearings after the new Congress convenes in January.

A nomination "so critical to the proper enforcement of the na-

tional labor policy" should be subject to closer scrutiny than was possible during the two hearing days early in December, Kirkland said, adding that the AFL-CIO itself needs more time to double check several allegations of Dotson's negative posture toward unions.

Van de Water's failure to win confirmation came after the AFL-CIO uncovered several documents attesting to what it called his strong promanagement bias, including the transcript of a talk he made to an employer group in which he virtually boasted that unions had lost all but five of "the last 130 [representation] elections I've personally been involved in" as a management consultant.

Reagan nominated Dotson for

a full five-year term on the board to replace John Fanning whose term expires Dec. 16.

At the same time, Reagan announced that he would nominate Patricia Diaz Dennis, an attorney for American Broadcasting Co. in Los Angeles to fill the remainder of Van de Water's term that runs until Aug. 27, 1986.

Dennis, like Fanning, would be the only Democrat on the NLRB. Carter-appointed Don Zimmerman is politically nonaligned.

Van de Water is slated to move to the Labor Dept. where he will serve as a special assistant to Labor Secretary Raymond Donovan.

Meanwhile, the Americans for Democratic Action announced that it, too, is opposed to Dotson's nomination to be NLRB chairman.

The Guild Reporter

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JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly, second and fourth Fridays, occasionally two other Fridays at published advance notice, except monthly in July and December. \$1.00 per year. Single copies, 75 cents.

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

POSTMASTER: "Notice to Publisher Form 3579" should be sent The Guild Reporter, 1125 15th St. N.W., #8 Washington, D.C. 20005. Publication #2315

ISSN: 0017-5404

Vol. XLIX, No. 22

December 20, 1982

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 200

Area Code 202-296-2990

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GRs in January set for 7th, 21st

The Guild Reporter will be published on the first and third Fridays of January—the 7th and the 21st.

It will return to its customary second and fourth Friday publication in February.