

# The GUILD REPORTER

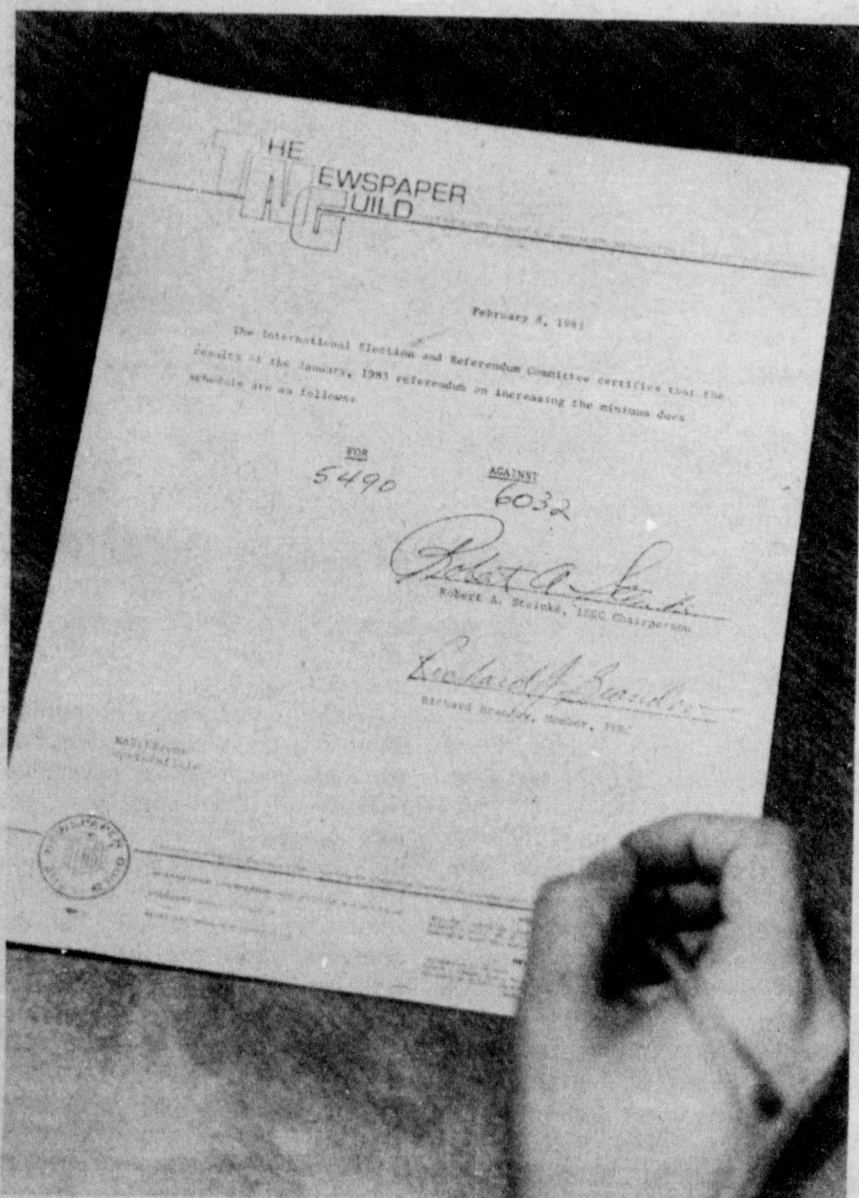


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BILL BURKE/Washington-Baltimore

## IERC CERTIFICATION OF REFERENDUM RESULT

Signatures are those of Robert A. Steinke, IERC chair, and Richard Brandow, one of IERC's four other members.

## Members reject increase in Minimum Dues rate

Washington—TNG's membership has rejected the proposal by the 1982 Guild Convention that the union's constitutional Minimum Dues Schedule be increased in two steps to the equivalent of 6 percent of one week's regular compensation per month.

It did so by a 542-vote margin in a Guildwide referendum Jan. 20-25 participated in by nearly 40 percent of the 30,216 members eligible to vote.

Official tally of the referendum certified by TNG's International Election & Referendum Committee Feb. 8 was 6,032 votes—52.4 percent—against the proposal and 5,490 votes—47.6 percent—in favor of it.

Contingent on membership ratification, last summer's convention had approved increasing the Minimum Dues Schedule first to a 5.5 percent rate and then, in May, to six percent.

The increase was one of several measures approved by the convention as delegates sought to assure both locals and TNG operating funds sufficient to maintain and improve services.

With the increase's rejection, the requirement in TNG's Constitution remains in force that locals' monthly dues be at least

### Official tally, Page 4

5 percent of one week's regular compensation, plus \$1.50, or a dues schedule that yields at least an equivalent total dues income.

Also remaining in force is locals' option under TNG's Constitution to set dues rates and schedules higher than the Constitutional Minimum Dues, as about half of them do currently.

The results certified by the IERC show that majorities of voters in 35 of 73 locals with members eligible to vote voted against the Minimum Dues increase, while majorities of those who voted in 28 locals favored the increase. In addition, voters split evenly on the question in two locals, returns from two locals were not counted because of IERC rules transgressions and no returns were received from six locals with eligible voters.

The IERC tabulations also show that majorities rejected the increase in 21 of 36 locals with current dues rates lower than the proposed 6 percent.

Among the 21 was the New York Guild, TNG's largest local, where the margin was 1,049 votes. Others included Buffalo,

Cincinnati, Denver, Pittsburgh, Pueblo, Rockford and the U.S. Wire Service Guild.

Majorities in nine of the 36 locals favored the increase, there were ties in two others—Lake Superior (Duluth) and Sheboygan—and no returns from four: Battle Creek, Indianapolis, Rochester and Sioux City.

The nine were Lexington, Lynn, Pawtucket, San Francisco-Oakland, Scranton, Terre Haute, Twin Cities, Wilkes-Barre and Yakima.

Among 35 locals where the increase would have had no effect on members' current dues, majorities rejected it in 14 and favored it in 19, while there were no returns from two: Northern Ontario (Sudbury) and Puerto Rico. Puerto Rico did not submit the question to referendum.

The 14 included Akron, Chicago, Detroit, Pacific Northwest, Philadelphia, Providence, San Diego, Southern Ontario, Toledo and Vancouver-New Westminster.

The 19 included Albany, Boston, Brockton, Canadian Wire Service, Central California, Cleveland, Hawaii, Los Angeles, Manchester, Memphis, Montreal, Ottawa, Portland, St. Louis, Salem, San Jose, Victoria and Washington-Baltimore.

There were 1,101 members eligible to vote in the six locals from which no returns were received, with 1,063 of them in Puerto Rico.

In the last Guild-wide referendum on a dues question, in December of 1981, voters rejected by a 2,034-vote margin—61 percent—an effort to repeal a 50-cent increase voted by that summer's convention.

## Nonmembers vote, too; Globe settles

Toronto—A secret ballot in which both members and nonmembers in Guild-covered departments at the Globe and Mail voted to strike was credited with a large assist in the Southern Ontario Guild's reaching a new contract with the paper that increases minimums by 9 percent in each of its two years.

The pact, ratified Jan. 15, again with nonmembers as well as members balloting, increases minimums by as much as \$98.42 a week, with just under half that amount retroactive to July 1. It also requires that henceforth the Thomson paper deduct from nonmembers' pay the equivalent of dues for the Guild.

The \$98.42 increase will put the top minimum for reporters and photographers at \$621.66 a week this June 17, with \$47.09 of the increase retroactive and \$51.30 in June.

The same increases also will put

copy editors' top minimum at \$631.66 and the top for machinists and electricians at \$605.66 a week, in each instance with the same retroactivity as for reporters.

Nonmembers' participation in the strike-authorization and ratification votes came under two-year-old amendments to the Ontario Labour Relations Act. So does the dues-equivalent check-off.

About 40 percent—about 110—of the Guild-covered employees who participated in the Dec. 18 strike vote were nonmembers, according to Linda Torney, local Guild representative and chief bargaining spokesperson in the talks with the Globe. The vote tally was 192 to 87 to grant the authorization.

About ten nonmembers participated in the vote ratifying the settlement. The tally was 127 to 10. Many nonmembers began ap-

plying for membership soon after the vote, Torney reported.

Other increases and the resultant top minimums include:

**Junior clerks**, the largest covered clerical group—Up a total of \$54.07, with \$28.48 retroactive to July 1 and \$25.59 on June 27, to \$309.93.

## Councils endorse IEB on merger

The Midwest and Western District Councils of Guild locals joined TNG's International Executive Board in reaffirming support for the concept of merger of newspaper-employee unions in general and of TNG and the International Typographical Union in particular.

At the same time, the councils, like the IEB at its winter meeting in mid-January, called upon the presidents of the two international unions to move with dis-

**City circulation drivers**—Up a total of \$67.17, in increments of \$32.14 and \$35.03, to \$424.24 a week.

**Highway drivers**—Up a total of \$69.70, in increments of \$33.35 and \$36.35, to \$440.20 a week.

**Cleaners**—Up \$54.32, in increments of \$27.16 and \$27.16, to \$135.84 a week. (Continued on Page 2)

### Pueblo marks 40, Page 5

patch to resolve differences over the merger proposal that was completed by special committees of the unions last Sept. 10 and approved by the IEB on Oct. 20.

The Midwest Council acted at its winter meeting Jan. 22-23 in Pueblo, Colo., upon motion of Twin Cities Guild President Bruce Nelson after hearing a report on the status of the ITU-

TNG merger-proposal situation from TNG President Charles A. Perlík, Jr.

The Western Council acted at its winter meeting the following weekend in Eugene, Ore., after hearing a similar report from Secretary-Treasurer Charles Dale.

The two officers also reported to Feb. 5-6 meetings of the Middle-Atlantic and New England District Councils on the events that led to postponement of a special mid-January Guild convention that was to have acted on the proposed merger of TNG and the ITU at the international level.

While the two Eastern U.S. councils took no formal action following the reports—Perlík to the Middle-Atlantic and Dale to New England—there were general expressions of agreement with the IEB's actions.

The IEB in mid-December ordered the convention postponed indefinitely upon recommendation of TNG's Special Merger Committee after questions were raised about the merged union's projected membership and financial (Continued on Page 2)

## Strike vote sets distance record

Toronto—The Guild strike-authorization vote by Globe and Mail employees was one of the more "far reaching" ever taken in the Guild.

While Toronto-based, Guild-covered employees of the Thomson paper were meeting here, Guild-member overseas correspondents also were meeting—via telephone conference linking such places as London, Peking, Washington and Guatemala.

## Amsterdam strike gains support

New York—Community support continued to build for the 38 members of the New York Guild unit at the Amsterdam News through the second week of their strike against the weekly, published primarily for the city's black communities.

All 38 Guild members at the paper set up picket lines in front of its offices on Frederick Douglas Avenue at 8:30 a.m. Feb. 1 when management unilaterally cut their workweek and pay by 20 percent.

Both actions came after intense efforts by top Guild leaders over the previous four days to reach agreement on other means by which the paper might improve its financial well being.

Management had been demanding the 20 percent cuts since talks began for renewal of the Guild contract that expired last March 31. Its bargainers had walked out of talks Jan. 21 in a dispute with a major stockholder over its proposals for remedying the paper's

financial difficulties, the Guild reported.

Later that day the Guild unit had voted without dissent to give its bargainers authority to call a strike.

With most of the news and ad copy for its next edition prepared before the strike began, the News published on schedule Feb. 3 at the nonunion Patent Trader plant in Mt. Kisco, N.Y.

A week later, using Guild-ex- (Continued on Page 2)



# Extra pay ordered for employees cut at Globe and Mail

**Toronto**—Thomson's Globe and Mail was wrong last summer when it implemented economic discharges without first exploring with the Southern Ontario Guild other ways of cutting costs, an arbitrator has ruled.

And consequently arbitrator Martin Teplitsky awarded an extra three weeks' pay and benefits to each of the 11 editorial department employees who lost their jobs.

At the same time, Teplitsky upheld the Guild's right to challenge a decision to reduce the staff for economic reasons, rejecting the company's argument that its decision to cut the staff was final unless it had acted in bad faith, or in an arbitrary or discriminatory manner.

The Guild's contract with the paper permits economic discharges when "in the opinion of the employer" the paper's "financial stability" or "efficient production" would otherwise be impaired.

It also requires company-Guild discussion of "other means" of

effecting economies "before any such dismissals are made."

While Teplitsky concluded that the company's decision to cut staff was reasonable, based on the paper's financial performance, he ruled that the contract does not give management the right to fire employees for economic reasons whenever it "believes it is prudent to do so."

Dismissing arguments at opposite extremes by the company and the Guild on the question of when the "financial stability" of the company is impaired, Teplitsky said the contract reflects a "compromise between the Guild's legitimate interest in providing job security for its members and the employer's legitimate interest in operating its business as efficiently and profitably as possible."

"When the financial affairs of the company worsen to a point where its stability is affected deleteriously," economy dismissals may be made, he said.

Teplitsky based his finding that the discharges were justified on



**GUILD-UNIT BARGAINERS WEARILY CONCLUDE PACT WITH GLOBE AND MAIL**

Seated, from left: Frederica Wilson, TNG representative; Andria Christopoulos, unit secretary; Linda Torney, local representative; Dennis Robinson, unit chair and local treasurer.

financial data which he said showed the Globe would not earn a profit for 1982 despite efforts to reduce costs and increase revenues. There was no reason to expect a quick reversal in the "substantial decline" in revenues from career advertising given the "severe economic climate in the community," he said.

The company agreed to turn over the financial data on a confidential basis for review by a limited number of Guild representatives and the arbitration board after initially resisting requests that it furnish the data in advance of the hearing.

While noting that the settlement had made moot the issue of whether the company could be required by the arbiter to furnish the data in advance of the hearing, Teplitsky said that in his view an arbitrator can subpoena data in advance of a hearing to avoid delays that would otherwise result if documents were

withheld until a hearing is underway.

His views are similar to those expressed by an arbitrator and upheld by the British Columbia Labour Relations Board in a Vancouver-New Westminster Guild case involving economic dismissals at Southam's Pacific Press [Guild Reporter, Jan. 21 and Dec. 20].

Teplitsky denied the Guild's request that the discharged employees be returned to work pending discussions with the company over other cost-cutting measures. Given the company's efforts to reduce costs prior to the layoffs, Teplitsky said he was "satisfied" that even if timely discussions had been held the discharges would have followed nonetheless.

He fashioned his award of three weeks additional pay and benefits on grounds that the discussion process would have delayed the dismissals by about three weeks.

Still to be decided is a Guild charge that the discharges violated the contract's requirement that seniority be the prime factor in determining which employees are dismissed, provided capabilities are relatively equal.

While expressing disappointment that the arbiter's ruling had resulted only in extra compensation for the fired employees, the local pointed out in a membership bulletin that the ruling had "given life to our job security clause by upholding the principle that the company must provide justification for layoffs."

It reported that the contract provisions at issue in the arbitration had come under attack during the unit's recently concluded round of bargaining. Although the company ultimately backed down, it had sought to change the contract so it would not be required to justify decisions to cut staff in the future, the local said.

## Globe and Mail settles . . .

(Continued from Page 1)

crements of \$26 and \$28.32, to \$342.94 a week.

**Copy messengers**—Up \$39.55, in increments of \$18.92 and \$20.63, to \$249.82 a week.

The minimum for starting reporters and photographers is increased by a total of \$60—\$28.71 and \$31.29—to \$378.97 a week.

The settlement also increases the allowance for safety shoes for maintenance delivery personnel by \$10, to \$35 a year.

The formula under which the severance pay entitlement accrues is improved to one week for every five months' continuous service, from a week for every six months.

The notice required before economy dismissals can be made is increased by five weeks, to eight.

Talks continued, meanwhile, for an initial agreement for the Globe and Mail's circulation district representatives, who voted for the Guild by more than two to one last August.



**NEW ENGLAND DISTRICT COUNCIL 1983 WINTER MEETING**

The Winter Meeting of the New England District Council of the Newspaper Guild will be held February 5th and 6th at the Hilton at Colonial, Exits 31 and 32, Route 128/Interstate 95, Lynnfield/Wakefield, Massachusetts 01880. Rooms, double or single, are \$50 plus tax and should be reserved at 617/245-0300 before January 25. Identify yourself as a TNG-NEDC delegate. The Saturday 1 p.m. meeting will be devoted to health and safety and visuals presented by TNG Director of Research and Information, David J. Eisen. Local reports are scheduled for the Sunday morning session. Fraternally, Tom Hiltz, President

## A routine meeting notice?

The meeting? Maybe. The notice? Hardly! Delegates to the New England District Council and other Guild leaders received the notice reproduced above announcing the time and place of the council's winter meeting. Some were so taken with the winter scene, they nearly overlooked the printed message at the bottom, they said admiringly.

## Merger support is reaffirmed

(Continued from Page 1)

base [Guild Reporter, Dec. 20].

The questions were precipitated after the merger proposal was completed and approved by the IEB when ITU Secretary-Treasurer Thomas W. Kopeck, a member of his union's merger committee, reduced by 15 to 20 percent projections of future ITU membership, producing attendant reductions in anticipated income and disagreements over projected operating costs of the merged union.

In a quickly called special meeting Dec. 16-17, the two unions' merger committees directed Perlik and ITU President Joe Bingel to re-examine data on the merged union's financial base and make appropriate recommendations for changes in the merger document to the merger committees, which recessed to the presidents' call.

Perlik and Bingel are scheduled to meet Feb. 17 when both are in Florida, Perlik for a meeting of the AFL-CIO Executive Council's Public Relations Committee.

Meanwhile, in other action, three of the councils elected officers for the year and two of them—Midwest and New England—participated in TNG twin-seminars, "An update on VDTs" and "Safety and health committees," led by David J. Eisen, director of research and information.

The Midwest Council re-elected Victor Ciuccio of Denver as president and elected Mary Alice Saby of Lake Superior (Duluth), vice president, Judy Hildner of Pueblo, secretary, and Mike Roeder of Peoria, treasurer. Roeder had been secretary.

The Western District Council re-elected all of its officers: Gene

Turner of Central California, president; Stan Souza of Hawaii and Jack Hopkins of Pacific Northwest, vice presidents; and Frank Sweeney of San Jose, secretary-treasurer.

The Middle-Atlantic Council elected William P. Berry of Hazleton its president, succeeding Joy Cook of New York, who no longer is a delegate to the council from her local. He had been vice president.

Peter McLaughlin of New York was elected vice president over Mitchell Grochowski of Scranton, who also was nominated.

Eugene B. Jones of Philadelphia was elected secretary, succeeding R. Victor Stewart of Albany who took a job with the State of New York last summer. John J. Wallace of Wilkes-Barre was re-elected treasurer.

## Amsterdam strike gains support

(Continued from Page 1)

empt and newly hired people to perform Guild members' advertising, business, circulation and editorial jobs, it published a second time. But with fewer ads and less news of the community, a Guild representative reported.

Religious and political leaders from Harlem and Brooklyn began wiring News management to rescind the cuts following a meeting Feb. 5 with Guild leaders. Management was invited, too, but did not attend.

Management repeatedly during

bargaining failed to provide the union with current certified financial data to back its claim that financial relief is needed, the Guild reported.

A Guild analysis of their claim that they lost \$800,000 in 1981 showed an operating loss of \$50,000, said Edwin R. Egan, New York Guild executive vice president.

Under the 10-months expired contract, top minimum for reporters was \$357.99 a week, for photographers, \$301.71, for circulation promotion persons, \$269.89,

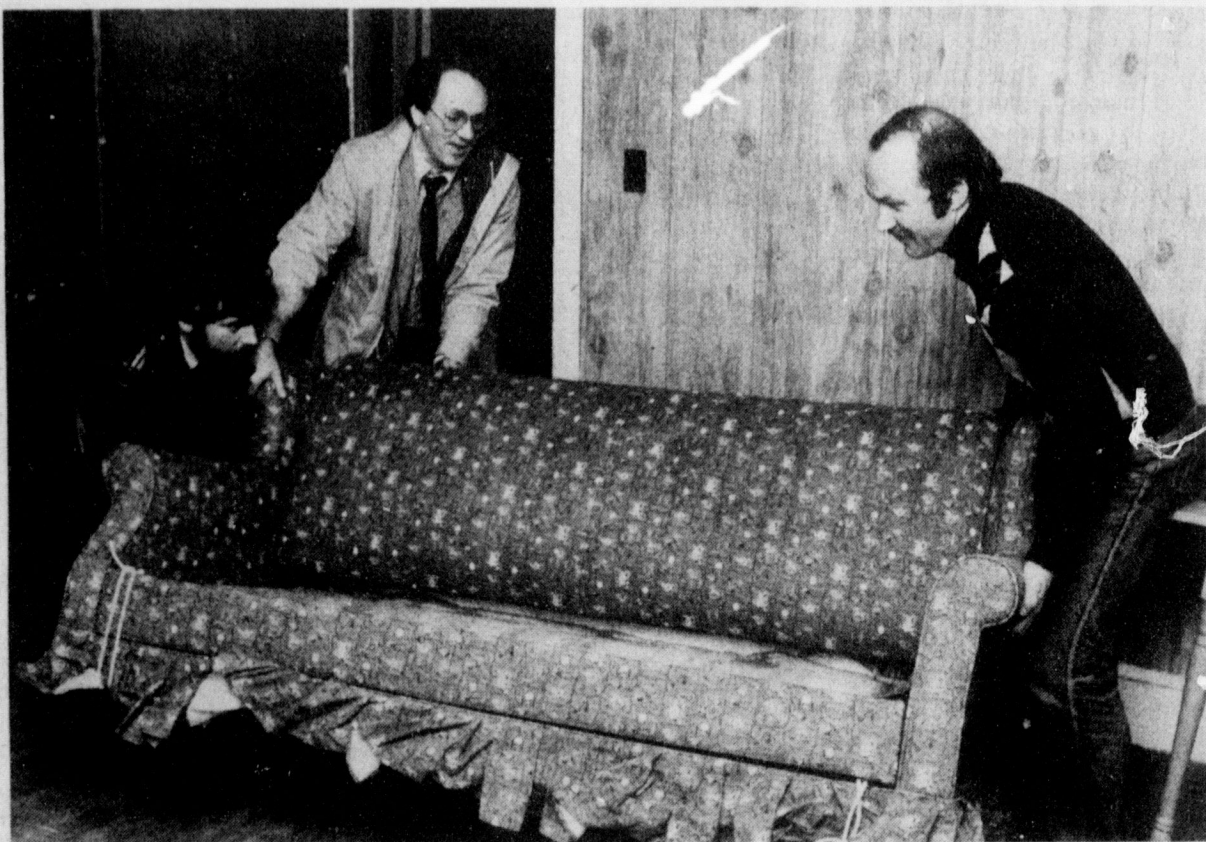
for classified ad takers, \$252.31.

"If they really want to save the paper, there are ways to do it under the contract. But they don't include forcing an already grossly underpaid staff to try to survive on even less," Egan said.

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## Portland formally 'adopts' Polish family



**PORTLAND GUILD MEMBERS HELP WRESTLE A SOFA INTO PLACE . . .**

Bryan McNulty and David Langzettel of the Guild and former Polish journalist Andrew Wdowiak.

**Portland, Me.**—The Portland Guild has become the formal "sponsor" under U.S. immigration procedures of a former Polish journalist and his family who arrived here in December after fleeing Poland's military government more than a year before [Guild Reporter, Jan. 21].

As the sponsor of Andrew (formerly Andrzej) and Jola (Jolanta) Wdowiak and their 8-year-old daughter Marguerita (Margorzata), the local is primarily providing them with "people resources," help in learning and getting around,

explained David Langzettel, Guild vice president. The local's executive committee also has voted to provide the family with up to \$35 a week for six months "if needed" to meet their living costs.

Earlier, Guild members at the Press Herald and Evening Express helped the Wdowiaks by contributing \$300 to their aid and helping gather and move into their apartment, clothing and used furniture contributed by area residents after the Express published a story on the family's situation. The paper provided space for

deposit of the contributed goods and a truck for Guild members and Wdowiak to haul furniture to the family's apartment.

Surplus contributions are going to the Catholic diocesan refugee resettlement program which is currently aiding Cambodian, Afghan and Vietnamese refugees as well as Poles, Langzettel said.

Wdowiak, meanwhile, while studying English, is working parttime in the Guild-covered mail room at the Press Herald and Express. He was a reporter and editor in Poland.



**. . . WHERE IT PROMPTLY IS GIVEN—AND PASSES—THE REST-TEST**  
From left, Andrew and Jola Wdowiak, Langzettel and Marguerita Wdowiak, 8.

## Unions appeal over 'siphoning'

**Washington**—The Washington-Baltimore Guild and other newspaper unions who had represented employees at the Washington Star before Time Inc. closed the paper in August of 1981, are appealing the ruling of a federal judge that the company is entitled to retain \$4 million in surplus pension funds.

The unions filed suit in the U.S. District Court shortly after the paper was closed charging Time Inc. with "seeking to siphon off" assets from the fund the Star had maintained to pay

benefits to retired employees.

Several days after announcement that the Star would be closed, the plan's trustees—the majority of them Time Inc. officials—amended the plan so that any excess funds would revert to the company. In doing so, they reversed an amendment to the plan enacted in 1976, two years before Time Inc. bought the Star. That amendment had guaranteed that any surplus would be used only for the benefit of covered persons.

Among the fund's beneficiaries

are members of the three families who owned the Star until 1974. The fund had been "frozen" in 1974 and covered persons' benefits vested.

In a Jan. 17 ruling, U.S. District Court Judge Barrington D. Parker held that persons covered by the plan have no claim to the excess funds.

"As a defined-benefit plan," he said, "the participants in the absence of an agreement to the contrary have no right to a windfall resulting from an employer's overly generous contributions."

## New vote possible at Bay Area daily

**San Francisco**—A National Labor Relations Board officer has called for a second representation election among employees of the Fairfield Daily Republic if challenged ballots produce a loss for the Northern California Newspaper Organizing Committee, a group of newspaper unions including the San Francisco-Oakland Guild.

A rerun of a Nov. 12, 1981, NLRB-supervised election among the paper's employees should be held because management actions during the organizing campaign destroyed laboratory conditions to the extent that it was impossible to conduct a fair and impartial election, NLRB Hearing Officer Jack K. Marks reported.

The original tally of ballots showed 47 votes for union representation, 50 for "no union" and 16 ballots cast by persons whose eligibility to vote was challenged.

In a recommendation to the NLRB's regional director issued Jan. 4, Marks also called for 12 of the challenged ballots to be counted. All had been challenged by the organizing committee.

Upholding several objections to the employer's pre-election conduct lodged by the unions, Marks found that the company had threatened employees with job loss and plant closure in an effort to convince them that union representation would be "detrimental to their economic well-being."

Marks cited management pre-

dictions that union representation would result in a strike, that "unquestionably there would be violence," and supervisors threatening more onerous working conditions and loss of benefits.

Management created an impression that employees were under surveillance and threatened retaliation against employees who engaged in union activities, he said.

The company's selective denial of requests for raises "clearly conveyed . . . that the advent of the union organizing campaign was the sole reason for failing to consider what otherwise may have been a valid request," Marks asserted.

In addition, he found that an employee's request for a transfer was denied on the basis of "union considerations."

The organizing committee, composed of locals of the Typographical, Mailers', Pressmen's, Guild and Teamsters' unions, is seeking bargaining rights for the McNaughton paper's some 120 employees plant-wide. About 57 of the employees work in the traditionally Guild-covered advertising, art, business, editorial and maintenance departments.

## Two ex-reporters are first-termers

**Washington**—Two of the 81 members of the 98th Congress who took office for the first time when the Congress opened early in January are former reporters, and one of them is a former member of the Indianapolis Guild.

Both are Democrats.

Barbara Boxer, who ran from a seat on the Marin County, Calif., board of supervisors, once was a reporter for the weekly Pacific Sun there.

Francis X. (Frank) McCloskey, 12-year mayor of Bloomington, Ind., was a Guild member in 1967 and 1968 when he was working for the Indianapolis Star.

He defeated Joel Deckard, a Republican who had been elected in the Reagan tide of 1979. McCloskey's margin was 67,000 votes.

## Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.1-point increase in the index in December to 271.1, up 23.1 points from December 1981, and 49.8 points from December 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 December 1980.

|               | Index* | Percentage over       |                |
|---------------|--------|-----------------------|----------------|
|               |        | Same month prior year | December 1980† |
| January, 1982 | 249.7  | 11.4                  | 12.8           |
| February      | 252.7  | 11.6                  | 14.2           |
| March         | 255.9  | 11.6                  | 15.6           |
| April         | 257.3  | 11.3                  | 16.3           |
| May           | 260.8  | 11.8                  | 17.9           |
| June          | 263.4  | 11.2                  | 19.0           |
| July          | 264.8  | 10.8                  | 19.7           |
| August        | 266.1  | 10.6                  | 20.2           |
| September     | 267.5  | 10.4                  | 20.9           |
| October       | 269.2  | 10.0                  | 21.6           |
| November      | 271.0  | 9.8                   | 22.5           |
| December      | 271.1  | 9.3                   | 22.5           |

\*1971 = 100

†Index = 221.3



# Reorder priorities, put people first, Canadian bishops urge

AFL-CIO News Service

INDUSTRIALIZED democracies must reorder their values and priorities to meet peoples' basic social and economic needs, the Canadian Conference of Catholic Bishops has warned in a statement on the free world's current economic crisis.

"From the standpoint of the church's social teachings," the bishops said, "we firmly believe that present economic realities reveal a moral disorder in our society."

"The present recession appears to be symptomatic of a much larger structural crisis in the international system of capitalism."

In an age of automation and computers where human work rapidly is being replaced by machines, capital is asserted as the dominant organizing principle of economic life, the statement noted.

"This orientation directly contradicts the ethical principle that labor, not capital, must be given priority in the development of an economy based on justice."

"THERE IS in other words, an ethical order in which human labor, the subject of production, takes precedence over capital and technology."

While directed mainly at the Canadian economy, the bishops' statement has wide applicability to other industrialized economies. Like the U.S. economy, the Canadian economy is in recession with double-digit unemployment.

The statement, issued by the CCCB's Commission on Social Affairs, relies heavily on Pope John Paul II's 1981 encyclical to all Roman Catholic bishops defending workers' rights and warning of the "dehumanizing excesses" of modern economic systems. It cites two fundamental Christian principles as the basis for a new approach to economic recovery.

✓ First, priority must be given to the real victims of the current recession—the unemployed, the poor, pensioners, women, and young people, the bishops declare in the statement, titled "Ethical Reflections on the Economic Crisis."

✓ Secondly, economic policies must reflect the realization that the rights of workers are more important than the maximization of profits by corporations.

The bishops outlined a five-point short-term strategy for government and business:

✓ Unemployment, rather than inflation, should be recognized as the No. 1 problem in overcoming the present economic crisis.

✓ Policies should aim at creating permanent and meaningful jobs for people in local communities. These should emphasize increased production, creation of new labor-intensive industries for basic needs, and measures to ensure job security.

✓ A more balanced and equitable program should be developed for reducing and stemming the

rate of inflation.

✓ Greater emphasis should be given to the goal of social responsibility in the current recession. This means that every effort must be made to curtail cutbacks in social services, maintain adequate health care and social security benefits, and guarantee special assistance to the unemployed, welfare recipients, the working poor, and one-industry towns suffering from plant shutdowns.

✓ Unions should be given a more decisive and responsible role in developing policies for economic recovery and employment.

As long as technology and capital are not harnessed by society to serve basic human needs, the bishops said, they are likely to become an enemy, rather than an ally in the development of a people.

"By placing greater importance on the accumulation of profits and machines than on the people who work in a given economy, the value, meaning and dignity of human labor is violated," the bishops said.

"By creating conditions for permanent unemployment, an increasingly large segment of the population is threatened with the loss of human dignity. In effect, there is a tendency for people to be treated as an impersonal force having little or no significance beyond their economic purpose in the system."

Canada's present strategy for economic recovery, similar to



## Union Leader honored

Terri Bonifanti, left, editor of the "Northeast Woman" supplement to the Sunday Scranton Times and a Scranton Guild shop steward, presents certificate to Lois Hartel, leader of Ladies' Garment Workers' Union Local 295, attesting to Hartel's being named "Northeast woman-of-the-week" in a recent issue of the supplement Bonifanti edits.

that of the Reagan administration, aims at restoring profitability and competitiveness in certain industries and providing more favorable conditions for private investment. The causes of inflation are seen as workers' wages, government spending, and low productivity rather than monopoly control of prices. In its measures to achieve recovery, government has strengthened business through corporate tax reductions and di-

rect investment incentives, the statement observed.

IN OFFERING an alternative approach to recovery, they stressed the goals of combatting unemployment by stimulating production and permanent job creation in basic industries, developing a more balanced and equitable program for curbing inflation, and maintaining health care, social security, and special assistance programs.

"As a country, we have the resources, the capital, the technology, and above all else the aspirations and skills of working men and women required to build an alternative economic future," the bishops said, urging a public dialogue on economic issues.

## Official dues-referendum returns

Following are the official results in the Jan. 20-25 Guild-wide referendum on increasing the Minimum Dues Schedule mandated for Guild locals by TNG's Constitution.

The local by local and overall vote totals listed are those certified by the International Election & Referendum Committee, which met Feb. 7 and 8 at TNG headquarters in Washington.

Votes in the "For" column were in favor of the increase in the Minimum Dues Schedule.

Votes in the "Against" column were opposed to the increase.

| LOCAL <sup>1</sup>         | ELIGIBLE VOTERS | FOR | AGAINST | LOCAL <sup>1</sup>        | ELIGIBLE VOTERS | FOR   | AGAINST |
|----------------------------|-----------------|-----|---------|---------------------------|-----------------|-------|---------|
| Akron                      | 133             | 5   | 101     | Memphis                   | 402             | 204   | 66      |
| Albany                     | 273             | 133 | 53      | Montreal                  | 283             | 73    | 45      |
| Bakersfield                | 96              | 21  | 26      | New York                  | 4,941           | 438   | 1,487   |
| Battle Creek <sup>2</sup>  | 1               | —   | —       | Northern Ontario          |                 |       |         |
| Boston                     | 289             | 109 | 81      | (Sudbury) <sup>2</sup>    | 28              | —     | —       |
| Brockton                   | 127             | 65  | 34      | Ottawa                    | 319             | 44    | 24      |
| Buffalo                    | 706             | 120 | 135     | Pacific Northwest         |                 |       |         |
| Canadian Wire Service      | 774             | 340 | 68      | (Seattle, Tacoma)         | 1,112           | 200   | 276     |
| Central California         | 756             | 182 | 19      | Pawtucket                 | 32              | 8     | 4       |
| Chattanooga                | 42              | 3   | 34      | Peoria                    | 89              | 7     | 13      |
| Chicago                    | 521             | 42  | 107     | Philadelphia <sup>5</sup> | 1,280           | 191   | 212     |
| Cincinnati                 | 111             | 25  | 39      | Pittsburgh                | 138             | 20    | 25      |
| Cleveland                  | 450             | 173 | 51      | Portland                  | 292             | 154   | 51      |
| Columbus                   | 147             | 45  | 81      | Providence                | 414             | 91    | 133     |
| Denver                     | 600             | 27  | 72      | Pueblo                    | 117             | 4     | 42      |
| Detroit                    | 978             | 93  | 233     | Puerto Rico <sup>2</sup>  | 1,063           | —     | —       |
| Erie                       | 164             | 41  | 75      | Rochester <sup>2</sup>    | 2               | —     | —       |
| Eugene                     | 72              | 5   | 47      | Rockford                  | 46              | 10    | 32      |
| Gary                       | 64              | 5   | 42      | St. Louis                 | 920             | 315   | 278     |
| Great Falls                | 21              | 12  | 4       | Salem                     | 66              | 56    | 0       |
| Harrisburg                 | 67              | 8   | 53      | San Antonio               | 91              | 3     | 13      |
| Hawaii                     | 457             | 160 | 35      | San Diego                 | 842             | 109   | 234     |
| Hazleton                   | 24              | 0   | 21      | San-Francisco-Oakland     | 1,359           | 339   | 146     |
| Hudson County              |                 |     |         | San Jose                  | 781             | 171   | 51      |
| (Jersey City) <sup>3</sup> | 52              | —   | —       | Scranton                  | 90              | 45    | 9       |
| Indianapolis <sup>2</sup>  | 1               | —   | —       | Sheboygan                 | 64              | 24    | 24      |
| Kenosha                    | 48              | 14  | 19      | Sioux City <sup>2</sup>   | 6               | —     | —       |
| Kingston <sup>4</sup>      | 31              | —   | —       | Southern Ontario          |                 |       |         |
| Knoxville                  | 51              | 0   | 16      | (Toronto)                 | 1,804           | 143   | 263     |
| Lake Superior (Duluth)     | 30              | 11  | 11      | Terre Haute               | 90              | 25    | 1       |
| Lansing                    | 36              | 5   | 11      | Toledo                    | 352             | 39    | 107     |
| Lexington                  | 44              | 20  | 7       | Twin Cities               | 822             | 267   | 168     |
| Los Angeles                | 353             | 47  | 43      | Utica                     | 21              | 4     | 6       |
| Lynn                       | 31              | 14  | 11      | Vancouver                 |                 |       |         |
| Manchester                 | 110             | 67  | 3       | New Westminster           | 1,116           | 164   | 264     |
|                            |                 |     |         | Victoria                  | 178             | 89    | 5       |
|                            |                 |     |         | Washington-Baltimore      | 1,796           | 253   | 110     |
|                            |                 |     |         | Wilkes-Barre              | 103             | 84    | 15      |
|                            |                 |     |         | Wire Service (U.S.)       | 1,196           | 82    | 250     |
|                            |                 |     |         | Woonsocket                | 45              | 0     | 37      |
|                            |                 |     |         | Yakima                    | 23              | 4     | 3       |
|                            |                 |     |         | York                      | 75              | 10    | 36      |
|                            |                 |     |         | Youngstown                | 155             | 26    | 70      |
|                            |                 |     |         | At-Large                  | 3               | 2     | 0       |
|                            |                 |     |         | TOTALS                    | 30,216          | 5,490 | 6,032   |

<sup>1</sup> Locals not listed had no members eligible to vote.

<sup>2</sup> No official return received by close of International Election & Referendum Committee meeting Feb. 7-8.

<sup>3</sup> Official return postmarked two days after deadline; ballots not received by close of IERC meeting.

<sup>4</sup> No postmark on official return; ballots not received by close of IERC meeting.

<sup>5</sup> Ballots from Wilmington and Pottstown units not counted due to discrepancy between number cast and number of signatures on voter eligibility lists. Ballots would not be determinative in outcome of referendum.

## Moscow, once N.Y. president

Grand View-on-Hudson, N.Y. —Henry Moscow, president of the New York Guild in 1949 and subsequently managing editor of the New York Post, editor of several Typographical Union strike papers and an associate editor of Life magazine's international edition, died at his home here Jan. 3. He was 77.

Moscow resigned the presidency of the New York Guild about six months into his first year in the office upon being appointed the Post's managing editor after reportedly earlier being offered the editorship of the paper, then called the Post-Home News.

After retiring from Time, Inc., in 1970, he had done freelance work for the company's book division.

In 1936, while news editor of the New York World-Telegram, a query from Moscow to the London bureau of United Press resulted in that paper's breaking the story of the romance between Mrs. Wallace Simpson and Britain's King Edward VIII, ultimately triggering his abdication of the throne. Moscow had noticed a society note in the New York Times reporting that the king had been at the races with the American Mrs. Simpson and asked the UP bureau who she was.

Survivors include Moscow's spouse and two children.



# Pueblo marks 40 years with celebration of unity

by JUDY HILDNER  
Pueblo Guild

**Pueblo, Colo.**—Employees in the Star-Journal and Chieftain's mailroom, advertising, business, circulation and editorial departments did have a voice before they joined the Guild 40 years ago, one of the Pueblo Guild's charter members told participants in the local's 40th anniversary party Jan. 23.

And management listened, too, "as long as they said 'yes, sir!'" said Cecil Osborne, raising his hand in a mock salute.

He drew appreciative laughter from a gathering that included many Pueblo Guild members, delegates from the Midwest District Council's just-concluded winter meeting, representatives of other Pueblo unions and TNG President Charles A. Perlik, Jr.

"We had a company union before the Guild," said Osborne. "And it was a good union . . . for the company."

He said he never has regretted the switch to the Guild. "It was a good idea then and it's still a good idea."

Osborne, who retired in 1969, works a few hours each morning in the newspapers' library to supplement his pension and has maintained his interest in current Guild activities.

He watched with interest last spring when members in the news room conducted a by-line strike and the local set into motion serious preparations for a strike, if one became necessary for an equitable new contract.

In recent weeks his interest has been keen as tensions have increased in bargaining between the papers and the Typographical and Pressmen's unions and the Guild has faced a brick wall in quest of a first contract for a new unit of inserters and truck drivers.

The situation has brought ever greater co-operation between the three unions and a renewed determination to stick together.

Bob Cavanah, president of Typo-

graphical Union Local 175, was among members of the other unions who attended the Guild's 40th anniversary party. So was ITU Representative Vergil March. And Jon Eppenbaugh, bargaining spokesperson and former president of Pressmen's Local 163.

They joined in the applause at Osborne's remarks after TNG's Perlik presented him with a 40-year membership pin. Another charter member, Terence Curran, was unable to attend because of illness.

The next day, Guild and Typographical Union leaders resumed talks with the Star-Journal and Chieftain, under the eye of federal mediator Thurman Sanders. One of the company's demands would terminate participation in the ITU Negotiated Pension Plan. Another would result in loss of ITU jurisdiction.

The day after, the Guild's executive board, in a special noontime meeting, passed a resolution of support for the printers bargaining positions and called an emergency meeting of the Guild's membership for that evening. There the vote was unanimous for a resolution pledging Guild support as firm "as possible and necessary" for the printers' bargaining positions. Editorial department members also voted to call another "by-line strike" if necessary to show their support for Guild efforts on behalf of the newly organized mailroom inserters and truck drivers.

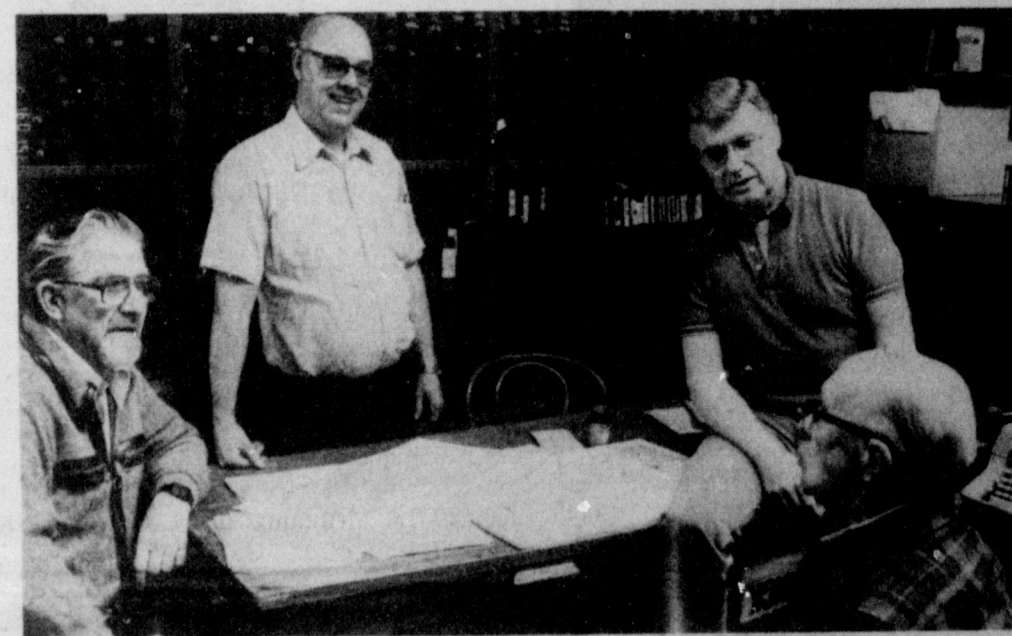
Talks with the papers are to resume March 7 and 8 when both the ITU's March and TNG Representative G. Richard Pattison are to return to Pueblo. In the meantime, the spirit of co-operation between the local unions continues to grow, fueled by a sharpened awareness of what it took to launch TNG Local 174 at the Star-Journal and Chieftain 40 years ago.



PUEBLO MEMBERS AND GUESTS, ABOVE, MARK LOCAL'S 40th YEAR



Cecil Osborne, standing right above and inset right, holds the attention of Pueblo Guild members and guests after receiving 40-year membership pin during celebration of the local's 40th "birthday." Presentation was made by TNG President Charles A. Perlik, Jr. Another charter member of the local, Terence Curran, left inset, was unable to receive his 40-year pin during the celebration because of illness.



IMPROMPTU GUILD-TYPOGRAPHICAL UNION MEETING IN PUEBLO

From left: Neal Perkins, Pueblo Guild treasurer; Bill Valencia and Bob Cavanah, member and president respectively of ITU Local #175; and 40-year Guild member Cecil Osborne, seated right foreground.

## Bob Hickey, San Jose, TNG ex-leader

**San Jose** — Robert J. (Bob) Hickey, TNG vice president from the U.S. West in the early '60s and two-time president of the San Jose Guild, died here Jan. 25 after suffering a heart attack. He was 55.

Successively a copy editor, Sunday editor and then night makeup editor for the Mercury and News here from 1955-74, he had been working in recent years in real estate, public relations, corporate magazines and as an editorial writer for television.

Hickey joined the Guild in 1951 while working in Hammond,

Ind., where he served as local secretary.

Four years after joining the Mercury-News staff here, he was elected president of the San Jose Guild and led it through a 4½-month strike against the papers that year.

Current TNG Vice President William T. Davis, also of San Jose, upon learning of Hickey's death, credited him with having "welded union unity through the strength of his personality" during the bargaining that settled the strike, at the time the longest in West Coast Guild history.

He was elected a TNG (then ANG) vice president in 1960 in a contest to fill the remaining year of a two-year term in the office

vacated by San Francisco-Oakland's Jack Howard when he joined the staff of the House Government Information subcommittee. Hickey then was re-elected uncontested to two successive full terms before retiring from TNG office in 1965.

He was elected to a second term as San Jose Guild president in 1963.

At the Mercury-News, he held the Guild-exempt post of Sunday editor from 1966-71, when he returned to the unit as night makeup editor. In 1974 he was honored by the local with its award for meritorious service to the Guild.

Survivors include his spouse, Hrioko, and three children.



Hickey in 1960

## 1st checkoff nets \$468 for COPE

**St. Louis**—Guild members at Pulitzer's Post-Dispatch have contributed \$468 in a once-a-year political-action contribution checkoff under a St. Louis Guild agreement with the paper.

The contributions—at \$3 per contributor—are the first under the agreement, which is the first of its kind between a Guild local and a daily paper.

**Washington**—Sandra K. Pearlman, currently assistant executive director of the National Education Assn.'s local in Madison, Wis., has been hired by the Washington-Baltimore Guild as its new local representative.

She will begin working in the position in March, just short of a year after it became vacant

upon resignation of Raymond G. Dick, a former local president.

Pearlman, a native of the Washington area, joined the Madison teachers' staff in 1981 after two years as a national field representative for the Physicians National Housestaff Assn. of Chicago. She received a master's degree in industrial relations from the University of Wisconsin in 1979. In 1976 she was an intern with the Service Employees Union in Worcester, Mass., during the organization of the staffs of three nursing homes.



## 40-plus register for TNG seminar

**Washington**—More than 40 participants from 32 U.S. and Canadian locals—ranging from Northern Ontario and Memphis to Yakima, Eugene and Bakersfield—have registered for TNG's second residential seminar for new local officers Feb. 18-21.

The seminar will be held over the Washington's Birthday holiday weekend at the AFL-CIO's George Meany Center for Labor Studies in suburban Washington, starting Friday evening and ending at noon on Monday.

The seminar is designed primarily for new officers of smaller Guild locals without professional staff, and TNG subsidizes, in part, room, board and travel expenses of one participant each from such locals. Several are sending additional participants.



### Central California

Mary Sanchez, president; Gene Turner, vice president; Kathy Wieland, treasurer; John Esparza, secretary.

### Cincinnati

Mary K. Brookshire, president; William Straub, vice president; Ron Liebman, secretary; Ben Schilmeister, treasurer.

### Los Angeles

Don Chorpennig, president; Bobbie Jenkins, 1st vice president; Buck Lanier, Press-Telegram vice president; Bob Dey, Daily Racing Form vice president; Mike Shannon, secretary; Judy Phillips, treasurer.

### Pacific Northwest

Jack Hopkins, president; Dorothy Christy, vice president (Christy, 272; Kathryn Arndt, 174); Mel Fisher, secretary (Fisher, 271; Sharon Moore, 155); Wayne Cahill, treasurer (Cahill, 322; Cary Idiong, 114).

### Portland

Elwood (Woody) Bigelow, president (Bigelow, 120; James F. Sanville, III); David Langzett, vice president; Deborah N. Holmes, secretary; Michael A. Millette, treasurer.

### San Francisco-Oakland

Alan Cline, president; Kate Regan, Margo Lafferty, Floyd Tucker, vice presidents (Regan, 303; Lafferty, 300; Tucker, 306; Don Fortune, 295); Terry Link, treasurer; Roberta Simmons, recording secretary; Doug Cuthbertson, executive secretary.

### San Jose

Jim Geiger, president (Geiger, 254; Ken Peterson, 120); Tom Harris, vice president (Harris, 209; Rose Caton, 146); Frank Sweeney, secretary-treasurer.

### St. Louis

Robert C. Holt, Jr., president; Roy Cummings, 1st vice president; Karen Marshall, 2nd vice president; Linda Knat, secretary; Pat Rice, treasurer.

### Wilkes-Barre

John J. Wallace, president; William Jones, vice president; Esther Cohen Mager, secretary; Carl B. Schwab, treasurer; John Sukowski, sgt-at-arms.

### Cleveland

Gary Clark, president; Betsy Sullivan, 1st vice president; Richard D. Senften, 2nd vice president; Walter Bogdanich, 3rd vice president; Joseph F. Frolik, 4th vice president; Pauline Thoma, treasurer; J. Stephen Hatch, executive secretary.

### Pawtucket

Michael Scandura, president; Patrick Quinn, 1st vice president; Craig Cotton, 2nd vice president; Mary Ann Burns, treasurer; Andria Siniak, recording secretary; Thomas Newton, corresponding secretary.



# Injunction to restore strikers denied by judge

Newark, N.J.—A U.S. district court judge has denied a National Labor Relations Board regional director's request that he order Allbritton Communications' Paterson News and Union City Dispatch to reinstate immediately all editorial and composing room employees fired during an organizing campaign and a strike.

In a Jan. 13 ruling, U.S. District Court Judge Herbert J. Stern noted that an administrative law judge already had ruled on the case and said that the "urgency" which would justify the court's issuing a temporary injunction had "dissipated."

Appeals of the law judge's de-

cision have been filed and a decision in the more than two-year-old case awaits a ruling by the full labor board in Washington.

In September NLRB Administrative Law Judge James F. Morton held that Allbritton's papers committed a host of unfair labor practices during a Typographical Union organizing effort among the papers' newsroom employees and later during bargaining for renewal of a contract covering composing room employees, resulting ultimately in a strike in February of 1981.

He said board injunctive relief was warranted given the company's "proclivity to violate"

federal labor law and its "demonstrated . . . general disregard for employees' fundamental statutory rights."

Morton called for the reinstatement of the striking composing room employees, as well as several editorial employees who were fired for their organizing activities and another who was fired for refusing to perform struck work.

Morton also called for the papers to recognize the Typographical Union as the bargaining representative of the editorial department employees and to rescind unilaterally posted conditions in the composing room, including a \$35-a-week wage cut.

In finding that the company had failed to bargain in good faith on a new contract covering its 50 composing room employees, Morton said Allbritton's representatives appeared to have entered bargaining "with a fixed intent to force" the union "to give back \$35 in wages and . . . never seriously considered any alternative."

The strike by composing room employees, which began Feb. 13, 1981, after the company posted working conditions, was "caused and prolonged" by the company's unfair labor practices, Morton found.

Just before the printers struck, the company locked out the mailroom employees and drivers represented by New York Newspaper and Mail Deliverers Union and replaced them with strikebreakers.

He cited testimony that the executive vice president of Allbritton Communications and pres-

ident of the two papers, Dean Singleton, had said that he intended to punish the union for embarking on an organizing campaign among the paper's editorial employees and asserted that composing room employees would get no raise.

He also cited testimony that management, following the strike, had said the strikers "would be out there a long time because they are never coming back" and that the company "would appeal all the way to the Supreme Court to keep [the union] out."

The company's refusal to honor an unconditional offer by the strikers to return to work was "discriminatorily motivated," Morton said, calling for their reinstatement with back pay to June 25, 1981—the date of the unconditional offer to return.

In ordering the company to recognize the Typographical Union local as the bargaining representative for its editorial department employees, Morton cited unfair practices, including the permanent discharge of eight employees "at the height" of the union campaign. The "possibility of erasing the effects of that conduct and of holding a fair election" were slight and the "wishes of the majority . . . as evidenced by the [union] authorization cards they signed, would be . . . better protected by a bargaining order," Morton asserted.

That finding, he said, was "but-tressed" by the company's unfair conduct towards its composing room employees. "The 'fallout' from those other unfair labor

practices had to have reached into the editorial unit," Morton observed.

Noting that "an employer may discharge an employee for a good reason, a poor reason or none at all," provided it does not violate the law, Morton pointed out that all of the discharged employees had been active in the union campaign, none was given advance notice of discharge and the decision to make the cuts came the day after the union filed its petition—"an extraordinary coincidence," Morton said.

Morton called for the reinstatement of the discharged editorial employees with back pay. He also called for the reinstatement of a sports reporter who was discharged for refusing to set into type race results after composing room employees had struck the paper.

Morton also ordered the company to withdraw a suit it had initiated against all strikers after a number of them had filed workers' compensation claims against the company. Although the company subsequently amended its charge of harassment to apply only to those strikers who had filed claims, Morton said its initially including all strikers compounded by its filing the suit immediately upon the filing of the workers' claims disclosed the company's "real motivation."

In addition to withdrawing the suit, Morton ordered the company to reimburse the strikers for legal fees and expenses they had incurred as a result.

## A new look for the Guild Reporter?

**! Attention Members !**

**Especially  
ARTISTS,  
DESIGN and  
GRAPHICS SPECIALISTS**

You've been wondering what  
you can do for your union?

**! TRY THIS !**

It was in 1958, TNG's 25th anniversary year, that the Guild Reporter last underwent a thorough face lift, i.e. it was redesigned to make its appearance then one that was recognized as being among the more modern and appealing union tabloids of the time.

Much has happened with non-daily tabloid design in the intervening years and TNG's 1982 Convention recommended that the Guild Reporter staff "investigate redesigning" the paper, "including its standing art elements."

In doing so, the staff would like to hear from members with particular expertise in publications' design. We'd like your thoughts, advice, proposals, sketches on every aspect of the paper's design—from type faces and sizes through column number and width plus all other aspects of display, including standing art elements like the Page One flag and the letters-to-the-editor, "calendar" and other logos.

In sharing with us your expertise, keep in mind that the Guild Reporter relies on Washington area commercial print shops; it does not have and cannot afford to have its own production facilities. By both necessity and choice, the paper is composed in hot type, repro-proofed, shot, stripped and then printed offset. Cold-type headline faces are available, indeed, used from time to time currently. The fulltime staff does not include an artist; the budget precludes it.

We'll think of something to make it worth the while of the member or members whose proposal(s) the editors like best. Meantime, your thoughts, advice, proposals, sketches will be welcomed by:

**The Guild Reporter  
Redesign project  
1125 15th St. NW.  
Washington, D.C. 20005**

## Kirkland assails NLRB changes

Washington — The AFL-CIO has announced that it will not actively oppose President Reagan's nomination of Donald J. Dotson to serve as chairman of the National Labor Relations Board but, at the same time, has expressed its displeasure with the "profound changes" the Reagan administration is bringing to the board.

In a letter to Sen. Orrin G. Hatch (R-Utah), chairman of the Senate's Labor & Human Relations Committee, AFL-CIO President Lane Kirkland said the AFL-CIO would not testify against Dotson's nomination as scheduled because its information about Dotson's record as a management labor-relations lawyer was not "sufficiently documented to meet our standards for actively opposing a nominee."

Kirkland emphasized, however, that the AFL-CIO has "grave reservations" about Dotson's suitability to serve on the board and said that neither Dotson nor Patricia Diaz Dennis, Reagan's other nominee to fill a vacant board seat, has any claim to a labor board post other than "careers as employer lawyers that are unmarked by evident wrongdoing."

The AFL-CIO has "no confidence" in an NLRB with a management tilt, Kirkland wrote.

Dotson, currently an assistant secretary of labor, was chief labor counsel for Wheeling-Pittsburgh Steel Corp. before joining the Reagan administration. Reagan has nominated him for a full five-year term on the board, replacing John Fanning.

Dennis, a labor-relations lawyer for the American Broadcasting Co., was nominated to fill the unexpired term of John R. Van de Water whose 16-month recess appointment as the panel's chairman expired in December. Van

de Water's confirmation to a full NLRB term had been blocked by AFL-CIO revelations that he had actively advised managements on how to remain "union-free" over a period of years.

Meanwhile, in another recess appointment, Reagan has named John C. Miller as the board's temporary chairman. Miller was Van de Water's chief counsel on the NLRB and has held several high-level NLRB posts.

Writing to Hatch, Kirkland warned that the administration's policy of packing the NLRB on ideological lines has many workers doubting the board's interest in actively protecting their rights.

The AFL-CIO has never sought a board appointment for a lawyer who regularly represents unions or a union official, Kirkland said. Instead, he explained, the AFL-CIO has supported nominees "who were experienced in labor rela-

tions, who believed in the advancement of collective bargaining and who in their professional lives had not been the agents of management or labor."

While neither Dotson nor Dennis has a record of accomplishments "in increasing labor peace or in protecting employee rights," another Reagan appointee now on the five-member board, Robert Hunter, played a leading staff role in the filibuster-defeat of labor law reform legislation, Kirkland pointed out.

These nominations are rewards to reactionary business interests and the far right-wing "that the administration delights in serving," Kirkland charged.

They are a "further expression of the shared contempt of the administration and its allies for the collective bargaining system" and the labor movement, he said.

**IT**

**SEEMS**

**TO US**

### Death of 'principal mover' in Philadelphia is reported

SHARON, PA.

Editor:

I thought the Guild Reporter would want to print a line or two on the death of Herman Altman, who was one of the principal movers when the Guild was extended from the editorial to the advertising department of the Philadelphia Inquirer in the '30s.

His niece, Mrs. Anita Rosenau, of Snowmass Village, Colo., wrote me that Herman, who was unmarried, died Nov. 17 in Austin, Texas, where he had lived since

his retirement from the Inquirer. My husband [William O.] and I were charter members of the [Philadelphia] Guild.

**DOROTHY GROVER**

Editor's note: Brother Altman also was a delegate to the Guild's 5th annual convention, in Toronto in 1938.

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.



## 'I-team' in St. Paul probes zone offices

ARMED WITH THE conventional tools of investigative reporters, a Guild-management team recently toured the circulation zone offices [of Knight-Ridder's St. Paul Dispatch and Pioneer Press] and made its own environmental impact statement on the state of cleanliness or lack thereof.

Kay Ritchie, a management representative from classified advertising, and Lynda Hanner, an advertising salesperson, clicked their cameras and scribbled in their notebooks as they made their rounds to eight of the nine zone offices. (They couldn't find the last one.)

The "I-Team" assignment went to Ritchie and Hanner as a special subcommittee of the Guild-Management Communication Enhancement Committee. The larger group has been meeting for about a year in an effort to improve communication in various clerical and classified departments.

The Ritchie-Hanner subcommittee was asked to study the issue of zone office cleaning and make a recommendation to the full committee.

The I-Team reported that most of the offices face a variety of problems associated with cleaning, or the lack of it.

In some cases, employees, usually secretaries, had to sneak sacks of garbage into the dumpsters of neighborhood grocery stores.

In other instances, employees had to bring a vacuum cleaner from home in order to keep the offices clean.

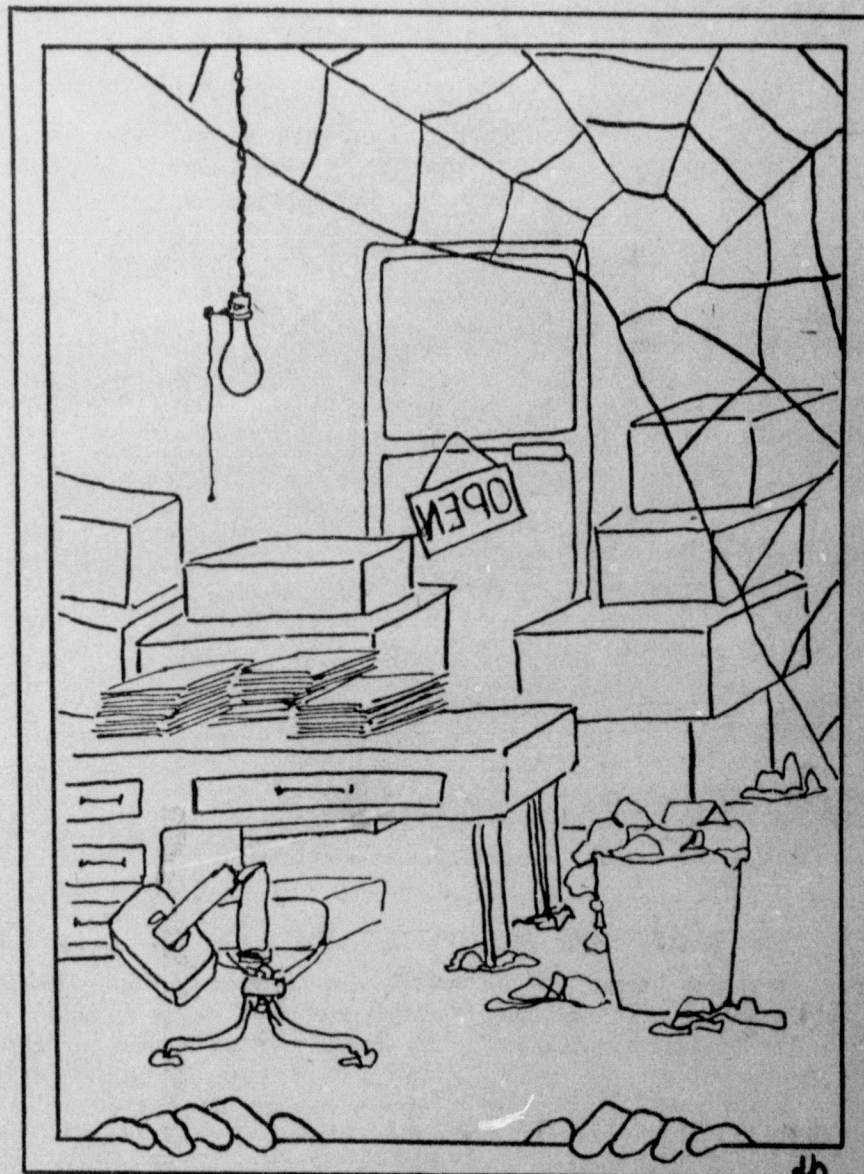
There also were cases where secretaries had to clean the bathrooms.

The subcommittee also noted that the furniture in many of the offices was in a condition that ranged from poor to broken. In one office, a chair broke during the I-Team's interview.

Following the subcommittee's report, Employee Relations Director Ralph Wray said he believes a solution to the problem has been found. Wray, who had been working on the matter since it was raised in feedback sessions that followed the taking of employee attitude surveys, said there is a "high probability" that final approval will be given for the hiring of a cleaning service that will perform regular maintenance duties in all of the zone offices.

Meanwhile, the Ritchie, Hanner I-Team plans a follow-up investigation of the offices in six months.

Reprinted from "On the Level," a publication of the Twin Cities Guild



DEBBIE BROWN in the Twin Cities Guild's "On the Level"

## Bias nixed in 93% of 203 pacts

Washington — Just under 93 percent of the 203 Guild contracts in effect in the United States, Canada and Puerto Rico as of Dec. 1 contained some form of fair-employment-practices provision, according to a compilation by TNG's Collective Bargaining Dept.

All of the contracts with anti-bias provisions specifically ban discrimination based on sex; just

over 97 percent of them ban it based on creed or religion, and national origin; just under 97 percent ban it based on race and just over 95 percent ban it based on color.

Age discrimination is specifically banned in just over 91 percent. Marital status is a specifically forbidden basis for bias in 40.9 percent; parental status, in 32.9 percent; political activities

or belief, in 21.3 percent; irrelevant handicaps, in 18.6 percent; sexual or affectional preference, in 10.1 percent; family relationship, in 3.2 percent; and Vietnam-era veterans, in 1.6 percent.

TNG's Collective Bargaining Program requires locals to seek extensive fair-employment-practices guarantees.

Among the daily newspaper contracts that do not contain

them are those with three Gannett properties — the Battle Creek Enquirer & News, the Rochester Times-Union and Democrat & Chronicle and the Utica Press and Observer-Dispatch. Also Ingersoll's Delaware County Times, Pulliam's Indianapolis Star and News, Scripps-Howard's Knoxville News-Sentinel, and the Landmark chain's Norfolk Virginia-Pilot.

## \$389 in Maui tops clerks' top-minimum list

A TOP MINIMUM of \$389.56 a week for clerks covered by the Hawaii Guild's contract with the Maui News leads a list of clerk top minimums under 109 Guild contracts covering 128 daily and Sunday newspapers in the United States, Canada and Puerto Rico in effect on Feb. 1.

Included on the table, compiled by TNG's Collective Bargaining Dept., is the lowest top minimum for a clerical job covered by each contract.

The lowest clerk top minimum exceeded \$350 a week in six of the contracts. In 26 of the contracts it was more than \$300 a week.

In 42 of the contracts the lowest clerk top minimum fell between \$250 and \$299.99 a week and in 26 contracts it was between \$200 and \$249.99.

The table does not include the results of settlements since Feb. 1 nor deferred increases effective in the interim.

|                                      | Minimum  | After   |                                      | Minimum | After      |                                               | Minimum | After  |
|--------------------------------------|----------|---------|--------------------------------------|---------|------------|-----------------------------------------------|---------|--------|
| Maui (Hawaii) News                   | \$389.56 | 3 yrs.  | Lynn Item                            | 291.35  | 2 yrs.     | Massillon Independent                         | 234.30  | 3 yrs. |
| Victoria Times-Colonist              | 379.12   | 2 yrs.  | Stockton Record                      | 290.67  | 4 yrs.     | Columbus Dispatch                             | 233.26  | 3 yrs. |
| Montreal Gazette                     | 370.00   | 2 yrs.  | San Diego Union and Tribune          | 288.59  | 3 yrs.     | Brockton Enterprise                           | 232.15  | 2 yrs. |
| Detroit Free Press                   | 356.61   | 4 yrs.  | Great Falls Tribune                  | 285.00  | 4 yrs.     | Buffalo Evening News                          | 230.36  | 3 yrs. |
| Hilo: Hawaii Tribune-Herald          | 351.85   | 15 mos. | Boston Herald                        | 278.00  | 3 yrs.     | Memphis Commercial Appeal and Press-Scimitar  | 228.25  | 2 yrs. |
| New Westminster Columbian            | 351.01   | 18 mos. | Providence Journal and Bulletin      | 278.00  | 2 yrs.     | Allentown Call                                | 227.40  | 2 yrs. |
| Manchester Union Leader              | 349.55   | 3 yrs.  | Waukegan News-Sun                    | 276.60  | flat       | Yakima Herald-Republic                        | 225.75  | 4 yrs. |
| Brantford Expositor                  | 338.55   | 18 mos. | Wilmington News and Journal          | 274.57  | 3 yrs.     | Norristown Herald                             | 225.00  | 4 yrs. |
| New York Times                       | 336.34   | 2 yrs.  | Baltimore Sun and Evening Sun        | 274.00  | 3 yrs.     | Battle Creek Enquirer & News                  | 222.00  | 3 yrs. |
| Ottawa Citizen                       | 335.09   | 2 yrs.  | Seattle Times                        | 272.50  | 2 yrs.     | Malden News, Medford Mercury and Melrose News | 221.00  | 2 yrs. |
| Vancouver Sun and Province           | 332.86   | 1 yr.   | Eugene Register-Guard                | 272.25  | 4 yrs.     | Youngstown Vindicator                         | 219.00  | 2 yrs. |
| Seattle Post-Intelligencer           | 325.75   | 3 yrs.  | Woonsocket Call                      | 271.04  | 3 yrs.     | Waterbury Republican and American             | 216.69  | 1 yr.  |
| San Mateo Times & News Leader        | 324.82   | 3 yrs.  | Cincinnati and Kentucky Post         | 270.72  | 3 yrs.     | Columbus Citizen-Journal                      | 209.50  | 1 yr.  |
| Long Beach Press-Telegram            | 319.06   | 3 yrs.  | Sudbury Star                         | 270.08  | 3 yrs.     | Lowell Sun                                    | 207.01  | 2 yrs. |
| Honolulu Advertiser                  | 316.74   | 3 yrs.  | Toronto Globe & Mail (Edit.)         | 269.20  | 2 yrs.     | San Juan: El Mundo                            | 204.75  | 3 yrs. |
| Akron Beacon Journal                 | 315.00   | 2 yrs.  | Denver Post                          | 269.00  | 3 1/2 yrs. | Pueblo Chieftain and Star Journal             | 204.00  | 1 yr.  |
| Tacoma News Tribune                  | 313.50   | 2 yrs.  | Hawaii Newspaper Agency              | 268.36  | 18 mos.    | New Brunswick Home News                       | 202.20  | 1 yr.  |
| Honolulu Star-Bulletin               | 313.01   | 18 mos. | Fall River Herald-News               | 267.61  | 2 yrs.     | San Juan: El Vocero                           | 202.00  | 2 yrs. |
| Pittsburgh Post-Gazette              | 311.00   | 3 yrs.  | Portland Press Herald and Express    | 266.06  | 3 yrs.     | San Juan Tribune                              | 201.00  | 4 yrs. |
| New York News                        | 309.55   | 3 yrs.  | Erie Times and News                  | 265.42  | 3 yrs.     | Scranton Tribune                              | 200.74  | flat   |
| Detroit News                         | 307.91   | 3 yrs.  | Denver: Rocky Mountain News          | 264.00  | 3 yrs.     | Chattanooga Times                             | 197.32  | 4 yrs. |
| Royal Oak Tribune                    | 305.66   | 1 yr.   | Pawtucket Times                      | 263.70  | 2 yrs.     | Canton Repository                             | 197.13  | 3 yrs. |
| Monterey Peninsula Herald            | 305.00   | 3 yrs.  | Oshawa Times                         | 261.17  | 2 yrs.     | Tonawanda News                                | 193.10  | 4 yrs. |
| Chester: Delaware County Times       | 304.49   | 4 yrs.  | Washington Post                      | 259.00  | 2 yrs.     | San Antonio Light                             | 190.12  | 2 yrs. |
| Toronto Star                         | 301.66   | 3 yrs.  | Salem News                           | 258.60  | 2 yrs.     | Pottstown Mercury                             | 186.00  | flat   |
| San Jose Mercury and News            | 300.58   | 2 yrs.  | Toronto Globe & Mail (Circ.)         | 255.82  | 2 yrs.     | Utica Press and Observer-Dispatch             | 185.00  | 4 yrs. |
| New York Post                        | *299.75  | 3 yrs.  | Minneapolis Star & Tribune           | 252.00  | 4 yrs.     | Duluth News-Tribune & Herald                  | 178.00  | 1 yr.  |
| Woodbridge News Tribune              | 297.14   | 3 yrs.  | Sheboygan Press                      | 251.08  | 3 yrs.     | Knoxville News-Sentinel                       | 178.00  | 3 yrs. |
| Mt. Clemens: Macomb Daily            | 296.30   | 2 yrs.  | Gary Post-Tribune                    | 251.03  | 2 yrs.     | Lexington Herald-Leader                       | 173.00  | 4 yrs. |
| Toledo Blade                         | 296.24   | 2 yrs.  | St. Louis Globe-Democrat             | 250.60  | 3 yrs.     | Albany Times-Union and Knickerbocker News     | 167.70  | 2 yrs. |
| Sacramento Bee                       | 296.00   | 3 yrs.  | St. Louis Post-Dispatch              | 250.60  | 3 yrs.     | Morgantown Dominion Post                      | 159.18  | 2 yrs. |
| Sacramento Union                     | 295.73   | 2 yrs.  | Philadelphia Inquirer and Daily News | 245.25  | 4 yrs.     | Terre Haute Tribune and Star                  | 154.00  | 2 yrs. |
| Oakland Tribune                      | 294.17   | 2 yrs.  | Peoria Journal Star                  | 244.00  | 2 yrs.     | Scranton Times                                | 153.00  | flat   |
| San Francisco Chronicle and Examiner | 294.17   | 2 yrs.  | St. Paul Pioneer Press and Dispatch  | 243.56  | 1 yr.      | Monessen Valley Independent                   | 152.00  | 1 yr.  |
| Kingston Daily Freeman               | 293.40   | 3 yrs.  | Kenosha News                         | 240.00  | 5 yrs.     | Norfolk Virginian-Pilot                       | 139.00  | 3 yrs. |
| Cleveland Plain Dealer               | 293.00   | 3 yrs.  | York Daily Record                    | 235.29  | 3 yrs.     |                                               |         |        |
| Chicago Sun Times                    | 292.64   | 3 yrs.  | Joliet Herald-News                   | 234.49  | 3 yrs.     |                                               |         |        |

\* For persons hired on or after 3/31/82. For those hired on or before 6/11/81, \$341.75.





ROBERT A. STEINKE/St. Louis Guild

## A pair of 40-year firsts in St. Louis

Ted Shafers, financial editor of the St. Louis Globe-Democrat, expresses his thanks for the 40-year Guild membership pin presented to him during the St. Louis Guild's annual meeting Jan. 10. It was the first special pin denoting 40 years of membership, in-

set right, to be presented since TNG's 49th Annual Convention last summer authorized the pin's creation. Shafers was presented his pin by Robert C. Holt, Jr., St. Louis Guild president and TNG vice president at-large, seated right. [Two weeks later, the second 40-year pin presentation was made in Pueblo, see Page 5.]



## Malden pact takes outside sales to parity

**Malden, Mass.**—Outside advertising salespersons are upgraded to parity with reporters and photographers in a three-year agreement between the Boston Guild and the publisher of the Malden News, Medford Mercury and Melrose News.

The agreement, retroactive to July 1, 1981, will reopen this July 1 for further bargaining on minimum and other wage increases to take effect in the contract's third year.

Top minimums for advertising salespersons, reporters and photographers were raised to \$436.75 this Jan. 1, through a series of increments in the first 18 months of the agreement, eliminating a \$27.95 difference that had favored the newsroom employees.

The increase in the top minimum for newsroom employees

totals \$29 over the first two years of the contract, while the increase in the top minimum for advertising salespersons totals \$56.75.

In addition, beginning July 1 employees will be covered under TNG's International Pension Plan, with the company paying \$1 per shift per employee into the plan. Employer payment to the pension fund also will be subject to bargaining when the contract reopens in July.

A fifth week of vacation is added for full-time employees with 20 years or more of service.

The contract's fair employment practices provisions are expanded to prohibit discrimination in hiring and employment because of irrelevant handicaps. Political activity and political beliefs also are added to specific bans on hiring discrimination.

A new clause protecting the "integrity" of employees includes prohibitions against corrections or retractions without prior consultation with the employee and establishes an employee's right to respond simultaneously to any critical letter to the editor.

A provision also is added for the Guild and the company to negotiate a payment for any employee whose work is sold by the company to another enterprise.

Other increases and resulting new top minimums include:

**Circulation aides**—Up by \$21, to \$201.

**Classified ad takers, billing clerks, ad control persons, layout-dispatch clerks**—Up by \$21, to \$276.

## News minimums will top \$409 under San Antonio settlement

**San Antonio** — A two-year agreement between the San Antonio Guild and Hearst's San Antonio Light raises the top minimum for reporters, photographers and artists by \$57 a week, taking it to \$409.76 a week on March 19.

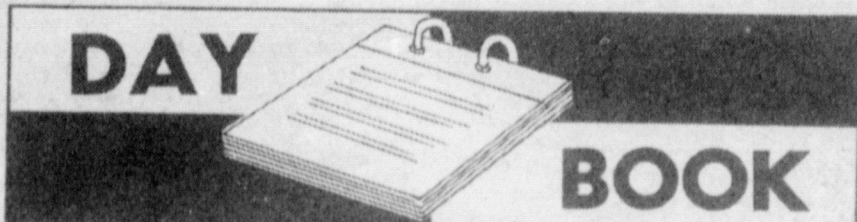
The \$57 increase comes in two increments of \$28.50 each, with the first retroactive to March 19, 1982.

Night differential is raised by 25 cents, to \$2 a shift for employees beginning work at 3 p.m.

or later, and to \$3.25 a shift for employees beginning work at 9:45 p.m. or later.

The top minimum for circulation and newsprint truck drivers is raised by \$33.76, to \$242.74 a week, in two increments of \$16.88 each.

The top minimum for copy persons, file clerks, porters, paperhandlers, press wipers and elevator operators is raised by \$28.42 over the contract term, to \$204.31 a week, while that for copy editors is raised by \$57.34, to \$412.24 a week.



TNG residential seminar for new local officers, Feb. 18-21, George W. Neany Center for Labor Studies, Silver Spring, Md. (suburban Washington).

Great Lakes District Council, winter meeting and TNG seminar, "An Update on VDTs" and "Safety and health committees," Feb. 26-27, Cincinnati.

Southern District Council, winter meeting and TNG seminar, "An update on VDTs" and "Safety and health committees," March 5-6, Newport News, Va.

International Executive Board, spring meeting, April 18-22, TNG headquarters, Washington.

Western District Council, spring meeting and TNG seminar, "An update on VDTs" and "Safety and health committees," April 23-24, San Jose.

Great Lakes, Midwest and Southern District Councils, joint meeting (tentative), May 14-15, Ramada Inn (Union Avenue), Memphis.

New England District Council, spring meeting, April 30-May 1, location to be announced.

International Executive Board, pre-convention meeting, June 23-24, Bond Court Hotel, Cleveland.

50th Annual TNG Convention, June 27-July 1, Bond Court Hotel, Cleveland.

International Executive Board, post-convention meeting, July 1, Bond Court Hotel, Cleveland.

51st Annual TNG Convention, June 25-29, 1984, Puerto Rico.

52nd Annual TNG Convention, June 24-28, 1985, Pittsburgh.

## Oakland Tribune asks concessions

**Oakland, Calif.** — An accountant for the Bay Area newspaper unions, including the San Francisco-Oakland Guild, examined the books of the Oakland Tribune Feb. 8 and 9 preparatory to the unions beginning talks with the Gannett daily's management on its demands for cost-cutting measures.

Gannett announced the week before that it had agreed to sell the 109-year-old daily to Robert C. Maynard, its editor and publisher, and a group of local investors contingent on their reaching cost-cutting agreements with the unions and demonstrating sufficient financial resources to keep publishing the paper.

Tribune management delivered its demands to the unions Feb. 7 under the cloak of confidentiality.

About the same time, the publishers of the San Francisco Chronicle and Examiner and the San Jose Mercury and News, who bargain economics jointly with the unions, informed the unions separately that they were suspending talks for contracts to replace those expired since Dec. 31 until the Tribune situation was resolved.

Gannett announced several months ago that it would sell the Tribune under an agreement for Federal Communications Commission approval of Gannett's purchase of area TV station KRON. An FCC rule prohibits broadcast licensure in the same area as a firm owns a daily.

A protest of the purchase has been filed from another quarter, however, over Gannett's continued ownership of the 43,000-circulation San Rafael Independent-Journal. The protester is Scripps-Howard. Gannett also has been printing its new national daily, U.S.A. Today, in the Independent-Journal plant.

This—at the request of the San Francisco Conference of Newspaper Unions, which includes the Guild—has led to U.S.A. Today being placed on the "we do not patronize" lists of the San Francisco, Santa Clara, Marin and San Mateo labor councils.

The Independent-Journal has been nonunion since a long, bitter strike in 1970-71.

Meanwhile, the Tribune's Maynard said he hoped to be able to complete purchase of that paper by the end of February. A Feb. 21 deadline was set for agreements with the unions.

## N.Y. leadership bans smoking

**New York**—The New York Guild's executive committee has banned all forms of smoking at its meetings.

Concern over the discomfort drifting tobacco smoke was causing nonsmoking members of the executive committee prompted a motion to prohibit smoking. It carried by a wide margin.

## 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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