

Merger pact voted up by 96%; referendum to be Sept. 22-27

Cleveland — Delegates to the Guild's 50th Annual Convention voted overwhelming approval of the agreement for merger of TNG and the International Typographical Union.

Final tally of the roll call on the agreement was 382.5 votes "yes" and 12.5 "no." The 382.5 votes were 96.8 percent of the 395 votes held by all 55 locals represented at the convention.

Three days later, the International Election & Referendum Committee directed that the

Guild-wide membership referendum on the merger agreement be held Sept. 22-27. The ITU membership is expected to vote on the agreement during the same six-day period.

Two days later, delegates also added to TNG's Constitution provisions for designation of three TNG members to serve on the merged union's seven-member executive council and, acting under those provisions, designated TNG President Charles A. Perlik, Jr., Secretary-Treasurer

Charles Dale and Field Operations Director J. William Blatz to fill those posts [see story below on this page].

Announcement of the result of the convention's merger roll call was greeted with standing applause and cheers by the delegates as Perlik shouted: "Brothers and sisters, we are on our way to merger." When the demonstration had run its course, he continued: "Let it be recorded we approved this motion at 3:07 p.m. on the afternoon of June

28, 1983, in the City of Cleveland, Ohio, the home of Local No. 1," drawing another round of applause and cheers.

Soon thereafter Perlik announced the formation of the ad-hoc "Committee for The Merger," with all 15 members of TNG's International Executive Board and all 12 members of the TNG Special Merger Committee, including five IEB members, as its initial membership. He invited other Guild

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Convention elects officers, full IEB by acclamation

Cleveland — Delegates to the Guild's 50th Annual Convention by acclamation re-elected TNG's three top officers: President Charles A. Perlik, Jr., to an eighth term; Secretary-Treasurer Charles Dale, to a third term; and International Chairperson Harry S. Culver, to a fourth term.

The six persons nominated for TNG's six at-large vice presidencies also were declared elected as were the seven nominated for the seven vice presidencies from geographic regions.

It was the first time in 22 years that no contest emerged in TNG's regular biennial election procedure. Under TNG's Constitution, nominations for international offices are made at conventions with any uncontested nominees declared elected and any contests decided by subsequent membership referendum.

Three of the at-large vice presidents and two of the regional vice presidents will be serving their first terms on TNG's International Executive Board.

The new at-large vice presidents are: Carol D. McGarvey of Philadelphia, Marie Shellock of Youngstown and Stanley Souza of Hawaii. The newly elected regional vice presidents are: Lee C. Clifford of Canadian Wire Service, elected from Eastern Can-

The 50th Annual TNG Convention

Cleveland—TNG's 50th Annual Convention met here June 27-July 1.

There were 221 delegates and six alternates from 55 locals in the United States, Canada and Puerto Rico registered and seated.

Convention votes of the 55 locals totalled 395.

ada; Faye McCracken of Memphis, elected from Region 2, the U.S. South and Puerto Rico; and Peter E. McLaughlin of New York elected from Region 5, New York City and vicinity. McCracken also held the same office in 1978-79.

McLaughlin, president of the New York Guild, is the only officer elected whose candidacy had not been announced in advance of the convention.

At-large vice presidents re-elected are: William T. Davis of San Jose; Robert C. Holt, Jr., of St. Louis; and David M. Mulcahy of New York.

Re-elected from the regions are: Thomas R. Hiltz of Boston, from Region 1, the Northeast;

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TNG OFFICERS EXCHANGE CONGRATULATIONS AFTER RE-ELECTION BY ACCLAMATION
President Charles A. Perlik, Jr.; Chairperson Harry S. Culver; Secretary-Treasurer Charles Dale.

Perlik, Dale, Blatz selected for MWIU posts

Cleveland—When delegates to the Guild's 1983 Convention re-elected Charles A. Perlik, Jr., and Charles Dale respectively TNG president and secretary-treasurer, they also selected them to serve as the first president and secretary of the proposed new Media Workers International Union, ITU/TNG.

And hard on the heels of those actions, the convention also by acclamation selected J. William Blatz, TNG director of field operations, to be the vice president

of the MWIU designated by the Guild for the new union's first four years.

Perlik and Dale would be president and secretary for the first two years of the new union's four transition years, then respectively general president and treasurer for the second two years, under the agreement for merger of TNG and the ITU.

Designation of Perlik and Dale for the MWIU offices occurred under amendments to TNG's Constitution adopted by the con-

vention before it opened nominations for TNG officers.

Those amendments provide that the two top officers elected in 1983 also serve in the MWIU offices for the transition period.

Blatz, selected under the same set of constitutional amendments, pointed out to delegates in accepting that "of course, there is no job there yet."

But, he said, in keeping with the convention's vote on the merger agreement two days be-

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Defense Fund's liquidity tops \$5M

Cleveland—TNG's Defense Fund has reached and passed the goal of \$5 million in cash set by the 1979 Convention, TNG Secretary-Treasurer Charles Dale announced to the opening session of TNG's 1983 Convention.

And with \$5 million in "spendable cash" in hand, the basic TNG benefit for striking or locked out Guild members rises by \$10, to \$100 a week, Dale added.

The \$100-a-week strike benefit is "the capstone" to the Defense Fund rebuilding program adopted by the 1979 Convention, he pointed out.

Adopted in the face of a Defense Fund debt of more than \$1.5 million at the close of a year in which more than \$5.4 million had been paid in strike benefits and related costs, that program called for building the Defense Fund's liquid assets first to \$4 million and then, 30 months later, to \$5 million.



**Convention marks Golden Anniversary
with pioneers' banquet, song, films—5-8**



Delegates approve merger pact by 96%

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leaders also to join its ranks.

By July 20, the committee listed 73 more members from 55 locals and more were volunteering, [see listing, Page 3]. The next day, three more leaders from two more Guild locals joined the committee.

Official result of the convention's merger roll call showed that 51 of the 55 locals represented at the convention voted unanimously for the agreement while only one local, Chicago, cast its convention votes unanimously against it. [See table, below.]

One other local, Akron, cast the majority of its votes against the merger agreement, dividing them two against to one in favor to reflect the proportion of the result of an advisory vote by the local's membership late last year.

The Akron Guild's new president, Terry Oblander, has joined the Committee for The Merger, however.

Minorities of two locals' votes were cast against the merger: 2 of the 7 votes held by the Cleveland Guild and 1.5 of the 21 votes of the Washington-Baltimore Guild.

Initially, 3,375 of the Canadian Wire Service Guild's nine votes were cast against it, too, but after the local announced it had re-pollled its delegates, it was permitted to amend its vote to put all nine in favor.

The Chicago Guild's membership had voted against the merger proposal in an advisory referendum just before the convention, with 174 votes cast against it and 39 for it, a proportion of just over 4 to 1.

An advisory vote by the Central California Guild's membership in December produced a tally of 145 in favor of the merger to 95 opposed.

An affirmative vote by the convention was expected by TNG leaders, but they expressed appreciative amazement at the size of the margin, calling for all delegates who had voted for the merger to join them in working for approval in the membership referendum, as well.

The separate referendums among the memberships of each union are the final step in the procedures for merger ap-



TNG CONVENTION DELEGATES APPLAUD MERGER ROLL-CALL VOTE RESULT

"All the hard work" of TNG's Special Merger Committee also gets a rising vote of appreciation.

proval in each. If majorities of both memberships vote for the agreement in September, the merger would become effective upon the adoption of a constitution for the Media Workers International Union, ITU/TNG, at its Founding Convention, tentatively scheduled for next Feb. 5-10 in Washington.

The merger resolution adopted by the convention points out that the merger "would unite more than 70,000" working members of the two unions into a single union "whose primary goal is to win new and larger shares of the wealth these industries produce."

The merger of the two internationals would consolidate their resources, policies and procedures to enable the new union to "meet more effectively the challenges of a changing industry, further advance and protect the interests and concerns of its

members and more quickly organize the unorganized, while protecting the democratic nature and institutions of both predecessors."

The resolution also directs TNG's president and secretary-treasurer to "use any available means they deem appropriate to disseminate to the membership information about the merger agreement and to promote its approval by the membership in the referendum."

First product of that authority appears on Page 3 of this issue of the Guild Reporter, the first installment of a "Question & Answer" series, prepared by leaders of TNG's Special Merger Committee.

The convention's vote followed a three-hour, section-by-section review of the merger agreement's provisions by the convention in open general session.

The agenda provided that after the review was completed, delegates would have the opportunity to present evaluations, statements or arguments as they might choose on the agreement.

Given first opportunity were the members of the merger committee. Only one of them, William H. McLeman of Vancouver-New Westminster, took the mike.

He observed that while the agreement is "not everything I'd like it to be, I know I'm going to be here five years from now and we'll have all those things fixed then."

"I'm for it, and I'm going to promote its ratification," he concluded.

Other merger committee members reserved their opportunity to speak for later in what was expected to be a lengthy debate.

The convention chair turned to the delegates on the floor. No

one moved. He restated the call for discussion. There was silence. He again called for discussion. There was a call for the question. A motion was made for a roll call. Fifteen minutes later it was completed and the result announced.

A short time later the convention gave a standing, applauding vote of appreciation to the members of TNG's Special Merger Committee, including the five members who had been unable to serve to completion of its work:

Robert M. Crocker, the late TNG Secretary-Treasurer; Fred D. Fletcher of San Francisco-Oakland; former TNG Vice Presidents Diane Woodstock and John Mitchell, and Harry Fisdell of the New York Guild.

While setting the referendum dates at its meeting immediately after the convention adjourned, the IERC also held that under provisions of TNG's Constitution members in good standing as of June 1, July 1 or Aug. 1 will be eligible to vote, that ballots will be mailed to locals on Aug. 31, that local election committees are to count those cast either on Sept. 28 or Sept. 29, that the locals' returns to TNG must be postmarked no later than Oct. 1 and that the official tabulation of the returns and certification of the result will take place on Oct. 10.

In a subsequent letter to all local presidents, Perlik reminded that TNG will provide speakers and discussion leaders for any meetings any local wishes to hold to examine the provisions of the merger agreement in advance of the Sept. 22-27 voting period.

ITU's Bingel pledges 'all in my power ...'

Cleveland — International Typographical Union President Joe Bingel pledged to TNG's 1983 Convention to personally "do all in my power" to win an affirmative vote by the ITU membership on the proposal for merger of TNG and the ITU.

Bingel addressed the convention on the morning after delegates had approved the agreement for merger by casting 96.8 percent of their votes in favor of the proposal.

He called that action a "gargantuan step forward in bringing merger closer to reality."

At the same time he acknowledged that opposition to the agreement by two of the five members of the ITU Executive Council "puts an extra burden on those of us who believe that we must stop looking backwards for a model of existence."

"We must and will," he declared, "exert every effort to bring our two unions together so

that we can be a new, strong, international union, better equipped to negotiate contracts, organize the unorganized [and] supply technical support to our locals throughout our two countries."

At the same time the new union will "work towards the formation of a single union to represent the members of all the unions in our industry," he pledged, "because we recognize and believe, as you do, that only through consolidation of union resources can we best represent and serve our members."

He said the majority of ITU Executive Council members "also recognize that time is of the essence," continuing:

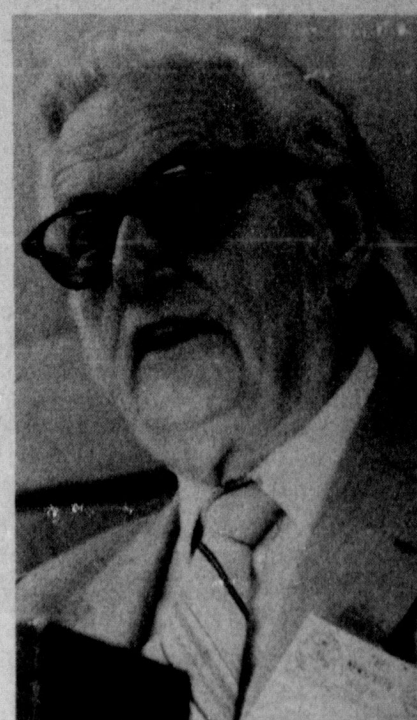
"After your vote . . . the ball is in our court, and as president of the ITU, I accept that challenge and will do all in my power to match your giant step forward."

He said he will urge ITU members to approve the merger agreement "before it is too late," before "the world of technology has passed us by and our opportunity and dreams for one big union are gone."

ITU Vice President Allan J. Heritage chided the opponents of merger within the ITU for "taking advantage" of the pride of ITU members in the history and traditions of their union.

"Pride sometimes can blind you to facing the realities," he said in remarks following Bingel's address.

Failure to merge will only fuel publisher efforts to divide us through assignment of work as traditional lines of jurisdiction become more blurred through



THE ITU'S JOE BINGEL
Addresses TNG convention.

Roll call on the merger

Cleveland—Below is the local-by-local tally of the votes cast by delegates to TNG's 50th Annual Convention in the roll call in which they adopted a resolution ratifying the agreement for merger of TNG and the International Typographical Union.

"Yes" votes were those favoring adoption of the merger resolution; "no" votes were those against adoption of the resolution.

Local	Yes	No
Akron	1	2
Albany	5	0
Bakersfield	3	0
Boston	5	0
Brockton	3	0
Buffalo	9	0
Canadian Wire Service	9*	0
Central California	9	0
Chicago	0	7
Cincinnati	3	0

Local	Yes	No	Local	Yes	No
Cleveland	5	2	Rockford	2	0
Denver	8	0	St. Louis	11	0
Detroit	12	0	Salem	2	0
Erie	4	0	San Antonio	3	0
Gary	2	0	San Diego	10	0
Harrisburg	2	0	San Francisco-Oakland	16	0
Hawaii	7	0	San Jose	10	0
Hudson County	2	0	Scranton	3	0
Lexington	2	0	Sioux City	1	0
Los Angeles	6	0	Southern Ontario	19	0
Madison	1	0	Terre Haute	3	0
Manchester	3	0	Toledo	6	0
Memphis	6	0	Twin Cities	10	0
Montreal	5	0	Vancouver		
New York	52	0	New Westminster	13	0
Northern Ontario	2	0	Victoria	4	0
Ottawa	5	0	Washington-Baltimore	19.5	1.5
Pacific Northwest	13	0	Wilkes-Barre	3	0
Peoria	3	0	Wire Service	11	0
Philadelphia	14	0	Youngstown	4	0
Pittsburgh	3	0	Totals	382.5	12.5
Portland	5	0			
Providence	6	0			
Pueblo	3	0			
Puerto Rico	13	0			
Rochester	1	0			

*The Canadian Wire Service Guild initially cast 5,625 votes "yes" and 3,375 votes "no." Following announcement of the vote, the local asked that all nine of its votes be cast as "yes."

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Q Now, about that merger A

Question: WHY MERGE?

Answer: THAT, OF COURSE, IS THE basic question.

It gets right to the heart of the very reason a union exists—to win benefits and protections for its members.

It gets right to the heart of the fundamental tool a union uses in obtaining those goals—the collective bargaining process.

There is widespread agreement among those involved in the bargaining process, directly or indirectly, that bargaining is bottomed on power. All kinds of power. History proves it. Where a union has not had the power to compel a reasonable settlement, it has died.

One essential form of power is the power of numbers. The greater the numbers, the more the power.

THAT'S WHY MERGE.

Go back to 1933. That's when individual newsroom employees began to "merge" their resources, their

This "Q and A" (questions and answers) is the first in a series that will be continued in subsequent issues of the Guild Reporter so that the Guild's membership may be fully informed about the proposal to merge TNG and the International Typographical Union at the international level before voting in the Guild-wide referendum Sept. 22-27.

talents, their efforts, their goals—their numbers—to form the Guild.

IT WORKED. That's why merge.

Go back to 1937. That's when editorial department locals began to "merge" their numbers with employees from other departments.

IT WORKED. That's why merge.

Go back to the beginnings of coordinated bargaining, and joint bargaining.

That's when the Guild began to "merge" its numbers with those of other unions.

IT WORKED. That's why merge.

Merger with the ITU thus is but one more natural step in the process of putting together a single union of all employees of the employer, abso-

lutely imperative now that it finally has become clear to all that no one union can go it alone.

IT WILL WORK. That's why merge.

Not only will the new MWIU have as its basic strength the two largest organized groups of newspaper workers but it will have, as well, a collective bargaining philosophy, program and policies to implement its goals; a skilled staff to assist in achieving those goals as well as in stepping up organizing activities; additional staff and money as duplicated services are eliminated; and a renewed commitment to civil rights, civil liberties and human rights.

Q: WHY MERGE WITH THE ITU? Why not the Pressmen and the Photoengravers—the new Graphic Communications Union — or the Communications Workers, or the Teamsters?

A: ONLY THE ITU among all other unions is basically a newspaper union. A majority of its members are, and always have been, employed in the newspaper industry. Only small percentages of the memberships of other unions with newspaper members actually are employed in the industry.

Q: IS IT TRUE that the ITU now has about 3,000 members working in the advertising, business, circulation and editorial departments of newspapers?

A: YES, MOSTLY EDITORIAL, and the number is increasing. Since 1973, when the ITU expanded its jurisdiction to include the Guild's "traditional" representation, the ITU has been certified for more than 25 of these groups in Canada and has won at least 60 representation elections overall. Almost all of these victories have resulted in contracts.

Q: WHAT PORTION of ITU's members work on newspapers?

A: JUST OVER 63 PERCENT. That's 28,132 of 44,430 working members, according to the Typographical Journal of March 1983. Included in that report were 512 of the 522 ITU locals as of Dec. 1, 1982.

cluded in that report were 512 of the 522 ITU locals as of Dec. 1, 1982.

Q: HOW DOES THE NUMBER of ITU members working on newspapers compare with the number of Guild members on newspapers?

A: THE ITU HAS ABOUT 3,650 more members than the Guild working on newspapers.

Q: SHOULD THE MERGER speed organizing?

A: YES. BASIC ELEMENTS necessary to successful organizing will be enhanced. Competition meanwhile, will be eliminated. There will be more money, more staff, and more springboards to the unorganized. A field staff of 40 will result because the ITU's representatives and organizers total three times as many as TNG's. And the new union will be established in many plants where there are many unorganized groups in the Guild's "traditional" jurisdiction. The ITU has 522 local unions which have contracts with 2,100 employers, compared with the Guild's 80 locals and 200 employers.

Q: BARGAINING CONTRACTS is our fundamental purpose, will the merger help?

A: YES. THAT'S THE BEDROCK reason for merger. Good contracts and good settlements flow from economic strength. The economic strength must first be in the plant covered by the bargain, otherwise it's of sharply limited value. That's where the substantial majority of ITU members work. Add to that the fact that former separate locals now will be guided by the same leadership directing the same bargaining goals, one set of procedures for handling proposals, settlements, strike votes, strikes and picket line observance, maximizing the bargaining climate.

Q: HOW ABOUT COSTS—operating costs—the overhead—of the merged international union?

A: SUBSTANTIAL SAVINGS.

One example: The expense associated with the use of a computer. The ITU owns a new quarter-million-dollar computer. TNG rents computer time. Last year TNG spent \$61,937, almost all for leasing time. That money would be saved.

Another example: Publications. Last year the two unions spent \$887,485 on three publications. A consolidated publication would cost substantially less.

(To be continued)

Committee for The Merger

TNG President Charles A. Perlik, Jr., announced that initial response to his call for local and international Guild leaders to join in an ad-hoc Committee for The Merger had resulted by July 20 in enlistments from 55 locals as well as all of TNG's officers and vice presidents and the entire TNG Special Merger Committee. He listed the following:

International Executive Board: International Chairperson Harry S. Culver, Secretary-Treasurer Charles Dale and Perlik.

At-Large Vice Presidents: William T. Davis; Robert C. Holt, Jr.; Dianne M. Martino; David M. Mulcahy; and Joyce M. Walker-Tyson.

Regional Vice Presidents: Thomas R. Hiltz; Charlie Ramis; Richard M. Peery; Larry D. Hatfield; Barbara Yuncker; John M. Lowe; and Roger L. Stonebanks.

TNG Special Merger Committee: J. William Blatz, TNG director of field operations; Robert E. Bruner, Pacific Northwest Guild executive secretary; Edwin R. Egan, New York Guild executive vice president; Paul MacClennan, Buffalo Guild; William H. McLeman, Vancouver-New Westminster Guild executive secretary; Robert A. Steinke, St. Louis Guild executive secretary; Linda L. Zink, Los Angeles Guild administrative officer; Culver; Perlik; Dale; Peery and Lowe.

Alphabetically, by local, the committee includes:

Akron: Terry Oblander, president.
Albany: Thomas LaPoint, president.
Bakersfield: Peter Tittl, president.
Boston: Gerald Maraghy, administrative secretary; Hiltz.
Brockton: Fred Cain, president.
Buffalo: Richard Christian, president; Richard Klinczor, editorial vice-chairperson; MacClennan.
Central California: Gene Turner, vice president; Mike Otten, local committee member.
Cincinnati: Mary K. Brookshire, president.
Cleveland: J. Stephen Hatch, executive secretary; Peery.
Denver: Victor Ciuccio, administrative secretary.
Detroit: Donald Kummer, administrative officer; Walker-Tyson.
Erie: William Buchanan, president.
Eugene: Mike Stahlberg, treasurer.
Gary: James McGill, president.
Great Falls: Phil Smith, treasurer.
Harrisburg: Chuck Muir, president; Roger Seip, vice president.
Hawaii: Roy Kruse, administrative officer.
Hazleton: William Berry, president.
Kenosha: Stephen Lund, president.
Lexington: Linda Foley, president.
Los Angeles: Zink.
Manchester: James Schaufenbil, president.
Memphis: Faye McCracken, vice president.
Montreal: Jan Ravensberger, Gazette unit chairperson.
Mountaineer: Karen Kuehn, president.
New York: Peter McLaughlin, president; Barry Lipton, secretary-treasurer; William South, first vice chairperson, Consumer Reports; Mulcahy; Egan; Juncker.
Northern Ontario: Ron Gibbons, treasurer.
Ottawa: Jim Scheer, Citizen unit chairperson.
Pacific Northwest: Emmett Murray, executive board member; Bruner.
Pawtucket: Mike Scandura, president.

Peoria: Ray Long, vice president.
Philadelphia: Eugene Jones, president; Carol McGarvey, secretary.
Pittsburgh: Edward Bell, president.
Portland: Dave Langzett, vice president.
Providence: Frank Prosnitz, administrator; Charles Walker, treasurer.
Pueblo: Mike Fitzgerald, vice president.
Puerto Rico: Angel Baez, local representative; Ramis.
Rochester: Dena Bunis, treasurer.
Rockford: Craig Wyatt.
St. Louis: Patricia Rice, treasurer; William R. Balota, executive committee member; Holt; Steinke.
Salem: Nelson K. Benton, secretary.
San Diego: Michele Davis, president; John Edgington, administrative officer.
San Francisco-Oakland: Doug Cuthbertson, executive secretary; Hatfield.
San Jose: Eugene Bryant, administrative officer; Russ Cain, Monterey unit chairperson; Davis.
Sioux City: Harvey Sanford, president.
Southern Ontario: John Bryant, executive officer; Susan Craig, secretary; Brian Dawson, second vice president; San Reyenga, executive committee member; Linda Torney, local representative; Lowe.
Terre Haute: Patricia Smith, president.
Toledo: Howard Burkhardt, president; Bill Lee.
Twin Cities: John Carmichael, executive secretary.
Vancouver-New Westminster: Roy Tubbs, president; McLeman.
Victoria: Joe Ravick, president; Stonebanks.
Washington-Baltimore: Ernie Mercer, president; Dorothy Struzinski, administrative officer; Pat Gilbert, Sunpapers unit chairperson; Lou Diuguid, local merger committee chairperson.
Wilkes-Barre: Jack Wallace, president; Carl Schwab, treasurer.
Wire Service: William Morrissey, president.
Youngstown: Marie Shellock, president.

NOTICE . . . NOTICE

In the haste to get the merger agreement between The Newspaper Guild and the International Typographical Union into print and distributed to Guild members, an agreement reached in the last-minute wrap-up during the early morning hours of April 9 in Colorado Springs inadvertently was left out of the final draft and did not appear in the text printed on April 22, 1983, nor in that printed subsequently by the ITU.

The ITU will add the missing material to the text it distributes to all members through its *Typographical Journal* prior to its convention August 6-12, 1983, in San Francisco.

TNG is bringing the omission to its members' attention through this and subsequent notices in *The Guild Reporter*.

The agreement seems unexceptionable and does nothing more than reflect repeated expressions of intent made by TNG conventions over the years. It would occur as follows under Section B (Non-Constitutional), VI C (three-fourths down middle column, Page M8) of TNG's printed Merger Agreement (new material in bold face):

This section shall not be a bar to pursuing a merger with any other union which the MWIU, by convention action, determines to pursue and, as a matter of policy, the MWIU pledges to continue to seek future mergers in the graphics communication and media industries."

85-15 per-capita split extended

Cleveland—A 12-month extension of the temporary reapportionment of per-capita payments between TNG's General Fund and its Defense Fund was enacted by TNG's 1983 convention.

Adopting the report of the convention's Finance Committee on a voice vote, the delegates authorized a year's continuation of the formula under which 85 percent of each per-capita payment, less \$1.35, is allocated to the General Fund, with the other 15 percent going to the Defense Fund.

Last year's convention approved the 85-15 formula for a 14-month period. Without the extension, the formula would have returned July 1 to an 80-20 percent apportionment, after deduction of the \$1.35, which also goes to the General Fund.

In approving the continuation of the 85-15 formula, the convention noted that its enactment had contributed to restoration of the General Fund's health. That fund, from which the union's operating expenses are paid, finished the fiscal year ended March 31, 1983, with a \$48,897 surplus, compared to a \$106,847 deficit at the end of the previous year.

Meanwhile, by the time the convention opened June 27 the Defense Fund had reached a goal set for it by the 1979 Convention of \$5 million in liquid assets, despite the reduced regular per-capita apportionment to the fund.

Delegates approved a \$2,921,490 General Fund budget for the fiscal year that began April 1 and an income estimate of \$2,923,206. Together they produce a projected surplus of \$1,716 for the year.

The income estimate, based on the 85-15 percent per-capita apportionment, anticipates monthly

per-capita payments from an average of 27,100 members plus an average of 350 agency-fee payments monthly.

Noting that some locals continued to be delinquent in their per-capita payments to TNG, the convention in adopting the Finance Committee's report called for and heard a report from TNG Secretary-Treasurer Charles Dale on the situation.

He reported the following delinquencies: Battle Creek, two months behind in per-capita remittances; Columbus, five months behind; Eugene, two months behind; Indianapolis, three months behind; Lehigh Valley (Allentown), 18 months behind; New York, three months behind in per-capita payments and \$38,000 due in higher Defense Fund dues; and the (U.S.) Wire Service Guild, 10½-11 months behind in per-capita payments.

Also at the request of the convention, locals delinquent in their per-capita payments who were represented at the convention—the New York and Wire Service Guilds—outlined their plans for catching up. Earlier, a representative of the Lehigh Valley Guild, attending the convention as a guest, described that local's efforts to reorganize.

The convention also directed TNG's International Executive Board to make quarterly reports to the membership identifying those locals that are in arrears and estimating "the loss of revenue that must be made up from other sources."

During its post-convention meeting the afternoon of July 1, the IEB approved a recommendation by TNG President Charles A. Perlik, Jr., that it keep in "suspended status" its edict to the Wire Service Guild that it show cause why the IEB should not move to take over the local's

funds and records and reorganize its financial operations.

The local had outlined to the IEB at its pre-convention meeting a proposed schedule for repaying its back per capitas that would put it less than two months in arrears by next June.

In approving Perlik's recommendation, the IEB also offered the assistance of an international representative to work and consult with the local and make reports on its progress in reaching the goals outlined.

The IEB, at its April meeting, had called on Wire Service Guild leaders to appear before its pre-convention meeting to show cause why the IEB should not invoke its constitutional authority to suspend the locals charter and to take over its financial operations. TNG's Constitution gives the IEB that authority whenever a local fails to remit per capitas for three consecutive months.

Also at its post-convention meeting, the IEB approved a new one-year agreement between TNG and the Federation of Guild Representatives—the union representing TNG's field and headquarters administrative staff.

The agreement, retroactive to March 1, includes increases ranging from \$50 to \$35 a week, with the \$50 increase for international representatives, Guild Reporter editor and the executive secretary of TNG's Contracts Committee in increments of \$35 from March 1, and \$15 on Sept. 1, 1983, taking the top minimum to \$833 a week. The \$35 increase, for research and bargaining assistants in TNG's Collective Bargaining Dept., comes in increments of \$25 and \$10, taking that top minimum to \$594.50 a week.

At the same time, the IEB voted increases of \$55 a week, in increments of \$35 and \$20, to TNG's directors of field and administrative operations, and an increase of \$51 a week, in increments of \$30 and \$21, for its office manager. The three jobs are exempt from collective bargaining agreements covering TNG employees.

The IEB also voted to extend benefits of the new contract to unrepresented personnel and to others assigned to perform TNG work.

The agreement between FGR

and TNG also triggers increases for TNG's eight clerical employees retroactive to July 1, 1982, under a provision in a one-year agreement effective on that date that had included no increases but guaranteed that those employees, represented by the Office and Professional Employees Union, would get raises based on the same percent of payroll for the same periods of time as TNG might agree on with any other union representing its employees.

The IEB also directed TNG's president and secretary-treasurer to implement retroactive to April 1 raises in their salaries triggered by a constitutional formula on that date.

Perlik and Dale had announced that they would forego the April 1 increases, \$70.33 and \$65.77 per week respectively, due to TNG's "tight financial situation and in the interest of merger."

The IEB called for the officers to implement the increases on a roll-call vote of 12 to 1, with Perlik and Dale abstaining.

Voting "yes" on the motion, put forth by Vice President William T. Davis of San Jose, were International Chairperson Harry S. Culver and Vice Presidents Richard M. Peery of Cleveland, Roger L. Stonebanks of Victoria, Joyce M. Walker-Tyson of Detroit, Barbara Yunker of New York, Dianne M. Martino of Manchester, Thomas R. Hiltz of Boston, Charlie Ramis of Puerto Rico, John M. Lowe of Southern Ontario, David M. Mulcahy of New York, plus Davis. Voting against the motion was Vice President Larry D. Hatfield of San Francisco-Oakland.

On recommendation of its Finance Committee, the convention referred to the IEB for study and recommendation a proposal for special assessments to establish and maintain a fund to pay legal expenses associated with race, sex and age discrimination suits.

The convention, on the recommendation of its Research and Information Committee, also called for TNG to explore the possibility of arranging for the publication of a history of the strike in Wilkes-Barre, Pa., against Capital Cities' Times Leader. It urged TNG to seek research grants and other outside funding for the project.

Local aid to VDT projects is urged; \$4,100 is pledged

Cleveland—TNG's 1983 Convention urged Guild locals to contribute to efforts to establish, implement and improve state, provincial and federal regulations on the use of video display terminals and related equipment in the workplace, and to help develop and maintain VDT resource centers.

Locals should pursue the efforts in conjunction with other local unions where practicable, the convention added in its Safety and Health Committee report, and should utilize TNG's model VDT bill in the process.

Following the convention's adoption of the report of its Finance Committee, Richard Olive of San Francisco-Oakland announced that the eight Guild locals from the Western District Council had pledged contributions totalling \$4,100 to the Bay Area VDT Coalition.

The coalition is in need of

funds, Olive explained, to maintain its VDT resource center that provides training, information and technical assistance to VDT operators and their unions. The coalition also is seeking legislation and government standards to ensure safe use of VDTs and has begun publishing a newsletter, "Video Views," Olive reported.

A recommendation from the Safety and Health Committee that TNG designate \$10,000 for a "matching fund grant" to the Bay Area coalition, with funds to be contributed on a "dollar-for-dollar basis with contributions from other unions," was defeated in the Finance Committee.

Following Olive's report, delegates and locals made contributions and pledges to the coalition totalling \$2,873, which with the \$4,100 from the Western District Council locals totalled \$6,973.

TNG's '83-84 budget

Cleveland — Delegates to TNG's 1983 Convention adopted a General Fund budget totalling \$2,921,490.

The convention also approved a General Fund income estimate of \$2,923,206, assuming monthly per-capita payments on behalf of an average of 27,100 members and 350 agency-free payers.

Together, the budget and the income estimate would produce an operations surplus of \$1,716.

Following is the budget:

Per-capita taxes	Budget 1983-84
AFL-CIO	\$ 76,780
IUD	15,840
CLC	19,440
IFJ	20,000
Total	\$ 132,060
Field operations	
Director—Salary	\$ 48,677
Expenses	3,500
Organizing & Servicing:	
IR salaries	500,254
IR expenses	240,000
Organizing-servicing subsidies	—0—
Secretary-stenographers (1/6)	10,363
Miscellaneous organizing & servicing	80,000
Collective bargaining	
Salaries:	
Exec. sec'y contracts	46,284
committee	15,000
Pension consultant	26,022
Research & Information associate	10,363
Secretary-stenographers (1/6)	22,916
Coll. barg. & research asst.	33,956
Human rights coordinator	7,500
Expenses—personnel	\$1,044,835
Administrative operations	
Director—Salary	\$ 48,677
Expenses	1,500
Research & Information	
Salaries:	
Director	\$ 41,415
Associate director (1/2)	15,423
Secretary-stenographers (1/6)	10,363
Expenses:	
Personnel	4,000
Books & periodicals:	
Legal & coll.	2,500
barg. services	5,000
Subscriptions	2,000
Other printed material	14,500
Publications & literature	5,500
Constitution	25,000
Organizing & other literature	500
Institutes & seminars	
Miscellaneous	
Guild Reporter	
Salaries:	
Editor	\$ 42,082
Assistant editor (1/2)	15,423
Clerical (1/2)	27,093
Expenses:	
Personnel	4,500
Printing	96,800
Postage	67,000
Addressing	21,000
Pictures & special material	4,000
Miscellaneous	500
Total	\$ 454,776
Office management	
Salaries:	
Office manager	\$ 28,548
Secretary-stenographers (1/2)	31,090
Bookkeeping	41,693
General clerical (1/2)	36,657
Expenses	
Rent & maintenance	143,774
Moving expense	10,000
Stationery & supplies	28,300
Equipment & machinery	9,000
Telephone & telegraph	25,500
Repairs & improvements	5,000
Postage	26,000
Auditing	13,575
Insurance & bonding	16,000
Employee pension	83,865
Employee health & welfare	108,100
Directly billed transportation	140,000
Data processing	36,000
Miscellaneous	6,500
Total	\$ 789,607
Executives	
Officers' salaries	\$ 104,017
Officers' expenses	17,000
Total	\$ 121,017
Other expenses	
Legal fees	\$ 60,000
Payroll & personal property taxes	71,000
Contributions & tickets	12,500
Delegates & committees	22,000
IEB meetings	65,000
Severance-pay provisions	50,000
Convention reserve	75,000
Broun Award	1,000
Broun Award expenses	2,000
Guild Service Award	1,500
AFL-CIO, IUD conventions	3,500
IFJ meetings	14,000
CLC convention	200
Irving Leichter Fund	1,500
Total	\$ 379,200
Summary	
Per-capita taxes	\$ 132,060
Field operations	1,044,835
Administrative operations	454,776
Office management	789,607
Executives	121,017
Other expenses	379,200
Grand total	\$2,921,490



Buck(et) passing for COPE

Delegates pitch in as buckets are passed in a floor collection for COPE—the AFL-CIO's Committee on Political Education. The collection produced a total of \$465.93 for COPE, plus a \$22 contribution towards the AFL-CIO's Solidarity Day III activities.



'THE MAGIC OF SELF-RESPECT'

What the Guild has wrought



By Charles A. Perlik, Jr.
President, The Newspaper Guild

"IF I WERE A newspaperman, as I used to be," Joseph Medill Patterson, late founder of the New York Daily News, once said, "I would join the Guild myself."

Since the Newspaper Guild was founded 50 years ago this year, thousands of newspaper men and women—reporters, copy editors and photographers, advertising salespersons and circulation district managers, bookkeepers and accountants, artists and clerks—have done just that.

Today, thanks to the Guild, nearly half of them work under contracts guaranteeing \$550 or more a week for key editorial and commercial jobs, and more than 75 percent work under contracts guaranteeing \$475 or more for these jobs.

It wasn't always so.

In 1933, before the Guild, the average salary for reporters, for example, was \$29.47 a week, according to a government survey. Many made even less, and less.

As the Depression deepened, Daniel Leab reports in his history of the emergence of the Guild, "Publishers, faced with trade-union restrictions in their mechanical departments and with fixed costs in many other areas (e.g. the price of newsprint, press association dues), had to cut back somewhere and did so among their white collar workers, especially those in the business and editorial departments." The unorganized editorial employees, with no buffer to cushion them, went from already low salaries to lower ones, and everywhere they suffered from large-scale layoffs.

It was conditions like these, and the publishers' resistance to the government's national recovery program to do something about them, that led Heywood Broun, the best-paid, most successful columnist of his time, to write his now famous column calling for the organization of what soon became the Newspaper Guild.

"After some four or five years of holding down the easiest job in the world I hate to see other newspapermen working too hard. It embarrasses me even more to think of newspapermen who are not working at all," Broun wrote in his syndicated column on August 7, 1933, in the New York World-Telegram.

"THE FACT THAT newspaper editors and owners are genial folk should hardly stand in the way of the organization of a newspaper writers' union. There should be one. Beginning at nine o'clock on the morning of October 1, I am going to do the best I can to help in getting one up. I think I could die happy on the opening day of the general strike if I had the privilege of watching Walter Lippmann heave half a brick through a Tribune window at a nonunion operative who had been called in to write the current Today and Tomorrow column on the gold standard."

Broun was not the first to think about getting up a newswriters' union, or something like one; newspaper men and women in other cities

This article is reprinted from the program for TNG's 50th Annual Convention published by the Cleveland Guild. Other articles in the program included an account of the Guild's Founding Convention, a profile of the local's first executive officer, Bill Davy, who also was the international union's first paid organizer, and an account of how Cleveland became Local No. 1. Perlik is a member of the Buffalo Guild.

already had begun talking about just that, most notably in Cleveland, which would become Newspaper Guild Local No. 1. (New York became Local No. 3.) But Broun was a national figure, and his column, as Leab said, affected newspaper men and women across the country "like a bugle call in the night." Four months later, on December 15, 1933, in Washington, D.C., the Newspaper Guild was born, and Broun became its first president.

Thirty-seven delegates—36 men and one woman (Washington correspondent Doris Fleece)—from 17 cities attended that first Guild convention 50 years ago. Today the Guild, long since expanded under Broun's leadership to include commercial department as well as editorial department employees, has 32,000 members in the United States, Canada and Puerto Rico, locals in more than 100 cities and contracts with most leading newspapers, news services and news and feature magazines. It has become, as Roy Howard said it would, Heywood Broun's most enduring monument.

"It is the only important work I ever did in my life," Broun himself wrote a year before his death in 1939. "The Guild has given me more than I could ever give the Guild. When the Guild came along I was just a fat slob. Now I'm not all slob."

"The Guild has worked a revolution in my time," Kenneth Crawford, the Washington correspondent, editor and author who succeeded Broun as Guild president, said before his death early this year, "and don't let anybody tell you it would have happened without the Guild."

Before the Guild, one of every five reporters earned less than \$20 a week, a government survey showed, and it took the average reporter 20 years to reach \$38. Most commercial department employees' salaries were even lower.

Dismissals were frequent and arbitrary, and without notice or regard for length of service, much less dismissal pay. Publisher Lucius Tarquinius Russell of the Newark Ledger, for example, announced one day: "I am serving notice that I am firing 25 percent of the staff now, and when I return from my vacation in Hot Springs I am going to fire 25 percent more."

The 5-day week was virtually unheard of, a 7-day week nothing unusual. Two of every three newspaper employees received neither compensating time off nor extra pay for overtime work, the government reported. One of every eight newspaper employees received no vacation. Paid holidays were even rarer.

In short, as Leab says:

"For most newspapermen the Depression meant fewer opportunities, longer hours, lower salaries. Working conditions, already bad, worsened and job security, already poor, lessened. If the Depression did not make so great a difference in newspapermen's lives as in those of other white collar workers, it was, as one editor said, 'because of the fact that they have never really known any other state in their economic existence.'"

THE GUILD, AS KEN Crawford said, changed all this, and we can be proud that we did so. For in providing newspapermen and women with economic and professional security, we made it possible for them to achieve something even more important: what Cleveland's Bruce Catton, the Pulitzer prize-winning historian, called "the magic of self-respect."

"In shops where a strong Guild and a good Guild contract exist, things are different," Catton, a charter member and early leader of the Cleveland Guild, wrote in 1938. "Gone is the old, dreary procession of floaters—the battle-scarred men with hats jammed down over one eye, who had seen everything, and learned everything, except the magic of self-respect."

"In their place are men who have pride in their calling; men who respond to the security brought about by the Guild by buying homes, settling down and looking on their jobs as careers rather than as incidents."

"The old turnover is gone; so, too, are the days when a city editor could find any missing reporter (even though he might not be able to use him, once found) by calling the nearest and cheapest bar."

"The Guild is making this change. As the Guild grows stronger, the pace of the change will accelerate. . . ."

It did, and twenty years later, on the Guild's 25th Anniversary, Judith Crist, the prize-winning reporter and film critic, declared Hildy Johnson and The Front Page history and asked:

"Where did he come from, this reporter with a respect for facts, a consolidated cultural background acquired in an orderly fashion, an interest in implications and inner workings, a concern beyond the headline and an involvement beyond the by-line? Quite simply, he is a product of the economic revolution brought to newspapering by the Newspaper Guild."

Dan Leab called his history of the formation of the Guild "A Union of Individuals," and in the beginning that's pretty much what it was. Guild members couldn't decide whether they wanted the Guild to be a union or a professional society or something in between—like a Guild! (A preamble to the Cleveland Guild's first contract with the Press, for example, declared that "this accord is not in fact, or in intent, a so-called 'trades-union contract' but a friendly, reciprocal arrangement.") But, in retrospect, it didn't take them long to make up their minds: In 1936 they decided to affiliate with the American Federation of Labor as a craft union of editorial department employees (and expand Guild jurisdiction to Canada) and the very next year they voted to extend membership to commercial department employees as well and affiliate with the Committee for Industrial Organization [later the Congress of Industrial Organizations] as an industrial union.

"I feel the vitality of the Newspaper Guild lies with the new people, the men and women coming in from the business office, the circulation department and the advertising department," Broun told the 1939 convention, the last before his death. "Our strength is in broadening our base, in founding a good, solid, vertical industrial union."

NOW, IN OUR 50th Anniversary Year, Guild members will decide whether to increase our strength further by broadening our base once again, this time through a merger of The Newspaper Guild and the International Typographical Union.

Broun would have approved, as I do.

"I know it can't be done in a few days," he told the New York State CIO Convention in 1938, "but I am perfectly convinced that the strength of the labor movement in the newspaper industry would be increased if every single person on the payroll were in the same union and were working under the same contract, where a contract would be negotiated for all at the same time, and the contract expired on the same date."



Courtesy of Kraushaar Galleries, New York

HEYWOOD BROUN, BY PEGGY BACON—FROM TNG GOLDEN ANNIVERSARY BOOK



1933

50th Anniversary

THE NEWSPAPER GUILD

Cleveland, June

Guild pioneers display idealism, spirit that launched the union

By William F. Miller
Cleveland Guild

—Cleveland
THEN THEY WERE young idealistic newspaper men and women defying powerful and rich publishers to found The Newspaper Guild during the depth of the Great Depression.

Now those still with us are elderly, but the union spirit that spurred them a half-century ago still burns brightly in their hearts.

A group of them—reporters, photographers and commercial department employees who helped found and build the Guild—returned to Cleveland, home of Local No. 1, to relive those memories.

TNG and Cleveland Guild leaders had sought them out and invited them as honored guests of the 50th Annual Newspaper Guild Convention.

Much as in ancient days before newspapers, these founders and early leaders were prevailed upon to pass on orally their early experiences for future generations.

When they spoke to the convention banquet—devoted this year to celebrating the Guild's 50th year—the delegates and other guests cheered them as if they were heroes in a championship football game.

In the quiet of a hotel room the next day, with a Wayne State labor history archives' tape recorder rolling, many of them recounted in greater detail their struggle in starting and building the union, and the joys of working side by side with other newspaper men and women for justice—and winning it.

The great contributions of the Guild's founding president, Heywood Broun, were recalled by men who had stood at his side in 1933 and the ensuing years before his premature death late in 1939. (The women who also fought for the union then have either passed away or could not be located.)

JONATHAN EDDY, 81, a delegate to the Founding Convention and the Guild's first paid national officer, launched the union at the New York Times.

He recalled that it was Broun's column printed in the New York World-Telegram and many other Scripps-Howard dailies that set him on the union path. Broun, the nation's top-paid columnist, had written: "Beginning at 9 o'clock on the morning of October 1, I am going to do the best I can to help in getting one [a union] up."

Eddy told the banquet: "The time for noble declamations had passed. The time had come for the sticking out of necks, for the mice to bell the cat."

"When Broun, through his column gave us a means of getting together, I got together," said Eddy, who went on to become the hard-working Guild administrator who was credited by Broun and others with providing the work-a-day glue that built the union upon the fervor Broun inspired.

Eddy recalls going to Broun's New York penthouse where some 20 newspaper men and women gathered for the first meeting. A penthouse was a natural environment for Broun. It was at that meeting that the first plans for a national union were begun.

Why Broun to found a union of poorly paid newspaper employees? Eddy was asked.

"Broun, like most of the rest of us, only maybe more so, was an idealist. He was not a coward. He didn't believe in too much work, but he was always available for the sort of stuff that a good many others didn't have the guts to do."

Eddy said Broun's socialistic philosophy also was a key factor in motivating him to found a union despite his lofty title and high pay.

Eddy was the son of a Scripps-Howard executive, who was publisher of the New York Evening Standard when Eddy was out signing up Guild members.

He said his father was extremely perturbed about his "radical tendencies" but that it did not upset their family relationship.

"My keenest memories are of the early strikes in Newark, Milwaukee and Seattle," Eddy related. "The New York Times did me the honor

of sending a star reporter, Russell Porter, to Seattle to find out what was 'going on' when the Guild closed down the Seattle Intelligencer.

"Russ had been a holdout as to the Guild. I suppose that qualified him as 'impartial.'"

"In the interview he asked me solemnly if we were trying to start a revolution. I asked him if he was crazy."

I. L. KENEN, 78, was the other Founding Convention delegate here for the convention. In 1933 he was a reporter on the old Cleveland News who, because of his college education, was one of the highest paid—\$85 a week vs. an average of \$15 to \$20.

He credited the influence of his mother, who helped found the Cigar Makers Union shortly after arriving as an immigrant from Russia, with getting him involved.

That involvement saw Kenen chair the Constitution Committee at the Founding Convention and at most of the Guild's first ten conventions and also serve as an international vice president before leaving the industry in 1943.

It also led him to make the motion that created the Cleveland Editorial Workers Assn., predecessor to the Cleveland Guild, during a mass meeting on Aug. 20, 1933.

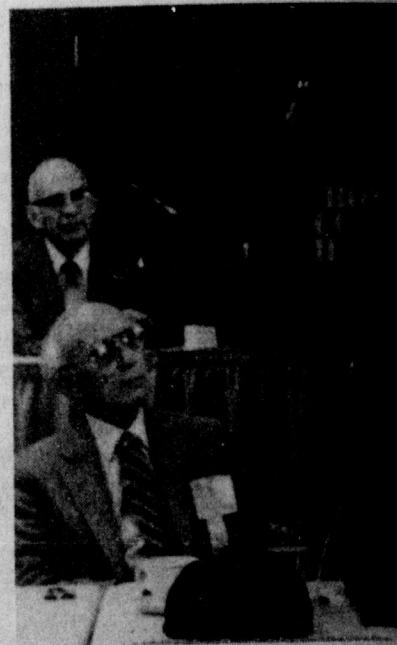
That was just two weeks after Broun's clarion column and five weeks before the date he'd announced for "getting . . . up" a union of editorial employees.

Cleveland became the Guild's first chartered local, Eddy said, because Clevelanders were better organized than in other parts of the country and they deserved it.

Kenen, who had come to Cleveland from the Toronto Star, recalled Broun's coming into Cleveland to help stimulate support for the strike at the Journal in Lorain, Ohio, 25 miles west of Cleveland.

While the activity of picketing then was looked upon by many as detestable, Broun would pick up a sign and march whenever he had an opportunity, Kenen said.

"To highlight the Lorain strike in



JONATHAN EDDY, GUILD
"And where is Heywood?"

Cleveland we went down to Public Square because we wanted to a crowd," said Kenen. "It poured down rain, but Broun was there on a little platform. I went to him. We were drenched, was hoisting the banner of the unionists on Public Square. That was the way he was when he took things on."

MILTON J. (MIKE) LAPINE, who spoke as a representative of Local 1's charter members, said it was miserable wages, long hours and frequent firings without pay that really stimulated thousands of men and women to march under the Guild banner.

Working as a reporter for the Cleveland Press, Lapine earned \$10 a week for a six-day week with overtime stretching to 10 and 12 days. Then his pay cut to \$8 because of across-the-board cut-backs by publishers during the depression.

An international vice president in the late 1940s and early '50s, Lapine said the young Guild was greatly oppressed by printers and members of other craft unions who had contracts that protected them from firing pay cuts. Lapine displayed his membership card—signed by Broun—in 1934.

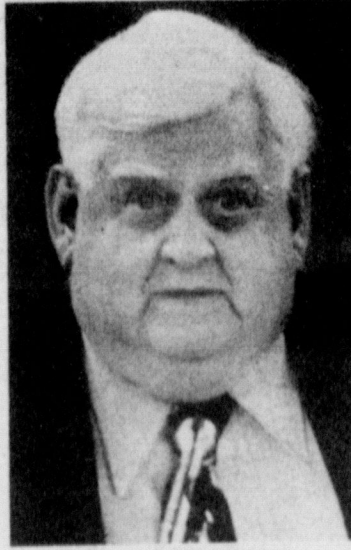
WILLIAM J. (BILL) FARNSWORTH, who retired in 1969 after 25 years as international executive president, described how he helped organize the Advertising Guild in Philadelphia in 1935 while working on ads for the Philadelphia Inquirer.



BARNEY PETERSON
"Reporters fired . . . on schedule."



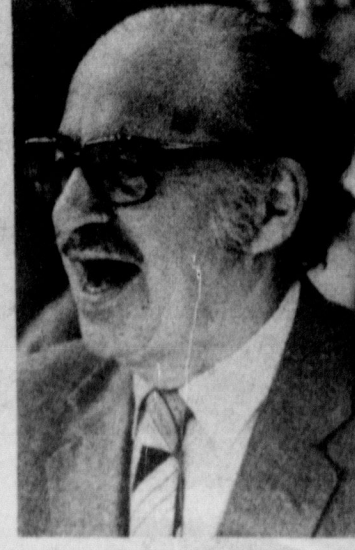
JAMES B. WOODS
Not asked to join for six months.



JOSEPH F. COLLIS
Proud of first Guild shop contract.



WILLIAM W. RODGERS
"Some thought \$50 a week was too much."



I. L. KENEN
Hoisting union banner in Public Square.



WILLIAM J. FARNSWORTH
Organizing the Advertising Guild in Philadelphia.

ry Convention R GUILD (AFL-CIO, CLC) 27-July 1, 1983

1983



FIRST PAID INTERNATIONAL OFFICER
in the very existence and ideals of TNG."

He brought the group into the Newspaper Guild en masse in 1937 when it expanded its jurisdiction beyond editorial departments.

Farson said he noticed in 1934 that the Newspaper Guild had gotten a \$35 a week minimum for reporters in its first contract with the old Philadelphia Record and that the drivers had gotten a raise too.

He said he asked the ad manager for a raise, too.

"But, Bill, they're organized," the ad manager said.

"That's all I needed to hear," Farson told the banquet.

He told of trying to sign up one sales employee by pointing out that organized employees got a day off every week under their contracts.

"What the hell am I going to do with a day off," the reluctant recruit asked. "I don't make enough to do anything on a day off."

WILLIAM W. RODGERS, who was elected international secretary-treasurer in 1941 under the union's then-new referendum election procedure, compared today's "\$500, \$600, \$700 minimums" with his experience as president of the Washington Guild in 1938.

"We set out to negotiate a contract with the Washington Post" and "decided a \$50 reporter minimum was about right," he said. "But we had a helluva time convincing some of the members that wasn't too much."

BARNEY PETERSON, 71, a founder of the union in San Francisco

Golden Anniversary observance honors past with eye on future

Cleveland—Delegates to TNG's 1983 Convention here marked their union's 50th Anniversary by looking back to its earliest days in order to better celebrate its achievements to date and map a firm course into the future.

Centerpiece of the anniversary observance was the traditional convention banquet, dedicated this year to "those Guild pioneers . . . whose devotion, imagination and sacrifice transformed the Guild from an idea into a union," as TNG President Charles A. Perlik, Jr., put it.

It also was dedicated to the leaders who succeeded the founders and "helped build that union into the democratic, progressive and productive organization we know and love today."

While many could be honored in memory only, two surviving delegates to the Guild's Founding Convention in 1933 and five other former top officers were able to accept TNG's invitation to be TNG's guests at the convention. And, along with

a representative of the founders of Guild Local No. 1, Cleveland, they shared some of their memories and observations. [See Guild pioneers report to a new generation, page 6.]

Two others, Milton Kaufman, the international's second executive vice president, and Victor Pasche, its third treasurer, sent sincere and deep regrets from their California homes at not being able to accept TNG's invitation.

Perlik pointed out to the banquet that it was "not nostalgia alone" that inspired the program's attention to the past, but rather "because if we lose sight of how it was, we may lose sight of how it could be all over again."

He urged banquet participants to "applaud them, because when you do so you are applauding the union they were so instrumental in organizing."

And that union, he pointed out, "has made it possible for newspaper men and women to work and live with dignity and security and the

'magic of self respect'—the union that has fulfilled its founders' dreams."

One way the banquet applauded the special guests was through song. Labor troubador Joe Glazer wrote and presented a new "talkin' union"-style ballad tracing the Guild from its founding through today [see Page 8] and performed other, more traditional union and political songs, as well.

It also was at the banquet that a 52-page hot-off-the-press, magazine-size souvenir book of pictures depicting the union's growth and development was distributed.

Delegates also received a specially struck, Lucite-encased, 50th Anniversary commemorative medal along with key chains also carrying the medal.

On the afternoon of the convention's opening day a program of historic films was presented.

One of them had been created and shown to union meetings throughout the continent during the strike against Hearst's Los Angeles Herald-Examiner that began in 1967.

Another was composed of film clips of Heywood Broun before he became the Guild's founding president.

Running seven minutes, it includes clips of Broun feeding his favorite ducks—known as "the Marx Brothers"—at his Connecticut farm; of operations at his weekly "Connecticut Nutmeg;" and of Babe Ruth hitting a home run off pitcher Broun during a softball contest.

There also was a speech from Broun's unsuccessful campaign for Congress as a Socialist from New York's "silk-stocking" 17th District.

Was he qualified? "Well," Broun observed, "I learned to be a drama critic and a baseball writer, and it's a lot harder to be a good baseball writer than it is to be a congressman."

Congress, county send felicitations

Cleveland—The Congress of the United States congratulated the Guild on its 50th Anniversary and wished its members continued success, and the opening day of the convention was proclaimed Newspaper Guild Day throughout Cuyahoga County, which includes the city of Cleveland.

The congressional resolution was introduced by U.S. Rep. Mary Rose Oakar (D-Ohio), whose district includes Cleveland. It was read to the convention by Claudia Jaybo, an aide to Oakar, who sent her regrets at not being able to be present.

The Cuyahoga County proclamation was presented to the convention by U.S. Rep. Edward F. Feighan (D-Ohio) who, with County Commissioner Timothy F. Hagan, also hosted a reception in honor of the Guild and Cleveland Local No. 1.

in 1934 and a former TNG vice president and international chairperson, told of reporters being fired regularly, in some cases on a schedule.

He said one San Francisco city editor "would start from the city desk and parade down through the city room between about 40 desks and actually make up his mind as he went along who he would fire."

"He would point a finger at a reporter and say 'pick up your time, you're finished,' and he would do this to four or five or six people every six or seven weeks."

Peterson, a retired photographer, said there were many "floater reporters" who would fill in the slots, only to be fired themselves later.

"That ended when the union was founded," Peterson said.

He said that if a reporter, or particularly a photographer, reached the age of 40, his career usually was over because the editor thought those over 40 slowed down and there was always a new batch of raw material coming in.

JOSEPH F. COLLIS, 78, of Wilkes-Barre, a former international vice president and president, said he took pride in his local having negotiated the first Guild shop contract in the union.

Collis recalled that Wilkes-Barre newswriters were organized several

years before the Guild was founded, under a direct charter from the American Federation of Labor.

"But we didn't get anywhere," he said. "They gave us \$2 raises and we were all done."

"We don't have to do more," management told us. 'You don't have an international'."

Soon after the Guild got started, Collis said, he petitioned Broun for a charter but never could reach him at the World-Telegram.

"He never was at work, we found. He wrote his column at home and sent it to the paper by taxicab." They finally connected, by talking to Eddy.

JAMES B. WOODS, 70, of St. Louis, joined the Guild in 1944 and had a profound influence in making his one of the strongest locals in the midwest.

Woods, international president, then TNG's first chairperson from 1967-73, recalls that he made it a policy never to let a reporter warm his seat too long before having membership and dues checkoff cards in his hands.

He said that practice came from not being asked himself to join the union until six months after he had started.

All seven former international leaders said that their Guild work was the most rewarding of their lives.



ENJOYING ANNIVERSARY BOOK
Roy Kruse of Hawaii



FARSON
Advertising



MILTON J. LAPINE
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Glazer sings 'happy birthday' to The Newspaper Guild

Talking Newspaper Guild A Fifty-Year Birthday Song

By Joe Glazer

(Free-form song, in the 'talkin' union' style)

Take a trip with me back to '33
To the Willard Hotel, Washington, D.C.
Hard to believe fifty years have gone
Since the American Newspaper Guild was born. . .

In the nation's capital on a cold December day . . .
Thirty-seven delegates . . . 36 men
and Doris Fleeson . . .
Hope in their hearts . . . fire in their eyes.

They were answering the call of Heywood Broun
Who wrote that famous column one afternoon.
He said the time had come to take a stand—
We've got to put together a union band. . .

Of brothers and sisters to fight the indignities
Of the six-day week, of the seven-day week . . .
Of the ten-hour day, of the twelve-hour day . . .
And the unchecked cruelty of publishers like
Lucius Tarquinius Russell
Who once drew a line through the city room,
fired all those on one side,
And kept all those on the "lucky" side.

Broun was not the first to take a stand;
In Cleveland they were marching hand in hand.
But his column helped newswriters lose their fright,
It rang like a bugle call in the night. . .

And got things moving across the land.

The trade was full of floaters—battle scarred men,
Hadden't made a living since God knows when;
Hat jammed down over one eye
Fast talker, slow listener, smart guy. . .

Bruce Catton said this type of newspaperman . . .
Knew everything . . .
Had seen everything . . .
Had learned everything . . .
Except the magic of self-respect.

Well, fifty years ago things began to change,
But to newspaper folk a union was a strange
And exotic idea—something hard to build,
They didn't call it a union—they called it a guild.
They met in washrooms, apartments and coffee shops,
In saloons and at bus and street car stops.
They passed the word, they gave each other hope
They built an organization to help them cope. . .

With their problems . . .
Local 1 in Cleveland . . . Local 2 in Minneapolis . . .
Local 3 in New York City . . .
Young unions, green as grass, groping their way.
Now the publishers just couldn't understand

Labor troubador Joe Glazer wrote and sang this song especially for the Guild's 50th Anniversary celebration at the traditional banquet during TNG's 1983 Convention.

A former union education director and labor and minorities advisor to the U.S. Information Agency, Glazer has for many years been writing new songs and new lyrics for old songs and performing them at union meetings, conferences and conventions, as well as on picket lines, including those of the Guild and other newspaper-employee unions.

He entertained convention delegates and guests for more than an hour with this and other Guild songs he has written—including "His name was Heywood Broun" and ". . . the presses were made out of gold"—as well as traditional union songs like "Solidarity Forever" and "We shall not be moved."

Also, several of the songs and lyrics he has written about the Reagan administration's policies and programs and Reagan's personal foibles.

Delegates and guests often joined in on both the choruses and some of the lyrics and, at least once, several broke into an impromptu chain-dance to one of the tunes. In addition, many joined hands and voices in "Solidarity Forever."

TNG may make his convention performance available to members on cassette tape recordings, at cost.

The next day Glazer performed for unemployed workers at Cleveland's United Labor Agency—admission was by unemployment card—and that evening gave a free concert open to the public at the same location.

Why their star reporters were getting out of hand;
They said, "You're working steady
with lots of prestige
And we pay you off with that Noblesse Oblige . . ."

That wasn't bad money . . . if you had no wife
and no kids . . .
No rent to pay . . . and didn't have to eat regular.

You could say the reporters were white-collar slaves,
They kept their jobs as long as they behaved,
Worked long hours, said, "Yes, Mr. Boss,"
Ate like a bird and worked like a hoss. . .

No job security . . . no grievance procedure . . .
Hardly ever a paid holiday or vacation . . .
But plenty of that ripe, brown, sweet-smelling
—horse manure.

The first union contract was in '34
When the Guild was able to get its foot in the door
At the Philadelphia Record where reporters
were to seek

A minimum wage of 35 bucks a week. . .
And they won it.

There were strikes and battles but the very worst
Were the struggles for a contract
with William Randolph Hearst;
Seattle, Milwaukee, Chicago, too,
Long months on the picketlines by heroic crews. . .

Of union men and women . . .
Blazing the trail . . . building the foundation . . .
Risking their jobs for the magic of self-respect.

Step by step the union grew,
Coast to coast and Canada, too;
Commercial employees entered the fold,
And by the time the Guild was 25 years old . . .

Or so, it had made its mark from Hawaii
to Puerto Rico . . .
Union contracts across the U.S. and Canada . . .
Wage goal of 200 dollars a week . . .
Insurance program . . . severance pay . . .
The right to speak up on the job.

The years rolled by, they really have flown,
Every year or two another milestone.
Three hundred dollar minimum in '69,
Moving up and away all the time.
ANG becomes TNG,
Canadian Regional Office joins the family . . .

Portable pension program . . . million-dollar
defense fund . . .
Program for minorities' and women's rights . . .
Fighting VDT hazards . . .
Merger program to make us stronger.

Well, we could keep talking and
do a lot of boasting,
But even at fifty, there's no time for coasting;
For the publishers are fighting us harder than ever
Trying to bust our union—but we say never!
Between their management consultants and
their VDTs
They think they've got us shaking in our BVDs.

But we're gonna keep on rolling in
The Newspaper Guild,
Join hands with others and build and build.
We've come too far and we've fought too long,
And if you've been listening to this fifty-year song
You know that . . .

We're going to hang on to our union
We're going to hang on to our wages
We're going to hang on to our conditions
And we're going to hang on to that
most precious of union benefits . . .

The magic of self-respect.

Happy birthday!



GUILD LEADERS PAST, FOREGROUND, AND PRESENT JOIN TROUBADOR JOE GLAZER IN GUILD AND OTHER SONGS DURING BANQUET

Action permits lower dues for employment overseas

Cleveland — A constitutional amendment approved by delegates to TNG's 1983 Convention will permit a 25-percent reduction in the dues of New York Guild members working for Radio Free Europe/Radio Liberty in Munich, Germany.

The amendment adds a special dues category for members working in shops outside the United States, Canada or Puerto Rico who do not receive "normal servicing, including the negotiating of a collective bargaining agreement," because of their location. It permits those members' dues to be 75 percent of their local's normal dues rate.

Members in the New York Guild's Munich unit are the only ones who currently meet the criteria for the lower dues rate.

They are covered by a memorandum of understanding, rather than a collective bargaining agreement, and can opt to join one of three German unions that also represent Radio Free Europe/Radio Liberty employees. All of the three have dues rates lower than the Guild's.

Delegates approved the constitutional change after defeating a minority report from the convention's Constitution Committee that would have held that employees in the Munich unit are eligible for membership under an already existing special dues category which permits locals to set dues for members working in a shop not under a Guild contract at not less than \$2.50 a month.

The minority report was rejected on a roll-call vote of 248.59 to 133.51, with 8.86 votes cast in abstention.

Supporters of the minority report, moved by Jim Scheer of Ottawa, called the proposed constitutional change "special interest legislation."

They argued that dues relief for members in the Munich unit could be achieved through the existing constitutional exception from regular dues for members not covered by a Guild contract.

Delegates opposed to the minority report, New York Guild Secretary-Treasurer Barry Lipton and TNG Vice President David M. Mulcahy of New York among them, pointed out that under the 75-percent-of-regular-dues measure TNG would continue to re-

ceive full per-capita payments from the 180 Guild members currently in the RFE-Munich unit.

Under the minority report, the local would face "a bloody donnybrook trying to determine" what the proper dues rate should be, Mulcahy predicted.

Both Mulcahy and Lipton pointed out that the proposal for reducing the dues of the Munich members was intended to halt declining membership in the unit, which had been as high as 350

"not many years ago," Lipton said.

The local provides the unit with an office, pays legal bills and assists it in lobbying Congress for appropriations to maintain the Radio Free Europe/Radio Liberty operation, Lipton said.

The constitutional change adopted by the convention had been recommended by TNG's International Executive Board during its spring meeting by a vote of eight to seven.

Defeat Hatch FOI bill, delegates urge solons

Cleveland — Calling the U.S. Freedom of Information Act "a vigorous adjunct to the nation's democracy," TNG's 1983 Convention urged defeat of a bill sponsored by Sen. Orrin Hatch (R-Utah) that would place more restrictions on the release of government information.

At the same time, the convention voiced support for two other Senate bills designed to improve information law.

Noting that in recent years the FOI Act has "suffered hidden erosion by backdoor amendments to other bills," delegates voted support for a bill by Sen. Patrick Leahy (D-Vt.) that would, among other things, control further "backdoor" amendments and for another bill, by Leahy and Sen. David Durenberger (R-Minn.), that would "undo some of the damage inflicted on freedom of information" under the Reagan administration.

While the Hatch bill (S. 774) represents a compromise from efforts last year to dismantle the FOI Act, "it is anything but an improvement," the delegates said.

The Hatch bill, unanimously approved by the Senate Judiciary Committee June 16, would exempt from disclosure any information that "could reasonably be expected to interfere with [law] enforcement proceedings," and would permit government agencies to withhold information that could, when combined with other information, enable the recipient to identify government sources or investigative techniques.

The bill would exempt data

about the Secret Service and would allow the withholding of information about organized crime for a five-year period.

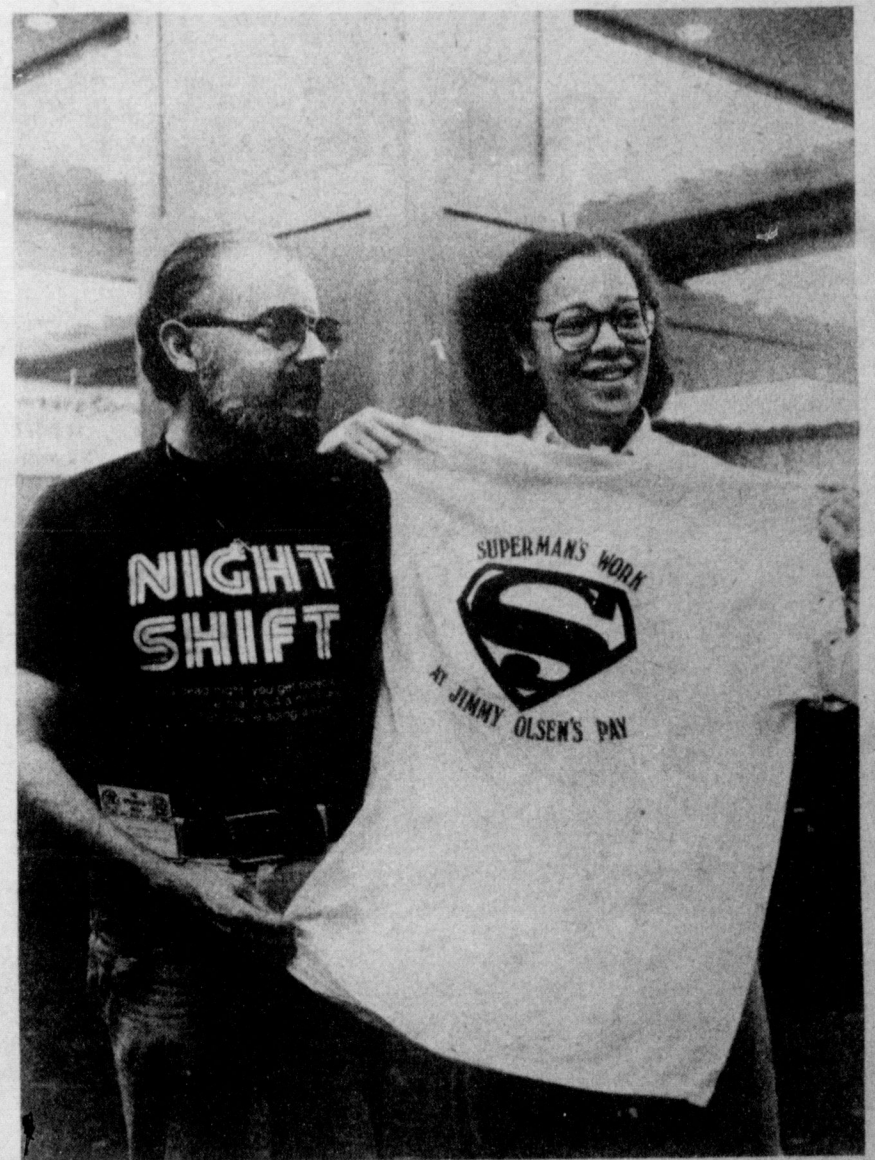
Requests for information under the Act would be limited to "U.S. persons," and imprisoned felons would be denied access to data under the act.

While the Hatch bill would permit the waiver of fees in fulfilling requests that serve the public interest, it would permit agencies to pass on to recipients not only the cost of locating and duplicating material, but also the cost of examining it to determine if any portions should be deleted.

Leahy's bill (S. 1034), in addition to protecting the FOI Act from "backdoor" amendments, would waive all fees for complying with requests from journalists, scholars or scientific researchers and would provide incentives for agencies to meet time limits in responding to requests.

The Leahy-Durenberger bill (S. 1335), meanwhile, would amend the act to permit the withholding of data as classified only in cases where it can reasonably be expected to damage national security. The bill would also require agencies to balance the need for secrecy against the public interest in its release before withholding any information.

The convention also issued a caution over a bill sponsored by Sen. Barry Goldwater (R-Ariz.) that would relieve the Central Intelligence Agency "from even having to respond to requests that appear to involve its clan-



The Lexington way

T-shirt sales to convention delegates by the Lexington Guild help replenish the small local's coffers. Pictured are Lexington delegate Gloria J. Millner and Luis Montanez, TNG international representative.

destine operations."

Some news organizations have called on the Senate Select Committee on Intelligence to consider refinements to the Goldwater bill (S. 1324) by providing for judicial review of CIA claims of exemptions from the FOI.

"Any cynicism journalists have about the true intent" of the Goldwater bill "derives from a fear" that it is "just another pot-hole on the same one-way street," Steven Dornfeld, president of the Society of Professional Journalists and a former Twin Cities Guild leader, told the Senate panel June 28.

Charles S. Rowe of the American Newspaper Publishers' Assn. urged the committee to refine the Goldwater bill to "ensure that the immense power that would be invested in the director of the CIA . . . does not upset the delicate balance of the government's need for secrecy, the public's right to know and an individual's right to privacy."

Commitment renewed to back ERA

Cleveland—TNG's 1983 Convention reaffirmed the Guild's commitment to the passage of an Equal Rights Amendment to the U.S. Constitution and cautioned against efforts to shift the "focus of the ERA fight from the federal to the state level."

While equal rights amendments to state constitutions "have benefited women where they exist . . . state-by-state campaigns tend to drain valuable energy, time and financial resources from concentration on the more comprehensive federal ERA," the delegates said.

They urged locals in states where an equal rights amendment is introduced to seek passage instead of "a resolution or memorial in support of the federal ERA." Such memorials have been introduced in the California and North Dakota legislatures, the convention pointed out.

Reintroduced in the 98th Congress, the ERA carries 241 House and 56 Senate sponsors, the delegates noted, calling on U.S. locals and members to inform congressional representatives of their support for the amendment. Once passed by Congress, it would require ratification by 38 of the 50 state legislatures.

The equal rights amendment, authorized by Congress in 1972, had been approved by 35 states when the deadline for its ratification passed last July.

"Only continued vigilance and dedication to the fight for equal rights," first in Congress and then in the states, "will guarantee that 'Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex,'" the convention said, declaring: "To this end we remain unalterably committed."

Roll call on the overseas dues question

Cleveland—This is the local-by-local tally of the votes cast by delegates to TNG's 1983 Convention in the roll call in which they defeated a minority report from the Constitution Committee that sought to substitute at-large membership status for New York Guild members working for Radio Free Europe/Radio Liberty in Munich, Germany, in lieu of a new constitutional minimum-dues category recommended by the majority of the committee.

Local	Yes	No	Local	Yes	No	Local	Yes	No
Akron	3	0	Memphis	1.5	4.5	St. Louis	1	10
Albany	0	5	Montreal	5	0	Salem	0	2
Bakersfield	3	0	New York	0	52	San Antonio	1.5	1.5
Boston	0	5	Northern Ontario	—	2	San Diego	0	10
Brockton	0	3	Ottawa	5	0	San Francisco	12	4
Buffalo	0	1.8 ¹	Pacific Northwest	2.6	10.4	Oakland	0	10
Canadian Wire Service	9	0	Peoria	0	3	San Jose	0	3
Central California	0	9	Philadelphia	0	14	Scranton	0	3
Chicago	7	0	Pittsburgh	0	3	Sioux City	1	0
Cincinnati	3	0	Portland	0	5	Southern Ontario	19	0
Cleveland	0	7	Providence	6	0	Terre Haute	0	3
Denver	0	8	Pueblo	0	3	Toledo	2	4
Detroit	12	0	Puerto Rico	0	13	Twin Cities	1.66	6.64 ²
Erie	1	3	Rochester	1	0	Vancouver	—	—
Gary	—	2	Rockford	2	0	New Westminster	13	0
Harrisburg	2	0				Victoria	4	0
Hawaii	0	7				Washington	—	—
Hudson County	2	0				Baltimore	12.25	8.75
Lexington	0	2				Wilkes-Barre	0	3
Los Angeles	0	6				Wire Service	0	11
Madison	1	0				Youngstown	0	4
Manchester	0	3				Totals	133.51	248.59 ³

¹ 7.2 votes abstain.

² Absent from the floor.

³ 1.66 votes abstain.

⁴ 8.86 votes abstain.



TNG Vice Presidents elected, re-elected

Below, newly elected, from left: Stan Souza of Hawaii, at large; Faye McCracken of Memphis, Region 2; Peter E. McLaughlin of New York, Region 5; Marie Shellock of Youngstown, at large; Lee D. Clifford of Canadian Wire Service, Canada East; Carol D. McGarvey of Philadelphia, at large. Above, re-elected,

from left: Richard M. Peery of Cleveland, Region 3; David M. Mulcahy of New York, William T. Davis of San Jose and Robert C. Holt, Jr., of St. Louis, all at large; Larry D. Hatfield of San Francisco-Oakland, Region 4; Roger L. Stonebanks of Victoria, Canada West; and Thomas R. Hiltz of Boston, Region 1.



Perlik, Dale, Blatz selected for MWIU posts

(Continued from Page 1)

fore, "we all have a job to do . . . roll out the vote in September for merger."

Blatz was nominated formally for the MWIU position by Ken Fisher, a delegate from Pittsburgh, "home town" of both Blatz and Perlik.

After the formal nomination, Fisher yielded the floor to TNG Administrative Operations Direc-

tor Ellis T. Baker, who outlined for delegates Blatz' Guild record over the 32 years since both he and Baker became part of TNG's headquarters staff in 1951.

Since 1951, "under one title or another," Baker pointed out, Blatz has directed the Guild's bargaining, organizing and field staff.

As a member of the TNG-ITU Task Force and then TNG's Spe-

cial Merger Committee, Blatz also is one of the chief architects of the merger agreement.

Under that agreement, the MWIU's president, general president, secretary, treasurer, vice president designated by TNG and two vice presidents designated by the ITU would serve as the new union's full-time International Executive Council for the four transition years. The council's number then would be reduced to five, all elected by the MWIU membership without regard to membership in the predecessor unions.



J. WILLIAM BLATZ, LEFT, MEDIA WORKERS' VP-DESIGNATE
He accepts best wishes from Secretary-Treasurer Dale.

Convention raps AP for bias stance

Cleveland—Citing the refusal of the Associated Press to include in its new contract with the Wire Service Guild a guarantee that it will not discriminate against homosexuals in its employment practices [Guild Reporter, June 24], delegates to TNG's 1983 Convention called on the news service to "join the ranks of progressive firms with

responsible 20th Century corporate employment policies."

"Discrimination of any kind violates the purposes and principles" of the Guild, the convention noted, pointing to the call in TNG's collective bargaining program for locals to bargain contractual prohibitions against discrimination because of sexual or affectional preference.

Convention elects officers, full IEB

(Continued from Page 1)

Richard M. Peery of Cleveland, from Region 3, the Midwest; Larry D. Hatfield of San Francisco-Oakland, from Region 4, the U.S. West; and Roger L. Stonebanks of Victoria, from Western Canada.

All 16 will begin their terms in mid-October.

Although Thomas Dorney of Puerto Rico had announced in advance of the convention that he would seek election as vice president from Region 2, setting up a potential contest with McCracken, he was not nominated.

Current office holders who did not seek re-election are: At-Large Vice Presidents Dianne M. Martino of Manchester and Joyce M. Walker-Tyson of Detroit; Region 2 Vice President Charlie Ramis of Puerto Rico; Region 5 Vice President Barbara Yunker of New York; and John M. Lowe of Southern Ontario, Eastern Canada.

Richard J. Roth, who had served from Buffalo as an at-large vice president, resigned earlier this year when he became managing editor of the *Terre Haute Tribune*.

Participation urged in '63 March memorial

Cleveland — "In this time of high unemployment, economic recession and federal administrative retreat from civil rights, let us not forget the 250,000 who marched in Washington for jobs and freedom," delegates to TNG's 1983 Convention said in endorsing an Aug. 27 commemoration of the 20th anniversary of the 1963 march.

Urging Guild locals to support the anniversary demonstration both financially and through participation, the convention pointed out that today "for too many" who participated in the 1963 march "the promise of America still is unfulfilled."

TNG Human Rights Co-ordinator Anna M. Padia is co-ordinating participation by Guild locals and members and is asking that they inform her of their plans.

The 1963 march inspired by, among others, Dr. Martin Luther King, A. Philip Randolph, Roy Wilkins and Walter Reuther, drew together a powerful coalition of civil rights, labor, religious and youth groups that "aroused the nation's conscience and contributed significantly" to

the passage of the 1964 Civil Rights Act, the convention observed.

"Let us not forget the 'for white only' signs, separate drinking fountains, separate lunch counters and segregated seats at the back of the bus," the convention said.

"Today," the delegates declared, "minorities are bearing a disproportionate share of the hardships from domestic spending cuts and unemployment." While unemployment is 10.3 percent overall, black unemployment is 20 percent, and last year one of every three blacks lived below the government's official poverty line, compared to one of every 10 whites, the delegates pointed out.

Meanwhile, the Reagan administration "is attempting to dismantle affirmative action through revised regulatory guidelines, budget cuts, lax enforcement, policy reversals and the philosophy of 'volunteerism,'" the convention said, predicting that the administration's "new federalism" program "would return this nation to the 'separate-but-equal' philosophy."

IT

SEEMS TO US

GR commended for story on AP employment policy

NEW YORK, N.Y.

Editor:

On behalf of the newly formed Gay and Lesbian Caucus of The Newspaper Guild, we would like to commend the June 24th Guild Reporter's coverage of employment policies at the Associated Press, which turned down a sexual preference non-discrimination clause proposed by the Wire Service Guild in recent contract negotiations.

Expeditious distribution of the Reporter at TNG's Cleveland Convention informed union members about AP's policies, and helped assure the passage of a resolution calling on AP to adopt a policy of nondiscrimination regarding gay people.

One caveat about the article, though. AP's rejection of the Guild proposals was reported to have stirred controversy in "the homosexual-advocacy press." An

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.

oversight, we're sure, but certainly no one calls the Guild Reporter "the labor-advocacy press" or the New York Times "the Establishment-advocacy press." Calling it "the gay press" is simpler, fairer, and less contorted.

Likewise, we'd prefer "gay" (or "gay and lesbian") over "homosexual" and will work to see the former adopted as standard usage throughout the media. The Reporter's adoption of "gay" as standard usage would signal a sensitivity to defining gay people in the terms we prefer.

Thanks for your fine efforts; keep up the good work!

BOB NELSON
DAVE WALTER
AP Department
Wire Service Guild

CJR story's author finds Neuharth report puzzling

PHILADELPHIA

Editor:

Your June 10 story on USA Today, in which you reported that Al Neuharth "implied" he was misquoted in the *Columbia Journalism Review*, was news to me. Although the CJR piece, which I wrote, appeared five months ago, this is the first I have heard this insinuation.

I find it puzzling that Mr. Neuharth should raise this issue now—he neglected to in March, when he wrote a letter to the publisher of CJR and characterized the story as "fair."

KATHARINE SEELYE
Philadelphia Guild

Leaders and members of the Rockford Guild's unit at Gannett's Register Star have been distributing four-page handbills to the city's residents charging that Gannett has "short staffed its Rockford paper" in favor of its new national daily, USA Today, and at the same time is demanding retrogressions in the terms and conditions of employment at the Register Star. Among them: limiting sick leave to eight days annually, no health benefits or sick leave for parttimers and employee payment for health insurance. The Guild and Register Star are in wage reapener bargaining.

Group's VDT report misleading, TNG charges

Washington—TNG has severely criticized as misleading and unfortunate a new report by the National Research Council on links between VDTs and vision problems.

Also, one of the members of the panel that produced the report, while agreeing with its central conclusion that the machines themselves appear not to cause permanent eye damage, called its dismissal of problems of eye fatigue "a whitewash for the status quo."

And staff of the National Institute for Occupational Safety & Health, which commissioned the report, considers it inadequate. No representative of the agency participated in the July 11 press conference at which the report was made public.

At the same time, TNG President Charles A. Perlik, Jr., and others expressed general agreement with the report's conclusion that many problems VDT workers experience could be at least alleviated by full use of existing

knowledge and technology in the machines' manufacture and design and in the design both of VDT workplaces and of many VDT jobs themselves.

Central conclusion of the report, by a special council panel, was that it found "no scientifically valid evidence" that VDTs themselves damage workers' vision.

It also said it considers it "highly improbable" that VDT work causes or contributes to the development of cataracts and

recommended against any large-scale study of cataracts among VDT workers on grounds of the "extraordinary size, complexity and cost of the definitive study needed to disprove the possibility of such an association."

The panel also concluded that radiation from VDTs, even when they are malfunctioning, is "highly unlikely to be hazardous" to operators and suggested there is no need for testing VDTs for emissions once they are put into use.

The panel also recommended against adoption of standards on the design and maintenance of the machines, VDT work environments and operators' working conditions on grounds they could impede continuation of the rapid evolution of VDT technology.

The 274-page report was the product of a two-year examination by the 12-member panel of several studies of VDT work and related scientific literature.

The National Research Council is an operating adjunct of the National Academy of Sciences and the National Academy of Engineering.

Perlik said TNG sees nothing new in the study but fears that employers will interpret it as saying that VDTs pose no health hazards, "and that's not true at all."

"There's much more than just the machines involved in the visual problems of VDT workers and there's much more than vision involved in the problems of working with the machines," Perlik said.

He called it "unfortunate" that the council did not wait for at least the initial report from a study of VDT's effects on operator health in several areas being done for the Guild by Mount Sinai School of Medicine, the most extensive of its kind to date in North America. First report is due this fall.

Perlik also criticized the report's recommendation against mandatory standards for VDTs and VDT workplaces.

They appear more and more necessary because "employers are proving they have to be pushed kick and screaming" to replace inferior machines and remodel work stations to alleviate operators' problems, he said.

David LeGrande, Communications Workers safety and health representative, called it "a real cop-out" since at the same time the report admits that the causes of operators' musculoskeletal problems and steps to alleviate them are well defined.

He called the recommendation against cataract research "irresponsible" since the report also notes that no scientific medical study of the issue is yet completed.

The suggestion that there is no radiation hazard because background emissions are greater than those from the machines is "an oversimplification of a very difficult concept," LeGrande said.

Both Perlik and LeGrande agreed with the report's criticism of employers too often installing VDTs on desks designed for typewriters and in offices with lighting designed for "hard copy" and typewriters.

Panelist Lawrence Stark, a neurologist at the University of California, faulted the report because it "does not condemn the poor quality and legibility of current VDTs."

He also criticized it for showing "no clear concern with unacceptable levels of ocular discomfort and visual fatigue."

"All the complaints of burning, eyestrain, headache, stinging, watery eyes connected with VDT use are valid claims," he said. "Just because you cannot measure visual fatigue does not mean it does not exist."

Courts thwart union-busting move by South Africa's English dailies

Cleveland—The South African Society of Journalists has won a critical, precedent-setting legal battle with South Africa's English-language newspaper publishers who had sought to dissolve their long-established bargaining relationship, an officer of the SASJ told TNG's Convention.

Problems for the SASJ, which has represented journalists on the nation's English-language papers for 41 years, began after the SASJ dropped its registration as a union under the nation's laws so that it could admit blacks, explained SASJ Vice President Pat Sidley, a reporter with the Rand Daily Mail.

She was in the United States for study under an award she won for consumer reporting.

Attempting to capitalize on the SASJ's forfeiture of legal standing, the publishers ultimately refused to bargain, she related. (TNG and the International Federation of Journalists protested the publishers' action in messages to top executives of South Africa's largest chains, Argus and SAAN.)

The SASJ then turned to the courts armed with some largely untested new labor laws and, after several legal maneuvers and favorable decisions, ultimately won an agreement from the employers to resume their bargaining relationship.

The case is precedent-setting in South Africa and one that will provide great assistance to the



PAT SIDLEY ADDRESSES TNG'S 1983 CONVENTION
She is vice president of the South African Society of Journalists

emerging black unions in winning recognition, Sidley said.

"Nowadays, one does not have to register as a union."

The battle placed a heavy burden on the union's finances, Sidley said, noting that legal bills almost brought the union back to court "facing insolvency proceedings."

Guild locals and delegates pledged contributions totalling \$4,390 to aid the SASJ. Earlier, at its preconvention meeting, the IEB had authorized a \$1,000 contribution.

Thanking the convention for its "unspeakable generosity," Sidley urged that the needs of other

South African unions, like the black Media Workers Assn. of South Africa, not be overlooked.

Sidley also described the Rand Daily Mail's plans to convert the paper to a financial daily, an action that Sidley said would "deprive South Africans of news and views provided by no one else" and deprive the world of information the South African government does not want reported.

The paper "has traditionally been loudest and most forthright in opposing Apartheid and the strange laws that bolster it," Sidley said, urging efforts to dissuade the owners of their plans.

Wilson fills in as director

Cleveland—TNG International Representative Frederica Wilson has been named TNG's acting Canadian Director, filling the position from which William H. McLeman took a leave of absence late last year.

Wilson, an international representative since April 1982 and former president of the Montreal Guild, was nominated to serve as acting director by TNG's Canadian vice presidents, Roger L. Stonebanks of Victoria and John M. Lowe of Southern Ontario. TNG President Charles A. Perlik, Jr., announced his concurrence with the nomination to the convention on its final day, July 1.

Under procedures adopted by TNG's 1972 Convention in creating the position, the Canadian Director is nominated by TNG's two Canadian vice presidents and that nomination must be concurred in by TNG's president. In submitting the nomination for an acting director, Stone-

banks and Lowe were responding to an action by the Canadian Policy Conference which met just before the convention.



International Election & Referendum Committee, meeting to certify voter eligibility and mail ballots to locals for referendum on merger of TNG and the ITU, Aug. 31, TNG headquarters, Washington.

Voting period, referendum on merger of TNG and the ITU, Sept. 22-27, all locals.

Local election committees count ballots from merger referendum, Sept. 28 or 29, all locals.

Deadline for dispatch of official voting returns to International Election & Referendum Committee, Oct. 1, all locals.

International Election & Referendum Committee, meeting to tabulate returns and certify merger referendum result, Oct. 10, TNG headquarters, Washington.

International Executive Board, fall meeting, Oct. 24-27, Toronto

Middle-Atlantic District Council, fall meeting, Nov. 5-6, New York.

Western District Council, fall meeting, Nov. 5-6, Bakersfield, Calif.

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The Guild Reporter

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