

TNG-ITU merger votes are cancelled as ITU delegates reject endorsement

Washington—The leadership of both TNG and the International Typographical Union have cancelled membership-wide referendums on the proposal for merger of the two unions at the international level.

The cancellations came in the wake of delegates to the ITU's 125th Convention rejecting by a 3-to-2 margin a committee report that would have endorsed the ITU-TNG merger proposal, urged the ITU membership to vote for

it and directed the ITU's officers to promote the merger's ratification in the ITU referendum.

Cancellation of the referendums also makes the proposed merger agreement "null and void" and the merger talks that began formally in 1977 "are ended," said a joint statement by the two unions' presidents subsequently endorsed by the full ITU Executive Council and by TNG's International Executive Board. The ITU Executive Council's action

came late on Aug. 12, the final day of the ITU convention in San Francisco; the IEB's action was taken late Aug. 15 in a special telephonic meeting.

The proposed merger agreement had been endorsed overwhelmingly by delegates to TNG's 50th Annual Convention in June and Guild leaders at both the international and local levels had launched a series of undertakings to promote its ratification in the Guild referendum, which had

been scheduled for Sept. 22-27.

The action by TNG's convention came on a 382.5-to-12.5 roll-call vote. Delegates from 51 of the 55 Guild locals represented at the convention voted unanimously for the agreement while only one local, Chicago, cast its votes unanimously against it [Guild Reporter, July 22].

The ITU convention's action came on a 122-to-86 standing vote by the delegates at the close of formal debate that consumed

the entire afternoon of the convention's fifth day. A motion for a roll call failed, by nine, to draw the necessary seconds from 25 locals.

Informal debate among ITU delegates, however, previously had consumed much of the time they were not in formal convention or committee session, particularly after the morning of the convention's second day when Jackie Presser, president of the

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NOTICE

Publication of this issue of the Guild Reporter was delayed from Aug. 12 in order to report the result as well as the nature of the action by the International Typographical Union's 125th Convention on the proposed agreement for merger of TNG and the ITU.

The story beginning at right—on the Twin Cities Guild's pro-agreement petition effort—as well as the second installment of Questions & Answers on the agreement's contents on Pages 4-5 of this issue were prepared and made up in advance of the ITU convention's action.

SONG wins first pact for district reps

Toronto — The top minimum for circulation district sales representatives will rise to \$606.25 a week under an initial contract between the Southern Ontario Guild and Thomson's Globe and Mail covering the paper's outside circulation employees.

The two-year agreement sets the top minimum for the district sales representatives at initially \$550 a week, from June 20, with increases of \$35.75 a week, to \$585.75, due next Jan. 2 and \$20.50, to \$606.25, on Dec. 31, 1984.

The Ontario Labour Relations Board certified the Guild as the bargaining representative for the paper's 77 outside circulation employees in June of 1982 after it had found the company guilty of unfairly interfering with the Guild's organizing campaign.

Upon finding that the company acted illegally when it solicited grievances and took steps to rectify them after it learned of the Guild's activities, the board ordered the company to permit a Guild representative to hold meetings with employees during working hours.

The agreement, patterned after the local's contracts covering employees in the paper's editorial, inside circulation, delivery, garage and maintenance departments, includes a grievance and arbitration procedure, provision for severance pay and a five-day, 35-hour week.

For the first time the newly

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The

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Petition for merger circulated in Twin Cities

VOTE FOR MERGER—that was the message of a campaign that was launched by the Twin Cities Guild.

A pro-merger committee had been formed by the local's executive secretary, John Carmichael, and its president, Bruce Nelson.

And a petition drive was begun to encourage members to vote in favor of merger of the Guild and the International Typographical Union.

The petition was launched at the Minneapolis Star & Tribune at the end of July and in about a week, 118 Guild members had signed it.

Guild leaders who circulated the petition said that most staff members they approached agreed to sign.

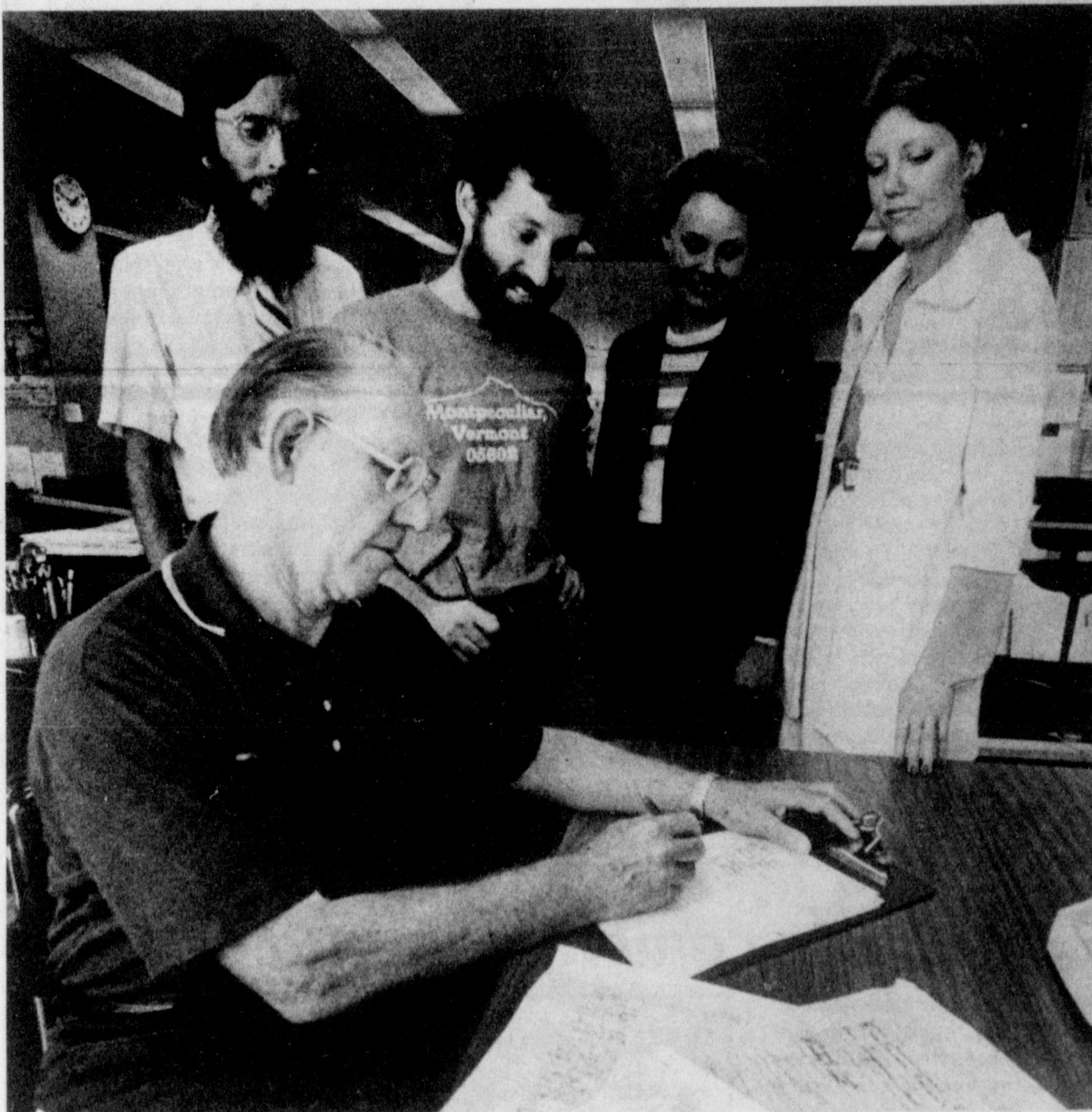
The petition stated:

"In the interests of creating strength through unity, we, the undersigned, urge a 'Yes' vote in favor of the merger between The Newspaper Guild and the International Typographical Union in the referendum to be held in September."

To get the ball rolling, a number of the Guild's top officers were the first to sign the petition. The first signature was that of Carmichael, followed by Nelson. Also signing were Bob Schafer, Star & Tribune unit chairperson; Dave Longbone, unit vice chairperson from circulation; and Maureen McCarthy, editorial vice chairperson.

Among the first Guild members signing as the peti-

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STEVE SCHLUTER/Twin Cities Guild

KURT CARLSON ADDS HIS NAME TO THE PETITION SUPPORTING MERGER

With Carlson, a Minneapolis Star & Tribune artist, from left: Bob Schafer, Star & Tribune unit chair, and Guild members Paul Levy, Margaret Zack and Wendy Erickson.

Chain-limiting bill draws publisher criticism

Ottawa—Proposed federal legislation to limit the size of newspaper chains drew anticipated criticism from Canadian newspaper publishers following release of the proposed bill by Multicultural Minister James Fleming early in July.

The proposed Daily Newspaper Act, which carries the endorsement of the cabinet of Prime Minister Trudeau, will not be introduced formally into Canada's Parliament before September, however.

The bill is modeled on proposals Fleming outlined last fall, including a provision to establish a national press advisory council.

Fleming has indicated, however, that he might withdraw the portion of the bill that would establish the national press council "if he was satisfied that provincial press councils would function as a credible alternative," the Toronto Globe and Mail reported.

The bill is the government's response to recommendations

from the Kent Commission, set up to explore corporate concentration in the Canadian newspaper industry. The government established the commission after the simultaneous closings in August 1980 of Thomson's Ottawa Journal and Southam's Winnipeg Tribune, leaving the two chains with monopolies on the English-language dailies in those cities at that time.

The bill would prohibit newspaper chains with papers that account for more than 20 percent

of the total daily circulation in Canada from acquiring additional papers or converting non-dailies to dailies. It also would prohibit any chain from expanding beyond the point where its papers account for 20 percent of the daily circulation in the country.

Both the Thomson and Southam chains currently exceed the 20 percent limit. Southam's 14 daily newspapers account for 27 percent of the

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TNG-ITU merger referendums are cancelled

(Continued from Page 1)

International Brotherhood of Teamsters, devoted a speech to the convention to inviting the ITU to "become members of our international."

On both the convention's opening day and during the merger debate delegates also heard ITU President Joe Bingel deliver his strongest endorsements of the ITU-TNG merger proposal since it was completed this spring.

During the convention debate, Bingel also argued against an unsuccessful effort to substitute for the endorsement proposal a minority report from the convention's merger committee that would have called upon the ITU membership to reject the merger proposal. "The ITU must stop looking backward for a model of existence," he said.

During the formal debate and in the corridors and meeting rooms of the convention hotel, the other four members of the ITU Executive Council repeated the positions on the merger proposal they had been espousing in meetings with locals' members and leaders and in their columns in the monthly Typographical Journal.

Vice President Allan J. Heritage and Robert L. Wartinger urging approval; Vice President

Merger referenda cancellation text

Following is the full text of the joint statement issued by TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel on Aug. 12 and subsequently endorsed by the full ITU Executive Council and TNG's International Executive Board:

In view of the action taken by the 125th Convention of the International Typographical Union and its impact on The Newspaper Guild membership, we see no reason to press on for a decision that already can be foreseen.

Therefore, we are arranging the cancellation of the referenda on merger scheduled for Sept. 22-27, 1983, in the case of the Guild, and Sept. 27, 1983, in the case of the ITU.

With the cancellation of the referenda, the merger document becomes null and void, and merger talks are ended.

It is our firm belief that both short- and long-range interests of and relationships between our respective memberships will best be served by this step.

TNG's board, after noting its concurrence, said in addition:

As the ITU convention action assures the downfall of the merger agreement in referenda scheduled by the two organizations in September 1983, and as the conduct of the TNG referendum in such circumstances would be futile and wasteful of TNG's resources, it is hereby

Resolved, that The Newspaper Guild referendum on merger scheduled for Sept. 22-27, 1983, is hereby cancelled.

Robert S. McMichen and Secretary-Treasurer Thomas W. Kopeck, urging rejection.

The morning of the formal convention debate, TNG President Charles A. Perlik, Jr., devoted his address to the convention to urging delegates to endorse the ITU-TNG merger proposal.

Noting that some opponents of

the ITU-TNG proposal were urging its rejection in favor of the ITU seeking merger with one or another other union, Perlik said he saw the ITU-TNG merger proposal as the first of two steps toward one big union made up principally of publishing industry employees.

He said he was "more convinced than ever that during its first four years" leadership of the merged TNG-ITU would be asking a convention to "authorize pursuit of just such a merger."

Perlik also said that TNG favored the proposed merger with the ITU because it believed that it would "create a new union that, as our convention put it, will '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 predecessor unions.'"

Perlik led a delegation of Guild observers at the ITU convention that included Secretary-Treasurer Charles Dale, At-Large Vice President and St. Louis Guild President Robert C. Holt, Jr., Region 4 Vice President Larry D. Hatfield of San Francisco-Oakland, Director of Field Operations J.

William Blatz, San Diego Guild President Michelle Davis, and Robert A. Steinke, Frank Prosnitz, Linda Zink and John Edgington, executive officers respectively of the St. Louis, Providence, Los Angeles and San Diego Guilds.

Convention delegates who argued in favor of the convention endorsing the merger proposal said they felt it offered the ITU a chance to be part of a new union that through the combined resources of its predecessors would be able to reverse the downward trend in the size of the ITU's working membership.

They also pointed to bargaining successes in cities like San Francisco and Honolulu where ITU locals and Guild locals have been bargaining jointly.

Delegates who spoke in favor of the convention's endorsing the merger proposal included those from locals in the San Francisco Bay area, Honolulu, Detroit, San Diego, Salem, Ore., Providence, Toronto, Vancouver, Montreal, Kansas City and Washington, D.C.

Opponents of the endorsement motion argued that the merger it-

self should be rejected because of, among other things, its international dues structure, its putting continuation of the \$500 ITU mortuary benefit on a voluntary basis, its reduction of the maximum strike benefit to \$180 a week, from \$250 a week, and its separation of the Union Printers Home from the union.

Bertram A. Powers, president of the New York Typographical Union, said he opposed the ITU-TNG merger because he felt the union it created would move too slowly to merge with the Graphic Communications International Union, created July 1 by the merger of the Graphic Arts and Printing & Graphic Communications unions.

Protesting his respect for the Guild as a union, and for Guild members and leaders, Powers said he has become convinced that the future of the ITU is not in the newspaper industry but in the commercial printing industry, where the bulk of the GCIU's membership is employed.

Other delegates who spoke in opposition to the merger included those from Denver, St. Louis, Dallas, Atlanta, and Erie.

Bingel challenged by VP McMichen

San Francisco — International Typographical Union President Joe Bingel is being challenged for re-election by the union's First Vice President, Robert S. McMichen, and there also are races for three of the other four seats on the union's executive council, as well.

Secretary-Treasurer Thomas W. Kopeck is being challenged for re-election by Robert E. Petersen, secretary-treasurer of the Columbia Typographical Union in Washington; 2nd Vice President Robert L. Wartinger is being challenged for re-election by Billy Joe Austin, president of the Denver Typographical Union; and two first-time candidates, ITU Representa-

tive Ray Brown and William Boarman, president of the Columbia Typographical Union, are vying for another of the union's three full-time vice presidencies.

One incumbent, 3rd Vice President Allan J. Heritage, who holds the seat reserved for a mailer on the executive council, was nominated for re-election with no opposition.

McMichen was nominated for the presidency after the leadership of the union's Progressive Party endorsed Brown over McMichen for the vice presidency Brown is seeking.

The ITU elections will be held in mid-November.

L.A. locals combine on publication

Six Los Angeles area local unions representing publishing industry employees, including both the Guild and the Typographical/Mailers Union, have launched a joint monthly membership publication.

The first issue, published in July, is called the "Southern California Graphic Arts Unions MONTHLY," and carries, among other things, an announcement of a contest among the unions' members for a permanent name for the publication.

Most of the unions involved had used the columns of the Los Angeles labor federation's semi-monthly Citizen to distribute notices and information to their members. But the Citizen was closed in May.

One advantage of a joint publication, its first issue points out, is that it can help members of each of

SOUTHERN CALIFORNIA GRAPHIC ARTS UNIONS

MONTHLY

Official Publication of

Los Angeles Typographical/Mailers' Union • Graphic Arts International Union Local 262
Graphic Arts International Union Local 63B • Los Angeles Web Pressmen's Union Local 18
International Printing & Graphic Communications Union Local 78 • Los Angeles Newspaper Guild

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NUMBER 1

the unions "become more aware of our mutual problems and our mutual gains . . . become familiar with members of [the] other unions . . . [and] start to think of how well we could work together as one big Union."

After the publication has a permanent name, the unions will conduct a com-

petition among their members for a logo for it, as well.

The other four unions involved in the publication are Locals 262 and 63B of the Graphic Arts International Union, the Los Angeles Web Pressmen's Union Local 18 and International Printing & Graphic Communications Union Local 78.

Employee ownership is proposed in Peoria

Peoria, Ill.—The president and majority stockholder of the Peoria Journal Star, Inc., has announced plans to create an Employee Stock Ownership Plan and sell his stock in the company to its employees over a 10-year period.

If approved by the Internal Revenue Service, the Labor Dept. and any other federal agencies whose okay is required, company president Henry P. Slane says he will meet with representatives of the five unions representing employees of the Journal Star, including the Peoria Guild, to bargain about union-covered employees participation in the plan.

In addition to the daily Journal Star, the company also owns radio stations in Kansas, Colorado and New Mexico and has a magazine division. Stock in all the company's holdings would be available to employees of all its segments.

Slane owns 58 percent of the stock in the company, with the remaining shares controlled by a cousin, Mrs. A. G. Heidrich.

While the Heidrich family had not announced if it would include its shares in the ESOP, Slane in a July 16 letter to employees announcing the plan speculated that employees of the

Unit in Richmond honors picket line

Richmond, B.C.—Vancouver-New Westminster Guild members in the local's unit at the weekly Richmond Review honored a Typographical Union picket line July 19 in a two-day dispute between printers and the company over the proper application of seniority.

The picket line was set up late in the day July 18 after police were summoned to the plant to end a sit-in by the printers. Guild members shifts had ended when the picketing began.

The seniority issue was resolved on July 19 and employees returned to work.

paper and its associated companies will "hopefully" own all the stock in the corporation "ten years from January 1, 1984, or perhaps sooner."

Noting that "all too few independent newspapers . . . exist today," Slane said he had "no intention" of seeing the company end up under ownership of a communications conglomerate.

If the plan proceeds, the Peoria paper would become the 11th U.S. daily sold to its employees this century, the American Newspaper Publisher's Assn. publication, "presstime," reported in its August edition.

Of those 11 papers, four are still under employee ownership—the Milwaukee Journal and the Milwaukee Sentinel, the Omaha World-Herald and the Fairbanks Daily News-Miner. The Milwaukee papers have been under an employee ownership plan since 1937. Currently, 2,017 employees own 90 percent of the company's stock.

A professor of labor-management relations at the University of Massachusetts, meanwhile, has reported that the number of U.S. companies offering stock to their employees has more than doubled in the past 18 months. John Simmons, who co-authored a book about employee participation programs — Working Together — has predicted that 20 percent of U.S. workers will be involved in some type of employee ownership plan within the next 10 years, according to the Bureau of National Affairs.

Simmons claims that companies "with substantial employee ownership" are 50 percent more profitable than other companies in the same industry.

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Harrisburg rally hears of struggle

Harrisburg, Pa. — Harrisburg Guild members held a rally July 16 to mark their year's struggle since Newhouse's Harrisburg Patriot and News posted "work rules" and declared bargaining with the Guild for a new contract at an "impasse."

The rally drew some 75 supporters including Guild members from Philadelphia and Washington-Baltimore.

The work rules implemented by the company July 13, 1982, had been lifted several days earlier after an arbitrator ruled July 9 that the company had violated its contract with the Guild when it posted the working conditions. The arbitrator ordered the company to restore the terms and conditions of the Guild contract.

While that agreement had expired June 30, 1982, it calls for the terms and conditions to remain in effect while bargaining for a new contract continues.

Arbitrator Joseph M. Stone ruled that the company acted improperly when it declared bargaining to be at an impasse last July. His ruling prohibits the company from reconstituting the work rules for a period of four months.

While lifting the work rules brought restoration of the Guild's membership security and an end to no-strike and management-rights provisions the company had instituted, it also brought a rollback in wages when the company withdrew increases it had implemented in July 1982 and 1983. Together the two increases at the reporter top mini-

mum totalled \$54.50 a week.

Also eliminated with the arbitrator's decision was a rule that permitted the company to assign work in the Guild's jurisdiction to persons not covered by the contract, as well as a personal holiday and a \$2 increase in a weekly copy-desk differential.

A meeting between Guild and company bargainers Aug. 2 brought no movement from the company. Another meeting was set for Aug. 12, however.

Meanwhile, the roll back of wage increases has prompted the circulation of a petition seeking support for a move to decertify the Guild as the bargaining representative for the paper's editorial department employees.

Guild President Chuck Muir told the July 16 rally that while the company for more than a year has tried to "intimidate, coerce, abuse and harass" the 66-member Guild unit, we still are "not busted, and we will not be busted."

When the company decides to bargain in good faith "then we'll have a contract" and the good will of its employees will be restored, Muir told the gathering.

Participants also heard messages of support from Julius Uehlein, president of the Pennsylvania AFL-CIO, and representatives of the Pennsylvania Education Assn., the American Federation of Government Employees, the Pennsylvania Social Services Union and the United Furniture Workers, as well as Guild representatives from the Philadelphia and Washington-Baltimore locals.



GARRY LENTON/Harrisburg Guild

PARTICIPANTS MARCH FROM STATE CAPITOL TO HARRISBURG PATRIOT-NEWS PLANT
Harrisburg Guild rally marked a year's bargaining struggle with the Newhouse paper

Accord ends AmNews strike

New York—After five months on the picket line, members of the New York Guild's Amsterdam News unit returned to work Aug. 1, under the terms of a new four-year agreement that calls for increases of 6 percent in 1984 and 1985.

The unit's members voted unanimously three days before to approve the pact.

The Guild unit struck the black community weekly Feb. 1 after the company, claiming financial straits, unilaterally cut members' hours and pay by 20 percent.

The new agreement, retroactive to April 1, 1982, freezes wages during its first two years. It does, however, provide for a bonus equal to a week's pay Dec. 15 this year.

A new advertising commission system calls for payment of a 12½ percent commission on all sales over an advertising solicitor's annual quota. That quota is set at 10 times the solicitor's salary.

A combination of resignations, retirements, leaves and staff cuts, reduces the 37-member unit by nine.

While the paper continued to publish during the strike, its circulation was significantly curtailed.

Members of the Deliverers' Union supported the strike.

The local, meanwhile, reported that contributions to its AmNews strike fund from other members and units of the local, members of the community and other Guild locals and members

totalled more than \$10,959 through June 22.

Contributions through mid-May included more than \$370 from members of the Harlem community and \$3,850 from other New York Guild units and members.

Contributions reported from other Guild locals and district councils included:

Albany Guild	\$ 50
Bristol Guild	\$ 25
Canadian Wire Service Guild	\$500
Central California Guild	\$125
Chicago Guild	\$ 50
Cleveland Guild	\$100
Detroit Guild	\$100
Great Falls Guild	\$ 25
Lynn Guild	\$ 50
Manchester Guild	\$ 50
Memphis Guild	\$100
Ottawa Guild	\$ 25
Pacific Northwest Guild	\$100
Philadelphia Guild	\$350
Providence Guild	\$150
Puerto Rico Guild	\$ 50
Rockford Guild	\$ 25
St. Louis Guild	\$500
San Diego Guild	\$100
San Francisco-Oakland Guild	\$250
San Jose Guild	\$150
Southern Ontario Guild	\$200
Terre Haute Guild	\$ 50
Toledo Guild	\$100
Twin Cities Guild	\$100
Vancouver-New	
Westminster Guild	\$300
Washington-Baltimore Guild	\$ 50
York Guild	\$ 50
Middle Atlantic	
District Council	\$200
Southern District Council	\$100

ASNE to hire employee for minority program

Denver—The American Society of Newspaper Editor's board of directors has voted to hire a staff member to work solely on programs designed to increase the number of minority-group persons working in the news industry.

The board's action came during the ASNE's annual convention here in May. Duties of the staffer, to be hired by year's end, were not immediately announced.

While the ASNE has set a goal of bringing the number of minorities in the news industry to a point equivalent with the percentage of minorities in the country before the year 2000, its annual survey of minority employment showed the rate of increase in employment of minority journalists by the nation's newspapers continuing downward for the fifth consecutive year.

The latest ASNE survey found that no minority journalists are employed by 60 percent of the daily newspapers in the United States.

Petition for merger circulates in Twin Cities

(Continued from Page 1)

tion moved to the local's St. Paul Dispatch and Pioneer Press unit were Dorothy Lewis, secretary of the local, and Karl Karlson, a member of the local's representative assembly.

Nelson explained that the petition campaign was undertaken "as a mechanism to demonstrate the rank-and-file support for merger. Up to now, all of the discussion has come from the leadership and this petition is a way of demonstrating it has wide support in the ranks," Nelson said.

All six Twin Cities delegates to the TNG's recent convention, including Nelson, supported merger.

"Those days have ended for any one union going it on its own," Nelson said. "The industry has changed so much through technology and through mergers that it's in the interest of all workers to belong to one union. This is a step in that direction."

"We can't afford the luxury of operating in the way we have, because the publishers have changed their own mode of operation. This would inevitably bring us to a vote for the merger," Carmichael added.

Nelson said he and Carmichael formed the pro-merger committee "to get as much in-

formation about the merger and the reason we feel it's a good move, into the hands of the people who will be voting in September. We would invite other Guild locals to do the same thing in the interest of involving as many people as possible."

Since the campaign began, Nelson said he's seen "a groundswell of support from all parts of the local."

Guild activists who circulated the petition agree.

Margaret Zack, a courts reporter at the Star & Tribune, said she collected 45 signatures in about an hour and a half.

"I thought the response was real favorable," said Zack. She estimated that about 10 percent didn't sign the petition, but said that a good portion of those people were undecided.

Wendy Erickson, a news assistant on the Variety section of the Star & Tribune, also circulated the petition. She is a Guild member and her father is a mailer and a member of the ITU.

"The larger the union, the stronger we're likely to be," said Erickson. "It can make us stronger in negotiations by bringing together our common concerns."

She said the merger can have value, not only at con-

tract time, but at other times when there are issues that need to be resolved.

Dave Longerbone, a circulation district manager at the Star & Tribune explained that, "I voted for it (at the convention) because I agreed with what everyone else was saying. Union people should stick together." Merger will increase solidarity, Longerbone said.

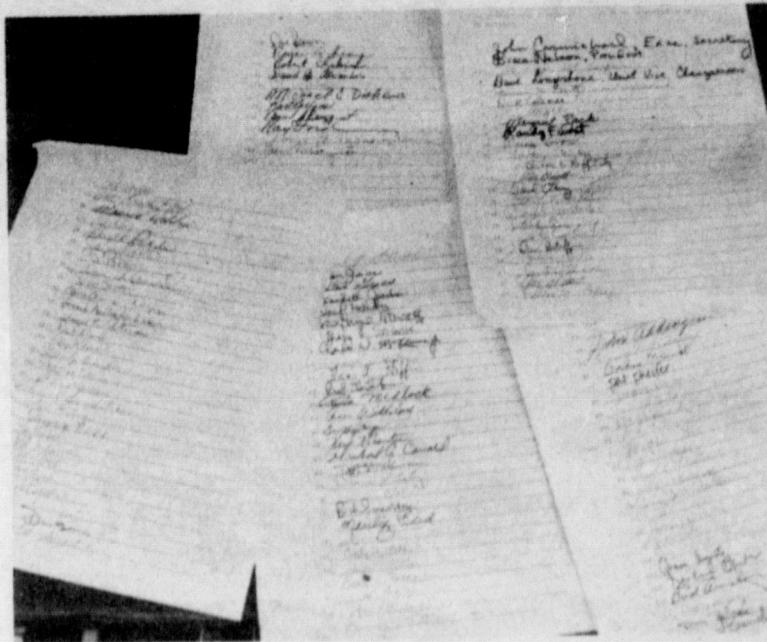
Paul Levy, a reporter on the Star & Tribune state page, who also circulated the petition noted that 96 percent of the delegates voted for merger at the convention.

"There's strength in numbers and merger should help,"

Levy said, pointing out that with negotiations going on at the Star & Tribune, "it is very important to be unified."

In a letter to Twin Cities Guild members, local officers and members of the convention delegation urged support for the merger saying it is "time to fight strength with strength."

"In the end, we hope you will share our view—and that of Heywood Broun—that the only protection against greedy publishers is the unity and solidarity of a strong union. A 'Yes' vote in September is a vote for strength," the letter said.



SIGNATURES MOUNT ON PETITION FOR MERGER

Q More about the merger agreement: From dues through conventions

DUES

Question: WHAT ABOUT DUES? Will mine increase as a result of the merger?

Answer: NO. THE PORTION of Guild members' dues that goes to the international will remain the same—\$9.64 a month.

And the merger document guarantees that there will be no change during the entire four-year transition period in the formula that establishes international dues for TNG members. That formula, in TNG's 1983 Constitution, each April 1 sets monthly international dues in accordance with the average of the top minimum for reporters in all Guild daily-newspaper contracts as of that date.

Q: WHAT ABOUT my local dues?

A: YOUR LOCAL DUES will not increase as a result of the merger, either. Rules applying to local dues in the new union are the same as in TNG now.

Q: WHAT ABOUT ITU MEMBERS' dues? I've heard they will get a cut in their international dues. Is that so?

A: YES; AN AVERAGE cut of 28.6 percent. But they still will be paying higher international dues than Guild members until the two rates are equalized.

For the average full-time ITU member, whose weekly wage rate last Dec. 1 was \$462.84, according to the *Typographical Journal*, that will mean a savings of \$72.17 a year, \$6.02 a month. The \$6.02 cut would reduce that members' monthly international dues to \$15.04, from \$21.06. In the new union, ITU members will pay a straight ¾-percent instead of their current 1 percent plus \$1 monthly to the international.

Q: SHOULDN'T ALL MEMBERS of the new union pay international dues on the same basis?

A: YES, AS SOON AS POSSIBLE. And they will, as soon as possible. The merger document contains a

This was one in a series prepared by leaders of TNG's Special Merger Committee to enable the Guild's membership to be informed about the proposal to merge TNG and the International Typographical Union at the international level in advance of voting in the Guild-wide referendum that was to have been conducted on the merger agreement.

The merged union would have been named the Media Workers International Union, ITU/TNG.

The series was prepared under the directive of TNG's 1983 Convention that TNG's president and secretary-treasurer "disseminate to the membership information about the merger agreement and . . . promote its approval by the membership in the referendum."

mechanism to bring this about. As operating expenses of the new union are trimmed, the percentage dues of former ITU members will be reduced further until reaching the dollar amount paid by former TNG members. A new formula then will take over and all will pay at the same rate from then on.

Q: WHY WILL FORMER ITU members have to pay more at first?

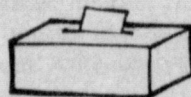
A: THE OVERHEAD OF THE ITU is proportionately much higher than TNG's overhead. While the ITU has a working membership nearly 1½ times that of TNG, ITU operating expenses per working member are nearly 2½ times as great as TNG's, largely because the ITU's headquarters staff is four times larger than TNG's. A declining membership base dictates that expenses be judiciously and expeditiously reduced.

Q: WILL GUILD MEMBERS be eligible to participate in the ITU Mortuary Fund, or go to the Printers Home?

A: NO. ONLY FORMER MEMBERS of the ITU will be eligible.

The Mortuary Fund, which costs the ITU about \$1 million a year and pays the designated beneficiary \$500 upon the death of an ITU member, may be continued on a voluntary basis among former ITU members.

The Home, on the other hand, will continue to operate but will be an entity separate from the union and will be self-sustaining, as it practically is now. The ITU now contributes nearly half a million dollars annually to the Home.



VOTING

Question: WHAT VOTING principles will there be in the new union?

Answer: A SIMPLE MAJORITY will decide all issues. Proxy voting is prohibited. And, of course, a member must be in good standing to vote.

On dues matters directly affecting them, retirees will be eligible to vote on the international level. On the local level, retired members in former ITU locals can vote for local officers and on other local matters except bargaining-related matters, such as proposals, ratifications, and strikes or lockouts.

MEMBERS

Question: EXACTLY HOW MANY members does the ITU have?

Answer: LIKE THE GUILD, the ITU has different kinds of members. Working with the latest annual figures published in the *Typographical Journal* produces the following: 44,000 working members, of whom 3,000 are part-timers; 27,000 retired members; 8,000 affiliated members, who are lithographers in New York and pay only a nominal per capita. The remainder are seeking work, ill, on strike, "not at the trade" or proprietors; about 6,000 all together. Counting all kinds of members, there are 85,165.

Q: BUT, ISN'T THE ITU's membership shrinking? And fast?

A: THE DECLINE HAS SLOWED with last year its best in the last decade. It showed a net loss of 1,950 members. That compares with peak loss of 6,805 in 1977 and 4,352 the following year.

And the increase in the number of retired members appears to have ended. For the third straight year the number declined in 1982 by 27,082.

And, the ITU had a total of 3,010 initiations and re-initiations last year.

Q: AND HOW MANY Guild members are there?

A: AGAIN, IT DEPENDS upon the kind of members we are talking about. Last fiscal year, ended March 31, TNG averaged 32,145 members. Of that total, 29,606 were working dues-paying members, an increase of 144 over the prior fiscal year. The number of part-timers increased by 333, to 1,832, while the number of full-timers declined by 18, to 27,774. About 1,400 were retired members and the rest were unemployed, the vast majority as the result of newspaper closings.

DEFENSE

Question: WHAT ABOUT THE union's Defense Fund? How much?

Answer: IT SHOULD START with more than \$10 million. Both the Guild and the ITU will put their Defense Funds together. And according to the latest official report from each union, each fund contains more than \$5 million.

Q: WILL THE NEW Defense Fund have regular income?

A: YES. MORE THAN \$35,000 go into the fund regularly each month—50 cents of each member's regular international dues pay that. That's \$420,000 a year. In addition, the fund will benefit from the interest on the \$10 million. Even at 10 percent, that's another \$1 million a year, \$83,300-plus a month.

Q: WHAT ABOUT BENEFITS? and lockout benefits?

Leaders from 58 Guild locals in the United States, Canada and Puerto Rico plus all members of TNG's International Executive Board and Special Merger Committee have joined in the ad-hoc Committee for The Merger, headed by TNG President Charles A. Perlik, Jr. Committee members, as of Aug. 10, were:

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 Larry D. Hatfield, Thomas R. Hiltz, John M. Lowe, Richard M. Peery, Charlie Ramis, Roger L. Stonebanks and Barbara Yunker.

Special Merger Committee

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

Local Leaders

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.

Lake Superior: Arne Wuorinen, president.

Lexington: Linda Foley, president.

Los Angeles: George Laine, representative; assembly member; Zink.

Manchester: James Schaufenbil, president.

Memphis: Faye McCracken, vice president.

Montreal: Jan Ravensbergen, 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; Yunker.

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; Carl McGarvey, secretary.

Pittsburgh: Edward Bell, president.

Portland: Dave Langzettell, vice president.

Providence: Frank Prosnitz, administrative officer; 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.

Committee for The Merger

1983 Official Merger Referendum Ballot

THE NEWSPAPER GUILD (AFL-CIO, CLC)

OFFICIAL VOTING PERIOD
SEPTEMBER 22 through 27, 1983



1983 Official Merger Referendum
Ballot

THE NEWSPAPER GUILD (AFL-CIO, CLC)

OFFICIAL VOTING PERIOD

1983 Bulletin référendaire officiel sur la fusion

La Guilde des journaux (FAT-COI, CTC)

PÉRIODE DE VOTE OFFICIELLE
du 22 au 27 septembre, 1983



1983 Bulletin référendaire
officiel sur la fusion

La Guilde des journaux (FAT-COI, CTC)

PÉRIODE DE VOTE OFFICIELLE
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Papeleta Oficial Para Referendum De Fusión (Merger) 1983

THE NEWSPAPER GUILD (AFL-CIO, CLC)

PERIODO DE VOTACION OFICIAL
22 al 27 de septiembre de 1983



Papeleta Oficial Para
Referendum de Fusión
(Merger) 1983

THE NEWSPAPER GUILD (AFL-CIO, CLC)

PERIODO DE VOTACION OFICIAL

TNG'S MERGER-REFERENDUM BALLOTS WERE BEING PRINTED IN THREE LANGUAGES: ENGLISH, FRENCH, AND SPANISH

Members were to have a choice between marking boxes labelled accordingly "Yes," "Oui" or "Si"; "No" or "Non."

A: THEY WILL BE \$180 a week or 50 percent of salary, whichever is less. That's \$80, and 15 percent, more than currently in the Guild.

Members of both former unions earning the same salaries will receive the same benefits. They will pay the same amount into the new Defense Fund: 50 cents a month each when lower dues are in effect and another 3/4-percent each when higher dues are in effect. Guild members now pay 3/4-percent extra when the higher dues rate is in effect.

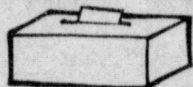
Q: WILL THERE BE ENOUGH money in the Defense Fund to pay the higher benefits?

A: THERE SHOULD BE; for several reasons. The number of strikes has been declining, reaching a 28-year low last year in the United States; bargaining units, especially in the ITU, are smaller; and contracts are for longer terms.

Q: BUT, WHAT IF there is an unexpected drain on the Defense Fund?

A: JUST AS NOW IN BOTH the Guild and the ITU, the new union's Defense Fund will have a floor, and when the Defense Fund goes below

that floor a higher dues rate will be triggered, with all the additional income going to the Defense Fund. That floor will be \$6 million, or 75 percent of the new Defense Fund's assets on the day of merger.



LOCALS

Question: WILL LOCAL UNIONS be required to merge, too?

Answer: NO. THE MERGER agreement specifically makes local mergers optional with the locals involved. Affirmative votes in referendums in each of the locals seeking to merge will be required. You and your brothers and sisters in your local (and your ITU counterparts) will decide if and when your local will merge.

Q: WHAT ABOUT THE new union's policy on local mergers?

A: THE MERGER DOCUMENT makes it clear that philosophically the MWIU is committed to organic merger at the local level; that the new international union will encourage locals to merge; that members and officers will work in good faith to bring about organic merger of local unions.

Those who worked on the merger terms believe that the best way to reap the full advantage of the merger at the international level in the shortest possible time is through local mergers.

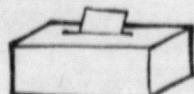
Q: WILL MY CONTRACT be affected by the merger?

A: NO. MERGER AT THE international level will not automatically bring about changes in local contracts.

Q: WILL THE MERGER require a change in the bargaining process?

A: NO. BUT TO REAP the full advantage of merger, joint or co-ordinated bargaining should become an immediate objective in every local.

And there will be, of course, common international bargaining goals, a single international policy on picket line observance and a single strike benefits schedule.



CONVENTIONS

Question: HOW OFTEN WILL there be conventions in the new union?

Answer: ANNUALLY, JUST AS has been the case in the existing unions.

Q: HOW WILL I BE represented at those conventions?

A: BY DELEGATES YOU can help elect, just as now in both existing unions. And there will be approximately the same ratio of delegates to members as under the Guild's current formula.

Q: I UNDERSTAND there is some arrangement that will allow small locals to "pool" their resources and votes to make convention representation available where it might not otherwise be possible. What about it?

A: SUCH "POOLING" IS allowed within carefully defined criteria. Locals with no more than 75 members each may combine their votes by electing one or more delegates to represent their "pool." Such "pooling" cannot exceed 500 members, locals in the "pool" must be within 200 miles of each other and each delegate representing a "pool" must be a member of one of the locals involved in it.

Q: HOW ABOUT VOTING at MWIU conventions? How will it work?

A: ON VOICE OR RAISED-HAND OR standing votes, as now in both the Guild and the ITU: one delegate, one vote. On roll-call votes, however, the system in the MWIU is significantly different.

Each local will vote its full membership under a one-member, one-vote concept and, in addition, each local will have 50 votes.

For instance, if a local has 475 members, it will have 525 votes to cast on roll calls (475 plus 50). If it has five delegates present and on the convention floor, each will have 105 votes to cast; if it has one delegate, he or she will have all 525 votes.

The 50-vote bonus lessens the proportionate loss accruing to small locals in shifting from the weighted-ratio system currently used in the Guild to the new union's one-member, one-vote system.

Question: WHAT IS THE EFFECTIVE date of the merger?

Answer: SOMETIME DURING the week of Feb. 6-10, 1984.

Specifically, it will be the day the Founding Convention adopts the constitution of the new union.

The Founding Convention will be held at the Shoreham Hotel in Washington, D.C., assuming, of course, that both unions' memberships approve the merger in referendum late in September.

Notice . . . 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."

Salem: Nelson K. Benton, secretary.
San Antonio: Ked Mullins, president.
San Diego: Michele Davis, president; John Edgington, administrative officer.
San Francisco-Oakland: Doug Cuthbertson, executive secretary; Hatfield.
San Jose: Jim Geiger, president; Eugene Bryant, administrative officer; Russ Cain, Monterey unit chairperson; Davis.
Sheboygan: James Eichmann, president.
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.

Canadian publishers rap chain-control legislation

(Continued from Page 1.)

daily newspaper circulation in Canada, while Thomson's 40 dailies account for 21 percent. The proposed legislation would not require the chains to divest themselves of any current holdings, but it would prohibit their expansion in the daily newspaper field in Canada by either acquir-

First pact for district reps

(Continued from Page 1)

covered employees are guaranteed overtime pay at the time and one-half rate for all hours worked in excess of 35 in a week.

The agreement also prohibits transfer between branch offices without an employee's consent and limits transfers between districts to one per employee per year. Previously, employees commonly were required to transfer between districts and branch offices, a local representative reported.

The starting minimum for district sales representatives is set at \$343 a week, going to \$365.30 on Jan. 2 and to \$378.09 on Dec. 31, 1984.

The top minimum for assistant district sales representatives is \$400, going to \$440.91 over the contract's term, while the starting minimum for the job is set initially at \$295, going to \$325.18 over the term.

Lexington's cable paper set to fold

Lexington, Ky. — Knight-Ridder's Lexington Herald-Leader has announced that it will discontinue its electronic newspaper, Telepress.

In March, the company in settling an arbitration brought by the Lexington Guild had agreed that the editorial work on its cable-transmitted newspaper was in the Guild's jurisdiction.

Herald-Leader Publisher Creed Black told the Guild that the electronic newspaper project will end Oct. 31, unless the cable company reclaims the three channels on which the paper is broadcast earlier.

Telepress has been transmitting printed text over the three channels of the community cable television system since late in 1981. Two channels have been carrying news and sports with the third reserved for classified advertising.

Five full-time cable editorial employees have been rewriting stories from copy produced for the newspaper and from wire services for transmission on the cable.

The Herald-Leader Co. reported that expenditures for the cable newspaper have exceeded revenue by \$250,000, according to Editor & Publisher magazine.

It reports that Black cites Telepress' all-text format and one-way service as key factors in its failure to attract viewers and advertisers.

"If text services are going to be successful, we probably need to give the viewer some control over the information," Black told E&P.

ing additional papers or converting existing nondaily papers to daily publication.

Southam President Gordon Fisher called the proposal "unfortunate" and said the company would study it for any "constitutional awkwardness."

Thomson representatives had no immediate comment about the bill, but its largest paper, the Globe and Mail, in an editorial called the proposed legislation "patently unnecessary."

The bill would require any so-called nonmedia corporation that acquires a newspaper to notify the federal Restrictive Trades Practices Commission, which is empowered to make recommendations for remedial action if it believes that the paper will not maintain editorial independence from the other interests of the corporation.

Another provision of the bill calls for establishment of an endowment fund from which the government may make grants of up to \$150,000 each to aid newspapers in establishing out-of-

province news bureaus.

J. Patrick O'Callaghan, president of the Canadian Newspaper Publishers Assn., has questioned the legality of some portions of the proposal under Canada's new constitution. He also predicts that the government would find no takers for its funds to help finance new bureaus.

The Canadian Daily Newspaper Advisory Council called for by the proposed legislation would be made up of a chair and vice chair plus 10 members from each of five regional councils.

In each region, three of the members would be chosen by daily newspaper publishers in the region, three would be selected by journalists working for dailies in the region and four members representing the public would be chosen by the first six.

The council, supported by up to \$20 million in federal funds, would investigate complaints from the public against daily newspapers and conduct research related to journalism and the newspaper industry.

Canada's radiation report called 'too sweeping'

Washington—A recent report on radiation emissions from video display terminals released by Canada's Health and Welfare Minister Monique Bégin "is far too sweeping" in its conclusion that no person need be "concerned about radiation health effects" from the machines, TNG Director of Research and Information David J. Eisen has said.

While noting that "it is difficult to quarrel" with the report's summary of research into microwave and x-radiation from VDTs, Eisen was critical of the report for dismissing "any possibility of hazards from Very Low Frequency (VLF) and Extremely Low Frequency (ELF) radiation." In doing so, the report "ignores recent research and the opinions of reputable scientists," Eisen said.

Further research into VLF and ELF radiation as well as epidemiological studies of birth abnormalities among VDT operators are necessary before "anything remotely approaching a final conclusion" on radiation hazards from VDTs can be drawn, Eisen said.

The study issued June 17 concluded that no person "male or female, young or old, pregnant or not," had reason "to be concerned about radiation health effects from VDTs."

"Radiation emissions from VDTs are either nonexistent or are so low that no standard in the world" would classify them as hazardous, the report said.

Its findings were based on reviews of other scientific surveys as well as tests performed by Health and Welfare's Radiation

Protection Bureau.

Tests by the bureau on 250 VDTs showed no x-radiation above background levels and tests on 52 units in the bureau's "low-level counting facility," showed no detectable x-ray emissions below background level, the report said.

Microwave radiation has never been detected from VDTs the study noted, pointing out that the terminals have no compo-

nents that would generate this type of radiation.

In the area of ELF radiation—radiation at frequencies below 500 hertz—the study said emissions from VDTs are of "very low intensity, comparable to the intensities of emissions from other common electrical and electronic devices."

It noted that low frequency radiation of up to 150 kilohertz has been detected close to the

surface of some terminals, but said that the levels of radiation "fall off so rapidly . . . that at the position of the operator they are either nondetectable or significantly lower than the most restrictive standards."

"The human body is highly reflective to radiofrequency radiation of frequencies below 200 kilohertz and only a minimum amount of the radiation is absorbed," the report observed.

Birth abnormality study dropped; NIOSH seeks larger survey group

Cincinnati—The National Institute for Occupational Safety and Health has had to abandon plans for a study to ascertain if there is a higher incidence of birth abnormalities among VDT users than nonusers that it had planned to conduct among 5,000 to 6,000 women in California whose pregnancies were covered by a common health plan. But the agency has said it is seeking to conduct a larger study.

NIOSH had to give up the California study when the health-care provider decided to exclude the NIOSH inquiries from research it is conducting among its subscribers, Dr. William E. Halperin, chief of NIOSH's Industry-wide Studies Branch, reported in a letter to TNG. NIOSH lacked the funds under its curtailed budget to conduct the study itself.

However, Halperin added, "NIOSH has a commitment to

investigate the issue."

"Currently," he said, "we are searching for a large population with VDT exposure and a comparison population not so exposed who could be questioned about reproductive experience, as well as exposure to other reproductive hazards."

NIOSH had anticipated that VDT users would constitute about 20 percent of the 5,000-6,000 women it had planned to survey.

Connecticut oks bill requiring VDT study

Hartford, Ct.—Connecticut has become the second state to enact legislation associated with the use of video display terminals.

A bill signed into law in Connecticut in June calls for a study to be conducted with assistance from the Connecticut Academy of Science and Engineering and the Product Safety Division of the state's Consumer Protection Dept. The study is to encompass VDT use in both the workplace and the home.

In May, the Maine legislature enacted the first VDT law. It calls for minimum safeguards for state and other public employees who operate VDTs to be drawn up and put in effect after study of available data [Guild Reporter, June 10].

The Connecticut legislation, like that in Maine, is derived

from more comprehensive bills that proposed a variety of safeguards to be adopted in the manufacture and use of the terminals.

Findings and recommendations from the Connecticut study are

to be reported to the legislature by Feb. 23.

Areas to be addressed include visual and musculoskeletal fatigue peculiar to VDT work, potential damage to vision and radiation hazards.

E&P urges better VDT work areas

New York—"Rather than relying smugly on the comforting words of the researchers" that video display terminals do not pose a health hazard, newspaper executives "would do well to heed the suggestions" for improving VDT work areas and work rules, according to Editor and Publisher magazine.

"If not actually harmful to an operator's health," VDT work "can produce irritation and discomfort and, therefore, complaints," the magazine said in a July 16 editorial.

E&P made the observations in the wake of the report from Canada's Health and Welfare minister proclaiming that VDTs pose no radiation hazard and the National Research Council's conclusion that the machines appear not to cause permanent eye damage.

Local 1 • Cleveland

The Newspaper Guild

In remembrance of the Golden
Anniversary Convention of
The Newspaper Guild, hosted
by Local 1,
the Cleveland

Newspaper Guild, at Cleveland,
June 27 to July 1, 1983.




Mementos of the 50th

Extra copies of the convention program magazine and a special tile the Cleveland Guild designed to commemorate the Guild's 50th Anniversary, pictured here, are available from the local for \$5 each, plus postage. The magazine includes articles describing the early history of both the Cleveland Guild, TNG's Local #1, and the international. Orders to: Cleveland Newspaper Guild, 815 Superior Ave., Room 1714, Cleveland, Ohio 44114. Include 95 cents for postage for the magazine and 85 cents for the tile.

Kirkland praises Guild; Herblock says thanks

Cleveland — "Newspaper workers today need the Guild at least as much as ever" and there is "good news" for them and the labor movement in the proposal to "strengthen the Guild by unifying its traditions and resources with those of the ITU," AFL-CIO President Lane Kirkland wrote to TNG's 50th Annual Convention.

His was one of dozens of messages from union leaders current and past congratulating TNG on its 50th anniversary.

In the face of newspaper mergers and shutdowns and the technological change the Guild has experienced, "just to stand still requires heroic organizing efforts," Kirkland observed.

Many unions in other industries now are facing the same issues and are benefiting from the Guild's "pioneering work in negotiating technological transitions . . . through retraining programs and, when all else fails, . . . decent severance provisions."

He noted the blurring of tradi-

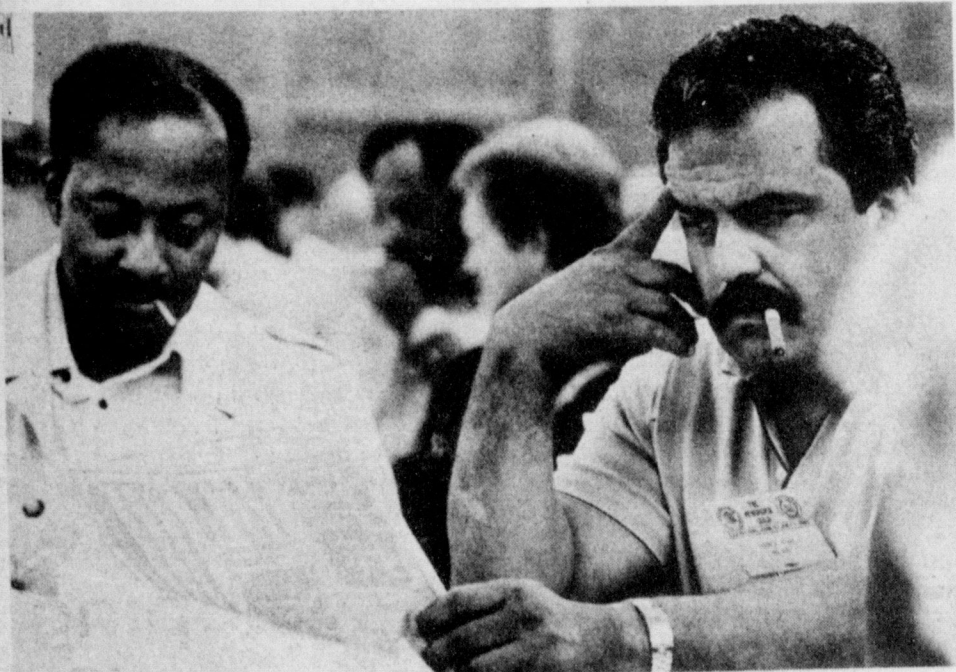
tional divisions of work in the newspaper industry and the new safety and health hazards accompanying much of its new technology.

He pointed out that mergers of other international unions have produced "new, larger, stronger, more diversified unions that are able to serve each group of members better and more effectively than any could do alone."

Other messages included one from Herb Block, the Washington Post editorial cartoonist who was a Cleve-

land Guild leader in its first days, while working for the Newspaper Enterprise Syndicate.

"As a guy who has simply been Joe Member since those early days," Block wrote, "I'd like to express my appreciation to all the men and women who have been doing the organizing, negotiating, session-planning, bulletin-writing and other tough chores that have made TNG and are keeping it the great union it is. From this steady customer many thanks to all. And cheers!"



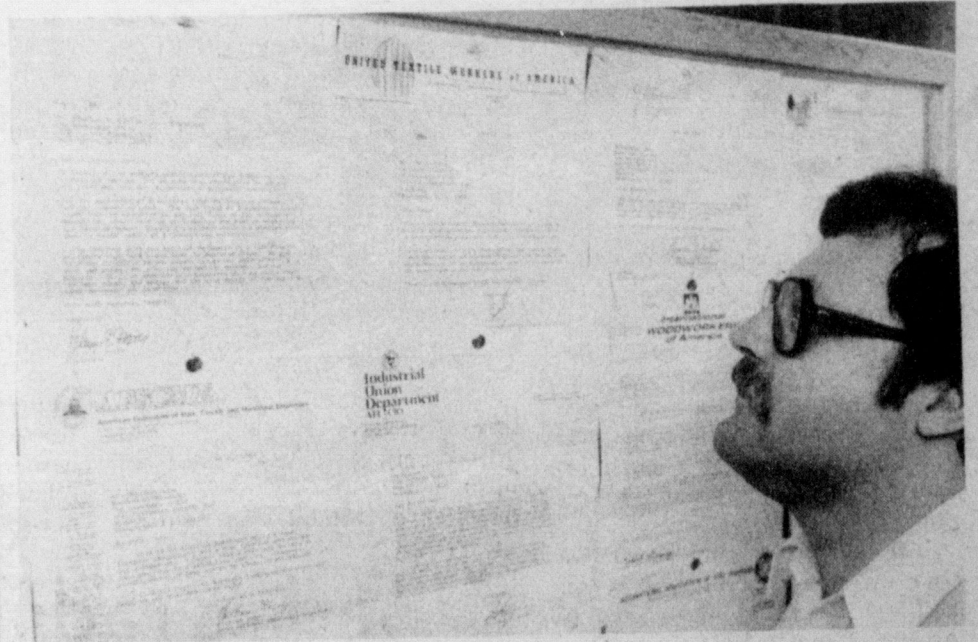
Pondering the merger

Delegates attention focuses on the text of the proposal for merger of TNG and the International Typographical Union as they prepare

to vote their approval. Above, Bert Atkinson and Cesar Viruet of New York; below, Brian Steer of Philadelphia.



CONVENTION '83



Congratulations, greetings

Jim Schaufenbil of Manchester, above, checks out one of the dozens of congratulatory "50th Anniversary" messages to TNG's 1983 Convention from leaders of other unions. The one he's checking closely is from the United Textile Workers, which his father, Francis, serves as president. Mean-

while, below, Michelle Davis of San Diego and Jackie Roedler of Twin Cities exchange greetings after Davis was recognized as winner of this year's Guild Service Award and Roedler as the latest recipient of the Irving Leichter Memorial Scholarship to the Harvard Trade Union Program.



Leaders report on Amsterdam News, Wilkes-Barre and Vallejo strikes

Clara Bennett of the New York Guild's Amsterdam News Unit, Jack Wallace, center, of Wilkes-Barre and Doug Cuthbertson of San Francisco-Oakland update delegates on strikes involving their units and locals. Cuthbertson, SFONG's executive secretary, described the status of the newspaper union's con-

tinuing action against Donrey's Vallejo Times Herald as it enters its sixth year, while Wallace reported on the Wilkes-Barre union's strike against Capital Cities' Times Leader which will enter its sixth year in the fall. Bennett outlined the situation in Harlem, where her unit had been on strike against the Am-

sterdam News since Feb. 1. [Unit members returned to work at the AmNews Aug. 1 after ratifying a new contract. Story, Page 3.] After hearing the reports, delegates and locals made contributions and pledges to be apportioned among the three strikes totalling \$6,825.31.

1963 March anniversary, Solidarity III support urged

'63 anniversary

Washington—TNG has called on all U.S. Guild locals and members to join in the Aug. 27 commemoration of the 20th Anniversary of the 1963 March on Washington—either in Washington itself or in their own locales.

Particularly urging locals with-in driving distances of Washington to send delegations to participate in the Aug. 27 march and program, TNG President Charles A. Perlik, Jr., reported that plans are underway in several locals.

Members that cannot make it to Washington may be able to participate in local activities marking the occasion being planned in more than 240 cities or through contributions, Perlik said. Checks made payable to the Twentieth Anniversary Mobilization should be sent to TNG Human Rights Co-ordinator Anna Padia, he said.

Padia is co-ordinating the Guild's participation in the march.

Local demonstrations are planned in the following cities

where there are also Guild locals or units.

Los Angeles, San Jose, San Diego and San Francisco; Denver, Waterbury, Ct., Wilmington, Del., and Chicago; Indianapolis, Terre Haute and Lexington, Ky.; Portland, Me., Baltimore, Boston, Detroit and Lansing; Minneapolis, St. Paul and St. Louis; Jersey City and New Brunswick, N.J.; New York, Rochester, Utica and Albany.

Akron, Canton, Cincinnati, Cleveland and Columbus; Allentown, Harrisburg, Pittsburgh and Wilkes-Barre; Providence, Chattanooga, Knoxville and Memphis; San Antonio, Alexandria, Va., and Seattle; Morgantown, W. Va., and Madison, Wis.

Solidarity III

Washington — Solidarity Day III observances on Labor Day, Sept. 5, are now planned in 141 cities across the U.S., and TNG President Charles A. Perlik, Jr., has urged all U.S. Guild locals to participate in the nearest event.

The Solidarity Day III activ-

ities, being co-ordinated by the AFL-CIO, provide each local labor movement "with a unique opportunity to demonstrate its strength in numbers and its resolve to use that strength at the ballot box in 1984," Perlik pointed out.

Lists describing events planned and identifying local co-ordinators were sent to all locals. Events are planned in at least 39 cities where there are also Guild locals or units.

Newest additions to the list of Solidarity Day III cities include Great Falls, Mont., Rochester, N.Y. and Toledo.

Other cities with Guild locals or units where Solidarity Day III events are planned are: Los Angeles, Vallejo, San Diego and San Francisco; Denver; Washington; Honolulu; Chicago and Rockford; Indianapolis and Terre Haute; Portland, Me.; Baltimore; Boston; Detroit and Lansing; Duluth, Minneapolis and St. Paul; St. Louis; Albany, Buffalo, and New York; Cincinnati, Cleveland and Columbus; Harrisburg, Philadelphia and Pittsburgh; Providence; Knoxville and Memphis; Seattle; Kenosha, Madison and Sheboygan.



San Francisco unity walk

ITU Vice President Allan J. Heritage, left, and Leon Olson, president of the Bay Area Typographical Union and chair of the San Francisco Conference of Newspaper Unions, join in informational picketing at the Chronicle and Examiner where nine unions, including the Guild, jointly are seeking renewals of contracts expired more than seven months. Initiated by the Guild in mid-July, weekly informational picketing quickly expanded to include all nine unions. More than 700 Guild members voted their bargainers strike-call authority without dissent in mid-June. Typographical and Mailers unions members also have taken strike votes.

Key tops raised \$21 in Detroit

Detroit—New one-year agreements between the Detroit Guild and the cities' two daily newspapers, the News and Knight-Ridder's Free Press, have raised the key top minimums by \$21.70 a week.

Reached through joint bargaining with the publishers and the city's other newspaper unions, the settlements are based on wage and benefit package averaging \$20 per week.

The \$21.70 increase takes the top minimum for reporters and photographers at the News to \$574.14 a week, and the corresponding top minimums at the Free Press to \$572.44 a week.

The top minimum for outside advertising salespersons at the Free Press also is raised by

\$21.70, to \$577.34 a week.

Employees covered by the Guild's agreement with the News voted to divest \$1.20 per employee per week toward pensions, while Guild-covered employees at the Free Press diverted 95 cents per employee per week for pensions and 25 cents to continue the payment of medical insurance premiums for retirees.

Agreements with both papers also continue provisions for a December cost-of-living adjustment if the Consumer Price Index for Detroit rises by more than 7 percent over the index for the previous year.

Other increases and resulting new top minimums under the agreement with the Free Press include:

Inside classified solicitors—Up by \$18.50, to \$492.89 a week.

General clerks, classified ad takers—Up by \$15, to \$371.61 a week.

Computer operators—Up by \$21.70, to \$539.14 a week.

Editorial aides—Up by \$15, to \$289.38 a week.

Librarians—Up by \$18.50, to \$505.89 a week.

Other increases and resulting new top minimums at the News include:

Messenger—Up by \$15, to \$277.24 a week.

Editorial assistants, secretaries "c," photo file room head—Up by \$18.50, to \$403.94 a week.

"Degree" librarians—Up by \$21.70, to \$531.89 a week.

King birthday holiday urged

Cleveland—Delegates to TNG's 50th Anniversary Convention renewed the Guild's commitment to support passage of legislation designating Jan. 15 a national holiday in honor of the birthday of slain civil rights leader, Dr. Martin Luther King, Jr.

Meanwhile, the House of Representatives Aug. 2 approved a

bill that would make the third Monday in January, beginning in 1986, a national holiday in honor of King's birthday.

The House passed the bill on a vote of 338 to 90. It was the first time either house had approved the measure which has been introduced annually since King was assassinated in 1968.

Yugoslav's conviction is criticized

Washington—TNG has called on the president and justice minister of Yugoslavia to overturn the conviction of a Yugoslav journalist sentenced to jail for allegedly spreading propaganda damaging to the country's reputation.

Ranka Cicak, a correspondent for the Zagreb daily Vjesnik, was sentenced in December to two and a half years in prison on charges linked to remarks she is alleged to have made that were critical of the late Yugoslav President Tito and supportive of Albanian nationalists.

duced to 10 months by an appeals court.

Noting that Cicak's prosecution is "tainted by reports" that local officials angered by her having exposed their misappropriation of funds were responsible for her having been tried, TNG President Charles A. Perlik, Jr., in a letter to Yugoslav President Mika Spiljak called for the reversal of Cicak's conviction.

In contrast to other East European countries, "we have come to expect a higher regard for such democratic institutions as freedom of the press in Yugoslavia," Perlik wrote.

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