

Deadline settlements avert strikes at Minneapolis, San Francisco dailies

Circulation coverage is retained

Minneapolis — A new agreement between the Twin Cities Guild and Cowles' Minneapolis Star & Tribune raises the key editorial top minimum by \$105, to \$742 a week, over the next three years.

Bargainers reached a tentative settlement about 4 a.m. Oct. 8, three hours in advance of a 7 a.m. strike deadline set by the Guild. About 250 Guild members turned out for a 6 a.m. membership meeting where they learned of the tentative agreement.

In settling, the company agreed to withdraw a petition it had filed with the National Labor Relations Board seeking to have the paper's 69 district managers declared supervisory and excluded from the Guild's unit.

Bargainers reported a shift in management's attitude in the talks after representatives of four craft unions—the Printers, Mailers, Teamsters and Pressmen—on the morning of Oct. 7 visited a senior vice president and informed him that the Guild had their full support. Publisher Roger Parkinson

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GLOBE AND MAIL/Dennis Robinson (Southern Ontario Guild)

Maclean's unit strikes for initial contract

Members' Oct. 5 walkout follows more than a year of talks — Story, Page 2.

Merger added to new IEB's agenda

TNG's new International Executive Board will be asked to endorse continued exploration of the possibility of a three-way merger of the Guild and the two other principal publishing-industry unions when the board meets for the first time Oct. 24-27 in Toronto.

At the same time, the IEB will be asked to encourage examination of the possibility of a two-way merger, between TNG and the Graphic Communications International Union, if three-way talks—which also would involve the International Typographical Union—show no immediate prospects.

A series of events beginning in late September pushed the items onto the agenda. The priority of merger questions involving TNG had diminished when the ITU's convention in August rejected endorsement of an agreement for an ITU-TNG merger and referendums scheduled in each union were cancelled.

The proposal for talks aimed at creating a single union from the three AFL-CIO affiliates emerged from an Oct. 4 meeting of officers of each called by AFL-CIO President Lane Kirkland during the AFL-CIO convention.

Kirkland announced two days

later that he had called upon all three unions to "use their best efforts to complete the task of establishing a single printing-industry union," that the principal officers of each had agreed to "hold further discussions" and that they would be held "under the auspices" of Kirkland's office.

TNG President Charles A. Perlik, Jr., said that he "made it clear" that TNG would participate "willingly—quite willingly" in the three-union talks and that President Ken Brown and Pres-

ident Emeritus Sol Fishko of the GCIU had "signified likewise."

In an Oct. 12 report on the situation to Guild locals, Perlik also restated his belief that "the future welfare and progress of our membership will best be enhanced if the integrity and traditions embraced by the traditional newspaper and printing-trade unions is preserved, preferably inside one organization."

The recent failure of the proposed TNG-ITU merger makes it "even more imperative" that

there be but one principal publishing-industry union, he said.

Letters from ITU President Joe Bingel to Kirkland, released by Bingel, raised questions about the prospects for success of the three-way talks, however.

The letters, dated Oct. 6 and Oct. 7, stated Bingel's agreement that the ITU would participate and that "these matters should proceed without undue delay."

They also stated, however, that while the ITU "will listen care-

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Key tops up by \$129 in Bay Area

San Francisco—Key top minimums for Guild-covered employees of the San Francisco and San Jose dailies are increased by \$129.57 a week, to \$711.85, under 42-month agreements that averted a strike at the San Francisco Chronicle and Examiner Sept. 28.

The agreements were bargained jointly by the Bay Area's newspaper unions, including the San Francisco-Oakland and San Jose Guild locals, with the Chronicle and Hearst's Examiner, their joint publishing company, and Knight-Ridder's San Jose Mercury News.

Tentative agreements were reached a half hour after a strike deadline that had been set for 11:59 p.m. Sept. 27 by the San Francisco unions. The unions had been seeking new contracts from all three dailies for more than 10 months.

Bargaining had been frustrated for much of the period by management demands for major retrogressions, including wholesale exclusions of additional jobs from Guild-contract coverage, and by what several union representatives had described as the worst bargaining atmosphere at the San Francisco dailies in more than a decade.

All the unions' jointly bargained economic settlements are based on a "craft" wage and fringe-benefit package of \$125 a week.

Under the Guild settlements, the \$129.57 increase for reporters, photographers, outside advertising salespersons and computer programmers in San Francisco and San Jose comes in seven steps.

The first, \$31.87 a week, is retroactive to Jan. 3 and the second, \$12.74 a week, taking the

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Mondale just one change AFL-CIO seeks

Hollywood, Fla. — Aiming to strengthen unions' role in the U.S. political process, the AFL-CIO's 15th convention Oct. 2-4 endorsed Walter Mondale for president and passed a host of resolutions aimed at reversing Reagan administration policies viewed as devastating to U.S. workers.

The endorsement of Mondale for the 1984 Democratic presidential nomination was the first ever made by the federation of unions in advance of the political parties' primaries.

AFL-CIO President Lane Kirkland told the 794 delegates that as labor seeks to reverse the failed

Reagan-administration policies it cannot afford to "sit meekly on the sidelines while other elements of our society . . . less dedicated to the general good, define the choices of candidates and issues." [See, "Mating game," page 8.]

The endorsement was made on recommendation of the AFL-CIO General Board, enacted at a one-day meeting two days before the convention. [See, "TNG delegates back endorsement action," Page 6.]

One major convention resolution called for a national industrial policy and urged creation of a tripartite board of labor, man-

agement and government representatives to work for revitalization of ailing industries.

In its political action resolution, the convention said the stakes in the 1984 elections are so high that labor must mount its "greatest registration and get-out-the-vote drive."

Other resolutions urged that:

- ✓ Future appointees to the National Labor Relations Board have a "demonstrated commitment" to the nation's labor law to offset the anti-union bias of recent administration appointees.
- ✓ Administration defense-budget increase requests be cut to

5 to 7 percent, to help reduce the budget's tremendously high deficits.

✓ Strong efforts for ratification of the Equal Rights Amendment be undertaken at the federal and state levels.

✓ Funding for day care and women's and infants' nutrition programs and tax credits for child care be increased.

✓ State, local and federal laws be enacted to ban discrimination and harassment because of sexual orientation.

✓ State and federal laws be passed to provide protection

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Maclean's magazine struck in quest for initial contract

Toronto—The Southern Ontario Guild's 55-member Maclean's unit struck the weekly news magazine Oct. 5. They had been seeking an initial contract covering editorial department employees of the magazine owned by Maclean Hunter Ltd. for more than a year.

An experience-based minimum structure, wage increases, job security and provision for overtime pay are among the key areas of dispute.

An ad placed by the local in the Toronto Star and in the Globe and Mail eight days in advance of the strike described Maclean's as "fast with news" but "slow to settle." The local explained that the unit was seeking improvements in wages and working conditions "to bring them closer to those of Guild members

at the Toronto Star, the Globe and Mail, as well as Time and Newsweek" magazines.

Intensive bargaining several days prior to the strike failed to bring the parties closer together. A federal mediator had called them back for an Oct. 14 meeting, the first since the strike began.

The magazine was published on schedule Oct. 11, but much of its content had been written by strikers earlier, Guild leaders said.

In addition the issue carried several pages of letters to the editor rather than the usual one.

On press day, the strikers moved their picket line to the nonunion plant where the magazine is printed and were joined by supporters from several other area union locals, including the Ontario Public Service Employees,

the Railway and Transport Workers and the Pressmen. Delegations from these and other unions also were making regular appearances on the Guild picket line at Maclean's offices.

Walter Stewart, a former editor of Maclean's, made a picket-line speech in support of the workers and later backed their cause in an appearance on a CBC-TV news program.

The local has launched a boycott of the magazine in the Toronto area. The boycott has been endorsed by the Metropolitan Toronto Labour Council.

The United Food and Commercial Workers have placed the magazine on their "hot cargo" list and, as a result, Loblaw's, one of Canada's biggest grocery chains, is no longer stocking Maclean's.



DENNIS ROBINSON/Southern Ontario Guild

INFORMATIONAL PICKETING PRECEDES MACLEAN'S STRIKE

Dan Westell of the Guild's Globe and Mail unit, Ken Asquith of Maclean's, Sue Craig of the Star unit.



BRIAN WILLER/Maclean's unit, Southern Ontario Guild

GUILD T-SHIRT DAY AT MACLEAN'S OFFICES BEFORE THE STRIKE

Sept. 22 effort was demonstration of support for bargainers.

News top up \$105 at Star & Tribune

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also toured the mechanical departments asking employees if they would support a Guild strike.

Representatives of the Mailers, Printers and Engravers locals joined the Guild's bargaining committee for the concluding talks that began on Oct. 7 and lasted into the early morning hours of Oct. 8. At 3 a.m. the craft-union representatives advised their members working in the plant to get ready to leave, but the settlement came within the hour.

The \$105 increase for reporters, photographers, copyreaders, artists and layout persons comes in three increments of \$35 each, with the first, retroactive to Aug. 1, taking the top minimum to \$672. Subsequent increases come on Aug. 1 of 1984 and 1985.

The top minimum for district managers is raised by \$79.50, to \$671.50 a week, in three increments of \$26.50 each.

The top minimum for news assistants is upgraded with the addition of a fourth year to the progression schedule. The top is raised by \$109.25 over the contract's term, to \$445.25 a week, with \$46.25 of the increase, to \$403.25 a week, from Aug. 1.

The general increase, for employees paid above the minimum for their classification, is one percent lower than the top minimum increase for the classification. The

agreement requires, however, that the total amount of merit pay be maintained at current levels and that any reallocation between employees be done in an effort to make "significant progress" toward the elimination of disparity in merit pay between men and women, as well as disparity between professional and support staff.

Advance notice of scheduling changes in the circulation department is increased from a week to 13 days notice of a change in hours and to 20 days notice of a change in work days.

Provision is added for an alternative expedited arbitration system modelled on one under the Guild's contract with Knight-Ridder's St. Paul Dispatch and Pioneer Press.

Provision for rest breaks for copy editors working at video display terminals is extended to wire editors and layout personnel, who will be doing page layout soon on "pagination tubes."

Other increases include \$75 over the term for both library classifiers and copy aides, taking the top minimum for library classifiers to \$426.50 a week and that for copy aides to \$294.50 a week. The flat minimum for a variety of editors is raised by \$115.50, to \$816.25 a week.

TNG International Representative Harry McCormick assisted the local.

Chronicle, Gannett cancel TV deal

San Francisco — Gannett and Chronicle Publishing of San Francisco have cancelled the agreement under which Gannett was to acquire KRON-TV in San Francisco from Chronicle Publishing in return for \$100 million plus Gannett's KOCO-TV in Oklahoma City.

The deal was cancelled after Chronicle Publishing's owners, the Thieriot family, decided to take the station off the market, according to Editor & Publisher.

Gannett turned ownership of its Oakland Tribune over to ed-

itor and publisher Robert C. Maynard earlier this year in preparation for the acquisition of the television station in the same market. Gannett holds a \$17 million mortgage on the Tribune.

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, except monthly in July and December, at 1125 15th St. NW, Washington, D.C. 20005. \$15 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.
Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW, #835, Washington, D.C. 20005.

Pacts avert San Francisco strike

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top minimums to \$626.89, is retroactive to June 27.

These are followed by increases of \$19.54 on Jan. 2, 1984; \$12.74 on July 2, 1984; \$16.57 on Dec. 31, 1984, and again on July 1, 1985; and then \$19.54 on Dec. 30, 1985.

The agreements also provide a \$20 increase in company payments for health and welfare benefits and a \$5 increase in pension payments over the 42-month term.

Provisions guaranteeing that health and welfare coverage will be maintained for two months following an economic dismissal are added to the Guild agreements.

Also added to Guild contracts in both cities is a ninth holiday, to be observed on an employee's anniversary of employment, and a provision calling for discussion with the Guild in advance of the purchase of video display terminals.

A prohibition against age discrimination is added to the Guild's agreement in San Francisco and continued in San Jose, while in San Jose provision for maternity leave is extended to include female adoptive parents and single male adoptive parents.

A total of 19 Guild positions are upgraded under the San Fran-

cisco pact, including six suburban dispatchers and two secretaries.

The reslotting of the suburban dispatchers will result in a \$143.11 increase in their top minimum, to \$437.28 a week. The secretaries' top minimum goes up by \$101.71, also to \$437.28 a week.

Librarians are upgraded under the San Jose agreement, raising their top minimum by \$151.63, to \$527.83 a week. And the top minimum for a new job of assistant chief librarian will rise to \$592.32 over the contract term.

The top minimum for telephone advertising salespersons in both San Francisco and San Jose is raised by \$106.80, to \$554.66 a week, in increments of \$26.26, \$10.50, \$16.11, \$10.50, \$13.66, \$13.66 and \$16.11.

Other increases and resulting new top minimums in San Francisco include:

Senior clerks, senior computer operators secretaries "A"—Up by \$98.99, to \$514.22 a week, in increments of \$24.35, \$9.73, \$14.93, \$9.73, \$12.66, \$12.66 and \$14.93.

Stenographer / clerks, library clerks, intermediate clerks—Up by \$80.02, to \$415.59 a week, in increments of \$19.68, \$7.87, \$12.07, \$7.87, \$10.23, \$10.23 and \$12.07.

Other increases and resulting new top minimums in the San

Jose accord include:

General clerks, dispatch drivers—Up by \$71.67, to \$372.25 a week, in increments of \$17.63, \$7.05, \$10.81, \$7.05, \$9.16, \$9.16 and \$10.81.

Ad plans clerk, stock clerk—Up by \$101.27, to \$526 a week, in increments of \$24.91, \$9.96, \$15.27, \$9.96, \$12.95, \$12.95, and \$15.27.

Advertising collector—Up by \$91.82, to \$476.80 a week, in increments of \$22.58, \$9.03, \$13.85, \$9.03, \$11.74, \$11.74 and \$13.85.

TNG International Representative G. Richard Pattison served as strike preparation co-ordinator for all the San Francisco unions. In addition to the Guild, the joint effort included the Typographical, Mailers, Pressmen and Teamsters.

TNG Secretary - Treasurer Charles Dale acted as the bargaining spokesperson for the subcommittee that worked out the final details of the settlement. The other members of the subcommittee were ITU Vice President Allan J. Heritage and Vic Groupico, secretary-treasurer of the Teamster local.

San Francisco-Oakland Guild President Alan Cline later wrote to Dale to thank him personally and "on the local's behalf" for his "superb effort and results in our negotiations."

Free press issues aired at Talloires

Talloires, France—Persons who suggest that press freedom is "a luxury for America and Western Europe and unsuitable for developing countries" are enunciating a position that is "essentially racist," TNG International Chairperson Harry S. Culver told a "Voices of Freedom" conference here Sept. 30-Oct. 2.

That position is racist, he said, because it "seems to be based, in the last analysis, on the premise that either Third World journalists are constitutionally incapable of using press freedom or Third World people are constitutionally incapable of benefitting from it."

Culver, who works as a reporter for United Press International in Oklahoma City, appeared on a panel that explored "working journalists and media freedom" on the conference's second day.

Culver also pointed out that while "freedom of the press is everyone's battle, working journalists are the front-line troops." [Full text, Page 8.]

On the final day the 80-plus conference participants from 26 countries—representing both print and electronic media—declared their commitment to press freedom as a basic right, unanimously reaffirming the principles of the Declaration of Talloires adopted at a previous conference here in May of 1981.

That declaration states that the right to know and inform is a fundamental human right not subject to qualifications or restrictions by governments or by individual bodies.

The conference was sponsored by the World Press Freedom Committee, headquartered in Washington. TNG is an affiliate. It was held in advance of the scheduled 160-nation general conference of UNESCO in Paris, which will consider a program for communications and information activities for the next two years.

Two resolutions addressed to the role of UNESCO and its New World Information Order were discussed and withdrawn.

One resolution proposed withdrawal from UNESCO on grounds it was a threat to press freedom; the other criticized UNESCO as an "illegitimate" and "irrelevant" forum for establishing or discussing communications policy.

While several participants joined in criticizing UNESCO, they objected that withdrawal from the United Nations organization would leave the free press



JACK MANNING/Times unit, New York Guild

N.Y. Times Pulitzer winners join push to save U.S. information act

Max Frankel, New York Times editorial page editor, seated above, became the fifth of the Pulitzer Prize winners working at the paper to sign petitions circulated by leaders of the Times Guild unit as part of U.S.-wide effort by TNG and other news industry organizations to seek defeat of bills that would further weaken the federal Freedom of Information Act. First signer of the portion of the Times Pulitzer-winner petition reproduced above is A. M. Rosenthal, executive editor, followed by columnist Sydney H. Schanberg, Jack Rosenthal, deputy editorial page editor, columnist Russell Baker, Frankel, reporter Nan Robertson and music

SAVE FREEDOM OF INFORMATION A Petition to Congress

Whereas the federal Freedom of Information Act (FOIA) was enacted by Congress in 1966 in an effort to make federal agencies more open and accountable; and

Whereas the FOIA has been an important and effective tool for journalists, scholars, public-interest groups, and ordinary citizens to provide the public with information about governmental violations of civil liberties, bureaucratic waste and abuse, consumer fraud, and other vital issues; and

Whereas the Reagan administration, intelligence and law-enforcement agencies, and certain industry groups have sought legislation to greatly expand the more-than-ample exemptions in the existing Act; now

Therefore we, the undersigned journalists and other news industry employees, support the efforts of The Newspaper Guild, the Society of Professional Journalists, the Radio-Television News Directors Association, the American Federation of Television and Radio Artists, the American Society of Newspaper Editors and other national media groups to preserve and strengthen the federal Freedom of Information Act. We call upon Congress to reject any legislation that would weaken it.

NAME	ADDRESS	ORGANIZATION
1. A.M. Rosenthal	The New York Times	
2. Sydney H. Schanberg	THE NEW YORK TIMES	
3. Jack Rosenthal	The New York Times	
4. Russell Baker	The New York Times	
5. Max Frankel	The New York Times	
6. Nan Robertson	The New York Times	
7. Howard Rosenberg	The New York Times	

critic Harold Schonberg. Standing by as Frankel signs is David Unger, first vice chair of the Times unit. Meanwhile, TNG President Charles A. Perlik, Jr., reminded leaders of U.S. Guild locals late in September that the deadline for returning petitions is Oct. 20 and that "a heavy accumulation of Guild signatures is essential if we and the other news-industry organizations with which we are allied . . . are to affect congressional consideration" of the FOI Act legislation. Other groups participating in the effort include the Society of Professional Journalists and the American Society of Newspaper Editors.

voiceless in trying to present its views. Others said such an approach was divisive and insensitive to communications problems of the so-called Third World.

While finally unanimously supporting the declaration of 1981, the conference approved its general report "for further consideration by all concerned."

Harold W. Anderson of the Omaha World Herald, chairman of the World Press Freedom Committee, described the report as "a working document rather than a formal declaration."

The report re-emphasized that the right to know, inform and be informed is "a fundamental human right."

It welcomed training, technical and other assistance being given to foster communications in developing countries.

It condemned proposals of any kind to license the press or write journalistic codes, either in the

name of "national sovereignty" or "information sovereignty."

Noting that journalists "do face serious hazards," it condemned efforts to license them in the name of safety.

"We strongly deplore the casualties our profession has suffered. Measures for the protection of journalists, however, must not single them out for specific treatment that risks being restrictive of journalistic freedom," the report said.

"Finally," it concluded, "international debates on communications should cease the emphasis on recrimination, repression and pessimism. Unparalleled expansion of all manner of communications is under way—benefitting the near and the distant, the poor and the prosperous nations."

Longtime CBS newscaster Walter Cronkite said in a keynote address that the so-called First World should take seriously complaints about news coverage from the so-called Third World.

This means that the First World should move "vigorously and generously to help developing nations expand communications," said Cronkite.

"It also means standing firm on our demand that the international flow of information remain unobstructed," he said.

In pressing for what they call a "New World Information Order," some Third World governments have argued that the flow of information is controlled by Western and industrialized nations and reflects their values and point of view.

Under the "new information order" governments would have the right to control the gathering and dissemination of news in

Decertification move rejected in Columbus

Columbus, Ohio—Guild-covered circulation department employees of the Columbus Dispatch by a vote of 70 to 10 have rejected a move to decertify the Columbus Guild as their bargaining representative. Another seven ballots, cast under challenge, were not counted but could not affect the result.

The National Labor Relations Board had ordered the Sept. 30-Oct. 1 vote among 94 Guild-covered employees despite Guild efforts to have a petition for a decertification vote dismissed.

The board also refused to issue a complaint on Guild charges that the firing of 30 weekend relief district managers at the time the petition was filed was "maliciously intended" to have an im-

pact on the decertification vote.

The Guild also has charged the company with refusing to bargain for nearly a year and conducting "sham and surface bargaining in an effort to disguise" its intransigence.

Upon firing the weekend relief district managers, the company reassigned their work to regular full-time district managers. Those employees have been excluded from the Guild's circulation-only unit at the Dispatch since early last year when the board upheld company demands that they be excluded as supervisors.

Guild demands that the non-supervisory work performed by the district managers must be assigned to Guild-covered employees are before an arbitrator.

Guild thanked for South Africa aid

Johannesburg, South Africa—The Southern African Society of Journalists has voted its "grateful thanks" to the Guild for contributions totalling more than \$3,500.

In a letter to TNG President Charles A. Perlik, Jr., David Bleazard, SASJ president, said the "incredible financial assistance" from TNG and nearly 20 Guild locals "has helped a lot to offset the financial problems" the SASJ faced.

Guild locals and delegates to TNG's 1983 Convention pledged contributions to the union after SASJ Vice President Pat Sidley described the union's legal battle to retain its bargaining rights at South Africa's English-language papers.

Earlier, TNG's International Executive Board had authorized a \$1,000 contribution.

The publishers had sought to dissolve the SASJ's long-standing bargaining rights after the union dropped its government registration so that it could admit blacks.

The SASJ ultimately prevailed in the courts, winning precedent-setting decisions.

PacNW files for new unit

Bellevue, Wash.—The Pacific Northwest Guild has petitioned the National Labor Relations Board for certification as the bargaining agent for some 170 employees of the Bellevue Journal-American and the commonly owned Mercer Island Reporter.

The Guild is seeking to represent the papers' accounting, advertising, editorial and circulation employees, including employees of its mailroom.

A Guild representative said a substantial majority had applied for Guild membership and designated the union as the bargaining

The Journal-American is a 27,000 morning circulation daily and the Mercer Island Reporter is a weekly with a paid circulation of some 4,500. The daily and the weekly share several circulation and bookkeeping employees.

An NLRB-supervised election to determine if the papers' composing-room employees will be represented by a local of the Graphic Communications International Union is set for Oct. 21. That GCIU local, which petitioned for NLRB certification on Sept. 11, currently represents the

Son's memoir 'definitive' Broun biography?

By Fred U. Ross

IN "Whose Little Boy Are You" Heywood Hale (Woodie) Broun has written not only his autobiography but what may prove to be the definitive biographies of his parents, Heywood Campbell Broun and Ruth Hale, as well.

The book deserves to be a best seller, particularly among Guild members, and hopefully will lead to a reprinting of the "Collected Edition of Heywood Broun," mostly columns loving compiled by Woodie in 1941.

I met Woodie by appointment at the Chelsea Hotel in New York 18 years ago. I had hoped to write a biography of Heywood, founding president of the American Newspaper Guild, and wanted his only child's co-operation.

I had written a term paper, "Heywood Broun and the Newspaper Guild," for the Harvard Trade Union Program, and had planned to expand it into a Broun biography. Ultimately, I was unable to find a publisher.

At our meeting Woodie said that he and his family (which he did not define) were unhappy with the earlier Broun biography by Dale Kramer. I don't know how a subsequent biography written by the late Richard O'Connor suited their tastes.

Woodie tells us why he wrote "Whose Little Boy Are you?" from the vantage point of 65 years of age: "I think of them (his parents) less often now, I think of them when I do with less awe, more amusement, less anger, more affection. We are now three old people who are rather comfortable together. We are not three old saints, and there are still scabs that throb on cold and miserable days, and there are some regrets that will last as long as I do. Since I may be packing soon myself, however, I wanted to put down and make some shape of what I remember of three exasperating, interesting people. . . . here we are, the cast in order of appearance—Ruth Hale, Heywood Broun and Heywood Hale Broun."

Bearing in mind that "Whose Little Boy Are You?" is Woodie's autobiography, it is proper to ignore his order of appearance and consider the illness that made Woodie frail until he was almost 20. He was almost four when a doctor looked down on him retching in bed and announced, "This child is dying." Incensed, Ruth exclaimed, "Don't you think that he speaks English, you dumb son of a bitch? Pack your bag and get out."

"The prediction still ringing in her heart," Woodie writes, "Ruth set out to restore me through the oldest of therapies, a mixture of rocking, warming against the heart, and the wordless murmur of encouraging sounds." Woodie believed that he was "a disappointment and a nuisance, and my troubles were due to poisons generated within me by a vague badness which was my own fault."

FORGETTING THAT the book is Woodie's memoir, I looked for detailed accounts such as his father's dispute with the New York World over printing his columns about Sacco and Vanzetti, and Heywood's role in forming the Guild and subsequent union activities. Woodie confines himself, however, mostly to Guild activities in which he participated, such as his experience on the picket line at the Ledger strike at Newark, where he went with Heywood, and a party held at the Broun farm at Stamford, Conn., for Mrs. Eleanor Roosevelt in celebration of her joining the Guild when she wrote her syndicated "My Day" column.

Posterity, however, should be grateful to Woodie because he pro-

"Whose Little Boy Are You?: A Memoir of the Broun Family," by Heywood Hale Broun. Illustrated. 215 pages. St. Martin's/Marek, New York, N.Y. \$14.95.

vides full-scale portraits of Ruth Hale, Heywood and of Heywood's second wife, Connie, the widow of singer John Dooley. Heywood met her while helping produce "Shoot the Works," a benefit for unemployed actors in which she was a dancer.

Apparently self-educated, Ruth Hale came from Rodgersville, Tenn., to Philadelphia where she became the country's first woman movie critic, for the Public Ledger. Moving to New York City, she became drama critic for Vogue magazine, a theatrical press agent, and a reporter for the New York Times. She had done all these things before she and Heywood were married in 1917. Later she became editor of the Paris-based edition of the Chicago Tribune. An ardent feminist, she was elected first president of the Lucy Stone League, whose members believed married women should keep their maiden names.

REBOUNING from being jilted by a Russian ballerina, Heywood had met Ruth at a press box at the Polo Grounds where Broun was covering baseball for the New York Tribune. A hitch in their wedding ceremony occurred when Ruth refused to approach the altar until the organist was persuaded to stop playing the wedding march—a presage of a stormy marriage.

Woodie believes that "Ruth was basically smarter than Heywood," and stresses her influence over his father's thinking.

"Even an unobservant little boy," Woodie writes, "could not help see

Ross, now living in semi-retirement in Long Beach, is a longtime Guild member who was secretary of the Harrisburg Guild for seven years, ending in 1941, a delegate to three Guild conventions, including that held in Cleveland in 1935 and presided over by Heywood Broun. He also is a former assistant editor of the CIO News, the AFL-CIO American Federationist and the State, County & Municipal Employees' publication, the Public Employee.

how much Ruth shaped Heywood's ideas, how powerfully she wheeled up the artillery of logic and facts until, deprived of every weapon save the sword of charm, Heywood would twinkle his way out of the argument. Still her ideas soon turned up in his work."

Believing that she was living under Heywood's shadow, Ruth, with her husband's reluctant consent, went to Mexico to get a divorce in November of 1933. When she died 10 months later, Heywood acknowledged his debt to her in a column, the only one printed in full in "Whose Little Boy Are You?" An excerpt:

"My best friend died last night. . . . A very considerable of all newspaper columns, book reviews, and magazine articles that appeared under the name of Heywood Broun were written by Ruth Hale. I mean the better columns and even those written on my own stemmed from her. . . . She made me ashamed when I faltered, and I suppose that for 17 years every word that I wrote was set down with the feeling that Ruth Hale was looking over my shoulder.

"It would be a desperately lonely world if I did not feel that personality is of such tough fiber that in some manner it must survive and does survive. I still think that she is looking over my shoulder."

Richard O'Connor in his biography of Broun complained that "somehow a third-dimensional portrait of Heywood Broun escapes the observer,"

pointing out that "the man who knew him longest and perhaps best was Morris Ernst, a shrewd and perceptive man (who was Broun's attorney), but he confessed that 'no one, least of all I,' could honestly claim intimate knowledge of Broun; yet Ernst had known him from school days to his death and for fifteen years had spent two or three evenings a week in his company."

I BELIEVE THAT mysteries about Heywood that Woodie has not cleared up will never be unravelled. Perhaps the best approach to understanding Heywood is offered by Woodie:

Heywood was essentially timid, everywhere but behind his typewriter (and in leading the Guild), though there also are several instances in which Heywood took courageous action in personal relationships, sometimes suffering a black eye.

Woodie gives several accounts, some of them comical, of when Heywood sought to give him fatherly advice and of times when dialogue between father and son broke down. He tells of Heywood taking him to a night club, where "a good surrounding of strangers made heart-to-heart talk seem like gossip," to announce that he was going to marry Connie. That marriage occurred in January of 1935, some four months after Ruth's death.

Woodie says that he was restrained in replying to his father's announcement, because it did not surprise him, declared that he liked Connie but made some snide remarks that he later regretted. The results were that he was not invited to the wedding and Heywood was frigid to him for some time.

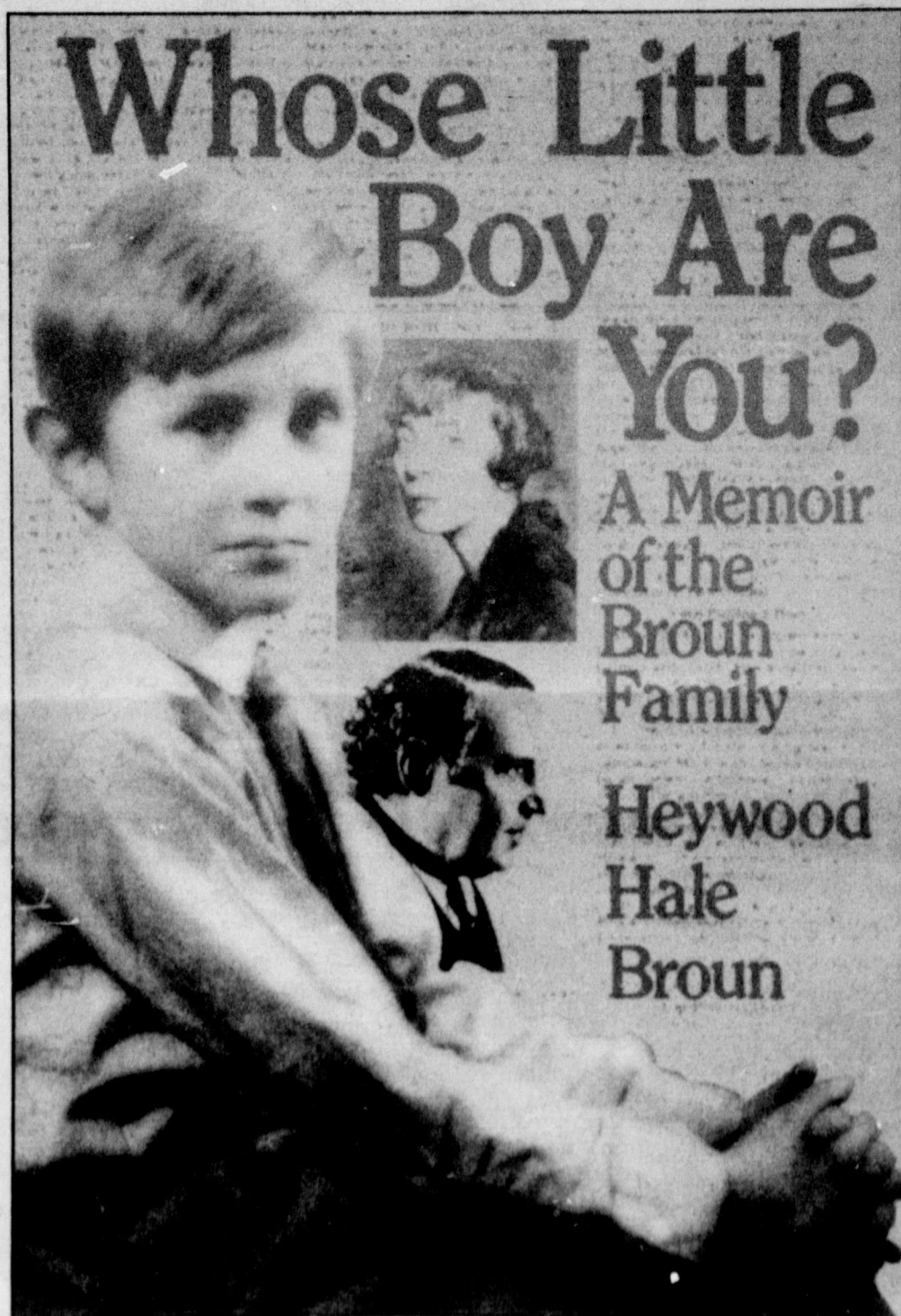
Of the marriage, Woodie writes: "If Ruth had set out to improve Heywood, Connie set out to make him happy, and both were good at what they did. . . . She (Connie) made an effort at smartening his clothes. . . . had a good try at getting him to lose weight, one aid to which was diminution of his drinking."

WOODIE DEDICATES his book to Mattie Wilson Simmons, who was the cook and factotum at the Brouns' brownstone house at 333 85th St. in New York. Heywood, Ruth and Woodie lived on the first, second and third floors respectively, and Mattie in the basement, where Woodie used to seek her out to indulge in childish talk. The dedication says Mattie "loved us all," and her photo is included.

"Nothing better illustrates the strange nature of this apparent breakup (of Heywood and Ruth) than the story Mattie told me 40 years later," Woodie relates.

"It seems that when Ruth returned from Mexico, (with her divorce)," Woodie continues, "Heywood went down to the station to meet her and they returned to go happily and successfully to bed together, something that they had not done for several years."

This account is one of the many new facts which enliven "Whose Little Boy Are You?". That's why I said at the beginning of this review that Woodie's book may prove to be the definitive biographies of Heywood and Ruth.



Index chronicles 25 years of arbitrations

HOW DID Christmas turkeys, tickets to a high school basketball game and an article on Fidel Castro earn their place in the Guild's history books?

They were the subjects of arbitrations and are among 1,100 arbitration awards included in a new arbitration index compiled and issued by TNG.

There are two parts to the index: Arbitration Index 1958-1982 and Arbitration Index 1983, the latter a supplement to the first. Both are being mailed to all local presidents and individuals on TNG's collective bargaining mailing list.

The index is "a good indicator of areas in which employers are testing or contesting contracts," said J. William Blatz, TNG's director of field operations and overseer of the index project.

The index "provides locals with an overview of the kinds of grievances that are going to arbitration, how arbitrators are responding, and what remedies are being applied," he said.

"Of course, it's a two-way street," he continued. "If an arbitration award from your local is not included, it's because we haven't received it. Send it along, please."

The index is being kept current as arbitration awards are received at TNG headquarters. The latest information is available by writing or telephoning TNG's Collective Bargaining Dept. A supplement will be published twice a year beginning in early 1984, after all 1983 awards have been reported.

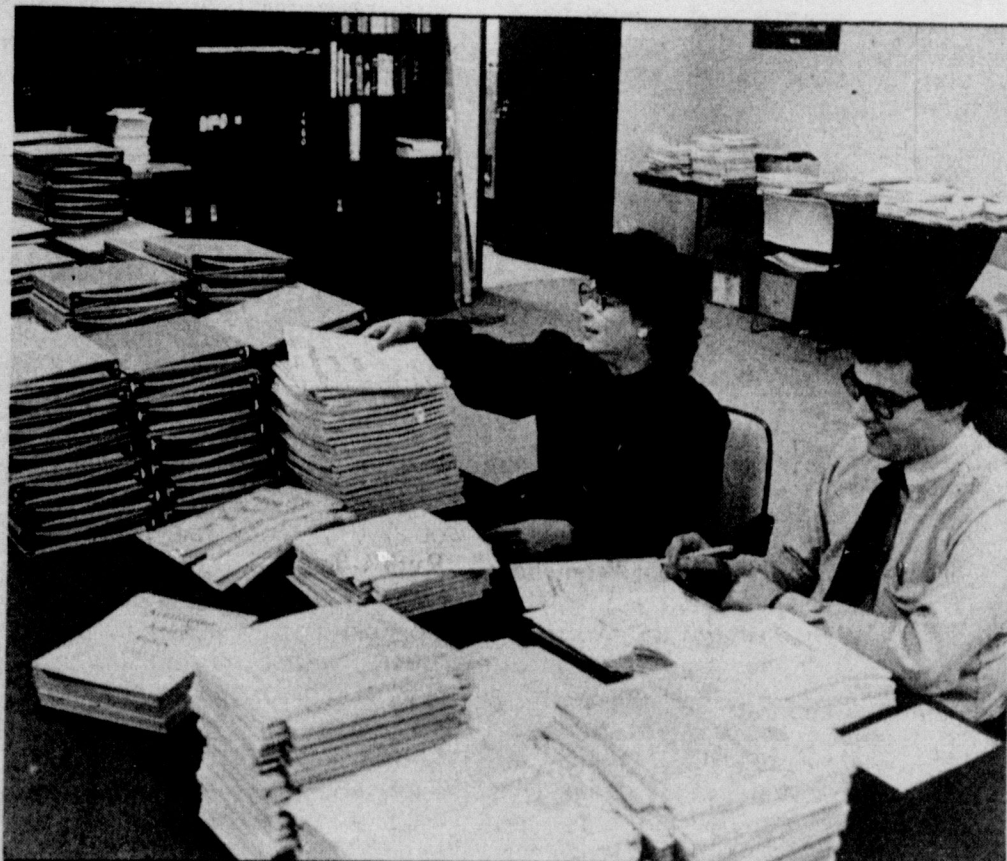
Over the 25 full years surveyed, an average of 44 arbitrations were decided each year. Dismissal arbitrations accounted for 348 of the 1,100 awards received, an average of almost 14 per year.

Through Oct. 10 this year, 56 arbitration awards had been received by TNG. At that rate, 1983 will rank fourth highest in number of arbitration awards, with 71 projected, and the highest in number of dismissal arbitrations, projected to be 27 based on the 22 awards received.

The most active year for Guild

1958-1982 . . . 1958-1982 . . . 1958-1982

Arbitration Award Index



RAYMOND CROWELL/Washington-Baltimore Guild
NEW TNG 25-YEAR ARBITRATION INDEX IS READY FOR LOCALS
At work are TNG staffers Dorothy Davis and Jim Griffin

arbitrations was 1977, with 88 awards; there were 76 awards in 1982 and 84 in 1976.

The index is aimed at shop stewards, grievance committee members, contract negotiators, local legal counsel—anyone involved in contract bargaining or administration.

Blatz said TNG will provide as many copies of the index as a local requests, but noted that many individuals who receive it through the local ought to be added to the permanent TNG collective bargaining mailing list.

The index has three parts: a chronological index, an issues index and an index by arbitrator.

The chronological index includes a number assigned by TNG to each award as it is received and filed. Also listed is the name of the contract under which the grievance was arbitrated, the date of the award, the arbitrator's name, a brief summary of the issues involved and the result of the arbitration.

The issue index is an alphabetized listing of specific major arbitration issues. Each specific issue refers to awards by their TNG file number.

The arbitrator index is an alphabetized listing of the names of all arbitrators who have issued awards in Guild arbitrations and the file number of the awards they issued.

Once the file number of an award is determined, the summary description of the award can be located in the chronological index. If a copy of the award is needed, it can be gotten from files at TNG headquarters.

THE ARBITRATION index also includes statements of TNG policy on grievance and arbitrations and copies of rules of the American Arbitration Assn.

Involved in the index project, in addition to Blatz, were Secretary-Treasurer Charles Dale; Richard J. Ramsey, Barbara E. Nelson, Eric Geist and Jim Griffin of TNG's professional staff, plus Dorothy Davis of TNG's clerical staff.

CHRISTMAS TURKEYS?

The arbitrator said the grievance was a turkey, the Guild lost.

TICKETS TO A HIGH SCHOOL GAME?

The striker shouldn't have claimed the press passes, said the arbitrator, but it wasn't an offense worthy of dismissal.

FIDEL CASTRO?

When a Hearst reporter wrote that a rebel named Castro could very well overthrow the Cuban government, he was dismissed for using unauthorized news sources. The arbitrator agreed with the employer, but history was a better judge.

Cincinnati top up \$65, to \$600

Cincinnati—The top minimum for key editorial employees under the Cincinnati Guild's contract with Scripps-Howard's Cincinnati and Kentucky Post is raised by \$65, to \$600 a week, in a two-year agreement.

The \$65 increase for reporters, photographers and copy editors comes in four increments, with \$35, to \$570 a week, from June 24, \$20, to \$590, due next March 1 and increases of \$5 each on next May 24 and on November 5, 1984.

The new contract is effective from March 1 and covered employees received a "signing bonus" that "was close" to the amount retroactive pay would have been, the local reported.

In addition, the company's payment toward the cost of health insurance is raised by \$8, to \$22.20 a week, over the contract term.

A provision for maternity leave of up to six months is restored and is extended to adoptive parents.

The agreement also calls for establishment of a joint health and safety committee and a com-

child care for employees.

Editorial department clerks and copy aides are upgraded to the group that had included senior editorial clerks and all three jobs are reclassified as clerks. The new clerks top minimum—\$328.67 on June 24, 1983, and \$340.44 on March 1, 1984, is up \$30.44 over the old for top minimum for senior editorial clerks,

\$69.72 over the old top for editorial department clerks and \$121.50 over the old top minimum for copy aides.

The top minimum for librarians and chief editorial clerks is raised by \$36.60, to \$396.60 a week, while the flat minimum for assistant metro editors and assistant news editors rises by \$67.50, to \$610 a week.

23 jobs saved as Press-Scimitar set to fold

Memphis—At least 23 Guild-covered Press-Scimitar employees will move to Scripps-Howard's morning Commercial Appeal when the company ends publication of its 102-year-old afternoon paper Oct. 31.

The 23 are among 30 Press-Scimitar editorial employees offered jobs with the morning paper. Another 70-plus editorial employees and 29 Guild-covered employees in the inside circulation, transportation and warehouse departments will lose their jobs with the closure.

No employees will be cut among Guild-covered inside and

outside advertising, business-office and maintenance department employees.

An agreement between the Guild and the company calls for the company to pay the cost of employee and dependent health insurance coverage for up to six months for employees who lose their jobs.

It also requires a minimum of two weeks of severance pay and reduces the years required for vesting in the pension plan from 10 years, to nine. The contract provides for one week's severance pay for each six months of service, up to 42 weeks' pay.

TV news director median \$565

Carbondale, Ill. — Median wage of TV news directors at commercial stations in the U.S. in 1982 was \$565 a week, up 13 percent from 1981, while that for radio news directors was \$275 a week, up 10 percent, according to a survey by the director of the journalism school at Southern Illinois University.

Responses from 690 TV stations and 815 radio stations also showed that the only other broadcast news employee-group to show a substantial gain in 1982 was TV-news anchorpersons.

The typical station's highest paid anchor was paid \$540 a week, up 8 percent. In the 25 top markets, median anchorperson salary was \$1,350 a week, up 12 percent from 1981.

The agreement was bargained in the wake of the Sept. 21 announcement that the afternoon Press-Scimitar would be folded Oct. 31.

While citing continuing circulation declines for the afternoon paper, the company said that the decision to close it was "not a sudden move forced upon us by economic hard times."

"Our company is financially healthy and confident about the future," management explained in a front-page box in the Sept. 21 Press-Scimitar.

It said it intended to expand the news hole in the morning

Commercial Appeal by at least four pages on weekdays and six pages on Sunday and to add more color.

It also said it would expand the surviving paper's op-ed page and comic section.

Guild-covered employees terminated by the closure will be included on a rehiring list to be maintained for six months. The company also agreed to set up a job placement service and was soliciting notices of openings from other papers.

About 15 full-time printers and pressmen were to be cut in the mechanical departments.

TNG delegates back endorsement action

Hollywood, Fla.—TNG delegates to the AFL-CIO's General Board and to the federation's 15th biennial convention immediately thereafter participated fully in both bodies' unprecedented pre-primary endorsement of Walter Mondale to be the Democratic presidential candidate in 1984.

In both instances they acted under authority voted by the International Executive Board in a mail ballot. The IEB vote was nine in favor and three opposed, with two formal abstentions. One member did not vote.

In a roll call of the General Board, TNG President Charles A. Perlik, Jr., as TNG's principal officer and delegate cast all 24,235 votes allocated to TNG, based on its working U.S. membership, in favor of recommending to the convention that it break with its tradition of noninvolvement in primaries and endorse Mondale.

The General Board gave the Mondale recommendation 90.7 percent of the nearly 14.3 million votes represented at its Oct. 1 meeting.

Then at the convention two days later, all three TNG delegates—International Chairperson Harry S. Culver and Secretary-Treasurer Charles Dale, as well as Perlik—were among the estimated 700-plus who approved endorsement of Mondale in a standing vote.

IEB members who voted for participation in the AFL-CIO endorsement process, in addition to

Culver, Perlik and Dale, were Vice Presidents William T. Davis, Robert C. Holt, Jr., Dianne M. Martino, Charlie Ramis, John M. Lowe and Thomas R. Hiltz.

Voting against TNG delegate participation were Vice Presidents David M. Mulcahy, Richard M. Peery and Barbara Yuncker.

Vice Presidents Larry D. Hatfield and Roger L. Stonebanks abstained, while Joyce M. Walker-Tyson did not vote.

After the AFL-CIO meetings here, Perlik said that while the IEB action, moved by him and Dale, did not address itself to which candidate would be supported, several board members were informed informally that it would be Mondale before they voted.

Noting that the pre-primary endorsement proposal was at the initiative of the AFL-CIO, he also pointed out that he favored TNG participation in the process just as it participates as an affiliate in other processes.

Because TNG leadership's time this summer largely was consumed with matters related to the TNG-ITU merger proposal and because the AFL-CIO convention was held two months earlier than usual, there was no opportunity to attempt a wider sampling of the membership on the question, Perlik added.

Vice President Yuncker, in a statement submitted with her "no" vote, said that while she



JIM MCGILL/Gary Guild

Knight-Ridder strategy session

Knight-Ridder Council officers, Linda Foley of Lexington, left, treasurer, and Kim Autenrieth of Philadelphia, secretary, review a TNG bargaining manual with TNG Field Operations Director J. William Blatz during a break in the

Oct. 7-9 meeting of the council. The Gary Guild hosted the meeting, attended by representatives of seven locals representing employees of the chain's papers, also including Akron, Detroit, San Jose and Twin Cities.

Change is AFL-CIO parley's aim

(Continued from Page 1)

against health risks in the use of VDTs and for more studies of those hazards.

✓ Federal funding be increased for research and education on the risks and treatment of Acquired Immune Deficiency Syndrome (AIDS).

Delegates also elected Kirkland

and AFL-CIO Secretary-Treasurer Thomas R. Donahue by acclamation to their third consecutive terms.

The convention also approved a two-stage increase in per-capita payments by affiliated unions. The current monthly rate of 27 cents will rise to 29 cents next July and to 31 cents in July 1985.

believes TNG "has the right and usually the responsibility to take and to promote positions on political candidates and issues," she felt it "unwise to authorize endorsement" without the IEB having an "opportunity for a full give-and-take debate on the underlying issue."

That issue is the deep feeling of the "significant minority" of the Guild's members who are "responsible for objective political coverage," she said.

And Vice President Hatfield, in a letter to the Guild Reporter, said that while he feels a union and its leaders have both a right and duty to be involved in the political process, the turmoil among the membership after the IEB's endorsement of George McGovern in 1972 indicates that the action "simply isn't worth it."

TNG's new IEB faces new merger questions

(Continued from Page 1)

fully to any meaningful proposal" from the other two unions, it will continue "our ongoing discussions" with the Teamsters and that there has been "substantial progress" in talks held since the ITU convention between Bingel and Teamster President Jackie Presser.

Presser, in an address to the ITU convention, invited the ITU to merge with the Teamsters instead of TNG and the Teamsters after the convention sent ITU locals packets, including posters and letters, promoting it.

Midway through the week before the AFL-CIO convention Bingel called a press conference in Washington to which he read a statement announcing that the ITU and Teamsters would "begin substantive merger discussions" aimed at developing a full proposal for submission to the ITU's membership.

In a mailgram to ITU locals four days before, Bingel had said that "no other substantive merger discussion will be inaugurated" until talks with the Teamsters "are completed."

The announcement of the three-union talks said Kirkland had "made it clear" that affiliation of the ITU with the Teamsters would "comel the immediate separation of the ITU from the AFL-CIO."

It pointed out that "the entire existence and history" of the GCIU, the ITU and TNG "has been dedicated to representing workers within" the publishing industry. The three unions' together have more than 250,000 working members.

"The normal processes of merger, as evidenced by the experience in the graphic communications industry, is among unions whose history and skills are common," Kirkland said. "Their merger is the best solution to the needs of the workers in this industry."

In his Oct. 7 letter, Bingel said there would be "no precipitate decision," but called Kirkland's warning "unfortunate and premature" and said he hoped that the

ITU's talks with the Teamsters could help bring that union's re-affiliation with the AFL-CIO.

Responding to Bingel in Kirkland's absence from the country, AFL-CIO Secretary-Treasurer Thomas R. Donahue expressed appreciation at Bingel's agreement to meet with TNG and GCIU leaders as urged by Kirkland.

At the same time he suggested that Kirkland's proposal anticipates leaders of the three publishing-industry unions "sitting down . . . and trying to . . . fashion the best possible solution, not alone to the ITU's current problems, but to the larger and continuing problems" the members of all three have with industry employers.

Solutions will be found, Donahue suggested, "only in such frank and open conversations and not in a kind of arms-length negotiation made up of proposals, counter-proposals and so forth."

In his Oct. 12 report to Guild locals, Perlik said that while no date had then been set for the start of three-union talks he expected discussions on a date "within a matter of days."

He also reported that discussions with the GCIU's Brown and Fishko during "this entire tableau" has made it clear that "if the present course of action does not bear fruit, bilateral discussions between TNG and the GCIU will be a welcome alternative."

The GCIU was formed this summer through merger of the Graphic Arts International Union and the International Printing & Graphic Communications (pressmen's) Union, each itself the product of earlier publishing industry union mergers.

"That is an appealing alternative to me [and] one, I trust, the IEB will encourage examination of when it deals with my full status report at its meeting in Toronto," Perlik concluded.

Others who participated in the talks with Kirkland included the AFL-CIO's Donahue, ITU 2nd Vice President Robert L. Waringer and TNG Secretary-Treasurer Charles Dale.

IT

SEEMS TO US

VP Hatfield tells why he abstained on endorsement

SAN FRANCISCO, CALIF.

Editor:

Because it will probably be reported but not explained and therefore, inevitably, misinterpreted, I'd like to tell you why I abstained on the IEB poll on whether President Perlik should be authorized to participate in the AFL-CIO's pre-primary endorsement of a Democratic Presidential candidate. [See story, this page.]

I was a sponsor of the Guild convention's 1972 move to endorse George McGovern and I have not changed my mind that a union and its leaders have both a right and a duty to be involved in the political process. Noting, however, the inner turmoil it caused the Guild and the minimal help it gave McGovern, repeating the exercise simply isn't worth it.

I don't think the Guild as a whole or the IEB as a board have anything to gain from joining in an endorsement this year. Nor do I think such an endorsement would give any help of substance to the expected endorsee.

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.

President Perlik, as a union leader and as an individual, has a right, and probably a responsibility, to make his own endorsement. I expect he will, as an individual. I don't think the board really has any business telling President Perlik what he can do as an individual.

Fraternally,

LARRY D. HATFIELD
TNG Vice President
Region 4 (U.S. West)

Member 'furious' over endorsement action

SAN FRANCISCO, CALIF.

Editor:

I am furious. By what right has the leadership of this union, which takes pride in its democratic institutions, committed us to supporting a presidential candidate in the 1984 election?

This is too important to be

left to one man. Yet that seems to be what has happened. Certainly the convention in Cleveland didn't approve it. And if the IEB voted to endorse a candidate, it would have been written up in the Guild Reporter, wouldn't it?

While I believe, as I'm sure most Guild members do, that Reagan must go, I have deep misgivings about what Mr. Perlik has done. For one thing, should a union representing a craft that survives by its credibility and impartiality get involved in partisan politics? Second, just because Mr. Mondale says all the things organized labor wants to hear, is he the candidate most likely to defeat Reagan? Who knows? They are questions calling for open and lively debate if ever there were such questions.

It appears Mr. Perlik's lap-dog board gave him carte blanche to cast our votes without every asking the 24,235 of us how we felt about it. Perhaps it's time to oust them as well as Reagan.

TIMOTHY J. INNES

Examiner unit

San Francisco-Oakland
Guild

Acts of foreign governments draw TNG letters of protest

Washington—A series of actions against journalists, publications and union leaders have precipitated letters of protest from TNG to the governments of the Philippines, Paraguay, El Salvador and East Germany.

In a letter to Philippine President Ferdinand E. Marcos, TNG President Charles A. Perlik, Jr., called on that government to permit the weekly Philippine Times to resume publication and urged that it drop charges of inciting sedition against the paper's editor and publisher.

The Times was closed by government security forces Sept. 29 after it had published articles critical of the Marcos government and raising questions about possible military involvement in the murder of opposition leader Benigno S. Aquino, Jr.

Perlik also called on the Marcos government to drop similar charges against a businessman who helped publish a magazine paying tribute to Aquino. Conviction carries a maximum penalty of death.

In Paraguay, the arrest, apparently without charge or explanation, of Alcibiades Gonzalez Delvalle, a columnist for ABC Color, the nation's largest newspaper, brought a TNG message to President Alfredo Stroessner urging Delvalle's immediate release.

The Sept. 23 arrest of Delvalle marked the third time the highly respected critic of government abuses had been imprisoned.

Perlik also cited other recent government measures directed against journalists, including a police search for Gustavo Codas, secretary of the Paraguayan Journalists' Union, that led Codas to seek refuge in the Venezuelan Embassy, where he remains.

Perlik called on Stroessner "at the very least" to act on Codas' request for safe passage out of the country.

From El Salvador, meanwhile, news that Santiago Hernandez, general secretary of the Federación Unitaria Sindical de El Salvador had been kidnapped and that President Roberto D'Aubuisson had accused Samuel Maldo-

nado of the farmworker's union of collaboration with leftist guerrillas, brought cables warning the government that harm coming to either man would "outrage American public opinion."

On the heels of that dispatch, however, came news that Hernandez's body was among four discovered Oct. 7. A rightist death squad claimed responsibility for the executions.

The arrest of a Chilean journalist, director of the magazine Analisis, apparently in retaliation for publication of an interview and an editorial critical of the Pinochet government was criticized by Perlik as a violation, not only of the Chilean government's recent relaxation of restrictions on free expression, but also of the Universal Declaration of Human Rights.

"It is neither tolerable nor... possible to permit freedom of the press selectively," Perlik wrote, calling for the journalist's release.

Perlik has also joined in support of a complaint filed with the Inter American Human Rights Commission in Washington, by a U.S. journalist who was found guilty by the Costa Rican Supreme Court of practicing journalism without a license.

The journalist, Stephen Schmidt, received a three-month suspended sentence.

Although Costa Rica's constitution guarantees freedom of the press, Schmidt was convicted under a law that permits the government-sanctioned journalists' association, Colegio de Periodistas, to control who can report the news by granting it licensing authority. The association limits membership to journalism graduates of the University of Costa Rica.

Schmidt is seeking a hearing

before the Inter American Human Rights Court in San Jose, Costa Rica, where he will argue that the Supreme Court's ruling violated the Inter American Human Rights Convention.

Schmidt wrote for the English-language weekly Tico Times and the Spanish-language daily La Nacion during a 10-year period while he was living in Costa Rica. He was sued by the journalists association in 1980.

In response to a report by Amnesty International detailing incidents of restrictions placed on the right of free expression by the East German government, Perlik joined in Amnesty International's call that the country's laws be amended to conform with the International Covenant on Civil and Political Rights.

He also issued a protest over the imprisonment of writer Rolf Becker, who was charged with violating East German law by writing material "hostile to the state."

Becker and others imprisoned "for no other crime than free expression of their views" should be promptly released, Perlik said in the letter to East German chairman Erich Honecker.

Amnesty International is asking that all concerned persons write similar protests to the East German government.

I will not
be moved—
show me a
Union Label



UNION LABEL TRADES & SERVICES DEPT.
CLC

Unfair charge filed against Post

Washington—The Washington-Baltimore Guild has charged the Washington Post with violations of federal labor law in its bargaining with the Guild for a new contract to replace the one that expired in July 1982.

The Guild filed the unfair labor practice charge with the National

Labor Relations Board after the company declared bargaining for a new agreement at an "impasse" and announced that it would implement the wage and benefit portions of its final proposal.

Members of the Post unit earlier had voted by a margin of more than seven to one to reject that offer.

The Guild's charge cites the Post for refusing to bargain and acting illegally in declaring an impasse and implementing portions of its final offer.

It also charges the company with unfair practices in refusing to provide salary and other information requested by the Guild and alleges that the company dis-

criminated against one bargaining committee member because of his union activity.

The wage offer being implemented by the Post includes raises in the salaries of employees at the key advertising and editorial top minimum of \$59.50, to \$616.50 a week, with \$35 of the increases retroactive to July 1982 and \$24.50 effective on implementation. It would provide further increases at the key top minimum of \$24.25 in 1984 and \$23.60 in 1985.

Increases for 1983 and 1984 amount to about 3.8 percent, while those in 1985 range from 3.4 to 3.7 percent, the Post Guild unit reported.

Harrisburg to vote on keeping Guild

Harrisburg, Pa.—The National Labor Relations Board has set for Oct. 25 a vote by the 85 editorial employees of the Newhouse chain's Patriot and News on retaining the Harrisburg Guild as their bargaining representative.

The election was scheduled

after a decertification petition was filed on Sept. 20.

The local's last contract with the paper expired June 30, 1982, and the company declared a bargaining "impasse" and posted "work rules" the following month.

District manager top minimums average \$473

THE TOP MINIMUM for circulation district managers on Oct. 1 exceeded \$500 a week in 22, or 37 percent, of the 59 Guild contracts with daily newspapers covering the job, according to data compiled by TNG's Collective Bargaining Dept.

The average of the top minimums under contracts in effect in the United States, Canada and Puerto Rico was \$473.14 a week.

A top minimum of \$700 a week or more was included in four of the contracts and in another it exceeded \$600 a week.

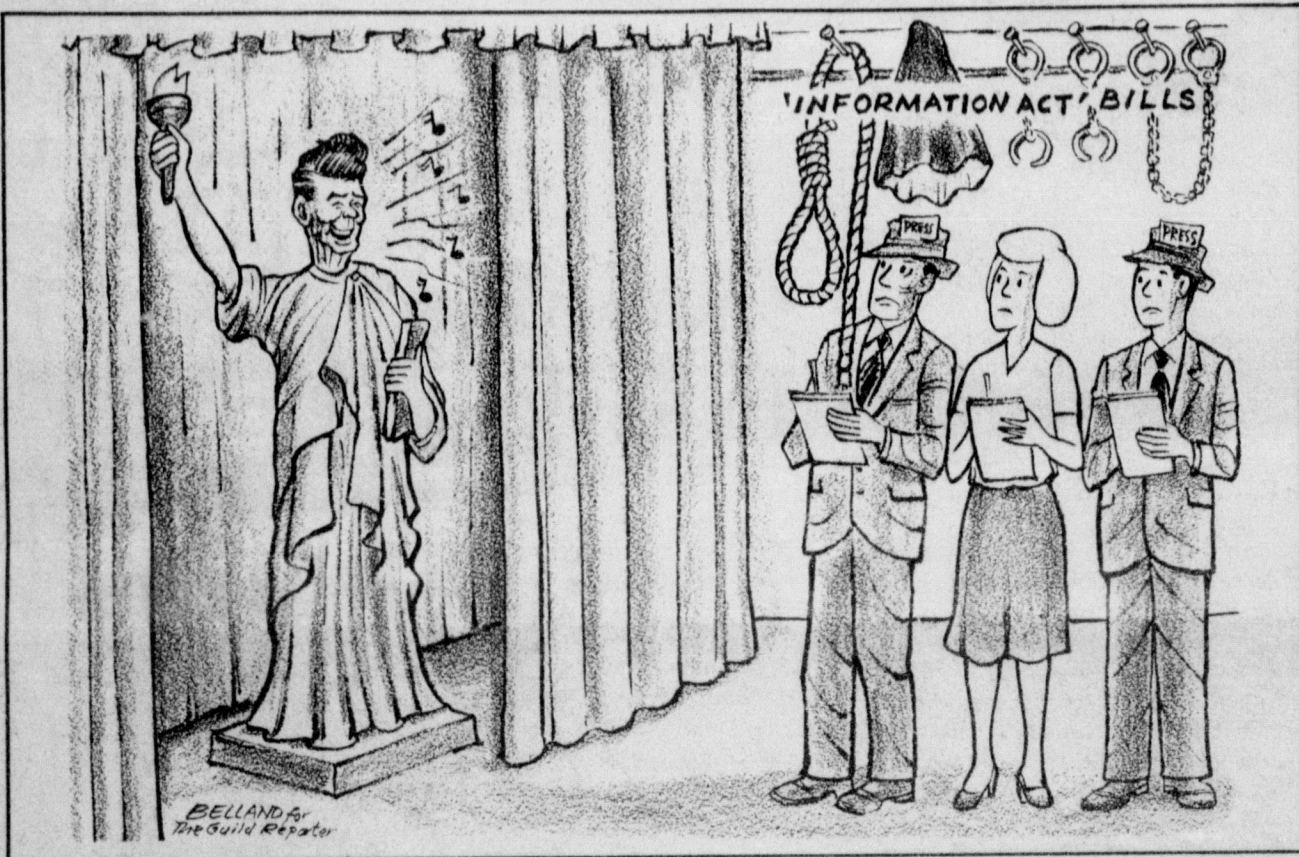
In 33, or 56 percent, of the agreements the top minimum for district managers was more than \$450 a week. The top minimum in 41, or 69 percent, of the contracts was more than \$400 a week.

Following are the district manager top minimums under Guild unders in effect Oct. 1. The tabulation does not include results of settlements since Oct. 1 or deferred increases effective in the interim.

	Minimum	After		Minimum	After		Minimum	After
New York Times	\$766.97	—4 yrs.	Long Beach Press-Telegram	516.32	—2 yrs.	Great Falls Tribune	424.00	—5 yrs.
New York News	722.26	—6 yrs.	Bakersfield Californian	504.41	—5 yrs.	Yakima Herald-Republic	397.25	—4 yrs.
Montreal Gazette	721.00	—5 yrs.	New York Post	499.65	—3 yrs.	Brockton Enterprise	390.31	—3 yrs.
Vancouver Sun and Province	701.54	—5 yrs.	Trie News and Times	489.50	—5 yrs.	Sioux City Journal	389.80	—4 yrs.
Victoria Times-Colonist	634.66	—5 yrs.	Portland Press Herald and Express	489.00	—4 yrs.	Columbus Dispatch	378.02	—3 yrs.
Stockton Record	597.00	—5 yrs.	Chester: Delaware County Times	488.93	—5 yrs.	Pueblo Chieftain and Star-Journal	375.00	—3 yrs.
Seattle Times and Post-Intelligencer	592.60	—4 yrs.	Wilmington News and Journal	487.97	—4 yrs.	Fall River Herald-News	367.85	—2 yrs.
Minneapolis Star & Tribune	592.00	—5 yrs.	Pottstown Mercury	486.16	—5 yrs.	Canton Repository	366.57	—5 yrs.
St. Paul Dispatch and Pioneer Press	592.00	—5 yrs.	Buffalo Evening News	480.60	—3 yrs.	Kingston Daily Freeman	358.55	—3 yrs.
Eugene Register-Guard	575.25	—4 yrs.	Maui News	475.20	—5 yrs.	York Daily Record	348.20	—5 yrs.
Toledo Blade	575.20	—4 yrs.	Hilo: Hawaii Tribune Herald	466.38	—5 yrs.	Oshawa Times	345.91	—3 yrs.
Toronto Star	566.04	—4 yrs.	Youngstown Vindicator	464.00	—5 yrs.	Terre Haute Tribune	340.88	—5 yrs.
New Westminster Columbian	562.62	—5 yrs.	St. Louis Post-Dispatch	452.25	—5 yrs.	San Juan Star	319.00	—4 yrs.
Denver Rocky Mountain News	559.00	—4 yrs.	Scranton Tribune	449.83	—3 yrs.	Massillon Independent	302.80	—3 yrs.
San Diego Union and Tribune	553.49	—5 yrs.	Peoria Journal Star	449.00	—5 yrs.	Morgantown Dominion-Post	284.83	—4 yrs.
Toronto Globe and Mail	550.00	—4 yrs.	Boston Herald	435.00	—3 yrs.	San Juan: El Mundo	277.00	—5 yrs.
Monterey Peninsula Herald	542.00	—6 yrs.	Duluth News-Tribune & Herald	435.00	—5 yrs.	San Juan: El Vocero	275.00	—2 yrs.
Ottawa Citizen	540.91	—5 yrs.	Salem News	434.45	—2 yrs.	Monessen Valley Independent	269.00	—4 yrs.
Denver Post	539.00	—4 yrs.	Albany Times-Union and Knickerbocker News	433.25	—8 yrs.	San Antonio Light	265.80	—5 yrs.
			Manchester Union Leader	426.40	—3 yrs.			

1 Plus bonus or commission system.
2 \$5-\$41 week extra for designated bonus districts.
3 Applies to hires on or after 3/31/82; if hired on or before 6/11/81, \$564.80.

'... O'er the land of the Free ...'



JOURNALIST, FRONT-LINE DEFENSE

Free press called 'fundamental' for Third World countries, too

By Harry S. Culver

TNG International Chairperson

THE HISTORY of [the Guild's] activity and concern over [our union's] 50 years [of existence] is the simplest refutation of the strange myth that freedom of the press is a publishers', not a journalists', issue.

The Guild, to be sure, was organized primarily to advance journalists' economic interests, and those American and Canadian publishers who are here do not need to be reminded that that is still our primary *raison d'être*. But from the very beginning our union has recognized that the fight for an unfettered press, in all its various manifestations, is a working journalists' fight, and we have made it our business to play a leading role in it.

Of course, most of you recognize that even this statement of the matter does not draw the boundaries widely enough. Press freedom is not a proprietary interest of the institutional press or of those who belong to it; it is a right that benefits everyone and belongs to everyone. But while most of you certainly recognize that, it should nevertheless be stated, because there are those who would have us believe that press freedom is a luxury that serves the few, not the many, that it is a right that is for the great bulk of the population nebulous at best, meaningless at worst.

We have sought to make this conception of press freedom meaningful by insisting that the specific rights we have always defended, such as the right to

This is the text of the presentation by Culver to the "Voices of Freedom '83" conference in Talloires, France, Sept. 30-Oct. 2, where he participated in a panel that examined "working journalists and media freedom." (See story, Page 3.)

protect confidential sources and the right of access to information, are not rights limited to members of the institutional press but rights that inhere to all who seek to exercise them in the interest of informing the public. And indeed, this conception is inherent in our opposition to any form of licensing.

But there is no question that, if freedom of the press is everyone's battle, working journalists are its front-line troops. It falls to them, more often than not, to make sure that the right is enforced, and the effect of its violation falls upon them, first and often most severely.

It is, after all, with rare exceptions, the correspondent, not the publisher, who is thrown out of the meeting, out of the country or into jail.

It is often the working journalist, not just the publisher or the editor, who first encounters the censor's black pencil.

It is almost always the journalist, not the publisher, who feels the manacles of an authoritarian police force.

And it is the journalist, all too many times in recent years, who receives the fatal bullet.

BUT PRESS repression need not reach the traumatic extreme of imprisonment or death to strike at the heart of a journalist's working life. As a plant cannot live in an atmosphere heavy with acid rain and other industrial contaminants, so a journalist cannot work under the crushing, political atmosphere of a bridled and restricted press. That provides a social ecology fit only for a propagandist.

So when we take up our weapons in struggles for press freedom, both at home and abroad, we do so not so much on behalf of the newspapers who appear to be the targets, although it is on their behalf, as well. And we do so not even on behalf of the people at large, although we are a part of them and see our-

selves, in a sense, as their representative, too.

We do so primarily as the voice of the working journalists for whom we speak, and for whom a free press is the vocational air they breathe. They are, to indulge in a cliché, the eyes and ears of an informed public, and when those eyes are blinded, those ears stopped or their mouths gagged, it is the people, of course, who are the target.

THAT'S AS TRUE for the less developed countries as it is for the advanced countries. There are those who suggest that freedom of the press is a luxury for America and Western Europe, and unsuitable for developing countries. Since that seems to be based, in the last analysis, on the premise that either Third World journalists are constitutionally incapable of using press freedom or Third World people are constitutionally incapable of benefiting from it, we can only reject that contention, from whatever source, as essentially racist.

Freedom of the press is not a publisher's right, it is not an editor's right, it is not a reporter's right, it is not a right of advanced countries, it is not a right of any chosen people. It is a fundamental human right, and it is in that spirit that we cherish and defend it.

Magic Chef boycott ends with agreement

Cleveland, Tenn.—An agreement between the International Molders and Allied Workers Union and Magic Chef, Inc., has brought an end to a strike against the company and the termination of a boycott of the stoves and ranges manufactured by it.

Both the AFL-CIO and TNG's International Executive Board had endorsed the boycott called by the molders' union. The company had hired replacements for the 500 members who struck the company in January.

As they put it

The following was the lede editorial in the New York Times of Oct. 4, with the second phrase of the head run as a "deck."

Mating game/Labor's love unlost

Starting about 1968, the Democratic Party became too liberal for labor. Vietnam protests, social change and rule reforms led one AFL-CIO official morosely to dismiss the party as a bunch of kooks, crazies and feminists. A flood of union members defected in 1972 to vote for Richard Nixon and then again in 1980 to give Ronald Reagan much of his winning margin.

Times have changed, so has the Democratic Party—and so has labor. Unemployment persists and President Reagan has cut deeply into social programs. New party rules have restored influence to party elders. And by deciding to endorse a candidate before the primaries the AFL-CIO has demonstrated that it, also, is eager to reclaim influence. Too eager, conventional wisdom suggests. But on this subject, conventional wisdom has a twisted genealogy.

"Stupid" was the first-stage label, following labor's May 1982 decision to endorse early. The front-runners then were Edward Kennedy and Walter Mondale, both longtime friends of labor, and to force a choice, the critics said, would needlessly split the movement wide open.

"Empty" was the word for the second stage, after Senator Kennedy quit the race last December. By conventional wisdom, Mr. Mondale was then labor's obvious choice, so obvious that a formal endorsement wouldn't mean anything.

"Harmful" was the third-stage term. As the actual endorsement drew near, people argued that labor's imprimatur would risk burdening Mr. Mondale with a yoke of sordid special interest.

That sounds more like sour grapes than wisdom, conventional or otherwise. Would any of the other candidates have turned down labor's endorsement? Not a chance, and anyone who doubts that need only observe how hard they campaigned for NOW's [the National Organization for Women's] endorsement.

There are other possible risks. What if John Glenn or another candidate should win the nomination? Wouldn't he be sore, even vindictive? Not unless he were intensely interested in losing next November. He would devoutly wish labor's support, notably the apparatus by which it communicates with 14.7 million members.

By endorsing Mr. Mondale, doesn't labor's leadership get too far in front of its battalions? More than one poll shows that the rank and file marginally prefers Senator Glenn. Supporters of one aren't likely to think of the other as a kook or a crazy.

There was another, more realistic risk involved in the endorsement issue. For labor's leaders to have waited to endorse, would have risked, once again being irrelevant. And for them not to endorse at all risked fragmentation. Individual unions were poised to confer endorsements. The National Education Association did just that on Friday.

One way or the other, labor was going to dive into the primary campaign. The only question was, would it be organized? Answer: yes. Democratic politics is back in the mainstream and labor is back in Democratic politics.

The Guild Reporter

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Midwest District Council, fall meeting, Oct. 22-23, Holiday Inn, Kenosha, Wis.

International Executive Board, fall meeting, Oct. 24-27, Ramada Inn (downtown), Toronto.

Great Lakes District Council, fall meeting, Nov. 5-6, Battle Creek, Mich.

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

Southern District Council and Middle-Atlantic District Council, joint fall meeting, Nov. 5-6, Washington.

New England District Council, fall meeting, Nov. 12-13, Sheraton Wayfarer, Manchester, N.H.

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