

Guild ends 50th winning three elections

The Guild closed out its 50th year of existence with representation-election victories in three newspaper employee groups containing a total of more than 400 persons.

In the largest of the three National Labor Relations Board-supervised elections, advertising, circulation, editorial and mailroom department employees of the Bellevue (Wash.) Journal-American and the commonly owned Mercer Island Reporter voted 101 to 25 on Nov. 29-30

for the Pacific Northwest Guild to be their bargaining representative.

Then on Dec. 14, an expanded unit of editorial department employees of the Landmark chain's Norfolk Virginian Pilot & Ledger-Star reaffirmed the Hampton Roads Guild as their bargaining representative by a vote of 105 to 88; the following day, Dec. 15, advertising department employees of Knight-Ridder's Gary Post-Tribune voted 33 to 15 to join with the

paper's editorial and maintenance department employees in being represented by the Gary Guild.

The votes of 13 circulation district managers in the Bellevue election were challenged and remain uncoun- ted. The company challenged their eligibility to vote on grounds that they should be excluded from the bargaining unit because they supervise relief personnel. The board will determine the validity of the challenges.

In both Bellevue and Norfolk managements hired special counsel to aid in the conduct of campaigns to try to dissuade employees from voting for the Guild.

Bellevue management also hired a consultant who conducted "ventilation meetings" with employees several weeks in advance of the election, soliciting their grievances and discussing problems. At followup sessions the consultant reported that she had made recommendations to the

company on ways to improve working conditions.

Tangible evidence of change included new paint in the employee lunch room, handles attached to carts in the mailroom and the addition of a first aid kit in the mailroom.

In a followup meeting with district managers, one of them read a statement on behalf of the group asserting that the consultant was "using scare tactics and ... making statements that may

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STEVE BOSCH/Vancouver-New Westminster Guild
VANCOUVER-NEW WESTMINSTER GUILD MEMBERS TAKE PROTEST TO THE STREET
Informational pickets seek unconditional reinstatement of multiple sclerosis victim.

Firing of MS victim stirs protests

Vancouver — A two-sentence letter from management of Southam's Vancouver Province to a probationary employee who learned recently she has multiple sclerosis has touched off a string of protests, including informational picketing by Guild members at the paper.

The letter:

"Dear Susan, I regret to inform you that your employment with the Province is being terminated because of your inability to perform the work. When you are certain that you are able to work at normal capacity, please contact us and we will consider you for any appropriate openings thereafter."

The recipient, Susan Martin, was half-way through a four-month probationary period as a Province photo technician when in September she became ill. She subsequently was diagnosed as having multiple sclerosis. She received notification of her discharge from the paper on Nov. 18, shortly after she informed the company she was ready to return to work.

Not only did the company's action trigger a grievance on Martin's behalf from the Vancouver-New Westminster Guild, but also brought protests and petitions from others concerned about the apparent discrimination against an employee because of an illness, currently said to be in a remissive stage in which it could remain

for years, a Guild leader noted.

Among the groups protesting the Province's action was the convention of the British Columbia Federation of Labour, which passed a resolution condemning the paper's action and urging it to reconsider.

A petition campaign among

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Former Star employees to share pension funds

Washington — The \$1.3 million in surplus funds from a pension plan jointly administered by the Washington-Baltimore Guild and the Washington Star must be paid to the 523 Guild-covered employees, retirees and beneficiaries covered by the plan at the time Time Inc. closed the paper, an arbitrator has ruled.

The question of how to disburse the fund's excess assets was put to arbitrator Walter Gelhorn after the plan's trustees—three appointed by the company and three appointed by the Guild—split on the issue. Time Inc.'s rep-

resentatives had argued that the funds should revert to the company, while the Guild contended that the money belonged to the plan participants.

The money involved represents the fund's assets in excess of those required to meet pension payments. Although a distribution formula had yet to be determined, it was anticipated that persons currently receiving a pension would have their benefits increased while others probably would receive a lump sum payment. Distribution of the excess assets could double current bene-

fits, the Guild local's counsel said.

Ruling that the funds must be paid to the former employees, Gelhorn noted that "the pension program was structured not to produce the possibility of a monetary refund for the Star, but to produce the assurance of retirement pay."

"To everyone's surprise," the

company payment to the fund produced more than is needed to meet the plan's benefits, Gelhorn said, pointing out that because of the paper's closure salary levels of employees eligible for benefits had never reached the levels anticipated and that actuarial computations had been based on a

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Three-year accord raises key by \$105 at St. Paul dailies

St. Paul — A new Twin Cities Guild contract with Knight-Ridder's St. Paul Dispatch and Pioneer Press, reached the day before a Dec. 8 strike deadline, will raise the key advertising and editorial top minimum by \$105, to \$742 a week, over its three-year term.

The agreement also raises the top minimum for circulation district managers by the same \$105 a week, to \$697, upgrades one group of secretaries and several editors and nips at the differential between the top minimums for inside and outside ad salespersons by raising the top minimum for classified telephone solicitors by \$106, to \$543.75 a week.

The \$105 increases for reporters, photographers, outside salespersons, artists, promotion writers and district managers, comes in three increments of \$35 each, with the first retroactive to Oct. 1, and the subsequent increases on Oct. 1 of 1984 and 1985.

The \$106 increases for telephone salespersons is allocated in the same manner with the extra dollar, producing a \$36 increase, coming on Oct. 1, 1985.

The company's weekly payment to the pension fund is raised by \$1.38 per employee, to \$26.38. Benefits under the pension plan will be raised by an estimated 30

percent, taking the maximum benefit to about \$800 a month.

A new dental plan, to be jointly selected and administered by the Guild and the company, will take effect Jan. 1, 1985.

The agreement also calls for the creation of a joint Guild-management committee which, with the aid of an outside consultant, is to develop a system for upgrading and reclassifying clerical jobs during the term of the contract. The company is to pay 75 percent of the consultant's fee; the Guild, the remaining 25 percent.

Age, sexual or affectional preference, marital and parental status are added to the contract's fair-employment-practices provision, and the clause is broadened to permit arbitration over alleged violations. Previously the contract had required that claims of discrimination be raised under applicable laws.

Secretaries in circulation zone offices are upgraded, raising their top minimum by \$137.37 over the term, to \$451.64 a week. The increase comes in increments of \$87.37, \$25 and \$25.

The jobs of head librarian, Wisconsin editor, assistant features editor and assistant news editors are upgraded to a classification

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Inside: A special section
—The Guild at 50

Accords with Seattle dailies raise keys by \$98, to \$690

Seattle—New three-year agreements between the Pacific Northwest Guild and Seattle's two dailies—the Times and Hearst's Post-Intelligencer—raise key top minimums by \$98.25, to \$690.85 a week.

The \$98.25 increase—for reporters and photographers at both papers and for advertising salespersons and circulation district advisers at the Times—comes in three increments of \$32.75 each. The first, retroactive to July 22, takes the key top minimums to \$625.35 a week. Subsequent increases come on July 22 of 1984 and 1985.

Only editorial department employees are covered under the agreement with the P-I, the first since a joint operating agreement between the Hearst paper and the Times took effect earlier this year.

Under that agreement the Times performs all the commercial and production functions of the two papers, while each maintains its own editorial department.

The top minimum for a variety

of editors, the chief photographers and the chief librarian at the P-I is raised by \$99.23, to \$700.63 a week. The increase comes in increments of \$33.08, \$33.07 and \$33.08.

Classified telephone salespersons at the Times receive an \$86.25 increase, to \$579 a week, in increments of \$27.25, \$29 and \$30.

The agreements, reflecting what representatives for the two papers had called their "final offer," were put to a vote of members of bargaining units without recommendation from the bargaining committee.

Members on Nov. 22 approved the agreements by a vote of 462 to 76. At the same time, by a vote of 439 to 94, they rejected an option that would have diverted \$2 a week from the first year's increase in return for the addition of an annual birthday holiday.

While both agreements include several retrogressions, bargainers were able to deflect a number of other retrogressions the compan-

ies had demanded, including the elimination of daily overtime and the creation of a zone reporter classification at minimums less than those for other reporters.

Management had also sought weakenings in the grievance procedure and the addition of a waiting period for sick leave at the P-I.

Under the new contracts, the companies will be permitted to withdraw any merit increases granted after the date of signing, the probationary period for new employees is expanded to four months, from 45 days, and a ban against dismissals because of the introduction of automated equipment is dropped.

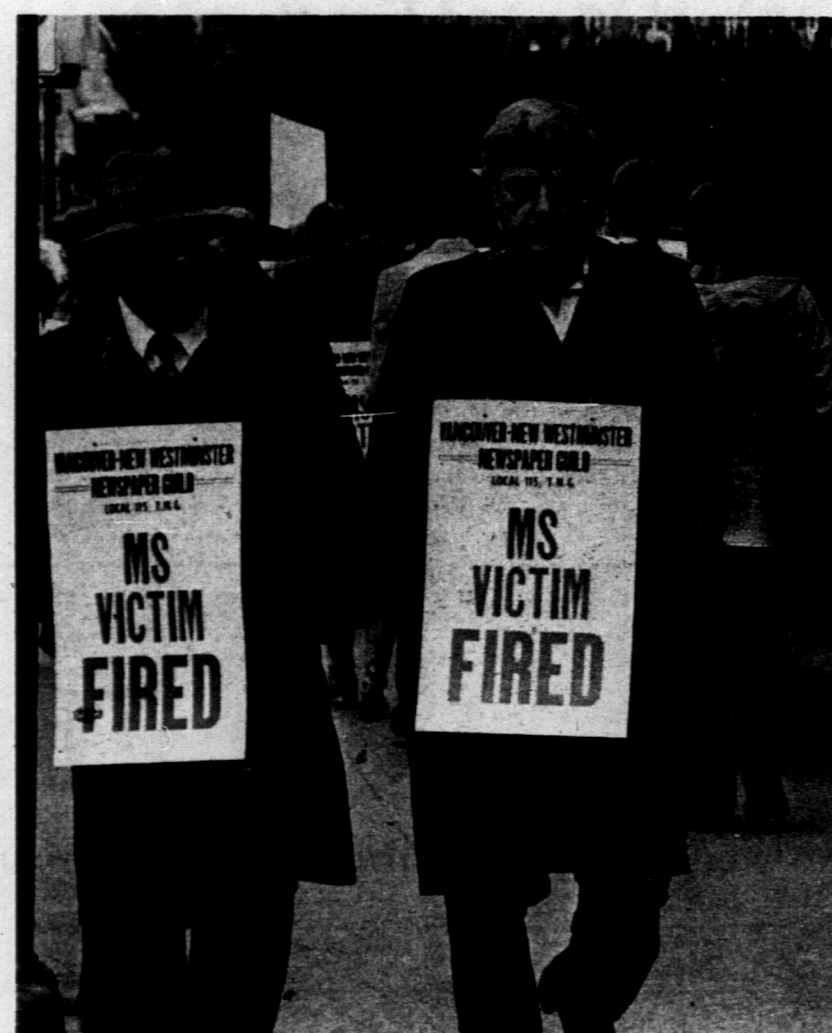
Beginning in August 1985 employees will pay half of the cost of any increase in health insurance premiums, while the companies will pay the full cost of any increases in premiums that come earlier.

Provisions that had guaranteed that the terms and conditions of the contracts would continue in effect following their expiration dates are modified to permit the company or the Guild to terminate the agreements on 60 days' notice.

The agreement with the Times permits the company to hire eight advertising salespersons who will be paid a 20 percent commission. The commissioned employees' work will be limited to the solicitation of new accounts.

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

Copy readers—Up by \$98.25, to \$695.85 a week, in three increments of \$32.75 each.



DAN KEETON/Vancouver-New Westminster Guild

PROTEST AT THE VANCOUVER PROVINCE
TNG Canadian Director William H. McLeman, right, joins Jim Young of the Vancouver-New Westminster Guild on informational line protesting firing of probationary employee with multiple sclerosis.

Assistant librarians, advertising layout clerks—Up by \$81, to \$541.25 a week, in increments of \$25.75, \$26.75 and \$28.50.

Makeup, dispatch and advertising copy writing clerks—Up by \$88.75, to \$597.25 a week, in increments of \$28, \$29.50 and \$31.25.

Senior clerks, stenographers—Up by \$60.50, to \$409.50 a week, in increments of \$19, \$20.25 and \$21.25.

Office persons, messengers and complaint clerks—Up by \$48.50,

to \$324 a week, in increments of \$15.25, \$16.25 and \$17.00.

Other increases and resulting new top minimums in the agreement with the P-I include:

Library clerks—Up by \$65.52, to \$462.64 a week, in three increments of \$21.84 each.

Home economics assistants—Up by \$72.02, to \$508.52 a week, in increments of \$24.01, \$24 and \$24.01.

TNG Secretary-Treasurer Charles Dale assisted local bargainers in the talks' final stages.

Star employees to split excess pension funds

(Continued from Page 1)

six-percent earnings rate when in fact the plan's assets had earned interest at a much higher rate.

The "advantageous (though secure)" investments made by the fund's trustees were not intended "to create a bit of extra cash for the Star's ultimate use," but rather "for the sake of the plan's beneficiaries," Gelhorn observed.

"Nor, in my view, can one reasonably suppose that the Star's payments were ever made with the thought that they might some day flow back into its treasury," he said.

The excess funds "should be used in furtherance of the fund's

basic purpose," Gelhorn ruled, noting that today pension and welfare benefits are "rarely bestowed because an employer unbidden, gives expression to benignly paternal or philanthropic emotions. They are, instead, the product of contractual negotiation," he said.

The plan, created in 1974, had, for Guild-covered employees, replaced one covering all Star employees, with all trustees appointed by the company. Newspaper unions representing former Star employees, including the Guild, have appealed a U.S. District Court judge's ruling that Time Inc. is entitled to retain \$4 million in surplus assets from that fund.



Endorsement resentment is challenged by retiree

LONG BEACH, CALIF.

Editor:

Paul Hertelendy said in a letter to the editor [Guild Reporter, Nov. 11]: "Secondly, I have serious doubts whether journalists allegedly with open minds and no bias should ever go publicly on record on such partisan political matters." (The context of his letter showed that he was speaking of TNG's endorsement of Walter Mondale as Democratic candidate for President.)

Does he want to turn the clock back 47 years and take a publisher's stance. On page 274 of Daniel Leab's early history of The Newspaper Guild, called "The Union of Individuals," appears: "The American Newspaper Guild became a labor union at the 1936 Convention in fact if not altogether in theory..."

"Roy Howard took an even stronger position (on the Guild than did Arthur Hays Sulzberger of the New York Times—my

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

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

words as justified by context). On July 30 (1936) the management of the New York World-Telegram in a 3,000-word printed statement, to which he (Howard) formally called the attention of the New York Guild, broke off all negotiations and said that the 'recent developments and policies of the American Newspaper Guild... have made any contract impossible... (for) any newspaper that insists on intellectual freedom... and an independent press'."

FRED U. ROSS
Retired

Washington-Baltimore Guild

Firing of MS victim stirs protests

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Guild-covered and other employees of the Province and the commonly owned Sun was followed by informational picketing outside the plant.

The protests and the firing have drawn much attention from local

print and broadcast media, as well.

Following a grievance session in which Guild leaders were joined by representatives of other unions in the plant council, the company agreed to consider restoring Martin to her job but only on the condition that she waive

future disability benefits for any illness related to multiple sclerosis.

Rod Mickelburgh, acting Guild president, called "totally misleading" a company statement published as a letter to the editor in the Province. A company representative explained that they were "unwilling to assume responsibility for paying a probationary employee, with only 39 shifts worked, disability payments until age 65."

Describing Martin's illness as in a remissive stage which could allow her to work without a recurring attack for 10 years or more, Mickelburgh said that "even if she worked 10 years and then had an attack, the company would say that she's not eligible for benefits."

Mickelburgh said the Guild is concerned about setting a precedent under which "every time the company is faced with hiring people with health problems—diabetes, a mild heart condition, asthma—they'll say we'll hire them, but you will have to waive those benefits."

Tubbs fills Vancouver job

Vancouver — Vancouver-New Westminster Guild President Roy Tubbs has resigned that office to



become the local's full-time administrative officer. Tubbs replaces William H. McLeman who resigned from the post Nov. 4 to return to TNG's field staff as its Canadian Director,

from whence he had been on leave.

Tubbs, 35, has been a member of the local for the past 15 years and has served on its executive committee for six of those years.

He has twice been elected the local's president and has been elected to the office of vice president two times as well. In addition, he has been one of its delegates to several TNG conventions, including the 1983 Convention, held in Cleveland.

McLeman resumes position of TNG Canadian Director

Ottawa—William H. McLeman, returning to TNG's field staff following a year's leave of absence, has resumed the position of TNG's Canadian Director.

Announcement of McLeman's return to the Canadian Director's post was made by TNG President Charles A. Perlik, Jr., during the International Executive Board's fall meeting, held Oct. 24-27 in

Toronto. The Guild Reporter neglected to report the announcement in its issue following the board meeting.

McLeman had served as the Canadian Director for nine years when he took a leave of absence from TNG's staff late last year to serve the Vancouver-New Westminster Guild as administrative officer.

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The GUILD REPORTER



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THE GUILD AT 50

What would Broun think of his union today?

By David J. Eisen

Director, Research & Information

THE GUILD IS 50—an anniversary well into middle age in the human life span but hardly past the age of full maturity as unions go.

Would Heywood Broun, the columnist who generally is credited as the Guild's founding father, be happy if he could today look over the union he sired? I think so, though no one can say for sure, of course. Would he be satisfied? No more than we.

He would be looking at an industry, as well as a union that, in the words of TNG President Charles A. Perlik, Jr. to this year's convention, has undergone "profound changes" since Broun's time.

"The Guild came to creation in the heyday of letterpress; today we stand at the dawn of videotex," Perlik noted. "We have come from linotype to photo-comp, from Remington to CRT, from Hearst to Neuharth, from the newsroom grubby to the newsplant grandiose.

"We have come from Poverty Row, including the zero-dollar-a-week wage for beginners, to the \$700 minimum, from the victims of legendary editorial tyrants to the practitioners of a proud trade, from a craft union of reporters to an industrial union of all, from a

band of a few hundred pioneers to a strong and effective international union of more than 30,000."

Broun would be happy that the Guild simply has survived for half a century. Previous attempts to establish news writers' unions had foundered for decades. The Guild had to struggle through bitter and prolonged strikes in its infant years before many publishers recognized it. Today it has more than 200 contracts.

He would be gratified at the Guild's membership. Locals were chartered with as few as a half dozen members in the early days as the Guild scratched for a toehold in the industry. Three years after its birth, membership stood at slightly above 5,800, and even with the addition of advertising, clerical and other noneditorial hands, that number had risen to only 17,500 by 1939, the year of Broun's premature death at the age of 51. Today, despite a steady toll

from newspaper closings, it stands close to 32,000.

The man who told a Guild convention a few months before he died that "the vitality of the American Newspaper Guild lies with the new people, the men and women coming in from the business offices, the circulation department and the advertising department" would be more than pleased at the extent to which the Guild has spread into newspaper commercial departments.

THE GUILD began as an editorial-only union, a situation Broun soon took the lead in seeking to change, though not without strong opposition from editorial isolationists of his day. The big step was taken in 1937, and today commercial employees are estimated—hard statistics, unfortunately, aren't available—to constitute approximately half the Guild's membership.

As the only international union of

commercial and editorial department employees, the Guild is credited, in the words of film critic Judith Crist, with bringing an "economic revolution . . . to newspapering."

Translated into dollars, that means an average reporter top minimum that crossed the \$500-a-week line four months ago, more than eight times its level in 1946, when the first average was struck. It means starting minimums of more than \$300 on more than half of Guild papers. And, of course, it means the shorter work weeks, the four- and five-week vacations, the severance pay, the health insurance, the paid holidays, the pensions and the job security that come with most Guild contracts.

Non-Guild newspapers with Guild papers nearby try to match most of these conditions to keep the Guild from their door. But in those expanses where the Guild is not visible, publishers

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And what of the Guild tomorrow?

By Charles A. Perlik, Jr.

President

ANNIVERSARIES traditionally are a time for looking back, and the Guild can do that at its 50th with more than ordinary feelings of pride. We have given newspaper employees in the United States, Canada and Puerto Rico the status and dignity they lacked for so long, and the industry as well is the better for it.

But a union, born of necessity as an adversarial organization, is, and must continue to be, a dynamic force, and we cannot afford to settle down by the fireside and bask in our messages of congratulation. So as we celebrate the achievements of the past, it is essential that we focus on the future.

Six months ago we envisioned the immediate future in a framework far different than we do today. By this

time we had hoped to be well-advanced toward that organic unity with the International Typographical Union we had striven so long to construct. We stood on the threshold of the transformation of the Guild into a new and greater union.

For reasons that were not ours, we did not cross that threshold. That failure was a bitter disappointment, but it is a chapter we must now put behind us in our feelings as well as our thinking. The considerations that led us to seek unity with the ITU are as compelling as ever, if not more so, and it is by those considerations that we must continue to be guided.

Those considerations, in sum, boil down to the elemental fact that individual unions can no longer afford to go it alone in the news industry against management fortified by increasingly sophisticated technology, increasingly

concentrated economic power and increasing aggressiveness at the bargaining table. If we hope to counter that power, we must unite our forces.

That means that, even if merger with the Typographical Union is no longer just around the corner, it had better not be very far down the road, both for their sake and ours. And it means, of equal importance, steps toward merger with the Graphic Communications International Union, the union that now embraces all the other principal crafts in the newspaper industry.

I don't know, and it doesn't too much matter, in what order these mergers take place—the ITU with the GCIU, for example, and then the Guild with the new union, or the Guild with the GCIU and then the ITU—but I do know that merger, in whatever sequence, is imperative.

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Inside

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This column launched the Guild



This is the column by Heywood Broun that launched the Guild. It was published in the New York World-Telegram on August 7, 1933, as well as in several other Scripps-Howard dailies. In the midst of the Great Depression, the unorganized white- and pink-collar employees of the newspaper industry were having their wages slashed and their hours increased and were being fired in great numbers—all in the name of economy.

Broun was one of the most successful, well-paid and respected newspaper writers of the time. He needed a union himself perhaps least of all, but could not stand by as thousands of other newspaper workers struggled for economic survival.

By HEYWOOD BROUN

"YOU MAY have heard," writes Reporter Unemployed, "that, although the newspapers are carrying the bulk of NRA* publicity, a number of the publishers themselves are planning to cheat NRA re-employment aims."

"The newspaper publishers are toying with the idea of classifying their editorial staff as 'professional men.' Since NRA regulations do not cover professionals, newspapermen, therefore, would continue in many instances to work all hours of the day and any number of hours of the week."

"The average newspaperman probably works on an eight-hour day and six-day week basis. Obviously the publishers, by patting their fathead employees on the head and calling them 'professionals,' hope to maintain this working week scale. And they'll succeed, for the men who make up the editorial staffs of the country are peculiarly susceptible to such soothing classifications as 'professionals,' 'journalists,' 'members of the fourth estate,' 'gentlemen of the press' and other terms which have completely entranced them by falsely dignifying and glorifying them and their work."

"THE MEN who make up the papers of this country would never look upon themselves as what they really are—hacks and white-collar slaves. Any attempt to unionize leg, re-write, desk or makeup men would be laughed to death by these editorial hacks themselves. Union? Why, that's all right for dopes like printers, not for smart guys like newspapermen!"

"Yes, and those 'dopes,' the printers, because of their union, are getting on an average some 30 percent better than the smart fourth estate. And not only that, but the printers, because of their union and because they don't permit themselves to be

called high-faluting names, will now benefit by the new NRA regulations and have a large number of their unemployed re-employed, while the 'smart' editorial department boys will continue to work forty-eight hours a week because they love to hear themselves referred to as 'professionals' and because they consider unionization as lowering their dignity."

I THINK Mr. Unemployed's point is well taken. I am not familiar with just what code newspaper publishers have adopted or may be about to adopt. But it will certainly be extremely damaging to the whole NRA movement if the hoopla and the ballyhoo (both very necessary functions) are to be carried on by agencies which have not lived up to the fullest spirit of the Recovery Act. Any such condition would poison the movement at its very roots.

I am not saying this from the point of view of self-interest. No matter how short they make the working day, it will still be a good deal longer than the time required to complete this stint. And as far as the minimum wage goes, I have been assured by everybody I know that in their opinion all columnists are grossly overpaid. They have almost persuaded me.

After some four or five years of holding down the easiest job in the world I hate to see other newspapermen working too hard. It makes me feel self-conscious. It embarrasses me even more to think of newspapermen who are not working at all. Among this number are some of the best. I am not disposed to talk myself right out of a job, but if my boss does not know that he could get any one of forty or fifty men to pound our paragraphs at least as zippy and stimulating as these, then he is far less sagacious than I have occasionally assumed.

Fortunately columnists do not get fired very frequently. It has something to do with a certain inertia in most executives. They fall readily into the convenient conception that columnists are something like the weather. There they are, and nobody can do anything much about it. Of course, the editor keeps hoping that some day it will be fair and warmer, with brisk northerly gales. It never is, but the editor remains indulgent. And nothing happens to the columnist. At least, not up till now.

IT IS a little difficult for me, in spite of my radical leanings and training and yearnings, to accept wholeheartedly the conception of the boss and his wage slaves. All my very many bosses have been editors, and not a single Legree in the lot. Concerning every one of them it was possible to say, "Oh, well, after all, he used to be a newspaperman once himself."

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

While the Guild, as established at its founding convention on Dec. 15, 1933, limited itself to representing editorial employees, its 1935 Convention amended its constitution to state that one of the union's purposes is "to promote industrial unionism in the newspaper industry." Also at Broun's urging, the 1937 Convention expanded the union's jurisdiction to include all nonmechanical employees. And to the 1939 Convention, the last one he presided over before his death on Dec. 18 the same year, Broun said:

"I FEEL the vitality of the American Newspaper Guild lies with the new people; the men and women coming in from the business offices, the circulation department and the advertising department. Our strength is in broadening that base, in founding a good, solid, vertical, industrial union."

"I would like to live to see it—that some day we will have a union in newspapers in which we will have complete organization up and down the line, everybody in the city room, in the mechanical departments and in the business office, as well."

*The National Recovery Act, one of the first pieces of legislation under the administration of President Franklin D. Roosevelt, was aimed at persuading owners of U.S. industry to cut the work day to eight hours and the work week to five days in order to spread the work that was available among more employees.

Milestones

- 1933—Publishers oppose U.S. wage-hour code for newspaper employees; newsmen, led by columnist Heywood Broun, established American Newspaper Guild, elect Broun president.
- 1934—First Guild contract, with Philadelphia Record, reporter top \$35. Convention adopts code of ethics.
- 1936—Guild affiliates with American Federation of Labor (AFL), extends jurisdiction to Canada.
- 1937—Guild affiliates with Committee for Industrial Organization (CIO), extends membership to and wins first contract covering commercial employees, at Capital Times in Madison. U.S. Supreme Court rules Guild membership does not impair press freedom, holds publishers have no immunity from general laws.
- 1938—First nation-wide U.S. contract, with United Press. First convention in Canada, in Toronto.



1933: Gen. Hugh S. Johnson, national recovery administrator, addresses delegates to the Guild's founding convention in Washington Dec. 15, 1933. Seated are Cleveland delegate Robert Bordner, Guild attorney Morris Ernst, Heywood Broun, the union's first president.



1935: Jean and Vincent McCafferty picket the Newark Ledger in the first Guild strike against a major daily. It followed an effort by the publisher to discourage organizing by firing the McCaffertys and others on the Ledger's news room staff.



1939: Sound truck still bearing a call for an end to "Hearst terrorism" is retrieved after being stolen at gunpoint and driven into the Chicago River on Jan. 31, 1939. Seventeen-month strike for recognition lasted until late in April of 1940.

More Milestones

- 1940—Heywood Broun Award for journalistic excellence established.
- 1941—Membership in referendum declares Guild "will not tolerate any attempt" from Communism, Nazism or Facism "to make or control the policies" of the union. Convention amends constitution to require officer elections by referendum.
- 1944—War Labor Board rules that Guild membership as a condition of employment does not impair press freedom.
- 1945—First Guild-wide wage goal: \$65 minimum for experienced, key employees.
- 1946—Wage goal increased to \$100, achieved in New York, St. Louis.
- 1948—Guild documents Canadian newsprint monopoly, urges U.S. development of new sources in Alaska.
- 1949—Guild wins first contract in Canada, with Toronto Star.



1941: The copy desk of the Chester Reporter, early and successful Guild strike paper. The headline on the wall sets the time. The Chester Reporter, like other papers published by strikers alone, proved an important factor in winning a settlement.

Why the Guild? Glimpses of union's beginnings

WHEN THE Guild was born 50 years ago there were newspaper publishers like Lucius Tarquinius Russell, of the Newark Ledger, who announced one day:

"I am serving notice that I am firing 25 percent of the staff now, and when I return from my vacation in Hot Springs I am going to fire 25 percent more."

Pay and other working conditions were as poor as job security.

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

Broun was not the first to think about getting up a newswriters' union, or something like one; newspaper men and women in other cities already had begun talking about just that.

Following are selected excerpts from accounts by some of the people involved of what those days were like.

IN HIS COLUMN of Aug. 7, 1933, Broun called for a union of reporters.

Meanwhile, in Cleveland many of us on the Press and the News became active. We sent a telegram to the NRA on Aug. 2. For the next few weeks we discussed a proposal by Garland Ashcraft that we send a liberal state senator, Marvin C. Harrison, to protest against the code at hearings in Washington.

I was then the political editor of the Cleveland News. My assistant, Elmer Fehlhaber, was busily circulating a petition to be sent to Congress in support of Harrison's brief, and he asked for my signature. "I won't sign it," I said. "We need much more than a petition. We need a trade union to be effective."

I then suggested that we call a meeting the following Sunday afternoon, Aug. 20. . . . I promised to offer a motion to establish what we called the Cleveland Editorial Employees' Assn.

There were 102 newsmen at that session and they voted unanimously for my motion. . . . Al Roberts, who presided, sent a telegram to Broun informing him that the first newspaperman's union had been born, that he should get busy in New York and that he would be its international president.

—I. L. Kenen, chair of the Constitution Committee at the founding convention and many thereafter, international vice president, 1938 and 1939.

After the second staff cut came in Minneapolis we heard rumblings of union talk. They didn't call it union, but a guild. Everybody was familiar with a column that Heywood Broun had written. . . . It was a kind of a catalyzing thing and it got things going.

On a Sunday night over the AP wire came a long story, which was really labeled "not for publication," about a meeting in Cleveland that afternoon of several hundred Cleveland newspapermen to organize a union.

So that very evening after reading this, along about midnight, seven of us sat down and said, "We've got to do something about this. Let's get in contact with the other newspapers and have a meeting and we'll have it next Sunday." And we did.

—Chan Forman, Twin Cities Guild pioneer, former Chicago Guild president and international vice president.

NOBODY HAD any money. There were no treasuries. Most of us paid our own way [to Washington for the Guild's founding convention on Dec. 15, 1933]. . . .

Nobody knew even what kind of a union we were going to set up, if any. I had proxies from a scattering of towns in my pocket, the most interesting of which was the one from the circulation drivers of the Akron Beacon

Journal, whom I had organized one night. What about advertising departments, clerks, phone operators?

Nobody knew. I was for taking in everybody in the newspaper business that nobody else wanted—the real unorganized. . . .

We interrupted our work at noon, because the National Press Club had invited all 37 of us to the luncheon that day, to hear Gen. Hugh Johnson, the very "Iron Pants" himself, who had so little iron for the publishers.

Broun and I sat at the speaker's table. Morris Ernst, liberal New York lawyer, and Johnson were between us.

Acme snapped the shutter just as I was pushing back my chair to rise and interrupt Hugh Johnson with a demand that he tell us why he had excluded newspaper workers from the Blue Eagle benefits going into effect for steelworkers, ditchdiggers, truck drivers and most other workers across our nation. . . .

Johnson hedged. Freedom of the press was mentioned.

We went back to our afternoon labors setting up the Guild, certain that we had to depend solely on our own efforts to get anywhere with those who controlled the publishing industry.

We were tiring. Emotional expend-

iture on top of lack of sleep had exhausted us.

There was a phone call for Broun.

"Sure . . . sure . . . I'll bring some of the boys over," Broun said into the phone and hung up.

"That was the White House," he said.

"FDR would like to see us."

The 37 had dwindled. Others had to catch trains home. We finished our business, railroaded a reluctant Broun into the presidency, and the handful remaining, led by Broun, went over to the White House.

The Roosevelt charm put us at informal ease immediately. The guy was interested, seriously interested, in what we were up to. We told him what we had done so far, our plans for the future, our roadblock in Hugh Johnson. We stumbled over each other in trying to tell him everything at once.

He was particularly delighted that we had the guts to tackle the publishers. He knew their power. They were seldom very friendly to him.

"Forget Johnson. Go ahead. My blessing on you and more power to you," Roosevelt said.

Exhausted an hour before, now we left the White House walking on pink clouds that winter evening.

We had created something. It was
(Continued on Page A6)

Canadian beginnings trace from 1936

GUILD HISTORY in Canada traces back to 1936, three years after the Guild's founding, but it was not until 1948 that the union became permanently established there.

—Fred Jones, former Toronto Guild president and TNG representative, "The Guild in Canada," Guild Reporter, July 21, 1967.

You could never get a raise at the Province in those days. If you'd go and ask for \$2-a-week more, you were considered ambitious or grasping or something. But I subsequently learned, through trade gossip and so on, that all during the depression the Province was netting about half a million dollars a year. They could easily have paid us a respectable, decent salary.

—Stuart Keate, former publisher, Vancouver Sun, in "When the Papers Had The Only News," by Peter Stursberg, Sound Heritage Series No. 35.

The Star had a system we reporters called a budget balance. The paper spent big money on big stories, and then balanced its budget by firings, often four or five men at a time. As many

reporters were out of work, there were always new ones available when they were needed.

—Jessie MacTaggart Geissler, early Toronto Guild president, in "Brave Beginnings: How the Guild Took Root in Canada," by Kathleen Rex in 1980 Guild Convention program.

In Canada, cities which would by their labor development be easy to organize in the United States are offering severe difficulties because of the open and brazen anti-union terrorism of the publishers. It is evident that, even more than in the United States, it is going to require a major test of strength to put our Canadian organization on its feet.

—Report of Secretary-Treasurer Victor Pasche to the 1938 Guild Convention.

From 1936 to 1948 efforts of overworked and underpaid newspaper workers to organize Guild units in Canada were defeated time and again by hostile publishers, most of whom are now dead. They had the law on their side then.

During that 12-year period six differ-

ent organizing attempts in Toronto, Vancouver, Montreal and Windsor were shattered. Guild leaders were fired, demoted or harassed into quitting their jobs. Others defected when more money suddenly turned up in their pay envelopes.

—Fred Jones

In 1936 there were rumors that a Toronto Newspaper Guild was forming. It began on the Globe. . . .

In this same year George McCullagh, an up-and-coming young entrepreneur with money behind him, bought the poor, starving Globe. Only weeks after buying it, he bought the financially sound Mail and Empire. We were stunned. The day after the announcement everyone on the Mail and Empire was fired except for the younger by-line reporters and a few others. Our entire sports department was out.

—Jessie MacTaggart Geissler

WE USED TO meet secretly at the Grosvenor Hotel. I think this was in 1937. Although we did get a charter

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A new breadth of concerns



1969: International Vice President Glen Ogilvie of Toronto, prepares to testify before Canada's Special Senate Committee on the Mass Media. Guild leaders and members also participated in Kent Commission hearings into ownership concentration in 1980-81.



1971: Eleanor Holmes Norton, then chair of the New York City Human Rights Commission, delivers keynote to Guild-wide minority employment conference. Similar Guild-wide conference was held the year before on equality for women. Both conferences were firsts in the industry.

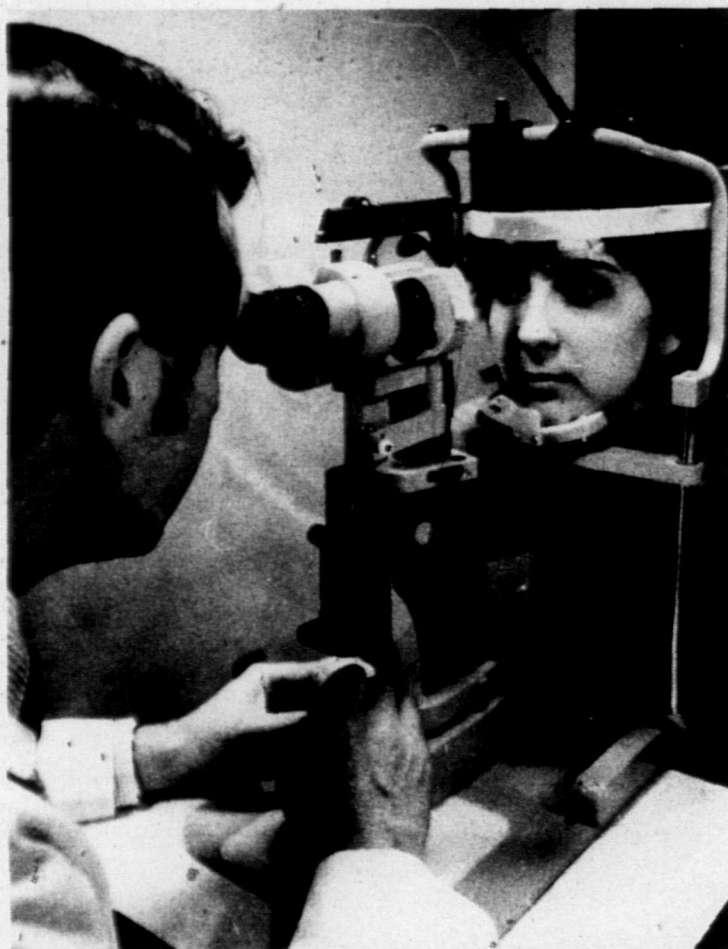


1980: Guild members are among 100,000 marching in Chicago for ratification of the Equal Rights Amendment to the U.S. Constitution. Guild was instrumental in helping secure AFL-CIO support for the measure.



1981: Multitude appears to swallow up nearly 300 marching under Guild banner during massive Solidarity Day rally in Washington protesting policies and programs revealed during Reagan administration's first year.

1981: Sheila McCauley, a copy editor at the Baltimore Sunpapers, undergoes an eye examination by Dr. R. D. Richards at the University of Maryland Hospital as part of a study of VDT users sponsored by the National Institute for Occupational Safety & Health. It was one of a variety of studies undertaken with Guild encouragement as part of efforts to assure the safety of the machines' operators.



1974: John Carmichael, executive secretary of the Twin Cities Guild, left, explains how members at the Minneapolis Star & Tribune exercise a "voice" in the paper's operations. He conducted a workshop on "voice in the product" during the 1974 Guild Convention. The 1970 Convention endorsed "voice" through the bargaining processes.



What would Broun think of Guild today?

(Continued from Page A1)

shrug and, as the editorial-page editor of Greenwich (Conn.) Time recently put it in a letter to Editor & Publisher, they succumb to the "temptation . . . to underpay reporters and editors" in an over crowded job market. Commercial employees can generally count on getting a lot less even than underpaid reporters at non-Guild papers.

The Guild, on the other hand, never looked on industrial unionism as merely a means of increasing the union's strength but has consistently sought to raise the wage status of commercial employees. Over the years it set the goals of pay parity for key classifications in all departments and has achieved it in most cases for display and outside classified salespersons and in a substantial number of contracts for circulation district managers.

Broun would be happy, looking at the Guild's birthday portrait, but he would hardly be content, nor would he allow us much time for self-congratulation.

He would note the hundreds of newspapers that remain unorganized, including a number of major dailies. He would point out, with due understanding of the wintry climate that has settled over organizing following the sunny era of the 1930s, that 85 percent of the Guild's jurisdiction, particularly in the low-wage South, remains unorganized—and unrepresented before management.

BROUN would never have countenanced a spirit of self-satisfaction as long as a letter like this one still could emerge from that vast unorganized territory:

"We live in fear. If the management found out that I have written you for help, I would be fired immediately. I'm not ready to leave yet. I happen to believe that things can be better for all of us when we organize. Help . . . please."

That plea from a Florida ad salesperson, typical of those that come in to TNG week in, week out, from unorganized, unprotected news-industry employees is an indicator, at one and the same time, of both the Guild's considerable achievement and the miles still to be traveled.

In an industry where low pay remains a scandal—the Greenwich editor bewailed the fact that "hundreds of entry-level (reporter) job openings . . . barely pay more than minimum wage"—it is to the Guild that underpaid, overworked and abused employees turn when management makes life unbearable with one more turn of the screw.

The Guild has spread geographically as well as jurisdictionally since Broun's day, finally establishing itself firmly across the Canadian border with its first contract in 1949 after two unsuccessful organizing efforts in the 1930s and early '40s. Today it has eight locals in Canada including TNG's second

largest, Southern Ontario, with a Canadian membership of more than 4,500.

The Guild has hopped over water to Hawaii (1956) and to Puerto Rico (1962), too, and has an outpost as far away as West Germany—a New York Guild unit at Radio Free Europe.

Yet the Guild's growth has been more intensive than extensive. Today the Guild has 80 locals, actually eight fewer than in 1937, when it had barely 10,000 members. But the figures are misleading. Many of the early locals had few members and no contracts and soon melted away. Today's locals represent employees of enterprises in 115 cities and are, almost entirely, solidly established, several of them the product of regional mergers of smaller locals.

THE GUILD HAS grown, too, in the breadth of its concerns, a growth chronicled, to a considerable extent, by the evolution of the statement of purpose in its constitution.

The first constitution, adopted at the founding convention in 1933, was sparse, if to the point. It declared the Guild's purpose "to preserve the vocational interests of its members and to improve the conditions under which they work by collective bargaining, and to raise the standards of journalism by such methods as may be deemed advisable by the Executive Committee."

That skeletal structure has been extended and padded with flesh over the years, until it now reads:

"The purpose of The Newspaper Guild shall be to advance the economic interests and to improve the working conditions of its members; to guarantee, as far as it is able, equal employment and advancement opportunity in the industry and constant honesty in news, editorials, advertising and business practices; to raise the standards of journalism and ethics of the industry; to foster friendly co-operation with all other workers; and to promote industrial unionism in the jurisdiction of the Guild."

Even that tells only a small part of the story.

Improving press practices, standards and performance was a Guild aim from the very beginning, as the first constitution, in all its brevity, indicated. And, indeed, it has been credited with doing that by its mere existence. Again, turning over the floor to Judith Crist:

" . . . Today's reporter pays for his [and her] security with skill and responsibility. Because he has tenure he can weigh values beyond the cut-throat competitive scoop of the moment; because he has a future he can devote himself to the refinement of his craft, to specialization and expertise. . . . It took a union to make a profession out of newspaper reporting simply because the union achieved the economic security that frees a man [and a woman] to work in a truly professional manner in any field."

Of course, the Guild has never been content to let it go at that. It has pushed out from the start onto the battlefields of press freedom and performance, often in advance outposts.

It adopted a code of ethics as far back as 1934, fought early and consistently for reporter privilege, pioneered in the development of press councils through the Mellett Fund for a Free and Responsible Press, and fought in scores of battles over the years against threats to the press, from both within and without. Most recently, it has taken the lead in a petition campaign to save the U.S. Freedom of Information Act from guerrilla attack in Congress and to curb the inroads of monopoly on press freedom and diversity in Canada.

The focus of much of this activity has, inevitably, been Washington and Ottawa, requiring the Guild to fashion, within its modest means, a legislative presence. Indeed, the Guild has found its economic as well as its professional interests bound up in the governmental process from its earliest days; its first great struggle was to include newspaper employees in the federal wage-hour code.

Since then, sometimes as part of the labor movement, sometimes as part of the news industry, often on its own, it has been the news worker's voice in Washington and Ottawa on issues ranging from labor-law reform to newspaper monopoly and VDT, health and safety.

IT HAS BECOME their voice, too—and the voice of those who have no other—in anger and in anguish on behalf of newsmen suffering often brutal infringements of their rights overseas.

In co-operation with Amnesty International, the International Federation of Journalists and other groups, the Guild has sought to help journalists facing suppression, jail and even death in countries round the globe. Its voice also has been raised in international forums on behalf of basic press freedoms, most recently this September when International Chairperson Harry

S. Culver expounded on freedom of the press as "a journalists' issue" at an international gathering in Talloires, France.

Afghanistanism, however, is exclusively a disease of newspaper editorial columns; for the Guild, human rights have always begun at the plant gate.

In the newspaper industry, that has meant a focus on equal employment and advance opportunities as well as equal job rights for both minorities and women. The Guild stood firmly for both principles from its inception, but the social force necessary to translate those principles into meaningful achievement in the industry did not come until the 1960s.

Today, with a fulltime human rights co-ordinator, and a program forged in separate minority-employment and women's-rights and conferences held at the turn of the '70s, the Guild is deeply involved in the effort to eradicate discrimination and its vestiges along a wide front.

That increasing sensitivity is signaled not only by active efforts on behalf of affirmative action and the elimination of sex-based pay differentials but a provision in TNG's Collective Bargaining Program that seeks to bar discrimination because of "age, sex, race, creed, color, national origin, marital or parental status, family relationship, sexual or affectional preference, political activities or political belief or irrelevant handicaps."

Technological change has, thus far, been kinder to the jobs of Guild members than to those of most other publishing industry crafts, but its health and safety implications have propelled the union into a whole new arena of activity in the past half dozen years.

Its response, in the generation of collective bargaining provisions, model legislation and research on health problems connected with video display terminals, has put it in the forefront of union activity in this area and has led to the development of a safety and health program extending to other areas, as well.

Structurally today the Guild is not much different than at its birth. Little different, either, is the democracy enshrined in TNG's Constitution and on display annually at TNG conventions and frequent international and local election contests. It is a democracy that has evoked such compliments as that of Alexander Frey, a member of the World War II Regional War Labor Board:

"To my knowledge, there are few unions that rival the Guild with respect to the complete internal democracy which it practices."

The Guild, in its first years, had a president, a secretary, a treasurer and 13 regional vice presidents, constituting the National Executive Committee.

There was only money enough for one paid officer, and since Broun, the

Kirkland: 'Heroic' just to stand still

Washington—Except for newspaper mergers and closings over the years, the Guild might well be one of the largest unions in the AFL-CIO, Lane Kirkland, federation president, observed in congratulating the Guild on its Golden Anniversary.

"Not one of the Guild's 50 years has been an easy one," Kirkland wrote. "If all the workers who have joined the Guild had remained on the membership rolls throughout their working lives, the Guild would be one of the federation's biggest unions."

"In so unstable an industry, just to stand still requires heroic organizing efforts."

"But the Guild has never stood still," he continued. "The great waves of technological change, corporate mergers and plant shutdowns that are rocking other industries have been facts of life in the newspaper industry for decades."

"Many unions facing these issues for the first time are benefitting from your pioneering work in negotiating orderly technological transitions, in protecting jobs through retraining programs and, when all else fails, in negotiating decent severance provisions for displaced workers."

He pledged "all of the support and resources of the AFL-CIO" to the Guild as it begins its second half-century.

highest paid columnist of his day, was the overwhelming choice for president, the secretary was made an executive secretary.

TODAY'S GOVERNING body, evolved into the International Executive Board, still consists of 16 members, two of them from Canada under the Constitution. But the president and secretary-treasurer are both fulltime; the other 14 consist of the international chairperson, seven regional and six-at-large vice presidents.

Survivors of those early Guild days, when the union could not afford to pay even an executive secretary for many months, would regard the present TNG staff—10 administrative employees, at headquarters, and 10 in the field—as a dream come true. But for a union with relatively few fulltime local officers, confronting some 150 organizing inquiries a year and bargaining more than 200 contracts across the length and breadth of two countries, the field staff is stretched paper-thin. And the administrative staff, in a support capacity and shouldering a growing number of activities, is almost equally pressed.

The staff limitation has been a chronic one, aggravated for the past decade by the pinch of continuing inflation on the one hand and membership losses at disappearing newspapers on the other.

The Guild's current operating budget of \$2,921,490 a year looks handsome, indeed, when measured against the situation of a union that had a cash balance of \$47.19 six months after its founding. Its Defense Fund of more than \$5,250,000 also leaves the union better-positioned to meet a strike crisis than at any time in its history.

Financially, the Guild stands perhaps pretty much in the same position as most of the members it represents: better off than ever, with enough to survive but not enough to meet its needs adequately.

It was to help meet this problem, as well as the bargaining problems gen-

erated by an automated industry with an increasingly aggressive management, that the Guild sought merger with the ITU and that it still looks to a merger of all printing-industry unions.

What Broun regarded, 50 years ago, as an ideal—"complete organization up and down the line, everybody in the city room, in the mechanical departments and in the business office, as well"—has begun to appear as an imperative if the Guild and its sister unions are not just to hold their own but to continue growing.

AS IT PONDERS that, and the prospects as its second half-century dawns the Guild can be mindful of the fact that perhaps the most important change of its first 50 years, beyond the vast change in the economic and working conditions of its members, is the transformation in this consciousness of those who work in the industry.

It is the realization, outside Guild shops as well as in, that employees are not pre-ordained to work at the publisher's will, for little or nothing—at one time literally the case for starting reporters—and subject to economic death at the owner's whim.

It is a transformation expressed in the scores of requests, that come to Guild headquarters for help in organizing in response to intolerable management arbitrariness. It is perhaps best highlighted by the following story out of the past, about New York Herald publisher James Gordon Bennett, Jr., as recounted a few years ago in the Paris Metro:

"When Bennett demanded that a reporter on the New York Herald be assigned to the Paris paper and the New York editors said the man was indispensable and couldn't leave, Bennett demanded a list of every indispensable person on the New York Herald. When he got it, he fired everyone on the list."

"From now on," he said, "no one is indispensable."

Now we know all of us are indispensable.

Why the Guild? Glimpses of union's beginnings

(Continued from Page A3)

able to stand, wobbly perhaps, like a colt, but able to suckle.

—Robert Bordner, Cleveland Guild pioneer, in the Guild Reporter, Dec. 26, 1958.

THE FORMATION of the original CIO quickened interest in unionization in commercial departments around the country and independent commercial "Guilds" sprang up in a dozen cities.

I helped organize one of these, the Philadelphia-Camden Advertising Guild, and late in 1936 I met with Broun to discuss the possibility of bringing commercial department employees into the Guild. Broun was all for it.

This meeting led to a mass meeting of New York commercial department employees in the spring of 1937. I'll never forget that meeting. Before it even started, the first two rows of seats were filled with straw bosses, with pencils and pads ready.

That summer the St. Louis convention voted to bring commercial departments into the Guild. I was there as a fraternal delegate from the Advertising Guild, and Broun told me that he had staked the future of the Guild on the principle of industrial unionism. He said he knew some Guild members would quit in protest.

"It's up to you people," he said, "to bring in enough new members to prove we were right."

Well, I may be prejudiced, but I think the record proves just that. Between 1936 and 1938, the membership of the Guild tripled and today half our membership is in the commercial departments.

—William J. Farson, international vice president 1937-40 and 1943-47; secretary-treasurer 1951-55; executive vice president 1955-69.

I actually saw a man fired one day because the boss, the managing editor, went past him and he was sitting at the copy desk. He went over to one of the editors and said, "Fire that guy, I don't like the shape of his head." Said it right out loud. I actually saw that.

—R.S. Gilfillan, first president of the Twin Cities Guild and delegate to the founding convention, where he was elected a national vice president.

I SHOULD SAY that 80 percent of the newspaper folk were in favor of some sort of economically oriented organization, but the percentage of those who were prepared to take the radical step of signing up as union members—and, believe me, it was radical—was far smaller.

The New York Times had been pretty good to me, and some of my

confreres for that very reason considered my union activity there to be ungrateful if not shabby. The Times management, however, did not penalize me in any way.

I need hardly say that the same principled attitude was not universal amongst newspaper proprietors, and from the start we had to resort to occasional street demonstrations and actual strikes in order to stay alive.

My keenest memories are of the early strikes in Newark, Milwaukee and Seattle. Of course by then I was working full time for the Guild.

The New York Times did me the honor of sending a star reporter, Russell Porter, to Seattle to find out what was "going on" when the Guild closed down the Seattle Post-Intelligencer [in 1936]. Russ had been a holdout as to the Guild. I suppose that qualified him as "impartial." In the interview he asked me solemnly if we were trying to start a revolution. I asked him if he was crazy.

—Jonathan Eddy, the international Guild's first secretary and paid international officer, from the founding convention until mid-1937.

I started working for Mr. Hearst in San Francisco in 1931, but I didn't work for any such paltry wages as \$14 a week. I got \$15 a week for my first two weeks, then came the third and last of the general 10-percent wage cuts that Mr. Hearst instituted, and I then started working my 85-90 hours a week for \$13.50.

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

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

There were many "floater reporters" who would fill in the slots, only to be fired themselves later.

—Barney Peterson, former San Francisco-Oakland Guild president, international vice president and international chairperson 1973-77.

What better inspiration for establishment of a union than the announcement that William Randolph Hearst had presented an \$80,000 birthday emerald to Miss Marion Davies whom he admired greatly, as an actress I believe, published by coincidence the same day our bulletin board announced another 10 percent pay cut?

—Milton Murray, international president 1941-47, in the Guild Reporter, Dec. 26, 1958.

INTO THE NRA conception there has crept from time to time the word "partnership." The publishers take that to mean a partnership of the employers. Indeed, to them a code is a sort of land grant giving them complete and exclusive right to hunt, fish and exterminate the Indians.

The publishers construe the freedom of the press to mean that no governmental agency has any right to compel them to do anything whatsoever. If you ask a newspaper owner to put in a rope on the fifth floor so that somebody may slide down in case of fire he may very well draw himself up and say, "How dare you interfere with the freedom of the press."

Until there is a good newspaper code there will be no codes because if you boil all publishers of America down—a consummation greatly to be desired—you will find that you have in essence automobiles, textiles, steel, munitions, utilities.

We, the members of the American Newspaper Guild—a union of newspaper workers—begin to feel that no board, no court, nor legislative decision nor executive decision is fit taking home to frame until the mighty ones in Washington turn their faces toward the West at night and murmur in great fear, "I hope Mr. Hearst is not going to object to this."

—Heywood Broun to the National Recovery Board on Feb. 2, 1935.

While a few of the early Guild contracts were negotiated harmoniously, most of them were won only by the use of the ultimate union weapon—the strike.

Within a few years, newspaper workers, who many observers believed would not even be able to keep their union alive, had proved their militance. By June 1, 1938, the Guild had weathered 20 strikes; two were in progress.

From February 1936 until June 1938, there were only five weeks in which some ANG local was not striking or locked out.

In November 1937, five strikes were in force simultaneously.

—Guild Reporter, Dec. 26, 1958.

They used the classical techniques of strike breaking. All types of things from trying to lure people back to work, to telephone calls to wives, and promises.

Then they used sluggers. Many of them were the toughies that were working in the circulation department dating back to the circulation wars.

Some of our people were badly beaten up. At that time on the circulation trucks they had gear shift handles and, if you unscrewed them, they made

great clubs. They'd crack a skull open with a knob on top made of metal. There was a lot of head busting by these guys.

—Chan Forman, on the Chicago Guild Hearst strike of 1938-40.

In one memorable debate, in 1934, Marlen Pew, then editor of Editor & Publisher, supported those who held that ANG should remain independent as a professional organization.

The late Charles P. Howard, president of the International Typographical Union, replied by advising the 700 New York members present that:

"If you would rather be considered a professional man and get \$15 instead of \$50 a week, don't take a chance on affiliating with the AFL."

—Guild Reporter, Dec. 26, 1958.

Those were pioneer days for the Guild, and I suppose it is a fact that there is more fighting in pioneer days, in the West or on union fronts, than later. The Guild had plenty of fights. There was a fight over joining the CIO, another over taking in the commercial department employees (and they were even scarier at first than the reporters), and over strike votes. And, of course, the biggest fights of all were those involving the positions and opinions of the communists and near-communists, who—let us face it now—played a large and brave role in the early days of the Guild. I think we were right, in the end, to throw them out of office; but something of the color of the old Guild went out with them, and meetings, I think, have never been as lively since.

—Lewis Gannett, New York Guild pioneer, in the Guild Reporter, Dec. 26, 1958.

In 1936, a year before the Brooklyn Eagle strike, a woman reporter was assigned to expose a local sweatshop. For two weeks she slaved at a sewing machine in a pants factory. The play she received on her stories gave her a warm feeling until she realized that at the Eagle her pay came to less than her wages in the sweatshop.

—Oliver Pilat, author and former political reporter, a former New York Guild president.

IN SHOPS where a strong Guild and a good Guild contract exist, things are different. Gone is the old, dreary procession of floaters—the battle-scarred men . . . who have everything—and learned everything except the magic of self-respect.

—Bruce Catton, charter member of the Cleveland Guild, much honored historian and editor, in a brief to the Cleveland Press, April 6, 1938.

More Milestones

- 1951—Guild helps organize International Federation of Journalists, creates Canadian Region.
- 1953—First nation-wide contract in Canada, with Canadian Broadcasting Corp.
- 1956—Hawaii local chartered.
- 1957—Wage goal \$200. Insurance program initiated.
- 1958—Guild reaffirms newsmen's right to protect confidential sources.
- 1960—First \$100-a-week minimums for beginning reporters, ad salespersons, in Chicago and New York. Guild co-sponsors inter-American congress of news workers' unions.
- 1961—President Kennedy salutes Guild as organization "in the forefront of the fight to improve the standards of the newspaper profession."
- 1962—Puerto Rico local chartered. Wage conference spurs drive for "\$200-a-week Now!"



1950: President Harry S. Truman, center left, is accompanied from Guild Convention by Guild President Harry Martin. Truman told delegates the Guild plays "so vital a part in upholding the American tradition of a free and responsible press."



1946: This sound-truck borne "cartograph" tells the story of a three-month strike against Hearst's Los Angeles Herald-Express. It was one of many such disputes in the publishing and other industries following the end of war-time wage and price controls.



1960: Officers of five publishing industry unions plan greater unity. Effort expanded to seven unions. Seated: Wilfrid T. Connell, Photoengravers; James H. Sampson, Stereotypers; Anthony J. DeAndrade, Pressmen. Standing: William J. Farson, Guild, Elmer Brown, ITU.

More Milestones

- 1963—Guild drafts action programs to end discrimination in news industry, meet automation challenge.
- 1965—First \$200 minimum for reporters, ad salespersons. Million-dollar Defense Fund.
- 1966—25th anniversary of Broun Award. First \$200 minimum for circulation district managers.
- 1967—First \$250 minimum for key newspaper jobs negotiated.
- 1968—First \$300 minimum for key news, ad jobs negotiated.
- 1970—Employee "voice in product" endorsed. Women's Rights Conference adopts proposals to end sex discrimination in news industry.
- 1971—Minorities' Rights Conference advances program for equal employment in the industry. "American" removed from union's name in recognition of multi-national membership.



1966: Three Guild presidents and its first attorney pose before photo of union's first president at dinner marking 25th anniversary of the Heywood Broun Award: Kenneth Crawford; attorney Morris Ernst; Milton Murray, and then-incumbent Arthur Rosenstock.

Guild's beginnings in Canada trace from 1936

(Continued from Page A3)

from the American Newspaper Guild, the union never got going.

As it turned out, there was a mole in the organization, and everything that happened at the meetings, who was present, all went to the management. I remember being called into the office of Biff McTavish, the editor. . . .

I was called into his office like a small boy before the headmaster. He looked out the window and said, "I understand, Norman, that you have joined the union."

"Yes, sir."

"Pity," he said, "Pity," still looking elsewhere, "you know, we had great prospects for you. That's all."

—Norman Hacking, early Vancouver Guild member, in Stursberg.

IN THE '30s, the presidents of both the Toronto and Montreal Guilds were fired. In Montreal, the Guild president petitioned for permission to sue his newspaper under the Act Respecting Workmen's Wages, which was supposed to guarantee the right to organize.

The then Prime Minister of Quebec, Maurice Duplessis, testified during a court hearing that the Guild was not an association of wage earners within the meaning of the Act. Debating in the Provincial Legislature on Quebec labor laws, Premier Duplessis openly admitted he was actively trying to break the Guild and other CIO unions. He accused the discharged Guild leader of being a Communist, "seeking to overthrow the world of journalism," and stated he had forced the newspaper to fire him.

In Toronto, in 1937, one newspaper fired 41 Guild supporters. The editor-in-chief of another put a Guild meeting

announcement on a company bulletin board and in his own handwriting attached this footnote: "Anyone attending this meeting is liable to jeopardize his job."

Not one person from that paper . . . attended the meeting.

—Fred Jones

I moved to the Star in January, 1939. The Star was known as labour's friend and the Guild was going great guns there. The next year I became president. When our unit membership had a majority of Star editorial employees we began to negotiate a contract. But the Star was very reluctant and negotiations dragged out to a point that we took a vote to strike.

But almost at once troubles really began. All of us whose names were known were demoted the very next morning. I was put in the women's department writing weddings.

Then the management called in everyone on the editorial staff, except us the known ones, and asked if they were Guildsmen. Everyone who was not a Guildsman was asked to write down their name. The Star's lawyer was on hand, claiming that this was not intimidation—just an enquiry. . . .

Then a rumor went around that J. E. Atkinson, the elderly publisher, was ill in Oakville, suffering from a possible heart attack because of our strike call.

Well, we collapsed. We called a meeting which rescinded the strike vote. Next morning, each of us found notes in our assignment boxes, returning us to our former jobs. In the middle of the morning who should appear in the doorway near where my desk was located but a spry, healthy-looking and beaming Mr. Atkinson. He marched briskly, directly to my desk, smiling,

with his hand extended.

"Madame President," he said, "We beat you."

I put my hand behind my back.

He stood there, continuing to smile.

Then I smiled, too, held out my hand to his, and said, "But we're not through yet."

He laughed and left.

The next day there appeared on the Star bulletin board a new deal for Star employees—new hours, new vacation pay, severance pay, almost all the things we had asked for.

The Guild, shrunken and hurt, continued to meet. . . . But as our boys left for war, we were through.

—Jessie MacTaggart Geissler

After the war, however, certification of the Guild in the editorial department of the Toronto Star, in November 1948, set the stage for a new era in Canada.

The first issue of the New Lead, official organ of the Toronto Newspaper Guild, described the formation of a Guild by Star employees as a pioneer step and said that developments were "being watched by newspaper men and women across the country. . . ."

The first Guild contract in Canada, at the Star in April, 1949, nailed down,

among other things, such key principles as a basic minimum salary of \$80 weekly for experienced reporters, a tight 40-hour, 5-day week, premium pay for overtime, job security and severance pay.

—Fred Jones

IN HIS BOOK "J. E. Atkinson of The Star," Ross Harkness tells of a meeting of 12 members of the editorial office who agreed to be charter members of the revived local. . . .

While recruiting was still under way, the 12—they came to be known as the Twelve Apostles—called a meeting of members and the local was promptly organized. Its president was Beland Honderich, now the Star's publisher, who was then the paper's financial editor. . . .

Honderich recently recalled the executive of the day hotly debating whether the Guild should meet management with demands that seemed realistic or go after the international's model contract rate for reporters, which no one took very seriously.

They decided to go with the model contract and came out with it.

—Kathleen Rex

Perlik looks toward future

(Continued from Page A1)

Neither do I know how soon it will be possible to bring this essential concentration of our forces about; that it can be done as soon as we might wish is doubtful. But I do know that we cannot afford to wait too long, because the publishers are picking off the stragglers in all our camps every day.

THAT IS THE long-range challenge facing us, and, as I have indicated, the range isn't so very long at all. But there is a more immediate challenge awaiting us.

It is the gauntlet thrown down to us by the current U.S. administration, which in three years has taken away from us much of what we and the rest of the labor movement fought 50 years to gain.

The Guild, no more than any other union, can afford to close its eyes to the fact that what it has won at the bargaining table can be lost in the polling booth. Political action, in the last analysis, is economic action.

It is not just that we have witnessed a Reagan recession that has inflicted more unemployment on our members than any since the 1930s and from which we are currently experiencing

only an unstable recovery.

We find all of the regulatory agencies set up to protect workers and their rights handed over shamelessly to businessmen and their sycophants and turned against labor or rendered toothless. The National Labor Relations Board is populated with "Right-to-Work" ideologues, the Equal Employment Opportunity Commission with enemies of affirmative action, the Occupational Safety and Health Administration with opponents of meaningful standards and enforcement.

If we in the Guild are no more immune than any other union to the effects of this hostile government on our organizing and bargaining, we cannot be any more indifferent than any other union to its continuation. And that translates into involvement in the only arena that offers the prospect for a change—the 1984 elections.

If we are to hold our own, as a union, in the shop, we had better be prepared to exert our weight, as a union, at the ballot box. If we're not part of the electoral count, we may be part of the body count.

I am confident that the Guild, in whatever shape or form, has a glowing future. But it will come to us only, as it has in the past, if we fight for it.

Publishers help set contract agenda

(Continued from Page A8)

The Guild Reporter described the ANPA directive as "brazen," and declared:

"In other words, all publishers must keep their pay and conditions down to the level of the lowest. If newspaper men and women or the public ever had doubts that editorial workers needed a powerful organization, this removes them."

THE GUILD'S Collective Bargaining Program is the product of a variety of factors, all of them shifting and changing from year to year—the Guild's bargaining strength as well as its contract needs, local experience as well as international trends, publisher resist-

ance as well as legal rights. In this way, the Collective Bargaining Program is kept abreast of the growth of the Guild, and the needs and desires of its members. With the advent of war, military leave is introduced; then pensions and insurance. The old prohibition against compulsory arbitration is dropped, a prohibition against no-strike clauses is added. As old goals are surpassed, new ones are set: two weeks vacation becomes four, then five; \$65 a week becomes \$100, then \$200, \$400, \$600, \$750, \$900; 40 hours, becomes 35, then 28.

For this after all is a bargaining program, and if in bargaining nothing is had for the asking, nothing is had without asking, either.

Publishers help(ed) shape Guild contract aims

IN THE beginning, as Daniel J. Leab notes in his history of the Guild's early years, the newspaper publishers themselves became "unwilling midwives" to the birth of the Guild.

The Guild's collective bargaining program and procedures were born of necessity and nurtured by publisher opposition to the unionization of their unorganized editorial and commercial department employees.

Through their union, the American Newspaper Publishers Assn., the publishers first sought refuge in the First Amendment.

But in February 1934, shortly after the Guild was founded on Dec. 15, 1933, in the midst of the Great Depression, President Roosevelt said, in approving a code governing the newspaper industry under the National Recovery Administration:

"The freedom guaranteed by the Constitution is freedom of expression, and that will be scrupulously respected—but it is not freedom to work children, or to do business in a firetrap or violate the laws against obscenity, libel and lewdness."

And three years later, the U.S. Supreme Court, in a case brought by the Associated Press, ruled that the 1935 federal labor law giving employees the right to organize and bargain collectively did not infringe upon constitutional freedom of the press. It said:

"The publisher of a newspaper has no special immunity from the application of general laws."

"He has no special privilege to invade the rights and liberties of others. He must answer for libel. He may be punished for contempt of court. He is subject to the antitrust laws. Like others, he must pay equitable and non-discriminatory taxes on his business."

Meanwhile, the ANPA advised its member publishers not to bargain with the Guild. It told them what to agree to—and what not to agree to—when they did bargain. And it encouraged them in their resistance to the new union in every way possible.

[Today, the ANPA still devotes major attention to its members' relations with the unions that represent industry employees in both the U.S. and Canada, the Guild included.

[The ANPA has a fulltime, paid vice president for "human resources" who heads a department at the association's headquarters in Reston, Va.

[Its Labor and Personnel Relations Committee meets three times a year, including at the ANPA convention.]

When the Guild was organized nationally in the winter of 1933, it was constituted as a loose confederation of locals and had no rules of procedure.

Collective bargaining was every local—if not every member—for itself.

The constitution did require that before locals could obtain its support, the "National Guild" had to approve of their negotiations, but that, experience was to show, wasn't nearly enough. Reported the National Labor Relations Board in its definitive 1938 study, Collective Bargaining in the Newspaper Industry:

"The first few months of bargaining on this basis brought little success. . . . Even increasing the membership of the union—8,000 by the first annual convention in June, 1934—was of small effectiveness without co-ordination."

The required co-ordination, the NLRB reported, came piecemeal, "as new and increasing bargaining difficulties confronted the union and made necessary a more centralized organization. . . . The converting force, in most cases, has been publisher resistance."

ORGANIZED BY the American Newspaper Publishers Assn., publisher resistance to the Guild had appeared almost immediately. In the spring of 1934 Harvey J. Kelly, then chairman of the ANPA Special Standing Committee on Labor Relations and later labor counsel for Hearst, warned ANPA's member publishers against Guild contracts:

"Do not be misled by the fact that the contract is presented by a Guild instead of by a union."

"A rose by any other name, etc." "

SIGNED ON APRIL 8, 1934

A look at the first contract

How do today's contracts stack up against the first-ever Guild contract, signed April 8, 1934, by the Philadelphia Guild and publisher J. David Stern for the Philadelphia Record?

Here are some of its provisions:

- A Guild shop.
- A work day of eight hours within nine, a five-day work week, equal time off or straight-time pay for overtime.
- Arbitration for all unresolved grievances; a ban on contract-renewal arbitration.
- Dismissal notice, based on length of service, of up to three months after nine years, with a publisher option of making a lump-sum payment in lieu.
- Sick leave, also based on length of service, of up to three months after nine years, but an employee could be required to make up the time upon return to work.
- Two weeks' annual vacation.

The ANPA did its work well.

The ANPA did its work so well, as a matter of fact, that two years later, in 1936, the chairman of its Standing Committee could report:

"There is much ado today about the Guild, but the truth is—in three or more years of Guild activity contracts have been made with less than half a dozen newspapers, some of which have now expired, and in more than a year there has been but one Guild unit organized."

"I am advising publishers to meet only with their own news or editorial employees and to tell any and all persons not in their employ that they will not meet with them."

In self-defense, Guild locals undertook to co-ordinate their activities and consolidate their strength. They moved haltingly, by trial and error, from year to year until in 1937 the convention—"in the interests of the majority"—re-wrote the Constitution to establish a national collective bargaining program and procedures which, with few changes, continue in effect today.

The Collective Bargaining Program sets forth immediate, minimum bargaining goals, the basic things that Guild members themselves decide ought to be in every contract—such essential things as:

- ✓ Job security, including automation protections, and union security;
- ✓ Wages and hours;
- ✓ Vacations and holidays;
- ✓ Severance pay and sick leave;
- ✓ Pensions and insurance;

✓ Grievance procedure and arbitration;

✓ Freedom to strike—for initial and renewal contracts, over disputes not covered by contract provisions and in support of other union members;

✓ Equal pay for equal work and work of equal value;

✓ Fair employment practices and affirmative action to achieve them;

✓ Occupational safety and health protections;

✓ Maternity and paternity and other leaves;

✓ "Privilege" protections and other safeguards of employees' integrity.

Determined by majority vote of the annual convention and revised from year to year as experience dictates, the Collective Bargaining Program is the heart of all bargaining in the Guild.

AS THE Guild groped its way haltingly toward a program of minimum standards, the American Newspaper Publishers Assn. already had formulated a program of maximum concessions.

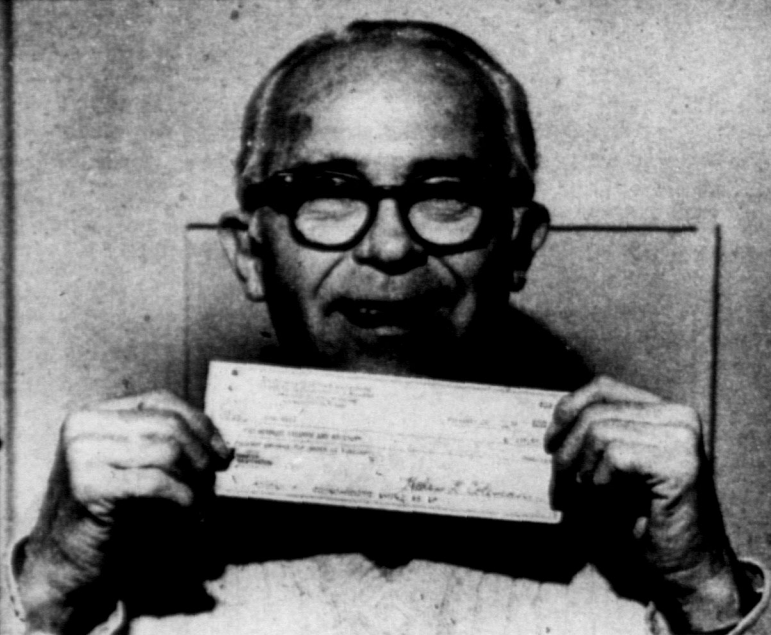
As early as the spring of 1934, less than six months after the Guild was founded, the ANPA's Kelly, quoted earlier, warned publishers that the Guild's demand for dismissal notice with pay was "very dangerous" and suggested that publishers forward Guild proposals to the ANPA for analysis and guidance. Said he:

"It is prudent to keep in mind that whatever you agree to in a Guild contract is going to find its way into your union labor contracts very quickly."

Later that year, the ANPA Special Standing Committee advised publishers that although the law required them to bargain with the Guild, it did not require them to reach an agreement. And in 1936, the board of directors of ANPA, in a directive to all member publishers, unanimously recommended that "no contract be signed with any organization, no agreement be entered into with any group of employees and no statement of policy be posted" establishing any of the following in news and editorial departments:

- ✓ Closed shop;
- ✓ Guild shop;
- ✓ Preferential hiring;
- ✓ Minimum salaries determined on a "rigid or quantitative time basis;"
- ✓ Arbitration of dismissals;
- ✓ Checkoff or dues collection desk;
- ✓ Freedom to strike or picket;
- ✓ Or "any agreement by the publisher to establish conditions in his office designed to embarrass a competitor."

(Continued on Page A7)



1979: John Gill, retired Detroit News reporter and reporter, displays monthly benefit check from TNG's portable industrial pension plan, launched just two years before. Gill was one of first four persons to retire under the plan, which is fully employer paid.

More Milestones

- 1972—Canadian Region opened, director named. First \$400 key newspaper minimum negotiated. \$2-million Defense Fund.
- 1973—Guild intensifies bargaining program to meet impact of automation.
- 1975—Guild sponsors first national, U.S. legislative conference.
- 1976—Guild-wide, portable pension plan initiated. First key minimums over \$500-a-week in effect.
- 1977—Committee appointed to negotiate merger terms with International Typographical Union.
- 1980—Bargaining Program expanded to meet VDT hazards.
- 1981—\$4-million Defense Fund. First key minimums over \$700 negotiated.
- 1983—50th anniversary. \$5-million Defense Fund achieved. Guild convention endorses, ITU convention rejects proposal for TNG-ITU merger.



1983: First-ever strike by 1,400-member Guild unit at Toronto Star, where first Canadian Guild contract was won in 1949, ends in four days with two-year agreement raising key top minimums by \$93.78, taking those in editorial department to \$690.32 a week next Aug. 31.

ONE
YONGE
STREET

Guild wins three votes as its 50th year ends

(Continued from Page 1)

be illegal. . . . We want no part of . . . a company-sponsored, company-organized and a company-run grievance procedure. . . . We want representation that is in our best interests, that we have paid for instead of one that is run by and for the Journal-American's benefits," the statement said.

Several employees in the unit had worked under Guild contracts at other papers, including one member of the organizing committee who had once held the office of president in the Yakima Guild.

A pay freeze had been in effect at the Bellevue papers until recently. Mileage reimbursement rates had been reduced and a representative said the addition of a Sunday edition last year had not been matched with an adequate increase in staff.

The company's composing room employees voted for representation by a local of the Graphic Communications International Union in October. With

the Guild vote, all employees of the company are represented by a union.

The Hampton Roads Guild has represented editorial department employees at the Virginian-Pilot since 1952 and at the Ledger-Star since 1979. The expanded unit includes photographers and correspondents for the first time.

The Pressmen are the only other union currently representing employees of the Norfolk paper. A Typographical Union local was recently decertified in the composing room when it disclaimed interest in retaining bargaining rights after a decertification petition was filed with the NLRB.

The Gary Guild has represented the Post-Tribune's editorial department employees since 1942 and its maintenance employees since 1960.

TNG representatives assisting local committees in the campaigns were Alice Burton, in Bellevue, Jim Griffin, in Norfolk and Hanna Jo Rayl, in Gary.



BELLEVUE JOURNAL-AMERICAN ORGANIZING COMMITTEE

From left, Judy Furlong, Jane Harris, Shelley Grimes, Judy Deak, Mike Merritt, Sharon Charawell, Sally Beane, Jeff Larsen, Pam Driscoll, Bob Goldstein, Dusty Olson.

ANPA: Guild is only 'winning' union

Reston, Va.—A tabulation of representation proceedings in the newspaper industry compiled by the American Newspaper Publishers Assn. shows Guild locals with an eight-to-one victory record, the only winning record among the unions covered in the report.

The compilation is based on results of representation proceedings, including decertifications, reported to the ANPA during 1983. Some of the proceedings took place in 1982.

The ANPA's analysis shows just eight wins and 25 losses among all other unions seeking or defending bargaining rights in the industry during the same period.

The record for the Teamsters Union, according to the ANPA report, was no wins and five losses, while that for Typographical locals was four wins and nine losses.

Perlik protests jailing of Yugoslav

Washington—The imprisonment of a journalist on charges of disseminating "hostile propaganda" is more damaging to the reputation of the Yugoslavian government than anything the journalist may have said, TNG President Charles A. Perlik, Jr., has pointed out in a letter to the country's president.

Ranka Cicak, Belgrade corre-

spondent for the Zagreb daily "Vjesnik," recently was denied a pardon and returned to prison to serve the remainder of a sentence for having violated the country's "hostile-propaganda" law.

While Cicak had initially been sentenced to a two-and-one-half-year term, the sentence was reduced to 10 months by an appeals court and an application for pardon had been under review.

News that she had been returned to prison "appears to lend

credence to reports" that the actions taken against her are in retaliation for an ongoing campaign led by Yugoslav journalists, among others, seeking repeal of the law under which she was sentenced.

Both Cicak's imprisonment and the law "are entirely contrary to the spirit of freedom of information and expression" that Yugoslavia "professes to espouse," Perlik said in a Dec. 9 letter to Yugoslav Mika Spiljak.

South African attack, arrests draw protest

Washington—Charges of illegal assembly brought against a group of South African journalists who were arrested while protesting a police attack upon reporters covering the removal of squatters from a black Johannesburg township has brought a protest from TNG.

In a letter to South African Prime Minister P. W. Botha, TNG President Charles A. Perlik, Jr., called the attack reportedly unleashed by local authorities Oct. 14 on the journalists, the squatters and others "the most brutal type of infringement on the principles of free speech and a free press."

He called it "unconscionable" that 22 journalists arrested two days later should be charged with an illegal act for "exercising a basic right of free speech—the right to publicly criticize the government," he wrote.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.7-point rise in the index in October to 119.2, up 5.6 points from October 1982, and 15.9 points from October 1981. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over October 1981. Index figures have been converted to a 1981=100 base.

	Index*	Percentage over	
		Same month prior year	October 1981†
November, 1982	114.4	9.8	10.7
December	114.4	9.3	10.7
January, 1983	114.1	8.3	10.5
February	114.6	7.4	10.9
March	115.8	7.2	12.1
April	115.8	6.6	12.1
May	116.1	5.4	12.4
June	117.4	5.6	13.6
July	117.9	5.5	14.1
August	118.5	5.5	14.7
September	118.5	5.0	14.7
October	119.2	4.9	15.4

*1981 = 100

†Index = 103.3

Key top minimums stand at \$491 in pacts with Scranton's dailies

Scranton, Pa.—The key top minimum under the Scranton Guild's contracts with the city's two daily newspapers rose to \$491 a week Oct. 1, the start of the second year of three-year agreements with the papers.

The new pact with the publisher of the morning Tribune and Sunday Scrantonian raised the top minimum for reporters, photographers and circulation district managers by a total of \$68.27, to \$518.10 a week.

The \$68.27 increase comes in

four steps, with a \$10.34 increase, taking the top minimum to \$460.17, retroactive to Oct. 1, 1982, and a \$7.24 increase, to \$467.41, retroactive to April 1, 1983. A \$23.79 increase on Oct. 1, 1983, takes the top minimum to \$491.20, and an increase of \$26.90 due next Oct. 1 will raise it to \$518.10.

The top minimum for reporters and photographers under the Guild's contract with Scranton's evening and Sunday Times is

raised by a total of \$70.71 over the three-year term, to \$519.46 a week.

The \$70.71 increase also comes in four increments with the first, \$10.71 a week, retroactive to Oct. 1, 1982, and additional increases of \$7.50, \$24.64 and \$27.86 on April 1, 1983, Oct. 1, 1983, and Oct. 1, 1984.

Both agreements also call for the company to conduct annual tests of video display terminals for radiation emissions.

Buffalo signs initial pact covering new News group

Buffalo—The Buffalo Guild has concluded a supplemental agreement with the Buffalo Evening News covering newly organized accounting, bookkeeping and credit department employees of the paper.

The agreement includes the 38 employees under the local's existing contract with the paper covering editorial, inside classified and circulation employees. That contract expires April 30, 1984.

The supplemental agreement, retroactive to June 3, sets the top

minimum for lead clerks, cashiers, cash clerks and advertising paper measurer/biller at \$284.21 a week. The top minimum for inventory control clerks, statistical clerks, credit specialists and advanced computer operators is \$269.72, while the top minimum for file clerks, phone clerks, clerk-typists and computer operators is \$250.49.

The employees voted for representation by the Guild in a June 3 National Labor Relations Board supervised election.

St. Paul key up \$105, to \$742

(Continued from Page 1)

with a flat minimum that is 10 percent higher than the key top minimum. The upgrading raises the minimum covering these employees by \$179.20, to \$816.20 a week, in increments of \$102.20, \$38.50 and \$38.50.

All movement toward settle-

ment of the contract by company bargainers came in the final week of the talks after the Guild announced its strike deadline, a local representative said.

International Representative Harry McCormick was assigned to assist the local in making strike preparations.

ASNE selects Pittsburgh member to direct minority affairs program

The American Society of Newspaper Editors has named Pittsburgh Guild member Carl E. Morris to fill the newly created position of minority affairs director.

Morris, who has been a copy editor for the Pittsburgh Post-Gazette since 1978 will work with the ASNE's minorities committee and directors in developing and administering programs designed to increase employment of

minorities in the news industry.

The ASNE has set a goal of achieving before the year 2000 a level of minority employment in newsrooms at least equal to the percentage of minorities in the country.

Morris was formerly editor and general manager of the Pittsburgh Courier and vice president of Sengstacke Newspapers in Chicago. He also has worked in public relations.

Canada views appeal of its antitrust case against news chains

Toronto — Canadian government officials are considering whether to appeal an Ontario Supreme Court judge's acquittal of antitrust charges brought by the government against the Thomson and Southam newspaper chains.

The charges, under the Combines Investigation Act, stem from the simultaneous closing on Aug. 27, 1980, of Thomson's Ottawa Journal and Southam's Winnipeg Tribune as well as transactions between the companies on the same date involving papers in Vancouver and Montreal.

Those actions left Thomson with the only daily in Winnipeg at the time—the Free Press—and Southam with the only English-language daily in Ottawa—the Citizen—and full ownership of dailies in Vancouver and Montreal.

In acquitting the two chains of charges of wrongdoing, Judge William Anderson called the simultaneous closings "independent actions."

The government has already appealed two of five antitrust charges against the chains that Anderson dismissed during the trial.

Anderson ruled that the gov-

ernment had failed to prove that principles of the chains had engaged in criminal conspiracy. The government had relied on documents that showed that Thomson's deputy chairman John Tory and Southam's president Gordon Fisher had discussed the closure of the papers in the months prior to August 1980.

The government's antitrust charges against Thomson and Southam were lodged after Guild members filed complaints following the August 1980 closures.

Meanwhile, the government has said it will not reintroduce the Daily Newspaper Act in the new session of Parliament. That legislation would prospectively prohibit a newspaper chain from controlling more than 20 percent of the country's daily circulation. Both Thomson and Southam currently own dailies that account for more than 20 percent of the daily circulation; between them they control nearly 50 percent.

The government said it has decided a special bill for the newspaper industry is unnecessary and that it has plans to introduce a bill that would enhance the government's general control of mergers, monopolies and conspiracies.

Arbiter rules desk jobs altered by technology

Washington—Copy desk jobs at the Washington Post were substantially altered following the introduction of a new electronic composition system, an arbitrator has ruled, ordering the company to bargain with the Guild over the proper rate of pay for the jobs as they now exist.

Arbitrator James V. Altieri based his ruling on provision in the Washington-Baltimore Guild's contract with the paper calling for agreement on the proper classification and pay rates if the company creates a new job or "substantially" alters the nature of an existing one.

The key factor in Altieri's finding that the copy desk jobs had been substantially altered was the addition of formatting responsibility that the employees were charged with upon the introduction of a new Raytheon electronic composition system.

Under the new system copy editors and slot persons working at video display terminals are responsible not only for editing the copy and writing headlines but also for layout of the stories on the page. This so-called "area

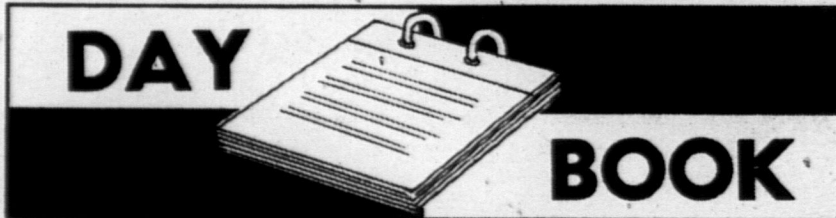
composition" function was not part of a Harris VDT system that the new one replaced.

Ordering the parties to bargain over the proper rate of pay for the jobs as altered, Altieri cautioned that the directive to negotiate was "not tantamount . . . to a finding that some increase in rates is necessarily what the arbitrator will award if the problem is remanded to him."

He said he would resolve the question of pay on the request of either party should they fail to reach agreement within 60 days.

He urged the Guild and the company, however, to resolve their differences in bargaining rather than "leave it to this arbitrator to impose upon them a result that they are likely to be unhappy with."

While the company argued against a finding that the jobs had undergone substantial change, it contended that even if it was found that a substantial change had occurred, a higher rate was not justified since the new system had made easier many of the duties of copy desk employees.



1983 Heywood Brown Award, entry deadline, Jan. 13, TNG headquarters, Washington.

Guild Service Award, entry deadline, Jan. 16, TNG headquarters, Washington.

International Executive Board, winter meeting, Jan. 23-26, TNG headquarters, Washington.

Western District Council, winter meeting, Jan. 28-29, Sacramento.

Middle-Atlantic District Council, winter meeting, Feb. 4-5, Philadelphia.

Midwest District Council, winter meeting, Feb. 11-12, Chicago.

TNG residential seminar for new local officers, Feb. 17-20, George Meany Center for Labor Studies, Silver Spring, Md. (Suburban Washington.)



C. H. PETE, COPELAND/Cleveland

Final blow to the Press

Cleveland industrialist Joseph E. Cole, owner of the Cleveland Press when it was closed on June 17, 1982, takes the wrecking ball to the building that had housed the paper. The lake-

front site is being cleared to make way for an office complex Cole is building. Original plans had called for a high-rise office tower to encompass the Press building.

ITU election certification delayed

Colorado Springs—The International Typographical Union's Canvassing Board was to meet Dec. 19 to attempt again to tabulate and certify the official results of the union's Nov. 16 membership election of international officers for the next three years.

The board was unable to do so when it met Nov. 30-Dec. 5 in the face of protests and challenges to the election's conduct lodged by several candidates.

Those filing protests included Joe Bingel, who, according to unofficial, incomplete returns, lost his bid for a third term as ITU president to Robert S. McMichen, the ITU's incumbent 1st vice president.

Bingel's protest involved allegations of misuse of local publications and funds in support of McMichen's candidacy by leaders of several locals, including the New York Typographical Union.

McMichen lodged complaints against the three unofficial winners of the vice presidential seats—Allan J. Heritage, Robert L. Wartinger and Ray Brown—alleging misuse of union personnel and resources during the campaign. All three ran on a slate that included Bingel.

Unofficial tallies of votes cast showed Heritage with the largest number of votes among the vice presidential candidates, apparently ensuring him the position of 1st vice president. The incumbent 3rd vice president, Heritage was unopposed in his bid for the vice presidency reserved for a mailer.

Wartinger appeared to have won re-election to his seat as 2nd

vice president, defeating Billy Joe Austin of the Denver Typographical Union, and ITU Representative Ray Brown appeared to have narrowly beaten Bill Boarman, president of the Columbia Typographical Union, for the 3rd vice presidency.

Protests had also been lodged with the board by Austin, Boarman and Robert E. Petersen, secretary-treasurer of the Columbia Typographical Union, who appeared to have been defeated in his bid to unseat ITU Secretary-Treasurer Thomas W. Kopeck.

A proposal to create a \$400,000 Organization Fund, with international dues to increase by \$1 per member per month for its replenishment whenever the fund

might fall below \$100,000, appeared to have been approved, although earlier it had seemed headed for defeat.

Meanwhile, merger discussions between ITU representatives and representatives of both the Teamsters Union and the Graphic Communications International Union were said to be continuing.

The fall issue of the Teamster magazine reported on an Oct. 25 visit by ITU officers, representatives and organizers to Teamsters Union headquarters in Washington.

The ITU representatives left "fully equipped with facts they needed to objectively weigh the pros and cons of the prospective merger," the magazine reported.

The Guild Reporter



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Strikebreaker law expanded in Quebec

Quebec—Legislation enacted in 1978 that prohibits employers in Quebec from hiring replacements to perform the work of striking or locked out workers has been expanded to prohibit the use of nonstriking, nonmanagement employees to perform that work.

Amendments to the province's labor code that took effect earlier this fall also prohibit employers from importing to a struck job site management employees who normally work at another location so that they can perform strikers' work.

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