

Convention acts; organizing levy on

Guild members across the continent and beyond were paying the first of two months' special assessments in July after TNG's 1984 Convention voted overwhelmingly to finance a vigorous, new organizing program by raising three-quarters of a million dollars through the dues levies.

In the process, convention delegates equally decisively rejected one proposal that would have put the assessment to mem-

bership referendum and another that would have permitted locals to collect and pay the levies pro-rata over an unspecified 12-month period.

All three actions were by voice votes. A motion for a roll call on the 12-month proposition failed for lack of sufficient seconds.

Funds raised through the special levies are to be put into a special account and used "to hire additional organizers to take ad-

vantage of continuing organizing opportunities," the convention said in adopting the majority report of its Finance Committee, chaired by John Edgington of San Diego.

The organizing assessments, first proposed by TNG's International Executive Board in January, also were endorsed by the convention's Organizing Committee, chaired by Tom LaPointe of Albany.

The assessments are the equivalent of the extra amounts levied during periods of higher dues to bolster TNG's Defense Fund. Based on members' "regular weekly compensation," they range from a low of \$2 a month—for members making less than \$55 a week—to a high of \$27.35 a month—for those making \$895 a week or more.

As with the higher, Defense Fund dues, the convention au-

thorized locals to pay the organizing levies from their defense funds and leaders of some said they would do so.

Following a year that saw more successful organizing than any of the previous six, this is the year for the Guild to "put its money where the action still is—more organizing," the convention declared in adopting the Finance Committee's recommendation for
(Continued on Page 2)

Delegates direct leaders to study TNG's finances

San Juan—At the same time it approved the special, two-month assessment for organizing, TNG's 1984 Convention directed TNG's elected leadership to review the union's entire financial structure and develop a long-term program to assure its continued financial viability.

The study will be performed by the International Executive Board and is to be made available to locals "no later than March 1985 so that locals can discuss the proposals with their members and come to the 1985 Convention prepared to make decisions" on its implementation, the convention said.

The study was ordered in the convention's Finance Report, which also pointed out that TNG ended its last fiscal year on March 31 with a record surplus of \$83,798 in its General (operating) Fund and a Defense Fund net worth of \$5,157,925.

In reviewing that "good news of 1983-84," the convention noted that much of the General Fund's surplus could be attributed to continuation of the "85-15" apportionment of per capita payments between the General and Defense Funds. "The time to think bigger is at hand," the report said in calling for the study.

The study is to give "particular emphasis" to 10 enumerated areas:

✓ Amount of per capita paid monthly by locals to TNG.

✓ Apportionment of per capita between the General and Defense Funds.

The 51st Annual TNG Convention

San Juan—TNG's 51st Annual Convention met here June 18-22.

There were 184 delegates and three alternates registered and seated from 59 locals in the United States, Canada and Puerto Rico.

Convention votes of the 59 locals totalled 387.

✓ Location of TNG headquarters.

✓ Feasibility of purchasing a building to house all international operations.

✓ Strike/lockout benefits.

✓ Defense Fund floor and the mechanism for triggering higher dues to replenish the fund.

✓ Appropriate charges, "legal or otherwise," to be paid with Defense Fund monies.

✓ Establishment of a regular fund solely for organizing.

✓ A comprehensive report on the total costs of the 1983 or, if available, the 1984 Convention.

✓ A possible dues increase to accomplish the above.

While there was no floor discussion of the study before the Finance Report was approved—it all was concentrated on the proposal for the organizing assessments—TNG President Charles A. Perlik, Jr., announced immediately after the vote that the study will be undertaken through
(Continued on Page 6)

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ROBERT A. STEINKE/St. Louis Guild

Re-chartering Milwaukee, TNG Local 51

Jack Norman, center, receives charter for TNG Local 51, re-issued to the Milwaukee Newspaper Guild during TNG's 1984 Convention. Editorial and library employees of the Milwaukee Journal and Sentinel voted for Guild representation by 161 to 136 on June 1

[Guild Reporter, June 15]. Norman, elected president of the new local following formal issuance of the charter, was a guest of TNG at the convention. Bargaining for the first Guild contract ever at the Journal was expected to begin the week of July 16.

Delegates: Reagan 'bad news;' get out the vote!

San Juan—Calling the Reagan administration "bad news" for working people, their unions, women and minorities and "double trouble" for newspaper unionists, TNG's 1984 Convention urged U.S. locals to do their utmost to encourage members to participate in this year's national elections.

"If ever there was a compelling reason . . . to abandon above-the-fray attitudes towards politics, it

is the prospect of another four years of life with Ronald Reagan," the convention said in adopting the majority report of its Political Action Committee, chaired by Gerald Maraghy of Boston.

The report—the most intensely debated of the convention and the only one to precipitate a roll call—pointedly did not authorize a Guild endorsement in this year's presidential race.

In doing so it heeded advice from TNG President Charles A. Perlik, Jr., in his opening-day address that the convention forgo a formal endorsement if it could "embroil us in a conflict with each other rather than with our political opponents."

While considering the report, delegates rejected a pair of minority reports that would have severely restricted TNG leaders' ability to endorse or participate

in endorsements in the future.

One—which would have prohibited any endorsements without prior approval in a referendum of members in the country involved—went down on a roll call vote by 284.5 to 100 [see local-by-local table, Page 4].

The other—which would have required that an annual convention "decide whether to make political endorsements"—lost on a voice vote.

Delegates also rejected by voice vote a motion from the floor that would have had the convention itself endorse in advance whomever the Democratic Party Convention might nominate for the presidency during its mid-July meeting in San Francisco.

Ticking off actions of the Reagan administration during its 3½-years in office, the convention warned that they would "only be
(Continued on Page 4)

Editorial writer free after 54 hours as sources step forth

Page 8

Banned Polish union still is going strong, envoy tells delegates

Page 7



New VP—Page 3

Boycott off as union settles with Olympics copy transmitter

Page 3

'Evergreen' no bar to Citizens' Voice, arbitrator affirms

Page 3

Locals collecting organizing levy

(Continued from Page 1)

the special organizing assessments. "For the first time in many years, the climate for organizing in the newspaper industry appears to be improving," the report said, pointing out that representation elections for new groups are being won and existing large groups that have been outside the Guild "are moving in our direction."

The assessments and the extra organizers they will finance are necessary "if we are to take full advantage of that climate, if we are to achieve real growth in the face of challenges from other unions," the convention declared.

The reference to "other unions" was based for the most part on the pledge by Teamsters President Jackie Presser that "we... are going to represent that [printing and publishing] industry," whether or not the Typographical Union merges with the Teamsters.

Without the extra organizing personnel the assessments will make possible, TNG President Charles A. Perlík, Jr., told the convention's opening session, the Guild would be hard put to meet the challenge of "the platoons of

organizers the Teamsters can turn loose on the industry."

TNG's "thin, brave line of 12 international representatives" has "more than enough experience and savvy" for any such contest but, without additions TNG's ranks are "too few," he said.

"We will never be able to match the Teamsters rep for rep, dollar for dollar, but we can lower the odds," Perlík continued, adding:

"We can make sure that the human resources are there to take advantage of the favorable organizing winds that appear to be blowing for the first time in many years, bringing us units on such major papers as the Cincinnati Enquirer [Guild Reporter, Jan. 13], and the Milwaukee Journal and Milwaukee Sentinel [Guild Reporter, June 15] within a span of six months."

"We can do this by providing the funds to hire four organizers or their equivalents for two years—long enough to reverse the slow decline in our membership and get the Guild moving upward again," Perlík said.

The proposals for a referendum on the assessments and for per-

Perlík reveals next 'secret targets'

San Juan—Unorganized employees at the dailies in "Des Moines and Dallas and Atlanta and Edmonton and Calgary" are TNG's next "secret organizing targets," President Charles A. Perlík, Jr., revealed to TNG's 1984 Convention.

The announcement was inspired by Jack Norman of the recently organized Milwaukee Journal and Sentinel describing to delegates how the company president warned staffers there last January that they had been secretly targeted for organizing by the Guild.

Fact was, Norman said, that a group of employees had asked the Guild to help them organize—two months earlier.

mitting their payment over 12 instead of two months were both in a minority report from the Finance Committee by three New York delegates: Sec'y-Treas. Barry Lipton, Ralph Petrucelli of the Consumers Union unit and David M. Mulcahy of the Standard & Poor's unit. Mulcahy is also a TNG vice president and a member of the IEB's Finance Committee, which along with the IEB Organizing Committee developed the proposal for the special organizing assessments.

Under a motion by William Morrissey of the Wire Service Guild that divided consideration of the two proposals, that to permit 12-month payment was considered first.

Proponents argued that permitting the stretch-out would ease the impact on members, expressing concern that many in open shops might drop out rather than pay the full amounts due in each of two months.

They also argued that enacting the assessments the month before they become effective did not give members time to be prepared for the extra payments nor give locals time to prepare to pay them without dunning members.

Opponents of the stretch-out countered that the proposal for the assessments had been put before the membership often since the IEB approved it in January.

They also challenged concerns that two assessments would cause members to desert the union and attacked the failure of the minority proposal to spell out which 12 months the payments would be stretched over.

A motion by Morrissey for a roll call elicited support from but three delegates from three locals:

New York, Chicago and the Wire Service. Convention rules require seconds from at least 12 delegates from at least 5 locals.

Some proponents of putting the assessments to referendum argued that it was a more acceptable way of enacting such a levy while others said they had been instructed by their membership to seek a referendum.

Opponents of the proposal said they felt that delegates would be wasting members' money by coming to the convention only to refer key questions back to the membership which had elected them as delegates.

Later, in adopting the report of its Organizing Committee, the convention reiterated previous conventions' recommendation that "when new funds... become available, TNG's field personnel be expanded to provide additional organizing assistance," with the added proviso that it was speaking of "new funds separate from any special assessments."

It also directed that TNG refund to locals the first three months' per capita of members of newly organized units "following the signing of an initial contract." The refund could not be used to reduce a local's membership in determining convention representation nor would it include the extra funds collected under the provision in TNG's Constitution for higher dues to replenish the Defense Fund when it falls below \$4.5 million.

A recommendation passed on a motion from the floor by Eugene Jones of Philadelphia encourages seeking and hiring women and minorities for the new organizer positions to be filled under funding from the organizing levy.

TNG's '84-'85 budget

San Juan—Delegates to TNG's 1984 Convention adopted a General Fund budget totalling \$3,264,723.

The convention also approved a General Fund income estimate of \$3,252,794, assuming monthly per-capita payments on behalf of an average of 27,100 members and 350 agency-fee payers.

Together, the budget and the income estimate would produce an operations deficit of \$11,929 for the current fiscal year, ending March 31, 1985. The General Fund ended the 1983-84 fiscal year with a \$83,798 surplus.

Following is the '84-85 budget:

Per-capita taxes	Budget 1984-85
AFL-CIO	77,400
IUD	15,840
CLC	20,640
IFJ	22,000
Total	135,880
Field operations	
Director—Salary	53,447
Expenses	3,500
Organizing & servicing:	
IR salaries	551,439
IR expenses	285,000
Organizing-servicing subsidies	—0—
Secretary-stenographers (1/6)	10,302
Miscellaneous organizing & servicing	80,000
Collective bargaining salaries:	
Exec. sec'y contracts committee	46,834
Pension consultant	15,000
Research & information associate	32,092
Secretary-stenographers (1/6)	10,302
Coll. barg. & research asst.	27,379
Human rights co-ordinator	38,190
Expenses—personnel	8,500
Total	1,161,985
Administrative operations	
Director—Salary	53,447
Expenses	1,500
Research & Information	
Salaries:	
Director	46,622
Assistant director (1/2)	17,191
Secretary-stenographers	10,302
Expenses:	
Personnel	4,000
Books & periodicals:	
Legal & coll.	2,750
Subscriptions	6,000
Other printed material	2,500
Publications & literature:	
Constitution	15,500
Organizing & other literature	5,500
Institutes & seminars	26,000
Miscellaneous	500
Guild Reporter	
Salaries:	
Editor	46,622
Assistant editor (1/2)	17,191
Clerical (1/2)	26,825
Expenses:	
Personnel	4,500
Printing	97,800
Postage	62,000
Addressing	23,000
Picture & special material	7,550
Miscellaneous	750
Total	478,050
Office management	
Salaries:	
Office manager	33,060
Secretary-stenographers (1/2)	30,906
Bookkeeping	43,039
General clerical (1/2)	39,707
Expenses:	
Rent & maintenance	193,254
Moving expense	5,000
Stationery & supplies	30,000
Equipment & machinery	64,600
Telephone & telegraph	32,500
Repairs & improvements	5,000
Postage	28,000
Auditing	14,325
Insurance & bonding	20,000
Employee pension	95,014
Employee health & welfare	110,268
Directly billed transportation	145,000
Data processing	39,000
Miscellaneous	7,000
Total	935,673
Executives	
Officers' salaries	115,140
Officers' expenses	18,000
Total	133,140
Other expenses	
Legal fees	45,000
Payroll & personal property taxes	79,995
Contributions & tickets	15,000
Delegates & committees	15,000
IEB meetings	67,500
Severance-pay provisions	50,000
Convention reserve	120,000
Brown Award	1,000
Brown Award expenses	2,000
Guild Service Award	1,500
AFL-CIO IUD conventions	3,500
IFJ meetings	15,000
CLC convention	2,500
Irving Leichter Fund	2,000
Total	419,995
Summary	
Per-capita taxes	135,880
Field operations	1,161,985
Administrative operations	478,050
Office management	935,673
Executives	133,140
Other expenses	419,995
Grand total	\$3,264,723

CONVENTION BACKS REFORM

Bildisco reversal ok'd, White House gets bill

Washington—A bill to restructure the U.S. bankruptcy court system which includes provisions to prohibit a company from breaking its union contracts upon filing for bankruptcy reorganization was sent to the White House July 6 for the president's signature.

The bill will reverse in large part the Supreme Court's ruling earlier this year in the case of NLRB vs. Bildisco in which it held that a company could ignore its union contracts upon filing for bankruptcy.

While the bill as it finally emerged from a House-Senate conference committee will apply only to future cases, it will require an employer to bargain with unions representing its employees before seeking any modification of union contracts in the courts. It would permit the court to make contract modifications only if the unions have rejected employer proposals for relief "without good cause."

The collective bargaining provisions of the bill had kept passage of a bankruptcy reform package in limbo for several months. The House in March approved a bill incorporating provisions to reverse the Bildisco ruling, but the Senate was less inclined to do so. A deadline for restructuring the federal bankruptcy court system was extended four times.

The bankruptcy courts faced extinction because of a 1982 ruling in which the Supreme Court found that the bankruptcy court judges held too much power without the independence of lifetime appointment. The reform measure limited the judges power by re-

moving their authority to act on issues other than those related to bankruptcy.

Other changes in the revised bankruptcy legislation affects lenders, consumers and owners of small business.

Delegates to TNG's 1984 Convention—in a special resolution forwarded immediately to congressional leaders—called passage of the bankruptcy reform bill with the collective bargaining provisions intact "crucial if any semblance of a national policy that encourages collective bargaining is to be maintained."

The bill in its final form would permit a company to abrogate its union contracts if the bankruptcy judge fails to act within mandated time limits.



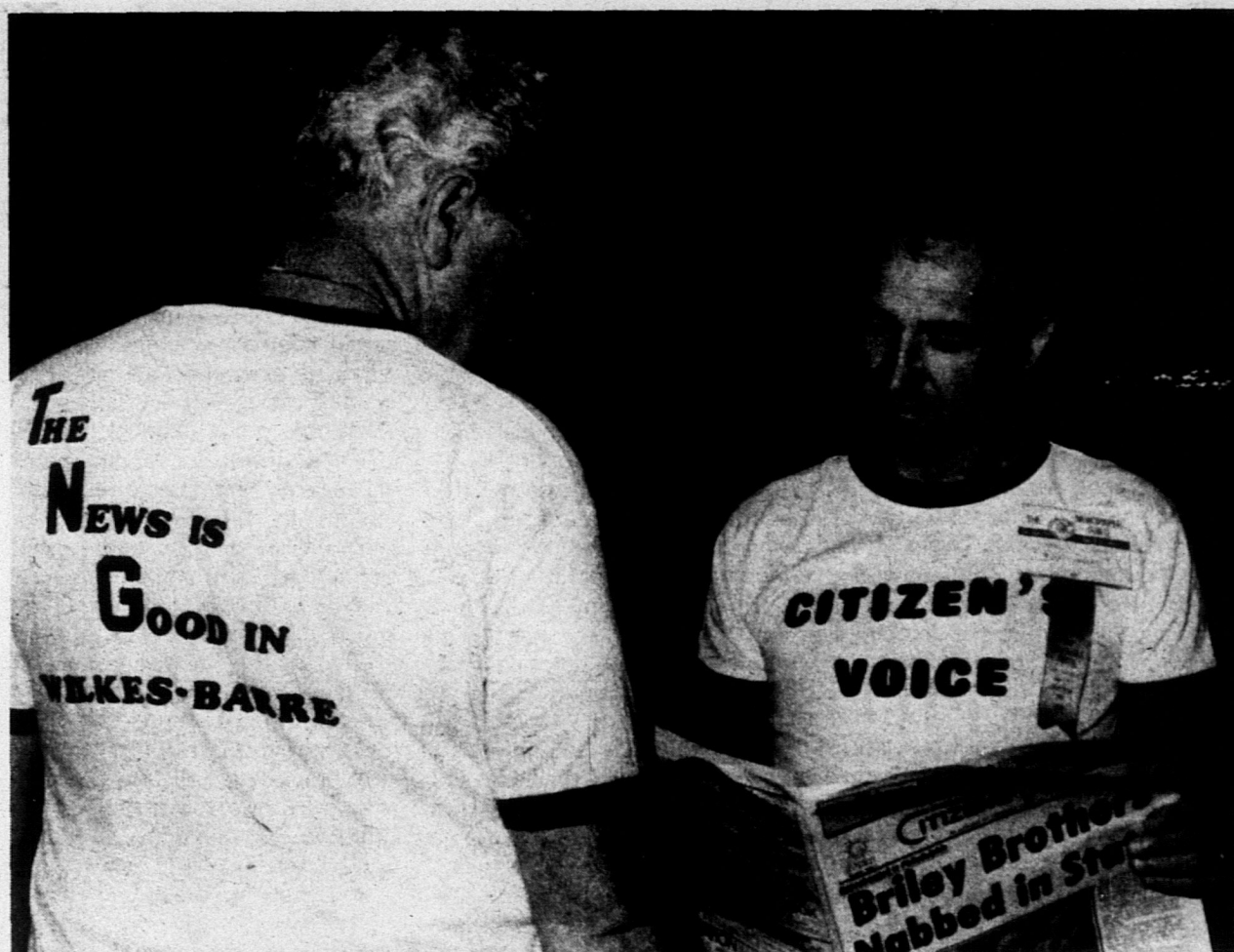
Muchas gracias, UPAGRA

The Puerto Rico Guild's convention delegates show their pleasure at adoption of resolution thanking their local for hosting the week-long meeting with such "warm hospitality" [no pun

intended?]. From left: Charlie Ramis, local president; Jose Feliciano, Lydia Perez and Angel Baez. The local also hosted the 1972 Convention.

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WILKES-BARRE CONVENTION DELEGATES' T-SHIRTS SAY IT ALL
Jack (The News is Good) Wallace, local president, and Carl B. Schwab, treasurer.

Local defense fund floor raised

San Juan—Delegates to TNG's 1984 Convention adopted an amendment to TNG's Constitution that will adjust annually the minimum balance mandated for each local's defense fund.

The constitution had required each local to make quarterly deposits to its defense fund equal to 5 percent of the local's gross monthly income from dues, unless the balance in the fund equals at least \$100 per member.

The amendment approved by the convention in adopting a mi-

nority report to the report of its Constitution Committee will raise the minimum balance per member each May 1 by the same percentage as TNG's per capita rises. Adjustments will begin in 1985.

Per-capita increases are computed annually on the basis of another constitutional formula based on the increase in the average reporter top minimum under Guild contracts with daily newspapers.

The amendment, voted down by the Constitution Committee,

was initiated by the Albany Guild. It was presented on the convention floor by committee member Floyd Tucker of the San Francisco-Oakland Guild. Tucker noted that the \$100 would have been raised by just over \$4 this year under the formula.

Tim Schick of the Albany Guild pointed out that the \$100 formula had been unchanged since its inception in 1958.

Jim Schaufenbil of Manchester chaired the Constitution Committee.

WUI strike, boycott end with contract

New York—Members of a Teamsters Union local here have ratified a new agreement with Western Union Int'l to end their strike against the telecommunications company after 97 days. The firm is a subsidiary of MCI Communications Corp.

The settlement also brings an end to a boycott of Western Union Int'l's transmission services that the union had called and TNG had endorsed.

The boycott had focused on the Olympic Games where MCI will be the primary supplier of telex and international electronic communications, as well as the Democratic and Republican national conventions.

TNG had urged locals to discourage their members and members' employers from utilizing MCI facilities during the Olympic Games and had also called on other affiliates of the Int'l Federation of Journalists to take similar action. [Guild Reporter, May 18.]

The new contract calls for 11 percent wage increases over a three-year term and retention of a pension plan in which the company had been demanding major erosions.

A representative of the 400-member union, an affiliate of the Teamsters' Communications Trade Division, called reports that the local had agreed not to participate in other boycotts of MCI services "baloney."

The Communications Workers of America have called on international unions to urge their members to utilize only those long-distance telephone services provided by companies whose

employees are represented by unions. Of the major companies competing for long-distance customers "we are aware of only AT&T Communications, Western Union Long-Distance and Thrifty-Call as having unionized workforces," CWA President Glenn E. Watts said in a letter to other international union presidents.

MCI's long-distance telephone

services are supplied by nonunion workers. MCI's only organized employees are those employed by Western Union Int'l, which has no affiliation with the Western Union Long-Distance service.

Watts also urged union members to buy only union-made equipment. The AFL-CIO's Executive Council has endorsed the "call and buy union" campaign.

'Evergreen' no bar to Citizens' Voice, arbitrator affirms

Wilkes-Barre, Pa.—Guild members' role in publishing an interim daily newspaper — the Wilkes-Barre Citizens' Voice—is not in violation of a contractual ban on work for a competitor since the Guild's contract with the Wilkes-Barre Times Leader was terminated when the Guild struck the paper on Oct. 6, 1978, an arbitrator has ruled.

Robert F. Koretz's June 15 ruling ended an arbitration proceeding that stretched over nearly five years, consuming 13 days in hearings, but it is just one of three proceedings in which the Capital Cities chain, owner of the Times Leader, is attacking the Citizens' Voice. Related proceedings continue before the National Labor Relations Board and in federal district court.

Capital Cities attorneys had argued before Koretz that an "evergreen" clause in the paper's contract with the Guild, which provided that the agreement's terms and conditions would remain in effect during negotiations for a new agreement, kept the contract in force despite the strike.

Koretz, however, upheld the Guild's assertion that the contract

was terminated when the strike began six days after the contract's expiration date. In doing so, he cited a ruling in a case involving Capital Cities' Oakland Press in which the arbitrator held that "a strike unmistakably ends the contract."

Talks had continued after the start of the Wilkes-Barre strike and Koretz found evidence lacking to uphold the Guild's argument that the company had failed to bargain in good faith. He pointed out, however, that "the company's position reflected in its proposals for a new agreement marked a decided departure" from the previous relationship between the Guild and the paper's management.

That relationship "came to an abrupt end with the introduction of a new management," he said, referring to Capital Cities purchase of the paper from local owners several months before the start of the strike.

The Citizens' Voice, published by the Guild and the three other unions which simultaneously struck the Times Leader, has been the dominant paper in Wilkes-Barre in both advertising and circulation from its first days.

Meeting set in suburban strike

Elmhurst, Ill.—Mediated talks between the Chicago Guild and representatives of Press Publications, a group of weeklies in the Chicago suburbs, were to resume July 12.

The local's nine-member unit of editorial employees of the papers has been on strike for an initial contract since May 29.

The only other organized group of employees of the papers, the pressmen, have continued to work under a no-strike provision of their contract.

The company has refused to budge from its demand for a top minimum of no more than \$330 a week for experienced reporters

despite pay in excess of that to two of the unit's senior reporters.

The local has been seeking a first contract with the company for nearly two years.

The law firm of Seyfarth, Shaw, Fairweather & Geraldson is representing the company.

The Allied Printing Trades Council has withdrawn its bug from the struck shop, costing the company the business of several unions that utilized its commercial printing service.

A rally sponsored by the Page County Central Labor Council early in the strike drew 60 to 70 people demonstrating support for the tiny striking unit.

Turner elected to vacant vice presidency

San Juan—Gene Turner of the Central California Guild, president of the Western District Council and vice president, formerly president, of his local, has been elected to fill the remaining 15 months in the term of one of TNG's at-large vice presidencies.

He was declared elected on the final day of TNG's 1984 Convention here when no one was nominated to contest with him for the seat.

The seat had been vacant since late March when William T. Davis of San Jose, serving his third two-year term, resigned upon becoming his local's permanent, full-time administrative officer.

Turner was named to the Int'l Executive Board's Bargaining, Organizing, Human Rights and Appeals Committees during the IEB's post-convention meeting.

A reporter for the Stockton Record since 1959, Turner



NEW TNG VICE PRESIDENT GENE TURNER, LEFT, RECEIVES PLAUDITS
He was unopposed for seat vacated by William T. Davis, background, second from left.

played a major role in the 1976 merger of the Stockton and Sacramento locals to form the Central California Guild, serving the merged local as

president from 1978 through 1980. He had been president of the Stockton Guild 3½ years at the time of the merger.

He was a co-winner in 1982

of TNG's Guild Service Award for his role in rebuilding the local after an unsuccessful Mailers' strike at the Sacramento Bee in 1978.

Delegates: Reagan 'bad news;' get out the vote!

(Continued from Page 1)

a prelude to more reactionary policies in a second term" when there would be no restraint from the desire for re-election.

Reagan appointees have ignored precedents and dismantled policies and procedures that "unionists have come to rely on as hard-won prizes of decades of struggle," the convention said, explaining:

"The Supreme Court, already leaning to the right, told an employer named Bildisco that, yes, it could indeed void a labor agreement merely by filing for protection from creditors under the bankruptcy laws—without proving inability to pay. . . .

"The Reagan-stacked National Labor Relations Board gives a collective shrug when TNG files an unfair-labor-practice charge against a publisher who allows a foreman to circulate a decertification petition against a Guild local. . . .

"Administration appointees to the Equal Employment Opportunity Commission and Civil Rights Commission are turning the clock back to the dawn of affirmative action, while the Labor Dept. devotes its efforts to auditing union books and an emasculated Occupational Safety & Health Administration . . . 'looks the other way' at industry's behest. . . .

"After showing . . . [newspaper unionists] where he stands on labor, Reagan tramples on their

professional sensibilities by trying to stifle freedom of information and by dealing reporters out of the Grenada invasion. . . .

"Figures . . . leave no doubt who benefits from the Reagan approach to economics. In the newspaper industry, it is the publishers and their extravagantly paid executive officers." [Guild Reporters, June 1 and 15.]

The Political Action Committee majority reported that it had rejected the proposal to require referendum approval before any endorsement as "unnecessary and potentially self-defeating."

Guild endorsements, the committee majority pointed out, represent the considered judgment of the convention and/or Guild officers on which candidate is most likely to "best serve the interests of our members as employees and unionists."

Endorsements are not intended to be binding on individual members, the report noted.

It also reminded delegates that the International Executive Board in January had adopted a policy requiring that Guild members' sentiments be assessed before TNG officers make future endorsements.

In addition, the committee majority pointed out, referendums are "costly, time-consuming and, in given circumstances, as likely to prove untimely as timely, and thereby render the question of endorsement moot."

While Guild endorsements may generate controversy among some

members, it is "a small price to pay for the exercise of our responsibilities as a union to assure the present and future well-being of our members and the industry they serve," the convention said.

The referendum proposal was moved by Drew Von Bergen of the Wire Service Guild and supported by other committee members from Providence, San Francisco-Oakland, Twin Cities, Victoria and Wire Service.

Their report contended that while unions have a right to make endorsements, "to obtain the full weight of such an endorsement, it must be the demonstrated sentiment of the union membership by a democratic vote."

The minority report also severely criticized TNG leaders for not involving the general membership in the decisions that led to TNG's votes being cast in favor of the AFL-CIO endorsement last fall of Walter Mondale to be the Democratic nominee.

The minority report also would have required a pre-endorsement referendum for TNG to participate in "endorsement actions . . . in or by other organizations of which TNG is a member or affiliate."

The second minority report—which would have required a convention to decide whether there should be an endorsement—was moved by Jane Huffman of Washington-Baltimore and supported by one other member of the Political Action Committee, from

the Canadian Wire Service Guild.

Their report argued that since U.S. elections and Guild conventions occur at fixed times, "it is possible to determine well in advance whether the membership consider endorsements desirable, and for the membership to instruct convention delegates accordingly."

After the report's voice-vote defeat, Bruce Harmon of Washington-Baltimore moved from the floor that the convention endorse "the nominee of the 1984 convention of the Democratic Party."

Harmon said he made the motion in response to the strong expressions of many delegates for the defeat of Ronald Reagan.

Opponents said they feared that Harmon's motion would make the endorsement rather than the issues of the campaign the paramount question in the Guild.

After the endorsement was defeated on a voice vote, Perlik told a questioning delegate that he did not think the vote would

be interpreted as a repudiation of the Democratic Party or its presidential nominee.

In passing the Political Action Committee's majority report, the convention also called upon:

✓ U.S. locals to make concerted efforts to assure that all members are registered and vote in elections at all levels, particularly this year's national ones.

✓ All locals to appoint political action committees, the committees to "conduct continuing programs of political and legislative activity" and regularly report.

✓ U.S. locals to make every effort to encourage contributions to the AFL-CIO Committee on Political Education and seek to bargain contribution checkoff provisions in their contracts.

✓ Locals and district councils to make treasury contributions to COPE and other political education committees.

✓ Locals to eliminate from their by-laws any prohibitions against political activity.

Ban posing by agents, delegates urge solons

San Juan—The practice of federal agents posing as reporters should be prohibited, not sanctioned, delegates to TNG's 1984 Convention said in calling on members of the Senate Judiciary Committee to defeat a legislative proposal that would authorize agents to masquerade as reporters, doctors or clergy.

Acting on the recommendation of its Resolutions Committee, chaired by Linda Foley of Lexington, the convention called for a prohibition against the impersonation of persons whose work is dependent on maintaining confidentiality.

Delegates also warned against further weakening of the Freedom of Information Act, urged the Congress to ban efforts to impose censorship on some government employees and subject even more of them to lie detector tests and recommended that the Pentagon adopt a clear policy affirming the news media's right to cover military operations.

The "perniciousness" of federal agents posing as reporters "does not depend upon its frequency," the convention observed, declaring that "once news sources have reasons to believe a police badge may lie behind a reporter's press card, the basis for confidence is destroyed."

A bill that would give the practice sanction of law, S. 804, is intended primarily to restrict undercover activities, the convention noted in urging the Senate Judiciary committee to defeat that portion of the proposal.

Delegates pointed to two legislative proposals that would broaden exemptions from the Freedom of Information Act and

urged the defeat of both (S. 774 and H.R. 5164).

The disclosure law "stands as a monument to America's dedication to the principle of a fully free press and fully informed citizenry," the convention said. Further legislative exemptions to the act "would deface that monument," the body said.

The Reagan administration's proposal to submit government employees to lifetime prepublication review of works they may write is "in head-on conflict with the First Amendment," the convention said in urging passage of a House bill that would inter that proposal and an accompanying plan to subject federal employees to lie detector tests.

The convention also called on the Senate to initiate legislation similar to the House measure sponsored by Rep. Jack Brooks (H.R. 4681).

Pointing to the Reagan administration's "blockade" of the press during the early days of the invasion of the Caribbean island of Grenada last fall, the convention declared that such an imposition of information controls "must not be repeated."

It called on Sec'y of Defense Caspar Weinberger to approve the recommendations of a joint panel of military officers and journalists that call for coverage of future military operations to the "maximum degree possible."

"The press in all its diversity, is the nation's eyes and ears, not the government in its singleness of purpose," the convention said. It urged adoption of a "clear-cut policy" affirming the right of the press "to continue covering military operations, as it has for 200 years."

How locals' delegations voted

San Juan—Following is the local-by-local tally of votes cast by delegates to TNG's 51st Annual Convention in the roll call in which they defeated a minority report to the convention's Political Action Report. The minority report would have required a membership referendum in advance of any endorsement on behalf of the Guild of a political candidate or a political party by TNG or its international officers.

Local	Yes	No
Akron	3	0
Albany	0	5
Bakersfield	3	0
Boston	0	5
Bristol	0	1
Brockton	0	3
Buffalo	7	0
Canadian Wire Service	0	10

Local	Yes	No	Local	Yes	No
Central California	0	9	Puerto Rico	0	12
Chicago	8	0	Rochester	2	0
Cincinnati	0	3	St. Louis	0	11
Cleveland	0	6	Salem	0	2
Denver	0	8	San Antonio	3	0
Detroit	0	12	San Diego	0	10
Erie	0	4	San Francisco-Oakland	15	0
Gary	0	2	San Jose	0	10
Hawaii	0	6	Scranton	0	3
Hudson County	0	2	Southern Ontario	0	21
Kingston	0	2	Terre Haute	0	3
Knoxville	0	2	Toledo	0	5
Lehigh Valley	0	2	Twin Cities	10	0
Lexington	0	2	Vancouver-New Westminster	12	0
Los Angeles	0	5	Victoria	4	0
Manchester	0	3	Washington-Baltimore	0	20
Memphis	0	6	Wakes-Barre	0	3
New York	7.2	46.8	Wire Service	12.5	0
Ottawa	5	0	Youngstown	0	3
Pacific Northwest	0	12	Totals	100	284.5
Philadelphia	2.3	13.7			
Pittsburgh	0	3			
Portland	0	5			
Providence	6	0			
Pueblo	0	3			

*2.5 votes abstain.



ROLL-CALL TELLERS GET AN ASSIST FROM TNG'S CHARLES DALE (STANDING)
Joe Ravick, Victoria; Patricia Smith, Terre Haute; Richard W. Christian, Buffalo.

Administrative Officer Wanted

The Denver Newspaper Guild is seeking an administrative officer. Must have a strong background in contract negotiations and organizing. Masters degree and labor law background preferred. Send resume and reference to:

Denver Newspaper Guild
915 15th St.—Suite 1034
Denver, Colo. 80202

Transfer rights urged for pregnancy

San Juan—Guild locals should seek contractual guarantees ensuring a pregnant employee the right to transfer from work the employee believes may be harmful during pregnancy, TNG's 1984 Convention said in expanding TNG's Collective Bargaining Program.

The program is a compilation of "minimum basic contract goals." All locals must include the provisions enumerated in the pro-

gram in their contract proposals.

An employee transferring to different work during pregnancy would be permitted to do so without reduction in pay or benefits under the addition to the program approved as part of the report of the convention's Collective Bargaining Committee, chaired by Bill Davis of San Jose.

The provision would permit an employee concerned about hazards from continuing to work on

a VDT to transfer to work away from the terminal, just as a pregnant employee concerned about possible harm from other working conditions would be able to opt to transfer from that work for the duration of her pregnancy.

In adopting the report of its Safety and Health Committee, the convention urged that particular attention be paid to pregnant employees "as new health risks associated with the use of VDTs and the workplace environment are identified." At the same time it called for protective measures to be taken on behalf of all workers.

Also added to the bargaining program was a call for locals to seek contractual guarantees that VDTs be shielded against very low frequency radiation (VLF) emissions by the installation of a metal shield on the exterior of the machine or around the fly-back transformer.

The report of the Safety & Health Committee, chaired by Dan Oldfield of the Canadian Wire Service Guild, also called on locals to support health-promotion efforts, including screening programs to detect disease and

programs to aid employees to deal with problems such as substance abuse and stress.

It urged all locals to maintain active health and safety committees, co-operating with other unions where possible.

Locals should "investigate and combat" hazards such as asbestos, chemical and carbon-monoxide fumes and unsafe furniture and vehicles, the convention said, recommending that periodic tests of air quality be conducted in work areas and that locals maintain an inventory of chemical substances used in the plant.

The convention also called for:
✓ An investigation by locals of potential hazards outside the plant, including the availability of safe parking and 24-hour transportation.

✓ TNG to continue to press for a government sponsored study of reproductive abnormalities and long-term visual deterioration associated with VDT work.

✓ Locals to seek solutions to problems associated with smoking, such as rearranged seating, ionizers and improved air circulation, without resorting to bans.

Reaganism hits Guild, members, too—Perlik

San Juan—The "gargantuan" problems created by the Reagan administration's political policies beset the Guild and its members as much as other unions and the labor movement as a whole, TNG President Charles A. Perlik, Jr., told the opening session of TNG's 1984 Convention.

"When the NLRB is turned over to management, it's not a blow to some abstraction called 'labor.' It cripples our own ability to organize and defend our bargaining units from management attack," he pointed out.

"When the EEOC betrays the human rights it is supposed to advance, it's not a matter of just dispassionate interest. Those are our cases it is closing out, forcing the victims to go to court instead of acting on their behalf.

"When OSHA loses its cutting edge as an enforcer of health and safety in the workplace, it is not just asbestos and textile workers who suffer.

"Guild members lose the ability to muster the power of federal authority behind their own important, if less dramatic, health and safety concerns," as well, he said.

The Reagan economic policies, meanwhile, have themselves been "toxic" for most people, Perlik said.

Comparing the Reagan-years to the averages of the previous 20, a scoreboard compiled by the AFL-CIO Research Dept. shows that average unemployment is up by 3.4 percent, average real weekly earnings, adjusted for inflation, are off by \$22, and that poverty increased by 7.4 percent per year while it had been decreasing by 2.6 percent per year.

"But there are offsets," Perlik said. Corporate profits and executive salaries are at new highs.

In addition, Perlik pointed out, the next president is almost certain to appoint several new Supreme Court justices.

In a second Reagan term, they

would undoubtedly reflect Reagan's views on such subjects as labor, women, minorities, the press and economic and social questions in general.

While executive appointments disappear with each president, Supreme Court justices live on, putting their own mark on the nation's laws for decades, he warned.

"Shall that mark be Reagan's mark?" he asked.

Endorsement debate—a sampler

The long-standing controversy over the propriety of TNG involvement in endorsements of political candidates was part of the floor debate on the Political Action Report of this year's TNG Convention. Herewith, a few excerpts:

"... I have been in this business as a reporter for close to 30 years. I have never had a union official, a Guild official, ask me to change one comma of copy, to distort a story, to change a story, or to censor a story. ...

"How many of you ... know of editors and publishers who have censored, deleted or changed copy because of political, social or economic reasons? ... I know of a head of a major newspaper group who recently told a publisher: 'Make certain your cartoons are kind to Mr. Reagan.'"

—Gil Bailey, Pacific Northwest Guild.

"... I am a reporter in Washington, and I cover the national government, and I work occasionally in the White House, and I work almost every day on Capitol Hill, and although I don't personally feel this ... I work with scores of reporters who feel that they have to get along on a day-by-day basis with sources who are both Democrats and Republicans and that they personally feel that it damages their ability to do their jobs effectively when such endorsements are made. ..."

—Melissa Merson, Washington-Baltimore Guild.

"I am extremely grateful that 51 years ago a number of outstanding journalists ... did not let fears of the appearance of objectivity deter them from going to Washington, from going to the White House, from visiting the Oval Office, from talking to and persuading President Roosevelt to include journalists in the new labor law protections. ... They had to talk to the president and enlist his support because the publishers were saying over and over and over: 'It's fine to have these labor laws, all these workers can unionize, but you can't do it in the newspaper industry because it is going to be a violation of the First Amendment.' ... Because enough reporters had guts to say, 'No it won't,' we have a Guild today.

"If things go the way the Reagan administration wants them to go, we may not have a Guild in another five or ten years. ..."

—Richard M. Peery, Cleveland Guild.

"... The most common reaction I got was, 'Nobody asked me.' There were people who believed there should be no endorsement, but they were far outnumbered by the

people who believed they should have been consulted. ..."

—Pete Tittle, Bakersfield Guild.

"... I believe the problem is that reporters and editors sometimes confuse objectivity with inertia. Strongly held political beliefs do not impair journalists in responsibly carrying out their duties. ..."

—Beth Gillen, Philadelphia Guild.

"I am a reporter and columnist for the Philadelphia Daily News. I favor endorsement. I do not appreciate the union leadership voting for an endorsement without having consulted me or the other members of my local and the other members of the Guild. I want to be consulted for a presidential endorsement in particular. ..."

—Kitty Caparella, Philadelphia Guild.

"As one who has been a political eunuch for more than 30 years because of my so-called profession, I want to speak up doubly strong for political action by this union, and there are just no qualms about it. ..."

"I really see nothing at all wrong with seeking members' sentiment on national issues, particularly on this issue. ..."

"For those who have problems with reporters who object to our taking stands on things because it may make them seem a little unobjective, it would seem to me all they have to do is tell the truth, and nobody is going to question their abilities as a reporter."

—Alan Cline, San Francisco-Oakland Guild.

"I don't support endorsements—period—of any kind.

"... I believe as a voter I am able to express my support or rejection of a political person at the ballot box. ... I don't like the idea personally of union leaders, without consulting me, going off and endorsing some political candidate. ..."

—Paul Griffin, Canadian Wire Service Guild.

"... I find it a little puzzling, this thing about ethics and objectivity. As a reporter of more than 30 years' experience, it's been my experience that objectivity and ethics lie only with the individual reporter. ..."

—Don Bean, Cleveland Guild.

Copy computer, Culver advises

San Juan—Delegates to TNG's 1984 Convention were asked if they ever had wondered "why a newspaper plant can furnish almost surgically clean air, perfectly controlled temperatures and humidity and other environmental comforts to its computers?"

"It's simple," said TNG Int'l Chairperson Harry S. Culver, answering his own question.

"It's because the computers demand it. They won't work without it. They'll shut the plant down. (Sign 'em up!)"

"Isn't it about time we not only demanded but enforced demands for equal treatment for people?"



INT'L CHAIRPERSON CULVER
At the convention's helm.

Politics hits pocket-book, Culver says

San Juan—"Politics is a real pocket-book issue for Guild members ... and therefore something we should be concerned about," TNG Int'l Chairperson Harry S. Culver said in addressing the opening session of TNG's 51st Annual Convention.

It is politics, he reminded delegates, which determines appointments to federal courts, the National Labor Relations Board, the Labor Dept. and other cabinet and thousands of administrative posts.

"All of these have the potential for affecting our livelihoods, including the basics of whether we have a union and whether we have jobs," Culver continued.

"Regardless of how we might feel about endorsements, I challenge anybody—Republican, Democrat or otherwise—to say we have not been hurt by the present administration or that we will not be hurt more if it continues in power.

"This has absolutely nothing to do with how I or you cover a news story. There, fairness and objectivity must be the guide, just as the Guild said 50 years ago" when its first annual convention adopted a code of ethics enunciating that principle, Culver pointed out.

"It has everything to do with your and my pocket book, your and my working conditions, your and my right to be active and productive in our union, your and my job—and with the well-being of people both at home and abroad."



TNG PRESIDENT PERLIK
Addresses convention delegates.

Leaders invited to session on finance

Washington—Guild locals have been invited to send representatives to a three-day conference here in late October or early November as one of the first steps in fulfilling the convention-ordered review of TNG's entire financial structure.

The off-the-record session will begin on a Friday morning and run through Sunday, TNG Sec'y-Treasurer Charles Dale said in a letter urging locals to inform TNG if they expect to send a representative.

Local representation will be at locals' expense, Dale explained, since TNG finances "do not enable us to pay for, or even partially subsidize, the cost." He estimated costs at about \$100 a day plus transportation.

Convention directs study of finances

(Continued from Page 1)

an enlarged IEB Finance Committee.

In addition, he said, leaders of locals from across the continent will be invited to a meeting for off-the-record discussions to "try to come to grips with these problems."

He warned, however, that "the focus" of the recommendation, in his judgment, lies in its final point—a possible dues increase. He said he could not "for the life of me" see how the other nine points could be addressed without the tenth coming into play.

At its post-convention meeting, the IEB doubled the size of its Finance Committee by adding to it Vice Presidents Lee Clifford of the Canadian Wire Service Guild, Fay McCracken of Memphis and Richard M. Peery of

Cleveland. They join Sec'y-Treas. Charles Dale and Vice Presidents David M. Mulcahy and Thomas R. Hiltz of Boston on the committee.

Other proposals approved by the convention in adopting the report of its Finance Committee included:

✓ Extension to June 30, 1985, of the temporary 85 percent-15 percent apportionment of per-capita payments between the General and Defense Funds. Without the extension, the apportionment would have reverted to 80 percent-20 percent.

✓ A General Fund budget for the current '84-85 fiscal year of \$3,264,723, up 9.3 percent from last year. (See budget table, Page 2.)

✓ Estimated General Fund income for the current year of \$3,252,794, up 5.9 percent, based on a monthly per-capita average of 27,100 and a monthly agency-fee payment average of 350.

Neither the figure for anticipated income nor that for estimated operating expenditures includes the enlarged organizing program to be financed through the special assessments. It will operate through a special account.

The IEB at its pre-convention meeting approved an operating budget for the July-September quarter totalling \$817,408, higher



Examining local publications, health insurance

Nancy Brigham, Detroit Guild member who is full-time co-ordinator of the United Auto Workers' Local Union Press Assn., above, changes slides as she conducts a workshop for editors of Guild locals' publications the after-

noon of the convention's opening day. Simultaneously, Clifford Routh of Martin E. Segal Co., left below, conducts a workshop on ways to try to control the escalating costs of medical and hospitalization insurance.



Delegates set \$1,000 goal for key wage

San Juan — TNG's wage goal for experienced employees in key jobs was set at \$1,000 a week by the 1984 Convention.

Acting on the recommendation of the Int'l Executive Board and the convention's Collective Bargaining Committee, delegates approved the \$1,000 wage goal for experienced employees in key jobs in the inside and outside advertising, business, circulation, data processing, editorial and electronic maintenance departments.

The starting minimum for those key jobs should be at least two-thirds of the top minimum, or \$667 a week, and the top minimum for all other jobs at least \$500 a week, according to the new wage-goal formula.

Acting on another recommendation from the IEB and the Collective Bargaining Committee, the convention authorized the board to select an organization to offer a group legal service plan to Guild locals.

The convention noted that prepaid legal service plans, offering a variety of services at significantly reduced rates, "have become increasingly popular."

The convention also called on the IEB to investigate ways of blocking what it called "the real threat of electronic strike breaking." It cited as an example the ability of stringers, free lances and advertisers to use remote computers to feed copy into newspapers computerized typesetting systems.

Call for the IEB study came in the form of an amendment to the Collective Bargaining Committee Report offered by Don Bean of Cleveland.

by \$6,274 than the budget for the April-June period. Since the board was meeting two weeks before the end of that first fiscal quarter there could be no report comparing income with expenses for the period.

The IEB also approved a new three-year contract between TNG and the Federation of Guild Representatives, which represents the

union's professional employees at headquarters and in the field. It raises weekly pay by 5.1 percent retroactive to March 1 and beginning next April 1 provides that staffers' pay will be determined by a formula based on the average reporter top minimum on April 1. The initial raise provides a weekly minimum of \$875.50 for experienced international rep-

resentatives and others in their pay group, up by \$42.50.

In addition, it was reported to the IEB that TNG's liability for compensatory time for staff work on weekends and holidays and vacations not taken totalled 981 days and \$170,687.78 as of March 27, down 39 days and up \$4,868.99 from 12 months before.

IT SEEMS

TO US

Wilkes-Barre's Wallace adds Ducharme to his list

WILKES-BARRE, PA.

Editor:

I would like to make a public apology to International Representative Leo Ducharme.

During a report on the Wilkes-Barre strike to the San Juan Convention, Leo's name was inadvertently omitted from the list of those cited by the Wilkes-Barre Guild for special assistance to the strike effort.

Let it be known that Leo Ducharme's contribution and assistance are without equal and without his help we, the strikers, would not be publishing the Citizens' Voice. He is an asset in more ways than can be mentioned in this limited space.

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.

Leo, please forgive the omission. You truly are a good friend.

We wish to thank all Guild members who have been supportive of our efforts the past 68 months. Please don't forget strikers, wherever they may be, in California, Canada, and Chicago.

God Bless You Always.

JACK WALLACE
President
Wilkes-Barre
Guild

'Apparent swipe' at PR puzzles a practitioner

LONG BEACH, CALIF.

Editor:

I don't understand why you picked up the apparent swipe at public relations from a journalism review [GR, "The Short of It," June 15]. Fact is, when a reporter needs something quickly, we in PR work as much for the media as we do for our employers. In addition to plugging stories, I've plugged plenty of holes on pages and seconds on the air.

As one of your former associate editors, and still a member of the Guild, let me ask you something: Jimmy, if you don't like PR, whaddya think we were doing on the GR?

ROBERT W. DUDNICK
At-large
Los Angeles Guild

TNG policy said 'callous' to safety of nonsmokers

PORTLAND, ME.

Editor:

TNG's position on smoking pollution in the workplace exemplifies a callous attitude toward nonsmoking members.

Re-arranged seating, ionizers and improved air circulation sound on the surface like fine alternatives to smoking restrictions, but such steps often prove ineffective.

An office where smoking is allowed should have 10 times the air circulation as an office where smoking is prohibited, an unlikely change in most workplaces.

While ionizers remove some particulates of tobacco smoke,

they are ineffective in removing toxic gases.

As for re-arranging seats, smoke chooses not to abide by imaginary borders.

For most of the 71 percent of adults who don't smoke, sidestream smoke is a discomfort, nuisance and threat to good health. Smoke's effect can be serious, aggravating the symptoms of lung, heart and allergy problems.

TNG's position is inconsistent with its concern for the health and safety of the workplace. If an employer installed a machine pouring forth the carcinogens and irritants found in sidestream tobacco smoke, the Guild would not adopt a position favoring "such measures as re-arranged seating, ionizers and improved air circulation without resorting to outright bans." It would secure clean air. TNG's responsibility to nonsmoking members is no less than that.

THOMAS BRADLEY
Executive committee member
Portland Guild

Banned union still strong, Pole tells delegates

San Juan — More than two years after it was officially outlawed, the Solidarity-affiliated Polish Journalists Assn. (PJA) is going strong as an underground organization, one of its former top leaders told delegates to TNG's 1984 Convention.

It is helping its black-listed and otherwise unemployed members and their families to survive and it is playing a major role in the extensive underground-press network that has sprung up, said Jacek Kalabinski, president of the PJA's Warsaw chapter who now is a research fellow at Yale University.

A key element in the union's ability to succeed in both areas is the moral and material support persons and organizations outside Poland have been providing, he said.

He expressed particular gratitude for contributions that have been made by the Guild and Guild members and for food packages provided by the Canadian Committee to Aid Polish Journalists. (A floor collection after Kalabinski's talk produced \$803 from delegates and \$4,300 in pledges from locals, a total of \$5,103, to aid the PJA's work.)

Kalabinski also lauded the "instrumental" role of TNG President Charles A. Perlik, Jr., in "unmasking" within the Int'l Federation of Journalists the "stooge, pro-government" group Poland's government set up to replace the PJA.

Within 48 hours of the imposition of martial law late in 1981 the PJA began distributing food to its members. Many had not been paid in the process of losing their jobs as publications were suspended, Kalabinski said. Many of the more than 1,300 ultimately

Convention collections net \$16,000

San Juan—More than \$16,000 in pledges and contributions was generated in floor collections during TNG's 1984 convention.

A joint collection for Guild strikers in four cities—Vallejo, Calif., Wilkes-Barre, Pa., Sudbury, Ont., and Elmhurst, Ill.—netted the most: cash contributions from delegates of \$1,778 and pledges of \$8,710 from locals, for a total of \$10,488.

A collection for the banned Polish Journalists Assn. brought pledges of \$4,300 and contributions of \$803, for a total of \$5,103.

A total of \$668.45 was collected for the AFL-CIO's Committee on Political Education (COPE).

blacklisted have been unable since to get any but the most menial employment.

Kalabinski and four other top PJA officials were to have been put into internment camps but—"being reporters, we had our tips"—all five escaped arrest.

All members who have any income—including those who now are "taxi drivers, bee keepers . . . whatever"—make contributions to the underground union.

Recipients of funds from the union are required to perform writing or research projects in return.

Meantime, Kalabinski said, the union also is involved with the approximately 160 major underground weeklies being published. Their circulations range from 15,000 to 40,000 and regularly reach at least 25 percent of the population; less regularly, more than 60 percent of the population.

One of two independent news services, which provides uncensored foreign news and columns, is run by people from the PJA, Kalabinski reported.

The union also publishes a monthly journal of its own, called

the Spectator, after "the first periodical which believed in the victory of honest analysis and cool argument over stupidity, temperament and lies."

There is a great need for printing equipment and spare parts, Kalabinski said.

Before the crack-down by the Polish government, Kalabinski was for 13 years a commentator on international affairs and a foreign correspondent for Polish radio and television.

After coming to the United States last September he wrote an article for the Los Angeles Times' op-ed page about Lech Walesa's being awarded the Nobel Peace Prize. The Polish government charged him with the crime of disseminating false information.



SOLIDARITY SALUTE TO DELEGATES' GENEROSITY
Jacek Kalabinski, right, and TNG President Charles A. Perlik, Jr.

Ottawa: \$704 top, librarian parity

Ottawa—The top minimum for key editorial and outside circulation department employees will rise by \$139.66, to \$704.08 a week, under a new three-year contract between the Ottawa Guild and Southam's Ottawa Citizen.

A new position of chief librarian is slotted with chief photographer, assistant city and sports editors and columnist at a top minimum of \$685.61 as of this agency to test VDTs for radia-the contract term.

In addition, librarians are upgraded to the key classification, resulting in a \$210.32 a week increase in the top minimum for the job.

The settlement was reached nearly two months before the July 20 expiration of the old contract between the Guild and the Southam-chain daily.

The \$139.66 increase for reporters, photographers and outside circulation employees comes in four increments with the first, effective July 21, taking the top minimum up by \$42.03, to \$642.45 a week. Subsequent increases of \$38.55 and \$34.05 come on July 21, 1985, and 1986,

with a final increase of \$25.03 on Nov. 21, 1986.

The service required for a fourth week of vacation is reduced to 16 years, from 18; and the service for a sixth week is reduced to 28 years, from 30.

Night differential is raised by 50 cents a shift in each of the contract's three years, taking it to \$9.50 per shift on July 21, 1986.

Overtime pay at double the straight-time rate of pay will begin after three hours of overtime under the new agreement; it had begun after four hours.

A new procedure for effecting dismissals to reduce the force calls for a two-week period following notice to the Guild of any proposed staff cuts during which Guild recommendations on reducing payroll costs and possibly alleviating the need for dismissals are to be considered.

The agreement calls for a second two-week period of notice to any employees affected and provides for the company to consider employees' offers of job sharing, as well as offers of voluntary resignation or early retirement, both with severance pay.

Provision for a vision care plan

with premiums paid by the company is added to the contract.

Maternity leave is increased to six months, from five, and the option of leave is extended to employees who legally adopt a child. Also added to the agreement is provision for the company to continue to pay the premiums for health and life insurance plans for employees on maternity or adoption leave.

An "integrity" clause is expanded to require consultation over substantive changes prior to publication of an employee's material or, if advance consultation is not possible, removal of the employee's byline or credit line.

Company vehicles are to undergo a safety inspection after every 20,000 kilometers, or every six months, whichever is sooner. The old contract had called for safety checks every six months.

New in the agreement is a requirement that drivers of company vehicles be furnished first-aid kits, fire extinguishers, flares and blankets. Also added is a requirement that records of equipment maintenance be made available to the Guild.

Other increases and resulting new top or flat minimums include:

Copy editors, chief darkroom technician, district editors — Up by \$146.50, to \$776.34 a week.

Assistant news and night city editors, editorial cartoonist — Up by \$156.84, to \$831.15 a week.

Teletypewriter perforator operators — Up by \$117.46, to \$622.39 a week.

Assistant accountants — Up by \$137.50, to \$728.67 a week.

Bookkeeping machine operators — Up by \$94.67, to \$501.73 a week.

Stenographers — Up by \$88.43, to \$468.64 a week.

Eliminated from the contract is a hourly rate for part-time district managers that was less than that for full-time district managers.

\$721-top at UP Canada

Toronto — A new two-year agreement between the Canadian Wire Service Guild and United Press Canada raises the top minimums for journalists, photographers and engineers by \$79.35, to \$721.35 a week.

The \$79.35 increase comes in two increments. The first, \$38.52 a week, to \$680.52, is effective from June 1, and the second, \$40.83 a week, next June 1.

A provision for a "nonradiating terminal with liquid quartz display" to be supplied on the request of a pregnant employee who normally works at a VDT is part of a side agreement on health and safety issues.

It also calls for maintenance of electronic terminals to ensure proper clarity and focus and for the establishment of a joint health, safety and environment committee.

The agreement also calls for the installation of shields around

the flyback transformers of plastic encased terminals, contingent on the committee recommending the move.

The agreement also provides that no employee be required to perform an assignment determined to be generally hazardous.

In addition, it empowers the joint committee to select an agency to test VDTs for radiation and calls for the committee to make recommendations for further action based on the results of the tests. The committee also is to recommend arrangements for annual vision tests for VDT operators and encourage employees to have their eyes examined.

The new contract also:

✓ Reduces service-time required for a fourth week of vacation by one year, to four years.

✓ Increases the company's weekly payment to the pension plan by \$3, to \$21, over the agreement's term.

✓ Raises night differential for employees working four or more hours between 4 p.m. and midnight by \$3, to \$11.50 a shift, and that for those working three or more hours between midnight and 8 a.m. by the same amount, to \$13.50 a shift.

✓ Boosts casualty insurance coverage to \$100,000, from \$50,000, and hikes the mileage rate for employees using their vehicles on company business to 39 cents a mile, up two cents.

In addition, the top minimum for bookkeepers is raised by \$49.44, to \$449.44 a week, in increments of \$24 and \$25.44.

Judge rebuffs both sides in dispute on ITU merger

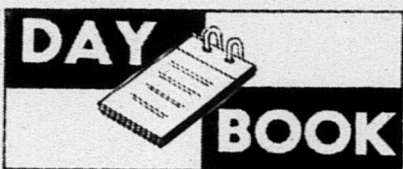
San Francisco—A U.S. District Court Judge has denied a motion that the ITU and its officers be held in contempt of the court's ruling blocking an ITU vote on merging into the Teamsters and prohibiting the ITU from spending funds to promote the merger. At the same time the judge also denied a motion by the ITU's officers asking that the injunction be lifted.

Judge Thelton E. Henderson refused to issue a contempt citation after a June 18 hearing on a motion by six ITU members who alleged that mailings from ITU

headquarters, including a letter from Teamsters President Jackie Presser and a copy of the Teamsters publication, violated the judge's order.

The same six members filed the initial suit which resulted in the judge's order halting plans to conduct a referendum among ITU members on merging into the Teamsters Union.

Ballots cast in a Labor Dept. supervised rerun election of the ITU's top five officers, meanwhile, were to be counted following the July 18 deadline for return of ballots.



Gannett-chain Caucus, summer meeting, Michigan State University, East Lansing, Mich., Aug. 10-12.
Ingersoll Chain Council, fall meeting, Oct. 13-14, Philadelphia.
International Executive Board, fall meeting, Oct. 22-25, TNG headquarters, Washington.
Western District Council, fall meeting, Oct. 27-28, San Francisco.
Southern District Council, fall meeting, Oct. 27-28, Lexington.
Great Lakes District Council, fall meeting, Nov. 3-4 (tentative), Terre Haute, Ind.
52nd Annual Convention, June 24-28, 1985, William Penn Hotel, Pittsburgh.
53rd Annual Convention, Buffalo, 1986.

Editorial writer freed in source identity case



RICHARD HARGRAVES, RIGHT, LEAVES COUNTY JAIL
St. Louis Guild member was met by local's Robert A. Steinke, left.

Belleville, Ill.—After 54 hours in the St. Clair County jail, St. Louis Guild member Richard Hargraves was released July 5 after two persons identified themselves as the sources he had relied on in formulating an editorial in which he called the chairman of the St. Clair County Board of Supervisors a liar.

"I'm out of jail and I haven't broken the confidentiality at all," Hargraves said after being released. He also told St. Louis Guild Executive Secretary Robert A. Steinke he was grateful for the local's offers of assistance to his family while he was locked up.

In ordering Hargraves' release, a judge said Hargraves would never have been jailed if his sources had come forth sooner "and shown the same bravery" as Hargraves.

The case, based as it is upon a comment made in an editorial, has raised deep concern within

the ranks of First Amendment advocates. An appellate court earlier held the editorial to be libelous and returned the case to county court for trial on the question of malice.

Hargraves and the Belleville News Democrat, the Capital Cities daily in which the 1980 editorial appeared, are being sued for libel by the board chairman, Jerry F. Costello.

Hargraves is now an editorial writer for the St. Louis Globe-Democrat, which continued to pay his salary during the jail stay. CapCities is paying his legal fees.

Hargraves' editorial in the News Democrat commented on the first meeting of the board of supervisors chaired by Costello. A regional transit district with the power to impose new taxes was created during the session. "Costello lied to us" when he made campaign promises not to

raise taxes without advance voter approval, the editorial observed.

Costello has attacked the editorial for failing to report that as chairman he did not have a vote. The meeting was open to the public.

While Hargraves told the court that he had spoken with two members of the 29-member board of supervisors and determined that Costello had not lobbied against the transit district, he refused to comply with demands that he name the individuals.

While reporters are protected from forced disclosure of sources under Illinois' shield law, there is an exemption for libel cases.

A contempt of court citation against Hargraves for refusing to name his sources and ordering his jailing was appealed both to the Illinois and the U.S. supreme courts, but both declined to issue a stay in the case.

Passage of '84 Rights Act urged

San Juan—Passage of the Civil Rights Act of 1984 is vital to restoration of the nation's anti-discrimination laws to the scope

and coverage originally intended by Congress, delegates to TNG's 1984 Convention said in voicing their support for the legislation.

The House approved the measure by a vote of 375 to 32 during the week following the convention. A companion bill awaits action in the Senate.

The proposal would specify that all federal aid may be withheld from institutions that discriminate. It would overturn the Supreme Court's February ruling in a case involving Grove City (Pa.) College in which the court held that only federal aid to a program in which discrimination occurred could be withheld under Title IX of the 1964 Civil Rights Act.

The bill would clarify provisions for the withholding of federal aid encompassed in the 1964

legislation and in the Education Amendments as well as in the Age Discrimination and Rehabilitation Acts.

Calling the proposed legislation "the most important civil and women's rights measure of the year," the convention noted that cases currently are pending before the courts on issues of discrimination ranging "from honor societies to athletics."

The delegates called for passage of bills in both houses of Congress "without amendment" and urged Guild locals to express their support for the measures also.

The Reagan administration has registered opposition to the proposal on grounds that it is "too broad" and "would open the door to federal intrusion in local and state governments."

NO CONFLICT SEEN IN TRUE SENIORITY

Affirmative action is reaffirmed

San Juan—Reaffirming support for affirmative action as a "legitimate tool" for counteracting the effects of race and sex discrimination, TNG's 1984 Convention denounced efforts by the Reagan administration to discredit affirmative action in the wake of the Supreme Court's recently upholding "bona fide" seniority systems.

Within days after the court's June 12 ruling in a case involving Memphis firefighters, the Reagan administration "had begun to re-examine all affirmative action agreements involving the government" and had announced "its intention to interpret the ruling as . . . prohibiting courts from imposing 'quotas,'" the convention noted.

In its decision the court held that firefighters hired under an affirmative action program did not have preference over more senior employees in the face of staff cuts and a contractual dismissal mechanism based on seniority.

Expressing support for seniority systems as a means of "protecting all workers regardless of race or sex," the convention cautioned that the interpretation of the court's ruling should be limited to seniority "and not misused to limit existing affirmative action programs or remedies."

The administration's "blatant

effort to undercut the benefits won through enforcement of civil rights laws" could have "a chilling effect" on women and minorities' progress toward full equity, the convention warned.

In the 6-to-3 decision, Justice Byron R. White, writing for the majority, noted that the Civil Rights Act of 1964 specifically protects "bona fide" seniority systems that were not adopted with the intention of discriminating.

Eradication of employment discrimination "requires more than passive nondiscrimination employment policies," the convention said. Discrimination can be ended "only by positive affirmative action, including protection against dismissal based on sexual preference," the delegates declared, with the latter phrase added via an amendment moved by William Morrissey of the Wire Service Guild.

In adopting the main report of its Human Rights Committee, chaired by Patrice Courtney of Kingston, the convention said that while the Guild has "made significant gains . . . in its human rights campaign," it "must be even more aggressive."

In pressing for affirmative action programs the Guild "must look to its own house," the delegates said, noting that responses to a survey of Guild locals showed low representation of racial minorities among top local officers.

The convention also called on locals to:

- ✓ Intensify efforts to achieve upgradings for jobs traditionally filled by women and minorities, including pay parity for inside sales employees with others in key classifications and equal pay for work of equal value.

- ✓ Make greater efforts to bargain contract provisions that will aid women and minorities in achieving upgradings, including promotion, tuition-aid and training clauses.

- ✓ Seek payroll information that will enable locals to chart a profile of Guild-represented em-

ployees and identify patterns of discrimination.

- ✓ Activate human rights committees to advance efforts to achieve equal employment opportunity and affirmative action.

- ✓ Utilize the job scholarship referral service operated by Howard University for the Minorities and Communications Division of the Assn. for Education in Journalism to provide information about job candidates to employers.

- ✓ Associate with other organizations that share the Guild's human rights objectives, including organizations such as the National Committee on Pay Equity, the Coalition of Labor Union Women, the Coalition of Black Trade Unionists, the Labor Council for Latin American Advancement, The National Assn. for the Advancement of Colored People, the Leadership Conference on Civil Rights and the National Council for Senior Citizens.

- ✓ Supply payroll information to TNG for perusal by the convention's Human Rights Committee. Such information to include the salary, age, race, sex, national origin, job title and hiring date of all Guild-covered employees, as well as information about the representation of women and minorities among local officers and staffs.

The convention also renewed its call for TNG, its locals and members in the U.S. to work for enactment of the Equal Rights Amendment to the U.S. Constitution.

Next Reporter set for Aug. 10

The next issue of the Guild Reporter will be published on Aug. 10, when publication will be returned to the usual twice-a-month schedule, on the second and fourth Fridays.

This is the only issue being published in July.

The Guild Reporter



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Delegates order seminars on bias

San Juan—In adopting the report of its Human Rights Committee, the convention called for TNG's human rights co-ordinator to develop a seminar to inform Guild leaders and members about employment discrimination and instruct them in gathering data that documents bias.

The program should be readied for presentation to meetings of district councils and other Guild forums early next year, the convention said.