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GCIU best route to one union, Perlik declares

Miami Beach—The best way to create the one big union that publishing industry employees need would be merger of both unions that remain separate, including TNG, with the Graphic Communications Int'l Union, TNG President Charles A. Perlik, Jr., told the GCIU's founding convention.

The GCIU is the product of the merger last summer of the former Graphic Arts (GAIU) and Printing & Graphic Communications (IPGCU) unions, each of which in turn was the product of earlier mergers of printing crafts unions. GCIU membership totals about 200,000. There were more than 1,200 delegates from 460 locals at the convention.

Perlik, who had addressed a pair of GAIU conventions in the '70s, recalled that he pointed out that GAIU-Guild merger talks in 1972 "had not gone very far for one important reason," the few GAIU members in the shops where Guild members are concentrated and vice versa.

"Well, you have taken care of that problem," Perlik told the merged union's convention, which met here Sept. 17-21, the week after the convention of the other separate union, the Int'l Typographical Union, had given top priority to completion of a merger agreement with the GCIU (see story below).

"By bringing together the GAIU and the IPGCU you have created a merged union that, with the addition of the pressmen and the paper handlers [from the IPGCU], has loads of members" working for the same publishers as Guild members, Perlik explained.

"As a result we have a solid

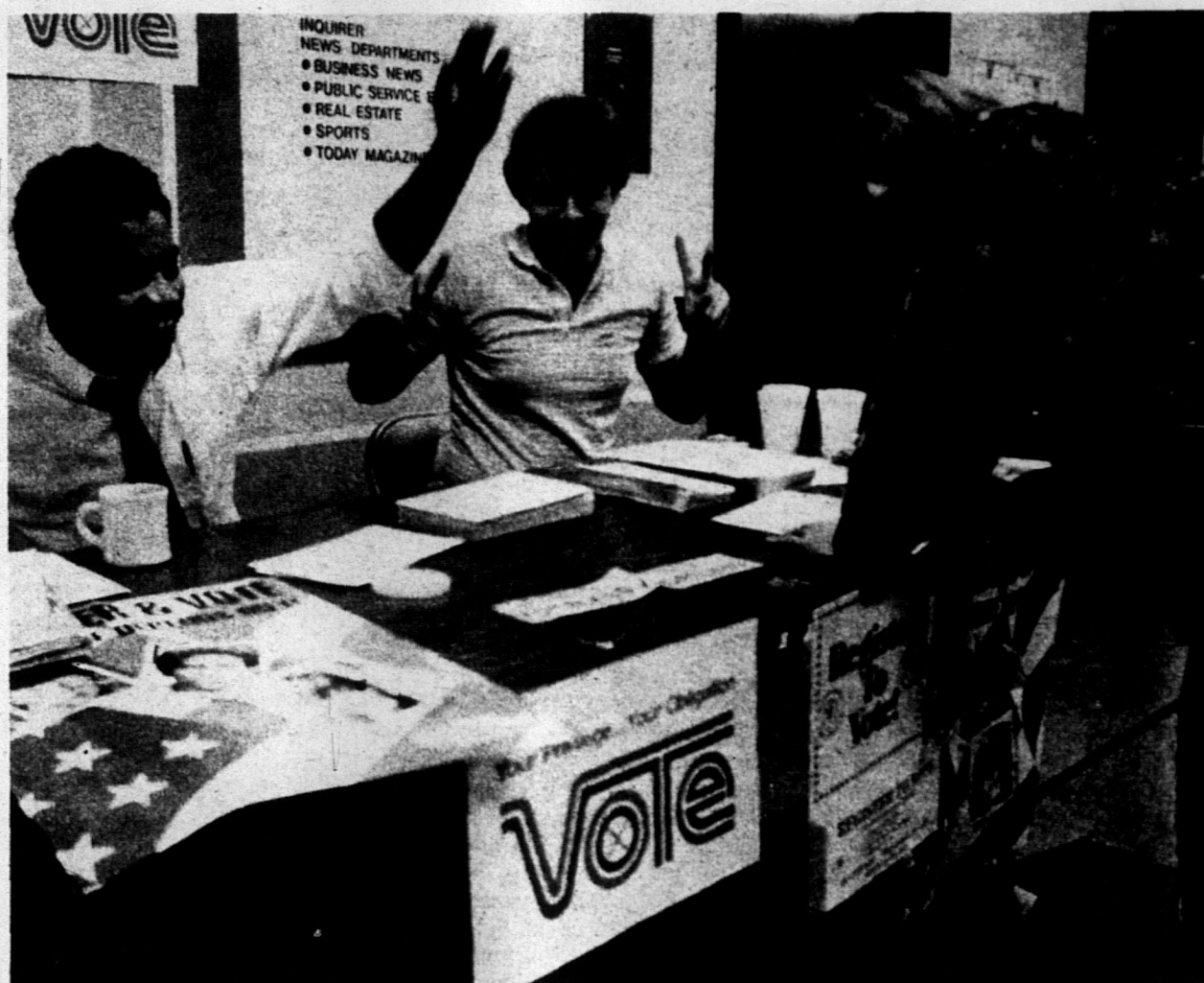
base for merger with you that we lacked" previously, he pointed out.

Perlik also pointed out that TNG had "stood aside last year" in the interest of encouraging the possibility of merger of the GCIU and the ITU after TNG's own years-long merger talks with the ITU had foundered.

Noting the top priority given to completion of an ITU-GCIU merger proposal by the ITU convention the week before, Perlik said TNG is maintaining "complete flexibility" in the interest of bringing all three remaining publishing-employee unions together.

"If that means participating in merger negotiations, we are prepared for that. If it means once again waiting in the wings while offering what assistance we can,

(Continued on Page 2)



BILL BARRY/Philadelphia Guild

HAPPINESS IS VOTER REGISTRATION AT PHILADELPHIA INQUIRER AND DAILY NEWS
Fred Lowe and Joe Gold, staffing the registration table; Mary Walton, changing her address.

Two locals register voters at papers

A pair of Guild locals—Memphis and Philadelphia—reported success stories from in-plant voter registration efforts as the deadline approached for voters to sign up in many of the 50 states and the District of Columbia.

In Philadelphia, Bill Barry, the Guild's administrative officer, said a work table was set up inside the Inquirer and Daily News, while individual-to-individual campaigns were conducted at the

Pottstown Mercury and at the Norristown (N.J.) Herald. The Pottstown effort was initiated by the Guild and co-sponsored by the publisher.

"I would say for the whole local we had more than 100 sign up, counting both new voters and address changes," Barry said. Mike Contos of the Pottstown Guild unit said 22 were registered there, including spouses and children.

Barry called the reaction from members "terrific." "I think it was a great PR thing for the union. It gave us positive public exposure," he said.

In Memphis, Guild President Beth Tamke and TNG Vice President Faye McCracken reported a similar successful effort.

Evalynn Carter of the circulation department headed an effort in which a table was set up and staffed two hours a day for two

consecutive days in a heavy traffic area of the Memphis Commercial Appeal.

"The company co-operated," said Tamke. "They provided the table and chairs."

McCracken said 71 persons registered or corrected their addresses on existing registrations while several more took forms for mail-in registration with them for members of their families.

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ITU delegates give GCIU merger priority

Atlantic City, N.J.—Delegates to the Int'l Typographical Union's 1984 Convention capped six days of highly contentious wrangling over how and with whom to merge their union by agreeing unanimously that its new leadership should take a three-step approach to the question.

First priority under the convention action is completion of a proposal for merger of the ITU with the Graphic Communications Int'l Union.

Second step, failing that, is to seek a merger with another AFL-CIO-affiliated union. None was named.

Third, if neither of the first two steps is successful, is to put to referendum the proposal for merger of the ITU into the unaffiliated Teamsters that was agreed to early this year by the ITU executive council before a majority of its members was ousted in a Labor Dept.-supervised election.

The convention action calls for the result to be ready to be put to referendum 90 days after dissolution of a federal injunction that bars the union taking "any irrevocable steps" toward any merger.

The convention also directed the ITU's new president, Robert S. McMichen, to seek to have the injunction lifted. It was obtained last spring by several San Francisco area members shortly before a scheduled referendum on

the Teamsters proposal. A hearing is scheduled for Oct. 22.

McMichen, who along with two new vice presidents took office just 12 days before the convention, said the action "gives us the authority and the time to come up with a merger agreement with our most natural ally, the GCIU."

A telegram to the convention from GCIU President Kenneth J. Brown assured the delegates that "we will work diligently, vigorously and openly with you and your fellow officers to make the most of the unique opportunities before us."

The essence of the three-step compromise was worked out in a series of meetings between pro-GCIU delegates, led by McMichen and newly seated Vice Presidents William J. Boarman and Billy Joe Austin, and a pro-Teamster faction, led by Vice President Allan J. Heritage and Sec'y-Treasurer Thomas W. Kopeck.

The meetings were held the night after a federal court ordered the convention to seat delegates from the ITU's largest local, (Continued on Page 2)

Training session for organizers set

Washington—As a first step toward launching the new and vigorous organizing campaign authorized by this summer's TNG convention, 14 leaders from 13 Guild locals will spend a week in training sessions at TNG headquarters Oct. 8-12.

TNG officers said they anticipate that after the training members of the group will form the nucleus of an organizing corps. Some will be hired in the near future as full-time organizers while

others will be employed for varying lengths of time, as appropriate, in particular organizing campaigns, according to J. William Blatz, TNG's director of field operations, including organizing.

The expanding organizing program is being financed by the proceeds from a pair of special assessments levied by the convention for payment by members or locals during the months of July and August.

Instructors at the organizer-training week, in addition to Blatz, will include: Ellis T. Baker, TNG's director of administrative operations, and Richard J. Ramsey, executive secretary of TNG's Contracts Committee, along with President Charles A. Perlik, Jr., and Sec'y-Treasurer Charles Dale.

Int'l Representatives Marshall W. Schiewe, Bruce R. Nelson, Frederica Wilson and James H. Griffin, all involved in recent,

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Unions' daily dedicating new plant

Pages 4, 5

THE SHORT



OF IT

IS A CODE OF ETHICS an answer to those critics who say they want to make the press more responsible, make it easier to determine whether reporters and editors are living up to their rights and responsibilities, encourage better reporting? Not according to Katharine Graham, chairman of the board of the Washington Post Co., in the commencement address to Duke University graduates last spring. "The minute we begin to define, codify and standardize the rights and obligations of the press, we begin to limit those rights and obligations—and thus the free flow of information in this country," she said. "Freedom of the press should be like many other basic liberties we enjoy. They are guaranteed in the Constitution—not by the detail, but by the very broadness of their protection." Meanwhile the Wall Street Journal reports that 218 responses to a management consulting firm's poll of executives shows that most prefer pencils to computers when they write. Only 1 percent said they use computers, 89 percent pads and pencils.

More Murdoch-ery: Or, "Wingo" by any other name. They're not laughing any more at the suggestion that Rupert Murdoch might "save" the London Times by introducing that sweepstakes game to its readers. It is "tonier," of course, called "Times Portfolio," and based on the stock listings in the Times' financial pages. Started the end of June. . . . You can't keep publishers off the lists of "most" this, that or the other thing. Two made it onto the list of the "Ten Toughest Bosses in America," in the Aug. 6 issue of Fortune: John Johnson of Johnson Publishing (Ebony, Jet, etc.)—"If you're so smart why aren't you rich?"—and Richard Snyder of Simon & Schuster, the book publishers—"Get mad and get even is his motto." One group of owners of the Newport News (Va.) Daily Press is suing the other because it has refused to name an arbitrator to resolve a dispute between them as prescribed in the company's by-laws. The dispute is said to be over a bill for a retired executives medical insurance.

First Amendment: Government restriction is putting into peril the freedoms of expression, association and travel in the United States. That was the consensus conclusion of participants in a "Free Trade in Ideas" conference Sept. 18 in Washington. It was arranged by the American Civil Liberties Union and the Fund for Free Expression. TNG was among 39 co-sponsors. . . . First Amendment Congress trustees have voted to set up a central office connected with a university and to hire an executive director. Part of the director's duties will be to raise funds for the operation's costs after the first year. . . . A coalition of six groups which voiced support for author Kitty Kelley when Frank Sinatra sued her for \$2 million over her research for an unauthorized biography on him has applauded his withdrawal of the suit. Success of such a meritless suit would have encouraged others of like kind against individual writers, they said in a statement. The coalition: PEN, TNG, the Reporters Committee for Freedom of the Press, the Society of Professional Journalists, the National Writers Union and the Washington Independent Writers Legal and Educational Fund.

Labor beat: Four companies—AP Parts, Louisiana Pacific Corp., Marval Poultry Co. and Phelps Dodge Corp.—have been named to the AFL-CIO Industrial Union Dept.'s second annual "Dishonor Roll" of conspicuously anti-union companies. Among last year's "dishonorees" was Capital Cities Communications, the publishing and broadcasting chain. . . . "What Do Unions Do?" A book of that title by a pair of Harvard professors, Richard Freedman and James Medoff, is receiving wide acclaim as a sophisticated, detailed and scientific analysis of the impact of unions on U.S. society and the firms for which their members work. Favorable reviews have appeared in Fortune, Business Week and the New York Times, among others. Price is \$22.95 from Basic Books, Inc., in New York City. . . . The Int'l Labor Organization for the first time in more than 50 years has taken a look at the conditions under which reporters and the like work. It is all packed into 178 pages titled "Profession: Journalist/A study of the working conditions of journalists." It is available for \$14.25 from the Int'l Labor Office, 1750 New York Av. N.W., Washington, D.C. 20006.

Among ourselves: Agnes (Aggie) Underwood, the unshakable and unshockable reporter who is credited with having been the first woman city editor of a major U.S. daily—the Los Angeles Herald-Express, in 1947—has died at the age of 82 in Greeley, Colo. The Los Angeles Guild's records show she joined on Feb. 2, 1937. . . . Adolphe Bernotas, an AP delegate to the Wire Service Guild's executive committee, is profiled in the September newsletter of New Hampshire public radio. Seems that since 1982 he's been doing an hour-long Opera Prelude program on Saturdays over WEVO-FM. . . . One of the St. Louis Guild's delegates to this summer's TNG Convention was a little late to one general session. Roger Kaufhold was excused, though, when he explained he and Judy Nugent, a member of the local's pension committee, had gotten married. She was a convention guest. . . . At least two Guild members are among this year's winners of Walter Bagehot Fellowships in Economic and Business Journalism at the Columbia University Graduate School of Journalism: Frances Cerra of the New York Times and Susan Feyder of the Minneapolis Star & Tribune.



TNG PRESIDENT CHARLES A. PERLIK, JR., CENTER, AT GCIU PODIUM
Welcoming him, GCIU President Kenneth J. Brown and Recording/Financial Sec'y James J. Norton

Perlik calls GCIU best route to 'one big union' in industry

(Continued from Page 1)

we are ready for that, too," he said.

At the same time, Perlik cautioned against being distracted from the enormous needs of employees in the publishing industry by the technological revolution's blurring of lines between publishing and other areas of communications.

"We must be careful not to run ahead of ourselves," he warned, continuing:

"The newspaper industry is far from dead and we would be making a grievous mistake if we began to take our sights off it.

"Whatever form a new merged union flowing from our industry may take, and however wide its wings spread, a clear identity with the newspaper industry must remain distinct within it."

He pointed to Jeremy L. Halbrich, senior vice president of the Dallas Morning News, recently telling the Institute of Newspaper Controllers and Finance Officers that despite its image as a dying institution the industry remains among the 10 most profitable and the third or fourth largest employer in the U.S.

Halbrich told of a Dallas oil

millionaire wondering why the government keeps "picking on the oil industry."

"If they really want to hassle somebody who is making unseemly profits, they should go after the newspapers," Halbrich quoted the oilman before telling why, in Perlik's words, "newspapers will probably be pumping dollars long after the oil companies stop pumping oil."

Perlik continued quoting Halbrich:

"Newspapers are still the best, most versatile and cheapest means of providing masses of information on a variety of subjects to the consuming public.

"Despite all the capabilities of the electronic media, the subscriber who receives his newspaper today has placed his hand on tens of thousands of words faster than he could obtain them from any computer.

"Studies show that the retrieval of information is faster from a newspaper-sized sheet than from a TV or terminal screen. The human eye scans headlines and first paragraphs in seconds to pick out key words, and the human hand turns a newspaper page in two seconds. No computer can

top that," according to Halbrich.

"Cost is an even more important factor. . . . A copy of a typical metropolitan daily delivers between 5,000 and 10,000 words per penny to its purchaser. This represents a phenomenal bargain and it gives the electronic media something to shoot at . . ."

Stating his belief that "Halbrich is right," Perlik pointed out that as the industry continues to "grow and prosper, so will the union that represents its employees."

"It is within the newspaper and graphic arts industry, not in the broadcasting stations and paper mills, that our true identity lies," Perlik said, urging:

"Let's create that one big union in the graphic arts industry and mobilize its concentrated strength to defend our members' interests against an industry that itself becomes more concentrated every day."

In the process, he said, there also should be more unity with unions in allied industries, including joint action where necessary, so that "at the appropriate time" there might be a "move toward organic merger [with them], if that is indicated."

ITU delegates give priority to GCIU

(Continued from Page 1)

Montreal, and 11 smaller locals, who had been denied credentials in an action by roll-call vote of the seated delegations on the convention's second day. The margin was 826 votes.

The 3,500-member Montreal local, along with the Leavenworth Typographical Union, sought the court order on grounds that included an allegation that the unprecedented move against their being seated was based on their opposition to the Teamster merger proposal and the fact that Montreal's holding 10 percent of the convention's votes would enable it to cast the deciding votes in any roll call on a merger question.

The judge had forbidden the convention from taking up any merger question before he ruled

on the Montreal-Leavenworth action.

Other convention actions were taken with little or no disagreement. They included:

✓ Unanimous endorsement of Walter F. Mondale for president and Geraldine A. Ferraro for vice president in the Nov. 6 U.S. elections.

✓ A robust denunciation of the record of the Reagan administration's record in several areas involving workers, their unions, the aged and more.

✓ A call for passage of VDT safety legislation on the federal and state or provincial levels.

The Mondale and Reagan actions came after AFL-CIO Sec'y-Treasurer Thomas R. Donahue took to task those he said are calling for Mondale to "take

stronger positions" in his campaign.

"Here is a man who selected a woman as his running mate; he told the nation it is time for the truth about the need to pay taxes; he has taken on the religious extremists; and he has written a prescription for getting us over the Reagan deficits. . . ."

"That is tough enough for me," Donahue said. "That is a tough candidate and that is a winning candidate."

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Interest increases over VDT safety

Interest appears to be increasing among some private and government occupational safety scientists and agencies in both North America and Europe over the possibility that emissions from at least some video display terminals may have biological effects on some operators.

Experiments demonstrating that exposure to pulsed magnetic fields at extremely low levels can cause malformations in chicken embryos has heightened concern over a possible link between work at electronic terminals and birth defects in the children of some VDT operators.

Malformations in chicken embryos were produced from exposure to magnetic fields similar to those produced by some VDTs.

The experiments were first conducted by a scientific team in Spain headed by Dr. Jose Delgado and later similar results were produced in Sweden in experiments conducted by Dr. Kjell Hansson Mild of the National Board of Occupational Safety and Health.

Expressing concern over his findings of a 20 percent malformation rate among the chicken embryos exposed to magnetic fields, Mild told a Swedish journal that in his opinion "a woman planning to get pregnant should stay away from those VDTs emitting strong pulsed magnetic fields."

Following a preliminary investigation into the incidence of miscarriage and birth abnormalities among VDT operators, Sweden's Occupational Safety and Health Board along with its National Board of Health and Welfare has launched a more thorough investigation into any possible relationship between VDT work and problem pregnancies, including a study among 5,000 insurance workers who operate VDTs.

The U.S. Food and Drug Administration, meanwhile, is expected to release a revised policy

statement on VDTs, taking note of the research into the biological effects of low-frequency, low-intensity magnetic fields, the September issue of Microwave News reports.

While the FDA is not expected to change its position on hazards from VDT radiation, a physicist with the Environmental Protection Agency told Microwave News that given recent studies, the possibility of biological effects from exposure to VDTs cannot be ruled out.

A cluster of miscarriages among employees operating VDTs at a library in Aarhus, Denmark, has brought plans for a survey there of 50,000 female VDT operators over a five-year period.

That study, to be conducted by the Aarhus Clinic for Occupational Medicine, along with its own study of abnormalities among pregnant VDT operators has led the British Council of Civil Service Unions to warn its members that pregnant employees should not work at the terminals.

In Canada, meantime, a group of terminals of a common model have been removed from a hospital in British Columbia where a cluster of abnormal pregnancies had been reported.

The terminals, an older model of one manufacturer, were removed from the hospital's accounting department after a nuclear chemist from the University of Waterloo said he considers that there is a strong possibility that the abnormal pregnancies were linked to exposure to low-level radiation from the machines.

The hospital denied any correlation between the scientist's report and its decision to remove the terminals, however.

The scientist reported finding higher electro-magnetic readings from the accounting department terminals than from a group of another maker's word processors in use in another department of the hospital, the Vancouver Sun reported.



GUILD PICKETS IN ELMHURST EXPLAIN ISSUES TO NEWSPRINT DRIVER

From left: Denise Linke, Lin McCracken, Bob Smith, John Quigley and the driver.

CHICAGO UNIT SEEKING FIRST CONTRACT

Suburban strike enters 5th month

Elmhurst, Ill.—The strike by a nine-member unit of the Chicago Guild against Press Publications, a group of 11 suburban weekly and biweekly papers, enters its fifth month Sept. 29.

The Guild unit, representing city editors, reporters and photographers, struck May 29 after nearly 20 months of negotiations for a first contract.

The company has "refused to budge" from the positions it assumed when talks for an initial contract began in September 1982, said Gerald Minkinen, Chicago Guild executive director.

Those points on which the

company has held fast include: a starting minimum for newsroom employees of \$210 a week; no union security; dismissals at the company's discretion without having to show just cause; no pension plan; no severance pay; one-week vacation during the first two years of employment; five sick days after one year of employment; and no personal, funeral or maternity leave.

Before voting to authorize a strike, unit members met with company officials and a representative of the Federal Mediation and Conciliation Service based in Chicago.

Since the strike began, the picketers have turned away numerous trucks hauling newsprint and other printing materials, and the Allied Printing Trades Council pulled its authorization for Press Publications to use the Allied Printing Trades symbol—the union bug—on publications. Efforts also are underway to persuade advertisers to withhold their advertisements and residents to cancel their newspaper subscriptions for the duration of the strike.

The company continues to publish, however, using nonunion reporters.

Appeal filed on DM exclusions

Philadelphia — The Philadelphia Guild has requested a review of a decision by an acting regional director of the National Labor Relations Board that would exclude district managers from coverage under the local's contract with the Wilmington (Del.) News and Journal.

In an Aug. 31 action, the NLRB's Francis W. Hoerber upheld company arguments that its newspaper carriers are employees and that district managers who oversee them meet the statutory definition of a supervisor.

Hoerber was acting on a company petition seeking to "clarify" district managers out of the Guild's circulation-only bargaining unit at the Gannett papers.

Nearly 90 percent of the 1,900 carriers are between the ages of 12 and 16, while about 200 are adults who service rural routes.

Hoerber would exempt 33 district managers from coverage under the Guild's contract, reducing the unit by more than a third, to about 52 employees. Four district managers who have no dealings with carriers are unaffected by the ruling.

The local has represented the papers' district managers since 1952.

In addition to appealing Hoerber's ruling, the Guild also is demanding that nonsupervisory work performed by district managers continue to be assigned to employees covered by the contract, as required by its jurisdiction provisions.

The local also has asked the Delaware attorney general to rule on the application of employment taxes, minimum-wage struc-

tures and child-labor laws to the carriers as employees.

In rejecting Guild arguments that the carriers are independent contractors, rather than employees, Hoerber cited the company's control over the "manner and means by which the carriers perform their function."

He pointed to company control of routes, time and method of delivery and the carriers income, the latter through the establishment of retail and wholesale prices for the papers.

Workplace illness fund set

Washington—A legal defense fund to aid the victims of workplace exposure to toxic substances is being established through the AFL-CIO's Industrial Union Dept.

The primary function of the Occupational Health Legal Rights Foundation will be to support court suits brought on behalf of workers who have suffered job-related illness resulting from exposure to toxic substances.

The failure of state workers' compensation programs to adequately compensate the victims of work-related illness leaves them no alternative but to seek relief through the courts, the IUD said in announcing the program. The costs involved with seeking compensation through the courts, however, have discouraged many victims of workplace disease from seeking relief, the IUD added.

Principal funding for the program will come from contributions from unions and other organizations concerned about occupational health hazards.

Founding members of the foundation's board of directors include Steelworkers President Lynn Williams and Amalgamated Clothing and Textile Workers Union Sec'y-Treasurer Jack Sheinkman.

The board will be composed of representatives of unions whose members are most likely to benefit from the program.



Cruise marks 50th

Toledo Guild members and guests mark the 50th anniversary of the local's founding by chartering a cruise ship for dinner and dancing on the Maumee River. Among the 180 persons joining in the Sept. 9 celebration are TNG President Charles A. Perlik, Jr., left, hand on wheel, and Toledo Guild President Howard Burkhardt. Caps carry 50th anniversary seal.

Correction

Several minimums and increases under the Montreal Guild's new three-year agreement with Southam's Montreal Gazette were reported incorrectly in the Sept. 14 Guild Reporter. The correct increases over the term and resulting new top minimums are as follows:

Janitors—Up by \$58.72, to \$486.72 a week.

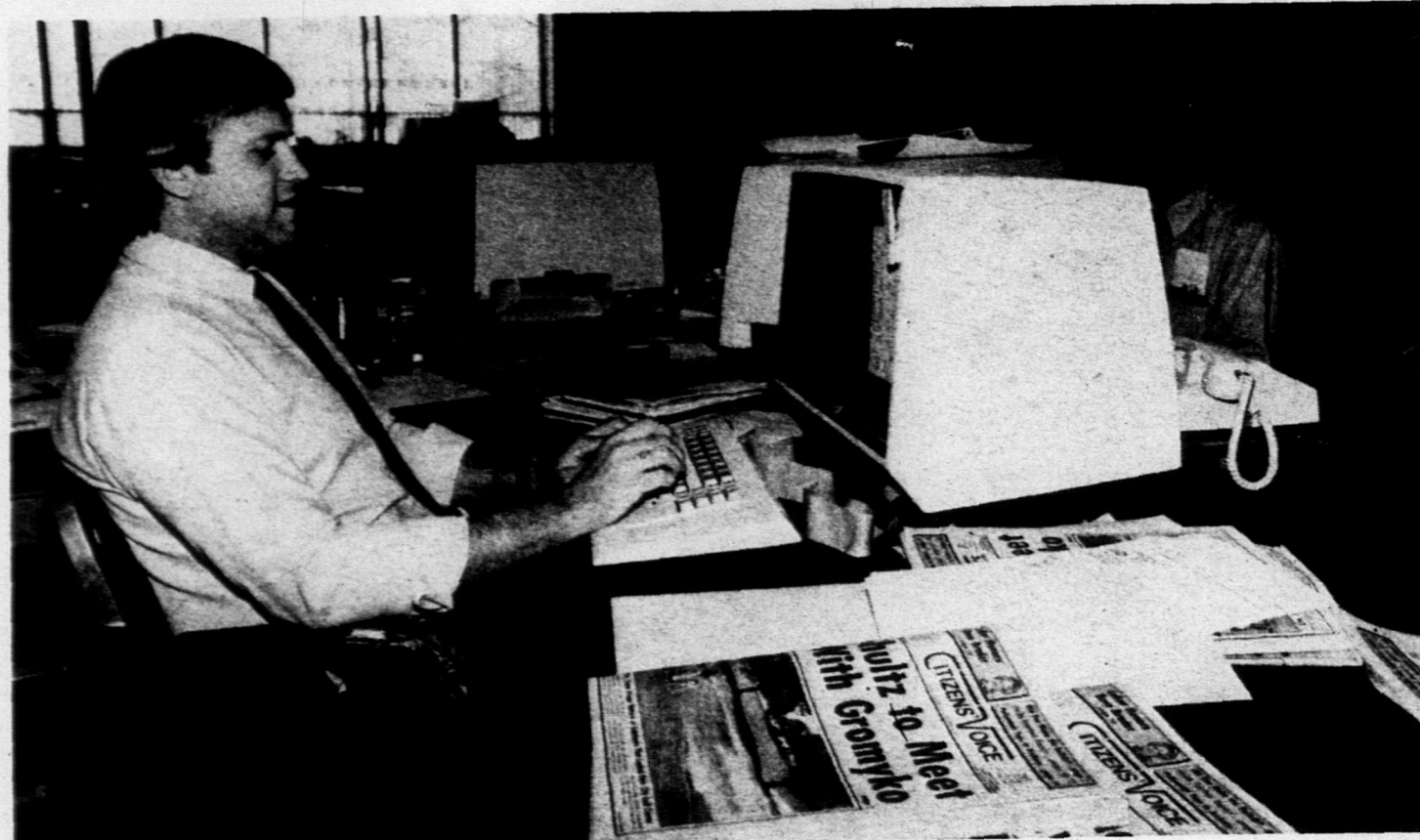
Receptionists, clerk typists—Up by \$57.20, to \$447.20 a week.

Copy clerks, office persons—Up by \$54.64, to \$380.64 a week.

General office clerks, customer service clerks, statistics clerks—Up by \$57.32, to \$450.32 a week.

In each instance the incremental increase in each of the first two years is \$20, with the balance in the third year.

Citizens' Voice marks 6 years



In the newsroom, reporters Jerry Kishbaugh and Jerry O'Brien.

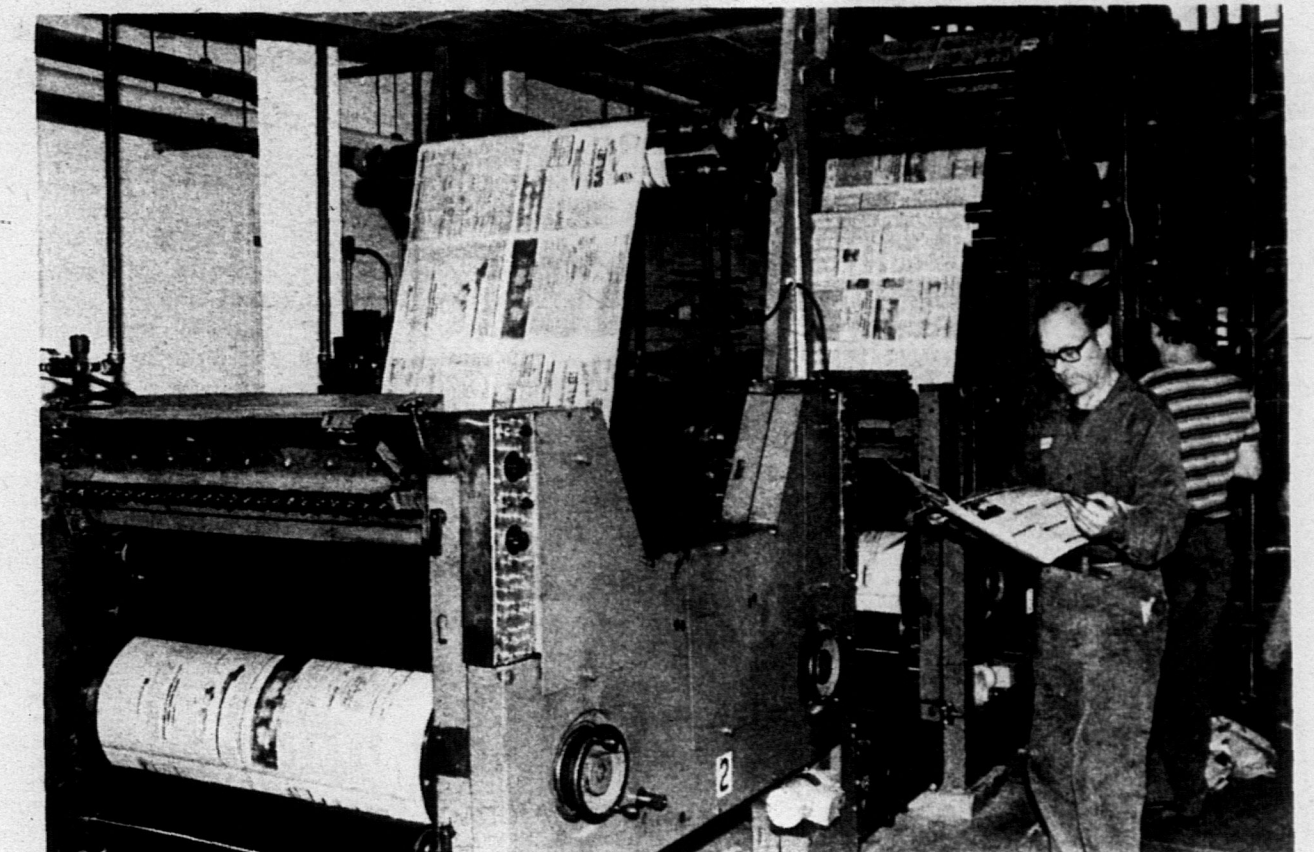


Barbara Polak at work in the business office.

Citizens' Voice photos by:
Bob Manganiello
Jack Kelley
Rich Moran



opens modern, new plant



Bill Laity and Barry Clark check inking by new press.

Strike daily holding open house Sept. 29

Wilkes-Barre, Pa.—Just short of six years after its first issue was published, the daily Citizens' Voice here is formally dedicating a modern, new publishing facility Sept. 29 with a day-long open house for the public.

The event is being kicked off with a formal ribbon cutting to which leaders of the international unions whose Wilkes-Barre locals founded the paper have been invited, along with others instrumental in the daily's establishment. Those expected to participate include TNG President Charles A. Perlik, Jr.

With the new plant, production of the six-day-a-week tabloid for the first time is taking place under the same roof instead of being spread over ten miles.

With the new equipment operating in the new plant, the speed and capacity of production also are greatly enhanced.

Owned by the Wilkes-Barre Council of Newspaper Unions, the Citizens' Voice first published on Oct. 9, 1978. That was just three days after 180 members of the city's four newspaper unions—the Guild, Typographical, Pressmen's and Stereotypers unions—struck the Capital Cities chain's Times Leader.

The Times Leader maintained publication in the face of the strike through utilization of unorganized personnel and strikebreakers, some brought in from other papers in the CapCities chain.

In the union-strong Wyoming Valley, the Citizens' Voice took off,

quickly outstripping the Times Leader in both paid advertising and circulation, a position it continues to maintain.

"In fact," said one Guild leader, "we began moving toward a single plant with greater capacity in 1983 because we were forced to it by the growth of the Voice."

First departments to move into the new plant starting in July were advertising sales, business, circulation, and the news and composing rooms. All but the composing room had occupied most of the second floor of a downtown hotel.

The composing room, press and mail rooms plus the delivery department had been in a suburban location before joining the "front end" departments in the new plant.

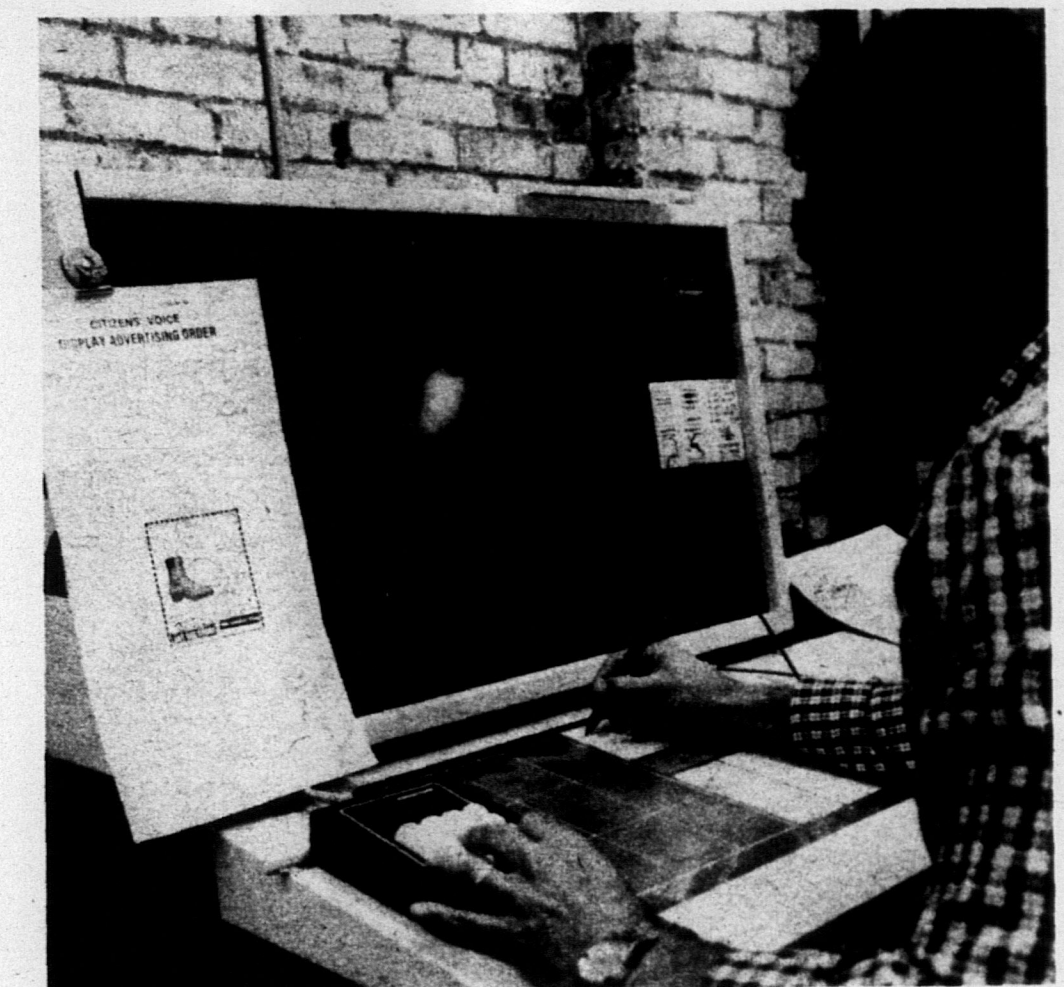
The new plant, purchased in July of 1983, formerly was known as the Boston Store warehouse.

In the new plant, the news and classified departments are utilizing a new Compugraphic system.

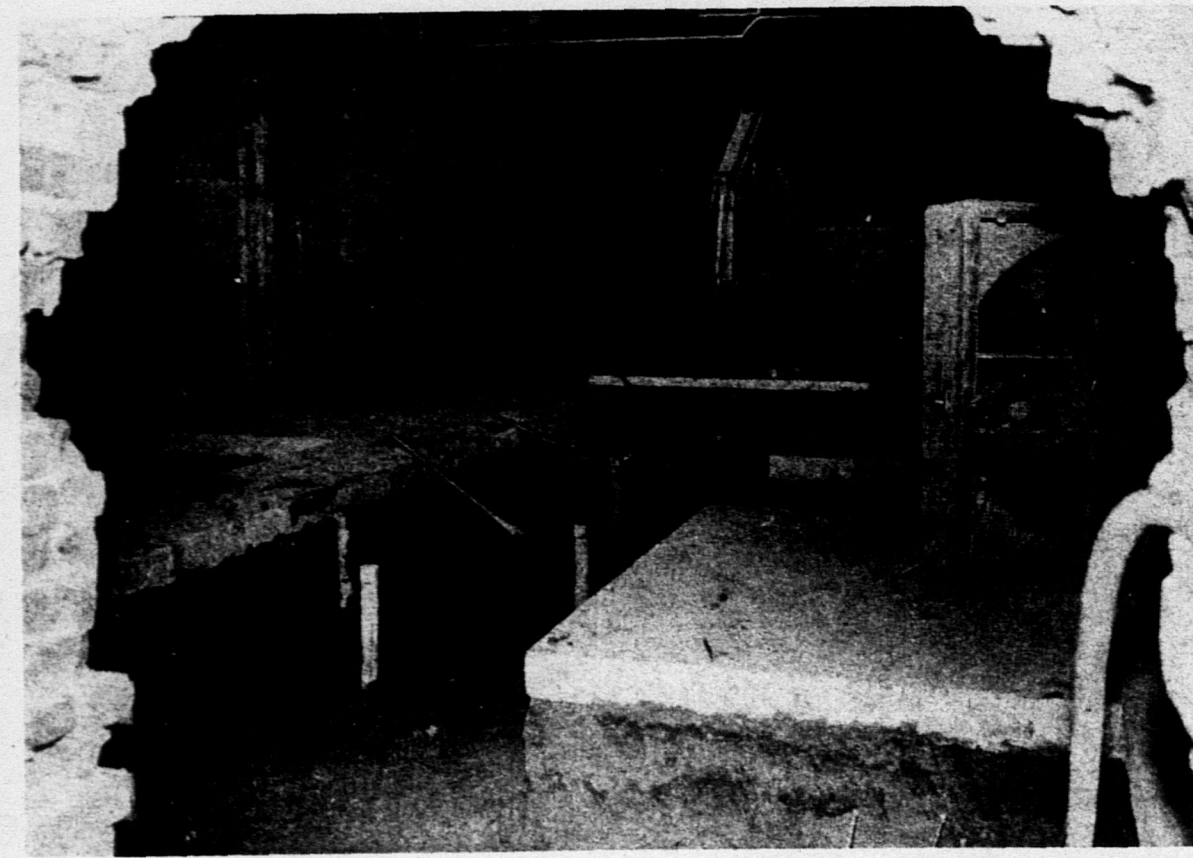
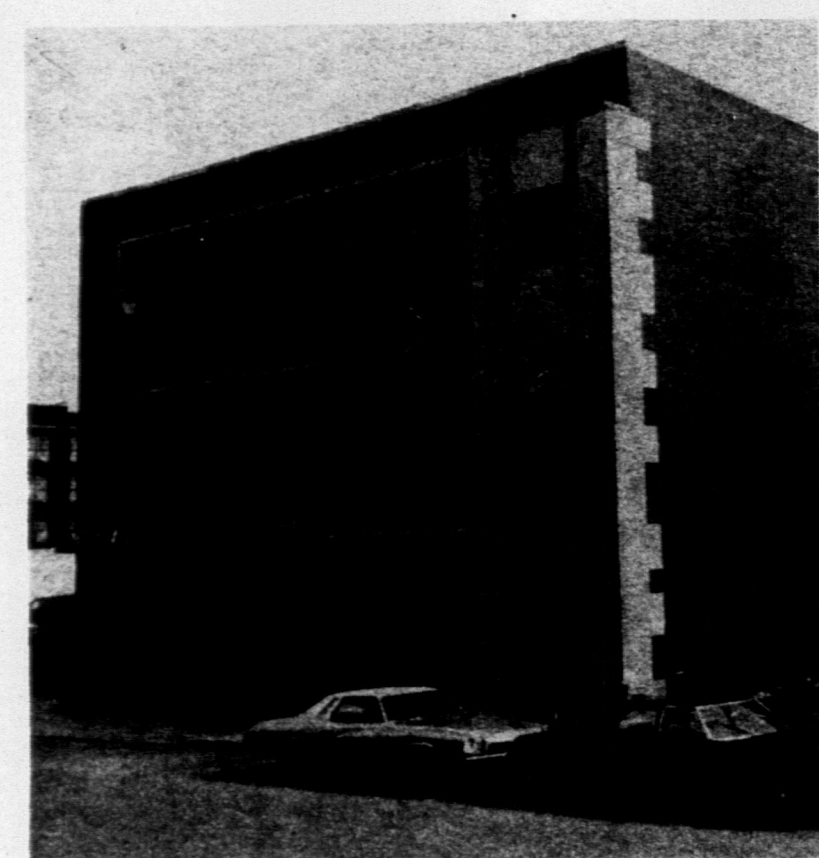
The business office continues to utilize the same computer and computer system as in the prior location.

The composing room now has its own computer housed in its own computer room.

A newly rebuilt, seven-unit Goss Urbanite press, with a 112-page capacity on collect runs, replaces a six-unit press that had a top capacity of 40 pages. The new press has a direct-run speed of 48,000 copies an hour, just short of the Citizens' Voice daily circulation.



Bill Moran setting an ad in the composing room.



WILKES-BARRE COUNCIL OF NEWSPAPER UNIONS' RECIPE FOR THE NEW CITIZENS' VOICE PLANT (from left): TAKE ONE OLD WAREHOUSE BUILDING, KNOCK A FEW HOLES IN SOME WALLS, STRING SOME WIRES, AND HAUL IN SOME PRESSES.

UPI members approve cuts to bolster company

New York—Wire Service Guild members at United Press Int'l, voting in a nationwide referendum, have approved a package of wage and benefit concessions intended to protect the jobs of as many employees as possible while helping the wire service overcome severe financial hurdles.

In announcing the 454-to-164 vote in favor of the agreement, Wire Service Guild President William Morrissey explained Sept. 17 that the agreement was designed to give the news service "a 19-month period to put its financial house in order."

Under the agreement, which had been recommended by the local's executive committee and its bargaining team, employees' pay, including that of middle and top management, is being cut by

25 percent and then gradually restored to current levels over the next year.

The 25 percent cut, to be first reflected in checks to Guild-covered employees issued Oct. 4, will reduce the weekly pay of employees at the news top minimum by \$139.40, to \$418.20.

The cut among Guild-covered employees produces a weekly payroll savings of \$111,783.85, Morrissey said.

The reduction among non-union employees was applied effective Sept. 1, while at the same time about 25 senior managers "volunteered" to skip the first two weeks pay of the month. [Guild Reporter, Sept. 14.]

The United Telegraph Workers, representing 53 technicians and other employees, reached a tenta-

tive agreement with UPI Sept. 20 which was understood to call for a similar 25 percent pay cut and the elimination of 16 jobs.

The agreement with the UTW also calls for the company to make biweekly payments of \$100 each on retroactive wage payments due from Feb. 1, 1984.

The number of Guild-covered employees has declined by about 50 since late in July, with the reductions coming both through economic dismissals and resignations. There were indications of another 30 to 50 resignations in the offing, a Guild representative said.

The agreement provides for total reductions in staff from among both Guild and non-Guild employees totalling 205 worldwide, about 100 from among

Guild-covered employees.

Guild Secretary-Treasurer Dan Carmichael, meanwhile, was appointed to one of two seats designated for Guild representatives on UPI's executive committee and attended his first board meeting Sept. 25.

The initial Guild executive committee seat was part of an agreement approved last spring, clearing the way for UPI to spin off its non-news operations.

Agreement on a second Guild seat was part of the latest agreement between the Guild and UPI. The agreement also calls for employees to share in 6.5 percent of the nonvoting stock in Media News Corp., UPI's parent company, in proportion to each employee's length of employment during the period of wage cuts.

The local's governing body is expected in mid-October to nominate the second representative to the UPI executive committee.

The 25 percent pay cut will decline to 15 percent after three months, taking the reporter top minimum to \$473.96 a week.

The pay cut will be reduced to 10 percent in April 1985, and to 5 percent in July. Beginning in October 1985 salaries will be restored to their current levels, returning the news top minimum to \$557.60 a week.

An increase of 3 percent will take effect on Dec. 15, 1985, and another 2 percent increase will be effective Jan. 1, 1986, but negotiated increases that would have been effective this October and in April and October of 1985 are waived. Those increases would have raised the key news top minimum by \$87.96, to \$645.56

a week, over the remaining term of the local's contract with UPI. That agreement runs through April 15, 1986.

Other cost-saving measures include a year's suspension of company payments to the pension fund and provision for discussion of ways to reduce health insurance costs with a goal of saving the company \$500,000 annually.

Meanwhile, Thomas P. Haughney, a UPI vice president with financial responsibilities resigned that post Sept. 12, the second UPI official to terminate in a week's time.

Earlier that week, William J. Small was fired from his post as UPI president. Small was replaced by Luis G. Nogales who, as UPI general manager, had led the management team that negotiated the cost-saving package with the Guild.

Small, reluctant to relinquish the presidency, continued to report to his New York office despite notice of termination until the locks were changed and security personnel were dispatched to evict him. Small has said he will sue UPI for breach of a contract that he says was extended through 1989.

UPI is planning additional specialized news and graphic service offerings to subscribers and aiming at exclusive satellite transmission in the near future.

The company has been suffering losses of \$1 million to \$2 million a month and has debts in the millions of dollars, as well.

With new management and the cost-saving measures in place, UPI hopes to attract a substantial block of investment capital.

Voters registered in Guild campaign

(Continued from Page 1)

"We even registered a member of management who was moved to Memphis recently and hadn't had time before," McCracken said.

"People were appreciative of the service," Tamke said.

Meanwhile, the Chicago Guild's executive director, Jerry Minkinen, said that Debbie Kadin of the local's Pioneer Press unit was deputized as a registrar and appeared at Guild functions, including a union picnic, to sign up prospects.

In San Diego, Guild Adminis-

trative Officer John Edgington said mail registration forms were being sent to all members, with a note inviting them to complete them if they were not already registered.

All U.S. locals were reminded of approaching registration deadlines in a letter from TNG President Charles A. Perlik, Jr.

"If this were a football game, the two-minute warning already would have sounded," Perlik said.

The deadline for new registrations expires between Oct. 5 and 9 in more than half of the 50 states. In some instances, it ex-

tends to voting day and extra time may be permitted in some others for address changes.

Perlik also reminded locals to prepare for a follow-up campaign to make sure registered Guild members vote on Nov. 6.

The 1984 TNG Convention recommended that U.S. locals "make a concerted effort to identify and contact members not registered to vote and encourage them to vote in all city, county and federal elections and in this year's national elections in particular."

TNG Int'l Chairperson Harry S. Culver has been co-ordinating and encouraging locals' voter registration efforts.

Training session for organizers set

(Continued from Page 1)

successful organizing efforts, also will participate in the sessions.

Similar programs were conducted for new and prospective TNG staff members in 1974 and 1969.

Meanwhile, Dale reported that 35 leaders from as many locals had registered through Sept. 26 to attend a special meeting late in October which will examine TNG's financial structure.

Those sessions, to be held Oct. 26-28, were called in response to a convention directive that TNG's

Int'l Executive Board develop a long-term plan to ensure the union's future viability.

Members of a special IEB finance committee also will participate: Vice Presidents David M. Mulcahy of New York, Thomas R. Hiltz of Boston, Faye McCracken of Memphis, Richard M. Peery of Cleveland and Lee C. Clifford of Canadian Wire Service, plus Perlik and Dale.

The sessions will begin the day after the IEB's regular fall meeting. Both will be at TNG headquarters.

Daniel, early leader in L.A., former staffer, dead at 76

Washington—Urcel Daniel, an early leader of the Los Angeles Guild and a former TNG research director, died here Sept. 16. She was 76.

Retired since 1975 from the Bureau of National Affairs, she had held the international union position for two years before joining BNA's staff in 1944.

She had come to TNG headquarters from Los Angeles after serving two years as administrative officer of the Los Angeles Guild and two years a secretary

of the local before that.

She was regarded as something of a Guild "martyr" in Los Angeles when she was fired twice from Hearst's old Examiner there after trying to organize a Guild unit.

She first was discharged just days before management granted voluntary recognition to a rival AFL organization, then again a few months after being rehired under a labor board order that found her first discharge to have been illegal. Her second firing came as the department in which she was working was abolished. The Guild Reporter of the time reported that no others affected were discharged, however, but transferred to other jobs on the paper.

Since retiring from BNA she had traveled in Europe, Africa and India and contributed articles to the Washington Star before it was closed. Her death, by drowning in the Potomac River, was under investigation.

Survivors include a brother and a sister, both of Mishawaka, Ind.



Vote efforts in Pottstown, Norristown

Above, at the Norristown Times Herald, Philadelphia Guild member Ed Kelley accepts a mail-in voter registration form from Guild shop steward Joe Owens. Below, at the Pottstown Mercury where the Guild and management conducted a joint voter registration drive, are, from left: Ginger Yanick, secretary to the publisher; Stan Swenk, Guild shop steward; and Gina Panfile, a member in the outside circulation department.

WBNG files for 13 at Baltimore Sun

Baltimore—The Washington-Baltimore Guild has petitioned the National Labor Relations Board for certification as the bargaining representative for a group of 13 employees who perform computer-related work at the Baltimore Sunpapers.

The board's regional office tentatively scheduled a hearing on the local's petition for mid-October.

At 15, Meany Center's ties close to Guild

By Gordon Cole

Silver Spring, Md.

IN THE AUTUMN of 1969 the AFL-CIO opened its leadership development center in a basement apartment in downtown Washington, D.C. (The late George Meany, then president of the AFL-CIO, had hired as executive director, Fred K. Hoehler, Jr., one-time education director for the Steelworkers Union and a former professor of Labor & Industrial Relations at Michigan State University.)

Now, 15 years later, the George Meany Center for Labor Studies occupies a 47-acre campus in this suburb of the nation's capital. Its "alumni" already number more than 36,000 union leaders, including scores from the Guild.

Through these years, the Guild's association with the center has been close and varied. TNG has used the campus facilities for its annual residential seminar for new local officers. Some 40 local and TNG staff members have participated in the center's study programs. Some also have assisted in conducting those programs. Altogether, more than 200 Guild leaders have had at least some exposure to the center.

Two TNG staffers, Int'l Representative Willard Hatch and Barbara Nelson, assistant editor of the Guild



ADMINISTRATION BUILDING, GEORGE MEANY LABOR STUDIES CENTER
47-acre campus once was a study center for Catholic clergy.

Reporter, have earned bachelor's degrees in labor studies in the center's college degree program. Nelson was the first woman to earn a degree under the program.

The center's teaching and administrative staffers are members of the Washington-Baltimore Guild and work under a contract it bargains.

AFL-CIO President Lane Kirkland describes the Meany Center as a unique school in that its greatest resources for teaching are the students who bring to every class their leadership talents and practical union experience.

Students in the short courses are not graded or marked for their per-

formances. They come to classes, not to please an instructor, but to please themselves.

Lectures by specialists have their place, but most classes at the Meany Center are set up as roundtables, seminar style. Participants don't compete, they learn from one another. Often the students have as much experience as their instructor.

Participants are not expected to agree with everything they hear; they are expected to challenge or question and then selectively apply what they hear to their own situations.

Subjects offered at the George Meany Center fall under three headings:

✓ Leadership development—Classes in the art of leadership, union administration, advanced leadership skills and effective speaking.

✓ Collective bargaining—classes in organizing and arbitration techniques, with basic and advanced courses in each; negotiating technique, with separate sessions for public and private sectors, and labor law.

✓ Special institutes and workshops—Classes in civil rights, teaching techniques, newswriting and editing skills, television, opinion polling, women's issues and computers for local unions.

THE MEANY Center campus has five buildings where the ivy grows green. They house eight classrooms, 100 guest rooms—most with queen-size beds, private baths and study areas—a 200-seat auditorium, a dining hall where the food is varied, tasty and plentiful, and lots of space for outdoor sports including volleyball, soccer and running.

Classrooms are equipped with the latest electronic teaching aids, including color video cameras, half-inch and three-quarter-inch VCRs, audio cassette recorders, opaque and overhead projectors, 16mm slide projectors, 35mm movie projectors, and an Aqua Start TV projector.

Classes are small, usually fewer than 25, to permit individual attention. Most run for one week, from Sunday evening through lunch on Friday. They are open to fulltime union officers, representatives or staff members of every AFL-CIO affiliate. There is no tuition charge. For a catalogue with course descriptions: Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

Postmaster retreats from speedier-delivery pledge

Washington — The U.S. Postmaster General has backed off an earlier pledge that beginning this spring publications issued less frequently than weekly and mailed second-class — like the Guild Reporter—were to get the same accelerated delivery as those issued weekly or more often.

Now he says that the time leading up to next Jan. 1 is "a transition period" to phase the additional publications from the bulk mail system into the Postal Service's so-called "preferential system," which also includes first-class and priority mail.

The change was revealed in a

letter to the Int'l Labor Communications Assn.'s postal consultant, Edwin M. Schmidt. He had asked for an explanation in the face of strong indications that the change had not been made at all parts of the postal system.

Responses to a survey of Guild-Reporter readers—via a coupon in three successive issues in April and May—showed little overall change in the speed of the paper's delivery, with notable local exceptions, however, in places like Hawaii.

The postmaster in New York City "outright refused" to make the change in March, advising mailers there that he would an-

ANPA to conduct safety session

Reston, Va.—The American Newspaper Publishers Assn. will conduct a two-day health and safety symposium for newspaper managers.

The forum, to meet Oct. 11-12 in Chicago, is intended to aid managers in improving health and safety at their newspapers and save their companies money by reducing the number of injuries and OSHA citations, the ANPA said in announcing the meeting. Fee is \$250.

nounce his own "phase-in plan" in mid-summer, Schmidt reported.

"It's anybody's guess when second class will all be transported in the preferential system," Schmidt said. "My advice: don't hold your breath waiting for it to happen."

Great Falls key top up \$52, to \$508

Great Falls, Moht. — The top minimum for reporters, photographers and outside salespersons will rise to \$508 a week under a three-year agreement between the Great Falls Guild and Cowles' Great Falls Tribune.

A \$52 increase in the key top minimum over the contract's

Gluckmann leaves

New York—Edward T. Gluckmann has left the post of Wire Service Guild administrative officer, a job he held for two and a half years.

JOA no protection for shopper, judge rules

Tucson, Ariz.—The antitrust exemptions of the Newspaper Preservation Act do not extend to weekly sections of the Arizona Star and Tucson Citizen that are distributed free to non-subscribers in an outlying community, a federal judge has ruled.

The Star's "Roundup" and the Citizen's "Bulletin Board" sections are shoppers, U.S. District Court Judge William D. Browning has ruled. As such, they are "not intended to be included in those activities of a joint operating agreement exempt from operation of the antitrust laws," Browning said.

He noted that while both editions carry some news, "pure advertising" accounts for 70 percent of their content.

Browning issued a temporary

injunction against distribution of the Roundup and Bulletin Board as publications separate from the Tucson dailies, but that injunction was lifted three days later on Sept. 8 by the 9th Circuit Court of Appeals.

A two-judge appeals court panel lifted the injunction on what the publisher of the Green Valley paper called "a technicality." He will consider a request for a permanent injunction Oct. 29.

The Pulitzer-owned Arizona Star and the Gannett-owned Tucson Citizen are published by Tucson Newspapers, Inc., under a joint operating agreement which provides the papers exemption from antitrust prohibitions against price fixing, market splitting and profit pooling.

It was a federal court ruling in 1967 that the Tucson papers' joint operating arrangement was in violation of antitrust laws that led to passage of the Newspaper Preservation Act and its antitrust exemptions.

WBNG to represent CWA field staff unit

Washington—The Washington-Baltimore Guild has been voluntarily recognized as the bargaining representative for a group of seven national organizers employed by the Communication Workers of America. The local also represents employees of the union's research department.

1984 TNG Constitution available

Copies of TNG's 1984 Constitution booklets have been distributed to presidents and administrative officers of all Guild locals. The booklets contain TNG's Constitution as amended by the 1984 Convention, as well as TNG's Collective Bargaining Program and Convention Recommendations on Bargaining. Copies are available from TNG's Research & Information Dept. Single copies to Guild members and locals are free; in quantity they are 75 cents each.

The Newspaper Guild

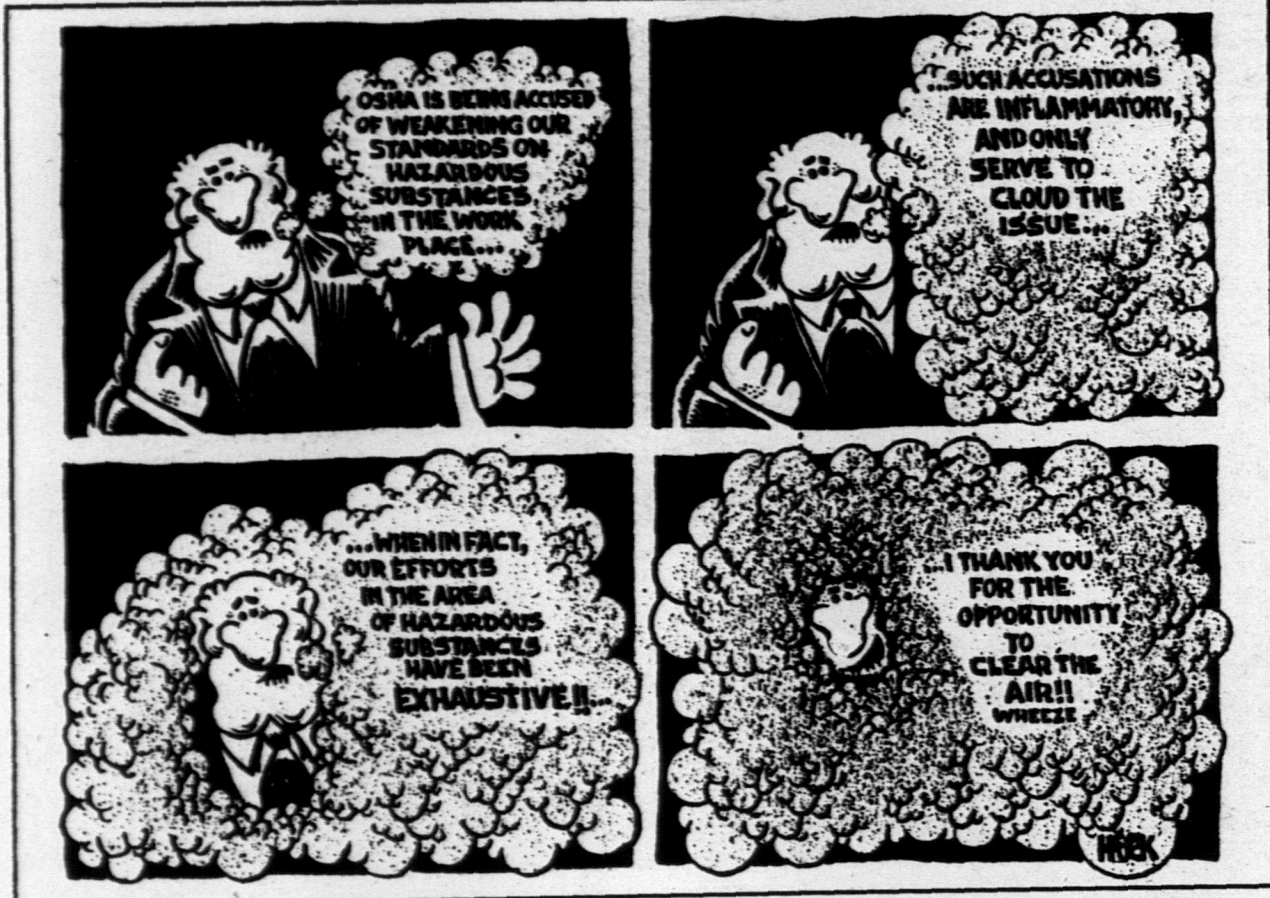
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CONSTITUTION



Including
Collective Bargaining Program
and
Bargaining Recommendations

Adopted by the
51st Annual Convention
June 18-22, 1984



DATELINE: OTTAWA

New PM's new approach to press smacks of White House tutoring

By HUGH WINSOR, Southern Ontario Guild



ON THE SUNNY Monday afternoon of Sept. 17, a stream of limousines circled under the portico of Government House and delivered the 40 new cabinet ministers that composed Prime Minister Brian Mulroney's new government.

Television cameras captured every nervous twitch, every sigh, as well as the words of each minister's oath as they began what Mulroney has promised would be "a brand new day for Canada."

Well, it was also a new day for Canadian journalists and they quickly learned how their lives would change under the new regime.

After a ritual coupe de champagne, the prime minister and his 39 ministers—the largest cabinet in Canadian history—sped off in the same limousines to a cabinet meeting. From there it was off to a big victory party, but at no time did Mulroney stop at the National Press Theater, the usual locale for press conferences, nor has he stopped there since.

Journalists were quick to recall that even Pierre Trudeau, the former Liberal prime minister who admitted he detested the press, had always held a press conference after swearing in a new cabinet to explain the reasons for his choices and his expectations for the new team.

That is definitely not the Mulroney style. There has been a big change in the man who used to be so friendly with reporters that he would call late at night just

to chat. But that was before he won both the Conservative Party leadership and the national election.

Now Mulroney is putting into effect the lessons he learned during those races about controlling the press. Mulroney and his team have mastered the technique of getting out only the message they want and diffusing only the images they want diffused without the untidiness of inquiring reporters getting in the way.

That's why Mulroney has given no formal press conference, why he has ordered the cabinet ministers not to talk to the press without authorization and why he limits his own media appearances to brief corridor answers to a couple of shouted questions—an ideal milieu in which to ignore questions he doesn't like.

IT IS OBVIOUS that Prime Minister Mulroney has adopted a strategy of talking to the press only when he has something he wants to say. It is as if his aides had been taking lessons from the Reagan White House.

In an inciteful article in the Village Voice, Mark Hertsgaard, outlined the White House's basic principles for news management:

- ✓ Plan ahead;
- ✓ Focus on specific goals;
- ✓ Stay on the offensive;
- ✓ Control the flow of information;
- ✓ Limit reporters' access to the president;
- ✓ Talk about the issues you want to talk about;

✓ Repeat the same message many times.

If you change "president" to "prime minister" it is almost a perfect fit, especially the planning.

Mulroney and the Conservatives embarked on a 60-day election campaign with every significant move and announcement planned in advance.

After one minor slip, when the Conservative leader was chatting casually with reporters in the press section during a long flight, all access was rigidly controlled and Mulroney would walk by the assembled cameras and microphones as if they did not exist.

Combined with a clear desire on the part of Canadian voters for changed political leadership, the strategy was so successful that the Conservatives won 211 of the 282 seats in the House of Commons—an unprecedented majority.

With that scale of mandate, the Conservatives now believe, they can call their own shots and the media has no choice but to go along. So far, it is working.

The question now becomes one of how to deal with the 210 other Conservative members of Parliament, especially the 171 who are not in the cabinet and occupy the back benches.

PRESUMABLY, they also will want to find out what is happening inside the government they support. With 171 tongues, at least some of them eventually will wag.

The Conservatives have thought of that, too. One of the first things Mulroney's assistants did after the new government was sworn in, was to call together the members of Parliament for an orientation session that included dealing with the press as a top priority. Cabinet ministers were warned they would be "out on their ear" if they talked out of turn.

All of this has sweeping implications for Canadian journalists. They will have to concentrate more on what the new government does than on what it says. That means more digging, more research, more backgrounding; in short, more hard work.

As they put it

Defer to the generals?

The following editorial is reprinted from the New York Times of Sept. 17.

What did the president have in mind last year when reporters were kept out of the American invasion of Grenada?

If he was simply trying to shrug and leave the matter to the military, that would have constituted negligence. The reason the Constitution makes him Commander in Chief, after all, is to insure the supremacy of civilian values, like keeping the citizenry informed when its sons go into battle. If he wanted to keep reporters out, then the Commander in Chief became the Censor in Chief.

Neither negligence nor censorship is an appealing role, and to minimize such problems in the future, Defense Secretary Weinberger appointed a panel on military-media relations. Three weeks have passed since the commission issued its generally conscientious report. But there's been barely a word from on high. The president still seems to be leaving things up to the military.

The Pentagon commission tackled a series of difficult technical and technological questions, like what to do in an era when satellites enable television to cover battle death live—and when enemies can tap in. Not all its ideas, like escort officers for reporters, seem practical. But for the most part it provided reasonable guidance on process and detail.

The panel could not, however, provide the most important guidance of all, the guiding principle for the military that can come only from civilian commanders: In this democracy, it is a vital part of the military's mission that the news get out fully and fast. That is not a favor, to be doled out, but the public's right.

That principle needs the clearest expression; it has not always been adhered to in this administration. Recall what Defense Secretary Weinberger told a news conference two days after the Grenada invasion: Military commanders had decided they did not want reporters along and he "wouldn't ever dream of overriding a commander's decision."

Even now, the most Mr. Weinberger has been willing to say is that he has directed that the department "implement those portions of the final report which meet the panel's criteria of providing maximum news media coverage of U.S. military operations 'consistent with military security and the safety of U.S. forces.'"

Is that an order, or a mumble?

Reagan and the press III

President Reagan's "managers have quietly changed tactics and made Reagan available for limited but controlled questioning by reporters," Lou Cannon reported in the Sept. 25 Washington Post.

While Reagan's spontaneous, one-line responses often produce stories not in those managers' plans, they have concluded that the stories cause less damage than Reagan's being portrayed as an isolated president, Cannon reported.

"You can only say he's semi-isolated now," one aide quipped.

The Guild Reporter



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DAY



BOOK

Ingersoll Chain Council, fall meeting, Oct. 13-14, Philadelphia.
International Executive Board, fall meeting, Oct. 22-25, TNG headquarters, Washington.
TNG financial planning meeting, Oct. 26-28, IBEW conference room, 1125 15th St. N.W., Washington.
Southern District Council, fall meeting, Nov. 3-4, Hyatt Regency, Lexington.
Great Lakes District Council, fall meeting, Nov. 3-4, Terre Haute, Ind.
Knight-Ridder Chain Council, fall meeting, Nov. 10-11, Philadelphia Centre

Hotel, Philadelphia.
Western District Council, fall meeting, Nov. 10-11, Holiday Inn (Financial District), San Francisco.
New England and Middle Atlantic District Councils, joint meeting, Nov. 10-11, New York.
Midwest District Council, Nov. 17-18, Merrillville, Ind.
52nd Annual Convention, June 24-28, 1985, William Penn Hotel, Pittsburgh.
53rd Annual Convention, Buffalo, 1986.
54th Annual Convention, San Diego, 1987.