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Strike by Guild shuts San Juan Star



SAN JUAN STAR STRIKERS' PICKET SIGN SPELLS OUT CENTRAL ISSUE IN GUILD'S QUEST FOR NEW CONTRACT

220 walk in face of \$16 offer

San Juan, Puerto Rico—The Puerto Rico Guild's 220-member unit at the San Juan Star struck the Scripps-Howard daily in quest of an acceptable new contract shortly after 6 a.m. on Oct. 14.

The local's previous agreement with the island's only English-language daily had expired two weeks before.

The Guild is the sole union representing Star employees, covering those in the usual Guild departments—advertising, business, circulation, news and editorial—plus those in the production departments, as well. The daily

Oct. 31 deadline looms in talks at Plain Dealer2

made no attempt to publish after the strike began.

The Star unit's membership had voted their bargainiers strike-call authority five days before the strike began. At the same time the members had rejected a company proposal for a one-year pact which would have provided an increase of \$11 a week in key top minimums, less the cost of any improvements in fringe benefits.

Until shortly before that membership meeting, the company had been demanding a new contract providing no economic improvements, reported Luis Montanez, Jr., the local's assistant executive secretary and its chief bargainer in the talks with the Star, which began on Aug. 3, ten weeks before the strike.

Two days into the strike the (Continued on Page 2)

Organizing fund aids two locals' efforts

Washington—Two Guild locals—Philadelphia and Twin Cities—are adding organizers to their staffs with portions of the costs being met through subsidies from TNG's new special organizing fund, the Int'l Executive Board was informed during its fall meeting.

They are the first new personnel to be added for the expanded organizing effort being financed with proceeds from special dues assessments paid by Guild members in July and August. J. William Blatz, TNG's field operations director, pointed out. The program and assessments were approved by the 1984 Guild Convention in June.

In Philadelphia, Mike Contos, chair of the local's unit at the Pottstown Mercury and chair of the council of Ingersoll-chain locals, will join the local's staff on Oct. 29.

In Minneapolis-St. Paul, Jacqueline M. Roedler, a former

General Fund receipts top spending at mid-year3

treasurer of the local and chairperson of its St. Paul unit, joined the local's staff on Oct. 22.

Each of them participated in the Oct. 8-12 training session for prospective organizers at TNG headquarters; Roedler for the full week, Contos for a portion of it.

Contos, on leave from his reporting job, will be following up on organizing interest at several of the 28 unorganized dailies that are located within 40 miles of Philadelphia.

He has been active in the Guild since soon after joining the Mercury's staff in 1976 and has been on the committees that bargained the local's last three contracts with the Ingersoll daily.

In addition to chairing the Ingersoll Council of Guild locals, he also has developed the council's newsletter, called "Worth Your Hire."

Roedler, a former reporter and city editor for the St. Paul Dispatch, for the past year has been a special assistant for employee communications to the chairman of the Metropolitan Council of (Continued on Page 4)

IEB denounces vetoes of reporters by 'debaters'

Washington — No candidate should be permitted veto power nor otherwise to interfere in the selection of reporters if reporters are to participate in future "debates" between presidential candidates, TNG's Int'l Executive Board said during its fall meeting.

Meeting the week following the second of the two candidate confrontations of the 1984 presidential campaign, the IEB called the

"wholesale rejection of scores of reporters" by both the Democratic and Republican campaigns in advance of the first debate "a slur on the fairness of the press corps that must never be allowed to recur."

The fact that only four reporters from a list of more than 100 submitted to the candidates by the League of Women Voters in advance of the first debate met with the approval of both candidates leads to only two conclusions, the IEB said, calling both "unconscionable."

Either the four that survived the veto process were judged "toothless, a slur on those selected," or the four selected were the only ones considered "fair, a condemnation of the rest," the IEB declared.

One of the four, Gerald M. Boyd of the New York Times, "drew the only appropriate conclusion and withdrew from the panel," the IEB observed adding: "It is high time that the press as a whole followed his lead."

"Either the campaign confrontation is a debate, in which case the two candidates should confront each other unmediated by the press, or it is a super press conference, in which case it is intolerable that the candidates should decide who does the questioning," the IEB said.

Noting that the selection procedure was modified in advance of the second debate, the IEB called on the League of Women Voters and the press itself to ensure that presidential candidates "are never again permitted to submit the press corps" to such an "unpop- (Continued on Page 4)

Group of 60 at Time votes Guild

New York—The New York Guild was chosen as bargaining representative for a group of 60 employees of Time Inc. in a representation election conducted by the National Labor Relations Board Oct. 23-24.

The employees, who perform pre-press functions at Time Inc. facilities here, voted by 34 to 23 for Guild representation.

They perform quality control, electronic engraving and other production work in advance of a press run. The work once was performed by subcontractors.

The local also represents employees in Time Inc.'s editorial, duplicating, wire room, outgoing mail and dispatch departments in New York and at Time-Life books in Alexandria, Va. A contract covering these employees runs through January 1986.

'85 Service Award named for Roosevelt

Washington — Stating that it "can think of no more appropriate way to honor her memory in the year of her centennial," TNG's Int'l Executive Board has designated the 1985 Guild Service Award "in commemoration of Eleanor Roosevelt and her service to the Guild."

The award, made annually, carries a scholarship of up to \$1,500 for a course in labor education.

Eleanor Roosevelt remembered as 'tough unionist'5

In designating the 1985 award in Mrs. Roosevelt's honor, the IEB pointed out that she served the union "by setting an example for women and men" in joining "at a time when the Guild was still struggling to establish itself" and that "she helped open the (Continued on Page 4)

Strike by 220 in Guild closes San Juan Star

(Continued from Page 1)

Star notified the Guild that it was terminating all terms and conditions of the contract, whereupon the Guild charged before the National Labor Relations Board that the company was guilty of an unfair labor practice for having done so without proper prior notice to the union and authorities. NLRB representatives were investigating the charge.

The company's action meant that it was terminating all strikers' medical, life, disability and other insurance, Montanez reported.

The strike began after more than 20 hours of bargaining during the two previous days.

During the pre-strike talks, management had increased its economic offer by \$5 a week—to a total of \$16 at the top contract rates—but had demanded in return that the new contract be for 17 months, rather than for 12. Guild bargainers said they would recommend acceptance of the

economic offer if it were for a 12-month contract.

The Star had maintained from the start of the talks—as it had in bargaining for several recent contracts—that it faced serious economic difficulties.

The Star had taken a like position in the bargaining that led to the previous Guild contract, a 12-month pact which was just concluded in March, six months after expiry of the one before that.

The contract completed in March contained no improvements save for a \$12-a-week increase in minimums, which put that for reporters with five years' experience at \$383.37 a week, 13th from the bottom among 127 Guild contracts in effect with newspapers and wire services as of this Oct. 1 (see table, Page 7).

First bargaining session following start of the strike was held on Oct. 24—called by a federal mediator—and another was scheduled for Oct. 30.



GUILD PICKETS AT SAN JUAN STAR REFLECT ISLAND'S MULTI-CULTURAL POPULATION
Some strikers carry picket signs in Spanish, above; others are in English, below.

Oct. 31 is deadline in joint talks by Cleveland unions, Plain Dealer

Cleveland—Representatives of all the unions which represent employees of the Cleveland Plain Dealer—including the Cleveland Guild—were bargaining jointly for equitable economic improvements in new contracts with the Newhouse-chain daily in the face of an Oct. 31 strike deadline set by the unions' joint council.

The unions earlier had been bargaining separately on noneconomic portions of new contracts. The Guild said it still had some of them on the table.

Heading up the joint council's economic bargaining was Carmen Parise, chief of the Teamsters unions' Newspaper Drivers' Division. The Teamsters rejoined the unions' joint council earlier this

year a period of absence.

A representative of the Cleveland Guild said that the unions and the management were far apart in their positions on economic provisions for new contracts. The company was proposing a package of \$26 for each of three years, with any fringe-benefit improvements to come out of that. The unions were seeking \$50 plus fringes for each year of three-year pacts.

Prospects for settlement short of a strike were seen as increasingly complicated after petitions to decertify the Cleveland Typographical and Mailers unions as representatives of the paper's composing and mail-room employees were filed early in the month,

followed fast by petitions for the Teamsters local that represents Plain Dealer drivers to become the printers' and mailers' new representative.

Hearings before the National Labor Relations Board were being held on all four petitions the week before the strike deadline.

Flowing from the mailers' petitions, the Int'l Typographical Union on Oct. 22 placed its Cleveland Mailers Union local under trusteeship and disciplinary charges were filed against the Plain Dealer chapel chairman for the Typographical Union local.

A similar set of petitions, which would result in the Teamsters replacing the Mailers Union, has also been filed in Columbus.

FRINGE-BENEFIT EXEMPTIONS, RACKETEERING

Labor bills pass as Congress ends

Washington—Labor-supported bills to protect the tax-exempt status of workers' fringe benefits and close the door tighter against racketeers who prey on unions were among the measures passed in the final days of the 98th Congress.

While the tax-exempt status of long-established fringe benefits is assured through permanent legislation, some newer forms of union-negotiated benefits have had only temporary tax-free status, awaiting a more studied congressional decision on permanency.

Last December, the expiration of temporary legislation made educational benefits provided by employers to workers and dependents subject to tax as if they were part of cash wages. Also, the tax-exempt status of group legal services—an increasingly common worker benefit—was due to expire this Dec. 31.

The Senate approved House-passed legislation that restores the tax-exempt status of educational benefits, up to a maximum of \$5,000 in one year. It also approved continuation of the group

legal services exemptions. Both fringe benefit tax exclusions now run through Dec. 31, 1985.

A carefully crafted tightening of laws to deal with corruption by persons in responsible positions with unions or union-management trust funds was achieved as part of a crime control bill enacted in the final days of Congress.

The AFL-CIO strongly supported the objectives of the measure and Federation President Lane Kirkland, testifying at congressional hearings, repeatedly stressed that "the trade union movement

Terry Pettus, Pacific Northwest pioneer

Seattle—Terry Pettus, first president of what now is the Pacific Northwest Guild and a longtime community activist in the Seattle area, died Oct. 6 at the age of 80.

He organized the Guild local's first units in Tacoma in 1935 while working as a reporter at the Tacoma Ledger and then aided news-room employees in organizing and winning contracts in Seattle, the first after a strike of more than three months at Hearst's Post-Intelligencer.

The five-day, 40-hour week that the Guild brought to Tacoma gave him "a lot of free time" for the Seattle project, he told the

Guild Reporter five years ago.

Editor of area left-wing weeklies in the 1940s and 1950s, Pettus was jailed for 73 days after a six-month trial during the McCarthy era upon being convicted of "conspiring to teach or advocate the overthrow of the government." He was freed when a five-year sentence under the Smith Act was overturned by an appeals court. The law subsequently was declared unconstitutional by the U.S. Supreme Court.

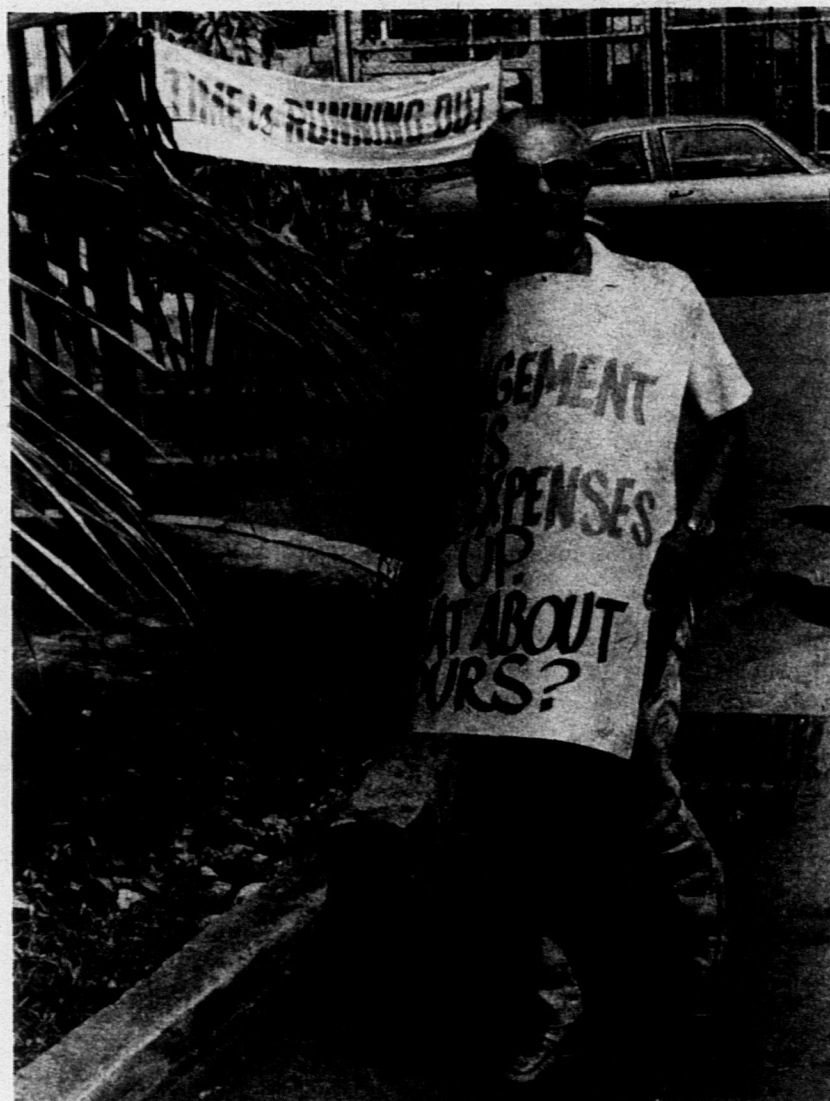
Leaving the Communist Party in the late 1950s—he said he had joined in 1938 because it "seemed to be the only party concerned with working people"—Pettus

later became a member of the county board that hears zoning appeals and a local group dedicated to preserving historic ships.

He also helped form and administer the Floating Homes Assn., a group that works to protect houseboat residents' rights. He lived on a houseboat since just after World War II.

He also was a former vice president for legislation of the Seattle-King County unit of the Elder Citizens Coalition of Washington and four years ago was featured in a city library lecture series on "Seattle in the '30s."

Survivors include a brother and a sister.



PICKET NOTES STAR'S CLAIM OF HIGHER EXPENSES
Poses strikers' question: 'What about ours?'

can only be strengthened" by dislodging corruption. Labor's only concern, he said, is that the law be fair and that honest errors in dealing with intricate government regulations are not made subject to penalties aimed at criminals.

As enacted, the legislation makes persons misappropriating more than \$1,000 of union or pension funds guilty of a felony punishable by up to five years in prison and a fine of up to \$15,000. Offenses involving less than \$1,000 continue to be misdemeanors.

Disbarment from office or responsible position is imposed on conviction of "any felony involving abuse or misuse of such person's position or employment in a labor organization or employee benefit plan to seek or obtain an

illegal gain at the expense of the members of the labor organization or the beneficiaries of the employee benefit plan."

The bar from office, which will run for 13 years unless reduced to not less than three years by the sentencing court, also prevents the person convicted from serving as a consultant or adviser to a fund.

The law has been more lenient on the disbarment from office, allowing a convicted official to continue in office until exhaustion of all appeals.

The new law provides that the salary of such a person be put in escrow for the period between conviction and completion of the appeals process. If the conviction is overturned on appeal, the withheld salary will be paid and the bar on employment will be lifted.

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General Fund receipts top expenses at year's midpoint

Washington — Midway in TNG's current fiscal year, General Fund income stood \$92,559 ahead of operating expenses, net result of a \$38,799 second-quarter short-fall after one of its largest ever quarterly gains in the first period, the Int'l Executive Board's Finance Committee reported Oct. 24.

The General Fund's record-class gain in the first three months of the year, which began April 1, resulted from income exceeding expenses by \$131,358 when income was swelled by payments from several of TNG's largest locals catching up on back per-capita payments in advance of TNG's convention in June.

For the six months ended Sept. 30, General (operating) Fund expenses totalled \$1,607,712, while income for the period totalled \$1,700,271.

Expenses were rather evenly divided between the two quarters — \$804,918 in the first quarter and \$802,794 in the second—but income was far heavier in the first quarter at \$936,276, compared to \$763,995 in the second quarter.

Defense Fund income for the first half of the year, meanwhile, totalled \$539,362—\$394,378 below expenses for the period of \$933,740. The fund operated at a "substantial deficit" during the first quarter due primarily to increased expenditures for strike-benefit payments in Vancouver, the IEB committee explained. Expenditures in the first quarter were \$703,818, while income totalled \$295,931.

In the second quarter the Defense Fund had income of \$243,431 and expenses of \$229,922,

for a July-Sept. surplus of \$13,509.

Net worth of the Defense Fund stood at \$4,763,497 at the end of the year's first half.

Acting on the recommendation of its Finance Committee, the IEB approved a third-quarter General Fund budget of \$805,722.

Also on the committee's recommendation, the IEB agreed to write-off a \$48,426.25 loan from the Defense Fund to the New York local. That loan had been made to the local in January 1982 to aid it in meeting legal bills associated with membership-resignation litigation believed to be of Guild-wide significance.

In making the loan the IEB had said it would consider writing off part or all of the debt when the local "clearly and convincingly demonstrates that it has put its own financial house in order."

When it received the loan 32 months ago, the IEB pointed out, the New York Guild was more than \$900,000 in debt—with more than half the total owed to TNG for delinquent dues payments and Defense Fund loans and the balance in accumulated and long overdue local legal bills.

Noting that the local now has repaid all its other obligations to TNG, as well as its overdue legal bills, the board affirmed that the local is "indeed operating on a 'pay as you go' basis."

It approved writing off the loan on a roll-call vote of 14 to 2. Voting in favor of the write-off were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, Int'l Chairperson Harry S. Culver and Vice Presidents Robert C. Holt, Jr., Carol

D. McGarvey, David M. Mulcahy, Marie Sherlock, Stanley Souza, Gene Turner, Thomas R. Hiltz, Faye McCracken, Richard M. Peery, Peter E. McLaughlin, and Lee C. Clifford. Voting against the write-off were Vice Presidents Larry D. Hatfield and Roger L. Stonebanks.

The board also authorized a \$3,000 grant to the Scranton Guild to aid it in arbitrating three issues that it said would have "universal application throughout the Guild," and it approved a \$5,000 loan to the local for the same purpose, upon request.

Grievances which the local is moving to arbitration involve no-pay-cut and holiday clauses similar to those included in TNG's Model Contract and a dispute involving bargaining-unit seniority.

"Pursuit of these grievances has all but bankrupted the Scranton local," one of TNG's smallest, the IEB said in approving the cost-sharing arrangement.

Acting on another recommendation of its Finance Committee, the IEB also approved contributions of \$150 to the American Civil Liberties Union, \$250 to the Student Press Law Center, \$100 each to the United Way of Washington and the Ottawa-Carleton United Way in Canada, \$300 to the Labour College of Canada, \$200 to the Int'l Labor Communications Assn. and \$100 to the Foundation for the Advancement of Inmate Rehabilitation and Rec-

'Guild at Fifty' wins history award

Washington—The Guild Reporter has been awarded top prize in the "institutional profile" category of the Int'l Labor Communications Assn.'s 1984 Labor History Awards competition.

The award was given for the special, 8-page insert to the issue of Dec. 16, 1983, titled "The Guild at Fifty."

"This is a truly outstanding example of how a union's history can be made interesting and relevant to members today," said the judges in announcing the award.

At the same time, they said they were "all impressed by the high caliber of some of the better entries."

The judges were Nelson Lichtenstein of Catholic University's history department, Josephine Pacheco of George Mason University's history department and Bob Rodden, special assistant to the president of the Machinists union.

reaction, the last to assist in the establishment of a network of prison newspapers.

On the recommendation of both its Finance and Human Rights Committees, the IEB also approved contributions of \$100 each to the National Urban League, the United Negro College Fund and the National Commission on Working Women, \$150 to the NAACP and \$75 to the Southern Poverty Law Center. A contribution of \$850 to the Leadership Conference on Civil Rights also was approved.

A \$1,000 contribution to the Coalition of Labor Union Women, designated for use in its child-care activities was approved on a 14-to-2 roll-call vote in which all but Hatfield and Stonebanks voted in the affirmative.

That vote came after a motion to contribute \$500 to CLUW's child-care efforts and \$500 to a model child-care center being developed in Washington by a group of international unions was defeated on a 9-to-7 roll-call vote.

The Finance Committee had

recommended the \$1,000 contribution to CLUW after considering a Human Rights Committee recommendation for a \$1,000 contribution to the model child-care project. In doing so the Finance Committee said that in its view TNG's "commitment to the cause of child-care centers would be better served" by aiding CLUW in its activities in the field.

The motion to split the \$1,000 between CLUW and the Washington-based project was offered by McGarvey, chairperson of the Human Rights Committee.

Voting to split the contribution were Clifford, Hatfield, McCracken, McLaughlin, Souza and Stonebanks, plus McGarvey. Voting against the motion were Perlik, Dale, Culver, Hiltz, Holt, Mulcahy, Peery, Sherlock and Turner.

The IEB also voted its approval of a new contract between TNG and Local #2 of the Office and Professional Employees Int'l Union covering TNG headquarters employees. It also approved a merit increase of \$10 a week for Dorothy Davis of the office staff.

Board lists per-capita delinquencies

In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in the payment of per capitas to TNG as of Oct. 1:

Local	Arrears	Amount
Battle Creek	9 months	\$ 890.60
Chattanooga	1 month	414.10
Columbus	5 months	5,205.90
Eugene	1 month	787.80
Indianapolis	6 months	642.90
Lynn	5 months	1,601.28
Memphis	2 months	7,049.80

Local	Arrears	Amount
Rochester	1 month	464.60
Rockford	1 month	616.10
Victoria	2 months	3,535.00
Washington-Baltimore	1 month	16,770.70
Wire Service	1 month	15,139.20
Youngstown	2 months	2,400.00

The delinquencies totalled \$55,518.68. Payments were received after Oct. 1 from Indianapolis, Washington-Baltimore and Youngstown, Secretary-Treasurer Charles Dale reported.

IEB protests campaign masquerade

Washington—TNG's Int'l Executive Board has called on the National Right to Work Committee to "call off its sleazy covey of spies—particularly those flashing press cards."

The action came in response to newspaper reports that the organization, made up of what the IEB called "vigilantes of the right," has engaged a firm of private detectives to infiltrate union political committees, voter registration groups and civic organizations and that at least one of the investigators gained access to a

voter registration project for poor persons by portraying himself as a free-lance reporter.

The right-to-work committee is spending \$100,000 to engage some 100 investigators to try to find irregular campaign activities. Reed Larson, committee president, told the Washington Post he sees nothing wrong with secretly placing private detectives in political, union and other groups.

One of the committee's investigators dispatched to a voter registration project described himself as a free-lance reporter, the

Washington Post reported Oct. 19.

The right-to-work committee has filed charges with the Federal Election Commission alleging that the voter registration program, Project Vote, is not a nonpartisan organization but rather a front for the Mondale campaign. The committee cites reports from the detectives that Project Vote workers made comments sympathetic to the Democratic Party and its candidates, the Post reported.

"Deception is nothing new" for the right-to-work committee, the IEB said, calling the organization's "entire program a masquerade."

At the same time, however, the board expressed its surprise that an organization that "intoned its concern about the effect of union membership on freedom of the press" would damage the press' credibility by disguising investigators as reporters. Such an act "represents a new level of outrageousness" for the right-to-work committee, the IEB said.

Meanwhile, the National Education Assn., according to Larson one of the targets of the right-to-work committee's spy ring, has initiated a complaint with the Federal Election Commission, charging that the committee's payments to the investigators constitute illegal corporate contributions to the Mondale campaign.

While the board's resolution condemning the right-to-work committee's activity was adopted without dissent, TNG Vice President David Mulcahy of New York said in advance of the vote that he saw nothing wrong with the tactic. "If you want to beat them, you get a spy in there," said Mulcahy, claiming the practice common in all politics.



BILL BARRY/Philadelphia Guild

Ingersoll locals hear about Richmond-Berkeley

Richard J. Olive, right, of the San Francisco-Oakland Guild reports to Ingersoll Council of Guild locals on events surrounding closure of the Independent and Gazette in Richmond and Berkeley, Calif., after the papers became involved with the Ingersoll chain. The report was made during the fall meeting of

the Ingersoll-chain council, hosted by the Philadelphia Guild and held in its offices Oct. 13-14. The council also heard reports from its special committees on stringers and ad-sales commissions and adopted a new set of by-laws. Next meeting: the weekend before the 1985 Guild convention in Pittsburgh.

ISOLATED FROM WORKERS

House report criticizes U.S. Women's Bureau

By Susan Dunlop
Washington-Baltimore Guild

Washington—Under the Reagan administration, the Women's Bureau of the Labor Dept. has become ineffective, inefficient and isolated from the working women it was created to serve, according to a report by the House Government Operations Committee.

The committee found that the bureau, created by Congress in 1920, has failed since 1981 to meet its mandate to promote the welfare and improve the working conditions and opportunities of wage-earning women.

Instead, the committee said, the Women's Bureau has stopped providing the information, technical assistance and leadership on vital issues crucial to women workers that had been available under previous administrations, both Democratic and Republican.

"Rigid organizational patterns" have undermined the bureau's effectiveness and efficiency, and it has virtually severed its "long-term, close ties" with unions, community organizations and local, state and national women's organizations, the committee pointed out in its unanimous report.

The panel also found that the bureau is no longer active—as it used to be—in representing the concerns of women workers in Labor Dept. policymaking or in advocating legislation important to working women.

The report, titled *The Women's Bureau: Is It Meeting the Needs of Women Workers?*, was prepared by the Manpower & Housing Subcommittee chaired by Rep. Barney Frank (D-Mass.). It is based on hearings held earlier this

year during which union women and representatives of women's organizations testified.

In releasing the report, Frank said the bureau's rigidity and inactivity should not be blamed on budget cuts, since Congress has refused every year to adopt cuts in the agency's staff requested by the Reagan administration.

Among the representatives submitting testimony at the hearings was Coalition of Labor Union Women President Joyce Miller, who pointed out that for years the Women's Bureau had been the leading source of vital statistical, economic and legal information about women workers. Under Reagan, Miller and other witnesses charged, those functions and most of the agency's publications have been cut back sharply.

Miller, an AFL-CIO vice president and a vice president of the Clothing & Textile Workers, testified that the bureau's 10 regional offices had become virtually inactive and that former contacts with union and other organizations have been sharply restricted.

She said the agency shifted the emphasis from programs pegged to the needs of wage-earning women to the interests of women professionals and business-owners.

The committee report concluded that there is an "urgent need" for a strong, active Women's Bureau to deal with the complex problems facing working women, and it recommended that the agency revamp its current policies, methods and priorities.

The committee also recommended that the bureau significantly expand its "critically important function" of publishing



On rights in Philadelphia

TNG Human Rights Co-ordinator, Anna M. Padia, standing left, discusses key factors in demonstrating case for equal pay for work of

equal value to meeting of Women's Committee of the Philadelphia Guild. Also pictured are Mary Walton and Beth Gillen, of the local.

statistical and other information and materials, and it stressed that such publications "should include pro/con or descriptive information whether or not the bureau or the administration has a position on the issue."

The report also called for more flexibility in the bureau's management, an end to its practice of discouraging regional staff from participating in certain activities, renewed co-operation and contacts with unions and other

groups, and more efficient and practical personnel assignments.

It was especially critical of the bureau for ending—on virtually a management whim—a successful job-sharing arrangement between two women directors of the bureau's Region IX in San Francisco. The committee said the bureau should be encouraging rather than stifling such "creative uses of alternative work patterns" both in compliance with federal employment laws

that permit them and as a demonstration for the private sector.

The panel also recommended that in planning activities the bureau should weigh the relative needs of various groups. Because the agency's resources are limited, choices must be made in how they are used and the "recent emphasis on mid- and upper-level corporate women," although not bad in itself, "inevitably reduces the resources available to assist needier groups."

'85 Guild Service Award honors Eleanor Roosevelt

(Continued from Page 1)

doors of U.S. newsrooms to women by admitting only newswomen" to her frequent press conferences during the presidency of Franklin D. Roosevelt, her spouse.

Mrs. Roosevelt was a member of the Guild from 1936 until shortly before her death in 1962 [See: 'U.S. and Guild mark centennial of 'First Lady' Eleanor Roosevelt,' Guild Reporter, Oct. 12].

The IEB also named as judges for the 1985 award, Vice Presidents Marie Shellock of Youngstown and Stanley Souza of Hawaii, along with Ellis T. Baker, TNG director of administrative operations.

The judges will select a winner from among nominees advanced by local membership meetings, executive committees or representative assemblies.

The award is open only to local members and unpaid officers.

Debates . . .

(Continued from Page 1)

ularity contest" as for the first debate.

If reporters are to pose questions to the candidates in future face-to-face meetings of presidential candidates, a procedure the IEB called "of dubious desirability at best," those reporters should be selected by the sponsors of the forum, "subject to neither veto nor interference by the candidates," the IEB concluded.

Winners customarily are selected and announced during the IEB's winter meeting, which is scheduled for Jan. 21-24, 1985.

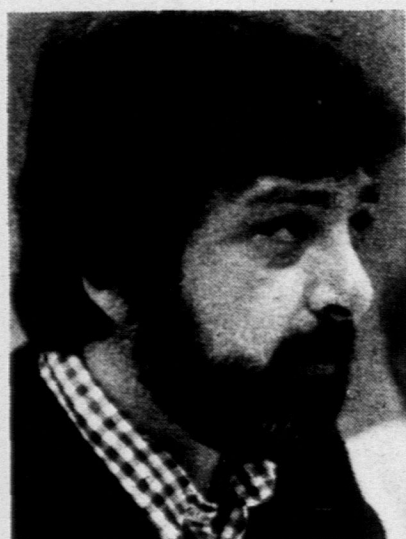
The award was established by the Guild's 1954 Convention in memory of Wilbur E. Bade, an early leader of the Twin Cities Guild and the international union, where he was the first organizing director and a long-time editor of the Guild Reporter.

Organizing funds to aid projects in two locals

(Continued from Page 1)

Governments in the Twin Cities area.

She studied for 12 weeks at Harvard University in 1982 as



Mike Contos
At Ingersoll Council meeting

the winner of the 1982-83 Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.

Besides serving her local as treasurer and chairing the St. Paul unit, she held several other positions as well, from departmental steward through delegate to TNG conventions.

The IEB's Organizing Committee reported that another joint TNG-local organizing undertaking also is in the works, this one between the Washington-Baltimore Guild and TNG. With details now being worked out, the IEB committee expressed the hope that the program would "be under way quickly."

In addition, the Organizing Committee reported, conversations are taking place between TNG and several members "looking toward their hiring as full-time TNG staffers" for the organizing effort to be financed

through this summer's two months of special assessments.

Noting that a few locals had to that point transmitted only one month's assessment income and that several had not sent any assessments, Dale estimated that total assessment income to the special organizing fund would be about \$800,000, some \$60,000 more than the assessments originally were expected to produce.

As they are received, TNG is placing funds from the assessments in interest-bearing accounts in the United States and Canada, the IEB's Finance Committee pointed out in its report to the board.

As of Oct. 24, TNG had received organizing assessment payments from all locals with members obligated to have paid them, except the following:

Battle Creek, Chicago, Columbus, Denver, Gary, Hampton Roads (Norfolk), Indianapolis,

the congress was launched at a pair of gatherings in which TNG participated.

The board acted in anticipation that the congress, currently composed of a dozen sponsoring news-industry organizations and 19 co-operating groups, will soon open a new category of voting membership.

TNG to join 1st Amendment group

Washington—TNG's Int'l Executive Board has authorized the union's affiliation as a voting member with the First Amendment Congress, a four-year-old organization devoted to educational efforts on behalf of press freedom and the First Amendment generally.

In doing so the IEB noted that

Lynn, Madison, Memphis, Mountaineer (Morgantown), Peoria, Puerto Rico, Southern Ontario, Utica, Victoria, (U.S.) Wire Service and Yakima.



Jacqueline M. Roedler
At 1983 Guild Convention

Eleanor Roosevelt remembered as 'tough unionist'

Poughkeepsie, N.Y. — Eleanor Roosevelt was a good Guild member and a "fine, tough trade unionist," Oliver Pilat, former president of the New York Guild, told a session on Mrs. Roosevelt and the press at Vassar College Oct. 16.

The session, at which Pilat, now retired, was a panelist, took place during a four-day symposium on "The Vision of Eleanor Roosevelt: Past, Present and Future," part of the official observance of the 100th anniversary of her birth, in which the Guild is participating. [Guild Reporter, Oct. 12.]

Pilat, in characterizing Eleanor Roosevelt, who joined the New York Guild late in 1936, as a tough unionist, recalled that she later became active, with him, in the local's anti-Communist caucus and contributed more money than anyone else to help pay its printing bills.

Mrs. Roosevelt began writing her daily syndicated column, "My Day," early in 1936, and she continued it and her Guild membership, in both New York and Washington, until 1962, the year of her death.

Pilat, during a discussion of her columns, press conferences and broadcasts, observed that what Eleanor Roosevelt did not say sometimes could be as telling as what she did say.

He recalled the New York Guild membership meeting before the United States entered World War II at which Mrs. Roosevelt found herself listening to charges that her husband, President Franklin D. Roosevelt, was,

among other things, a warmonger. She chose not to enter the debate, however, as Pilat noted. Instead she quietly expressed her disagreement through her votes in shows of hands.

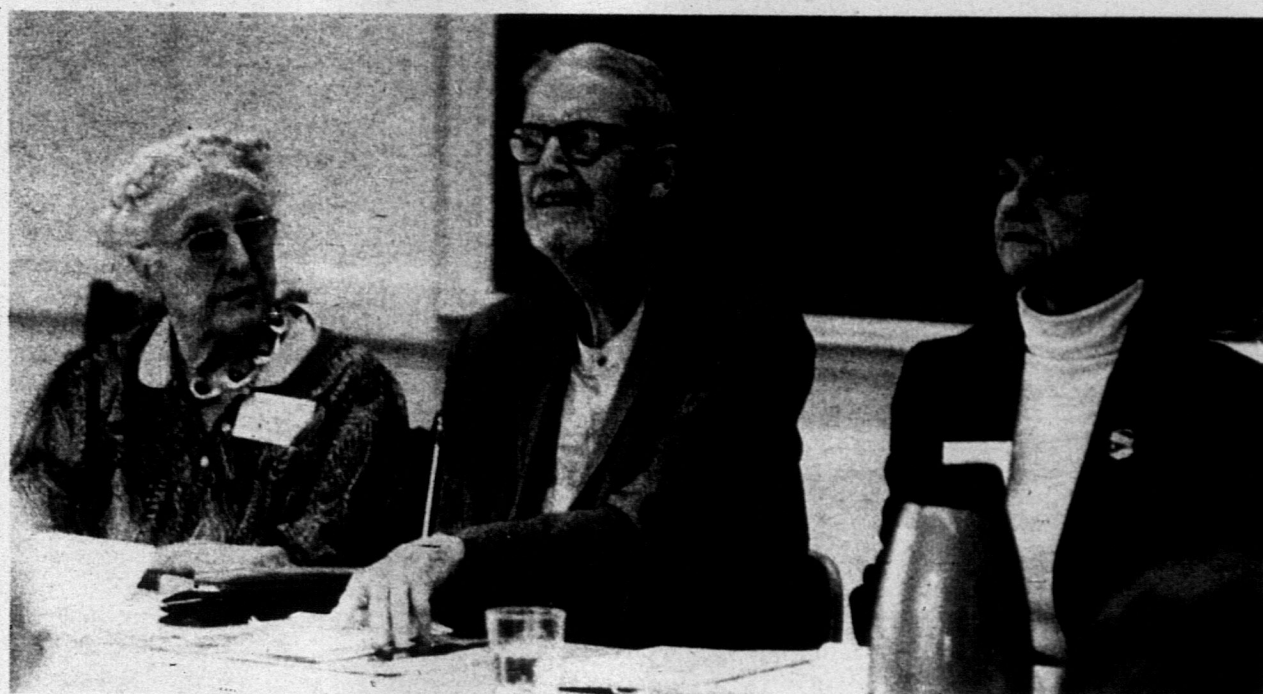
What Eleanor Roosevelt did say, and write, was the subject of papers prepared by two of the other panelists: one on the role of her public statements, by Betty H. Winfield, associate professor at Washington State University, one on her vision of journalism, by Maurine Beasley, associate professor at the University of Maryland.

In their papers, Beasley and Winfield said that Eleanor Roosevelt, who combined an active public life with continued support of traditional family values, became a role model for other women, who in her day were largely isolated domestically and socially.

The women reporters who covered her press conferences also became role models, as did the prominent women she introduced at her press conferences.

"Her vision of journalism included making it a means of permitting America's women to overcome their collective isolation," and she made it clear that, through her press conferences, she wanted to provide a mechanism "for women journalists to serve as a conduit of information from the White House directly to the nation," said Beasley, who edited "The White House Press Conferences of Eleanor Roosevelt," published last year.

Mrs. Roosevelt saw her press conferences, Beasley said, as an



DIXIE SHERIDAN/Vassar College

OLIVER PILAT MAKES POINT IN DISCUSSING 'ELEANOR ROOSEVELT AND THE PRESS'

Also on Vassar College panel: Esther Van Wagoner Tufty, left, who still has her own Washington news service, and Elizabeth Adams Daniels of Vassar, moderator.

opportunity to raise topics which, as she put it, "women reporters might write up better than the men."

Another reason Mrs. Roosevelt limited her press conferences to women was to force newspapers to hire more women reporters at a time when almost no women were assigned to cover the president and the White House, Beasley said.

She noted that one woman reporter, Ruby A. Black, who was hired by United Press to cover Mrs. Roosevelt, credited her with bringing "jobs to jobless newspaperwomen" and "recognition to

those who had been shoved off in a corner."

Mrs. Roosevelt's support for the right of married women to work, Beasley said, also was welcomed by the newspaperwomen who covered her, many of whom were married themselves.

Unlike her press conferences, Eleanor Roosevelt's daily column, which had a larger circulation than those of some contemporary political columnists, sometimes posed a problem for the newspaperwomen covering her: They were afraid she would scoop them in her own column.

But, Winfield reported, Mrs. Roosevelt told them: "You can write what you want to write—I have to be very careful."

Even so, Winfield and Beasley said, her column—initially criticized for its "inane chatter" about family affairs—came to include so many "political comments and hints" that Arthur Krock of the New York Times labeled it "required political reading."

Pilat said that nonetheless Eleanor Roosevelt really was not a working journalist but a specialist and that he understood that she had professional help in the preparation of her columns, an assertion that was promptly challenged by several persons in the audience, one of whom was Mrs. Roosevelt's secretary while she was a delegate to the United Nations General Assembly.

Pilat, who as a reporter for the New York Post knew Eleanor Roosevelt as a First Lady as well as a Guild member, assured them he meant no disrespect and he told them one reason why.

He recalled that in later years

Mrs. R considered for Truman ticket

Poughkeepsie, N.Y. — There was talk of having Eleanor Roosevelt run for vice president on the Democratic ticket with Harry Truman in 1948, 36 years ago, historian Arthur Schlesinger, Jr., said at the Eleanor Roosevelt centennial conference at Vassar College.

"She didn't pursue it because she simply didn't believe the country was ready for it," Schlesinger said. "But she would have rejoiced in the choice of Geraldine Ferraro."

he had been assigned to cover a meeting Mrs. Roosevelt had scheduled with a black organization in Queens as part of her Democratic reform movement in New York City.

"She was obviously ill and should not have made the trip," Pilat said. "But she had thrown herself into this campaign and she went anyway and made her talk. Two days later she died."

The fourth panelist, Esther Van Wagoner Tufty, of the Tufty News Service, who still attends presidential press conferences, also knew Eleanor Roosevelt in the Thirties and attended the press conferences for women only that Mrs. Roosevelt initiated two days after her husband's inauguration in March of 1933.

"They were more fun," she said, with a smile of reminiscence. "Eleanor Roosevelt caused more to be written by, for and about women than any other woman."

Reporter credits hiring to women-only press forums

Washington—The first woman ever hired as a general news reporter by the Washington Star told a group marking the centennial of Eleanor Roosevelt's birth that the late First Lady's "women only" policy at her press conferences was responsible.

Frances Lide told an Oct. 13 gathering at the Smithsonian Museum of American History that the Star hired her to cover the frequent press conferences when Bess Furman of the Associated Press said she would no longer provide special coverage for the Star, then Washington's leading daily. Lide previously had been

rejected by the Star for the job.

She also recounted Mrs. Roosevelt's having run in the early 1940s a "Gridiron Club Widows' party" for women reporters, then excluded from the all-male Gridiron Club.

The party featured a parallel program of skits and songs and included among participants the wives of Cabinet members and Supreme Court justices, said Lide, who remained with the Star until retiring in 1970. (Lide remains a retired member of the Washington-Baltimore Guild, which she joined in March of 1943, 41 years ago.)

The SAMUEL GOMPERS Stamp Club

OFFICIAL FIRST DAY OF ISSUE



FIRST DAY OF ISSUE

Eleanor Roosevelt, wife of President Franklin D. Roosevelt, joined the New York local of the Newspaper Guild in 1936 when she began writing a syndicated column. She is the only active dues paying member to give the White House as her address on an application for membership in the union.

Philatelic tribute to a Guild member

Commemorative stamp honoring Eleanor Roosevelt, a Guild member from 1936 until shortly before her death in 1962, was issued by the U.S. Postal Service on Oct. 11, the 100th anniversary of her birth, and the Samuel Gompers Stamp Club has issued a limited number of "first day" envelopes

bearing the stamps and postmarked in Hyde Park, N.Y., where Mrs. Roosevelt spent her post-White-House years. The envelopes, containing cards like that reproduced below, are available from the club at P.O. Box 1233, Springfield, Va. 22151; \$1 each or three for \$2.50.

The Newspaper Guild was founded on December 15, 1933. Its first president was Heywood Broun, the best paid, most successful columnist of his time, who nevertheless understood the plight of his less famous colleagues — low wages; fear of arbitrary dismissal; long and irregular hours; poor working conditions and unsatisfied grievances.

For example, in 1936 a Brooklyn Eagle reporter was assigned to do a story on a local sweatshop. She worked at a sewing machine in the clothing factory for two weeks and then wrote her article. She was quite pleased with the attention her story received until she realized that her pay at the Brooklyn Eagle was less than her sweatshop wages!

The past half century has seen vast improvements in the salaries and working conditions of Guild members. In the years since Eleanor Roosevelt joined, the Newspaper Guild has fought to improve the lot of reporters and other newspaper employees.

opeiu #2

IUD convention calls U.S. election choice clear

Hollywood, Fla.—The United States faces a clear choice between another damaging Reagan term or a course of "sustained growth, full employment, peace and a decent fair society" with the election of Walter Mondale and Geraldine Ferraro, the AFL-CIO Industrial Union Dept. declared during its 16th biennial convention.

It also called for election of "a Senate majority and a reliable House majority able and willing

to address the needs of the vast majority of Americans who have been left out in the anti-worker, anti-women, anti-children and anti-minority program of Reagan and Reaganomics."

Mondale and Ferraro offer "leadership to a better future" and stand for fairness, jobs, a strong defense, workers' rights and a strong, competitive industrial economy, the IUD said.

In contrast, it ticked off the Reagan administration's record:

✓ The worst period of unemployment since the Great Depression.

✓ White House leadership and encouragement in union-busting.

✓ Widening gaps between rich and poor Americans and hastening of the decline of America's middle class.

✓ The highest federal budget deficits, trade deficits and interest rates in history.

✓ Undermining protections

for worker safety and health and attacks on major labor standards.

TNG delegates to the Oct. 3-4 meeting were Int'l Chairperson Harry S. Culver, President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale.

IUD President Howard Samuel, in his keynote address, said the nation urgently needs an industrial policy to cope with many of its worst economic woes, but warned that no such help could be expected from a second four

years of a Reagan administration.

"The effects of Reagan's economic policies have made long-term trends even worse," Samuel declared. "High interest rates, high deficits and an over-valued dollar have put our entire economy under pressure."

AFL-CIO President Lane Kirkland also focused on the failures of the Reagan administration, charging that the nation "has been on the wrong road for four years."



TWIN CITIES: There was sweet corn, above left, plus contests with prizes at the "All Union Family Picnic and Corn Feast."

GUILD LOCALS in locales as diverse as Minneapolis-St. Paul and Newport News, Va., Allentown, Pa., and Kenosha, Wis., marked the end of the summer season with picnics, a "laborfest" and a bazaar—the latter two for funds as well as fun.

In the Twin Cities, it was the "First Annual All-Union Family Picnic and Corn Feast"—held in a Minneapolis park just across the Mississippi from St. Paul.

"All union" meant members and friends and family members from nine area newspaper unions in addition to the Guild. It also meant a turnout of some 500 persons despite the damp of a premature fall day early in September, reported Drew Mendelson of the Guild's unit at the St. Paul Union Advocate.

The picnic, which evolved from the Guild's own summer's-end event of recent years, also drew Guild members from units at the St. Paul Pioneer Press and Dispatch, the Minneapolis Star &

Picnics, prizes, bazaars mark end of summer

Tribune and the Catholic Bulletin as well as members and leaders of the Teamsters, Service Employees, Pressmen's, Typographical, Mailers, Electrical Workers, Machinists and Graphic Communications unions.

In Newport News, leaders of the Peninsula Guild took advantage of a bazaar in a shopping center parking lot on an October Saturday to raise funds through sales of "Solidarity Sausages"—also known as Polish sausages—and to distribute circulars and answer questions about their union.

The sausage operation was under the direction of Karen Cox, a former president of the local, while the information operation was in the hands of the current local president, Bill Melton.

Kenosha Guild leaders and members, meanwhile, operated a peanut-sales booth at that city's "Laborfest" celebration on Labor Day. About a dozen members and family members staffed the undertaking in four-person, two-hour shifts.

"Profit may have been small, but the spirit of participation and exposure to the labor community were great," reports John Krowicz, Kenosha Guild president.

In Allentown, Lehigh Valley Guild members, family members and friends spent a quieter time at their picnic in Neffs Valley Park on a sunny Saturday late in August, according to Ron Devlin, local president.

There was scant time for quiet, how-

ever, at the 10-union Twin Cities picnic where there were several kinds of children's games, races for all ages, a water balloon toss, prizes for every child and roving clowns.

There also was a brownie baking contest, a competition to guess the total number of words on front pages of editions of the St. Paul and Minneapolis dailies, the Minnesota Teamster, the Minneapolis Labor Review, the Union Advocate and the Guild Reporter.

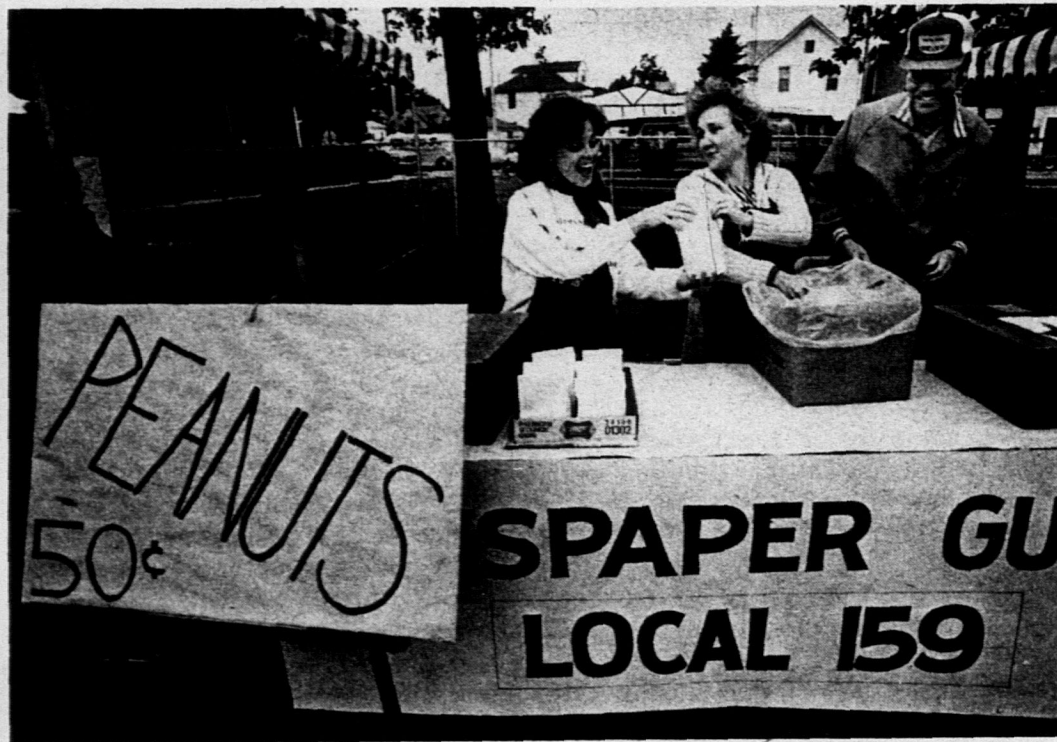
Bernard Brommer, secretary-treasurer of the state AFL-CIO attended and provided some of the prizes; Howard Fortier, secretary-treasurer of Teamsters Joint Council 32 helped draw a winning ticket in a raffle.

The Minnesota Nurses Assn., supported by the newspaper unions during their strike earlier in the year, had a couple of members on hand in case first aid was needed.

The unions provided fresh corn, soft drinks and ice cream for all comers. Members brought their own lunches.



ALLENTOWN: It was relax-time for Lehigh Valley Guild members and families in Neffs Valley Park.



KENOSHA: The Guild had a booth at the city's "Laborfest." Profits were small, but spirits were great, it said.

Union label affiliations ok'd by IEB for U.S. and Canada

Washington — Declaring that "promotion of the union label has become a matter of increasing urgency for the labor movement," TNG's Int'l Executive Board has voted unanimously to affiliate TNG with the Union Label Depts. of both the AFL-CIO and the Canadian Labour Congress.

It did so on recommendation of its Research & Information Committee, as modified by its Finance Committee, after hearing an outline of the AFL-CIO department's functions and operations by John E. Mara, its secretary-treasurer.

Both Mara and TNG President Charles A. Perlik, Jr., pointed to the key role played by the AFL-CIO department in publicizing throughout the labor movement early this year the boycott of Consumer Reports magazine and other publications and services of Consumers Union before settlement of the 68-day New York Guild strike there.

Mara recalled that the day after the settlement was ratified he received a phone call from a management representative who wanted to be sure the Union Label Dept. knew of the strike's end and that it would spread that information as effectively as it had the announcement of the boycott.

The affiliations are to be effective next April 1, at which time

TNG will begin paying 4-cent monthly per capita to the AFL-CIO department on behalf of 5,000 of its U.S. members and 2-cent monthly per capita to the CLC department on behalf of 1,000 of its Canadian members.

"The union label is a symbol of work at a living wage for millions of union members, U.S. and Canadian alike," the IEB said in adopting its Research & Information Committee report.

"With jobs flowing from unionized shops to low-wage, non-union plants and to even lower-wage runaway industries abroad, promotion of the union label has become a matter of increasing urgency for the labor movement," it continued.

While the Guild has always

supported the union-label concept, "it is time to array ourselves more demonstratively in what for many union members is a fight for economic survival," the IEB said.

In adopting its Finance Committee's recommendation that the affiliations be for less than the full Guild membership, the IEB noted that Mara had said that such action is not uncommon among unions affiliated with the AFL-CIO department. The IEB also pointed out that the benefits to TNG from affiliation "do not justify the outlay of such a large and recurring annual affiliation fee."

Cost of affiliation to the AFL-CIO department as approved will total \$2,400 per year; to the CLC department \$240 per year.

AFL-CIO urges turkey boycott

Washington—A boycott of turkeys and other poultry products produced by the Marval Poultry Co. of Dayton, Va., has been endorsed by the AFL-CIO Executive Council and is being promoted by the federation's Union Label & Service Trades Dept.

The boycott was called after employees represented by a local of the United Food and Commercial Workers Int'l Union struck the Dayton poultry processing plant early in June.

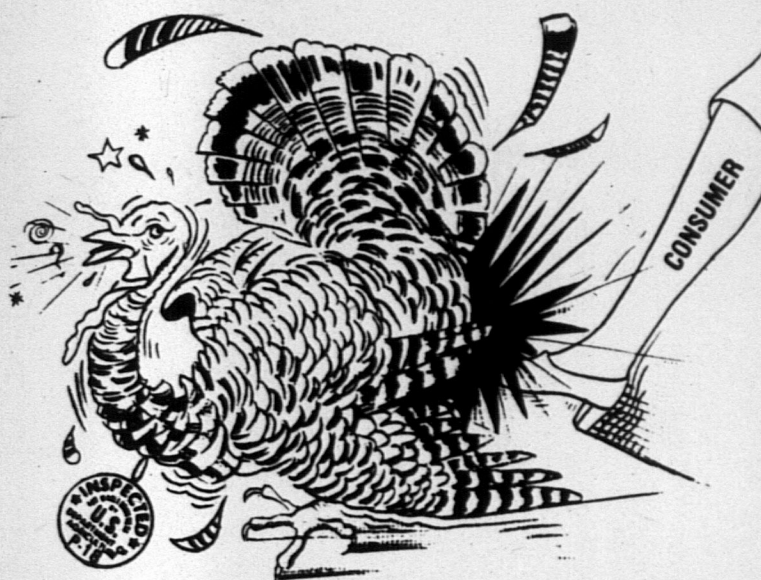
Although it has bargained con-

tracts with the company for nearly 25 years, the most recent bargaining for a new agreement has been frustrated by a change in ownership and an attendant deterioration in working conditions, the local reported.

It cited speed-ups on the production line and stringent rules governing time away from the line for personal needs.

Among the brand names under which turkey products from the plant are marketed are: Marval, Tender Pride, Lancaster, Frosty

Kick The Stuffing Out Of Marval



Don't Buy!

UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO

BRANDS: Armour • Bigger Brothers • Bird in Hand • Boston Beef • C&S Distributors • Dogwood Hill Farms • Esskay • Farmer Gray • Food Club • Frosty Acres • Kingston Lancaster • Louis Rich • Manor House • Marval • Maryland Chicken • Mazo Lerch • McSweeney's • Montoco • Rockingham • Shop Rite • Stu Leonard • Super True • Sure Fresh • Table Rite • Tender Pride • Top Frost • Weber Gourmet • Wilson



NOTE: All Marval turkeys carry this USDA stamp.

Acres, Top Frost, Table Rite, Manor House, Richfood, Food Club and Dogwood Hill Farms.

Products from the struck plant carry Department of Agriculture inspection number "P-18."

Other companies and products

currently on the Union Label Dept.'s boycott list include: Continental Airlines, Coors Beer, Faberge cosmetics, Hess Oil Co., Proctor & Gamble soap products, Schwinn bicycles and Red Coach lettuce.

Reporter top minimum average tops \$534

THE AVERAGE top minimum for reporters and photographers on daily newspapers and wire services under Guild contracts in the United States, Canada and Puerto Rico as of Oct. 1 was \$534.67 a week, according to data from TNG's Collective Bargaining Dept.

In 76 of the 127 contracts (60 percent) the top minimum exceeded \$500 a week; in 57 (45 percent), it exceeded \$550; in 44 (35 percent), it exceeded \$600 a week and in eight contracts (6 percent), it was more than \$700 a week.

Average of the U.S. contracts was \$526.57 a week; of the Canadian contracts, \$640.58 a week.

The overall average was \$27.60 higher than a year earlier (Oct. 1, 1983).

Listed here in descending order are the top minimums as of Oct. 1, 1984. Results of settlements and deferred increases effective since are not included.

	Minimum	After		Minimum	After		Minimum	After
New York Times	\$843.26	—2 yrs.	Oakland Tribune	582.28	—6 yrs.	Peoria Journal Star	470.00	—5 yrs.
Montreal Gazette	793.00	—5 yrs.	Detroit News	574.14	—4 yrs.	Sudbury Star	467.10	—6 yrs.
New York Daily News	767.73	—6 yrs.	Cleveland Plain Dealer	573.95	—4 yrs.	Duluth News-Tribune		
New York Post	751.30	—5 yrs.	Detroit Free Press	572.44	—4 yrs.	& Herald	465.00	—5 yrs.
Chicago Sun-Times	748.11	—5 yrs.	Monterey Peninsula Herald	571.00	—6 yrs.	Lowell Sun	461.00	—4 yrs.
Vancouver Sun and Province	736.62	—5 yrs.	St. Louis Globe-Democrat	569.05	—5 yrs.	Lynn Item	459.50	—4 yrs.
Minneapolis Star & Tribune	707.00	—5 yrs.	Buffalo Evening News	566.71	—5 yrs.	Brockton Enterprise	459.00	—4 yrs.
St. Paul Dispatch and Pioneer Press	707.00	—5 yrs.	Brantford Expositor	564.79	—4 yrs.	Woodbridge News		
Reuters (Canada)	697.56	—5 yrs.	Gary Post-Tribune	562.00	—5 yrs.	Tribune	451.00	—4 yrs.
Toronto Star	690.67	—6 yrs.	Waukegan News-Sun	554.00	—5 yrs.	Canton Repository	446.86	—5 yrs.
Denver Post	683.00	—5 yrs.	Mt. Clemens: Macomb Daily	547.02	—5 yrs.	Pueblo Chieftain	440.00	—5 yrs.
United Press Canada	680.52	—5 yrs.	Columbus Citizen-Journal	547.00	—5 yrs.	Knoxville News-Sentinel	438.00	—4 yrs.
Philadelphia Inquirer and Daily News	671.94	—5 yrs.	Royal Oak Tribune	538.44	—5 yrs.	Malden News, Medford Mercury and Melrose News	436.75	—3 yrs.
Victoria Times-Colonist	666.39	—5 yrs.	Kenosha News	538.00	—5½ yrs.	San Antonio Light	433.76	—5 yrs.
Canadian Press	663.34	—5 yrs.	Manchester Union Leader	537.75	—3 yrs.	Kingston Daily Freeman	433.00	—4 yrs.
St. Louis Post-Dispatch	659.66	—5 yrs.	Pottstown Mercury	535.99	—5 yrs.	Norristown Herald	431.00	—5 yrs.
San Francisco Chronicle and Examiner	659.17	—6 yrs.	Bakersfield Californian	533.38	—5 yrs.	New Brunswick Home News	425.75	—4 yrs.
San Jose Mercury-News	659.17	—6 yrs.	Reuters (U.S.) ¹	522.14	—2 yrs.	United Press Int'l	418.20	—5 yrs.
San Mateo Times & News Leader ²	659.17	—6 yrs.	Erie News and Times	521.50	—5 yrs.	Woonsocket Call ³	416.74	—5 yrs.
Santa Rosa Press Democrat	659.17	—6 yrs.	Scranton Times	519.46	—3 yrs.	York Dispatch ⁴	416.00	—4 yrs.
Seattle Post-Intelligencer	658.10	—5 yrs.	Scranton Tribune ²	518.10	—3 yrs.	Sioux City Journal	414.81	—4 yrs.
Seattle Times	658.10	—5 yrs.	Fall River Herald-News	515.96	—4 yrs.	Tonawanda News	414.79	—4 yrs.
Ottawa Citizen ⁵	642.45	—5 yrs.	Memphis Commercial Appeal	515.50	—5 yrs.	York Daily Record	413.96	—5 yrs.
Washington Post	640.75	—4 yrs.	Harrisburg Patriot and News ⁶	514.50	—4 yrs.	Yakima Herald-Republic	413.25	—4 yrs.
Hamilton Spectator	639.00	—4 yrs.	Hilo: Hawaii Tribune-Herald	509.91	—5 yrs.	Bristol Press	412.00	—5 yrs.
Denver: Rocky Mountain News	635.00	—5 yrs.	Wilkes-Barre Sunday Independent ⁷	509.75	—4 yrs.	Waterbury Republican and American	405.04	—4 yrs.
Tacoma News Tribune	634.85	—5 yrs.	Sheboygan Press	509.01	—4 yrs.	Lexington Herald-Leader	405.00	—4 yrs.
San Diego Union and Tribune	628.76	—6 yrs.	Allentown Call ⁴	507.52	—4 yrs.	Utica Press and Observer-Dispatch	387.50	—5 yrs.
Windsor Star	622.06	—5 yrs.	Mauit News	506.20	—5 yrs.	San Juan Star	383.37	—5 yrs.
Toronto Globe & Mail	621.66	—5 yrs.	Joliet Herald-News	501.90	—4 yrs.	Hazleton Standard-Speaker	381.71	—5 yrs.
Baltimore Sun and Evening Sun	620.00	—5 yrs.	Salem News ⁵	500.72	—4 yrs.	Massillon Independent	359.72	—4 yrs.
Pittsburgh Post-Gazette	620.00	—4 yrs.	Pawtucket Times	498.65	—4 yrs.	Monessen Valley Independent	352.75	—5 yrs.
Sacramento Bee	620.00	—6 yrs.	Lansing State Journal	496.68	—5 yrs.	Rochester Democrat & Chronicle and Times-Union	350.00	—4 yrs.
Fresno Bee	617.00	—6 yrs.	Indianapolis Star and News	493.95	—6 yrs.	Battle Creek Enquirer & News	346.00	—5 yrs.
Eugene Register-Guard	612.80	—5 yrs.	Portland Press Herald and Express	489.00	—4 yrs.	Terre Haute Tribune	340.88	—5 yrs.
Honolulu Advertiser	612.50	—5 yrs.	Youngstown Vindicator	486.00	—5 yrs.	Waltham News-Tribune ⁸	322.00	—3 yrs.
Honolulu Star-Bulletin	612.50	—5 yrs.	Oshawa Times	483.02	—4½ yrs.	Norfolk Virginian-Pilot ⁹	320.00	—4½ yrs.
Akron Beacon Journal	610.00	—4 yrs.	Albany Times-Union and Knickerbocker News	482.70	—4 yrs.	San Juan: El Vocero	320.00	—2 yrs.
Modesto Bee	610.00	—6 yrs.	Rockford Register-Star	477.06	—5 yrs.	San Juan: El Mundo	309.00	—5 yrs.
Associated Press ¹	609.50	—5 yrs.	Great Falls Tribune	474.00	—5 yrs.	Morgantown Dominion-Post	284.83	—4 yrs.
Providence Journal and Bulletin (2)	607.00	—4 yrs.	Jersey City: Jersey Journal ⁶	471.03	—4 yrs.	Chattanooga Times	280.00	—4 yrs.
Stockton Record	607.00	—6 yrs.						
Toledo Blade	604.54	—5 yrs.						
Sacramento Union	602.59	—6 yrs.						
Long Beach Press-Telegram	598.00	—5 yrs.						
Cincinnati and Kentucky Post	595.00	—5 yrs.						
Delaware County Times	583.40	—5 yrs.						

¹ Applies in AP bureaus in 18 cities, including Baltimore, Philadelphia, Minneapolis and Honolulu. Top minimum in three other cities and at AP Radio is \$10 higher; in four others is \$5 higher; in 28 cities is \$5 lower; in 74 others is \$10 lower.

² Plus \$2 after 9 years; plus an additional \$3 after 14 years.

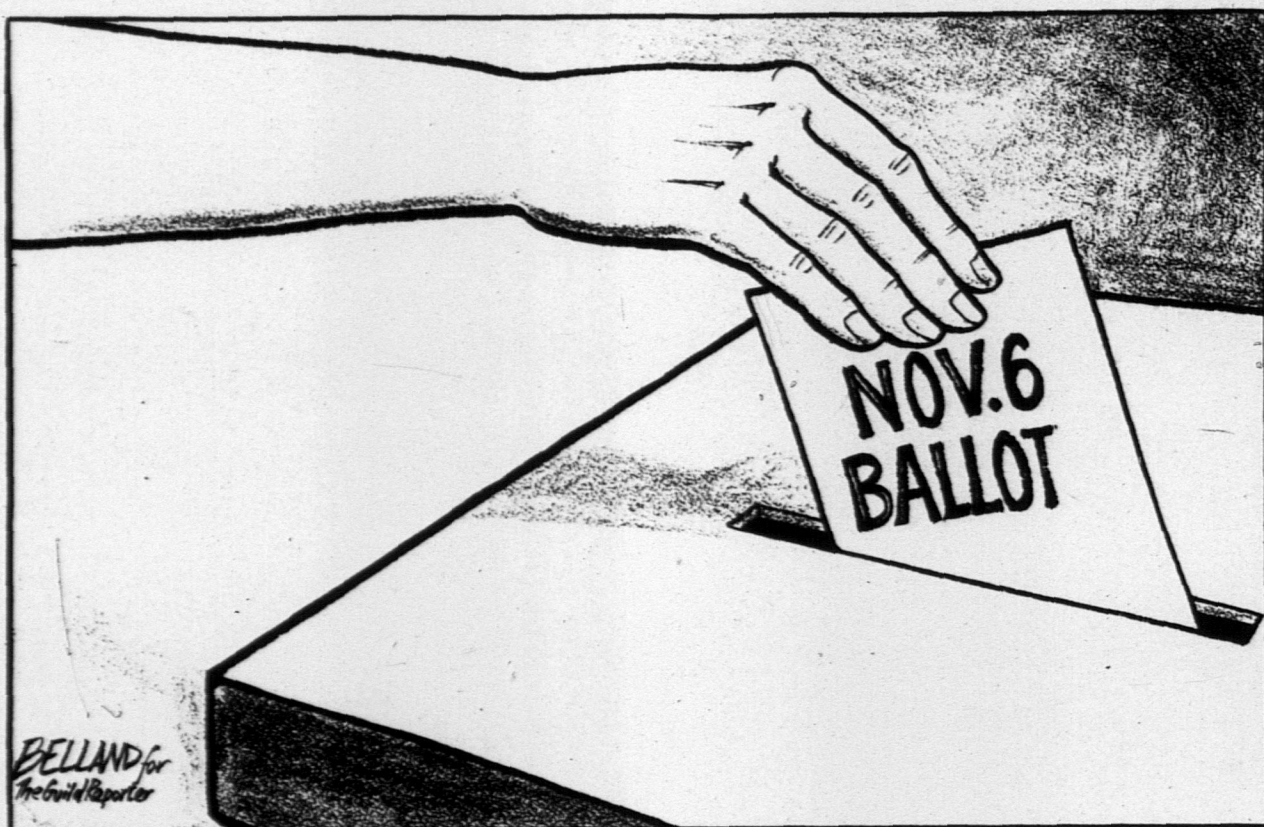
³ Lower of two reporter minimums for those hired since 8-18-80. Higher of the two is \$630.57. Corresponding minimums for those hired before are \$568.84 and \$646.96.

⁴ Plus 2 percent after 10 years and at 5-year intervals, to maximum \$20 per week.

⁵ Photographer top is \$499.87.

⁶ No photographers covered in Harrisburg, Jersey City, Norfolk, Ottawa, San Mateo, Waltham, Wilkes-Barre, Woonsocket and at the York Dispatch.

THE ONLY POLL THAT COUNTS!



BROUN ON HARVARD IN 1930 (AND YALE TODAY?)

Demanding 'humanity' in educators

By Heywood Broun

HARVARD University has discharged 20 scrubwomen rather than raise their wages from 35 to 37 cents an hour. The scrubwomen themselves asked for no increase in salary, but it so happens that the State of Massachusetts has a minimum wage law which provides boards to set certain standards of pay for women and minors in certain industries.

When the board called the university's attention to the fact that it was underpaying its scrubwomen Harvard's answer was to discharge them. The university has announced that it will replace them with men who may perhaps be able to do a greater amount of work, and there is no minimum wage for men. Possibly 10 men will be able to do the work of 20 middle-aged and elderly women.

This will result in a considerable saving to the university. Had it paid the women a legal living wage the sum would have amounted to almost \$600 a year. Equipment for the scrub football team hardly costs that much in a season.

BUT THE MOST interesting element in the problem is not the bare economic details but the human phase. A. Lawrence Lowell, president of Harvard, has passed upon the issue, and his attitude is interesting. William M. Duvall, a young Methodist clergyman in East Cambridge, was disturbed by the plight of one of his parishioners. Mrs. Emma Trafton had been employed by Harvard for 13 years. She was discharged without notice on November 1. The college was kinder to Mrs. Katherine Donahue, who had worked for Harvard for 33

This column by Heywood Broun, the Guild's founding president, first was published in the New York Telegram of Jan. 27, 1930.

It is reprinted during the fifth week of a strike for a first contract by clerical and technical employees at Yale University. Chief issue is more equitable pay from an educational system "that has for too long denied female and black workers equal pay for equal work," as AFL-CIO President Lane Kirkland put it during a massive strike rally in mid-October. More than 80 percent of the 2,600 employees involved are women and 17 percent are minorities.

years. She was not discharged until the Saturday before Christmas. Mr. Duvall wrote to Mr. Lowell and received the following reply:

"I have inquired into the discharge of Mrs. Emma Trafton from the Widener Library, and I find that the Minimum Wage Board has been complaining of our employing women for these purposes at less than 37 cents an hour, and hence the university has felt constrained to replace them with men. Some of them—I hope many of them—will be able to be employed at some other work in the university."

In other words, the reward of 33 years of work for Harvard University is the pious hope of the president that possibly something will turn up.

We used to have a song about how the football team was sweeping down the field and that we would do or die with the Crimson until the last chalk line was passed. The precise phrasing escapes me, but the words were to that effect. Well, Mrs. Katherine Donahue has had 33 years of sweeping. One might suppose at the end of that time she would have passed the last chalk line and landed in some haven of honor or security.

But it seems not. She carries with her into a bleak and cheerless world merely the tepid hope of a Lowell. Just try to warm your toes with that!

Thirty-three years is a long time to work for a college, whether the job be scrubbing or teaching. In my opinion, Mrs. Donahue has done rather more to tidy up the place than even A. Lawrence Lowell himself. She left no dark and clotted stains behind her.

It is said unofficially that some of the women had grown too old and too feeble to do their work with competence. One never does grow younger in scrubbing 'round

under the book shelves for 33 years. In old Gore Hall and later in the new Widener Library Mrs. Donahue may have paused now and then for a second to look up at the battalions of books. They reached from floor to ceiling. In them was the stuff to make one free. But they were not for the likes of her. This was fodder for the Lodges and the Lowells and the Cabots.

And yet I would not say that the education of A. Lawrence Lowell had been altogether successful. He has failed to learn that there are things which men and colleges may not do with honor.

MYSELF, I DID not frequent much the premises kept neat by Mrs. Donahue. My four years brought me no degree. No, not even a note from President Lowell. Accordingly, I cannot say that as an alumnus I demand humanity from Lowell and from Harvard.

But I will demand it just the same. This is no private fight. "I hope," says A. Lawrence Lowell. And I say "hope" be damned! Unless Harvard takes immediate steps to fix a pension system for its veteran employees it will forfeit any right to stand as a leader in enlightenment. A university is a living organism, and, when the heart has ceased to beat, death and corruption of the flesh set in.

"The veterans of industry are entitled to a pension as well as the veterans of war." I quote from a leaflet issued on this case by the Harvard University Socialist Club. And the story was first called to public attention by Gardner Jackson, who has written about it in the current *Nation*.

Already, I am told, certain prominent alumni of the university have taken steps to right the wrong. That's good. It's up to Harvard to choose between life and Lowell.

Editorial

On Nov. 6, why bother?

No one who has been at all awake during the last four years—particularly the last few months—can harbor even lingering thoughts that the Nov. 6 U.S. elections are another case of choosing between tweedle-dum and tweedle-dee.

Nor should anyone stay away from the polls in the belief that their one vote can make no difference in the outcome. History clearly demonstrates the fallacy of that notion in elections at all levels of government. Consider:

Way back in 1880, James Garfield was elected president over Winfield Hancock by a margin of just 1,898 votes out of 9.2 million cast.

In 1960, John F. Kennedy's margin over Richard Nixon was less than one vote per precinct nationwide.

Eight years later, Nixon beat Hubert Humphrey by fewer than 350,000 votes out of more than 73 million cast.

And while Jimmy Carter won the presidency in 1976 with 51.8 percent of the vote, a switch of fewer than 10,000 votes in just two states—Ohio and Hawaii—would have made Gerald Ford the winner, with a 270-268 margin in the electoral college.

At the congressional level:

In 1978 after two recounts Democrat Tom Daschle of South Dakota emerged the victor for a House seat over the GOP's Leo Thorsness by a whopping 105-vote margin. Election night results had given Thorsness the seat by a 6-vote margin. The first recount went to Daschle by just 20 votes.

Then there were Abner Mikva's two victories in contests for a House seat from Illinois. In 1976 he won by a margin of 201 votes, out of 213,407 cast. Two years later he was re-elected by the "comfortable" margin of 1,241, out of 177,795 cast. That made two elections decided by a combined margin of only 1,442 votes, out of 391,302 cast.

And there were the elections involving "close-call Paul" down in Texas—actually U.S. Rep. Ron Paul. After winning a special election in the spring of 1976, he lost the seat in that fall's regular voting by a margin of 236 votes, out of 193,000 cast. Two years later, Paul won the seat back, with a margin of 1,056 out of 107,436 votes. In 1980, he must have detected a mandate. He won by 5,645 votes, out of 207,887 cast.

At the state level, there was Frank Wageman of Manchester, N.H., in the hospital for by-pass surgery on the day of the primary election for the state legislature in 1980. He had neglected to get an absentee ballot. The balloting for one GOP senate nomination ended up in a tie. One of the two contestants was Frank Wageman. (In a recount he lost by 7 votes.)

Then there was the voter who wrote in "Batman" in a city election in Gainesville, Ga. The two actual candidates ended up in a tie. Two months after the election, they still were in a tie; the city had no provision for a run-off.

One vote does count. For any one who might not cast their's on Nov. 6, we propose a bumper sticker for the next four years. It would read: Blame me, I didn't bother to vote!

The Guild Reporter



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Southern District Council, fall meeting, Nov. 3-4, Hyatt Regency, Lexington.
Great Lakes District Council, fall meeting, Nov. 3-4, Holiday Inn, Terre Haute, Ind.
Midwest District Council, Nov. 3-4, Merrillville, 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.

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