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Philadelphia dailies resume publication as new agreements end 45-day strike



BURT COLLIER/Philadelphia Guild

PHILADELPHIA GUILD'S BILL BARRY EXPLAINS SETTLEMENT'S FIRST-YEAR INCREASE

Ratification vote was postponed Oct. 18, however, in face of Teamsters and Typographical Union rejections.

4-year pact raises Guild key by \$150

Philadelphia Employees of the Philadelphia Inquirer and Daily News returned to work late the afternoon of Oct. 22 after members of each of the nine unions representing the papers' 4,800 employees ratified new four-year contracts to end a 45-day strike against the Knight-Ridder dailies.

The papers resumed publication Oct. 23 for the first time since the unions, including the Philadelphia Guild, struck them early on Sept. 7.

The agreements call for increases in wages and fringe benefits averaging \$155 a week over the four-year terms. A company proposal for a \$90, three-year package was on the bargaining table when the unions struck.

The wage settlement translates to a \$150 a week increase over the term at the Guild's key top minimum, which applies to experienced reporters, photographers, copyreaders, artists and outside salespersons. The top minimum will reach \$821.94 a week early in 1989.

Employees returned to work en masse late in the day Oct. 22 after members of the last of the nine

unions—an unaffiliated union representing mailers ratified the pact. Officers of the union locals that make up the Council of Newspaper Unions marched from the meeting to open the doors to the Inquirer and Daily News building on North Broad Street and end the month and a half of picketing.

The agreement was ratified by several of the unions Oct. 18, but rejected by Teamster-represented drivers, prompting a similar rejection by Typographical Union printers and postponement of votes scheduled by other unions, including the Guild.

Voting for a second time on the proposed settlement the Teamsters approved it by a vote of 248 to 132. In a vote following the Teamsters Oct. 22 approval, Guild members ratified the agreement by 606 to 130 during a meeting attended by an estimated 1,000 members.

The \$150 increase at the Guild's key top minimum comes in five increments. The first, from Sept. 1, takes it up by \$41.20, to \$713.14 a week. Additional increases at the key top minimum are: \$30.45, to \$743.59 on Dec. 1, 1986; \$30.65, to \$774.24 on Nov. 1, 1987; \$29.45, to \$803.69 on Nov. 1, 1988; and \$18.25, to \$821.94 on Feb. 15, 1989. The agreement will expire Aug. 31, 1989.

Other minimum and general increases over the term range from \$82.90 for employees whose weekly minimum or salary had

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IEB backs bills to protect data's free flow

Washington U.S. legislation that would protect the free flow of information on several fronts was endorsed by members of TNG's Int'l Executive Board during its fall meeting Oct. 15-17.

Board members voted endorsements of bills before the Congress intended to:

- ✓ Strengthen the Freedom of Information Act and quicken response time to requests for data filed under it.

- ✓ Prohibit federal agencies from requiring employees to sign agreements to submit future writings to prepublication review.

- ✓ Establish safeguards for witnesses subpoenaed to appear before grand juries, including newspaper persons.

Calling for passage of a bill drafted by the Society of Professional Journalists Sigma Delta Chi to improve the Freedom of Information Act, the IEB said that the intent of that law has been "too long frustrated by the lethargy and hostility of federal agencies."

The proposal (H.R. 3319), sponsored by Rep. Gerald Kleczka (D-Wis.), would revise and tighten exemptions from the law enacted to ensure public access to govern-

ment data. It would impose penalties for failure to meet deadlines in responding to requests, and it would establish a standard fee schedule for gathering data [Guild Reporter, Sept. 27].

It also would shift oversight authority to the U.S. archivist from the Justice Dept., an agency that has been "consistently unsympathetic" to the FOI Act's objectives.

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Aid voted for Island storm victims

Washington TNG's Int'l Executive Board voted a \$1,000 contribution to a relief effort to aid victims of the tropical storm in Puerto Rico which caused a gigantic mud slide in Ponce, killing more than 500 people, and left

widespread destruction across the island.

At the same time, the board called on Guild locals and members themselves also to make contributions to the Comité Sindical Unidos por Puerto Rico (Commit-

tee of Unions United for Puerto Rico). They can be sent to the Guild local (Unión de Periodistas Artes Gráficas y Ramas Anexas (UPAGRA), GPO Box 4302, San Juan, P.R. 00936).

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Guild seen averting 'pink-collar' threat to news pay

Washington If it should prove true—as projected in a new University of Maryland study—that the news business may be on its way to becoming another "pink-collar ghetto" where women outnumber men and the pay levels of both are depressed, then employees need the Guild and Guild contracts more than ever.

So said TNG's Int'l Executive Board in a statement adopted upon recommendation of its Human Rights Committee during the IEB's fall meeting, which began the day the news first was published of the study and its conclusions and recommendations.

The study, titled "The New Majority" and produced by three women on the faculty of the university's journalism college, warns that the rise in the pay and status of news employees may be retarded if women become dominant in the field unless steps are taken by the industry and journalism schools.

Women currently make up 60 percent of the students enrolled in journalism schools and have been in the majority since 1977, according to the two-year study, funded by the Gannett Foundation.

In issuing their warning, the researchers pointed out that female-

dominated fields such as teaching, social work, nursing and librarianship traditionally have been lower-income professions.

"Although salaries in journalism-related fields (some of which already are noted for low pay) may not decline, there should be concern that they will not rise as they might if these fields remained predominantly male," the study's authors said.

Welcoming the prospect that editorial positions might at long last be integrated by sex, the IEB issued a reminder to all journalism students that Guild membership

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Bosses' reps challenge pay claim

Representatives of the American Newspaper Publishers Assn. and the Associated Press Managing Editors challenged the assertion by the "new majority" study that managements might tend to pay women less than men for the same kinds of news work, according to the Washington Post.

"There's a lot of recognition in the newspaper business that people should be paid for the work they do without regard to sex," said Robert L. Burke, ANPA vice president for industry and public affairs.

APME President Michael J. Davies, of the Hartford Courant, told Post reporter Zita Arocha that "I don't know of papers which pay women less than men."

Neither of them had seen the study.

The late show—the 2 a.m.-6 a.m. picket shift

The sound of birds chirping was first heard at a little past 3:30 a.m. and was welcomed by the lone picket on duty at the Buttonwood driveway of the 440 Building. He looked down Broad Street to see what could have disturbed birds at that hour. When the picket turned back to face the street, there before him stood Birdman.

This was not a surprising sight for the picket. He and his colleagues on the 2-6 a.m. shift at that corner have been seeing a lot of interesting action on Broad Street. The 2 a.m. Buttonwood crew—usually Guild members Emery James, Roxie Patten, Wayne Faircloth and Wendell Plumlee—are treated to one of the city's best free shows, a nightly parade of characters unlikely to appear on any tourism promotion poster.

In his appearance, Birdman stood before the appreciative picket, cupped his hands at his mouth and produced his repertoire of bird calls. He was nicely dressed in a light blue suit, white shirt and tie, and shiny black shoes.

After finishing his round of calls, he spread his arms and began whirling sort of like a bird down the sidewalk until he came to rest leaning over the wall of the 440 parking lot. A vent guy, who had been trailing Birdman, then moved in to make a pitch for a cigarette. No go. Birdman ignored him, again filled the night with bird

The Philadelphia Guild published Strike Editions of its membership newsletter, The Guild News, six days a week while the Guild and eight other unions were on strike at the Philadelphia Inquirer and Daily News Sept. 7-Oct. 22. Besides news of bargaining progress, or lack thereof, it carried features on the lives of strikers on and off the picket lines ["Staying busy off the job," Guild Reporter, Sept. 27]. This is reprinted from the Oct. 4 Guild News. The cartoons are from the Sept. 10 and 16 issues.

calls and continued whirling down the street with the persistent vent guy stalking him.

The picket has seen Birdman only once since that night, watching him whistle past on a bicycle. But there were plenty of other sights and sounds—Trumpet man, hookers, the man on crutches, and the fellow who walks south wearing a thigh-length nightshirt and sandals.

It was about 5 a.m. on Saturday when the picket who has so admired Birdman became aware of trumpet sounds floating from the plaza of the State Office Building. It was still dark, and the picket could get only an occasional glimpse of a figure on a bench and see a flicker of light off the metal of the instrument. The concert lasted about 30 minutes and was good, but the picket has not since had this treat.

There have been other sorts of sounds. A group of Buttonwood pickets got a refresher course in street vocabulary the night a john dumped a hooker from his car 40 feet away and

drove away without paying her. She offered several interesting variations of English.

The sight of a man on crutches on a windy cool night might arouse sympathy. But if there is music to be heard, or if he thinks a little dance would be appreciated, our man is usually more than willing to drop the crutches and dance. He's a regular at the corner. Another frequent passerby is the man in the nightshirt.

THE RULES of the game seem to involve silence, so the picketing crew does not ask why Crutchman can suddenly begin dancing, and why the man in the long nightshirt walks only south, usually about 4 a.m. The rule of the game is to let the show go on.

There was the night when a tough-looking young man approached the corner and stopped with one foot on the 440 sidewalk. He looked at the pickets, one of whom was wearing a large insulated jumpsuit with a hood over the head and a red scarf wrapped around his face up to his eyes. "Is it



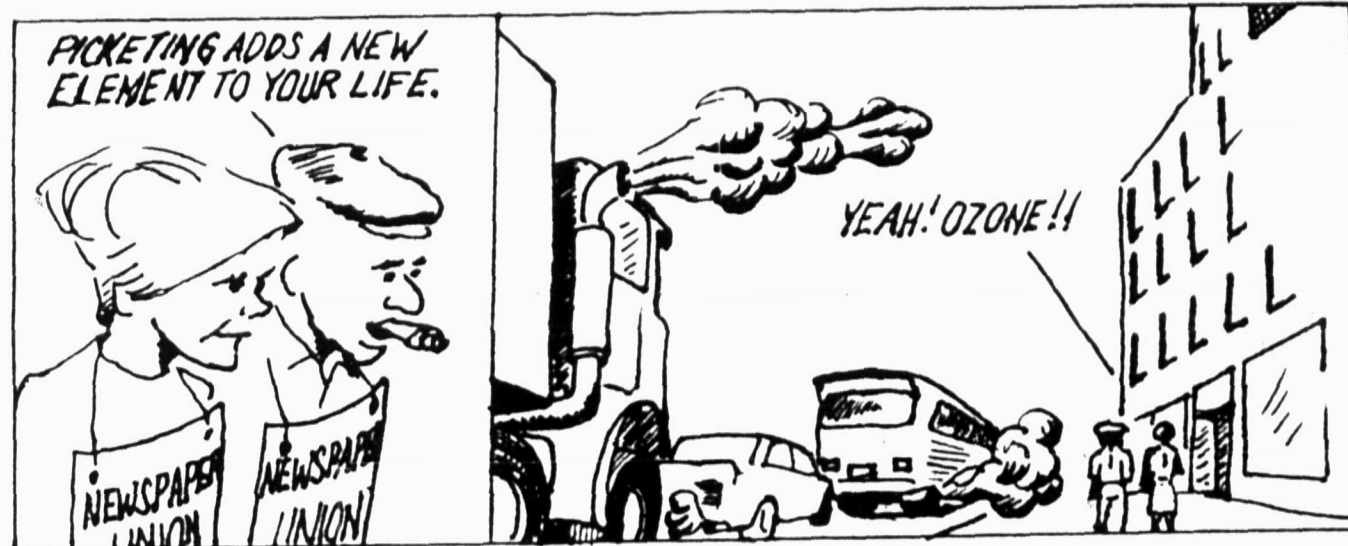
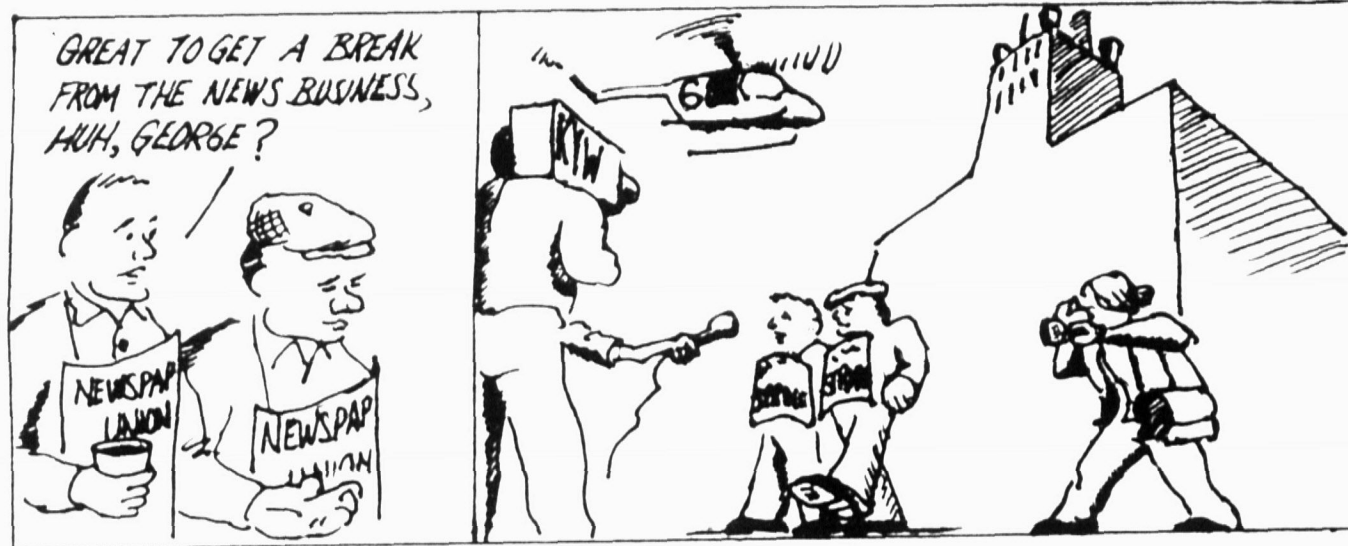
PEP BOYS 'PICKETING'

Signs courtesy of the 2-6 a.m. shift on the other side of Broad Street.

OK to walk on the sidewalk?" the youth asked meekly.

Out in the street there is another frequent sight during these dark hours. Every hour or so, a police squad or unmarked car moving south on Broad slows when it reaches the corner. The occupants bend their heads and look toward the top of the Pep Boys store across the street. The pickets suspect that the police are attempting to catch someone doing something to the statues of Manny, Moe and Jack. But the pickets say nothing.

They're only around to see the show.



4-year pact ends 45-day strike, raises key top \$150, to \$821

(Continued from Page 1)

been \$337.99 or less, to \$124.70 for those with weekly minimum or salaries of \$566 to \$638.99.

In addition, the salaries and minimums covering 40 percent of the Guild-covered employees in jobs below the key classification will be upgraded as a result of the settlement, including inside telephone sales representatives, whose top minimum will rise by \$55 immediately. That increase is \$13.80 a week higher than the initial \$41.20 increase at the key top minimum. The inside sales minimum is further adjusted by \$5 a week in 1986 and 1987.

The Guild represents nearly 1,300 employees in the papers' advertising, business, inside circulation and editorial departments.

Increases in payments for Guild health and welfare benefits total

\$23 over the contract term, and improvements in holiday and vacation benefits add another \$5 to the package, a Guild representative said.

Guild and management negotiators also agreed to amend the jointly administered pension plan to provide for retirement at age 62 with full pension benefits beginning in November 1987.

An additional personal holiday was added, to take effect in 1989, bringing the total holidays per year to nine, and service required for a fifth week of vacation was reduced by five years, to 20 years, over the contract term.

The agreement calls for joint Guild management safety committees to be established in all departments, and provision is added for a 90-day advance notice to the Guild of the introduction of new

equipment or technological changes that could trigger a reduction in force. Retraining in Guild-covered jobs will be provided where practical.

The contract's provision for up to a year of maternity or paternity leave is extended to permit a four-month period following the disability period associated with birth in which an employee may opt for a leave. The leaves are also extended to include adoption of a child of any age.

Management also agreed to consider requests from full-time employees to convert to part-time schedules for up to a year to accommodate family needs. Such a part-time arrangement can be extended for another year with the Guild's agreement.

The company agreed to withdraw a petition to the National Labor Relations Board seeking the exclusion of an additional 110 positions from coverage under the Guild contract. Guild and company negotiators agreed to exclude an additional 18 positions.

Minimum severance payment to a beneficiary upon an employee's death is raised from \$5,000, to \$10,000 immediately and to \$20,000 next Sept. 1.

The company agreed to survey employees to determine the need

Extra month's high dues projected

Washington—Payments of benefits in the strike at Knight-Ridder's Philadelphia dailies were lengthening the current period of higher dues for TNG's Defense Fund at about half the rate estimated when the strike began, TNG Secretary-Treasurer Charles Dale told the Int'l Executive Board during its fall meeting.

Because fewer Guild members were receiving benefits than had been expected, Dale said it appeared that the strike's first six weeks would result in but one additional month of higher dues.

Earlier he had suggested that each 22 days of the strike could add a month if all of the approximately 1,270 Guild members at the Inquirer and Daily News drew benefits [Guild Reporter, Sept. 13].

Philadelphia Guild leaders said that many members had other jobs or for other reasons were passing up the weekly strike benefit checks, Dale said.

When the current period of higher dues began in August to build TNG's Defense Fund to \$6 million, in keeping with action of the 1985 Convention, it was estimated that the fund's liquid assets would reach that level after four months' payments.

for additional parking spaces in company lots and interest in employee group discounts for city transit services, as well as direct deposit of paychecks.

In addition to inside sales representatives, these jobs were also upgraded: "Ad visors"; computer operators; telephone operators, whose title was changed to telecommunications specialists; correspondence center word processors, formerly dictaphone typists; head death notice clerk; legal notice clerks; and library classifiers.

Philadelphia Newspapers Inc.,

the Philadelphia dailies' parent company, lost about \$43 million in revenue during the strike, including \$20 million from the Sunday Inquirer, the Wall Street Journal reported.

Nov. 20 vote set on Guild in Reading

Reading, Pa. The National Labor Relations Board has scheduled a Nov. 20 vote among employees of the Reading Times and Eagle to determine whether the Philadelphia Guild will be their bargaining representative.

The Guild petitioned for recognition as the bargaining agent for more than 200 employees in the

papers' accounting, advertising, circulation and editorial departments after a majority in those departments signed Guild membership cards. The petition was filed with the board Sept. 27.

The papers have a combined morning and evening circulation of 82,000, and the Sunday Eagle has a circulation in excess of 100,000.

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IEB rejects appeal from Detroit leader over referendums

Washington—Acting without recorded dissent, TNG's Int'l Executive Board at its Oct. 15-17 meeting rejected appeals by the Detroit Guild's administrative officer charging that TNG's top officers had acted improperly in administering the three motions seeking initiative referendums passed by the Twin Cities membership meeting on Oct. 14.

In addition to a report of its Appeals Committee, the IEB cited the provisions of TNG's Constitution governing initiative referendums and their conduct, interpretive precedents covering 21 years and advice of counsel based on both.

TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale acted properly, the IEB said, when they singly or jointly:

- ✓ Held improper and not open for seconding by other locals because it did not state the policy it sought to change a Twin Cities motion to require that future TNG conventions be held "only in union-organized facilities."

- ✓ Deleted portions of the other two motions from the texts distributed to all locals by TNG as being beyond the scope of initiative referendums as delineated in TNG's Constitution.

- ✓ Declared invalid seconds voted by a Detroit Guild membership meeting before TNG had distributed the perfected texts of the two motions to all locals.

- ✓ Advised Detroit Guild Administrative Officer Donald C. Kummer that the IEB, not the Int'l Election & Referendum Committee, was the proper forum for appeals from the decisions.

Kummer, in a 13-page letter to the IEB dated Oct. 8, charged that Perlik and Dale had given him "the runaround," had violated the spirit of the constitution's initiative referendum provisions by being "hypertechnical" and were guilty of "tampering with our referenda."

He said that Perlik and Dale "should be censured" and called upon the IEB to submit to referendum all three Twin Cities motions "in the form requested and by the date requested."

If the latter were technically impossible, he asked for the "status quo ante prior to the convention" until the referendum would be completed.

On Aug. 26 TNG distributed to all Guild locals texts of motions seeking referendums on repealing the 1985 Convention's authorizing

TNG to buy, build or lease with purchase-option a headquarters building and another on repealing the \$1-million increase—to \$6 million—in the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off.

Absent from both were portions of Twin Cities motions seeking to mandate that each referendum be held before Dec. 15. Also absent from the defense-fund motion was a portion seeking to direct that TNG administer it by refunding to locals for refund to members amounts collected between Aug. 1 and Jan. 1 which put defense-fund assets beyond \$5 million.

In rejecting Kummer's objection to seconds made before TNG's distribution of the questions, the IEB said that both the constitution and precedents make clear that TNG must conduct the official mailing, after which there are 60 days for seconding by 10 additional locals in five states, territories or provinces which, with the moving local include at least 5 percent of TNG membership.

"The mailing burden could not have been intended to fall upon the local union," the IEB said, adding that "the duty to place the referendum motion in such form as to pass muster" under the constitution "is plainly that of the IEB, and between its meeting, that of TNG's officers."

Otherwise, the IEB said, a second before the official TNG mailing "would likely endorse a motion in its imperfect or illegal form."

An objection that Dale had acted improperly in asking the Detroit Guild for the "exact text of the motion" passed when it seconded the perfected motions was rejected in the face of a finding that he had made the same request of all locals that had not supplied it with their notifications of seconding actions and that TNG files showed it to have been a common practice in previous referendum initiatives, as well.

Resignation conditions invalid, locals told

Washington—U.S. Guild locals are being notified that restrictions on resignation from Guild membership set forth in TNG's Constitution are unenforceable with the exception of the requirement that resignations be submitted in writing.

TNG's Int'l Executive Board directed that notices be sent to U.S. Guild locals after the board's Constitution Committee conducted a review of the restrictions on resignations in light of a Supreme Court ruling on the question handed down this summer.

Seven seconds reported on referendum motions

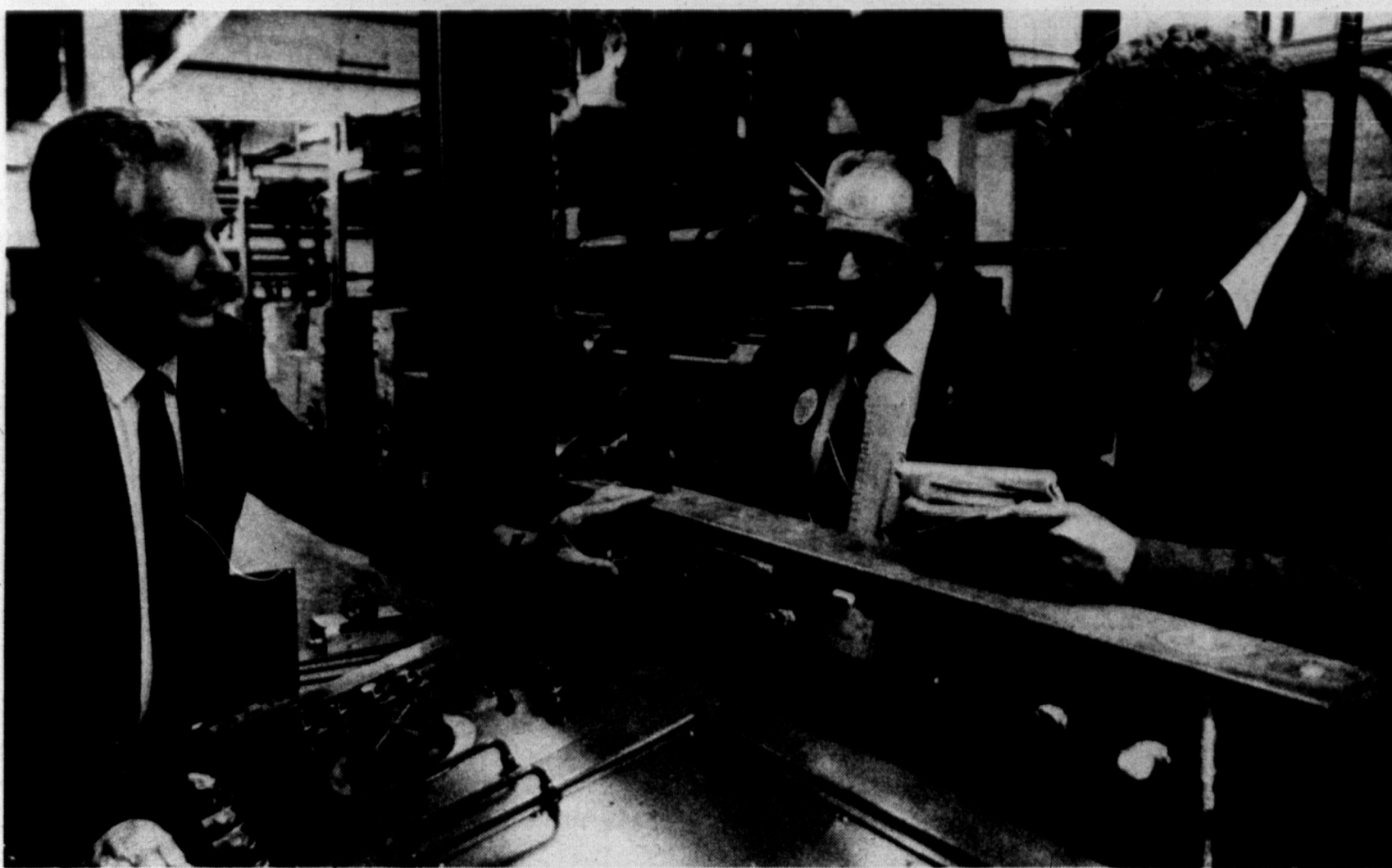
Washington—Notice from the Peoria Guild that a meeting of that local has seconded a motion to seek a referendum aimed at cutting by \$1 million—to \$5 million—the high dues cut-off for TNG's Defense Fund and another aimed at repealing authority for TNG to build or buy a headquarters brought to seven the number of seconds reported for each of the motions as of Oct. 24.

Earlier in the same week the president of the Great Falls Guild reported to TNG by telephone that a meeting of that local has seconded the Defense Fund motion.

Both motions require seconds by 10 locals containing at least 5 percent of TNG membership and located in five states, territories or provinces by Oct. 25 if they are to go to referendum.

Meanwhile, a special meeting of the Pacific Northwest Guild called to consider the questions adjourned without action for want of a quorum.

Previously reporting seconds for both motions were Chicago, Kenosha, Pittsburgh, Detroit and Lake Superior (Duluth), while Washington-Baltimore seconded the building motion.



San Diego studies Citizens' Voice

George Flynn, right, chairperson of the San Diego Guild strike preparations steering committee, gets briefed on operations at the Wilkes-Barre Citizens' Voice during a two-day visit to study the daily's operations. The San Diego Guild's contract with the Copley's Union and Tribune expired June 2 and more than 20 meetings through September had failed to produce agreement on a single pro-

vision for renewal. The Guild and other newspaper unions have been publishing the Citizens' Voice since striking the Capital Cities chain's Times Leader seven years ago Oct. 6. With Flynn are TNG Representative William M. Brown and Wilkes-Barre Guild Treasurer Carl Schwab. San Diego Guild President Michele C. Davis also visited the Citizens' Voice.

Buffalo withdraws bid to host '86 convention

Buffalo—The Buffalo Guild has withdrawn its invitation to host TNG's 1986 Convention, citing the inability of the local hotel employees' union to resolve "long and entrenched differences" with management of the prospective convention hotel over recognition of the union as representative of its service employees.

It appears there will be no "quick fix" for these differences, "making the picketing of the convention a certainty," the Guild local said in an Oct. 11 letter notifying TNG's Int'l Executive Board that it was withdrawing as convention host.

The site of the Buffalo convention had become an issue of some debate at TNG's convention this summer because of the lack of union representation for most employees of the Hyatt Regency, the one hotel in the city considered of

adequate size to serve as convention headquarters.

A motion that would have required TNG to make alternative accommodations available in a fully union hotel should the convention meet in a "nonunion or partly union" hotel was defeated in a roll-call vote.

Another resolution which would have directed that in selecting future convention sites preference be given to cities that have "a sufficient supply of unionized hotels" so that the convention might be held in such a facility also was defeated, on a voice vote.

A proposal to require TNG to hold all future conventions in union-organized facilities was one of three proposals for Guild-wide referendums approved by members of the Twin Cities Guild following this year's convention. Unlike the other two, however, the convention-hotel proposal was ruled invalid in its entirety since it failed to identify the convention action it sought to address.

In withdrawing the local's offer to serve as the 1986 TNG Convention host, officers of the Buffalo Guild urged that "ground rules" be established "for other locals in the future selection of convention sites."

CWSG merger with UTW unit okayed

Washington—Merger of a 20-member division of the United Telegraph Workers with the Canadian Wire Service Guild was approved by TNG's Int'l Executive Board during its fall meeting.

The 20 UTW-covered technical employees will join with some 350 editorial and business employees represented by the CWSG to form an expanded Guild unit at Canadian Press.

International officers of UTW had authorized the merger earlier.

The Guild local also represents employees at Canadian Broadcasting Corp. and Reuters of Canada.

Organizer wanted

Internal membership campaign at the Washington Post and other existing units. Start as soon as possible. \$25,000-\$30,000 (annually) depending on experience. Full benefits. Position initially for six months, possibility of extension. Contact: Sandra Polaski, Administrative Officer, Washington-Baltimore Newspaper Guild, 1511 K St. N.W., Washington, D.C. 20005. (202) 393-0808.

Can't just preside, Donahue tells TNG's new IEB

Washington — The "overwhelming reality" of being elected to union office is that "we cannot merely preside" but must move to change what wasn't done well enough in the past in order to do it better now and in the future, the AFL-CIO's secretary-treasurer told TNG's 1985-87 Int'l Executive Board at its first meeting Oct. 15.

Thomas R. Donahue said that "the only thing that is constant" in unions and many industries today "is change itself."

Donahue, who is standing for re-election himself at the end of October, spoke before leading the 16 members of TNG's IEB in their oaths of office.

One of the changes unions are facing is a greater number of employers who are "more willing than ever to operate in the face of a picket line," Donahue said, calling it "folly to strike unless you can shut down the operation."

A union that is unable to conduct a successful strike against a recalcitrant employer must find another way to win justice for its members, he added.

Responding to a question from Vice President Peter E. McLaughlin of New York, Donahue noted that younger workers are not going to be attracted to a union or labor movement that "preaches" about its accomplishments of the past.

Younger workers "won't be attracted on the basis of gratitude," nor solely by the issues that attracted earlier generations, such as exploitation in general, low wages or inadequate health and welfare benefits, Donahue said.

"Employers have gotten smarter. They by and large provide what



RAYMOND CROWELL/Washington-Baltimore Guild

AFL-CIO SECRETARY-TREASURER THOMAS R. DONAHUE, RIGHT, LEADS TNG's INT'L EXECUTIVE BOARD IN OATH OF OFFICE
From left: Vice Presidents Larry D. Hatfield, Doug M. Louth, Stanley Souza, Robert C. Holt, Jr., Faye McCracken, Gene Turner, David M. Rousseau, Richard M. Peery, Marie Shellock, Lee C. Clifford, Peter E. McLaughlin, David M. Mulcahy, Secretary-Treasurer Charles Dale, Int'l Chairperson Harry S. Culver, President Charles A. Perlik, Jr., and Donahue.

they judge to be enough to prevent unionization," he pointed out.

Polls and experience show that younger employees, are much more mobile and are concerned about the dignity of their work and association with their colleagues, he said.

The 16 members of the new IEB are: President Charles A. Perlik, Jr.; Secretary-Treasurer Charles Dale; Int'l Chairperson Harry S. Culver, of the Wire Service Guild;

Plus, At-Large Vice Presidents Robert C. Holt, Jr., of St. Louis, David M. Mulcahy of New York, Carol D. McGarvey Rothman of Philadelphia, Marie Shellock of Youngstown, Stanley Souza of Hawaii and Gene Turner of Northern California;

Also, Region 1 Vice President David M. Rousseau of Manchester, Region 2 Vice President Faye McCracken of Memphis, Region 3 Vice President Richard M. Peery

of Cleveland, Region 4 Vice President Larry D. Hatfield of Northern California, Region 5 Vice President Peter E. McLaughlin of New York, Eastern Canada Vice President Lee C. Clifford of Canadian Wire Service, and Western Canada Vice President Doug M. Louth of Vancouver-New Westminster.

Culver, McCracken, Peery and Clifford were re-elected to new terms on the board in TNG's September election. Other members were elected by acclamation during TNG's convention in June. Elected to first terms were Rousseau and Louth.

Rothman, involved in bargaining aimed at settling the strike at the Philadelphia Inquirer and Daily News, was excused from the IEB meeting.

In one of its first actions the IEB approved assignments to its standing committees for the new two-year term as follows:

Finance: Dale, chairperson; Mulcahy; and Souza.

Appeals: Mulcahy, chairperson; Holt; and Rothman.

Organizing: Holt, chairperson; McLaughlin; Hatfield; Peery; Shellock; and Rousseau.

Constitution: Mulcahy, chairperson; McCracken; Hatfield; Clifford; and Peery.

Collective Bargaining: Clifford, chairperson; Turner; Rothman; Louth; Holt; and McCracken.

Guild Reporter: Peery, chairperson; McLaughlin; Hatfield; Shellock; and Rousseau.

Research & Information: Shellock, chairperson; Rousseau; McLaughlin; Turner; and Louth.

Human Rights: Rothman, chairperson; McCracken; Turner; Clifford; Louth; and Holt.

Education: Turner, chairperson; McLaughlin; Shellock; Rousseau; and Louth.

IEB approves funds for storm victims

(Continued from Page 1)

The IEB voted the TNG contribution in response to an appeal from the Puerto Rico Guild, which has joined with other unions in coordinating an effort to raise relief funds.

WAPA-TV in San Juan, where the Guild represents research and technical employees, was to televise a daylong fund-raiser Oct. 20. El Mundo and its employees, all represented by the Guild, also had launched a joint relief effort, the local reported.

News coverage on the mainland of the Oct. 7 disaster, meanwhile, was criticized for its sparseness.

Also during its fall meeting, the IEB authorized TNG to pay 75 percent of the expenses associated with arbitrations involving the Lansing and Knoxville Guilds. The issues in both cases were of clear Guild-wide significance, the IEB said in authorizing the payments.

In Lansing the Guild incurred \$10,748.06 in expenses in a two-year battle with management of Gannett's State Journal over the company's using stringers to perform work covered by the Guild contract.

In Knoxville the Guild's prosecution of a grievance over the discharge by Scripps-Howard's News Sentinel of a reporter who ran for a school board seat cost the local \$16,570.

A portion of TNG's share in the Knoxville case was applied to retire the \$6,250 balance outstanding on a \$10,000 Defense Fund loan.

The IEB approved the payments on the recommendation of its Finance Committee. Long-standing IEB policy permits the sharing of grievance costs where issues are of union-wide significance.

Also on the recommendation of the Finance Committee, the IEB approved contributions of \$150 to the American Civil Liberties Union, the United Way of Washington and the United Way of Ottawa-Carleton, \$300 to the Labour College of Canada and \$250 to the Student Press Law Center.

On the recommendation of both its Human Rights and Finance Committees, the IEB also authorized contributions of \$75 to the Southern Poverty Law Center Klanwatch project, \$50 to the Gray Panthers Project and \$100 to the AFL-CIO's Martin Luther King holiday fund and the National Urban League.

General Fund income tops costs in first half

Washington—The costs of day-to-day operations during the first six months of TNG's current fiscal year were \$33,548 less than total income to its General Fund during the period, the Int'l Executive Board's Finance Committee reported Oct. 16.

The April-through-September operating cushion was the net result of General Fund income outstripping expenses by \$63,223 in the first three-month period (April through June) and expenses exceeding income by \$29,675 in the second quarter (July through Sep-

tember), the committee reported.

In the same six-month period, TNG's Defense Fund had a net gain of \$52,200. While income to the fund totalled \$632,865—more than two-thirds in the July-September quarter when higher dues went into effect—its expenses for the six months totalled \$580,665—64 percent as advances to the Philadelphia Guild for benefits to members who struck the Inquirer and Daily News on Sept. 7. An additional \$187,246 went for benefits in Wilkes-Barre during the six months.

The General Fund's first quarter gain of \$63,223 came on income during the period of \$882,507 and expenses of \$819,284.

The second quarter's \$29,675 operating deficit was produced by income of \$861,461 failing to meet expenses, which reached \$891,136.

TNG's 1985 Convention adopted a budget and income estimate for the fiscal year, which together would produce a deficit of \$91,773 for the 12 months ending next March 31.

For TNG's third fiscal quarter, which began Oct. 1, the IEB adopted a third-quarter budget that projects operating expenses of \$836,950, which would be \$54,186 less than operating expenditures in the previous three-month period.

TNG's Defense Fund, which had total assets of \$4,606,030 and liquid assets of \$4,459,883 at the end of September, had income of \$188,239 in the April-June quarter, while expenses were \$101,866.

In the second quarter, ended Sept. 30, defense fund income was

\$444,626 and its outgo totalled \$478,799, the IEB's Finance Committee reported.

The committee also reported that TNG's Special Organizing Fund, created with proceeds from a pair of special membership assessments in the summer of 1984, held a balance of \$725,870 at the end of September. It had stood at \$817,632 at the end of the last fiscal year.

Adopting the report of its Organizing Committee, the IEB said that TNG Director of Field Operations J. William Blatz will write to all Guild locals "encouraging them to organize, reminding them of the special organizing fund to assist them... and informing them of the need to submit specific organizing plans to TNG."

In the same action, the IEB also authorized TNG President Charles A. Perlik, Jr., to contract with a polling firm to survey members and nonmembers on their views on union issues in order to "facilitate organizing and develop better tools for organizing," with the project to be financed from the Special Organizing Fund.

Pension trust rose 14% in fiscal year

New York—Assets of TNG's Commingled Pension Trust rose by 14 percent in the fiscal year that ended March 31, to \$37.67 million.

The assets represent the market value of investments of 18 individual pension plans, most on behalf of Guild-covered employees, which have pooled their resources into a single trust fund adminis-

tered by The Chase Manhattan Bank.

Members of TNG's Int'l Executive Board, as trustees of the fund, review its performance and oversee the fund's management.

Administrative charges last year of \$184,758 equalled one-half percent of the fund's assets at year's end.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.9-point increase in the index in September to 320.5, up 8.4 points from September 1984, and 19.7 points from September 1983. The first column lists the index for each of the last 12 months, the second the percentage increase over the same months of the preceding year and the third, the percentage increase over September 1983. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	September 1983†
October, 1984	312.2	3.6	3.8
November	311.9	3.5	3.7
December	312.2	3.5	3.8
January, 1985	312.6	3.3	3.9
February	313.9	3.5	4.4
March	315.3	4.0	4.8
April	316.7	4.1	5.3
May	317.8	4.1	5.7
June	318.7	4.1	6.0
July	319.1	3.8	6.1
August	319.6	3.0	6.3
September	320.5	2.7	6.5

*1967 = 100

†Index = 300.8

TNG hosts Washington meeting of IFJ

Washington—For the first time in a dozen years, TNG was host to a meeting of the Int'l Federation of Journalists when the IFJ Bureau met Oct. 18-20 at TNG headquarters.

The bureau, a term of parliamentary art common among European institutions, compares to the board of directors in American and Canadian experience. As IFJ's 2nd vice president, TNG President Charles A. Perlik, Jr., is a member of the bureau, as are representatives of a dozen other countries.

In addition to Perlik, bureau members from Sweden, Norway, Finland, Netherlands, England, France, Austria, Peru and Switzerland attended the meeting.

The meeting's start was scheduled to coincide with the conclusion of the inaugural session of TNG's Int'l Executive Board and members of both bodies met at a reception in TNG's Heywood Broun Room the evening of the 17th.

IFJ President Ken Ashton of England and General Secretary Hans Larsen of Denmark, now based at IFJ headquarters in Brus-

sels, joined Perlik in hailing the unique meeting as an exceptional opportunity for journalist-unionists to become better acquainted and exchange common experiences and ideas.

Working around specially arranged White House and Kennedy Center tours, the delegates worked through a 30-item agenda covering IFJ union and professional interests.

The bureau approved, for final action by next year's IFJ World Congress in Copenhagen, an addition to the organization's code of conduct which calls on journalists to "be aware of the danger of racist, fascist and other anti-democratic tendencies being furthered by the media" and to do their "utmost to avoid abuse of the profession through facilitating such propaganda."

Perlik abstained on the issue because of its apparent conflict with TNG's constitutional proscription against imposing penalties on members for anything they write for publication.

The bureau also declined to join with the Int'l Organization of Jour-



IFJ's YVONNE GILLA, HANS LARSEN; TNG'S LEE CLIFFORD
Gilla is from Sweden; Larsen, Denmark and Brussels.

nalists, IFJ's Prague-based counterpart, which represents Eastern-bloc countries, in a statement of unqualified praise for UNESCO.

Similarly, it chose not to co-sponsor with the IOJ a celebration in Copenhagen next year of the 40th anniversary of the IOJ's founding, a proposal viewed as curious since the IFJ was founded

in 1952 by national organizations which withdrew from IOJ over ideological and political differences.

On a more positive note, the bureau discussed implementation of a Latin American mission by its Spanish and Peruvian representatives in November, and paid particular attention to a four-week mission to Southeast Asia and Australia by General Secretary Larsen in September.

The bureau also called for the release from prison of Polish journalist Teresa Szopowna.

Szopowna was arrested early in September reportedly for aiding a leader of the outlawed Solidarity journalists' union.

Before martial law was declared in Poland, Szopowna worked as a broadcaster, and more recently has worked for unsanctioned publications.

Nicaragua assailed on crackdown

Washington—The renewed crackdown on basic civil rights—including press freedom—by Nicaragua's Sandinista government is a "deplorable action" that cannot be excused by the Reagan administration's support of armed forces seeking to overthrow that government, TNG President Charles A. Perlik, Jr., has charged.

"What Washington is doing is wrong and intolerable; what Managua has just done is also wrong and intolerable," Perlik said Oct. 18 in a statement issued as chairperson of the trustees of the Council on Hemispheric Affairs.

Perlik called on the Nicaraguan government to "reflect on its responsibilities to its citizens and act promptly to re-establish political and civil liberties."

The statement was issued three days after Nicaraguan President Daniel Ortega asserted that efforts to defeat U.S.-backed "contra" forces made necessary the reimposition of a state of emergency, first imposed in 1982. It had been suspended in advance of last fall's elections.

The new action imposes even

more sweeping restrictions, suspending, the right to strike, to organize unions and to hold public meetings, rallies and demonstrations.

It also subjects all news to pre-publication censorship.

The day the restrictions were imposed, government agents took over the offices of the Catholic Church's printing plant to prevent

publication of a new magazine.

The new measures also will permit government authorities to raid and search homes at will, and they suspend protections against unwarranted arrest and the right to a speedy trial.

Reacting to protests against the crackdown, Ortega later said the restrictions were not as severe and far-reaching as they might appear.

MWASA leader: 'Can't afford to settle scores'

Washington—It is almost as though he had to come to the United States to keep up with what is happening in the violent struggle over apartheid in his own country, said Sam Mabe, a reporter for the daily Sowetan and a leader of the Media Workers Assn. of South Africa.

"It is very strange to learn what is happening" by reading newspapers and watching television here. "We never hear there what is in the news here every day," he said during a visit to TNG President Charles A. Perlik, Jr., at TNG headquarters Oct. 11.

Chairperson of MWASA in the

region that includes Johannesburg, Mabe was in Washington as part of a study program in labor-management relations sponsored by the United States-South Africa Leader Exchange Program.

A week later he returned to visit the Int'l Federation of Journalists Bureau during its meeting at TNG headquarters. MWASA is an affiliate of the IFJ.

During his visit to Perlik, Mabe said that South Africa's blacks "are prepared for it," when asked about proposals for disinvestment in that country until its government abandons its racist apartheid policies.

The nation's blacks "have al-

ready suffered so much, it cannot be much worse," Mabe said, pointing out that black youths are leaving school in droves "because they know there will be no job anyway."

Blacks are losing their jobs "for all sorts of reasons," including union activity and political activity, he said.

In spite of the violence against blacks, however, "the black people are prepared to sit down and talk and work with white people overnight," Mabe said. "We are not going to throw those people into the sea. . . . We cannot afford to settle scores."

IEB studies strike pay, seeks data

Washington—Acting on the recommendation of its Collective Bargaining Committee, TNG's Int'l Executive Board is calling on TNG to gather from locals information about the number of members who might benefit from an increase in TNG's minimum strike-lockout benefit.

It did so in response to a convention-direction that the board study the minimum benefit level and report to next year's convention on the impact an increase in the benefit formula would have on the Defense Fund.

Under policy established by conventions, TNG's current basic weekly strike benefit is 35 percent of a member's prestrike weekly pay, to a maximum benefit of \$100 a week. Benefits for members whose regular pay is less than \$285.70 a week are less than the \$100 weekly maximum.

The maximum basic strike benefit would be raised to \$125 a week next July 1, with additional annual increases taking it to \$150 in 1989, if members authorize a rise in strike benefits coupled with an increase in TNG's constitutional Minimum Dues Schedule in a Guild-wide referendum to be conducted early in 1986.

Under the 35-percent formula for computing strike benefits, a member would need prestrike weekly pay of more than \$357 to be entitled to the \$125 benefit and more than \$428 to be entitled to \$150 benefit.

Referring to a recently published newspaper photo of soldiers playing soccer with young blacks, Mabe said it showed "how ready we are to get along together" if the government recognizes blacks as "human beings and citizens."

During his surprise visit to the IFJ Bureau meeting, Mabe described how MWASA is working its way out of a deep philosophical division over issues of membership eligibility and political activity and told of the dangers all South African journalists, especially blacks, face in carrying out their work during the tensions and unrest.

S. Africa investment ties banned by pension fund

Washington—In contracting for its first stock investments TNG's Int'l Pension Fund has made it a requirement that the management firm not put any of the \$1.7 million in companies "that operate in or do business directly with South Africa" or in any South African company.

A representative of the firm, NWQ Investment Management Co. of Los Angeles, while noting that the restrictions would reduce the "universe" available for investments had expressed certainty the firm could operate within the guidelines, it was reported to the Oct. 10 meeting of the pension fund's trustees that approved the action.

TNG's convention this summer had instructed the Int'l Executive Board to initiate a plan for divesting any TNG funds from companies that do business in South

Africa as well as from any banks that make loans to the South African government.

With the IPF's action the only other major funds under TNG's purview that could be invested in firms associated with South Africa are the assets of TNG's Commingled Pension Trust, TNG President Charles A. Perlik, Jr., reported to the IEB during its fall meeting.

TNG is awaiting responses, Perlik said, from the 20 individual pension plans with funds invested in the \$38-million commingled trust to determine if any of them include restrictions that would affect a divestment plan.

Remaining assets of the TNGIPF, some \$4.5 million, are invested in a commingled real estate equity account and in long-term, fixed-rate investment contracts with Mutual Benefit Life Insurance Co.



SAM MABE OF MWASA AND THE SOWETAN VISITS TNG PRESIDENT CHARLES A. PERLIK, JR.
Leader of South African news workers union was on study-trip in the United States.

RAYMOND CROWELL/Washington-Baltimore Guild

Guild seen averting 'pink-collar' threat to news pay

(Continued from Page 1)

offers "the added strength of collective bargaining to defend" against employer tendencies to make sex-based wage decisions.

The IEB also noted that the increasing number of women in the news business should encourage employers to accommodate the workplace "by instituting child-care options, parental leaves, health and safety protections and relocation services to meet the needs of single parents and two-career couples, as well as the traditional family."

Guild locals will continue to "be vigilant in their... efforts to prohibit the disparate wage patterns projected in the report" and to bargain adequate minimum salaries for news industry jobs, the IEB said.

Employer proposals for merit-based compensation systems and lower pay scales for new hires that

Guild bargainers face "too often," however, lend credence to the authors' warnings, the board said. Gannett-chain dailies are among the leading proponents of merit-based pay systems.

While Guild members have "overwhelmingly rejected" such proposals, "most if not all" of them would have had a "greater adverse impact on more recently hired women than on generally longer employed men," the IEB said. News employees without the protection of a contract lack the option of their Guild counterparts to reject employer efforts to impose discriminatory pay plans, the IEB pointed out.

The study was directed by Maurine H. Beasley, along with Kathryn T. Theu and Judith Pateron of Maryland's journalism college.

Findings from surveys of the school's own journalism graduates

included in the report show that male graduates working for newspapers and wire services outnumber women graduates by two to one, while women graduates by the same proportion outnumber men in jobs on magazines and newsletters.

More male graduates—75 percent compared to 63 percent of women expressed high degrees of satisfaction with their jobs, the surveys found. Job satisfaction generally increased with the level of salary, and men surveyed were generally making more money than the women, the report said.

Four major factors in measuring job satisfaction expressed by both the men and women surveyed were freedom and autonomy, salary, advancement and career opportunity, the report noted.

The authors also concluded that "the nature of news may change" if women make up a majority of employees engaged in news work

and its management. It cited other studies that have shown women "more attuned to harmony and community" and men "more attuned to conflict, controversy and confrontation." Those differences "may affect, at least to some extent, what is regarded as news," the study said.

If the salaries paid news people decline in relation to the prevailing salaries in other professions, "some of the most important work of a democratic society will become less attractive to students gifted in intellect, resourcefulness and general ability," the authors concluded.

The "gifted" reference includes both men and women, Beasley said.

Vestiges of "blatant discrimination," assumptions about appropriate work for women, career interruptions for child bearing and rearing and a lack of "role models" are some of the "many elements"

that "still deter women in job placement, salaries and promotion," they said.

The authors called on news managements to provide training programs and personnel processes to examine ways in which "the interests, professional growth and long-term satisfaction" of women may be "encouraged in a field still dominated by males in management."

They urged journalism schools to institute courses in "sex roles and the media" and stressed that women students should be versed in "more assertive styles of communication, lest they be more passive than male employees competing with them."

The Guild, for its part, the IEB said, will continue "to bargain the positive workplace accommodations that are required with a more equitable male-female distribution in journalism and related professions."

Child-care bargaining guide unveiled at CLUW forum

Boston—A handbook on "Bargaining for Child Care" was unveiled by the Coalition of Labor Union Women during a national conference on "Work and Family Concerns" here Oct. 4.

Publication of the 60-page compilation of union contract provisions and bargaining goals and programs addressing the subject was assisted by contributions from TNG and six other national and international unions, including the Auto Workers, Service Employees and Communications Workers.

Included in the compilation are pertinent sections of TNG's Bargaining Program and Recommendations on Bargaining as well as a provision from at least one Guild contract, at the Bureau of National Affairs, setting up a joint union-management child-care study.

The booklet also covers parental leaves, alternative work arrangements such as job sharing, extended leaves for raising new-born and adopted children, child-care

credits and other benefits.

In unveiling the booklet, CLUW President Joyce Miller, a vice president of the AFL-CIO and the Amalgamated Clothing Workers, said the publication seeks to respond to the fact that the majority of families today are maintained by two wage-earners and by single parents, most of whom are women.

The Boston conference was the third of three sponsored by CLUW in the last year on the changing realities of work and family life.

Other speakers included a working member of the United Mine Workers, who described her experiences in working through two pregnancies, and Thomas R. Donahue, secretary-treasurer of the AFL-CIO.

Eight Guild members and leaders from five locals in New England participated in the conference, as did TNG Human Rights Co-ordinator Anna M. Padia, who also is a vice president of CLUW.



ANNA M. PADIA/TNG Staff

NEW ENGLAND GUILD MEMBERS APPLAUD NEWS OF CLUW CHILD-CARE BOOKLET

Eight members from five locals in attendance include, from left: Sharon Zacchini, Portland; Marianne Linehan, Salem president; Jo Lennox, Salem; Shirley Rajala, Brockton secretary; Jay Luppoid, Manchester. Not pictured: Tom Hiltz, Boston; Patricia Hammond, Manchester; Dave Langzettel, Portland.

Bills to protect data's flow backed

(Continued from Page 1)

tives, the IEB noted. The board commended the SPJ/SDX for designing the measure, which stands in contrast to the many "introduced in the guise of FOI Act 'improvements,'" but which would, in fact, erode it. The IEB also urged the introduction of a companion measure in the Senate.

The bill to prohibit administrative efforts to obtain the agreement of high-level federal employees to a "lifetime censorship" of their writings, sponsored by Rep. Jack Brooks (D-Tex.), is being considered by the House Post Office and Civil Service Committee.

"Official censorship has no place in a democratic society," the IEB said in "heartily" endorsing the measure (H.R. 39).

If passed the bill would forbid agencies to compel the signing of prepublication review agreements, an effort of the Reagan administration that drew "public furor" when it was announced in 1983 but has "received scant attention" since the effort has been taken "behind the scenes," the IEB said. [Guild Reporter, Oct. 11.]

A pair of bills introduced in the House and the Senate to establish safeguards for witnesses summoned before grand juries, "while not aimed specifically at the problems of newsmen," would

nonetheless provide "minimal protection" for them, the IEB said in endorsing the measures.

"All too often" newsgatherers "find themselves hauled before grand juries with the briefest of notice... and bereft of counsel," the IEB noted.

A House bill (H.R. 1407), sponsored by Rep. John Conyers, Jr. (D-Mich.), would require 72 hours notice of a summoned appearance before a grand jury and would ensure witnesses the right to be accompanied by an attorney. A Senate bill (S. 284), introduced by Sen. Carl Levin (D-Mich.), mean-

while, would likewise ensure witnesses the right to an attorney.

Urging that the notice period be extended to seven days and the Senate bill expanded to include that provision, the IEB called on the appropriate congressional committees to give the bills early approval.

In doing so it noted that "over the years the subpoena of newsmen to appear before grand juries has been one of the more persistent avenues through which the privilege of protecting information and sources has been violated."

BARGAINING FOR CHILD CARE

Contract Language for Union Parents

Written by
NYC CLUW
Child Care Committee

Published by
Coalition of Labor Union Women



COPIES OF NEW CLUW BOOKLET ARE \$5 EACH
Order from: Child Care, NYC CLUW, 386 Park Ave. S., New York 10016.

IT

SEEMS
TO US

Culver says 'thank you,' pledges he'll work for all

OKLAHOMA CITY, OKLA.

Editor:

I want to humbly thank all of you who supported re-election of myself and other members of the Unity ticket—Faye McCracken, Dick Peery and Lee Clifford—in the recent Guild election.

I renew my pledge to work with

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

all Guild members to better serve the membership.

HARRY S. CULVER
International Chairperson

Southern council elects officers for new term

Knoxville, Tenn.—Ray Cohn was elected president of the Southern District Council during its fall meeting Oct. 19-20. Cohn, president of the Lexington Guild, replaces Ernie Mercer, who left the Guild in June to take a full-time position with the Service Employees International Union.

Memphis Guild President Beth Tamke was elected vice president, replacing Cohn. Harold Julian of Knoxville was re-elected treasurer. Terry Marshall of the Post unit of the Washington-Baltimore Guild, was elected secretary, replacing Robin Scott of the Hampton Roads Guild, who did not seek re-election.

All were elected by acclamation.

Ed Sedlmeier, a private arbitrator and former mediator with the Federal Mediation & Conciliation Service, spoke on ways for locals to prepare arbitration cases to maximize the probability of prevailing.

Harold Woods, president of the Knoxville Area Central AFL-CIO Labor Council, described the purpose, operation and success of the Knoxville Area Labor-Management Council on Health Care. The labor-management coalition, one of the few operating in the country, assists area unions and employers in holding down health-care costs without shifting costs from employer to employees or resulting in lesser health plan coverage.

Richard Ramsey, executive sec-

retary of TNG's contracts committee, spoke about health-care cost containment, emphasizing that by adding coverage to health-care plans, costs can be held in check or reduced.

For example, he said, by adding a provision for second opinions before elective surgery, the health plan not only would save money by not having to pay for unneeded surgery but employees covered by the plan would have greater peace of mind about whether surgery needs to be performed.

Ramsey cited a study, in which second opinions saved 26.5 percent of plan participants from having to undergo the surgery recommended by a first physician.

If no one smoked cigarettes, medical-care costs in the United States would be reduced by 11 percent, Ramsey also pointed out, citing an address by the medical director of the Los Angeles Times and its parent Times Mirror Co. A corporate smoke-ending program can be operated for \$55 per employee annually. If only one-fourth of the participants were to quit smoking, the benefit would be \$21 saved for each \$1 spent.

Ramsey also urged all Guild bargainers to seek fully employer-paid health and welfare plans to avoid the taxes that both employers and employees must pay when employee wages are used to supplement employer payments for these plans.



New Yorkers mourn South Africans

New York Guild members are among some 2,000 marching to St. Patrick's Cathedral for a memorial service for victims of racial violence in South Africa. The march was led by N.Y. Mayor Koch, members of the clergy and labor leaders. Identifiable above are, from left foreground,

Guild President Barry Lipton, Jim Madden, Tom Steers, Peter Jones, Secretary-Treasurer Tom Pennacchio, staffer Dona Fowler and, right foreground, 3rd Vice President Clara Bennett. Guild participants also included Key Martin and David Hardy, local human rights chair.

Occupational disease bills endorsed

Washington — "Adequate warning and compensation for occupational disease are the minimum society can provide" to workers exposed to industrial hazards, TNG's Int'l Executive Board said in endorsing a pair of bills aimed at correcting deficiencies in current legislation.

The estimated 25 million workers exposed to asbestos, arsenic, nickel, benzene and other hazardous substances are five times more likely to develop leukemia or other forms of cancer. They could be monitored and take preventive measures if adequate notice were given, the IEB said.

It called for passage of the High Risk Occupational Disease Notification and Prevention bill (H.R. 1309), sponsored by Rep. Joseph M. Gaydos (D-Pa.), which would require the government to notify employees in high-risk jobs.

The board also endorsed the Federal Occupational Disease Compensation bill, which would establish a compensation system for victims of occupational disease. In doing so it noted that the occupational link to the onset of a

disease is "extremely difficult to prove" under state worker compensation laws.

The compensation bill, sponsored by Rep. Pat Williams (D-Mont.), would provide immediate compensation for victims of asbestos exposure and create a mechanism through which the Secretary of Labor could extend benefits to victims of other occupational diseases.

"Industry has countered with its own" legislative proposals, the board cautioned, urging rejection of bills sponsored by Sen. William Armstrong (R-Colo.) and Rep. Austin Murphy (D-Pa.). Those measures (S. 1265 and H.R. 1626) would provide lower levels of compensation and limit coverage to asbestos victims, while denying employees the option of suing over willful employer misconduct, the IEB said.

Arbiters deny that jobs forfeited

Twice in recent months arbitrators have found that Guild-covered employees did not forfeit their jobs, as claimed by publishers, but were discharged and are entitled to severance pay under Guild contracts with the newspapers where they had worked.

In a case involving a district manager discharged by the Denver Rocky Mountain News after it learned that her drivers' license had been revoked, arbitrator Gerald Cohen ruled that the com-

pany was not without choice in its action.

"It could have done a number of things to keep the grievant in its employ," but chose instead to invoke a rule that district managers must be licensed drivers and discharged the grievant for violating the rule, Cohen said in a Sept. 6 decision.

In doing so he noted that the grievant asked for a different assignment when it was learned by the company through a routine

check that her license had been revoked for several months.

In the second case, arbitrator Joseph B. Kerkman in an April 9 decision ordered the Sheboygan Press to make severance payment to a circulation clerk it terminated after her sick leave ran out.

While the company had the right under the contract to terminate the grievant when she was unable to resume work after 15 weeks of sick leave, "the record is absolutely clear" that the grievant had no intention of quitting her job, Kerkman said.

She had advised the company that spinal surgery and the recuperation period could necessitate her absence for up to six months, the arbiter noted in ruling that the grievant did not voluntarily end her employment.

Under the Sheboygan Guild's contract the company has the right to review employment status after the 15-week period of paid sick leave has expired.

IEB to consider request to streamline conventions

Washington—Action on a request from the Victoria Guild that TNG's Int'l Executive Board "streamline convention procedures" was deferred so other members of the board could present their views to the Constitution Committee.

In an action approved by a meeting of its membership, the Victoria

local suggested nine steps for expediting the business of Guild conventions. Among them: limiting the number of guest speakers; eliminating the chairperson's address and limiting to five minutes addresses by the president and secretary-treasurer.

The local also suggested shortening the nominations process by cutting nominators' speeches by two minutes, to three each, and permitting only one two-minute seconding speech, with others indicating support by filing seconds in writing. It also called for changes and/or elimination of non-work activity.

The IEB's Constitution Committee also discussed changes in TNG's election procedures, but deferred any action pending further discussions with Int'l Election & Referendum Committee Chairperson Robert A. Steinke.

The board voted to re-evaluate election procedures on a motion by Vice President Larry D. Hatfield of Northern California following a discussion about late and inadequate returns in the recently concluded TNG elections.

Local per-capita delinquencies tallied

Washington—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in payment of monthly per capita to TNG as of Sept. 30:

Local	Months	Amount
Bakersfield	1	\$ 1,427
Battle Creek	8	827
Boston	1	3,023
Chattanooga	1	433
Denver	3	12,473
Detroit	1	11,363
Eugene	1	761
Gary	2	1,966
Indianapolis	2	528
Kenosha	2	994
Kingston	2	994
Lansing	2	782
Lehigh Valley	2	888
Lexington	1	264
Lynn	1	338
Northern Ontario	2	507
Pawtucket	1	761

Peoria	1	782
Portland	1	3,435
Pueblo	1	930
San Antonio	1	1,447
Terre Haute	1	846
Vancouver		
New Westminster	1	10,697
Victoria		1,776
Washington-Baltimore	1	19,142
Wire Service	1	13,339
Youngstown	1	1,564

The delinquencies totalled \$92,287.

Full or partial payments were received after Sept. 30 from Boston, Denver, Kenosha, Lansing, Lexington, San Antonio, Vancouver-New Westminster, Victoria and Washington-Baltimore. Secretary-Treasurer Charles Dale reported during the IEB's Oct. 15-17 meeting.

Boycotts

Sanctioned by the Canadian Labour Congress and provincial labor federations, as of October 1985:

Canadian Labour Congress

Blue Cross (Ontario)
Canada Trust Mortgage Co.
California grapes
Red Coach Lettuce
S. S. Kresge Co., K-Mart and Jupiter stores

Alberta

Doctors who "extra bill"

British Columbia

Canada Trust Mortgage Co.
Canadian Tire
Lettuce (Donny, Red Coach, Big Fred, SAS, Big A, Bobby & Andrews)
Proctor & Gamble (soap products)
Louisiana Pacific Corp. (forest products, construction material, Waferwood construction panels, Pabco Xonolite insulation, Weatherseal windows and doors)

Manitoba

Bank of Commerce, VISA Centre
Canada Trust Mortgage Co.
Canadian Tire stores
Eaton's stores
Kresges, K-Mart, Jupiter stores
Tip Top Foods
Viking Pharmacy

New Brunswick

Mr. Grocer Stores
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd.

Newfoundland

Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (retail grocery outlets, plus all Sobey non-unionized operations in the Atlantic Region)

Nova Scotia

Capital Stores, Valu Fair Drug Marts, (Halifax area)
College of Cape Breton (Cape Breton area)

Eastern Provincial Airways
Holiday Inn, Rue Robie St., Halifax
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (except Cape Breton Island)

Ontario

Canada's Wonderland, Toronto
Cookies by Hollandia
Steinberg, Archway, Tina Food
T. Eaton's Co.

Prince Edward Island

Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd.

Quebec

Air Canada
Bank of Commerce, VISA Centre

Saskatchewan

Base Communications, Saskatoon

A 'Freedom Letter . . . to Bishop Desmond Tutu'

The people of
The United States
of America

Dear Bishop Tutu:

Jerry Falwell does not speak for me -- or for America. The American people know that apartheid is a crime against the human soul. It is a moral outrage. We condemn it. By signing this FREEDOM LETTER we say NO to Mr. Falwell, NO to apartheid, and NO to the Government of South Africa. I am proud to stand with you, Pope John Paul, Coretta Scott King and one million other Americans to speak with a single and solid voice against the oppression of the Black people in South Africa.

Print Name _____ Address _____ City _____ State _____ Zip _____

Print Name _____ Address _____ City _____ State _____ Zip _____

Print Name _____ Address _____ City _____ State _____ Zip _____

Print Name _____ Address _____ City _____ State _____ Zip _____

Print Name _____ Address _____ City _____ State _____ Zip _____

Signed copies should be sent to: Free South Africa, P.O. Box 37038, Washington, D.C. 20013.

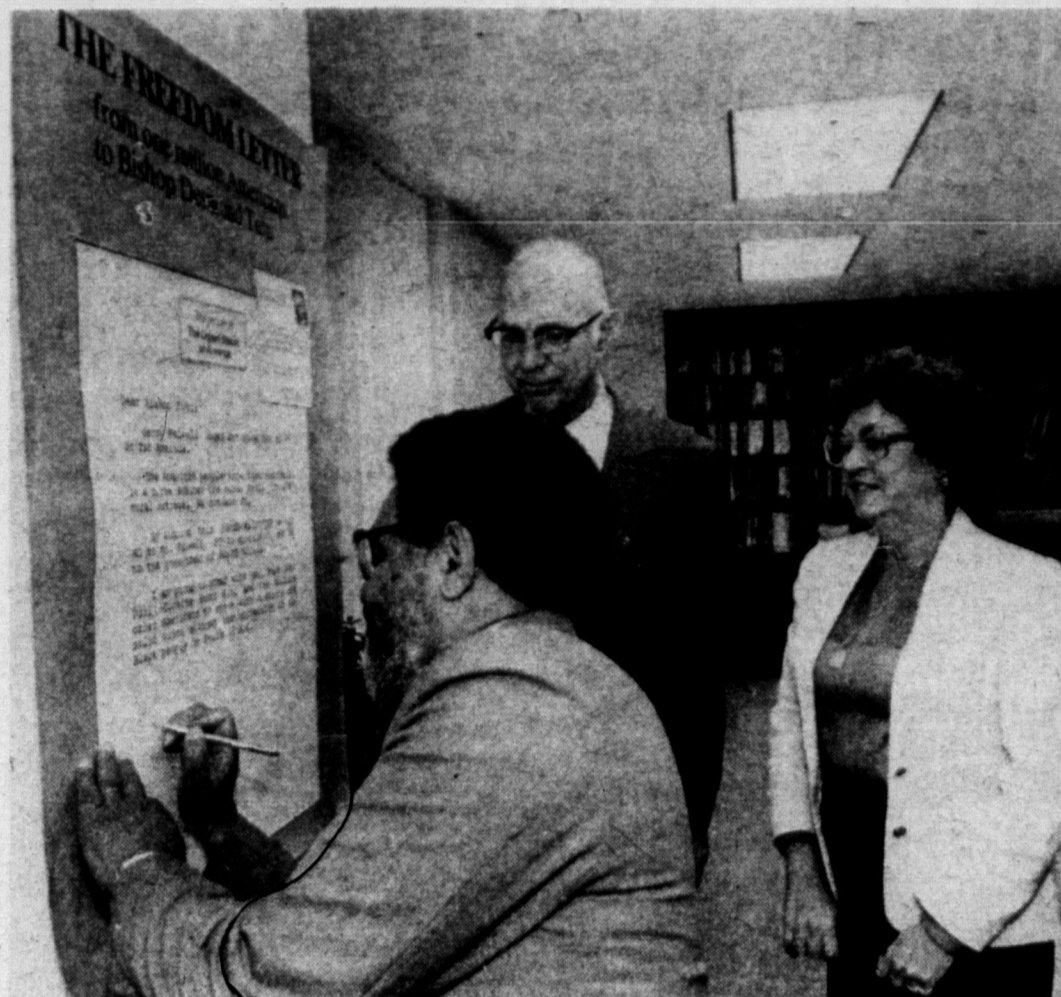
A special message
from South Africa



"I pray that the freedom loving people of the United States will not let the government of South Africa think that Reverend Falwell speaks for all America.

"It is time for good people to be heard — loud, clear and now."

Desmond Tutu
Johannesburg



Joining a campaign by the Free South Africa Movement, TNG is sending all U.S. locals copies of a "Freedom Letter . . . to Bishop Desmond Tutu" in South Africa to assure the Nobel Peace-Prize winner that "Jerry Falwell does not speak" for all in the nation. Above, TNG Vice President Richard M. Peery adds his signature to a large copy as Int'l Chairperson Harry S. Culver and Vice President Faye McCracken wait their turns. All IEB members signed. TNG President Charles A. Perlik, Jr.'s, signature is on a huge copy near the South African Embassy. Falwell, after visiting South Africa, called Tutu out of touch with his fellow blacks and promised to encourage U.S. investments in South Africa. [See also, 'S. Africa investment ties banned by pension fund,' Page 5.]

Canadian body urges organizing; backs South African divestment

Victoria, B.C.—Delegates to the Canadian District Council Oct. 19-20 meeting voted to establish a standing organizing committee and called on each Canadian Guild local to appoint a representative to it.

The new committee was charged with seeking ways of promoting and co-ordinating Guild efforts to organize the unorganized in Canada working in the Guild's jurisdiction.

The council also called on TNG to prepare a report identifying potential Guild organizing projects in communities of 25,000 or more throughout Canada.

The meeting, the second of a reactivated district council of Canadian locals, drew 40 delegates, with each of the eight Canadian Guild locals represented.

Issuing a call for "basic human rights" for all South Africans, the council also endorsed a motion recommending that TNG and all Guild locals "deal only with financial institutions that have explicit policies forbidding loans or other financial dealings" with South Africa. Any investments that do not

David M. plant to close, Puerto Rico local told

Hato Rey, Puerto Rico—The David M Co. has notified the Puerto Rico Guild that it will close its Puerto Rico plant Oct. 18.

The company produces blankets for printing presses. It cited economic factors, "including the cost of shipping goods" to the mainland and significant capital expenditures that would be required to keep the plant operating.

The local represents about 45 employees in the plant's business office, maintenance and production departments.

satisfy those criteria should be divested as soon as it is practical, the council said.

In addition, the council instructed its committee on journalistic issues to study and prepare a draft "code of journalism ethics" to address such issues as preventing restrictions on journalists' activities outside of working hours and proposing contract language that would permit reporters "to refuse to handle assignments they consider unethical or morally repugnant."

As TNG's Int'l Executive Board had earlier in the week, the council also called for a review of TNG's election rules and it asked TNG to advise locals of the review and solicit suggestions for change.

The council also urged the IEB to consider streamlining TNG convention procedures "to ensure more expeditious and efficient conduct" of convention business. The IEB has before it a nine-point proposal from the Victoria Guild for "streamlining" convention business.

TNG's Collective Bargaining Program also should be modified, the council said, urging next year's convention to "drastically reduce" the program's mandatory propos-

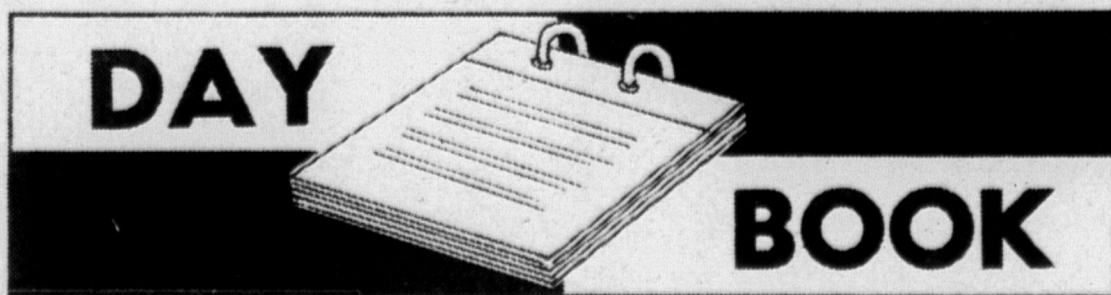
als, making them optional instead.

The council also adopted resolutions urging Parliament to enact more comprehensive employment equity legislation than a proposal currently under consideration, demanding that the full requirements of existing Canadian content and ownership restrictions on publications be enforced and deploring federal plans to limit increases in family allowances to less than the full increase in the cost-of-living index.

A proposal that TNG fund the publication of a quarterly newsletter for Canadian Guild locals was narrowly defeated.

TNG Secretary-Treasurer Charles Dale presented a gold pin bearing the Guild insignia to Roger Stonebanks of Victoria in recognition of his service on the IEB. Stonebanks did not seek re-election to the TNG vice presidency from Western Canada in this year's international election. He had held the seat since it was established in 1972.

A program examining equal employment opportunity objectives was conducted by TNG Human Rights Co-ordinator Anna M. Padia on the morning of the second day of the meeting.



Western District Council, fall meeting, Oct. 26-27, Great Falls.

Midwest District Council, fall meeting, Nov. 2-3, Milwaukee.

Great Lakes District Council, fall meeting, Akron, Nov. 9-10.

New England, Middle Atlantic District Councils, joint meeting, Nov. 9-10, Park Plaza Hotel, Boston.

Int'l Executive Board, winter meeting, Jan. 21-23, TNG headquarters, Washington.

Western District Council, winter meeting, Feb. 1-2, 1986, Honolulu.

Southern District Council, winter meeting, tentatively early February, Memphis.

Int'l Executive Board, spring meeting, April 21-25, TNG headquarters, Washington.

Canadian District Council, spring meeting, April 26-27, Toronto.

54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.

55th Annual Convention, summer 1988, Vancouver.

Education program ideas sought

Washington—TNG has distributed a survey to officers of Guild locals and district councils seeking information to aid in the planning of future education programs to be available to meetings of district councils.

Currently programs examining health care cost containment, the shop steward system and advancing equal employment opportunity are available for council meetings

scheduled through mid-1986. TNG Education Director Phil Kadis said in a letter accompanying the survey. The programs are conducted by members of TNG staff.

A program examining the use of computers in the administration of Guild locals may also be available for spring council meetings, Kadis said.

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INTERNATIONAL LABOR COUNCIL

JAMES M. CESNIK, Editor
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