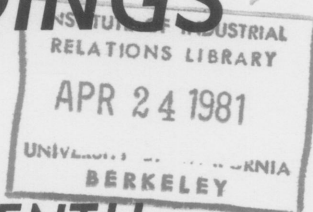


Newspaper Guild

PROCEEDINGS



FORTY-SEVENTH ANNUAL CONVENTION

The Newspaper Guild (AFL-CIO, CLC)



June 23-27, 1980
Hotel Toronto
Toronto, Ontario

Washington 1980

PROCEEDINGS

FORTY-SEVENTH ANNUAL CONVENTION

The Newspaper Guild (AFL-CIO, CLC)



**June 23-27, 1980
Hotel Toronto
Toronto, Ontario**

17  17

Printed in USA

Officers of
THE NEWSPAPER GUILD
[AFL-CIO, CLC]

International Chairperson

Harry S. Culver

President

Charles A. Perlik, Jr.

Secretary-Treasurer

Charles Dale

Regional Vice Presidents

Patrick Rushton
Wilkes-Barre, Region 1

Carlos J. Sutton
Washington-Baltimore, Region 2

John B. Mitchell
Gary, Region 3

Carla Beck
Great Falls, Region 4

Betsy Wade
New York, Region 5

John M. Lowe
Toronto, Canada East

Roger L. Stonebanks
Victoria, Canada West

Vice Presidents At Large

Elwood B. Bigelow
Portland

William T. Davis
San Jose

Robert C. Holt, Jr.
St. Louis

David M. Mulcahy
New York

Floyd Tucker
San Francisco-Oakland

Joyce Walker-Tyson
Detroit

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AUDITOR'S REPORT

GENERAL AND DEFENSE FUNDS

SHULMAN, KURTZ, TURER & TOPAZ

CERTIFIED PUBLIC ACCOUNTANTS

International Executive Board
The Newspaper Guild

AUDITOR'S CERTIFICATE

We have examined the balance sheet of The Newspaper Guild as of March 31, 1980, and its related statement of income and expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the accompanying balance sheet and its related statement of income and expense present fairly the financial position of The Newspaper Guild as of March 31, 1980, and the results of its operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

/S/ SHULMAN, KURTZ, TURER & TOPAZ
Certified Public Accountants

April 18, 1980

FINANCIAL HIGHLIGHTS

Average Monthly Per Capitas Received Year Ended March 31, 1980

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Average
Employed members—regular rate	27,164	30,433	29,008	32,514	29,780
Agency members	180	261	222	307	242
Unemployed and retired members	2,893	1,620	2,007	3,282	2,451
Part-time members	1,609	1,912	1,526	2,003	1,763
Members-at-large	5	7	3	35	12
TOTAL PER CAPITA	<u>31,851</u>	<u>34,233</u>	<u>32,766</u>	<u>38,141</u>	<u>34,248</u>

Operations of General Fund

	Year Ended March 31, 1980	Year Ended March 31, 1979
Income	\$2,222,733	\$1,874,218
Expense	2,228,170	1,942,876
(DEFICIT) FROM OPERATIONS	<u>(\$ 5,437)</u>	<u>(\$ 68,658)</u>

Operations of Defense Fund

	Year Ended March 31, 1980	Year Ended March 31, 1979	Year Ended March 31, 1978
Income	\$4,370,243	\$1,883,653	\$ 502,521
Expense	1,650,719	5,416,689	417,082
SURPLUS (DEFICIT) FROM OPERATIONS	<u>\$2,719,524</u>	<u>(\$3,533,036)</u>	<u>\$ 85,439</u>

Summary of Net Worth of Guild

	Year Ended March 31, 1980	Year Ended March 31, 1979	Year Ended March 31, 1978
General Fund	\$ 210,496	(\$ 552,675)	(\$ 484,017)
Defense Fund	290,530	(1,533,036)	2,000,000
Organizing Fund	—	—	(102,577)
NET WORTH SURPLUS (DEFICIT)	<u>\$ 501,026</u>	<u>(\$2,085,711)</u>	<u>\$1,413,406</u>

BALANCE SHEET—GENERAL FUND

As of March 31, 1980, 1979 and 1978

	<u>\$/31/80</u>	<u>\$/31/79</u>	<u>\$/31/78</u>
ASSETS			
Cash in banks and on hand	\$ 309,846	\$281,242	\$171,394
Advances receivable	13,720	21,955	17,159
Loans receivable			
Individuals	29,717	16,747	23,418
Locals and other	—0—	11,523	15,813
	<u>29,717</u>	<u>28,270</u>	<u>39,231</u>
Exchanges receivable	34,584	51,232	106,699
Due from organizing program	—0—	—0—	11,116
Prepaid insurance and transportation expenses	62,887	52,988	44,285
Deposits	675	675	675
Investments	100	100	100
Accounting equipment (net)	23,038	17,875	12,665
TOTAL ASSETS	<u>\$ 474,567</u>	<u>\$454,337</u>	<u>\$403,324</u>
LIABILITIES			
Accounts payable	8,525	16,003	3,715
Exchanges payable	—0—	4,249	4,289
Due to Defense Fund	46,510	768,608	667,517
Payroll taxes payable	10,348	17,284	10,948
Severance pay reserve	198,688	200,868	200,872
TOTAL LIABILITIES	<u>\$ 264,071</u>	<u>\$1,007,012</u>	<u>\$887,341</u>
NET WORTH SURPLUS (DEFICIT)	<u>\$ 210,496</u>	<u>(\$552,675)</u>	<u>(\$484,017)</u>
NET LIABILITIES AND NET WORTH	<u>\$ 474,567</u>	<u>\$454,337</u>	<u>\$403,324</u>

STATEMENT OF INCOME AND EXPENSE AND CHANGE IN NET WORTH—GENERAL FUND

For the Years Ended March 31, 1980 and 1979

	For the Year Ended March 31, 1980		For the Year Ended March 31, 1979	
	Amount	Percent	Amount	Percent
INCOME				
Membership Income				
Per capita taxes	\$2,090,016		\$1,720,424	
Initiation fees	15,903		14,936	
Reinstatement fees	539		396	
Agency fees	17,579		9,354	
	\$2,124,037	95.56	\$1,745,110	93.10
Servicing salaries and expenses paid by Locals	25,628	01.15	50,488	02.70
Guild Reporter income	2,257	00.10	2,497	00.13
Research Department sales	2,859	00.13	3,664	00.20
Expenses paid by Defense Fund	55,618	02.50	55,334	02.95
Charter fees	—		5	00.01
Other income	12,334	00.56	17,120	00.91
TOTAL INCOME FOR YEAR	\$2,222,733	100.00	\$1,874,218	100.00
EXPENSES				
Per capita taxes	\$ 99,605	04.48	\$ 61,848	03.30
Field operations	870,713	39.17	757,199	40.40
Administrative operations	312,010	14.04	296,469	15.82
Office management	505,041	22.72	476,231	25.41
Executives	84,072	03.78	85,353	04.55
Other expenses	356,729	16.05	265,776	14.18
TOTAL EXPENSES FOR YEAR	\$2,228,170	(100.24)	\$1,942,876	(103.66)
OPERATING (DEFICIT) FOR YEAR	(\$ 5,437)	(00.24)	(\$ 68,658)	(03.66)
NET WORTH (DEFICIT)—				
BEGINNING OF YEAR	(\$ 552,675)		(\$ 484,017)	
NET WORTH ADJUSTMENT AS				
PER INTERNATIONAL	\$ 768,608		—0—	
CONVENTION ACTION				
NET WORTH SURPLUS (DEFICIT)—				
END OF YEAR	\$ 210,496		(\$ 552,675)	

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years ended March 31, 1980, 1979 and 1978

	Expended Year Ended 3/31/80	Budget Year Ended 3/31/80	(Over) or Under Budget	Expended Year Ended 3/31/79	Expended Year Ended 3/31/78
1. Per-Capita Taxes	\$ 99,605	\$ 96,500	(\$ 3,105)	\$ 61,848	\$ 78,674
2. Field Operations					
A. Director—Salary	40,073	40,100	27	61,848	78,674
Expenses	3,123	5,000	1,877	2,630	4,585
B. Organizing and Servicing					
Representatives—Salaries	409,118	390,500	(28,618)	345,961	309,386
Expenses	171,850	175,000	3,150	171,071	125,299
Secretary-stenographers	7,972	8,250	278	7,843	7,101
Miscellaneous organizing and servicing	99,958	65,000	(34,958)	58,016	48,273
Organizing-servicing program subsidies	3,600	5,000	1,400	6,000	6,000
C. Collective Bargaining					
Salaries—Exec. Sec., Contracts Committee	33,055	32,825	(230)	31,168	30,117
Pension consultant	11,004	11,500	496	11,004	10,929
Secretary-stenographers	7,972	8,250	278	7,843	7,101
Bargaining and Research Assistant	21,303	22,308	1,005	21,207	20,786
Human Rights Co-ordinator	32,275	32,045	(230)	30,388	28,698
Research and Information Associate....	24,193	23,660	(533)	23,172	22,505
Expenses—Personnel	5,217	3,000	(2,217)	2,746	2,603
	\$ 870,713	\$ 812,438	(\$ 58,275)	\$ 757,199	\$ 660,568
3. Administrative Operations					
A. Director—Salary	\$ 40,073	\$ 40,100	\$ 27	\$ 38,150	\$ 37,185
Expenses	1,185	1,000	(185)	428	678
B. Research and Information					
Salaries—Director	32,891	32,046	(845)	30,354	29,057
Associate Director	12,874	13,585	711	12,817	14,874
Secretary-stenographers	7,972	8,250	278	7,843	7,101
Expenses—Personnel	2,594	2,500	(94)	1,036	2,398

(Continued on Page xii)

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1980, 1979 and 1978 (Continued)

	Expended Year Ended 3/31/80	Budget Year Ended 3/31/80	(Over) or Under Budget	Expended Year Ended 3/31/79	Expended Year Ended 3/31/78
Books and periodicals:					
Legal and bargaining services	2,003	2,200	197	1,911	2,005
Subscriptions	3,921	2,000	(1,921)	1,641	2,044
Other printed material	720	1,000	280	816	1,580
Publications and literature:					
Constitution	7,368	8,000	632	7,523	9,905
Organizing and other literature	2,088	4,500	2,412	4,519	5,331
Institutes and seminars	949	4,000	3,051	1,289	1,865
Miscellaneous	—0—	500	500	545	214
C. Guild Reporter					
Salaries—Editor	33,452	32,591	(861)	31,509	33,070
Associate Editor	12,874	13,585	711	12,817	14,874
Clerical	22,355	26,000	3,645	19,729	20,622
Expenses—Personnel	1,940	1,250	(690)	1,228	2,175
Printing	75,648	73,800	(1,848)	73,869	61,104
Postage	29,778	33,050	3,272	29,931	19,943
Addressing	17,989	15,000	(2,989)	14,697	15,131
Pictures and special material	2,996	3,500	504	3,499	2,515
Miscellaneous	340	500	160	318	145
	<u>\$ 312,010</u>	<u>\$ 318,957</u>	<u>\$ 6,947</u>	<u>\$ 296,469</u>	<u>\$ 283,816</u>
4. Office Management					
Salaries—Office Manager	\$ 19,938	\$ 19,598	(\$ 340)	\$ 36,807	\$ 21,666
Secretary-stenographers	23,917	24,750	833	23,530	21,304
Bookkeeping	39,169	32,500	(6,669)	36,284	31,465
General clerical	31,915	27,500	(4,415)	29,254	29,971
Expenses—Rent and maintenance	52,241	54,000	1,759	53,742	45,246
Stationery and supplies	28,121	23,000	(5,121)	22,056	25,895
Equipment	3,336	3,500	164	3,168	2,904
Telephone and telegraph	23,875	24,000	125	22,631	25,561
Repairs and improvements	3,261	3,000	(261)	2,380	1,751

Postage	14,529	13,500	(1,029)	12,510	11,951
Auditing	8,400	8,400	—0—	8,461	5,150
Insurance and bonding	13,000	12,000	(1,000)	10,000	6,000
Employee pension	52,790	55,000	2,210	50,491	42,113
Employee health and welfare	57,068	55,000	(2,068)	53,755	50,383
Directly billed transportation costs.....	99,876	88,500	(11,376)	87,142	83,363
Data processing	29,094	20,000	(9,094)	19,973	17,067
Miscellaneous	4,511	5,000	489	4,047	5,390
	<u>\$ 505,041</u>	<u>\$ 469,248</u>	<u>(\$ 35,793)</u>	<u>\$ 476,231</u>	<u>\$ 427,180</u>
5. Executives					
Officers' salaries	\$ 67,185	\$ 75,650	\$ 8,465	\$ 75,235	\$ 73,983
Officers' expenses	16,887	12,500	(4,387)	10,118	12,812
	<u>\$ 84,072</u>	<u>\$ 88,150</u>	<u>\$ 4,078</u>	<u>\$ 85,353</u>	<u>\$ 86,795</u>
6. Other Expenses					
Legal	\$ 28,030	\$ 30,000	\$ 1,970	\$ 24,820	\$ 22,710
Payroll and personal property taxes	50,365	50,000	(365)	45,292	39,251
Contributions and tickets	14,343	9,500	(4,843)	9,095	5,115
Delegates and committees	89,466	35,000	(54,466)	36,662	47,502
IEB meetings	47,378	38,000	(9,378)	32,271	38,082
Severance-pay provisions	35,004	35,000	(4)	30,113	32,949
Convention reserve	75,000	74,000	(1,000)	75,000	60,000
Broun Award	1,000	1,000	—0—	1,000	1,000
Broun Award expenses	2,175	1,500	(675)	1,445	677
AFL-CIO, IUD Conventions	1,404	5,000	3,596	—0—	3,577
CLC Convention	51	1,000	949	723	—0—
IFJ Convention	10,999	7,500	(3,499)	7,825	4,056
Guild Service Award	1,514	1,500	(14)	307	742
Irving Leichter Scholarship Fund	—0—	1,500	1,500	1,223	1,000
Legislative Agent					
Salary	—0—	—0—	—0—	—0—	13,773
Expenses	—0—	—0—	—0—	—0—	7,739
	<u>\$ 356,729</u>	<u>\$ 290,500</u>	<u>(\$ 66,229)</u>	<u>\$ 265,776</u>	<u>\$ 278,173</u>
TOTALS FOR YEAR	<u><u>\$2,228,170</u></u>	<u><u>\$2,075,793</u></u>	<u><u>(\$152,377)</u></u>	<u><u>\$1,942,876</u></u>	<u><u>\$1,815,206</u></u>

COMPARATIVE STATEMENT OF INCOME FROM MEMBERSHIP TO GENERAL FUND

For the Period from April 1, 1977 to March 31, 1980

	Agency Fees	Per-Capita Taxes	Initiation Fees	Reinstatement Fees
1977-1978				
1. April through June	\$ 4,591	\$ 385,055	\$ 3,715	\$ 53
2. July through September	2,697	405,500	4,767	105
3. October through December	3,161	401,055	4,023	153
4. January through March	3,681	403,678	3,459	106
	<u>\$14,130</u>	<u>\$1,595,288</u>	<u>\$15,964</u>	<u>\$417</u>
1978-1979				
1. April through June	\$ 2,709	\$ 392,793	\$ 3,897	\$101
2. July through September	1,885	419,140	4,461	106
3. October through December	2,013	408,355	3,084	95
4. January through March	2,747	500,136	3,494	94
	<u>\$ 9,354</u>	<u>\$1,720,424</u>	<u>\$14,936</u>	<u>\$396</u>
1979-1980				
1. April through June	\$ 2,832	\$ 464,226	\$ 3,277	\$141
2. July through September	4,496	537,588	4,427	154
3. October through December	4,169	510,847	4,065	56
4. January through March	6,082	577,355	4,134	188
	<u>\$17,579</u>	<u>\$2,090,016</u>	<u>\$15,903</u>	<u>\$539</u>

AVERAGE MONTHLY PER-CAPITA PAYMENTS

Year Ended	Employed	Agency Fees	Unemployed	Part Time	Members at Large	Total
April 30, 1965	28,568	127	1,185	983	25	30,888
April 30, 1966	29,163	157	1,157	986	36	31,499
April 30, 1967	28,107	136	1,560	1,013	29	30,845
March 31, 1968 (11 mo.)	28,644	128	1,578	1,070	40	31,460
March 31, 1969	27,773	100	2,523	942	27	31,365
March 31, 1970	28,829	129	2,470	974	26	32,428
March 31, 1971	28,978	100	2,457	1,242	18	32,795
March 31, 1972	29,292	110	2,488	1,263	28	33,181
March 31, 1973	28,356	126	2,364	1,202	17	32,065
March 31, 1974	29,024	179	2,390	1,175	13	32,781
March 31, 1975	29,652	282	1,993	1,320	10	33,257
March 31, 1976	29,773	246	2,111	1,452	8	33,590
March 31, 1977	29,144	255	1,811	1,349	9	32,568
March 31, 1978	29,470	292	2,000	1,725	6	33,493
March 31, 1979	27,798	183	2,798	1,607	9	32,395
March 31, 1980	29,780	242	2,451	1,763	12	34,248

BALANCE SHEET—DEFENSE FUND

As of March 31, 1980, 1979 and 1978

	<u>3/31/80</u>	<u>3/31/79</u>	<u>3/31/78</u>
ASSETS			
Cash in banks			
Checking account	\$ 168,455	\$ 220,511	\$ 16,330
Savings accounts and certificates of deposit	295,377	7,509	645,916
Investment accounts (at cost)	868,437	216,264	292,545
A.T.A. bond	500	500	500
Loans receivable			
Detroit Guild	53,858	44,209	38,059
Great Falls Guild	9,510	9,630	9,760
Lehigh Valley Guild	700	700	—0—
Los Angeles Guild	—0—	101,821	112,583
Madison Guild	—0—	25,529	—0—
Montreal Guild	413	5,510	6,028
Philadelphia Council of Newspaper Unions	27,500	27,500	27,500
Philadelphia Guild	—0—	2,100	6,100
Portland Guild	—0—	1,290	2,500
Rockford Guild	—0—	—0—	963
San Antonio Guild	300	1,500	2,700
Washington-Baltimore Guild	45,715	47,525	48,425
Wilkes-Barre Council of Newspaper Unions	5,000	15,000	—0—
Wilkes-Barre Guild	30,000	30,000	—0—
Wire Service Guild	29,850	33,450	20,240
Due from General Fund	46,510	768,608	667,517
Other investments (at cost)	8,685	8,685	8,134
Media Investment Co. stock	—0—	—0—	94,200
TOTAL ASSETS	<u><u>\$1,590,810</u></u>	<u><u>\$1,567,841</u></u>	<u><u>\$2,000,000</u></u>
LIABILITIES			
Strike benefits payable			
Montreal Guild	\$ 175,335	\$ 380,335	\$ —0—
New York Guild	85,386	250,000	—0—
St. Louis Guild	—0—	559,008	—0—
Washington-Baltimore Guild	14,160	13,650	—0—
Total strike benefits payable	<u>\$ 274,881</u>	<u>\$1,202,993</u>	<u>\$ —0—</u>
Loan payable—bank			
Amalgamated Bank of New York	<u>\$ —0—</u>	<u>\$ 500,000</u>	<u>\$ —0—</u>
Loans payable—Guild affiliates			
Boston Guild	\$ 30,000	\$ 30,000	\$ —0—
Buffalo Guild	25,000	25,000	—0—
Canadian Wire Service Guild	30,000	30,000	—0—
Cleveland Guild	10,000	10,000	—0—
Denver Guild	2,000	2,000	—0—
Erie Guild	1,375	1,375	—0—
Gary Guild	5,000	5,000	—0—
Great Falls Guild	500	500	—0—
Hawaii Guild	28,500	28,500	—0—

(Continued on Page xvi)

BALANCE SHEET—DEFENSE FUND

As of March 31, 1980, 1979 and 1978 (Continued)

	3/31/80	3/31/79	3/31/78
Los Angeles Guild	2,572	2,572	—0—
Manchester Guild	15,000	15,000	—0—
Montreal Guild	—0—	5,097	—0—
Ottawa Guild	15,238	48,000	—0—
Pacific Northwest Guild	20,000	20,000	—0—
Pawtucket Guild	2,500	2,500	—0—
Pittsburgh Guild	—0—	1,000	—0—
Portland Guild	420	1,710	—0—
Providence Guild	30,000	30,000	—0—
Pueblo Guild	7,500	7,500	—0—
Rockford Guild	2,000	2,000	—0—
St. Louis Guild	387,439	5,275	—0—
San Diego Guild	5,000	5,000	—0—
San Francisco-Oakland Guild	—0—	14,500	—0—
San Jose Guild	10,000	10,000	—0—
Scranton Guild	2,000	2,000	—0—
Toledo Guild	10,000	10,000	—0—
Toronto Guild	100,000	100,000	—0—
Vancouver-New Westminster Guild....	90,000	90,000	—0—
Victoria Guild	3,855	3,855	—0—
Youngstown Guild	10,000	10,000	—0—
Winnipeg Guild	4,000	4,000	—0—
Midwest District Council	500	500	—0—
TOTAL LOANS PAYABLE—			
GUILD AFFILIATES	\$ 850,399	\$ 522,884	\$ —0—
Loans payable—other unions			
United Auto Workers	\$ 50,000	\$ 250,000	\$ —0—
United Steelworkers of America	50,000	250,000	—0—
Industrial Union Department,			
AFL-CIO	40,000	200,000	—0—
International Association of			
Machinists	35,000	175,000	—0—
Total loans payable—other unions	\$ 175,000	\$ 875,000	\$ —0—
Total loans payable	\$1,025,399	\$1,897,884	\$ —0—
TOTAL LIABILITIES	\$1,300,280	\$3,100,877	\$ —0—
NET WORTH SURPLUS (DEFICIT)	\$ 290,530	(\$1,533,036)	\$2,000,000
TOTAL LIABILITIES AND			
NET WORTH	\$1,590,810	\$1,567,841	\$2,000,000

**STATEMENT OF INCOME AND EXPENSES AND CHANGES
IN NET WORTH OF DEFENSE FUND**

For the Years Ended March 31, 1980 and 1979

	Year Ended 3/31/80	Year Ended 3/31/79
INCOME		
Per capita apportionment	\$ 428,829	\$ 381,947
Per capita higher dues	3,666,983	1,445,334
Interest and investment income	31,346	55,440
Twin Cities	20	—0—
Ottawa	—0—	306
Pacific Northwest—Tacoma Unit	—0—	626
Montreal	5,821	—0—
New York—Daily News, New York Post and New York Times Units	61,969	—0—
St. Louis	175,275	—0—
TOTAL INCOME FOR YEAR	\$4,370,243	\$1,883,653
EXPENSES		
Canadian Wire Service-Canadian Press Unit	\$ 146	\$ —0—
Canton and Steubenville Units	2,616	34,120
Central California—Legal Press Unit	—0—	490
—Sacramento Bee Unit	13,000	22,746
Chicago—Prosveta Unit	—0—	654
Cleveland—Massillon Unit	—0—	665
Contributions	—0—	5,405
Detroit—Oakland Press Unit	11,091	61,560
—Mellus Unit	86,218	54,753
—Royal Oak Tribune Unit	715	44,446
Interest on loans	32,506	19,572
Los Angeles	3,793	13,853
Madison	18,314	41,898
Montreal	—0—	858,283
New York—Daily News, New York Post and New York Times Units	—0—	2,275,550
New York—Elizabeth Unit	259,577	—0—
—Medical Journal Unit	180	—0—
—Il Progresso Unit	5,500	—0—
—Daily News Unit	508	—0—
Northern Ontario	27,711	—0—
Per Capita for members receiving strike benefits	20,998	—0—
Philadelphia—Chester Unit	—0—	1,545
Pittsburgh—Monessen Unit	81,152	—0—
Printing	244	748
Puerto Rico	45,000	—0—
St. Louis	—0—	564,150
San Francisco-Oakland—Vallejo Unit	126,000	112,833
Southern Ontario	75	76
Twin Cities	—0—	3,050
Vancouver	485,763	973,799
Washington-Baltimore—Washington Post Unit	10,199	93,976
—Baltimore Sunpapers Unit	1,020	13,650
Wilkes-Barre	418,393	218,867
TOTAL EXPENSES FOR YEAR	\$1,650,719	\$5,416,689
OPERATING SURPLUS (DEFICIT) FOR YEAR	\$2,719,524	(\$3,533,036)
NET WORTH SURPLUS (DEFICIT)— BEGINNING OF YEAR	(\$1,533,036)	\$2,000,000
NET WORTH ADJUSTMENT AS PER INTERNATIONAL CONVENTION ACTION	(\$ 895,958)	\$ —0—
NET WORTH SURPLUS (DEFICIT)— END OF YEAR	\$ 290,530	(\$1,533,036)

OFFICERS' REPORT FINANCIAL TABULATIONS

SCHEDULE OF ADVANCES TO EMPLOYEES AND OTHERS

As of March 31, 1980

Permanent Advances

Baker, Ellis T.	\$ 225
Berger, Edna	150
Blatz, J. William	250
Brown, William	400
Cesnik, James	200
Dale, Charles	175
Ducharme, Leo	350
Jones, Fred	500
McCormick, Harry	225
Montanez, Luis	300
Orcutt, James	300
Pattison, Richard	400
Ramsey, Richard	275
Rayl, Hannah Jo	250
	<hr/>
	\$ 4,000

Additional Advances

Baker, Ellis T.	(163)
Brown, William	649
Bruner, Robert	485
Burton, Alice	500
Canadian Regional Office	999
Culver, Harry	150
Dale, Charles	488
Davis, William	275
Dudnick, Robert	(19)
Eisen, David	300
Fletcher, Fred	350
Hatch, Willard	500
Lowe, John	925
McCarthy, James	230
McCormick, Harry	459
McGill, James	150
MacClennan, Paul	400
McCleman, William	100
Mulcahy, David	748
Orcutt, James	800
Perlik, Charles A., Jr.	(1,752)
Sabatini, Richard	1,044
Sarvis, Sandra	58
Schiewe, Marshall	518
Steinke, Robert	650
Stonebanks, Roger	56
Tucker, Floyd	258
Woodstock, Diane	212
Zink, Linda	350
	<hr/>
	\$ 9,720
TOTAL	<u>\$13,720</u>

COMPENSATION AND EXPENSES OF TNG OFFICERS AND ADMINISTRATIVE STAFF EMPLOYEES

For the Fiscal Period April 1, 1979, to March 31, 1980

Name	Position	Compensation	Expenses*	Repayment and Direct Charges to Locals and/or Defense Fund	Total
Baker, Ellis T.	Director, Administrative Operations	\$ 40,073	\$ 3,776		\$ 43,849
Beck, Carla	Vice President	1,682	2,201		3,883
Berger, Edna	International Representative	28,339	3,005	(\$ 1,606)	29,738
Bigelow, Elwood B.	Vice President	1,939	2,195		4,134
Blatz, J. William	Director, Field Operations	40,073	10,617		50,690
Brown, William M.	International Representative	32,275	19,734	(23,899)	28,110
Burton, Alice L.	Former International Representative	7,302**	4,892		12,194
Calvert, Louis M.	Former Vice President	1,766	1,246		3,012
Cesnik, James M.	Editor, Guild Reporter	33,452	3,024		36,476
Crocker, Robert M.	Former Secretary-Treasurer	18,848**			18,848
Culver, Harry S.	International Chairperson, Merger Committee Member, IFJ Delegate	8,097	9,352		17,449
Dale, Charles	Secretary-Treasurer, Former International Representative	68,568***	26,840	(8,806)	86,602
Davis, William T.	Vice President	727	1,333		2,060
Ducharme, Leo	International Representative	32,275	10,940		43,215
Dudnick, Robert	Former Associate Editor, Guild Reporter/ Associate Director, Research & Information..	28,561**	991		29,552
Eisen, David	Director, Research & Informaion	32,891	3,405		36,296
Hatch, Willard	International Representative	23,685	12,064	(819)	34,930
Holt, Robert C., Jr.	Vice President	2,866	1,862		4,728
Jones, Fred W.	International Representative	33,426	11,509	(6,425)	38,510
Lowe, John	Vice President, Merger Committee Member	4,786	3,950		8,736
McCormick, Harry	International Representative	33,691	17,421	(16,372)	34,740
McCracken, Faye	Former Vice President	991	1,370		2,361
McLeman, William	Director, Canadian Region	33,575	17,066	(9,048)	41,593

Mitchell, John B.	Vice President	861	878		1,739
Montanez, Luis	International Representative	32,275	18,722	(3,483)	47,514
Mulcahy, David	Vice President	2,273	1,699		3,972
Nelson, Barbara	Assistant Guild Reporter Editor/Assistant Research & Information Director, Former Bargaining Research Assistant				
Orcutt, James H.	International Representative	22,255	1,025		23,280,
Pattison, G. Richard	International Representative	32,896	4,634	(3,555)	33,975
Perlik, Charles A., Jr.	International Representative	33,691	39,729		73,420
Ramsey, Richard	President	43,853	23,731		67,584
Rayl, Hannah Jo	Executive Secretary, Contracts Committee	33,055	3,591		36,646
Riesel, Yetta	Human Rights Co-ordinator	32,275	2,706		34,981
Rynning, Anita	Research & Information Associate	24,193	555		24,748
Sabatini, Richard V.	Office Manager	19,938	1,389		21,327
Schiewe, Marshall	Former Vice President, Special Representative	2,993	2,647		5,640
Stonebanks, Roger L.	International Representative	32,275	12,709		44,984
Sutton, Carlos	Vice President	2,132	1,628		3,760
Tucker, Floyd	Vice President	821	1,391		2,212
Wade, Betsy	Vice President	2,861	1,793		4,654
Walker-Tyson, Joyce	Vice President	3,067	1,549		4,616
Woodstock, Diane	Former Vice President, Merger Committee Member	676	1,498		2,174
TOTAL		2,512	5,188		7,700
		<u>\$834,790</u>	<u>\$295,855</u>	<u>(\$ 74,013)</u>	<u>\$1,056,632</u>

* Does not include directly billed transportation

** Includes severance pay

*** Includes compensatory time paid when leaving staff

SCHEDULE OF COMPENSATION AND EXPENSES OF OTHER GUILD REPRESENTATIVES

For the Fiscal Period April 1, 1979 to March 31, 1980

New England Servicing- Organizing Program	Organizing salary—expenses—subsidy	\$ 3,600
Bruner, Robert	Merger Committee	3,955
Steinke, Robert	Merger Committee, Int'l Election and Referendum Committee ..	4,606
Fletcher, Fred	Merger Committee	4,654
Fisdell, Harry	Merger Committee	5,573
MacClennan, Paul	Merger Committee	8,023
Zink, Linda	Merger Committee	4,627
Zeoli, Nicholas	Int'l Election and Referendum Committee	638
Roth, Richard	Int'l Election and Referendum Committee	735
Redner, Elinor	Int'l Election and Referendum Committee	1,097
Keefe, C. Claire	Int'l Election and Referendum Committee	666
Scuotto, Pat	Int'l Election and Referendum Committee	623
Mleczo, Louis	Int'l Election and Referendum Committee	632
Walsh, Louise	Int'l Election and Referendum Committee	324
Collis, Joseph	Broun Award	420
Peninsula Guild	Negotiating reimbursement	739
Detroit Guild	Organizing—Servicing reimbursement	313
Buffalo Guild	Organizing reimbursement	1,669
Ciuccio, Victor	Organizing—Servicing reimbursement	566
Moore, Willard	Organizing—Servicing reimbursement	450
Petersen, Bridget	Negotiating reimbursement	1,189
Lane, Patricia	Organizing—Servicing reimbursement	750
TOTAL		\$45,849

ANALYSIS OF DELEGATE AND COMMITTEE EXPENSES

For the Fiscal Period April 1, 1979 to March 31, 1980

International Election and Referendum Committee	\$ 12,123
Special IEB assignments	3,047
Merger Committee	74,296
Delegates to AFL-CIO, CLC and IFJ Conventions	12,454
TOTAL	\$101,920

MISCELLANEOUS ORGANIZING AND SERVICING COSTS

For the Fiscal Period April 1, 1979 to March 31, 1980

Peninsula Guild (Negotiating)	\$ 739
Detroit (Legal and Organizing)	8,581
Winnipeg (Legal)	269
New York (Legal)	52,756
Buffalo (Legal and Organizing)	13,668
Pottstown (Legal)	4,397
Vancouver-New Westminster (Organizing and Servicing)	750
Montreal (Legal)	2,383
Greensboro (Legal)	6,932
Cincinnati (Legal)	(5,800)
Wilkes-Barre (Special Representative)	425
Pueblo (Negotiating)	190
Madison (Legal)	11,138
Denver (Organizing and Servicing)	1,016
Unit Clarification Seminar	635
Ottawa (Negotiating)	1,189
Bloomington, Illinois (Organizing)	187
Philadelphia (Legal)	503
TOTAL	\$99,958

SCHEDULE OF ADVANCES DUE FROM LOCAL GUILDS

As of March 31, 1980

Local	Balance due TNG 4/1/79	Advances during year		Repaid or credited during year	Balance due TNG 3/31/80
		Salaries	Expenses		
Albany*	\$—0—	\$ 2,639	\$ 982	\$ 1,606	\$ 2,015
Battle Creek	751	—0—	—0—	—0—	751
Bay City	7,622	—0—	—0—	140	7,622
Boston	—0—	—0—	217	217	—0—
Buffalo*	1,073	4,385	1,139	5,151	1,446
Columbus	7,667	—0—	—0—	—0—	7,667
Detroit**	—0—	—0—	65	55	10
Erie	—0—	1,786	597	2,383	—0—
Kingston	239	672	480	400	991
Knoxville*	1,727	—0—	—0—	1,300	427
Los Angeles	2,334	—0—	—0—	—0—	2,334
Madison	106	—0—	—0—	—0—	106
New York*	—0—	—0—	37	—0—	37
Ottawa	—0—	—0—	2,044	2,044	—0—
Peoria*	6,660	—0—	—0—	2,500	4,160
Philadelphia	—0—	2,158	218	2,376	—0—
Puerto Rico	5,165	—0—	—0—	5,165	—0—
St. Louis	2,520	—0—	—0—	—0—	2,520
Scranton	—0—	175	—0—	—0—	—0—
Sheboygan	—0—	1,050	306	1,130	226
Southern Ontario	44	—0—	26	70	—0—
Twin Cities	9,909	—0—	193	2,000	8,102
Wilkes-Barre	1,250	—0—	100	—0—	1,350
Wire Service	5,893	—0—	—0—	—0—	5,893
TOTAL	\$53,100	\$12,865	\$ 6,404	\$26,712	\$45,657

* Additional payments received after 3/31/80

Albany \$ 200
 Buffalo 1,446
 Knoxville 200
 New York 37
 Peoria 50

** Paid in full—then sent a new bill for \$10 because of TNG error.

BUDGET FOR 1980-81 AS APPROVED BY THE 47TH ANNUAL CONVENTION

For Fiscal Year Ending March 31, 1981

	Budget 1979-80	Expenditures 1979-80	Budget 1980-81
1. Per-Capita Taxes			
AFL-CIO	\$ 50,500	\$ 51,201	\$ 58,500
IUD	12,500	12,465	12,500
CLC	10,000	10,613	10,000
IFJ	23,500	25,326	26,000
TOTAL	\$ 96,500	\$ 99,605	\$ 107,000
2. Field Operations			
A. Director—Salary	\$ 40,100	\$ 40,073	\$ 42,840
Expenses	5,000	3,123	5,000
B. Organizing and servicing			
Int'l representatives—Salaries	\$ 380,500	\$ 409,118	\$ 408,974
Expenses	175,000	171,850	180,000
Organizing-Servicing			
subsidies	5,000	3,600	1,200
Secretary-stenographers (1/6)	8,250	7,972	8,785
Miscellaneous	65,000	99,958	55,000
C. Collective Bargaining			
Salaries			
Executive Secretary,			
Contracts Committee	\$ 32,825	\$ 33,055	\$ 36,348
Pension Consultant	11,500	11,004	11,500
R & I Associate	23,660	24,193	25,762
Secretary-stenographers (1/6) ..	8,250	7,972	8,785
Coll. Barg. & Research Ass't.	22,308	21,303	21,562
Human Rights Co-ordinator	32,045	32,275	34,872
Expenses—Personnel	3,000	5,217	4,000
TOTAL	\$ 812,438	\$ 870,713	\$ 844,628
3. Administrative Operations			
A. Director—Salary	\$ 40,100	\$ 40,073	\$ 42,840
Expenses	1,000	1,185	1,000
B. Research and Information			
Salaries			
Director	\$ 32,046	\$ 32,891	\$ 35,466
Assistant Director (½)	13,585	12,874	12,981
Secretary-stenographers (1/6) ..	8,250	7,972	8,785
Expenses			
Personnel	2,500	2,594	2,200
Books and periodicals			
Legal & bargaining services	2,200	2,003	2,200
Subscriptions	2,000	3,921	2,000
Other printed material	1,000	720	1,000
Publications & literature			
Constitution	8,000	7,368	8,000
Organizing & other literature	4,500	2,088	4,500
Institutes and seminars	4,000	949	4,000
Miscellaneous	500	—0—	500

BUDGET FOR 1980-81 AS APPROVED BY THE 47TH ANNUAL CONVENTION**For Fiscal Year Ending March 31, 1981 (Continued)**

	Budget 1979-80	Expenditures 1979-80	Budget 1980-81
C. Guild Reporter			
Salaries			
Editor	\$ 32,591	\$ 33,452	\$ 36,105
Assistant Editor (½)	13,585	12,874	12,981
Clerical (½)	26,000	22,355	23,600
Expenses			
Personnel	1,250	1,940	1,750
Printing	73,800	75,648	80,000
Postage	33,050	29,778	31,500
Addressing	15,000	17,989	17,750
Pictures and special materials ..	3,500	2,996	3,500
Miscellaneous	500	340	500
TOTAL	\$ 318,957	\$ 312,010	\$ 333,958
4. Office Management			
Salaries			
Office Manager	\$ 19,598	\$ 19,938	\$ 21,716
Secretary-stenographers (½)	24,750	23,917	26,350
Bookkeeping	32,500	39,169	35,720
General clerical (½)	27,500	31,915	31,300
Expenses			
Rent and maintenance	54,000	52,241	54,000
Stationery and supplies	23,000	28,121	28,000
Equipment and machinery	3,500	3,336	3,500
Telephone and telegraph	24,000	23,875	24,000
Repairs and improvements	3,000	3,261	3,000
Postage	13,500	14,529	15,000
Auditing	8,400	8,400	8,400
Insurance and bonding	12,000	13,000	12,000
Employee pension	55,000	52,790	55,000
Employee health and welfare	55,000	57,068	57,000
Directly billed transportation ..	88,500	99,876	110,000
Data processing	20,000	29,094	25,000
Miscellaneous	5,000	4,511	5,000
TOTAL	\$ 469,248	\$ 505,041	\$ 514,986
5. Executives			
Officers' salaries	\$ 75,650	\$ 67,185	\$ 90,725
Officers' expenses	12,500	16,887	12,500
TOTAL	\$ 88,150	\$ 84,072	\$ 103,225
6. Other Expenses			
Legal fees	\$ 30,000	\$ 28,030	\$ 32,000
Payroll and personal property taxes	50,000	50,365	52,000
Contributions and tickets	9,500	14,343	12,500
Delegates and committees	35,000	89,466	50,000
IEB meetings	38,000	47,378	48,000
Severance pay provisions	35,000	35,004	35,000
Convention reserve	74,000	75,000	75,000
Broun Award	1,000	1,000	1,000
Broun Award expenses	1,150	2,175	2,000

(Continued on Page xxvi)

BUDGET FOR 1980-81 AS APPROVED BY THE 47TH ANNUAL CONVENTION

For Fiscal Year Ending March 31, 1981 (Continued)

	Budget 1979-80	Expenditures 1979-80	Budget 1980-81
Guild Service Award	1,500	1,514	1,500
AFL-CIO, IUD Conventions	5,000	1,404	3,000
IFJ meetings	7,500	10,999	9,500
CLC Convention	1,000	51	2,000
Irving Leuchter Scholarship Fund	1,500	—0—	1,500
TOTAL	\$ 290,500	\$ 356,729	\$ 325,000
GRAND TOTAL	\$2,075,793	\$2,228,170	\$2,228,797
SUMMARY			
1. PER-CAPITA TAXES	\$ 96,500	\$ 99,685	\$ 107,000
2. FIELD OPERATIONS	812,438	870,713	844,628
3. ADMINISTRATIVE OPERATIONS	318,957	321,010	333,958
4. OFFICE MANAGEMENT	469,248	505,041	514,986
5. EXECUTIVES	88,150	84,072	103,225
6. OTHER EXPENSES	290,500	356,729	325,000
TOTAL EXPENSES	\$2,075,793	\$2,228,170	\$2,228,797
TOTAL INCOME	2,128,306	2,222,733	2,222,191
SURPLUS OR (DEFICIT)	\$ 52,513	(\$ 5,437)	(\$ 6,606)

ESTIMATED GENERAL FUND INCOME FOR 1980-81 FISCAL YEAR

As Approved by the 47th Annual Convention

Membership Income	Actual Income 1979-80	Estimated Income 1980-81
Regular Members'		
Per-Capita Taxes		
Employed	\$2,038,528	\$2,067,276*
Unemployed-retired-inactive	2,940	2,500
Part-time	48,099	40,000
Associate	99	75
At-large	350	300
Fees		
Initiation	15,903	15,000
Reinstatement	539	500
TOTAL MEMBERSHIP INCOME	\$2,106,458	\$2,125,651
Other Income		
Defense Fund repayment, strike assignment expenses..	\$ 55,618	\$ 40,000
Local repayment for servicing	25,628	20,000
Guild Reporter income	2,257	2,000
Agency fees	17,579	22,030**
R & I sales and subscriptions	2,859	2,500
Miscellaneous income and interest	12,334	10,000
Charter fees	—0—	10
TOTAL—OTHER INCOME	\$ 116,275	\$ 96,540
TOTAL INCOME	\$2,222,733	\$2,222,191

* $28,500 \times 2$ (April and May) $\times \$5.778 = \$ 329,346$

$28,500 \times 10$ (June-March) $\times \$6.098 = \$1,737,930$

** Based on estimated monthly average of 250 agency fees.

OFFICERS' RECOMMENDATIONS

The International Executive Board, in its annual Officers' Report, made the following recommendations to the 47th Annual Convention. Convention action and debate on these recommendations will be found in the Convention Proceedings.

Finance

1. Set the price of TNG's constitution booklet at no more than one half the cost of production, with a 25-cent limit on annual increases in the price charged by TNG.
2. Retroactively approve action of TNG in not permitting a reduction in strike benefits because of the changeover authorized by the 1979 Convention to a straight percentage-system of benefits.
3. Approve a fiscal year 1980-81 General Fund income estimate of \$2,222,191, which assumes a monthly per-capita apportionment of \$5.778 for two months and \$6.098 for 10 months and a monthly agency-fee payment of \$7.01 for two months and \$7.41 for ten months, and which also assumes a monthly per-capita average of 28,500 and a monthly agency-payment average of 250.
4. Approve a fiscal year 1980-81 General Fund budget of \$2,228,797.

Collective Bargaining

I. Renew the mandate that The Newspaper Guild continue merger discussions with the International Typographical Union, with the expectation that TNG's merger committee will vigorously pursue acceptable merger terms and with the expectation that a full agreement on creating a new union by the merger of TNG and the ITU will be fashioned in time for its consideration by not later than the 1981 Convention.

II. Adopt the following amendments to the Collective Bargaining Program (new language is *italicized* and deletions are in [brackets]).

1. Amend the final sentence of Article II Section 5 to read as follows:

Experience requirements for top minimum in any classification shall be no more than two years, and in routine [office] jobs shall be no more than one year.

2. Add the following new Section 13 to Article I of the bargaining program:

13. Locals shall be alert to resolve through grievance procedures problems of glare, improper lighting, poor legibility of VDT screens and hard-copy printouts, inadequate work space and other conditions responsible for eyestrain, stress and discomfort.

3. Amend Article II Section 11(a) of the bargaining program to read as follows:

11. AUTOMATION:

(a) SAFETY STANDARDS: Locals shall seek employer agreement to fully abide by all regulations covering equipment, to conduct periodic inspection of such new equipment in order to continually maintain governmental standards, and to conduct regular monitoring of such new equipment with results of monitoring to be made available to the Guild at regular intervals. *Locals shall seek provision for periodic inspection and maintenance of VDTs to assure adequate clarity and focus.*

In plants where VDTs and/or CRTs are being used or introduced, Locals shall seek employer-paid periodic tests for radiation emissions and periodic ophthalmological examinations for each employee using the equipment, and before any employee begins to use VDTs the employee shall have an ophthalmological examination paid for by the employer. Locals shall seek provision that the methodology and results of such tests to be furnished to them; *ophthalmological examinations*

shall include testing procedures recommended for persons using VDTs and/or CRTs and examinations for cataracts. Locals shall seek provision that the cost of any new or replacement eyeglasses or contact lenses, at employee option, required for VDT work to be paid by the employer. [Locals shall seek adequate work breaks or other work hours limitations for employees whose work involves prolonged or extensive use of VDTs.]

Locals shall seek rest breaks of 15 minutes after one hour or 30 minutes after two hours of continuous work on VDTs; Locals shall seek provision that employees assigned to operate VDTs within two hours before the end of their shift not be assigned VDT work in the final half-hour of the shift to give their eyes time to readjust.

Locals shall seek provision that prior to the introduction of VDTs, or as soon as possible if VDTs already have been introduced, a study of levels, quality and placement of lighting be conducted by a lighting expert acceptable to the Guild, that the recommendations of the lighting expert be implemented and that lighting conditions shall not be changed subsequently without Guild consent.

Locals shall seek provision that prior to the introduction of VDTs or to the acquisition of additional or replacement machines, the employer consult with the Guild on the design of the machines, including such features as separate keyboards, tiltable screens, phosphor colors, brightness controls and any other features relating to operator health and well being and that no equipment be installed until agreement has been reached on these matters. Locals shall seek provision for adjustable chairs, desks and/or foot rests for all employees operating VDTs.

4. Amend the second sentence of Article II Section 37 of the bargaining program to alphabetize the job titles listed, to read as follows:

Such classifications as accountant, ad copywriter, advertising salesperson, artist, circulation district manager, data processing programmer, editor, reporter, photographer, etc. represent different skills.

III. Also take the following actions:

1. Direct that TNG's wage goals be advanced to \$900 per week for the top minimum of key classifications, with a starting minimum of at least two-thirds that amount, or \$600, and to \$450 per week or more for the top minimum of any other classification.

2. Urge Locals to intensify economic bargaining to produce salaries that are and remain ahead of rising living costs.

3. Urge Locals to refuse to agree to any retrogressions in contract settlements.

4. Encourage Locals to seek joint or coordinated bargaining with other unions in their shops.

5. Direct Locals to increase efforts to achieve job protection through adequate jurisdiction clauses, including protection against contracting-out of work and protection against bargaining-unit work being performed by employees excluded from Guild contracts.

6. Reaffirm its stated policy that whenever a Local submits a proposed contract settlement containing wage or other provisions that discriminate against women, minority groups or any other employees, the IEB, acting through its Contracts Committee, will refuse the Local permission to sign unless (1) the Local returns to the bargaining table and eliminates such discriminatory provisions or, if unsuccessful in doing so, (2) it informs the employer in writing before signing the contract that immediately after signing it will initiate appropriate legal proceedings to compel termi-

nation of such discriminatory provisions by law. Also, that the Convention call upon Locals to intensify efforts to enforce fully all contract provisions to eliminate discrimination. And that the Convention reaffirm its stated policy that job titles that are discriminatory on the basis of sex and/or age must be eliminated from all Guild contracts.

7. Recommend that Locals take advantage of participation in The Newspaper Guild International Pension Plan, which features portability of pension benefits and low administrative costs.

Organizing

1. Should new funds become available, the field staff be expanded to provide additional assistance in organizing in response to the continuing heavy demand for such help.

2. Exploration and development of joint, coordinated and simultaneous organizing campaigns and petitions with other unions be encouraged.

3. Locals be reminded of the need to form local and unit organizing committees; clear with TNG, as required, the undertaking of any organizing campaign; advise TNG immediately of organizing activity by another union in the Guild's jurisdiction, and furnish TNG with copies of documents pertaining to labor board and other legal proceedings and of leaflets distributed by all parties in organizing campaigns.

Human Rights

1. Locals intensify efforts to achieve equal pay for work of equal value; to establish parity for all employees in key classifications in inside and outside advertising, business, data processing, electronic maintenance, circulation, and editorial departments, as required by TNG's Collective Bargaining Program; and to obtain better wage settlements for employees in clerical, business, maintenance, mechanical, and delivery departments, and settlements that eliminate disparity, where it exists, for women and minorities.

2. Locals make greater efforts to achieve and to enforce contractual fair-employment-practice clauses that prohibit discrimination in hiring and job placement, as well as those contract provisions, such as job-posting and promotion clauses, that are the key to upward mobility for women and minorities.

3. Locals, in accordance with TNG's Collective Bargaining Program, obtain and forward to TNG annually, if possible, full and accurate payroll information by age, race, sex, national origin, date of hire, and job classification—information necessary to determine the extent and pattern of any discrimination.

4. TNG and U.S. Locals continue to support and utilize the Job/Scholarship Referral Service, published by Howard University for the Minorities and Communications Division of the Association for Education in Journalism, as the most effective industry-wide clearinghouse for minority persons, and that U.S. Locals themselves subscribe to the service's job-candidates bulletin, provide copies of the bulletin regularly to employers, and urge employers also to subscribe.

5. TNG continue to distribute to Locals, as appropriate, data received from all sources on minority persons seeking employment in Guild jurisdiction, and that Locals not only transmit such data to their employers but follow up to make sure management contacts the candidates and gives them serious consideration.

6. Locals and members seek opportunities to associate with other union organizations, such as the Coalition of Black Trade Unionists (CBTU), the Coalition of Labor Union Women (CLUW), and the Labor Council for Latin American Advancement

(LCLAA), and other groups that share the Guild's human-rights objectives in order to further those objectives.

7. U.S. Locals and members continue to work for ratification of the Equal Rights Amendment in the states that have not yet ratified the amendment and guard against moves to rescind ratification actions already taken. The Convention reaffirms TNG's pledge not to hold conventions or meetings in states that have not ratified the ERA.

Research and Information

1. Locals acquaint their officers and members with health and safety problems involved in VDT operation and methods for resolving them, using materials available from the R&I Department.

2. Locals consult with TNG before submitting requests for investigations and surveys of VDT problems by NIOSH and other agencies, other than routine radiation tests, in order to facilitate co-ordination of Guild activities in this area.

3. Locals also take care to protect employees against other work hazards through local health and safety committees and appropriate government, labor and other agencies.

4. Locals initiate "support" programs to assist employees with personal problems, medical and otherwise, through professional counseling and guidance.

5. TNG study the prospective impact on the Guild and its members of impending advances in electronic technology and how best to meet it, and that TNG and Locals keep each other informed of developments as they occur.

Guild Reporter

1. U.S. Locals inform their senators and representatives of the need for continuing appropriations to carry out Public Law 93-328, which extends through 1987 the imposition of scheduled second-class rate increases for nonprofit publications.

2. U.S. and Canadian Locals, when advised by TNG, call upon the postal services for accelerated delivery of publications of less than weekly frequency on the same basis as now provided for publications of weekly and greater frequency.

3. Locals that have not done so take out first-class subscriptions to the Guild Reporter for members of their governing bodies.

4. U.S. Locals that have their own publications consider affiliating them with the International Labor Press Association.

5. Canadian Locals that have their own publications consider affiliating them with the Canadian Association of Labour Media/Association Canadienne de la Presse Syndicale and the ILPA.

Political Action

1. Locals alert their members to the advantages of voluntary political-action check-offs and seek to negotiate clauses providing such checkoffs in their contracts.

2. U.S. Locals and District Councils make every effort to fulfill the Guild's 1980 COPE quota of \$7,175—Locals by soliciting their members for voluntary contributions and by making treasury contributions themselves, District Councils by doing the latter.

3. Canadian Locals consider making contributions to provincial political-education committees.

4. All Locals—particularly those in the United States in this national-election year—appoint political-action committees and that these committees conduct continuing voter-information programs, meet regularly and report to their Locals.

Constitution

Amend Article XVII Section 2(g) of the Constitution by adding a new subsection (8):

“(8) For members working for unions other than TNG or its affiliates, who are not under Guild contract and who are earning \$50 per week or more—monthly payments of not less than \$3.50, plus dues required under Article XVII Section 2(d), and an amount equal to the per-capita tax set forth in Article XVII Section 7.”

CONVENTION SESSIONS

MONDAY MORNING SESSION

June 23, 1980

The 47th Annual Convention of The Newspaper Guild (AFL-CIO, CLC), held in the Hotel Toronto, Toronto, Ontario, was called to order at 9:20 a.m. by John M. Lowe president of the Southern Ontario Guild and TNG vice president from the Canadian Region (East).

VICE PRESIDENT LOWE: Delegates, please give me your undivided attention. Delegates to this 47th Annual Convention of The Newspaper Guild face a heavy agenda, so brevity is a desirable objective.

John Lowe, president of the Southern Ontario Newspaper Guild—that's me. I have the first opportunity to be brief. Who knows—brevity in itself may win me some political support before the week is up.

Welcome to Toronto. We, the Southern Ontario Newspaper Guild, hope you have a most enjoyable stay. We in SONG sincerely hope that this week's deliberations will fashion the tools, the strength of The Newspaper Guild and give it the necessary power to continue to father and further the interests of its 32,600 members.

I want to thank you for being such an attentive and patient audience.

Now it is my pleasure—indeed, an honor—to introduce to you a distinguished Torontonians. He is Paul Godfrey, chairman of the municipality of Metropolitan Toronto. Thanks to Mr. Godfrey's support, Metro Toronto Council is co-hosting this Wednesday afternoon's outing for delegates and guests.

The jurisdiction of the body he has headed since mid-1973 embraces a population of around 2,250,000 residents.

A mere synopsis of Mr. Godfrey's public service record in the past 15 years, the awards he has received for distinguished service, would require so much time that I would be contradicting my earlier remarks on brevity.

As an astute chairperson and politician, I believe Mr. Godfrey would be the first to advise, "John, don't contradict yourself."

Brothers and sisters, honored guests, ladies and gentlemen, Mr. Paul V. Godfrey. (Applause.)

MR. GODFREY: Thank you very much, Mr. Chairman, head table, platform guests, ladies and gentlemen.

I, too, will follow the rule of being brief. I am here this morning to welcome the Guild back to Metropolitan Toronto. It was in 1956 that you were last here as an organization and, I understand, before that the year was 1938.

I think you will find that Toronto, for those of you who attended the previous convention in 1956—and looking around at the faces in the audience, by the age of most of you, you probably did not attend the 1956 convention—but if you had, I think you will see a very different city, a city that's changed, a city that has been described as one of the new great cities of the world.

So I do welcome our very special guests from all over Canada and the United States. We go out of our way as citizens of this community to try to make visitors feel at home. We go out of our way to be friendly. We go out of our way to make Toronto your home for as long as you are with us.

I hope, Mr. Chairman, that your conference is not all work—and I know at least by your Wednesday outing that you will have some time for relaxation and for seeing the sights.

The Metropolitan Council is delighted to have you here because your organization plays a great role in communicating with the public the decisions of government and the involvement of the community at large.

So, on behalf of the people of Metropolitan Toronto, on behalf of the Council that makes up the representation as far as the public is concerned, I welcome you here. I hope your stay is an enjoyable one. I hope that your sessions further the cause of your organization. And, most of all, enjoy yourself. Toronto opens its doors to you.

Thank you. (Applause.)

VICE PRESIDENT LOWE: Mr. Godfrey has a meeting at City Hall, so he has to leave us now.

Also here on the podium we have Mr. Walter Majesky, president of the Labour Council of Metropolitan Toronto, vice president of the Canadian Labour Congress,

and an alderman for the Metro Toronto Borough of Scarborough. Mr. Majesky. (Applause.)

BROTHER MAJESKY: Thank you, Mr. Chairman, brothers and sisters. I welcome you to Metropolitan Toronto on behalf of the Labour Council. The Labour Council here in Toronto represents 180,000 trade unionists, one of the largest central councils in Canada and, I would imagine, in North America.

I welcome you to the city of Toronto, to a city which I consider to be a good trade union city. That's not to say that we don't have our problems in the city of Toronto. We all have our problems. But I consider the city to be a city which is a good union town.

We in Toronto, like you, have many problems on a national scale. We are going into what I consider to be tough economic times. I think they are tough now, and they are going to get tougher as the fall goes on. But I think that we as trade unionists have to understand that if we are going to cope with some of these problems we have to stick together. We can ill afford at this time to have the kinds of internal petty fights that we have traditionally had, because the people that we sit across the table from are getting stronger and stronger and stronger. Some of the people from the United States who are fighting the right-to-work are fighting these kinds of anti-union employers all the time. This is spreading into Canada, and it is extremely important to us, as we go down the road of negotiating, down the road in terms of occupational health issues, to know that we in the labor movement have to fight as never before. Here in Toronto we have our problems as you do around North America, but we are trying to come to grips with them the best we can.

As you discuss your issues, you will find that the issues in the United States and Canada are totally similar. They may differ in terms of countries, but the bottom line is we are fighting anti-union people all the time. These people are being funded more and more all the time, and as you go into an election in the United States, you will find that the anti-union forces are going to make it harder and harder all the time. As we find in Canada when we go into a federal election, the foes of labor are getting stronger all the time.

But here in Canada we have a process which is a little different in terms of some of the other places in North America. We have something which is a little different in terms of a third party, in terms of something called a New Democratic Party, which is not a new version of the Democratic Party that some people have in the United States. It makes us uniquely different in terms of political action, and we pride ourselves on it.

We have certain things in this country which we think we have been instrumental in accomplishing in the area of medicare, which is still a dream for people in terms of medicare for all the people, but we have accomplished universal medicare which we pride ourselves on. We pride ourselves on what the union movement has accomplished.

So in ending, may I say I hope you have a good convention. I hope you come to grips with the issues that you consider important, and hopefully, when you come back to Toronto again, you will have organized the Toronto Sun, one of the most despicable newspaper that I can possibly think of, (applause) and we can end up in the next convention with all the papers in Toronto being organized.

Thank you very much. (Applause.)

VICE PRESIDENT LOWE: It now gives me pleasure to turn this convention over to the Oklahoma Flash, our Chairman, Mr. Harry Culver. (Applause.)

CHAIRPERSON CULVER: Thank you, John.

President Lowe, President Perlik, Secretary-Treasurer Dale, delegates.

Welcome to a typical Guild convention year, at least typical for recent years.

As usual, the publishers did very well during the past year, thank you. But all too often we find ourselves fighting to keep what we have.

In many respects, the past year has been one of contradictions.

In the introduction to the Industry Section of this year's Officers' Report, we find these words:

"The newspaper business is still as nearly recession-proof as mind and monopoly can make it. That's what the experts say, and that's what the figures show."

In an editorial entitled "Recession or Not!" in its May 24 issue, Editor and Publisher, the trade magazine of the industry, concluded:

"The answer to the question of whether or not there is a recession seems to depend upon where you sit—in the publisher's or the editor's chair.

"The editors are printing on the news pages reports of recession (in varying degrees) from Washington authorities and assorted economists.

"Publishers are sitting in their offices reviewing a completely different and more optimistic set of statistics for their own business."

For example, E&P noted, total advertising expenditures in daily newspapers in the first quarter of 1980 increased 15 percent over 1979.

And even after the decline in classified ad expenditures reported in April (partly regional and partly the result of fewer Sundays) total advertising expenditures remained 10 percent higher than in the first four months of 1979 and were still expected to show a substantial increase for the year 1980 as a whole.

Publicly discounting the effects of a recession at a meeting of security analysts just two months ago in Washington, Allen H. Neuharth, president of Gannett, told the analysts that newspaper (and other media) companies are the "most predictably profitable companies that the public can invest in."

Douglas H. McCorkindale, Gannett's chief financial officer, explained why.

"We can," he said, "pass through inflationary costs with less resistance and bring these kinds of numbers (double-digit inflation) down to the bottom line."

And even after the April decline in classified ad expenditures Neuharth assured another meeting of security analysts that none of Gannett's executives were "losing any sleep" over the economic situation. He said Gannett has never had a "down quarter" since it went public in 1967 and doesn't intend to have one now.

Contrast that if you will to the resistance many publishers are offering to wage increases, and the fact that some are al-

ready announcing staff cutbacks for "economic reasons."

As I said this has been a year of contradictions.

Whatever the future may hold newspapers got off to an excellent start in the first quarter of 1980.

Let's look at some figures that are almost startling:

- New York Times Co.: Profits (after taxes) up 43 percent, to \$10.9 million for the first quarter of 1980 over first quarter 1979.
- Dow Jones and Co.: Profits up 11.8 percent, to \$11.9 million.
- Harte-Hankes Communications, Inc., profits up 17 percent, to \$3.6 million.
- The Chicago Tribune Co.: Profits up 43 percent, to \$18.6 million.
- Gannett Company, Inc.: Profits up 14 percent to \$27.2 million.
- Southam, Inc.: Profits up 45.7 percent to \$10.7 million.
- Knight-Ridder Newspapers, Inc., profits up 17 percent, to \$19.2 million.

And the list goes on and on.

Those are first-quarter 1980 results. What about 1979, when much of our bargaining for the past Guild fiscal year was in progress.

In his year-end survey of 12 major publicly-owned newspaper companies in the United States, media analyst John Morton found that after-tax profits rose an average of 17.8 percent in 1979, excluding the New York Times, whose figures were skewed upward when compared with the "strike-plagued" year of 1978.

In Canada, the industry's health was equally robust.

What about newspaper industry workers? Did they share in the increasing bonanza? In the case of the United States, they fell far short of keeping up with inflation. In both the U.S. and Canada, they received what all too often was a smaller piece of an obviously larger pie.

That is not to say all of the results were negative.

Wage and fringe settlements in the Guild at the reporter top-minimum level during the past fiscal year reached a record dollar high—22 percent higher than the previous record.

As of the start of the new fiscal year, reporter top minimums of \$500 a week or more had been negotiated in 20 Guild contracts with daily papers, news services and news magazines. By the end of the current fiscal year, reporter top minimums of \$400 a week or more will be in effect in nearly 60 percent of all Guild contracts.

In Canada, settlements of two years or longer at daily papers produced an average reporter top minimum increase of \$76.42 over two years—11.5 percent the first year and 8 percent the second.

In the United States, the average was \$54.96 over two years—7.3 percent the first year and 6.4 percent in the second.

Now there have been some years when those figures might have sounded good. And in the case of Canada, the first-year 11.5 percent average increase did exceed the inflation rate—by 2.2 percentage points.

But in the United States, average first-year gains were only half of the increased cost of living; that is, a 7.3 percent increase in pay versus a 14.6 percent increase in the Consumer Price Index.

About the only consolation in this is this: certainly the Guild cannot be accused of having fueled double-digit inflation, if it can ever fairly be said that wage increases add to inflation.

Nor, for all the contract gains of the past year, have we fully achieved our goal of equal pay for work of equal value in our contracts. While disparity between predominantly "women's jobs" and predominantly "men's jobs" was virtually eliminated in some newspaper classifications, it actually increased in others.

I call your attention to an IEB Human Rights resolution adopted at the spring meeting: "We believe that wage discrimination and job segregation are directly correlated. And we believe that the concept of equal pay for work of equal value is demanded by the discrimination prohibitions specified in the (U.S.) Civil Rights Act."

There is equal concern for pay equity in Canada.

In a salute to International Women's Day, Canadian Labour Congress President Dennis McDermott urged all Canadians to work toward greater equality between men and women. Noting the increasing wage gap, he then made some remarks that could apply equally well in the United States as in Canada.

"Nobody is blameless for this state of affairs: employers who try to take advantage of the status quo by paying women less and blocking their promotions; governments which fail to enforce existing equal-rights legislation or actually resist legislative improvements; trade unionists who sometimes fail to give the fight for women's rights the priority it deserves and fail to encourage women to rise into union leadership; and women themselves who too often accept things as they are.

To repeat a phrase from the 1971 Guild Convention: "It's time to get parity, not just demand it."

Just as the surge in newspaper profits in recent years has been accompanied by increasing attempts of publishers to push Guild contracts backward, the rise of conservatism in politics has caused right-wing activists to hunger to turn back the advance of labor and other social legislation.

President Perlik will have more to say about labor's stake in the upcoming elections in the United States. But let me briefly underscore the economics of national politics in the U.S. in this day and age.

We've all heard about the \$6 million man in North Carolina, referring to contributions to Senator Helms from right-wing political action committees. And there was that \$2.7 million that went to Senator Tower, who knows how to lean only in one direction. And the \$1.7 million in similar contributions that went to Senator Thurmond.

The amount that went to these three senators in the last campaign almost matched the total contributed by trade unions to hundreds of labor-oriented candidates.

Think of it—these three men, Helms, Tower, Thurmond—these are three men who are about as compatible for organized labor and social justice as the ash from Mount St. Helens volcano is for an automobile engine. Both are a menace to the

environment. Both have a potential for destruction. But at least Mount St. Helens has some value as a tourist attraction. (Laughter.)

This year the Guild has a modest COPE quota of \$7,175. Now, before someone says, how are you going to raise \$7,175, let me point out we can do it by just contributing 25 cents per member. But to get it, we've got to do some asking. And you can feel confident there will be some asking before this Convention is over.

Now, let me speak briefly on Guild finances while not treading too deeply on the territory of Secretary-Treasurer Dale.

Let it suffice for me to say: I supported the Defense Fund dues program when it was adopted many years ago. I supported the new \$4 million ceiling and the formula for achieving it when it was adopted last year. I shall continue to support it at this convention.

Any progress report on The Newspaper Guild for the past year would have to include the research and dissemination of information on the growing use and effects, of video display terminals. TNG has become such a leader in compiling results of VDT-research that others are coming to us for information.

Meanwhile, the AP, UPI and a growing number of other news organizations in both Canada and the U.S. are actively involved in the development of what already is being called "the electronic newspaper." The implications for the Guild and our industry are immense. I urge all of you to attend the seminar Wednesday morning on VDTs and these new horizons in electronic publishing.

Let me touch briefly on another subject that we are going to hear more about this afternoon—our merger talks with the International Typographical Union.

Members of the joint merger committee have worked literally thousands of hours in this effort. Progress has been slower than we would have liked but exceptional progress has been made since last year's convention, as you will see. Tentative agreements reached to date are included in the Officers' Report. You will hear more on this subject from President Perlik also.

For many years we have expressed our desire for merger. Next year I sincerely hope that we will have a merger document

ready for our convention . . . a document that a majority of the members of both unions can accept, and one that will culminate in the merger of The Newspaper Guild and the International Typographical Union into the largest union in the newspaper industry.

Thank you.

You are in recess for five minutes. (Applause.)

(Recess.)

CHAIRPERSON CULVER: Will the convention please come back to order.

I recognize President Perlik for an announcement.

PRESIDENT PERLIK: I want to introduce a guest at the head table who has a brief message for us about a fight in which we have been enlisted since it began. He has a surprise and a promise for the convention later on in the week.

He is Tony Ducharme who is the J. P. Stevens co-ordinator for Canada for the Amalgamated Clothing and Textile Workers, and he wants to enlist your assistance again in that very important boycott campaign and tell you how you can leave this convention better dressed.

Mr. Ducharme. (Applause.)

BROTHER DUCHARME: Brothers and sisters, out in the foyer I have a display booth, a J. P. Stevens boycott display booth, and I would ask—we have two cards out there, protest cards that we would like signed. One is to Edward Gibbons, chairman of the F. W. Woolworth Company, this small white one, in protest of selling the J. P. Stevens goods in Woolworth stores.

The other one is to the board of directors of the Sperry Corporation protesting the fact that one of the highest officials of J. P. Stevens sits on their board of directors.

If you would pick these up as you come in or go out the doors and sign them at your leisure at the table, we will use them for a draw on Thursday for a suit, some shirts, and some ties, with naturally the union label in it, which is another thing that we are promoting. (Applause.)

We also have buttons and literature. We would appreciate your signing both the

cards. Thank you very much, brothers and sisters. (Applause.)

CHAIRPERSON CULVER: Thank you, Tony Ducharme.

It is customary at this time to go into some of the housekeeping procedures of the convention, followed by President Perlik's speech and then some more housekeeping matters dealing with the creation of convention committees.

At this time I will recognize Secretary-Treasurer Dale for an announcement concerning the Rules Committee. (Applause.)

SECRETARY-TREASURER DALE: As the delegates are aware, the Credentials Committee of this convention has already been appointed, named by the International Executive Board during its weekend meeting preceding this convention, and under the rules of our union this convention operates under the rules of the last year's convention until new rules are established. That means that we must now take care of the appointment of a Rules Committee. The names of that committee are as follows:

RULES COMMITTEE

Richard Peery, Cleveland, Temporary Chairperson
Richard Sabatini, Philadelphia
John Fletcher, Boston
Stan Souza, Hawaii
Art Guerrero, Denver
Carlos Sutton, Washington-Baltimore
Ralph Petrucelli, New York
Raymond Hill of Buffalo

Brother Chairperson, I move the acceptance of the Rules Committee.

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Are there any requested changes in the Rules Committee?

BROTHER CHARLES S. MONTAGUE (Akron): Chuck Montague, Akron. Please add my name.

CHAIRPERSON CULVER: Are there other changes?

BROTHER JIM SCHEER (Ottawa): Jim Scheer, Ottawa. Please add my name.

CHAIRPERSON CULVER: I see the mikes are clear. All in favor of adoption of the Rules Committee report as read please

say aye. Opposed? The motion is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: One moment.

SECRETARY-TREASURER DALE: Now that the committee has been designated, they should move immediately to begin their work on the rules for this convention.

CHAIRPERSON CULVER: Let's have some order.

At this time I will introduce President Charles A. Perlik, Jr., who will give the convention address. President Perlik. (Applause.)

PRESIDENT PERLIK: Thank you, Brother Culver, Secretary-Treasurer Dale, brothers and sisters, friends.

You'll indulge me, I know, in a few moments of reminiscence.

On a hot July day 28 years ago next month, a young Newspaper Guild international representative got off a train in Toronto following a three-hour ride from Buffalo.

He checked into a hotel, which is no longer there, across the street from a newspaper, no longer there either, called friends at a second newspaper, no longer there, and began shaping plans for organizing a third newspaper, no longer anywhere.

And so began a love affair with a town and a local that endures to this day.

It was the Toronto Newspaper Guild then. It had 300 members and seven contracts—all with the same newspaper, the Toronto Star. I'm sure you saw the magnificent edifice the Star now occupies as you came into the city.

The defunct hotel was across the street from, then as now, Canada's national newspaper, the Globe and Mail, which now occupies a much more modern plant built originally for the third paper, the Telegram, the one that's gone entirely.

I was that international representative.

My assignment was to add to those 300 members and reduce the number of contracts through consolidation. With the help of legions of hardworking, energetic volunteers, we did both: membership climbed to 1,300, the Star contracts were consolidated and the local moved on to the Globe

and Mail and the Telegram by the time I left 3½ years later to assume new duties as TNG's newly-elected secretary-treasurer.

Those exhilarating, fast-moving times provided warm and lasting friendships, and many servants for the Guild—too many of whom unfortunately are no longer with us.

That memorable list includes the staunch and doughty Joe Beauclerc, Canada's first IEB member; Bob Buchanan, originally from Ottawa, who became Toronto's first fulltime, paid executive secretary; feisty Peter Reilly, whose career took him from a CBC news slot to the Toronto administrative-officer staff to TNG's IR staff, to Parliament as a member of that august body; and Mike Russell, a gentle giant of a man whose labors for his company and his union killed him well before his time.

It was in Toronto that I came to know another CBC newsman who was treasurer of the fledgling Canadian Wire Service Guild, for whose 58 members I was assigned to get a first Guild contract. We hired him, and put him out for seasoning as an IR for 25 years, and last year you elected Chuck Dale your secretary-treasurer.

The first contact I made in the opening phases of the campaign to organize the Toronto Telegram was with its labor reporter. He led the effort to win that campaign, went on to become local president, a local executive secretary and then, and still, IR Fred Jones.

A young brat of a kid who tossed bundles off the back of a Star truck for a living and for fun helped me with organizing his department and several others has since had a term on the IEB and worked as a servicing representative here in Eastern Canada. He's no longer a kid, still is a bit of a brat, but also is the executive secretary of the Canadian Wire Service Guild, Jerry MacDonald.

I could recall this most pleasant of times and experiences for hours. But let me finish with a tribute where it belongs, to the Southern Ontario Newspaper Guild, which will always be the Toronto Newspaper Guild to me. It has a heart as big as a house—and a president, too! (Laughter.)

If you read those small-print tables attached to Guild Reporter strike stories, you'll always find SONG at the head of the

list, often in large four-figure contributions.

When we needed help for the international Defense Fund two years ago, SONG led the list of non-striking Locals then, too, with a loan of \$100,000.

And when a tragic newspaper suspension in Montreal stripped our local there of resources, members and manpower last fall, SONG quickly and enthusiastically provided the backup support we needed and offered to be your host this week.

Is it any wonder I so proudly claim—and even brag about—my personal identification with this local and its people? They deserve the acclaim I know you'll bestow this week. And, in fact, let's hear it now if you'd care to give it. (Applause.)

But, now on to other matters.

As most of you know, you are the delegates who were to have made one of the most important decisions in the history of the Guild—approval of merger with the International Typographical Union. The timetable we set up last year called for submission of merger terms to this Convention, with a membership referendum to follow upon favorable action, and consummation of merger to take place next Jan. 1.

Unfortunately, bringing a merger in on schedule is a good deal more difficult than bringing a train in on time, and most of us—in the states, at least—have had reason to know just how often AMTRAK manages to pull that trick off.

We weren't any more successful than AMTRAK; we had engine trouble down the line, about five minutes out of the station.

There is no question that we made exceptional progress during the past year of negotiations. We overcame virtually all of the big barriers that blocked the track at the start of the year—on the new union's governing structure, the makeup and authority of the officers, the International Executive Council and the International Governing Board, and major aspects of the union's financial operations.

But if there is any task more mercurial than putting together a new union from the frameworks, practices and traditions of two existing ones, I don't know what it is. Solutions that seem in hand today slip away like quicksilver tomorrow. Problems

that seem like molehills at first glance suddenly become mountainous as you start to deal with them.

We have not stinted on time. We met for 24 days during the past year, bringing the total over three years of merger meetings to 66. Other meetings, of what has become known as the summit committee, of the joint task force and of subcommittees, took another 18 days.

When we finally merge with the ITU, we'll be anything but strangers—no small consideration in itself in lubricating the gears of a new union.

We thought right up to that last merger meeting in April, just before our spring IEB meeting, that we might still make it. But we missed the mark, and we'll be reconvening in the fall with several tough issues still to be resolved. We plan to tell you what those issues are, and some more about the agreements we have reached, at a special merger forum scheduled for this afternoon.

Members of the merger committee will review the negotiations in detail and be available to help answer your questions. We're prepared to devote up to three hours to this review, and there certainly should be fewer questions left unanswered when it is through.

I would be less than honest if I didn't admit that it was a disappointment not to be able to meet our timetable for merger. But merger is too vital to be held hostage by the calendar or the clock.

Our disappointment has not reduced our determination to achieve it by one iota, and neither do we think it has altered the determination of the ITU.

Come next fall we'll be stoking the engine, getting up a new head of steam and moving down that last mile of track. We're going to bring that merger train in, a little late, its crew a little weary, but with its 80,000 passengers delivered strong and united to their destination—the start of a new era in newspaper unionism.

Here in Canada the federal elections are behind us. But in the United States we, and the rest of the labor movement, have another task before us in the fall, one of even greater immediacy. If we don't want to spend the next four, and perhaps eight, years combatting the government as well

as the publishers, we had better look to who sits in the White House and the seats of power in the House and Senate.

Yes, we've had a Democratic administration and a Democratic Congress the past four years, and it hasn't exactly produced a tidal wave of progressive legislation.

It didn't even produce a labor-reform act, despite the best efforts of the Carter administration and labor's friends in Congress, although we shouldn't lose sight of the fact that the bill passed the House and came within an ace of achieving the necessary three-fifths majority to break a filibuster in the Senate.

The temper of the times, has been more propitious for the newly coined demagoguery of big business and the right wingers, with their army of lobbyists, than it has been for the voices of reason, justice and compassion.

We have seen them in our own backyard, the likes of the National Right to Work Committee trying to convince newspeople, newspaper readers, legislators, anyone who will listen, that holding a Guild card means not that you work for a decent wage but that you write according to union orders. It has been said that a lie travels round the world while the truth is putting on its pants; these days the truth is lucky to get on its underwear.

Yes, we lost labor-law reform, but we won something else that would not have been possible in a more business-oriented administration.

When Peter Walther, a Republican and a management attorney—who represented the Philadelphia Bulletin, among others—left the National Labor Relations Board, President Carter replaced him with John C. Truesdale, a Democrat who came not from management's ranks, apparently the prime qualification for appointment under Republican administrations, but from long service as the Board's deputy executive secretary and executive secretary.

For if a progressively oriented administration brings nothing else, it begins to change the reactionary cast that has been given to administrative agencies and the courts by such Republican administrations as Ford's and Nixon's.

We had another example, again on the

NLRB, in the appointment of William Lubbers, whose 27 years on the Board's legal staff failed to qualify him to be the Board's general counsel in the eyes of the Senate's pro-management hawks. They tried a filibuster against his appointment, but they weren't able to find 40 senators who believe you don't qualify for high NLRB office unless your views are in synch with the National Association of Manufacturers'.

During the next four years two and perhaps three vacancies are expected to open up in the Supreme Court. We have been living for the past six years with the legacy of President Nixon—a court whose narrow, crabbed rulings have circumscribed civil rights, freedom of the press and the rights of labor. It is a court dominated by Nixon appointees, picked to deal out precisely the kind of rulings it has been handing down. Whether this throwback to another era continues depends on the caliber of the justices next appointed.

Can there be any question of what that caliber will be if those justices are appointed by, to pick a name at random, Ronald Reagan? History has shown that often as important as the laws a president leaves behind is the Supreme Court he bequeaths. I think there is not a grain of doubt that the Guild, the labor movement and the American people will be infinitely better off with a legacy from the current administration than one from an administration in the mold of Ford and Nixon.

That return, and the other dividends we can expect from a Democratic administration and Congress, won't come without an investment on our part, however—an investment both of time and money.

Both the presidential election and contests for control of the House and Senate are expected to be unusually close this year. Many House and Senate contests, and perhaps the presidential election itself, may be decided by the extent to which labor weighs into the battle. And in that battle, I don't think the Guild can afford to sit on the sidelines.

Getting into the action is primarily a local responsibility, although we at the international have tried to show the way by making an extraordinarily large contribution to COPE—\$3,500—and we are ready to help out with COPE literature and materials.

But it will be up to you to weigh in where it counts—to collect money for COPE from your members, to endorse local candidates, to provide volunteers for campaigns in the various Congressional districts, to tell your members and their families behind what levers on the voting machine their interests lie.

There has been a small but encouraging trend toward heightened political activity by our locals the past few years; COPE collections have been made in precincts long not heard from. It's a trend I'd like to see continue, a ripple I'd like to see grow into a wave of Guild political activity that will help sweep into office candidates with an ear open to labor's concerns and a heart open to human misery.

There can't be a better time to start than Election Year 1980.

Finally, let me turn to the union's financial situation—specifically, the situation of our international Defense Fund.

Chuck Dale will give you all the numbers in his Secretary-Treasurer's report. I want to give you just a few and tell you what I think they signify.

At the end of the fiscal year March 31, the Defense Fund had a net worth of just under \$300,000. That's not a large sum, measured against the Fund's four-million-dollar floor. But it's a financial tower in comparison with the depth of the 1.5 million-dollar hole in which the Fund started the year.

We accumulated that surplus while paying out more than \$1,600,000 in strike benefits, paying off more than \$800,000 in loans and redeeming \$190,000 worth of scrip issued in lieu of benefit payments to Montreal Star strikers during the Defense Fund's 1978 crisis.

We think that's an achievement in which to take pride. But I don't think we at TNG are the ones who deserve the credit. We're just traffic cops for the money. Full credit for the Defense Fund's remarkable recovery from last year's unprecedented crisis goes to just one place—the membership.

Paying full regular dues for a total of 18 consecutive months as the fiscal year ended, they put more than \$3,600,000 into the Defense Fund from that source, not to mention \$400,000 from per-capita apportionments. And they did so, by and

large, with hardly a complaint about the financial sacrifice involved.

I think that's a demonstration of commitment and stamina that speaks volumes for the caliber of our membership. And, what is equally important, it tells us something about that membership's priorities.

It tells us that we have members who don't count pennies and ignore dollars.

It tells us we don't have members who think only of today and forget tomorrow.

It tells us we don't have members who look only to their own immediate interests and neglect the plight of brothers and sisters in trouble.

It tells us, in short, that we have members who know what the word "union" is all about.

And I think it tells us something else. It tells us that the will is there to go all the way, to climb that last rugged stretch of trail that will bring us to the peak of a four-million-dollar Defense Fund, with all debts paid off. As we stand here today, that goal is less than a year away, if no new strike emergencies put a brake on the Fund's rapid growth.

Of course, we cannot count on an undisturbed bargaining climate for the Defense Fund; after all, the Fund is meant precisely for rainy days, not sunny ones.

As we meet here today, strikes are a distinct possibility in the San Francisco Bay Area, at United Press International and at El Mundo in Puerto Rico. Major bargaining is in the offing in such key locals as Twin Cities and Pacific Northwest with New York coming up before we meet again.

If major strikes start to place demands on the Defense Fund, we cannot afford to have it in the same vulnerable position it was in two years ago, when we found ourselves unable to pay benefits to striking members in New York, Montreal and St. Louis after pouring more than \$2.5 million into New York.

We learned our lesson then—the lesson that a \$2 million Defense Fund is not enough in these inflationary times, with publishers sitting on their automated equipment, ready to take a strike and seeking to take back the precious gains we have

won over many decades. The publishers haven't changed their resolve, inflation is more rampant than ever, and that lesson is more indelible today than it was two years ago.

I think our members realize that.

They have demonstrated that realization by their demonstrated willingness to make the sacrifice necessary to build the Defense Fund into a mighty fortress for their contracts. And I don't think they're ready to let the drawbridge down now.

Make no mistake about it. What we do here will be watched, not just by our members but by the publishers. They will draw the appropriate conclusions about our seriousness in meeting their challenge, our determination to be as tough as they are. The stronger our Defense Fund is, the less likely it is we will have to use it; the weaker it is, the more readily will publishers seize the opportunity to deplete its meager resources.

We owe a debt of gratitude to our members, whose union spirit has brought us so far on the road back.

But the way to repay that debt is not to stop, not to slow down our progress down that road.

The way to repay it is to see that the Defense Fund gets, just as quickly as possible, to the point where it puts new steel into every local's bargaining position, to the point where it assures contract gains that will give every member a return far exceeding his dues dollar.

I think that's the way our members want it.

They want a union that can give them the highest possible settlements, not the lowest possible dues.

They want a union that is strong, not one that is cheap.

They want a union that inspires confidence, not despair.

In other words, they want a union that is first-rate, not cut-rate.

I know this Convention feels the same way, and I feel sure it won't want to stop the steady growth of our Defense Fund until it becomes a first-rate strike weapon.

The course has been charted and the way is clear.

If we continue on it, we have every reason to expect that delegates to next year's convention will be plotting the Guild's future atop a \$4 million Defense Fund, with reduced dues in effect at last.

We will be in a stronger bargaining and strike position than at any time in the Guild's history.

We will have built the Defense Fund from a debt-strewn rubble into a tower of strength in less than three years.

Let's do it!

Thank you. (Applause.)

CHAIRPERSON CULVER: Thank you, President Perlik, for a first rate address.

Is the Credentials Committee ready to report?

BROTHER: No.

CHAIRPERSON CULVER: Any word as to how soon we will have a report?

BROTHER: No. (Laughter.)

CHAIRPERSON CULVER: Please keep your remarks short. (Laughter.)

Can somebody tell me what we do now? (Laughter.)

While we are waiting on the Credentials Committee report, let's go on with the address from our Secretary-Treasurer, Charles Dale.

If Brother Dale looks a little bit weary these past few days, it is because he has been on the West Coast engaged in Bay Area bargaining for some time. So let's be charitable with the new kid on the block, as we keep calling him. (Applause.)

SECRETARY-TREASURER DALE: I think it is very appropriate that I have an adjustable podium here. One of the issues involved in San Francisco bargaining is adjustable chairs and adjustable desks for VDT users.

Delegates, Chairperson Culver, President Perlik, guests, and that fine group of people over there, TNG staff.

Chuck Perlik has already borrowed some of the things or used some of the things I intended to say about this fine city and about this fine country in which I was born. For me the Toronto Convention is really a walk down memory lane.

I joined The Newspaper Guild within two blocks of where I am now standing quite a few years ago. I became an international representative within a few blocks of the spot where I am now standing.

As Chuck indicated, he hired me here, and as I have told a lot of people, I am still waiting for that promise that he made in that Chinese restaurant to be fulfilled. He promised me a good life. (Laughter.)

The 1956 Toronto Convention was also memorable for another reason.

There were a couple of people who came here from the West Coast of Canada to observe what the then American Newspaper Guild did at a convention. They were so impressed that they went back to the city of Vancouver and recommended that a then federally-chartered local affiliate with the American Newspaper Guild, and we now have the very active, vigorous, vital Vancouver-New Westminster Newspaper Guild in our ranks, and happily so, as a result.

As Harry has indicated, I have been spending some time recently in the San Francisco-San Jose area involved in bargaining, and last week during a pause in that multi-union, multi-city bargaining, I was asked by a Guild member what I was going to do about my maiden speech as Secretary-Treasurer of TNG. I said I was going to postpone it, and the more I think about that answer, the better I like the idea.

I would much prefer to be speaking to you a year from now on the subjects I must cover.

I would much prefer to be standing before you this time next year talking about our Defense Fund against a background that has had much more time to mature.

I would much prefer to be up here telling delegates to next year's convention that the job of rebuilding our defenses, the struggle to eliminate our debts, the sacrifices to reach our \$4 million goal are all over. I cannot do it now.

A year from now I believe I will be doing just that.

A year from now, if everything continues in its present fashion, I believe that I will be standing here saying that we've got \$4 million in the bank, our full regular

dues have been lifted and we are where we need to be.

Right now we are indeed in better shape than we were a year ago. We are, as the Officers' Report says, on track, on time and on target.

And given the kind of fast track we have been fortunate enough to have for the past fiscal year, we will be in infinitely better shape by the time our 1981 Convention gets under way; assuming, of course, no major shift in the winds; assuming, as Chuck said, that none of the bargaining crises now confronting us in a number of Guild cities, including the one I just came from, develop into strikes or lockouts or that a number of smaller strikes or lockouts do not combine to produce a major drain on our defense resources, and assuming, of course, that this Convention does not change the policies and programs adopted by this union last year in Boston—an event I would regret, not only because it would deprive me of the pleasure I expect to get out of telling you a year from now that we made it to the \$4 million goal but principally because of its consequences for our members whether or not they have occasion or expectation to call upon our Defense Fund for benefits.

So make no bones about it, if we are attentive to our Defense Fund situation, the employers are doubly attentive.

Let me highspot where we are, where we were, how we got there and where I hope we are going to be and when.

At the end of the 1978-79 fiscal year we were, as the Finance Committee reported at last year's convention, deeper in debt than we have ever been before in our history. We were mortgaged to the hilt. We had gotten there as a result of an unprecedented wave of attacks on newspaper union contracts which triggered strikes and lockouts throughout the Guild involving nearly 20 per cent of our membership.

During the 1978-79 bargaining crisis TNG's Defense Fund had spent more than \$2.2 million dollars in strike benefits in New York, nearly \$1 million in Vancouver, \$858,000 in Montreal, \$500,000 in St. Louis, and nearly another \$1 million in a number of other strikes and lockouts, for a total outlay during the 1978-79 fiscal year alone of just under \$5.5 million.

Our own resources could not cope with that. They were shown one more time to be woefully inadequate, and we had to go to a variety of wells to sustain our strike-benefit payroll and even that was not enough.

Some of our members, quite a few in fact, had to be given IOUs, chits, scrip, promissory notes. Call them what you will, but it wasn't money. And that's the first time we ever had to do it in our union's history.

We borrowed \$500,000 from a bank at interest. We borrowed \$250,000 interest-free from the United Auto Workers. We borrowed another \$250,000 from the Steelworkers.

We had gone to the Industrial Union Department of the AFL-CIO for another \$200,000 and to the Machinists' international for still another \$175,000. A total in money borrowed from outside our union of \$1,375,000, and then we tapped our own locals, asked them for loans from their treasuries, and they responded generously.

Nearly three dozen of our locals either cleaned out their own defense funds or nearly cleaned them out and shipped it off to TNG, and those loans in combination with chits issued either to locals or to members added another \$1.75 million to our debt list.

With the income into our Defense Fund provided by the full regular dues that our members have been paying since September of 1978, a repayment schedule was set up that went like this: First, pay off the outside debts; second, pay off the local defense fund loans; finally, redeem the scrip being held by our members.

Right now we are more than a third of the way through that program, and by the time I am finished speaking today our debts will have been reduced to less than three-quarters of a million dollars. Our net debt is actually now reduced to below zero, and we have money in the bank—real money, not paper.

Let's recap what happened. A monthly installment repayment program, initiated by Chuck Perlik, designed to reduce the balance of the outside loan and, at the same time, build up a cash reserve in the Defense Fund made it possible to do the following:

In November last year we sent a check for \$228,762.68 to the Amalgamated Bank of New York to pay off the outstanding balance of that loan and eliminate any new interest charges on our half million dollar bank loan—interest which, to that point, had cost the Guild \$52,078.

Gradually, the balances owing the UAW, Steelworkers, the IUD and the Machinists were reduced to the point where late last month it was possible to send them checks for the balance remaining on those interest-free loans.

Today our outside debt ain't no more. We don't owe the bank or the other unions a dime, not even a penny.

And Chuck Perlik, who certainly merited the honor and pleasure of writing and signing the letters to the unions, said to each of them, "We feel like burning the mortgage. With this check," he said, "the Guild has fulfilled its determination to repay in full the generous and helpful sister trade unions who helped us in our hour of desperate need almost two years ago."

He went on, "I take great pride in reporting that we have now repaid every cent of it," and he added, "we have a way to go to reach the \$4 million goal we have set for ourselves, but our membership shows every sign of having the stamina and the willingness to do just that."

There was another paragraph in his letter I would like to quote because I think that, in addition to the union heads who got his letter, our members should hear it.

He said, in thanking the Auto Workers, Steelworkers, Machinists and IUD, "Without the help of our bigger brothers and sisters, it would not have been possible to sustain our members through the trials imposed by an increasingly truculent and repressive newspaper industry management. We are eternally grateful and thankful to have such good friends to call on in times of emergency."

But, I repeat, the checks that paid off our outside loans didn't leave us debt-free, only debt-free outside the Guild. Inside, we still have a way to go.

Today, now that those outside debts are repaid, we take a first step in a program to eliminate our debts to locals. We intend to implement a program, that hopefully will run no more than four months, to re-

pay the loans from locals in installments of 30 per cent, 25 per cent, 25 per cent and, finally, 20 per cent, assuming again that nothing happens to jeopardize the income flow into the Defense Fund.

I have here on the platform a bundle of envelopes for a variety of locals in this room. One for every local to whom the Defense Fund still owes money. Some locals, like my local—the San Francisco-Oakland Newspaper Guild—and Pittsburgh, to name a couple, that had strikes of their own and had to put in an early call for the return of their defense money are not among today's list of bill collectors.

I would like to have up here on the platform representatives of the following locals: St. Louis, Portland, Boston—come on up—Buffalo, the Canadian Wire Service Guild, Cleveland—didn't you get my message? Start coming up, please—Denver, Erie, Gary, Great Falls, Hawaii, Los Angeles, Manchester, the Midwest District Council, the Pacific Northwest Newspaper Guild, Pawtucket, Providence, Pueblo, Rockford, San Diego, San Jose, Scranton, Southern Ontario, Toledo, Vancouver-New Westminster, Victoria, Winnipeg, Youngstown and New York. (Applause.)

As I call out your names, would you please come up here and collect some of the money we owe you.

The Boston Newspaper Guild, a check for \$9,000. (Applause.)

The Buffalo Newspaper Guild, a check for \$7,907.54. (Applause.)

The Canadian Wire Service Guild, a check for \$9,000. (Applause.)

The Cleveland Newspaper Guild, a check for \$3,000. (Applause.)

The Denver Newspaper Guild, a check for \$600. (Applause.)

The Erie Newspaper Guild, a check for \$412.50. (Applause.)

The Gary Newspaper Guild, a check for \$1,500. (Applause.)

To little Great Falls, which came through despite the size of its membership and the size of its treasury, a check for \$150. (Applause.)

To my akamai friend from Hawaii, Roy Kruse, a check for \$8,550. (Applause.)

The Los Angeles Newspaper Guild, a check for \$771.60. (Applause.)

Manchester Newspaper Guild, a check for \$4,500. (Applause.)

The Midwest District Council, a check for \$150. (Applause.)

To my good friend Harry Fisdell, a check for the New York Newspaper Guild for \$25,615.82. (Applause.) Do they need the money?

To the Pacific Northwest Newspaper Guild, a check for \$6,000. (Applause.)

To the Pawtucket Newspaper Guild, a check for \$750. They are not even here—they don't get it. (Laughter.)

The Portland Newspaper Guild, a check for \$126. (Applause.)

To the Providence Newspaper Guild, a check for \$9,000. (Applause.)

To the Pueblo Newspaper Guild, a check for \$2,250. (Applause.)

To the Rockford Newspaper Guild, a check for \$600. (Applause.)

To the San Jose Newspaper Guild, a check for \$3,000. (Applause.)

To the San Diego Newspaper Guild, a check for \$1,500. (Applause.)

To the Scranton Newspaper Guild, a check for \$600. (Applause.)

To the Southern Ontario Newspaper Guild, a check for \$30,000. (Applause and cheers.)

To the Toledo Newspaper Guild, a check for \$3,000. (Applause.)

To the Vancouver-New Westminster Newspaper Guild, a check for \$27,000. (Applause.)

To the Victoria Newspaper Guild, a check for \$1,156.50. (Applause.)

To the Winnipeg Newspaper Guild, a check for \$1,200. (Applause.)

And to the Youngstown Newspaper Guild, a check for \$3,000. (Applause.)

That's it. (Laughter.)

Oh, I'm sorry.

To the St. Louis Newspaper Guild, a check for \$116,231.70. (Applause and cheers.)

We have just paid out \$276,571.66 of your Defense Fund money—30 per cent of the debt to locals.

We have just reduced our Defense Fund debt to less than three-quarters of a million dollars—\$658,215 and 11 cents to be precise. (Applause.)

And next month, all conditions being favorable, we will pay out another 25 per cent, a month later another 25 per cent and finally the remaining 20 per cent. In October, again if all goes smoothly, all of our locals should be repaid, and, perhaps, all of the remaining scrip held by our members redeemed also, for we are already a long way down that road—the scrip road.

The largest amount of scrip was being held by Guild members in Montreal, employees of the Montreal Star, who endured an eight-month strike and lockout only to have their paper fold under them shortly after they went back to work. Although scrip payment was at the bottom of our repayment priority list, our Montreal members, who lost their jobs, then ran out of severance pay and then ran out of unemployment compensation, merited special consideration, and they got it. In February half of the total value of the scrip in Montreal, \$380,335, was redeemed. Last month, the balance was paid off, and when we complete the local loan repayment program, we will owe only \$14,000 in scrip to members of the Washington-Baltimore local, and we hope that this also will be redeemed at the same time we make our final installment payment of 20 per cent on the Defense Fund debt to Guild locals.

Yes, our Defense Fund is on the road to recovery. The financial health of the Defense Fund is a lot brighter now than it was a year ago, but we need to do no more than examine the pages of the Officers' Report, and especially the finance section of the Officers' Report, to discover the speed with which our landscape can get cluttered with detours on the road back to good health.

Right now on the horizon, as Chuck has indicated, we have something other than blue sky. We have just achieved a settlement in Detroit, but we are not out of the woods there. The Teamsters have their own deadline set for this week. We are facing perhaps the most serious strike possibility in my experience in the San Francisco, San Jose, Bay Area and any day now

one could erupt. You may note that the tables for the San Francisco-Oakland and San Jose locals are absent the majority of their delegates and absent some faces that have been fixtures at many Guild conventions, and strike sanction has been issued for El Mundo in Puerto Rico. Strike sanction has also been issued at UPI.

Add the numbers: 800 members in Detroit; nearly 2,000 in San Francisco, San Jose and Oakland; 700 in UPI, 400 at El Mundo in Puerto Rico. A total of nearly 4,000 Guild members, and a benefit bill that would be about \$300,000 a week.

Our cash reserve on hand now would be used up in five weeks, and our repayment program would have to be aborted.

Flip the calendar, and not far away is a possibility of a bargaining crisis in the Pacific Northwest where we have another large group of Guild members, and this time next year publishers probably will be hard at it trying to carve retrogressions out of the Guild's contracts in our largest local—New York.

Yes, strikes and lockouts could force us off our present economic course. Those we may not be able to avoid. But we can avoid, and I trust we will avoid, deciding ourselves to interrupt or abort the sound program we adopted last year and which this year's record shows was a sound, sensible and wise program.

It may be considered in some places to be good politics, but nowhere is it good policy to cut back on our union's defenses.

Bear with me now for a very, very abbreviated review of our other principal fund, the General Fund, out of which we pay the administrative and operating costs of this union.

It began the year in a condition it is not familiar with—out of debt—because last year's convention cleared away years of accumulated debt in the fund. We projected last year that we'd not only meet our operating expenses with General Fund income, but we would also end up with a surplus.

It didn't happen. We closed the fiscal year with a deficit. A small one, but a deficit nevertheless—\$5,437—and that deficit would have been much higher had it not been for the fact that income into the fund ran nearly 4.5 percent higher than anticipated. Actual income into the General

Fund produced our first \$2 million income-year, and we have every reason to expect that the income in this current fiscal year will be in excess of that \$2 million.

Without duplicating here the many details about our financial operation you will find in the Officers' Report, let me just draw your attention to the fact that three items alone in the year just ended generated expenses nearly \$120,000 higher than anticipated by the Providence Convention in Boston.

Guild committee and delegate expenses totaled \$89,466 for the year, nearly \$55,000 more than we budgeted. Forty-seven thousand of this total expenses represented the cost of merger negotiations during the year.

Miscellaneous organizing and servicing costs for the year totaled just under \$100,000, \$35,000 more than we budgeted. This is the result of expenditures of nearly \$45,000 to assist the New York local in its continuing unit clarification battles with the New York Times, the News and the Post.

Another \$13,000 was spent to assist the Buffalo local in organizing and in an internal legal battle.

The salary bill for TNG's field staff also over-ran projections by just under \$29,000. This over-run caused by a larger than projected staff for part of the year plus the cost of redeeming some of TNG's accumulated compensatory-time obligations to its staff.

Not all of our expenses were over the mark, and those under-run are also detailed for you in the Officers' Report, but one in particular I would like to comment on principally because I have had the opportunity since last Oct. 15 to discover what is involved in this position of secretary-treasurer of The Newspaper Guild.

We were under budget by \$8,465 in the cost of officers' salaries last year totally because Chuck Perlik did double duty over seven months, being president as well as secretary-treasurer, and I do not recall that this forum or any other forum in the Guild has said thanks. I believe we should right now. (Applause.)

I have taken up more than enough of your time, I am sure, but I thank you for your attention, and I suggest that we get

on with the business of making policy for this great union of ours.

I love you all. (Applause.)

CHAIRPERSON CULVER: Thank you, Chuck Dale. I was inspired by everything you said as I am sure this Convention was.

I would like to ask again, is the Credentials Committee report ready?

Bob Steinke of St. Louis, I will recognize you in a minute. I think I am going to start calling you "Daddy Warbucks" after hearing that announcement.

BROTHER ROBERT A. STEINKE (St. Louis): These have not been distributed yet, but they will be. They are being collated now and put together, so I am going to read to you what we have, and probably before I am finished they will be distributed, if that is okay with you.

FIRST REPORT OF THE CREDENTIALS COMMITTEE

The following is a submission of the First Report of the Credentials Committee, with an alphabetical list of Locals with the votes and the names of the delegates who have been certified so far:

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Akron	3	Jewell Cardwell Charles S. Montague
Albany	4	Joann Crupi R. Victor Stewart
Boston	6	John S. Fletcher Thomas R. Hiltz Gerald M. Maraghy Thomas A. Ritchie
Brockton	3	Robert J. Townsend
Buffalo	8	William N. Buil Richard W. Christian Raymond C. Hill Jacquelynn Kerwin Paul H. MacClennan Richard J. Roth, Jr. Maria Scrivani Joseph R. Wilhelm
Canadian Wire Service	7	Lee Clifford Glenn Flanagan David Isaac Jerry E. MacDonald Dan Oldfield Cecil Reid
Central California	9	Lanny J. Larson George C. Randol Karen Recher Gene Turner
Chicago	7	Larry Finley Greg Hinz Gerald J. Minkkinen Art Peterson
Cincinnati	5	Thomas J. Wall
Cleveland	8	Gary Clark Roland A. Dreussi J. Stephen Hatch Anthony M. Natale John Nussbaum Richard M. Peery Barbara Weiss
Columbus	4	Kevin P. J. Miller David B. Whitmer
Denver	7	Victor Ciuccio Arthur Guerrero
Detroit	12	Jeanne C. Towar Joyce M. Walker-Tyson
Erie	4	William Buchanan Carol Przybyszewski
Gary	2	Larry A. Bretts John B. Mitchell (Alt.)
Great Falls	1	Carla W. Beck
Hawaii	6	Roy C. Kruse Stanley J. Souza
Knoxville	2	John R. Barrett
Los Angeles	6	Richard C. Arthur Lincoln M. Haynes Linda L. Zink
Manchester	3	Dianne M. Martino
Memphis	6	Faye McCracken Robert Stewart
Montreal	7	Fred Reed Frederica Wilson
New York	59	Donald Barker Sandra Bonilla Richard Brandow Robert Cohen Michael N. Crumrine Harry Fisdell Peter Jones Michael Lichtenstein David M. Mulcahy

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>	<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
		Ralph Petrucelli Salvatore Polito William R. South Joseph Steele Debora Van Tassel Patrick Vallila Cesar A. Viruet Nicholas Zeoli	San Jose	9	Louis M. Calvert William T. Davis
			Scranton	3	Victor Alfano Doug Miele
			Sheboygan	2	Milton Freimuth
Ottawa	5	Donna Balkan Bryon Eastwood Guy Lepage Bridget Petersen Jim Scheer	Southern Ontario	19	Paul Bryan John Bryant Murray Campbell Susan Craig Brian Dawson Gerald Huntley Doug LaRochelle Ralph Letts Marni Livingstone John Lord John Lowe John Macdonald Paul Mallon Leo Maltais Bob McCarty William McQueen Ross Miller Dennis Robinson Linda Torney
Pacific Northwest	13	Betty J. Anderson Robert E. Bruner Barbara G. Davis Emmett Murray Anna M. Padia			
Philadelphia	13	Carol McGarvey Pat Odoms Richard V. Sabatini			
Pittsburgh	3	Edward Bell Stephen Menzler			
Portland	5	Elwood B. Bigelow	Terre Haute	3	Carolyn Toops
Providence	6	C. Claire Keefe Frank Prosnitz Charles Walker	Toledo	6	Howard Burkhardt Sidney Goldberg Jeanette Hollingsworth Tom James Kenneth E. Rieger Robert Speck
Pueblo	3	Gilbert Zamora			
Puerto Rico	12	Carlos Ramis Lopez Juan Colon Ortiz Angel Baez Rivera Cruz Roque Vicens	Twin Cities	10	Dick Hyllestad Neale Van Ness
Rockford	2	Norma Roth	Vancouver- New West- minster	12	Phil Ballard Alice Busby Brian Hill Patricia Lane Doug Louth Roy Tubbs
St. Louis	13	William R. Balota Roy Cummings Martin Goldman Robert C. Hermann Robert C. Holt, Jr. Lionel Horton Ray Lawrence Robert A. Steinke Nancy Stoddard Virginia Watson	Victoria	4	John W. Bradford Douglas E. Davis John Hutchison (Alt.) Lillian Munch Roger Stonebanks
Salem	2	Nelson K. Benton III			
San Diego	10	John C. Edgington Gerald L. Schultz	Washington- Baltimore	22	Allegra Bennett James Brown Mary Dresser Mary Esslinger Ernest Freda
San Francisco- Oakland	16	Floyd Tucker Roger Warnock			

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
		Eric Geist Patrick Gilbert Jacqueline Hawes Warren E. Howard Charles Hughes Catherine Kinnear Thomas Mani Clifford Meyers Stephenie Overman Samuel Plate John C. Rau Dorothy A. Struzinski Carlos J. Sutton Josephine Swagger
Wilkes-Barre	3	Patrick Rushton John J. Wallace
Winnipeg	3	John Drabble Ric Littlemore
Wire Service	15	Harry Culver William Morrissey Richard Olive Drew Von Bergen
Youngstown	3	John E. Kennedy

Signed: Robert A. Steinke, St. Louis, Chairperson; Victor J. Alfano, Scranton; Bryon Eastwood, Ottawa; Barbara G. Davis, Pacific Northwest; Mary Esslinger, Washington-Baltimore; David M. Mulcahy, New York; Lanny J. Larson, Central California.

I move adoption of that report, Mr. Chairman.

(Seconded by several.)

CHAIRPERSON CULVER: Thank you. It's been moved and seconded. Is there discussion? All in favor of adoption of the report, the First Report of the Credentials Committee, say aye. Opposed? It is carried.

MOTION CARRIED

CHAIRPERSON CULVER: I recognize President Perlik.

PRESIDENT PERLIK: I wanted to draw to your attention, especially, the presence at the Convention of two professional helpers who are here at your service this week.

TNG General Counsel Dave Barr and John Gentleman, vice president of Martin E. Segal Co., the firm that is TNG's consultant on all types of employee benefits, not just pensions.

CHAIRPERSON CULVER: While we are recognizing helpers at this convention, there is one very special helper here. Lenore Hayes, our stenotypist, who keeps the record of the convention. This is a very special time for her because this marks the thirty-fifth TNG Convention in which she has kept the record. (Applause.)

Thank you very much, Lenore.

The next item of business is the creation of the Convention committees, and we don't have the list of temporary assignments yet.

While we are waiting here, I will take care of one matter. This is in regard to the address I gave awhile ago. I want to thank one of the delegates for calling to my attention that in reading the IEB resolution on human rights and equal pay I should have emphasized that we are concerned not only with equal rights for women but also for minorities, and I will read further from the IEB resolution of last spring which I referred to earlier.

"Once again the IEB observes that women and minorities still are not getting their fair share of the economic pie. The IEB believes that more Guild locals and more Guild members must meet that challenge in contract negotiations, contract enforcement and every other avenue available to them."

Let there be no doubt that is the position of the IEB, it is the position of The Newspaper Guild, it is the consistent position of the convention and one that I wholeheartedly support without reservation.

I will recognize Charles Dale at this time.

SECRETARY-TREASURER DALE: We are going to read the names on the committees which locals sent in advance. We do not have the temporary committee list ready for distribution yet on the floor. We are going to read only those names we received from locals with a request that people be allocated for a committee.

On the Constitution Committee:

CONSTITUTION COMMITTEE

Gerald L. Schultz, San Diego, Temporary Chairperson
Marty Goldman, St. Louis
Ken Rieger, Toledo

Dorothy A. Struzinski, Washington-Baltimore
Mary Esslinger, Washington-Baltimore
Mary Dresser, Washington-Baltimore
Frank Gleeson, Philadelphia
Harry Fisdell, New York
Peter Jones, New York
Michael Lichtenstein, New York
Pat Vallila, New York
Art Guerrero, Denver

The procedure is that if there are any deletions from this committee list, you proceed to the mike, identify yourself by name and local for deletions and then additions after that.

BROTHER HARRY FISDELL (New York): From the Constitution Committee delete my name and Pat Vallila's.

SECRETARY-TREASURER DALE: Are there any other deletions? Now we will take additions to the Constitution Committee.

SISTER BETTY J. ANDERSON (Pacific Northwest): Please add my name.

BROTHER BRIAN HILL (Vancouver-New Westminster): Add the name of Roy Tubbs.

BROTHER GERALD J. MINKKINEN (Chicago): Please add my name.

BROTHER FISDELL: Add the name of Cesar Viruet, New York, please.

SISTER DONNA BALKAN (Ottawa): Please add the name of Jim Scheer.

VICE PRESIDENT ELWOOD B. BIGELOW (Portland): Please add mine.

BROTHER RICHARD J. ROTH, JR. (Buffalo): Add Richard Christian, Buffalo.

VICE PRESIDENT LOWE (Southern Ontario): Please add the names of Paul Bryan, Gerry Huntley, and Ross Miller.

BROTHER LANNY J. LARSON (Central California): Please add my name.

BROTHER RICHARD OLIVE (Wire Service): Please add my name.

SISTER LINDA L. ZINK (Los Angeles): Please add the name of Kris Sherman.

BROTHER THOMAS R. HILTZ (Boston): Please add my name.

BROTHER LOUIS J. MLECZKO (Detroit): Please add my name.

BROTHER JERRY E. MacDONALD (Canadian Wire Service): Please add Glenn Flanagan.

BROTHER ROBERT STEWART (Memphis): Please add my name.

BROTHER ANTHONY M. NATALE (Cleveland): Please add my name.

BROTHER JUAN COLON ORTIZ (Puerto Rico): Please add my name and Carlos Ramis' name.

SECRETARY-TREASURER DALE: Are there any further additions? **In that case, Brother Chairperson, a motion would be in order to move adoption of the Constitution Committee.**

BROTHER JOHN R. BARRETT (Knoxville): **So move.**

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All in favor of adoption of the committee formation of the Constitution Committee please say aye. Opposed? The report is adopted.

MOTION CARRIED

SECRETARY-TREASURER DALE: We now proceed to the structuring of the Human Rights Committee.

HUMAN RIGHTS COMMITTEE

Linda Zink, Los Angeles, Temporary Chairperson
Robert C. Hermann, St. Louis
Virginia Watson, St. Louis
Jeannette Hollingsworth, Toledo
James Brown, Washington-Baltimore
Jackie Hawes, Washington-Baltimore
Josie Swagger, Washington-Baltimore
Pat Odoms, Philadelphia
Don Barker, New York
Sandra Bonilla, New York
C. Pappas, New York
Joseph Steele, New York
Teri Harrington, Denver

Are there any deletions from this list?

BROTHER FISDELL (New York): Please delete the name of Cleo Pappas.

SECRETARY-TREASURER DALE: Are there any further deletions? If not, we will now proceed with additions.

SISTER NORMA ROTH (Rockford): Please add my name.

BROTHER ROTH (Buffalo): Add the names of Maria Scrivani and Jacquelynn Kerwin.

VICE PRESIDENT LOWE (Southern Ontario): Please add the name of Ralph Letts.

BROTHER GERALD M. MARAGHY (Boston): Would you please add the name of John S. Fletcher.

SISTER BALKAN (Ottawa): Please add the name of Paige Counsineau, alternate.

BROTHER GARY CLARK (Cleveland): Please add my name.

VICE PRESIDENT FLOYD TUCKER (San Francisco-Oakland): Please add my name.

SISTER BARBARA WEISS (Cleveland): Please add my name.

SECRETARY-TREASURER DALE: Are there any further additions? **Motion would be in order to adopt the Human Rights Committee.**

BROTHER ROBERT E. BRUNER (Pacific Northwest): **So move.**

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All in favor of the motion please say aye. Opposed? Motion carried.

MOTION CARRIED

SECRETARY-TREASURER DALE: The Organizing Committee.

ORGANIZING COMMITTEE

Susan Craig, Southern Ontario, Temporary Chairperson
Robert Holt, Jr., St. Louis
Nancy Stoddard, St. Louis
Sidney Goldberg, Toledo
Howard Burkhardt, Toledo
Donna Balkan, Ottawa
Larry A. Bretts, Gary
Carlos J. Sutton, Washington-Baltimore
Patrick Gilbert, Washington-Baltimore
Eric Geist, Washington-Baltimore
Carol McGarvey, Philadelphia
Robert Cohen, New York
Michael Crumrine, New York

William R. South, New York
Victor Ciuccio, Denver

Are there any deletions from this list?

SISTER DOROTHY A. STRUZINSKI (Washington-Baltimore): Brother Chairperson, please delete the name of Eric Geist.

BROTHER SIDNEY GOLDBERG (Toledo): Please delete my name from the list.

BROTHER FISDELL: Please delete the name of Bill South.

SISTER BALKAN (Ottawa): Please delete my name.

SECRETARY-TREASURER DALE: Any further deletions? Any additions? We are now ready for additions.

BROTHER HILL (Vancouver-New Westminster): Add Jan O'Brien.

BROTHER R. VICTOR STEWART (Albany): Please add my name.

BROTHER BARRETT (Knoxville): Please add my name.

VICE PRESIDENT LOWE (Southern Ontario): Please add my name and the name of Bill McQueen.

SISTER JEANNE C. TOWAR (Detroit): Please add my name.

BROTHER FRED REED (Montreal): Please add my name.

SISTER ZINK (Los Angeles): Please add the name of Lincoln Haynes.

SISTER STRUZINSKI (Washington-Baltimore): Please add the name of Stephanie Overman.

SECRETARY-TREASURER DALE: Are there any further additions? **If not, a motion is in order to adopt the Organizing Committee as structured.**

BROTHER ROTH (Buffalo): **So move.**

CHAIRPERSON CULVER: Moved by Richard Roth of Buffalo and several seconds.

All in favor of the motion say aye. Opposed?

MOTION CARRIED

SECRETARY-TREASURER DALE: Moving right along, the Organizing Committee.

(Cries of "no," followed by laughter.)

DELEGATE: Let's get organized.

SECRETARY-TREASURER DALE: Well, we need to. The Collective Bargaining Committee.

COLLECTIVE BARGAINING COMMITTEE

Lee Clifford, Canadian Wire Service
Temporary Chairperson
Ray Lawrence, St. Louis
Bill Lee, Toledo
Tom James, Toledo
Phil Theobald, Peoria
Bryon Eastwood, Ottawa
Bridget Petersen, Ottawa
Thomas J. Wall, Cincinnati
Milton Freimuth, Sheboygan
Kevin P. J. Miller, Columbus
David Whitmer, Columbus
William Salganik, Washington-Baltimore
Kathy Kinnear, Washington-Baltimore
Clifford Meyers, Washington-Baltimore
Gene Jones, Philadelphia
Richard Brandow, New York
Cesar Viruet, New York
Nicholas Zeoli, New York
Jim Pedersen, Denver

Are there any deletions? Are there any deletions?

BROTHER FISDELL (New York): Yes, please delete the following names: Richard Brandow, Cesar Viruet, Nick Zeoli.

SECRETARY-TREASURER DALE: Are there any further deletions? Additions?

BROTHER HILL (Vancouver-New Westminster): Please add Alice Busby.

BROTHER KENNETH E. RIEGER (Toledo): Brother Dale.

SECRETARY-TREASURER DALE: Yes?

BROTHER RIEGER: Did you mention Bill Lee on the—

SECRETARY-TREASURER DALE: Yes, I did.

BROTHER RIEGER: Would you delete that name. He is not here.

SECRETARY-TREASURER DALE: Additions.

SISTER ANDERSON (Pacific Northwest): Please add Anna Padia.

SISTER STRUZINSKI (Washington-Baltimore): Please add Allegra Bennett.

BROTHER FISDELL (New York): Please add Harry Fisdell, Pat Vallila, Sal Polito.

SISTER FREDERICA WILSON (Montreal): Please add my name.

BROTHER ART PETERSON (Chicago): Please add my name.

BROTHER ROTH (Buffalo): Add William Buil.

BROTHER JOHN DRABBLE (Winnipeg): Please add my name.

BROTHER GEORGE C. RANDOL (Central California): Please add the names of Karen Recher and Gene Turner.

VICE PRESIDENT JOYCE M. WALKER-TYSON (Detroit): Please add my name.

BROTHER ROSS MILLER (Southern Ontario): Add Doug LaRochelle, Paul Mallon, John Macdonald, and Marni Livingstone.

BROTHER DAVE RAMER (St. Louis): Please add my name.

SISTER MARIE SHELLOCK (Youngstown): Please add my name.

BROTHER JOHN W. BRADFORD (Victoria): Please add my name and Roger Stonebanks'.

SISTER C. CLAIRE KEEFE (Providence): Please add my name.

BROTHER TIMOTHY YOUNKMAN (Bay City): Please add the names of Karen Rivard and Diane Sinicki.

BROTHER ROLAND A. DREUSSI (Cleveland): Please add my name and the name of Richard Peery.

BROTHER JOHN J. WALLACE (Wilkes-Barre): Please add my name.

BROTHER ROY C. KRUSE (Hawaii): Please add the name of Stan Souza.

BROTHER TONY VAN ALPHEN (Northern Ontario): Tony Van Alphen, Northern Ontario.

BROTHER FRANK V. GOODMAN (Hudson County): Please add my name.

BROTHER MACDONALD (Canadian

Wire Service): Please add the name of Dan Oldfield.

SISTER ZINK (Los Angeles): Please add the name of Dick Arthur.

BROTHER MONTY FOLEY (Lexington): Please add the name of Linda Foley, alternate.

VICE PRESIDENT WILLIAM T. DAVIS (San Jose): Please add my name.

BROTHER CLARENCE SCAIFE (Chatanooga): Please add my name.

BROTHER EDWARD BELL (Pittsburgh): Please add my name and Steve Menzler's.

BROTHER CARLOS RAMIS LOPEZ (Puerto Rico): Please add the names of Angel Baez and Cruz Roque.

BROTHER THOMAS A. RITCHIE (Boston): Please add my name.

BROTHER VICTOR ALFANO (Scranton): Please add my name.

SECRETARY-TREASURER DALE: Are there any further additions?

BROTHER WILLIAM BUCHANAN (Erie): Please add Carol Przybyszewski.

SECRETARY-TREASURER DALE: Nobody is at the mike. **Motion is in order to adopt the Collective Bargaining Committee.**

(Moved by several.)

CHAIRPERSON CULVER: It's been moved and seconded. All in favor please say aye. Opposed? Motion is adopted.

MOTION CARRIED

SECRETARY-TREASURER DALE: Appeals Committee.

APPEALS COMMITTEE

Faye McCracken, Memphis, Temporary Chairperson
Charles W. Hughes, Washington-Baltimore
David Mulcahy, New York
Anna Padia, Pacific Northwest
Roy Cummings, St. Louis
Ken Rieger, Toledo.

Are there any further additions? Any deletions? I'm sorry. Any additions?

I see nobody at the mike. **Brother Chair-**

person, a motion would be in order to adopt.

CHAIRPERSON CULVER: Is there a motion for adoption?

BROTHER STEWART (Albany): So move.

CHAIRPERSON CULVER: Vic Stewart, Albany. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Several seconds. Discussion? All in favor please say aye. Opposed? The motion is adopted.

MOTION CARRIED

SECRETARY-TREASURER DALE: Resolutions Committee.

RESOLUTIONS COMMITTEE

Frank Prosnitz, Providence, Temporary Chairperson
Roy Cummings, St. Louis
Raymond G. Dick, Washington-Baltimore
Ernest Freda, Washington-Baltimore
Thomas Mani, Washington-Baltimore
Peter Jones, New York

Are there any deletions from that list? Additions to the Resolutions Committee list?

BROTHER HILL (Vancouver-New Westminster): Please add my name and that of Patricia Lane.

BROTHER LARRY FINLEY (Chicago): Please add my name.

SISTER ANDERSON (Pacific Northwest): Please add the name of Emmett Murray.

SISTER BALKAN (Ottawa): Please add my name.

BROTHER FRANCIS H. DONOVAN (Manchester): Please add my name.

SISTER CAROLYN TOOPS (Terre Haute): Please add my name.

BROTHER MILLER (Southern Ontario): Add the name Brian Dawson.

SISTER LINDA R. WHITE (Portland): Please add my name.

BROTHER ROTH (Buffalo): Add Ray Hill of Buffalo.

BROTHER DOUGLAS E. DAVIS (Victoria): Davis, Victoria.

BROTHER MACDONALD (Canadian Wire Service): Please add the name of David Isaac.

SECRETARY-TREASURER DALE: Any other additions?

A motion is in order, Brother Chairperson, to adopt the Resolutions Committee.

BROTHER MILLER (Southern Ontario): **Move adoption.**

CHAIRPERSON CULVER: Ross Miller of SONG moves for adoption. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All in favor please say aye. Opposed? Motion is adopted.

MOTION CARRIED

SECRETARY-TREASURER DALE: Research and Information.

RESEARCH AND INFORMATION COMMITTEE

Dianne M. Martino, Manchester, Temporary Chairperson
Bill Balota, St. Louis
Charles W. Hughes, Washington-Baltimore
Eugene Meyer, Washington-Baltimore
Stephanie Overman, Washington-Baltimore
Debra Van Tassel, New York
Salvatore Polito, New York

Are there any deletions?

SISTER STRUZINSKI (Washington-Baltimore): Please delete Eugene Meyer and Stephanie Overman.

SECRETARY-TREASURER DALE. Any further deletions?

BROTHER FISDELL (New York): Yes, please delete the name of Sal Polito.

SECRETARY-TREASURER DALE: Additions? Additions to the Research and Information Committee. Ross?

BROTHER MILLER (Southern Ontario): Add the names John Lord, Bob McCarty, Leo Maltais, and Murray Campbell.

BROTHER SAMUEL PLATE (Washington-Baltimore): Please add my name.

BROTHER ROTH (Buffalo): Add Joe Wilhelm, Buffalo.

BROTHER GOLDBERG (Toledo): Add my name, please.

BROTHER FISDELL (New York): Please add the names of Bill South and Cleo Pappas.

BROTHER JAMES D. STRANG (Cleveland): Please add my name.

SISTER CARLA W. BECK (Great Falls): Please add my name.

SECRETARY-TREASURER DALE: Any other additions? The mikes are clear. **The motion is in order to adopt the Research and Information Committee as structured.**

CHAIRPERSON CULVER: Is there a motion for adoption?

(Moved by several.)

CHAIRPERSON CULVER: Jerry MacDonald made the motion. Several seconds. All in favor of adoption please say aye. Opposed? Carried.

MOTION CARRIED

SECRETARY-TREASURER DALE: Finance Committee.

FINANCE COMMITTEE

Richard Roth, Buffalo, Temporary Chairperson
Lionel Horton, St. Louis
Robert A. Steinke, St. Louis
Bob Speck, Toledo
Keith Butterfield, Peoria
Guy Lepage, Ottawa
Jim Scheer, Ottawa
John C. Edgington, San Diego
Warren E. Howard, Washington-Baltimore
John C. Rau, Washington-Baltimore
Timothy Lowry, Washington-Baltimore
Richard Sabatini, Philadelphia
Barry Lipton, New York
David Mulcahy, New York
Ralph Petrucelli, New York

Are there any deletions?

SISTER STRUZINSKI (Washington-Baltimore): Please delete Timothy Lowry.

SECRETARY-TREASURER DALE. Any further deletions?

BROTHER GUY LEPAGE (Ottawa): Please delete Jim Scheer from Ottawa.

SECRETARY-TREASURER DALE: We are now ready for additions to the Finance Committee.

BROTHER HILL (Vancouver-New Westminster): Please add Phil Ballard and Doug Louth.

BROTHER ERIC GEIST (Washington-Baltimore): Please add my name.

BROTHER FISDELL (New York): Add the names of Richard Brandow and Nick Zeoli.

BROTHER BRADFORD (Victoria): Please add the names of Lillian Munch and John Hutchison, alternate.

BROTHER RANDOL (Central California): Please add my name.

BROTHER STEWART (Albany): Please add my name and the name of Joann Crupi.

BROTHER MARAGHY: Please add my name.

BROTHER ROTH (Buffalo): Add Paul MacClennan.

BROTHER MacDONALD (Canadian Wire Service): Please add my name and that of Cecil Reid.

BROTHER DEAN BOTTORFF (Gary): Please add my name.

BROTHER JOHN E. KENNEDY (Youngstown): Please add my name.

BROTHER MILLER (Southern Ontario): Add the following: John Bryant, Dennis Robinson, and Linda Torney.

BROTHER ROBERT J. TOWNSEND (Brockton): Please add my name.

BROTHER DOUG MIELE (Scranton): Please add my name.

BROTHER RIC LITTLEMORE (Winnipeg): Please add my name.

BROTHER NELSON K. BENTON III (Salem): Please add my name.

BROTHER OLIVE (Wire Service): Add the names Drew Von Bergen and Bill Morrissey.

BROTHER J. STEPHEN HATCH

(Cleveland): Please add my name and that of John Nussbaum.

BROTHER GUY NADEAU (Manchester): Please add my name.

BROTHER GILBERT ZAMORA (Pueblo): Please add my name.

BROTHER LOUIS M. CALVERT (San Jose): Please add my name.

BROTHER GREG HINZ (Chicago): Please add my name.

BROTHER DICK HYLLESTAD (Twin Cities): Please add my name and the name of Neale Van Ness.

BROTHER MONTAGUE (Akron): Please add my name.

BROTHER FOLEY (Lexington): Please add my name.

BROTHER DONALD C. KUMMER (Detroit): Please add my name.

SISTER FAYE MCCracken (Memphi): Please add my name.

BROTHER YOUNKMAN (Bay City): Please add my name.

BROTHER PATRICK RUSHTON (Wilkes-Barre): Please add my name.

BROTHER BRUNER (Pacific Northwest): Please add my name and Barbara Davis'.

BROTHER CHARLES WALKER (Providence): Please add my name.

BROTHER KRUSE (Hawaii): Please add my name.

BROTHER ROGER WARNOCK (San Francisco-Oakland): Please add my name.

BROTHER BUCHANAN (Erie): Please add my name.

SECRETARY-TREASURER DALE: No one is at the mike. **Motion is in order to adopt the Finance Committee as structured.**

(Moved by several.)

CHAIRPERSON CULVER: Moved by John Edgington, San Diego, seconded by Paul MacClennan, Buffalo, and others.

All in favor of adoption please say aye. Opposed? Carried.

MOTION CARRIED

CHAIRPERSON CULVER: That completes the creation of the convention committees.

Is the Rules Committee report ready? It is in the process?

BROTHER DAVID M. MULCAHY (New York): Mr. Chairperson, one further deletion. Constitution, would you please remove the name of Peter Jones.

CHAIRPERSON CULVER: If there is no objection from the body, that will be the order. The name of Peter Jones is removed from the Constitution Committee.

BROTHER LARRY A. BRETTIS (Gary): Brother Chairperson.

CHAIRPERSON CULVER: Yes?

BROTHER BRETTIS: Would it be permissible at this time to add a name to a previously adopted committee?

CHAIRPERSON CULVER: By unanimous consent we can do it. Yes.

BROTHER BRETTIS: The name of John B. Mitchell, alternate, to Constitution.

CHAIRPERSON CULVER: Is that agreeable with everybody?

BROTHER STEWART (Albany): I move unanimous consent.

CHAIRPERSON CULVER: There being no objection, that will be the order. Thank you.

SECRETARY-TREASURER DALE: I have a communication that I would like to draw to your attention.

The president of the Canadian Labour Congress, Dennis McDermott, was invited to this convention to address you. He wrote to Chuck Perlik on June 10 to express his regrets and says:

"This is a matter of regret to me, and I wish to take this opportunity to extend my sincere best wishes to you, your fellow officers and delegates for productive and fruitful deliberations and for a successful convention."

From Dennis McDermott, president of the Canadian Labour Congress.

CHAIRPERSON CULVER: We are going to take up the election of the International Election and Referendum Committee. Brother Bruner, you are recognized.

BROTHER BRUNER (Pacific Northwest): I wish to nominate the following persons for the International Election and Referendum Committee: Bob Steinke, St. Louis; Elinor Redner, SFONG; Richard Roth, Buffalo; Lou Mieczko, Detroit; Claire Keefe, Providence; Nick Zeoli, New York; Jerry MacDonald, Canadian Wire Service.

CHAIRPERSON CULVER: Is there a second?

VICE PRESIDENT MULCAHY (New York): Second, Mr. Chairperson.

CHAIRPERSON CULVER: Seconded by Mulcahy. Is there discussion?

BROTHER SCHEER (Ottawa): Point of order. I served on the Rules Committee, and there is a change on the Rules Committee relating to the election, and, therefore, while I don't want to interfere with the nominating process, I would like to put out an advisory that the matter of the election should be delayed until the Rules Committee report is received.

CHAIRPERSON CULVER: Would that apply in the event there is no contest?

BROTHER SCHEER: No.

CHAIRPERSON CULVER: All right. Are there further nominations? Further discussion? Jerry.

BROTHER MINKKINEN (Chicago): Yes, I would like to place the name of Dorothy Struzinski from Washington-Baltimore in nomination.

BROTHER LITTLEMORE (Winnipeg): I would like to nominate Gerald Huntley from Toronto, SONG.

CHAIRPERSON CULVER: Gerald Huntley has been nominated.

SISTER STRUZINSKI (Washington-Baltimore): I would like to nominate Pat Scuotto of New York.

CHAIRPERSON CULVER: Are there further nominations? I will ask again, are there further nominations? The mikes are clear and the nominations are closed.

The convention rules provide that we operate under last year's rules until we get this year's rules.

Now, if there is a problem—Jim, yes?

BROTHER SCHEER (Ottawa): I move that we defer the election from these

nominees until after the Rules Committee report has been received.

(Seconded by several.)

CHAIRPERSON CULVER: It has been moved and seconded. Is there discussion? All in favor of that deferral please say aye. Opposed? So the election is deferred until we get the new rules.

MOTION CARRIED

CHAIRPERSON CULVER: I understand—somebody correct me if I am wrong—that the proposed new rule will simply defer the election until the next day the convention meets.

Is it agreeable that we simply agree that the election will be deferred until another date? Would that satisfy you, Jim?

BROTHER SCHEER: Yes, it does satisfy me. If you prefer, I'd specify that it be Wednesday morning rather than tomorrow, which would be committee days.

CHAIRPERSON CULVER: We don't have a General Session scheduled for Wednesday.

BROTHER SCHEER: I have no objection to when it is done, as long as it is not done today. If someone can advise me as to what the best place on the agenda is, I would move or have someone else move.

CHAIRPERSON CULVER: We understand the rules are here so, unless we can dispose of this, is it agreeable to postpone the election until the next general session?

BROTHER SCHEER: Yes.

(Cries of "Yes.")

CHAIRPERSON CULVER: Yes, Vic?

BROTHER STEWART (Albany): I might ask, could we have the names of the candidates distributed in writing, you know, so we can all look at them?

CHAIRPERSON CULVER: That was done before, and I am sure that can be done, yes.

BROTHER STEWART: Thank you.

CHAIRPERSON CULVER: If there is no objection then—Gerald?

BROTHER MARAGHY (Portland): Brother Chairperson, just to clear that

matter up, I would move that the election be deferred until the next regular session.

CHAIRPERSON CULVER: All right. Is there a second to that?

(Seconded by several.)

CHAIRPERSON CULVER: All in favor please say aye. Opposed? All right. That will be the order.

MOTION CARRIED

CHAIRPERSON CULVER: One moment here until we complete the distribution of the Rules Committee report which has just arrived.

CHAIRPERSON CULVER: Is Richard Peery of Cleveland available?

Let's have some order, please.

I recognize Richard Peery, the chairperson of the Rules Committee.

BROTHER RICHARD M. PEERY (Cleveland): Thank you, Brother Chairman.

Delegates, in the interest of brevity and appetites, if it is all right with the body, I would like to avoid reading all of the rules that we adopted because most of them are the same as last year's. There are just a couple of points that I would like to bring to your attention that are somewhat different.

If you look at your report, Rule Number 3, it says:

"All resolutions shall be numbered serially in the order of their receipt. They must be prepared in quadruplicate and signed by the sponsoring Local(s) or delegates (s)."

We voted to delete that "s" at the end of the word "delegates," which is quite redundant, but it managed to stay in anyway.

(Laughter.)

I wanted you to know that's not our fault.

FIRST REPORT OF THE RULES COMMITTEE*

(New language is in bold face.)

1. Seventy-five delegates shall constitute a quorum.

2. The Convention shall be called to order daily at the hours set by the agenda adopted. In the event the business of the Convention requires it, the chair may call an evening session. Notice of the call shall go out not later than the close of the previous session.

3. All resolutions shall be numbered serially in the order of their receipt. They must be prepared in quadruplicate and signed by the sponsoring Local(s) or delegate(s). Such resolutions whenever possible shall be limited to 150 words or less. All resolutions shall be submitted to the secretary-treasurer not later than 10 a.m. Wednesday in the week the Convention is in session. A copy of each resolution shall be posted at the entrance to the convention hall by the secretary-treasurer.

4. The secretary-treasurer shall refer all resolutions to the chairperson of the Resolutions Committee. The Resolutions Committee shall retain for action such proposed resolutions as call for public expression by The Newspaper Guild and shall refer all others to the appropriate committees. No resolutions shall be considered by the Convention unless reported by a committee.

5. All convention committees shall consider all resolutions referred to them and shall report each in full or in sense to the Convention with recommendations.

6. No committee except the Constitution Committee shall submit proposed new constitutional language to the Convention. All proposals requiring constitutional amendments coming from other committees shall go to the convention floor from those committees and if adopted there shall be referred automatically to the Constitution Committee for constitutional language.

7. A motion shall not be open to discussion until it has been seconded and stated from the chair.

8. In the case of any nomination for international officers, the nominating speech shall be limited to five minutes; there shall be no more than three seconding speeches limited to two minutes each, and thereafter other individual delegates shall be recognized by the chair for the purpose of recording their names, with local-union identification, as supporting the nomination.

9. All other speeches shall be limited to

five minutes, and no delegate shall speak on the question for a second time until all who wish to speak have done so. No one shall speak more than twice on the same question. Debate on a specific question may be further limited by the chair with the approval of the Convention. The secretary-treasurer or a delegate appointed by the chairperson shall keep the time and record the name of each speaker and shall notify the chairperson of the expiration of the speaker's five minutes.

10. Subject to Rule 9, any delegate offering a motion or resolution and the chairperson of any committee offering a report shall have the right to close a debate.

11. Motions to table, for the previous question and objection to the consideration of a question are not debatable but may not be entertained unless supported by not less than 12 delegates from five Locals.

12. The roll shall be called upon any question upon motion of not less than 12 delegates representing not fewer than five Locals. When a roll call is moved, the chairperson shall notify all committees that are in session. A delegation shall be polled on a roll call at the request of any member of that delegation. When a delegation is polled, the principle enunciated in Article V Section 4(a) of TNG Constitution, which reads, "Each Local shall be entitled to as many delegates as it has votes, but in any event shall be entitled to cast its full quota of votes," shall apply, and the vote of a Local shall be apportioned equally among the delegates present on the floor.

13. An alternate may speak but not vote in the convention committee of which the alternate is a member. An alternate may not vote or act as a delegate in any other way until the alternate shall have been registered by the Credentials Committee as a delegate under Article V Section 9 of the Constitution.

14. A delegate may be recognized by the chairperson either at the delegate's seat or on the convention floor.

15. Robert's Rules of Order Newly Revised shall be the authority on all parliamentary questions not covered by these rules or by the Constitution of The Newspaper Guild.

16. These rules may be suspended by a majority vote of the Convention.

17. Delegates shall serve with voting status on no more than one committee, except as affects the Credentials, Rules and Appeals Committees, whose deliberations are brief and necessarily precede convention actions.

18. The Rules and Credentials Committees shall be retained throughout the Convention for consideration of such procedural matters as the chair, committee chairperson or Convention may submit to them.

19. Reports of preconvention panels, councils and committees shall be referred to the proper convention committees.

20. Office equipment in the convention office of TNG is intended for the expeditious handling of committee reports and other convention business. The office may make copies of other material (except campaign materials directly relating to candidacy for international office) at the request of local delegations or delegates for distribution to delegates, provided that: (a) Committee reports and other official business of the Convention shall always have priority over other copying, and (b) any material reproduced shall identify the person or delegation requesting and distributing it.

21. The first order of business of the Convention following the opening address of the international chairperson shall be the appointment of the Rules Committee, whose report shall be returned before the close of the opening session.

22. Convention sessions shall be open to the working press except in executive session. The working press shall not be permitted to attend committee sessions.

23. If more than seven candidates are nominated for IERC pursuant to Article XXI Section 5 of TNG's Constitution, the Convention shall, on a subsequent day, ballot by roll-call vote, each delegation entitled to vote its voting strength (divided among the delegates present in accordance with Rule 12) for up to seven candidates on each ballot. The seven candidates receiving the highest number of votes shall be declared elected by the Convention.

The committee notes that the only change recommended from last year's rules appears, as shown, in Rule 23.

We repeat from last year a point of clarification: The reference to "resolutions" in Rules 3, 4 and 5 includes proposals to amend TNG's Constitution, and any such proposal would be subject to the procedures detailed in those rules.

As in the past, the committee urges that any delegate desiring to move on the floor to amend a constitutional amendment reported by the Constitution Committee reduce the proposal to writing and consult with the committee chairperson or TNG counsel prior to presenting the motion on the floor. Your cooperation in this regard would lessen the likelihood of the adoption of constitutional language that could have adverse consequences unforeseen by the maker of the motion or the body.

Signed: Richard M. Peery, Cleveland, Chairperson; Charles S. Montague, Akron (except Rule 22); Stan J. Souza, Hawaii; Richard V. Sabatini, Philadelphia; Art Guerrero, Denver; Ray Hill, Buffalo; John S. Fletcher, Boston; James Scheer, Ottawa; Ralph Petrucelli, New York; Carlos J. Sutton, Washington-Baltimore.

Now, Mr. Chairman, **I would like to move the adoption of the rules as recommended by the Rules Committee.**

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved by Peery and seconded by several. Is there discussion on the rules? Are you ready for the vote? All in favor please say aye. Opposed? The motion carries.

MOTION CARRIED

SECRETARY-TREASURER DALE: At 2:30 in this room we have our forum on merger. That forum is closed. Guild members only will be permitted to participate, and your badge—your convention badge—is not all that you will need to gain admission to the forum. You are reminded to bring along you Guild cards except, of course, in the case of those people who are so readily identifiable it would be absurd to ask them to pull out their wallet and produce a Guild card.

Guests of delegates who might want to attend should be brought to the attention of the officers.

SISTER BRIDGET PETERSEN (Ottawa): Point of information.

CHAIRPERSON CULVER: Yes?

* Deletion from 1979 Convention rules is in [brackets]; substitute language is in bold face.

SISTER PETERSEN: Could I just ask on what precedent such a decision was made to hold a closed session on that issue?

CHAIRPERSON CULVER: There have been plenty of precedents for this. Nearly always we have some seminar of this type where it is felt it is in our best interests to confine the discussion to our own family.

Yes?

BROTHER GERALD HUNTLEY (Southern Ontario): Brother Chairman, on the same point of order. Rule number 22 that we just adopted appears to say that it should be open.

CHAIRPERSON CULVER: It is not a formal session of the convention.

Go ahead, Victor.

BROTHER STEWART (Albany): I am a little unclear about the definition of what an executive session is. Do we have to vote to have an executive session?

CHAIRPERSON CULVER: No, it is not an executive session of the convention.

BROTHER STEWART: If it is not an executive session of the convention and Rule 22 says that it is open to the working press, are we not violating our own rules by closing it?

CHAIRPERSON CULVER: No. (Laughter.)

SISTER ANDERSON (Pacific Northwest): The merger forum this afternoon, is that considered a committee meeting that as such and would be closed to the press?

CHAIRPERSON CULVER: No, it is not considered a committee meeting as such.

BROTHER LITTLEMORE (Winnipeg): Would it be in order to have a vote on the issue of whether or not the forum should be open, so at least the feeling of this body can be—

CHAIRPERSON CULVER: Well, if anyone wants to make a motion—

BROTHER LITTLEMORE: I would make that motion, that we have a vote.

CHAIRPERSON CULVER: Would you state the motion, please.

BROTHER LITTLEMORE: I move that it be open.

(Seconded by several.)

CHAIRPERSON CULVER: I didn't hear. Would you restate the motion.

BROTHER LITTLEMORE: I would move that the forum on merger this afternoon be open to the working press.

(Seconded by several.)

CHAIRPERSON CULVER: All right. It's been moved and seconded. Is there discussion? All in favor of the motion—

DELEGATE: May I make an amendment to that, to just journalists carrying Guild cards?

(Cries of "No.")

CHAIRPERSON CULVER: I am going to hold that out of order.

BROTHER HATCH (Cleveland): I would like to speak against the motion. It sounds very good to invite the press to all of our meetings. I have a feeling, however, that if this motion passes, certain things that the international officers want to tell us about merger—they will have to be less than frank, and I want to hear what they have to say. (Applause.)

CHAIRPERSON CULVER: John.

BROTHER JOHN C. EDGINGTON (San Diego): Move to table.

CHAIRPERSON CULVER: Is there a second to the motion?

(Seconded by several.)

CHAIRPERSON CULVER: All right. It's been moved and seconded that the motion be tabled. It is a nondebatable motion. All in favor of the motion to table please say aye. Opposed? The ayes have it.

BROTHER JOHN NUSSBAUM (Cleveland): I move for division of the house.

BROTHER SCHEER (Ottawa): Second the roll call.

CHAIRPERSON CULVER: The motion was for a show of hands on the house, wasn't it? Yes. We can have a division of the house.

Will everyone who was for the motion to table please stand, and I will have the secretary-treasurer count.

DELEGATE: Is this the motion to table?

CHAIRPERSON CULVER: Yes. Wait a minute. Before we have a count, let's see if we can just see this visually. Would you please sit down, and all those opposed please stand.

DELEGATE: I'm not sitting down until Harry tells me to sit down. (Laughter and applause.)

CHAIRPERSON CULVER: All right. All opposed please stand. The chair sees the ayes have it. The motion is tabled. (Applause.)

MOTION CARRIED

CHAIRPERSON CULVER: We will recess until the next general session.

(The Convention recessed at 12:40 p.m.)

THURSDAY MORNING MEETING

June 26, 1980

(The Convention reconvened at 9:15 a.m., Chairperson Culver presiding.)

CHAIRPERSON CULVER: Will the convention please come to order?

I will recognize Richard Peery at this time to explain the rules on the IERC election.

BROTHER PEERY (Cleveland): Thank you, Mr. Chairman.

The Rules Committee has adopted the following explanation of Rule 23. Rule 23 is the one that governs the election committee, and I will read what we have agreed upon.

ON THE APPLICATION OF RULE 23

As was done last year, the Rules Committee will present to the Convention interpretative guidelines on the application of Rule 23 (Election of IERC):

1. A Local may announce its vote through one spokesperson or delegate by delegate. In the interest of time, the former is encouraged.

2. **Example:** Local with unit rule, 60 votes— May vote 60 votes for each candidate up to seven candidates.

3. **Example:** Local with three votes, two delegates—Each delegate may cast $1\frac{1}{2}$

votes for each candidate up to seven candidates.

4. **Example:** Local with nine votes, three delegates—Each delegate may cast three votes for each candidate up to seven candidates.

5. What is commonly known as "bullet" voting is permitted. Thus, in the example cited in Number 4, the Local may cast its nine votes for Candidate 1 only. If the Local's vote is cast delegate by delegate, Delegate A may cast three votes for Candidate 1 only, or three votes for Candidate 1 and three votes for Candidate 2, and so on up to seven candidates.

6. The votes referred to above are not cumulative. In the example cited in Number 4, Delegate A may not multiply his or her allotted votes (three) by the number of candidates (seven) and attempt to cast 21 votes in any combination for any one or more candidates. Delegate A may cast no more than three votes for any one candidate.

7. The limitation stated in Number 6 applies equally to the total voting strength of a local union. Thus, in the example cited in Number 4, the local union may not cast more than nine votes for any one candidate.

8. When its name is called, each Local shall announce in advance whether its vote shall be cast by total voting strength or delegate by delegate.

9. When a vote cannot be expressed in whole numbers, it shall be expressed in decimals carried to the second decimal place (i.e. hundredths).

Example: Three votes, two delegates— Each delegate has 1.50 votes.

Example: Eight votes, seven delegates— Each delegate has 1.14 votes.

10. In the event a tie vote on the first ballot fails to determine the seventh position, there will be successive run-off ballots, among candidates tied for that position until the election process is completed.

BROTHER PEERY: This explanation is submitted by the committee: Richard M. Peery, Cleveland, Chairperson; Charles S. Montague, Akron; Stan Souza, Hawaii; Carlos Sutton, Washington-Baltimore; Rick Sabatini, Philadelphia; Ray Hill, Buffalo; John Fletcher, Boston; Jim Scheer, Ot-

tawa; Ralph Petrucci, New York and Art Guerrero, Denver.

CHAIRPERSON CULVER: Thank you, Richard.

Let's hold up a minute.

I will recognize Frank Prosnitz at this time, Chairperson of Resolutions. He has several ready for us to consider.

BROTHER FRANK PROSNITZ (Providence): We will take first "OSHA in Peril."

BROTHER: What color?

BROTHER PROSNITZ: Very bright.

OSHA IN PERIL

The Occupational Safety and Health Act, American workers' shield against death, disablement and disease, on the job, is in grave danger.

A deplorable coalition of liberal and conservative senators has joined to cosponsor S. 2153, ironically named "The OSHA Improvements Act of 1980." These are the bill's "improvements:"

- It would exempt 90 percent of businesses, regardless of size, from most OSHA safety inspections.

- It would eliminate virtually all "wall-to-wall" inspections and severely limit the scope of all inspections.

- It would reduce or eliminate fines for safety violations if the employer established an advisory safety committee and safety-consultation programs.

- It would take away an employee's statutory right to a safety inspection in response to a valid, formal complaint, allowing employers to escape in most cases by providing "satisfactory assurance that appropriate action, if any" had been taken to correct the violation.

The bill's most pernicious provision would prohibit the Occupational Safety and Health Administration from conducting safety inspections in any plant covered by state workers' compensation where the employer had not reported any workplace injury resulting in two or more lost work days during the preceding year. And in noncovered plants, employers could obtain the exemption by simply filing an affidavit asserting that there had been no deaths

from occupational injury and that the number of injuries was within the limits of tolerance set by law for workplaces of that size.

This provision would effectively keep OSHA safety inspections out of newspaper plants in all but a few cases, since deaths and incapacitating injuries are rare. In exempt workplaces, OSHA could conduct inspections only in situations of imminent danger, to check on abatement of previous violations, under unusual circumstances when a serious safety hazard cannot be identified through injury data and in limited circumstances in response to employee complaints. Forty-one percent of on-the-job fatalities in 1978 were at sites that would have been exempt from normal inspections under the bill.

While health inspections, such as those involving newspaper VDTs, could still be made, Sen. Richard Schweiker (R-Pa.), the bill's principal sponsor, has expressed hope that the bill will point the way to similar legislation limiting health inspections.

The Occupational Safety and Health Act was a landmark achievement for American workers, recognizing their right to protection against hazards in the workplace. Its effectiveness can be measured by the fact that last year alone the rate of industrial fatalities decreased by 10 percent.

The Act is not in need of the bill's type of "improvement." The Newspaper Guild Convention deplores the fact that such liberal senators as Harrison A. Williams (D-N.J.), Alan Cranston (D-Calif.) and Frank Church (D-Idaho) have joined Schweiker and Orrin Hatch (R-Utah) in sponsoring it.

We call upon these senators to reconsider and withdraw their sponsorship of the bill and urge the Senate Labor and Human Resources Committee to reject it. The right-wing crusade against the health and safety of America's workers cannot be blunted by embracing it.

Mr. Chairman, I move adoption.

CHAIRPERSON CULVER: Motion for adoption. Is there a second?

BROTHER STEWART (Albany): Second.

(Seconded by several.)

CHAIRPERSON CULVER: Is there dis-

cussion? All in favor of adoption of the report please say aye. Opposed? The resolution is adopted.

MOTION CARRIED

BROTHER PROSNITZ: The next one is entitled, "U.S. Plant-Closing Legislation."

BROTHER: Color?

BROTHER PROSNITZ: The color is blue.

U.S. PLANT-CLOSING LEGISLATION

Legislation to protect employees against sudden plant closings has been introduced by Harrison A. Williams, Jr. (D-N.J.) S. 1609, and Donald W. Riegle (D-Mich.) S. 1608, in the U.S. Senate and William D. Ford (D-Mich.) H.R. 5040, in the House. It is more than welcome.

Newspaper employees are no strangers to the padlocked front door and the pink slip of dismissal without notice. The most recent example was in Canada at the Montreal Star, but the Star was only following a trail well blazed in the United States.

The two bills that have been introduced vary, but both would require extensive advance notice of plans to close down a plant, seek ways to avoid the shutdown and cushion the economic impact on affected employees.

Not all of the bills' provisions would be applicable to newspapers. But one provision for advance notice alone, offering the possibility of measures to save the enterprise and allowing time for employees to adjust to the impact if those measures fail, would offer a ray of hope where hitherto there has generally been only unrelieved darkness.

The Newspaper Guild Convention urges the Senate and House Labor Committees to move the legislation to the floor of each house without further delay, to end the day when unchallenged corporate whim can kill not merely an individual's livelihood but that of an entire community.

Mr. Chairman, I move adoption.

CHAIRPERSON CULVER: Motion for adoption. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Is there discussion? Are you ready for the vote? All in favor

of adoption of the report, "U.S. Plant-Closing Legislation," please say aye. Opposed? The resolution is adopted.

MOTION CARRIED

BROTHER PROSNITZ: We will move to "A Shorter Work Week." (Laughter and applause.)

A SHORTER WORK WEEK

The 40-hour week was a landmark achievement of the U.S. labor movement when it was enacted more than 40 years ago. But it no longer adequately serves its purpose.

While unemployment grows, many employers work their employees extensive—and often exhausting—overtime in order to save money. It is cheaper to pay time and a half than to pay the extra cost of fringe benefits for another employee. As one consequence, employees are often compelled to work overtime against their will while others go without jobs.

Many union contracts, including a number of The Newspaper Guild's, have chipped away at the 40-hour week. But legislation is needed to make the shorter week uniform.

Such legislation has been introduced in the U.S. Congress by Rep. John Conyers (D-Mich.) and a dozen cosponsors. The measure, H.R. 1784, would reduce the work week to 37½ hours on Jan. 1, 1981, and to 35 hours two years later. It would further discourage overtime by raising the premium from time and a half to double time. And it would prohibit compulsory overtime unless the Secretary of Labor certifies the existence of an emergency.

The Newspaper Guild Convention wholeheartedly endorses this legislation and calls on the House Labor Standards Subcommittee to speed it on its way.

Mr. Chairperson, I move adoption,

CHAIRPERSON CULVER: Is there a second?

BROTHER STANLEY J. SOUZA (Hawaii): Second.

CHAIRPERSON CULVER: It has been moved and seconded. Is there discussion? All in favor of the resolution "A Shorter Work Week" please say aye. Opposed? The resolution is adopted.

MOTION CARRIED

BROTHER PROSNITZ: The next one on yellow is "The Thomson Takeover."

THE THOMSON TAKEOVER

The Thomson empire, already owner of 120 newspapers in the United States and Canada, picked up eight more, including some of Canada's largest and most influential, with its acquisition of the F.P. chain.

Thomson, a conglomerate whose media and other holdings extend around the world, has suddenly become a voice of overwhelming volume in Canadian communications. Between them, the Thomson and Southam chains already own 50 percent of Canada's newspapers and control 50 percent of its daily newspaper circulation. This development cannot but be disturbing to those who value the pricelessness of press freedom and diversity.

The specter of a financial Goliath standing astride Canada's entire communications network is chillingly close to reality. It cannot be allowed to materialize further.

The acquisition underlines the critical importance of the recommendation by last year's Newspaper Guild convention and by the recent submission of the Guild's Canadian Region to the Minister of Consumer and Corporate Affairs that the government enact a law to limit the size of newspaper chains "before the last of the fast-dwindling independent dailies disappears from the scene."

The Convention calls on Parliament to act on such a measure without delay and asks the Canadian Labour Congress to join us in this call.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Is there discussion? All in favor of the resolution, "The Thomson Takeover," please say aye. Opposed? The motion is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Frank, at this time we are going to take up the IERC election, so hang close, and we will come back to you.

We are again ready to have the IERC Election, according to the rules which Richard Peery read to you a few minutes ago.

Dorothy Struzinski, do you have a question?

SISTER STRUZINSKI: Yes, I do.

I understand that there are still some committees that are in session. I would suggest that we get the people out of the committees. If necessary, I will make a motion to that effect.

CHAIRPERSON CULVER: I believe the rules require that when we have a roll call vote, we notify all the committees so they can be in here.

Could somebody take care of that notification?

Just as soon as we get the notice to the committees that are meeting we will have the election. Meanwhile, we are going to save some time by taking up another resolution or two in the interim. So, I will recognize Frank Prosnitz, Resolutions Chairperson.

BROTHER PROSNITZ: On bright yellow, "An Improper Masquerade."

AN IMPROPER MASQUERADE

It has been all too common a practice for the Royal Canadian Mounted Police to pose as members of the press as a tactic to keep organized labor under surveillance.

The latest case to come to light was at the Ontario Federation of Labour convention last November, when a delegate took the microphone to identify a purported press photographer as a Mountie in mufti.

The Newspaper Guild Convention demands the RCMP discontinue its practice of keeping labour organizations under surveillance. TNG Convention also demands that the RCMP discontinue its practice of posing as members of the press.

The Newspaper Guild Convention joins with the Ontario Federation of Labour and the Canadian Labour Congress in calling on Parliament to prohibit the surveillance of organized labor.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Are you ready for the vote? All in favor of the resolution, "An Improper Masquerade," please say aye. Opposed? The resolution is adopted.

MOTION CARRIED

BROTHER PROSNITZ: On pink; "A Freedom of Information Law for Canada."

A FREEDOM OF INFORMATION LAW FOR CANADA

Comprehensive freedom-of-information legislation has long been a crying need of Canadian democracy.

Complying with a long-standing pledge, the Conservative Government introduced a bill last October. But the government fell before the bill could be enacted into law.

The new Liberal Government has said it will introduce similar legislation during the present session of Parliament, but thus far there is no indication that it will receive the priority it merits. And the vital principle of judicial review may not be included.

Canada needs a strong, unambiguous freedom-of-information law, one that is enforceable in court. Legislation drafted by the Canadian Bar Association and endorsed by ACCESS: A Canadian Committee for the Right to Public Information, provides a model. The Newspaper Guild Convention urges the federal Communications Minister to prepare such legislation promptly, asks the Leader of the House to give it high priority and calls on all members of Parliament to support its enactment.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: It has been moved and seconded. Is there discussion? All in favor of adoption of the resolution, "A Freedom of Information Law for Canada," please say aye. Opposed? The motion is adopted.

MOTION ADOPTED

BROTHER PROSNITZ: On the yellow, "An End to Sudden Death."

AN END TO SUDDEN DEATH

The sudden shutdown of the Montreal Star without warning left 1,000 employees without jobs. There was no advance notice, no consultation with the unions representing Star employees.

The human dislocation that such a termination can bring is always acutely painful. The economic dislocation, in some cases, can be enormous.

Responding to the Star shutdown, the Labor Council in Victoria, B.C. called for provincial legislation requiring employers, in all cases involving plant closures and layoffs, to negotiate their terms with the unions involved.

The Newspaper Guild Convention urges all provincial legislatures to adopt such legislation and suggests that consideration also be given to legislation, similar to that currently being weighed in the United States, that would require advance notice of plant shutdowns, seek ways to avoid them and cushion their effect on employees.

Mr. Chairperson, I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: There is a second. It's been moved and seconded. Is there discussion? All in favor of the resolution, "An End to Sudden Death," please say aye. Opposed? It is adopted.

MOTION ADOPTED

CHAIRPERSON CULVER: Take another, Frank.

BROTHER PROSNITZ: "Criminal Code Reform: Too High A Price."

CRIMINAL-CODE REFORM: TOO HIGH A PRICE

S. 1722, the latest version of a U.S. Criminal Code Reform Bill that has roused grave concern for civil liberties in its six years before Congress, is not as malign as those that have gone before. But it is still strewn with too many perils to warrant its adoption.

The bill, as it has emerged from the Senate Judiciary Committee still contains most of the pitfalls for press freedom previously cited by The Newspaper Guild and other news-industry organizations. They include provisions affecting the dissemination of classified information, protection of

sources, possession of government documents, information from government "whistle blowers," and publication of "stolen" information.

Most of the broader incursions on civil liberties that have roused opposition to the bill from the American Civil Liberties Union and other civil-liberties groups remain. So do some provisions of concern to labor.

Meanwhile, in the House, a bill, H.R. 6233, that started out more favorable to civil liberties than the Senate bill—although somewhat worse on press issues—deteriorated through conservative pressure as it went through markup in the Criminal Justice Subcommittee. It is currently being buffeted in the House Judiciary Committee, and prospects for a House bill significantly superior to the Senate bill in press and civil liberties areas are dim. Prospects for its fate in joint conference are even dimmer.

Criminal-code reform is an important legal goal. But surrender of any portion of our liberties is too high a price to pay for it.

The Newspaper Guild Convention urges the Senate to reject S. 1722 on the floor. And it urges the House Judiciary Subcommittee to apply the brakes to a bill that appears to have no better prospect than compromise with the Senate bill in an area where none should be made: the nation's basic liberties.

It is possible to codify federal criminal law without worsening it. We urge Congress to follow that course.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Is there discussion? Are you ready for the vote? On the resolution, "Criminal Code Reform," all in favor please say aye. Opposed? It is adopted.

MOTION ADOPTED

CHAIRPERSON CULVER: Is Bob Steinke in the hall? Would you make your way up to the rostrum, and we will take one more resolution while you are on the way, Bob.

BROTHER PROSNITZ: "Protecting Unemployment Insurance."

PROTECTING UNEMPLOYMENT INSURANCE

Canadian unemployment insurance, subject to steady erosion over the past five years, is threatened with new damage.

The Liberal Government, picking up where the Conservatives left off, is beginning a new review of unemployment insurance and is expected to propose policy options by the end of the year. A Parliamentary task force is then scheduled to examine the options and report its proposals, with a view to producing legislation in 1982.

Recent trends on unemployment insurance have all been in one direction—backward. A number of cutbacks and restrictions have been instituted since 1975, and the Conservative Government was considering five new retrogressions before it left office. The Liberals have already implemented two of them: an end to government financing of initial benefits and a shift of the administrative costs of running the employment service to premium payers, including wage earners.

It is time to reverse this tide of penury directed at those whom the erratic operation of the economy has placed in need. The Newspaper Guild Convention calls on the Government to reinstitute federal financing of initial benefits, rescind its transfer of the costs of running the employment service and abandon all thoughts of further retrenchment in the system.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Is there discussion? All in favor of adoption please say aye. Opposed? Motion on "Protecting Unemployment Insurance" is adopted.

MOTION ADOPTED

CHAIRPERSON CULVER: I recognize Bob Steinke at this time. We have to complete the Second and Final Report of the Credentials Committee.

BROTHER STEINKE (St. Louis):

SECOND AND FINAL REPORT OF THE CREDENTIALS COMMITTEE

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Bay City	2	Karen A. Rivard Diane Sinicki (Alt.) Timothy J. Younkman
Chattanooga	2	Clarence F. Scaife
Cleveland	8	James Strang
Denver	7	Teri Harrington James Pedersen
Detroit	12	Donald C. Kummer Louis J. Mlecenko
Gary	2	Dean Bottorff
Hudson County	2	Frank V. Goodman
Lexington	1	Linda Foley (Alt.) Monty Foley
Los Angeles	6	Kristine L. Sherman
Manchester	3	Francis H. Donovan Guy Nadeau
New York	59	Barry Lipton Cleopatra Pappas
Northern Ontario	1	Tony Van Alphen
Ottawa	5	Paige Cousineau (Alt.)
Peoria	3	H. Keith Butterfield Phil Theobald
Philadelphia	13	Frank Gleeson Eugene B. Jones
Portland	5	Linda R. White
St. Louis	13	Dave Ramer
Vancouver-New Westminster	12	Jan O'Brien
Washington- Baltimore	22	Raymond G. Dick William Salganik
Winnipeg	3	Kathy Schmidt
Youngstown	3	Marie A. Shellock

The Committee reports that 216 delegates and 5 alternates from 56 Locals are registered. The votes of all the Locals at the Convention total 407.

Signed: Robert A. Steinke, St. Louis, Chairperson; Victor J. Alfano, Scranton; Bryon Eastwood, Ottawa; Barbara G. Davis, Pacific Northwest; Mary Esslinger, Washington-Baltimore; David M. Mulcahy,

New York; Lanny J. Larson, Central California.

I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Is there discussion on the Credentials Committee report? Are you ready for the vote? All in favor please say aye. Opposed? The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Now we are going to conduct the IERC election, and I will recognize Chuck Dale at this time; Richard Peery read the rules to you just a minute ago.

Chuck.

SECRETARY - TREASURER DALE: Would the following delegates come to the platform to assist us as tellers: John Edgington of San Diego, Rick Sabatini of Philadelphia and Barbara Davis of Pacific Northwest. Would they please come forward now to act as tellers.

I don't see Rick Sabatini here in the hall or Barbara either—oh, here he comes.

May I remind the delegates that we are about to undergo a process that is not completely familiar either to your speaker or to the delegates in this hall.

May I also remind you of the rules, the interpretation of the application of Rule 23 which was read to you a few minutes ago—copies of which you should have—under which it is suggested that a local announce its votes through one spokesperson or delegate and, in the interests of time, obviously we would prefer that it be done through one spokesperson.

Also, when its name is called, each local should announce in advance whether its vote shall be cast by total voting strength or delegate by delegate. In other words, whether you are going to vote a flock of votes for each candidate or what.

We are now going to proceed calling the roll of locals, and I think all of you know the alphabet.

BROTHER HATCH (Cleveland): Point of information, Mr. Chairman. Are all the ten candidates present? Are all the delegates here today?

CHAIRPERSON CULVER: I don't know

whether they are here or not, but they don't have to be.

BROTHER HATCH: Do you have a letter accepting for the person who is not present?

CHAIRPERSON CULVER: I don't know as our rules require that.

BROTHER HATCH: Well, I believe the committee will have to function today. How can we elect somebody who is not here?

CHAIRPERSON CULVER: This committee does not have to function today.

BROTHER HATCH: You do have a letter of acceptance.

CHAIRPERSON CULVER: We have elected members of this committee in the past who weren't even delegates to this convention.

BROTHER HATCH: Even so, don't you have to have a letter of acceptance?

CHAIRPERSON CULVER: No, sir.

(The roll-call vote for election to the IERC will be found as Appendix B on page 148. Elected were Robert A. Steinke of St. Louis, Elinor Redner of San Francisco-Oakland, Lou Mleczko of Detroit, Richard Roth of Buffalo, C. Claire Keefe of Providence, Nicholas Zeoli of New York and J. E. MacDonald of the Canadian Wire Service.)

CHAIRPERSON CULVER: Would Frank Prosnitz come forward.

BROTHER PROSNITZ: On yellow paper, "The Agony of Cambodia."

THE AGONY OF CAMBODIA

Cambodia is a tiny nation. As such, it is threatened with extinction.

Seven years ago there were eight million Cambodians.

Today there are five million.

In a few years, those five million, too, may perish.

War, famine, government and political policies have reduced the population of this stricken country by almost one half. The horsemen of war and famine still ride; their victims still fall.

Only the massive relief effort of a horror-stricken world can avert continuation of the holocaust. If death is to take a holiday, compassion cannot.

The National Cambodia Crisis Committee is seeking to raise 100 million dollars to send food and medical supplies. The AFL-CIO has launched a Cambodia Crisis Campaign to raise at least five million of that amount.

We in The Newspaper Guild have an elementary human obligation to contribute our share. The Convention urges every District Council, every Local, every member to give. We urge them to give quickly. And we urge them to give unstintingly.

Starvation won't wait.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Motion for adoption. Is there a second.

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Is there discussion? I recognize the chairman for comment.

BROTHER PROSNITZ: As part of our discussion, we have a film today on Cambodia, and at this time we can show it.

(The film was shown.)

CHAIRPERSON CULVER: Is there further discussion? I recognize President Perlik.

PRESIDENT PERLIK: Brother Chairperson, brothers and sisters, the International Executive Board at its meeting in April responded to this appeal in a fashion which I think—now that we have seen this film—was quite inadequate, and, therefore, I will recommend to the IEB when it meets on Friday that TNG's contribution to the campaign be increased by a further \$1,000.

The resolution before you calls upon District Councils, Locals and every member to give to this campaign, and we plan now to reach you. The need is immediate, it's desperate and it's sizeable. We ask you to dig deep this morning. Staff members will pass among you with buckets. Please give your help.

BROTHER WALLACE (Wilkes-Barre): Mr. Perlik.

CHAIRPERSON CULVER: Yes, Jack.

BROTHER WALLACE: We don't have any money with us, but the strikers in Wilkes-Barre would like to donate \$100. (Applause.)

CHAIRPERSON CULVER: Thank you. The bucket brigades are on their way.

Dianne.

SISTER DIANNE M. MARTINO (Manchester): Brother Chairperson, Manchester also would like to donate \$100. (Applause.)

CHAIRPERSON CULVER: We will pause here.

Yes, Harry Fisdell.

BROTHER FISDELL (New York): The New York delegation will recommend to the executive committee that the New York Local contribute \$250.

CHAIRPERSON CULVER: Thank you. (Applause.)

BROTHER: Vancouver-New Westminster will recommend to the executive \$100.

CHAIRPERSON CULVER: Thank you.

BROTHER RAYMOND C. HILL (Buffalo): Buffalo Local will recommend \$100.

CHAIRPERSON CULVER: Thank you, Ray.

BROTHER: Point of information. Could I have a point of information, please? Do we send the check directly to the Guild office in Washington?

CHAIRPERSON CULVER: Yes. Make it payable to the Cambodia Crisis Campaign.

Yes, Bob Bruner.

BROTHER BRUNER (Pacific Northwest): Brother Chair. Pacific Northwest will send \$100.

CHAIRPERSON CULVER: Thank you, Pacific Northwest.

PRESIDENT PERLIK: Collectors, don't forget the head table.

BROTHER: Brother Chairman, Pittsburgh will recommend \$100.

CHAIRPERSON CULVER: Pittsburgh, \$100. (Applause.)

Please be sure to state your name when you come to the mike.

BROTHER VICTOR CIUCCIO (Denver).

Brother Chairman, we, likewise, will recommend \$100.

CHAIRPERSON CULVER: Let's have a little order, please. Would you repeat that.

BROTHER CIUCCIO: We, likewise, will recommend \$100.

CHAIRPERSON CULVER: \$100 from Denver. (Applause.)

BROTHER: Winnipeg will recommend \$200.

CHAIRPERSON CULVER: Winnipeg, \$200.

Are you ready for the vote, while we are passing out the buckets?

All in favor of adoption of the Cambodia resolution please say aye. Opposed? The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Sid Goldberg is recognized.

BROTHER GOLDBERG (Toledo): Mr. Chairman, Toledo pledges \$100.

CHAIRPERSON CULVER: Toledo, \$100. (Applause.)

(In addition to the pledges, a total of \$1,081.61 was contributed in the floor collection for the "Cambodia Crisis Campaign.")

BROTHER PROSNITZ: We can do a couple more resolutions. "Gerald Baldwin," on pink.

GERALD BALDWIN

Gerald (Ged) Baldwin, the Progressive Conservative member of Parliament for the riding of Peace River, Alberta, has retired from active politics.

Mr. Baldwin has for most of his 17 years as MP fought unflaggingly for a Freedom of Information Act dealing with federal matters, and saw such a bill introduced during the brief life of the Clark government, only to have it die on the order paper.

The Newspaper Guild (CLC, AFL-CIO) extends to Mr. Baldwin its thanks for his efforts on behalf of working journalists and the public's right to know.

The Convention directs that copies of this resolution be sent to the leaders of the

three political parties represented in the House of Commons, as well as to Mr. Baldwin.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

CHAIRPERSON CULVER: Is there discussion?

BROTHER LEE CLIFFORD (Canadian Wire Service): Yes, Brother Chairperson.

Inasmuch as this resolution is directed to go to Mr. Baldwin, we question the spelling of "Ged." The people at our table believe it is "J-e" not "G-e" and request the spelling be corrected.

CHAIRPERSON CULVER: If that is correct, go ahead.

BROTHER HUNTLEY (Southern Ontario): Mr. Chairman, the parliamentary guide we consulted did refer to it as "Ged" with a "G," coming from Gerald. That is the way we wrote it when we published it in Southern Ontario, because of the parliamentary guide we consulted at the time.

I stand to be corrected.

BROTHER CLIFFORD: Brother Chairperson, I am not going to push the point. I will leave it then.

CHAIRPERSON CULVER: All right. Is there further discussion? All in favor of adoption of the Gerald Baldwin resolution please say aye. Opposed? It is carried.

MOTION CARRIED

BROTHER PROSNITZ: On yellow, "Misusing the Press."

MISUSING THE PRESS

The proposed FBI Charter Act (S. 1612 and H.R. 5030) contains two buried mines for the press.

One, ironically under the heading of "Restrictions on Certain Investigative Techniques," specifically allows the FBI to enlist members of the news media—as well as doctors, lawyers and clergymen—"to collect information as an informant" as long as such action is authorized by the director or "a designated senior official" and the Attorney General is notified. The only restriction is a requirement that, in seeking information from the informant, the FBI make it clear that he or she is not being

asked to breach "any legal obligation of confidentiality."

The second mine, buried even deeper, is in a section authorizing the FBI, in the course of undercover operations, to establish "proprieties" — business establishments used as a cover for agency activities. Nothing in the bill's language would prevent the FBI from doing at home what the CIA did abroad—establish news-media proprietaries.

It is not in the interests of a free and independent press to allow the creation of either an FBI press or an FBI press corps; to do so would throw a pall of suspicion over all of the press.

The Newspaper Guild Convention urges that the FBI Charter Act be amended to exclude the use of news-media members as collectors of information and prohibit the agency from establishing any sort of news organization as a proprietary.

For the same reasons, the Convention also urges Congress to prohibit the CIA both from allowing its agents to pose as journalists and from using journalists as paid agents or informants.

Mr. Chairperson, I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. Discussion? All in favor please say aye. Opposed? The motion is adopted.

MOTION CARRIED

BROTHER PROSNITZ: The next one on yellow, bright yellow, "Consumers Reports Unit."

CONSUMERS REPORTS UNIT

The management of Consumers Union has announced that the Consumers Union Board of Directors will close CU's Orangeburg, N.Y. plant on January 1, 1981, thereby causing the dismissal of more than half of our 325 Guild members at CU.

Management intends to subcontract all of the subscription fulfillment and printing normally done under Guild jurisdiction and has in no way made any attempts in concert with the Guild to reduce expenditures.

The 47th annual TNG Convention calls on all its members to endorse and support with all its means the efforts of the Consumers Union Unit and the Newspaper

Guild of N.Y. to fight the union busting tactics of the CU management and its board of directors.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

CHAIRPERSON CULVER: Seconded by several. It's been moved and seconded? Discussion?

Ralph Petrucelli.

BROTHER RALPH PETRUCELLI (New York): Mr. Chairman, the CU Unit urges everyone to either present signed postcards to the New York delegation or mail in the self-addressed postcards, which register our complaint and outrage at Consumer Union's union-busting tactics, and I would hope that everybody fulfills that obligation to us. (Applause.)

CHAIRPERSON CULVER: Thank you, Ralph.

All of those who want cards, please sign them. Is there further discussion?

Yes, Ralph. (Laughter.) May I remind you, you may only speak once.

All in favor of adoption of the resolution please say aye. Opposed? Carried.

MOTION CARRIED

BROTHER PROSNITZ: On green, "In Honor of Bernhard 'Barney' Wippold."

IN HONOR OF BERNHARD "BARNEY" WIPPOLD

In the history of the Guild, there have been those who have left a record of long, dedicated and unselfish service that brought few personal gains.

One such Guild member is Bernhard "Barney" Wippold of St. Louis. His name has been synonymous with the growth and development of the Guild in the last 45 years.

Barney joined the St. Louis Newspaper Guild in 1935 in its first year of existence. He was Local treasurer at a time when there was no checkoff in St. Louis and dues had to be collected personally from each member. For seven years, he was Local president. His tenure on the executive committee of the St. Louis Guild exceeded 25 years.

On the international scene, he was a familiar figure. He attended the third Guild convention in New York in 1936 and since then was a delegate to 24 more conventions. He also represented his local for 12 years as a delegate to the Midwest District Council.

Earlier this year, Barney retired as a reporter with the St. Louis Globe-Democrat. He leaves a legacy of service that few can match.

The Newspaper Guild extends a hearty thank you to Barney for all he has done, and wishes he and his wife, Rosemary, contentment and happiness in retirement.

Mr. Chairperson, I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Is there discussion on the Barney Wippold resolution? Ready for the vote. All in favor. Opposed? It is adopted.

MOTION CARRIED

BROTHER PROSNITZ: On white, "The UNESCO Report: A Welcome Turn."

THE UNESCO REPORT: A WELCOME TURN

Last year's Newspaper Guild Convention warned against a serious threat to press freedom in the interim report by UNESCO's International Commission for the Study of Communications Problems. It noted with particular concern proposals for government involvement in the formation of press councils and codes of ethics and the establishment of an officially enforceable "right of reply."

Heeding a heavy flow of arguments against these and other restrictive proposals advanced by groups devoted to a free press, the Commission has dropped all of them in the final draft of its recommendations. While final judgment must await publication of the full report, the Commission appears to have fashioned a document that comes down, in most major respects, on the side of press freedom.

The proposal for government involvement in press councils has been eliminated. The proposal for official enforcement of codes of ethics, a form of licensing, has been eliminated. The proposal for an enforceable "right of reply" has been eliminated.

The report comes out squarely against censorship, for access to unofficial as well as official sources of news and opinion, for steps to assure the admission of foreign correspondents to all countries and facilitate the collection and transmission of news.

On the other hand, the report does contain a few remaining danger signals. Several recommendations, while vaguely worded, can be interpreted as laying the groundwork for limitations on the ability of international wire services and telecommunications networks to operate without undue restrictions. They include a call for steps to "circumscribe the actions of transnationals by requiring them to comply with specific criteria and conditions defined by national legislation and development policies."

There are also grounds for concern in the report's recommendation of a permanent International Center for the Study and Planning of Information and Communication, a quasiofficial overseer of the media that appears to contain the seeds of restriction.

The Convention, while welcoming the general thrust of the Commission report, recommends that U.S. and Canadian delegates to the UNESCO General Conference in Belgrade in September seek to eliminate these and any other surviving remnants of a policy that would fasten "benevolent" controls on the press. It also recommends that representatives of the news media be included in those delegations.

Mr. Chairperson, I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: It has been seconded by several. Moved and seconded. Is there discussion? Yes, Paul MacClennan, Buffalo.

BROTHER PAUL H. MACCLENNAN (Buffalo): Just a question of the Chairman. Whatever happened to the 150-word limit on resolutions? Do you enforce it?

CHAIRPERSON CULVER: I will refer that question to the Chairperson of Resolutions.

He says it didn't come up in committee.

BROTHER MACCLENNAN: There is a rule, and I suggest it be enforced.

CHAIRPERSON CULVER: Thank you, Paul. Is there further discussion on the UNESCO resolution? All in favor please say aye. Opposed? It is adopted.

MOTION CARRIED

BROTHER PROSNITZ: Next on the pink we have a 37-word resolution. (Laughter.) "Honoring John Barker."

HONORING JOHN BARKER

John Barker served as president of Manchester Local 167 of The Newspaper Guild for eleven consecutive years working unselfishly in behalf of his local and The Newspaper Guild during his tenure as local president.

John Barker has stepped down as president of Local 167 and will soon retire from the newspaper business.

The Convention of The Newspaper Guild, CLC-AFL-CIO, meeting in Toronto, commends John Barker for his long and distinguished career in The Newspaper Guild and wishes him and his wife, Evelyn, happiness in retirement.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. All in favor of the John Barker resolution please say aye. Opposed? The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: I recognize President Perlik for announcements.

PRESIDENT PERLIK: Brother Chairperson, we received a telegram following yesterday's Forum. We got it too late to read at that time, unfortunately. I would like to read it into the record of the convention, in any event.

"The San Francisco-Oakland Newspaper Guild, Local 52, AFL-CIO, wishes to thank the National Institute for Occupational Safety and Health, and particularly Dr. Anthony Robbins, for instigating the VDT study in the San Francisco Bay Area newspapers. The Guild here feels that the results of the study, and the resultant follow through, will serve as a sturdy foundation for the very necessary standards we who

work with the tubes know we and those who come after us will need for protection against the real discomfort and serious potential hazards they present."

Signed by Helen Palter, health and safety chair of the San Francisco-Oakland Newspaper Guild.

As most of you know, Joe Hill was one of the great heroes of the American labor movement in its early years and remains one of its most famous martyrs. A member of the militant Industrial Workers of the World, IWW, Hill was executed on apparently trumped-up murder charges in Salt Lake City, Utah, in 1915. But his death served only to express his fame and to increase the popularity of his songs, which have been sung ever since by countless working men and women engaged in the struggle to improve their lives.

This year the labor movement throughout the world celebrates the centennial year of Joe Hill's birth. On this occasion the AFL-CIO and a number of international unions have petitioned the governor of the state of Utah to grant Joe Hill a full and absolute pardon. The AFL-CIO Executive Council noted that historians and historical organizations, such as the Illinois Labor History Society, have called for reassessment and rectification of the injustices done Joe Hill and that similar posthumous pardons have been granted Sacco and Vanzetti and Eugene V. Debs, among others.

In this Joe Hill centennial year I think The Newspaper Guild can and should do no less. Petitions are being circulated to your tables, and we ask that you sign them, take them home with you and collect additional signatures. Then mail them to the Illinois Labor History Society at the address on the bottom of the petition.

We have only a limited number of copies, but you can either photocopy more or get more from the Society.

I would ask at this time if the Lexington, Kentucky, delegation would come to the podium, along with those winners of this year's Schick Awards who are in the hall or representatives of their locals.

That would be Barbara Davis of Pacific Northwest.

SECRETARY-TREASURER DALE: She is telling.

PRESIDENT PERLIK: She is telling. Can we have somebody else on her behalf? Southern Ontario, John and Susan.

CHAIRPERSON CULVER: As in past years the entries in this year's Schick Awards contest were judged on the scope of their coverage, their balance in presenting the news local members need to know about their union, their readability, their makeup and general appearances. This contest was established in the memory of a long time administrative officer of the Philadelphia Guild and one-time labor editor, Dave Schick. It is financed with interest from a fund set up by Philadelphia-area unions and members of Schick's family. It is designed to provide recognition for local Guild publications and their editors, to encourage locals that do not have publications to establish them and to spur those that do to improve them.

I am sure there are many of us here today who can remember the deep resonant voice of Brother Schick in debate, and I think it is fitting that we have this award to continue that memory.

In the field of linecast publications, I recognize John T. Bryant and Susan Craig, the editors of Southern Ontario's "S.O.N.G. Sheet." (Applause.)

Is Bryant around?

SISTER SUSAN CRAIG (Southern Ontario): He just stepped out to make a couple of phone calls, I think.

CHAIRPERSON CULVER: We will just present both to you.

This publication's attractive makeup and appearance, including an effective use of art, together with bright, breezy writing and stories covering a broad variety of local activity within severe space limitations, won it top honors in a contest in which the judges found it difficult to choose.

Susan, on behalf of the award, here are two copies of "Without Fear or Favor" by Harrison Salisbury. One for you and one for John Bryant. Also, two certificates. One for you and one for John Bryant.

SISTER CRAIG: Thank you very much. (Applause.)

CHAIRPERSON CULVER: Is Barbara Davis here?

The next award is for the Pacific Northwest's "PNNG Bulletin." Eric Pryne is the editor.

Brother Pryne is not here, but present to receive the award is the local president, Barbara Davis.

The judges said of this publication, despite the handicap of a somewhat colorless format, including an absence of art in two of the three issues, this publication impressed by its extensive coverage of the local, a punchy, readable style, including catchy if typographically low-key heads, good balance, and a clean appearance. Noteworthy was brief, bullet-style treatment of local membership and executive committee actions.

Barbara, I present this to you to pass on to Brother Pryne, a copy of "Without Fear or Favor," by Harrison Salisbury and the certificate.

SISTER BARBARA G. DAVIS (Pacific Northwest): Thank you. (Applause.)

CHAIRPERSON CULVER: The next presentation is the Guild Service Award.

As you know, each year the Guild presents the Guild Service Award for outstanding service to the Guild at the local union level. Its purpose—and a very important one it is—is to recognize and encourage the development of local Guild leadership, and, with that purpose in mind, it takes the form of a scholarship of up to \$1,500 for courses in trade union education.

This year the winner of the Guild Service Award is Darlene Bowden, president of the Lexington Newspaper Guild, for her leadership in revitalizing the Lexington Guild—a small, isolated local that is TNG's only local in the State of Kentucky.

As the judges said: "As the result of her courage and determination, as her nomination emphasizes, the Lexington Guild—a one-unit, editorial-only local—has become a viable and extremely visible force in the Herald-Leader newsroom in a notably anti-labor environment.

"Employee rights and protections—ranging from proper working conditions for VDTs through maternity leaves and redress of discriminatory wages and threatened discharges to staffing in the sports department—have been enforced with renewed vigor and effectiveness.

"Bargaining issues (and a byline strike) have been successfully publicized, stimulating interest in the Guild on other Kentucky papers.

"Relations with craft unions at the Herald-Leader have been strengthened (the Typographical Union sits in on the Guild bargaining)."

And "the Lexington Guild has once again taken an active role in the Lexington Central Labor Council, for which Bowden is publicity chairperson and a member of the organizing committee and to which, in the words of the council president, she has been 'an important link and key asset.'"

Bowden has been an active member of the Guild since she came to the Herald-Leader five years ago and served on the bargaining committee before becoming president.

Two years ago the Guild Service Award judges urged more small locals to submit nominations for the award, which provides an opportunity for training in trade union skills that will benefit both the winner and his or her local.

The other six nominees for this year's Award represent an admirable range of union activity and accomplishment and their locals can well be proud of their achievements. But in the opinion of the judges, Darlene Bowden's leadership in revitalizing her small local most notably exemplifies the kind of Guild service beyond the call of duty that the Guild Service Award is intended to recognize and encourage.

Unfortunately, for personal reasons Darlene could not be with us this week in Toronto. In her absence I would like to ask Monty and Linda Foley of the Lexington Guild to come forward and accept the award citation for her.

Monty, who is Lexington's delegate to the convention, is treasurer of the local. Linda, who is an alternate, is a past treasurer, and Darlene has told us that she is more than happy to have them accept the award in her name because she says, if anything, they deserve the award more than she does. (Applause.)

I recognize Susan Craig for the Organizing Committee report.

SISTER CRAIG (Southern Ontario):

Brother Chairperson, brothers and sisters, I would like to present the First and Final Report of the Organizing Committee. That is on a green sheet.

FIRST AND FINAL REPORT OF THE ORGANIZING COMMITTEE

For the second straight year almost all of the Guild's resources had to be devoted to the defense, and survival, of our bargaining units and contracts, and there are no indications that the employer attacks are lessening.

Thus, again there was little left over for organizing.

The Guild, however, was successful in winning bargaining rights for 317 eligibles in seven bargaining units compared to 113 in six groups the prior year (but less than half the 682 average of the past 10 years).

More significant is the fact that first contracts were completed for nine new groups, including three organized during the past year, five organized the year before, and one organized more than two years ago.

An increasing amount of assistance was furnished to locals with free-rider problems, and an even greater share of the Guild's resources will be directed toward that activity this year.

Four of the seven new groups voted their way into the Guild; three came in via card checks and subsequent certifications. The Guild won handily in the elections, getting 72 percent of the 199 votes cast. "No union" collected only 11.5 percent. The remainder went to associations on two of the ballots.

Reported organizing efforts by other unions in the Guild's normal jurisdiction increased to 33 from 27 in the prior year.

The committee referred to the Research and Information Committee a request that the department provide education in the basics of organizing to local and unit leaders.

It is clear to the Convention that the desire to organize remains as strong as any time in the Guild's history. Therefore, the Convention recommends that:

1. As new funds become available, the field staff be expanded to provide additional assistance in organizing in response

to the continuous heavy demand for such help.

2. Exploration and development of joint, co-ordinated and simultaneous organizing campaigns and petitions with other unions be encouraged.

3. Locals be reminded of the need to form local and unit organizing committees; clear with TNG, as required, the undertaking of any organizing campaign; advise TNG immediately of organizing activity by another union in the Guild's jurisdiction, and furnish TNG with copies of documents pertaining to labor board and other legal proceedings and of leaflets distributed by all parties in organizing campaigns.

Signed: Susan R. Craig, Southern Ontario, Chairperson; Robert C. Holt, Jr., St. Louis; Howard L. Burkhardt, Toledo; Carlos J. Sutton, Washington-Baltimore; R. Victor Stewart, Albany; Fred Reed, Montreal; Jan O'Brien, Vancouver-New Westminster; Victor Ciuccio, Denver; Larry A. Bretts, Gary; Carol McGarvey, Philadelphia.

On behalf of the committee I move its adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Discussion? On the left mike.

BROTHER PATRICK GILBERT (Washington-Baltimore): Please add my name.

SISTER TOWAR (Detroit): Please add my name.

BROTHER BARRETT (Knoxville): Please add my name to the report.

BROTHER MICHAEL N. CRUMRINE (New York): Please add my name.

SISTER STEPHANIE OVERMAN (Washington-Baltimore): Please add my name.

BROTHER ROBERT COHEN (New York): Please add my name.

BROTHER LINCOLN M. HAYNES (Los Angeles): Please add my name.

SISTER NANCY STODDARD (St. Louis): Please add my name.

CHAIRPERSON CULVER: Is there further discussion? Are you ready for the vote? All in favor of the adoption of the First and Final Report of the Organizing Committee please say aye. Opposed? Carried.

MOTION CARRIED

CHAIRPERSON CULVER: Thank you, Susan.

I recognize Dianne Martino for the Research and Information—Political Action—Guild Reporter Committee report.

SISTER MARTINO (Manchester): This is the First Report of the Research and Information—Political Action—Guild Reporter Committee.

FIRST REPORT OF THE RESEARCH & INFORMATION— POLITICAL ACTION— GUILD REPORTER COMMITTEE

GUILD REPORTER

The Guild Reporter remains the principal regular communications link between TNG and Guild Locals and members as well as between Guild Locals. As such, it continues to cover a wide range of subjects within the union, the industry, the labor movement and governments that affect the immediate and future well-being of Guild members and the Guild itself.

But, as well as the Guild Reporter may do its job, its effectiveness is diminished by postal systems in the United States and Canada that are taking longer and longer to get the paper to members after it is published.

A Guild Reporter coupon survey of its readership over three issues in January, February and March demonstrates it.

The survey showed that almost half of those three issues had yet to reach their readers two weeks after they left the Guild Reporter's mail room (47.2 percent overall; 39.4 percent of those headed for readers in the United States, 95.2 percent of those headed for readers in Canada).

Only one of every eight copies had reached its destination within 10 days of being mailed (14.6 percent in the U.S., none in Canada).

In Spring 1976, when the Guild Reporter last conducted such a coupon survey, just

under a third were delivered within 10 days, and 70 percent were delivered within 14 days. In a 1969 coupon survey—before the old U.S. Post Office Dept. was reorganized into the U.S. Postal Service—about half the copies of an edition were delivered within 10 days of publication.

This year delivery time in the U.S. ranged from four days, to a Los Angeles suburb, to 40 days, to a Detroit suburb. Longest delivery time reported in 1976 was 25 days, to a Cleveland suburb.

Delivery times reported from Canada ranged from 13 days, to Ottawa, to 49 days, to Vancouver Island. Second largest was 48 days, to a member in Toronto. The member on Vancouver Island received both the Jan. 25 and the Feb. 8 issue on the same day.

Median delivery time reported in the U.S. was just under three weeks; in Canada it was just under four weeks.

The Guild Reporter is working with the International Labor Press Assn. to try to get more timely delivery. At the same time it is prepared to work with locals to attempt to develop alternative means of getting the paper into members' hands more quickly. One such means might be a system that would involve bulk shipment to a local for delivery to members by the local through its system for distributing notices, bulletins, etc. Such a system, which has been tried experimentally before but abandoned at the request of the locals involved, must be constructed with care to assure that the requirements of TNG's Constitution and applicable laws are fulfilled—i.e. that the paper in fact is distributed to each member.

While postal delivery has been getting slower, the Guild Reporter's postal bill has gone up and will continue to do so. An increase of 20 percent in U.S. second-class postal rates for nonprofit publications goes into effect July 6. The rates went up the same amount last year and will go up by 10 to 20 percent each of the next seven years. The increases come under legislation that cushions the impact of 2nd class postage increases resulting from restructuring the rates for nonprofit publications under the U.S. Postal Reorganization Act of 1970. Without the legislation, and funding from Congress, the rates would double in October.

The Guild Reporter also is working with

the ILPA to seek to further cushion the impact of those increases and, in the process, may be able to help eventually effectuate accelerated delivery for nonprofit publications of less than weekly frequency—perhaps on the same basis as now is provided in the U.S. for publications of weekly and greater frequency.

As the ILPA and TNG's International Executive Board have repeatedly pointed out, it does little good to be free under the First Amendment to publish if postal rates make distribution prohibitively expensive, or nearly so.

In consideration of the foregoing, the Convention recommends that:

1. U.S. Locals inform their senators and representatives of the need for continuing appropriations to carry out Public Law 93-328, which extends through 1987 the imposition of scheduled 2nd-class rate increases for nonprofit publications.

2. U.S. and Canadian Locals, when advised by TNG, call upon the postal services for accelerated delivery of publications of less than weekly frequency on the same basis as now provided for publications of weekly and greater frequency.

3. Locals that have not done so take out first-class subscriptions to the Guild Reporter for members of their governing bodies.

4. U.S. Locals that have their own publications consider affiliating them with the International Labor Press Assn.

5. Canadian Locals that have their own publications consider affiliating them with the Canadian Assn. of Labour Media/Association Canadienne de la Presse Syndicale, the ILPA's counterpart in Canada, and with the ILPA.

Signed: Dianne M. Martino, Manchester, Chairperson; Sidney Goldberg, Toledo; Bob McCarty, Southern Ontario; William South, New York; Joe Wilhelm, Buffalo; James Strang, Cleveland; Carla W. Beck, Great Falls; John Lord, Southern Ontario; Murray Campbell, Southern Ontario; Samuel Plate, Washington-Baltimore; Bill Balota, St. Louis.

Mr. Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Is there discussion?

BROTHER CHARLES HUGHES (Washington-Baltimore): Brother Chairperson.

CHAIRPERSON CULVER: Yes, Charles.

BROTHER HUGHES: Would you please add my name to the report.

SISTER DEBORA VAN TASSEL (New York): Please add my name.

SISTER CLEOPATRA PAPPAS (New York): Please add my name to the report.

CHAIRPERSON CULVER: Is there discussion? Are you ready for the vote on the First Report of the Research and Information—Political Action—Guild Reporter Committee? All in favor of adoption of the report please say aye. Opposed? It is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: I recognize Dianne for the Second Report of the R&I Committee.

I'm sorry. We aren't quite ready on it.

We will proceed instead to the Collective Bargaining Committee report. Is the chairperson of that committee here? Lee Clifford.

BROTHER CLIFFORD: The First Report of the Collective Bargaining Committee. You don't have it? I will wait a few minutes.

BROTHER: We don't have it.

CHAIRPERSON CULVER: The goldenrod. How many do not have the Collective Bargaining? It's on the way. If you do not have a copy of the report, hold your hand up.

BROTHER CLIFFORD: If everybody now has a copy of the report, I will proceed with the reading of it.

FIRST REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

Guild bargaining produced record dollar gains in the 1979-80 fiscal year. Average salary and negotiated pension and health and welfare increases at the reporter top-minimum level were 22 percent above the prior record. Thirty-six two-year or longer

Guild contract renewal settlements with daily newspapers and news magazines provided average increases in the reporter top minimum of \$31.91 or 8.3 percent in the first year and \$28.41 or 6.8 percent in the second year. Together with calculable pension and health and welfare improvements of \$2.35, the settlements provided an average of \$62.67 at the level of the reporter top minimum over their term or in the first two years of longer than two year contracts.

Agreements in Canada continued to outpace settlements in the United States. Nine contracts of two years or longer provided average increases at the reporter top minimum of \$43.13 or 11.5 percent in the first year and \$33.29 or 8.0 percent in the second year.

The first year of Canadian agreements produced average increases in the reporter top minimum that were 2.2 percentage points better than the increase in cost of living. However, in the United States—where inflation rose 14.6 percent between March 1979, and March 1980—average wage gains were only half of the increase in living costs.

At the end of fiscal year—March 31, 1980—10 Guild contracts with dailies, news services and news magazines had a reporter top minimum of \$500 or better—six more contracts than in the previous fiscal year. Seven more contracts negotiated as of April 1 will attain a reporter top minimum of \$500 or more during the current fiscal year and three others have deferred increases that will raise the reporter top minimum to more than \$500 in the fiscal year beginning next April 1.

Despite these gains too few Guild contracts have shown actual gains in constant dollars at the reporter top minimum over the past 10 years. From April 1, 1970, to April 1, 1980, the average reporter top minimum under all Guild contracts with daily newspapers increased 107 percent. But in the same period, inflation soared 111.2 percent in Canada and 109.5 percent in the United States.

Increases in inflation and productivity, applied to TNG's 1946 \$100 wage goal, boost the 1980-81 wage goal to \$900 a week for the top minimum of key classifications in advertising sales (inside and outside), business office, circulation, data processing, editorial and electronic maintenance.

Two groups totaling 200 employees joined TNG's portable international pension plan, boosting the number of participants to 1,050 in TNG's fiscal year. Assets of the plan climbed to \$1,400,000 in its third year of operation. Participating in the plan as of April 1 were 12 employee groups in seven Guild Locals, plus TNG on behalf of its eight clerical and bookkeeping employees. TNG's pension plan is unique in providing portable pension benefits for employees within the Guild's traditional areas of representation.

The Convention adopts two "house-cleaning" measures. Reference in Article II Section 5 of the Collective Bargaining Program to "routine office" jobs should be deleted because the Guild represents employees in non-office jobs and the Convention considers no job to be routine. Secondly, the Convention adopts the proposal of the IEB to put in alphabetical order the job titles in the second sentence of the bargaining program's Article II Section 37, which deals with prohibiting assignment to double jobs.

One of every six Guild contract settlements in the fiscal year contained no retrogressions. That means far too many Guild contracts continue to permit retrogressions, although on average the 1979-80 fiscal year settlements contained fewer than four retrogressions each.

Provisions for eye examinations for VDT users or vision-care plans were added in nine settlements. One of the nine settlements also added provision for regular checks of VDTs for radiation emissions. But those achievements are not enough considering mounting scientific evidence that VDT use can cause or exacerbate vision problems, postural problems and stress. The Convention adopts the IEB recommendations for new and specific collective bargaining goals with respect to VDT use, including provisions for VDT inspections, express rest breaks, proper lighting and Guild agreement on the design features of VDTs, chairs and desks.

Complete health coverage for members and their families has been a long-standing bargaining goal. Because some contracts do not cover all phases of treatment, including drug abuse and alcoholism, Locals are urged to bargain for both inpatient and out-patient treatment of those health problems. In addition, a Philadelphia Guild resolution urged Locals to take a

stronger approach in negotiations to establish joint Guild-employer programs for improved treatment for recovery from alcoholism and drug abuse. The Convention concurs.

Changes in family patterns are creating new priorities to be addressed in collective bargaining. For example, in the United States, of all families with children 19 percent were headed by a single parent in 1978, nearly double the 1970 figure. Even in two-parent families with children under six years old, in more than 40 percent of those families, both parents work outside the home—four times the rate of a generation ago.

Citing the increasing need to bargain for contract clauses that provide family support, the Convention: (1) made paternity leave provision equal to that of maternity leave in the Guild's Collective Bargaining Program; (2) directed the IEB to study additional family-support bargaining goals and report to the 1981 Convention, and (3) urged all Locals to recognize family support as a bargaining goal.

RECOMMENDATIONS

I. The convention adopts the following amendments to the Collective Bargaining Program (new language is *italicized* and deletions are in [brackets]):

1. Add the following new Section 13 to Article I of the bargaining program:

13. Locals shall be alert to resolve through grievance procedures problems of glare, improper lighting, poor legibility of VDT screens and hard-copy print-outs, inadequate work space and other conditions responsible for eyestrain, stress and discomfort.

2. Amend Article II Section 11(a) of the bargaining program to read as follows:

11. AUTOMATION:

(a) **SAFETY STANDARDS:** Locals shall seek employer agreement to fully abide by all regulations covering equipment, to conduct periodic inspection of such new equipment in order to continually maintain governmental standards and to conduct regular monitoring of such new equipment with results of monitoring to be made available to the Guild at regular intervals *Locals shall seek provision for periodic inspection*

and maintenance of VDTs and similar equipment to assure adequate clarity and focus.

In plants where VDTs and/or CRTs are being used or introduced, Locals shall seek employer-paid periodic tests for radiation emissions and periodic ophthalmological examinations for each employee using the equipment, and before any employee begins to use VDTs the employee shall have an ophthalmological examination paid for by the employer. Locals shall seek provision that the methodology and results of such tests be furnished to them[.]; *ophthalmological examinations shall include testing procedures recommended for persons using VDTs and/or CRTs and examinations for cataracts. Locals shall seek provision that the cost of any new or replacement eyeglasses or contact lenses, at employee option, required for VDT work be paid by the employer.* [Locals shall seek adequate work breaks or other work hours limitations for employees whose work involves prolonged or extensive use of VDTs.]

Locals shall seek rest breaks of 15 minutes after one hour or 30 minutes after two hours of continuous work on VDTs; Locals shall seek provision that employees assigned to operate VDTs within two hours before the end of their shift not be assigned VDT work in the final half-hour of the shift to give their eyes time to readjust.

Locals shall seek provision that prior to the introduction of VDTs, or as soon as possible if VDTs already have been introduced, a study of levels, quality and placement of lighting be conducted by a lighting expert acceptable to the Guild, that the recommendations of the lighting expert be implemented, consistent with the employees' desire and comfort, and that lighting conditions shall not be changed subsequently without Guild consent.

Locals shall seek provision that prior to the introduction of VDTs or to the acquisition of additional or replacement machines, the employer consult with the Guild on the design of the machines, including such features as separate keyboards, tilttable screens, phosphor colors, brightness controls and any other features relating to operator health and well being and that no equipment be installed

until agreement has been reached on these matters. Locals shall seek provision for adjustable chairs, desks and/or foot rests for all employees operating VDTs.

3. Amend the final sentence of Article II Section 5 to read as follows:

Experience requirements for top minimum in any *key* classification or *above* shall be no more than two years, and in [routine] *other* [office] jobs shall be no more than one year.

4. Amend Article II Section 24 to read as follows:

24. MATERNITY AND PATERNITY LEAVES: Provision shall be made for maternity leave of at least four months with pay and an unpaid leave in addition of two years or more, on the employee's request. No employee shall be required to take a leave of absence, nor shall an employee's job duties or working conditions be altered without the employee's consent, on account of pregnancy; nor shall there be any penalty for pregnancy. If leave is taken, the timing and duration shall be at the discretion of the employee. Employees returning from such leave shall be reinstated in their jobs at the salary they would have received had their employment with the employer been continuous, with full credit toward severance pay accrual, experience rating, and other length-of-service benefits. Employees at expiration of maternity leave electing not to return to their position shall receive full severance pay. [Paternity leave of at least 10 working days with pay shall also be provided.] *Provisions shall be made for paternity leave of at least four months with pay and an unpaid leave in addition of two years or more, on the employee's request. If leave is taken, the timing and duration shall be at the discretion of the employee. Employees returning from such leave shall be reinstated in their jobs at the salary they would have received had their employment with the employer been continuous, with full credit toward severance pay accrual, experience rating, and other length-of-service benefits. Employees at expiration of paternity leave electing not to return to their position shall receive full severance pay.*

5. Amend the second sentence of Article

II Section 37 of the bargaining program to put in alphabetical order the job titles listed, to read as follows:

Such classifications as accountant, ad copywriter, advertising salesperson, artist, circulation district manager, data processing programmer, editor, reporter, photographer, etc. represent different skills.

II. The Convention also takes the following actions:

1. Directs that TNG's wage goals be advanced to \$900 per week for the top minimum of key classifications, with a starting minimum of at least two-thirds that amount, or \$600, and to \$450 per week or more for the top minimum of any other classification.

2. Urges Locals to intensify economic bargaining to produce salaries that are and remain ahead of rising living costs.

3. Urges Locals to refuse to agree to any retrogressions in contract settlements.

4. Encourages Locals to seek joint or coordinated bargaining with other unions in their shops.

5. Directs Locals to increase efforts to achieve job protection through adequate jurisdiction clauses, including protection against contracting-out work and protection against bargaining-unit work being performed by employees excluded from Guild contracts.

6. Reaffirms its stated policy that whenever a Local submits a proposed contract settlement containing wage or other provisions that discriminate against women, minority groups or any other employees, the IEB, acting through its Contracts Committee, will refuse the Local permission to sign unless (1) the Local returns to the bargaining table and eliminates such discriminatory provisions or, if unsuccessful in doing so, (2) it informs the employer in writing before signing the contract that immediately after signing it will initiate appropriate legal proceedings to compel termination of such discriminatory provisions by law. Also, The Convention calls upon Locals to intensify efforts to enforce fully all contract provisions to eliminate discrimination. The Convention reaffirms its stated policy that job

titles that are discriminatory on the basis of sex/or age must be eliminated from all Guild contracts.

7. Recommends that Locals take advantage of participation in The Newspaper Guild International Pension Plan, which features portability of pension benefits and low administrative costs.

8. Urges Locals to pay particular heed to Article II Section 29 of the Collective Bargaining Program dealing with alcohol and drug abuse. And, urges that Locals seek in forthcoming contract negotiations improvement in medical insurance programs to include in-patient rehabilitation and out-patient treatment for alcoholism and drug abuse.

9. Directs the IEB to study ways of improving family support through bargaining. The IEB should:

a. Survey all existing contracts for family support language which might be adopted or adapted by other Locals and/or made part of the bargaining program or recommendations.

b. Study the potential impact of various forms of flextime, of compensatory time off, of job-sharing and of other scheduling options and develop more flexible forms of scheduling which do not conflict with the traditional goals of the labor movement, and which can be added to the bargaining program or recommendations.

c. Consider other ways of reducing the conflict between work and family responsibilities, and suggest additions to the bargaining program or recommendations.

d. Report to the next convention on its work.

10. Urges all Locals to recognize family support as a bargaining goal, and to consider proposals in their own bargaining which will help achieve that goal.

Signed: Lee Clifford, Canadian Wire Service, Chairperson; Dan Oldfield, Canadian Wire Service; John Drabble, Winnipeg; Paul Mallon, Southern Ontario; Doug LaRochelle, Southern Ontario; C. Claire Keefe, Providence; Anna M. Padia, Pacific Northwest; Karen Recher, Central California, Secretary; Frank Goodman, Hudson County; Tony Van Alphen, Northern Ontario; Cruz Roque Vicens, Puerto

Rico; Angel Baez, Puerto Rico; Bill Davis, San Jose (except II 5(b)); Marie A. Shellock, Youngstown; Thomas A. Ritchie, Boston; Dave Ramer, St. Louis; Eugene B. Jones, Philadelphia (except II 5(b)); Salvatore Polito, New York; Roland A. Dreussi, Cleveland; Thomas James, Toledo; Joyce Walker-Tyson, Detroit; Richard C. Arthur, Los Angeles; Raymond M. Lawrence, St. Louis; Bridget Petersen, Ottawa; Karen A. Rivard, Bay City; Bryon Eastwood, Ottawa; James F. Pedersen, Denver; Gene Turner, Central California (except II 9(b)); John J. Wallace, Wilkes-Barre; Stan Souza, Hawaii; Victor Alfano, Scranton; Bill Buil, Buffalo; Marni Livingstone, Southern Ontario; John Bradford, Victoria; Frederica Wilson, Montreal; M. William Salganik, Washington-Baltimore; Carol Przybyszewski, Erie; David Whitmer, John MacDonald, Southern Ontario; Rich Columbus; Kevin P. J. Miller, Columbus; John MacDonald, Southern Ontario; Richard M. Peery, Cleveland; Catherine Kinnear, Washington-Baltimore; Clifford Meyers, Washington-Baltimore; Allegra Bennett, Washington-Baltimore.

I move adoption of the report.

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Are there further additions to the names? Is there discussion? Start on the left.

BROTHER SCAIFE (Chattanooga): Please add my name, except II 9(b).

CHAIRPERSON CULVER: Harry Fisdell.

BROTHER FISDELL (New York): Add my name and the name of Pat Vallila to this report and note our exception to II 9(b). In the case of Salvatore Polito, who has signed the report, please note his exception to II 9(b).

CHAIRPERSON CULVER: On my right.

SISTER ALICE BUSBY (Vancouver-New Westminster): Please add my name.

BROTHER PETERSON (Chicago): Please add my name.

BROTHER BELL (Pittsburgh): Please add my name with the exception of II 9(b).

VICE PRESIDENT ROGER STONEBANKS (Victoria): Please add my name and the name of Kathy Schmidt from Winnipeg.

BROTHER WALLACE (Wilkes-Barre): My name is on the report. Please add exception to II 9(b).

BROTHER STEPHEN MENZLER (Pittsburgh): Please add my name with exception to II 9(b).

BROTHER DREUSSI (Cleveland): Mark next to my name and that of Richard Peery of Cleveland, except II 9(b).

BROTHER VICTOR ALFANO (Scranton): I am on the report also. Please add with the exception of II 9(b).

BROTHER MILTON FREIMUTH Sheboygan): Please add my name to the report.

BROTHER RITCHIE (Boston): Please add next to my name, except II 9(b).

SISTER ANNA M. PADIA (Pacific Northwest): Please note exception to II 9(b).

BROTHER TOM JAMES (Toledo): I have already signed but except II 9(b).

BROTHER RAY LAWRENCE (St. Louis): With the exception of II 9(b).

BROTHER JAMES PEDERSEN (Denver): Please add my name with the exception of II 9(b).

CHAIRPERSON CULVER: Are there others?

BROTHER RAMER (St. Louis): With the exception of II 9(b).

CHAIRPERSON CULVER: Is there discussion on the report? Are you ready for the vote? Steve Hatch.

BROTHER HATCH (Cleveland): **Mr. Chairman, I move to amend the recommendation by deleting in II 9(b) the words "of compensatory time off."**

(Seconded by several.)

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. Do you care to speak to the motion, Steve?

BROTHER HATCH: Very briefly.

Comp time off is a terrific idea—especially for the publishers. By including this

as a recommendation, we are giving a signal to the publishers that we are thinking about it, that it may be a good idea.

To me it is an elitist proposal. People who can afford it, people who have several incomes, would like to have comp time off. I think most people—if they took five hours of comp time to their supermarket—I wonder how many bags of groceries they could get. I think it is a bad idea. (Applause.)

CHAIRPERSON CULVER: Joyce.

VICE PRESIDENT WALKER-TYSON (Detroit): I think if you will read very carefully II 9(b) it says to study the feasibility of several things that might provide family support time. I don't believe II 9(b) says in any way to include in any mandatory bargaining program or to include as a recommendation that comp time be allowed.

Now, in the interests of saving time—since I have heard this so many time before—we are going to hear from any number of people who say, "We tried the comp time and it sucks."

We are going to hear from any number of people who say, "We tried comp time and got rid of it in our contract." Illegal though it may be in the contract that people would write.

We are going to hear from all those people.

I appreciate all those views. However, I don't believe that we can do ourselves any favor by not knowing what happens.

Suppose that some local is considering it either because the publisher has decided to force it on that local or because the people in that local want compensatory time. I think the study will provide a body of information available to those locals who are faced with it one way or the other, and there is absolutely no way we can deny that it happens.

It is written into our contracts right now, illegal or not in some instances. Even in those cases where it is not written, it is happening. If we don't believe it is happening, it is because it is happening to such a fine degree that they have been able to hide it from us, and which one of us will be able to go to the those people who actually want comp time and can make deals with management on the side and say to them,

"You got to stop that." They can say, "Okay, we will stop it." And what do we do after that if they don't?

There is no way to control it.

I think the study would help us find ways to control it, if indeed that is what that local intends to do. The study is for information and for information only, and I think to say, no, we can't look at it, we can't provide our locals with a body of information pro and con; no, we can't look at it, we can't provide our locals with all the experience of all the locals, is putting our heads in the sand, and it is encouraging side deals, it is encouraging sneakiness. Let's get it out and find out about it. (Applause.)

SISTER WILSON (Montreal): I would like to say that we have comp time in Montreal, that we have a choice. It is at the employee's option, and it works very well. I live in a Canadian province where we have the highest provincial income tax, and if I take my time—if I take my overtime in money, I don't get a hell of a lot, and for me the time off is more important.

I think that my understanding, talking to some of the American delegates, is that you have some problems with laws. I know it is different in Canada. I think it should be looked at.

I agree with the previous speaker that you have to look at it, and if you decide it is a bad idea, then you don't have it, and if you decide it is a good idea, have it.

I can tell you if you took it away from our members, you would have a whole lot of disgruntled members. (Applause.)

BROTHER WILLIAM SALGANIK (Washington-Baltimore): In the discussion of this in the committee we heard from a lot of locals who have comp time, and it creates enforcement problems, but there are other units and locals, including my unit, which forbid comp time by contract and have an equal and opposite enforcement problem—as Sister Walker-Tyson spoke of the side deals—but this is really not the time to debate the merits of comp time. What we are voting on is whether we ought to study comp time.

Also it was clear from the discussion that there are some locals who have comp time and want it. There are some who have comp time and don't want it. The

reason they have it is that they have been unable to bargain it out.

A study should be able to help those locals. There are some better ways of dealing with comp time for those who are forced to live with it and don't want to. I understand, for example, Pacific Northwest has a contract provision that comp time is at the employee's option, and the union retains the unilateral right to cancel that option if it feels management has been abusing it.

I think we would do a service to locals who are forced to live with comp time and don't want to if we could do a study that would provide them with information about contract clauses such as this.

CHAIRPERSON CULVER: Dick Olive, Wire Service.

BROTHER OLIVE (Wire Service): I speak in favor of the amendment as very strongly opposed to compensatory time off even being recognized in a document like this. Compensatory time off at the bargaining table is our long and continuing problem.

The situation is kind of ironic because we have spent years and years bargaining and screaming about the money that we are entitled to. And at United Press International, for example, this time around, for the first time in memory, the company agrees that the time off is so unworkable that they came to the proposal for cash compensation, and if there were some hints from us that, well, we might be interested in time—and it is such a drastic shift from what has been the bargaining program of The Newspaper Guild to even throw the companies off base when they finally, apparently, have soaked up the message that we don't want compensatory time off, which is a most divisive issue for the employees.

Compensatory time off even being recognized is Guild-induced speedup for the people who are sitting there at their desks while the other people are out taking their huge banks of time. So I really don't think that The Newspaper Guild should think in terms of compensatory time off as a nice thing for people to wipe off their slate.

You know, there is one other thing. If you want more time off, bargain for time off—vacations and holidays. That is a separate column. But for the time you

work, take the money for it and run. (Applause.)

BROTHER DRABBLE (Winnipeg): I would like to reinforce what Walker-Tyson said. The amendment is not to introduce compensatory time off or even make it legal. It is only to study it.

At Winnipeg we have compensatory time off. It was not introduced by the publisher. It was initiated by our local members, and when the publisher moved to restrict it, the members became very, very disgruntled. It was one of the most intensive issues we have had in the last year.

We have it. It is illegal, but we have it. At least the Guild should study what the issue is and review the policy it has. There is nothing wrong with studying it. (Applause.)

CHAIRPERSON CULVER: Floyd Tucker.

VICE PRESIDENT TUCKER (San Francisco-Oakland): There are a number of reasons why we in my local don't want compensatory time in a bargaining program and do not want to see it dignified by mentioning it in convention reports, and I will only mention just one of them very briefly.

We find it is a way for the employer—for the department head with the restricted budget—to get the work done free. (Applause.)

I said I would be brief. Okay.

I work overtime, I get comp time, and my colleagues do my work on the day I take off. (Applause.)

CHAIRPERSON CULVER: Harry Fisdell.

BROTHER FISDELL: The New York delegation views it the same way that essentially Floyd Tucker from San Francisco said and Rick Olive from the Wire Service Guild said. We think it provides the publisher with a golden opportunity to get hold of the employee who theoretically has freedom of choice and say to him something like "you know you want comp time, don't you," and he saves a bundle of money, and the colleagues that work next to the fellow work their tails off. So we are against it.

Secondly, we would point out that the

way to stop side deals, in our view, is not through a resolution but to enforce the contract whether the affected party likes it or not. The contract protects everybody, and that's why we are going to vote in favor of the amendment (Applause.)

CHAIRPERSON CULVER: Lou Calvert.

BROTHER CALVERT (San Jose): I rise also in favor of the amendment. I want us all to not lose sight of what overtime is really intended to do. The reason we negotiated premiums in the first place is to prohibit overtime because we don't want to work onerous hours, additional hours on the job. We want the employer to hire more people to do the job. (Applause.)

A study of compensatory time off waves that flag in front of the ANPA and says, "look folks, the Guild is taking another look at something that they have told us they have been against." I don't think we should do that. It is not wise.

BROTHER BRADFORD (Victoria): I would like to add one thing that hasn't been said at this time. We in Victoria have found when we take our overtime in cash we can't get the management to bargain extra positions. When we force them into the comp time and they don't have people to do the work, we get the extra body, and this is why I think a study is good. (Applause.)

CHAIRPERSON CULVER: Thank you, John, Joyce.

VICE PRESIDENT WALKER-TYSON: I promise to be brief, and I—

CHAIRPERSON CULVER: Excuse me. Go ahead. I'm sorry. The problem here is that she has spoken once, and you may speak ahead of her if you wish. I am not sure which one. Go ahead on my right.

BROTHER DAVID ISAAC (Canadian Wire Service): We have comp time in most of our contracts, and I am in favor of it because let's look at the economics of this thing. We end up taking overtime—having to work overtime—and a lot of us have to work overtime because of the nature of the business. We end up getting paid less than straight time when you look at the money we are paying to the government in income tax. I don't know whether it is a problem in the States. It certainly is a problem in Canada, and I, frankly—if we have to work the overtime we have to

work—would rather ask for time off at time and a half or double time, depending on the situation, rather than have to work the hours and get paid less than my normal rate for doing so. (Applause.)

CHAIRPERSON CULVER: Thank you. Delegate from Hudson County.

BROTHER GOODMAN (Hudson County): The divergence, both in committee and here on the convention floor, of such strongly divergent views on comp time indicates to me that a study is needed. (Applause.)

CHAIRPERSON CULVER: Joyce, it is all yours.

SISTER WALKER-TYSON: I only want to say that the question before us is not mandatory to prevent overtime. The question before us is looking at it so that all these views will be made available to everybody who has to look at it. (Applause.)

CHAIRPERSON CULVER: Over here and then Steve to close.

BROTHER BARRETT (Knoxville): It seems to me the question before us now is not pro or anti-compensatory time. It seems to me it is not pro or anti whether a study should be done. The question really is, should the matter of a study be in the recommendation.

It would seem to me a study could be done without the language being included in the recommendation, and, therefore, Knoxville will vote for the amendment but not in the philosophy of saying we don't want a study. I think it is probably a good idea, but I don't want to see it in the recommendation.

CHAIRPERSON CULVER: All right. I don't see any other speakers. So Steve Hatch will close at this time.

BROTHER HATCH (Cleveland): The amendment will not take away comp time from those places that have comp time.

I think we are being somewhat naive if we say, "Well, let's just study it." The ANPA, the publishers read the Guild minutes, the proceedings. It will be a signal to them that we are thinking about it. What the hell—are we going to study whether it might be a good idea to sleep with rattlesnakes? I think comp time is okay for paid union officials. (Laughter.)

I think it is a bad idea for people who work for a profit-making corporation. (Applause.)

CHAIRPERSON CULVER: All right. We are preparing to vote at this time. The Amendment is on page 6, item 9(b). In the second line it would delete the words "of compensatory time off."

All in favor of the amendment please say aye. Opposed? The ayes have it. The amendment is adopted. (Applause.)

(Cries of "Roll call.")

CHAIRPERSON CULVER: Is there further discussion?

BROTHER ISAAC (Wire Service Guild): Can we have a division on that?

CHAIRPERSON CULVER: Yes, we may have a division. Would all of those who are for the amendment please stand. And all those who are opposed—sit down, please. (Laughter.) Those opposed!

I am still going to say the ayes have it. (Applause.)

BROTHER BRADFORD (Victoria): I move for a roll call.

SISTER BALKAN (Ottawa): Second the roll call.

SISTER WALKER-TYSON (Detroit): Roll Call.

BROTHER HUNTLEY (Southern Ontario): Second.

BROTHER ISAAC: Isaac, Canadian Wire Service Guild.

BROTHER PROSNITZ (Providence): Second.

BROTHER JAMES D. STRANG (Cleveland): Strang, Cleveland, seconds.

BROTHER HINZ: Gregg Hinz, Chicago, seconds.

BROTHER BRETT: Larry Bretts, Gary, seconds.

BROTHER SALGANIK: Salganik, Washington-Baltimore, seconds.

SISTER LINDA TORNEY: Torney, Southern Ontario, seconds.

CHAIRPERSON CULVER: Is that twelve seconds yet?

BROTHER LITTLEMORE: Littlemore, Winnipeg, seconds.

CHAIRPERSON CULVER: We have to have eleven seconds from five locals.

BROTHER GOODMAN: Goodman, Hudson County, seconds.

CHAIRPERSON CULVER: All right. We have the seconds now. Would the tellers please come forward.

SECRETARY-TREASURER DALE: We are now ready to proceed with the roll call.

(The roll was called by Secretary-Treasurer Dale as follows:)

<i>Local</i>	<i>Yes</i>	<i>No</i>
Akron	3	—
Albany	4	—
Bay City	—	2
Boston	6	—
Brockton	3	—
Buffalo	5	3
Canadian Wire Service	—	7
Central California	6½	2¼
Chattanooga	2	—
Chicago	—	7
Cincinnati	—	5
Cleveland	6	2
Columbus	2	2
Denver	7	—
Detroit	—	12
Erie	4	—
Gary	—	2
Great Falls	1	—
Hawaii	—	6
Hudson County	—	2
Knoxville	2	—
Lexington	1	—
Los Angeles	3	3
Manchester	3	—
Memphis	6	—
Montreal	—	7
New York	59	—
Northern Ontario	—	1
Ottawa	—	5
Pacific Northwest	13	—
Peoria*	—	—
Greater Philadelphia	13	—
Pittsburgh	3	—
Portland, Me.	5	—
Providence	—	6
Pueblo	3	—
Puerto Rico	12	—
Rockford	—	2
St. Louis	13	—
Salem	2	—
San Diego	—	10

<i>Local</i>	<i>Yes</i>	<i>No</i>
San Francisco-Oakland	16	—
San Jose	9	—
Scranton	3	—
Sheboygan	2	—
Southern Ontario	—	19
Terre Haute	3	—
Toledo	6	—
Twin Cities	—	10
Vancouver-New Westminster	—	12
Victoria	—	4
Washington-Baltimore	—	22
Wilkes-Barre	3	—
Winnipeg	—	3
Wire Service	15	—
Youngstown	1.5	1.5
*Absent from floor.		

CHAIRPERSON CULVER: Let's pause for a minute while the tellers are counting.

(Results of the roll call, subsequently announced, were 246.25 "yes"; 157.75 "no".)

While we are waiting on the tabulation of the vote on the amendment, Tony Ducharme from the Clothing Workers Union has some words for us that we all want to hear.

BROTHER DUCHARME: Brothers and sisters, the highlight of the convention has arrived. (Laughter, applause and cheers.) And that is the drawing for some articles of clothing with the union made label.

I am sure I don't have to tell any of the people in this room about buying union-made products anywhere, but I would like to spend a minute, if I may, telling you about the J. P. Stevens story.

I suppose most of you by now have heard about J. P. Stevens all over Canada and the United States, and it's been quite a story in the last twenty years. It is a story of power, it is a story of poverty, it is a story of people. It is a story of mutilation when they don't spend the money to put guards on machines. It is a story of byssinosis and brown lung where they don't clean up the air so the people can breathe properly. It is a story where brown lung is king and runs rampant and death is a reality.

Over the years you'd think that J. P. Stevens would get the message. Labor has come down hard on J. P. Stevens. Citizens have done the same. Churches have condemned J. P. Stevens. The courts have condemned J. P. Stevens. But they haven't

listened. Their money and their power seems to be tantamount. They care less.

So we have had to do something about it, and that something is to boycott their products internationally.

There was a movie made, "Norma Rae," that explained the problems that they have at J. P. Stevens, and it's been shown internationally all over the world and yet J. P. Stevens does nothing. The only way we can make them do it—to give the people a contract at J. P. Stevens—is to show them that we aren't going to buy their products.

That movie, "Norma Rae," which ended so happily with much applause after people saw it, happened in 1974. There still is no contract.

We are now coming to a very crucial point in the J. P. Stevens boycott. You people have been very helpful in signing the cards to the Sperry Corporation and also to Woolco, and Woolco is a special one that we want you to pay attention to. We want you to go back to your locals in Canada and the United States, and we would ask that you write letters to Woolco at this very time when we have talks going on with Woolco. We ask you to go into their stores and complain to them.

Twenty years ago in the civil rights movement in the United States, when blacks were not allowed to eat at their counters, Woolco said, "We're neutral."

Today when they are selling J. P. Stevens goods in their stores, Woolco says, "We're neutral." And this time it isn't civil rights—it's social justice.

So for these reasons we ask you to come in strong on them.

I asked this Newspaper Guild organization if they would send a letter to Woolco, with the address that I have printed on the cards, telling them that this convention was very sad to hear that they are selling what they are selling. You have told the hotel already. I see no tablecloths out here. You have done a wonderful job in that respect. (Applause.)

So, brothers and sisters, Brother Perlik, I thank you all for what you have done for us in the last few days. Keep up the good work. Please go back and let Woolco know what you feel about what they are doing—selling these products.

And now we will have three draws. The first draw will be for a suit, the second draw for a shirt and tie and the third draw for a shirt and tie.

Would the winners please come back to my little booth outside the door so I can talk to them after the draw and explain to them how things are done, and sometimes some of the help that work in the hotel drop their names into these boxes, so we just want to make sure that it is a delegate from The Newspaper Guild that is going to win.

So if I could have somebody, possibly Brother Culver, to make three draws—because you did tell me you didn't have your name in.

Okay. Then Brother Perlik, would you do us the honor of making three draws.

One from the bottom, one from the top.

The winner of the suit is Paul J. Mallon, Mississauga, Southern Ontario Newspaper Guild. (Applause.)

Shirt and a tie, Jeannette Hollingsworth, Beach Street, Toledo. (Laughter and applause.)

And the third, shirt and tie, is the wife of a delegate, Gail Natale, Washington Boulevard, Cleveland. (Applause.)

Would you meet me out in the back, please, and I will explain to you.

Brothers and sisters, thank you again for being so kind. (Applause.)

CHAIRPERSON CULVER: Thank you.

I recognize Brother Dale for the results of the vote on the amendment.

SECRETARY-TREASURER DALE: The official tally, results of the vote on the amendment, are: "yes" 246.25; "no" 157.75.

CHAIRPERSON CULVER: The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Is there further discussion on the Collective Bargaining report? I understand—yes, Harry Fisdell, I will recognize you.

BROTHER FISDELL (New York): With the results of the vote, please withdraw the exceptions of Vallila, Polito and myself to II 9(b).

CHAIRPERSON CULVER: There were several who had excepted on the basis of II 9(b). Does anyone else want to withdraw?

BROTHER WALLACE (Wilkes Barre): Take my exception off also.

BROTHER DREUSSI (Cleveland): Take off mine and Richard Peery's.

BROTHER BELL (Pittsburgh): Take off my exception and Steve Menzler's.

BROTHER EUGENE B. JONES (Philadelphia): Remove my exception, please.

BROTHER SCAIFE (Chattanooga): Remove mine.

SISTER PADIA (Pacific Northwest): Remove my exception, please.

BROTHER JAMES (Toledo): Remove my exception.

BROTHER ALFANO (Scranton): Remove my objection, please.

BROTHER GENE TURNER (Central California): Please remove my objection.

BROTHER RITCHIE (Boston): Remove my exception, please.

BROTHER RAMER (St. Louis): Remove Dave Ramer and Ray Lawrence.

BROTHER PEDERSEN (Denver): Remove my exception.

CHAIRPERSON CULVER: Is there further discussion on the report? Are you ready for the vote? All in favor of the First Report of the Collective Bargaining Committee as amended please say aye. Opposed? The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: You are recessed until 2:15.

(The Convention recessed at 12:20 p.m.)

THURSDAY AFTERNOON MEETING

June 26, 1980

(The Convention reconvened at 2:25 p.m., Chairperson Culver presiding.)

CHAIRPERSON CULVER: Will the convention please come to order. We are getting ready to start that portion of the program dealing with reports on strikes.

I will recognize President Perlik at this time to proceed with the program.

PRESIDENT PERLIK: Brothers and sisters, those of you who attended last year's convention will recall that we started this phase of our proceedings by drawing your attention to a large banner up on the wall which listed the names of seven Guild units which at that time were on strike. There are delegates to this convention from two of those units whose strikes have ended, and successfully, and, even better, both of those strikes were against Lord Thomson and his empire.

I am sure you will want to accord your respect for the membership of the Northern Ontario Newspaper Guild, employees of the Sudbury Star, who last year were represented by Caroline Maley.

Their strike began just days before the convention opened on June 27 and ended with the contract ratification on November 1.

This Thomson-owned newspaper has been through the mill with Lord Thomson more than once, and this particular strike, as in the previous strikes, involved not only the Guild but ITU Printers and the Pressmen's Union in an outstanding cooperative effort.

Their strike brought a new drug and dental plan, wage increases of 8½ percent in each year of a two-year contract and, most importantly, a new contract itself.

They are represented at this convention by Delegate Tony Van Alphen. Is Tony in the room? Stand up. (Applause.)

The other example of this saga against Lord Thomson was at the Monessen Valley Independent, a unit of the Pittsburgh Newspaper Guild, and International Representative Harry McCormick — because the local was not represented in Boston — made the presentation.

Their strike began on April 20, 1979 and didn't end until fourteen months later — June 10 of this year. The last of the 21 Guild strikers returned to work on June 12.

They won a Guild shop, a reporter top minimum that was increased by \$120 over a four-year contract—including the period of the strike — and raised the local from the dubious distinction of being on the

bottom of the list in top reporter minims.

They gained jurisdiction language, exchanged a no-strike clause for provisions guaranteeing members the right not to cross picket lines and provision for eye examinations for those who use VDTs, which were introduced during the strike.

The ITU's 12-member production unit respected the Guild picket line, and one of the two Pittsburgh delegates in this convention is the chairperson of that unit, Steve Menzler. Steve. (Applause.)

But our wars continue, and we have two very active strikes still very much in progress. I know you will want an update on where they stand and how they are moving toward victories of their own.

To begin that presentation for you this afternoon, I would like to introduce to you Vice President Floyd Tucker. (Applause.)

VICE PRESIDENT TUCKER: Brothers and sisters, I'd like to tell you this afternoon about some really terrific people with whom I fell in when I was a very young reporter, and I came down out of the Guild in Northern California and got myself a job — almost to San Francisco — on the northern shores of San Francisco Bay at the Vallejo Times Herald. They had a Guild contract, and for the first time I made as much money as a stereotyper or pressman or a printer with my experience.

I learned about trade unions from these people, and I learned what union means. We call ourselves brother and sister. It is a tradition, but in Vallejo they are a family. They are a family. They are true union.

Two years ago last week a chain employer attempted to destroy the contract which they had worked for for so many years and which they had enjoyed and under which they had worked. And they were equal to the challenge. They took him on. There were no defenses. There have been no defenses. Thirty of this unit are still there; they are publishing a strike paper, and they are not going to go away.

You know, you read about these strikes in the GR, and sometimes you lose sight, if you haven't been on a strike yourself for awhile, of the persons, the lives. I am everlastingly grateful to these people in Vallejo. I love them, and I wish I could share with you my enthusiasm over them.

Now, Roger Warnock is one of the newer members of that family, and he is here, and he is going to tell you what they are doing right now. (Applause.)

BROTHER WARNOCK: Regarding the Vallejo strike, I will try to give you an update and a little bit of history.

As Floyd said, two years ago last Friday 88 union-covered workers walked out the door. It involved the Guild, the Pressmen, the Mailers, the ITU and the Engravers, and, as Floyd said, none of them have gone back.

Forty of those people were Guild members. Two years later there are still 30 people — 30 Guild members — left fighting the cause. Their determination to settle or beat Donrey in Vallejo is just as strong as it was the day they walked out.

A major strike weapon in Vallejo is the Vallejo Independent Press which we started a couple of months after the strike began.

We have had fantastic community support, even to the point where the community financed our press. They raised \$120,000 to purchase a 20-page offset press which we now have in operation.

As I say, the strike was two years old last Friday.

On your tables you will probably find — I hope there was enough to go around — a souvenir edition of the dedication of that press, and you will see in that edition over 2,000 names that belong to the Vallejo Independent Press Club, and that is where our basic support comes from.

The Vallejo Independent Press is a strike weapon. It has taken away over \$1 million of revenue from Donrey, and we sit right across the street. It makes us feel pretty good.

Summing it up, the Vallejo strikers get 116 bucks a week and, with that type of income, bald tires, wrinkled fenders, and wornout clothes are the order of the day. When the collection plate comes around, anything would be appreciated.

Thank you very much. (Applause.)

PRESIDENT PERLIK: Thank you, Roger and Floyd. And indeed, the collection plate will come around but not until we have heard one more story.

The Wilkes-Barre story, of course, is one of the great stories of a fighting, valiant local in Guild history.

Before I introduce the spokesperson for that strike, let me tell you that on two fronts we have been successful in chipping away at the array of legal harassment Capital Cities has tried to surround the strike with.

First of all, of course, is the dismissal of assault charges against International Representative Jim Orcutt.

(The audience arose and applauded.)

PRESIDENT PERLIK: Just the other day the U.S. Federal Court threw out an effort by Cap Cities to involve the court in determining whether the outside activities clause of our contract had been violated on the grounds that the same issue rests before an arbitration board. Once more one of the legal nails that Cap Cities has tried to strew in our path has been lifted.

But the real story of this strike, of course, is being waged in the heart of Wilkes-Barre and in the hearts and minds of almost 200 strikers from four unions.

To tell you what has happened in the course of that strike during the past year since we last met is one who needs no introduction to this convention at all, Jack Wallace.

(The audience arose and applauded.)

BROTHER WALLACE: I am selling tickets to Ireland. (Laughter.) Are you ready, McKay?

Ladies and gentlemen, Perlik stole my speech. I brought with us a copy of the Citizens Voice that says, "Jury finds Orcutt not guilty," and that's the best headline we have ever had. (Applause.)

I was going to tell you about the jury verdict, and I was going to tell you about the Federal Court, but you have had a little taste, and you will hear more of that another time.

The good news in Wilkes-Barre is this: the 181 people are still out on the line, still putting out the Citizens Voice, which is probably the most successful strike newspaper in the history of newspapers in this country — not because of the people in Wilkes-Barre but because of you and you

and you and everybody in the Valley and everybody that lives within the range of Wilkes-Barre.

We have a good strike going in Wilkes-Barre against the worst son-of-a-"b" of a company that ever lived, and we are going to knock their asses off. (Applause.)

Mr. Perlik told you about our legal matters. We have legal lawyers, we have tax lawyers, we have all kinds of lawyers. We are fighting the State of Pennsylvania, we are fighting the United States Government, we are fighting every tax man that lives everywhere, and I don't know if we can win that, but we are going to try like hell.

As of June 1 this year the Citizens Voice grossed \$5½ million. (Applause.)

According to Bill Brown's records, we have spent \$5½ million. (Laughter.)

Every striker gets \$200 a week. That's \$80 from the international Guild and \$120 from the Citizens Voice — every striker, not just the Guild, but the ITU also, and the Pressmen also (applause) and the Stereotypers, everybody gets \$200 a week from our, quote, publisher, down to me.

Everybody, despite the fact that the ITU has not contributed one penny in Wilkes-Barre. The bill is \$1,038,000 as of last Friday. We will accept it if they will start tomorrow. (Laughter.)

The lineage figures are so high that I forgot to bring them with me. (Laughter.) We are so far ahead of last year that we had a meeting last Saturday night in which our attorneys from Philadelphia came up and the auditors and the tax people, and they sat down to make a full report, and Warren Borish, who is our Guild attorney out of Philadelphia, leaned over to me and he said, "Are we in the right room?"

I said, "What do you mean?"

He said, "I have never seen such a well fed, well dressed group of people in my life who have been on strike for 21 months."

See? (Laughter.) I haven't lost a pound since October 6, 1978. (Applause.)

That's the only person we pay — the grocer. The hell with everybody else. Nobody else gets paid.

We have a great number of people to thank, and I could be here all afternoon. You don't want to listen to Wilkes-Barre all afternoon.

We have to thank TNG. (Applause.) We must thank — and it isn't an obligation, it is a heartfelt thanks — TNG, Mr. Perlik, Mr. Dale, Mr. Blatz, and all of TNG. They have given Wilkes-Barre 100 percent support. I can't say that for another union.

We have Orcutt and Brownie, and they have done a magnificent job. We had Rick Sabatini with us for a long time, for a great job. (Applause.)

We had Edgington come in from San Diego, and he showed us how to really get some circulation. (Applause.)

As I said, the list goes on and on.

Scranton, 18 miles away, has given us \$125 every month for 21 months, and that's a big sacrifice, and that is a tremendous amount of money for that small local.

Philadelphia, nearby, great support.

Buffalo and the people from Buffalo, thank you very, very much. You have done us a great service. (Applause.)

And I am not singling just one local but many, many locals.

As I said before, we have money that we get out of the Citizens Voice and from international support. However, we still need your contributions. We have a bill of \$200,000 every year, at the rate of \$16,000 a month, for Blue Cross and Blue Shield, and it comes from your donations, and it's been paid every month for 21 months, thanks to you and you and you.

Please continue.

There's a lady — and I know the word "lady" doesn't mean too much to some people, but to me, my mother is a lady, my wife was a lady so, therefore, I hold it in greatest respect, the word "lady." I have been in love with Bill Brown's wife for a long time. (Laughter.) And he knows it. But I am also in love with another lady, and her name is Terry Orcutt, and she works like hell for the Citizens Voice without one nickel.

(The audience arose and applauded.)

BROTHER WALLACE: Okay. New York got me one time. I did something

illegal. I sold tickets on a trip to Ireland, and I awarded the prize, and I went to Ireland, too. (Laughter.) I can't do it this year. The district attorney said "no." (Laughter.)

During Orcutt's trial we had several people, a large number as character witnesses. Naturally they were a little bit prejudiced and biased. I asked the court if I might be able to testify and give a balanced opinion. (Laughter.) And they said "no."

So, Mr. Mulcahy and all the delegates and all of your locals and all of your people at home, to the people on the dais, to all the IRs, the staff and everybody, thank you so kindly. But before I go, always remember, there's a great Irish prayer, and it says — and I will paraphrase it a bit:

The road *will* always be at your back, and the sun *will* shine on your face softly, and the rains *will* fall softly on your fields and, until we meet again, may God hold you in the palm of His hand.

And thank you very much.

(The audience arose and applauded.)

PRESIDENT PERLIK: Well, there's no need really to trip over one another getting to the microphones to register your contributions or reaching for your wallets and your purses. Delegates from both locals will be coming around to your tables. This is the time to dig deep. Dig deep for these two front line troops fighting Guild battles.

CHAIRPERSON CULVER: Yes, on my right.

BROTHER HILL (Vancouver-New Westminster): We'd like to contribute to the two disputes, Vallejo and Wilkes-Barre. We don't have the checks with us, but we will contribute \$200 to each, and you will be put on a monthly list. (Applause.)

CHAIRPERSON CULVER: Thank you, \$200 to each.

Stan.

BROTHER SOUZA (Hawaii): Mr. Chairman, Hawaii would like to contribute \$200 to Wilkes-Barre and \$200 to Vallejo. I have the checks right with me. (Applause.)

CHAIRPERSON CULVER: Thank you, Stan.

Dianne.

SISTER MARTINO (Manchester): We'd like to contribute \$100 to each of the two striking locals. We have the checks with us if somebody will pick them up as soon as they are written. (Applause.)

CHAIRPERSON CULVER: Thank you.

On my right.

BROTHER BRADFORD (Victoria): We have \$100 for each of the two strikes, and the checks will be in the mail as soon as I get back to Victoria. (Applause.)

CHAIRPERSON CULVER: Thank you.

Yes, George.

BROTHER RANDOL (Central California): We should have had the checks, but our administrative officer forgot them. We will send checks for \$125 each when we get home.

CHAIRPERSON CULVER: Yes. Thank you, \$125 to each. (Applause.)

Norma.

SISTER ROTH (Rockford): A hundred dollars for each of the two strikers and \$50 from the Midwest District Council. (Applause.)

CHAIRPERSON CULVER: Thank you.

Barbara.

SISTER DAVIS (Pacific Northwest): Pacific Northwest wishes to contribute \$100 to each—\$100 to Vallejo, \$100 to Wilkes-Barre. (Applause.)

CHAIRPERSON CULVER: Pacific Northwest, \$100 to each.

BROTHER ROBERT C. HERMANN (St. Louis): When we get back, we will make recommendation to our committee—executive committee—to send \$250 to each of the striking papers. (Applause.)

CHAIRPERSON CULVER: Two hundred fifty to each from St. Louis.

Rick.

BROTHER ROTH (Buffalo): Brother Chairman, Buffalo would like to continue its donations in the amounts of \$200 to Wilkes-Barre and \$100 to Vallejo. (Applause.)

CHAIRPERSON CULVER: Two hundred dollars to Wilkes-Barre and \$100 to Vallejo from Buffalo.

Let's have a little bit of order. I realize a lot of noise is coming from all of these bills being shuffled from your pockets, but let's pay attention so we can hear about these additional contributions.

Dennis.

BROTHER DENNIS ROBINSON (Southern Ontario): The Southern Ontario Newspaper Guild will be sending along checks in the amount of \$400 to each.

CHAIRPERSON CULVER: Four hundred dollars each from SONG. (Applause.)

Can somebody beat him? Frank.

BROTHER PROSNITZ (Providence): I can't beat it. We will be sending checks for \$250 to each. (Applause.)

CHAIRPERSON CULVER: Thank you, \$250 each.

Lou.

BROTHER LOU MLECZKO (Detroit): Detroit Newspaper Guild will be recommending to its representative assembly checks for \$100 apiece to Vallejo and Wilkes-Barre.

CHAIRPERSON CULVER: One hundred dollars each from Detroit. (Applause.)

Jim Scheer.

BROTHER SCHEER (Ottawa): Ottawa will be donating, in gesture of solidarity with all our brothers and sisters, at this time the odd amount of \$76.50 because that is the check we have with us. (Applause.)

CHAIRPERSON CULVER: Thank you, Jim.

Jerry.

BROTHER MINKKINEN: The delegation from Chicago, when it returns to Chicago, is going to recommend to the executive board that they give both of these striking locals a hundred bucks each. (Applause.)

CHAIRPERSON CULVER: Thank you, \$100 each, Chicago.

Harry Fisdell.

BROTHER FISDELL: New York will contribute \$150 apiece to each local. (Applause.)

CHAIRPERSON CULVER: One hundred fifty each from New York.

SISTER KRISTINE SHERMAN (Los Angeles): The Los Angeles Newspaper Guild will contribute \$25 to each Local. (Applause.)

CHAIRPERSON CULVER: Thank you. Frank.

BROTHER GOODMAN (Hudson County): Hudson County will contribute \$50 to each. (Applause.)

CHAIRPERSON CULVER: Fifty dollars to each from Hudson County.

On my left.

BROTHER TOWNSEND (Brockton): the place that Jimmy Orcutt got his start, will be contributing \$100 to each. (Applause.)

CHAIRPERSON CULVER: Thank you. Victor.

BROTHER CIUCCIO (Denver): We will recommend our executive board contribute \$100 to each. (Applause.)

CHAIRPERSON CULVER: Thank you. Are there any others?

BROTHER: Toledo sends every month and will continue \$100 to each at this time. (Applause.)

CHAIRPERSON CULVER: Thank you. Toledo will continue its \$100 monthly to each.

We will have a report on this.

By the way, are all of the buckets filled? I didn't see anybody at the head table. Well, they missed me.

SECRETARY-TREASURER DALE: I'll take it, Harry.

BROTHER: Get a picture. (Laughter.)

BROTHER RICHARD SABATINI (Philadelphia): Thirty-five dollars, Harry.

CHAIRPERSON CULVER: Well, thank you very much, and we will have a count on this later, I'm sure.

(Total contributions collected from the floor, subsequently announced, was \$1,807.50, in addition to contributions pledged by locals.)

CHAIRPERSON CULVER: I recognize

Brian Hill from Vancouver-New Westminster at this time for a presentation.

BROTHER HILL: Thank you, Harry.

I am a little nervous but not so much so because I see so many friends out there.

We wanted to tell you something about the help we received from the international when we were on strike, and we would like to make a presentation from that strike.

In November of 1978 the Pacific Press unit of the Vancouver-New Westminster Guild went on strike. We were on strike for eight months. During that time the members of this union, through the international, provided \$1.5 million, plus, and we will never forget that. I will never forget that.

During that period, in conjunction with other members of the joint council, we published a strike paper—the Vancouver Express, Volume 2. It was very successful, and it helped augment the incomes of our people in all the units. But because of the international's help, we were able to carry on, not only through the money that came to us and the money that came from the people in this room and their locals, but because of the help of people like Chuck Dale and Bill McLeman and Chuck Perlik, and because of that I'd like to present to the international as a token of our esteem bound copies—and there are four of them—of Volume 2 of the Vancouver Express.

Thank you, Chuck. (Applause.)

CHAIRPERSON CULVER: Thank you very much, Brian.

Will Richard Roth take the mike at this time and give the First and Final Report of the Finance Committee.

BROTHER ROTH (Buffalo): Thank you.

FIRST AND FINAL REPORT OF THE FINANCE COMMITTEE

It's working!

The past year's performance has demonstrated the value of the legislation adopted at the 1979 Convention. Our General Fund is in its best shape in years and our Defense Fund is gradually building to the \$4 million goal established by last year's convention.

During the year, the General Fund man-

aged to meet some unusual and high expenses and still come out almost even. Years of accumulated debt owed to the Defense Fund by the General Fund had been written off and the General Fund started off the 1979-80 fiscal year with a clean slate.

The slate was not nearly as clean in the Defense Fund. That fund started the year with a debt of more than \$3 million, the largest in TNG's history. Today, there's \$1.5 million in the bank, all outside debts have been paid and, barring any unforeseen emergencies, all funds due locals will be paid by September.

Because it is working, the basic financial plan adopted in '79 has not been altered by the 1980 Convention. The Finance Committee did consider, however, a proposal for a major change to lower the ceiling and floor of the international Defense Fund to \$3 million and \$2.5 million respectively. Although that proposal was designed to give dues relief, the Finance Committee gave higher priority to maintaining the strong \$4 million Defense Fund plan.

The committee also reviewed two "house-keeping" changes, one to keep copies of the Constitution within financial reach of all locals and the other to make it clear that the convention in 1979 did not intend to reduce strike benefits already being paid to two units then on the picket line.

The committee also, of course, undertook its annual review of the International Executive Board's recommended spending plan and income projections for 1980-81, and found no changes necessary.

Therefore, the Convention adopts the following:

1. Set the price of TNG's constitution booklet at no more than one half the cost of production, with a 25-cent limit on annual increases in the price charged by TNG.

2. Retroactively approve action of TNG in not permitting a reduction in strike benefits because of the changeover authorized by the 1979 Convention to a straight percentage-system of benefits.

3. Approve a fiscal year 1980-81 General Fund income estimate of \$2,222,191, which assumes a monthly per-capita apportionment of \$5.778 for two months and \$6.098 for 10 months and a monthly agency-fee payment of \$7.01 for two months and \$7.41

for ten months, and which also assumes a monthly per-capita average of 28,500 and a monthly agency-payment average of 250.

4. Approve a fiscal year 1980-81 General Fund budget of \$2,228,797.

The committee also discussed the problems being experienced by locals who wrestle with TNG dues reporting forms and concluded that those problems are serious enough to warrant special consideration by an ad hoc committee. Accordingly:

The Convention resolves that the question of the remitting of dues to TNG, raised by the Vancouver-New Westminster and Victoria locals, be referred to an ad hoc committee for its examination and recommendation. This committee is to be open to all interested locals and to be convened by the secretary-treasurer no later than Nov. 30, 1980, participating locals to pay their own expenses. The recommendations of this committee are to be forwarded to the IEB for its next meeting in January 1981. Copies of the recommendations shall be forwarded to all locals.

The committee discussed the problems of the Canadian regional office and some Canadian locals being required by Bill 101, Quebec Language Act, to communicate and operate in French. The committee was assured that the Canadian regional office would continue to provide the necessary translation services and also would continue to explore the necessity of expanding the translation service and make recommendations to the IEB.

Signed: Richard J. Roth, Buffalo, Chairperson; Nelson K. Benton III, Salem; Neale Van Ness, Twin Cities; Dick Hyllestad, Twin Cities; Charles Walker, Providence; Warren Howard, Washington-Baltimore; Robert A. Steinke, St. Louis; Lionel Horton, St. Louis; Faye McCracken, Memphis; David Mulcahy, New York (except for paragraph 5, page 1); Richard J. Brandow, New York (except for paragraph 5, page 1); Nicholas Zeoli, New York (except for paragraph 5, page 1); Barry Lipton, New York (except for paragraph 5, page 1); Ralph Petrucelli, New York (except for paragraph 5, page 1); Phil Ballard, Vancouver New-Westminster; Doug Louth, Vancouver-New Westminster; Paul MacClennan, Buffalo; Robert Speck, Toledo; John E. Kennedy, Youngstown; Ric Little-

more, Winnipeg; John Hutchinson, Victoria (Alt.); Jerry MacDonald, Canadian Wire Service; Richard Sabatini, Philadelphia; Guy Lepage, Ottawa; John Nussbaum, Cleveland; Charles S. Montague, Akron; Timothy J. Younkman, Bay City; Lillian Munch, Victoria; John C. Edgington, San Diego; Drew Von Bergen, Wire Service; Guy Nadeau, Manchester; Barbara Davis, Pacific Northwest; Don Kummer, Detroit; Pat Rushton, Wilkes-Barre; William Morrissey, Wire Service; Doug Miele, Scranton; Robert E. Bruner, Pacific Northwest; Roy Kruse, Hawaii; George C. Randol, Central California; Dean Bottorff, Gary; Gerald Maraghy, Boston; Joann Crupi, Albany; Angel Baez, Puerto Rico; Cruz Roque, Puerto Rico; Roger Warnock, San Francisco-Oakland; Cecil Reid, Canadian Wire Service; Eric Geist, Washington-Baltimore; Monty Foley, Lexington; Robert Townsend, Brockton; J. Stephen Hatch, Cleveland.

BROTHER ROTH: Mr. Chairman—Brother Chairperson—I move adoption.

CHAIRPERSON CULVER: It's been moved. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Before we take up anything, are there any additional signatures to the report?

Go ahead on the left.

BROTHER HINZ (Chicago): Please add my name.

BROTHER JOHN C. RAU (Washington-Baltimore): John Rau, Washington-Baltimore.

SISTER TORNEY (Southern Ontario): Please add my name.

BROTHER ROBINSON (Southern Ontario): Please add my name.

BROTHER BUCHANAN (Erie): Please add my name.

BROTHER BRYANT (Southern Ontario): John Bryant, Southern Ontario Newspaper Guild.

CHAIRPERSON CULVER: Any other additions of names? Brother Mulcahy, do you have a motion?

VICE PRESIDENT MULCAHY (New York): Mr. Chairperson, a minority report of the Finance Committee.

MINORITY REPORT OF THE FINANCE COMMITTEE

The Finance Committee, in its Majority Report, rejected a proposal that Article XVII of the Constitution be amended to effect a reduction in the ceiling and the floor of the international Defense Fund to \$3,000,000 and \$2,500,000, respectively, and to reduce 2(d) dues to 1% as of October 1, 1980.

The signers of this Minority Report are totally aware that the Pressmen's strike in New York in 1978, which caused the payment of strike benefits to the more than 3,000 locked out Guild members employed at the Times, the News and the Post, was a prime factor in the decision of the delegates to the 1979 TNG Convention to raise the Defense Fund ceiling to \$4,000,000 from \$2,000,000.

However, the imposition of 2(d) dues (3.2% to the Defense Fund) has had repercussions far beyond our anticipations early in 1979 when the IEB approved the plan of the ad hoc committee.

Many of our fellow Guild members recognize the necessity of regular dues. However, an apparently much larger number, according to our count, have been most vocal in their dissatisfaction, especially those whose Locals or Units find the number of agency shop members on the rise and those who belong to open shops.

On the one hand, we have a chorus of voices across North America calling for financial relief because of rampaging inflation.

On the other hand, we all see the need for a healthy Defense Fund to protect our members against strikes and lockouts caused, generally, by more and more militant managements.

However, our members in New York have given their delegates to this convention a mandate to seek some alleviation from full regular dues.

Therefore, in making these proposals for changes in Article XVII, the signers of this Minority Report have made certain assumptions:

(1) Average membership is 28,750.

(2) Average salary is \$375 per week.

(3) Estimated monthly income from 2(d) dues (at 3.2%) is \$345,000.

(4) Estimated monthly income from per capita payments is \$37,720.

(5) Estimated strike benefits payable are \$55,033 per month.

(6) Cash available for interest income as of March 17, 1980, was \$1,332,269.

(7) Assume average interest rate on cash available of 8%.

Therefore, on the basis of these assumptions (some of which are quite conservative), we believe that the International Defense Fund would have \$2,566,797 in liquid assets and \$258,541 of the non-liquid variety as of March 31, 1981.

Therefore, the signers of this Minority Report move that the Report of the Finance Committee be amended by adding the following:

Amend the Constitution to effect a reduction in the ceiling and the floor of the International Defense Fund to \$3,000,000 and \$2,500,000, respectively, and to reduce 2(d) dues to 1% as of October 1, 1980.

Signed: Richard Brandow, New York; Barry Lipton, New York; David M. Mulcahy, New York; Ralph Petrucelli, New York; Nick Zeoli, New York.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Are there any additional signers of the minority report?

Proceed, Harry.

BROTHER FISDELL (New York): Harry Fisdell from New York. I support the minority report and urge a vote for it.

BROTHER RICHARD BRANDOW (New York): Richard Brandow of New York. I support the minority report.

BROTHER WILLIAM R. SOUTH (New York): Bill South, New York. I support the minority report.

BROTHER BARRY LIPTON (New York): Barry Lipton, New York. I support the minority report.

BROTHER DONALD BARKER (New York): Don Barker, New York. I rise in support of the minority report.

BROTHER NICHOLAS ZEOLI (New

York): Zeoli, New York. I support the minority report.

SISTER SANDRA BONILLA (New York): Sandy Bonilla, New York. I support.

BROTHER SALVATORE POLITO (New York): Polito, New York. I support the minority report.

BROTHER COHEN (New York): Bob Cohen, New York. Support the minority report.

BROTHER JOSEPH STEELE (New York): Joe Steele, New York. I support the minority report.

BROTHER MICHAEL LICHTENSTEIN (New York): Mike Lichtenstein, New York. I support the minority report.

BROTHER CRUMRINE (New York): I support the minority report.

BROTHER CESAR A. VIRUET (New York): Cesar Viruet, New York. I also support the minority report.

BROTHER TOWNSEND (Brockton): Bob Townsend of Brockton. I don't support the minority report. (Applause.)

I want to tell you a brief story, headed a tale of two contracts in Brockton.

A little more than one year ago we had strong strike sentiment in Brockton. Membership had gone—had been working for more than a year without a contract. The offer from management was bad, and they seemed very ready and willing to walk, but because of some serious questions about our ability to carry out a successful strike at the time we learned from the international that we probably wouldn't be given sanction.

So we had to go back to the bargaining table and reach the best agreement that we could—and it was a weak agreement—went to the ratification meeting and came to a point in that meeting when we had to tell the membership, "Look, you probably wouldn't get strike sanction."

The reason we had to do that was because they were willing to turn down the offer by management, and they were willing to walk the next day or two.

The membership didn't really understand the reason that they couldn't get strike sanction. You see, at the time, The Newspaper Guild was in tough financial straits

—you are all aware of that—and they believed that that was the reason. They believed that the international was not willing to finance another strike at that point.

They figured, millions for New York but not one penny for Brockton, one of the smaller locals.

I talked to that segment of the membership, but a lot of them were going to believe what they were going to believe, even though it was a bum rap.

That is one reason I don't want to see this Defense Fund get into a similar position with the international, which makes an honest judgment and doesn't support a strike, and then they get hit with the reason from the membership that they didn't want to spend the money. It wasn't a good rap.

We just settled another contract. Once again there was strong strike sentiment in Brockton. We took a vote, 82 to 2 with one abstention—strong sentiment. Only this time we believed through conversations with the international that we probably would be sanctioned.

We went full speed ahead into negotiations and then a mediation session, and the company, which probably doubted a year and a half ago that we were going to go on strike, believed it this time, and we believed it, and it wasn't a power play—we would have gone. But through the strong strike vote and through the belief that we were ready and willing and eager to walk and it would be supported by the international, we reached a pretty darned good agreement.

So I say to you, let's keep that Defense Fund strong. Let's keep reaching good agreements, and let's don't ever put the international again in the position where it be second guessed in a strike decision—that they may not have gone along with it because they didn't have the funds, and for God's sake, let's don't ever get in the position where the international might be forced not to support a strike because it doesn't have the funds.

Thank you. (Applause.)

CHAIRPERSON CULVER: Harry, haven't you spoken once?

BROTHER FISDELL (New York): Yes, is that a violation of the rules?

CHAIRPERSON CULVER: Well, until the others have spoken.

BROTHER FISDELL: I will abide by the rules.

CHAIRPERSON CULVER: You may speak after the others have spoken.

Center mike.

SISTER VAN TASSEL (New York): We will pass.

BROTHER PETER JONES (New York): I would like to pass.

SISTER PAPPAS (New York): I would like to pass.

CHAIRPERSON CULVER: All right, Harry. You have a lot of friends out there. (Applause.)

BROTHER FISDELL: I recognize the right of anybody, any delegate or any delegation, to quarrel with any report and to vote against it, and no matter what is said, I certainly would do nothing to inhibit that right.

However, I would point out to the previous speaker that the TNG Constitution—I am very pleased about that—has a provision in which denial of strike sanction can be appealed to the IEB and can be overturned by—guess what—majority vote.

Secondly, we know that when New York goes out, anything that happens to New York—solely because of our size, not our importance. We are no more important than anyone else. We happen to have a lot of members. There was a lot of organizing done in 1938 in New York. We have a lot of members. But that has an impact, all over.

We would also point out that we know that we took a lot of money from the Defense Fund, but we'd ask you to bear in mind something we don't quarrel about and are quite proud of and will always continue because of our belief in The Newspaper Guild, and that's indicated by the fact that in the past 15 years we have put \$3.5 million more into The Newspaper Guild than we have taken out—strike benefits or anything else. We want to continue that no matter what happens here.

I just wanted to bring that to your attention. (Applause.)

CHAIRPERSON CULVER: Thank you, Harry.

BROTHER BRANDOW (New York): We support all strikes, and we are very, very proud to belong to the Guild.

SISTER VAN TASSEL (New York): I support the minority.

SISTER PAPPAS (New York): I support the minority report.

BROTHER JONES (New York): Peter Jones from New York. I support the minority report.

BROTHER PATRICK VALLILA (New York): Vallila, New York, supports the minority report.

BROTHER PETRUCELLI (New York): Mr. Chairman, I want to close debate for our side.

I rise to speak in favor of the minority report, and I will make my remarks brief and to the point.

My name is Ralph Petrucelli, New York Local.

This has been one of the most controversial issues at this convention, and a great deal of rhetoric has been devoted to it. Our delegation came here determined to seek a dues reduction because of a mandate given to us by our members. We have submitted some constructive proposals which we feel would keep the Guild healthy and which will alleviate the fear or apprehension of not having enough money should a strike occur in your particular unit.

The proposals presented were constructive, and we feel that the New York local's crying need for relief from high dues must be satisfied.

Therefore, I urge this convention to enact the dues reduction program stated in the minority report, and I am taking the privilege and honor of thanking you in advance. (Applause.)

CHAIRPERSON CULVER: That concludes the debate on the minority report.

Are you ready for the vote? All those in favor of adoption of the minority report please say aye. Opposed? The noes have it, and the report is defeated.

MOTION LOST

CHAIRPERSON CULVER: We are back to the main report. Is there further discussion on the main report, the First and Final Report of the Finance Committee?

One moment, please.

BROTHER RAMIS (Puerto Rico): Carlos Ramis from Puerto Rico. I want to delete the names of Angel Baez and Cruz Roque from the First and Final Report of the Finance Committee.

There was a mistake. They were on the Collective Bargaining Committee.

CHAIRPERSON CULVER: Are there any other additions or deletions? All right. Are you ready for the vote? All in favor of the First and Final Report of the Finance Committee please say aye. Opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will now take up the Collective Bargaining report. This will be the Second and Final Report of the Collective Bargaining Committee.

BROTHER CLIFFORD (Canadian Wire Service): Second and Final Report of the Collective Bargaining Committee.

SECOND AND FINAL REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

Significant progress has been made, since the 1979 Convention, in shaping a merger agreement between The Newspaper Guild and The International Typographical Union. But time ran out precluding a merger agreement in time for TNG's 1980 Convention.

There is no question that exceptional progress was made during the past year of negotiations. We overcame virtually all of the big barriers that blocked the track at the start of the year—on the new union's governing structure, the make up and authority of the officers, the International Executive Council and the International Governing Board, and major aspects of the union's financial operations, as TNG President Perlik told the 1980 Convention delegates.

In a full Convention Forum Monday afternoon, TNG's merger committee explored in depth merger agreements to date, decisions still to be made and the issues yet to be discussed. Delegates were encouraged to participate in a full discussion of the issues involved. And they did so.

During the spring meeting, without dissent, the IEB recommended renewal of the

mandate to continue ITU-TNG merger discussions with the "expectation" that full merger terms will be agreed to—ready for submission for action no later than the 1981 Convention.

This Convention mandates the merger committee to continue this task.

Delegates expressed concern for the continuation and protection of the Guild's policy of simple majority vote on any issues before the Guild. To compromise this principle would, it was felt, jeopardize widespread membership support of the final merger document.

This Convention calls upon the merger committee to keep in mind the Guild's commitment to human rights in discussions of merger. The Convention further urges, since there are vacancies on the merger committee, that one or both be filled by a minority group member.

Also of concern is the policy, enacted by the 1979 Convention, establishing no offset from strike benefits or unemployment compensation.

The Convention, noting the incalculable assistance to all of TNG of the Canadian director and regional office, advises TNG's merger committee to provide, in the merger agreement, for its continuation. A second resolution on this subject was tabled by the Collective Bargaining Committee without dissent.

Merger is necessary, TNG's merger committee members told delegates, particularly today in the face of increasing employer attacks that fragment workers, hamper our bargaining strength and limit opportunity for growth in organizing.

Merger is sought and needed to add strength to the Guild and the ITU by incorporating the best of the two distinct unions into an exciting new one.

Merger talks are expected to continue this fall and, in President Perlik's words, "getting up a new head of steam and moving down that last mile of track."

RECOMMENDATIONS

1. The Convention renews the mandate that The Newspaper Guild continue merger discussions with the International Typographical Union, with the expectation that TNG's merger committee will vigorously pursue acceptable merger terms and with

the expectation that a full agreement on creating a new union by the merger of TNG and the ITU will be fashioned in time for its consideration by not later than the 1981 Convention.

2. Additionally, the Convention directs TNG's merger committee to renegotiate with the ITU merger committee the tentatively agreed to strike sanction provision so that a simple majority of the International Governing Board is necessary to overturn the International Executive Council in its withholding of the strike sanction.

3. TNG's merger committee, in its continuing discussions with the ITU merger committee, will reaffirm its unwavering commitment to human rights. This commitment is reflected in TNG's governing structure, collective bargaining goals, human rights committees, support for the U.S. Equal Rights Amendment and boycott of non-ERA states, and the hiring of a Human Rights Co-Ordinator. TNG's committee also reaffirms its commitment to the participation of minority and women union members at all levels of the new international union.

4. TNG merger committee, in its continuing discussions with the ITU merger committee, will reaffirm its commitment to the policy established by the 1979 Convention that there be no off-set from strike benefits of any income received from unemployment insurance benefits in jurisdictions where progressive labor legislation provides for such payments to strikers.

5. The existence of a Canadian office and the devoted efforts of the Canadian directors have, over the years, been of incalculable benefit and assistance to Canadian Guild members and locals and to The Newspaper Guild in general. Therefore this Convention advises the merger negotiators of TNG that any merger agreement should provide for continuation of a Canadian office and of a Canadian directorship.

6. The Convention directs TNG President Perlik to fill, with the approval of the IEB, one or both current vacancies on the merger committee with a minority-group member.

Signed: Lee Clifford, Canadian Wire Service, Chairperson (except #6); Karen E. Recher, Central California, Secretary; C. Claire Keefe, Providence, Vice Chairperson; Ray Lawrence, St. Louis; David Ramer, St. Louis; Victor Alfano, Scranton;

Frank Goodman, Hudson County; Tony Van Alphen, Northern Ontario; Gene Turner, Central California; Richard C. Arthur, Los Angeles; Frederica Wilson, Montreal (except #2); Bridget Petersen, Ottawa (except #2); John Bradford, Victoria; Bryon Eastwood, Ottawa (except #2); William Salganik, Washington-Baltimore; Roland A. Dreussi, Cleveland; James F. Pedersen, Denver; Allegra Bennett, Washington-Baltimore; Eugene Jones, Philadelphia; Anna Padia, Pacific Northwest (except #2); Karen A. Rivard, Bay City; John J. Wallace, Wilkes-Barre; Marie A. Shellock, Youngstown; Kevin Miller, Columbus; Dan Oldfield, Canadian Wire Service (except #6); Cliff Meyers, Washington-Baltimore; Catherine Kinnear, Washington-Baltimore; Thomas A. Ritchie, Boston (except #6); Richard M. Peery, Cleveland; Paul Mallon, Southern Ontario; Marni Livingstone, Southern Ontario; Doug LaRochelle, Southern Ontario; John MacDonald, Southern Ontario; David Whitmer, Columbus; Carol Przybyszewski, Erie; Stan Souza, Hawaii.

BROTHER CLIFFORD: I move adoption of the report.

(Seconded by several.)

CHAIRPERSON CULVER: First, are there any additions to the report?

SISTER BUSBY: Alice Busby, Vancouver-New Westminster. Please add my name.

BROTHER SCAIFE: Clarence Scaife, Chattanooga. Please add my name.

BROTHER WILLIAM N. BUIL (Buffalo): Bill Buil, Buffalo. Please add my name except 6.

VICE PRESIDENT STONEBANKS: Roger Stonebanks, Victoria. Please add my name.

BROTHER RAMIS: Carlos Ramis from Puerto Rico. Please add the names of Angel Baez and Cruz Roque Vincens.

VICE PRESIDENT WALKER-TYSON: Joyce Walker-Tyson, Detroit. Please add my name.

BROTHER DRABBLE: John Drabble, Winnipeg Newspaper Guild. Please add my name and the name of Cathy Smith, Winnipeg Newspaper Guild.

BROTHER PETERSON: Art Peterson, Chicago. Please add my name.

BROTHER FREIMUTH: Milton Freimuth, Sheboygan. Please add my name.

BROTHER THOMAS J. WALL: Tom Wall, Cincinnati. Please add my name.

BROTHER FISDELL: Harry Fisdell, New York. Please add my name and the names of Sal Polito and Pat Vallila.

BROTHER JAMES (Toledo): Tom James, Toledo. Please add my name.

BROTHER YOUNKMAN: Tim Younkman, Bay City. Please add the name of Diane Sinicki, Alternate.

BROTHER MENZLER: Stephen Menzler, Pittsburgh. Please add my name and the name of Ed Bell, Pittsburgh.

CHAIRPERSON CULVER: Are there any additions or deletions?

SISTER PETERSON (Ottawa): I would just like to—Peterson, Victoria—sorry. I did it again. (Laughter.)

Peterson, Ottawa.

I would just like to make a comment on my exception to point two in this report.

It is my belief that the merger committee has worked hard and long and made significant adjustments to ITU policy as opposed to Guild policy in the area of the international governing board structure, changes which I think were of critical importance to the merger document. We have achieved an international governing body of the sort that we currently have.

I think the tentative agreement which was made in '79 was of value to the Guild and to the ITU in changing the structure. I think it was an agreement which should have been maintained. I think those people who have expressed a very serious concern about the current structure of the ITU should—well, I think a concern has to be expressed that we are now changing an agreement which has been made. I believe simple majority is an ideal which can be fought for and achieved at the new union, and I believe the members of the new union will not work against the Guild.

I believe the Guild speakers have enough guts, enough verbal eloquence, if you like, to carry in the new union changes in policy that they desire for the future, and that is why I excepted number two.

Thank you.

SISTER WILSON (Montreal): I also expected to that particular recommendation. I want it on the record that I support simple majority. It is what I would like to see, but I think the more things we put up in the way of getting a merger agreement, the worse off we are going to be.

I think as we bring up more and more points, more and more will grow, and it will have a mushrooming effect. I think we need merger, I think we need it as soon as possible, and I think from my experience with the guys in the ITU shop back in Montreal that they will support simple majority, that is what they want, and if they have been burned by their administration, as people here have said, I think they will be more willing to support simple majority, and I think we will get it. I just think at this point it is not something that we should go back on now. I think we should go ahead and let it be settled at the founding convention.

CHAIRPERSON CULVER: Linda.

SISTER ZINK (Los Angeles): I want to thank the sisters from Canada for expressing their exceptions to the point in the Collective Bargaining Committee report. I think we all need to take into consideration here that if we are directing our merger committee to go back on tentative agreements that have been reached that what will happen in August at the ITU convention is that they will also begin directing their committee to go back on tentative agreements that have been reached, and you can take my word for it that the ITU committee has agreed to accept portions of the way the Guild does things that defy a hundred years of ITU history, and it is going to be very difficult for their committee to explain why they can't take back their tentative agreement if the Guild convention has directed its committee to go back on its agreement.

I would urge you to take another look at that particular part of the Collective Bargaining Committee report.

CHAIRPERSON CULVER: Anna Padia.

SISTER PADIA (Pacific Northwest): I, too, would prefer to have a majority vote in strike authorizations but did take exception to number two for the very reason the three sisters before me have stated, and I hope we again will take a look at the serious implications if we do send our bar-

gainers back to the table at this time to renegotiate.

Thank you.

CHAIRPERSON CULVER: Jim.

BROTHER SCHEER (Ottawa): I support Bridget, whatever local she's from. (Laughter.)

I think that the points that have been made by the preceding speakers are quite valid, but I do—

CHAIRPERSON CULVER: Jim, would you talk a little closer to the mike.

BROTHER SCHEER: I'm sorry.

I think the points that have been made by the preceding speakers are quite valid, and I really do think that we should think long and hard about renegotiating what our negotiators have achieved. I think that there will be support for majority in the new union, and I don't think that we should now go back on something that is a tentative agreement in this particular area.

CHAIRPERSON CULVER: Dan.

BROTHER DAN OLDFIELD (Canadian Wire Service): Mr. Chairman, if I am in order, I am wondering if I can move an amendment to this report?

CHAIRPERSON CULVER: I beg your pardon. Would you restate—

BROTHER OLDFIELD: If I am in order, **I would like to move an amendment to this Second and Final Report.**

CHAIRPERSON CULVER: Yes, an amendment is in order.

BROTHER OLDFIELD: **I would like to amend it to delete recommendation number six.**

CHAIRPERSON CULVER: You move an amendment to item 6—I'm sorry. State it one more time for me.

BROTHER OLDFIELD: Okay. I move that we delete recommendation number six from the Second and Final Report of the Collective Bargaining Committee.

CHAIRPERSON CULVER: All right. It's been moved. Is there a second?

BROTHER: Second.

CHAIRPERSON CULVER: It has been moved and seconded that we delete recom-

mentation number six on the top of page three.

Would you care to speak to that?

BROTHER OLDFIELD: Yes, Mr. Chairman.

As I have already stated, I think there are a couple of reasons this shouldn't happen. The first one is financial. It is the lesser of my concerns, but we have already spent a hundred thousand dollars on this merger committee, and I don't see that the committee has been weakened by the loss of two members in that it still has enough members to do its job.

The second reason though, is that trying to bring somebody into a negotiation as critical as this and at this very late date seems just too foolish to me—no matter who it is.

Thank you. (Applause.)

CHAIRPERSON CULVER: Is there further discussion on the motion? Do you wish to speak?

BROTHER PEERY (Cleveland): I will be happy to speak on it. I rise to oppose the motion.

I think we got a sense earlier this week of why it is necessary, why it would be desirable to add to this committee at this time. Any of us who has studied the history of the union with which we want to merge knows they have come by a very different route from that of The Newspaper Guild. We know that at a time when The Newspaper Guild was in the forefront of the labor movement, fighting for the rights of minorities, for the full participation of women in its ranks, from the very beginning, that the mechanical unions did not have a similar history, that they did have a lot to overcome.

They have had to go through a lot of changes in recent years and a lot of new sensitivities, and it is because this matter has not been given a top priority so far in negotiations—I think it is very important that we get it on record now.

The end of a merger or of any new relationship is very often in the beginning, and I think it is important that we see that it begins right.

I would like to point out that the minority caucus of The Newspaper Guild

met on this issue earlier this week. We passed the following resolution at the time when the Human Rights Committee first passed this and sent it to the Collective Bargaining Committee.

I would like to read what we voted on:

"The minority caucus of The Newspaper Guild supports fully the Human Rights Committee's resolution urging the appointment of minority group members to fill vacancies on the merger committee. We ask the Collective Bargaining Committee and the Convention to approve such a resolution."

This is signed by myself, by Pat Odoms of Philadelphia, Joe Steele of New York, Lionel Horton of St. Louis, Jeanette Hollingsworth of Toledo, Clarence Scaife of Chattanooga, Warren Howard of New York [Washington-Baltimore], Jim Brown of Washington-Baltimore, Joyce Walker-Tyson of Detroit, Don Barker of New York, Betty Anderson of Pacific Northwest, Tom James of Toledo, Allegra Bennett of Washington-Baltimore and Jewell Cardwell of Akron, and I believe there are others who wanted to sign but just didn't get a chance to do it.

I wanted to emphasize that the minority caucus feels very strongly on this point. We think it has been demonstrated that this would be a positive move for the Guild to make at this time, and I certainly urge the defeat of this motion. (Applause.)

CHAIRPERSON CULVER: Victor.

BROTHER STEWART (Albany): I think if you are going to talk about something, you had better be prepared to act on it, and if we are going to talk about minority participation in the new union, we had better be prepared to participate, and that means having minorities participate from day one or from the next day that we can get them on that committee. (Applause.)

BROTHER HILL (Vancouver-New Westminster): Just two points. Adding people late in negotiations will never hurt your side—okay?—and oftentimes adds to it. The second thing is that this union has never put money ahead of people and, damn it, let's not do it now. Defeat this amendment. (Applause.)

SISTER BONILLA (New York): I

speaking against the amendment. The Guild has fought long and hard in order to get equal rights inside of our contracts, and every one of our contracts. Now we are fighting against discrimination. I think it is time we proved that we are definitely for equal rights and that we prove it by having on our merger committee minorities. Practice what we preach. (Applause.)

BROTHER NUSSBAUM (Cleveland): Contracts are only as strong as the union that polices them. Earlier this week there were reservations expressed by many members who were women and/or minorities about their future in the new union, and it is inconceivable to me that we would go into building the framework of a new union with a committee that represents no women and no minorities.

Thank you. (Applause.)

CHAIRPERSON CULVER:: I think we should point out that the committee has had women on it and does have.

BROTHER SOUTH (New York): I rise to support the concerns expressed by the brothers and sisters of the minority caucus. We cannot exclude sex from this proposal.

CHAIRPERSON CULVER: Don.

SISTER STRUZINSKI (Washington-Baltimore): Brother Chairperson, I think you are avoiding this microphone.

CHAIRPERSON CULVER: I'm sorry.

SISTER STRUZINSKI: Or overlooking it.

It is true that the TNG merger committee has had women on it, and I think there were two until Diane Woodstock left the committee. To my knowledge there are no minorities on the TNG merger committee, and I would speak in opposition to the amendment.

I, too, believe that if we are going to say that we believe in human rights, then, damn it, we had better be prepared to practice it. (Applause.)

CHAIRPERSON CULVER: Go ahead, Don, and then Barry.

BROTHER BARKER (New York): I have been a member of The Newspaper Guild for over 20 years. I stayed out in New York when the ITU had a strike in 1962 for 114 days and in 1978 in New York when the Pressmen struck. I stayed out

the 88 days of that strike and asked no questions, and let me assure you that the craft unions have serious problems in terms of minorities.

I caught hell from some of the minorities in New York for supporting the Pressmen's strike, and I told them at that time that the survival of all unions was at stake in New York and that I would indeed support the Pressmen's strike and urged them to do the same, and they did.

I urge you to defeat this amendment. (Applause.)

CHAIRPERSON CULVER: Barry.

BROTHER LIPTON (New York): I believe the Guild has to be willing to follow through on the strong commitment it has made to minority group members, particularly in view of the track record—equal rights track record—of the union we are holding merger talks with. I wholeheartedly urge defeat of this amendment. (Applause.)

CHAIRPERSON CULVER: Maria.

SISTER SCRIVANI (Buffalo): As the maker of the original motion urging appointment of a minority Guild person to fill one or both of the merger committee vacancies, I feel compelled to clarify my intent.

I believe, as do members of the Human Rights Committee who supported my motion, that a serious affirmative action program must encompass not only hiring practices but also administrative appointments. I believe that TNG is committed to a serious affirmative action program, and to those who say that such a motion should have been made when the merger committee was first appointed—I must say I agree with that also, but I would like to reaffirm an old adage here today, and that is, better late than never. (Applause.)

CHAIRPERSON CULVER: Warren.

BROTHER WARREN E. HOWARD (Washington-Baltimore): Warren Howard from wherever I'm from. (Laughter.)

I am opposing this amendment, and in so doing I would like to point out to the brothers and sisters that by and large—I have been coming to TNG conventions now for about twelve years, and by and large I find them to be progressive gather-

ings, interested in bettering the state of our members. But every once in awhile some wild—and it always seems to be an anti minority amendment—comes down and always seems to come from the same place, and I don't know where those people come from, but in 1976 it was to abolish the job referral program. Now it's not to appoint a minority member to the merger committee, and I think this amendment isn't worth the time that we have wasted debating it, and I think it ought to be dumped in the trash. (Applause.)

CHAIRPERSON CULVER: I see the mikes are clear, and Dan Oldfield is recognized to close.

BROTHER OLDFIELD: Mr. Chairman and delegates, I think we have already dealt with minorities and the like. For somebody to suggest this merger committee does not represent minorities and women is foolish. It does.

In our report, if you will look at recommendation number three, you will see quite clearly that minorities will be represented—the strongest possible effort. The issue here isn't whether a minority or a woman is on this. I would object to anyone being added to this committee at this time.

Two and a half years ago I would have supported this same addition, had I been here, and I'm sorry it wasn't. But at this point, I still maintain that it is foolhardy and will slow negotiations down.

CHAIRPERSON CULVER: All right. Are you ready for the vote?

(Cries of "Yes.")

CHAIRPERSON CULVER: The motion is that we delete item six, which is the first paragraph on the top of page three. All in favor of the deletion please say aye. All opposed, no. The noes have it. (Applause.)

MOTION LOST

CHAIRPERSON CULVER: We are back on the main motion, the Second and Final Report of the Collective Bargaining Committee. Is there further discussion or amendment?

(The question was called.)

CHAIRPERSON CULVER: All in favor of the adoption please say aye. Opposed, no. The ayes have it.

MOTION CARRIED

VICE PRESIDENT JOHN B. MITCHELL (Gary): Mr. Chairman, John Mitchell of Gary.

CHAIRPERSON CULVER: Yes.

VICE PRESIDENT MITCHELL: I would like to read a statement for the record.

CHAIRPERSON CULVER: Let's have a little order, please. Go ahead, John.

VICE PRESIDENT MITCHELL: The black caucus and the women's caucus express their joint expectations that all future appointed committees of The Newspaper Guild and to any future merged union be composed in a manner that will reflect the composition of the membership of that union with respect to women and minorities.

Toronto, Ontario, June 25, 1980.

CHAIRPERSON CULVER: Thank you. (Applause.)

We are ready for the Human Rights report at this time. Linda. And that will be followed by Constitution.

I recognize Linda Zink, chairperson of the Human Rights Committee, and also a member of the merger committee.

SISTER ZINK (Los Angeles): Yes, I am.

This is the First and Final Report of the Human Rights Committee.

FIRST AND FINAL REPORT OF THE HUMAN RIGHTS COMMITTEE

The 47th annual Newspaper Guild Convention urges its locals and members to not only reaffirm TNG's commitment to human rights, but also make a concerted effort to effect that commitment—to do, not just say.

The real work here cannot be done by any committee that meets annually at a convention. Every local is constitutionally mandated to have its own human rights committee, and it is there that the ground-work of implementing human rights policies must be laid.

The 1979 Convention called for statistical information from each local detailing the sex, race and national origin of its

local officers, executive boards, and representative assemblies and full payroll information on local staffs.

To date, 31 out of 80 locals have responded, a dismal comment on our commitment to human rights.

As of June 19, 1980, the following locals had not responded:

Albany
Bakersfield
Battle Creek
Bay City
Boston
Canadian Wire Service
Chicago
Cincinnati
Columbus
Detroit
Eugene
Greensboro
Hampton Roads
Harrisburg
Hawaii
Hazleton
Hudson County
Indianapolis
Kingston
Knoxville
Lehigh Valley
Lexington
Lynn
Memphis
Montreal
Mountaineer
Northern Ontario
Pawtucket
Peninsula
Peoria
Pittsburgh
Pueblo
Puerto Rico
Rochester
Salem
San Antonio
Scranton
Sheboygan
Sioux City
Southern Ontario
Terre Haute
Toledo
Twin Cities
Winnipeg
Wire Service Guild
Woonsocket
Yakima
York
Youngstown

We do not believe that the members of

these locals are not interested in human rights.

CHAIRPERSON CULVER: Let's have a little order please. We are having too much noise.

SISTER ZINK: We considered reading those locals who have responded but there weren't very many, and we thought you might be impressed by some of those who hadn't.

We urge our brothers and sisters who have not responded this year to join in these surveys for the next convention.

Delegates to this convention also are concerned that our goals do not become lost in the TNG-ITU merger shuffle. With that in mind, the Human Rights Committee strongly urged the Collective Bargaining Committee to direct TNG President Perlik to fill, with the approval of the IEB, one or both vacancies on the merger committee with a minority group member(s).

A resolution by Vince Iezzi, Philadelphia, concerning the interests of older and retired Guild members was referred from the Resolutions Committee. The committee made note of the fact that the October 1978 IEB adopted the concepts expressed in the resolution supporting the labor-backed National Council of Senior Citizens. The needs of older and retired Guild members in the U.S., Puerto Rico and Canada cannot be ignored. The convention reminds U.S. locals and members to utilize the resources of the NCSC. Locals also are urged to provide initial enrollment in the NCSC to their retiring members.

Therefore, the Convention adopts the following:

1. Locals shall intensify efforts to achieve equal pay for work of equal value; to establish parity for all employees in key classifications in inside and outside advertising, business, data processing, electronic maintenance, circulation, and editorial departments, as required by TNG's Collective Bargaining Program; and locals shall intensify efforts to obtain better wage settlements for employees in clerical, business, maintenance, mechanical, and delivery departments, and settlements that eliminate disparity, where it exists, for women and minorities.

2. Locals shall make greater efforts to achieve and to enforce contractual fair-employment practice clauses that prohibit discrimination in hiring and job placement, as well as those contract provisions, such as job-posting and promotion clauses, that are the key to upward mobility for women and minorities.

3. Locals, in accordance with TNG's Collective Bargaining Program, shall obtain and forward to TNG annually, if possible, full and accurate payroll information by age, race, sex, national origin, date of hire, and job classification—information necessary to determine the extent and pattern of any discrimination.

4. TNG and Locals shall supply the convention annually with full payroll information by age, race, sex, classification and date of hire for their staffs. Locals and District Councils shall forward annually to TNG's human-rights co-ordinator information on the representation of women and minorities among their officers, executive boards and representative assemblies. The Convention requests this survey data be included in the Officers' Report and printed in an issue of the Guild Reporter each year.

5. TNG and U.S. Locals shall continue to support and utilize the Job/Scholarship Referral Service, published by Howard University for the Minorities and Communications Division of the Association for Education in Journalism, as the most effective industry-wide clearinghouse for minority persons, and that U.S. locals themselves shall subscribe to the service's job-candidates bulletin, provide copies of the bulletin regularly to employers and urge employers also to subscribe.

6. TNG shall continue to distribute to locals, as appropriate, data received from all sources on minority persons seeking employment in Guild jurisdiction, and that locals not only shall transmit such data to their employers but follow up to make sure management contacts the candidates and gives them serious consideration.

7. Locals and members shall seek opportunities to associate with other union organizations, such as the Coalition of Black Trade Unionists (CBTU), the Coalition of Labor Women (CLUW), and the Labor Council for Latin American Advancement (LCLAA) and other groups that share the Guild's human-rights ob-

jectives in order to further those objectives.

8. U.S. locals and members shall continue to work for ratification of the Equal Rights Amendment in the states that have not yet ratified the amendment and guard against moves to rescind ratification actions already taken. The Convention reaffirms TNG's pledge not to hold conventions or meetings in states that have not ratified the ERA.

9. TNG, U.S. locals and members shall continue their support for and participation in the National Council for Senior Citizens. And, the convention urges all U.S. locals to provide initial enrollment in the NCSC for their retiring members.

Signed: Linda Zink, Los Angeles, Chairperson; Barbara Weiss, Cleveland; Virginia Watson, St. Louis; Gary Clark, Cleveland; Maria B. Scrivani, Buffalo; Jacquelynn Kerwin, Buffalo; John S. Fletcher, Boston (except No. 4); Robert C. Hermann, St. Louis; Pat Odoms, Philadelphia; Ralph Letts, Southern Ontario; Sandra Bonilla, New York; Donald R. Barker, New York; Joseph H. Steele, New York; Teri Harrington, Denver.

SISTER ZINK: Move adoption of the report.

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Are there any additions of names to the report? Or deletions?

VICE PRESIDENT TUCKER (San Francisco-Oakland): Brother Chairperson.

CHAIRPERSON CULVER: Yes.

VICE PRESIDENT TUCKER: Floyd Tucker. Please add my name as a signer of the report.

CHAIRPERSON CULVER: All right.

SISTER HOLLINGSWORTH: Jeannette Hollingsworth, Toledo. Please add my name.

SISTER JACQUELINE HAWES (Washington-Baltimore): Please add my name.

SISTER ROTH: Norma Roth, Rockford. Please add my name.

BROTHER JAMES BROWN (Washington-Baltimore): Please add my name.

SISTER JOSEPHINE SWAGGER

(Washington-Baltimore): Please add my name.

BROTHER JOHN HUTCHISON (Victoria): Mr. Chairman, could I ask for a point of information to the Chairperson?

CHAIRPERSON CULVER: Yes. State your name and local.

BROTHER HUTCHISON: Hutchison from Victoria. I read recommendation number three and recommendation number four and I find them with a slight difference to be exactly the same.

Could you explain, please?

CHAIRPERSON CULVER: I will ask Linda Zink.

SISTER ZINK: Yes. Number three refers to the information we get from the employers with which we have contracts, whereas number four refers to The Newspaper Guild staff and to the staff of locals—large locals with paid staff.

Does that answer your question?

BROTHER HUTCHISON: Yes, it does. One further question on that, Linda. What about locals that do not have paid staff? How is that envisioned?

SISTER ZINK: Then in that case you don't have to supply the information. But all locals, whether they have a paid staff or not, receive forms to fill out. That also referred to the representation on your executive board and representative assembly, if you have one, of women and minorities. That is the part of the report that is applicable to smaller locals.

CHAIRPERSON CULVER: Further discussion? Are you ready for the vote?

BROTHER HUNTLEY (Southern Ontario): Brother Chairman, point of order.

CHAIRPERSON CULVER: Yes.

BROTHER HUNTLEY: I am curious to know, I understood prior to this that locals could only be directed by constitutional amendments or directed to obey the constitution in committee reports. There seem to be a couple in here that are not constitutionally binding. I wonder if we should perhaps alter the words slightly to say "locals shall be encouraged to."

CHAIRPERSON CULVER: It is my impression that the convention may direct. I will ask Counselor Barr.

He says that is correct. The convention may direct.

BROTHER HUNTLEY: Thank you.

CHAIRPERSON CULVER: Center mike.

SISTER BONILLA (New York): I would just like to point out that Hannah Jo Rayl, the Human Rights Co-ordinator for the Guild, has done a fantastic job in contacting all the locals in the Guild in order to get information. She sent out at least three letters that I am aware of to every local. We had maybe about a 35 percent return on the locals. It is even worse than last year. We realize that some locals do have problems filling out these reports. However, Hannah Jo pointed out during our discussions that there is a phone number where you can reach her by phone in order to have these problems cleared up.

CHAIRPERSON CULVER: Linda.

SISTER TORNEY (Southern Ontario): I do object to one point in this, and I am not quite sure how to handle it because I don't want to mess up an entire report.

I am suggesting if somebody else would like to make an amendment later to four to say, "and if possible to supply that information," it might take care of my problem.

My local has not in fact submitted that information, and one of the reasons they haven't is because I won't give it to them. Under Ontario law they have no right to ask me about what my race is, and I have been taking a principled stand on it, and I simply won't tell them. (Applause.)

BROTHER: Point of information. Could you give some clarity, some points of identification, for the group that is referred to in point seven—Labor Council for Latin American Advancement and who that may be and who supports it and so forth?

SISTER ZINK: Yes. As a matter of fact, I have been waiting for that question. (Laughter.)

This is an organization not unlike the Coalition of Labor Union Women and the Coalition of Black Trade Unionists. It is an organization that is geographically located in the United States. It is supported in the same way that the Coalition of Labor Union Women and CBTU are supported.

I have some articles here about the La-

bour Council for Latin American—I have forgotten the name—Advancement, which incidentally ran in the ITU Journal. It does not operate outside the United States. "Latin American" refers to an ethnic background—group of people from different ethnic backgrounds that are considered Latin American.

CHAIRPERSON CULVER: John, it's been called to my attention that you are an alternate rather than a delegate.

BROTHER HUTCHISON (Victoria): That is correct, and I understand that I may speak but may not make motions.

CHAIRPERSON CULVER: I don't believe that is so, not on the floor.

BROTHER HUTCHISON: I believe that the constitution says an alternate is entitled to speak on the floor.

CHAIRPERSON CULVER: No, that's not so, and I'm sorry I didn't advise you sooner.

VICE PRESIDENT STONEBANKS (Victoria): Since my brother will not be allowed to speak, I will say what he was going to say.

We would like, before this is pressed to have the advice of a Canadian lawyer on the applicability of it within Canada in view of the concerns raised by Sister Torney, and we would like that answered before this is decided, please.

VICE PRESIDENT LOWE (Southern Ontario): Harry, a point of information. In Ontario it is against the law to comply with number four. We cannot comply with it.

BROTHER LITTLEMORE (Winnipeg): I might add that the situation is the same in Manitoba, which has human rights legislation hailed as being among the most progressive in the world.

CHAIRPERSON CULVER: All right. One moment, please.

If you have an amendment that would solve that question, it is in order for you to make a motion. Any of you.

SISTER PETERSEN (Ottawa): No. I just wanted to publicly state that I guess Toronto has been breaking the law. (Applause.)

SISTER PATRICIA LANE (Vancouver-

New Westminster): It is my opinion that it is illegal. However, I have started asking for it. My feeling is that if an employer wanted it deleted from the request, he would be entitled under the law to have it so deleted.

The problem that I have is that if it is deleted, we are never going to find out whether units like Pacific Press are employing people of minority groups. For example, it is very difficult to find out whether or not Pacific Press has ever employed a native Indian person, and the same is true for trying to ascertain what percentage of Chinese and Japanese people are being employed.

So I started asking for it. I think it is illegal.

CHAIRPERSON CULVER: Yes.

BROTHER KRUSE (Hawaii): My local's name is listed in the report, and I had appeared before the committee, but let me try to explain it.

We are not trying to shun the committee or shun the information that is given this committee. We think it is important. It is important that all of us work for equality for everyone. But it is very hard for us in Hawaii to put down a race of a person that maybe is one-eighth Chinese, one-eighth Filipino, one-eighth Portuguese, and a couple of eighths of German. (Laughter.) And Hawaiian. It is very difficult.

CHAIRPERSON CULVER: Sort of like a roll call. (Laughter.)

MR. KRUSE: That's right. My children have between seven and 13 different races, depending on what marriage it was. (Laughter and applause.)

And I do not want to make it appear that I am not interested in what the committee is trying to do. I believe that this information is vital to get the job done, and some people must get it and somebody must do it.

I have given the committee what is listed in here that I did not give them and I did not respond, but I gave it to them in this Convention. We will try to find out what nationalities people want to go by when we get back. (Laughter.) Then we will try to let you know. (Applause.)

BROTHER HUNTLEY (Southern Ontario): I would move that this report be

referred back to the committee with instructions that the committee consult with Canadian counsel in order that appropriate amendments might be made after such consultation, and, if I have a seconder, I will speak to the amendment.

(Seconded by several.)

CHAIRPERSON CULVER: It has been moved and seconded this be referred to committee, and you may speak to your motion.

BROTHER HUNTLEY: Brother Chairman, I don't, of course, speak for the motion to refer but only to the instructions themselves, and that is, I feel very strongly that the laws are so different, particularly in such progressive provinces as Manitoba, the adjacent province here—which has had a socialist government until recently—I feel that these laws should be taken into consideration very, very strongly by the committee before the report is adopted by the convention, and I think there would be some changes if that consultation were had.

CHAIRPERSON CULVER: Don.

BROTHER BARKER (New York): This is not on that motion. I have a point of information in terms of the previous speaker, Brother Kruse, when it is in order.

CHAIRPERSON CULVER: Yes, when it is in order. All right.

We are now on the motion to refer this back to committee for the purpose of legal consultation as to the proper wording.

All in favor of the referral—is there any more discussion on this? Did you have anything to say, Linda?

All right. All those in favor of the referral—Oh, Barry.

BROTHER LIPTON (New York): I wish to amend the motion. Sorry, I was a little late.

I think the problem would be solved if in number four, at the end of the first sentence—

CHAIRPERSON CULVER: Wait. Just a minute. Let me ask Counselor Barr. Brother Barr.

COUNSELOR DAVID BARR: Yes, it is out of order to amend after—

BROTHER LIPTON: Substitute motion.

COUNSELOR BARR: It is out of order to amend when a motion to refer is pending.

CHAIRPERSON CULVER: There is a motion to refer, and now there is a motion to amend. That would be out of order.

COUNSELOR BARR: Out of order.

BROTHER LIPTON: Substitute motion is out of order?

COUNSELOR BARR: You cannot amend the main motion while a motion to refer is pending.

CHAIRPERSON CULVER: You cannot amend the main motion while a motion to refer is pending.

BROTHER LIPTON: All right. I would like to state my intent then, and we will let the vote go through, if I might.

CHAIRPERSON CULVER: I think that would be out of order, too.

BROTHER LIPTON: I move to table then.

CHAIRPERSON CULVER: All right. There is a motion to table.

BROTHER SCHEER (Ottawa): Point of order. Motion to table requires twelve and five.

CHAIRPERSON CULVER: You are right. It requires twelve seconds from five locals.

BROTHER GERALD L. SCHULTZ (San Diego): Second the move to table the amendment.

CHAIRPERSON CULVER: Are there any other seconds to the motion to table the motion to refer? The motion to table fails for lack of a second, Barry.

BROTHER LIPTON: I would request the help of the chair. I believe if I am allowed to express my purpose, we can expedite this and probably resolve it. I don't know how to do it at this point.

CHAIRPERSON CULVER: I am not sure I know, either. (Laughter.)

Yes, Jim.

BROTHER SCHEER: Brother Chairman, I have two comments. The first one is that the brother may speak to the instructions that would be given on the matter of referral and, therefore, he can make his

point before we have the vote on this motion. And the second one is that I have had difficulty for some years with what constitutes a minority in the Canadian context because there are different problems with the Inuit, with the French Canadians, with the Gaelic-speaking Canadians in Nova Scotia, Acadian and a number of other problems, and I would support the motion for this to go back to committee to have some input on those lines.

CHAIRPERSON CULVER: All right. Is there further discussion on the motion to commit back to committee? If not, those in favor—

BROTHER LIPTON: What happened to my request?

CHAIRPERSON CULVER: What?

BROTHER LIPTON: What happened to my request? My point is simple. If I might just take one second. If I insert the words "if the law permits" at the end of the first sentence in number four, your problem will be solved. It is as simple as that. How do we do it?

CHAIRPERSON CULVER: The only way—if that would solve the question—you can defeat the motion to refer and then we can get to your motion.

BROTHER LIPTON: Fine.

CHAIRPERSON CULVER: Is there further discussion? All right. All those in favor of the motion to refer back to committee please say aye. Opposed? The "noes" have it.

MOTION LOST

CHAIRPERSON CULVER: Now, Barry, you are recognized.

BROTHER LIPTON: All right. I move to amend by inserting the words, "if the law permits" at the end of the first sentence in number four so it will read as follows: "TNG and locals shall supply the convention annually with full payroll information by age, race, sex, classification and date of hire for their staffs if the law permits."

(Seconded by several.)

BROTHER BARKER (New York): Second the motion.

CHAIRPERSON CULVER: All right. Moved and seconded. Would you like to speak to the motion, Barry?

BROTHER LIPTON: I think it is self evident. If there is a problem with our brothers in Ontario and sisters from Ontario, this will solve the problem. It is as simple as that.

CHAIRPERSON CULVER: Is there further discussion?

Don.

BROTHER BARKER: No, not yet.

CHAIRPERSON CULVER: Are you ready for the vote? Yes, Jim.

BROTHER SCHEER (Ottawa): I don't think it completely solves it because the next sentence of the same section requires information, and if it is illegal to talk about person "A," it illegal to talk about person "B," so I don't think that the intent of what he—what the brother—intended has been carried out in full.

BROTHER LIPTON: I would add it to the next sentence then. (Laughter.)

BROTHER HILL (Vancouver-New Westminster): Put it in the front.

BROTHER LIPTON: Yes, we could. A suggestion has just been made that if we put that language in front, "If the law permits: TNG and locals," and so forth, it would cover the entire situation, and the problem would not exist in either instance. So if I might change my motion.

CHAIRPERSON CULVER: All right. Is it agreeable with the body that he change his motion? Read it like it would be if they permit you to do it, Barry.

BROTHER LIPTON: Oh, they will permit me. "If the law permits: TNG and locals shall supply the convention annually with full payroll information by age, race, sex, classification and date of hire for their staffs. Locals and district councils shall forward annually to TNG's Human Rights Coordinator information on the representation of women and minorities among their officers, executive boards, and representative assemblies." There would be a colon after "if the law permits."

CHAIRPERSON CULVER: Does the body agree to his amending his motion as such, and does the seconder agree?

BROTHER BARKER: Yes.

CHAIRPERSON CULVER: All right. That motion is before you at this time. Is

there discussion on that motion? All right. All in favor of the Barry Lipton motion please say aye. All opposed say no. The ayes have it, and the amendment carried. (Applause.)

MOTION CARRIED

BROTHER BARKER: Mr. Chairperson, Don Barker, New York.

CHAIRPERSON CULVER: Yes, Don.

BROTHER BARKER: I believe I have a point of information in reference to the problem Brother Kruse has about dealing with race. On the form that Hannah Jo Rayl sends to the locals it states that you must give race on the basis of Caucasian, black, Spanish surname, oriental, and others, and—not being funny—but if he has a problem, list it under “other” and that will solve that problem. (Laughter.)

BROTHER KRUSE: Many.

CHAIRPERSON CULVER: Yes. On my right.

BROTHER LITTLEMORE (Winnipeg): I'd like to make a motion to amend in the same fashion section 3. “If the law permits, locals in accordance with TNG's Collective Bargaining Program,” etc.

CHAIRPERSON CULVER: All right. Your motion would be to insert before the first sentence of item 3, “If the law permits.”

BROTHER LITTLEMORE: That's correct.

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

CHAIRPERSON CULVER: That has been seconded. All right. Is there discussion on that motion? All in favor of that amendment please say aye. Opposed, say no. The ayes have it.

MOTION CARRIED

CHAIRPERSON CULVER: Are there further amendments or discussion? If not, we are ready for the vote on the main motion. On adoption of the First and Final Report of the Human Rights Committee. All in favor please say aye. All opposed? The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will now go to the First and Final Report of the Constitution Committee. Gerry Schultz, you are recognized.

BROTHER SCHULTZ: This is the First and Final Report of the Constitution Committee.

FIRST AND FINAL REPORT OF THE CONSTITUTION COMMITTEE

(For all proposed changes in the Constitution appearing herein, new language is *italicized* and deletions are in [brackets].)

I

In order to allow members working for unions other than The Newspaper Guild or its branches, who are not under Guild contract, to pay a lower than full rate of dues, the Convention amends Article XVII Section 2(g) of the TNG Constitution by adding a new subsection (8) and renumbering subsequent subsections accordingly:

(8) For members working for unions other than TNG or its branches, who are not under Guild contract and who are earning \$50 per week or more—monthly payments of not less than \$3.50, plus an amount equal to the per-capita tax set forth in Article XVII Section 7.

II

The committee considered a resolution from the Victoria Newspaper Guild to change Article VIII, Section 8, of the Constitution regarding the seating of delegates at Convention.

The resolution attempted to reinforce the existing language. The resolution was defeated as redundant.

III

The committee also considered and rejected a resolution referred to it by the Resolutions Committee. The proposal would have amended Article XXII, Section 1, of the Constitution to read:

“This Constitution may be amended at any Convention or by referendum, except that Article VI, Section 1, [and Article VIII, Section 8,] may be amended only by referendum vote.”

IV

The committee considered and rejected

the concept of a Constitutional amendment to allow locals to provide independent contractor membership. However, the committee adopted the following with the understanding that retention of such membership is limited to present members, and locals are prohibited from expanding this membership group.

The 1980 convention of The Newspaper Guild directs that no present Guild member shall lose his or her membership status as a result of the interpretation of Article II, Section 3, of The Newspaper Guild Constitution, governing membership eligibility, made by the IEB in April, 1980.

BROTHER SCHULTZ: Mr. Chairperson, I move for adoption.

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. Is there discussion?

BROTHER FRANK GLEESON (Philadelphia): I would like to please add my name to the Constitution report.

CHAIRPERSON CULVER: Are there other signers to the report?

BROTHER PAUL BRYAN (Southern Ontario): I would like to add by name, please, except II and III.

CHAIRPERSON CULVER: All right. Gerald has some others he wishes to add.

BROTHER SCHULTZ: My apologies. I didn't read any signers.

This is signed by: Gerald L. Schultz, San Diego, Chairperson; Martin Goldman, St. Louis; Dick Christian, Buffalo; Betty Anderson, Pacific Northwest; Ken Rieger, Toledo; Lanny J. Larson, Central California; Carlos Ramis, Puerto Rico; Glenn Flanagan, Canadian Wire Service; Richard J. Olive, Wire Service; Thomas Hiltz, Boston (except IV, 2); Juan Colon, Puerto Rico; Louis Mieczko, Detroit; Gerald Minkinen, Chicago; Anthony M. Natale, Cleveland; James Scheer, Ottawa (except II and III); Mary Esslinger, Washington-Baltimore (except III); Roy Tubbs, Vancouver-New Westminster (except II and III); Ross M. Miller, Southern Ontario (except II and III); Gerald Huntley, Southern Ontario (except II and III); Arthur Guerrero, Denver; Kris Sherman, Los Angeles; Dorothy A. Struzinski,

Washington-Baltimore (except III); Elwood B. Bigelow, Portland (except IV, 2).

CHAIRPERSON CULVER: Center mike.

BROTHER LICHTENSTEIN: Michael Lichtenstein, New York. I would like to have my name added to the report.

CHAIRPERSON CULVER: Any other signers to the report?

SISTER STRUZINSKI (Washington-Baltimore): Add "except II" after my name in addition to "except III."

BROTHER VIRUET: Cesar Viruet, New York. Would you please add my name to the report.

SISTER MARY DRESSER (Washington-Baltimore): Please add my name and "except III."

BROTHER STEWART: Stewart of Memphis. please add my name.

CHAIRPERSON CULVER: Are there any other additions to the name list? Is there any discussion on the report? Any amendments? Are you ready to vote? All right. Before you is the First and Final Report of the Constitution Committee. All in favor please say aye. Opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We are running into some problems on getting some paper ready for you to vote on resolutions, so if you will stand easy for 10 minutes or so, we will try to have something at that time.

Please don't go too far, When we reconvene, we will have it announced out in the foyer so that you will know.

(Recess.)

CHAIRPERSON CULVER: Could I have your attention, please. First I want to apologize that we didn't get word back to you sooner.

There are several important matters involved in the Convention that have to be resolved, so we are going to recess until 7:30. So please advise everybody down the hall that we will return at 7:30.

You are recessed.

(The Convention recessed at 5:20 p.m.)

THURSDAY EVENING MEETING

June 26, 1980

(The Convention reconvened at 8:20 p.m., Chairperson Culver presiding.)

CHAIRPERSON CULVER: Would the convention please come to order.

Dianne Martino, would you come forward. We are going to take up the Research and Information Third Report.

We will come to order at this time, the hour of 7:30 having arrived.

BROTHER: Move to recess (Laughter.)

CHAIRPERSON CULVER: Dianne Martino, would you come forward and read the report.

SISTER MARTINO: The Third Report of the Research and Information—Political Action Committee.

CHAIRPERSON CULVER: Let's have some order so we can hear.

SISTER MARTINO: You think you got it bad—my, dessert got interrupted, so don't complain. (Laughter.)

THIRD AND FINAL REPORT OF THE RESEARCH AND INFORMATION— POLITICAL ACTION— GUILD REPORTER COMMITTEE

RESEARCH AND INFORMATION

During the past year the Research and Information Department has maintained an active vigil against possible harmful effects of operating VDTs. Two studies, under the auspices of the U.S. National Institute for Occupational Safety and Health (NIOSH), were underway, a third is in the planning stage and the CLC, in consultation with TNG and other unions, is planning a survey of its own to help affiliated unions in bargaining on VDTs.

NIOSH also agreed to the request of a coalition of Bay Area unions, including SFONG, for a study of VDTs at the San Francisco newspapers, the Oakland Tribune and San Francisco Blue Cross/Blue Shield. The studies covered radiation, stress and work environment. In January, NIOSH is scheduled to undertake a study at the Baltimore Sunpapers to investigate the effects of VDTs on operators' eyes. In addition, Wisconsin University scientists, un-

der arrangements negotiated by TNG, will conduct a study of stress among Guild employees at the New York Times, with the assistance of the New York Guild.

The Department conducted a series of regional institutes on contract enforcement as seen through the eyes of the arbitrator and local seminars on contract enforcement and organizing.

The Department continued its work in political action and legislative activities, the Heywood Broun award, the David S. Schick Awards, the Guild Service Award, the Harvard Trade Union Program Scholarship, job referral and vocational guidance activities and its publications program.

The concern over the possible effects of radiation from VDTs did not recede. Test reports seemed to indicate that at least two models—the Teleram 2277 and several Ontel models—were emitting harmful radio-frequency radiation, although a later report by the Bureau of Radiological Health established that these emissions were at frequencies below those considered hazardous. Nonetheless, it was recommended by TNG that protective metal shields be installed on those models. TNG also helped the Vancouver-New Westminster Guild by initiating arrangements for radiation tests under auspices of the newly organized Canadian Center for Occupational Health and Safety. The R&I Department was active in co-ordinating the results of these radiation tests with NIOSH and the locals and obtaining and disseminating the information.

Similar equipment, such as microfiche, can pose health and safety problems as well.

R&I distributed to locals copies of the NYCOSH booklet, Health protection for Operators of VDTs/CRTs.

The Department's continuing study of VDT problems which has taken R&I Director Dave Eisen as far afield as Milan, Italy, has resulted in proposals to expand the Guild's Collective Bargaining Program. In response to the Department's work, locals throughout Guild jurisdiction have sought improvements in their work habitats.

Health problems associated with VDTs are not the only health and safety problems faced by Guild employees. Locals

should take care to protect employees against more commonplace work hazards through health and safety committees and appropriate government, labor and other agencies.

Some locals have initiated local or negotiated "support," or "employee assistance," programs to help employees with personal problems, medical and otherwise, by providing professional counseling and guidance. The AFL-CIO Community Services Department and the CLC's new Employee Recovery Program can assist locals in establishing such programs.

A whole new dimension in the electronic revolution in newspaper production awaits us. The Guild is continuing to study the impact of such developments as total automation approaches.

With respect to a resolution referred from the Organizing Committee urging elementary guidance in organizing for interested members, the Committee noted that the R&I Department is preparing a memorandum on the role of local members in organizing for early distribution, that it periodically conducts regional organizing seminars and that it also makes such seminars available to locals and District Councils upon request.

With respect to a resolution from the Resolutions Committee concerning dissemination of labor history in the schools, the Committee agreed that locals should, within their means, attempt to assist in this dissemination of information so sorely lacking in our communities.

The Committee also considered a resolution presented to it by the small locals caucus on the need for provision of self-help education for locals and recognizes the importance of such on-going programs.

The Convention recommends that:

1. Locals acquaint their officers and members with health and safety problems involved in the operation of VDTs and similar equipment and methods for resolving them, using materials available from the R&I Department.

2. Locals consult with TNG before submitting requests for investigations and surveys of VDT problems by NIOSH and other agencies, other than routine radiation tests, in order to facilitate coordination of Guild activities in this area.

3. Locals also take care to protect employees against other work hazards through local health and safety committees and appropriate government, labor and other agencies.

4. Locals initiate "support" programs to assist employees with personal problems, medical and otherwise, through professional counseling and guidance.

5. TNG study the prospective impact on the Guild and its members of impending advances in electronic technology and how best to meet it, and that TNG and locals keep each other informed of developments as they occur.

6. Locals cooperate with programs in their communities, such as those of the AFL-CIO and CLC, to educate future workers and unionists in the history and successes of the labor movements in the U.S. and Canada. Such programs may include, visits by union officers and workers to schools to explain unionism in action.

7. The appropriate departments of TNG continue to develop programs and materials to provide information and education to local officers and stewards in such areas as local administration and leadership development, steward training, collective bargaining, and basic labor law.

Signed: Dianne M. Martino, Manchester, Chairperson; Sidney Goldberg, Toledo, Secretary; Bob McCarty, Southern Ontario; Joe Wilhelm, Buffalo (except No. 7); William R. South, New York; James Strang, Cleveland; Carla W. Beck, Great Falls; John Lord, Southern Ontario; Murray Campbell, Southern Ontario; Sam Plate, Washington-Baltimore; Bill Balota, St. Louis.

SISTER MARTINO: Brother Chairperson, I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: Moved and seconded. Are there additional signers to the report?

You are recognized, center mike.

SISTER VAN TASSEL (New York): Please add my name and the name of Cleo Pappas.

CHAIRPERSON CULVER: Any other names?

BROTHER LEO MALTAIS (Southern

Ontario): Leo Maltais, SONG Please add my name.

CHAIRPERSON CULVER: All right. Will there be discussion or debate or amendments?

BROTHER WILLIAM MCQUEEN (Southern Ontario): Yes, Brother Chairman. Bill McQueen from the Southern Ontario Newspaper Guild, Local 87.

I seek to amend the report, the Third Report of Research and Information Committee.

CHAIRPERSON CULVER: Yes. Would you state your proposed amendment.

BROTHER MCQUEEN: Yes. I propose to amend the report, under item three, under the recommendations, in addition to the first sentence, which reads, "Locals also take care to protect employees against other work hazards through local health and safety committees and appropriate government, labor and other agencies," I would add the following:

The convention further instructs the director of information to arrange for collection and collation of data concerning health and safety hazards under all conditions where Guild members work, making this information available to all locals for collective bargaining purposes and so forth, and similarly, all locals shall be asked to forward all information of such matters to the Director of Information.

It is moved by myself and the seconder is Guy Lepage from the Ottawa Newspaper Guild.

CHAIRPERSON CULVER: Who was the second, please?

BROTHER MCQUEEN: Guy Lepage.

CHAIRPERSON CULVER: All right. would you like to speak to the motion?

BROTHER MCQUEEN: I think in line with any investigation which is undertaken that on this particular aspect the Guild needs to move ahead. I think by a basic collection of data, both from our own experience as the health and safety committees develop and evolve their work in their own locals, that at the same time the coordination of this is best done by the information director.

I would suggest that my proposal has the intention of merely initiating this pro-

gram. You will note that there is no specific deadline but that the collecting of this information simply be begun.

I have found in the work in our local that we have benefited from collecting data even at times when it was not immediately called for. We have built up connections with people dealing with other matters than the question of the VDTs, and we have found increasingly—

BROTHER EDGINGTON (San Diego): Excuse me. Brother Chairperson.

CHAIRPERSON CULVER: Yes.

BROTHER EDGINGTON: Could we have copies of the motion or the motion read again slower so that we may take it down, for the simple reason that there should be no debate until we understand what is being debated.

CHAIRPERSON CULVER: The point is well taken.

Yes, I have a copy here. Let me read it slowly to this Convention.

(Chairperson Culver read the proposed amendment.)

CHAIRPERSON CULVER: All right. You may continue speaking.

BROTHER MCQUEEN: Well, I will just try to reiterate the salient points of what I was getting at, rather than carry on too long here.

In proceeding with any investigation, especially on matters which are beside the question of VDTs, which in fact in our own local we have dealt with quite closely for the last five years. We have only recently—well, that's not quite true. Within the last three years we have begun looking into other matters of a health and safety nature.

In the Province of Ontario now we also have recent legislation which requires the establishment of health and safety committees within companies, and so on that basis the local has had to in fact investigate all the areas in which we have workers, so that it seems useful, in my opinion and in the opinion of my seconder and in the opinion of the local, that this information be collected in a central way and that the experiences on other matters aside from VDTs, in addition to it, be collected centrally and, basically, that the work simply be begun on this matter.

CHAIRPERSON CULVER: Does anyone else care to speak? Yes, Bob Bruner.

BROTHER BRUNER (Pacific Northwest): First I have a question of the brother or anyone from the committee. I am not sure the brother was on the committee. Was this subject matter brought up in the committee?

CHAIRPERSON CULVER: Could you answer that, Bill McQueen? Was this subject matter brought up in committee?

BROTHER MCQUEEN: The question that I can answer is that, no, I am not on the committee. Perhaps it could be directed to the chairperson of the committee.

CHAIRPERSON CULVER: Dianne, would you —

SISTER MARTINO: The difficulty in health and safety regarding other areas in addition to the VDT problem was discussed within the committee. However, it was not discussed in terms of proposing a formal resolution or formal recommendation to the convention. The issue was discussed but not in terms of a recommendation specifically.

BROTHER BRUNER: Then, Brother Chairperson, I would like to speak very briefly to the brother's motion, if I might.

It seems to me that over a great number of years such consequential matters such as this—and I do consider this to be a consequential matter because of the depth of the type of investigation that the brother is asking for—is usually brought up in a committee so all the ramifications of such an endeavor can be considered, including financial, and I would suggest that we have no background for what the brother is proposing. So I would oppose it on the basis that I do not know how deep he wishes to go, what kind of time cost this is going to be, staff involvement and various other matters. So I would ask you to defeat the brother's motion.

BROTHER HUNTLEY (Southern Ontario): I support the amendment to the report on the grounds that the report itself deals somewhat cursorily with the matters which are relevant to a very great number of our members, perhaps not greater than the number involved in such things as video display terminals, but nonetheless, a large and important segment of our union which is, after all, an industrial union.

We have such things as carbon monoxide levels in garages where our drivers operate. We have such things as basic cleanliness in the areas where our members have to work. These are safety matters. These are health matters.

We have most recently in Ontario the fuss and furor over the problem of asbestos which has been used for insulation and fireproofing for many years in many public buildings. This affects all of our members, not only in the newsroom but in every other section of the buildings in which our members work. And, therefore, I feel that while this may involve some additional strain on staff, I don't think it will involve an enormous amount. If it does become such a strain that the director of information has to report to our next convention that he has been unable to assign sufficient staff to come up with a completed study of any sort, then I think that convention would probably accept his word and judge at that time whether more money should be allotted.

We are not asking in Southern Ontario or Ottawa or anywhere else for an exorbitant amount of money for an extra staff member to be assigned. It is not a pressing job to the extent that it might be made. It is, however, important to all of our members, and therefore, we suggest that it should be given some more consideration than is shown in the original report.

I, therefore, urge the delegates to vote in support of this resolution.

CHAIRPERSON CULVER: Bill Balota.

BROTHER WILLIAM BALOTA (St. Louis): It is my understanding with the VDTs, the information and the accumulation of its effects on health and safety conditions, there is much to be learned, and TNG, to my knowledge, has already accumulated some information on microfiche and laser photo, much of the technology that escapes me, but if some locals wanted information on that, it is available right now in TNG's office, and since the previous speaker has mentioned that there is no such great urgency on accumulating this information, that they would be satisfied with the accumulation of the information as TNG can, in a matter of course pursue this subject, I would, with the maker of the previous motion's permission, amend chapter three to: "Locals, with the assistance and advice of TNG, also take care to pro-

tect employees against other work hazards through local health and safety committees and appropriate government, labor and other agencies."

What I think this would do would be to relieve the burden of assigning an IR or assigning specifically—an assignment in the area of accumulating a vast amount of material with VDTs, as important as they are—I am sure we are all interested, they affect us all—but that insertion, "with the assistance and advice of TNG," may, I would hope, satisfy the maker of the motion's desires.

Thank you.

CHAIRPERSON CULVER: Bill, I'm confused as to just where your amendment is going to go.

BROTHER BALOTA: Oh, I'm sorry. Page two, page two, the bottom of the page.

CHAIRPERSON CULVER: Well, you are trying to amend the language already in number three, and he's making an addition to number three.

BROTHER BALOTA: Right.

CHAIRPERSON CULVER: I don't believe your amendment is in order in the way it is submitted.

SISTER: I will second it.

BROTHER: Do we have a motion on the floor on the amendment?

CHAIRPERSON CULVER: Let me ask Counselor Barr. First, is it your intent that your language will substitute for the language over here?

BROTHER BALOTA: Yes. Yes.

CHAIRPERSON CULVER: Brother Barr, is it possible for him to offer an amendment that—

COUNSELOR BARR: To the amendment? The only thing that is appropriate now is an amendment to the amendment. Now, if you can word that—if I had your language, I could tell better where we are. Can you furnish me in writing what you have?

BROTHER BALOTA: Yes.

SISTER MARTINO: I have it here.

CHAIRPERSON CULVER: All right. I

am advised that we cannot take up Balota's amendment until we vote the one up or down. That is the only way.

Gerald.

BROTHER SCHULTZ (San Diego): Brother Chairperson, this subject looks to be a lot deeper than I thought it to be when it first came up. We have had almost volumes of words spent on this motion and an attempt to straighten it out here on the convention floor on a subject which seems to me to be rightfully the property of the committee, where it should have been brought up in the first place, and so I move to refer this back to the Resolutions Committee.

(Seconded by several.)

CHAIRPERSON CULVER: Is there a second to that?

BROTHER SCHULTZ: Research and Information.

CHAIRPERSON CULVER: Was there a second to the motion?

(Seconded by several.)

CHAIRPERSON CULVER: All right. It's been moved and seconded that this be referred back to the Research and Information Committee.

Is there discussion on the referral? I am ready to put this to a vote. All in favor of referring this back to the committee please say aye. Opposed say no. The ayes have it. It goes back to the committee.

MOTION CARRIED

CHAIRPERSON CULVER: All right. For clarification—would you give me your attention.

What we have referred back to the committee is only the material in item number three at the bottom of the page and the proposed amendment to number three.

Now, we are going to go ahead with the remainder of the resolution and see if we can complete consideration of it.

BROTHER HUNTLEY: Point of information, Brother Chairman. Does that mean that before us stands the motion to approve the report with all except that one paragraph and the other numbers properly changed?

CHAIRPERSON CULVER: That's correct.

BROTHER HUNTLEY: Thank you, Brother Chairman.

CHAIRPERSON CULVER: Is there further discussion? All in favor of adoption of the Third Report of the R&I Committee, which does exclude reference to number three at this time, please say aye. Opposed? The motion is adopted.

MOTION ADOPTED

CHAIRPERSON CULVER: You will be dismissed at this time until 9:30 tomorrow morning.

(The Convention recessed at 8:50 p.m.)

FRIDAY MORNING MEETING

June 27, 1980

(The Convention reconvened at 10 a.m., Chairperson Culver presiding.)

CHAIRPERSON CULVER: The convention will please come to order.

The first order of business this morning will be a report from the Research and Information Committee concerning an amendment that was referred back to the committee last night.

I recognize Dianne Martino, the chairperson, for the report.

SISTER MARTINO: Good morning.

REPORT OF THE RESEARCH AND INFORMATION— POLITICAL ACTION— GUILD REPORTER COMMITTEE

ON RECOMMENDATION NO. 3 OF ITS THIRD AND FINAL REPORT

The Committee reconsidered recommendation No. 3 of the original R&I report after it and a proposed amendment were referred back to the committee. Noting that health and safety hazards exist in many areas of the newspaper industry, the committee, recommends that the following be substituted for the amendment pending on the floor at the time of referral and that recommendation No. 3 be adopted as so amended:

The Convention further instructs TNG to continue to collect and collate data con-

cerning health and safety hazards where Guild members work, making this information available to all locals for collective bargaining purposes, etc., and similarly, all locals shall be asked to forward all information on such matters to the Director of Information.

Signed: Dianne M. Martino, Manchester, Chairperson; Sid Goldberg, Toledo, Secretary; John Lord, Southern Ontario; Bob McCarty, Southern Ontario; William R. South, New York; Debora Van Tassel, New York; Leo Maltais, Southern Ontario; James Strang, Cleveland; Joe Wilhelm, Buffalo; Murray Campbell, Southern Ontario; Sam Plate, Washington-Baltimore; Charlie Hughes, Washington-Baltimore; Bill Balota, St. Louis.

SISTER MARTINO: Brother Chairperson, I move adoption.

(Seconded by several.)

I noticed something when I was reading it, and Harry just confirmed that I was correct in questioning a portion of this.

At the end of the second paragraph which says, "shall be asked to forward all information on such matters to the director of information," the matters should be referred to TNG.

SISTER PAPPAS (New York): Dianne.

CHAIRPERSON CULVER: Yes, please.

SISTER PAPPAS: Please add my name to the report. Cleopatra Pappas.

CHAIRPERSON CULVER: Thank you, Cleopatra.

Carla.

VICE PRESIDENT CARLA BECK (Great Falls): Yes. Please add my name to the report.

CHAIRPERSON CULVER: Are there other additions? All right. The motion before us from the committee is to substitute this language for the amendment that was offered on the floor yesterday.

Is it clear what we are substituting, or is it necessary that I go back and read yesterday's amendment?

Apparently it is clear, and we will vote at this time for the substitution of the amendment to recommendation No. three.

All in favor please say aye. Opposed?
The substitute does carry.

MOTION CARRIED

CHAIRPERSON CULVER: Now we will vote on recommendation No. 3 as amended. Is there discussion? All in favor of adoption please say aye. All opposed. The motion is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: I recognize Frank Prosnitz at this time, Chairperson of Resolutions.

BROTHER PROSNITZ (Providence): We will take first, on a pink sheet, "Repetition of An Outrage."

CHAIRPERSON CULVER: Let's get some order so we can hear.

REPETITION OF AN OUTRAGE

The Paraguayan Government outraged international opinion last November when it arrested Alcibiades Gonzales del Valle, a prominent journalist and secretary general of the Paraguayan Journalists Association, because of an article critical of the government. Del Valle was released late in December after a storm of protest from journalists and news-media organizations abroad, including the Guild.

Now del Valle has been arrested again, on a charge with apparently even less substance. He was seized June 25 after returning from a month-long visit to the United States.

Del Valle had been told before he returned that a warrant had been issued for his arrest, purportedly for an article critical of the government's slowness to act in a case involving the murder of a teenage boy. The warrant appeared to have been issued to discourage his return, but del Valle flew back despite the knowledge he was returning to a jail cell.

The repeated imprisonment of a journalist for what he writes is the mark of despotism. The Newspaper Guild Convention expresses its admiration for del Valle's courage and its condemnation of those who have once again imprisoned him. We call upon the Government of Paraguay to order his immediate release and permit him to write in freedom.

BROTHER PROSNITZ: Brother Chairperson, I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Discussion? All in favor of adoption of the report, "Repetition of an Outrage," please say aye. Opposed? It's adopted.

MOTION CARRIED

BROTHER PROSNITZ: Next, on a green sheet, "Freedom of Information Act."

PRESERVING THE FREEDOM OF INFORMATION ACT

A serious threat to the U.S. Freedom of Information Act—major surgery all but removing the CIA from the body of the law—has been alleviated. A bill that would have given the Agency the broadest of exemptions has been discarded in favor of a bare-bones CIA oversight bill.

But the threat is not dead, only dormant. New attempts to enact a CIA charter or "unleash" the Agency in the next Congress may very well bring it back to life.

There is no justification for such an attempt. The FOI Act, while exposing improper CIA operations to public view and proving of inestimable value to both journalists and the public, has presented no threat to national security. No claim has been made that a single intelligence secret has been disclosed as a result of the Act, which provides exemptions for reasons of privacy and confidentiality of sources as well as national security. All have frequently been invoked.

The Newspaper Guild Convention joins other media organizations in opposing any attempt to dismantle the Freedom of Information Act, which has served the public well. It applauds the House and Senate members whose resistance to the CIA's proposal brought abandonment of the attempt and urges them to defeat any new CIA effort to black out its activities.

Similarly, the Convention finds equally deplorable provisions of the proposed FBI Charter Act that would provide for destruction of Bureau records after 10 years, at the same time that another legislative proposal would exempt the files from the FOI Act until then. The latter bill, introduced by Sen. Orrin G. Hatch (R-Utah),

would also give the FBI other extensive exemptions from the Act.

The Convention urges Congress to reject incursions on the Freedom of Information Act by the FBI as well as the CIA and to halt any further erosion of the Act, similar to that it allowed recently in the Federal Trade Commission area.

The danger is clear. The FOI Act is in peril of being disassembled, brick by brick, until nothing remains.

BROTHER PROSNITZ: Brother Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second? It's been seconded. Discussion? All in favor of adoption of the resolution, "Preserving the Freedom of Information Act," please say aye. Opposed? The motion is adopted.

MOTION CARRIED

BROTHER PROSNITZ: On also a green sheet, "Thanks for the Loan."

THANKS FOR THE LOAN

When you have a tough fight you need all the friends you can muster and The Newspaper Guild finds itself fortunate that there are many friends willing to rally to our aid when the going is rough. It cannot go unnoticed that when the chips were down—the money gone—our friends rallied and helped us through trying financial times. The 47th annual Convention of The Newspaper Guild extends a heartfelt thank you to the Auto Workers, the Steelworkers, the Machinists and the Industrial Union Department of the AFL-CIO and to all of the Guild locals who came to our aid with loans to keep us financially afloat.

BROTHER PROSNITZ: Brother Chairperson, I move adoption.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Discussion. The motion before you is the resolution, "Thanks for the Loan." All in favor say aye. Opposed? The report is adopted.

MOTION CARRIED

BROTHER PROSNITZ: On a white sheet, "In Memoriam."

IN MEMORIAM

Through 47 years a series of talented individuals have contributed to the strength and over-all progress of The Newspaper Guild. As the years go by, time takes its toll of those members and leaders and we find that long-familiar and beloved faces are missing.

The 47th Convention of The Newspaper Guild is saddened to report the following brothers and sisters have died during the past year:

St. Louis, Local 47; Ned Chew, Globe, retired; Roy Cook, Globe; Armond Heroux, Post; Herbert L. Monk, Globe, retired; Carter Stith Spano, Post; John Stevens, Globe; Charles Stewart, Metro-East Journal.

New York, Local 3: Martin Enright, Alexander Crosby, Ben Levine, Gerald Cook.

BROTHER PROSNITZ: Brother Chairperson, I move adoption.

CHAIRPERSON CULVER: One moment, please. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All right. There will be time for additions. When you make an addition, please print out the name of the person and the local and bring it to the stenotypist after you have read it from the floor.

You are recognized, Marty.

BROTHER MARTIN GOLDMAN (St. Louis): Marty Goldman, St. Louis.

Under St. Louis Local 47, would you please add the names of **Connie Tunstall**, **Raymond Farrar**, **James Jeffers**, all of the Post.

BROTHER SCHEER (Ottawa): Ottawa regrets to note the passing of a man who helped bring the Guild to Ottawa more than thirty years ago, a man whose name is on our charter, **Tom Sarsfield**.

BROTHER BRADFORD (Victoria): Victoria regrets to have to add the name of **Margret Thomson**, Victoria Local 223.

SISTER STRUZINSKI (Washington-Baltimore): Please add the names of **Dorothy L. Ewart**, **Oliver E. Shearin** of the Baltimore Sunpapers and **Maryann Cough-**

lan and **Francis A. Proctor** of the Washington Star.

BROTHER STEWART (Albany): From the Albany Local 34 please add the names of **Stanley Ornoski** and **William Foster**.

BROTHER HOWARD BURKHARDT (Toledo): **Howard Burkhardt**, Toledo Local 43. Please add **Jack Flanagan** and **George Parent**.

CHAIRPERSON CULVER: Eugene.

BROTHER JONES (Philadelphia): Please add the names of **William Campbell**, **Emma Dobbins**, **Louis Cohen**, **Bertha F. Smith**, **Eileen Griffin**, **Marie Koerner**, **James L. O'Brien**, **Joseph Calhoun**, **William Griffiths**, **Mary Oppelt**, and **William E. Murphy**.

CHAIRPERSON CULVER: Anna.

SISTER PADIA (Pacific Northwest): Please add the names of two brothers from the PI Unit, **Elmer Lanczos**, and **Phil Taylor**.

BROTHER MONTAGUE (Akron): Please add the names of two founding members and officers of the Akron Newspaper Guild, **Ray Sutliff** and **Hal Taylor**.

BROTHER STEWART (Memphis): Please add the name of **Jack N. Brown**, Memphis Local 91.

BROTHER POLITO (New York): I would like to add the names of **Ben Constantini** and **Hale Crystal**.

BROTHER MACDONALD (Canadian Wire Service Guild): Please add the name of **Norman DePoe**.

BROTHER RUSHTON (Wilkes-Barre): Please add the names of **Bob Patton** and **Edward Watkins** and **Herman Boyer**.

BROTHER MLECZKO (Detroit): Please add the names of Press staffers, **Jim Dewey** and **Curt Haseltine** and from the Detroit News, **Marjorie Kunz**.

BROTHER GILBERT (Washington-Baltimore): Please add the name of **Charles Edward Molan** from the Baltimore Sunpapers.

BROTHER CIUCCIO (Denver): Please add the name of **Olga Curtis**.

BROTHER LOPEZ (Puerto Rico): Please add the name of **Manuel Devalle**

from the Star, **Tomas Correa** from El Mundo.

BROTHER STEELE (New York): Please add the names of **Charles Gibson**, **Wayne Bethea**.

BROTHER EDGINGTON (San Diego): Please add the name of **James Redfern**.

CHAIRPERSON CULVER: Are there any others

(Additions in writing: From New York—**John Graham** of the Times unit, **Manuel Mariotta** of the El Diario unit and **Bert Gumpert** of the Post unit; from Vancouver-New Westminster—**Stan Snyder**, **William Fletcher** and **Frank Reynolds** of the Pacific Press unit.)

CHAIRPERSON CULVER: As is customary, we are going to stand for 30 seconds of silence in memory of these Guild members.

(Moment of silent tribute.)

CHAIRPERSON CULVER: Thank you very much.

All in favor of adoption of the memorial resolution please say aye. Opposed? The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: At this time I recognize **Dianne Martino** for the second report of the Research and Information-Political Action-Guild Reporter Committee, Political Action.

SISTER MARTINO (Manchester): Second Report of the Research and Information—Political Action—Guild Reporter Committee, Political Action.

SECOND REPORT OF THE RESEARCH AND INFORMATION— POLITICAL ACTION— GUILD REPORTER COMMITTEE

POLITICAL ACTION

Very real threats are being posed to our unions and our contracts by the mounting activities of conservative and right-wing anti-union groups and corporations.

Corporate, trade association and right-wing political action committees are expected to pump close to \$100 million into candidates' campaign chests this year—that coming close on the heels of the last

national elections, when right-wing political action committees gave \$6 million to one candidate alone—U.S. Sen. Jesse Helms (R-NC).

Instead of simply blocking progressive legislation, they hope to initiate regressive legislation. Instead of just filibustering equitable labor bills, they hope to pass outright anti-labor measures.

Clearly, our best interests as working people—and informed union members—lie in helping to assure that men and women who share our trade union philosophies are those who shape the laws and policies that determine both our social and economic lives. It is apparent that Guild members are becoming ever more aware of the need for participation in the political process at all levels of government and through such organizations as the AFL-CIO COPE and Canadian political education committees as it becomes ever more difficult to achieve justified new gains and protect the gains we have made over the years at the collective bargaining table. A new emphasis on political action among our locals can be a highly effective bargaining tool as we seek to improve our economic and social lives, our jobs and working conditions, in an atmosphere that is increasingly dominated by the same kind of stonewalling executives who pour millions upon millions into anti-union and conservative political action committees.

It is particularly important for U.S. locals to expand their political-action activities during the forthcoming election campaign if conservative, antilabor candidates are not to emerge victorious. In the absence of political-action checkoffs, locals should conduct energetic \$2 drives for COPE, in addition to mobilizing for registration and get-out-the-vote campaigns.

The Convention recommends that:

1. Locals alert their members to the advantages of voluntary political-action checkoffs and seek to negotiate clauses providing such checkoffs in their contracts.

2. U.S. locals and District Councils make every effort to fulfill the Guild's 1980 COPE quota of \$7,175—locals by soliciting their members for voluntary contributions and by making treasury contributions themselves, District Councils by doing the latter.

CHAIRPERSON CULVER: Let's please have some order. You have been very good

at this convention, and we are almost to the close. So let's listen to these reports.

SISTER MARTINO: Thank you, Harry.

3. Canadian locals consider making contributions to provincial political-education committees.

4. All locals—particularly those in the United States in this national-election year—appoint political-action committees and that these committees conduct continuing voter-information programs, meet regularly and report to their Locals.

Signed by: Dianne M. Martino, Manchester, Chairperson; Sidney Goldberg, Toledo, Secretary; Bob McCarty, Southern Ontario; William South, New York; Joe Wilhelm, Buffalo; James Strang, Cleveland; Carla W. Beck, Great Falls; John Lord, Southern Ontario; Murray Campbell, Southern Ontario; Samuel Plate, Washington-Baltimore; Bill Balota, St. Louis.

SISTER MARTINO: Brother Chairperson, I move adoption.

CHAIRPERSON CULVER: Thank you, Dianne. Are there additional signers of the report?

SISTER VAN TASSEL (New York): Please add my name and that of Cleo Pappas.

BROTHER MALTAIS (Southern Ontario): Please add my name.

BROTHER CHARLES HUGHES (Washington-Baltimore): Please add my name.

CHAIRPERSON CULVER: Are there others? Thank you. At this time I will recognize Carla, "Solidarity Forever," Beck of Great Falls. (Applause.)

VICE PRESIDENT BECK: Brothers and sisters, here we sit—a group gathered to do battle for the economic and social interests of our brothers and sisters at home.

There are times when we feel pushed around in the world out there, at our jobs, in the marketplace, within the circles in which we move. But we are the organized. At least we have a channel through which to work to improve our lot. We are paying dues so that we can engage in collective bargaining.

Yesterday we passed a collective bargaining report which included, among other things, these goals: health and safety in

the work place, equality of maternity and paternity leave, new tops in wage classifications, refusal to agree to any retrogressions in any areas, and last but maybe one of the most important new areas to look into, recognizing family support goals.

Now, let's look at these goals one by one and then look out at the world around us.

The first goal I mentioned, health and safety in the work place, and yet we had to come up with this "OSHA in Peril" resolution, with a lot of so-called improvements.

Then there is the maternity and paternity leaves, which are an attempt to achieve equality in these areas at the work place. And then what do we have? We have in this nation an Equal Rights Amendment, and the climate is such that the Equal Rights Amendment still is not ratified, and we have had to get an extension so that we have time to bring this ratification about.

Another goal, new tops in wages. Yet we have sent to Congress those who have voted instead for welfare legislation for the corporation. We have sent those who see nothing wrong with newspaper chains controlling the print media and even expanding into other media. We have sent those to whom 60, 70, and 80 percent profits are not obscene, depending on if they go to the right corporations.

In this Collective Bargaining Committee report, we agreed we would refuse to agree to any retrogressions. Yet how many, just how many, of our brothers and sisters this past year had to fight right-to-work efforts in their state. How many of us have seen the national advertising for a union-free environment?

And then there's the family support issue.

But what kind of people did we send to Congress? People who would actually consider taxing Social Security benefits, who would not let a food stamp appropriation be taken care of, but they had to go to the wire—those food stamp appropriations for those among us who are unable to compete.

What I am trying to say is this. These things are connected—my contract, the Great Falls Newspaper Guild, the collec-

tive bargaining goals of my union, and the election of my union and the election of my legislators and my congressional representatives.

If I send the wrong people to the legislature or to the Congress, by my failure to ascertain what really is going on, by my failure to take part in the political process, by my failure to support those who are friends of working people like myself, then my contract, my union's collective bargaining goals, my union are effectively down the drain. Because that's where the power is. That's where decisions are made that affect my contract, my union, my very existence.

Now, we do have the opportunity to do something about this. We can give to our political party, we can give to our favorite candidates, but we as organized working people have yet another way. That way is to give to our own local's political action fund or to COPE, the Committee on Political Action of the AFL-CIO, which in turn will see that funds go not only to national candidates but come into our states and into our very counties and cities, to educate the voters, to register the unregistered and to elect our friends.

My friends, this is an important year. The ones we send to our state legislature in this coming election are going to be involved in the redistricting that will make rules under which we have to live for the next ten years. This is a crucial year. Let's do something about it. Let's do it now. (Applause.)

CHAIRPERSON CULVER: Thank you for an inspiring message, Carla.

Are there other speakers to the resolution? At this time we will call on the bucket brigade to bring around the buckets, and let's dig deeply for this cause which Carla so well described.

Point of order has been raised. Is it all right to give Canadian money to COPE? Yes. (Laughter.)

Be sure to make up the discount, President Perlik says.

Everybody had the bucket? At this time we will take the vote on adoption of the Second Report of the R&I Committee dealing with political action which Dianne Martino read to you a few moments ago. All those in favor of adoption of the resolution please say aye. Opposed? The report is adopted.

MOTION CARRIED

(A total of \$312.60 was contributed in the floor collection for COPE.)

CHAIRPERSON CULVER: Would Frank Prosnitz return. We have some more resolutions to take up.

BROTHER PROSNITZ (Providence): This is on green, and it is entitled "Majority Rule."

MAJORITY RULE

Majority rule has long been the democratic way in The Newspaper Guild.

Now that this union is moving toward merger with the International Typographical Union, it is important to reinforce this principle if we are to achieve our goal of a stronger organization.

This Convention directs the TNG Merger Committee to rescind any agreement it may have reached with the ITU Merger Committee which would require more than a majority vote to decide any matter or issue before the merged or new union.

The Newspaper Guild reaffirms, for merger, its constitutional provision of Article IV, Section 5, that "Majority rule shall obtain throughout TNG, and in no case shall more than a majority of votes be required to decide an issue."

BROTHER PROSNITZ: Mr. Chairperson, I move adoption.

BROTHER: Second.

CHAIRPERSON CULVER: On the right. Is there discussion?

Yes, on my right.

SISTER SHERMAN (Los Angeles): I would like to offer a substitute motion to postpone this matter indefinitely on the grounds that it is redundant and that the basic issue to this resolution was addressed concerning the procedure necessary to overturn the withholding of strike sanction has already been dealt with by the Collective Bargaining Committee and adopted by convention action.

CHAIRPERSON CULVER: All right. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All right. It's been moved and seconded that this resolu-

tion be postponed indefinitely. That is debatable.

Will there be discussion on this motion? Yes. Go ahead.

SISTER SHERMAN: If I may, Brother Chairperson, my reason for moving that this matter be postponed indefinitely is that this convention has already, unwisely I believe, taken one action which will force our merger committee to go back and renegotiate something. As was mentioned on the floor yesterday, the ITU at its convention in Kansas City could also possibly now direct its merger committee to renegotiate items to which tentative agreements have already been reached. It is my belief that this resolution on majority rule would open up a Pandora's box on that merger committee and could possibly drag out merger negotiations for far longer than necessary or could even effectively and very seriously damage our needs and our commitments to continue merger discussions with the International Typographical Union and to effect a merger with that union.

CHAIRPERSON CULVER: Thank you.

BROTHER DICK (Washington-Baltimore): I speak in opposition to the amendment to postpone action on this. I think this, indeed, should be acted on, should be passed by this convention. One of the previous speakers is correct, that this resolution does do to a great extent what came out of Collective Bargaining, but indeed this goes further than what was in Collective Bargaining. It goes to the key issue of majority vote in The Newspaper Guild on all issues, not only strike sanction, which was the key element—it was the catalyst—in the Collective Bargaining report.

All this resolution does is have the 1980 Convention go on record that indeed The Newspaper Guild intends to continue to live with a majority vote on all issues. It is in no way anything that should prohibit merger. In fact, it would indeed be an arm to its getting merger.

The whole thrust of the thing is that merger itself—if we had actually a package today which was presented to this convention—would go down the drain because we had not reemphasized and enforced the fact that we would only live with a majority vote.

Indeed, if we had a package that had to

go out to our membership and out to the ITU membership for merger, it would go down today because of the very fact that majority vote is not being held in there, and I ask again that you vote against this amendment and you vote for the resolution to give President Perlik and the TNG merger committee the strength that they need to show that no merger can go forward unless indeed we have the key principle of a majority vote in The Newspaper Guild. (Applause.)

BROTHER JONES (New York): I would like to have my name added to this resolution.

CHAIRPERSON CULVER: Emmett.

BROTHER MURRAY (Pacific Northwest): I spoke in the Resolutions Committee for this motion. I am speaking now against the amendment. I think this is, as I said before, a very seminal convention. It has to do with us forming our ideas, our positions, before what is maybe called the big one, meaning a merged convention.

I think it's very important that we get everything off our chest at this point. I think this is one of the statements that does that. I speak in favor of it and against the amendment. (Applause.)

CHAIRPERSON CULVER: Let me remind you. The motion before us is to postpone indefinitely. Now, it is proper to debate the main question in discussing that.

BROTHER EDGINGTON (San Diego): No, it is not.

SISTER PETERSON (Ottawa): Surely the debate has to relate to the merits of the motion to defer rather than the merits of the motion itself. If we are going to debate the main motion prior to voting on the referral, it defeats the purpose of the referral.

CHAIRPERSON CULVER: Thank you, Bridget. My ruling was based on the wording in Robert's Rules of Order that says, yes, debate can go into the main question.

Go ahead.

BROTHER ERNEST FRED A (Washington-Baltimore): Would you please add my name to the resolution also before it is too late.

BROTHER FISDELL (New York): I would be for the motion to—what is it, to table or what?

CHAIRPERSON CULVER: Well, first we had a motion for majority rule, and then there was a motion to postpone consideration of this question indefinitely.

BROTHER FISDELL: I would be in favor of postponing indefinitely for the following reason—really two. One is that the action taken by this convention on the question of strike sanction certainly is indicative enough to the ITU and to the members of the Merger Committee that that is our position. It couldn't have been illustrated any more graphically. To now follow that up with this I think is overkill, I think is unnecessary, I think will needlessly—needlessly may hurt the atmosphere in which those negotiations are conducted, merger negotiations.

We don't want to do that. I think we have made our point. I think the ITU can read. I know the merger committee is sensitive to the wishes of this convention.

Once you have made it, let's not rub anybody's nose in the dirt. Let's not have overkill.

I will support that motion to, whatever it is, postpone indefinitely or whatever. We have won it. We don't have to win it twice. (Applause.)

CHAIRPERSON CULVER: I recognize President Perlik at this time to speak to the motion.

PRESIDENT PERLIK: Brother Chairperson and delegates. I described to the Resolutions Committee where the merger negotiations stand on this matter, and it seems to me it is pertinent for you to know it as well.

The Typographical Union has proposed that a simple majority shall prevail on all issues at the international level. The Guild has proposed, as our constitution provides, that simple majority shall prevail on all issues anywhere. The difference is extending the ITU position to the local level.

You can see the differences between us are at this point very narrow and, as a matter of fact, the issue has not been addressed directly in over a year that those proposals have been put on the table. It would surprise me very much if the object of this resolution did not emerge, but it seems to me the viewpoints expressed by Brother Fisdell and others who are concerned about hampering our merger committee with mandates are well taken.

CHAIRPERSON CULVER: Bridget.

SISTER PETERSON (Ottawa): I support some of the things Harry has been saying, oddly enough. (Laughter and applause.)

I have made my points on the position of simple majority. I feel speaking against simple majority is a little like speaking against motherhood, and God knows, I shouldn't be doing that. (Laughter.)

What I wanted to stand up here and say is that I want the merger committee to read the directions of this convention as being items that we feel are necessary to insure the success of merger. I don't want people like Bob Ballow and the ANPA and our brothers and sisters in the ITU to misread the directions.

What we are trying to do is insure the success of merger, the eventual success, and not hamper merger negotiations. I think duplicating what we have already said and already expressed our opinion on is unnecessary, and I support the motion to defer, refer, table, or whatever it was.

CHAIRPERSON CULVER: Postpone indefinitely.

Joyce.

VICE PRESIDENT WALKER-TYSON (Detroit): I am not here to speak on the main motion at all.

I am here to say that I oppose the substitute motion on the grounds that I am tired of hiding from things that are going to come back and haunt me and to throw something under the table or out the window or whatever, and have it fly back in your face doesn't seem to accomplish a whole heck of a lot, and the same arguments we are going to hear when we get to the main motion. I really don't see where there are two separate issues here, and I am tired of throwing things under the table to come back at us, and I am going to vote against the substitute motion.

CHAIRPERSON CULVER: John.

BROTHER EDGINGTON (San Diego): I rise to support the motion to postpone indefinitely. There is such a thing as overkill. There is such a thing as salt in the wound, and I think that's what will happen if we continue and process this resolution.

So I think in the interests of time you ought to vote "yes" to postpone indefinitely. (Applause.)

(The question was called.)

CHAIRPERSON CULVER: All right. The vote before you at this time is to postpone indefinitely the resolution concerning majority rule. All those in favor of adoption please say aye. All those opposed, no.

CHAIRPERSON CULVER: The ayes have it. The postponement passes. (Applause.)

MOTION CARRIED

At this time I will recognize Frank Prosnitz for a resolution.

BROTHER PROSNITZ (Providence): On yellow, and before I read it, I will just note one very minor change in the wording in the end of the first paragraph which says "by TNG." Drop the word "by," and I will read it without that, and I am going to read the names of the signers of this resolution.

In clarification of policy adopted by the 1979 Convention regarding Guild international affairs activity, this Convention states that locals or members acting in the name of the Guild may not participate beyond that permitted TNG.

This Convention notes that when the San Jose Local determined in June 1980 to attend a seminar in Costa Rica the Local was unaware that its action was subject to question by this Convention and indeed was of the view that its conduct was not inconsistent with the mandate of the 1979 Convention, and is authorized to keep its commitment at TNG expense.

Signed: Frank Prosnitz, Providence, Chairperson; Donna Balkan, Ottawa; Emmett Murray, Pacific Northwest; Larry S. Finley, Chicago; Linda R. White, Portland; Francis H. Donovan, Manchester; Roy Cummings, St. Louis; Carolyn Toops, Terre Haute; Patricia Lane, Vancouver-New Westminster; Brian Hill, Vancouver-New Westminster; Doug Davis, Victoria; Thomas Mani, Washington-Baltimore; David Isaac, Canadian Wire Service, Abstaining.

BROTHER PROSNITZ: I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: Are there additional signers to the report?

BROTHER BRIAN DAWSON (Southern Ontario): Please add my name.

BROTHER FRED A (Washington-Baltimore): Please add my name.

BROTHER DICK (Washington-Baltimore): Please add my name.

CHAIRPERSON CULVER: Any other signers? Will there be discussion on the report?

VICE PRESIDENT MULCAHY: Do you want us to go with the minority now?

CHAIRPERSON CULVER: Yes.

BROTHER JONES (New York): Mr. Chairperson, may I file a minority report at this point?

CHAIRPERSON CULVER: I couldn't hear you.

BROTHER JONES: Excuse me. I said, is it proper at this point to file a minority report?

CHAIRPERSON CULVER: Yes, it is.

VICE PRESIDENT LOWE: (Southern Ontario): Mr. Chairman, point of information and order, or whatever you wish. I wish the mikes would be fixed. There are a lot of people that can't even hear you speak and also people who are at the mikes reading the reports. If possible—we realize this is an important issue—could we at least have the mikes fixed before we discuss this issue that is before us now? (Applause.)

CHAIRPERSON CULVER: With reference to that, the hotel advises if you stand about a foot back from the mike, it would work better. Can you hear me right now?

(Cries of "Yes" and "No.")

CHAIRPERSON CULVER: I hear several "noes."

VICE PRESIDENT LOWE: I am a foot back, and I can't hear you very well. (Laughter.)

CHAIRPERSON CULVER: I don't know what to do about it. We have asked the hotel. Will somebody check the sound man again. Can you hear me right now?

(Cries of "yes" and "no" and "barely.")

CHAIRPERSON CULVER: Let's try this. Let's proceed, and whoever is at the microphone speak very loudly, and if you cannot hear, hold up your hand. Can you hear me right now?

(Cries of "Yes.")

CHAIRPERSON CULVER: All right. You are recognized.

BROTHER JONES: Peter Jones, New York.

I would like to issue the following minority report on the Foreign Affairs resolution:

FOREIGN AFFAIRS

The 1980 Convention notes that the San Jose Newspaper Guild, Local 98, has agreed to participate in a seminar sponsored by the Federation of Commercial, Clerical, Professional and Technical Employees (FIET) in Costa Rica, July 14-19, 1980.

The 1979 Convention action on foreign affairs restricted the Newspaper Guild's involvement in such programs. In keeping with the spirit of that action, and in adherence to the principle of local autonomy, the 1980 Convention directs locals to investigate thoroughly such programs before agreeing to participate in them.

The Convention further directs locals to report in writing to the International Executive Board the results of such investigations when they have agreed to participate in such programs in the Guild's name.

Signed: Peter Jones, New York; David Isaac, Canadian Wire Service.

CHAIRPERSON CULVER: On my right.

BROTHER ISAAC (Canadian Wire Service): Yes. A point of information. I have asked that the Guild general counsel answer this question.

CHAIRPERSON CULVER: First, is there a second to this report?

BROTHER ISAAC: I am seconding.

CHAIRPERSON CULVER: All right. There is a request that David Eisen respond to a question—David Barr, I am sorry. We have so many famous Davids. Barr would probably prefer to have Eisen. Would you ask the question.

BROTHER ISAAC: On this original motion, the one that we had the minority report on, did you not say in committee last night that the first paragraph of this is ambiguous and, therefore, really is no policy to an individual Guild member who may, because he is a trade unionist, be personally invited to take part in some sort of a seminar?

COUNSELOR BARR: My answer in committee was in response to several specific hypothetical questions that you posed, and in response to the second of the hypotheticals you posed I said that I was not able to answer on that specific fact situation because the first paragraph read together with the action last year and the 1967 action, which was said to be reversed last year, was ambiguous with regard to that fact situation.

BROTHER ISAAC: In other words, there is no provision for delineation of what the situation is for a member who may be personally invited—not through the Guild but with the knowledge, of course, that he is a member or officer of the Guild—to participate.

COUNSELOR BARR: All right. Let me state the response another way.

This resolution, in order to determine how it applies to specific fact situations, such as the ones you posed in committee, has to be read with the 1967 Convention action and the 1979 Convention action that purported to reverse it.

Reading the three in combination, it is not difficult to interpret what the convention's will is with regard to certain conduct.

For example, it's clear that TNG cannot dispatch one of its officers to a meeting that is government-sponsored—international meeting that is government-sponsored and the government pays for, where the expenses of that officer are paid by that international organization.

It is also clear now that a local union cannot do likewise on those fact situations.

On the other end of the spectrum—and I think I responded in that fashion at the committee meeting last night—if an organization of that type issued an invitation directly to an individual member of this union, directly to an individual member of this union, invited him to partici-

pate as a trade unionist, without being labeled a Guild member, and his participation did not involve a delineation of Guild policy, then it seemed to me clear the convention would not prohibit that activity. But the moment you got me into a situation of responding to hypotheticals between those two positions, I had difficulty responding to you and said so, and the reason is that it is not clear what this convention or last year's convention would wish and would mandate in regard to each of those specific fact situations that you posed to me.

CHAIRPERSON CULVER: Harry Fisdell.

BROTHER FISDELL (New York): I speak in support of the minority position, minority report, and I want to tell you why. First of all, I would like to describe to you what the intent of this report is and what the intent of this report, minority report, is not.

The intent is to provide for local autonomy. What it does not seek to do and what it does not do is to abrogate the 1979 decision of this convention that the Guild international shall not participate in programs which are funded by government and/or corporate money.

This minority report was written in response to, really, the majority report which passed the Resolutions Committee last night.

Our fear was that what has happened has not been a compromise, but what has happened has been, perhaps inadvertently, the loss of local autonomy on this issue. We don't think that was contemplated in 1979.

If you read the minority resolution, what it says is that a local, if approached to participate in a government program, must thoroughly investigate such program before it can agree to it. It has been directed by the convention to do so.

Obviously what the locals would have to look at are things like (a) in its judgment is this a Guild trade union program whose objective is really solely to improve the wages and the working conditions and the lives of workers and their families in other parts of the world; does the Guild have control of that program; can the Guild amend that program in the event that it

feels an amendment to that program is necessary.

By "the Guild," I mean the Guild local.

If those questions are answered in the affirmative and it is the wish of the local to participate in such program, we say there is no reason why local autonomy under those conditions should not be exercised. We feel that our locals negotiate contracts with publishers, make decisions, have the ability to think, have the ability to discriminate, and that nobody should take that away from them. That's what we say to publishers. We represent people who can think and who can reason and who can, after proper investigation, decide what is right and what is wrong, and we want the opportunity to continue to do just that. (Applause.)

However, we hedge it in even with further restrictions. We say that we are not the sole fount of wisdom. We know our motivation is good. We believe we will conduct that kind of investigation. We are certainly not going to support a program which is designed to repress people instead of to help them. But we stipulate further in here that following such an investigation, following an acceptance, consult with the international, get back to the IEB. Maybe there is something they know or see that we don't see, so that if we are advised, "Hey, there's something wrong here," can rectify that decision, too.

What we are interested in doing is not reversing the convention mandate of last year but keeping alive the principle and believe that our people on the local level that we represent have the right to think, to judge, to act and to represent people that we tell the publishers can think for themselves. Nobody ought to take that away from us.

We urge that you support this minority resolution. (Applause.)

CHAIRPERSON CULVER: Bob Steinke, St. Louis.

BROTHER STEINKE (St. Louis): I think if one of our members gets an invitation to go to Finland, and Finland is sending the money to that individual, and our Executive Board approves that action and our local approves that action, I don't think the International Executive Board has any right to try to take it way, and I will close with this. All the brains in this

union are not on that IEB, and don't forget it. We got some brains, too. (Applause.)

CHAIRPERSON CULVER: John Edgington.

BROTHER EDGINGTON (San Diego): I rise to support the minority resolution. I think there's probably a great deal of confusion about what was done at last year's convention with regard to the local, and I think it is about time that we had some general direction as to what we can or what we can't do, either as locals or as individuals.

I think there are a number of programs this union is involved in which could conceivably fall under the control of TNG or under TNG's mandate, none the least of which would be the Harvard Trade Union program. There are a number of persons who have attended Harvard from this international union. There are a number of other trade union students there who are sponsored by their countries or by labor organizations within their countries. It is an exchange of information, but it is certainly something that could come under question if the resolution or the interpretation is placed on last year's mandate as encompassed in the first resolution, the yellow resolution.

I don't support the government paying my way to go somewhere as a Guild member, but I don't also believe that this international union ought to set restrictions on that.

If, for example, I am asked to come to Mexico to speak on freedom of the press as a member of the Guild, should I then turn that down because we are twenty minutes away and because the international says we can't?

I think what we ought to be doing is spreading the word about freedom of the press because Mexico is certainly one of those areas which certainly needs more of a free press than they have in their country today. We have had problems with journalists being incarcerated in Mexico. We have passed resolutions in our executive board to support Mexican journalists, and if I am asked to come and speak or any member of this local is asked to come and speak, we are going to go, with or without the permission of TNG, because freedom of the press is something we believe in.

We don't think there ought to be restrictions on the locals, and for that reason we are going to support the minority report. (Applause.)

CHAIRPERSON CULVER: Roy.

BROTHER KRUSE (Hawaii): Mr. Chairperson, what Harry explained while he tried to explain his position on the motion was the intent of that motion, the intent of the minority report.

If you were here at our last convention and the convention in 1977, you would recognize that there was an intent when that was passed also. The intent is that we are here as representatives of our local. We are here to determine the policies of The Newspaper Guild.

We are not here to just leave the decisions that we make here up to the TNG. What that means is that we make the decisions, and that's why we have been elected to come here.

On the other hand, if I was asked in the middle of the Pacific to go to Japan, to go to Australia or any other Pacific-basin country to speak about The Newspaper Guild, I should not go as a representative of The Newspaper Guild because my feelings may not be The Newspaper Guild's feelings, but if I went as a representative of the Hawaii Newspaper Guild—

What this motion means is that local autonomy must remain. We make the rules that establish what this TNG is, and TNG should not be telling us then what the question we have decided here is. We decided that in 1979, in 1977, and I think that the minority report provides us with the necessary local autonomy that is needed in the Guild, and I urge you to vote for the minority report.

Thank you. (Applause.)

CHAIRPERSON CULVER: Barry Lip-ton.

BROTHER LIPTON (New York): I speak in favor of the minority report, the intent of which is to preserve the all important autonomy of both the individual members and the locals of this union.

It does not fly in the face of the 1979 Convention action on restricting the Guild's involvement in foreign affairs programs. It simply preserves our all important right to make decisions for our-

selves, and I strongly urge its adoption. (Applause.)

CHAIRPERSON CULVER: Floyd.

VICE PRESIDENT TUCKER (San Francisco-Oakland): Brother Chairperson, I rise to oppose this minority report. Clearly the several parts of the body cannot act in an unco-ordinated manner against the interest of the entire body. To argue otherwise is to invite chaos.

I think it is clear also that it is an important interest and policy of The Newspaper Guild that our union should not accept funds from government or private corporate sources to participate in foreign programs abroad. I think the record of the 1979 Convention illustrates truly that this is an important policy of our union. Only chaos can result if the local unions are free to pursue divergent sources of policy from the parent union.

I think that it's obvious in the name "union" that the parts of the union by joining have surrendered some measure of autonomy. This does not restrict local autonomy. It defines one very narrow, specifically defined area in which the union, the parent union, has defined the limits of its interest, its interest which crossed by the local unions would be chaotic to the future of our organization.

Thank you. (Applause.)

CHAIRPERSON CULVER: Dave.

VICE PRESIDENT MULCAHY: Mr. Chairperson, Dave Mulcahy, New York.

I rise to support the minority resolution. Earlier some of the speakers discussed the action of the 1979 Convention. It could well be considered that the action of the 1979 Convention would impede local autonomy, and Mr. Chairperson, fellow delegates, this is exactly what this minority report speaks to. One of the prior speakers spoke, used the word "chaos." I see no chaos here whatsoever. What I see in this minority report, and I reiterate, "The convention further directs locals to report in writing to the International Executive Board the results of such investigations when they have agreed to participate in such programs in the Guild's name." I think it is totally clear, and I think some of the prior figures have said it far more eloquently than I, and that is, that we feel that local autonomy is the

issue. We want to maintain local autonomy, and we ask for your support.

Thank you. (Applause.)

CHAIRPERSON CULVER: David Isaac.

BROTHER ISAAC (Canadian Wire Service Guild): I was on the committee that drafted this original, the main resolution, and I felt at the time that it caused a great deal of problems for a lot of us, particularly in my local.

My local has the majority of its employees working for a government funded agency. News is our jurisdiction at the Canadian Broadcasting Corporation. We fought long and hard for 28 years to maintain that. I have gone on strike to maintain that jurisdiction, and our position is news. Having the jurisdiction over news at the Canadian Broadcasting Corporation, we are, on occasion because of that, asked to attend, as participants, international seminars.

As I read the main motion, we wouldn't be allowed to do that in the future. It goes further. The Canadian Labour Congress has a labor college funded in part by the Canadian Government. It on occasion deals with international affairs. None of us as members of the Guild would then be able to attend that.

SISTER LANE (Vancouver-New Westminster): Point of order, Mr. Chairman.

I believe the speaker has already spoken.

BROTHER ISAAC: Point of personal privilege.

I asked questions of the general counsel on a point of information.

CHAIRPERSON CULVER: Yes, it was a point of information awhile ago. I was concerned about the same thing and had second thoughts, and he is correct.

BROTHER ISAAC: Thank you.

Let's examine the issue closely. If one of us were to be invited as an individual to a labor congress or labor seminar on an international basis, why would we be invited? Would we be invited because we are a lot of fun to get along with or because we lose at poker or because we make people laugh by wiggling our ears? Of course not. We are invited because we are trade unionists and Guild members, and the two cannot be separated.

I hate to draw this analogy. I have used it several times to try to come up with a compromise, and I know people don't like the idea of prior restraint, but that is what we are doing. You know, we have had a problem in the past where we have been possibly involved with possible questionable groups. If we as journalists, as many of us are, had written a story five years ago about a corrupt politician and had been sued and lost and we now had new information on another corrupt politician, what would our reaction be if our publisher or supervisor said, "No, we can't use that because we lost last time?" We'd say, "No, let's check it out. Let's make sure we know where we are going. Let's make sure we're right and go."

That's what I'd say in this case. Let's leave the authority to the Guild, the local Guild, to check out, make absolutely sure we know where we are going but still have the opportunity to participate. (Applause.)

SISTER LANE (Vancouver-New Westminster): Mr. Chairperson, I have two points I wish to address.

The first one is the issue of local autonomy. It seems to me that a great deal is being made out of this issue. Locals have their autonomy limited. We are mandated by this convention to make certain proposals at the bargaining table. We are mandated by the convention to carry out certain human rights objectives, and we are told by this convention that we must get strike sanction before we go on strike.

I put it to you that there is a precedent for the limitation of local autonomy if indeed that is the issue.

The second point that I wish to address is that I do not think that local autonomy is the issue. The issue here is the acceptance of government or private funds. If a local wishes to pay its own way to Finland, they are free to do so.

Thank you. (Applause.)

CHAIRPERSON CULVER: Emmett.

BROTHER MURRAY (Pacific Northwest): Patty Lane just about stole all my thunder. There is a great deal of stress being placed on local autonomy here, and I wanted to make the same point that she did, and she did it very well. At the bargaining table you are not entirely free of TNG.

This, the original motion, not the substitute, not the minority report, if you read it, really does nothing to abrogate the rights of locals. As Sister Lane put it, if you want to send somebody to Finland, go ahead. It has nothing to do with that. That is the point I wish to make.

Thank you. (Applause.)

BROTHER NUSSBAUM (Cleveland): I would like to oppose the minority.

In opposition to the minority resolution, I think it is time that we consider exactly what is being evoked here when local autonomy is being called into play.

Local autonomy that is being asked here is not local autonomy from TNG or local autonomy from the IEB. What they are asking for is local autonomy from the policy of the TNG as set by the 1979 convention. It is true that the wisdom of this union does not lie in the IEB, as Harry Fisdell has said.

But the wisdom does not lie in the locals, either. The wisdom lies in the members as represented by the convention, and the 1979 Convention did set policy, and citing local autonomy to claim the right to do something that The Newspaper Guild has said that The Newspaper Guild shall not do is sophistry to my mind.

Thank you.

CHAIRPERSON CULVER: Drew Von Bergen.

BROTHER DREW VON BERGEN (Wire Service): I, too, am unhappy with the majority report. I don't think it is strong enough and, as such, I oppose the minority report.

Those of you who were here last year at the convention know what happened and know that today there would be no question about what the intent of the convention last year was, except for the fact that the majority of last year's convention, in an effort to keep the union together, and in an effort to avoid a bitter floor fight, agreed to have things said from the floor, agreed to have President Perlik take action within the IEB and agreed to avoid having a lot of language which would have clarified this issue be not in the proceedings of the convention.

There is nothing at all that prevents a local or the TNG or any member from at-

tending any of these conferences that they wish. That is not the issue. The issue is whether or not they can do it accepting funds from government or accepting funds from a corporation. So we should not believe that this is a local autonomy issue. If any local in the TNG wants to send someone to a foreign conference, they can do it. This only says they can't do it using corporate or government funds.

Again, I think all those who were here last year, just think back and remember what the issue was then. And, as I say, I don't think this is strong enough, but I guess I didn't learn my lesson very well, and I am willing to accept what I think is a watered down resolution again.

CHAIRPERSON CULVER: Victor.

BROTHER CIUCCIO (Denver): Brother Chairman, Ciuccio, Denver Local.

I rise to speak in support of the minority report. I beg to differ with Brother Tucker's analogy that all parts of the body must work together. All parts do not work together even though they eventually work out their differences. Right now, in fact, my head hurts, I have a backache, my little toe says, "don't run today," but I must play through my injuries and work it out for myself. (Applause.)

CHAIRPERSON CULVER: Steve.

BROTHER HATCH (Cleveland): Mr. Chairman, I find it extremely ironic that a resolution which raises the flag of local autonomy in fact directs locals to do something. (Applause.)

CHAIRPERSON CULVER: Jerry.

BROTHER MINKKINEN (Chicago): I rise in opposition to the minority report, and I find myself in the position similar to that of one of our sisters earlier today who indicated that she felt as though she was speaking against motherhood, and I think that the issue that was presented before us is somewhat similar, like as before, local autonomy, I think, has very little to do with what we are dealing with on this convention floor and, in fact, in one measure or another, have been dealing with all week long.

All of us have had the arguments, all of us understand the various merits of positions, and I think that it should be very clear that with regard to the issues that we are talking about, this convention and

the members here in this convention have not only the right but also the responsibility to determine the principles under which we are going to act, not only as an international union but with regard to its subordinate bodies.

We stated those principles in 1979. Unfortunately, there has been some miscommunication, there have been some mistakes made. There have been things that have happened that have caused us to be at each other's throats in some measure.

I hope that we can put this measure to rest, and I urge you very strongly to defeat this minority report. Let's get on with it, and let's get on with this convention.

I thank you. (Applause.)

CHAIRPERSON CULVER: Over here.

BROTHER BRIAN DAWSON: (Southern Ontario): The difficulty we face here is that we are being asked to support the minority report versus the original motion which came out. I really can't understand how a body of newspaper people find it so difficult, certain members of the newspaper industry find it so difficult, to perceive what the heck the original thing was saying. They have twisted and distorted the meaning of it so thoroughly, brought in all kinds of things, the next thing I expect to hear is that they are suggesting that this somehow is against—well, it is suggested it is against freedom of the press, and they are bringing in all kinds of obscene things which I think are totally destroying the nature of this, and they are causing divisiveness within our ranks.

In connection with the original motion that was brought in, it clarifies what was basically an error in procedure or loophole left in the 1979 statement and that is quite clear.

In 1979 I think it is obvious to everyone that the intent of the original resolution that was brought in was to restrict activities by the union whereby those activities were paid for by outside sources which we may or may not know the ulterior motives of those sources. In other words, so that ten years down the road some anti-union forces could not point their finger at the union and say they have been accepting money from the CIA or perhaps from the KGB.

Now, they want us to pass a substitute

motion or a minority report that says, well, all we want to do is investigate it. Now, perhaps New York has a vast machine whereby they have all kinds of paid investigators that can get into subterfuge and counter insurgency and all kinds of things like that, but we sure as hell don't, and I would like to know what the heck a local like San Jose or some of the other locals are going to do when they have to investigate something like this. I mean, if you have a pipeline into the workings of the CIA, that is fine, okay, but we have locals with one person, two people, no paid staff. How the heck are they supposed to properly investigate something like this? They are open to all kinds of manipulation and usage and things, and they can be totally turned around by people whose job it is to do such things. This doesn't prevent anybody from going anywhere to do anything for any reason. All it says is that you can't take money from sources outside of the union to do it, and I don't see what the problem is there.

In the original motion nobody is suggesting San Jose is in the wrong or being stepped on. We are just saying an error was made in the 1979 Convention, and we want to plug that loophole.

Now, as a member of a Canadian local, I think if anybody is going to scream about local autonomy, it is the Canadian locals, but we recognize that we represent the Guild and, therefore, it behooves us to follow a path of action that makes sure we don't get the Guild into hot water.

Now, if somebody wants to go to a convention as a working journalist, as a member of the press, as a private individual, there is nothing in here that says they can't. There is nothing in here that even says they can't accept foreign money to go as a member of the working press, and I think it is foolish for somebody to get up and say that somehow this restricts a person from going.

The original motion is quite clear. It says, states, that locals or members acting in the name of the Guild. It means that some member somewhere out there or some local somewhere out there cannot stand up and broadcast the fact that they belong to the international Newspaper Guild—okay—and purport to be representative of the opinions of the body.

CHAIRPERSON CULVER: One minute.

BROTHER DAWSON: I don't want to be in a position of having somebody somewhere down the road tell me that I am an agent of some weird force—CIA, KBG, or what have you, all kinds of things. We know the way publishers and other anti-union forces try to twist these things around.

I don't want somebody pointing a finger at me and saying, "Well, it is a well known fact The Newspaper Guild is a paid agent of so-and-so." Therefore, I think we have to have unanimity on this. We have to have some sort of standard policy that we can all agree to and follow.

I strongly, strongly urge you to support the minority. I think that is important. (Applause and cheers.)

Hold it. Hold it. Sorry, Hang in there. (Laughter.)

(The New York delegates arose and applauded.)

BROTHER DAWSON: Mr. Chairman—(Prolonged applause.) I think that just goes to show you, it just goes to show you the influence good old Harry's got around here. He can even put thoughts into your head. And Harry—wonderful.

No, it is quite clear what I was saying. It is essential that we vote against this minority report.

Thank you. (Applause.)

CHAIRPERSON CULVER: Well, there is nothing like having both sides.

Lou.

BROTHER CALVERT: (San Jose): Well, here we are again. (Laughter.) And it is a pity. It really was my fond hope that the convention had given a proper, a decent and permanent burial to this issue last year. Obviously the grave wasn't deep enough. And that's really too bad.

I thought the message was quite clear. For the good of the Guild, for the good of the Guild, get out of these programs and stay out.

That was the message. It didn't work. There was a backdoor approach. The majority report of the Resolutions Committee addresses that issue. It is not addressing, not restricting the local's involvement as so many speakers have said before me.

For eleven months last year's directive was heeded and then came that backdoor approach.

Some would have you believe that this resolution destroys the local's autonomy. It is simply not so. That's the majority report.

What it says is that, consistent with all the other constitutional and policy restraints that are adopted by this convention, or by any other convention, and that are passed by other conventions in the future, we have to abide by them. Certainly, how else could we operate if we didn't have that kind of a structure?

The commitment of the people involved in this particular issue is a very solid commitment, the kind of commitment that all of us in this room have and that is to this great union that we call ours. It is our organization. We are proud of it, and we want to continue to be proud of it. That's why we don't want even the potential to sully our name.

We don't expect, however, to have to come here year after year after year in order to rebury an issue that should not have been resurrected in the first place.

I urge a vote against the minority report. (Applause.)

BROTHER PATRICK GILBERT (Washington-Baltimore): The Washington-Baltimore Local always has been, is right now, and will continue to be one of the strongest proponents of local autonomy because they are autonomists. But I am here to speak against the minority report because I can see instances where a local can undertake the kinds of programs or activities that the majority report is trying to prevent that could cause irreparable harm to this international regardless of whether those programs or activities are undertaken in the name of TNG or in the name of that local. And, I say, if that happens and if we don't have an international any more, we don't have local autonomy, because we won't have locals, because we won't have a union.

Thank you. (Applause.)

CHAIRPERSON CULVER: Richard.

BROTHER PERRY. (Cleveland): I think it is with typical Guild irony that we are in such a heated debate over local auton-

omy to be exercised thousands of miles from our shores. (Laughter.)

The fact is that the majority report would not prohibit the exercise of such local autonomy, and I am glad of that. I think that we have to recognize that the international does have the right and the obligation to set certain restrictions and certain mandates on all of our locals. Otherwise we wouldn't have an international.

There were numerous groups of newspaper workers throughout the country before 1933, and they went all over the map, and they did all kinds of things that were at variance with each other, and it was only when Heywood Broun issued the call for us to come together that we were able to sit down and establish rules and regulations so that we don't conflict with each other.

I am happy to say that there is nothing in this majority report that gives the IEB or any other local or international person the right to come into a local meeting to dictate what must be done on the local level to anybody, and if they try to do it, we can kick them out, and there is nothing here that says they have a right to do it.

There are certain things that affect the international broadly that certainly the IEB and the international officers and the convention have the right to control. We cannot, for instance, approve the most basic local activity—that is a contract—without the international being involved and saying it is okay. So there is precedent for international mandates to locals in some areas—and those areas that would jeopardize the international—not in those areas in which the local should have freedom or could operate freely without in any way hurting the international.

In this instance, when we are talking about going miles from our shores, we are talking about going to Latin America or wherever, the behavior of anyone acting in the name of the Guild obviously has something to do with everyone in the Guild, and it is proper for the convention to sift the guidelines and the mandates to see that what is done is proper and is not harmful to the rest of us. (Applause.)

CHAIRPERSON CULVER: Betty Anderson, center mike.

SISTER ANDERSON (Pacific North-

west): This is my first convention, and everybody refers to the 1979 convention, and a lot of freshmen may not have read a copy of the proceedings to really understand the whole issue.

I have a question and I have a comment after that question is answered.

Action taken by the convention the year before, does that mandate policy that is to be followed by all the locals the following year?

CHAIRPERSON CULVER: Brother Barr? The answer is yes.

SISTER ANDERSON: The answer is yes?

CHAIRPERSON CULVER: Yes.

SISTER ANDERSON: Okay. I have another question also. Does the word "The Newspaper Guild" refer specifically to the international officers of the Guild or does that refer to everybody that is a Guild member?

CHAIRPERSON CULVER: Brother Barr, would that not depend on the context in which it is used? Yes, it would depend on the context in which it is used.

SISTER ANDERSON: I interpret that this resolution from the 1979 convention—I interpret that to mean that it governs everything that our organization does, which means the locals who are affiliates of this organization, and I think that the majority report is redundant. I think that the minority report is unnecessary, because we have already passed that in 1979, and we are to follow that policy, and I think that we all are intelligent people so that in the meantime if we get invitations, that we should investigate them anyway.

Is this organization that has invited San Jose government backed? And if it is, we shouldn't even allow them to go this year.

BROTHER SALGANIK (Washington-Baltimore): I am sorry that Brother Minkinen said that local autonomy is a motherhood issue. I would have hoped with our raised consciousness he would have said it is a parenthood issue. (Applause.)

But I otherwise rise to support what he said.

There are times when two strong principles are in conflict, and one must to some extent yield. The labor movement has

fought long and hard and still fights long and hard for seniority rights in areas like promotion, but when seniority rights interfered with the promotion of women and minorities, we realized that this was a time when a strong principle had to yield.

Yesterday this convention mandated locals, ordered locals, to file information with the international on their local employees, and there were not too many people who rose then to wave the flag of local autonomy, and I think that is because the people here did not have any problem seeing why a strong principle such as local autonomy should yield somewhat to our strong commitment to human rights.

All right. Why should local autonomy yield somewhat on this issue? The reason that this issue has been fought in various forums since 1967 is because people felt that for this union to take government or corporate money looked bad. For a local of this union using the name of this union to take government or corporate money for this type of activity will look as bad.

CHAIRPERSON CULVER: On my right.

BROTHER REED (Montreal): This is my first convention, as well. I want to speak and make very plain my opposition to the minority report, and I have a slightly different perspective that I would like to offer in terms of how we can view this issue.

I think that the issue of so-called local autonomy is essentially a subterfuge. I think what this issue is, at least from my point of view, is the issue of the autonomy of our movement, the trade union movement as a whole.

It appears to be very clear that the employers or agents in governments would like nothing better than to control our movement, to dictate to it one way or the other how it will proceed with its affairs, what it will say and how it will operate. It seems to be the essential, fundamental bedrock on which our union is based and on which every other union is based that we will operate our own affairs and finance our own affairs, and if we can't do it, it is a sign, unfortunately, of our weakness, but it also indicates to us what we must do to correct that.

One of my brothers from Canada mentioned the funding by the Canadian government of labor education schools. It seems

to me that is an ill chosen example. It strikes me a government which legislates the end to a postal strike, as the Canadian government did two years ago, is not in a position to tell the labor movement or to offer it labor union education. It gave us, in fact, education in the negative sense, and that is an education I think we can do without.

It seems to me that any sort of intervention by governments or employer-bodies in the affairs of our union are to be discouraged, and the autonomy of our movement is what is at stake. That to me is the fundamental issue, and therefore, I would oppose the minority report.

Thank you. (Applause.)

CHAIRPERSON CULVER: Dorothy.

SISTER STRUZINSKI (Washington-Baltimore): I rise in opposition to the minority report, and very briefly going to what one of the brothers had already spoken to, the very nature of the union organization, that when we join that union, we do indeed give up some autonomy. And let me emphasize, some autonomy.

This issue before you now does not put up a broad barrier on local autonomy. It defines only one tiny part, one tiny part of autonomy.

And for those of you who joined The Newspaper Guild many years ago, you may have forgotten the membership card you signed. It says, the last sentence, "I pledge myself to abide by the Constitution of The Newspaper Guild and the bylaws of the local Guild." No local bylaws can be in conflict with the Constitution, and the Constitution says that the convention shall be the supreme authority. We have set the policy here.

Thank you. (Applause.)

BROTHER BRETT (Gary): I want to thank the sister from Washington for taking most of what I was going to say. There wasn't any collaboration.

What is happening here—I speak also in opposition to the minority report. What we are here talking about ostensibly is local autonomy. Does the convention—should the convention legislate, mandate, direct locals. Article IV, Section 1 of the TNG Constitution, which we should read, says that the international Convention is composed of delegates of locals, and they shall be the

supreme authority of TNG. If we talk really about local autonomy, why not sign sweetheart contracts? That is a great example of it. We know what's the attitude to that.

With that I would move to close debate and call the question.

(Seconded by several.)

BROTHER EDGINGTON: Out of order.

CHAIRPERSON CULVER: I don't hear a second to that motion.

Go ahead.

(Cries of "It was seconded.")

BROTHER DICK (Washington-Baltimore): Mr. Chairman.

CHAIRPERSON CULVER: I'm sorry. Was the motion to close debate? What was the motion that was made that somebody challenged?

BROTHER BRETT: Pardon me?

CHAIRPERSON CULVER: What was the motion that you made and somebody said was out of order—somebody challenged?

BROTHER BRETT: To close debate, call the question.

CHAIRPERSON CULVER: I see. Well, such a motion is in order, but I don't hear any seconds.

(Seconded by several.)

CHAIRPERSON CULVER: All right. This requires—a motion for the previous question requires twelve seconds from five locals.

BROTHER DICK: Point of order.

CHAIRPERSON CULVER: Yes, Ray.

BROTHER DICK: Mr. Chairman, I don't believe that the brother can move the question because he just spoke on it.

CHAIRPERSON CULVER: I couldn't hear you.

BROTHER DICK: I don't believe that the brother can move the question because he spoke—he was speaking at the time.

(Cries of "That's right.")

CHAIRPERSON CULVER: Yes. You are correct. You are correct.

BROTHER DICK: Am I recognized?

CHAIRPERSON CULVER: Yes, you are recognized.

BROTHER DICK: I move for the question. (Laughter and applause.)

(Seconded by several.)

CHAIRPERSON CULVER: All right. We need seconds.

VICE PRESIDENT LOWE: Harry, John Lowe, Southern Ontario. Second.

BROTHER STEWART: Vic Stewart, Albany, second.

VICE PRESIDENT TUCKER: Floyd Tucker, San Francisco-Oakland, second.

SISTER BALKAN: Donna Balkan, Ottawa, second.

VICE PRESIDENT WALKER-TYSON: Walker-Tyson, Detroit, second.

BROTHER JONES: Eugene B. Jones, Philadelphia, seconds.

BROTHER SCHEER: Jim Scheer, Ottawa, seconds.

BROTHER HINZ: Greg Hinz, Chicago, second.

BROTHER LITTLEMORE: Ric Littlemore, Winnipeg, seconds.

BROTHER RIEGER: Rieger, Toledo, second.

BROTHER HATCH: Hatch, Cleveland, seconds.

BROTHER BRADFORD: John Bradford, Victoria, second.

CHAIRPERSON CULVER: We have enough. One moment.

All right. We will vote at this time on the motion to adopt the previous question.

I would remind you that the maker of the motion will have the right to close if this passes.

All in favor of moving the previous question, which closes debates, please say aye. Opposed? All right, the motion carries.

MOTION CARRIED

CHAIRPERSON CULVER: If the maker of the motion on the minority report cares to close, he may do so, and that will conclude debate.

BROTHER JONES (New York): Mr. Chairman, Peter Jones, maker of the motion. I waive my right to close.

CHAIRPERSON CULVER: All right. We will take the vote at this time on the minority report.

BROTHER: What color, Harry?

CHAIRPERSON CULVER: It is the pink report, labeled, "Foreign Affairs."

All in favor of adoption of the minority report please say aye. All opposed?

(Cries of "Roll call.")

CHAIRPERSON CULVER: Let's have a show of hands on this. Maybe we can avoid a roll call. Would you have the tellers come forward, Rick Sabatini, Barbara Davis, John Edgington, please.

CHAIRPERSON CULVER: All right. We are going to ask those on each side to stand when we take the vote, so please, everybody—

BROTHER BRANDOW (New York): Mr. Chairman.

CHAIRPERSON CULVER: Yes.

BROTHER BRANDOW: Mr. Chairman, I would respectfully call for a roll call vote.

BROTHER STEWART: Vic Stewart, Albany, seconds.

CHAIRPERSON CULVER: Just a moment. All right. There is a motion for a roll call. We want to get the names of the locals and seconds.

Anna, you are recognized.

SISTER PADIA: Padia, Pacific Northwest, seconds.

CHAIRPERSON CULVER: Dianne.

SISTER MARTINO: Martino, Manchester, second.

BROTHER SCHULTZ: Schultz, San Diego, seconds, hopefully for the last time ever on this damned issue. (Applause.)

BROTHER ISAAC: Isaac, Canadian Wire Service, seconds, and my brother from San Diego.

BROTHER TOWNSEND: Townsend, Brockton, seconds.

BROTHER CIUCCIO: Ciuccio, Denver, seconds.

SISTER BALKAN: Donna Balkan, Ottawa, seconds.

BROTHER MLECZKO: Mleczo, Detroit, seconds.

BROTHER HATCH: Hatch, Cleveland, seconds.

CHAIRPERSON CULVER: Center mike.

SISTER TOOPS (Terre Haute): Point of information. I move to cast Terre Haute's ballot out of order.

CHAIRPERSON CULVER: What?

SISTER TOOPS: Move to cast Terre Haute's ballot out of order.

CHAIRPERSON CULVER: You move to—

SISTER TOOPS: To be able to cast Terre Haute's ballot out of order.

CHAIRPERSON CULVER: Is that so you can catch a plane or something?

SISTER TOOPS: Yes. I am about ten minutes away.

CHAIRPERSON: All right. We will ask that that be done.

BROTHER RIEGER, Toledo, seconds.

CHAIRPERSON CULVER: Brian.

BROTHER HILL: Hill, Vancouver-New Westminster, seconds.

CHAIRPERSON CULVER: All right. We have twelve seconds, and we will now prepare to call the roll.

SECRETARY-TREASURER DALE: John Edgington, teller, we need you up here for the taking of the roll.

We are now going to take the roll, roll call on the minority report on Foreign Affairs. A "yes" vote is to adopt; a "no" vote is to reject.

(The roll was called by Secretary-Treasurer Dale as follows:)

<i>Local</i>	<i>Yes</i>	<i>No</i>
Akron	—	3
Albany	—	4
Bay City	2	—
Boston	6	—
Brockton	3	—
Buffalo	8	—
Canadian Wire Service	7	—
Central California	9	—

<i>Local</i>	Yes	No
Chattanooga ¹	—	—
Chicago	—	7
Cincinnati	5	—
Cleveland	—	8
Columbus	—	4
Denver	7	—
Detroit	—	12
Erie	—	4
Gary	—	2
Great Falls	—	1
Hawaii	6	—
Hudson County	2	—
Knoxville	—	2
Lexington	—	1
Los Angeles	6	—
Manchester	3	—
Memphis	—	6
Montreal	—	7
New York	59	—
Northern Ontario	—	1
Ottawa	—	5
Pacific Northwest	7.8	2.6 ²
Peoria ¹	—	—
Greater Philadelphia	3.25	9.75
Pittsburgh ¹	—	—
Portland, Me.	5	—
Providence	—	6
Puerto Rico	6	6
Rockford	—	2
St. Louis	10.4	1.3 ³
Salem	2	—
San Diego	10	—
SFONG	—	16
San Jose	—	9
Scranton	1.5	1.5
Sheboygan	2	—
Southern Ontario	—	19
Terre Haute	—	3
Toledo	1	5
Twin Cities	—	10
Vancouver-New	—	—
Westminster	—	12
Victoria	—	4
Washington-Baltimore	—	22
Wilkes-Barre	—	3
Winnipeg	—	3
Wire Service	3.75	11.25
Youngstown	—	3

¹ Absent from floor.

² 2.6 Abstain.

³ 1.3 Abstain.

SECRETARY-TREASURER DALE: Brother Chairperson, we now have the results of the roll call on the minority report on Foreign Affairs.

The results as certified by the tellers are

as follows: "Yes," 175.7, "No," 216.4. 3.9 abstentions. (Applause.)

CHAIRPERSON CULVER: The minority report is defeated.

MOTION LOST

CHAIRPERSON CULVER: That brings us back to the main motion, which Frank Prosnitz read awhile ago.

BROTHER MACDONALD: Jerry MacDonald, Canadian Wire Service Guild. I thank this convention for at least allowing us to vote on the issue. (Applause.)

BROTHER PERRY (Cleveland): Mr. Chairman.

CHAIRPERSON CULVER: Yes.

BROTHER PEERY: Peery, Cleveland.

CHAIRPERSON CULVER: Go ahead.

BROTHER PEERY: I want to move consideration of the main motion.

BROTHER STEWART (Albany): Second.

CHAIRPERSON CULVER: Are we ready to vote on the main motion, or will there be discussion?

(Cries of "Yes.")

CHAIRPERSON CULVER: All right. We will now take the vote on the main motion—the majority report. All in favor of adoption please say aye. Opposed? The report is adopted. (Applause.)

MOTION CARRIED

BROTHER MCQUEEN (Southern Ontario): Brother Chairperson, If I may have the attention of the delegates, I am attempting to move a temporary suspension of the rules of the convention in order to bring forward an emergency resolution on the subject of the Ku Klux Klan organizing in the Toronto district. So therefore I am moving a suspension of the rules.

CHAIRPERSON CULVER: All right. Is there a second to the motion?

(Seconded by several.)

CHAIRPERSON CULVER: All right. It has been moved and seconded that we suspend the rules in order to bring up this one resolution. All in favor say aye. Opposed? All right. The rules are suspended for that purpose.

MOTION CARRIED

CHAIRPERSON CULVER: You are recognized for the motion.

Let's have some order.

BROTHER MCQUEEN: I am Bill McQueen from the Southern Ontario Newspaper Guild, Local 87.

The resolution I have reads as follows and I move that: The Newspaper Guild, at its 47th annual convention meeting in Toronto, denounces the announced expansion into Toronto of the racist Ku Klux Klan, and calls upon municipal, provincial, state, and federal authorities to take all possible legal steps to control the spread of this despicable organization, and the motion is seconded by Phil Ballard of the Vancouver-New Westminster Guild.

CHAIRPERSON CULVER: All right. It has been moved and seconded. Is there further discussion?

Do you care to discuss it, or do you want to go ahead and vote?

BROTHER MCQUEEN: I think that the Ku Klux Klan is a well known organization. I don't think anyone really—it is not a motherhood statement. I want to say that much. I think it just simply goes without saying that we should stand on every occasion that this organization shows its head.

CHAIRPERSON CULVER: Are you ready for the vote? All in favor of adoption please say aye. Opposed? The motion is adopted.

MOTION CARRIED

BROTHER MCQUEEN: I would move that we reinstate the rules of the convention.

CHAIRPERSON CULVER: Yes. They are reinstated automatically.

I recognize Frank Prosnitz.

BROTHER PROSNITZ (Providence): We have two more items, one of them being the final report, thank goodness, of the Resolutions Committee.

On a pink sheet, "Merci, Toronto, Thank You."

MERCI, TORONTO, THANK YOU

The Newspaper Guild and its locals are

no strangers to difficulties and problems and 1980 is no exception. Once again a Guild local has risen to the occasion and on short notice provided a home for the annual convention. Hosting a convention is difficult under the best of circumstances and we salute the Southern Ontario Newspaper Guild for its accomplishment here in Toronto in hosting the 47th annual Convention. Haute cuisine, entertainment and assistance testify to SONG's abilities in the clutch. How can we say it better than with a rousing Merci?

(The delegates arose and applauded.)

BROTHER PROSNITZ: I move adoption.

BROTHER BRYANT (Southern Ontario): Point of privilege, Mr. Chairman.

CHAIRPERSON CULVER: Yes John.

BROTHER BRYANT: John Bryant, Southern Ontario.

I would just like to say to the delegates, guests and friends, that when John Lowe not too much in the past asked my opinion on whether or not Toronto could host a convention on short notice, I said, "Yes, I think we can do it, John, but if we do it," I said, "it is going to be first class."

Now, there is more than one element in something first class, in making it a success, and I think the consensus is that it has been a success. But I'd also like to point out that if we have gone first class, the other element in the success is that the brother and sister delegates, our guests to this convention, are all also first class. (Applause.)

BROTHER PROSNITZ: Now the final report of the Resolutions Committee.

FINAL REPORT OF THE RESOLUTIONS COMMITTEE

The resolutions committee considered 28 resolutions presented to it. Of these, five were referred to various committees, and 19 were adopted, one in substitute form. A resolution concerning an organization known as RIPOFF which was stated to be opposing big oil companies was tabled because the committee felt it lacked sufficient information about the organization. Also tabled was a resolution concerning creation of a public relations committee and a joint union labor publicity project and a

resolution regarding freedom of the press in Israel.

The committee also initiated three resolutions.

Signed: Frank Prosnitz, Providence, Chairperson; Donna Balkan, Ottawa; Roy Cummings, St. Louis; Carolyn Toops, Terre Haute; Larry S. Finley, Chicago; David Isaac, Canadian Wire Service (except number 17—Foreign Affairs).

BROTHER PROSNITZ: I move adoption.

(Seconded by several.)

CHAIRPERSON CULVER: Yes. Are there additional signers?

BROTHER DONOVAN: Frank Donovan, Manchester. Add my name.

BROTHER DICK: Dick, Washington-Baltimore. Will you add by name, please.

SISTER LANE: Patricia Lane, Vancouver-New Westminster. Would you add mine and that of Brian Hill.

BROTHER RAYMOND C. HILL (Buffalo): Ray Hill, Buffalo. Would you add my name, please.

BROTHER DAWSON: Brian Dawson, Southern Ontario. Would you add my name.

BROTHER MURRAY: Emmett Murray, Pacific Northwest. Would you please add my name.

BROTHER DAVIS: Davis, Victoria. Please add my name.

CHAIRPERSON CULVER: Are there further signers?

BROTHER MANI (Washington-Baltimore): Tommy Mani, Washington-Baltimore. Would you please add by name.

CHAIRPERSON CULVER: All right. Is there discussion on the report? Are you ready for the vote?

I am getting ready to take the vote.

All in favor of adoption of the final report of the Resolutions Committee please say aye. Opposed? It carries.

MOTION CARRIED

CHAIRPERSON CULVER: All right. Please give us your attention. We will take up a very important question of business at this time. I recognize President Perlik.

PRESIDENT PERLIK: Brother Chairperson, delegates, friends, ladies and gentlemen.

I would like, with the full indulgence of this convention, to depart from usual procedure for a reason which I think you will warmly endorse. I would like to invite the president of the Federation of Guild Representatives, Harry McCormick, to join me here on the dais. (Applause.)

Now we come to what is for me both a very happy and a very said—a bittersweet point in our convention proceedings.

Next month Edna Berger—Ed, as she is known to so many of us—will retire after serving the Guild for nearly 36 years as one of its best loved and most valued International Representatives.

Now when you say that someone has served the Guild for 36 years as an International Representative you have almost said it all, for our International Representatives are the very life blood of our union.

Almost, but not quite, because even among IRs Edna holds a very special place in our hearts, and it may well be that we shall not see her like again.

Edna joined the Guild's staff of international representatives in July 1944 [after working briefly as an administrative assistant in headquarters] after having joined the Guild while on the staff of the Philadelphia Inquirer, where she had begun her newspaper career as what was known in those days as a copy girl and had risen—if that is the right word—to reporter.

Since then Edna has been everywhere an IR can be called upon to go and done everything an IR can be called upon to do, and in so doing has won the affection of numberless newspaper workers and the respect—and very often the affection, too—of their bosses as well.

She even, I am told, persuaded Bill Blatz to come to work for the Guild and signed Ellis Baker to his first Guild card, for which I am prepared to forgive her if you are. (Laughter.)

Yesterday Jack Wallace spoke to this convention—very movingly, I thought—about ladies in the Guild. Edna is a "lady," too, but again a very special one. She can be tough, hard nosed, outspoken—my God, how she can be outspoken. (Laughter.)

Even outrageous when the occasion demands it.

But when I think of Edna after she has left us, what I will remember most about her is her honesty, her courage, her compassion, her generosity and thoughtfulness and consideration for others; her loyalty to her friends and her union, her enthusiasm and her remarkable capacity, after all these years, to greet each new day as a new, exciting adventure.

It was in this spirit that Edna attended the Harvard University Trade Union Program—some years ago on her own time—to better equip herself as an IR.

And it is in this spirit that after her retirement—and I use that word in quotes—she plans to go to law school and practice labor law.

And when she does, brothers and sisters, the labor boards and the courts will never be the same again! (Laughter and applause.)

In short, Edna Berger is inimitable, indomitable, incorrigible and irreplaceable, and we shall miss her more than we can say.

Now, if what I have said suggests that Edna also is somewhat unconventional, indeed she is.

And so we have chosen to proceed this morning in a somewhat unconventional fashion.

Edna, as many of you know, is married to Gerald Marks, the well known and accomplished writer of popular songs, who is somewhat unconventional himself. (Laughter.)

One of Gerald's most popular songs is "All of Me." And it occurred to us that if we changed the lyrics from "All of Me" to "All of Us," Gerald's song would be a much more appropriate expression of our sentiments on Edna's retirement than any conventional convention resolution.

And that, in case you are wondering, is what the piano is doing over here.

For Gerald has agreed to play and sing "All of Us" to Edna on behalf of all of you, and I hope you will join in on the second chorus.

BROTHER MARKS (Singing):

You took our kisses
And you took our love,
You showed us how to care;
Are we to be just the remnants of a one-sided love affair?
All you took, we gladly gave,
There's nothing left for us to save.

(Chorus)

All of us, why not take all of us?
Can't you see, we're no good without you.

Take our lips, we want to lose them;
Take our arms, we'll never use them;
Your good-bye left us with eyes that cry,
How can we go on, dear, without you.
You took the part that once was our

heart,
So why not take all of us. (Applause and cheers.)

Mr. President.

PRESIDENT PERLIK: Brother Marks.

BROTHER MARKS: With your indulgence and your permission, I have one more chorus to sing.

PRESIDENT PERLIK: I have been indulging and permitting you for years. (Laughter.) Please proceed.

BROTHER MARKS (Singing):

With Perlik and Dale
this union never will fail,
Instead it will sail right up
to the top of the scale.
But, as Berger leaves,
So goes her vocabulary—
Precious words from no dictionary.

(Brother Marks (spoken): I take her retirement . . . with my tongue placed firmly in my cheek, and I say that Monday morning at 9 o'clock—)

The phone will ring
and William Blatz will sing:
'Edie, dear, there's trouble in Phoenix—
Hop a plane and go
But don't spend much dough,
Or you will be breaking all of us.'

(The audience arose and applauded and cheered.)

PRESIDENT PERLIK: When this special way of paying tribute to Edna was suggested by Ellis Baker, he thought it a good idea if we could scrape up a piece of the sheet music to "All of Me" and have it changed and mounted with the new lyrics—"All of Us"—which the Southern On-

cario Newspaper Guild, in the fashion that has become so famous this week, managed to have done for us.

It is inscribed as follows:

"To Edna, with love, on her retirement, from the officers, members, and staff of her union.

"Toronto, June 1980."

And there is an asterisk after "1980" which says, "With apologies to Gerald and to ASCAP who generously waived both their copyright and their performance fees. And why not!" (Laughter.)

To the two of you, I would like to present this. (Applause.)

BROTHER MARKS: I'd like to say that unless that permission for changing the lyrics was in writing it is called plagiarism in my business. (Laughter.)

You might, Mr. President, alert Dave Barr to the fact that there might be a suit. (Laughter.) Now, the only way that you can overcome this is by buying me a drink. (Laughter and applause.)

PRESIDENT PERLIK: And that's all it will take to get us off the hook, right?

BROTHER MARKS: Right.

PRESIDENT PERLIK: So I will see you in 3216. (Laughter.)

Now I would like to introduce, for his own special tribute and that of the staff of TNG, Harry McCormick, president of the Federation of Guild Representatives. (Applause.)

BROTHER McCORMICK: Thank you President Perlik for inviting us to share in this tribute.

Brothers and sisters, as president of the Federation of Guild Representatives—our union within a union—I would like to say that we who have worked closely with Edna are both pleased and saddened today.

It is not easy to say farewell to anyone as near and dear as Edna Berger is to us, but we would like to share with you the sentiments of the FGR as they were expressed at our annual meeting this morning by me as president.

"Our beloved Edna has meant so many things to each of us. Our relationships

with her are so personalized that it makes it impossible to articulate our feelings for her as a group. I am aware that each of you feel, as I do, that Edna Berger is your own personal treasure.

"However, our personal thoughts notwithstanding—which can be delivered to her in private—I am sure and I feel strongly that we can agree on the following:

"Who among us can say they haven't felt and been affected by her friendly touch, had their spirits buoyed by her enthusiasm, felt more confident having had her wise advice, felt comfort in her knowledge, experienced the ease of working beside her, been spurred to greater efforts by their association with her, been made to believe more in themselves as a result of her supportive counseling.

"Who among us shall not forever feel more enriched for having known her friendship, worked with her and loved her.

"Who among us shall not shed a tear of happiness at the decision she has made—for it was indeed her choice, we would have voted against it in the FGR.

"And finally, who among us shall not shed a tear of sorrow for the times we will now lose from her.

"Yes, it is indeed with joy and sadness that we must say, 'Good luck, Edna; thank you, Edna; we love you, Edna.'"

(The audience rose and applauded.)

PRESIDENT PERLIK: Edna, as a tangible expression of Harry's sentiments and the ones I read into the record—on behalf of all your friends in the Guild, we would like to present to you this ring which has a gold Guild pin as its crest so you will never forget us. (Applause.)

BROTHER McCORMICK: Here's something else for you.

(McCormick gave Berger a bouquet of long-stem roses.)

SISTER BERGER: Thank you.

Usually I am not at a loss for words as so many of you know. (Laughter.) I am deeply, deeply touched. I will make this short and to the point.

My heart belongs to the Guild. It always will, and I will never be further away from the Guild than a phone call.

I love you all. Onward and upward.
Thank you.

(The audience rose and applauded.)

CHAIRPERSON CULVER: All I could add to that is—our heart will always be with Edna.

NOMINATIONS FOR VICE PRESIDENT FROM REGION 1

CHAIRPERSON CULVER: The floor is open to nominations.

BROTHER SABATINI (Philadelphia):

Brothers and sisters, I would first like to take an opportunity—if you would permit me the liberty—to express my gratitude to all of you for allowing me to serve nearly three years on the International Executive Board.

Now turning to the business at hand, I stand before you today to place in nomination the name of an individual who has dedicated himself to the principle that service on the IEB means serving all members of The Newspaper Guild. The gentleman whose name I will soon place in nomination isn't running for the Board to serve any special interest group. His devotion is to you—the membership. When you speak, he will heed your concerns.

The Philadelphia local and the Wilkes-Barre local have long been friends, and we are proud of that association.

The Wilkes-Barrean whose name I will place in nomination, both personally and on behalf of the Philadelphia delegation, rose through the ranks both professionally and as a member of the Wilkes-Barre Newspaper Guild. Starting out as a flyboy at the Sunday Independent, he became a bundle boy at a publication in that community which at present will go unnamed. He worked in that job while attending Kings College there until his graduation in 1973 with a degree in political science.

Following graduation he took a job in the newspaper's addressograph department with his ambition soon to be realized—in becoming a reporter.

Simultaneously he rose through the ranks of the Guild until today he is vice president of the Wilkes-Barre local.

Probably even more significant, he has been a front-line fighter in the Wilkes-

Barre local's battle against the scab-run Capital Cities Times-Leader and has held a leadership role in the Wilkes-Barre Council of Newspaper Unions since the start of the strike, in addition to being a columnist on the Council's highly successful Citizens' Voice newspaper.

In more ways than one he has been in the forefront of the united effort to kick Capital Cities' ass out of Wilkes-Barre.

I have seen the man I stand here to nominate involved in more than one altercation, both verbal and physical, during the strike. He has never backed down, and I submit it's a person with that type of fortitude and stamina and determination who can serve all of us well on the IEB.

Promising total communications with all Region 1 locals while dedicating himself to total service aren't just idle words in a campaign. You have a friend in Wilkes-Barre, and he will deliver.

I am proud to place in nomination the name of Pat Rushton for Region 1 Vice President. (Applause.)

CHAIRPERSON CULVER: Frank Prosnitz.

BROTHER PROSNITZ (Providence): I rise to second the nomination of an individual who for the past 21 months has shown us the courage, determination, union principles and just the plain guts that we all hope that we have. I expect Pat Rushton, without much of a problem, will serve as the Regional Vice President, will vote his conscience whether or not that means following any particular party line.

In following Rick Sabatini, he has a tough act. I am sure that Pat Rushton can do it. And I, personally, and the Providence Local are extremely pleased to second his nomination. (Applause.)

CHAIRPERSON CULVER: Brother Jack.

BROTHER WALLACE: (Wilkes-Barre): I have no problem at all in recommending and seconding the nomination of Pat Rushton. You see the problem with Wallace is he has to much fun in Wilkes-Barre, so that's where I'm going to stay, but Rushton is going to represent us in Region 1. And he will do a damned good job for everybody. (Applause.)

BROTHER ALFANO: (Scranton):

Scranton proudly hopes that Mr. Rushton will make a very good Region 1 Vice President.

CHAIRPERSON CULVER: Eugene.

BROTHER JONES (Philadelphia): It is with pleasure that I, Eugene B. Jones, second the nomination of Pat Rushton.

BROTHER ROTH: (Buffalo): The Buffalo delegation endorses and supports and seconds the motion for the nomination of Pat Rushton.

BROTHER GOODMAN (Hudson County): Hudson County is happy to second the nomination of Pat Rushton.

BROTHER TOWNSEND: (Brockton): Happy to second the nomination.

SISTER MARTINO (Manchester): Manchester is delighted to second our friend in Wilkes-Barre.

VICE PRESIDENT BIGELOW (Portland): We are happy to have Pat with us. We second his nomination.

BROTHER BENTON (Salem): Second the nomination.

CHAIRPERSON CULVER: The mikes are clear. Are there further nominations for Region 1 Vice President?

BROTHER JONES (Philadelphia): Move the nominations be closed.

CHAIRPERSON CULVER: I see the mikes are clear, and the nominations are closed, and I declare Pat Rushton is elected as the Vice President.

(The audience rose and applauded.)

CHAIRPERSON CULVER: I have a special note for Pat Rushton. You take office immediately, and you will have your first meeting at 3:30 this afternoon. (Laughter.)

At this time we will discuss invitations to future conventions.

SISTER McCRACKEN (Memphis): Yes. Many of the delegates here have been asking me about the convention next year, and I want to confirm the invitation to Memphis.

Toronto is going to be a tough act to follow, but we will try to show you what true southern hospitality is. (Applause.)

So we look forward to seeing *y'all* in Memphis next year.

(Laughter and applause.)

CHAIRPERSON CULVER: It is also the role of this Convention to pick the site for the future.

Are there any invitations—is 1984 the next one?—Are there any invitations for 1984?

The constitution does provide for the IEB to handle that.

(Brother Kruse (Hawaii) walked to the microphone, paused, and then walked past it, followed by laughter and applause.)

CHAIRPERSON CULVER: It is permissible for the IEB to take care of that invitation if undecided by the convention. Is there further business before the convention?

If not, we are open for a motion to adjourn.

(Moved and seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded by several. All in favor say aye. Opposed?

MOTION CARRIED

CHAIRPERSON CULVER: You are adjourned.

(The convention adjourned at 1 p.m.)

Convention Forums

1—VDTs Today

Wednesday Morning, June 25, 1980

(The Convention forum "VDTs Today" was called to order at 9:30 a.m. by President Perlik.)

PRESIDENT PERLIK: May I have your attention, please? If the delegates in the back of the room would please take seats, we would appreciate it.

Seventeen years ago in Philadelphia, in 1963, at a forum just like this, an industrial engineer by the name of John Diebold, described for us all the wonders of electronic journalism. He was remarkably accurate and precise at a time when the first VDT had yet to come off the production line.

Five or ten million VDTs later we are beginning to learn to deal with the consequences of his predictions and his descriptions. My recollection is, and the record of his address to the forum at that time is, that he did not warn us too much about their possible impact on the health and the safety of the people who use them.

The people who use them, of course, are our members.

In the past half-year The Newspaper Guild has done a lot of catching up and acquainting itself and those members with those hazards and enlisting the support of others in positions to do so to deal with them.

Three of them are going to assist this morning, assist the Director of Research and Information, Dave Eisen, in acquainting you with our latest findings, our plans and our needs. They will be introduced further as Dave's program develops, but I would like you to note Dr. Anthony Robbins, Director of the National Institute of Occupational Safety and Health, Dr. Michael Smith, Chief of Motivation and Stress Research for NIOSH, and Tobi Bergman, who is with the New York Committee for Occupational Safety and Health, Inc.

Dave will describe these gentlemen and the role they are playing in this developing

fight and concern in greater detail, and to begin the first part of this morning's forum on VDTs and our current position with regard to them, I will introduce Dave Eisen, TNG Director of Research and Information.

BROTHER EISEN: This Forum is being held at an exceptionally appropriate time, not only because we are seeing a sunburst of information, of articles in publications of every description, on the hazards of VDTs for the first time, not only because we are in the midst of an unprecedented fever of activity by NIOSH, by the Guild, and by other unions on VDT safety and health problems, not only because for the first time a Guild Local has made VDT issues a central issue in its bargaining and has won substantial gains on them, but it is particularly appropriate because this really marks the end of the first VDT decade in the newspaper industry.

It is just about 10 years since VDTs began to spread in any numbers through newspapers, newsrooms in particular, and then to commercial offices, and I think any doubt that anybody may have had about VDTs having finally arrived on newspapers should have evaporated last fall when they made their appearance in the newsroom of the Los Angeles Tribune.

We are informed that it hasn't taken very long for those VDTs to make themselves felt as a health and safety hazard, that a script is in the works on health and safety problems arising from VDTs on the Tribune, and so I think we probably can expect that NIOSH will be receiving a call asking for a health-hazard evaluation shortly from Rossi and Billie.

Ten years ago there were fewer VDTs on all newspapers in the United States than there are on one large newspaper today. There were 15,000 VDTs on newspapers at the end of 1978. The ANPA's latest figures aren't out—they have been somewhat delayed—but we would estimate, since they have been approximately dou-

bling each year, give or take a few percentage points, that there are something like 30,000 out there now and no sign of that coming to an end.

Looking back 10 years ago, I think you can say that that was our age of innocence as far as the effect of VDTs was concerned. We really didn't know what we were up against. We made elaborate preparations to meet the new technology, and that was understandable and fully justifiable because our first consideration, after all, was our livelihoods. We put in our Collective Bargaining Program provisions for notice to the Guild of automation. A requirement that the publishers discuss it with the Guild, that there be no dismissals because of automation, that there be retraining of anybody whose job was affected by automation, and for us automation began to mean essentially VDTs.

As I say, this was fully justified. You have to have a job before you can fight to make it healthy.

We were concerned right from the start with radiation monitoring. After all, VDTs were a first cousin of television, and television had been indicted and found guilty in the late 1960s, color television particularly, of emitting harmful radiation.

The first wire-service VDTs were wrapped in film, in what we now, I think, can regard as a rather quaint procedure for detecting radiation, and no radiation at harmful levels was found. But we got into our Collective Bargaining Program, and into a number of our contracts, provisions for monitoring VDTs for radiation, and we still think those provisions are necessary despite the fact that tests to date have not shown any proven harmful levels of X-radiation or any other radiation. We think VDTs should be watched, but we had no idea of the nature and extent of the real health and safety problem that VDTs were to represent. We didn't have any idea, but the manufacturers did.

One of our members got a candid glimpse into the future provided by one of those manufacturers. Rex Adkins, whom some of you will know as a long time San Francisco-Oakland Guild activist, has written a rather generally enlightening VDT odyssey, and as part of this he recalls how, back in 1974 and '75, when he was doing a series of stories on the advent of VDTs on the

newspapers there, he went to visit the offices, the plant, of Systems Integrators in Sacramento, from which the San Francisco and Oakland papers were purchasing VDTs, and he inspected the plant. The plant manager talked to him, and he said, "If I were you, I wouldn't worry about the radiation. It's about what you would be exposed to by the sand on a beach on a sunny day. If I were you, I'd be concerned about my eyes."

People in the Guild did begin to get concerned about their eyes in a very short period of time, out loud. By the mid-1970s there was a growing awareness of the facts of VDT life, and our age of innocence was beginning to come to an end. There were complaints of headaches, of eye strain, of dizziness, and while in many cases these were mild, in other cases they were severe, and in some cases these can really be acute, and how acute they can be I think you will have a chance to hear a little later on in an account of a couple of recent cases from Vancouver.

We held a conference. Complaints had grown to such an extent that we felt moved to hold a conference in 1976 on this growing problem, and while only eight Locals were represented, there was no question that the problem was already widespread. Most complaints were coming from the copy desk. Remember that VDTs were largely confined to the newsroom at this time, just starting to move into other departments. On AP, a poll of AP newsmen showed that 50 percent were suffering vision difficulties; 33 percent at UPI said they suffered vision difficulties, and by the way, if you think that things have improved since then, the latest poll in the wire services, taken at UPI, showed that 50 percent now complain of vision problems and that 40 percent of people working on VDTs go home, leave work, with headaches. Two people out of every five go home from work with headaches.

Our bargaining program—we have always been sensitive to developments of this type—our Bargaining Program was quickly expanded to try to meet this problem. We added a provision for vision tests in 1976. We expanded that provision the next year to a more comprehensive one, specified an ophthalmological examination, added a generalized, somewhat generally worded provision for work breaks in an attempt to meet this growing problem. Publishers, however, aren't quite as sensitive

to these developments and complaints as we are, and so the record of our contract gains is not quite as impressive as we might like, but we have made some.

As of this time, as far as we have been able to tabulate, we have 15 contracts in which we have won at least initial eye examinations and, in some cases, periodic ones, six of them during the past year.

We have three contracts in which publishers are required to pay for eyeglasses if they are required for VDTs.

Now, any management not in itself in need of spectacles should understand the logic of vision tests and glasses, even from a narrow self-interest standpoint. For those who didn't it was explained to them, as far back as September 1978 by a management consultant in the area of lighting and VDT design. His name is Hy Shaffer, and he did it in this language, in an article directed, of course, at management. He said: "We are suggesting that a pair of work glasses be made available to the VDT user and the yearly checkup be a part of the normal equipment-maintenance schedule. After all, you should be just as aware of the operator's condition as you are of the equipment condition if you wish to gain the best return on investment, and there is no doubt that the hundred bucks per operation this represents is no more than a fraction of a percent of the system cost. Right?"

In other words, you VDT operators out there are almost as important as the equipment. (Laughter.)

Well, even this grubby sort of enlightenment was not very widespread. Complaints kept multiplying, including a couple of cases of cataracts, so we stressed to push for studies, and in this case it seemed to us that the agency to make the studies was NIOSH, the National Institute for Occupational Safety and Health, and we began to ask for these studies back around late 1976 and 1977.

Dr. Robbins and Dr. Smith are here, and they are going to tell you something about this, and I am not going to go into any details about what NIOSH has been doing. Suffice it to say that a number of surveys and studies are under way to determine the precise nature and extent of the health damage that is inflicted by VDTs.

I will tell you about one study that

NIOSH isn't conducting that we have some direct responsibility for. A University of Wisconsin team of environmental-medicine experts is conducting a contract study for NIOSH on stress among VDT operators. As a spinoff of that, they are going to do a similar study for us of stress among operators at the New York Times, our largest unit. There will be some input from us at TNG, from the New York Guild and the New York Times Unit on the things we are particularly interested in having them look for. They will be doing that in the fall, and I guess we can expect the results some time late in the year or early in 1981.

Well, I think we have come without question to the end of the age of innocence as far as the Guild is concerned on VDTs. I think we have come there ahead of all other North American unions, including larger ones that represent more VDT operators than we do. They tend to come to us for information and even sometimes for advice. People who write articles—and as I have told you, there are an increasing number in recent months—on VDTs tend to be referred to us when they are asked for a union position—"What's a good union to go to for the union position on VDTs?"—and we have had this broadside of newspaper and magazine articles on health hazards, and I might say, I found it very interesting: There have been articles in a whole range of newspapers, magazines, some broadcasts. Strangely enough, among all these articles, there have been many large newspapers, medium-sized newspapers, and so forth, but almost none, almost none of these takeouts have come from newspapers with Guild contracts—a paranoid thought.

While we have been ahead of other North American unions, I don't think we are entitled to indulge in a great deal of self-congratulations, however, because the fact is that we are a good deal behind trade unions abroad, and I am going to give you some idea of just how far behind.

I have here a program of the Australian Journalists' Association, and I am going to read parts of it, and as I read it, keep in mind that with the one exception that I will tell you later, they report that all of these demands have been generally agreed to by the Australian publishers.

"A. Prior to the use of new equipment, the employer shall arrange for a compulsory examination of members by an oph-

thalmologist. The cost of such consultation shall be met by the employer, and the cost of any spectacles prescribed by the ophthalmologist for use by members when operating the new equipment shall be met by the employer.

"B. The employer shall arrange follow-up tests at six-monthly intervals after the initial tests. The provisions applying for the initial tests shall apply for the follow-up tests."

"C. Prior to the use in production of new equipment, the employer shall arrange for occupational lighting studies to be conducted by an appropriate authority. Results of such tests shall be provided to the branch secretary and to the Association. Any recommended alterations to lighting arrangements made by the testing authority shall be carried out by the employer prior to the use of such equipment in production.

"D. The employer shall, prior to the use in production of new equipment, arrange for an examination of the radiation emission of such equipment. The results of such studies shall be supplied to the branch secretary and to the Association. Such studies shall measure both the individual radiation level of VDTs and the level emitted from machines in combination.

"E. The employer shall arrange follow-up radiation-emission tests at regular intervals.

"F. A member operating electronic equipment in production shall be afforded a break without loss of pay and in the employer's time of 15 minutes after any period of two hours' continuous operation.

"G. In any period of training in the use of new equipment, no member shall be required to train for a period extending beyond two hours continuously."

The one item that they report that they have not succeeded generally in gaining publisher agreement to is the next to the last, the work-break provision. On that one they have been engaged in extensive arbitration. They lost the first round of arbitration. There was a provision for going back and looking at it again in two years, I believe, and I think that is somewhere in the works right now.

In England, from the June 1979 issue of Labor Research, which is a British publica-

tion, 18 separate union agreements, representing a cross-section of British industries into which video display terminals have been introduced, report the following provisions regulating use of VDTs:

They provide for regular eye tests paid for by the employer, restrictions on total time on the VDTs, more frequent and extensive rest periods—in some cases one hour on and one-half hour off—discussion on location of screens and positioning of operators, and reduction and control of flickering and glare.

The Austrian trade unions, which have been particularly active from the beginning and, in fact, sponsored original scientific studies of the effects of VDTs on operators, have generally succeeded in winning work breaks after one hour and a four-hour limitation on VDT work in any given shift.

Finally, in Sweden, the following wonderful excerpt from an article by Olov Ostberg, leading Swedish VDT authority.

"Sales engineers and purchasing managers have now learned the hard way that a contract is not safely in harbor until it is anchored at the local union. One typical and notorious example is the attempt to computerize the County Employment Board without letting the office workers have their say in the evaluation. Hence the workers at the last minute vetoed the purchase in bulk of CRT VDUs—" that is video display units, as they tend to call them in Europe "—when they learned that the screen had green phosphor. 'We think it's hard on the eyes.' The purchasing process had to start all over again, and the system implementation was delayed by two years, and eventually the very same screen was chosen.

"If, for example, a data-entry set does not have a detachable keyboard, it is definitely a loser on the Swedish market. As a result, the advertising slogans for information-handling equipment nowadays read, 'The human terminal' "—that's wonderful!—"Ergonomically designed" or "Approved by the Board of Safety and Health. The same goes for lighting systems, furniture and job aids. Furthermore, the trend is to sell 'packages,' making up complete workplaces. The most advanced 'complete workplace' is a 'sitting machine,' intended for any type of sedentary visual work. It is equipped with push-buttons for individual

motor adjustment of the height of the desk and the Volvo de-luxe swivel chair. It costs a good one thousand pounds "—and that is well over \$2,000 at the current rate of exchange.

Can you wait for the day when they advertise VDTs as approved by the National Institute of Occupational Safety and Health?

This reflects to a certain extent, to be sure, the difference between European trade-union gains and our own, reflects to a certain extent the flood of European studies documenting the visual and muscular problems that have flowed from VDTs, and I think typical of the difference, emblematic of the difference, between the general public understanding of what VDTs bring in their wake here and there is a German aspirin company that ran an ad with the picture of a VDT operator with an agonized expression on her face, in front of the VDT screen, and over it the legend, "Take an aspirin for that headache." (Laughter.) Well, we are now getting U.S. studies confirming that American eyes and muscles are no different than European eyes and muscles, and so soon we may be hearing commercials, set to appropriate atonal music, something like this: "Headache gotcha? You can't see? Take a Bayer when you hit that VDT!" (Laughter.)

The problem, of course, is, first of all, a bargaining problem, and we have recommended a considerable expansion of that Bargaining Program on the basis of the findings of various studies, on the basis of our own experience and on the ideas and programs developed by foreign unions. The Collective Bargaining Committee, as I understand, has approved that program, and it will come before the Convention tomorrow.

Those provisions are contained in the Officers' Report, and I am not going to review it in detail. Essentially it is designed to take us as far as current knowledge and union power can in solving the problem of VDT health and safety.

But there is a second element to the problem, an element I like to refer to, and it's stolen, as consciousness-raising. As in so many other aspects of bargaining, heightening an awareness of our members is the key to the problem.

I think every member who works on a VDT has to be made to realize that he or

she is not the only one with headache and eyestrain, that these are problems that can be solved and that they are problems that should be solved, and I think again Rex Adkins has given us an insight, in this odyssey I referred to earlier, into the kind of thinking that we have to overcome. He relates this incident.

"I remember that any early attempts to adjust the positioning of the VDTs on your desk—" the desk of the operator "—was sharply discouraged. A VDT operator from the city side of our department reminded me that she had been in an automobile accident which had left her with back trouble. That now was being aggravated by the height of the VDT screen on her desk, she told me. I guess the angle at which she had to hold her head was the critical factor. She said she went to the systems manager, told him of her problem, and asked whether the VDT could be raised. He said something like, 'No, absolutely not.' When I heard that, I simply said, 'Bullshit! I'm positive it can be done. All you have to do is ask a higher authority here, and if the answer is still "No," take it to the Guild.'

"She gave a reply familiar to union leaders everywhere: 'Oh, I don't want to make an issue of it. Don't tell anyone else.'"

Well, that kind of attitude, I don't have to tell you, multiplied a hundredfold, leaves serious VDT problems unresolved, even where some improvements have been won in bargaining.

We have to find ways to get to the members. The VDT kit we put out a couple of years ago, while very valuable in terms of background and bargaining, is a bit abstruse. Very few members are going to be able to wade through that. But a manual has been put out by Tobi Bergman's NYCOSH. It's simple, it's readable, it's to the point. It is addressed precisely to VDT operators, and every VDT operator at a Guild paper should be given one. It helps make waves. It is available through us at 50 cents a copy.

It sounds like I am huckstering. I am not huckstering the pamphlet, I am promoting the ideas that that pamphlet can generate. There are some samples, if they haven't all been gobbled up, on the table in the back, and I believe also some leaflets on which you can order pamphlets. I think there are few things that are more important than spreading among all our mem-

bers a knowledge of what's involved in VDT health and safety.

We have made some progress. In the Bay Area, as you know, I think, we are in a situation which could produce a strike any day, but there has been an agreement, an interim agreement, on video display terminals, the first time, as I said, that a Local has made VDT health and safety demands an integral part of its bargaining. A long and detailed and very carefully worked out set of demands was presented to management in the Bay area by the San Jose and San Francisco-Oakland Guilds, and I think that we can say that the settlement terms there are the most extensive gains that have been won by any local on VDTs, and starting in a very abysmal situation as far as VDT operating conditions are concerned. It's far from everything the Local asked, but I think it represents a significant breakthrough. It includes, among other things, provision for adjustable chairs, adjustable footrests, to adjust the VDTs themselves, for employer-paid eyeglasses, for glare shields, for lighting adjustments and for brightness controls on all new VDTs.

In Chicago, a somewhat novel development: One of the publishers with which the Local deals came to the Guild and said: "We are buying new VDTs. What design features would you like to see?"

The Local came to us. We do have advice to give on this subject, in some detail. It doesn't necessarily extend to any particular machine which we would recommend, but we do have all the specifications which are considered most desirable for VDTs. We passed them on to the Local, and I am sure the Local passed them on to the publishers, and I assume we are awaiting the results of that.

That is the kind of thing we want to promote, one of the changes we are recommending in the Collective Bargaining Program, that this become a standard procedure and a requirement before publishers buy new VDTs.

Southern Ontario, which has been active for some couple of years now in VDTs! The latest development—and I will report it in the Local's own words in a bulletin—"There are happy faces in the editorial department these days because of the arrival of the first of a hundred new chairs that have been promised. The chairs are designed especially for use with VDTs, and

already there are reports that backaches and tension have disappeared."

At the Globe and Mail that is, right.

Vancouver, a local that has been exceptionally active in recent months: The Local came to us early in the year, looking for advice and information in connection with radiation, assistance. We were able to arrange—it had been unable to obtain radiofrequency tests out on the Canadian Pacific Coast. We were able to arrange with the new Canadian Center for Occupational Health and Safety to have such tests conducted, and plans for that are going forward despite some resistance by the publishers.

Somewhat more novel, the Local has arranged and has had conducted by the provincial Ministry of Labour a lighting survey at the Vancouver Sun and Province. The Ministry sent in an expert, he made recommendations, those recommendations have been rejected by the company, and the Guild has now asked the provincial Ministry to issue an order enforcing those regulations—and apparently that is something that can be done under provincial law in British Columbia, and perhaps at least in one or two other provinces of Canada.

There are improvements elsewhere, but they have been scattered and they have been partial. We have a long way to go before we have a VDT system fully prepared to go on line, not just with the electronic circuits of a computer on one end of those lines but with flesh-and-blood human beings on the other.

Up to now, by and large, we humans have been expected to adapt to the system. What we are fighting for is a system that is adapted to human beings. (Applause.)

The Guild, as I indicated, has sought for some time to have NIOSH conduct VDT studies, but only after Dr. Anthony Robbins was appointed Director in late 1978 did we get action with NIOSH's study in the San Francisco Bay Area and now at the Baltimore Sunpapers and other studies. We know he has taken an active interest in the entire VDT health and safety problem.

Before becoming Director of NIOSH, he was Executive Director of the Colorado Department of Health, and he was State Health Commissioner of Vermont, among

other things, and I might add, his parents were founding members of the New York Newspaper Guild.

He is no stranger here in Canada. He worked in Canada from 1970 to 1972 as Director of the Community Health Center Project at McGill, and he was an assistant professor of the Department of Epidemiology—I always have trouble with that—Epidemiology and Health at the McGill University, and while I doubt he intends to move us on the road to bilingual conventions, he has made absolutely sure of his welcome here, because he speaks French.

More important, his career as NIOSH Director has made clear he also speaks the language of action, and I think you will get a chance to hear some of that language today as he discusses what NIOSH is, what its role is in workplace safety in general and what its plans are in the area of VDTs.

Dr. Robbins: (Applause.)

DR. ROBBINS: Thank you very much.

It is very nice to be here. I don't think, with all of the interest in roots and the like that's been sweeping this country, the U.S., over the last few years, I never got caught up in that at all, and it is kind of strange how moved I was, having a chance to speak to this convention, because I have grown up, as many children have, with the stories about how their parents first met but never really had an opportunity to tell that story in public.

My mother was working for the World-Telegram, writing a book column, and my father was a city-hall reporter for the evening Journal, and as the story goes—and I am sure it's been romanticized over the years—they recognized each other as they met on a Staten Island ferryboat going over to picket the Staten Island Advance. (Laughter and applause.)

That is why I asked them about this a couple of weeks ago, and they said, yes, that was true, and in fact, recently they were reminded of this because Alex Crosby, the man who was, I guess, fired from the Staten Island Advance that caused this strike or this picketing, has recently died, and so they were telling me about that. They also told me that they had attended the 1935 Convention of the Guild that was held in Cleveland. (Applause from Cleveland delegates.)

So much for that.

I am really not here to tell you more about VDTs, because Mike Smith from our staff will do that, and he has really been working on the studies, but I thought it would be useful to tell you a little bit about NIOSH so maybe the next time a new technology comes along or new health problems for workers, we won't have to wait until these things are almost in place and where the health problems are showing themselves before we can do something about it.

We can learn from this experience. NIOSH has certainly learned a great deal, and we can learn to be on top of occupational health problems that are not conventional. You have to understand that all of our emphasis in the past, whether rightly or wrongly, but almost all of our emphasis has been on toxic exposures due to chemicals, due to the kinds of problems that are seen in manufacturing and in the industrial workplace.

Well, things are changing in the country, and I will come back to that, but the VDT experience has been, for us, an opportunity to understand the problems of office workers, the problems of nontoxic health problems in the work environment, and in that way has been terribly useful. It has also pointed out a lot of the gaps in our organization.

As you may know, we are part of the Department of Health and Human Services. When the Occupational Safety and Health Act was passed 10 years ago, Sen. Javits, more than anyone else, was responsible for separating the research and recommending function under the law from the standard-setting and enforcement function, and so our Research Institute, with its responsibilities, ended up in the United States Public Health Service and OSHA ended up in the United States Department of Labor.

There has been a long and not too—I guess it is not long, it is 10 years. There has been a 10-year history that hasn't been too happy of relations between NIOSH and OSHA. Things are on very good footing now. We are working cooperatively, and I might say we really need to be, because although there have been attempts in the Congress every single year, including the same year in which the OSHA law was passed, to destroy OSHA, to amend it, to

amend the law and change the organization before it had an opportunity to work. I think that there's little question that the most serious attacks on OSHA have come in this session of the Congress as part of a general attack on health and safety regulation and with a broader and maybe a little less crazy conservative but a more serious coalition opposed to OSHA than in the past, led by Sen. Schweiker of Pennsylvania.

The labor movement has just been terrific this year. I think that—and I work with these people every day—I think when this battle started, there was really some doubt about the ability of unions to focus on this kind of an issue, to bring the case to the Congress, to deal with this kind of a threat to health and safety, and I think there's very much less doubt at this point. The work has—I don't want to get overly optimistic. I mean, I think there are still serious problems, but organized labor for the first time in a long time has really organized beautifully on this issue and has made its voice heard in Congress, and it's really been very impressive to us and very gratifying.

Our Institute is clearly worker-oriented. Questions came up when I arrived at the Institute from my staff: "How do we maintain our neutrality"—a difficult problem. The scientists at NIOSH perceived themselves as having to perform some sort of a balancing act, as if they had to be the ones to weigh the solutions and the recommendations in terms of the effect on management and the economy.

In fact, the law is very clear. The OSHA law is a labor law, and it is directed specifically at protecting workers, and although we are a research institute, we are also clearly worker advocates in the area of occupational safety and health. It is our responsibility to protect workers.

Once you have said that, I think it is very clear and very possible to separate out the scientific issues. I fully expect the scientists of the Institute to do their science properly, to come up with the right scientific answers and to be credible as scientists. That's not where you become advocates. But in choosing what research is to be done and what is to be done with the results that come out of the research, that's where we are advocates and that's where our research is clearly directed at improving the lot of the worker.

As I have said, we are a research institute. We do research, we recommend standards and we train professionals in the area of occupational safety and health.

One part of the research should be of particular interest to you, and that is what we call health-hazard evaluations, because that's research that verges on a service program. We respond to requests from workers, from employers from other government agencies to investigate health problems in the workplace.

Now, when the question comes to us: "Is some standard being violated?"—that's a problem that's referred to OSHA. But when the problem comes to us: These people have complaints, injuries, disease and we don't know why—that becomes the subject for a health-hazard evaluation; or someone comes to us and asks us: "Why is there so much cancer in this workplace?"

We are currently looking at two chemical plants in Texas, one at Union Carbide, one at Dow, each of which now has over 20 identified brain tumors, very much higher than anyone would expect. In fact, we think it's worth looking at that whole county down there, the whole petrochemical industry, because as we have looked at the records at the hospitals for these plants, we are now discovering scattered tumors, brain tumors, in other plants, and the question then is: Is it something that is associated with that petrochemical industry? And then the final question will be what within the industry is causing the problem.

Thanks to some good reporters' work in Detroit and a union that was interested, we have been working with the pattern makers at the three big auto makers to look at the cancers that are occurring in excessive numbers in the workers who build the full-scale mockups of Detroit's automobiles. They work with resins, wood dusts and a variety of solvents. We do not have any one of those implicated yet.

As simple a problem as the red sweat in flight attendants at Eastern Airlines, which was one that we cracked. It turned out to be flaking paint off a new batch of life vests, as you may recall. But it was useful, and in fact it was useful in some sense of the way I think the VDT issue will be important for all office workers. It brings about a realization that there are problems. It gives us a chance to see what

working conditions are like. Flight attendants have a lot of real problems, not really including the flaking paint off the vests.

The research done in health-hazard evaluations is important for us because they not only provide answers in particular cases—and I must say more often than not they don't provide answers. You have to understand that at the beginning we don't have all the answers, but they provide leads for us for doing more complete research, putting together larger cohorts and groups to look at and eventually solving some of these problems.

I mentioned before that the economy in this country is characterized by a decline in the number of workers in manufacturing, so that the old territory for our Institute is disappearing. In some sense the problems aren't disappearing as rapidly as the jobs.

We recently looked at two silica-flour mills in Southern Illinois where workers grind up quartz rock into a powder that is used for toothpaste, for polishing compounds, in ceramic glazes, and although there has been a standard for silica dust for many years, the workers were developing progressive massive fibrosis of the lungs when they had worked in this plant for under three years. We then went and looked at the records from the Mine Safety and Health Administration on the 25 other silica-flour mills in the country, and only one was in compliance with the standard. Many had levels 20 times above the standard, and so I think you can see that in industry we have a long way to go before the oldest and best understood occupational safety and health problems are solved.

Lead is still a problem; asbestos is still a problem; benzene is still a problem. I am waiting—sometime this week, I guess, the Supreme Court will bring down its decision in the benzene case, where OSHA was challenged, and the petroleum industry asked that a complete cost-benefit analysis be done before imposing a standard to protect workers, and the case was held—the Fifth Circuit, New Orleans, probably the worst of the circuits for workers, at least industry always tends to take its cases there if it has a chance—held in favor of the industry, and we will see what happens in the Supreme Court.

Let me mention, before getting on to

VDTs, the kinds of other problems and approaches that NIOSH is following to try to stay ahead of this field. VDTs are an example of where I believe that the engineering, the control technology, the making the machine fit the human being rather than vice versa, is really possible, and in general we are finding that our Institute cannot simply say what levels ought to be obtained for workers to be safe. We actually have to look at the engineering.

When vinyl chloride was shown to be a potent carcinogen, causing cancers in the workers who were exposed to it, OSHA proposed a one-part-per-million standard, a tough standard. Industry immediately came back and said: "You will put the whole plastics industry out of business. We cannot possibly meet that." I think it was only because of that very clear relationship between exposure and cancer and the very potent worries about cancer in this population in this country that OSHA won that case rather easily. In fact, the industry was totally wrong. Within a year, 90 percent of the plants were in compliance. They had enclosed the process; they were no longer wasting raw materials, and the efficiency of the whole vinyl-chloride production had increased, and profits were up.

We learned from that experience that we have to do the engineering research ahead of time and be prepared to tell OSHA that controls are possible.

Another example: OSHA was really greatly heartened by some off-the-record advice that they received from General Motors during the lead-standard hearings, in which General Motors said: "We don't want to put it on the record because we will split with the rest of the battery industry, but the fact is, we know how to build a plant in which we can meet the proposed standard." There is a down side to all of this. You must understand that as you force the technology, it also makes it easier for big industry and harder for small business, and that's built into the system.

The other thing that's happening is that laboratory testing, information that we have about new chemicals, can now be used to make predictions about human health and safety, and it's become increasingly important to act on that kind of information because when you are dealing with carcinogens, you are usually dealing with at least a 15-year latent period from the time of exposure until the time you

are seeing disease. For pneumophylliomas, which are associated with asbestos exposure, it looks like that latent period is in the 35- to 40-year range. We can't wait, when we introduce new chemicals, for the results of the epidemiology, the human effects. The new OSHA cancer standard bases its actions, its preventive actions, on a set of criteria for evaluating laboratory research.

New industries are important. We need to be on top of synfuels. Even though it is a new industry, it is dealing with our carcinogens, old hazards. We know that there are some new problems with heat and heavy loads; equipment is going to break down. We also know that the maintenance workers are going to have the dirtiest jobs. It is true all throughout industry. We don't have to wait there until 20 years, when coal gasification, coal liquidation, oil-shale plants are in place, to see the human effects before we can act.

Maybe the most interesting thing—and this is where VDTs come in—is that we need to get on top of the new nontoxic aspects of the work environment. We have to get on top of the increasing number of problems in service industries. Service industries now constitute more than half of the employment in this country. We have to be on top of ergonomics. We need to know what's involved in man-machine interactions, take a look at the effects on people so we can redesign the machines. I think you have a sense of some of the comments made earlier, and we get the same sense. When you go to an ophthalmologist and ask him about what are the effects of VDTs, the answer is usually "I don't know" or "What is a VDT?" and we are learning this. We have to bring in scientists who have traditionally dealt either with stress, ergonomics, ophthalmology, dealt with these problems outside of the context of work. We have to bring them in and get them to attack occupational health problems. Or we have to go the other way and get our industrial hygienists, our epidemiologists, our people who are very used to looking at workplaces, though mostly industrial ones, and get them interested in the new kinds of problems that are producing new diseases and new complaints.

I think I will leave for Mike Smith the description of the studies we have done in California. I would only indicate that, in addition, we now have made arrangements

with the Massachusetts Eye and Ear Infirmary to do a study at the Baltimore Sun and that the progress from the Wisconsin group seems good. We have some new interest from the National Academy of Sciences to look at this issue, and I hope and really believe that this will be a very important opportunity, because I cannot say more strongly than Mr. Eisen said: This is a situation where, from what's going on in Europe and what we have learned here, there is every reason to believe that the manufacturers of the terminals and the employers are able to make the kinds of adjustments that will adequately protect workers. Technology can be on our side here, and I hope that the kinds of recommendations that we are able to come out with as an official government agency will be useful in that way.

Thank you. (Applause.)

BROTHER EISEN: You have heard from NIOSH. Now we are going to make a shift of focus for that other "OSH" in our lives, NYCOSH, the New York Committee on Occupational Safety and Health.

This is a slide show that TNG and the New York Guild have joined in helping to finance. It contains the voice of one New York Guild member and the faces of at least three others, at least one of whom you will probably find familiar, and it is available for showing by Locals and District Councils, requiring a pretty minimum of equipment.

Here to introduce it is Tobi Bergman, who wrote the script for it, who is the author of the NYCOSH manual that we have been touting and in general is the personification of NYCOSH, one of the most active of the local health and safety councils that have sprouted up all over the country in the last few years.

Tobi: (Applause.)

MR. BERGMAN: A small correction: There really was no script for the slide show. The way it was produced was that interviews were done with VDT operators, many of whom are members of the Guild, and a script was kind of written around the interviews. So most of the script was written by the people who responded and participated in those interviews.

Since I first became involved in working on the issue of VDTs about a year ago, I have acquired a kind of strange habit,

which is, when I pick up a magazine, I flip through it quickly and count the number of pages that have pictures of VDT screens on them, and this is a lot of fun on airplanes. On my way up here I took the copy of U.S. Air, which is the flight magazine of U.S. Air, and of course a lot of businessmen travel, and therefore there is a big audience for sellers of VDTs, but still it was remarkable to find that more than 25 percent of the pages of that magazine had at least one picture or reference to a VDT screen.

As I was sitting there doing this, I looked at the person next to me and glanced over his shoulder at what he was reading, and I'd like to tell you something about what he was reading, except that I couldn't understand the language that he was reading, not because it was a traditional foreign language but because he was apparently some kind of computer expert and he was reading material that had no relation at all to the English language, although presumably he was an English-speaking person.

I think these two things are kind of an introduction to the problem of VDTs. They are everywhere. More and more they are everywhere, and they are out of our control, and more and more they are out of our control.

The actions which the Guild took in the early stages of automation of the newspaper industry I think have a very significant impact and also are very tied into what's happening right now. In the eyes of an automation zealot, the newspaper industry, in terms of the writing of newspapers and the production of newspapers, is not automated. It might be mechanized. You are using the equipment with which automation becomes possible, but such a zealot would like to see the actual process of writing articles broken down into its smallest possible task so that the job of reporting can be deskilled in much the same way as they found ways to deskill the jobs of what were formerly very, very skilled workers, the machine-tool operators in large industry.

Many years ago, probably at the same time when the newspaper industry started to be automated, the machine-tool industry started to be automated, and at MIT they started to look into the ways in which the process of designing equipment of various kinds, the process that actual machine-tool

operators were involved in—and many of them are still involved in—a very creative and very skilled process, how that could be done essentially by computers, how the computers could be programmed to do this.

The initial study came up with a very interesting proposition. It said, well, there are two ways that we can go with this. One is that we can go in a direction where basically what happens is what the workers are now doing is recorded by the computer and played back and the worker still basically has an active role in refining and creating that process of work, or else we can go to a situation where basically computer programmers, computer experts, analyze that worker's job, turn it into numbers as much as possible and give the computer instructions as to how to do it.

Well, that's the course that's been taken, at least in this country, although Norway, I think, is probably the one country where they turned away from this to some extent, and there is no argument in terms of efficiency for one or the other. In fact, because of the creative role played by the people who have deep roots in that trade, there's a possibility that the first method I described, which gives a more active role to those workers, is more efficient and takes more advantage of the wealth of knowledge that they have, rather than just kind of breaking down—studying in a Taylor type way, studying what they do and breaking it down.

Well, how does all this relate to health and safety? I think that the answer to that was given by both of the previous speeches. In order to do something about the health and safety situation with regard to VDTs, you have to have control of that workplace situation.

The same thing goes for protecting your jobs and protecting the quality of your jobs so that they don't become completely deskilled, and while newspaper writing has not yet become deskilled, I don't think people should just write that off and say, "Oh no, computers can't write newspaper articles," because there are a lot of people studying very carefully about how that could eventually be done.

In any case, the process that we have to embark upon for health and safety is not just one of technology. There are technological answers to a lot of problems that you face with regard to VDTs. Screens can

be changed, chairs can be changed, but there has to be a very active role for people in the workplace, and they have to be informed and educated about how to take up that role.

Just one example about how a technological improvement, such as a chair, can make improvements: A good chair provides the right kind of support for your back. It can be very, very expensive, perhaps, but if you are a wearer of bifocals and your bifocals have been prescribed for the normal reading distance and now your screen is farther away and you have to lean toward that screen and at the same time tilt your head back to be able to see out of the bottom lens, that chair is not doing you any good. So it has to be a process that actively involves and educates the workers, the operators of the machines.

NIOSH, The Newspaper Guild, the NYCOSH, I think all have something in common in terms of our involvement in this issue. The Newspaper Guild I would say has been the leading union on this issue. NIOSH is the government agency which has taken up the issue now, and NYCOSH is a very small local organization, or coalition, and it is probably the one such coalition which has made a major issue, somewhat by accident, of this problem.

What happened with us is, we started getting so many requests for information that we set up a small group. That group decided to write a small booklet and hold a conference. Three hundred fifty people turned up out of nowhere to that conference, and approximately 10,000 copies of that booklet have been sold, not because we are such good organizers but basically because there is such a great interest.

What we decided as our next path—and I think the other thing that we have in common, these three organizations, is that there is a greater challenge that faces us, in terms of the government, in terms of the unions, but more than just in terms of The Newspaper Guild, in terms of getting other unions involved in the issue, and in terms of NYCOSH, we have kind of bitten off probably as much as we can possibly chew. We have decided, as I said, a very small and poor organization, to produce a half-hour slide show which could be used in seminars around the country so that it's not necessary always to have an expert on hand to give such a seminar but that local

unions and other organizations could use such a slide show to very easily provide educational services.

That half-hour slide show is not what you are going to see. What we produced as a starting point is a seven-minute slide show which introduces the issue. We hope to use this slide show to persuade people it is an important issue and it is very important to do the kind of educational work that can really create change and therefore to support a longer slide show which would cost a lot of money to produce.

With that, I am going to go over to the projector. (Applause.)

(Presentation of slide show, followed by applause.)

BROTHER EISEN: Thank you, Tobi. I think you will agree it is both an effective and a useful film.

Dr. Michael Smith is Chief of Motivation and Stress Research for NIOSH. He has been a key official in NIOSH's VDT survey in the San Francisco Bay Area, as well as in other NIOSH VDT studies.

He spoke at the milestone NIOSH conference on VDTs for VDT operators in New York last January, and he was one of 10 principal speakers at the International Scientific Workshop on VDT Ergonomics in Milan last March. He was, indeed, the only American among those 10 speakers.

He speaks on these subjects with an authority that up to now has come only with European accents, and we are happy to have him here with us to speak on what we can expect from NIOSH to help solve the VDT problem and what in his view we have to do ourselves.

Mike Smith. (Applause.)

DR. SMITH: A funny thing happened to me on the way here. I got into a fight with a video display terminal, and it bit me. (Laughter.) You have been here for approximately two hours now, and you know what a number of video display-terminal operators feel like who have to work without rest breaks for extended periods of time and have to use the bathroom. I don't know about the rest of you, but this is going to be a short talk so that we can make a quick dash to the restroom. (Laughter.)

NIOSH's first activities with video display terminals revolved around the issues

of radiation, and of course these are important issues because of the possible health implications of radiation, and we really didn't start looking at other factors until Dr. Robbins came on the scene, and one of the reasons we didn't look at these other factors in terms of going out in the field and doing investigations is that previous directors of the Institute did not feel that this particular area should fall under the purview of a health-hazard evaluation, and only with the coming of Dr. Robbins did NIOSH get interested in going out and looking at ergonomic factors as very serious or potentially serious health hazards.

However, it doesn't mean that NIOSH didn't have an interest in this area. Back in 1979 we did start a study at the University of Wisconsin to look at job stress in terms of how the particular job operations impact operators psychologically as well as physically, and ergonomic factors and how they impact the health of the operator.

That study is still under way. One of the things you will find about government studies when they are done under contract is that it takes a long time to complete them, as opposed to the San Francisco evaluation that we were authorized to do, with Dr. Robbins' help, that took us a short three months to complete and another three months to come out with draft recommendations. A study such as the Wisconsin one takes two and a half to three years to complete.

NIOSH, in terms of what we found at San Francisco, I will only tell you about specific factors dealing with ergonomics. Dave Eisen has assured me that the Guild Reporter has given all of the information about health complaints dealing with vision and musculoskeletal complaints. On the other hand, our draft report that was recently released did not deal with ergonomic factors, and I think it is very important for you to understand what some of the ergonomic problems were that we found out in California and offer to you some of the recommendations that will be coming forth in our final report.

First of all, in terms of workplace factors that had impact on visual and musculoskeletal complaints, the major problem that we found in California dealt with screen glare, and screen glare can be from two sources. It can be glare from a direct

source that reflects into the screen, bright light that can produce changes in visual accommodation, impact visual acuity, and it deals also with reflected glare, that is, glare that can come from a source behind the tube that imposes an image on the tube that makes it very hard for the operator to read. In over 80 percent of the tubes that were observed in San Francisco, there was a serious problem with glare.

Other problems deal with inadequacies in lighting, as was presented in a NIOSH review of hazards dealing with video display terminals. Lighting is a very critical factor, in that many times you find people that work on VDTs also work in offices where you have people that don't work on VDTs, and they have very different demands in terms of the lighting needs that they have.

One of the interesting things we found in California was that the lighting fell within all of the recommended limits of the Illuminating Engineers Society of America and, in fact, fell within many of the recommended limits of the ergonomists from Europe.

On the other hand, we found that lighting was a serious problem not because of the level of lighting but because of the placement of lighting and the placement of the tubes, in that it produced shadows, glares and what have you that reflected back in vision problems for the operators.

What this points out is a very serious situation, and that is, you can find workplaces that come in compliance with a numerical standard which is very easy to come up with. On the other hand, that numerical standard does not carry through in terms of dealing with the problem that the operator has, and we have to look at things beyond standards. We have to look at work practices and the implications of positioning the machines right to take best advantage of the standards.

Dealing with these problems is more than simply talking about numbers on an official government report. It takes a lot of sense and knowledge about how the whole system is integrated together and how the factors fit together, and this is one thing that NIOSH is working very hard on to try and tie the whole picture together.

The other major area we found, dealing with ergonomics, had to do with the design

of the equipment. That is, the tubes themselves and the desks and chairs that the people were using. I guess, in one word, we could say that they were abominable conditions to be working under. The management and the unions involved had no idea really of what reasonable working conditions would be in terms of working with video display terminals, and we found a great number of inadequacies in terms of the chairs, the desks, the tubes, in terms of control, in terms of flexibility.

Based on our findings, we have come up with some recommendations that we think are very important for dealing with video-display work stations, and I would like to give you these recommendations, since I think this is the most important part of my talk.

Keeping in mind that Dave Eisen told me that my 45-minute talk had been cut to 10 minutes, so if I appear to be rambling a little bit, it is that I am trying to get as much in as I can.

Our tentative ergonomic recommendations are these:

The first and foremost and very most important is that the video display-terminal work stations and devices be made as flexible as possible to allow for as much individual operator control as possible, and it should allow for control of the following factors: keyboard height, screen height, screen brightness and contrast, leg room, viewing distance—and we have made recommendations for what the viewing distance should be which I will cover a little later—work-station illumination, if indirect lighting at individual work stations is available, and chair adjustment in terms of seat height, back-rest height and tension, and an additional requirement that, at the option of the operator, armrests should be included on chairs and that these should be adjustable in some way so that the operator can move under the desk.

We found some beautiful chairs with adjustable back rests, seat heights and what have you, with nice arm rests. Yet the operators sit in the chairs and can't move the chair up under the desk because of the arm rests, because they are not adjustable, and these chairs ended up being more of a hazard than a solution to the problem.

We are recommending that the viewing angle from horizontal, to deal with neck, shoulder and visual problems, should be in

the range of 10 to 20 degrees, should not exceed 20 degrees. We are recommending that the distance of viewing should be within 450 to 500 millimeters.

We are recommending along with that for persons with bifocals that that distance could be extended up to 750 millimeters at the option of the operator.

We are suggesting illumination levels be within 500 to 700 lux, and I will point out right now there aren't too many dogged offices in this country that have lighting at that low level, that most offices are away above a thousand lux and that that bright light may be good for dealing with hard copy but produces some problems with VDTs. In this particular recommendation, 700 lux is a reasonable level for dealing with hard copy and the VDT, and if only VDTs are involved in the office, then 500 lux is the recommended level.

We are suggesting that screen glare can be controlled by a number of means—drapes or blinds over windows, and you remember there was a comment in Mr. Bergman's report by one of the operators that they have a nice view of Central Park but that the blinds have to be down all the time to cut out the glare. This is certainly a serious problem and I think something that you should be aware of and keep in mind, and that is, to impose conditions that create psychological hazards to deal with physical hazards certainly is an imposition and something that should not be done, and rather than deal with trying to cut out the view of the operator, there are other ways that the screen glare can be dealt with, and we list five different ways: covering the windows, positioning the VDTs, hoods, glare shields and recessed and directional lighting, and again we have to be very careful when we make these changes that we don't impose a burden and a problem for the operators.

Many of our European suggestions indicate that walls should be painted dark colors in order to cut down reflected glare. We are very much against that. We think that that would create a very bad psychological environment to work in and that glare can be controlled at its source, the lighting, and if controlled at its source, there is no need to work in black-walled rooms.

We also indicate that there should be mandatory work rest breaks, and I am sure this is going to get us a great deal of

comment out in industry, and we are indicating that work rest breaks for operators should be at least 15 minutes every two hours for operators under moderate visual demands and 10 minutes every hour for operators under high visual demands.

We are indicating that visual testing of VDT operators should be mandatory and should include a complete initial ophthalmologic examination, including refraction for acuity and accommodation testing, an examination of the cornea and lens for opacity, basically looking for cataracts, and an examination of the retina for retinal detachment, and color vision function testing, and yearly thereafter that the refraction testing for acuity and accommodation be conducted.

Now, these recommendations are made not solely on the basis of the results of the San Francisco study, because that study certainly was a good study, but it was one small, little study in the avalanche of studies that we are now starting, but it is based on our judgment and expertise in the areas of ergonomics, coupled with the findings of the studies, coupled with the experience that the Europeans have, and I don't mind saying that it's sometimes very difficult to develop these recommendations and guidelines and standards without having a strong research base.

One of the things that we are doing in order to be able to beef up these recommendations and to make them even stronger is to embark on some more research, and our research will cover three major areas. First we will deal with the area of visual problems, which from all of the literature and all the involvement I have had in this area just is the major problem and health complaint coming out of this particular type of work activity.

There is no literature and no research that would indicate that the visual problems that we are seeing may have long-term, chronic implications, and that's a real gap that we are going to fill.

Dr. Robbins alluded to the study at Baltimore, and that study will be the first study ever, in Europe or this country, to look at the possible chronic health implications of video display terminals, and that is not the only study we will be looking at in terms of looking at video processes. We will have a number of laboratory and field evaluations under way, starting with the next fiscal year, which is in October, look-

ing at this visual-function problem and how we can design the workplace in a proper way to insure that we don't have to go blind when we use these machines.

The second major area is musculoskeletal problems. These problems would appear to be easily corrected by properly designing, with the knowledge that we now have, chairs, desks, what have you. On the other hand, what we are finding is that even with good chairs and good desks and reasonable lighting, we find people developing musculoskeletal problems, and they are developing these problems because they aren't given the proper visual requirements in their work environment and they have to get in ungodly postures to be able to see the tube, because of glare, because of some other visual effect, so that again, when we look at these problems, we can't look at them in a piecemeal fashion. We have to look at them as a system and in a systematic way and fit them all together.

What we are doing in Cincinnati is building a research laboratory, which is under construction right now, to see whether we can set up prototype systems for video-display unit work stations and vary the different musculoskeletal biomechanical visual requirements and determine just which ones fit together the best.

Finally, we are looking at the area of job stress, job requirements, and trying to determine just what is the role that job design should play in this whole area. You know, it takes more than just designing the tube right and designing the work environment right in terms of the physical conditions to make sure that people don't get sick, and one of the things we are finding, and one of the most outstanding and just jumps-out-at-you findings from San Francisco was that the job-task requirements had more impact on the physical complaints of the operators than any of the design characteristics that we looked at, so this is an area that we also are examining in great detail. The Wisconsin study is looking at this. We have our own on-going studies right now, and our laboratory is looking at this, and we are initiating more field studies.

As one last point, I would like to say that it's been gratifying and tough working with The Newspaper Guild in terms of this study. You are a tough bunch of folks when you want to get a study done. You really know how to put the pressure on,

put the old squeeze plan on. However, this is the most interesting study I have ever been involved with, and I have had over 10 years in occupational health, and I have never found a study that's generated as much interest as this one, and I would like to commend you all for your getting us involved and point out that it takes involvement, hollering and screaming by folks like you to the fellow that's sitting right up here, the director of my Institute, in order for me to get the kind of support that I need to look at these kinds of problems, and I would just like to thank you all for putting the pressure on him. (Applause.)

BROTHER EISEN: Thank you, Mike. I think we will keep hollering and screaming.

I apologize to a degree to Mike, to the rest of you. We have to draw this forum to a rather hasty conclusion because there is an at least equally important segment of the forum on the new technology to follow.

I would like to wind up with just these observations:

A few days before coming up here, I was interviewed by an ABC broadcaster on the NIOSH studies in San Francisco and on VDTs in general, and when we were all finished being taped and after the cameras were off and the microphones were off and we were supposed to be relaxing, he suddenly sprung on me the question, "Is this really a serious problem, or is it grossly exaggerated?" (Laughter.)

I said to him, "Well, look, this isn't like asbestos, coming into the lungs in the workplace, and it isn't like a worker under nuclear radiation that is going to die of cancer in 10 years." I said, "But look, there are 10 million people out there, 10 million VDTs out there, and 10 million people working and more coming in every day, and aside from the possibility of permanent damage to the eyes, about which we don't know yet, that is a lot of people going home with headaches and with neckaches and backaches and aching limbs,

when all it takes is a little thought and a little effort and a little money to resolve most of the problems."

A little while after this interview I came back across a quotation which I think says it much better and sums up what our whole effort is really directed at, and it comes from Tobi Bergman at the NYCOSH conference in January, and he put it this way:

He said, "The electronic terminal is the new center of the modern office. It's replacing both the typewriter and the file cabinets. The VDT is the symbol that office work is changing. Not having the final answers from research is no consolation for the discomfort and health effects which people are suffering. The way people are harmed on the jobs has always been 40 years ahead of the research that explains why it happens.

"We don't have to know all of the scientific answers before we take action. It's not just death. It's not just disability. What we are concerned with is how you enjoy your life."

The Collective Bargaining Program you will be acting on tomorrow, and the efforts we make to translate it into contract achievements, is a measure of the Guild's concern with its members' health, their wellbeing and how they enjoy their lives. (Applause.)

PRESIDENT PERLIK: Thank you, gentlemen, all four of you, for a most useful, instructive and informative discussion of a very serious problem to the Guild, and I hope you have reached the conclusion that we are on top of this issue and to try to achieve the things that have been talked to you about this morning.

We thank you very much. While we change the cast of characters up here and go on the next phase of today's forum, I will ask you to take that five-minute break that Mike Smith was talking about to go out and give VDTs a potty break.

(Recess.)

II — New Horizons

PRESIDENT PERLIK: The second phase of our program this morning is to invite you to take a look with us beyond the world of VDTs and see what is new in electronic and other gadgetry coming down the road that will have its impact indelibly on the newspaper industry and on the jobs of our members.

This program will be headed by Ellis Baker, TNG's Director of Administrative Operations, and I leave to him the introduction of the guests he has with him. Ellis.

BROTHER BAKER: Thank you, Charles. I would like to take as our text this morning a couple of paragraphs from the Research and Information Section of your Officers' Report. Following a rather lengthy discussion of VDT health and safety problems, the Officers' Report said this:

"As we continue to work to resolve problems posed for us by VDTs, a whole new dimension in the electronic revolution in newspaper production awaits us: pagination and virtually total automation of the composing and mail rooms, satellite transmission of national news and ultimately national advertising, direct and interactive electronic delivery to the home by TV sets and home computers of news, ads, and related information. In short, as one analyst recently put it, all the news that's fit to compute.

"AP, UPI, CBS, Knight-Ridder, and major Canadian dailies are only some of the news organizations already actively involved in the development of what has been called the electronic newspaper.

"The implications for the Guild and its members and jurisdiction are immense and, so far, largely unidentified. It is to this that we must now turn our attention and imagination as we did to the beginnings of the electronic revolution in our business fifteen years ago."

Not too long after that Officers' Report was written, I attended the annual production conference of the American Newspaper Publishers Association in Atlanta. The ANPA, as you know, represents both Canadian and U.S. papers, and each year it has a production conference at which vendors exhibit and demonstrate their latest equipment for sale to newspapers.

This is accompanied by three mornings of general sessions and workshops.

This year the exhibition hall covered three square blocks—as you might imagine, the largest ever in the history of the production conference.

And these were the things that I saw in Atlanta coming to pass in the summer of 1980.

Both AP and UPI are beginning satellite transmission of news. They and the ANPA are working on facsimile satellite transmission of national advertising, which is down the road a piece but will provide fast and short lead-time advertising and will probably stimulate national advertising dollars.

The New York Times and the Toronto Globe and Mail, to name two papers, are planning to establish satellite and regional printing centers, the New York Times in Chicago, the Globe and Mail in Calgary and Ottawa initially, so that they can both become indeed the national newspapers they have so long aspired to be. (Laughter.)

When AP and UPI announced their satellite transmission of news and the first stories appeared in Editor and Publisher, I received an inquiry from one of our local administrative officers, who shall remain nameless, including a Xerox of a story, and his inquiry was, "Who is going to man the earth stations?"

He was referring, of course, to those 10-foot dishes, as they are called, inverted antennae, which are placed on a newspaper property to receive the satellite transmission of wire service news.

Well, I didn't know who was going to man the earth stations, so when I got to Atlanta, I asked someone. I forget whether it was UPI or AP, one of their exhibits. I said, "Who is going to man the earth stations, the newspaper or the AP?" and they said, "Nobody is going to man the earth stations, dummy." And they showed me this picture and, indeed, no one is going to man this earth station.

It is going to have to be maintained. As I recall, in the case of AP it will be maintained by AP because I believe AP is maintaining control over its receiving stations.

UPI is trying to encourage newspapers to buy their own stations. But apparently there are no jobs, to speak of, for us to be gained or lost with the introduction of the earth stations.

Cable television, of course, is booming. I don't have to tell you more and more newspapers are getting directly into cable television operations. The New York Times, for one, just bought a cable company.

Pagination—something we have heard about now for half a dozen years, at least, and it's been promised year after year and never come about—has not reached fruition yet, but apparently the first workable systems for full pagination of editorial copy have been achieved.

These systems will still not handle display advertising. They will still not handle graphics. But whereas full page composition of classified matter was accomplished several years ago, only this summer have comparable systems for producing, out of the photsetter, a single full page sheet of fully composed and made up editorial matter become operational.

The most sophisticated of these is something called PagePro, and it is supposed to go into operation at Gannett's Westchester Rockland Newspapers in New York this August.

PagePro is produced by a subsidiary of Hendrix. Hendrix' long time rival in the field, Harris, has developed a less sophisticated system which produces the same result a little more awkwardly, and that is indeed operational already at the Newport News (Va.) Daily Press and Times-Herald. And this is what that looks like in Newport News.

This is what comes out of the hundred pica photsetter, a single sheet of fully composed and made up news matter. The black holes, of course, represent where graphics still have to be stripped in. If this were an inside page, there would be similar blackouts where display ads would have to be stripped in.

I have seen things like this before at ANPA production conferences, but they always represented prototypes. This is actually in operation in Newport News, and the PagePro system apparently will be in actual operation at Westchester Rockland in August, I think the date is.

I inquired about display ads, and I was

told by the PagePro-Hendrix people that, of course, it is technically possible to incorporate display ads in the pagination, but that it poses problems of mechanics and costs because display ads are kept in a different computer data base under that system.

Display ads, of course, also often contain graphics, and, as we all know, graphics are the ultimate stumbling block to full page, mixed composition of ads, text, and photographs.

Again, that's not because the technology doesn't exist to scan a photograph and digitize it and feed it into the system. The problem, I am told, is one of storage. To digitize a photograph creates an astronomical number of bits in computer memory, and to this point computer memory is still too costly to accommodate the handling of graphics.

This will come, like pagination is coming, only, I think, when it becomes economically practicable for newspaper operations.

There is, of course, as some of you know, because some of your papers have it, an electronic process camera that processes photographs by laser scanning. That's called Autokon II, and it is hoped that it eventually will form the link between graphics and the rest of the system, but that's beyond its capability at the moment.

Another interesting development, I thought, was the proliferation of remote terminals, remote VDT terminals, not just remote portables, but remote terminals which have the capacity to operate from a remote site exactly as if they were at the newspaper plant.

They are two-way systems. They can call upon the data base in the newspaper plant, they can massage it, they can call it up and send it back, they can do everything that they could do if they were sitting in the city room or the classified advertising department.

This is a new development, and it reminds me of something that John Morton, the newspaper analyst, predicted a year ago. He predicted that sooner or later VDTs were going to find their way into the offices of advertisers and that advertisers were going to enter into the system over VDTs in their headquarters and bypass newspaper employees in the process.

This has not happened yet. I asked several suppliers of these two-way remote systems whether they were aware of any such application. One of them, a Text II System, said, yes, in Helsinki, Finland the paper is placing two VDTs in the hands of client retail advertisers.

I asked the same question of several other suppliers. They knew of no such examples. No one knew of such an example in the United States, and all felt that the cost of VDT terminals and connections was still too high to make it feasible to use them in advertising agencies on any extensive basis.

Libraries are finally being automated. You remember when computerization of type and newspaper data first came along, we all thought the logical place for it to begin would be in the library, which is a data processing operation by old fashioned means.

It didn't happen except in a few places like the Toronto Globe and Mail which was one of the first, perhaps the first, newspaper library to become fully automated. But this year there were library systems all over the place, and you can buy a system with access to other data bases.

The Louisville Courier-Journal has developed its own system which it is going to sell to public libraries and universities. And there was a panel on library automation at which librarians smiled and patted themselves on the back and said that now, instead of being a loss leader, for the first time a newspaper morgue is either going to pay its own way or make money for the newspaper—and, indeed, that possibility seems to me to readily exist.

Of all the things going on in Atlanta, it seems to me that the most exciting is the so-called electronic newspaper, and that's what I want to concentrate on this morning in the limited time we have available to us.

You will find when you leave the hall some material on the table directly to the right of the center door. One of the things is an article from "presstime," the June issue of "presstime," which is a new publication of the ANPA, called "Videotex: Information At the Push of A Button."

And before I proceed beyond "videotex," let's see if we can define terms, because there isn't even general agreement on what

you call what in this new electronic publishing technology. To the extent there are agreements, "videotex"—or "videotext"—is the term that is being applied generically to the electronic transmission and retrieval of news and information.

When it is a one-way system broadcast over the air to your home television set, it is called "teletext."

If it is an interactive system—that is to say, if it permits you working with the keyboard in your home to direct the computer to send you this, that, and the other thing, either on your TV screen or on a home computer by phone lines or by cable—that is called "viewdata," and these are the terms we will be using today.

Well, when you see this piece, if you turn to page 3, you will find a little section called "Who's Who and What's What in Videotex Arena," and it lists a number of on-going operations there. However, it does not list two.

This article was written before the Associated Press and the Columbus Dispatch announced that they were going to establish the first "electronic newspaper" in Columbus as of July 1, about which I am sure many of you have read, and it does not touch upon a more recent development.

In the States, the Corporation for Public Broadcasting decided that it would like to conduct a consumer test of teletext, over-the-air broadcasting of news and other information, to see, as the Washington Star described it, who, if anybody, wants to use the home television screen to obtain a variety of textual information.

One of the sponsors acknowledged that tests in other countries have demonstrated little consumer use of whatever system was available. He said he was concerned that the rush of several nations to institute teletext or viewdata systems may be a case of "technological push"; that is, an example of providing a technological system just because it is available and not because any need for it exists.

Now, the interesting thing is that when the Public Broadcasting Corporation settled upon a supplier of a system, it settled not on a U.S. supplier. It settled not on a British or French supplier, which have both been ahead of us by several years. It settled on a Canadian system—Canada's Telidon system, which was developed prin-

cipally by the Federal Government—Jack, here, isn't that correct?—several years ago.

Telidon by all accounts is the most sophisticated system available for this sort of operation. And so, since we happen to be in Canada and since the Telidon system apparently has things to teach us, we are very fortunate to have with us today Jack Miller, who is the Communications Editor of the Toronto Star and who has been covering this story as it has developed in Canada over the last few years, to talk to us first, Jack, I think, about Telidon, its beauties and its limitations, and then to tell us what's going on in Canada, with particular emphasis on what these systems can do and what they can't do.

Jack Miller, Communications Editor of the Toronto Star. (Applause.)

MR. MILLER: Telidon actually is not very old. It has only been going about a year and a half. The British and French systems, which do the same thing although not as well, are both five years old, and what these amount to really is a system of adapters for taking the conventional television set and turning it temporarily into a VDT.

We have been talking all morning about the arrival of VDTs and the proliferation of them in the newsroom. We know that other units which do essentially the same function are proliferating in offices—the word processors that are replacing or letting one typist do the work of three—and now we have at least the potential, and it seems a very strong potential, for this technology going into the home in general.

If you can push a couple of buttons now and draw one of your stories out of the memory in your electronic system in your newspaper, there is really no particular reason—let's go back for a minute.

That story comes to you from the memory unit of whatever system your paper is using, and it may only come across the room or it may come from down the street, wherever you happen to have your computer and your memory system located, by telephone wires or something like telephone wires.

And there are telephone wires going into every home in North America, just about, and there are television sets with screens on them in every home in North America,

and those screens will work just as well for VDT-type displays as they can for television shows. In fact, it is a lot easier for them to do a VDT-type of thing. It requires a less complicated signal.

So there is no real reason that that story of yours, which is in the computer in your newspaper, cannot be transmitted to the average reader in the home for display on his television screen just as easily as it can be transmitted to you, sitting across the newsroom, for re-examination on your screen if you want to edit it or change it around or ship it out to the appropriate news desk.

That looks as if it is what is going to happen. It may not. Nobody really knows, because we are in a process now of substantial change, and we can't tell exactly how it is going to work out. But the fact is, the television screen can give us most of what the newspaper page can give us already, and it is rapidly having its capacity to do that sort of thing improved.

The Telidon system is a Canadian development which will take text or graphics from electronic storage anywhere and deliver them to a television screen and reproduce them on that television screen. And we expect that in the next few years it will be possible, we don't know whether it will catch on, whether people will buy it, but it will be possible, at least, for people to start doing all sorts of things from home that they now do by going places.

The Telidon system could become very widely distributed across North America and across the world. It will be nice for Canada if it happens. If this electronic revolution really takes hold, everybody is going to have what amounts to a VDT screen in their home. It will be the television set picture tube, and it will have this little adapter to make it work like a VDT, and if it is going to happen anyway, we would just as soon they be Canadian adapters because we can use the jobs up here.

We are losing a lot of other jobs to U.S. computers which are selling business services to businesses up here, and that may give us a chance to even up the books.

Now, Ellis was saying earlier that the lack of ability to produce graphics is one of the main restrictions holding back, or at least—yes, "holding back" is the right word—holding back the complete takeover of newspaper functions by electronics.

I think this little pamphlet is spread around the room, I am told. If you look on the back page of it, you will see a picture of a whole flock of maple leaves in assorted colors. It is a fairly pretty picture. The detail is reasonable. It is not perfect, but it is reasonable, and that is the sort of picture that you can produce now on a television screen, bringing that information out of electronic memory, using a Telidon system.

There is another book up here, this one. I don't think many of you have it but, if any of you do, turn to page 12, and you will see two pictures there. They are each a map of eastern Canada.

The one on the right is a map of eastern Canada as displayed on a television screen using a Telidon system. The detail is fairly fine. The one on the left is the same map displayed on a television screen using the British and the French systems which were developed some years ago. You will notice that the picture is not at all pleasing to the eye in the British and French systems. That is because all of these systems really so far develop a graphic on the screen by in effect turning the screen into a piece of graph paper and then filling in all the appropriate squares with the right colors to produce the picture you want.

Now, when you use graph paper, of course, the lines, especially if they are curved lines or slanting lines, go like steps, following the outlines of the assorted squares in the graphs, and the finer the graph paper is, the closer you can come to drawing a smooth line.

The Canadian Telidon system divides its screen into a much finer graph than the British or French systems, so we draw prettier pictures using Telidon. And that's why, when the public broadcasting people and assorted other U.S. Government agencies in Washington wanted to launch a test of teletext systems in the home to see if people would like them, would accept them, would start using them a lot, they chose the system which among all those available drew the prettiest pictures.

All of these systems will deliver quite clear and practically identical printouts of text. They draw letters quite easily, numbers, all that sort of thing, the same way as your standard VDT does, but they don't draw pictures very well except for this Canadian one.

Of course, someone may come along in a couple of years and develop a system that will draw even better pictures than Telidon. We hope that doesn't happen until everybody in the potential world market has bought Telidon terminals because, as I say, we can use the money. But the Canadian Government sees a potential world market for this if the idea of people using the home screen for information retrieval catches on.

Let me cut back. I don't have any script, I am rambling around, so don't be surprised if this doesn't seem to be too coherent. My friends know about that, but the rest of you don't.

Ellis was talking earlier about the possibility of advertisers sending the material through a keyboard and a terminal in their office directly to the newspaper and bypassing people, employees of the newspaper, who have handled and composed ads up to now.

But really what we are talking about here is something that goes far beyond that. We are talking about people bypassing the entire newspaper. It will be possible—it is possible already really—for the average newspaper reader, who is the conventional citizen sitting in his home reading that paper, to get that news another way.

Instead of having it printed for him by a large expensive plant using material prepared by a lot of highly skilled people like us, and hopefully highly paid, he can get it from an electronic memory, a huge data bank, access to the New York Times data bank.

Let's take a good example for a moment. That memory can have just about every subject that's normally covered in the daily newspaper thoroughly covered in its files, in far greater detail potentially than any individual edition of a paper could manage, everything that all the reporters wrote, rather than just what the editors choose to print. And if you are sitting at home, pushing the appropriate buttons, and you have the right equipment to hook your set in by telephone line to that New York Times data bank, you can call up complete detail on whatever you want to know about.

You may get a longer report on a particular story that is of interest to you than the paper chose to print that day because

it was printing a lot of other things which are of no interest to you. You may want the want ads. You may decide you are ready to buy a car. You may not be able to buy a brand new one. Say you want to buy a 1978 Pontiac Firebird, and you want to know how many of them are available and which particular models. You don't have to really buy a whole newspaper to get that now, you know.

It is possible to call it up on a television screen and get the complete list of all the 1978 Pontiac Firebirds that are available within 50 miles of you and the price of them and the mileage on them or the kilometerage on them, if that is what we call it these days, and choose from that without buying the paper and without taking the time to go and get the paper and open it up and find that spot in it, that particular spot in the want ads.

Now, this is a very specialized type of information delivery, and a lot of people who read newspapers read them to get something that is of special interest to them. They may only be interested in the sports news, may only be interested in today's grocery store ads, how much is a pound of beef today. You don't have to get a whole newspaper for that—at least you won't have to if this sort of equipment I am talking about becomes widespread, and it looks as if it will become widespread.

In fact, the Government of Canada's communications department is so convinced that this is going to happen, that it is going to create an entire new market for information services possibly displacing the technology that we are all employed by at the moment, that it has set up a number of field trials across Canada to use Telidon terminals, and it's filling up assorted data banks with information that can be accessed by these terminals, and it's sending the terminals out to assorted homes.

The biggest of these tests is going to be run by Bell Canada in Toronto and Quebec. It starts this fall. There will be one thousand terminals scattered around assorted homes and offices, and the Toronto Star, which doesn't want to be left out of this any more than anybody else wants to be left out, is going to be one of four—or at least it hopes to be—one of four major suppliers—although not all the contracts are signed yet—of material that people will be able to call up on those screens.

The Star is hoping to supply a news service, in effect a distillation of its daily news report, to go into this electronic library every day. Of course, that will have to be recomposed into "pages" that would fit on what amounts to a VDT screen, giving you possibly 20 lines to a page, whatever you can comfortably get on that screen and keep the type big enough to read. So it may take several pages to reproduce an entire story from the paper, and those pages have to be formed, and they are going to be formed by an agency that is jointly owned by the Star and the Southam newspapers in Canada called Infomart.

Infomart is already doing the same things for a similar test that started last week in South Headingley, Manitoba, which is near Winnipeg. It is a relatively small test. There are only going to be about 30 homes involved. About 20 have the terminals in them already.

The people in those homes now can actually take this little thing that looks roughly like a pocket calculator, has a bunch of buttons on it, or like a remote control for a conventional TV set, and it has a wire running to the adapter on the back of the TV set, and the adapter, of course, is plugged into the set itself, and that television set can be used for conventional programs. Or it can be used with this adapter with the owner of the TV set pushing all the buttons in the proper sequence, calling up on the screen pages of information coming from this data bank, somewhere off connected by telephone wires in this case—unlike the Washington test, which is going to involve delivery of the data over the air as part of a broadcast signal. But let's talk about the telephone line connection for the moment

People in these test homes in Winnipeg right now, as we sit here, can push their buttons and bring up any of 500 pages of information which have been put into that data bank. These are summaries of stories from the Winnipeg Tribune, which is owned by the Southam people, who are co-owners of Infomart, as I said, and that is how that got into the Winnipeg test.

Now, 500 pages doesn't sound like much if you are thinking in terms of having all the contents of the U.S. Library of Congress available to you on the screen, but 500 pages is not bad if you are thinking of something that may give you a match

for what you normally get out of the daily newspaper. The reason that there are 500 pages in that Winnipeg data bank right now from the Winnipeg Tribune is simply that they have only had time so far to put 500 pages together.

Of course, some of those are pages that will contain information that will remain accurate. Others will be pages that will have to be updated from day to day. All sorts of stories have to be updated. All sorts of stories stay good. But the library is building up, and this newspaper-type information is just one of several kinds of communications that are useful to people which can be handled through systems like this.

[The Winnipeg Tribune ceased publication in August, after the convention.]

You can theoretically—and it's been tested out and actually works—hook up one of these systems to the local supermarket and have a camera there and have the butcher hold up a roast of beef and have you look at it and see if you are satisfied with it. If it looks good to you, you say, "Okay, I will order that." You push some buttons, he puts it in the truck, and it arrives at the home maybe an hour later.

Also automatically—of course you are not passing by a cash register, so they have to find some way of charging you money—the system can record the fact that you have ordered that roast of beef. It can record on a feed from the grocery store how much the beef costs.

The system, since you are attached to it, you have signed in, knows who you are, a number of things about you, where you live. It also knows what your bank account is, and it will withdraw the money from your bank account and send it on to the account of the grocery store. That's called electronic funds transfer, which is another of these marvels the electronic world is bringing to us.

All this is possible. We don't know if it is going to happen. We don't know if it will ever catch on because people may find that as they use the television set more and more, just on a test basis to do all sorts of things, to deliver all sorts of information to them that they have never used their television screen for, they may start to come across some of the problems that people were talking here about an hour ago—eye strain, fatigue, boredom.

In fact, it may just be that if the electronic world cannot find ways of curing all these problems, these things which are making life less pleasant for lots of people in the newspaper business may in fact save our jobs. So you see, there is a price for everything.

We may manage to convince, or some people may manage to convince, the average homeowner that using the television screen at home for the sorts of things we have been talking about—which up to now have been made to sound only marvelous, because people who talk about it the most are the ones that think it is great—is in fact not so hot, and you may get word going around, sort of an undercurrent of rumor, that using a television screen for information retrieval is a little like masturbation—if you don't stop, you will go blind. (Laughter and applause.)

Meanwhile, the odds seem to be that it will happen because these electronic connections which hook your television up to that marvelous data bank to give you access to all sorts of information, and only the specialized information that you want when you want it, can provide you with all sorts of other services, too. That single line, the telephone line, or the cable TV line, or the new glass fiber lines which are starting to replace telephone and cable TV lines together, that one line can give you this sort of information, it can give you access to university or other kinds of courses and let you call up questions and give your answers on the screen and play with them and argue with the machine if it says you are wrong.

It can let you work out problems, it can let you turn that whole TV screen into a display terminal for a computer because you are connected, or at least you can be connected, to a very big and high powered computer somewhere far off, a far bigger and more powerful and more versatile one than you could afford yourself. This line can give you an automatic connection, electronic, one that never has to be monitored by any serviceman, between your water meter and the water company office, between your electric meter and the electric company office, between—what other meters have we got going these days? Well, all your meters.

SISTER SUSAN CRAIG (Southern Ontario): Gas.

MR. MILLER: Yes, gas. Thank you very

much. Replacing oil. I put gas in because it was going to be cheaper last summer, and I just got a bill. It was \$800, and it cost \$380 to heat my home with oil last year. But of course that has nothing to do with electronics. It is because the gas company estimated because they couldn't get into see my meter, and they estimated in a very strange way.

It turns out that gas in fact is cheaper, but they didn't know how much I had used because no one bothered to come and look at the meter. They will be able to push a button in a few years, if all this sort of technology catches on, and see a reproduction of all the numbers that are on my meter at that very moment and know exactly how much gas I have used and charge me the right amount.

It is a mixed blessing, I suppose, because now I am paid halfway through 1981 for gas, but that is beside the point. (Laughter.)

Let's see. By a year from now we will have, always assuming all this goes on, that something else doesn't come along to make it look outdated and something that can make the world even more marvelous for us, we will have within one year from now roughly 2,000 homes in assorted places scattered across Canada—parts of nine different field trials—2,000 homes equipped with Telidon terminals which will be letting people use their TV screens to draw up onto that screen all sorts of information.

As I said, it can be educational. They can be taking university courses if they want to, they can draw up one page or another, and they can draw up graphics. The Telidon service does give you pretty good reproduction of graphics. They can get just about anything they want out of the daily news report, and if the Star has not managed through its Infomart agency to get all of its material into that data bank in the form of these smaller electronic pages, then you can be darned sure the Globe will have done it or the Sun will have done it, and the Star could be in a lot of trouble, so the Star is going to be in there.

In fact, the Star is even talking now about offering advertisers, those advertisers who are looking ahead and want to get involved in this also, a combined rate for their ads. For that combined rate the advertiser, whether it is a grocery store or a hardware store or a car dealer or what-

ever, would have his ad printed in the paper that day and also put in as a page of information into the data bank so that people who are using the electronic system for getting their information could get that ad just as easily as people who are still buying the papers. If the transition takes place, some of the advertisers want to be in on it, too, and the Star will be quite happy to take care of it.

All of this means, of course, that for people in The Newspaper Guild, or at least people who are in the news departments, as far as we can predict there will probably continue to be jobs because the news is still going to have to be reported. It is still going to have to be edited, still going to have to be put into a page form, maybe a very different page than we are used to now, but it is still going to have to be put together, and eventually, once that job is finished, it will be sent on. But instead of to the composing room it will be sent on to an electronic library somewhere which people can bring in.

The odds are that of all the people that we can think of who are going to be affected by the change in the method of delivery of information, the news staff, the newsroom staff, in newspapers, in the Guild, have probably the most favorable odds on them right now, because the information, as I say, is still going to have to come from somewhere. Someone is going to have to put it together.

It may be that we will find large-scale packaging of news on a national scale that could have some effect on us, but of course that large-scale packaging is being done in the present technology by Canadian Press here, by AP, UPI in the States, and I don't see where their relationship necessarily changes in the electronic age. There will still be a need for local news. People seem to be becoming more and more insistent on news that applies strictly to them and in a more and more local sense, as we see by the increasing popularity of local magazines and small suburban local papers.

So I don't see necessarily at this stage any necessary disaster down the road for news staff, but don't count on anything, because all of these people, the communications department in Ottawa whose staff scientists invented the Telidon system, the Post Office in Britain who would like to get their system bought worldwide, the

newspapers, the electronics industry, everybody is really at this stage groping to get a handle on a future which they don't understand yet but which they are pretty well convinced is going to be very different from the present.

It is going to be very interesting to see just how it works out, what we have ten years from now, and whether it is anything at all like what we are predicting at the moment. Thank you. (Applause.)

BROTHER BAKER: Would you like to put any questions to Jack Miller?

I would like to put a couple, if I can hold you just a little bit longer, Jack.

You have told us about the potential beauties of these systems. Don't they have some built-in limitations that we ought to be aware of, as for example, the page size, the response time in some systems, and that sort of thing? Limitations, for example, for display ads, possibly as opposed to classified? And just one other question. I wish you would identify for us, without getting into dollars and cents, the several layers of cost that may confront the user, the home user, of these systems.

MR. MILLER: I think I mentioned earlier that the page size is a limitation. The information you will be able to get on the screen at any one time, which will in effect become the new page that you will be reading as opposed to the newspaper page we are used to, will be approximately what you get on the VDT now, somewhere in the neighborhood of 20 lines of text. The lines are a little longer than the lines in the standard story but only 20, and once you have read whatever can be put on 20 lines, if you want more, you have to call up another page.

The costs. There are essentially three costs for anyone who wants to use this type of service. One is the cost of the terminal itself which you may buy or rent in the same way that if you want to look at television now, you have to buy a TV set.

The second cost is the cost of the page. If you are going to access a distant data bank and say, "I want such-and-such a story from such-and-such an edition of the Toronto Star or New York Times, the Globe, or the Winnipeg Tribune or whatever," then you will have to pay that newspaper something for it in the same way that you would pay the paper if you went

down to the box and picked up a normal edition.

The cost for a single page, which again is not going to be as big as a page of a newspaper, just twenty lines carrying one story or part of one story, will be an awful lot less than the cost of a complete newspaper—at least it had better be an awful lot less or no one is ever going to buy this sort of thing.

So there still will be some cost. The first is the cost of the terminal. The second is the cost of the information, and the third cost is the cost of the telephone line that brings that page to you.

Now, if you are using one of these systems, it works this way. You turn it on and you push some button that gives you the index. There is always an index. It may be a very general index. It is an index of specific indexes, and it will tell you on page 1 where is world news (there is an index of the world news stories they have available today), on page 2 an index of the sports news, on page 3 an index of the weather news. So you call up page 2 because you want sports.

You have then paid somebody somewhere, a newspaper or some other information supplier who has that information, possibly AP, who has put that information into the bank. You pay them for the use of the index, but they may be very magnanimous and give you the index free in the hope you will buy a lot of pages that are listed there.

You then call up the specific sports index, and that will give you a list of all the stories that are available that day, provided there are no more than 20 because that is all you can get on one page. You may have to call up four or five pages of sports index, and if the sports index is that long, then again it may be wise for the supplier to give you that free also. But if they don't, you could be paying for the information on that second page, possibly just a small fraction of one cent, but a price nevertheless, and if the story you are looking for is not on that page, carry on down until you get to the page in the sports index that does have the story you want.

Say it is story number 73 in the sports index, and you push some buttons and—bingo—story number 73 pops up on your screen. It may be only one page, it may be

three or four pages. Now absolutely you are paying money for the information, and you are paying it to the news supplier.

While you are sending demands along that wire to the data bank and while the data bank is sending information back which is going to print a page on your screen, you are using the telephone lines, and the telephone company is going to charge you money for it. It will pop up on your telephone bill at the end of the month.

If you are accessing the New York Times data bank, then it is a long distance call, and you will pay whatever the normal long distance charge is for the use of the telephone line between your home and New York City for whatever length of time you are using it.

It doesn't take very long for that information to flash along the line. It may be just a fraction of a second, and you may get a telephone line charge that amounts to a fraction of a second, a charge as it would relate to, say, a three-minute use for a normal conversation. It could be very small, but if you use it a lot, all these charges add up.

And since somebody has to organize all this somewhere, and it has to be somebody with access to all the uses you are making of it so they can record them and also have some system of billing you, it will probably be the telephone company that will be the most convenient ones to keep track of what uses you are making of the system, just time uses.

So they can bill you at the end of the month, and then take out of that bill whatever goes to them for the use of the long distance line, send down to the information supplier, the newspapers and news services whatever belongs to them for the use of their information, and send on to possibly the manufacturer of the video display terminal whatever the normal monthly rent is for their unit if you are renting it.

This also works, of course, for authors. You can call up books or anything else this way, and this technology could potentially replace the book store. I don't think book stores are organized by the Guild yet, so I don't suppose any of us have to worry about that except just in normal human sympathy, but those are the types of charges that are involved.

The limitations. The limitations are essentially just that the Telidon service draws nice pictures, but they are not perfect pictures. They are not as good as we can reproduce in the paper, and you can only get so much information on the screen. Those are essentially the limitations.

DELEGATE: Are you aware of any developing potential for home printout where you could potentially get a printout of a full size page just by dialing up the sports section or whatever?

MR. MILLER: What we have available at the moment—of course people are working on these things all the time, and there is always a chance that within three hours of the time I give an answer, somebody will come up with a new development which makes that answer outdated—but at the moment you can get a printer that can attach to all this other gadgetry that you are attaching to your TV set, and it will give you a printout of whatever is on your TV screen. That is not the same thing as a newspaper page, but it is a printout of whatever story you have called up from the data bank in that form, in VDT display form.

DELEGATE: Conceivably then you could get a full page if they wanted to develop that. I mean, it wouldn't be contradictory to the rest of the system.

MR. MILLER: Not necessarily, although I haven't heard of any substantial developments in that form right now.

The assumption is that most people will want to look at the information they have to make sure it is exactly what they want before they will go to the expense of getting a printout. The printout terminal is relatively expensive, and it is an option. It is just like getting air conditioning in a car. You may be more comfortable, but it is not free. It costs you money at the beginning, and it costs you money to run it, too.

DELEGATE: I have two questions. One concerns privacy and the other one accountability. Warner Cable put terminals into homes in Ohio, I think.

MR. MILLER: In Columbus?

DELEGATE: Columbus, yes. The Qube System. Essentially I think it was pay TV. You were able to dial up a number of things including dirty movies.

MR. MILLER: Soft core, by the way.

DELEGATE: Yes.

MR. MILLER: You had to go and buy a cassette if you wanted anything more than that.

BROTHER BAKER: Thank you, Jack.

MR. MILLER: That is the new market for the book store, I expect. But go ahead.

DELEGATE: Essentially you dialed it up and you paid for what you got. In paying for it the computer made a note of exactly what you had ordered, as it would for any service you ordered, and I understand when the New York Times and Washington Post publicized the fact that dirty movies or soft core movies were the most sought after item on the system—

MR. MILLER: The assumption there is that a lot of people are curious and want to see these things but don't want to be seen going into those sleazy downtown theaters where one of their friends might happen to be walking along at the time and then know their worst secrets, whereas you can get it at home without anybody knowing.

You are saying there is a record somewhere?

DELEGATE: Somebody keeps a record not only of the dirty movies—

MR. MILLER: So they can bill you for it.

DELEGATE: Yes.

MR. MILLER: That's right. It is a price to pay. You get more anonymity this way, but you don't get total anonymity. What you are left with is this very uncertain system of trust that somebody down at the telephone company is not in fact going over all these records and slaving over them and chuckling away and discussing with their friends what so-and-so was watching last week when so-and-so was delivering the layman's service at the church the following day. (Laughter.)

It does in fact happen. The security is reasonably good, but I used to have a next-door neighbor who was a telephone lineman, and he would tell me about a certain football player—this was when I was in Hamilton—a certain football player down there and a certain lady the football player was not married to who used to carry on

consistently the most flaming conversations.

Somehow or other a lineman happened to tap into one of these when doing a service job one time, and he saw he had a good thing there, and it became a favorite pastime for the servicemen. When they had a break—coffee or a beer—they would tap in and listen, and it was great stuff.

Well, that could happen again with the records of what you are watching at home on the TV screen, so the privacy is better than it is with those movies playing only in theaters, but nothing is ever perfect. Somebody can tap your line.

DELEGATE: The other thing is accountability for information. If you were to pay directly for information and the information was wrong, do you see any problems with accountability?

MR. MILLER: I am not sure I really understand the question.

DELEGATE: Okay. If I set myself as the publisher and put information into the system as to how to repair a car and give wrong instructions—

MR. MILLER: Or if you put information in that such and such a stock was a good bet or was rising at the moment when in fact it was falling, and you had misread your information, and someone bought it and found it had gone down, could they sue you?

I don't think the situation is any different than it is now with the paper. You hand it in, you hand the story in, and if the publisher trusts you and if he doesn't have time to check it all out—and that is normally the situation, the editors don't have time to check everything in every story—stuff gets into print and if the reporter made a mistake, you have the same situation there with people reading it in the paper that you would have later on in electronic delivery.

BROTHER EUGENE B. JONES (Philadelphia): Just one.

BROTHER BAKER: One last question.

BROTHER JONES: You are telling how much it is going to cost.

MR. MILLER: Nobody knows how much it is going to cost. I am just saying it will cost.

BROTHER JONES: It makes you wonder what the newspaper industry is going to do about the costs of the newspaper when this comes out.

MR. MILLER: Well, what the newspaper is going to probably want to do is be the supplier of that information to those data banks so that if people start reading newspapers less and getting their information off the TV screen more, so if revenue from sales falls off, revenue from sales of the same information for electronic delivery will come up and balance it, and hopefully the news staffs will remain equally employed because the information still has to be provided one way or another.

BROTHER JOHN C. EDGINGTON (San Diego): One more question.

On the last point, with respect to the newsroom, do you foresee the possibility that there will be one giant data bank in the U.S. or one giant data bank in Canada from which all news copy could be drawn with very limited news staffs in a number of major cities and virtually no news staffs in smaller cities?

MR. MILLER: Yes, that is a possibility. But there will almost certainly continue to be some need for local service, because a national news service would not provide local news, in the same way AP and CP do not provide local news. We don't really know.

As I said earlier, everybody who is involved in this fight now is groping to try to get a handle on a future that may take their present away from them.

DELEGATE: The dirty movies thing provides a lot of chuckles, but you should also know that in Columbus already the cops went out and brought charges against one of these sleazy little movie houses that just happened to be showing a film that had already been available on the Qube system there.

MR. MILLER: Nobody charged Qube yet.

DELEGATE: What I am saying is, as part of the defense of this little movie house, the crafty lawyer wants Qube to give him the names of everybody who watched the film at home in private to subpoena them to testify that, you know, the film met community standards. So the privacy thing is already coming to a head, and Qube says, of course, they are not

going to do it, but that remains to be seen, so it provides a lot of chuckles, but—

MR. MILLER: That is one of the reasons for the job of communications editor. I do not think any other paper in the country has a communications editor, but this is one of the reasons I find it is a job that keeps you going full time. You never run out of stuff.

SISTER CRAIG: Jack, you were talking about job security in the newsroom areas. Certainly if this thing should take hold and should replace newspapers, it is obvious that delivery people would be the first to go, and they would go wholesale.

MR. MILLER: They sure would.

SISTER CRAIG: Drivers and hoppers, and after them, one would think, circulation managers would be grievously depleted because they would no longer have fleets of carriers to supervise. Perhaps there would still be some use for them for a very small force as sales persons of the device, but even that might not last very long, or as sales persons in different systems. I suppose one might have a choice of banks to which to subscribe.

But I was wondering, on the billing system—we have already at the Star, as you know, seen our business office decline in numbers quite drastically because of the introduction of machines, and in fact, further declines in those numbers are expected as some of the functions formerly performed by business-office people are turned over to classified ad-takers, using terminals.

Assuming that all of that settles itself down and there are people who operate the billing, the accounts of the newspaper, would you expect a further decline in business office people as a result of this kind of delivery or not? This is a question I had as to whether there are further opportunities to automate bookkeeping as a result of this kind of system.

MR. MILLER: The possibilities for automating bookkeeping are almost endless, and they are showing up in the business world already. As I mentioned earlier, a word processor now can let the single secretary or typist do what used to call for three people, and that goes through stock-taking and bookkeeping and just about all the standard lower level and middle level business office functions.

Not all these questions have happy answers. One potential consolation is that most of them don't have any hard answers at all yet, but we do have some hard evidence that this is costing jobs.

There is a story across the top of the front page of the Star today spelling out again, as we said in a number of stories in the past, that Canada is afraid of the loss of a hundred thousand jobs in the next few years through automation. This story talks about this automation being handled by U.S. based computers, so we don't even wind up getting a few people employed handling computers here in Canada. Even if that particular concern was not in effect, if it was Canadian computers, they still would require few people to run them.

SISTER CRAIG: We have already seen that in the case of television listings, for instance, which are now jobbed out to a computer, and, as you say, even if it were a Canadian computer, which it is not, it would still obviously mean fewer jobs.

MR. MILLER: Fewer jobs than we had before.

There is one other thing I didn't mention before. For people who are in the business of assembling and composing information, reporters in effect, and editors refining the composition, there is a great potential. It may be a long way down the road, not necessarily a long way, but there is a great potential here for everybody to becoming a successful freelancer. If you come up with a story now, you don't really have to be working for a newspaper. It will be easier, if all this technology really does take hold, to become a freelancer and fire your stuff directly into a computer.

If you decide to proceed in this way, it will cost you some money to get started. You will have to pay whoever owns that computer to store the thing. An author of a complete book or an author of an individual story could send it in directly himself to the computer and hope that it would be popular enough that enough people would take it out and pay money so that he would wind up ahead of the game after paying the cost for getting it stored. That is considered a very real and big possibility, but it may be a long way off.

DELEGATE: For those of you who think this may be a long way off as far as it concerns you or it concerns your newspaper, I would like to relate some of my experience

or our experience at the Journal Star in Peoria. First of all, our speaker mentioned going blind. It reminds me of the story where a young man's mother popped into the room at an inopportune moment and suggested that he would go blind, and he asked if it would be okay if he just did it until he had to wear glasses. (Laughter.)

About six months ago we came into the newsroom, and there was a VDT, an oversized VDT, sitting in one of the minor league phenom's offices, and of course we were curious and went back and turned it on, and all sorts of colors popped up, very pretty. About two weeks later there was a short story run that someone had been named to head up what was called Compass Systems. A couple of days after that in a room adjacent to the newsroom a sign went up that said "Compass Systems, Incorporated." Two or three of these oversized VDTs went in there.

A couple of our Guild officers poked around and were told it was none of their business. They formally requested they be shown around, and again they were told it was none of their business.

I have been involved somewhat in the programming of our computer, so I wandered in there. This was at a time when all I had to do with the Guild was maybe finding excuses not to attend meetings and procrastinating on dues. So they were very helpful when I asked questions.

It turned out that the fellow who is the liaison man between the electronics and the human beings in the place spent three weeks in England finding out something about the system our speaker was talking of, and the Journal Star is now, as I understand it, being involved in getting the bugs out of what they would like to think will eventually become a total information system. Sell ads. Find out airline schedules, find out the price of a ticket, whether the airline that you want to fly is full or not, order your ticket. They are talking about encyclopedias. They think you will be able to call up whatever you want, the total thing.

Again, as our speaker points out, they don't know if it is feasible. They haven't marketed it, and I noticed in the flyer the man kept referring to a memory bank, although they are going to construct a satellite dish atop our building. The memory bank, as I understand it, they tap is in

Florida. I notice there is something out of Coral Gables.

It is here. It's here as far as we are concerned. We don't know what's going to happen to it. We are a little suspicious because they don't want us to know anything about it, so I think it is like the VDTs. You know, we hear about these far fetched things that seem to be years and years off. As far as the Journal Star is concerned, it is here right now.

MR. MILLER: We are talking about big memory banks—and I have to go after this. I am afraid I have run out of time. But it is true that the big ones are tending to dominate. Infomart, the company I mentioned earlier, that is co-owned by Torstar and Southam, is operating as a going concern at the moment. It is losing money, but it is trying, building up more customers. It has about 600 business customers at the moment and gives them access on VDTs in their offices to a great variety of data banks, a staggering variety.

They have a lot of Canadian information. It might be on the latest geological surveys for oil companies or weather reports—if you are involved in a service like an airline that needs quick weather data or whatever—but these are all stored in one massive data bank, run by a company called SDC in Santa Monica, California.

And that data bank is actually a hub for 30 other major data banks, and Infomart, a Toronto company, is supplying an information service for Canadian customers that's stored down in the States because the huge data bank is there. It brings up the question again of how much this sort of thing can be centralized.

But they are trying. Infomart is now trying, to build up a data bank here in Toronto for its Canadian information. It hasn't managed it yet, and the biggest ones are still in the States. And no matter where you are in the U.S., you are probably being hooked up most likely to one of two major data banks in California. One is owned by Lockheed up in the north end of the state, and the other one is owned by SDC down in Santa Monica.

DELEGATE: Perhaps if the speaker would just give me one moment of insight.

Earlier in the discussion there was mention that the odds were that reporters and people within the newsroom jurisdiction of

the Guild had the least chance of being affected. Based on what you just said about huge data bases, maybe you would give us some insight as to the future of the jobs of 2,500 people working for AP and UPI.

Is there any need for them any more, or can the newspapers of this country tap the data base of every other newspaper without ever going through the wire services?

MR. MILLER: Somebody somewhere is going to have to organize the stuff, and that really is what AP, UPI, and CP do now. They take all this material coming from all the papers and put it together into a package that will be of general national interest.

That function will still go on. I think it will be very awkward for someone in an individual newspaper to start assembling material from all the other newspapers in the country, deciding for himself what of the thousands of stories or tens of thousands of stories that are available in all centers in a given time would make the best mix for his particular readers in his town.

I expect the national news services will continue because their function is very specialized and bloody awkward for anybody to do it themselves. (Applause.)

BROTHER BAKER: Jack Miller agreed to be with us today with the understanding he would be out of here at noon, but the program ran late, and he was good enough to stay, and that is why we are letting him go.

We had hoped to do a lot more with this session than we have been able to do because of time. However, the materials on the table in the back will fill in some of the holes for you. Among the things back there are two pieces relative to the AP CompuServe test which is supposed to begin in Columbus July 1. There is a press release issued by the Associated Press, and there is a piece called "under-score" which is a piece put out by the Columbus Dispatch to its own employees.

AP, as you know, has announced that Columbus will be only the first of eleven cities and local newspapers to participate in this test. It has not yet announced the names of the other cities and papers. It has said it expects to add a city and a

local paper at the rate of one a month, until there are eleven papers participating, and those eleven papers will be able to draw on each other's data bases as well as, of course, on the AP wire. UPI's experiment, called NewsShare, as I recall, began by simply making the UPI wire available through a commercial computer service in McLean, Virginia. UPI is soliciting individual newspapers to come in and participate in that service.

I don't know—maybe you do—I don't know whether UPI has persuaded any individual newspapers to participate or not. But to that extent it is somewhat comparable to what AP is doing in Columbus.

This material includes this piece on Knight-Ridder, "Knight-Ridder to test home electronic info system," and we should note one thing that is different about Knight-Ridder. AP is using a commercial computer service operating out of Columbus, virtually nationwide. UPI is using a commercial computer service operating out of Virginia. Knight-Ridder is doing the whole thing.

Viewdata—Viewtron, as I believe Knight-Ridder is calling it—is the product of a wholly owned subsidiary of Knight-Ridder set up for this purpose. It is not utilizing a commercial computer firm. It is the total entrepreneur, and in that respect it is different, and perhaps significantly different, from what AP is doing, from what UPI is doing, from what Dow Jones is supposed to do in Dallas, etc.

You will find in these pieces of paper some information on cost. That is, some dollar figures you can attach to the various levels of cost that Jack Miller was talking to us about.

Let me give you a specific example of costs. I think I can pull some out.

Incidentally, in Columbus the Dispatch says that the Dispatch will have total control of the information it gives subscribers, so the presumption is, the question of accountability in Columbus will be the accountability of the Dispatch and not of the computer company.

Now in Columbus you are going to have to pay this sort of money: you are going to have to pay something ranging from \$15 to \$30, if you own a home computer, to buy a program which would permit your existing home computer to access to this system.

Thereafter you are going to pay \$5 an hour for the use of the data bank. That works out to 8- $\frac{1}{3}$ cents a minute.

UPI's prices are somewhat different. For the UPI system you pay an initial \$100 fee, \$100 lifetime fee, and then you pay \$2.75 an hour for the actual time-sharing of the computer data base.

There can be other charges, I gather. Some of these systems permit you to call up something on the screen and then store it in memory, and there may be memory charges of one kind or another. So the charges are all over the lot, and they are all a hell of a lot more than we pay for a daily newspaper, 20, 25 cents.

As for jobs, it seems to me one element remains to be seen, and this would apply both to newsmen and to advertising persons, preparing advertising copy.

Let's just talk about news. It is a little simpler.

Are the stories that we write for our daily publications and put in the computer simply to be fed into the new system as is, without rewrite, without editing, without any massaging, and simply called up on the screen? That's one situation, and the same thing would apply to ads.

Or is this copy going to have to be reworked, is it going to have to be formatted for the size and capacity and limitations of the viewing screen. If that is the case—and there are indications in this material that in some cases that is being done and in some cases it isn't—then it is going to make more work for somebody.

It is either going to make more work for us, or it is going to make more work for people employed by the computer company. And if it is transmitted by over-the-air television, we may find ourselves in a jurisdictional dispute with some of the television unions, who knows. I think that is one decisive question that has to be resolved before we can tell about the job effect.

This could increase jobs conceivably if reformatting, rewriting and additional editing have to be performed on news and advertising copy.

In each case, of course, your publisher is being paid for the use of his data base. You are paid once for writing the story. The publisher then sells what you have

written, the story or the ad, to the computer company, and the publisher is reimbursed on a royalty basis according to usage of that material by the consumer.

It raises, of course, the question of whether we should be further reimbursed. We have provisions in our bargaining program for reuse and syndication payments. I don't think we have successfully negotiated or implemented them too well during the years, but that principle arises, and I know in Toronto last summer that question was raised with the Globe with respect to Info Globe. I don't recall the upshot of it.

Privacy and accountability, the whole question of federal regulation of these various systems, is very much up in the air. Remember, we may be talking about cable, we may be talking about telephone lines, we may be talking about satellites, we may be talking about over-the-air broadcasting.

As you know, of course, broadcasting is already regulated, and newspapers are not, and the big question is, which principle will apply to the home electronic newspaper: the principle of general freedom from government regulation under which we operate as newspaper people, or the principle of government regulation under which broadcasters operate.

In the States, as we all know, the movement, of course, is to de-regulate large segments of the broadcasting business. I don't know whether that is the case in Canada or not, but it is up in the air.

One final challenge that the newspaper publishers see in the United States is the threat of the giant AT&T/Bell System moving in as suppliers of information, not as simply suppliers of phone lines and technology, but as suppliers of information. There have been an FCC decision and some decisions at the committee level in Congress, not yet in the form of enacted legislation, which seem to suggest that AT&T and Bell may be permitted to move in and compete directly with Knight-Ridder, say, or AP and the Columbus Dispatch, in providing the data base and supplying the information. The Publishers Association is fighting this like hell, because of the immense resources of AT&T and the Bell System.

I wish we had time to develop the implications of all this further, but, as you will see, the Columbus Dispatch says that

what we have now is largely questions. They don't have the answers, we don't have the answers. What we are trying to do is ask the right questions and find the right answers.

That's why in the Research and Information Section of the Officers' Report there is a recommendation that TNG study the prospective impact on the Guild and its members of impending advances in electronic technology and how best to meet it, and that TNG and locals keep each other informed of developments as they occur.

And if we at TNG are going to be able to do our half of this, certainly we will need all of the assistance and all of the information you can supply us with. Please send that for the time being, at least, directly to me.

Finally, just as other countries have been a little ahead of us in new technology, so has the National Union of Journalists in England been a little ahead of the Guild in the use of the new technology. In the February-March issue of *The Journalist*, which is the publication of the National Union of Journalists in Britain, there appears this story: "The union goes on Prestel." And it says:

"The Union went on Prestel January 14, the first trade union to go on the screen with a full presentation."

[Prestel, remember, is the British counterpart of Telidon and the other systems we have been talking about.]

"The NUJ presentation contains information about the Union's aims, scope, membership, growth, and structure. It also gives general information on negotiations and pay rates as well as, of course, explaining who can join and how to go about it. The presentation, which takes 20 pages, is costing the Union 400 pounds for a year on screen."

How much is that in good American dollars, does anybody know? Twice, right? About 800 American dollars.

And here is this sample "page" which is reproduced, which is page number 36098a and is headed: "The National Union of Journalists." It says:

"The NUJ is the international trade union for journalists in Britain and Ireland, and also represents members based throughout the world. The NUJ—with

32,000 members—the largest journalists' union in the world—advances and defends members' professional as well as material interests."

Then there is a little index at the bottom of the page. Press number 1, what the NUJ does. Press number 2, how you can join. Press number 3, the way the NUJ works. Press number 4, how the NUJ can help you. And so on.

So that we may end on a happy note this morning rather than a pessimistic one, The Journalist was happy to report that, within four days after the first run on Prestel, it gained its first new recruit.

Charles, back to you for announcements. (Applause.)

PRESIDENT PERLIK: That may be a

happy note for the audience—it may be an ominous note for the staff. (Laughter.)

I do have a few announcements, but first of all I want to particularly thank Ellis Baker and Dave Eisen for the preparation and the presentation of this material today, and I hope you share with me my conclusion that once again it has been demonstrated that some very capable and concerned people are working for your union.

Finally, take your books and papers with you, and, if you don't mind, take the tablecloths, too, because we have discovered they are J. P. Stevens tablecloths, and they are going to be taken up by the hotel and replaced by paper ones. (Applause.)

Thank you so much for your attention.

(The Forum adjourned at 12:55 p.m.)

Roll-Call Vote for International Election and Referendum Committee

[illegible]

Roll-Call Vote for International Election and Referendum Committee (Continued)

<u>LOCAL</u>	<u>STEINKE</u>	<u>REDNER</u>	<u>ROTH</u>	<u>MILECZKO</u>	<u>KEEFE</u>	<u>ZFOLI</u>	<u>MACDONALD</u>	<u>STRUZINSKI</u>	<u>HUNTLEY</u>	<u>SCUOTTO</u>
Pittsburgh.....	3.00	3.00	3.00	3.00	3.00	3.00	3.00	—	—	—
Portland.....	5.00	5.00	5.00	5.00	5.00	5.00	5.00	—	—	—
Providence.....	6.00	6.00	6.00	—	6.00	6.00	—	6.00	6.00	—
Pueblo.....	3.00	3.00	3.00	3.00	3.00	3.00	3.00	—	—	—
Puerto Rico.....	12.00	12.00	12.00	12.00	12.00	12.00	12.00	—	—	—
Rockford.....	2.00	2.00	2.00	2.00	—	—	2.00	2.00	2.00	—
St. Louis.....	13.00	13.00	13.00	—	13.00	13.00	13.00	13.00	—	—
Salem.....	2.00	2.00	2.00	2.00	2.00	2.00	2.00	—	—	—
San Diego.....	10.00	10.00	10.00	10.00	10.00	10.00	10.00	—	—	—
San Francisco-Oakland.....	16.00	16.00	16.00	16.00	8.00	8.00	—	8.00	16.00	8.00
San Jose.....	9.00	9.00	9.00	9.00	4.50	4.50	9.00	4.50	—	4.50
Scranton.....	—	—	3.00	3.00	3.00	3.00	3.00	3.00	3.00	—
Sheboygan.....	2.00	2.00	2.00	2.00	2.00	2.00	2.00	—	—	—
Southern Ontario.....	19.00	—	19.00	—	19.00	—	19.00	19.00	19.00	19.00
Terre Haute.....	3.00	—	3.00	3.00	3.00	3.00	—	3.00	3.00	—
Toledo.....	6.00	6.00	6.00	6.00	6.00	6.00	6.00	—	—	—
Twin Cities.....	10.00	10.00	10.00	10.00	10.00	10.00	10.00	—	—	—
Vancouver-New Westminster.....	—	—	—	—	12.00	—	—	12.00	12.00	12.00
Victoria.....	—	—	—	—	4.00	—	—	4.00	4.00	4.00
Washington-Baltimore.....	22.00	1.05	1.05	1.05	22.00	1.05	1.05	20.95	20.95	20.95
Wilkes-Barre.....	—	—	3.00	3.00	3.00	3.00	3.00	3.00	3.00	—
Winnipeg.....	—	—	—	—	3.00	—	—	3.00	3.00	3.00
Wire Service.....	15.00	15.00	15.00	15.00	3.75	15.00	15.00	11.25	—	—
Youngstown.....	3.00	3.00	3.00	3.00	—	3.00	3.00	3.00	—	—
TOTALS	368.50	295.75	353.55	297.30	365.25	292.55	305.05	168.25	128.95	108.45