

# **PROCEEDINGS:**

## **FORTY-EIGHTH ANNUAL CONVENTION,**

**The Newspaper Guild  
AFL-CIO, CLC**



**June 29-July 3, 1981,  
Rivermont Hotel,  
Memphis, Tenn.**

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***AFL-CIO, CLC***



**June 29-July 3, 1981  
Rivermont Hotel  
Memphis, Tenn.**



**Printed in USA**



# INTERNATIONAL OFFICERS

## 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

*For biennial nomination and election of officers for 1981-83,  
see Friday, July 3, Session and Appendix C.*

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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, 1981, 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, 1981, 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 14, 1981**



## FINANCIAL HIGHLIGHTS

### Average Monthly Per Capitas Received Year Ended March 31, 1981

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Average
Employed members—regular rate .....	28,088	29,039	26,185	33,421	29,183
Agency members .....	291	325	414	371	350
Unemployed and retired members .....	2,520	1,810	1,577	3,179	2,271
Part-time members .....	1,717	1,555	1,538	1,804	1,654
Members-at-large .....	28	9	7	16	15
<b>TOTAL PER CAPITA .....</b>	<b><u>32,644</u></b>	<b><u>32,738</u></b>	<b><u>29,721</u></b>	<b><u>38,791</u></b>	<b><u>33,473</u></b>

### Operations of General Fund

	Year Ended March 31, 1981	Year Ended March 31, 1980
Income .....	\$2,285,753	\$2,222,733
Expense .....	<u>2,255,874</u>	<u>2,228,170</u>
<b>SURPLUS (DEFICIT) FROM OPERATIONS .....</b>	<b><u>\$ 29,879</u></b>	<b><u>(\$ 5,437)</u></b>

### Operations of Defense Fund

	Year Ended March 31, 1981	Year Ended March 31, 1980	Year Ended March 31, 1979
Income .....	\$4,754,029	\$4,370,243	\$1,883,653
Expense .....	<u>975,145</u>	<u>1,650,719</u>	<u>5,416,689</u>
<b>SURPLUS (DEFICIT) FROM OPERATIONS .....</b>	<b><u>\$3,778,884</u></b>	<b><u>\$2,719,524</u></b>	<b><u>(\$3,533,036)</u></b>

### Summary of Net Worth of Guild

	Year Ended March 31, 1981	Year Ended March 31, 1980	Year Ended March 31, 1979
General Fund .....	\$ 240,375	\$ 210,496	(\$ 552,675)
Defense Fund .....	4,069,414	290,530	( 1,533,036)
<b>NET WORTH SURPLUS (DEFICIT) .....</b>	<b><u>\$4,309,789</u></b>	<b><u>\$ 501,026</u></b>	<b><u>(\$2,085,711)</u></b>

# **BALANCE SHEET—GENERAL FUND**

As of March 31, 1981, 1980 and 1979

## **ASSETS**

	<u>3/31/81</u>	<u>3/31/80</u>	<u>3/31/79</u>
Cash in banks and on hand .....	\$280,138	\$309,846	\$281,242
Advances receivable .....	22,598	13,720	21,955
Loans receivable .....			
Individuals .....	25,895	29,717	16,747
Locals and other .....	51,200	—0—	11,523
Exchanges receivable .....	<u>77,095</u>	<u>29,717</u>	<u>28,270</u>
Prepaid insurance and transportation expenses .....	26,649	34,584	51,232
Deposits .....	62,729	62,887	52,988
Investments .....	675	675	675
Accounting equipment (net) .....	160	100	100
	27,536	23,038	17,875
<b>TOTAL ASSETS .....</b>	<u><b>\$497,580</b></u>	<u><b>\$474,567</b></u>	<u><b>\$454,337</b></u>

## **LIABILITIES**

Accounts payable .....	14,367	8,525	16,003
Exchanges payable .....	—0—	—0—	4,249
Due to Defense Fund .....	27,524	46,510	768,608
Payroll taxes payable .....	16,743	10,348	17,284
Severance pay reserve .....	198,571	198,688	200,868
<b>TOTAL LIABILITIES .....</b>	<u><b>\$257,205</b></u>	<u><b>\$264,071</b></u>	<u><b>\$1,007,012</b></u>
<b>NET WORTH SURPLUS (DEFICIT) .....</b>	<u><b>\$240,375</b></u>	<u><b>\$210,496</b></u>	<u><b>(\$ 552,675)</b></u>
<b>TOTAL LIABILITIES AND NET WORTH .....</b>	<u><b>\$497,580</b></u>	<u><b>\$474,567</b></u>	<u><b>\$ 454,337</b></u>

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

For the Years Ended March 31, 1981 and 1980

	For the Year Ended March 31, 1981		For the Year Ended March 31, 1980	
	Amount	Percent	Amount	Percent
<b>INCOME</b>				
<b>Membership Income</b>				
Per capita taxes .....	\$2,165,924		\$2,090,016	
Initiation fees .....	14,022		15,903	
Reinstatement fees .....	391		539	
Agency fees .....	30,938		17,579	
	\$2,211,275	96.74	\$2,124,037	95.56
<b>Servicing salaries and expenses</b>				
paid by locals .....	17,202	00.75	25,628	01.15
Guild Reporter income .....	2,268	00.10	2,257	00.10
Research Department sales .....	3,244	00.14	2,859	00.13
Expenses paid by Defense Fund .....	44,324	01.94	55,618	02.50
Other income .....	7,440	00.33	12,334	00.56
<b>TOTAL INCOME FOR YEAR</b> .....	<u>\$2,285,753</u>	<u>100.00</u>	<u>\$2,222,733</u>	<u>100.00</u>
<b>EXPENSES</b>				
Per capita taxes .....	\$111,257	04.87	99,605	04.48
Field operations .....	791,505	34.63	870,713	39.17
Administrative operations .....	342,678	14.99	312,010	14.04
Office management .....	564,041	24.67	505,041	22.72
Executives .....	99,463	04.35	84,072	03.78
Other expenses .....	346,930	15.18	356,729	16.05
<b>TOTAL EXPENSES FOR YEAR</b> .....	<u>\$2,255,874</u>	<u>98.69</u>	<u>\$2,228,170</u>	<u>(100.24)</u>
<b>OPERATING SURPLUS (DEFICIT)</b>				
FOR YEAR .....	\$ 29,879	01.31	(\$ 5,437)	( 00.24)
<b>NET WORTH SURPLUS (DEFICIT)</b>				
BEGINNING OF YEAR .....	\$ 210,496		(\$ 552,675)	
<b>NET WORTH ADJUSTMENT AS</b>				
PER INTERNATIONAL				
CONVENTION ACTION .....	—0—		\$ 768,608	
<b>NET WORTH SURPLUS</b>				
END OF YEAR .....	<u>\$ 240,375</u>		<u>\$ 210,496</u>	



# ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years ended March 31, 1981, 1980 and 1979

	Expended Year Ended 3/31/81	Budget Year Ended 3/31/81	(Over) or Under Budget	Expended Year Ended 3/31/80	Expended Year Ended 3/31/79
<b>1. Per-Capita Taxes .....</b>	<b>\$ 111,257</b>	<b>\$ 107,000</b>	<b>(\$ 4,257)</b>	<b>\$ 99,605</b>	<b>\$ 61,848</b>
<b>2. Field Operations</b>					
<b>A. Director—Salary .....</b>	<b>42,106</b>	<b>42,840</b>	<b>734</b>	<b>40,073</b>	<b>38,150</b>
Expenses .....	3,315	5,000	1,685	3,123	2,630
<b>B. Organizing and Servicing</b>					
Representatives—Salaries .....	384,307	408,974	24,667	409,118	345,961
Expenses .....	159,550	180,000	20,450	171,850	171,071
Secretary-stenographers .....	8,844	8,785	( 59)	7,972	7,843
Miscellaneous organizing and servicing .....	56,505	55,000	( 1,505)	99,958	58,016
Organizing-servicing program subsidies .....	1,200	1,200	—0—	3,600	6,000
<b>C. Collective Bargaining</b>					
Salaries—Exec. sec., contracts committee .....	35,723	36,348	625	33,055	31,168
Pension consultant .....	11,502	11,500	( 2)	11,004	11,004
Secretary-stenographers .....	8,844	8,785	( 59)	7,972	7,843
Bargaining and research assistant .....	8,531	21,562	13,031	21,303	21,207
Human rights co-ordinator .....	34,263	34,872	609	32,275	30,388
Research and Information associate .....	26,102	25,762	( 340)	24,193	23,172
Expenses—Personnel .....	10,713	4,000	( 6,713)	5,217	2,746
	<b>\$ 791,505</b>	<b>\$ 844,628</b>	<b>\$ 53,123</b>	<b>\$ 870,713</b>	<b>\$ 757,199</b>
<b>3. Administrative Operations</b>					
<b>A. Director—Salary .....</b>	<b>42,106</b>	<b>\$ 42,840</b>	<b>\$ 734</b>	<b>\$ 40,073</b>	<b>\$ 38,150</b>
Expenses .....	1,502	1,000	( 502)	1,185	428
<b>B. Research and Information</b>					
Salaries—Director .....	34,857	35,466	609	32,891	30,354
Assistant director .....	12,754	12,981	227	12,874	12,817
Secretary-stenographers .....	8,844	8,785	( 59)	7,972	7,843
Expenses—Personnel .....	2,051	3,000	949	2,594	1,036

(Continued on Page xii)

# ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1981, 1980 and 1979 (Continued)

	Expended Year Ended 3/31/81	Budget Year Ended 3/31/81	(Over) or Under Budget	Expended Year Ended 3/31/80	Expended Year Ended 3/31/79
<b>Books and periodicals:</b>					
Legal and bargaining services .....	2,303	2,200	( 103)	2,003	1,911
Subscriptions .....	3,034	2,000	( 1,034)	3,921	1,641
Other printed material .....	1,235	1,000	( 235)	720	816
<b>Publications and literature:</b>					
Constitution .....	8,706	8,000	( 706)	7,368	7,523
Organizing and other literature .....	2,410	4,500	2,090	2,088	4,519
Institutes and seminars .....	1,231	4,000	2,769	949	1,289
Miscellaneous .....	700	500	( 200)	—0—	545
<b>C. Guild Reporter</b>					
Salaries—Editor .....	35,485	36,105	620	33,452	31,509
Assistant editor .....	12,754	12,981	227	12,874	12,817
Clerical .....	22,455	23,600	1,145	22,355	19,729
<b>Expenses—Personnel</b>					
Printing .....	3,033	1,750	( 1,283)	1,940	1,228
Postage .....	90,251	80,000	( 10,251)	75,648	73,869
Addressing .....	35,710	31,500	( 4,210)	29,778	29,931
Pictures and special material .....	16,232	17,750	1,518	17,989	14,697
Miscellaneous .....	4,438	3,500	( 938)	2,996	3,499
	587	500	( 87)	340	318
	<u>\$ 342,678</u>	<u>\$ 333,958</u>	<u>(\$ 8,720)</u>	<u>\$ 312,010</u>	<u>\$ 296,469</u>
<b>4. Office Management</b>					
Salaries—Office manager .....	22,026	21,716	( 310)	19,938	36,807
Secretary-stenographers .....	26,531	26,350	( 181)	23,917	23,530
Bookkeeping .....	36,424	35,720	( 704)	39,169	36,284
General clerical .....	32,280	31,300	( 980)	31,915	29,254
<b>Expenses—Rent and maintenance</b>					
Stationery and supplies .....	57,954	54,000	( 3,954)	52,241	53,742
Equipment .....	34,625	28,000	( 6,625)	28,121	22,056
Telephone and telegraph .....	4,000	3,500	( 500)	3,336	3,168
Repairs and improvements .....	24,375	24,000	( 375)	23,875	22,631
	4,864	3,000	( 1,864)	3,261	2,380

Postage .....	16,701	15,000	( 1,701)	14,529	12,510
Auditing .....	8,800	8,400	( 400)	8,400	8,461
Insurance and bonding .....	18,000	12,000	( 6,000)	13,000	10,000
Employee pension .....	56,644	55,000	( 1,644)	52,790	50,491
Employee health and welfare .....	57,959	57,000	( 959)	57,068	53,755
Directly billed transportation costs.....	128,575	110,000	( 18,575)	99,876	87,142
Data processing .....	28,468	25,000	( 3,468)	29,054	19,973
Miscellaneous .....	5,815	5,000	( 815)	4,511	4,047
	<u>\$ 564,041</u>	<u>\$ 514,986</u>	<u>(\$ 49,055)</u>	<u>\$ 505,041</u>	<u>\$ 476,231</u>

## 5. Executives

Officers' salaries .....	\$ 90,046	\$ 90,725	\$ 679	\$ 67,185	\$ 75,235
Officers' expenses .....	9,417	12,500	3,083	16,887	10,118
	<u>\$ 99,463</u>	<u>\$ 103,225</u>	<u>\$ 3,762</u>	<u>\$ 84,072</u>	<u>\$ 85,353</u>

## 6. Other Expenses

Legal .....	\$ 36,798	\$ 32,000	(\$ 4,798)	\$ 28,030	\$ 24,820
Payroll and personal property taxes .....	58,201	52,000	( 6,201)	50,365	45,292
Contributions and tickets .....	18,611	12,500	( 6,111)	14,343	9,095
Delegates and committees .....	43,439	50,000	6,561	89,466	36,662
IEB meetings .....	47,476	48,000	524	47,378	32,271
Severance pay provisions .....	45,003	35,000	( 10,003)	35,004	30,113
Convention reserve .....	80,000	75,000	( 5,000)	75,000	75,000
Broun Award .....	1,000	1,000	—0—	1,000	1,000
Broun Award expenses .....	1,975	2,000	25	2,175	1,445
AFL-CIO, IUD Conventions .....	398	3,000	2,602	1,404	—0—
CLC Convention .....	1,257	2,000	743	51	723
IFJ meetings .....	11,285	9,500	( 1,785)	10,999	7,825
Guild Service Award .....	614	1,500	886	1,514	307
Irving Leichter Scholarship Fund .....	873	1,500	627	—0—	1,223
	<u>\$ 346,930</u>	<u>\$ 325,000</u>	<u>(\$ 21,930)</u>	<u>\$ 356,729</u>	<u>\$ 265,776</u>
	<u>\$2,255,874</u>	<u>\$2,228,787</u>	<u>(\$ 27,077)</u>	<u>\$2,228,170</u>	<u>\$1,942,876</u>

## TOTALS FOR YEAR



# COMPARATIVE STATEMENT OF INCOME FROM MEMBERSHIP TO GENERAL FUND

For the Period from April 1, 1978 to March 31, 1981

	Agency Fees	Per-Capita Taxes	Initiation Fees	Reinstatement Fees
<b>1978-1979</b>				
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>
<b>1979-1980</b>				
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>
<b>1980-1981</b>				
1. April through June .....	\$ 5,551	\$ 508,700	\$ 3,346	\$ 58
2. July through September .....	9,306	543,321	3,991	125
3. October through December .....	8,139	493,113	2,903	281
4. January through March .....	7,942	620,790	3,782	( 73)
	<u>\$30,938</u>	<u>\$2,165,924</u>	<u>\$14,022</u>	<u>\$391</u>

## AVERAGE MONTHLY PER-CAPITA PAYMENTS

Year Ended	Employed	Agency Fees	Unemployed	Part Time	Members at Large	Total
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
March 31, 1981 .....	29,183	350	2,271	1,654	15	33,473

# BALANCE SHEET—DEFENSE FUND

As of March 31, 1981, 1980 and 1979

	<u>3/31/81</u>	<u>3/31/80</u>	<u>3/31/79</u>
<b>ASSETS</b>			
Cash in banks .....			
Checking account .....	\$ 30,423	\$ 168,455	\$ 220,511
Savings accounts and certificates of deposit .....	753,807	295,377	7,509
Investment accounts (at cost) .....	2,899,592	868,437	216,264
A.T.A. bond .....	500	500	500
Loans receivable .....			
Detroit Guild .....	53,858	53,858	44,209
Great Falls Guild .....	9,380	9,510	9,630
Lehigh Valley Guild .....	700	700	700
Los Angeles Guild .....	—0—	—0—	101,821
Madison Guild .....	—0—	—0—	25,529
Montreal Guild .....	413	413	5,510
New York Guild .....	133,813	—0—	—0—
Philadelphia Council of Newspaper Unions .....	—0—	27,500	27,500
Philadelphia Guild .....	—0—	—0—	2,100
Portland Guild .....	—0—	—0—	1,290
San Antonio Guild .....	—0—	300	1,500
Washington-Baltimore Guild .....	44,415	45,715	47,525
Wilkes-Barre Council of Newspaper Unions .....	50,000	5,000	15,000
Wilkes-Barre Guild .....	30,000	30,000	30,000
Wire Service Guild .....	26,250	29,850	33,450
Due from General Fund .....	27,524	46,510	768,608
Other investments (at cost) .....	8,739	8,685	8,685
<b>TOTAL ASSETS</b> .....	<u>\$4,069,414</u>	<u>\$1,590,810</u>	<u>\$1,567,841</u>
<b>LIABILITIES</b>			
Strike benefits payable .....			
Montreal Guild .....	\$ —0—	\$ 175,335	\$ 380,335
New York Guild .....	—0—	85,386	250,000
St. Louis Guild .....	—0—	—0—	559,008
Washington-Baltimore Guild .....	—0—	14,160	13,650
 Total strike benefits payable .....	<u>\$ —0—</u>	<u>\$ 274,881</u>	<u>\$1,202,993</u>
Loan payable—bank .....			
Amalgamated Bank of New York .....	\$ —0—	\$ —0—	\$ 500,000
Loans payable—Guild affiliates .....			
Boston Guild .....	\$ —0—	\$ 30,000	\$ 30,000
Buffalo Guild .....	—0—	25,000	25,000
Canadian Wire Service Guild .....	—0—	30,000	30,000
Cleveland Guild .....	—0—	10,000	10,000
Denver Guild .....	—0—	2,000	2,000
Erie Guild .....	—0—	1,375	1,375
Gary Guild .....	—0—	5,000	5,000
Great Falls Guild .....	—0—	500	500
Hawaii Guild .....	—0—	28,500	28,500

(Continued on Page xvi)

# BALANCE SHEET—DEFENSE FUND

As of March 31, 1981, 1980 and 1979 (Continued)

	<u>3/31/81</u>	<u>3/31/80</u>	<u>3/31/79</u>
Los Angeles Guild .....	—0—	2,572	2,572
Manchester Guild .....	—0—	15,000	15,000
Montreal Guild .....	—0—	—0—	5,097
Ottawa Guild .....	—0—	15,238	48,000
Pacific Northwest Guild .....	—0—	20,000	20,000
Pawtucket Guild .....	—0—	2,500	2,500
Pittsburgh Guild .....	—0—	—0—	1,000
Portland Guild .....	—0—	420	1,710
Providence Guild .....	—0—	30,000	30,000
Pueblo Guild .....	—0—	7,500	7,500
Rockford Guild .....	—0—	2,000	2,000
St. Louis Guild .....	—0—	387,439	5,275
San Diego Guild .....	—0—	5,000	5,000
San Francisco-Oakland Guild .....	—0—	—0—	14,500
San Jose Guild .....	—0—	10,000	10,000
Scranton Guild .....	—0—	2,000	2,000
Toledo Guild .....	—0—	10,000	10,000
Toronto Guild .....	—0—	100,000	100,000
Vancouver-New Westminster Guild...	—0—	90,000	90,000
Victoria Guild .....	—0—	3,855	3,855
Youngstown Guild .....	—0—	10,000	10,000
Winnipeg Guild .....	—0—	4,000	4,000
Midwest District Council .....	—0—	500	500
<b>TOTAL LOANS PAYABLE—</b>			
<b>GUILD AFFILIATES .....</b>	<b>\$ —0—</b>	<b>\$ 850,399</b>	<b>\$ 522,884</b>
<b>Loans payable—other unions</b>			
United Auto Workers .....	\$ —0—	\$ 50,000	\$ 250,000
United Steelworkers of America .....	—0—	50,000	250,000
Industrial Union Department,			
AFL-CIO .....	—0—	40,000	200,000
International Association of			
Machinists .....	—0—	35,000	175,000
<b>Total loans payable—other unions</b>	<b>\$ —0—</b>	<b>\$ 175,000</b>	<b>\$ 875,000</b>
<b>Total loans payable .....</b>	<b>\$ —0—</b>	<b>\$1,025,399</b>	<b>\$1,897,884</b>
<b>TOTAL LIABILITIES .....</b>	<b>\$ —0—</b>	<b>\$1,300,280</b>	<b>\$3,100,877</b>
<b>NET WORTH SURPLUS (DEFICIT) .....</b>	<b>\$4,069,414</b>	<b>\$ 290,530</b>	<b>(\$1,533,036)</b>
<b>TOTAL LIABILITIES AND</b>			
<b>NET WORTH .....</b>	<b>\$4,069,414</b>	<b>\$1,590,810</b>	<b>\$1,567,841</b>

**STATEMENT OF INCOME AND EXPENSES AND CHANGES  
IN NET WORTH OF DEFENSE FUND  
For the Years Ended March 31, 1981 and 1980**

	Year Ended \$/31/81	Year Ended \$/31/80
<b>INCOME</b>		
Per capita apportionment .....	\$ 451,208	\$ 428,829
Per capita higher dues .....	4,069,324	3,666,983
Interest and investment income .....	214,719	31,346
Twin Cities .....	—0—	20
Montreal .....	9,853	5,821
New York—Il Progresso unit .....	7,878	—0—
Elizabeth unit .....	1,047	—0—
Daily News, New York Post and New York Times units .....	—0—	61,969
St. Louis .....	—0—	175,275
<b>TOTAL INCOME FOR YEAR</b> .....	<b>\$4,754,029</b>	<b>\$4,370,243</b>
<b>EXPENSES</b>		
Buffalo—News unit .....	3,183	—0—
Canton and Steubenville units .....	—0—	146
Canadian Wire Service—Canadian Press unit .....	—0—	2,616
Central California—Sacramento Bee unit .....	3,664	13,000
Contributions—Polish Workers Aid Fund .....	2,500	—0—
Detroit—Oakland Press unit .....	18,384	11,091
Mellus unit .....	15,138	86,218
News unit .....	52,366	—0—
Royal Oak Tribune unit .....	—0—	715
Interest on loans .....	—0—	32,506
Los Angeles .....	—0—	3,793
Madison .....	—0—	18,314
New York—Photoengravers .....	280	—0—
Reuters unit .....	31,033	—0—
Elizabeth unit .....	—0—	259,577
Medical Journal unit .....	—0—	180
Il Progresso unit .....	—0—	5,500
Daily News unit .....	—0—	508
Northern Ontario—Oshawa unit .....	14,983	27,711
Per capita for members receiving strike benefits .....	15,461	20,998
Philadelphia Council of Newspaper Unions .....	27,500	—0—
Pittsburgh—Monessen unit .....	15,144	81,152
Printing .....	—0—	244
Puerto Rico—Superior Paint unit .....	1,166	45,000
—WAPA TV unit .....	50,675	—0—
St. Louis .....	2,812	—0—
San Francisco—Oakland—Vallejo unit .....	115,327	126,000
Southern Ontario .....	—0—	75
Terre Haute .....	46,933	—0—
Twin Cities—Star Tribune unit .....	109,143	—0—
Vancouver .....	12,985	485,763
Washington—Baltimore—Washington Post unit .....	—0—	10,199
Baltimore Sunpapers unit .....	—0—	1,020
Wilkes-Barre .....	430,669	418,393
York—York Daily Record unit .....	5,799	—0—
<b>TOTAL EXPENSES FOR YEAR</b> .....	<b>\$ 975,145</b>	<b>\$1,650,719</b>
<b>OPERATING SURPLUS (DEFICIT) FOR YEAR</b> .....	<b>\$3,778,884</b>	<b>\$2,719,524</b>
<b>NET WORTH SURPLUS (DEFICIT)—</b>		
BEGINNING OF YEAR .....	\$ 290,530	(\$1,533,036)
<b>NET WORTH ADJUSTMENT AS PER</b>		
<b>INTERNATIONAL CONVENTION ACTION</b> .....	\$ —0—	(\$ 895,958)
<b>NET WORTH SURPLUS (DEFICIT)—</b>		
<b>END OF YEAR</b> .....	<b>\$4,069,414</b>	<b>\$ 290,530</b>

# OFFICERS' REPORT FINANCIAL TABULATIONS

## SCHEDULE OF ADVANCES TO EMPLOYEES AND OTHERS

As of March 31, 1981

### Permanent Advances

Baker, Ellis T. ....	\$ 225
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
Pattison, Richard .....	400
Ramsey, Richard .....	275
Rayl, Hannah Jo .....	250

**\$ 3,550**

### Additional Advances

Baker, Ellis T. ....	(\$255)
Blatz, J. William .....	14
Brown, William .....	649
Bruner, Robert .....	1,390
Burton, Alice .....	500
Canadian Region office .....	1,074
Culver, Harry .....	710
Dale, Charles .....	322
Egan, Edwin .....	830
Eisen, David .....	300
Fletcher, Fred .....	1,545
Hatch, Willard .....	800
Jones, Eugene .....	150
Lowe, John .....	1,332
McCarthy, James .....	230
McLeman, William .....	100
McCormick, Harry .....	459
MacClennan, Paul .....	885
Mitchell, John .....	768
Mulcahy, David .....	592
Perlik, Charles A., Jr. ....	(104)
Ramsey, Richard .....	200
Rynning, Anita .....	6
Sabatini, Richard .....	1,043
Sarvis, Sandra .....	226
Schiewe, Marshall .....	518
Simon, Estelle .....	266
Steinke, Robert .....	1,045
Stonebanks, Roger .....	476
Tucker, Floyd .....	1,208
Walker-Tyson, Joyce .....	25
Woodstock, Diane .....	12
Zink, Linda .....	1,732

**\$19,048**

**TOTAL .....**

**\$22,598**

**COMPENSATION AND EXPENSES OF TNG OFFICERS AND ADMINISTRATIVE STAFF EMPLOYEES**  
**For the Fiscal Period April 1, 1980 to March 31, 1981**

<b>Name</b>	<b>Position</b>	<b>Compensation</b>	<b>Expenses*</b>	<b>Repayment and Direct Charges to Locals and/or Defense Fund</b>	<b>Total</b>
Baker, Ellis T.	Director, Administrative Operations	\$ 42,106	\$ 2,561	\$	44,667
Beck, Carla	Vice President	1,848	1,961		3,809
Berger, Edna	Former International Representative	65,282**	1,530		66,812
Bigelow, Elwood B.	Vice President	1,863	1,835		3,698
Blatz, J. William	Director, Field Operations	42,106	9,658		51,764
Brown, William M.	International Representative	38,204	17,462	(\$ 23,407)	32,259
Cesnik, James M.	Editor, Guild Reporter	35,485	3,054		38,539
Culver, Harry S.	International Chairperson, Merger Committee Member, IFJ Delegate	5,791	6,748		12,539
Dale, Charles	Secretary-Treasurer	55,523***	14,971	( 2,520)	67,974
Davis, Barbara	Bargaining Research Assistant	8,531	6,908		15,439
Davis, William T.	Vice President	4,728	3,982		8,710
Ducharme, Leo	International Representative	34,263	14,539	( 300)	48,502
Eisen, David	Director, Research & Information	34,857	3,153		38,010
Hatch, Willard	International Representative	35,043	20,346	( 2,472)	52,917
Holt, Robert C., Jr.	Vice President	3,070	2,200		5,270
Jones, Fred W.	International Representative	35,458	11,918	( 5,689)	41,687
Lowe, John	Vice President, Merger Committee Member	4,367	4,457		8,824
McCormick, Harry	International Representative	35,723	15,450	( 8,282)	42,891
McLeman, William	Director, Canadian Region	35,563	14,347	( 6,258)	43,652
Mitchell, John B.	Vice President, Merger Committee Member	3,232	3,997		7,229
Montanez, Luis	International Representative	34,263	26,071	( 650)	59,684
Mulcahy, David	Vice President	3,417	2,154		5,571
Nelson, Barbara	Assistant Guild Reporter/Assistant Research & Information Director	25,509	1,236		26,745
Orcutt, James H.	International Representative (on leave)	40,785***	9,031	( 6,784)	43,032

Pattison, G. Richard	International Representative	.....
Perlik, Charles A., Jr.	President	.....
Ramsey, Richard	Executive Secretary, Contracts Committee	.....
Rayl, Hannah Jo	Human Rights Co-ordinator	.....
Riesel, Yetta	Research & Information Associate	.....
Rushton, Patrick	Vice President	.....
Rynning, Anita	Office Manager	.....
Schiewe, Marshall	International Representative	.....
Stonebanks, Roger L.	Vice President	.....
Sutton, Carlos	Vice President	.....
Tucker, Floyd	Vice President	.....
Wade, Betsy	Vice President	.....
Walker-Tyson, Joyce	Vice President	.....
<b>TOTAL</b>	.....	.....

38,445  
46,496  
35,723  
34,263  
25,322  
—0—  
22,026  
34,263  
3,147  
2,187  
2,263  
3,513  
2,266  
\$876,931

18,541  
21,846  
1,128  
3,167  
811  
1,147  
517  
16,209  
3,135  
1,971  
1,674  
2,017  
2,121  
\$273,853

( 2,365)  
(\$ 58,727)

56,986  
68,342  
36,851  
37,430  
26,133  
1,147  
22,543  
48,107  
6,282  
4,158  
3,937  
5,530  
4,387  
\$1,092,057

\* 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, 1980 to March 31, 1981**

New England Servicing- Organizing Program .....	Organizing salary—expenses—subsidy .....	\$ 1,200
Peninsula Newspaper Guild .....	Negotiating reimbursement .....	147
Buffalo Newspaper Guild .....	Organizing reimbursement .....	2,628
Steinke, Robert .....	Merger Committee .....	2,908
Zink, Linda .....	Negotiating reimbursement, Merger Committee .....	2,232
Spence, Bernice .....	Organizing reimbursement .....	1,707
Steward, Robert .....	Organizing reimbursement .....	229
Mercer, Ernest .....	Organizing reimbursement .....	376
Gilbreth, Edward .....	Broun Award .....	471
MacClennan, Paul .....	Merger Committee .....	3,326
Bruner, Robert .....	Merger Committee .....	2,302
Fletcher, Fred .....	Merger Committee .....	1,538
<b>TOTAL .....</b>		<b><u>\$19,064</u></b>

## **ANALYSIS OF DELEGATE AND COMMITTEE EXPENSES**

**For the Fiscal Period April 1, 1980 to March 31, 1981**

Special IEB Assignments .....	\$ 3,350
Merger Committee .....	40,089
Delegates to AFL-CIO, CLC and IFJ Conventions .....	12,940
<b>TOTAL .....</b>	<b><u>\$56,379</u></b>

## **MISCELLANEOUS ORGANIZING AND SERVICING COSTS**

**For the Fiscal Period April 1, 1980 to March 31, 1981**

Peninsula Newspaper Guild (negotiating) .....	\$ 147
Ottawa (legal) .....	917
Phoenix (legal and negotiating) .....	28,636
Buffalo (legal and organizing) .....	2,628
Terre Haute (negotiating) .....	216
Vancouver-New Westminster (legal) .....	5,870
Philadelphia (legal and organizing) .....	8,739
Twin Cities (organizing) .....	2,362
Canadian Combines Investigation (legal) .....	3,924
New York (organizing) .....	680
Greensboro (organizing) .....	605
Wire Service Guild (negotiating) .....	953
Cincinnati (negotiating) .....	711
Los Angeles (organizing) .....	117
<b>TOTAL .....</b>	<b><u>\$56,505</u></b>



# SCHEDULE OF ADVANCES DUE FROM LOCAL GUILDS

As of March 31, 1981

Local	Balance due TNG 4/1/80	Salaries	Advances during year	Repaid or credited during year	Balance due TNG 3/31/81
Albany .....	\$ 2,015	\$ 790	\$ 226	\$ 2,015	\$ 1,016
Battle Creek .....	751	—	—	—	751
Bay City .....	7,622	—	154	50	7,726
Buffalo .....	1,446	3,508	681	5,635	—
Columbus .....	7,667	—	—	—	7,667
Detroit .....	10	—	—	10	—
Kingston* .....	991	197	60	300	948
Knoxville .....	427	—	—	427	—
Los Angeles .....	2,334	—	31	1,800	565
Madison .....	106	—	—	—	106
Memphis .....	—	3,597	850	—	4,447
Mountaineer .....	—	—	64	—	64
New York* .....	37	—	56	37	56
Pacific Northwest .....	—	—	200	200	—
Peoria .....	4,160	—	—	600	3,560
Philadelphia .....	—	—	22	22	—
Puerto Rico .....	—	—	130	130	—
St. Louis* .....	2,520	—	149	2,520	149
Scranton .....	—	1,787	—	1,787	—
Sheboygan .....	226	—	—	226	—
Southern Ontario* .....	—	—	6	—	6
Terre Haute .....	—	—	523	434	89
Twin Cities .....	8,102	—	1,368	—	9,470
Wilkes-Barre .....	1,350	—	—	—	1,350
Wire Service .....	5,893	—	—	—	5,893
TOTAL .....	<u>\$45,657</u>	<u>\$ 9,879</u>	<u>\$ 4,520</u>	<u>\$16,193</u>	<u>\$43,863</u>

\* Additional payments  
since 3/31/81

Kingston \$250  
New York 56  
St. Louis 149  
Southern Ontario 6

# BUDGET FOR 1981-82 AS APPROVED BY THE 48TH ANNUAL CONVENTION

For Fiscal Year Ending March 31, 1982

	Budget 1980-81	Expenditures 1980-81	Budget 1981-82
<b>1. Per-Capita Taxes</b>			
AFL-CIO .....	\$ 58,500	\$ 59,744	\$ 60,000
IUD .....	12,500	13,259	13,400
CLC .....	10,000	11,822	12,250
IFJ .....	26,000	26,432	27,500
TOTAL .....	\$ 107,000	\$ 111,257	\$ 113,150
<b>2. Field Operations</b>			
A. Director—Salary .....	\$ 42,840	\$ 42,106	\$ 46,100
Expenses .....	5,000	3,315	5,000
B. Organizing and servicing			
Int'l representatives—Salaries .....	\$ 408,974	\$ 384,307	\$ 451,367
Expenses .....	180,000	159,550	220,000
Organizing-servicing			
subsidies .....	1,200	1,200	1,200
Secretary-stenographers (1/6) .....	8,785	8,844	9,418
Miscellaneous .....	55,000	56,505	57,000
C. Collective Bargaining			
Salaries			
Executive secretary,			
contracts committee .....	\$ 36,348	\$ 35,723	\$ 40,717
Pension consultant .....	11,500	11,502	14,500
R & I associate .....	25,762	26,102	28,619
Secretary-stenographers (1/6) ..	8,785	8,844	9,418
Coll. barg. & research ass't. ....	21,562	8,531	27,560
Human rights co-ordinator .....	34,872	34,263	38,196
Expenses—Personnel .....	4,000	10,713	6,500
TOTAL .....	\$ 844,628	\$ 791,505	\$ 955,595
<b>3. Administrative Operations</b>			
A. Director—Salary .....	\$ 42,840	\$ 42,106	\$ 46,100
Expenses .....	1,000	1,502	1,500
B. Research and Information			
Salaries			
Director .....	\$ 35,466	\$ 34,857	\$ 38,837
Assistant director (½) .....	12,981	12,754	14,603
Secretary-stenographers (1/6) ..	8,785	8,844	9,418
Expenses			
Personnel .....	3,000	2,051	3,000
Books and periodicals			
Legal & bargaining services .....	2,200	2,303	2,500
Subscriptions .....	2,000	3,034	3,000
Other printed material .....	1,000	1,235	1,000
Publications & literature			
Constitution .....	8,000	8,706	9,000
Organizing & other literature ....	4,500	2,410	4,500
Institutes and seminars .....	4,000	1,231	12,500
Miscellaneous .....	500	700	500

**BUDGET FOR 1981-82 AS APPROVED BY THE 48TH ANNUAL CONVENTION****For Fiscal Year Ending March 31, 1982 (Continued)**

	<u>Budget 1980-81</u>	<u>Expenditures 1980-81</u>	<u>Budget 1981-82</u>
<b>C. Guild Reporter</b>			
<b>Salaries</b>			
Editor .....	\$ 36,105	\$ 35,485	\$ 39,478
Assistant editor (½) .....	12,981	12,754	14,603
Clerical (½) .....	23,600	22,455	24,103
<b>Expenses</b>			
Personnel .....	1,750	3,033	2,000
Printing .....	80,000	90,251	90,500
Postage .....	31,500	35,710	42,850
Addressing .....	17,750	16,232	17,750
Pictures and special materials ..	3,500	4,438	4,000
Miscellaneous .....	500	587	500
<b>TOTAL</b> .....	<b>\$ 333,958</b>	<b>\$ 342,678</b>	<b>\$ 382,242</b>
<b>4. Office Management</b>			
<b>Salaries</b>			
Office Manager .....	\$ 21,716	\$ 22,026	\$ 26,868
Secretary-stenographers (½) ....	26,350	26,531	28,255
Bookkeeping .....	35,720	36,424	38,077
General clerical .....	31,300	32,280	34,203
<b>Expenses</b>			
Rent and maintenance .....	54,000	57,954	56,000
Stationery and supplies .....	28,000	34,625	30,000
Equipment and machinery .....	3,500	4,000	9,000
Telephone and telegraph .....	24,000	24,375	25,500
Repairs and improvements .....	3,000	4,864	5,000
Postage .....	15,000	16,701	18,500
Auditing .....	8,400	8,800	10,200
Insurance and bonding .....	12,000	18,000	16,000
Employee pension .....	55,000	56,644	68,500
Employee health and welfare ....	57,000	57,959	62,000
Directly billed transportation ..	110,000	128,575	145,000
Data processing .....	25,000	28,468	30,000
Miscellaneous .....	5,000	5,815	5,500
<b>TOTAL</b> .....	<b>\$ 514,986</b>	<b>\$ 564,041</b>	<b>\$ 608,603</b>
<b>5. Executives</b>			
Officers' salaries .....	\$ 90,725	\$ 90,046	\$ 95,950
Officers' expenses .....	12,500	9,417	12,500
<b>TOTAL</b> .....	<b>\$ 103,225</b>	<b>\$ 99,463</b>	<b>\$ 108,450</b>
<b>6. Other Expenses</b>			
Legal fees .....	\$ 32,000	\$ 36,798	\$ 38,500
Payroll and personal property taxes	52,000	58,201	59,500
Contributions and tickets .....	12,500	18,611	18,500
Delegates and committees .....	50,000	43,439	10,000
IEB meetings .....	48,000	47,476	49,500
Severance pay provisions .....	35,000	45,003	50,000
Convention reserve .....	75,000	80,000	75,000
Broun Award .....	1,000	1,000	1,000
Broun Award expenses .....	2,000	1,975	2,000

(Continued on Page xxvi)

# BUDGET FOR 1981-82 AS APPROVED BY THE 48TH ANNUAL CONVENTION

For Fiscal Year Ending March 31, 1982 (Continued)

	Budget 1980-81	Expenditures 1980-81	Budget 1981-82
Guild Service Award .....	1,500	614	1,500
AFL-CIO, IUD conventions .....	3,000	398	3,000
IFJ meetings .....	9,500	11,285	13,000
CLC Convention .....	2,000	1,257	100
Irving Leuchter Scholarship Fund ....	1,500	873	1,500
<b>TOTAL</b> .....	<b>\$ 325,000</b>	<b>\$ 346,930</b>	<b>\$ 323,100</b>
<b>GRAND TOTAL</b> .....	<b>\$2,228,797</b>	<b>\$2,255,874</b>	<b>\$2,491,140</b>

## SUMMARY

1. PER-CAPITA TAXES .....	\$ 107,000	\$ 111,257	\$ 113,150
2. FIELD OPERATIONS .....	844,628	791,505	955,595
3. ADMINISTRATIVE OPERATIONS .....	333,958	342,678	382,242
4. OFFICE MANAGEMENT .....	514,986	564,041	608,603
5. EXECUTIVES .....	103,225	99,463	108,450
6. OTHER EXPENSES .....	325,000	346,930	323,100
<b>TOTAL EXPENSES</b> .....	<b>\$2,228,797</b>	<b>\$2,255,874</b>	<b>\$2,491,140</b>
<b>TOTAL INCOME</b> .....	<b>2,222,191</b>	<b>2,285,753</b>	<b>2,487,982</b>
<b>SURPLUS OR (DEFICIT)</b> .....	<b>(\$ 6,606)</b>	<b>\$ 29,879</b>	<b>\$ (3,158)</b>

## ESTIMATED GENERAL FUND INCOME FOR 1981-82 FISCAL YEAR

As Approved by the 48th Annual Convention

Membership Income	Actual Income 1980-81	Estimated Income 1981-82
<b>Regular Members'</b>		
<b>Per-Capita Taxes</b>		
Employed .....	\$2,111,683	\$2,314,380*
Unemployed-retired-inactive .....	2,726	2,500
Part-time .....	50,183	45,000
Associate .....	125	75
At-large .....	1,207	1,000
<b>Fees</b>		
Initiation .....	14,022	15,000
Reinstatement .....	391	500
<b>TOTAL MEMBERSHIP INCOME</b> .....	<b>\$2,180,337</b>	<b>\$2,378,455</b>
<b>Other Income</b>		
Defense Fund repayment, strike assignment expenses..	\$ 44,324	\$ 42,500
Local repayment for servicing .....	17,202	18,000
Guild Reporter income .....	2,268	2,000
Agency fees .....	30,938	34,517**
R & I sales and subscriptions .....	3,244	2,500
Miscellaneous income and interest .....	7,440	10,000
Charter fees .....	—0—	10
<b>TOTAL—OTHER INCOME</b> .....	<b>\$ 105,416</b>	<b>\$ 109,527</b>
<b>TOTAL INCOME</b> .....	<b>\$2,285,753</b>	<b>\$2,487,982</b>

\*  $28,850 \times \$6.098$  for 2 months = \$ 345,756

$28,850 \times \$6.594$  for 3 months = \$ 560,820

$28,850 \times \$7.094$  for 7 months = \$1,407,804

\*\* Based on estimated monthly average of 350 agency fees.

## OFFICERS' RECOMMENDATIONS

The International Executive Board, in its annual Officers' Report, made the following recommendations to the 48th Annual Convention. Convention action and debate on these recommendations will be found in the Convention Proceedings.

### Finance

1. Approve a fiscal year 1981-82 General Fund income estimate of \$2,387,532 which assumes a monthly per-capita apportionment of \$6.098 for two months and \$6.594 for 10 months, and a monthly agency-fee payment of \$7.41 for two months and \$8.03 for 10 months, and which also assumes a monthly per-capita average of 28,350 and a monthly agency-fee payment average of 350.

2. Approve a fiscal year 1981-82 General Fund budget of \$2,390,690.

3. Approve an increase in the convention registration fee from \$35 to \$50, to be divided \$35 to the host Local and \$15 to TNG, effective with the 1982 Convention.

### Collective Bargaining

I. Adopt the following amendments to the Convention Recommendations on Collective Bargaining (new language is *italicized* and deletions are in [brackets].)

1. Add the following new Section 8 to Article II and renumber subsequent sections:

8. *ELECTRONIC DISTRIBUTION SYSTEMS: Provision should be made that all employees in the Guild bargaining unit receive a substantial share of the income accruing to an employer in the print news industry as a result of the employer's participation in a system for electronic processing, storage, retrieval and distribution of news, advertising and associated information. The substantial share obtained by the Guild under such contract provision shall be used either to increase all minimum salaries under the contract and the actual salaries of all employees in the bargaining unit or to provide a benefit of universal value to employees in the bargaining unit.*

2. Redesignate the current Section 31 of Article II as subsection (a) and add the following new subsection (b):

*(b) Under contracts not providing for the employer to furnish all transportation, provision should be made for an escalator clause tied to the Private Transportation Index component of the Consumer Price Index to increase the reimbursement due employees who use their vehicles in the service of the employer, based on all costs of owning and driving a vehicle.*

II. The IEB recommends that the Convention also:

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

2. Urge Locals to refuse to agree to retrogressions in contract settlements.

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

4. Direct 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.

5. 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 un-

successful 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, 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.

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

### **Organizing**

1. An intensified campaign be launched to remedy the urgent free-rider problem.

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

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

4. 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 cooperate with TNG in compiling profiles of Guild-represented workforces by job title, race, national origin, sex, age and rate of pay to determine progress made toward TNG's human rights goals in the decade since TNG held its national conferences for women and minorities in 1970 and 1971, respectively.

2. To assure success of the above project, Locals, in accordance with TNG's Collective Bargaining Program, seek full and accurate payroll information by date of birth, race, sex, national origin, date of hire and job title, information necessary to determine the extent and pattern of any discrimination. Such payroll information obtained by Locals shall be forwarded to TNG.

3. Locals intensify efforts to achieve equal pay for equal work or for work of equal value; to establish parity for all employees in key job 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.

4. 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.

5. 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.

6. 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.

7. Locals and members seek opportunities to associate with other union organizations and community groups that share the Guild's human-rights objectives in order to further those objectives. Greater Guild participation and support at all levels is needed for such organizations as the Coalition of Labor Union Women (CLUW), the Coalition of Black Trade Unionists (CBTU), the Labor Council for Latin American Advancement (LCLAA), Frontlash, the A. Philip Randolph Institute (APRI), the Leadership Conference on Civil Rights (LCCR), the National Association for the Advancement of Colored People (NAACP), the National Council for Senior Citizens (NCSC), the Martin Luther King Center for Social Change, the National Urban League and the National Urban Coalition.

8. 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 use materials available from TNG's R&I Department to acquaint their officers and members with health and safety problems involved in operation of VDTs and similar equipment and with methods for resolving them.

2. Locals consult with TNG before submitting requests for investigations and surveys of VDT problems by government 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. TNG continue to monitor the impact on the Guild and its members of advances in electronic technology and that Locals keep TNG informed of developments as they occur.

5. TNG, during the coming year, conduct a residential seminar for new local officers, that TNG subsidize part of the cost of their attendance and that Locals participate in the seminar to the fullest possible extent.

### **Guild Reporter**

1. U.S. Locals impress upon their senators and representatives the need for restoration and/or continuation of appropriations to carry out Public Law 93-328, which extends through 1987 the imposition of second-class rate increases for nonprofit publications.

2. U.S. and Canadian Locals encourage the postal services to afford publications of less than weekly frequency the same accelerated delivery provided for publications of weekly and greater frequency.

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

4. U.S. and Canadian 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, as well as the ILPA.

## Political Action

1. TNG be prepared to mobilize U.S. Guild Locals for grass-roots lobbying in coordination with other labor and progressive groups against all attempts to erase social and labor legislation and programs, and that Locals respond to the fullest extent possible.

2. U.S. Locals and District Councils make every effort to fulfill the Guild's 1981 COPE quota of \$5,820—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 appoint political action committees and that these committees conduct continuing programs of political and legislative activity, meet regularly and report to their Locals.

## Constitution

For clarification, and to reflect past practices, amend Article V Section 4(b) of TNG's Constitution to read:

"(b) Representation at a convention shall be based on the average of the monthly per capita payments for members in good standing received by TNG from the Local during the period beginning March 1 of the year preceding the convention and ending the last day of February of the convention year (hereafter called the "representation period"). In computing such convention representation:

(1) Only payments received during the representation period for months during or prior to the representation period shall be considered.

(2) If payments are received during the representation period for more than 12 months, the total amount shall be divided by the number of months for which payments were made.

(3) If payments are received during the representation period for 12 months or less, the total amount shall be divided by 12.

(4) Members on leave in the armed forces shall be credited."

Under Article II Section 5 of TNG's Constitution "college students working part-time in the jurisdiction of the Guild" are permitted to achieve associate membership status. This appears inconsistent with the objectives of Article I Section 10 of the Collective Bargaining Program and Article II Section 4 of the Recommendations calling for conversion of part-time employees to full-time employment, and full contract coverage for all such employees. It was felt, in view of these provisions, that part-timers (whether college students or not) should be admitted to full membership status only.

Amend Article II Section 5 to read as follows (new language *italicized*, deletions in [brackets].)

"Section 5. [College students working part-time in the jurisdiction of the Guild,] Students working on college newspapers, journalism teachers and college students preparing for journalism as a career shall be eligible for associate membership."

To implement Convention action raising the convention delegate and alternate registration fee from \$35 to \$50, the IEB recommends that the Convention amend Article V Section 11 of TNG's Constitution to read:

"Section 11. There shall be a registration fee of [~~\$35~~] *\$50* for each delegate or alternate registered, with the host Local to receive [~~\$20~~] *\$35* and TNG *\$15*."



## CONVENTION SESSIONS

### MONDAY MORNING SESSION

June 29, 1981

The 48th Annual Convention of The Newspaper Guild, AFL-CIO, CLC, held in the Rivermont Hotel, Memphis, Tennessee, was called to order at 9:20 a.m. by Faye McCracken, president of the Memphis Newspaper Guild.

**SISTER MCCRACKEN:** Good morning.

I am Faye McCracken, president of Memphis Local 91. On behalf of all of our members, I welcome you to Memphis for the 48th Annual Convention of The Newspaper Guild.

It has been a long time, 40 years to be exact, since the convention was held in Memphis. We want you to feel welcome and at home.

You have already heard some of the delegates practice saying not "you all," but "y'all," and before the week is over we hope you will have it down pat.

We in Memphis were hoping for a merger, though, at this convention, and you will see a lot of ITU faces here this week—our local ITU members. The hospitality room tonight will be sponsored jointly by the Memphis Guild and the ITU Locals. We appreciate all the help they have given us during the convention.

The last time the convention was held here the mayor of Memphis withdrew the invitation for the 1940 Convention.

Boss Crump threatened to have state police meet the delegates at the state line and turn them back. Crump, who had ruled Tennessee politics for half a century, was convinced the Guild was a bunch of communists planning to take over his city.

This morning we are happy to have two mayors here to welcome our delegates. Mayor Wyath Chandler of Memphis is first. (Applause.)

**MAYOR CHANDLER:** Well times have changed since 1940, but there are times when the newspapers and I have a great old time around the city of Memphis. I don't call them communists, but I call them a few other things that I wouldn't want to say on this platform.

We warmly welcome you this time. We are glad to have you in our city.

Things are better for you and for your organization now than they were some years ago.

I remember one story of a reporter from a newspaper here in Memphis, a big strapping fellow, an Ol' Miss football player, who had come up here to Memphis to go to work. He lost his job out at the paper and wandered down to city hall and began to ask around. What in the world could he do for a living? He was down to his last thin dime.

Finally, they sent him all over the city to every facility they had. He finally got out to the zoo.

The man at the zoo said, "Fellow, you are in real luck! Last night our gorilla died. He is our number one attraction. We would like to slip a gorilla uniform on you and put you in a cage."

While it was a slight come down from a reporter to a gorilla, the guy was willing to take it on. So, he got in the suit and got in the cage and began to kind of swing around on the bars and scratch, and the kids would run up and throw peanuts in, and he'd eat them and so forth. And frankly, as time went on, he got to liking the job better and better.

One particular Sunday out there they had an overwhelming throng of folks, all waving, laughing, throwing peanuts, and he got to swinging on the bars higher and higher, and finally, he just went right on out into the lion's cage next door.

Here came the lion, stalking down toward him, and he is screaming and yelling and prying on the bars, and the lion got closer, and he got to yelling louder and louder, and the lion finally got right up on him, and he let out a blood-curdling scream, and the lion said, "Shut up, you fool. You're not the only reporter out of a job in Memphis." (Laughter and applause.)

Hopefully things are much better now.

Inasmuch as many of you have come to Memphis for the first time—perhaps—I thought I would tell you a little bit about us, a little bit about our history.

As you can readily ascertain by simply

walking out on the veranda, the city of Memphis is located on a great bluff of the Mississippi River—one of the four major bluffs in the lower Mississippi. The others are located at Baton Rouge, Natchez, Vicksburg and, of course, here. For that reason Indians who first came to this country centuries ago came earliest on from the Southeastern United States to these bluffs because they could avoid the flood waters of the river.

About two miles or two-and-a-half miles south of this very location the archaeologists out at Memphis State are presently digging back into the past, going back some 800 or 900 years, and are continuing to excavate to locate that ancient civilization and the relics thereof. It is a nice place to visit.

It was on this bluff, about two miles south of this location, that in 1541, long before Plymouth Rock and the English came to this country, that Fernando De-Soto and his conquistadors had carved their way—fought their way, literally—from Mobile to this location, and it was on this bluff that he discovered the Mississippi River in that year, and the Spanish flag flew above a Spanish fort on this location.

It was in 1673 that Marquette and Joliet came down the river, mapping it for France from Canada, and claimed this bluff on behalf of France. And they flew the flag of France over a fort on this river, and later the English flag and, of course, finally the American flag flew over this location.

It was in 1819 that Andrew Jackson and two of his loyal buddies obtained this land in a grant from a land grant recipient of the Revolutionary War from North Carolina. They came down and carved out 5,000 acres and named the city after the ancient capital of Egypt which was located in the Nile Delta, as Memphis is in the Mississippi Delta, and we were off and running with 38 inhabitants.

We were represented for awhile, for a time, by Davy Crockett in the United States Congress. He left from Memphis to his untimely death at the Alamo.

At the time of the War Between the States we had about 20,000 people, beginning to move, who were captured after a river battle fought right—well, you could have seen it from your windows here in

the Rivermont. It lasted six hours. The North was victorious, the city surrendered, and as a result, of course, Memphis, unlike Atlanta and other Southern cities, was not destroyed, and we came out of the war in great shape and were off to a tremendous beginning after the Civil War.

In 1878 we were stricken by the world's worst yellow fever epidemic, and two out of every five people died or left the city, never to return. The result was that the city was rendered bankrupt—put in the status of New York City, for example (laughter)—rendered bankrupt, and for twelve years there was no city of Memphis. It was a mere taxing district of the state of Tennessee, and yet by 1900 we had over 100,000 people here and had become the world's largest cotton market and the world's largest hard wood lumber center.

To make a long story short, the city of Memphis within its city limits is now the fourteenth largest city in the United States. It has about 675,000 people and, within its city limits, is by far the largest city in the South—larger than New Orleans, St. Louis, Atlanta, Miami and other cities that are somehow beheld as much larger.

We have a great city, a great past and, we think, a great future. Much of our past is inter-related to the people within your profession. We have received in the past some of the great editors, the great reporters and the great people with newspapers and Newspaper Guilds, perhaps, of any city in the world. We are proud of them and, therefore, we are more than proud to have you in our city.

We welcome you with open arms. We hope you enjoy yourselves. There is much to be learned, we think; many good times to be had. We hope that you won't wait another 40 years to return to Memphis.

Thank you very much. (Applause.)

SISTER McCracken: We'd like to thank Mayor Chandler for taking the time out of his busy schedule to speak to us this morning and give you some of the history of Memphis.

Now I would like to introduce Mayor William Morris, the county Mayor. (Applause.)

MAYOR MORRIS: Thank you very much, Faye, and to our distinguished officers of The Newspaper Guild, Jim White—Senator Jim White—a good friend of

mine for many, many years in the political arena.

I bid you all welcome and would like to say that I suppose you go to a lot of places for your conventions, but seldom will you ever find two mayors. Well, we have a situation here now in our community where we have so much going on that we have a daytime mayor and a nighttime mayor. (Laughter.)

We have seven days a week, and one of us or the other is always available, but not very often do we share the same platform because we have so many things going on. But the importance of this group and this convention certainly deserves and demands the attention that we hope we can help give you while you are here.

I would like to say on behalf of every citizen of Memphis and Shelby County, welcome to this 48th Annual Convention of The Newspaper Guild.

We are all very pleased that you have decided to meet in our community, the home of one of the most active, most professional locals, number 91, throughout the entire Newspaper Guild. As has been mentioned before, it's been 41 years since you last met in this city, but I certainly hope that it won't be forty years before you come back again.

I am confident also that the members of Local 91 will serve as gracious hosts to you during your visit to Memphis, but I would like to express that if my office or any of my staff can be of any help to you while you are here, be of any help to you individually or collectively, we are available, and that is not just loose conversation. We would like to help you in any way we can.

I would like to say also that I am personally proud of all of our local members of The Newspaper Guild because of the many contributions to our community that they have made and continue to make. I invite each of you to get to know the members of Local 91 during your stay in our city because they are some of our greatest resources in this community.

As a journeyman printer, a professional printer, and a person who had a short career in the newspaper profession, I have personally some appreciation of the mechanics of your business. As mayor, I have a keen appreciation for the impact of your

business, and as a citizen, I have a deep appreciation for the need for a free press.

It was not too many years ago in Memphis that newspapers grew like mushrooms. It's been a long time for some of us, but from the standpoint of time spent in history, it hasn't been long at all. However, I would stress that during the last 50 or 60 or 70 years, since the turn of the century, we have only had two dailies in our city, the Commercial Appeal and, of course, the Memphis Press Scimitar.

Even—as the mayor was talking about earlier—as we were creating the first lots in this community, beginning our city on the bluffs of the mighty Mississippi River, there were those in our community who were deciding then and there on our first town newspaper. And, of course, this first set of plans was very ambitious. They put up \$700 to start the first newspaper.

As a result, the Memphis Advocate and the Western District Intelligencer appeared in this small town of 500 in 1827. Recognizing the value of good press relations, the town's first minister bought the first subscription.

In the 1800s Memphis was the center of journalistic activity. Our city had at that time the Advocate, Western Times, Commercial Advertiser, the Inquirer, the Gazette, Western World, Weekly Appeal, American Eagle and on and on and on and on, just to name a few. There were at least a dozen more.

In fact, Memphis played host to its first labor convention in 1855 when the National Typographical Union first met here, and later the union met here in 1867.

Although the establishment of this community fought the Typographical Union, its members persevered through solidarity and strength.

Our present numbers emerged from this whirlpool of activity as the journalistic survivors by 1900.

The word "appeal" in the Commercial Appeal is very unusual. The paper was originally named for an appeal to the voting public to defeat President Warren Van Buren in 1840. Six years later the newspaper was thriving. It was earning about \$5,000 a year. Of course that was only if they could collect the money that was owed them.

In the same year an ad was published: "For sale. A desire to retire from the labor and excitement of conducting a newspaper."

There was only one condition for this sale. The new owner had to be a Democrat. (Laughter.) Even back then, the newspapers were meddling around in the political arena. (Laughter.)

In 1889 the Memphis Daily Commercial first appeared in our city and began publishing when other newspapers refused to accept advertisements from political opponents. Five years later it merged with the Appeal to produce what is considered a very outstanding newspaper in this country today, the Commercial Appeal.

A few years earlier, in 1880, the Scimitar hit the stands for the first time. Launched over a grocery store by a group of Memphians intent on changing the city's direction, it acquired the other half of its present name in 1906 when it combined with the Memphis Press.

This is the legacy of the Memphis journalism as we know it today. But there is something missing when we recount the history of our newspapers per se.

Absent from what I have said already is the human factor. Missing are the people who worked for 12, 14, or even 16 hours straight without any overtime pay, without compensatory pay and at subsistence wages. However, those people in those days had to depend on one thing, dedication to a profession, love of job and devotion to their city, which was little reward for the abuse of the people who were working in the profession at that time.

Each of us is familiar with stories of the total domination of reporters by editors and publishers whose eyes were only on the profit column, while their reporters barely earned enough to live. Each of us has heard the stories of arrogance and inhumanity which resulted from the complete dependence of reporters on the mercy of their publishers. And to these intolerable working conditions came The Newspaper Guild.

In our city it arrived in 1935. Reporters were working six days a week, ten hours a day, and there was no such thing as overtime.

Reporters for the Commercial Appeal

had just had their pay cut by 10 percent at that particular time. Another 10 percent cut was soon to follow.

Editors had arbitrarily divided their newsroom into half and fired half their staffs to save money.

Of course, in the midst of all of this a small group of reporters banded together to demand 40-hour workweeks. They demanded humane working conditions and management listened. It has to listen because these reporters had strength and solidarity.

Through long negotiations the union was told that a 40-hour workweek was impossible, but the members of the union held their ground. Finally the management negotiator laid down a new schedule. For the first time a five-day workweek, each week consisting of 40 hours, and this was the seed of what we know now as Local 91.

This is the tradition of The Newspaper Guild in our community, to speak out against inequities, to argue for justice, to demand the fair treatment which is the birthright of this nation.

But this union is important for another reason also. You are important because of your position in the news media of our country.

I do not know the answer to the old argument about whether a free press causes a free society, but I do know that a free society will indeed have a free press and that a society which controls its press will control its people.

A strong, free country and a strong, free press are inseparable. In the midst of this tradition then, there is the irony of the recent decision of the Supreme Court and its conflict with our other great institution, the press.

The Supreme Court, supposedly the staunchest defender of the First Amendment rights of the press, has stepped forward and handed down a series of opinions which have seriously weakened press rights which the Constitution clearly confers. I am convinced that one of the most urgent goals of The Newspaper Guild today must be to help create the general spirit in people and in government that freedom of the press is fundamental in a democratic society.

As an elected official I am keenly sensi-

tive to the wishes of the public and public opinion. As an important cornerstone of our country your profession must come to grips with changing public attitudes as well.

We cannot rest on constitutional arguments and theoretical discussions. We must provide the hard examples which are found each day that the press does serve the public good and is an important part of our nation's checks and balances.

Although The Newspaper Guild has been in the forefront of economic advancements for its members, it also has a reputation for raising the standards of journalism and the ethics of the industry. What group would be more fitting to lead the effort to develop a clear appreciation for the contributions of the press in our land?

Yours, of course, is the best that I know, and in closing I promised to mention the last convention which you held in Memphis.

The year was 1940, which has been mentioned earlier. In our city at that time union organizers were harassed, beaten, and ordered out of town. They were called communists, and they were called agitators, and all of you have heard of the politician that was mentioned earlier who ran for office as mayor of the city in 1940 on an anti-union platform.

He was running as a stand-in for a congressman in Washington, and E. H. Crump was elected on the promise that he would keep The Newspaper Guild convention out of Memphis.

After his election he served in office only 30 minutes, during which time his only real action was to tell John L. Lewis that the invitation to Memphis had been withdrawn. He then resigned from office.

Well, your union did not stay out of Memphis that year. You held your meetings, and unions were never again afraid of the threats of politicians here or anywhere else in America.

I come here today to issue a new message from a new mayor. We are proud to have you in our city. We invite you back again and again, and we look forward to being your host for the next several days and wish you well in all of your deliberations.

Welcome to Memphis. (Applause.)

SISTER McCracken: I know we all thank Mayor Morris for being here this morning. Local 91 especially thanks him for his nice remarks about our local.

Next I'd like to introduce with great pleasure Jim White, former president of the Memphis local, former International Executive Board member and now a Tennessee State Senator. We know he'd like to greet his friends in the Guild. (Applause.)

SENATOR WHITE: I want to say, Miss President, Chuck and Harry, Chuck and Faye, because not all the faces have changed, although I was a little amazed last night.

You know I went to a number of conventions, and it always seemed like it was the same people every year because you didn't realize the imperceptible changes, but after twelve years there were quite a few. In fact, some faces I didn't recognize I had known quite well.

Let me just say this. When I was asked to be here or, rather, invited to enjoy the opportunity, I had some concern about what I was going to say, but after watching Joe's magic act, I realize that anything else is uphill. (Laughter.)

An easy act to follow. Of course, he was laboring under the fact that we hadn't had much to drink.

At the first convention—I forget where it was—the mayor or somebody, a representative of somebody, came down and looked us over and told us to have a good time and said, "Stay out of trouble, but if you get in trouble and get in jail, if I can't get you out, I'll get in there with you." You all heard that.

I am not going to make that promise. I think they always made it because we looked so good, they knew we weren't going to get in trouble, but this group looks pretty raunchy. (Laughter.)

I am not going to make that promise for fear that I might have to fulfill it, but I would like to say to you that I am a lawyer, and if you do get in jail (laughter), I will get you out—for a fee. Of course there will be the usual fraternal discount.

You have been told about the history. One ironic twist that you haven't been told is that the mayor of Memphis, Mayor

Chandler, who spoke first, his father was that caretaker congressman, Mr. Crump ran just because he didn't have a candidate for the usual ticket. He ran this city for many years, and he was mayor a number of years, but he ran this time solely because he didn't have a candidate and didn't have a chance to talk to Walter Chandler, who was a congressman.

He ran and went down to the train station and was sworn in, revoked the invitation to the Guild, and then he resigned and went to the Sugar Bowl on the Panama Limited, and Mayor Chandler's father came here from Washington, somewhat against his wishes, I think, and became the mayor.

I don't think the mayor did come to your convention, but you did come, and it is fitting also that you came back at this time of your history.

The first time you came, I believe the challenge before the Guild was your very survival. Thanks to Harry Martin and Heywood Broun and Dick Lane and Red Copeland and Bill Farson and others, you did survive.

In the decades that followed, the challenge was not survival but doing something about the horrible pay and working conditions in the newspaper industry. I think you did a great deal about this, and I would like to think I helped in a small way.

Now, as you return to Memphis, I believe you have come full circle again, and the challenge once more is survival and whether or not unionism is going to continue to exist in a healthy communications industry.

I know that you will win that fight also as you won the first one. I know you are going to pull together and see that you survive, and you are going to form the kind of alliances that have to be formed to make certain that comes about, and you are going to make the sacrifices that are required to see that that happens.

I won't be with you in that fight—I will be on the sidelines cheering you on—because as a lawyer, when I learned about a section of the Constitution that says you can't retain your membership in the Guild unless you go into a related field—and I guess you are proud to say that you are

not related to the legal profession. (Laughter.)

In fact, the only reason that I still keep this old dog-eared Guild card in my billfold is because the Guild did far more for me than I ever did for it, and it always did and always will occupy a very special place in my heart, and I would like to say at this time, welcome, brothers and sisters. (Applause.)

SISTER McCracken: We thank Jim for being here and hope to see more of him during the week if possible.

Now, I think I will be able to turn the program over to International Chairperson Harry Culver.

CHAIRPERSON CULVER: Thank you, Faye.

President McCracken, President Perlik, Secretary-Treasurer Dale, delegates. Yes—hello, y'all. (Laughter.)

I join Faye McCracken in welcoming you to Memphis. This is a memorable occasion for me in two aspects. First, this is my 20th consecutive Newspaper Guild Convention. And, second, Memphis represents a sort of homecoming for me.

Before I go farther, let me say it is a real pleasure for me, an Oklahoman, to come to Memphis, because this year we are holding a convention in a place, where, as former Memphis President Orville Hancock once said, "People don't talk funny."

As for this being a homecoming, that will require me to go into a subject that a good many years ago was top-secret, classified information.

During World War II, I was stationed at Dyersburg Air Force Base just a few miles north of here. We were about to be shipped overseas, and our pleas for a final leave to go home were denied. So, about 400 of us simply went AWOL, right in the middle of World War II, and headed home for an unauthorized two-day vacation.

That in itself was bad enough, but the situation was exacerbated—as Dave Barr likes to say—by the fact that I went home aboard an Air Force plane.

When I returned to Dyersburg, they punished me by immediately shipping me overseas to combat, the same place I was scheduled to go before I went AWOL. I

guess that is sort of like getting fired and making sure you gave your boss good and sufficient cause.

I'd like to reminisce a moment about my first Guild convention 20 years ago because I think it demonstrates some of the milestones we have passed.

On a hot July day in 1962, my wife Lee and I and our three children crowded into a 1953 Ford with 130,000 miles on the speedometer and set out from Oklahoma City to Buffalo, N.Y. We loaded a styrofoam ice chest into the back seat, filled it with a chunk of ice, bought a pound of baloney and loaf of bread, and, with all four windows rolled down most of the way, drove 1,500 miles to Buffalo the next three days.

The theme of that convention was, as I recall, \$200 a week now!

We came a long way since then. Based on increases in productivity and living costs that \$200 would translate into more than \$1,000 today.

While it is true that some of us still drive to conventions, and some of us even have a styrofoam chest or two in our hotel rooms—although not necessarily filled with baloney—there is no question that we have taken great strides since then in improvements in the industry and in our wages and working conditions.

We have, for example, just finished a record year of wage bargaining.

Contract settlements in the fiscal year ending March 31 yielded more dollars than ever before in our history.

The average percentage of first-year wage increases in fiscal 1981 was the highest on record since the lifting of World War II wage controls.

For the fifth consecutive year, average salary increases plus negotiated health-welfare and pension money ascended.

Fiscal 1981 set another record. It established the highest average dollar increase in salaries and fringe benefits for the third consecutive year.

Reporter top minimums of \$500 a week or higher were in effect as of April 1 under 39 contracts, nearly four times as many as the 10 having reached that figure a year earlier.

And their number continues to increase. In all, 52 Guild contracts negotiated as of the beginning of the current fiscal year provide for a top minimum of \$500 a year or higher during their terms.

It has been frustrating and disappointing, however, that most of our settlements—good as they have been—have not matched the increase in inflation, despite the fact we work for what has become one of the most profitable industries in the country.

With 432,000 employees, the newspaper industry became the largest manufacturing employer in the United States in 1980. It now leads steel mills, automobile manufacturing and auto-parts manufacturers, all of which it had previously trailed.

Let me quote you something else from a recent publication that testifies to the economic health of our industry.

"In earnings ratios, the public companies that publish newspapers stand alongside some of the best industries on the Fortune 500 list.

"For many corporations, 1980, with a sluggish economy and high interest rates, was a flat year for profitability, but most of the publishing entities performed better or almost even with the previous year's rates of return on sales, with a range of 5 to 15 percent."

To continue quoting:

"A major yardstick is net income as percentage of shareholders' equity, and in this department, Katharine Graham happily reported to Washington Post Company stockholders that the year's obstacles and setbacks didn't prevent her company from maintaining a 20 percent rate. The same could be said for other companies, those with broadcasting and a wide variety of lines of business, as well as Thomson Newspapers Ltd., 99 percent of whose income is derived from newspapers in the U.S. and Canada.

"Dow Jones & Co. with net equal to 26 percent of shareholders' equity rated ahead of such industrial giants as Exxon (22 percent), Texaco (21 percent), U.S. Steel (9.5 percent), Proctor and Gamble (18 percent), and Eastman Kodak (19 percent). Also among the top performers were Gannett Company (21 percent), up from 14 percent 10 years ago, and Capital Cities Communications Corp. (21 percent)."

I'll quote further from this same publication:

"Calculations made on the basis of figures given in the companies' annual reports result in the following standings as to the percentage of net income to shareholders' equity," and I am not reading oil company profits, I am reading newspaper profits.

"Capital Cities 21, Dow Jones 26, Gannett 21." I am not reading prime interest rates, I am reading newspaper profits. "Harte-Hanks 16, Knight-Ridder 15, Lee Enterprises 17, Media General 16, Multimedia 18, New York 17, Post (Wis.) 10, Southam 17, Stauffer 15, Thomson 19, Time Inc. 15, Times Mirror 17, Washington Post 20."

Now, in the event you wish to know the source of that rosy report on the economic health of the newspaper industry, it did not come from some Guild bargaining bulletin.

It did not come from the Guild Reporter, or from this Convention's Officers' Report. It came from Editor and Publisher, which is considered the bible of the industry, May 30, 1981, Page 18.

It is stories such as this, no doubt, that caused a rebellion and near strike in my own local against the Associated Press when that giant among wire services tried to force its employees to accept a mini-wage increase of 4.6 percent. That contract, I am happy to report, is now settled at a much higher figure, thanks to a persistent Guild bargaining team and a Guild unit that wasn't willing to accept less.

I could cite further evidence of newspaper profitability, but I will move on with the reminder that you can find plenty of it in the past two issues of the Guild Reporter and in the Industry Section of the Officers' Report to this Convention.

You will note that the Organizing Section of the Officers' Report again points up a continuing and persistent problem.

In shops where we have Guild contracts the number of free riders is staggering, upwards of 6,500. And, as the Officers' Report states, that is 6,500 too many.

But that's only part of the story. Outside of the newspapers, news services and magazines that have Guild contracts, there are literally thousands of employees who

need to be organized—and not just because it would help make the Guild stronger, but also because they need our help.

And this opens up another subject, which I like to think might be a more important reason for our being here today than just economic and other benefits.

Unions arose in this country to satisfy basic human needs, and these needs are not just economic or material.

What price can you put on dignity and self-respect?

What price can you put on equal opportunity?

What price can you put on freedom of speech?

What price can you put on the right to seek redress for grievances?

What price can you put on editorial freedom?

What price can you put on integrity?

Material motivations do not supply the adrenalin that stimulates the unpaid local union officer or shop steward or for that matter our paid union officers who often work 80 hours a week to guarantee 35 or 40 hours for someone else.

Why do they do it? And that includes all of you people here. Why do you do it? You serve the union to help your fellow men and women, and this service makes you feel like more complete human beings. At the risk of sounding sentimental, I am going to say it gives strength and meaning and fulfillment to your lives.

I confess there are times when some of us ask: Are unions doing their job? Are we fulfilling our purpose? Our membership, I am sad to say, sometimes questions the need for unions. I had a reporter in my shop say recently that today's managements have become so enlightened (laughter), there is no need for unions.

If we need reassurance that there is a need for unions, there has never been a time when it was more obvious than in today's world.

We have an administration in Washington that is trying to roll back the clock on virtually everything that has represented social progress in the past 50 years.

Who is leading the fight from the



trenches to save those programs? It is organized labor, of which the Guild is a part.

The need for someone to fight for justice, for dignity, for equality, for freedom, applies not only in this country but all over the world.

It is times like these that makes me proud to be a union member. And proud to be a member of The Newspaper Guild.

And proud to be an idealist.

And proud to believe that we can be an effective voice for our ideas and our goals.

I remember reading somewhere that "the most practical thing in the world for a union leader to be is an idealist."

I like the way Walter Reuther once said it:

"There is no greater calling than to serve your fellow man. No greater contribution than to help the weak. No greater satisfaction than to have done it well."

Thank you. (Applause.)

It is customary at this time to go into some of the housekeeping procedures of the convention, followed later by President Perlik's speech, and then some more housekeeping matters, but at this time I will introduce Secretary-Treasurer Dale for some matters concerning the Rules Committee and Credentials Committee.

**SECRETARY - TREASURER D A L E:**  
Thank you, Brother Chairperson.

As the delegates to this convention are aware, a Credentials Committee is appointed prior to the beginning of this convention by the International Executive Board. The International Executive Board at its meeting preceding this convention appointed a Credentials Committee. That Credentials Committee consisted of Doug Louth, Vancouver-New Westminster, as temporary chairperson; Robert Steinke of St. Louis; Betsy Wade of New York; Ray Hill of Buffalo; Stan Souza of Hawaii, Gerry Maraghy of Boston; and Ray Dick of the Washington-Baltimore Newspaper Guild.

Ray Hill of Buffalo was unable to make it to this convention, and the Constitution requires a minimum of seven locals to be represented on the Credentials Committee.

The secretary-treasurer was able to persuade a delegate walking by, Carl Bender, president of the Terre Haute Local, to replace Ray Hill, and I am assuming that I have the unanimous concurrence of the IEB in that, hearing no objection.

The convention delegates are also aware that this convention operates under the rules of the previous convention until new rules are established by this convention, and in order to have new rules established for this convention, it is necessary to structure a Rules Committee.

The members of that Rules Committee are as follows:

Linda Foley, Lexington, temporary chairperson; Carlos Sutton of Washington-Baltimore; Joan Cook of New York; Art Guerrero of Denver; Roy Cummings of St. Louis.

A motion to adopt that committee is in order, Brother Chairperson.

**BROTHER: So move.**

**BROTHER: Second.**

**CHAIRPERSON CULVER:** It's been moved and seconded.

**BROTHER JAMES SCHEER (Ottawa):** Would you please add my name to the Rules Committee.

**CHAIRPERSON CULVER:** Are there any other additions to the Rules Committee? If not, all in favor of adoption of the report as read please say aye. Opposed? Motion is adopted.

#### **MOTION CARRIED**

**SECRETARY-TREASURER DALE:** The Rules Committee having been structured will begin its work immediately. I would suggest the Rules Committee to now go to the Evergreen Room to begin their work on establishing rules for this convention.

I also have, Brother chairperson, a couple of communications to this convention.

One from the International Woodworkers of America, addressed to President Charles Perlik, and it reads as follows:

"Dear Sir and brother:

"On behalf of 120,000 IWA members in the United States and Canada, we extend fraternal greetings to you and the dele-

gates in attendance at The Newspaper Guild convention.

"Our economy and our society are in turmoil and our labor movement is under attack from every quarter. During these troubled times all of us must redouble our efforts to maintain and improve the image trade unionism rightfully enjoys as a beacon of hope for the helpless and as a champion of the oppressed.

"We are confident that the decisions you reach through your deliberations will lend themselves to achieving that goal and will follow in the traditions of your great organization.

"In solidarity, we are," and it is signed by Keith W. Johnson, International President, and Robert Gerwig, International Secretary-Treasurer.

I also have a communication from the Communications Workers of America, appropriately, to Charles Perlik, president of The Newspaper Guild:

"Dear Colleague Perlik:

"All of us within CWA extend cordial greetings and best wishes to you, your fellow officers and delegates on the occasion of your convention.

"This year the entire trade union movement is looking deeply at its historical roots as we observe labor's centennial with its theme which reminds us that while we share a century of achievement, we must be prepared for the challenges of the future.

"Indeed, we are challenged by an increasingly complex national economic quagmire at the same time that we must grapple with the uncertainties of a new administration in the White House.

"But we in the labor movement have always stood together and we know that through unity we and our members will continue to prosper despite the conservative drum that beats in parts of our nation.

"This is a particularly important time for you and your members and the members of CWA to join together in unity and strength and to speak out for those less fortunate than we.

"With determination and dedication we can—despite the challenges—make the world a better place in which to live and work.

"With warm personal regards."

It is signed by Glenn E. Watts, the president.

CHAIRPERSON CULVER: Thank you, Brother Dale.

At this time I will introduce President Charles A. Perlik, Jr., (Applause.)

PRESIDENT PERLIK: Thank you, Harry.

Secretary-Treasurer Dale and brothers and sisters. It's been a long time—41 years, to be exact—since the Guild held its convention in Memphis—and I know you have heard that fact cited to you numerous times already this morning, but it is on this paper, and if I don't read what is on this paper, Dave Eisen won't write one for me next year. (Laughter.)"

There are many striking differences between this convention and the one we held here in 1940, but I can think of none more striking than what I will call its official ambience.

Today, as you heard, we were welcomed here by local officials. Forty-one years ago they almost threw us out. Either we or Memphis must have changed, and I think probably both of us have.

Those were the days when Boss Crump ran Memphis and most of the rest of Tennessee. He was convinced that the Guild was nothing but a bunch of communists coming here to take over the city. So when he was sworn in as mayor Jan. 1, 1940, he took just one official act before resigning to turn the office over to a political crony. He revoked an official invitation from the city to hold the Guild's convention here.

Sometimes—as a number of publishers will testify—we come to places even when we're not invited, so we went right ahead with our convention plans. Crump threatened to have state police turn Guild delegates back at the state line, but that was more than even he could do. We came, we saw, we convened.

I use the term "we," but it is an organizational "we;" I wasn't there 41 years ago, I hope it's needless to say, and I don't think any other officer or delegate here was at that convention, either. What we know of Memphis is the official hospitality we have been extended as representatives of Memphis' newspaper employees, and

we are grateful for it. We promise not to take over the city—or at least to return it at the end of the week.

There is one person visiting us here today who was at that 1940 convention, and I would like to introduce you to him. He is Bill Farson, for many years TNG's executive vice president and one of the Guild's very early leaders and certainly my strong ally in the years when we served together in the Guild.

Is Bill here? I don't see him in the room.

If we cannot recall our first Memphis convention as a red-carpet occasion, neither can we, in all candor, look back on the past year as one of unbroken successes. We were unable to bring off merger, despite the most persistent efforts, and, along with the rest of the labor movement, we were unable to prevent the election of an administration that has turned the federal government into an extension of the corporate board room.

But we have chalked up several notable achievements. We built our Defense Fund to an unprecedented and formidable \$4 million, and we operated with a General Fund surplus for the first time in five years. And Guild wage bargaining yielded our members more dollars than ever before in the union's history.

We have had notable success in another area, our VDT health and safety program. The expanded Collective Bargaining Program provisions on VDTs adopted by last year's convention are being reflected increasingly in our contracts; the principle of periodic eye examinations is becoming firmly established, and the first breakthroughs have been made in an area of the heaviest management resistance — rest breaks. A number of locals have won improvements in lighting, terminal and workplace design, and soon we expect to have a handbook out to help you in that highly technical area.

We have embarked, together with the Mount Sinai School of Medicine, on a survey of VDT health effects of unprecedented scope, covering more than 4,000 members in seven locals. A Mount Sinai representative met with leaders of those locals here yesterday, and we hope to have the survey well under way by the fall.

We enlisted occupational-medicine experts at the University of Wisconsin to conduct a survey of stress among VDT

operators at the New York Times in February, and we expect to receive the results of that study this summer.

The Guild has generally won recognition as the union out front in VDT health research and bargaining. This was most notably reflected when we were asked to lead off the testimony at House hearings on VDT microwave/RF radiation—the only union called on to testify. And we are the union that has been invited to provide labor input into the National Academy of Sciences' international symposium on VDT visual effects in August.

We face many problems in the Guild, as we always do, but the most serious problem confronting us today is one that we share with the rest of the American labor movement—the problem of an administration, and to an increasing extent, a Congress, dominated from stem to stern by our antagonists at the bargaining table.

The administration is not as bad as we feared. It is worse.

We knew that the election of Ronald Reagan portended hard times for the labor movement, for minorities, for the poor, for all but the topmost top dogs.

But who would have predicted that we would have a Secretary of Labor who would propose the legalization of sweatshops?

Who would have predicted we would have a chief of Occupational Safety and Health who would pull back every health and safety regulation in sight and recall even the agency's films and booklets?

Who would have predicted we would have an attorney general who in a few short months would demonstrate he has little more regard for the First Amendment than for the Fourth?

Who would have predicted we would have a secretary of the interior who had devoted his career to destroying wilderness lands in the interests of the oil and gas companies?

Who would have predicted we would have a secretary of state who believes in a double standard for human-rights violations—one for the governments we like and one for those we don't?

Who would have predicted we would have an OMB director who would propose

budget cuts only in programs that help the poor, none that help the rich?

And all this in the name of a political ideology calling itself the Moral Majority. To echo an observation of commentator Bill Moyers during the election campaign, "Some morality!"

If things are dreadful in the executive branch, they are not much better on Capitol Hill. In the Senate, the right wing has taken over the ship and our worst nightmares have come true. The likes of Orrin Hatch, Strom Thurmond, Jesse Helms and Jake Garn head key committees, and the president has a compliant—nay, eager—Republican majority.

And while the House still has a Democratic majority, it is a majority that is composed of all too few stand-up liberals and all too many who have either no disposition or no stomach to buck the president. They act and vote as if every election henceforth promises to be a mirror of the last, with themselves as the targets in a right-wing shooting gallery.

So, in the first few months of Year One of the Reagan administration, we have seen OSHA remove its teeth, long-established social programs financially stripped, Social Security itself threatened and guns moved into position to shred the hard-won Freedom of Information Act.

But the worst is yet to come. They're only getting warmed up back there in Washington.

We don't know everything they have in store for us. But we have seen a few of their cards.

They have some special treats in mind for the labor movement, but they know they're going to run into greater resistance there, so the strategy calls for keeping them on a siding until Reagan's economic program clears the track.

For openers, they plan to repeal the Davis-Bacon Act, which requires payment of prevailing wage rates on federally financed construction projects. Business isn't as sure as it once was that it wants the complications that may result from a youth subminimum-wage bill, but the bill has been introduced and is waiting.

What is more certain is a concerted push to amend the Hobbs Act to make violence in a labor dispute a crime under federal

extortion law. That would mean, reduced to its essentials, that if a union member took a swing at a strikebreaker on a picket line he could get a long federal prison term for extortion, because the union is trying to gain a contract from management, but if a strikebreaker took a poke at a picket, he would be liable to only minor punishment under local laws. Bills have already been introduced to amend the Hobbs Act, right-wing mailings raising the specter of "union violence" are streaming out, and postcards supporting the bills are beginning to flow into Congress.

As you can see, the sun isn't shining on Capitol Hill and there doesn't appear to be much of a break in the clouds in sight. But neither we nor the rest of the labor movement are waiting to be carried out.

We decided a few months ago that if we hoped to escape the fate being prepared for us, our customary, rather relaxed level of political action just wouldn't do. So when we learned that the AFL-CIO Industrial Union Department was planning a multi-union legislative conference early this month, we decided not only to participate but to organize a legislative and political conference of our own in conjunction with it, in cooperation with the ITU and the Graphic Arts International Union. We did so although we were mindful of the fact that, coming only three weeks before this convention, it would not be an easy conference for Guild delegates to attend.

They wouldn't promise to hold up all those bills for us on Capitol Hill until it was more convenient, however, and we thought the effort was worth making. I think those members who attended will agree that it was, and that it is an effort worth repeating, on a larger scale, to throw the strength of the Guild and other printing-trades unions into what promises to be the long and bitter years of battle ahead. We plan to do it again next spring.

Meanwhile, the labor movement as a whole is preparing to mobilize in unprecedented fashion to protest the Reagan administration's assault on vital social programs and reaffirm its historic commitment to social and economic justice.

The AFL-CIO, as most of you know, has called on unions and other organizations to converge on Washington Sept. 19 in a demonstration of grass-roots support for those programs Reagan is seeking to subvert or destroy. The day will be known as "Soli-

darity Day," and I can think of no designation more appropriate.

It will be a day of solidarity with the miners whose black-lung benefits Reagan has cut.

It will be a day of solidarity with the sweat-shop workers whose exploitation Reagan's secretary of labor wants to legalize.

It will be a day of solidarity with the retirees whose Social Security benefits Reagan wants to cut.

It will be a day of solidarity with the minorities and women whose march toward equality in the workplace is being halted by new Reagan policies on affirmative action.

It will be a day of solidarity with the food-stamp recipients whose stamps are being cut off or reduced.

It will be a day of solidarity with the poor and the sick who are suffering from Reagan's health-care cuts.

It will be a day of solidarity with the victims of imprisonment, torture and murder at the hands of regimes whose human-rights violations this administration has decided it is in the interests of higher morality to overlook.

It will be a day of solidarity, each with one another, as we close ranks against further administration attacks.

Solidarity Day will be a red-circle day for the labor movement, and it must be a red-circle day for the Guild. The IEB has endorsed the Guild's participation in the demonstration and has urged every U.S. local to send as many members as it can. I cannot second that call too fervently.

I have appointed Administrative Operations Director Ellis Baker to serve as the Guild's Solidarity Day coordinator, and between now and Sept. 19 we will devote every effort we can to maximizing our participation. The labor movement on that day will be delivering a message to the Reagan administration and those ready to do its bidding on Capitol Hill. How we fare in the next four years may depend to a great extent on how emphatic that message is.

Closer to home, we expect to put our house in order in other ways during the next year. Merger talks with the ITU,

worthwhile and necessary as they were, took their toll in time and effort that otherwise would have been available for other undertakings. It was simply not possible to meet the time demands of merger preparation and discussions and carry out as well the full menu of services our membership needs and deserves.

We want to get busy on a new catalogue of publications.

We want to refocus our organizing priorities on free-riders—the nest of non-members in our jurisdiction who should be most easily organized and who can be most readily serviced—as the quickest way of halting a membership slippage that's becoming more and more worrisome.

We want to launch an educational activity of unprecedented scope, and cost, for the Guild—what we hope will become an annual seminar for new officers of locals without fulltime help so that they can approach their new responsibilities with confidence and vision instead of apprehension and confusion.

And we want to stand ready to answer whatever promising opportunities come along to improve and strengthen our relations with other unions in our industry.

The legislative conference a few weeks ago was one such opportunity, and it worked. As I said, we are going to do it again next spring.

Joint publication with the ITU of the VDT handbook I spoke of earlier, scheduled for the near future, is another.

And yet another such opportunity has just arrived, this one an invitation from Graphic Arts International Union President Ken Brown inviting me as part of a triple-header, along with Sol Fishko of the Pressmen and Joe Bingel of the ITU, to respond at the GAIU convention in September to Ken's call last week for four-way merger discussions in our industry.

That's an ambitious undertaking, but I think the Guild should go anywhere, anytime, to discuss merger with anyone who conceivably can strengthen our hand in our dealings with our employers and our industry. I've already accepted Ken's invitation to address the Graphic Arts convention, and Joe Bingel has just told me that he has, too, and I'll do what I can to make sure the triple play comes off.

For our commitment to merger remains undiminished, if temporarily delayed. No one in this room indeed, in this union, has a monopoly on the disappointment at our inability to come to suitable and acceptable terms with the ITU. By no stretch of the imagination, however, was this a useless or pointless undertaking for either of us.

We know more about the policies, practices and personalities of our respective unions than ever before, and I unhesitatingly declare that the negativism that once impeded relationships between the two of us will not—and must not—ever do so again.

And so I call attention to a gathering storm on the horizon only to help prevent stronger winds and darker clouds from descending. First Vice President Bob McMichen's column in the June 1981 ITU Journal strays too far from the understanding we all left the final merger meeting with: that public airing of merger's dirty linen would be the surest way to guarantee no successful talks in the future, and perhaps no future talks at all.

The old wounds must not be reopened, the old battles must not be allowed to resume. I've adhered to this policy with vengeance myself, and other committee members have commendably followed suit, even in those instances when it would have been easy and therapeutic to rise to the bait.

I know this policy is disappointing to some, aggravating to others and misunderstood by still more. But our policy it is, and, as fascinating as an autopsy might be, it would be gory as well. We can do without it.

Finally, at least until the subject gets to the Collective Bargaining Committee, I want to pay public tribute to as hard working a group of Guild persons as you or I will ever meet. I'm talking about the Guild's merger negotiating team.

I'm talking about my platform colleagues, Chuck Dale and Harry Culver; about staff members Bill McLeman and Bill Blatz, who is missing his first convention in 35 years but who is recovering rapidly and completely from major coronary surgery several weeks ago; about local administrators Bob Steinke, Bob Bruner, Ed Egan (and his predecessor Harry Fisdell), Fred Fletcher and Linda Zink; about Paul MacClennan, whose very ill wife has kept him at her side in Buffalo rather than here

this week; about IEBers John Lowe, John Mitchell, and, before the tragedies of Madison, Dianne Woodstock. They served you well.

And they're ready to do so again. I know their desires, their energies, and their expertise are at your, and merger's, beck and call.

Thank you very much. (Applause.)

**CHAIRPERSON CULVER:** Thank you, President Perlik, for a very inspiring address.

I will now introduce our Secretary-Treasurer, Chuck Dale, for his address.

**SECRETARY - TREASURER DALE:** Thank you, Brother Harry.

President Perlik, delegates, guests, TNG staff.

I have bad news and I have good news. The bad news is that I don't have any checks to hand out this year. The good news is that, unlike last year, there is no reason to hand out any checks.

Well, at least this year I won't get my picture taken being kissed by Bob Steinke. (Laughter.)

Welcome to TNG's 48th Convention. Welcome to Memphis, where if you look out over the river you see those sturdy little tugs struggling valiantly to move a heavy load upstream against a strong current, and making it.

It kind of reminds one of The Newspaper Guild's experience over the last couple of years, doesn't it? We have made it upstream. Our debts are all paid off. We have this lovely, sizable, gorgeous hunk of money in the bank. Our strike benefits have been raised to the highest level ever; "2(d)" dues are off, and we are in the best financial shape in our entire history.

There is an old saying that pretty well sums it all up for us. It goes like this: It is written that trouble shall come to pass. Nowhere is it written that trouble shall come to stay.

We have come a long way and very quickly, and our progress, our growth, our health, our exceptional revival, is a tribute to a remarkable group of people, the members of this union, who made it possible during 32 months of "2(d)" dues and with relatively little grumbling.

We have climbed out from under a pile of debts over \$3 million high to a point where I can report to you today that we have spendable cash in our Defense Fund totaling almost \$4.5 million. (Applause.)

To be precise, that number as of today is \$4,476,421.24. (Applause.) And during our meetings this week here in Memphis, before this convention is over, we are almost certain to nudge beyond the \$4.5 million mark.

How we did it, where we came from, deserves telling, especially to those who are new to TNG conventions, and retelling even to those who have been here many times before.

As recently as 1979 TNG was deeper in debt than we had ever been in our history. We owed money to a bank, to four international unions, to nearly three dozen of our own locals and to some of our own members—those to whom we had had to issue IOUs, promissory notes, chits, in lieu of cash when there just wasn't any cash left for strike or lockout benefits.

We got that way because of an unprecedented wave of strikes and lockouts involving nearly 20 percent of our membership. Strikes and lockouts forced on us by a massive publisher assault on Guild contracts and on the contracts of sister unions whose picket lines we observed.

To sustain our members we paid out during the 1978-79 fiscal year alone just under \$5.5 million dollars: \$2.25 million in New York; nearly a million in Vancouver; over three-quarters of a million in Montreal; a half million in St. Louis; and a million in a number of other strikes and lockouts, adding up, as I have said, to \$5.5 million.

We exhausted our funds, and then we tapped our friends. We borrowed from a bank in New York, we borrowed from the United Auto Workers, we borrowed from the Steelworkers, from the Industrial Union Department of the AFL-CIO and from the Machinists—a total of \$1,375,000 in outside loans. And when that wasn't enough, we borrowed from Guild locals, and we paid scrip to members on strike or locked out, another \$1.75 million in our pile of debts, and we have paid back all of it.

And on top of that, we have rebuilt our Defense Fund to the first major level envisioned by the 1979 Convention when it

restructured our entire Defense Fund program. We reached that first level, \$4 million in spendable cash—no paper—this year. We were able to lift full regular dues and revert to reduced dues nearly two months ago, well ahead of a projection I made at last year's convention.

We not only have reached the first level of \$4 million, but, as I reported to you a few minutes ago, we are quickly climbing towards the \$5 million level—the level we are supposed to reach no later than 30 months after the \$4 million mark was achieved.

We are just about at the \$4.5 million mark. We will be at, I am sure, the \$4.5 million mark before the end of this week, and we still have 27 of 30 months left.

Barring a major strike or lockout or a combination of smaller strikes and lockouts producing a significant drain on our Defense Fund money, we will be at the \$5 million mark well in advance of the target date, October 1983, without the need of "2(d)" dues.

The regular monthly allocation of money into the Defense Fund of reduced dues should, by itself, take us to and over the \$5 million mark, not to mention the revenues accumulating from interest now that we have substantial assets with which to earn interest—by the way, as high as 19.5 percent on some of our Defense Fund money during the past year.

We are not, of course, on easy street. We are not, of course, expecting a smooth ride. We never are in this union. Always on our horizon is the prospect of serious money-costing trouble.

I am sure there is no one in this room who is any more relieved and joyous than I was when New York reached its settlement recently or when AP settled or when Baltimore settled, but even after all of those and other settlements recently, we still have during this fiscal year critical bargaining situations in St. Louis, in Montreal, in Vancouver, just to name a few of the potentially explosive areas.

I refer you to your Officers' Report for the details of last year's Defense Fund income and outgo, and I commend to you also the contents of that document for details on the operations of our other principal fund, the General Fund, out of which the Guild pays its administrative and operational costs.

There again we can report good health at the end of the fiscal year with what, for this union, is an uncommon occurrence—a surplus—totaling \$29,879. It is a small one in terms of an operating budget of \$2.3 million, but it is one of the better ones in our history, and indeed, a pleasant break from the monotonous parade of deficits that we have seen through the years.

However, a surplus is not likely to be repeated at the end of the current year. You will have noticed in reading the new pages for your Officers' Report given to you when you registered that we now are projecting a deficit of just over \$3,000 in the year's operation—the result of adding to our expenditures for the '81-'82 fiscal year a proposed outlay of at least \$12,500 to pay the cost of a new local leadership training seminar, another recommendation from the IEB which I hope this convention will agree with and endorse.

There are also a number of other aspects of our General Fund operations during the past year to give us cause for concern. Among them, some more shrinkage in our membership, and our percentage of membership in good standing during the year was discouraging. It hit 82.8 percent in February, and largely, I believe, that was a result of the rush to catch up on back per capitas before the end of February and thus shore up representation to this convention. But at no other point during the entire twelve months did the good standing even reach 70 percent, and it dropped below 50 percent at one point.

The reason, in my view, is very simple. I believe that the remittance of dues to TNG is not uniformly regarded throughout all of our locals as the first bill they pay before the 15th of every month, and I hesitate to guess how far down on the check-writing priority list the TNG dues check may be in some locals. I hope we can do something to turn this around and soon, because despite the fact that we have substantial cash amounts in the Defense Fund, the General Fund is the fund—the only fund—out of which we can pay our day-to-day operating expenses, and without timely remittances our cash flow problem can become critical as it has been on more than a few occasions recently.

Bear with me now through a couple of housekeeping notes.

TNG is about to have some word processing equipment installed in its headquarters.

It should be delivered shortly after we get back to Washington from this convention. With this new equipment we hope to be able to expedite the flow of information to our locals, particularly collective bargaining material, and to add to the existing flow still more useful information for our locals.

We will also be distributing to all locals soon new dues reporting forms, a "revision of what is familiarly known as the 108c," a product of the recommendations that emerged from the dues forum ad hoc committee that met in Washington late last year. We now have the results of a study made of our operation with a view to estimating the cost of installing in TNG a brand new type of dues reporting system, a study which was recommended also by the dues forum and subsequently authorized by the IEB. We expect to be able to find the time soon after we leave Memphis to review the results and recommendations, to solicit some expert help in examining the results, and to chart a recommendation or a number of recommendations in time for the next IEB meeting.

This, as you may have already become aware, is a year of anniversaries in the Guild and in the labor movement of which we are a part. This year Harry Culver has told us is his 20th consecutive Guild convention. Somewhat more importantly, as you may have already discovered from the exhibit outside this hall, this year is the 100th anniversary of the founding of the national labor movement in the United States, which dates from the organization in 1881 of something called the Federation of Trades and Labor Unions which evolved in 1886 into the AFL, which in turn evolved in 1955 into the AFL-CIO we know today.

Equally important to me, having been born in Canada and loving it still, this year is the 25th anniversary of the founding of the Canadian Labour Congress which was born on April 23, 1956 in Toronto, the fusion of two predecessor labor federations, the Trades and Labour Congress and the Canadian Congress of Labour.

Writing in celebration of this anniversary in last month's Canadian Labour, the CLC's publication, CLC President Dennis McDermott said some things I'd like to share with you.

McDermott wrote:

"Today we are at a period in human



history where everything seems possible. We have the technology, we have the sophistication, we have the know-how. By working with other people of good will around the world, we can achieve mankind's ancient dream in our time and bring about a world of sunshine and clean air, a world without the ugliness of violence and the insanity of war, a world free of racial and religious fanaticism, a world in which people are judged by the depth of their character rather than the accumulation of their wealth. That's what the Canadian Labour Congress is all about. That's what our movement is all about."

And that, my brothers and sisters, is what I would like to think we in the Guild are all about as well.

Finally, a personal note. My first term as secretary-treasurer has been a revelation to me, in spite of the many, many years prior to 1979 I spent in the field as an International Representative. Among other things, any illusions I might have secretly harbored about shorter hours as secretary-treasurer compared to my work schedule as an IR quickly evaporated, as did the thought that I might get to see a good deal more of my wife and family. But despite that, it's been an exhilarating experience and one made all the more pleasant by the cooperation and courtesies extended to me by local Guild officers, by TNG staff and officers, and particularly Chuck Perlik, who has had a little bit of experience as a secretary-treasurer. For that and for patiently listening to me today, thank you very much. (Applause.)

CHAIRPERSON CULVER: Thank you, Chuck, for a very fine speech and a very personal speech. We appreciate you.

Would you bear with us just a minute until we see if—Betsy.

VICE PRESIDENT WADE (New York: Harry, I just had an announcement to fill a second.

CHAIRPERSON CULVER: Yes.

VICE PRESIDENT WADE: To follow up on President Perlik's discussion this morning of the Hobbs Act amendment which would subject pickets to federal penalties most extreme and harsh, the New York delegation has brought copies—we hope we have enough, although I think we brought only 200—of a bulletin we put out in our local to our membership, describing what

they should do, what the numbers of the bills are, and perhaps this will be of help to other locals who want to persuade their members to go to a postcard campaign. There are members from the New York delegation who have these. We can pass them out, and I think we will have some in the lobby; it is not copyrighted.

CHAIRPERSON CULVER: We have a technical problem here, and we are going to ask your consent for something.

It is customary procedure that the Credentials Committee reports first, and then we constitute the other convention committees. Due to a typing problem, It will be a little while yet before we have a Credentials Committee report completed. So we are going to ask your unanimous consent that we go ahead with the creation of the other committees and then take up the credentials report later.

Is there any objection to this procedure? If not, that will be the order, and I will recognize Chuck Dale to go ahead with the creation of the convention committees.

Let me remind you that when you come to the microphone, be sure to give your name and the name of your local. That way it will go into the official record and be correct.

Lenore Hayes, our reporter here, this is her 36th convention. (Applause.) She is the one who keeps the record for us that goes into this book.

I recognize Chuck Dale.

SECRETARY-TREASURER D A L E : Brother Chairperson, we will begin with the Collective Bargaining Committee. We will be reading off names of those delegates whose locals sent us a request that they be assigned to particular committees. That's all we have at the moment, and as Harry said, additions and deletions will come afterwards.

First the Collective Bargaining Committee. The procedure, after we have read the names, if you want to have your name deleted from the committee, you go to the mike, you identify yourself by name and by local, and you ask that your name be deleted from the committee list. After the deletions we then take additions. You do the same thing all over again except this time, after giving your name and your local, you ask that your name be added to the list.

We are beginning with the Collective Bargaining Committee.

## **COLLECTIVE BARGAINING COMMITTEE**

Lee Clifford, Canadian Wire Service,  
Temporary Chairperson  
Gerald L. Schultz, San Diego  
Kevin Miller, Columbus  
Robert Severance, Columbus  
Janis Wilson, Harrisburg  
Jim Eichmann, Sheboygan  
Carlos Sutton, Washington-Baltimore  
Ernie Green, Washington-Baltimore  
Jane Huffman, Washington-Baltimore  
Tom Grubisich, Washington-Baltimore  
Harold Julian, Knoxville  
Mary K. Brookshire, Cincinnati  
Kira Lisa Warren, Cincinnati  
Thomas James, Toledo

Those are the name we have. Are there any deletions?

**BROTHER THOMAS GRUBISICH** (Washington-Baltimore): I would like my name deleted.

**BROTHER THOMAS JAMES** (Toledo): Tom James, Toledo. Delete my name.

**SECRETARY-TREASURER DALE**: Are there any other deletions? Are there additions?

**VICE PRESIDENT WADE** (New York): Please add the names of Tom Pennacchio, Emily Weiner, alternate, all from New York.

**BROTHER JERRY MACDONALD** (Canadian Wire Service): Please add the names Bruce Wark, Jacques Gedeon, Gilbert Savard.

**BROTHER WILLIAM N. BUIL** (Buffalo): Please add the names of Dick Christian and Maria Scrivani, both of Buffalo.

**BROTHER JOHN TONG** (Pacific Northwest): Please add my name.

**BROTHER ALFREDO GONZALEZ** (Puerto Rico): Please add the name of Angel Baez and Arutro Ruiz.

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

**SISTER HELEN S. PALTER** (San Francisco-Oakland): Please add the name of Robert Klose.

**VICE PRESIDENT ROGER STONE-BANKS** (Victoria): Please add my name.

**SISTER GERALDINE OLIVER** (Philadelphia): Please add by name.

**SISTER LINDA ZINK** (Los Angeles): Please add by name.

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

**BROTHER KURT PETERS** (Rockford): Please add my name.

**BROTHER JIM GEIGER** (San Jose): Please add the names Frank Sweeney and Bill Davis, both of San Jose.

**VICE PRESIDENT JOHN LOWE** (Southern Ontario): Please add the names John Bryant, Paul Bryan, and Sam Reyenga.

**SISTER JENNIFER STEINBECK** (Chicago): Please add my name.

**BROTHER JAMES A. MCGILL** (Gary): Please add my name.

**BROTHER JOHN CARMICHAEL** (Twin Cities): Please add my name.

**BROTHER MARTIN GOLDMAN** (St. Louis): Please add my name.

**BROTHER STANLEY J. SOUZA** (Hawaii): Please add my name.

**SISTER BRIDGET PETERSEN** (Ottawa): Please add my name.

**SISTER BETSY SULLIVAN** (Cleveland): Please add my name.

**BROTHER WILLIAM MORRISSEY** (Wire Service Guild): Please add the name of Richard Olive.

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

**BROTHER GENE TURNER** (Central California): Please add my name and the name of Michael Ackley, Central California.

**SISTER JULIE DALTON** (Pawtucket): Please add my name.

**BROTHER PORTER BINKS** (Chattanooga): Please add my name.

**SISTER MARIA SHELLOCK** (Youngstown): Please add my name.

**SISTER EVANGELINE LAMAR** (Memphis): Please add my name.

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

**BROTHER DANIEL HANSON** (Memphis): Please add my name.

**BROTHER EDWARD D. BELL** (Pittsburgh): Please add my name and the names of Kenneth Fisher and Stephen Menzler.

**BROTHER PATRICK GILBERT** (Washington-Baltimore): Please add my name.

**BROTHER MITCHELL GROCHOWSKI** (Scranton): Please add my name and the name of Victor Alfano, Scranton.

**BROTHER VICTOR CIUCCIO** (Denver): Please add Art Guerrero and Jim Hulac.

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

**BROTHER GLENN OLSON** (Sioux City): Please add my name.

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

**VICE PRESIDENT CARLOS J. SUTTON** (Washington-Baltimore): After the additions are over, I would like to delete my name.

**SECRETARY-TREASURER DALE**: I can't hear you, Carlos.

**VICE PRESIDENT SUTTON**: After the additions are over, I would like to delete my name.

**SECRETARY-TREASURER DALE**: I have a feeling the additions are over. Why don't you delete.

**VICE PRESIDENT SUTTON**: Please delete my name. (Laughter.)

**SECRETARY-TREASURER DALE**: That seems to complete the structuring of the Collective Bargaining Committee. Mr. Chairperson, a motion to adopt the committee as named would be in order.

**BROTHER R. VICTOR STEWART** (Albany): So move.

**BROTHER SOUZA**: Second.

**CHAIRPERSON CULVER**: Is there discussion? All in favor of the adoption say aye. Opposed? Motion carries. The committee is created.

**MOTION CARRIED**

**SECRETARY-TREASURER DALE**: Brother Chairperson, we will now construct the Constitution Committee, again using first the names, locals indicated they wanted assigned.

## **CONSTITUTION COMMITTEE**

Richard Peery, Cleveland, Temporary Chairperson

Mary Esslinger, Washington-Baltimore  
Allegra Bennett, Washington-Baltimore  
Pat Gilbert, Washington-Baltimore  
Ken Rieger, Toledo  
Lillian White, Toledo  
Are there any deletions?

**BROTHER RAYMOND G. DICK** (Washington-Baltimore): Delete the name of Allegra Bennett from Washington-Baltimore.

**SECRETARY-TREASURER DALE**: Are there more deletions from the Constitution Committee?

**BROTHER KENNETH E. RIEGER** (Toledo): Delete the name Lillian White from Toledo.

**BROTHER GILBERT**: (Washington-Baltimore): Please delete my name.

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

Additions?

**BROTHER FRANK GLEESON** (Philadelphia): Please add my name.

**SISTER PALTER** (San Francisco-Oakland): Please add the name of Roger Warnock.

**BROTHER SCHEER** (Ottawa): Please add my name.

**VICE PRESIDENT WADE**: (New York): Please add my name.

**BROTHER GEIGER**: (San Jose): Please add by name.

**BROTHER GONZALEZ**: (Puerto Rico): Please add my name.

**BROTHER HENRY LEBBING** (St. Louis): Henry Lebbing, St. Louis, and also Lionel Horton, St. Louis.

**SISTER MARGO JOHNSON** (Washington-Baltimore): Please add my name.

**BROTHER DAN OLDFIELD** (Canadian Wire Service): Please add my name.

**BROTHER LOUIS J. MLECZKO** (Detroit): Please add my name and that of Donald Kummer of Detroit.

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

**BROTHER PAUL MALLON** (Southern Ontario): Please add the names of Sue Craig, Gerry Huntley, and Ross Miller.

**BROTHER J. STEPHEN HATCH** (Cleveland): Please add Hatch, Cleveland.

**BROTHER GRUBISICH**: Please add Tom Grubisich, Washington-Baltimore.

**BROTHER FREDERICK BERRY** (Salem): Please add my name.

**BROTHER WARREN E. HOWARD** (Washington-Baltimore): Please add my name.

**SECRETARY-TREASURER DALE**: Are there any further additions to the Constitution Committee?

**VICE PRESIDENT PATRICK G. RUSH-TON** (Wilkes-Barre): Please add my name.

**SECRETARY-TREASURER DALE**: Are there any further additions to the Constitution Committee? There being apparently none, Brother Chairperson, motion to adopt the committee as named would be in order.

**BROTHER MACDONALD** (Canadian Wire Service): So move.

**CHAIRPERSON CULVER**: Is there a second?

**BROTHER ROSS MILLER** (Southern Ontario): Second.

**CHAIRPERSON CULVER**: Seconded by several. All in favor of adoption please say aye. Opposed? It carries.

**MOTION CARRIED**

**SECRETARY-TREASURER DALE**: The Appeals Committee.

## **APPEALS COMMITTEE**

Roy Kruse, Hawaii, Temporary Chairperson.

Tom Grubisich, Washington-Baltimore.

Are there any deletions? (Laughter.)

This, as you realize, is one of the small committees, and you can serve on the Appeals Committee as well as one of the

other committees. It is a committee whose business, if there is any, will be over well before we—should be over before we get into the rest of the business of this convention.

**VICE PRESIDENT WADE** (New York): Mr. Chairperson, would you please add the name of Joy Cook, New York.

**SECRETARY-TREASURER DALE**: Brother Chairperson, the Appeals Committee—apparently there are no further additions, and there are no deletions from the committee.

**CHAIRPERSON CULVER**: Is there a motion for adoption?

**BROTHER STEWART**: Stewart, Albany, moves.

**CHAIRPERSON CULVER**: Very good. And second?

**BROTHER SOUZA**: Stan Souza, Hawaii.

**CHAIRPERSON CULVER**: Is there discussion? All in favor of adoption of that report say aye. Opposed? Motion carries.

**MOTION CARRIED**

**CHAIRPERSON CULVER**: Brother Dale.

**SECRETARY-TREASURER DALE**: We will now construct the Finance Committee.

## **FINANCE COMMITTEE**

Richard Roth, Buffalo, Temporary Chairperson

John Edgington, San Diego

Charles Walker, Providence

Thomas LaPoint, Albany

Dorothy Struzinski, Washington-Baltimore

Margo Johnson, Washington-Baltimore

Eric Geist, Washington-Baltimore

Warren Howard, Washington-Baltimore.

Are there any deletions?

**BROTHER DICK** (Washington-Baltimore): Would you delete Dorothy Struzinski, Washington-Baltimore, Margo Johnson, Washington-Baltimore, and Warren Howard, Washington-Baltimore.

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

Additions? Additions to the Finance Committee?

**BROTHER RIEGER (Toledo):** Add the name Lillian White, Toledo.

**SISTER PALTER (San Francisco):** Please add the names of Doug Cuthbertson and Larry Hatfield.

**BROTHER MICHAEL DUGAS (Montreat):** Please add my name.

**BROTHER RICHARD V. SABATINI (Philadelphia):** Please add my name.

**SISTER JUDY DUGAN (Wire Service Guild):** Please add my name.

**BROTHER GUY LEPAGE (Ottawa):** Please add my name.

**BROTHER HARVEY M. SANFORD (Sioux City):** Add my name, please.

**BROTHER JAMES H. ORCUTT (New York):** Add my name and the name of Barbara Yuncker, please.

**SISTER ALICE BUSBY (Vancouver-New Westminster):** Please add my name and the name of Doug Louth.

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

**BROTHER DICK:** Add the name of Ray Dick, Washington-Baltimore and John Rau, Washington.

**BROTHER GONZALEZ (Puerto Rico):** Please add the name of Luis Rivera.

**BROTHER WILLIAM R. BALOTA (St. Louis):** Please add my name and the name of Roy Cummings.

**SISTER JOYCE HOTCHKISS (San Antonio):** Please add my name.

**BROTHER MACDONALD (Canadian Wire Service):** Please add my name and Cecil Reid.

**BROTHER BUIL (Buffalo):** Please add the names of Joe Wilhelm, Dennis Block, Pat Ryan, all Buffalo.

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

**BROTHER MILLER (Southern Ontario):** Add the names of Dennis Robinson, Bob McCarty, and Paul Mallon.

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

**BROTHER GEIGER (San Jose):** Please add the name Lou Calvert.

**SISTER LILLIAN MUNCH (Victoria):** Please add my name.

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

**SISTER EDITH KUCHENMEISTER (Memphis):** Please add my name and Faye McCracken.

**BROTHER MICHAEL ROEDER (Peoria):** Please add my name.

**BROTHER GEORGE C. RANDOL (Central California):** Please add my name and that of Mary Sanchez.

**BROTHER DONALD A. CHORPENNING (Los Angeles):** Please add my name.

**BROTHER CARL L. BENDER (Terre-Haute):** Please add my name.

**BROTHER ROY C. KRUSE (Hawaii):** Please add my name.

**BROTHER JAMES SCHAUFENBIL (Manchester):** Please add my name.

**BROTHER ROBERT E. BRUNER (Pacific Northwest):** Please add my name.

**BROTHER GERALD M. MARAGHY (Boston):** Please add my name.

**BROTHER GEIGER (San Jose):** Would you please add the name of Gene Bryant.

**BROTHER DAVID C. LANGZETTEL (Portland):** Please add my name.

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

**BROTHER ALDO VAGNOZZI (Detroit):** Please add my name.

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

**SECRETARY-TREASURER DALE:** Are there any further additions to the Finance Committee? There being none, motion to adopt would in order.

**VICE PRESIDENT WADE:** Wade, New York, moves.

**CHAIRPERSON CULVER:** Is there a second?

(Seconded by several.)

**CHAIRPERSON CULVER:** Seconded by Carlos Sutton, Washington-Baltimore.

Is there discussion? All in favor of adop-

tion of the report say aye. Opposed? Finance Committee is constituted.

### **MOTION CARRIED**

**SECRETARY-TREASURER DALE:** I now name the Human Rights Committee.

### **HUMAN RIGHTS COMMITTEE**

Carol McGarvey, Philadelphia, Temporary Chairperson

Jim Brown, Washington-Baltimore  
Ernie Mercer, Washington-Baltimore  
Jackie Hawes, Washington-Baltimore  
Brady Abodeely, Toledo

Are there any deletions? Ray.

**BROTHER DICK:** Delete Ernie Mercer from Washington-Baltimore.

**SISTER LORNA MCLEAN** (Vancouver-New Westminster): Please add my name.

**SECRETARY - TREASURER DALE:** Okay. We will now start the additions. Her name has been added.

**BROTHER MELVIN TAPLEY** (New York): Please add my name and Joan Cook's.

**SISTER PALTER** (San Francisco-Oakland): Please add the name of Floyd Tucker.

**BROTHER GERRY THOMPSON** (Ottawa): Please add my name.

**SISTER PATRICIA L. ODOMS** (Philadelphia): Please add my name.

**SISTER MARY WILSON** (Memphis): Please add my name.

**BROTHER BOB MCCARTY** (Southern Ontario): Please add the names of Marni Livingston and Sharon Bryant.

**BROTHER THOMAS CUNIO** (St. Louis): Tom Cunio, St. Louis.

**BROTHER GEIGER** (San Jose): Please add the name Bill Ernst.

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

**SISTER BRENDA STORY** (Peoria): Please add my name.

**BROTHER BUIL** (Buffalo): Please add Lynn Kerwin.

**SISTER DOLLY KACZOR** (Cleveland): Please add my name.

**SECRETARY-TREASURER DALE:** Are there any further additions? There being none, Brother Chairperson, a motion would be in order.

**CHAIRPERSON CULVER:** Is there a motion for adoption?

**BROTHER PATRICK J. RYAN** (Buffalo): Ryan, Buffalo, moves.

(Seconded by several.)

**CHAIRPERSON CULVER:** Lou Calvert, San Jose, seconds. Is there discussion? All in favor of the motion say aye. Opposed? Carried.

### **MOTION CARRIED**

**SECRETARY-TREASURER DALE:** Now constructing the Organizing Committee.

### **ORGANIZING COMMITTEE**

Anna Padia, Pacific Northwest, Temporary Chairperson

Janis Wilson, Harrisburg  
Victor Stewart, Albany  
Ray Dick, Washington-Baltimore  
Elma Morrison, Washington-Baltimore  
Brian Barger, Washington-Baltimore  
Howard Burkhardt, Toledo

Are there any deletions?

**BROTHER DICK:** Delete Ray Dick, Washington-Baltimore, and Brian Barger, Washington-Baltimore.

**SECRETARY-TREASURER DALE:** Are there any additions to the Organizing Committee?

**BROTHER ROBERT F. CARROLL** (New York): Would you add my name and the names of Harry Leykis, David Kirkpatrick, and Edwin Egan.

**SISTER PALTER** (San Francisco): Please add my name.

**BROTHER GONZALEZ** (Puerto Rico): Add my name, please.

**BROTHER EUGENE B. JONES** (Philadelphia): Please add my name.

**BROTHER DICK:** Please add the names of Carlos Sutton, Washington-Baltimore, Stephenie Overman, Washington-Baltimore, and Ernie Mercer of Washington-Baltimore.

**BROTHER CHARLES DALY** (Ottawa): Please add my name.

**SISTER MARY GRACE POIDOMANI** (Akron): Please add my name.

**SISTER BOBBIE R. JENKINS** (Los Angeles): Please add my name.

**SISTER WENDY BATEMAN** (North-ern Ontario): Please add my name.

**VICE PRESIDENT ROBERT C. HOLT, JR.** (St. Louis): Please add my name and the name Bob Ryffel.

**BROTHER GEIGER** (San Jose): Please add the name Russ Cain, C-a-i-n.

**BROTHER STEVE BOSCH** (Vancouver-New Westminster): Please add my name and the name of Jan O'Brien.

**SISTER ELIZABETH HOPP-PETERS** (Rockford): Please add my name.

**BROTHER CLARENCE F. SCAIFE** (Chattanooga): Please add my name.

**BROTHER PHIL SMITH** (Great Falls): Please add my name.

**BROTHER DAVID ROUSSEAU** (Manchester): Please add my name.

**BROTHER FREDERICK BATY** (Memphis): Please add my name.

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

**BROTHER FRANK PROSNITZ** (Providence): Please add my name.

**BROTHER R. LESLIE BONDI** (Central California): Please add my name.

**SISTER SUSAN CRAIG** (Southern Ontario): Please add the names of John Lowe, Linda Torney, Bill McQueen, and Mark Shapiro.

**BROTHER ROHMAN**: Wilbur Rohman, Peoria. Please add my name.

**BROTHER ALLAN R. BRUCE** (Wire Service Guild): Please add my name.

**BROTHER JAKE O'DONNELL** (Canadian Wire Service): Please add my name.

**BROTHER TOM LONERGAN** (Detroit): Please add my name.

**BROTHER CIUCCIO**: Ciuccio, Denver. Please add my name.

**BROTHER PETER GEIER** (Pueblo): Please add my name.

**SISTER LINDA FOLEY** (Lexington): Please add my name.

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

**BROTHER GONZALEZ**: Please delete my name, Alfredo Gonzalez.

**SECRETARY-TREASURER DALE**: Are there any further additions to the Organizing Committee? Motion to adopt is in order, Mr. Chairperson.

**CHAIRPERSON CULVER**: Is there a motion for adoption?

**SISTER JOAN COOK** (New York): So move.

**CHAIRPERSON CULVER**: Is there a second? Larry Hatfield.

Is there discussion? All in favor of adoption say aye. Opposed? Motion carries, and the Organizing Committee is constituted.

#### **MOTION CARRIED**

**SECRETARY-TREASURER DALE**: Now construct the Research and Information Committee.

#### **RESEARCH AND INFORMATION COMMITTEE**

Dianne Martino, Manchester, Temporary Chairperson  
David Filicko, Washington-Baltimore  
Markley Roberts, Washington-Baltimore  
John Barrett, Knoxville  
Sid Goldberg, Toledo

Are there any deletions?

Are there any additions to the Research and Information Committee?

**SISTER CATHY ARNST** (New York): Please add my name and that of Gordy Thompson, Alternate.

**BROTHER PETER WILSON** (Cleveland): Peter Wilson, Cleveland.

**BROTHER LANNY J. LARSON** (Central California): Will you please add my name.

**BROTHER KEEBLE MCFARLANE** (Canadian Wire Service): Add my name.

**SISTER VIRGINIA WATSON** (St.

Louis): Add my name and that of Bob Steinke.

BROTHER FREDERICK STANDISH (Wire Service Guild): Please add my name.

BROTHER TIM HARPER (Ottawa): Please add my name.

BROTHER JAMES (Toledo): Please add my name.

VICE PRESIDENT JOHN B. MITCHELL (Gary): Please add my name.

SISTER PATRICIA LANE (Vancouver-New Westminster): Please add my name and that of Roy Tubbs.

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

SISTER PALTER (San Francisco-Oakland): Please add the name of Chris Smith.

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

BROTHER STEWART: Robert Stewart, Memphis. Please add my name.

BROTHER GARY MUNDEN (Montreal): Gary Munden, Montreal. Please add my name.

BROTHER JOHN T. BRYANT (Southern Ontario): Please add the names of Katie Fitzrandolph, Doug LaRochelle, Leo Maltais.

SECRETARY-TREASURER DALE: Are there any further additions to the Research and Information Committee? Being none, Brother Chairperson, motion to adopt would be in order.

CHAIRPERSON CULVER: Is there a motion for adoption?

SISTER COOK: Cook, New York. So move.

BROTHER SOUZA (Hawaii): Second.

CHAIRPERSON CULVER: Stan Souza, Hawaii. Is there discussion? All in favor of adoption say aye. Opposed? The motion carried.

#### MOTION CARRIED

SECRETARY - TREASURER DALE: Brother Chairperson, we are now ready to construct the Resolutions Committee.

## RESOLUTIONS COMMITTEE

William Morrissey, Wire Service Guild, Temporary Chairperson

John C. Rau, Washington-Baltimore  
Michael Davis, Washington-Baltimore

Are there any deletions?

BROTHER DICK: Delete John Rau, Washington-Baltimore

SECRETARY-TREASURER DALE: Are there any additions?

BROTHER FRANK MAZZA (New York); Please add the names of myself and Nancy Stadtman, Ron Miskoff, Don Bachelor, and David Unger, alternate, all from New York.

BROTHER DICK: Please add the names of Carol Lee Mend, Washington-Baltimore, and Brian Barger, Washington-Baltimore.

BROTHER DON BUTLER (Ottawa): Please add my name.

BROTHER ROBERT C. HERMANN (St. Louis); Please add the name of Bob Hermann, St. Louis.

SISTER PALTER (San Francisco-Oakland): Please add the name of Don Fortune.

BROTHER JOHN S. FLETCHER (Boston): Please add my name.

BROTHER BRIAN DAWSON (Southern Ontario): Please add my name.

BROTHER BUIL (Buffalo): Please add my name.

BROTHER JACK HOPKINS (Pacific Northwest): Please add my name.

BROTHER BRUCE NELSON (Twin Cities): Please add my name.

BROTHER HOWARD SWINDELL (Cleveland): Please add my name.

SECRETARY-TREASURER DALE: Are there any further additions to the Resolutions Committee? Being none, Brother Chairperson, a motion to adopt would be in order.

CHAIRPERSON CULVER: Is there a motion for adoption?

BROTHER MICHAEL DAVIS (Washington-Baltimore): Davis, Washington-Baltimore, moves.



**BROTHER LARSON** (Central California): Second.

**CHAIRPERSON CULVER**: Is there discussion? All in favor say aye. Opposed? Motion carried. That committee is created.

#### MOTION CARRIED

**CHAIRPERSON CULVER**: Jim Cesnik reminds me that you all remember that page one of the June 12 Guild Reporter carried a photograph of a Wire Service Guild informational picket line in Los Angeles. The central figures in that photo were Ed Asner, alias Lou Grant, of the Screen Actors Guild and somebody dressed up as an "AP cheAP chicken." We can now reveal the heretofore secret identity of the person in that costume. He is here as a guest. He is Chuck Mattlock, past president of the Los Angeles Mailers Union.

(Applause.)

**PRESIDENT PERLIK**: Brother Chairperson, numerous speakers, including myself, reminded you this morning that the last time we came to Memphis we could hardly get into the city, and we were threatened with being evicted.

We are about to repeat the experience, apparently, if not by the city, by the hotel.

The last time we recessed the delegation descended upon a tray of Danish outside the hall that doesn't belong to us. We have already had to make good to the hotel. (Laughter.) So we have bailed you out of this one, but when we recess this time, however, keep your hands off. (Laughter.)

**BROTHER DOUGLAS LOUTH** (Vancouver-New Westminster): Thank you, Brother Chairperson.

This is the first report of the Credentials Committee.

#### 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	Mary Grace Poidomani
Albany	4	Thomas LaPoint R. Victor Stewart

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Boston	5	John S. Fletcher Thomas R. Hiltz Gerald M. Maraghy
Brockton	3	Robert J. Townsend
Buffalo	9	Dennis Block William N. Buil Richard W. Christian Jacquelynn M. Kerwin Richard J. Roth, Jr. Patrick J. Ryan Maria Scrivani Joseph R. Wilhelm
Canadian Wire Service	9	Lee Clifford Jacques Gedeon Jerry MacDonald Keeble McFarlane Jake O'Donnell Dan Oldfield Cecil Reid Gilbert Savard Bruce Wark
Central California	9	Michael Ackley R. Leslie Bondi Lanny J. Larson George C. Randol Mary Sanchez Gene Turner
Chattanooga	2	Porter Binks Clarence F. Scaife
Chicago	7	Larry Finley Greg Hinz Gerald J. Minikkinen Jennifer Steinbeck
Cincinnati	3	Mary K. Brookshire Kira Lisa Warren
Cleveland	8	Gary Clark J. Stephen Hatch Dolly Kaczor Richard Peery Betsy Sullivan Howard Swindell Barbara Weiss Peter Wilson
Columbus	4	Kevin P. J. Miller Robert L. Severance
Denver	8	Victor Ciuccio Arthur Guerrero James Hulac
Detroit	13	Donald C. Kummer Tom Lonergan Louis J. Mieczko Aldo Vagnozzi

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>	<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Erie	4	William Buchanan Carol Przybyszewski			David C. Unger (Alt.) Emily Weiner (Alt.) Barbara Yuncker
Gary	2	Dean A. Bottorff James A. McGill John B. Mitchell (Alt.)	Northern Ontario	1	Wendy Bateman
Great Falls	1	Carla W. Beck Phil Smith (Alt.)	Ottawa	5	Don Butler Charles Daly Tim Harper Guy Lepage (Alt.) Bridget Petersen James Scheer Gerry Thompson (Alt.)
Harrisburg	2	Janis Wilson			
Hawaii	6	Roy C. Kruse Stanley J. Souza			
Hudson County	2	Frank V. Goodman	Pacific Northwest	13	Robert E. Bruner Jack Hopkins Anna Padia John Tong
Knoxville	2	John R. Barrett Harold Julian			
Lexington	1	Linda Foley Monty Foley (Alt.)	Pawtucket	2	Julie Dalton
Los Angeles	5	Donald A. Chorpenning Bobbie R. Jenkins Linda Zink	Peoria	3	Michael Roeder Wilbur Rohman Brenda Story
Manchester	3	Dianne Martino David Rousseau James Schaufenbil	Philadelphia	13	Frank Gleeson Eugene B. Jones Carol McGarvey Patricia L. Odoms Geraldine Oliver Richard V. Sabatini
Memphis	6	Frederick Baty Daniel Hanson Edith Kuchenmeister Evangeline Lamar Faye McCracken Robert Stewart Mary Wilson (Alt.)	Pittsburgh	3	Edward D. Bell Ken Fisher Stephen Menzler
Montreal	4	Michael Dugas Gary Munden Fred Reed Frederica Wilson	Portland	5	David C. Langzettel
			Providence	6	C. Claire Keefe Franklin S. Prosnitz Charles D. Walker
			Pueblo	3	Peter Geier
New York	55	Cathy Arnst Don Bacheller Paula R. Bernstein Robert F. Carroll Joan Cook Joy Cook Edwin R. Egan J. David Kirkpatrick Harry Leykis Michelle Malise (Alt.) Frank Mazza Ronald Miskoff James H. Orcutt Thomas Pennacchio Nancy Stadtman Melvin Tapley Gordon T. Thompson (Alt.) Betsy Wade	Puerto Rico	12	Angel Baez Rivera Alfredo Gonzalez Sanchez Luis Rivera Garcia Arturo T. Ruiz Engo
			Rockford	2	Elizabeth Hopp-Peters Kurt Peters
			St. Louis	12	William R. Balota Roy Cummings Thomas Cunio Martin Goldman Robert C. Hermann Robert C. Holt, Jr. Lionel Horton Henry Lebbing Robert E. Ryffel Robert A. Steinke Virginia Watson

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Salem	2	Nelson K. Benton Frederick Berry
San Antonio	2	Joyce Hotchkiss
San Diego	10	John C. Edgington Gerald L. Schultz
San Francisco- Oakland	16	Doug Cuthbertson Don Fortune Larry D. Hatfield Bob Klose Helen S. Palter Christopher J. Smith Floyd Tucker Roger Warnock
San Jose	9	Gene Bryant Russ Cain Louis M. Calvert William T. Davis William Ernst Jim Geiger Frank Sweeney
Scranton	3	Victor Alfano Mitchell Grochowski
Sheboygan	2	Jim Eichmann
Sioux City	1	Harvey M. Sanford Glenn Olson (Alt.)
Southern Ontario	19	Paul Bryan John T. Bryant Sharon Bryant Susan Craig Brian Dawson Katie Fitzrandolph Gerald Huntley Doug LaRochelle Marni Livingstone John Lowe Paul Mallon Leo Maltais Bob McCarty William McQueen Ross Miller Sam Reyenga Dennis Robinson Mark Shapiro Linda Torney
Terre-Haute Toledo	3 6	Carl L. Bender Brady Abodeely Howard Burkhardt Sidney Goldberg Thomas James Kenneth E. Rieger Lillian White
Twin Cities	10	John Carmichael Bruce Nelson

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Vancouver- New West- minster	12	Steve Bosch Alice Busby Patricia Lane Douglas Louth Lorna McLean Jan O'Brien Roy Tubbs
Victoria	4	Lillian Munch Roger Stonebanks
Washington- Baltimore	23	Brian K. Barger James M. Brown Michael Davis Raymond G. Dick Mary Esslinger David Filicko Eric Geist Patrick Gilbert Ernest Green Thomas Grubisich Jacqueline Hawes Warren E. Howard Jane Huffman Margo Johnson Carol Lee Mend Ernest Mercer Elma Morrison Stephenie Overman Jonh C. Rau Markley Roberts Carlos J. Sutton
Wilkes-Barre	3	Patrick G. Rushton John J. Wallace
Wire Service Guild	14	Allan R. Bruce Harry Culver Judy Dugan (Alt.) William Morrissey Richard J. Olive Frederick Standish (Alt.)
Youngstown	3	John E. Kennedy Marie Shellock

Signed: Doug Louth, Vancouver-New Westminster, Chairperson; Robert Steinke, St. Louis; Betsy Wade, New York; Carl Bender, Terre Haute; Gerry Maraghy, Boston; Stan Souza, Hawaii; Ray Dick, Washington-Baltimore .

**BROTHER LOUTH:** The committee reports there are 237 delegates and 11 alternates from 58 locals registered. The votes of all the locals at the convention total 402.

**I move the adoption of the Credentials, Brother Chair.**

CHAIRPERSON CULVER: Thank you, Doug. Was there a second?

CHAIRPERSON CULVER: Seconded by Stan Souza, Hawaii.

It's been moved and seconded. Is there discussion? All in favor of adoption of the first report of the Credentials Committee please say aye. Opposed? The motion is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: I will recognize Linda Foley at this time.

John, excuse me.

BROTHER JOHN C. EDGINGTON (San Diego): Edgington, San Diego.

Brother Chairperson Culver, **I would move the adoption of the convention agenda.**

(Seconded by several.)

CHAIRPERSON CULVER: All right. There was a motion for adoption of the convention agenda. All in favor say aye. Opposed? It is adopted.

#### MOTION CARRIED

BROTHER SCHEER: Before you leave the agenda, on the IERC item for this morning, it is marked down on the agenda as election, I presume we are just going to nominate.

CHAIRPERSON CULVER: I think we get into that with the rules immediately, and you will find that is correct.

I recognize Linda Foley at this time for the Rules Committee report.

SISTER FOLEY: Thank you, Brother Chairperson.

### FIRST REPORT OF THE RULES COMMITTEE

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 they 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 Con-

vention for consideration of such procedural matters as the chair, committee chairperson or convention may submit to them.

19. Reports of pre-convention 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.

Signed: Linda Foley, Lexington, Chairperson; Carlos J. Sutton, Washington-Baltimore; Art Guerrero, Denver; Roy Cummings, St. Louis; James Scheer, Ottawa; Joan Cook, New York.

The committee notes there are no changes from last year's rules. 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 proposal would be subject to 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.

**Mr. Chairman, I move adoption of the Rules Committee report.**

**CHAIRPERSON CULVER:** Thank you, Linda. Is there a second?

(Seconded by several.)

**BROTHER STEWART (Albany):** Brother Culver, in reference to number 23, in view of the fact that there might very well be more than the appropriate number of candidates, I would ask the chair if a motion is in order or what the procedure would be so that the delegates may have these names in writing for consideration, so that we could see their names in writing so that we can keep track of who's who and what's what?

**CHAIRPERSON CULVER:** Your request presumes there will be more than seven, to begin with, and if there are, they will be posted on the door outside, and the election would be at a subsequent session. Or are you thinking if there are only seven?

**BROTHER STEWART:** No, I am thinking if there is a question of a contest, could we not have a distribution of the names well enough in advance. We went through this once before at another convention where we did actually have the names, you know, printed on a piece of paper so that we could, each delegate could, view the name and check and what have you so that when it came time to casting votes we knew what the heck was going on.

**CHAIRPERSON CULVER:** Yes, they will be posted on the office door—on the bulletin board.

**BROTHER STEWART:** I think a little more than posting them on the door would be in order, in the event there are more than seven candidates.

**CHAIRPERSON CULVER:** All right. We can have them mimeographed or whatever or Xeroxed and distributed.

**BROTHER STEWART:** Thank you.

**CHAIRPERSON CULVER:** Yes. Sorry.

Back to the rules. It's been moved and seconded. Is there discussion on the rules? All in favor of adoption of the rules report say aye. Opposed? The motion carries, and the rules are adopted.

#### MOTION CARRIED

**CHAIRPERSON CULVER:** At this time we will take up the nomination of the International Election and Referendum Committee. I recognize Gene Bryant, San Jose.

**BROTHER GENE BRYANT (San Jose):** I would like to nominate the following for the IERC: Claire Keefe, Providence; Michelle Davis, San Diego; Jerry MacDonald, Canadian Wire Service; Bob Steinke, St. Louis; Peter Miller, New York; Ernie Mercer, Washington-Baltimore; Lou Mleczko, Detroit.

**CHAIRPERSON CULVER:** Are there any further nominations?

**BROTHER DICK (Washington-Baltimore):** Mr. Chairperson, many people have approached me since the convention opened and have noticed that something is missing, someone is missing from the Washington-Baltimore delegation, that person being Dorothy Struzinski, the administrative officer, who has given and added much to many conventions, as well as to the local.

Dorothy underwent surgery approximately four weeks ago. I am very happy to report that indeed she is doing well and will soon be back on the job.

**I rise to nominate Dorothy Struzinski for the International Election and Referendum Committee.** Dorothy is a person who knows the constitution, knows the constitution by heart and in every way. Dorothy is also a person who knows the rules and knows the rules in every way.

Dorothy is also a person who knows labor law, which is a very important facet to this committee.

**I therefore nominate Dorothy Struzinski for the International Election and Referendum Committee.**

**CHAIRPERSON CULVER:** All right. Dorothy Struzinski has been nominated.

If there are others who wish to make any nomination speech for their particular candidate, I think that we should allow them to do so. We really hadn't intended

to go into any more than names, but it is all right if you do.

**BROTHER ROY TUBBS** (Vancouver-New Westminster): Roy Tubbs, Vancouver-New Westminster.

**I would like to nominate Patty Lane.**

**CHAIRPERSON CULVER:** Very well. Patty Lane has been nominated.

**SISTER HOTCHKISS** (San Antonio): I simply wanted to second the nomination of Struzinski.

**CHAIRPERSON CULVER:** Yes, seconds are not required.

**BROTHER THOMAS LAPOINT** (Albany): **I would like to place the name of our Victor Stewart in nomination.**

**VICE PRESIDENT FLOYD TUCKER** (San Francisco-Oakland): Brother Chairperson, I rise to second the nomination of Patricia Lane. Do I understand that second is not necessary?

**CHAIRPERSON CULVER:** Yes, the seconds are not required on the nomination.

**VICE PRESIDENT TUCKER:** Thank you.

**CHAIRPERSON CULVER:** Are there further nominations?

**BROTHER JONES** (Philadelphia):

**I would like to nominate Richard V. Sabatini.**

**CHAIRPERSON CULVER:** Richard Sabatini has been nominated. Are there further nominations? I see the mikes are clear, and I am going to declare the nominations are closed.

According to the rules, this means we will not have this election until tomorrow—Wednesday, I'm sorry. That's when we resume our sessions.

We have two delegates who have asked to transfer from one committee to another, and I am going to ask the unanimous consent of this body to permit this so we won't have to go through the formalities of a motion.

Ken Fisher of Pittsburgh wishes to transfer from Collective Bargaining to Research and Information, and Kira Lisa Warren of Cincinnati wishes to transfer from Collective Bargaining to Research and Information.

I am asking the unanimous consent of the body to approve this. Is there objection? There being no objection, that will be the order.

(The Convention recessed at 12:30 p.m.)

## **WEDNESDAY MORNING SESSION** **July 1, 1981**

The Convention reconvened at 11:15 a.m., Chairperson Culver presiding.

**CHAIRPERSON CULVER:** Our first order of business will be the Second Report of the Credentials Committee, Doug Louth, you are recognized.

**BROTHER LOUTH** (Vancouver-New Westminster): Thank you, Brother Chairperson.

### **SECOND AND FINAL REPORT OF THE CREDENTIALS COMMITTEE**

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Memphis	6	Carolyn Gause (Alt.) Arch Stewart (Alt.)

The Committee reports that 235 delegates and 15 alternates from 58 Locals are registered. The votes of all the Locals at the Convention total 402.

Signed: Doug Louth, Vancouver-New Westminster, Chairperson; Carl Bender, Terre Haute; Ray Dick, Washington-Baltimore; Stan Souza, Hawaii; Robert Steinke, St. Louis; Betsy Wade, New York; Gerald Maraghy, Boston.

**BROTHER LOUTH:** I would like to take this opportunity to thank the committee for their assistance.

**I move adoption of the Credentials report.**

**BROTHER KRUSE** (Hawaii): Second.

**CHAIRPERSON CULVER:** Adoption has been moved. Is there discussion?

**CHAIRPERSON CULVER:** All in favor of the adoption of the report please say aye. Opposed? Motion carries. The report is adopted.

**MOTION CARRIED**

**CHAIRPERSON CULVER:** At this time

I will recognize Linda Foley, chairperson of the Rules Committee, to give you an interpretation of Rule 23 with regard to the IERC election.

**SISTER FOLEY (Lexington):** Thank you. For those of you who were not here last year and those of you who were, I think that we need to go over again the interpretation on the application of Rule 23. First I will read the rule and then I will go over the interpretation.

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.

#### **On the Application of Rule 23**

As in the past, the Rules Committee presents 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 1½ 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 Num-

ber 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.

**SISTER FOLEY:** I believe you all have a copy of this if you need to refer to it.

Thank you.

**CHAIRPERSON CULVER:** Thank you. No action is required on this. Thank you very much, Linda Foley, for the explanation.

Is Bill Morrissey here? Is there any member of the Resolutions Committee here? In order to expedite this, Brian Dawson, who is a member of the Resolutions Committee, has agreed to move these reports so we can proceed with this work.

Brian, you are recognized.

**BROTHER DAWSON (Southern Ontario):**

#### **Repression in South Africa**

**The government of South Africa, in suppressing principal black newspapers and banning leading black newspaper unionists, is engaged in a flagrant and indefensible attempt to silence the voice of its repressed**



black citizens, subvert black trade-union activity and destroy freedom of the press.

The government has permanently closed the Argus chain's Johannesburg Post and Sunday Post and has banned five leaders of the Media Workers Association of South Africa (MWASA), the union of black newspaper workers. Now, compounding the outrage, it has arrested two MWASA leaders, Zwelakhe Sisulu, president, and Thami Mazwai, former national secretary.

These government actions serve both to repress dissent and cripple trade-union activity.

The Post and Sunday Post, although white-owned, appealed to a black readership, had a black staff and voiced the aspirations of the black community. Their suppression is a blow at both freedom of the press and black rights.

The Convention calls on the South African government to reverse these indefensible actions by permitting black newspapers to reopen in Johannesburg, freeing black journalists and union leaders, lifting all bans against them and respecting trade union rights.

The Convention also calls on the governments of the United States and Canada to use the powers available to them to persuade South African Prime Minister P. W. Botha to right these injustices.

I move its adoption.

CHAIRPERSON CULVER: Adoption has been moved. Is there discussion on the resolution? Yes.

BROTHER RICHARD PEERY (Cleveland): I would like to amend this resolution. I think the resolution is fine as far as it goes. It doesn't begin to go far enough.

What we have seen since the Reagan administration has come to power is a reversal of the trend toward our relations with South Africa that had developed under the Carter administration.

CHAIRPERSON CULVER: Excuse me, Dick. If you are going to offer an amendment, offer the amendment and then the speech.

BROTHER PEERY: All right. Let me just say the amendment was hastily written just a few minutes ago and may not be the best wording, but you get the sense of it.

I'd like to amend this motion to add a statement that the convention also calls on the Reagan administration to reverse its trend toward increasing support for the repressive South African government as exemplified by the administration's vote in the International Labor Organization and its refusal to vote to impose sanctions in the United Nations.

I will offer that as an amendment. (Applause.)

BROTHER J. DAVID KIRKPATRICK (New York): Second.

CHAIRPERSON CULVER: All right. It's been moved and seconded.

Is there discussion on this amendment?

BROTHER PEERY: Mr. Chairman, if I may, I would like to simply point out that according to news reports that we have been able to get out of South Africa, these repressive actions that have been taken in the last few months and especially in the last few weeks in South Africa apparently have come as a direct result of the Reagan administration's increasing support for South Africa, and because the administration's posture is one of encouraging the closing of newspapers and repression of journalists and the repression of trade unions in South Africa, I think it is very important that we lay the blame where it belongs and we name the only people that we have any power to influence, and so I hope we pass this amendment.

CHAIRPERSON CULVER: Dick Peery, would you clarify one thing on this amendment. You refer to the ILO vote. Would you explain what that vote pertained to.

BROTHER PEERY: Okay. All of you delegates have in front of you a copy of the latest AFL-CIO News, and if you turn to an inside page, page 3, you will see an article, "U.S. Workers Support ILO Attack on Apartheid; Government Abstains," and the gist of the article is that the labor delegates to the International Labor Organization in Geneva supported a declaration by the ILO announcing the "degrading criminal and inhumane racial policies," of the South African government. Our government representatives to the ILO, however, abstained from voting on this and implicitly came down on the side of degrading criminal and inhumane racial policies, and for this reason, as well as many others, I think we should pass this amendment.

CHAIRPERSON CULVER: All right. Is there further discussion? All in favor of adoption of the report please say aye. I'm sorry. The vote should have been on the Peery amendment.

All in favor of the amendment please say aye. Opposed? The amendment is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: Now we are back on the full report. All in favor please say aye. Opposed? The report is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: I recognize Bill Morrissey, chairperson of the Resolutions Committee.

BROTHER MORRISSEY (Wire Service):

#### VOTING RIGHTS ACT

The Voting Rights Act is the most effective civil-rights law ever passed. It was enacted in 1965, and continued in 1970 and 1975, to protect constitutionally guaranteed voting rights that had been systematically denied blacks in the South. In 1975 the act was expanded to protect the voting rights of Hispanic and other "language-minority" citizens against severe voting discrimination in the Southwest and West.

Unless continued by the United States Congress, the key provisions of the act are due to expire after Aug. 6, 1982: If this happens, the Justice Department stands to lose the authority to send federal observers to elections where possible violations are anticipated.

Legislation—H.R. 3112 and S. 895—has been introduced in the House and Senate to extend for 10 years the key provisions of the act. But attempts are underway to cripple the Act or scuttle it entirely.

The Convention supports extension without change of this legislation, which guarantees the most basic right of every citizen—the right to vote.

The Convention urges U.S. locals and members to write or call their congressional representatives and senators to register support for the Voting Rights Act.

I move adoption of the report.

BROTHER: Second.

CHAIRPERSON CULVER: The report

has been moved. It is now before you. Is there discussion? State your name and local.

All right. Will there be discussion? Are you ready for the vote? All in favor of adoption of the "Voting Rights Act" resolution please say aye. Opposed? The report is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: Brother Morrissey.

#### The Intelligence Identities Protection Act: A Gun aimed at the Press

The CIA, in the proclaimed interest of protecting the identity of its covert agents, has inspired legislation that strikes at the core of constitutional guarantees of press freedom.

S. 391 and its House counterpart, H.R. 4, would provide penalties for individuals with access to classified information who disclose information that identifies covert agents. But it goes further.

It provides stiff penalties—up to three years in prison or a \$15,000 fine—for anyone who discloses the identity of a covert agent, even if the information is derived from unclassified, public sources. That provision strikes directly at the press and the First Amendment. No showing of damage to national security would have to be made.

While the bill, in its Senate version, requires that the disclosure must be part of "a pattern of activities intended to identify and expose covert agents," news organizations have pointed out that such a pattern could easily be construed from the proper activity of both journalists and researchers—activity that is protected by the First Amendment. Publication of a series of stories identifying CIA agents who have deliberately violated the law, for example, could be considered to constitute such a pattern.

Compounding the threat posed by these bills is the request by CIA Director William J. Casey, supported by Attorney General William French Smith, for legislation that would permit the FBI to make warrantless searches of newsrooms in cases involving publications of agents' identities.

The Convention opposes any intelligence-identities legislation that seeks to penalize the press in the performance of its First

Amendment role and urges that all such provisions be stricken from pending bills.

Mr. Chairperson, I move for adoption of the resolution.

(Seconded by several.)

CHAIRPERSON CULVER: The report has been moved and is now before you. Will there be discussion? All in favor of adoption of the report, "The Intelligence Identities Protection Act" resolution, please say aye. Opposed? The motion is adopted.

MOTION CARRIED

BROTHER MORRISSEY:

#### **Freedom of Information Under Attack**

The U.S. Freedom of Information Act is under wide-ranging, sustained and virulent attack. The law enacted in the conviction that the processes of government must be open to public surveillance if they are to be subject to public control is threatened with dismemberment.

In a campaign orchestrated by the Reagan Administration, the FOIA faces these threats:

- ✓ A bill (S. 587) introduced by Sen. Orrin Hatch (R-Utah) that would substantially broaden the number of exemptions for law-enforcement and intelligence-agency records, relax deadlines for agency action on requests any applicant could make to one annually per agency.
- ✓ Bills (S. 1235 and S. 1273) introduced by Sens. Alphonse D'Amato (R-N.Y.) and John Chafee (R-R.I.) that would virtually exempt the CIO from the Act.
- ✓ Amendments to the Consumer Product Safety Act that would exempt material submitted by manufacturers on defects in their products.
- ✓ A new Justice Department policy under which federal agencies need no longer show "demonstrable harm" from compliance with FOIA requests in order to have the Department defend them in court suits under the Act.

Attorney General William French Smith, in announcing the new policy, disclosed that the administration is preparing proposals for sweeping "reform" of the Act.

And the CIA is preparing legislation that would prevent court review of any CIA refusal to release information.

It is clear that dismantling of the Freedom of Information Act is the principal threat to press rights in the current Congress. If it is to survive, news organizations and all those concerned with the public's right to be informed must unite in a defense campaign as determined as the campaign being waged by those who would destroy it.

This Convention puts The Newspaper Guild squarely on record against all attempts to weaken or limit the Freedom of Information Act, urges Congress to reject them and offers the Guild's full cooperation with all other organizations defending the Act from attack.

Mr. Chairperson, I move for adoption of the resolution.

CHAIRPERSON CULVER: All right. It's been moved, "Freedom of Information Under Attack." Is there discussion? Are you ready for the vote? All in favor please say aye. Opposed? The report is adopted.

MOTION CARRIED

BROTHER MORRISSEY:

#### **Canadian Imperial Bank of Commerce Boycott**

The Canadian Imperial Bank of Commerce, one of Canadian banking's "Big Five," has demonstrated the banker's storied stone-heartedness toward its employees. Thrice convicted of unfair labor practices, it has fired union activists, inspired decertification moves in seven branches and has locked out employees in East Angus, Que., for more than a year.

In an effort to stem this antiunion campaign, the Canadian Labour Congress has called for a national boycott of the Bank of Commerce. It is asking affiliated unions to withdraw all their funds from the bank and individual members to do likewise.

The Convention endorses the boycott, urges Canadian Guild Locals to pull out any funds they may have in the Bank of Commerce and asks Guild members to take similar action, notifying the bank of their reasons. Money is the bank's lifeblood; the danger of losing it may restore to banking employees their own lifeblood—the right to bargain collectively. The Convention further directs that this action be com-

municated to all Canadian members of TNG.

**Mr. Chairperson, I move for adoption of the resolution.**

**BROTHER LOUTH** (Vancouver-New Westminster): I would just like to report to this convention that the Vancouver local has always had its money in the Canadian Imperial Bank of Commerce, and effective next month we have already started the proceedings to withdraw all our defense funds and our accounts from the Canadian Imperial Bank of Commerce and move them to the Van City Credit Union. (Applause.)

**CHAIRPERSON CULVER:** Thank you, Doug.

**BROTHER BRYANT** (Southern Ontario): Yes. About a month ago Southern Ontario did the same thing. We took all our money out of the Imperial Bank of Commerce, acting on Brother McDermott's request and, not only that, we took them for another \$15.80 because they took me to dinner to try to talk me out of it. (Applause.)

**BROTHER GERALD HUNTLEY** (Southern Ontario): I understand from the news reports that because interest rates on savings accounts are higher in Canada, some people from border cities are coming across the border and investing in bank deposit certificates and savings accounts in Canada. I would invite members or delegates from border locals to advise their members of the boycott so that if they come across the border to invest, that they invest in some other bank or trust company than the Imperial Bank of Commerce.

**SISTER JAN O'BRIEN** (Vancouver-New Westminster): I just wanted to add that we moved our money into a unionized bank branch. (Applause.)

**CHAIRPERSON CULVER:** Anyone else? All right. The report is before you, labelled "Canadian Imperial Bank of Commerce Boycott." All in favor of adoption please say aye. Opposed? The motion is adopted.

**MOTION CARRIED**

**CHAIRPERSON CULVER:** Is Roy Tubbs of Vancouver here?

**BROTHER TUBBS:** Thank you.

Delegates, you will note that the Canadian flag by the head table is at half-mast.

Last Saturday a gallant Canadian died, and the Canadian Policy Conference has drafted the following statement:

"Just a little over a year ago a young Canadian decided to attempt running across the 5,000 mile breadth of Canada. He was unknown to the nation but already a fighter and a winner. That young man was Terry Fox of Vancouver. He had lost one leg to bone cancer and believed he had the disease beaten. With an artificial leg he determined to run the 26-mile marathon distance every day and to raise funds for cancer research. He ran through Newfoundland, Nova Scotia, New Brunswick and Ontario, and he ran into the hearts of Canadians in every province. Front pages and radio and television newscasts brought the indomitable courage of Terry Fox to us all. We came to know his lopsided run, his sunburned face and curly hair as he ran his daily marathon of hope.

"Tragedy struck more than halfway across the country when doctors discovered that the cancer which had taken Terry's leg had recurred in his lungs. The marathon of hope ended when Terry was forced back to his home in Vancouver to continue his battle for life. He had aimed to raise \$1 million for cancer research. At last count he had raised more than \$24 million.

"As an indication of Terry Fox's impact, the Canadian government took the unprecedented decision to issue a stamp in his honor—the only exception the country has made to a rule that says only the reigning monarch can be honored with a stamp during his or her lifetime. That honor was presented just last week and only barely in time for Terry Fox to appreciate it. He died Saturday at the age of 22. In recognition of his giant contribution, the Canadian government has directed that flags be flown at half-mast.

"Despite the tragedy of Terry Fox's early death, there are few among us who will accomplish as much even if we live to a ripe old age.

"We ask this convention to recognize this remarkable young man in observing a minute of silence."

(Moment of silent tribute.)

**BROTHER TUBBS:** Thank you.

**CHAIRPERSON CULVER:** Thank you very much, Roy.

Brother Dale, you are recognized.

**SECRETARY-TREASURER DALE:** We are about to conduct the election for the IERC. Would the following delegates come forward to the platform to assist us as tellers in the conduct of this voting: Frank Sweeney of San Jose, Jack Kennedy of Youngstown, Lillian White of Toledo.

Fellow delegates, may I remind you that we are about to undertake a process that is not necessarily simple. It sometimes gets a little bit complicated.

You heard the rules and the interpretation of the rules read to you a little while ago. Just a reminder, we call the locals in alphabetical order, and when the local's name is called, each local shall announce in advance whether its vote shall be cast by total voting strength or delegate by delegate. When a vote cannot be expressed in whole numbers, it shall be expressed in decimals carried to the second decimal point.

(Tally of the roll-call vote that elected the IERC appears as Appendix A. Elected were Robert A. Steinke of St. Louis, Louis M. Mieczko of Detroit, C. Claire Keefe of Providence, Jerry E. MacDonald of Canadian Wire Service, Michele Davis of San Diego, Peter Miller of New York and Richard V. Sabatini of Philadelphia.)

**CHAIRPERSON CULVER:** Bill Morrissey, would you return and we will take up some more resolutions.

**BROTHER MORRISSEY:** A resolution, "Don't Buy Michelin."

#### **DON'T BUY MICHELIN**

The multinational Michelin Tire Company has not only declared its intention of operating nonunion at all of its U.S. and Canadian plants; it has gone to extraordinary lengths to beat back a United Rubber Workers organizing campaign in Nova Scotia. It has pressured the provincial government to come to its aid by enacting a series of antiunion laws, including one that requires a union to organize employees at all of a company's Nova Scotia plants, if they are "interdependent," before it can represent employees at any one of them. In Michelin's case, the plants are almost 200 miles apart.

The Canadian Labour Congress has declared a nationwide boycott against Miche-

lin, and the AFL-CIO has branded Michelin "unfair" and is also urging union members not to buy Michelin products. The Convention endorses this campaign and urges Guild members and their families to shun Michelin tires, Sears Allstate radial tires, made by Michelin, and all other Michelin products, including its travel guidebook, until the company deals fairly with employees seeking union representation.

**Mr. Chairman, I move for adoption.**

(Seconded by several.)

**CHAIRPERSON CULVER:** The motion has been moved. Will there be discussion of the "Don't Buy Michelin" resolution? All in favor of adoption please say aye? Opposed. The report is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled "Joint Operating Agreement." It is on the yellow page.

#### **JOINT OPERATING AGREEMENT**

The Seattle Times and the Seattle Post-Intelligencer have filed an application with the U.S. Department of Justice seeking approval of a joint operating agreement under terms of the Newspaper Preservation Act.

Joint operation would combine the advertising, circulation, business and production functions of the two newspapers while leaving only the editorial departments separate.

Approval of the application would result in the elimination of more than 200 jobs and have a negative impact on the community which relies upon having two separate and independent metropolitan newspapers.

Pacific Northwest Newspaper Guild Local 82, which represents some 950 employees at the two newspapers, acting with the assistance of TNG's international auditor, reviewed the Post-Intelligencer's financial records for the past five years and concluded that joint operation was not necessary for survival of the Post-Intelligencer.

The Justice Department's Anti-Trust Division recently completed its own review of the Post-Intelligencer's financial situation and reported to the Attorney General that the information obtained failed to compel the conclusion that the Post-Intelligencer

is in probable danger of financial failure—the required condition for joint operation.

This Convention joins PNNG Local 82 in opposing the proposed joint operation. The Convention believes it is important that there be not only two independent editorial voices in the community, but also two truly competitive newspapers — competing not only for the news, but also for subscribers and advertising dollars.

The Newspaper Guild Convention calls on the Attorney General to hold a public hearing before acting on the newspapers' application so that all questions raised about the need for joint operation can be answered and all alternatives be considered.

CHAIRPERSON CULVER: The report, "Joint Operating Agreement," has been moved for adoption. Victor.

BROTHER STEWART: I would like the record to show that Albany, New York, which is another bastion of the Hearst empire, is strongly in favor of this.

CHAIRPERSON CULVER: Center mike.

BROTHER BINKS: Porter Binks from Chattanooga. After having gone through a merger where 275 people lost their jobs, where a building that once had five unions now has one—that's us, 42 of us— and where in about eight months we are going to have to move into a totally nonunion building of the other employer, I heartily support it.

CHAIRPERSON CULVER: Gene.

BROTHER JONES: Eugene B. Jones, Philadelphia. The Philadelphia Local asks that it go on record as endorsing this.

CHAIRPERSON CULVER: Thank you.

The report is before you for adoption. All in favor of the resolution headed "Joint Operating Agreement" please say aye. Opposed? The motion carries.

#### MOTION CARRIED

BROTHER MORRISSEY: A resolution entitled, "The UNESCO Proposals: Time to Stand Firm." It is on the canary (Laughter.) Canary colored paper. Canaries are cheap.

#### THE UNESCO PROPOSAL: TIME TO STAND FIRM

It is time to recognize the ceaseless cas-

cade of proposals for a "new world information order" pouring forth from UNESCO for what they are: the choreography for a dance of death for freedom of the press.

The evils at which they are nominally directed are real: domination of much of the world's news flow by Western news agencies and communications giants, a lack of balance in Third World news reaching the West, the increasing hazards faced by correspondents pursuing the news in many countries.

But the solutions are worse: government-imposed ethics codes, a licensed press corps, and an increasingly regulated press.

Leaders of news organizations from 21 countries, including some from the Third World, took a firm stand against this rising tide in a declaration adopted in May at Talloires, France. They called for an end to all UNESCO attempts to regulate the flow of news and pledged united action to defend freedom around the globe.

The declaration, among other things:

- Called for the elimination of censorship and other constraints on the flow of news and opinion.

- Rejected the attempt to impose an international code of ethics on journalists.

- Rejected the licensing of journalists and all other proposals "that would control journalists in the name of protecting them."

- Opposed restrictions on anyone's freedom to practice journalism.

The Guild takes its stand alongside the signers at Talloires in supporting these principles. The Convention urges that representatives of our countries take an unyielding stand in future UNESCO forums against all attempts to make inroads on these principles and to erode, by whatever means, the pillars of press freedom. On this terrain there is no room to retreat.

Mr Chairperson, I move for adoption.

BROTHER: Second.

CHAIRPERSON CULVER: The report is before you. Are you ready for the vote? All in favor please say aye. Opposed? The UNESCO proposal is adopted.

BROTHER MORRISSEY: Resolution entitled "Freedom of Information for Canada." It is on a yellow page.

## **FREEDOM OF INFORMATION FOR CANADA**

The Liberal Government of Prime Minister Trudeau, in an historic departure from past policy, has introduced a comprehensive Freedom of Information bill containing the critical element of judicial review.

Canada has long been in need of legislation opening up the files of government to public view. The new bill, similar to one introduced by the former Progressive Conservative Government, goes a long way toward filling that need. Particularly noteworthy is the fact that it allows recourse to the courts when requests for information are denied.

The bill is not without its flaws. One of them, an unduly long transition period of five years before the law would become fully operative, is addressed by a pending New Democratic amendment that would make the law fully effective immediately. A second NDP amendment would provide unrestricted public access to product-safety information. Both are worthy of support.

Other weaknesses include a number of unjustified exemptions, excessively high fees for applicants, exclusion of crown corporations and limitation of the law's use to Canadian citizens or residents. They are weaknesses that can and should be eliminated.

But the principal concern is prompt passage of the bill in order to enshrine the freedom-of-information principle in Canadian law. The Convention urges Parliament to act on it without further delay, opening every possible window of Canada's government to its citizens.

**Mr. Chairman, I move for adoption.**  
(Seconded by several.)

**CHAIRPERSON CULVER:** The "Freedom of Information for Canada" resolution has been moved for adoption. All in favor of adoption please say aye. Opposed? The report is adopted.

### **MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled, "Thanks to Ed Schrode," on the green page.

### **THANKS TO ED SCHRODE**

The Newspaper Guild has become a strong union through the efforts of those people who have dedicated their lives to its

betterment, making numerous personal sacrifices along the way.

One such person is Edward J. Schrode of Wilkes-Barre.

Ed was a founding member of the Wilkes-Barre Newspaper Guild 44 years ago. He was Local 120 secretary for 25 years and served on the local's executive board throughout that period.

He represented the local on the Middle Atlantic District Council of which he was treasurer for several years.

On the international level, Ed served as vice president from Region I from 1969 through 1975.

Last year Ed Schrode retired from the newspaper industry, but not before helping to make the Wilkes-Barre Citizens' Voice strike newspaper a success.

The Newspaper Guild Convention commends Ed for his long and distinguished career and wishes him and his wife, Rita, happiness in retirement.

**Mr. Chairperson, I move for adoption.**

(Seconded by several.)

**CHAIRPERSON CULVER:** Any names to added? Jack.

**BROTHER WALLACE:** Jack Wallace of Wilkes-Barre.

I would like to second this resolution for one of the finest men that has ever been in this Newspaper Guild.

**CHAIRPERSON STEWART:** Albany would like to express its support for the resolution and its personal thanks to Ed Schrode.

**BROTHER GLEESON (Philadelphia):** I would also like to add my name to the report, to the resolution, and thank him personally for having known him for many years, still know him, actually.

**CHAIRPERSON CULVER:** Thank you.

Is there discussion? The vote will occur on the "Thanks to Ed Schrode" resolution. All in favor please say aye. Opposed? The report is adopted.

### **MOTION CARRIED**

**CHAIRPERSON CULVER:** Thank you, Bill Morrissey. We will give you a little

rest now. Our next report will be Guild Reporter.

SISTER DIANNE MARTINO (Manchester): Okay, this is the First Report of the Research and Information—Political Action—Guild Reporter Committee. Guild Reporter.

## **FIRST REPORT OF THE RESEARCH & INFORMATION— POLITICAL ACTION— GUILD REPORTER COMMITTEE**

### **GUILD REPORTER**

From the first days of the Guild, its leaders and members have known that the key to the union's success is communication. Now, as then, the Guild Reporter is the principal regular communications link between TNG and Guild Locals and members, as well as between Guild Locals.

As the Guild's principal regular communications link, the Guild Reporter continues to cover a wide range of subjects within the union, the industry, the labor movement and governments that affect the immediate and future welfare of Guild members, as well as the Guild itself.

But the Guild Reporter, along with the publications of other unions and nonprofit organizations, faces a potentially major fiscal barrier to being able to continue to fulfill that role.

The Guild Reporter's postage bill increased by 16.6 percent in TNG's last fiscal year. The very real possibility exists that the rates for second-class postage for copies to members in the United States could double come Oct. 1, the first day of the U.S. government's next fiscal year.

The Reagan administration's budget for that year does not contain any funds for continuation of appropriations mandated by Congress in Public Law 93-328, enacted in 1974, to phase in through 1987 what is turning out to be a 3,000 percent increase in nonprofit second-class postage rates. Half the increase—1,500 percent—has gone into effect. It is the largest increase for any group of mail users during the last 10 years.

Without the annual appropriation to continue the phase-in—about \$250 million for 1981-82, less in subsequent years—the nonprofit press' postage rates will double overnight on Oct. 1. The Guild Reporter's

cost per copy to members and others in the United States would rise from 3.1 cents to 6.5 cents.

TNG and other unions have been working to restore the appropriation to the budget through the International Labor Press Assn. The ILPA helped put together a coalition of nonprofit publishers—including churches, community, veterans' and farm organizations—seeking restoration of the appropriation.

As TNG and the ILPA have pointed out, it does little good to be free to publish under the First Amendment if postal rates make distribution prohibitively expensive, or nearly so.

Mindful that both the House and the Senate are working to enact "budget reconciliation bills" before their scheduled recess a month from now, we are asking delegates to this convention to sign now petitions to the 97th Congress calling on each member to do all within his or her power to assure the restoration and continuation of appropriations to carry out Public Law 93-328. Copies of the petitions are on your tables. Volunteers from the Research & Information-Political Action-Guild Reporter Committee are about to circulate among you to pick up signed copies of the petitions. Try to have everyone at your table sign the same petition. Take the other copies on your tables back to your locals, ask others there to sign them, and send them to your members' senators and representatives. TNG will see to it that the petitions you are signing here will be delivered to key leaders of the House and the Senate—and appropriate people in the Reagan administration.

In addition, the Guild Reporter, chiefly through the ILPA and the Canadian Association of Labour Media/Association Canadienne de la Presse Syndicale, is exploring alternative means of cushioning the impact of postal-rate increases without detrimentally affecting what is already an overly slow delivery system or impeding fulfillment of TNG's Constitutional requirement that the GR be "distributed to all members."

Guild members receive the paper by second-class mail without charge. They may receive it via first-class mail upon payment of an annual fee of \$6.25. As TNG's 1981 fiscal year ended, seven locals were maintaining first-class subscriptions for their



officers (other than their presidents) and/or executive board members. Some locals also have purchased first-class subscriptions for their attorneys. A few locals' attorneys buy their own first-class subscriptions. (All local presidents and executive officers, district council presidents, TNG vice presidents and international representatives receive the paper by first-class mail without charge.)

In keeping with the above, the Convention recommends that:

1. U.S. locals impress upon their senators and representatives the need for restoration and continuation of appropriations to carry out Public Law 93-328.

2. U.S. and Canadian locals encourage the postal services to afford publications of less than weekly frequency the same accelerated delivery provided for publications of weekly and greater frequency.

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

4. U.S. and Canadian 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, as well as the ILPA.

6. TNG approach CALM/ACPS with a view to pressing the Canadian Post Office to: a) reduce the numbers required for bulk discounts for third-class mail and/or b) introduce a midrange discount for mailing of lesser numbers than 5,000 within a province or 10,000 nationally.

Brother Chairperson, I move adoption.

BROTHER: Second.

CHAIRPERSON CULVER: Thank you, Dianne.

Are there any names to be added to this report? Is there discussion?

BROTHER LOUTH (Vancouver-New Westminster): I would like to ask the chairperson if they could find out—I have just noticed something. It says that all local presidents and executive officers and district council presidents and TNG vice

presidents and international representatives receive the paper by first class mail without charge.

Is that sent to your home, or is that sent to the Guild office? Because I haven't received anything in two years.

SISTER MARTINO: I can check with Jim Cesnik, but mine comes to the same address as the later one.

Jim, are you around?

SISTER MARTINO: Jim Cesnik informs me it may go to either your home or to your office, depending upon what they have as a request on the mailing list.

SISTER MARTINO: His guess also is, Doug, if the local has a full time office, the Guild Reporter would be sent to the office as opposed to the residence.

BROTHER LOUTH: As a member of the Guild, do I get one sent to my home anyway, too?

SISTER MARTINO: You should.

BROTHER LOUTH: In two years I haven't received one.

SISTER MARTINO: Just a brief comment on the report. In here we state that there are extra petitions to the 98th Congress regarding the postal rates which are on green pieces of paper. Extras were not distributed on the tables, so if you do want to take them back to your locals—and I strongly encourage you to do so—they will be with the other extras on the table on this side of the room to my left. Will you please pick them up. It would be appreciated.

(The Petition to the 97th Congress read as follows:)

#### A PETITION TO THE 97th CONGRESS

WHEREAS, postage rates are the fastest-rising item in the budgets of the nations' nonprofit press—the publications of church, veterans, farm and community organizations, as well as unions, and

WHEREAS, second-class, nonprofit rates, having risen 1,500 percent in 10 years, are due to double again, either by 1988 or overnight on Oct. 1, 1981, if appropriations mandated by Public Law 93-328 are not made by the 97th Congress,

WE, therefore, call upon you to do all in your power to assure the restoration or

continuation of appropriations to carry out Public Law 93-328, which calls for annually declining subsidies for postage rates for nonprofit publications through 1987.

**CHAIRPERSON CULVER:** Are you ready for the vote? The vote is on the first report of the Research and Information—Political Action—Guild Reporter Committee. All in favor please say aye. Opposed? The report is adopted.

**MOTION CARRIED**

**CHAIRPERSON CULVER:** You are in recess until 9 o'clock tomorrow morning.

(The Convention recessed at 1 p.m.)

## **THURSDAY MORNING SESSION**

**July 2, 1981**

(The Convention reconvened at 9:10 a.m., Chairperson Culver presiding.)

**CHAIRPERSON CULVER:** Will the convention come to order.

Is Brother Morrissey available? We have some resolutions to take up.

**BROTHER MORRISSEY:** "Help for Canadian Farm Workers."

### **HELP FOR CANADIAN FARMWORKERS**

The United Farm Workers of America under Cesar Chavez has brought to world attention the plight of the California farmworkers who, in a bitter irony, had for decades gone hungry in the midst of plenty.

Now the effort to bring farmworkers a better life has begun to take hold in Canada, where the migrant farmworkers' lives have been as austere as, if not harsher than, those of their U.S. counterparts. A few years ago, it was estimated that if the picker's pay were doubled, it would increase the retail price of tomatoes by only 10 cents a pound.

In Canada, farmworkers face not only the opposition of the growers but governments that are openly hostile to their organizing efforts. In most jurisdictions, labour laws deny basic collective bargaining rights to workers in agriculture.

The Newspaper Guild has long supported the farmworkers' struggle for dignity and decent living standards in the U.S.

Therefore, the Guild Convention supports the parallel efforts of the Canadian Farm-

workers' Union and calls on governments at all levels in Canada to enact legislation extending to farmworkers the rights other workers enjoy.

**Mr. Chairperson, I move for adoption of the resolution.**

**BROTHER:** Second.

**CHAIRPERSON CULVER:** The motion has been moved for adoption. Is there a discussion on the resolution, "Help for Canadian Farm Workers"?

If not, we will call for the vote. All in favor please say aye. Opposed? The resolution, "Help for Canadian Farm Workers," is adopted.

**MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled, "Solidarity," is on a green page.

### **SOLIDARITY**

Recent gains by devotees of conservatism and anti-unionism pose a great and mounting threat to workers who look to organized labor for job security, a decent standard of living, occupational health safeguards and other employment-related protections.

There is today a critical need to foster and build what has always been the greatest single source of union power—solidarity.

The membership of TNG should be energetically encouraged to make a rule of, whenever possible, looking for union labels or union affiliation before purchasing a product or patronizing a business.

TNG members are also encouraged to watch with vigilance for opportunities to support union brothers and sisters in all trades and industries through direct involvement in struggles and through the honoring of requests that patronage be withheld from struck or unfriendly firms.

The Newspaper Guild Convention urges that members acknowledge and embrace the good that has come to workers through united strength, and that will continue to come as that strength is wielded to build the labor movement and to repel attacks from antagonists of the Union.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER:** "Solidarity"

resolution has been moved. Will there be discussion? On my left.

**BROTHER ROBERT A. STEINKE** (St. Louis): If we are serious about this type of resolution, I ask the people here that are smoking to see if they are smoking Salems, to see if they are smoking Winston, Vantage, or Now, they are all nonunion, made by the Reynolds Tobacco Company, and I think we should start publicizing that.

It is in every AFL-CIO publication, it is in most state publications and all city publications, but around this convention—and I have seen it all week—there are more nonunion cigarettes than union cigarettes here. (Applause.)

**CHAIRPERSON CULVER**: Is there other discussion? The resolution, "Solidarity," is before you. All in favor please say aye. Opposed? The motion is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY**: A resolution entitled, "No License on Freedom." It is on a green page.

#### **NO LICENSE ON FREEDOM**

A bill that would license freedom of the press has been introduced into the Puerto Rican Senate.

The bill, in emulation of a practice that has, unfortunately, taken root in several Latin American countries, would create a College of Journalists empowered to accredit all journalists. Anyone attempting to practice journalism without accreditation would face fine or imprisonment.

The proposal, while originating with a group of journalists, has been denounced by the Executive Committee of the Puerto Rico Guild and two of the Commonwealth's leading newspapers, *El Mundo* and the *San Juan Star*. Although motivated by the desire to upgrade both the economic and professional standards of unorganized sectors of the Puerto Rican news industry, it is misguided in its means and dangerous to an extreme in its end product; a licensed press corps.

Physicians and lawyers must be licensed to protect the public from wrongful acts, but democracy is founded on the concept that the public needs no protection from "wrong" ideas or information. On the contrary, truth will emerge, more quickly and more surely than under any other system,

from the unhindered freedom to seek and disclose it. Democracy has no room for a privileged class given an exclusive license on this freedom.

The Convention therefore calls on the Puerto Rican Legislature to reject the proposal for a College of Journalists or any other proposal for regulating journalists. It urges Puerto Rican journalists to seek improvement in their economic and professional standards through trade-union organization, improved journalism education and other means better calculated to achieve them without destroying the freedom that nurture them.

**Brother Chairperson**, I move for adoption of the resolution.

**CHAIRPERSON CULVER**: The motion is before you, "No License on Freedom." Is there discussion? All in favor of the resolution please say aye. Opposed? The report is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY**: A resolution entitled, "Protecting Whom?" It is on a pale yellow sheet.

#### **PROTECTING WHOM?**

The so-called Family Protection Act before the U.S. Congress, in the guise of protecting "the viability of the American family," instead protects the traditions employers have used for so long to keep working women poorly paid and with limited opportunity. It is a "Moral Majority" catchall that takes practically every piece of social legislation of the last 50 years and reverses it. Its provisions limit federal funds for shelters for battered women and abused children, and restrict the use of federal funds to litigate for desegregation and gay rights and against police brutality. It slaps at the labor movement through such provisions as banning funds to school districts that require teachers to pay union dues or fees as a condition of employment, and by prohibiting federal legal services from conducting training programs that encourage "labor . . . activities, boycotts, picketing, strikes and demonstrations." In fact, it is an attempt to keep women out of the workforce, keep minorities and the poor "in their place" and "protect" unions from growth. The Convention therefore opposes passage of House Resolution 311 and its Senate counterpart, and urges its members to communicate to their lawmakers their opposition.

**Mr. Chairperson, I move for adoption.**

**CHAIRPERSON CULVER:** The resolution, "Protecting Whom?" has been moved for adoption. Is there discussion?

**SISTER MARIA SCRIVANI (Buffalo):** While the delegates of the Women's Caucus, who drafted this resolution, recognize the need to oppose Reagan's economic program, we also wish to alert the Guild to the dangers of this particular piece of legislation. In addition to the provisions listed here, the bill contains many provisions that in fact represent the reactionary platform of the Moral Majority. We urge the convention to support this resolution. (Applause.)

**CHAIRPERSON CULVER:** Is there further discussion? The mikes are clear. All in favor of the resolution, "Protecting Whom?" please say aye. Opposed? The resolution is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled, "Information and Privacy in Canada." It is on a pale yellow sheet.

#### **INFORMATION AND PRIVACY IN CANADA**

Access to government information and protection of privacy are two needs felt no less strongly in Quebec than anywhere else.

After seven months of deliberation and consultation, the Pare Commission on accessibility of government information has just recently released its report. It contains 135 recommendations, suggests the text of a freedom of information law, and proposes the setting up of a surveillance mechanism.

Widely accepted principles such as the right to information and respect of confidentiality are the cornerstones of the Pare report. The Commission goes as far as suggesting that not only government departments as such, but also Crown corporations, municipal institutions, school boards and health establishments under government control, be covered. As a result, the practice of in camera debate or deliberation by municipal councils would be brought to an end.

The Pare report provides a solid basis upon which a law dealing with access to government information can be drawn up. The Quebec Communications minister, in an early reaction, said he was "very favor-

able" to the Commission's recommendations.

The Newspaper Guild Convention supports the recommendations of the Pare Commission and calls upon the Quebec government to enact legislation embodying its recommendations, while at the same time eliminating most of the exceptions, specifically concerning ministerial documents and those concerning what is termed "public security." This measure of public protection is already long overdue.

**Mr. Chairperson, I move for adoption.**

**CHAIRPERSON CULVER:** The resolution, "Information and Privacy in Canada," has been moved for adoption. Is there discussion?

**BROTHER REED (Montreal):** (In French.)

I will translate what I just said. It is nice to hear a few words of French on the convention floor because we do have a French constituency in our union as well. (Applause.)

What I said was, in essence, the following: This is the translation of a document written in French and designed to be submitted to the government of the Province of Quebec in Canada. What I would like to do is to obtain the necessary assurance from the Convention that this resolution will be sent to the government in its original French version.

Thank you.

**CHAIRPERSON CULVER:** Yes, that will be done, Fred.

Is there further discussion on this resolution? The mikes are clear. The resolution, "Information and Privacy in Canada," is before you. All in favor say aye. Opposed? The motion is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled, "Protect Against Secret Snooping." It is on a blue page.

#### **PROTECTION AGAINST SECRET SNOOPING**

Disclosure that telephone records of the New York Times' Atlanta bureau were subpoenaed without the newspaper's knowledge, despite federal guidelines on subpoenas relating to the press, demonstrates the need for legal protections.

Reporters and their sources apparently need more assurances than guidelines can provide if the flow of confidential information over telephone lines is not to be choked off.

Full protection will only be achieved when Congress passes a federal privilege law protecting the sanctity of all newsmen's information and sources. Until then, however, the least that must be enacted is a law requiring that parties whose telephone records are subpoenaed be given a chance to contest the subpoenas in court before the records are turned over.

The Convention urges early consideration and quick passage of such legislation in the interests of protecting privacy as well as a free press.

Mr. Chairperson, I will move for adoption.

CHAIRPERSON CULVER: There has been a motion for adoption of the resolution, "Protection Against Secret Snooping." Will there be discussion? The resolution is before you for adoption. All in favor please say aye. Opposed? The motion is adopted.

#### MOTION CARRIED

BROTHER MORRISSEY: A resolution entitled, "The Subversion of OSHA." It is on a yellow page.

#### THE SUBVERSION OF OSHA

Last year, opponents of the Occupational Safety and Health Administration tried to scuttle the agency by legislation. They have not tried to do so again this year, because they have found an easier way. They have taken it over and are destroying it from within.

In the few short months since President Reagan's appointees have moved into commanding positions in the OSHA administrative structure, they have:

1. Withdrawn a long-sought regulation requiring identification of chemical hazards in the workplace.

2. Asked the Supreme Court to vacate a decision upholding OSHA's lead standard so that it can subject it to a pernicious and legally inappropriate "cost-benefit" analysis in which human life will be balanced against dollars.

3. Held up a new noise standard for reconsideration.

4. Withdrawn a regulation requiring pay for employees who accompany OSHA inspectors on plant inspections.

5. Withdrawn 100,000 booklets on the cotton-dust standard as "too biased" toward victims of the disease and asked the Supreme Court to delay a ruling on the standard itself while OSHA reviewed its economic impact—a request the court rejected, instead reaffirming the Congressional mandate for maximum feasible protection of health without "cost benefit" tests.

While OSHA is being eroded from within, Reagan's budget cuts threatened to cripple what is left. They would close at least 10 area OSHA offices and reduce federal inspections by more than 12,000 a year. And the Senate Labor Committee has proposed even deeper cuts, eliminating 730 OSHA positions.

The budget cuts would also weaken the government's other worker-safety arm, the National Institute for Occupational Safety and Health. NIOSH, already put under reins by the abrupt dismissal of Director Anthony Robbins under business attack, would have its operations sharply curtailed by a 30-percent budget cut.

The labor movement and the nation as a whole cannot sit by while the agencies that protect the health and the very lives of U.S. workers are dismantled, piece by piece. The Convention calls on Congress to restore sufficient funds to keep both OSHA and NIOSH operating at levels of proper effectiveness. And it demands that OSHA officials respect the law and the decisions of the Supreme Court by calling a halt to their rollback of safety regulations and start to display a concern for the health of the workers whose lives and wellbeing they are charged with protecting.

Mr. Chairperson, I move for adoption of the resolution.

CHAIRPERSON CULVER: The resolution, "The Subversion of OSHA," has been moved and is before you.

Is there a discussion? All in favor of adoption of the resolution, "The Subversion of OSHA," please say aye. Opposed? The motion is adopted.

#### MOTION CARRIED

BROTHER MORRISSEY: A resolution

entitled, "Resolution on Poland." It is on a green page.

## **RESOLUTION ON POLAND**

Workers in Poland, showing both great courage and enormous organizational skills, have won a historic victory by organizing and maintaining the first truly independent labor union organization in a Soviet-bloc country. In the face of harassment and other forms of repression by the Warsaw Government, and of threats of military intervention by the Soviet Union and its allies, these workers have built a powerful union movement, one that functions to defend the interests of workers rather than acting as an arm of the state to help control them. This Convention expresses its warm congratulations to the new Polish labor-federation, Solidarity, and declares its vigorous opposition to any attempt by the Polish Government to suppress or harass Solidarity or jail its activists. It also opposes attempts by the Warsaw Government to intervene in Solidarity's internal affairs by singling out for particular attack members of K.O.R., the Committee for Social Self-Defense, who have long been active in promoting independent labor organization in Poland.

The Convention also notes with alarm the Warsaw Pact threats to use armed force in Poland to suppress Solidarity. The Soviet Government apparently feels that independently organized workers pose a threat to its entire bloc. In resorting to such attempts at intimidation, Moscow is posing a threat to peace.

Mr. Chairperson, I move for adoption.

CHAIRPERSON CULVER: The resolution on Poland has been moved for adoption. Will there be discussion?

CHAIRPERSON CULVER: The mikes are clear. All in favor of adoption of the resolution on Poland please say aye. Opposed? The motion is adopted.

**MOTION CARRIED**

BROTHER MORRISSEY: A resolution entitled, "Repression in Guatemala," white page, two pages stapled together.

## **REPRESSION IN GUATEMALA**

The government of Guatemalan President Romeo Lucas Garcia, working through security forces and paramilitary "death squads," is engaged in a systematic cam-

paign of terror intended to rid the country of all democratic opposition, including independent journalists and trade unionists.

This blood-stained defense of a right-wing regime that has consistently violated the most basic human rights, has included the murder of at least 20 journalists and other communication workers who had criticized the government. Eighty others have been forced into exile after receiving death threats or surviving assassination or kidnap attempts. More than 200 trade-union leaders and members have been arrested, tortured and murdered.

These outrageous attacks have been directed against leaders and members of the Journalists Association of Guatemala and the Social Communications Workers Union, as well as other trade unionists, students, teachers, priests and opposition politicians.

The Convention abhors the recent decision of the Reagan administration to upgrade military cooperation with Guatemala through circumventing the intent of the Congressional arms sale ban and urge that no military related aid be provided to Guatemala.

The Convention calls on the Subcommittee on Inter-American Affairs of the U.S. House of Representatives to hold hearings on the charges of political repression in Guatemala and explore its causes.

The Convention urges that the hearings include testimony from the Democratic Coalition Against Repression (FDCR). This broad-based coalition of over 160 regional and national organizations of journalists, workers' groups, peasants, religious leaders, professionals and opposition political parties can provide the subcommittee with sharp insights into the situation in Guatemala.

The Convention further calls on the government of President Lucas Garcia to take immediate steps to end the murder and repression of journalists, trade unionists and others who hold different political views and to restore justice and human rights in Guatemala.

Mr. Chairperson, I move for adoption.

CHAIRPERSON CULVER: The resolution, "Repression in Guatemala," has been moved for adoption. Is there discussion?

The mikes are clear. All in favor of adoption of the resolution, "Repression in

Guatemala," please say aye. Opposed? The resolution is adopted.

**MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled, "No Arms for El Salvador," on a pink page.

**NO ARMS FOR EL SALVADOR**

The Reagan administration, in an action emblematic of its disregard for human rights, has embarked on a policy of sending arms to a government in El Salvador that has countenanced if not encouraged the repression and murder of journalists, trade unionists, priests and missionaries.

Blame for repression in El Salvador cannot be laid entirely at the door of paramilitary death squads. The government itself has arrested a number of journalists, including the editor of the official organ of the Catholic Archdiocese and four employees of the last independent newspaper, *El Independiente*, which it has closed down. It has failed to provide the most elementary protection to foreign journalists, several of whom have been murdered or disappeared. Among the latter is John Sullivan, a freelance reporter and former New York Guild member.

It is in the interests of the people of neither the United States nor El Salvador to provide arms to a government so divorced from popular support and so wedded to the forces of repression. The Convention calls on the U.S. government to immediately cease all military and economic aid to El Salvador and allow the people of that country to determine their future without outside intervention.

**Mr. Chairperson, I move for adoption.**

**CHAIRPERSON CULVER:** The resolution, "No Arms for El Salvador," has been moved.

**BROTHER SCHEER (Ottawa):** In the second paragraph, third line, I move to change the word "organ" to "publication." (Laughter.)

**CHAIRPERSON CULVER:** Is there a second?

(Seconded by several.)

**CHAIRPERSON CULVER:** That's been seconded by several. Is there discussion on that amendment? All in favor of the

amendment please say aye. Opposed? The amendment is adopted.

**MOTION CARRIED**

**CHAIRPERSON CULVER:** We are back on the original resolution.

**VICE PRESIDENT RUSHTON (Wilkes-Barre):** Second to the last line, I move an amendment to strike the words "and economic."

**CHAIRPERSON CULVER:** All right. This is the next to the last line of the final paragraph. The amendment would strike "and economic." Is there a second?

(Seconded by several.)

**CHAIRPERSON CULVER:** It's been moved and seconded. Is there discussion on the amendment?

**VICE PRESIDENT RUSHTON:** Harry, if I may.

**CHAIRPERSON CULVER:** Yes.

**VICE PRESIDENT RUSHTON:** I think the resolution as presented is mistitled. No arms for El Salvador is fine, I certainly support that, but with those two words we are also urging that we withhold food, medicine and other aid that the people of El Salvador might at some point need and, for that reason, I urge that the amendment be adopted.

**CHAIRPERSON CULVER:** Is there further discussion on the amendment? Center mike.

**BROTHER DON BACHELLER (New York):** As a member of the Resolutions Committee who moved the amendment that added those words, yes, Brother Rushton is right, the resolution is mistitled, and we just didn't really think of that when we were amending it. The reason for adding the words "and economic" was that many of us fear that things that are titled "economic aid" can be used for political purposes to support that government.

My recollection of the early period of the Vietnam War was that there was a great deal of abuse of things that were called economic aid, and it was our intention to express our opposition to the use of such aid.

**SISTER WILSON (Montreal):** I would like to speak against the amendment, and

I would like to second what our brother from New York just said.

I would like to add to that the fact that most of that economic aid will go to the same people to whom the arms are going for exactly the same purposes, and I think you have to limit the economic aid if limiting the arms is going to have any effect at all.

CHAIRPERSON CULVER: Is there further discussion on the amendment?

(The question was called.)

CHAIRPERSON CULVER: All right. The question before you is to remove the words from the next to the last line of the resolution—the words “and economic.” All in favor of the amendment please say aye. Opposed, no. The “noes” have it. (Applause.)

#### MOTION FAILED

CHAIRPERSON CULVER: We are back on the original resolution. Is there further discussion?

BROTHER DON FORTUNE (San Francisco): Could we make the title merely say, “No Aid for El Salvador?”

CHAIRPERSON CULVER: You could offer that as an amendment.

BROTHER FORTUNE: As an amendment, yes.

CHAIRPERSON CULVER: Who seconded that?

VICE PRESIDENT WADE: Second.

CHAIRPERSON CULVER: Is there discussion on that amendment? All right. This amendment would change the title to say, “No Aid for El Salvador.” So the question is before you. All in favor please say aye. Opposed?

I am going to ask for that vote again. All in favor of the amendment please say aye—this would change the name to “No Aid”—all in favor please say aye. All opposed? The ayes have it.

#### MOTION CARRIED

CHAIRPERSON CULVER: Now we are back on the original resolution as amended. Are there further amendment or discussion?

BROTHER: Brother Chairman, as a

newspaper group, I think perhaps we ought to try to avoid split infinitives, and I therefore move that in the second to the last line we change the order of the words “to immediately” to “immediately to cease.” (Applause.)

CHAIRPERSON CULVER: Is there objection to that grammatical change?

BROTHER: I object. I love split infinitives.

CHAIRPERSON CULVER: Unless I hear an objection, I am going to hold that that is changed.

#### AMENDMENT ACCEPTED

CHAIRPERSON CULVER: We are back on the resolution again as amended. The resolution before you, “No Aid for El Salvador.” All in favor please say aye. Opposed? The motion is adopted.

#### MOTION CARRIED

BROTHER MORRISSEY: A resolution entitled, “Wire Service Guild versus AP.” It is on white paper, two pages.

#### WIRE SERVICE GUILD VS. AP

The Wire Service Guild was faced at the beginning of negotiations in November 1980 with a long list of retrogressive demands by The Associated Press, including the virtual elimination of its jurisdiction clause.

The AP was intent on forcing upon its workers a 1981 wage increase of slightly more than 4.5 percent while, at the same time, eliminating cost-of-living protection.

Such management intentions came at a time when the nationwide AP Guild membership was barely 52 percent.

The just-concluded seven-month negotiations with the AP provided an inspiring example of inter-local and inter-union cooperation and support. As the Wire Service Guild charted a course of action that enabled it to increase its membership ranks by nearly 18 percentage points, for a net gain in six months of about 180 members, and to join in coordinated bargaining with the United Telegraph Workers, members of other TNG locals throughout the nation enthusiastically bolstered the Wire Service Guild cause. Such participation included countless displays of informational picketing and other attention-getters embarrassing to the employer, such as the guest appearance in Los Angeles of actor Ed Asner



and CheAP the Chicken (nee the Mallers Union local president); about 20 consecutive weeks of combination marches-chants in the otherwise refined malls of Rockefeller Plaza before AP headquarters in New York, featuring the war cry: "How do you spell The Associated Press? (Refrain) cheAP;" numerous offers of local offices as WSG strike headquarters; and the prospect suggested by several administrative officers of refusals to cross AP picket lines at various newspaper plants and the refusal to handle any AP copy.

This support was a prime morale boost for numerous AP members, many of whom would otherwise be isolated, whether in Montana or Minneapolis. It reminds us we are a union in 50 states in the U.S., as well as Canada and Puerto Rico.

The Newspaper Guild Convention notes that this union-wide brotherhood and sisterhood were vital elements allowing agreement to a membership that shall be served well by the ultimate accomplishment.

Mr. Chairperson, I move for adoption.

CHAIRPERSON CULVER: Resolution, Wire Service Guild versus AP, has been moved for adoption. Will there be discussion?

CHAIRPERSON CULVER: Brother Olive.

BROTHER RICHARD J. OLIVE (Wire Service Guild): Working for the Wire Service Guild for three years was the greatest honor of my life, and capping it at a time when we did this was certainly the most rewarding experience of my life.

When you read the words, "How do you spell the Associated Press? c-h-e-A-P," it doesn't come across because you had to be there for 20 consecutive weeks to see those people out on the line in all kinds of weather.

It started in the winter with coats, and it ends in the middle of June with shorts, but it grew in intensity.

The first few rounds of informational picketing were kind of on the slow side, and I was particularly concerned about the people at the AP branch in New York who committed themselves to weekly picketing because we never thought for a moment that they could sustain it for what was certain to be a particularly long haul at the bargaining table.

But you really had to be there.

The chant actually goes like this: "How do you spell the Associated Press?"

And 100 to 200 people will say, "c-h-e-A-P!"

"Where do you get less?"

WIRE SERVICE DELEGATES: "At the Associated Press!" (Laughter.)

BROTHER OLIVE: "And where is the mess?"

WIRE SERVICE DELEGATES: "At the Associated Press!"

BROTHER OLIVE: "And where do you get depressed?"

CONVENTION DELEGATES: "At the Associated Press!"

BROTHER OLIVE: And we won. (Applause.)

CHAIRPERSON CULVER: Will there be further group discussion of the resolution? (Laughter.) All in favor of adoption of the report, "Wire Service Guild versus c-h-e-A-P," please say aye. Opposed? The motion is adopted.

MOTION CARRIED

BROTHER MORRISSEY: A resolution entitled, "Canadian Postal Workers." It is on a yellow page, I believe.

### CANADIAN POSTAL WORKERS

On Monday, June 29, the Canadian Union of Postal Workers will be in a legal strike position. Faced with continuing Federal Government refusal to bargain, even on the basis of a conciliator's report, CUPW has sought and obtained a strike mandate from its membership.

Another Canadian postal strike is now imminent. During the last postal strike, CUPW president Jean-Claude Parrot was jailed. Union officers were raided and union documents seized. This constituted a serious attack on the labor movement in Canada.

Today, the CUPW is once again in the forefront of the fight for better working conditions—particularly paid maternity leave—and protection against inflation.

The Convention of The Newspaper Guild extends its full support to the CUPW and calls upon the Federal Government to negotiate in good faith and not intervene,

either by legislation, or by use of the RCMP, in the event of a legal strike.

**Mr. Chairperson, I move for adoption.**

**CHAIRPERSON CULVER:** The resolution, "Canadian Postal Workers," has been moved.

**BROTHER WALLACE (Wilkes-Barre):** I wanted to make a correction.

**CHAIRPERSON CULVER:** Proceed.

**BROTHER WALLACE:** You can't buy a newspaper in this hotel, so we have to resort to the capsulized—whatever the hell it is—that comes on that tube, and this morning it was announced that there is a strike of the Postal Workers in Canada.

So in the second paragraph where it says, "another Canadian postal strike is now imminent," I move to amend it to say, "another strike is in effect."

**SISTER PETERSEN (Ottawa):** I would further move to amend the first line to say, "Canadian Union of Postal Workers went on strike on Monday, June 29."

**CHAIRPERSON CULVER:** Just a minute.

**SISTER PETERSEN:** We move to refer it back to committee for updating.

(Laughter and applause.)

**CHAIRPERSON CULVER:** Is there a second to that?

(Seconded by several.)

**CHAIRPERSON CULVER:** All right, it's been moved and seconded to refer this back to the committee for updating.

**SISTER PETERSEN:** We also expect TNG to understand why our per caps are late.

(Laughter.)

**CHAIRPERSON CULVER:** All in favor of the referral motion please say aye. Opposed? It has been referred back to committee.

#### MOTION CARRIED

**CHAIRPERSON CULVER:** Brother Dale advises you can give postdated checks while you are here, Bridget.

(Laughter.)

I recognize Brother Perlik at this time for another matter.

**PRESIDENT PERLIK:** Brother Chairperson and delegates, we have reached a point in the program for our annual report on the status of current strikes, so I would ask representatives of the Terre Haute, Wilkes-Barre and San Francisco-Oakland locals to come to the dais, please, for that purpose.

You are well aware, I am sure, of what will come in due course after these reports are made. So I forewarn you to get your wallets, if you don't already have them, get your checkbooks if you don't already have them, for we will ask the convention to show its customary support for these valiant Guild members who are on strike in the most tangible way you can do it—and that's with good old green.

Customarily we take the youngest first with these reports, and I would like to recognize Lucinda Ligget, who is one of those Guild members that gets tested early in the course of their career as Guild members. She is a member of the newly organized advertising department for which we have been trying to seek an original contract.

Negotiations have resulted in a strike before she'd had the opportunity yet to enjoy the fruits and the benefits of belonging to a trade union such as the Guild.

I am sure you will welcome Sister Ligget to report on the Terre Haute strike. (Applause.)

**SISTER LIGGET:** Thank you very much.

The advertising at Terre Haute was the only department in the building without a union voice. It lived under the dictatorship of a man by the name of Russ Howard who is the director.

Howard was and still is a very antiunion person, and he is also a man who relishes power. He used that power to the detriment of the people. Unless you played by the rules Russ Howard style, you paid for it. Union strength was the only viable answer to this problem.

Shortly prior to the election, Russ Howard called us all into his office. He told us all how well we had done; went through a short history of the work history, emphasizing our benefits as being the nonunion department within the building.

The vote was held April 15, 1980, and the Guild was the clear majority winner.

Conditions changed immediately after the election with the members of the advertising unit being subjected to varying degrees of harassment.

There was discrimination on sick leave policy, there was threats of job loss. There was a change of working conditions with the union vote. The list goes on.

The union filed on the department's behalf with the National Labor Relations Board last September, 1980, a complete list of charges; some dozen charges were filed. The charges were first heard by an administrative law judge February 10, 1981.

The judge asked for a settlement, but the lawyers present for the company had neither the power nor the authority to make such a settlement.

On February 10, 1981 the local Teamsters went out on an economic strike. The local executive committee voted to honor the Teamsters line.

On February 25 the advertising unit voted to strike because of the unsettled unfair labor practices. The strike was called by the bargaining committee on February 27. The hearing of these charges resumed in May with the final session the first week of June. We now wait for the judge's decision.

In the meantime, contract negotiations toward an agreement proceeded under the direction of David I. Day, Jr., the company lawyer. The first session was held May 8, 1980, and to date we have held 40 sessions.

His aim in life or perhaps his thrill is to break the union. He used every known tactic in the book to attempt to gain his way. He does not bargain in good faith.

To gain a contract with Day it will be necessary for the union, the people, to compromise more than we want. Many of those compromises have been instigated already.

There are areas where Day wishes to compromise, and we simply cannot do so. There are a relatively small number of items that are open in the contract talks at this time. The major stumbling block is a back-to-work agreement. The company insists that all striking Guild members in Terre Haute have been permanently replaced. Our next negotiation session is set for July 7 with the Federal Mediator officiating.

We need your help. We thank you for the support that you have given, and we give you many thanks for the future which is now our life line.

Thank you. (Applause.)

PRESIDENT PERLIK: Thank you.

At this time I will recognize Carl Bender of the local to augment her remarks.

BROTHER BENDER: Thank you, Chuck.

Brothers and sisters, since the strikes began February 21 at Terre Haute, the Terre Haute Newspaper Guild has found many impediments strewn in its path toward getting our people back to work in the advertising department under a solid and equitable contract.

The first tack taken by the company was to withhold the premium payment from our group health and hospitalization program; a tack not unexpected, to be sure, but one which hurts nonetheless. The company at about the same time began dismissing employees for alleged picket line activities, indicating some of those actions brought embarrassment to it.

Of course, the product being put out by the company at that time was a much bigger embarrassment.

Most of you here do not know Dave I. Day, Jr., the company's legal counsel and negotiator. Those of you who do, many die-hards who have been in Terre Haute in the past, will understand and will bear with me.

In the bargaining sessions I have attended recently as the advertising unit has tried to get its first contract, he has found it important to attack personally members of that committee, trying to weaken them, trying to embarrass them, trying to get them to go away.

He has failed. I think the character of those committee members has caught him by surprise. Your brothers and sisters in Terre Haute have not been amused by the snail's pace at which the National Labor Relations Board undertakes its work. Hearings were conducted in Terre Haute in mid-February, late May and early June, and no decision is expected now before mid-August, perhaps later.

We understand, too, that the company is ready to appeal any adverse ruling, and

it is our opinion that the ruling will be adverse to the company.

While we in Terre Haute swelter in the summer heat, we find the company's newest harassment tactic is not to pay striking employees their earned vacation benefit. Instead, the company is prorating pay from October 1980 to the date of the strike. We are fighting that, with the help of TNG staff, the staff we would be lost without.

The biggest obstacle the Guild faces in Terre Haute is financial. We have been supported in the last 132 days by contributions from your locals, other unions in Terre Haute and the surrounding area and by persons who understand our plight. But the local has had to pay health insurance premiums twice this season, and our funds are depleted. Won't you help us here today, by reaching into your pockets to help fellow Guildspeople in Terre Haute.

When you go back home, ask your fellow unionists to do likewise. Be assured your brothers and sisters in Terre Haute are grateful. (Applause.)

**PRESIDENT PERLIK:** Moving all the way west now for a report on the biggest little paper on the West Coast, Roger Warnock from the striking Vallejo unit of the San Francisco-Oakland Newspaper Guild. Roger.

**BROTHER ROGER WARNOCK** (San Francisco-Oakland): Thank you, Chuck.

I am here as a delegate to this convention and to report on the most successful strike newspaper in California history, the Vallejo Independent Press, or better known as the VIP.

On June 20, 1978, over three years ago, 88 union-covered employees told Donrey Media Group, headquartered right across the river, to take a hike, and walked out of the Times-Herald property.

They did this after almost two years of fruitless negotiations trying to gain new union contracts. The bottom line offer that led to no more negotiations around the table was an offer to cut wages by almost a \$100 in the advertising department—to give you an idea of the operation.

Most of the total, union-covered staff had been with the former publisher at least 10, 20, 30, and some up to 40 years. Union contracts have been present in that plant

for more than 70 years—the Guild for over 35 years.

The antiunion publisher continued to publish after the strike, missing only one day of publication. After nearly two months of walking the line, decirculating their subscription list and harassing the scabs, the strikers decided that the bricks weren't going anywhere and decided to fight fire with fire and founded a strike paper on August 16, 1978—a small 16-page tabloid inside a classified shopper that came into Vallejo from a neighboring city.

We started it with \$1,100 and in just two short months we outgrew the tabloid shopper and were turning down paid advertising lineage.

The big decision came and we went to full size on October 11, 1978, and to twice a week in November '78, and to three times a week in February of '79, and four times a week in October of '79, and in April of this year to five days a week, including the UPI Wire Service. (Applause.)

It would take much longer than the time I have here to cover the last three years, but I would like to touch on community support that we had in Vallejo, thousands of supporters, union and non-union, who thought Donrey gave the union employees a raw deal.

They raised thousands of dollars to help the strike paper purchase a press and insert machine. Over \$30,000 was raised and given as an outright gift. Another \$120,000 was raised in bonds and a two-year note, and I am happy to say that with the help of a loan from the ITU and the Guild and the revenue from the newspaper, we have just paid back the Vallejo Independent Press Club \$120,000, including interest, this last Thursday, June 25. (Applause.)

A huge dinner party and dance on July 26 in Vallejo will celebrate the occasion. The mayor will be one of the principal speakers.

Since founding of the strike paper, millions of dollars in advertising and circulation have been taken away from the scab Times-Herald, including, I am happy to report, just this last Monday, the City of Vallejo locals, which for the first time the Times-Herald hasn't had for thirty years, but they still publish—a multimillion dollar corporation bound and determined to break

the unions in Vallejo and anywhere else they can beat them.

Total decertification is now getting closer to our door, but the fight is not over yet. As long as one union is still on strike, we will keep punching and removing the green from Donrey's doors.

There are still nearly 50 of us left after three years; almost 30 are Guild members.

You would think from this report we were rolling in dough, but the faster we grow the more we have to put back into the newspaper—proof machine, fork lift, new phone system, another van, new typesetters, more newsprint, wire service.

For the last year all of the strikers have been living on \$175 a week. An example of our growing pains is the lineage report, which I will do very quickly, just for the last six months.

December 1979 through May of 1980, over the previous year: in December, up 5,000 inches; January, up 8,000; February, up 6,000; March, up 8,000; April, up 11,000; May, up 8,000. Almost a 50,000 increase in lineage.

But the \$175 per week still exists, and the Vallejo strikers sure could use a little extra cash in their pockets. We keep losing good, dedicated union people from time to time because the financial battle to stay afloat becomes impossible. Anything that this convention can raise for brothers and sisters who have put their financial well being to keep up the fight against these antiunion bastards in the publishing business is money well spent, in my book.

Thank you very much. (Applause.)

PRESIDENT PERLIK: Thank you, Roger.

Now we have the Pat and Jack act which has been here before. I don't know which we are going to hear from first, but you guys decide.

VICE PRESIDENT RUSHTON: You don't think I am going to let him upstage me.

The people in the Wilkes-Barre Guild owe a hell of a lot to the entire Guild, because without your support and the support of TNG, Jack and I wouldn't be here today to tell you about the Citizens' Voice.

There is an even bigger debt that I want

to talk about, and that's the debt that's owed by the people of the city of Wilkes-Barre and the towns around Wilkes-Barre, because without the support of TNG, the Citizens' Voice wouldn't be here today.

Labor in the Wyoming Valley wouldn't have a voice, a strong voice, and the people wouldn't have an independent newspaper, a voice of their own. And on behalf of the people of Wilkes-Barre, Mayor Tom McLaughlin, Lee Namey, the chairman of City Council, both of whom have supported our paper from the very first day, I have a little presentation for Chuck, Chuck Dale and Harry.

Some of you may have seen the pin on my lapel at the cocktail party the other night. It's a symbol of the City of Wilkes-Barre. It is a beehive, City of Wilkes-Barre, founded 1871.

I could only get three pins out of the mayor since we are running on an austerity budget. I would like to have one for everyone of you; anyone who will come to Wilkes-Barre and spend a few bucks—we will be glad to give you one. (Laughter.)

On behalf of the mayor and the people of the city, I would like to present these pins to these three men, naming them honorary citizens of the City of Wilkes-Barre. (Applause.)

BROTHER WALLACE: Now you have heard the nice boy. It was once said that if you know Jack Wallace, you have a one-way ticket to heaven because you have had your hell here. (Laughter.)

Secondly, those that don't know him, count your blessings.

First of all, I want to say happy birthday to Canada. (Applause.)

And you say it to us on Saturday, because Saturday is our birthday. (Applause.)

For those of you who have asked about Karen, and those that don't know Karen, Karen is my daughter, and she's been to about six or seven conventions, and some people have seen her grow up. Some people, like Art Guerrero and a few others, have adopted Karen, almost to my detriment. I almost didn't get her back a couple of times.

Karen has now graduated from college. She is teaching retarded children, and she has done so well that she has been honored

by the community, and they want to know why she is so good at teaching retarded children, and she said, "Because I got a lot of practice at home on my father." (Laughter.)

Like the Canadians with their hero who died recently, Terry Fox, God rest his soul, and the Polish who have their Lech Walesa, we have a man in Wilkes-Barre who is literally dying on his feet of cancer, who is helped to his desk every day and helped to his home every night. He just won't give up. We have 181 people like that, who don't give up, who will never give up, and we are going to beat the ass right off Capital Cities. (Applause.)

Today is July 2, 1981. That's a hell of a long time since October 6, 1978. Today is the 1000th day of the strike in Wilkes-Barre. We don't give a damn if it takes another thousand.

Capital Cities picked on the wrong city, on the wrong people, when they came to Wilkes-Barre, and they will never forget it, because the president of that corporation and the chairman of the board said: "We made a mistake. It won't happen again."

But let's hope it will happen again if they ever try it in one of your cities. (Applause.)

I have often said, because I love the Bible, there is a quote in it that says, "What does it profit a man to gain the whole world if he suffers the loss of his immortal soul."

Well, Capital Cities might try to gain the whole world, but they have already lost their soul. What the hell bothers me about that company was my parents, grandparents, were all born in Ireland, and if you read the list of those bastards, they all have Irish names, and it really bothers me. (Laughter.)

Burke and Murphy and O'Brien and Brennan—I thought the IRA was all in Ireland. It looks like they sent them to New York, Madison Avenue.

God forgive me for what I say, because I will have to answer for my words before God, but boy, they will have to answer before man, God, and hell, when they get there. (Applause.)

I'm sorry for the people in Vallejo who get \$175 a week. I get \$245, and the only

reason I get \$245 is because the Citizens' Voice in Wilkes-Barre is the most successful newspaper, not strike newspaper, but probably the most successful newspaper in the whole damned world—it started on a Sunday night with nothing.

We didn't even have a damned press. If it wasn't for Jim Orcutt practically badgering the owner of a press into letting us work it, we wouldn't have had a paper that morning, but we went on strike on the 6th of October, and we had a paper on the street on the 9th of October, and we haven't missed one damned edition in 998 days, and we are not about to miss one. (Applause.)

I didn't go through all the statistics for you. I think you have read some of them in the Officers' Report, but I will give you what Bill Brown has given me. The facts and figures—and by the way, thank you, Mr. Orcutt, Mr. Brown, thank you very kindly. Thank you, the International Guild, for sending them to us.

I will give you the figures as of yesterday.

Linage, 21,560,000 inches—lines. Excuse me, Brownie, lines.

Revenue, \$10,353,096.34. (Applause.)

Expenditures, \$11 million. (Laughter.)

Brownie doesn't screw around, believe me. (Laughter.)

We are buying all of our equipment; we are buying our trucks; we are buying everything. We may even open up a mill in Canada, you never know. (Laughter.)

But we are doing it in Wilkes-Barre, and we are going to continue to do it in Wilkes-Barre, but we need your help.

Yes, we need your bucks, and I am not going to say we don't, but we need more than your bucks. We need the Guild.

We have the best damned union in the world, and if you don't believe it, ask the 181 people in Wilkes-Barre who belong to the Guild, and the Guild has supported us one million percent since this strike began, and the Guild will continue to support us, and I heard somebody mention about being—I'm sorry—about the AP being out on their informational picket line in all kinds of weather. I can appreciate that, because we have baked and we have frozen, and we have been rained on, and the publisher

stood on top of his building with a hose and he peed on us, and I don't mean to get vulgar, but that's just about what he did to us, and we started this strike with 200 people and 11 of them have retired, and nine have found other jobs, and we still have 181 people after a 1,000 days. That goes to say something, not only about Wilkes-Barre and the Citizens' Voice, but the Guild.

I sound like I'm just saying the Guild. Well, I am. There's another union which I haven't mentioned, and I have refrained from mentioning for 1,000 days. I believe in merger, I want merger, and I am not going to say anything bad about that other union, so Mr. Perlik, relax. (Laughter.)

The day has come for all of us to remember. We found out in Wilkes-Barre that we could have had money, Capital Cities had it laid out, the money is there, but with the money went the chains and the handcuffs and the barbed wire and armed guards and a million and one other things. We won't take that crap in Wilkes-Barre, and let's hope to God you will never take it anywhere else—in Canada or the United States.

A publisher is a publisher is a publisher, and he's nothing more, and you are what you are, and you're a hell of a lot more. Publishers die and go to hell. (Laughter and applause.) Even when they have Irish names. (Laughter.)

Of course I don't believe any of them are Irish. I don't know what the hell they are, but they're not Irish, and I am not selling any tickets to Ireland this year, Mulcahy. So leave me alone. (Laughter.)

I could go on and tell you all of the little stories that happen in strikes, but I don't want to keep you bored, because there are a million—I'm sorry, there are 10 million stories in New York; there are 56,000 stories in Wilkes-Barre.

There are 181 different stories for us. But I state this to you with all the honesty that I can, if I were to die today I would have no regrets, none at all. I have the most beautiful wife any man ever had—and daughter. I have lived the best life any man has ever lived, and because of the Guild I have had a good life. I have no regrets. No man anywhere at any time has ever had a better life, and I only thank God that I have had the privilege of knowing you.

Thank you very much.

(Applause.)

**PRESIDENT PERLIK:** Thank you, Jack, for giving us a Wilkes-Barre report with your usual restraint. (Laughter.) And I can only say, given your attitude toward the Irish, I hope you never get mad at the Bohemians like me.

Now we have reached the point where you can show your response and your appreciation for the report that the three locals have made to you. As I said before, there are staff members or representatives of the locals ready to circulate. They will take your cash, they will take your checks. I see the microphones are being besieged by local representatives who want to pledge \$5,000, \$6,000, \$7,000, \$8,000 to each of these strikes, and I recognize Jim Orcutt to make the first such message.

**BROTHER ORCUTT** (New York): I wish it was that much, Chuck.

New York will kick it off with a \$300 pledge.

**PRESIDENT PERLIK:** Excellent. (Applause.)

I should say also, these pledges, unless you specifically designate them, will be socialized and will be divided on a per capita basis between the three locals.

**BROTHER:** Ottawa will pledge \$100 to each strike fund.

**BROTHER SOUZA:** Hawaii will give \$100. I have checks here for each strike.

**PRESIDENT PERLIK:** Good, there is a man who came prepared.

**BROTHER STEWART:** I have a check from Albany for \$100.

**BROTHER DENNIS ROBINSON** (Southern Ontario): Southern Ontario will send \$300 to each striking local. (Applause.)

**BROTHER HATCH:** Cleveland, which has a policy of donating \$100 a month to all the strikers, has three checks here, \$400 for Terre Haute, \$300 for San Francisco and \$300 for Wilkes-Barre. (Applause.)

**PRESIDENT PERLIK:** Here's Doug Louth. He's going to top that. (Laughter.)

**BROTHER LOUTH:** I would just like to report that most of the unions that have

been on strike have been on a retainer list for a year.

Wilkes-Barre has received \$2,010; Vallejo \$700, Terre Haute \$229, Twin Cities got \$50, for a total of \$2,989 since the last convention and we'll continue to do that.

PRESIDENT PERLIK: Excellent. (Applause.)

Sid.

BROTHER SIDNEY GOLDBERG (Toledo): Toledo pledges \$150 continuing our on-going support to all three unions ever since the start. (Applause.)

BROTHER BRUNER: Pacific Northwest, in addition to our monthly contribution, will contribute \$100 today to each of the three striking locals.

BROTHER HERMANN: St. Louis has a \$100 check for each of the unions with us which we will give them today.

BROTHER GONZALEZ: Puerto Rico pledges \$150. (Applause.)

BROTHER FRANK V. GOODMAN (Hudson County): Hudson County, \$150. (Applause.)

BROTHER RANDOL: Central California, in addition to monthly contributions, has checks of \$75 each for Terre Haute and Wilkes-Barre and \$150 for our neighbors in Vallejo. (Applause.)

PRESIDENT PERLIK: Bill Buil, spend some of my dues money from Buffalo, will you.

BROTHER BUIL: Buffalo pledges to Terre Haute \$200, to Wilkes-Barre \$200, to Vallejo \$100. (Applause.)

SISTER MUNCH: Victoria pledges \$50 to each.

SISTER McCracken: Memphis would like to pledge \$100 to each.

PRESIDENT PERLIK: The lines are getting thin at these mikes over here folks. There's plenty of room and plenty of time.

BROTHER KEN FISHER (Pittsburgh): Pittsburgh continues its support, pledging \$100.

BROTHER PROSNITZ (Providence): Providence will pledge \$200 each.

BROTHER MINKKINEN: Put Chicago

down for another \$100, continuing our support.

PRESIDENT PERLIK: Okay. Is there more? Dianne.

SISTER MARTINO: Manchester has come with \$100 checks for each of the striking locals.

BROTHER LANGZETTEL (Portland): Portland Newspaper Guild pledges \$100 to each of the strikers.

BROTHER MACDONALD: Canadian Wire Service Guild will continue to send its discounted money. (Laughter and applause.)

BROTHER: The renegade Rochester delegation will pledge \$50 to each. (Applause.)

BROTHER GROCHOWSKI: Scranton pledges to continue its monthly support of \$250, which it instituted shortly after the strike began.

PRESIDENT PERLIK: Thank you, Mitch. (Applause.)

Is there more? There must be more out there.

Well, we will be here for a few more days. You will have ample opportunity to make your pledges if you care to.

We will total these collections, of course, and you will get a report on them later on in the convention.

(Contributions collected from the floor totalled \$2,843 in addition to contributions pledged by locals.)

I would like at this time to recognize a representative that we are delighted to have, and we are delighted every year to have—we haven't had this particular one from the Amalgamated Clothing and Textile Workers Union before. She is Mae Smith, regional director of the Union Label Department for Amalgamated. She is here to give us a message and to conduct their annual drawing.

SISTER SMITH: Thank you, Mr. President.

Fellow union workers, I feel kind of honored to be here because this is my first convention that I have ever attended outside of our conventions.



There are a few things I would like to say before I have the drawing, and you must be present for the drawing, because I will have to have—if you win the suit, I will have to have the name of the store; if you win the shirts, I will have to have your shirt size. So as soon as we have the drawing, I would like you to meet me on the outside of the door.

There are a few things I would like to tell you. We have been promoting the union label for years, which everybody knows, and I think most of you know that you should look for the union label because this is one of the things that keeps us all working.

Imports are killing us. We have a picture hanging in our office in Knoxville which I don't know whether many of you have seen or not. It is a picture made back in 1915. There was a strike for union recognition and the eight-hour day which put 20,000 people in the street. Some of them are holding American flags, and all of them have determined faces, but the thing I remember most in this scene is that there are four different languages on the sign that is out in the audience which says, "In unity is our strength." This sign is as true today as it was then.

Unity is what sets the trade union movement apart from all others and gives it its strength. It was unity which enabled the textile workers of Lawrence, Massachusetts to hold out in 1912 against the tycoons, politicians and the militia. It was unity that held the J. P. Stevens workers together through the years of corporate lawlessness until their victory in 1980. It was unity which inspired the Polish brothers and sisters to build their union despite overwhelming odds.

The words of an old labor hymn say it best—there can be no greater power anywhere beneath the sun; unity means strength; without it we make as much noise as the sound of one hand clapping.

But unity can be nothing more than an empty idea or an echo from the past unless we put it into action. It is up to us to harness the power that comes from unity and put it to work for the workers. No symbol more greatly represents the gain of the labor movement than the union label. Over the years that little piece of cloth or strip on the tail of the shirt has been an important weapon for the union.

By focusing the consumer power of organized labor, the union label has made it possible for us to organize tens of thousands of workers who would not have won union benefits. We must continue to educate our members and the public to the fact that union label is not only a guarantee of quality and value but also a symbol of employment, decent working conditions and prosperity for the American economy.

Today the union label takes on a new importance as American shores are threatened with the invasion of imports from low wage countries. Some of these imports are the products of America's multinational corporations who chose to close up plants in this country and export their capital and jobs overseas. Other imports, especially in the textile and apparel industry come largely from the Far East and South America; made in modern-day sweat shops where workers earn as little as 30 cents an hour.

What started 30 years ago as a trickle has become a flood, wiping out factories and jobs, undermining the conditions we have fought for in this entire country.

There is much that can be done through legislation, but one thing we can all do to protect American jobs is to buy the union label and promote the union label whenever we can.

Another great weapon of our movement is the boycott. The Montgomery boycott in the civil rights area, the grape and lettuce boycott of the United Farm Workers, the Farah and J. P. Stevens boycotts of ACTWU have done the impossible.

In each case these boycotts won and proved the experts wrong. They were successful, not only because they were just causes but because they put organized people's power to work to win justice.

We are told from the beginning of our lives as consuming Americans that we should vote with our dollars for quality merchandise. Is it any less important to vote with our dollars for what we believe?

But we have learned that you cannot win a boycott by merely announcing it. It takes organization, resources and sacrifices. When the labor movement has been willing to make these commitments, we have won, and we will continue to win new battles as long as we retain our will and make the sacrifices.

Again, unity means strength for the movement and our boycotts are the best example of that fact. So we have seen many great victories and many great gains through the unity and strength of the labor movement in the past, but nothing has ever been won for all times.

The labor movement is facing new challenges from government, corporate America and the new right which are at least as great as the challenge faced at the bargaining table.

Freedom for working people to be fought for and won over and over again. There's a song from a movie I don't know if any of you have seen, "The Inheritance," which captures the challenge.

"Freedom doesn't come like a bird on a wing. Freedom doesn't come like a morning in spring. You have to work for it, fight for it, for each generation's got to win it again."

No battle can be fought without weapons. The union label and the boycott give us two great weapons which have served us in the past and can serve us in the future. Our job is to use them and use them well, and I would like to ask all of you, when you look for your suits, your shirts, your clothing, be sure you look for the union label. (Applause.)

I would like to ask your president if he would draw the name out. The first drawing will be for the suit.

I know I am not going to draw it because I told a lot of men, "I hope you win," and I don't know who's who, but whoever wins, good luck to you.

PRESIDENT PERLIK: I have seen this fellow around here this week, and I think he needs this, Robert Severance from Columbus. (Laughter and applause.)

SISTER SMITH: This next one will be for shirts.

PRESIDENT PERLIK: Roger Stonebanks, Victoria. (Applause.)

SISTER SMITH: This one will be for ties, a box of ties.

PRESIDENT PERLIK: This is just what you need, Maria. Maria Scrivani from Buffalo. (Applause.)

Will each of you step outside, the win-

ners, please, and she will arrange for delivery of your prizes.

SISTER SMITH: Thank you. (Applause.)

CHAIRPERSON CULVER: Thank you, Mae Smith.

I recognize Chuck Dale at this time for an announcement.

SECRETARY-TREASURER DALE: You are to be congratulated. I am advised that the total in checks and cash collected here today for Terre Haute, Vallejo, and Wilkes-Barre is \$2,843. (Applause.)

And for the record, the tellers in yesterday's election for the International Election and Referendum Committee certify the results of that election for the seven members of the IERC as follows:

Peter Miller, 340.75. C. Claire Keefe, 304.15. Lou Mieczko, 282.71. Jerry MacDonald, 243.68. Robert Steinke, 240.84. Michelle Davis, 226.67. Richard Sabatini, 215.17. Dorothy Struzinski, 203.88. Ernie Mercer, 181.09. Patty Lane, 171.52. Victor Stewart, 89.53.

BROTHER HAROLD JULIAN (Knoxville): Brother Chairman, Harold Julian, Knoxville.

The Southern District Council is adding \$300 to this total, \$100 to each strike. (Applause.)

CHAIRPERSON CULVER: There's still time for anyone else. (Laughter.)

With reference to the report Brother Dale read on the IERC, I declare the top seven candidates elected. Is it necessary to read the names? All right.

Peter Miller, C. Claire Keefe, Lou Mieczko, Jerry MacDonald, Robert Steinke, Michelle Davis, and Richard Sabatini, you are elected.

I call on Lee Clifford at this time to read the report of the Collective Bargaining Committee.

BROTHER LEE CLIFFORD (Canadian Wire Service): Thank you, Harry.

Before I begin, I would like to extend my thanks to the officers of the committee, members of the drafting committee, and the committee as a whole.

## **FIRST AND FINAL REPORT OF THE COLLECTIVE BARGAINING COMMITTEE**

Guild contract settlements in the fiscal year ending March 31, 1981, yielded more dollars than ever before.

The average percentage of first-year wage increases in fiscal '81 was the highest on record since the lifting of World War II wage controls.

For the fifth consecutive year, average salary increases plus negotiated health and welfare and pension money rose.

Fiscal '81 contract renewals set a record for the highest average dollar increase in salaries and fringe benefits for the third consecutive year.

Under 55 contract renewals of two years or longer with daily newspapers, news services, and news magazines, the combined salary increases and measurable health and welfare and pension improvements at the reporter top minimum level contained a two-year average of \$70.38.

The average reporter top minimum under all Guild contracts as of April 1, 1981, climbed to \$432.33, up a record \$35.95 above the year before.

On April 1, 1981, reporter top minimums of \$500 or higher were in effect under 39 Guild contracts—nearly four times more than the year before. As of April 1, deferred negotiated increases in 13 others will take the reporter top minimum to at least \$500.

Based on increases in productivity and living costs since 1946 when the Guild established its initial wage goal of \$100, redefining TNG wage goals would push the key-classification goal to above \$1,000.

That is not too much to ask for employees in the key classifications of the news industry. The Guild's immediate goal is to raise the average reporter top minimum to \$500 or more by the end of this fiscal year.

Contracts negotiated in fiscal '81 contained fewer retrogressions than in recent years.

New protections for employees who operate Video Display Terminals or similar devices were provided in 25 fiscal '81 settlements. These include periodic testing of

VDTs for radiation emissions, vision care plans, joint Guild-employer health and safety committees, lighting studies, periodic rest breaks and eye examinations, eyeglasses and glare shields paid for by the employer.

Continued effort is needed, however, in monitoring suspected health hazards associated with VDT use and in ensuring protection for VDT users.

TNG continues to monitor developing systems for the electronic processing, storage, retrieval and distribution of news, advertising and related information in the print news industry.

After examination, the IEB reported in October that the existing bargaining program and recommendations on bargaining provide the "necessary protections and the benefits for our members and our union with respect to both present and prospective electronic distribution systems" in the core areas of jurisdiction, job protection and compensation.

Specific provision is being added to the bargaining recommendations to ensure that all employees in the Guild bargaining unit receive a substantial share of the income accruing to the employer from such electronic distribution systems.

Assets of TNG's International Pension Plan reached more than \$2,000,000 at the end of the fiscal year.

Unlike separate local plans, where employees generally lose pension credits or cannot add to vested accrued pension credits when changing jobs, TNG's plan provides 'portable' pension benefits.

The low administration costs of multi-employer plans, such as TNG's—versus single employer plans—result in more money for pension benefits.

Reimbursement rates for employees who drive their own vehicles on company business were increased in more than three-quarters of fiscal '81 settlements that provide for such payments. Rates were also increased under the Guild contracts with automatic escalator clauses.

The best escalator clauses are tied to the Private Transportation Index, a component of the Consumer Price Index in both Canada and the U.S., reflecting changes in all costs of owning and operating a vehicle.

Consistent with the Collective Bargaining Program provision for fair employment practices, particularly bans on discrimination because of marital or parental status and sexual or affectional preference, provision for paid bereavement leave is extended to include death in the employee's household.

Many Locals have obtained employer consent that existing maternity and paternity leave provisions apply to child adoptions, as well as birth of the employee's child. The existing Collective Bargaining Program provision is amended to make it expressly clear that maternity and paternity leave provisions apply to child adoptions.

Added to the Convention Recommendations on Collective Bargaining is provision to allow employees to have a reduced work week upon birth or adoption of a child as an extension of maternity and paternity leave.

A resolution on free riders was referred to the Convention Collective Bargaining Committee. Recognizing the ongoing concern with free riders, the Convention urges Locals to intensify efforts to negotiate full Guild shop and weekly dues checkoff clauses and to abolish probationary periods for new employees.

TNG's commitment to merger remains undiminished.

Merger discussions between the International Typographical Union and The Newspaper Guild concluded April 10 without a merger agreement "after exploring every avenue that might lead to permanent and effective organic merger."

Pledging to continue "joint, coordinated and co-operative collective bargaining between our unions," the joint ITU and TNG merger committee statement at that time declared, "We intend to preserve and strengthen our good relationship."

To this end, the two unions have committed themselves to maintaining and expanding existing cooperative activities.

A separate resolution was referred to the Collective Bargaining Committee that would mandate TNG officers to explore merger possibilities with electronic media unions. The resolution was defeated by the committee after President Perlik said the

unions cited have not shown interest in merger with TNG.

TNG will be exploring further avenues of merger. President Perlik said in his opening address to the convention that he has accepted an invitation from Graphic Arts International Union President Ken Brown to participate in four-way merger discussions with the GAIU, ITU and the Pressmen's Union.

This Convention declares TNG's merger committee remains ready and willing to pursue the goal of merger.

A resolution on merger, consolidation and cooperation among unions was referred after the Committee adopted the collective bargaining report. In support of merger, the resolution calls for the continued pursuit of merger and asks that the IEB continue to be informed of the details concerning the progress of and impediments to merger talks. Since the resolution is consistent with recommendations already adopted, the Committee agreed that no action was needed on the resolution.

As in the past, the Convention urges locals to continue to reach out for cooperation and support of other unions in their shops.

## RECOMMENDATIONS

I. The Convention adopts the following amendments to the Collective Bargaining Program (new language *italicized*; deletions are in [brackets]):

1. Amend Article II Section 26 of the bargaining program to read as follows:

26. BEREAVEMENT LEAVE: Provision shall be made for adequate leave with pay for death in the employee's family or household.

2. Amend Article II Section 24 of the bargaining program 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. Provision 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.

*This section applies to both natural and adoptive parents.*

**II. The Convention adopts the following amendments to the Convention Recommendations on Collective Bargaining:**

**1. Add the following new Section 8 to Article II and renumber subsequent sections:**

**8. *ELECTRONIC DISTRIBUTION SYSTEMS:*** *Provision should be made that all employees in the Guild bargaining unit receive a substantial share of the income accruing to an employer in the print news industry as a result of the employer's participation in a system for electronic processing, storage, retrieval and distribution of news, advertising and associated information. The substantial share obtained by the Guild under such contract provision shall be used either to increase all minimum salaries under the contract and the actual salaries of all employees in the bargaining unit or to provide a benefit of universal value to employees in the bargaining unit.*

**2. Redesignate the current Section 31 of Article II of subsection (a) and add the following new subsection (b):**

**31. VEHICLES AND EQUIPMENT:**

*(a) Locals should require the employer to furnish all equipment, including vehicles, needed for the job, with provision that all employer-furnished equipment and vehicles be safe and well maintained. In the event the employer does not furnish such equipment or vehicles, Locals should seek adequate compensation for all costs to employees for the use of their vehicles or equipment.*

*(b) Under contracts not providing for the employer to furnish all transportation, provision should be made for an escalator clause tied to the Private Transportation Index component of the Consumer Price Index to increase the reimbursement due employees who use their vehicles in the service of the employer, based on all costs of owning and driving a vehicle.*

**3. Add the following new Section 30 (pursuant to change made above) and renumber subsequent sections:**

**30. MATERNITY AND PATERNITY LEAVES:** *Locals should seek provisions allowing employees, at their option, to work schedules reduced by as much as 50 percent with no loss in benefits, for as long as one year after the addition of children to their households or upon returning from maternity or paternity leave.*

**III. The Convention also takes the following actions:**

**1. Urges Locals to intensify economic bargaining to produce minimum salaries that are and remain ahead of rising living costs.**

**2. Urges Locals to refuse to agree to retrogressions in contract settlements.**

**3. Encourage Locals to seek joint or co-ordinated bargaining with other unions in their shops.**

**4. 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.**

**5. 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. And the Convention reaffirms its stated policy that job titles that are discriminatory on the basis of sex and/or age must be eliminated from all Guild contracts.

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

7. Directs the IEB to review developments in Quality of Work Life and Voice in the Product programs in the labor movement and, if appropriate, recommend improvements or refinements in Quality of Work Life and Voice in the Product provisions in the Guild's bargaining program and recommendations. The IEB is further requested to survey Guild Locals to determine where such programs have been implemented.

8. Urges that Locals redouble efforts to achieve full Guild shop and weekly checkoff provisions and to eliminate probationary periods for new employees.

Signed: Lee C. Clifford, Canadian Wire Service, Chairperson; C. Claire Keefe, Providence; Stan Souza, Hawaii; John T. Bryant, Southern Ontario; Frank Sweeney, San Jose, Secretary; Paul Bryan, Southern Ontario; Robert L. Severance, Columbus (except Art. III Sec. 6); Maria Scrivani, Buffalo, Vice Chairperson; Robert J. Townsend, Brockton; Tom Pennacchio, New York; Gene Turner, Central California; Marie Shellock, Youngstown; Bruce Wark, Canadian Wire Service; James McGill, Gary; Barbara Weiss, Cleveland; Carol Przybyszewski, Erie (except Art. III Sec. 6); William Buchanan, Erie (except Art. III Sec. 6); James B. Eichmann, Sheboygan; Frederica Wilson, Montreal; Bob Klose, San Francisco-Oakland; Dick Christian, Buffalo; Stephen Menzler, Pittsburgh;

Ed Bell, Pittsburgh; Angel Baez, Puerto Rico; Arturo Ruiz Engo, Puerto Rico; Martin M. Goldman, St. Louis; Sam Reyenga, Southern Ontario; Jane F. Huffman, Washington-Baltimore; Gerald Schultz, San Diego; Jennifer Steinbeck, Chicago; Elizabeth Sullivan, Cleveland; Janis Wilson, Harrisburg; Jack Wallace, Wilkes-Barre; Mary K. Brookshire, Cincinnati; Geraldine Oliver, Philadelphia; Harold Julian, Knoxville; Kurt Peters Rockford; Bridget Petersen, Ottawa; Bill Davis, San Jose; Paula Bernstein, New York; Richard Olive, Wire Service; John Tong, Pacific Northwest; James A. Hulac, Denver; Jacques Gedeon, Canadian Wire Service; John Carmichael, Twin Cities; Michael Ackley, Central California; Evangeline Lamar, Memphis; Dan Hanson, Memphis; Art Guerrero, Denver; Gilbert Savard, Canadian Wire Service; Roger Stonebanks, Victoria; Linda Zink, Los Angeles.

BROTHER CLIFFORD: I move adoption of this report.

BROTHER SOUZA: Second.

CHAIRPERSON CULVER: Collective Bargaining Report has been moved for adoption. I recognize President Perlik.

Does anyone wish to add their name to the report first?

BROTHER GILBERT: Yes, Patrick Gilbert, Washington-Baltimore. Please add my name.

CHAIRPERSON CULVER: Any other additions of names?

BROTHER KEVIN P. J. MILLER (Columbus): Kevin Miller, Columbus. Please add by name except for Article III, Section 6.

BROTHER BINKS: Porter Binks, Chattanooga. Please add my name.

BROTHER VICTOR ALFANO (Scranton): Vic Alfano, Scranton. Please add my name and the name of Mitchell Grochowski.

CHAIRPERSON CULVER: Does that take care of all the names? All right. I will recognize President Perlik for a statement.

PRESIDENT PERLIK: Brother Chairperson, I think the delegates in consideration of the material on page three—almost all the material on page three—will be interested in hearing along with that con-

sideration the following message that has been received by me, addressed to me here at the convention.

It says: "All of us in the ITU extend cordial greetings and best wishes to you, your fellow officers, and to the delegates on the occasion of your convention.

"It is my hope that we shall continue our cooperation in all aspects of union endeavors and that your delegates will recognize that in spite of our inability to consummate a merger, that our needs and our aspirations continue on a parallel course. We in the ITU pledge our continuing cooperation and assistance in all your efforts.

"Joe Bingel, President, ITU." (Applause.)

**SISTER SCRIVANI (Buffalo):** I would like to move an amendment, on the first page, the last sentence (12th paragraph), deletion of the word "suspected." I think everyone here realizes that these hazards are very real.

**CHAIRPERSON CULVER:** It's been moved that we remove the word "suspected" from the last paragraph. Is there a second?

(Seconded by several.)

**CHAIRPERSON CULVER:** Will there be debate on that motion? All right. The amendment is before you to remove the word "suspected" in the first line of the last paragraph on page 1. All in favor of adoption of the amendment please say aye. Opposed? The amendment is adopted.

#### MOTION CARRIED

**CHAIRPERSON CULVER:** We are back on the original motion on the First and Final Report of the Collective Bargaining Committee. Is there further discussion? On my right.

**BROTHER WILLIAM MCQUEEN (Southern Ontario):** Yes. I wish to be noted my exception to the aspect of quality of work life which is indicated in Section 7.

I make a distinction between that and the subsequent concept of voice in the product programs. Without an extensive discussion, I would suggest that while it is probably very appropriate that an investigation of, "quality of work life" be undertaken by the Guild so that we have a grasp of how locals may have been approached,

and how this program operates in various jurisdictions; but in my opinion this program is to attempt to diminish the effectiveness of the union, and in fact, I want to be on record as opposing any active participation in that kind of program.

**CHAIRPERSON CULVER:** Is there further discussion? The mikes are clear.

We will have the vote at this time on the First and Final Report of the Collective Bargaining Committee.

All in favor please say aye. Opposed? The motion is adopted.

#### MOTION CARRIED

**CHAIRPERSON CULVER:** Thank you, Lee Clifford.

**VICE PRESIDENT SUTTON (Washington-Baltimore):** I would like to add the name of Ernie Green, Washington-Baltimore, to that.

**CHAIRPERSON CULVER:** That will be the order.

Rick Roth, would you come to the podium.

Our next order of business will be the First Report of the Finance Committee.

**BROTHER RICHARD J. ROTH, JR. (Buffalo):** The First Report of the Finance Committee.

### FIRST REPORT OF THE FINANCE COMMITTEE

**Last year we gave you good news and bad news. This year, happily, we have only good news.**

#### First the best of the good news:

In the months since the 1980 convention, we made it past the \$4 million defense fund goal we'd set for ourselves and have soared to the point that by the time this convention concludes, we will have topped \$4,500,000.

The willingness of our members to endure 32 long months of full regular dues has enabled the Guild to bail the Defense Fund out of the deepest debt in its history—over \$3 million—and to pull that fund up by its boot-straps by more than \$7 million, to our present \$4.5 million level.

**We enjoy the healthiest financial pic-**

ture in the history of The Newspaper Guild and thus the strongest position ever to ward off publisher onslaughts.

The good news does not end there.

While the numbers were not as spectacular in the Guild's General Fund, the 1980-81 fiscal year ended with a rarity—the first surplus in six years, in fact there was only one surplus in the 1970s.

Fiscal year 1980-81 stands as a monument to the determination and perseverance of Guild members who in 1979 legislated the goal of a healthy Defense Fund.

During the year, income to the Defense Fund totaled \$4,754,029. The Fund paid out in strike and lockout benefits and strike and lockout related costs \$975,145.

The net gain for the year was \$3,778,884.

Despite these robust numbers and the overall health of these funds, the Convention faces the prospect of a deficit budget. It must be recalled, however, that the budget approved by this Convention last year also called for a deficit budget, which was turned into a surplus.

Anticipated income for 1981-82 has been based on an assumed monthly average of 28,350 regular member per capitas, and 350 agency fee payers.

The budget calls for an increase in expenditures of 5.9 percent.

The Convention recognizes that the cost of holding TNG's annual convention—like everything else—has risen substantially to the point that most Guild locals no longer feel able to compete for the right to host future conventions. Convention registration fees are designed to offset those costs, but the \$35 registration fee charged since 1975 falls far short of compensating host locals even for the costs of the social events to which convention delegates have become accustomed. Therefore, an increase is necessary.

The Guild has had a long-standing commitment to holding all conventions, conferences and other meetings only in unionized facilities,

Therefore, the Convention adopts the following:

1. An increase from \$35 to \$50 per delegate beginning with the 1982 convention

registration, to be divided \$35 to the host local and \$15 to TNG.

2. A reaffirmation and strengthening of Newspaper Guild policy of holding all Guild conventions, conferences and other events only in unionized hotels, restaurants or other facilities, where feasible.

Products that are on the AFL-CIO and CLC boycott lists because of the anti-union assaults of their manufacturers are not to be served or used at any Newspaper Guild function.

3. A fiscal year 1981-82 General Fund income estimate of \$2,387,532 which assumes a monthly per-capita apportionment of \$6.098 for two months and \$6.594 for 10 months and a monthly agency-fee payment of \$7.41 for two months and \$8.03 for 10 months, and which also assumes a monthly per-capita average of 28,350 and a monthly agency-fee payment average of 350.

4. A fiscal year 1981-82 General Fund budget of \$2,390,690.

Signed: Richard Roth, Buffalo, Chairperson; Dennis Block, Buffalo; Richard V. Sabatini, Philadelphia; David C. Langzettell, Portland; Dean Bottorff, Gary; Frank V. Goodman, Hudson County; Doug Cuthbertson, San Francisco-Oakland; Gary Clark, Cleveland; Eric Geist, Washington-Baltimore; Louis M. Calvert, San Jose; Barbara Yuncker, New York (excepting words "where feasible" in paragraph 1, Recommendation 2); John C. Edgington, San Diego; Aldo Vagnozzi, Detroit (object to section 2, paragraph 1, which weakens present policy); Patrick J. Ryan, Buffalo; Larry D. Hatfield, San Francisco-Oakland; Joseph R. Wilhelm, Buffalo; Mary R. Sanchez, Central California; Bill Balota, St. Louis; Joyce Hotchkiss, San Antonio; Lillian White, Toledo; Carl L. Bender, Terre Haute; Thomas LaPoint, Albany; Gene Bryant, San Jose; Dennis Robinson, Southern Ontario; Harvey M. Sanford, Sioux City; Michael Dugas, Montreal; Jerry E. MacDonald, Canadian Wire Service; Lillian Munch, Victoria; Gerald M. Maraghy, Boston; Nelson K. Benton, Salem; Jim Schaufenbil, Manchester; Roy Cummings, St. Louis; Cecil Reid, Canadian Wire Service; Luis Rivera, Puerto Rico; John Kennedy, Youngstown; Robert Bruner, Pacific Northwest; Donald A. Chorpenning, Los Angeles; George Randol, Central California; Alice Busby, Vancouver-New Westminster; Doug Louth, Vancouver-New Westminster; Paul



Mallon, Southern Ontario; Jim Orcutt, New York.

**Brother Chairperson, I move for adoption of the report.**

**CHAIRPERSON CULVER:** First Report of the Finance Committee has been moved for adoption. First, are there any names to be added?

**BROTHER MCCARTY:** Bob McCarty, Southern Ontario. Please add my name.

**BROTHER KRUSE:** Roy Kruse, Hawaii. Please add my name.

**SISTER KUCHENMEISTER (Memphis):** Edith Kuchenmeister. Please add my name and Faye McCracken.

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

**SISTER MUNCH:** Lillian Munch, Victoria. Please add my name with the exception of the words "where feasible" in paragraph 1, recommendation 2.

**BROTHER JOHN C. RAU (Washington-Baltimore):** Please add mine and Ray Dick except the word "feasible."

**CHAIRPERSON CULVER:** Very good. Very well. Any other additions of names?

By the way, you may have noticed that I have not been requiring seconds on the committee reports. Dave Barr advised me that it is not needed on committee reports. So the motion to adopt is all that is necessary.

At this time, on the left.

**BROTHER HARRY LEYKIS (New York):** Harry Leykis, New York. I ask that in numeral two, delete the words "where feasible."

**CHAIRPERSON CULVER:** This is in the form of an amendment?

**BROTHER LEYKIS:** Yes, sir.

**CHAIRPERSON CULVER:** Yes. Is there a second to the amendment?

(Seconded by several.)

**CHAIRPERSON CULVER:** All right. The motion before you is on page 2, item number 2, where it says, "where feasible," that we delete that language.

Is there discussion on the motion?

**BROTHER LEYKIS:** I feel it is inappropriate. I sat here yesterday—it is my first convention—and I heard resolutions passed. I don't think I cannot buy Michelin tires where feasible, and I don't think I can pull money out of the bank in Canada where feasible. I don't think if the union doesn't support itself, anyone is going to help us. I think it has got to be done. (Applause.)

**BROTHER STEWART:** Thank you. Stewart, Memphis. Been nice having you. See you in about a hundred years.

**BROTHER MCCARTY (Southern Ontario):** If the amendment passes, do we check out right after?

**CHAIRPERSON CULVER:** Is there further discussion?

Faye.

**SISTER MCCracken (Memphis):** Yes, I tried to explain yesterday to the committee about the union facilities in Memphis—which we don't have—but there is one small hotel, I understand, that is union, but we could not even house all the delegates.

If the amendment passes, cities like Memphis, particularly in the South, would not be able to host a convention because we are just not highly unionized. We would liked to have had a union hotel more than any of you. (Applause.)

Several years ago Memphis came to the convention and called for organizing in the South, and that is one reason we wanted you here, to see what it's like and that maybe you could help us. (Applause.)

**VICE PRESIDENT WADE (New York):** I think it is important for the Memphians and our generous hosts in the South to understand that no one is offering any affront to the wonderful hospitality that has been offered to us here.

What we do think can happen, those of us who support this deletion, is that if we say we are The Newspaper Guild and we have an international convention and we are coming with—what do we spend, a quarter of a million dollars, folks? We are planning to come to your city five years hence, and we think you ought to have a unionized hotel to welcome us when we get here, that perhaps we can have great effect.

If we have a "where feasible," I don't

think anything is going to happen. I think there is a model that was set before us by Providence and by Boston in moving our convention from Providence at what seemed to be the last minute. That is a good model to follow. It has a good influence, and I believe—Frank, is that hotel in Providence not organized now?

**BROTHER PROSNITZ:** Yes, it is.

**VICE PRESIDENT WADE:** And we did have that impact. (Applause.) We pulled ourselves out bag and baggage, and I seem to remember the example of Heywood Broun is also before us in taking conventions to towns in the South that were hostile, not necessarily to unionizing reasons but for racial reasons, that Broun would say, "Pack your suitcases, folks, here we go again," and they would prepare to leave, and things would suddenly get better, and I think we need that kind of muscle, and I speak for the amendment. (Applause.)

**BROTHER KRUSE:** Speaking against the amendment. We discussed this in the committee, and it does not only mean the Guild conventions, it means other conferences and events. Many of the locals who have meetings in areas that are not unionized, such as American Legion halls or other things, don't have unionized places where they can meet and gather. That is the reason for the feasibility being in there.

So I suggest leaving it in and giving us some leeway there. Sure, we would like to have everything organized but where it is feasible, let us meet and organize. (Applause.)

**BROTHER SCHEER (Ottawa):** I yield to the sister from New York at the other mike.

**SISTER BARBARA YUNCKER (New York):** I would like to point out, there is nothing in this resolution that says you cannot go to a church basement and other nonprofit situations and your own living room, and that is what ought to be done, if necessary.

There is nothing in this motion that says that you cannot use a nonprofit organization hall, and as a matter of fact, that is a feasible alternative to giving your business to a nonunion commercial establishment. (Applause.)

**BROTHER SCHEER:** My delegation sup-

ports the deletion of the phrase, "where feasible."

**SISTER WILSON (Montreal):** I would just like to say that while I think it is nice to have conventions in every city that we can, I guess it feels good for the people in Memphis to have us all down here, I think it is unconscionable for a trade union to hold a convention in a nonunionized hotel. (Applause.)

**BROTHER MARAGHY (Boston):** I speak against the amendment. As I recall, we left Providence not because it was not unionized but because we were facing a picket line.

**BROTHER JOHN R. BARRETT (Knoxville):** If the amendment passes, Knoxville will have to withdraw its offer to host the Southern District Council meeting in the fall.

**CHAIRPERSON CULVER:** Is there other debate?

(The question was called.)

**CHAIRPERSON CULVER:** All right, Frank.

**BROTHER PROSNITZ (Providence):** I just want to clear up a point. We were not facing a picket line in Providence, and we left the hotel at the request of the Hotel and Restaurant Workers Union and went to Boston to host the convention in a union hotel, and as a result, indeed, the Biltmore Hotel was organized, and with a lot of our help, and I think everybody in here deserves credit for that.

They struck later on to gain a first contract and used our union offices as strike headquarters. They have a good contract now, and they are a good union hotel in the city of Providence. As a result of that, the Hotel and Restaurant Workers Union isn't only strong in that hotel, but they have been very successful in branching out and organizing a Holiday Inn near the University of Rhode Island, and that also, I think, is a spinoff from what we have done. (Applause.)

**BROTHER EDGINGTON:** John Edgington, San Diego. I rise to oppose the amendment to delete the words "where feasible." We have a fledgling local in the Southwest in Phoenix, Arizona, where we have been organizing and attempting to get a contract for over two years now. We have

given as much support as we can to our brothers and sisters in Phoenix, but the passage of such a resolution would prohibit us from visiting them with any kind of conference or any kind of support because there are no union hotels or restaurants in the Phoenix area. So I would urge that you defeat the motion.

**BROTHER RYAN (Buffalo):** I really hesitate to get into arguing with a copywriter from New York about the intent of the language or the meaning of the words, but as a member of a local who has lived and died—not me personally, but the local—lived and died for the last four or five years, fighting with the fine points of language which people twist and turn to use against us and press charges, before every federal agency that they can imagine, I want to say that I believe that the amendment as it reads will prohibit me from going to the Salvation Army hall next to my paper, because that certainly is another facility, and you know, if we are going to move on this amendment and take out the “where feasible,” then we ought to take out the “other facilities” and restrict it to hotels and restaurants. I think that is the only way we can solve it—settle it.

**SISTER FOLEY (Lexington):** I would also like to speak against the amendment. We recently had a Southern District Council meeting in Lexington. It was of great benefit to our local and I think to the labor movement in Lexington in general, but we have no unionized hotels, and if this amendment had been in effect at that time I don’t believe we could have held the Southern District meeting there.

Thank you.

**VICE PRESIDENT WADE:** Harry, I will seek your guidance. I think the brother from Buffalo is totally correct, and the word “other” should be changed to “commercial facilities”—the word “commercial” should be added, “hotels, restaurants, and other commercial facilities.”

Is that an amendment on my own amendment, or is that in addition to it, or should I sit down? (Laughter.)

**CHAIRPERSON CULVER:** Good choice. (Laughter.)

**VICE PRESIDENT WADE:** I would like to add the word “commercial” to my deletion—to Harry Leykis’ deletion of “where feasible.”

**CHAIRPERSON CULVER:** All right. Is that agreeable with the seconder to your motion?

(Cries of “Yes.”)

**CHAIRPERSON CULVER:** Then the amendment would read—

**BROTHER EDGINGTON (San Diego):** Point of order, Mr. Chairman. That requires a second—it is a second amendment.

**VICE PRESIDENT WADE:** That is what I asked Harry for guidance on, John. I don’t want to foul this thing up any more. I think the brother from Buffalo was totally correct. I want to respond to that.

**CHAIRPERSON CULVER:** This would have to be an amendment to your original amendment.

**VICE PRESIDENT WADE:** To Harry Leykis’ original amendment.

**CHAIRPERSON CULVER:** Yes. So is there a second?

(Seconded by several.)

**BROTHER EDGINGTON:** Point of order.

**CHAIRPERSON CULVER:** Yes, John.

**BROTHER EDGINGTON:** She can move an amendment. There can be two amendments pending on the same motion at the same time. It doesn’t have to be added to the other amendment. In fact, it is not appropriate to add it to the “where feasible” amendment.

**CHAIRPERSON CULVER:** I think you are correct, John, and I am going to hold it. If you take up that other language, you will have to add it later, Betsy.

We are back on the language to remove “where feasible.”

**BROTHER VAGNOZZI (Detroit):** If it is proper, I would like to move a substitute amendment deleting that paragraph.

**CHAIRPERSON CULVER:** State your substitute.

**BROTHER VAGNOZZI:** The substitute is to delete the entire paragraph. (Applause.)

**CHAIRPERSON CULVER:** One moment. I have been advised that that is not in order.

**BROTHER VAGNOZZI:** I believe it is in order.

**CHAIRPERSON CULVER:** Brother Barr, would you give me some help. (Laughter.)

**BROTHER BARR:** There is a second amendment possible to a first amendment. However, the second amendment has to pertain to the first amendment. The second amendment can only amend the first amendment. You can't have standing at the same time two amendments to the same paragraph unless the second pertains to the first. So the only proper procedure at this point is to take a vote on the "where feasible" amendment, and then we move your substitution after that's voted on.

**BROTHER VAGNOZZI:** All right. Can I speak on the amendment—I understand there are two amendments pending.

**BROTHER BARR:** No. There is only one amendment pending. The previous was withdrawn. The only amendment pending right now is to delete the words "where feasible," appearing in number two. If you were to move an amendment to that, you could strike the word "where," you could strike the word "feasible," you could substitute two other words for the words "where feasible." That would be a germane second level amendment to the first. That is the only kind of amendment that is in order right now.

**BROTHER LOUIS M. CALVERT** (San Jose): I simply want to oppose the amendment for just a very simple reason, and that is, I don't believe that there is anyone in this room who is in charge of booking any facility for a meeting of their respective bodies who would, in any good conscience, book it in a nonunion place if there were a union place available. (Applause.)

**VICE PRESIDENT WADE:** Following what I presume to be at this point the guidance of Counselor Edgington and Counselor Barr, I am going to move a second amendment, and that is, to insert the word "commercial."

(Cries of "No.")

**CHAIRPERSON CULVER:** I have been advised that you cannot do that. The only—

**VICE PRESIDENT WADE:** It is not an amendment to the amendment, Harry, but a second amendment.

(Cries of "No.")

**CHAIRPERSON CULVER:** We have not disposed of the first amendment on the language, "where feasible," so we have to do that before we can take up a second amendment.

**BROTHER GONZALEZ** (Puerto Rico): Our local is opposed to this amendment. As you heard our brothers and sisters from Knoxville, they can't have our next meeting there if we accepted this, and we shouldn't come here and criticize, and I want to invite that instead of criticizing the Memphis people, our brothers and sisters, to start acting right now and go to the hotel employees and start organizing if you are talking in favor of the union. (Applause.)

**BROTHER DOUG CUTHBERTSON** (San Francisco-Oakland): Point of order, Brother Chairperson.

Has the chair ruled that a substitute motion to delete the paragraph is out of order at this time?

**CHAIRPERSON CULVER:** Yes.

**BROTHER CUTHBERTSON:** I move to challenge the ruling of the chair.

**CHAIRPERSON CULVER:** All right. You have that right. I don't believe that requires a second, does it?

**PRESIDENT PERLIK:** Don't look at me. (Laughter.)

**CHAIRPERSON CULVER:** It does require a second. Is there a second?

(Seconded by several.)

**CHAIRPERSON CULVER:** All right. There is a motion before you to challenge the ruling of the chair in which the chair held that the motion was out of order to delete the number two—to delete the entire paragraph. Are you ready for the question?

**BROTHER SOUZA:** What are we voting on?

**CHAIRPERSON CULVER:** Do you wish to speak to your motion, Doug?

**BROTHER CUTHBERTSON:** Well, the point is simply, I feel that there is a sense of the body to delete the paragraph. I may be wrong, but I would like to get to that vote and get on with the rest of the business. If the challenge to the chair is up—

held, then I understand we can entertain that motion and vote on it.

CHAIRPERSON CULVER: All right. I had originally ruled that the substitute was out of order until the other motion was disposed of. So the motion before you is to challenge the ruling of the chair on whether—just a minute—all right, the motion is, shall the ruling of the chair be sustained.

EDGINGTON (San Diego): The chair may not conduct this vote. (Laughter.)

CHAIRPERSON CULVER: The chair will very gladly let someone else conduct the vote. (Laughter and applause.)

PRESIDENT PERLIK: I don't want to do it either. All right, the vote occurs on the motion, shall the ruling of the chair be sustained? Those in favor of the motion will signify by saying aye. Those opposed will signify by saying no.

The chair is clearly not sustained.

PRESIDENT PERLIK: I happily return it to you, brother.

CHAIRPERSON CULVER: All right, now we will go back to the motion to delete the entire paragraph—I am told that there is no such motion. There was a motion which I held out of order.

Yes, Larry.

BROTHER HATFIELD (San Francisco-Oakland): I move to delete the entire paragraph.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All right. Will there be discussion?

(Cries of "No.")

CHAIRPERSON CULVER: All in favor of deletion of the entire paragraph please say aye. Opposed?

I am going to declare the "ayes" have it. (Applause.)

Now we are back on the original report, First Report of the Finance Committee. Is there further discussion on the report? Yes.

BROTHER BACHELLER (New York):

That vote sounded pretty even to me. I am not sure how to do it.

Can I ask for a hand vote?

CHAIRPERSON CULVER: Yes, you may ask for a hand vote. Let's first have everybody stand to get some picture on this. Everybody stand who voted "aye," and then we will take a count if it is not real obvious.

Everyone stand who voted "aye."

BROTHER EDGINGTON: Point of order. The chair has declared the outcome of the vote. You cannot do it again. (Applause.)

CHAIRPERSON CULVER: Brother Edgington, strictly interpreted, that is the rule, but Robert's Rules of Order says if somebody raises this request before you in the immediate future, that you can do this, and that's the basis on which I am operating.

SISTER LANE (Vancouver-New Westminster): Point of order.

CHAIRPERSON CULVER: Yes.

Would you please read the motion.

CHAIRPERSON CULVER: All right. (Laughter.)

This is on page 2, number 2, to delete the first paragraph. All in favor of—

(Cries of "No.")

CHAIRPERSON CULVER: It is the first paragraph of the number two, reading, "a reaffirmation and strengthening."

May I remind you, this is not the vote on whether to sustain the chair or not. We don't want to go through that again. All right. All in favor of deleting that paragraph please stand.

BROTHER EDGINGTON: That is not the question before the assembly. The question is, shall you substitute that for the "where feasible." That's what the chair was overruled on.

CHAIRPERSON CULVER: There was a later motion by Hatfield to delete the second paragraph.

All right. The first paragraph of number two.

I think it is clear to the body what we

are voting on. Would all of those who are against the motion please stand. It is clear the ayes do have it, and paragraph is deleted. (Applause.)

#### MOTION CARRIED

CHAIRPERSON CULVER: Is there any further discussion? All right. We are back on the First Report of the Finance Committee. The mikes are clear. All in favor of adoption of the report please say aye. Opposed? The report is adopted.

#### MOTION CARRIED

VICE PRESIDENT WADE: Brother Chairperson, are we deleting one paragraph or two paragraphs?

CHAIRPERSON CULVER: We have deleted one paragraph.

VICE PRESIDENT WADE: The second paragraph is not connected to its antecedent and is without a number, is that correct?

CHAIRPERSON CULVER: I am not going to say that it is without a number. The number was left in.

VICE PRESIDENT WADE: I have a question of information then for the chair or for President Perlik.

CHAIRMAN CULVER: Yes. Go ahead.

VICE PRESIDENT WADE: Is the paragraph we now have left there, Section 2, not already a part of every policy that we have every place? I mean, is this not a redundancy now? My understanding of the first paragraph was that it was the intent to strengthen a policy set up in 1975. That was my understanding of it, and that Section 2 was further strengthening and underlining that. I will be happy to receive information.

BROTHER DAWSON (Southern Ontario): Point of order, Mr. Chairman. This report has been adopted by this body already. I believe it should be—to be reconsidered, a motion to reconsider would have to be adopted by the convention.

VICE PRESIDENT WADE: Have we adopted the whole report now?

CHAIRPERSON CULVER: Yes, we have.

VICE PRESIDENT WADE: Oh, shoot. Sorry. (Laughter.)

CHAIRPERSON CULVER: All right,

let's take up the First Report of the Constitution Committee. Is Dick Peery available?

Let's have a little bit of order. You have really been good this morning, and we are going to try to move as rapidly as possible. Go ahead, Dick.

BROTHER PEERY (Cleveland): This is the First Report of the Constitution Committee.

### FIRST REPORT OF THE CONSTITUTION COMMITTEE

(For all proposed changes in the Constitution, new language is *italicized* and deletions are in [brackets].)

#### I

For clarification, and to reflect past practices, the Convention amends Article V Section 4(b) of TNG's Constitution to read:

[(b) Representation at a Convention shall be based on the average of the monthly per capita payments for members in good standing for current or previous (but not future) months received by TNG from the Local during the period beginning March 1 and ending the last day of February. In computing such Convention representation, members on leave in the armed forces shall be credited.]

*(b) Representation at a Convention shall be based on the average of the monthly per capita payments for members in good standing received by TNG from the Local during the period beginning March 1 of the year preceding the Convention and ending the last day of February of the convention year (hereafter called the "representation period"). In computing such convention representation:*

*(1) Only payments received during the representation period for months during or prior to the representation period shall be considered.*

*(2) If such payments are received during the representation period for more than 12 months, the total amount shall be divided by the number of months for which payments were made.*

*(3) If such payments are received during the representation period for 12 months or less, the total amount shall be divided by 12.*

*(4) Members on leave in the armed forces shall be credited.*

*(5) Payments received during the representation period for months after it shall be considered to have been received during the next representation period in computing representation for the next Convention.*

## II

Under Article II Section 5 of TNG's Constitution "college students working part-time in the jurisdiction of the Guild" are permitted to achieve associate membership status. This appears inconsistent with the objectives of Article I Section 10 of the Collective Bargaining Program and Article II Section 4 of the Recommendations calling for conversion of part-time employees to full-time employment, and full contract coverage for all such employees. In view of these provisions, part-timers (whether college students or not) should be admitted to full membership status only.

Accordingly, the Convention amends Article II Section 5 of the Constitution to read:

Section 5. [College students working part-time in the jurisdiction of the Guild.] Students working on college newspapers, journalism teachers and college students preparing for journalism as a career shall be eligible for associate membership.

## III

Article XIX Section 2(c) of TNG's Constitution requires that Locals with a representative assembly who wish to endorse the strike of another union do so by action of the representative assembly, as an alternative to the procedure set forth in Section 2(a). Frequently, it is impractical to convene a meeting of the representative assembly and obtain its vote in time to render effective and immediate support to the striking union. To facilitate the procedure, Article XIX Section 2(c) should be amended to permit a Local to take the necessary action either by its representative assembly or its executive committee, as the Local may decide through its by-laws or on a case by case basis.

Therefore, the Convention amends Article XIX Section 2 (c) of the Constitution to read:

In the event that a union other than a

TNG Local strikes a shop in which that union represents employees, or if such a strike appears imminent, or if such a union declares itself locked out and pickets, then as an alternative to proceeding under Article XIX, Section 2(a), the Representative Assembly, or the Executive Committee [if there is no Representative Assembly,] of TNG's Local representing employees in that shop may endorse the strike, or recognize the lockout, and direct its members not to cross the picket lines of the striking or locked out union nor to work in or for the shop which is on strike or locked out.

## IV

The Committee considered and rejected a proposed amendment to Article VIII Section 21 that would have required Locals to "make available" to each member a copy of the collective bargaining agreement and Local by-laws, rather than continuing to require that each Local "ensure" such distribution.

## V

The Committee also considered and rejected a proposed amendment to Article XXIII, headed "merger." The proposed amendment would have specified that, in the event of failure of merger negotiations, TNG's president would be required to report to the next Convention what differences remained. It would also have prohibited the dissolution of a merger committee until a full report had been made to the Convention and the Convention had concurred in the dissolution.

Signed: Richard M. Peery, Cleveland, Chairperson; Donald Kummer, Detroit; J. Stephen Hatch, Cleveland; Henry Lebbing, St. Louis; Lionel Horton, St. Louis; Roger D. Warnock, San Francisco-Oakland; Jim Geiger, San Jose; Ross M. Miller, Southern Ontario (except #5); Ken Reiger, Toledo; Betsy Wade, New York (except #5); Louis Mleczo, Detroit; Frederick Berry, Salem; Frank J. Gleeson, Philadelphia; Alfredo Gonzalez, Jr., Puerto Rico; James D. Scheer, Ottawa (except #5); M. Gerald Huntley, Southern Ontario (except #5); Susan R. Craig, Southern Ontario (except #5); Dan Oldfield, Canadian Wire Service; Pat Rushton, Wilkes-Barre; Warren E. Howard, Washington-Baltimore (except #5); Mary Esslinger, Washington-Baltimore (except #5).

CHAIRPERSON CULVER: Are there any names to be added to the report?

SISTER JOHNSON (Washington-Baltimore): Please add my name, except number 5, please.

BROTHER GRUBISICH (Washington-Baltimore): I would like to add my name to the report.

CHAIRPERSON CULVER: Very well. Before we proceed, I am going to suggest we take these up one Roman numeral at a time, if that is agreeable. Are you ready to take up I on the first page? Is there discussion on I? The mikes are clear. All in favor of adoption of I please say aye. Opposed? I is carried.

MOTION CARRIED

CHAIRPERSON CULVER: On II.

VICE PRESIDENT LOWE (Southern Ontario): Mr. Chairman, on a point of order. Do we not deal with the minority report before we start voting on this?

CHAIRPERSON CULVER: The minority report refers, John, to V, and we will take it up when we get to that.

VICE PRESIDENT LOWE: Thank you.

CHAIRPERSON CULVER: II, is there discussion on that? The mikes are clear. All in favor of adoption of II please say aye. Opposed? II is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: III on the same page. Any discussion? All in favor of III please say aye. All opposed? III is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Next page, IV. Any discussion? All in favor of IV please say aye. Opposed? IV is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: V is before you. Jim.

BROTHER SCHEER (Ottawa): I rise to move a minority report. The printed version distributed to the delegates has a typing error. It says paragraph Arabic five. It should be section Roman five of the majority report that I wish to substitute.

CHAIRPERSON CULVER: Very well.

BROTHER SCHEER: The Minority Report on Constitution.

## MINORITY REPORT ON CONSTITUTION

NOTE: the effect of the proposed amendment is prospective only.

Substitute for paragraph 5 of the majority report the following:

Amend Article XXIII of the Constitution by designating existing paragraphs 1, 2, 3, and 4 under the heading "Section 1" and adding the following:

Section 2. (a) If negotiations referred to in Section 1 fail, the President of TNG shall report to the next TNG convention what differences remain.

(b) Any merger committee established by the IEB shall not be disbanded until a full report has been made to the convention and the convention has concurred in such dissolution.

Signed: James Scheer, Ottawa; Warren E. Howard, Washington-Baltimore; Margo Johnson, Washington-Baltimore; Ross M. Miller, Southern Ontario; Mary Esslinger, Washington-Baltimore; M. Gerald Huntley, Southern Ontario; Susan R. Craig, Southern Ontario; Betsy Wade, New York.

Brother Chairperson, I move adoption of the minority report.

CHAIRPERSON CULVER: All right. It has been moved. Since the names are included, it does not require a second. Do you wish to speak, Jim?

BROTHER SCHEER: I reserve the right as mover of the motion to close debate. Having had a report in French, to open my remarks I merely say, fratres e sorores carissimi, mea parte res ipsa loquitur.

Brothers and sisters, for my part, the thing speaks for itself.

BROTHER BUTLER (Ottawa): I speak in support of the minority report. I think we should recognize that what we are talking about here is a question of freedom of information. At this convention we have endorsed a number of resolutions calling on governments to enact freedom of information legislation, and it seems to me the least we can do is adopt the same principle within our own union. Thank you.

SISTER LANE (Vancouver): I speak in support of the minority report. We spent a lot of money, a lot of our membership's



money, in the last set of merger negotiations, and I think that our membership is entitled to know what the result of the expenditure of that money is and why.

I should also like to say that I am very disappointed that there hasn't been a report given at this convention that details what happened in the merger talks in some considerable detail.

**SISTER WILSON (Montreal):** I would like to speak in support of the minority report. I think those of us strongly committed to merger and our locals need the information at least to know what the positions are of the two unions to be able to go back home and talk about merger with our ITU local, to be able to get them to talk to their members and to their executives and to their merger committee.

I think that cooperation between the unions is fine, and I hope it will continue, but I think that we are going to need the information. If we can't have it this year, we had better have it next year so that we can continue to work towards merger, because without that information the membership is not going to be able to do the work it must do in talking to the ITU membership in our own cities, our own provinces and states.

I speak very strongly in support of the minority report. (Applause.)

**BROTHER HATCH (Cleveland):** I speak against the minority report. I guess the implication here is that something is being hidden or may be hidden in the future. We all know how large that merger committee was. I think most of us here have a pretty good idea of why it did not come off.

I wonder what would happen—we have a nibble out here from Ken Brown, four-way bargaining may start up here shortly. What would happen if this is passed and for reasons best known to itself, a month or two before the next convention the Guild merger committee decides that it's going to suspend negotiations, perhaps as a bargaining ploy. So the merger committee goes before the membership or sends out a directive and says, "We called off merger talks, and it looks like it is all over, with," but behind it all it is a bargaining ploy. So then we come to the next convention, and because the official word is that it is called off, we have to have a full and complete report about what the

hell was going on, and that would upset the whole mechanism. I don't think it is necessary. I think it is counter productive.

**SISTER PETERSEN (Ottawa):** I think the point should be made that what's called for in this resolution is a discussion of what differences remain, and I think to realistically assess the future of merger, etc., we need to know what the differences are between the two sides.

I further point out there have been a number of rumors about the continued existence of the merger committee at this convention. Those rumors have been allayed and it is contained within the Collective Bargaining Committee report. However, we feel it is best to have it clearly understood that the merger committee and merger discussions were clearly mandated by the conventions over the years and that the convention deserves the right to have full discussion of the differences and the right to decide whether the merger committee shall continue or end. (Applause.)

**BROTHER HATFIELD (San Francisco-Oakland):** As one member of TNG whose mind might be changed about merger if I were given more information, I speak in favor of the minority report.

**BROTHER TOWNSEND (Brockton):** I agree with everyone that is speaking in favor of the minority report in that they need more information and time to talk to the membership, but all of that has got to happen when a tentative agreement has been reached. A tentative agreement has not been reached. Nobody is being asked to act on merger at this time.

I am sure the information will be forthcoming at the proper time, and I can see no sense in going back to our locals, talking to members of the ITU, and squabbling about what went wrong this time when in the long run it may go right.

Thank you. (Applause.)

**SISTER CRAIG (Southern Ontario):** Brother Chairman, a lot of us in the union movement tend to think that disclosure is something governments should provide and not our own leaders. When we ask our own leaders, our own union leaders, for information sometimes we seem to get the answer "trust us" which we would never, ever, take from government, and even from a government that we believed in and we had voted for.

It just seems to me that there cannot be harm in having a full and open debate of the matter and that that, indeed, is how things are done in a democracy.

I just would like to make the further point that I think it is much better, despite what has been said about the possibility of prejudicing negotiations. I think if it is going to prejudice negotiations, they are not going to work anyway.

I think that it is much better to have the official information, much less conducive to hostility and to suspicion to have the information in an official form and to have it distributed broadly to everyone rather than have everyone rely on rumors—which is what's happening now.

It is true, you are not going to stop the information from getting out, but if you put it out officially at least everybody gets one story which they can believe or disbelieve. You know, it is a much healthier atmosphere than the atmosphere in which everybody is promoting a different story and nobody has any touchstone to rub it against.

Thank you.

**BROTHER DONALD C. KUMMER** (Detroit): Mr. Chairman, I sat on this committee, and I would speak against the minority report for the mere fact that at the hearings at the meeting this was proposed not for the ITU merger talks that just fell through and not for this convention. It was explained that there was to be some kind of a resolution asking for more information as to the ITU negotiations, but this would be dealing with some future merger that hasn't even started yet and that it had nothing at all to do with the ITU negotiations. It would not require the president to give a report at this convention, so it really has no purpose at this point. We are talking about something that doesn't exist.

**BROTHER SCHEER**: Brother Chairperson, Scheer, Ottawa. Point of personal privilege.

**CHAIRPERSON CULVER**: All right.

**BROTHER SCHEER**: I moved this minority report. What the brother says is true. I said in the committee this would not have effect for this convention. It says on the minority report that it deals only

with the future. That's what it means when it says it is prospective.

It is properly in front of this convention, and I don't want the implication that I said one thing in committee and did another thing on the floor. I am not responsible for people misreading it and then making speeches that are not to the point.

**BROTHER KUMMER**: All right. I am corrected.

**BROTHER BRYANT** (Southern Ontario): I will be very short. The remark was made about something coming off—yes. When? Okay, in the long run. Well, I think it was John Maynard, the economist, who said that in the long run we'll all be dead.

**BROTHER OLIVE** (Wire Service Guild): I cannot support the minority report for the same reasons that I objected to a similar effort in the Collective Bargaining Committee. A substantial amount of time and effort was undertaken by the convention to develop a very broad based negotiating committee, and there were a lot of statements at that time about the faith and support that the convention was investing in that negotiating committee.

Now, the negotiating committee is saying to us, "trust us." I personally do trust them.

**BROTHER GOLDMAN** (St. Louis): Brother Olive is right. We did discuss this very much in detail in Collective Bargaining. A lot of the members on that committee and elsewhere feel that there have been no dark secrets, that we do have a good understanding of where the problems exist.

I agree with other speakers who have said that this could be counter productive. Most of us seem to want merger. We have not buried merger. We have re-affirmed the intent.

Brother Perlik is going to a meeting to discuss the possibility of a four-way merger. There has been no move to dissolve the merger committee.

Therefore, I think that this amendment or this substitute report, whatever you care to call it, could be more injurious, and to use Brother Hatch's words, counter productive.

**SISTER ZINK (Los Angeles):** I was a member of the merger committee and part of the discussion that took place prior to our decision was that we would issue a statement simply stating that merger discussions had broken off and that efforts would continue in a cooperative vein with the International Typographical Union.

I believe that our decision was a good one. To have gone into more detail about the problems that were encountered in our discussions would have been counter productive and would have led ultimately to an airing of laundry that we didn't need and we certainly don't need in the future.

I speak against the minority report. I think to tie the hands of another or this merger committee to making a full disclosure in a convention, full disclosure that can be quoted on the record, pulled out of context by the publishers association, would be a mistake. I think it is something we don't want to do, and I strongly urge you to defeat the minority report. (Applause)

**BROTHER CARROLL (New York):** I want to speak strongly in favor of the minority report. All the arguments here that have been directed against the minority report sound an awful lot like the arguments that have been used in labor negotiations for many times, a long period of time, that we should not make things known to the membership.

We have just come through some long and arduous negotiations in New York City. They were very complicated negotiations. We had a joint committee of the publishers, and for the first time in history I think in New York we had a joint negotiating committee consisting of the three major newspapers in New York.

We had a lot of help from you people, from the International. It was very important. Those negotiations were critical. They were satisfactorily resolved. We were discreet about what we said to the general public and to our membership, but we did speak to the general membership.

We had one person from among the three newspapers who was designated as a spokesperson, and he was constantly besieged by the other media, the wire services, about what was going on.

Well, he spoke to them, and he spoke with discretion. When we went back to

our locals—to our units, rather—our people demanded to know what was going on. We spoke to them.

We could not just give a general statement that talks were progressing or talks had been snagged, or we were hopeful or things looked optimistic or fruitful. We had to go beyond that. As a matter of fact, at the Daily News we were hung up on a couple of very important issues to us which I won't go into now.

We made the hangup that developed between us and the Daily News management—we made that the subject of a shop paper during negotiations. We worded it correctly, we felt. We gave the membership information about what sort of snag there was, and that shop paper, I believe, at the Daily News was very important in solving a big problem in negotiations.

Management got a feeling as to what we really wanted in these two areas. Our membership got a feeling of what was important to us as the negotiators for the Guild at the Daily News. That, I felt, was extremely helpful in the negotiations.

I can't see how that sort of information given to the membership—in the instant past, the ITU and the Guild—I can't see where some knowledge of where the snag is cannot be helpful. I would hate to see us preclude our membership from knowing something about negotiations that are so critical and so important, that is, merger with other unions.

I strongly urge that we support this minority report. (Applause.)

**BROTHER BRUNER (Pacific Northwest):** I oppose the minority report. I am on a merger committee that is not dissolved. It is still in place. It will function again in the future, and I have said before in many forums, I am committed to merger, and I am committed to a resumption of merger talks and to continue to work for those merger talks. But from the very first time I heard that there was a prospect of negotiating terms for merger, I said to my friends and associates within the Guild that please remember that we can fail, and we might fail twice or we might fail more than twice, but when we fail, we must go back again and work harder and do whatever is necessary to ultimately bring about merger.

So, yes, I and some others have failed

up to this point in time, but there is no one on our committee who will not work for merger. Within our committee, on one of the first days of our discussion, we said we want the fullest disclosure possible and, yes, there was discussion all along as to what is possible and, ultimately, when we had failed we said there are some things we cannot report, and that is not an easy decision to make. As a person who represents locals and units at the bargaining table, committed to the fullest disclosure possible to our membership; there are times I cannot give the absolute fullest report, and for that I have to apologize at times.

It is not possible for us to make the fullest possible report now. It might not be possible prospectively if we fail the second time, and I ask you to remember that.

I think the constitutional amendment proposed is an error. It does not assist merger. It does not help our members make the ultimate decision. When they have to make that ultimate decision as to whether they want merger, there will be full disclosure. They will get all of the terms, they will get explanation of those terms and how we reached them. I ask for you to defeat this minority report. (Applause.)

**BROTHER HUNTLEY** (Southern Ontario): We don't really want full disclosure from a bargaining committee that is bargaining. We want full disclosure where a bargaining committee concedes not that it has failed this time but it has given up totally and completely. When that point occurs in the future, then we want to know why. It may well be that the grass roots of this organization may say we are prepared to accept the other side's proposals, even though the bargaining committee was not.

I have the honor to represent the affiliated Guild members on the Canadian Confederation of Printing Trades Unions Executive Council. The Canadian Confederation of Printing Trades Unions involves the four unions with which negotiations are to commence in the next few months according to the president's earlier report. That confederation has been working almost exclusively to encourage merger among those four unions.

At their annual conference in May of this year the confederation was stunned by

the fact that negotiations between the Guild and the ITU had broken down, but nobody knew why.

We had representatives from both bargaining committees at the confederation conference. One of the Guild representatives there suggested that perhaps the next step was to bring about grass roots input so that the committee would know, would have some alternative route to follow to resume negotiations.

We'd love to put in grass roots input, but on God's green earth, how can we put in the grass roots input unless we know where the fertilizer has been spread. (Laughter.)

I have great faith in our bargainers, Brother Chairman. I have great faith in their ability to bargain, not total and complete faith, but great faith.

I have also great faith in the leadership of this union and in its ability to phrase things diplomatically, subtly, if you like, and I think that is quite proper in many instances.

I think in such a situation as this, if negotiations have broken off completely—and if they haven't, then it doesn't matter. If they have broken off completely and the committee is to be dissolved, then all I suggest would be required under the amendment proposed is that they send out a list saying, "Per capita under the ITU proposition would be \$12 per month; per capita under the Guild Constitution would be \$8 a month." This is, perhaps, the key. I don't know.

Somebody said it was the key to the breakdown. Somebody else said, no, there was a solution offered for that which would have solved it for two or three years and left that final solution to the third or fourth convention of the new union.

I don't know what's true, and I have no way of finding out what's true unless it is published and somebody puts a signature on it and says, this is the truth, and I am quite prepared to stand behind it. Then if there is a public argument, a public debate, maybe the truth will come out if there is some lie given somewhere.

I understand there was an agreement not to publish anything. I understand from the president's speech earlier in the convention that there was a breach of that agreement in a publication of the ITU.

I don't know whether the ITU has published correctly the points under which the talks broke off, and I will never know unless we get some sort of accountability.

We don't have it for this particular set of negotiations. We must have it for future negotiations, and I urge that every delegate here search his or her heart to find out whether or not we believe in freedom of information, membership control, and vote for this amendment. (Applause.)

**BROTHER ROTH** (Buffalo): Brother Chairperson, I rise to speak against the minority amendment.

To discuss on the floor in an open and candid way what we think or what area of differences were between the ITU and the Guild, for instance, is to discuss on this floor what we think is wrong with the ITU or its structure. Why it is not compatible with us, and my view is that if we have something to say that's in a critical nature of the way the ITU works, we should say it to their face and not on the pages of Editor and Publisher and not to the world, and that's what would happen in an environment such as proposed here, because, indeed, Editor and Publisher and the newspapers attend this convention—as they should—and a record is made of it.

I would rather say it to their face than to the public. (Applause.)

**BROTHER HOWARD**: (Washington-Baltimore): I speak in favor of the minority report, and while I may not speak quite as eloquently as Brother Bruner or quite as sharply and to the point as Brother Roth, I urge all the delegates here to ignore what they said because the words that they spoke don't have anything to do with this motion. All they are doing is casting a little more mud on the water.

I ask them to look at the first line of the minority report in which it discusses the word "prospective." It deals with future merger discussions and future merger discussions altogether.

And what it does, actually, is clarify a section of the constitution which is now silent. We come to the convention every year, adopting amendments to the constitution in an emergency, after something has happened that the constitution didn't have any provision for, and the constitution at this point does not have any provision for what the Guild would do in

the case of a failed merger negotiation. All this would do would be to include a policy to take care of that, and I urge its adoption. (Applause.)

**SISTER PALTER** (San Francisco-Oakland): I am glad I followed Warren immediately. That is, of course, what bothers me about this amendment is the fact that it would require a disclosure only in the event of breakdown of merger talks.

It seems to me then it would put the kiss of death on any future merger talks. We would be saying to the world, okay, we are disclosing, therefore, merger talks with the ITU will never be resumed again."

I urge the defeat of this amendment. (Applause.)

**BROTHER DAWSON** (Southern Ontario): I would like to support the minority report.

One of the prime responsibilities we have as delegates to this convention is to those loyal Guild members who are back home who paid the shot for us to show up here. They are the same people who paid a heck of a good buck for the merger committee to carry on its negotiations, and there is just a little bit more than what you might think in the line of curiosity as to what went on.

I can't speak for anyone else, but when I get home from this convention, they are going to ask me what happened, and we are going to discuss merger, and I am going to say, 'well, they wouldn't tell me, but they sure passed a lot of other good stuff about free speech and freedom of information.

It's too late to do anything now, but for next convention, should we go through this again, I'd like to know what happened.

**BROTHER RIEGER** (Toledo): Very briefly, the constitution now provides a positive approach to merger negotiations. This motion, if adopted, or this amendment, if adopted, would provide a negative approach to negotiations on merger. I would urge that we keep the positive approach that we have in the constitution now.

**BROTHER VAGNOZZI**: (Detroit): I move to close debate.

**CHAIRPERSON CULVER**: Would you consent to Barbara speaking and then—

**BROTHER VAGNOZZI:** Yes.

**CHAIRPERSON CULVER:** All right. Barbara.

**SISTER YUNCKER (New York):** Richard Roth is absolutely correct that the ITU or other unions with whom we hold merger discussions should not read in Editor and Publisher, based on the report on the floor of this meeting, what's gone on—that we should tell it to their faces. But he is wrong to go from that proper statement to the conclusion that should lead to the defeat of this amendment, minority report.

The minority report would simply assure that the elected delegates of The Newspaper Guild would also have the information. We only want to know what has been said to the face of the people whom we are negotiating with for merger. (Applause.)

**BROTHER VAGNOZZI:** Is my motion in order now?

**CHAIRPERSON CULVER:** Yes.

**BROTHER VAGNOZZI:** I would like to make my motion to close debate.

**CHAIRPERSON CULVER:** All right. The proper motion would be to move the previous question.

**BROTHER VAGNOZZI:** I move the previous question.

**CHAIRPERSON CULVER:** Is there objection to moving the previous question and closing debate?

**BROTHER SCHEER (Ottawa):** Point of order, Harry. Does that mean I get to speak?

**CHAIRPERSON CULVER:** Yes. You will get the right to speak, Jim.

It seems to be the will of the body to close debate, so we will call for the question and let Jim Scheer close debate.

**BROTHER SCHEER:** The second part of Section 2, the part labeled (2), refers to the dissolution of the committee, and I am still not clear, after listening to Brother Bruner, whether or not that committee is dissolved. But in any event, I heard a number of arguments that dealt with trusting the negotiators, tipping your hand and revealing what you have, prejudicing negotiations, reporting will kill the negotiations

because you are stating that you have failed.

In my opinion, that's all backwards. Nothing happens until the committee says, we have failed. Then the convention says, tell us why. Not the motives. We are not interested in that. But what did you not agree to, and it seems to me that the committee is in charge of the negotiations as long as the committee thinks there should be negotiations. But I want to know what happens when they say there are no more, it's over, it's dead. Tell us why! (Applause.)

**CHAIRPERSON CULVER:** The question is now before you on adoption of the minority report on V. Are you ready for the vote? All in favor of the minority report V please say aye. Opposed, no.

**CHAIRPERSON CULVER:** The "noes" have it. (Applause.)

**BROTHER SCHEER:** Ottawa moves for a roll call.

**BROTHER HINZ:** Chicago, Greg Hinz, second.

**SISTER PETERSEN (Ottawa):** Petersen seconds.

**BROTHER HATFIELD:** San Francisco-Oakland, second.

**SISTER TORNEY:** Torney, Southern Ontario, second.

**VICE PRESIDENT WADE:** Wade, New York, second.

**VICE PRESIDENT LOWE:** Lowe, Southern Ontario, seconds.

**BROTHER PROSNITZ:** Prosnitz, Providence, seconds.

**SISTER LANE:** Lane, Vancouver, seconds.

**VICE PRESIDENT WADE:** Wade, New York, seconds.

**SISTER WILSON:** Wilson, Montreal, seconds.

**BROTHER GILBERT:** Gilbert, Washington-Baltimore, seconds.

**BROTHER HUNTLEY:** Huntley, Southern Ontario, seconds.

**SISTER FITZRANDOLPH:** Southern Ontario, seconds.

**BROTHER PETERS:** Peters of Rockford seconds.

**BROTHER DALY:** Daly of Ottawa seconds.

**SISTER STORY:** Story, Peoria, seconds.

**CHAIRPERSON CULVER:** We have seconds from twelve persons and five locals.

All right, the motion is in order, and I will ask the Secretary-Treasurer to conduct the roll call.

Will the same tellers come up who conducted the IERC election.

**SECRETARY-TREASURER DALE:** We are ready to conduct the roll call.

**SISTER:** Brother Chairperson, may we have a re-reading of the motion before we cast the vote?

**CHAIRPERSON CULVER:** Yes. You mean re-read the entire motion?

**SISTER:** I just want to make sure that people are clear on what we are voting on, that's all.

**CHAIRPERSON CULVER:** Brother Dale was just getting ready to say that. This is on the minority report on V. If you are for the minority report, you will vote "aye," otherwise you will vote "no."

(The roll call was called by Secretary-Treasurer Dale as follows:)

<i>Local</i>	<i>Yes</i>	<i>No</i>
Akron	3	—
Albany	—	4
Boston	—	5
Brockton	—	3
Buffalo	2.25	6.75
Canadian Wire Service	—	9
Central California	1.5	7.5
Chattanooga	2	—
Chicago	7	—
Cincinnati	3	—
Cleveland	—	8
Columbus	—	4
Denver	—	8
Detroit	—	13
Erie	—	4
Gary	—	2
Great Falls	1	—
Harrisburg	2	—
Hawaii	—	6
Hudson County	2	—
Knoxville	—	2
Lexington	—	1
Los Angeles	—	5
Manchester	—	3
Memphis	—	6

<i>Local</i>	<i>Yes</i>	<i>No</i>
Montreal	4	—
New York	48.53	6.47
Northern Ontario	1	—
Ottawa	5	—
Pacific Northwest	—	13
Pawtucket	2	—
Peoria	2	1
Greater Philadelphia	10.84	2.16
Pittsburgh	—	3
Portland, Me.	—	5
Providence	6	—
Pueblo	—	3
Puerto Rico	—	12
Rockford	2	—
St. Louis	3.27	8.72
Salem	—	2
San Antonio	2	—
San Diego	—	10
San Francisco-Oakland	10	6
San Jose	1.29	7.71
Scranton	3	—
Sheboygan	—	2
Sioux City	—	1
Southern Ontario	19	—
Terre Haute	—	3
Toledo	1	5
Twin Cities	—	10
Vancouver-New Westminster	12	—
Victoria	4	—
Washington-Baltimore	19.71	3.28
Wilkes-Barre	—	3
Wire Service	—	14
Youngstown	—	3

**SECRETARY-TREASURER Dale:** The roll call vote on the minority report on Constitution: the tellers certify the results as follows: "No," 221.59. "Yes," 180.39. The motion failed. (Applause.)

#### MOTION LOST

**CHAIRPERSON CULVER:** The motion on the minority report has failed. We are back on V of the Constitution Report. Are you ready for the vote on V? All in favor please say aye. Opposed? The motion is adopted.

#### MOTION CARRIED

**CHAIRPERSON CULVER:** You are recessed until 2:30 p.m.

(The Convention recessed at 1 p.m.)

### THURSDAY AFTERNOON SESSION July 2, 1981

The Convention reconvened at 3:15 p.m., Chairperson Culver presiding.

**CHAIRPERSON CULVER:** Will the convention please come to order. Before we recessed for lunch, John Edgington asked Counselor Barr a question regarding objection to consideration of a question, and Brother Barr has researched this and now has a report for us.

**BROTHER BARR:** With regard to the question posed by John Edgington on the effect of objections to the consideration of a question, his understanding of the rule is correct. Objection to the consideration cannot be addressed to an incidental main motion, only to an original main motion, and all committee reports are incidental main motions, so that it would not be in order to object to the consideration of that type of question.

**CHAIRPERSON CULVER:** That means Edgington was right.

At this time I will call on Bill Morrissey for Resolutions Committee report.

**BROTHER MORRISSEY:** A resolution entitled, "International Affairs," on goldenrod paper.

#### **INTERNATIONAL AFFAIRS**

The Reagan administration has embarked on a foreign policy favoring the narrow interests of defense contractors and multinational corporations, supporting dictatorial and repressive regimes in El Salvador, South Africa, Chile, Argentina, Pakistan, and other nations.

Weapons supplied by the U.S. are often used by these repressive governments against their own people, especially militant trade unionists.

The Reagan administration's distinction, between "authoritarian" and "totalitarian" regimes is not meaningful when it is used to justify support for governments such as the above which deny the majority of their people so many basic economic, social and political rights.

The U.S., recognizing the will of each nation's majority, should withdraw its support from these governments so their people can decide their own future with the participation of indigenous trade unions.

The Newspaper Guild Convention urges the U.S. to refrain from allying itself militarily and/or economically with any nation that does not afford its people an unqual-

fied right to join and participate freely in trade unions.

**Brother Chairperson, I move for adoption.**

**CHAIRPERSON CULVER:** The "International Affairs" report has been moved for adoption. Will there be discussion?

**BROTHER OLIVE** (Wire Service Guild): Point of information. How are these resolutions communicated to the White House?

**CHAIRPERSON CULVER:** By U.S. mail.

**BROTHER OLIVE:** Are they mailed to the White House?

**CHAIRPERSON CULVER:** Yes, they are. That is no assurance that they arrive, of course. (Laughter.)

Is there further discussion? All in favor—the report before you is "International Affairs." All in favor of adoption please say aye. Opposed? The report is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled "The Reagan Program." It is on white paper.

#### **THE REAGAN PROGRAM**

Ronald Reagan has fashioned an economic policy based on the biggest peacetime increase in military spending in the nation's history, a tax cut that chiefly benefits the rich, and a cruel slash in social spending.

Allocations for the military budget are being achieved through huge cuts in programs—education, job training, unemployment benefits, food stamps and welfare—for those who have been victimized most.

Such cuts come at a time of economic crisis, when living standards for workers, the poor and minorities are sharply declining, when cities face the specter of bankruptcy, when schools and universities strain, and when the Social Security system is jeopardized.

The Reagan program promotes poverty and discrimination by rolling back affirmative action programs for minorities and women and by retreating from the voter registration act and other gains by the civil rights and women's movements.



**The Newspaper Guild Convention pledges its solidarity with the millions from organizations supporting labor, the community, civil rights, women's and gay rights, peace, senior citizens, health, safety and the handicapped in seeking to return the funds from the Pentagon to the social programs where they are needed.**

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER:** The resolution headed, "The Reagan Program," has been moved for adoption. Will there be debate? The resolution is before you for a vote. All in favor please say aye. Opposed? The ayes have it. The motion is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled, "The Right to Strike." It is on yellow paper.

#### **THE RIGHT TO STRIKE**

**Ontario hospital workers have been the most recent victims of attempts to fight inflation at the expense of jobs, working conditions and quality of service. Faced with management intransigence, the workers, members of the Canadian Union of Public Employees, struck to defend themselves.**

**Their strike was brought to an end by injunction obtained by the Ontario government. Since then, thousands of hospital workers have been handed severe economic penalties, and dozens of local leaders have been either suspended or fired. CUPE's president, Grace Hartman, was herself sentenced to a 42-day prison term.**

**At the same time, employer violations of labour legislation or of arbitration board decisions are "punished" by little more than a rap on the knuckles. In a decision the same day Hartman was jailed, three K-Mart executives received conditional discharges so they would "not have criminal records."**

**Hospital workers who put their jobs on the line in their fight for better conditions deserve the undivided sympathy and support of the labour movement. Penalties, suspensions and firings must be reversed, and the local leaders so treated must be reinstated. CUPE officers who were jailed must also have the convictions stricken from their records.**

**The Newspaper Guild Convention demands that the Ontario government act immediately to reverse all sentences, and that the right to strike in hospitals be immediately accepted and respected.**

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER:** The resolution, "The Right to Strike," has been moved for adoption.

**BROTHER BRYANT (Southern Ontario):** About a year ago the postal workers in Canada, who have the legal right to strike, exercised that right for about three or four days. They were legislated back to work by their employer.

**In fighting that legislation, the president of the Canadian Postal Workers, Jean-Claude Parrot, was sentenced to jail, and he served time.**

**Out of the CUPE strike, which is the Canadian Union of Public Employees, other people who took on unfair legislation were also sentenced to jail. In all of this time there have been countless, countless, violations of the labor laws in Canada, both provincial and federal, by various management people. To my knowledge, none of those people have gone to jail.**

**I don't think the union people should be going to jail, but if they are, then I damned well think the management people should be going there, too. (Applause.)**

**In the K-Mart situation—and they were taking on the Teamsters at this point—the K-Mart hired a private security firm. That firm hired six or seven people to then be hired by K-Mart to do nothing but spy on the union organizers and to attempt to get the union organizers into fights so that they would subsequently be fired.**

**Now, the real insidious part of all this—and this came out in the trial on criminal charges of the person who owned this security company—this advice had come from their lawyer. Their lawyer advised them to pull those stunts, and nothing, to my knowledge, has been done to the lawyer.**

**I think it stinks, and I think the labor movement should demand that if there is going to be a law for one, there is going to be a law for all or get the hell**

rid of the law and keep the union people out of jail. (Applause.)

**CHAIRPERSON CULVER:** The resolution, "The Right to Strike," is before you for adoption. All in favor say aye. Opposed? The resolution is adopted.

#### **MOTION CARRIED**

**CHAIRPERSON CULVER:** Carol McGarvey, would you come present the Human Rights report.

**SISTER CAROL MCGARVEY** (Philadelphia): This is the First Report of the Human Rights Committee. It is on a yellow paper.

#### **FIRST REPORT OF THE HUMAN RIGHTS COMMITTEE**

The 48th Annual Newspaper Guild Convention recognizes an increased number of arbitrations, out-of-court settlements and consent decrees that resulted in upgradings, affirmative action commitments and back pay settlements for women and minorities in Guild jurisdiction.

The Hawaii Guild won parity for inside-classified salespersons with outside salespersons and other key jobs in a new three-year agreement with Maui News. This becomes the first Guild contract to provide full parity for inside classified salespersons, as called for in TNG's Collective Bargaining Program since 1971.

While these gains are encouraging, there still has been too little progress toward Guild human rights objectives. The Convention urges its Locals and members to reaffirm TNG's commitment to human rights, and follow up that commitment with action.

This year we note an improvement in the local's response to the 1980 Convention's call for statistical information detailing the sex, race and national origin of each local's officers, executive boards and representative assemblies and full payroll information on local staffs, indicating a growing awareness of the importance of this required data.

As of June 20, 1981, no responses have been received from the following locals:

Akron, Bakersfield, Canadian Wire Service, Chattanooga, Greensboro, Hampton Roads, Harrisburg, Hudson County, Indianapolis, Kingston, Lehigh

Valley, Lynn, Madison, Memphis, Montreal, Mountaineer, New York, Northern Ontario, Pawtucket, Peninsula, Phoenix, Pittsburgh, Pueblo, Puerto Rico, San Antonio, Scranton, Sheboygan, Winnipeg, Woonsocket, Yakima, York.

We commend the 49 locals who have submitted reports, and again urge our brothers and sisters who have not responded this year to comply before the next convention.

Therefore, the Convention adopts the following:

1. Locals shall cooperate with TNG in compiling profiles of Guild-represented workforces by job title, race, national origin, sex, age, and rate of pay to determine progress made toward TNG's human rights goals in the decades since TNG held its national conferences for women and minorities in 1970 and 1971, respectively.

2. To assure success of the above project, locals, in accordance with TNG's Collective Bargaining Program, shall seek full and accurate payroll information by date of hire and job title, information necessary to determine the extent and pattern of any discrimination. Such payroll information obtained by locals shall be forwarded to TNG.

3. TNG and locals shall seek, and 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 seek, and forward annually to TNG's human-rights coordinator, 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.

4. Locals shall intensify efforts to achieve equal pay for equal work or for work of equal value; to establish parity for all employees in key job 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

### ERRATA

An important line has been dropped from the First Report of the Human Rights Committee on Page 82. In the right-hand column, Recommendation 2 should read (dropped line underscored):

"2. To assure success of the above project, locals, in accordance with TNG's Collective Bargaining Program, shall seek full and accurate payroll information by date of birth, race, sex, national origin, date of hire and job title, information necessary to determine the extent and pattern of any discrimination. Such payroll information obtained by locals shall be forwarded to TNG."

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eliminate disparity, where it exists, for women and minorities.

5. 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.

6. The Guild's concern for equal job opportunity requires more than constant vigilance and legal and moral support. The Convention recommends that locals conduct classes to upgrade or improve the work skills of Guild members. Classes should utilize local staff, volunteer Guild members and community resources. Such a program may involve not only the mechanics of improving job skills, but sensitivity workshops to improve human relations. At the same time, locals should intensify efforts to achieve contract language that would require employers to establish on-the-job training programs.

7. 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 industrywide 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.

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

9. Locals and members shall seek opportunities to associate with other union organizations and community groups that share the Guild's human-rights objectives in order to further those objectives. Greater Guild participation and support at all levels is needed for such organizations as the Coalition of Labor Union Women (CLUW), the Coalition of Black Trade Unionists (CBTU), the Labor Council for Latin American Advancement (LCLAA), Frontlash, the A. Philip Randolph Insti-

tute (APRI), the Leadership Conference on Civil Rights (LCCR), the National Association for the Advancement of Colored People (NAACP), the National Council for Senior Citizens (NCSC), the Martin Luther King Center for Social Change, the National Urban League and the National Urban Coalition.

10. U.S. locals and members shall continue to work for ratification of the Equal Rights Amendment in the states that have not 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.

Signed: Carol McGarvey, Philadelphia, Chairperson; Pat Odoms, Philadelphia; James M. Brown, Washington-Baltimore; Floyd Tucker, San Francisco-Oakland; Marni Livingstone, Southern Ontario; Melvin Tapley, New York; Thomas Hiltz, Boston; Jacquelynn M. Kerwin, Buffalo; Sharon Bryant, Southern Ontario; Jackie Hawes, Washington-Baltimore; Brady Abo-deely, Toledo; Dolly Kaczor, Cleveland; Lorna McLean, Vancouver-New Westminster; Brenda Story, Peoria; Bill Ernst, San Jose.

CHAIRPERSON CULVER: The First Report of the Human Rights Committee has been moved for adoption. Are there any additions of names to the report?

BROTHER CUNIO: Thomas Cunio from St. Louis. Please add my name.

SISTER KACZOR (Cleveland): I have a correction.

CHAIRPERSON CULVER: All right.

SISTER KACZOR: On the First Report of the Human Rights Committee, the second paragraph, it reads: "The Hawaii Guild won parity for inside-classified salespersons." I wish that to be changed to: "The Hawaii Guild won parity for inside salespersons."

I want the word "classified" taken out. This being because it is not only classified. It entails retail also.

SISTER MCGARVEY: This is the way it was reported in the Officers' Report. I would have to check with Hannah Jo to be sure on that.

SISTER KACZOR: Would you do that, please?

**SISTER MCGARVEY:** Roy, can you answer that question? Is it only inside classified?

**BROTHER KRUSE:** As administrative officer of the Hawaii Newspaper Guild, it is all inside sales that has parity.

**SISTER MCGARVEY:** Thank you.

**CHAIRPERSON CULVER:** So, Dolly, if we make this in both cases inside salespersons," that would take care of it?

**SISTER KACZOR:** Yes, sir.

**CHAIRPERSON CULVER:** All right. Is that agreeable with the group? All right. That will be the order. It won't be necessary to formally amend it.

**SISTER KACZOR:** Thank you.

**CHAIRPERSON CULVER:** Is there further discussion on the report? All in favor of adoption of the First Report of the Human Rights Committee please say aye. Opposed? The report is adopted.

#### **MOTION CARRIED**

**SISTER MCGARVEY:** We are now ready with the second report, Second and Final Report of the Human Rights Committee. Does everyone have it? That is also on yellow paper.

This was a resolution sent to our committee. We accepted it in its entirety.

#### **SECOND AND FINAL REPORT OF THE HUMAN RIGHTS COMMITTEE**

Sexual harassment is a serious workplace stress that victims—women and men—find embarrassing and frequently do not report. Surveys have shown that at least 75 percent of working women at some time have suffered repeated, unwanted and clearly rejected sexual advances. They have been made to feel "poor sports" and often punished or disadvantaged for trying to retain their dignity.

**This is wrong.**

Sexual harassment may come from Guild members as well as management. It is a difficult issue for locals. It demeans both women and men in our union.

The convention calls on TNG to increase its assistance to locals trying to cope with sexual harassment. This support could take the form of articles in the Guild Reporter exposing sexual harassment

and advising locals on dealing with it. It might mean recommending confidential hearings for victims.

Information also is requested to help local stewards and executives create a climate in which a victim is able to seek assistance through the union.

Signed: Carol McGarvey, Philadelphia, Chairperson; Brady Abodeely, Toledo; Marni Livingstone, Southern Ontario; Sharon Bryant, Southern Ontario; Floyd Tucker, San Francisco-Oakland; Lorna McLean, Vancouver-New Westminster; Thomas Hiltz, Boston; Jacquelynn M. Kerwin, Buffalo; Bill Ernst, San Jose; Dolly Kaczor, Cleveland; Thomas Cunio, St. Louis; Jackie Hawes, Washington-Baltimore; Brenda Story, Peoria; Pat Odoms, Philadelphia.

**Brother Chairperson, I move adoption of the report.**

**CHAIRPERSON CULVER:** The Second Report of the Human Rights Committee has been moved for adoption. Are there any additions?

**SISTER JOAN COOK (New York):** Please add my name.

**BROTHER JAMES M. BROWN (Washington-Baltimore):** Please add my name.

**BROTHER GEIGER (San Jose):** A clarification. "Surveys have shown that at least 75 percent of working women at some time have suffered repeated, unwanted, and what is a clearly rejected sexual advance."

That is what I would like a clarification of. Is that misworded somehow? Could the makers clarify that for me, please?

**SISTER KATIE FITZRANDOLPH (Southern Ontario):** As the drafter of this motion and providing some of the information that went into it, maybe I can answer that question.

The surveys involved have been done in Canada by a couple of government employees' unions, and they have shown in actual fact that areas of sexual harassment have been as high as 95 per cent of those responding to surveys, so it is not a minimal problem by any stretch of the imagination.

The clearly rejected sexual advance—I

think what is intended to be conveyed there is that if someone pats you on the bun and you like it, that's fine, but if someone pats you on the bun and you say, stop, and they don't get the hint, then you are talking about something that you have clearly rejected, and made it clearly obvious and evident that this particular approach is not a desirable one, not one that you are encouraging and one you prefer very clearly not to have.

I hope that clarifies that question.

**BROTHER KRUSE (Hawaii):** We have the Gannett newspaper chain represented in Hawaii and have experienced some bad sexual harassment by certain top management, and what we did to try to help break it was that—you see, we are called the Hawaii Newspaper Guild and the company is called the Hawaii Newspaper Agency, very close.

Well, one of the vice presidents of Gannett happened to go to the Ilikai Hotel and one of the girls—well, ladies—

(Cries of "women.")

**BROTHER KRUSE:** Women. This happened to be—if she went with management she is a girl.

(Cries of "No.")

**BROTHER KRUSE:** Anyway—wait a minute. She's a God damned woman then. Let me talk, okay? (Laughter.)

Let me finish it. All right?

She signed the purchases for the room. The bill came to the Hawaii Newspaper Guild office instead of the Hawaii Newspaper Agency. We recognized the vice president's name, of course, so I Xeroxed about thirty copies of it and put it on all the bulletin boards and asked if anybody knew who that bill belonged to. (Laughter.)

It quickly stopped the action they were taking. (Applause.)

**SISTER SHELLOCK (Youngstown):** I would like clarification of the last sentence in the fourth paragraph—"It might mean recommending confidential hearings for victims."

I would like to know whether that means with or without the accused present.

**SISTER MCGARVEY:** We heard several examples in the committee, and I think it would have to depend on the specific situation. Just the confidentiality for the victim, that was the concern.

**SISTER SHELLOCK:** What sort of forum would the accused have to defend himself or herself?

**SISTER MCGARVEY:** That is what we are looking for, guidance in setting up that forum. It didn't seem that the regular grievance procedure was sufficient.

**SISTER SHELLOCK:** Perhaps—I would like to propose an amendment adding a line to offer confidential hearings for the accused as well.

**CHAIRPERSON CULVER:** Do you mean to say, adding "for victims as well as the accused"? "And the accused as well"? Give me the wording again.

**SISTER SHELLOCK:** All right. "It might mean recommending confidential hearings for victims and the accused."

I will be satisfied with that.

**CHAIRPERSON CULVER:** Is there a second to that motion?

(Seconded by several.)

**CHAIRPERSON CULVER:** Seconded by several. Will there be debate on that amendment? All right. The vote will occur at this time on the amendment to add to the fourth paragraph, after the word "victims," the words, "and the accused." All in favor of adoption of the amendment please say aye. Opposed? The amendment is adopted.

MOTION CARRIED

**CHAIRPERSON CULVER:** We are back on the Second and Final Report of the Human Rights Committee.

**SISTER FITZRANDOLPH:** I was answering a question before. Is there any objection to my speaking to the resolution?

**CHAIRPERSON CULVER:** Certainly not.

**SISTER FITZRANDOLPH:** When this was discussed in the women's caucus, there was considerable feeling. I was told that the human rights legislation in the states clearly covers problems of sexual

harassment and has done so effectively. The same is not true north of the border.

We recently had a rather horrendous case in a hockey rink in Ontario. (Laughter.)

The woman who was in charge of collecting admissions and taking in money was given an extremely hard time by the male employees working in the rink, including physical contact, such things as being hung out of the second floor window by her heels.

She was really subjected to gross harassment. The employee involved was fired. His union grieved. The grievance was partially allowed. He got away with a one-week suspension, so that the system for protecting employees from harassment in Canada is obviously not as good as what you have in the states.

I think it is a very important resolution. I think it is vital that a work place climate is developed where people feel comfortable bringing forward problems rather than thinking, "Aw, it's just affecting me," or, "It's something I'd rather not discuss," or, "It's something I have to live with."

I don't think anyone has to live with abuse. (Applause.)

BROTHER OLIVE (Wire Service Guild): Very strongly, very strongly, support this second and final report. I don't think that the legislation that exists even in the U.S. is adequate. The union movement, as far as I am concerned, must make a very visible, very visible, effort in combatting sexual harassment, not only from management employees but from other Guild members.

I might add that through the many years of Wire Service Guild negotiations, particularly over the first five or six years of the '70s, we really didn't have any women represented on the negotiating committees. We turned that around in 1980 at UPI. There were two women on the negotiating committee, and it was very interesting to note that we were literally barraged with complaints of sexual harassment at the work place. It indicated very clearly that the women who were suffering this abuse at the work place were comfortable to share these problems with their sisters on the negotiating committee.

I don't think it is appropriate, of course, that it had to come to that point where they were afraid to broach these subjects with the male members of the union, but it is something that we really ought to emphasize very heavily in the future, I think. Number one, to make it a point to have women on negotiating committees if only for the express purpose of getting these things out of the closet and resolving them once and for all. (Applause.)

CHAIRPERSON CULVER: Is there other discussion?

The Second and Final Report of the Human Rights Committee is before you for adoption. All in favor say aye. Opposed? The report is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: Thank you, Carol.

Are Richard Roth of Buffalo and Doug Louth of Vancouver-New Westminster in the hall? Would both of you come forward. Is Roth here?

BROTHER: He is coming.

CHAIRPERSON CULVER: Very good.

CHAIRPERSON CULVER: At this time we will present the awards for the David S. Schick Memorial Awards contest for local Guild publications. This is a report from the 1981 judges, and I will ask the winners or their representatives to come forward after I read the report.

Winners of the 1980 David S. Schick Award for Local Guild Publications are:

First, for line-cast publications. The Frontier Reporter published by the Buffalo Guild, TNG Local 28, Richard J. Roth, editor. (Applause.)

The "Frontier Reporter" was selected by the narrowest of margins from among the five entries in the linecast category on the basis of its regular, clear, and concise coverage of the local and its activities plus its "localizing" of TNG events and actions, all in an eye-catching package. The judges were particularly impressed by the editor's skillful use of type display alone to produce cover pages on two of the issues submitted that were so attractive that the absence of conventional art elements nearly went unnoticed.

The second category for "all other" publications goes to "inside story," published by the Vancouver-New Westminster Guild, TNG Local 115, Ros Oberlyn, editor. (Applause.)

"Inside story" was selected over the other entrant in the "all other" category on the basis of its use of art and display head type on its cover page. Aside from that, there was no basis for choice between the two, and judges added this note:

It may sound trite for a judges' panel to report that the selection of winners from among the entrants was difficult, but that makes it no less true, at least in this case. We were greatly impressed with the overall quality of the entrants in both categories.

This contest was established in memory of a long-time administrative officer of the Philadelphia Guild and one-time labor editor. It is financed with interest from a fund set up by the 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 spur those that do to improve them.

At this time I will ask Richard Roth to come forward and accept the award for his newspaper and local. (Applause.)

Richard, this is a copy of the award certificate, one for you and one for your local, and also a copy of the book, "The Hearst Family, an Empire: The Later Years."

Congratulations. (Applause.)

Now I will ask Jan O'Brien of Vancouver-New Westminster to accept the award for "all other" publications.

She will represent Ros Oberlyn, the editor. Jan O'Brien. (Applause.)

Also a copy of the Hearst book and two copies of the certificate.

BROTHER LOUTH (Vancouver): We will have our latest copy of the "inside story" delivered around tomorrow morning.

CHAIRPERSON CULVER: We assume you will have the latest pictures in it.

Is Helen Palter around? Helen, would you come forward.

I want to introduce Helen Palter, who needs no introduction, president of San Francisco-Oakland Newspaper Guild, who is the winner of this year's 1981 Guild Service Award.

I will read the award.

As the judges said, through the years nominees for the Guild Service Award for outstanding service to the Guild at the local union level generally have fallen into two categories—those who have performed unspectacular but invaluable service for their locals over a period of years and those, like successful strike leaders, who in a period of concentrated activity have achieved dramatic advances for their unions and their members.

This year's winner of the Guild Service Award has done both.

She is Helen S. Palter, president of the San Francisco-Oakland Guild, whose record of outstanding Guild service began 16 years ago with her election to the local's representative assembly and culminated in the past two years in the initiation and implementation of the pioneering Bay Area study of the health effects of working with VDTs undertaken last year by the National Institute for Occupational Safety and Health.

As the result of the NIOSH study, the first of its kind in the United States or Canada, attention to health and safety problems associated with VDTs has been intensified throughout the Guild, and in industry and government as well. And in the Bay Area and elsewhere its findings already have been translated at the bargaining table into new contract protections.

The other six nominees for this year's Award represent an admirable range of union activity and accomplishment, and they and their locals can well be proud of their achievements. But, in the judges' opinion, Helen Palter's performance exemplifies particularly the kind of service beyond the call of duty that the Guild Service Award is intended to recognize and encourage.

This includes a certificate and a \$1,500 scholarship for a course in union education.



Helen, congratulations. (Applause.)

**CHAIRPERSON CULVER:** Bill Morrissey, the chairperson of Resolutions, has some more reports for you.

**BROTHER MORRISSEY** (Wire Service Guild): A resolution entitled, "Communications Law." It is on the green paper.

### **COMMUNICATIONS LAW**

Revision of federal communications law in the United States is both necessary and desirable in the face of the developing revolution in communications technology, in which newspapers and other media are in the forefront.

The telephone line is, and will remain into the foreseeable future, a principal conduit for the electronic transmission of news and advertising, and a focal point in any revision of communications law is the role of the giant AT&T Bell System and the effect of its monopoly position on diversity and competition in the emerging field of electronic publishing.

Senate Bill 898 recognizes the need to define and delimit AT&T's monopoly role but, in our opinion, its provisions are not sufficient to ensure essential informational diversity and economic competition. Generally, S. 898 would prohibit AT&T from offering mass media products or services, including broadcast, and cable television and electronic publications, including newspapers. But specifically it would permit AT&T, through a wholly-owned subsidiary, to offer electronic versions of information it already provides by phone or print—including electronic Yellow Pages and sports information—and thereby open the door for AT&T to become, not only the dominant carrier of such information and advertising, but also the dominant provider of such information and advertising.

This is in no one's best interest except AT&T itself (and it doesn't need it). Instead, the Convention believes, with other unions and industry organizations, that the interests of our society as well as our industry will best be served by prohibiting AT&T (as well as other telephone companies) from becoming a provider of electronic information and advertising in those areas where it controls the transmission of such information and advertising and calls upon the Senate Commerce Committee to so amend S. 898.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER:** The resolution, "Communications Law," has been moved for adoption. Will there be discussion?

**BROTHER STEWART** (Albany): Are we discussing? Just briefly, it should be noted here officially on the record that Ma Bell recently had record increases in profits and record earnings, and we should note that Ma Bell is not only rich but Ma Bell's a mean mother. (Laughter.)

**BROTHER DAWSON** (Southern Ontario): I rise to issue a minority report from the Resolutions Committee. It should be on the tables, on a blue piece of paper entitled, "Minority Report of the Resolutions Committee, 'Communications Law.'"

### **MINORITY REPORT OF THE RESOLUTIONS COMMITTEE**

#### **COMMUNICATIONS LAW**

While we are in strong support of the purpose of this resolution, we wish to draw the attention of this Convention to an amendment passed by Resolutions which seriously weakens it.

The original proposal by the IEB made reference to the American Newspaper Publishers Association's support for our stand. This was deleted. While we understand the justifiable bitterness felt by many Guild members towards the ANPA, effective political action often requires unusual alliances. Electronic transmission of news and advertising poses such a severe threat to the industry, that our lobbyists must be armed with the strongest possible resolution.

Sadly, the anti-union bias of many congressmen causes a tendency to ignore union concerns. Restoring the ANPA reference will stress to Congress that not just the Guild, but the entire industry is threatened.

We move that the second sentence of the final paragraph be amended to read "Instead, the Convention believes, with the American Newspaper Publisher's Association and other industry organizations and unions, . . . etc."

Signed: Brian Dawson, Southern Ontario; Jack Hopkins, Pacific Northwest; John Fletcher, Boston; Don Butler, Ottawa;

Bill Buil, Buffalo; Bruce Nelson, Twin Cities.

**I move that the minority report be adopted.**

**CHAIRPERSON CULVER:** All right, the minority report of the "Communications Law" resolution has been moved by Brian Dawson, Southern Ontario, and others.

Are there any additions to the minority report?

**BROTHER SWINDELL (Cleveland):** Would you please add my name.

**CHAIRPERSON CULVER:** Are there others?

Will there be debate on the resolution or on the minority report?

**BROTHER BACHELLER (New York):**

I offered the amendment that struck the name of the ANPA from the original resolution, and I want to argue in favor of retaining the wording as amended.

Now, I hadn't thought this was going to be such a controversial issue as to require a minority report, but apparently it has. I don't believe that the deletion of ANPA's name in any way substantially weakens the resolution, and I am seriously concerned about the idea that using ANPA's name as some kind of cloak of respectability that will help it. I think it does us a disservice.

Ten or fifteen years ago that type of reference might not have aroused so much resentment, but in that time it has become abundantly clear that the ANPA is a mortal enemy of the labor movement in the newspaper industry and is out to destroy us.

They maintain a school for scabs in Oklahoma. Their members employ armed guards and professional strikebreakers when we go on strike.

I think it has become clear that they are no friend of the labor movement or of newspaper workers.

I have spent a good many months on strike in the last ten years, both in Baltimore and New York, and in 1978 I watched scab trucks roll through our picket lines, and that was a terrible day.

I don't want to give anyone, inside or outside the Guild, the impression that the ANPA is protecting the interests of newspaper workers or that its endorsement is desirable. ANPA members have already used all kinds of new technologies to destroy thousands of jobs in this industry, and as soon as they develop the same kind of technology that AT&T is working on, their system will become as much of a threat to jobs, particularly in circulation and production, as the AT&T system.

**I urge the defeat of the minority report and the adoption of the resolution as amended. (Applause.)**

**CHAIRPERSON CULVER:** Is there further discussion?

**BROTHER DAWSON:** Mr. Chairperson, it is true that it may seem on the surface to be not all that urgent a matter, but our feelings on this were simply that this issue of electronic transmission of news and advertising in the coming decade and between now and the turn of the century is going to be the crucial one facing the entire industry.

It is literally going to take newspapers or threaten to take newspapers right out from under our feet. That's going to be a severe enough blow to those of you who work in editorial departments. To anyone in certain aspects of advertising and certainly in finance administration and also especially in circulation and delivery departments, your jobs will no longer exist.

Anything that can be done must be done to try and slow down this trend, to control this trend, to regulate this trend, in such a way that newspapers remain an important part of the cultural and social structure of North America.

The feeling amongst so many people towards ANPA is quite right. I mean, they are noted as a well despised group and rightly so. But we risk the danger of trying to win the battle while we lose the war. A congressman who is going to receive this report may very well be not the least bit sympathetic to it until he realizes that not just labor but, in this case, management as well feels the same way about a threat aimed at an entire industry.

In discussions I have had with those involved at TNG headquarters and so on,

the feedback that I have received very strongly is that when they go to Washington, they are first of all going to be having to stand side by side with ANPA representatives to present their case in effect. They are then going to be linked anyway, and they would like to have the strongest possible resolution so that they can hit these congressmen with a piece of paper which is not going to be dumped in the garbage as just another piece of union propaganda.

I wish that some congressmen did not have that attitude, but it is a fact of life that they do, and in the meantime, we are fighting a desperate battle, and I urge you that you include this in the overall resolution.

Therefore I ask you to please vote "yes" for the minority report.

Thank you. (Applause.)

**BROTHER BRIAN BARGER** (Washington-Baltimore): I would like to speak in favor of the resolution as was adopted by the Resolutions Committee.

While I sympathize with Brother Dawson's concerns, I think that the role of this convention is to express the aspirations of The Newspaper Guild, which very rarely finds themselves in the same situation as the ANPA, and regardless of what happens on Capitol Hill I think that the resolutions that we adopt here need to be expressing our interests.

Thank you. (Applause.)

**CHAIRPERSON CULVER**: The mikes are clear. Are you ready for the vote? The vote will occur at this time on the Minority Report of the Resolutions Committee—the one on the blue paper.

All in favor of adoption of the minority report please say aye. All opposed? The ayes have it. (Applause.)

#### **MOTION CARRIED**

**CHAIRPERSON CULVER**: We now return to the main resolution, "Communications Law," as amended. Is there discussion on the main resolution? I see the mikes are clear. All in favor of adoption of the resolution, "Communications Law," please say aye. Opposed? The resolution is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY**: A resolution entitled, "For A Choice." It is on green paper.

#### **FOR A CHOICE**

Under the Criminal Code of Canada, a woman may choose a safe and legal abortion if a hospital therapeutic abortion committee exists. More and more often these committees are being disbanded. Doctors, who perform abortions without the sanction of a therapeutic abortion committee, risk jail and women are forced to risk their lives at the hands of unqualified abortionists.

**Women themselves must have the right to choose a safe and legal abortion.**

Therefore the Convention demands that the Canadian government remove abortion from the Criminal Code and leave the decision to the women.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER**: Adoption of the resolution has been moved.

**BROTHER SCHEER** (Ottawa): I move to postpone consideration of this indefinitely.

(Seconded by several.)

**BROTHER HUNTLEY** (Southern Ontario): I second that, Brother Chairman.

**CHAIRPERSON CULVER**: It has been moved and seconded that consideration of this resolution be postponed indefinitely.

**BROTHER HUNTLEY**: Brother Chairperson, I move the previous question.

**BROTHER SCHEER**: Scheer, Ottawa, seconds.

**BROTHER HARPER** (Ottawa): I will second.

**CHAIRPERSON CULVER**: It requires twelve seconds from five locals for the motion.

**BROTHER O'DONNELL**: O'Donnell, Canadian Wire Service, seconds.

**SISTER WENDY BATEMAN**, Northern Ontario, seconds.

**SISTER PETERSON**: Petersen, Ottawa, seconds.

**BROTHER MACDONALD:** MacDonald, Canadian Wire Service, seconds.

**BROTHER LA ROCHELLE:** Doug La Rochelle, Southern Ontario, seconds.

**BROTHER MALLON:** Mallon, Southern Ontario, seconds.

**BROTHER LEO MALTAIS** (Southern Ontario): Maltais, SONG, seconds.

**BROTHER ROHMAN:** Will Rohman, Peoria, seconds.

**BROTHER GOODMAN:** Goodman, Hudson County, seconds.

**BROTHER TOWNSEND:** Townsend, Brockton, seconds.

**BROTHER DALY:** Chuck Daly, Ottawa, seconds.

**CHAIRPERSON CULVER:** That's sufficient.

All right. This motion is not debatable, and the question before you is to move the previous question which would cut off debate on the previous motion.

All in favor of moving the previous question please say aye. All opposed? The ayes have it.

#### MOTION CARRIED

**CHAIRPERSON CULVER:** We are now back to the motion to postpone indefinitely, and the vote will now occur on that question. The effect of this motion would be to kill the original resolution. All in favor of the motion to postpone indefinitely please say aye. All opposed? The "noes" appear to be it. The "noes" do have it. (Applause.)

#### MOTION LOST

**BROTHER SCHEER:** Excuse me. Scheer, Ottawa, moves for a roll call. (Groans.)

**CHAIRPERSON CULVER:** This will require twelve seconds from five locals.

**BROTHER HUNTLEY:** Huntley, Southern Ontario, seconds.

**CHAIRPERSON CULVER:** Are there any other seconds?

The mikes are clear, so we will have to say that the motion dies for lack of a second. (Applause.)

Now we are back on the resolution, "For A Choice." Are there any additional names to that resolution?

**BROTHER BARGER** (Washington-Baltimore): Brian Barger, Washington-Baltimore. Please add my name.

**CHAIRPERSON CULVER:** Any others? All right. Will there be debate? Center mike.

**SISTER WILSON** (Montreal): I would like to speak in favor of the motion. This motion came through the women's caucus and certainly has the support—it has my support as well as the people who worked at drafting it.

I would just like to address a couple of the issues which I think are contained in here.

I think that, first of all, the issue of abortion is a very appropriate one for this convention to be addressing. I think it has to do with human rights and certainly has to do with women's rights. This convention repeatedly takes stands on human rights and rights of minorities and women, and I don't think you can argue that abortion doesn't fall into that category. I think that women must have the choice. Nobody is proabortion. What we are for is the choice.

Right now it is in the criminal code of Canada. That means that it is illegal. The only time it is legal is if you go through an abortion committee. We have a lot of trouble with abortion committees. In Quebec, in fact, the money is taken from the provincial government and not used for abortion committees. Throughout most of the province of Quebec you cannot get an abortion. You can pretty well only get an abortion in Montreal. All of the population of Quebec does not live anywhere near Montreal, and I think the situation is the same in the rest of Canada.

I think that women have to have control over their own bodies, and that is part of having human dignity. It should be our choice whether or not we want to bear a child.

It is nobody's else's choice. It is not the choice or decision of the courts, it is not the decision of the hospital, it is not the decision of my doctor or anyone else's doctor. It has to be the choice of the woman if she is to have any self dignity at all.

I think what this motion does is, it asks that the convention demand that it be taken out of the criminal code and put into the hands of the people who are most affected by it—in fact, the only people who are truly affected by abortion—and that is women. (Applause.)

**BROTHER STEWART** (Albany): I would like to speak in favor of this. It may seem funny that a man stands at the microphone, but in 100 years of trade unionism, we have all fought for human dignity and the right to control our own lives as individuals. That is what unionism is basically all about, and there is a quote in the Bible that goes roughly that if it happens to the least of my brethren and sisters, it happens to me, and I think that my sisters deserve the right to control their lives also. (Applause.)

**SISTER LANE** (Vancouver): I move the previous question.

**BROTHER HUNTLEY** (Southern Ontario): Brother Chairman, I rise on a point of personal privilege.

**CHAIRPERSON CULVER**: All right, proceed on your point of personal privilege.

**BROTHER HUNTLEY**: Brother Chairman, this may be slightly longer than the average point of personal privilege. It is a crisis of conscience on my own personal part. I do not believe in abortion. I do believe, however, that I have been sent here by a membership which mandated me to have my vote cast in conjunction with the majority decision of my caucus.

I am, therefore, bound to have my name registered as voting in support of a murderous act which I cannot accept. Therefore, I am asking for your permission, Brother Chairperson, and that of this Convention, to withdraw my name as a delegate to this Convention and to withdraw from the main floor of this Convention and sit as a visitor. (Applause.)

**CHAIRPERSON CULVER**: You have heard the request. I don't know whether that authority lies with the Convention, but at least you have stated your position.

Now, there was a motion to move the previous question.

**BROTHER SCHEER** (Ottawa): I would like some information on procedure. Is the motion for the previous question, after it's been moved and voted once, debatable?

**CHAIRPERSON CULVER**: No, it is not. The previous motion to move the previous question applied to another motion which was to postpone indefinitely. This motion to move the previous question applies to the principal question, the resolution, "For A Choice." There is a motion before you to move the previous question, but it will require 12 seconds from five locals if it stands.

**SISTER**: Second, Vancouver-New Westminster.

**SISTER WILSON**: Second, Wilson, Montreal.

**SISTER COOK**: Second, Cook, New York.

**SISTER SULLIVAN**: Second, Sullivan, Cleveland.

**SISTER FOLEY**: Second, Foley, Lexington.

**BROTHER BRYANT**: Second, John Bryant, Southern Ontario.

**BROTHER MERCER**: Second, Ernie Mercer, Washington-Baltimore.

**CHAIRPERSON CULVER**: All right, that is sufficient. I will put the motion before you at this time to move the previous question, which will cut off debate.

All in favor of moving the previous question please say aye. Opposed? The motion is adopted.

#### MOTION CARRIED

**CHAIRPERSON CULVER**: Now we are ready for the vote on the resolution, "For A Choice."

All in favor of adoption of the resolution, "For A Choice," please say aye. All opposed? The ayes have it. (Applause.)

#### MOTION CARRIED

**BROTHER MORRISSEY**: A resolution entitled, "The Human Life Amendment." It is on pink paper.

#### THE HUMAN LIFE AMENDMENT

Whereas the Human Life Amendment, a proposed amendment to the U.S. Constitution, and legislation of similar intent

purport to define when life begins and "protect" it, and whereas they in effect outlaw abortion and many forms of contraception, use of which rightly should be a personal matter for a woman to decide, therefore be it resolved that the Convention opposes passage of the Human Life Amendment, Senate Bill 158 and House Resolution 900.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER:** The resolution has been moved for adoption. Will there be debate? Jim Scheer.

**BROTHER SCHEER (Ottawa):** I don't know exactly how to say this because I would like to comment on what happened on the earlier resolution, and I know that is out of order. I just count myself fortunate in being in a position where Ottawa, which has voted consistently with one block of votes since I first came as a delegate since 1975, has a system whereby we can have a free vote on this kind of a moral issue and, therefore, I am not confronted with the same choice that another brother was.

But I do oppose it.

**BROTHER CARROLL (New York):** I oppose this motion basically because I do not think it is the proper area for this convention, nor The Newspaper Guild, to get into. We have passed a number of motions earlier today that had to do with issues that were not directly concerned with The Newspaper Guild—El Salvador, Guatemala, Poland, and so forth. But they did have some connection with The Newspaper Guild and with newspapering and with journalism and for me they were very easy to approve. I can't approve of repressive governments, I can't approve of corporations that do not believe in unionism, or in the Guild, or all that we stand for, but I was not prepared to come to this convention and vote on an issue that is basically a moral issue that is not associated with journalism except that all issues of public concern are probably connected in so tenuous a way with journalism.

However, this resolution speaks first of all, to something called "The Human Life Amendment." I am not familiar with that. I only know about it in broad outline from people who have talked to me

since I have been here at this convention. But I think on such an important issue the ramifications of this legislation should be made clear to everybody at the convention before they vote on this issue.

Beyond that, getting back to my original point, abortion is a very, very serious issue. It crosses over into a lot of areas, philosophy, religion, economics, social issues and so forth.

It is an issue about which I have conflicting ideas in my own mind. I have a moral repugnance against the idea of abortion, however, but my views are not completely closed to the necessity of some sort of accommodation with those who have a strong feeling about abortion. But the important thing that I want to make clear is that I do not want to have to resolve the differences that I feel about abortion and abortion legislation on the floor of this convention, and I do not want to see coming out of this convention some stand on abortion that I am not prepared to take and I presume that a lot of people at this convention are not prepared to take, nor are a lot of people in this country prepared to take. This is not the arena to discuss abortion.

Thank you. (Applause.)

**SISTER HOTCHKISS (San Antonio):** I have to disagree. Abortion and the opposite of abortion, which is carrying a pregnancy to term, affects a woman very fundamentally. If you don't have the option of abortion, which should only be used in the extreme case—as a last resort—then you are obliged to go through a physical process of carrying a child to term, rearing the child. The process doesn't stop at birth. It is just a beginning, and it is a lifelong obligation that you put a woman under if you oblige her to carry a fetus to term.

So when you want to impose a minimum twenty-year obligation on somebody else, you should do so very carefully, and people who oppose abortion, in my view, fail to realize that they are putting another human being through twenty years, a minimum of twenty years, of some obligation or another, and if they fail in that obligation then you get them for child abuse or something. But the basic premise is that you are forcing a tremendous obligation onto somebody, and that somebody in this case, in the case of

pregnancy, is a woman—an obligation men are not under nearly so strongly.

The problem with the human life amendment, especially one form of it, is that under no condition is any abortion allowed, and it defines life as beginning at the moment of conception so that many forms of contraception are illegal, not just abortion, but IUDs or the pill.

It affects a lot of very basic things and common practices of people in this hall, and also, if you don't allow a woman the option of contraception, you create breaks in her work. She can't build up the seniority, she can't build up a continuous work record because she keeps breaking it to bear and rear children, and that sets her back professionally, and I don't think that's fair, either. (Applause.)

VICE PRESIDENT BECK (Great Falls): No man or woman within the labor movement is an island. What happens to the freedoms of any of our members impacts on all of us. Our concerns for the personal freedoms of all our members should move us to oppose the human life amendment. Let's get government regulations out of our personal lives. (Applause.)

BROTHER GOLDMAN (St. Louis): Personally, I agree with this resolution. It fits my own philosophy. However, it is one of the most explosive and emotional issues in the United States.

In our local many of our members would be irate over the Guild adopting this resolution. I would suggest we consider carefully the ramifications of this and not have the Guild take a position on this matter that does not involve union affairs. (Applause.)

SISTER LINDA TORNEY (Southern Ontario): I strongly disagree that this matter is not a matter for a trade union. I know that in Canada many individual unions at their conventions, through their women's caucuses—the Ontario Federation of Labour, the Canadian Labour Congress, and the Labour Council of Metropolitan Toronto have all adopted a policy on the question of abortion, and that policy is that it should be removed from the criminal code and that it should be the right of an individual woman to choose. I don't understand—I can understand debate on the issue—what I don't understand is that

people can get up and say that it is not a union's affair to try and change a repressive law. (Applause.)

SISTER SCRIVANI (Buffalo): There have been several resolutions before this convention today that arguably have nothing to do with the trade union movement per se, and I really think that that particular argument is not valid.

I also want to say that the members of the Women's Caucus who worked on this resolution are not pro-abortion, but we are definitely prochoice, and since I heard this brought up by some other delegates here today, I just want to be on record here as saying that I am a practicing Catholic, and I support this resolution. (Applause.)

BROTHER BACHELLER (New York): I just wanted to express my disagreement with the viewpoint that this resolution is not properly a trade union matter. I feel that it is, that in addition to being a matter of general concern to society, it also directly affects women's ability to maintain employment, and therefore definitely falls in the province of a trade union.

As grievance chairman of the New York Times unit, I am frequently dealing with questions of matters relating to pregnancy leave. It affects our contracts. It affects, as Joyce Hotchkiss pointed out, a woman's ability in the long-run to maintain employment and build up seniority.

I urge the convention to pass this resolution. (Applause.)

SISTER PALTER (San Francisco-Oakland): The opinions expressed by some of my brothers here I think reflect the reason that some women in the labor movement went out and formed the Coalition of Labor Union Women.

In some circles we felt that we were not first class citizens in our unions, not so in my own union, incidentally—my own local—but I think that is the reason that CLUW was born.

I think for our brothers here to wash their hands of this is to turn their backs on their sisters in the labor union movement, and I urge adoption of the amendment. (Applause.)

SISTER FOLEY (Lexington): I, too, believe that this is an issue that trade unions need to take up. In fact, I am very

tired of the trade union movement in general skirting this issue. I think it is a workers' issue as well as a human issue, and I don't think that we are debating here the pros and cons of abortion, but we are debating the pros and cons of giving a human being a choice and control over their own body, and I would urge adoption of this resolution. (Applause.)

**BROTHER TOWNSEND (Brockton):** Are we going to take a stand today on capital punishment? Are we going to consider whether or not we should legalize pot? Are we going to put a good or bad on Bobby Sands? I hope not.

**SISTER COOK (New York):** I am aware of the sensitivity of this issue, and I wish to speak strongly in favor of it, because we are talking about the right to work. Guild women have been denied employment because of pregnancy; Guild women have been denied advancement because of pregnancy; Guild women have lost their jobs because of pregnancy.

The need for good, solid information on contraception is crucial, particularly in these days of rapid growth of the single-parent family, both male and female. Therefore, I urge you as Guild members to support the right of all women to work and their right to choice. (Applause.)

**BROTHER GOODMAN (Hudson County):** I have to disagree with much of what my sisters have said here today, and I really mean my sisters because the dearest brothers and sisters I have are in the labor movement, but this happens to be an issue on which I have deep philosophical and moral convictions, and therefore, I urge the defeat of the resolution.

**BROTHER NELSON (Twin Cities):** I was going to rise to move the previous question, but I see no other speakers.

**CHAIRPERSON CULVER:** Very well. (Laughter.)

(The question was called.)

**BROTHER BARGER:** Brian Barger, Washington-Baltimore. Please add my name to this.

**CHAIRPERSON CULVER:** All right.

**BROTHER NELSON:** Then I would move the previous question.

**CHAIRPERSON CULVER:** It seems there is only one other person at the mike.

**BROTHER WALLACE (Wilkes-Barre):** God is here.

**CHAIRPERSON CULVER:** Is it all right if Jack speaks?

**BROTHER NELSON:** Yes.

**BROTHER WALLACE:** Yes, I oppose it.

I am a little disturbed by the young lady who mentioned she is a practical Catholic. I am a practical Catholic. So let's balance the issue.

(Cries of "Practicing.")

A practical Catholic, and I am a practicing Catholic. I am just very happy that the blessed mother didn't have an abortion. I am glad everybody that is a woman has a choice, and I am very happy for my sisters that do have a choice, but they didn't get pregnant by themselves.

**BROTHER HOWARD (Washington-Baltimore):** I find it interesting that all the sisters who have spoken in favor of this resolution have attempted to make the point that this resolution gives them certain rights, whereas all of my brothers who have come and opposed it have discussed moral ramifications.

My wife, who used to be a newspaper reporter until recently, told me repeatedly that one of the things that she found very strange was that the subject of abortion was being discussed in Congress by a bunch of doddering old men, sitting at little desks—especially since they didn't have anything to do with it.

So I suggest that my brothers here, whether they are for or against this issue, should follow my example and leave this hall and let our sisters decide it. (Applause.)

**CHAIRPERSON CULVER:** Are you ready for the question? The mikes are clear.

The vote will occur on "The Human Life Amendment."

All in favor say aye. Opposed? The ayes have it. (Applause.)

**MOTION CARRIED**

**SISTER PETERSEN (Ontario):** I should like to record Jim Scheer of Ottawa as voting "no" on that resolution.

**CHAIRPERSON CULVER:** Very well.



**BROTHER MORRISSEY** (Wire Service Guild): A resolution entitled, "Our Most Precious Resource." It is on goldenrod-colored paper.

#### **OUR MOST PRECIOUS RESOURCE**

It is during the first five years of life that children receive their basic education. Inadequate care during these years can lead to poor adjustment to the regular school system, delayed discovery of learning and other disabilities and, eventually, being disadvantaged in the labor market.

Few family incomes today are high enough to allow one parent to devote full time to child care, even for the first few years of the child's life, even where both parents share responsibility for the child's support.

Yet publicly supported education is provided to most children only at and after age 5 in most of North America.

The Convention takes the view that governments should provide free, quality child care to the children of all parents who want it, including shift workers. It urges locals to press for this goal, while continuing to bargain for benefits such as paid parental leave which can contribute to its achievement.

Our children are society's most precious resource. We cannot afford not to invest in their development.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER:** The resolution, "Our Most Precious Resource," is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY:** A resolution entitled, "Jeanette Hollingsworth. It is on yellow paper.

#### **JEANETTE HOLLINGSWORTH**

Jeanette Hollingsworth was a dedicated member of Toledo Local 43. She served on the executive committee many years and was chairperson of the grievance committee, always willing to aid her fellow employees in any capacity when called upon to do this.

Jeanette was known to many attending this 48th Convention of The Newspaper

**Guild for her "tell it like it is" approach to Human Rights.**

**The Newspaper Guild Convention** mourns her sudden and untimely death, one day after returning from the 1980 Toronto Convention of TNG.

**She is sorely missed by everyone who knew her.**

Signed: William Morrissey, Wire Service, Chairperson; Jack Hopkins, Pacific Northwest; Nancy Stadtman, New York; Ronald Miskoff, New York; Don Bachelor, New York; Bruce Nelson, Twin Cities; Howard A. Swindell, Cleveland; Don Fortune, San Francisco-Oakland; Carol Lee Mend, Washington-Baltimore; John S. Fletcher, Boston; Bill Buil, Buffalo; Brian Barger, Washington-Baltimore.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER:** The Jeanette Hollingsworth resolution has been moved for adoption. Ken Rieger, you are recognized.

**BROTHER RIEGER** (Toledo): Would it be appropriate for the Toledo delegation to add their names to the resolution?

**CHAIRPERSON CULVER:** Yes.

**BROTHER RIEGER:** If so, I add my name.

**CHAIRPERSON CULVER:** Very well.

**BROTHER RIEGER:** All of our names. That would be Lillian White, Brady Abodeely, Sid Goldberg, Tom James and Howard Burkhardt.

**CHAIRPERSON CULVER:** That will be the order.

**BROTHER HERMANN:** Yes. Also add the name Bob Hermann, please, St. Louis.

**BROTHER DAVIS** (Washington-Baltimore): I am a member of the committee. Please add my name.

**SISTER ODOMS** (Philadelphia): Would you please add my name and the name of Eugene Jones.

**BROTHER BARGER** (Washington-Baltimore): Please add my name.

**BROTHER PEERY** (Cleveland): Please add my name.

**BROTHER MERCER** (Washington-Baltimore): Please add my name.

**BROTHER SEVERANCE** (Columbus): Please add my name.

**CHAIRPERSON CULVER**: The resolution is now before you, the "Jeanette Hollingsworth" resolution. All in favor of adoption please say aye. Opposed? The resolution is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY**: A resolution entitled, "Eugene A. Kelly," also on yellow paper.

#### **EUGENE A. KELLY**

Eugene A. Kelly was a founding member and long-time leader of The Newspaper Guild's Local #1 in Cleveland.

Kelly was a labor reporter for the old Cleveland News and for other Cleveland dailies earlier. When the News closed its doors in 1960, Kelly became a reporter with the AFL-CIO News in Washington. He retired from the AFL-CIO News in 1971.

A pioneer in The Newspaper Guild, Kelly was a charter member of Local #1. He was president of the local in 1945 and 1946, the only person to hold Local #1 presidency for 2 years. He served on the executive board from 1947 to 1960 and served in many offices throughout the years.

Kelly, 80, died June 27 at his home in Cleveland after a long illness.

The Convention mourns the passing of a dedicated unionist.

Signed: William Morrissey, Wire Service, Chairperson; Don Bacheller, New York; Nancy Stadtman, New York; Don Butler, Ottawa; Bruce Nelson, Twin Cities; Robert C. Hermann, St. Louis; Howard A. Swindell, Cleveland; Brian Barger, Washington-Baltimore; Michael D. Davis, Washington-Baltimore; Brian R. Dawson, Southern Ontario; Don Fortune, San Francisco-Oakland.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER**: The resolution has been moved.

**BROTHER HATCH** (Cleveland): I

didn't know it was appropriate, but if you would, add the seven other names of the Cleveland delegation, please.

**CHAIRPERSON CULVER**: That will be done.

All those in favor of adoption of the "Eugene A. Kelly" resolution please say aye. Opposed? The "Eugene A. Kelly" resolution is adopted.

#### **MOTION CARRIED**

**BROTHER MORRISSEY**: A resolution entitled, "Margaret Boyd." It is on green paper.

#### **MARGARET BOYD**

The Newspaper Guild would like to honor Guild member Margaret Boyd who died February 16, 1981. A longtime member of Local 91 in Memphis, Margaret always made herself available when work needed to be done.

In 1980, she was elected "Guildsman of the Year." Also during that year, she served as third vice president. Before that, she served as recording secretary.

The Convention mourns the passing of a dedicated unionist.

Signed: William Morrissey, Wire Service, Chairperson; Don Bacheller, New York; Nancy Stadtman, New York; Don Butler, Ottawa; Bruce Nelson, Twin Cities; Robert C. Hermann, St. Louis; Howard A. Swindell, Cleveland; Brian Barger, Washington-Baltimore; Michael D. Davis, Washington-Baltimore; Brian R. Dawson, Southern Ontario.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER**: The "Margaret Boyd" resolution has been moved for adoption.

The mikes are clear. All in favor of adoption of the resolution please say aye. Opposed? The "Margaret Boyd" resolution is adopted.

#### **MOTION CARRIED**

**BROTHER GONZALEZ** (Puerto Rico): Excuse me. Will you put the name of Angel Baez and Alfredo Gonzalez on that resolution.

**CHAIRPERSON CULVER**: Yes. It will be added.

**BROTHER GONZALEZ:** Thank you.

**SISTER EVANGELINE LAMAR:** Am I too late? We would like to add all of our delegation's names to the "Margaret Boyd" memoriam, please.

**CHAIRPERSON CULVER:** Thank you very much. That will be done.

**BROTHER MORRISSEY:** A resolution entitled, "Henry Christman," on pink paper, two pages.

#### **HENRY CHRISTMAN**

Henry Christman was a Guild member who put his job on the line for the survival of the union.

A founding member of Local 34 in Albany, Christman also maintained at-large membership for many years in New York City after he left the active practice of his newspaper reporting and editing craft.

He first joined the Guild in 1934 in Albany, N.Y., at a time when simply belonging to a labor union took great personal courage.

A few years later, when the Hearst management attempted to discourage trade unionism by requiring employees to sign so-called loyalty oaths, Christman joined those who resisted.

Christman was fired and the case subsequently went to the U.S. Supreme Court, which ruled the employees were right to refuse and could not be fired for union activity. Christman and the others were reinstated to their jobs.

Christman left The Knickerbocker News shortly after the court decision and went on to distinguish himself as managing editor of The New York State Journal, an editor at publishing house, a spokesman for The American Cancer Society in New York City and author of "Tin Horns And Calico" (a historical volume found in most libraries and winner of several book awards).

A fire destroyed Christman's home on Nov. 2, 1980, and claimed his life on Nov. 26, 1980.

Christman was never a Guild Officer, preferring to stay quietly in the ranks most of the time. But he was on the front line every time the rights of the minority were threatened.

The Newspaper Guild Convention

mourns Christman's passing by respectfully saying thanks for his efforts in the early days of the union.

Signed: William Morrissey, Chairperson, Wire Service Guild; Jack Hopkins, Pacific Northwest; Frank Mazza, New York; Don Fortune, San Francisco-Oakland; John S. Fletcher, Boston; Don Butler, Ottawa; Nancy Stadtman, New York; Ronald Miskoff, New York; Don Bacheller, New York; Robert Hermann, St. Louis; Bill Buil, Buffalo; Bruce Nelson, Twin Cities; Howard A. Swindell, Cleveland; Carol Lee Mend, Washington-Baltimore; Brian Barger, Washington-Baltimore; Michael Davis, Washington-Baltimore; Brian Dawson, Southern Ontario.

**Brother Chairperson, I move for adoption of the resolution.**

**CHAIRPERSON CULVER:** The "Henry Christman" resolution has been moved for adoption. Victor Stewart.

**BROTHER STEWART (Albany):** Would you please add my name and the name of Thomas LaPoint to the resolution, and I would like to add that a copy of this resolution will be framed and hung in a room at a local library in Albany which has established a Christman Memorial Room.

**CHAIRPERSON CULVER:** Are there other additions on the committee? The resolution, "Henry Christman," is now before you for adoption. All in favor please say aye. Opposed? The resolution is adopted.

#### **MOTION CARRIED**

**CHAIRPERSON CULVER:** The next resolution coming up, "In Memoriam," will give tribute to all of those of our brothers and sisters who have died in the last year, and I know there are going to be many additions from the floor.

When you make additions from the floor, would you please print the name of the person and the local and bring it up to the podium so we are sure that we get it correct.

**BROTHER MORRISSEY:** Resolution entitled, "In Memoriam."

#### **IN MEMORIAM**

As the years go by, time takes its toll of that series of talented and dedicated individuals who have contributed so much

to the strength and overall progress of The Newspaper Guild.

This 48th Convention of The Newspaper Guild is saddened to report that many long-familiar and beloved faces are missing as the following brothers and sisters have died during the past year:

St. Louis, Local 47: Virginia Drake, KSDK unit; Harold W. Flachsbarth, Post, retired; Edward A. Martin, Globe; Charles J. Prendergast, Jr., Post; Richard Smythe, Post.

Toledo, Local 43: Robert Beal; Harold Benore, retired; Harold Wittman, retired.

Memphis, Local 91: Glenn Allen; Roy Hamilton; Mary Ann Lee.

Buffalo, Local 26: Howard Paush.

Twin Cities, Local 2: Arnold Bailey.

Signed: William Morrissey, Wire Service, Chairperson; Don Bacheller, New York; Ronald Miskoff, New York; Don Fortune, San Francisco-Oakland; Carol Lee Mend, Washington-Baltimore; Bill Buil, Buffalo; Howard A. Swindell, Cleveland; Jack Hopkins, Pacific Northwest; Nancy Stadtman, New York; Brian Barger, Washington-Baltimore.

Brother Chairperson, I move for adoption of the resolution.

CHAIRPERSON CULVER: The resolution, "In Memoriam," has been moved. Are there any of those who wish to add names?

BROTHER MERCER (Washington-Baltimore): Eric Geist and Ernie Mercer would like to add the name of Janet J. Jackson from the Washington Post Unit of the Washington-Baltimore Local.

SISTER O'BRIEN (Vancouver - New Westminster): I am sad to say we would like to add the names of Ivers Kelly, Charlie MacFarlane, Jack Nylan, and Gail Dinkler.

BROTHER GOLDMAN (St. Louis): Please add the name of Robert Dunlap, Post, retired, St. Louis Local 47.

SISTER JENKINS (Los Angeles): Please add the names Marlene Rogers, Bob Beckman and former local leader Slim Connely.

BROTHER HARPER (Ottawa): Please

add the name of Harry Jennings, an active Guild member at the time of his death.

BROTHER JONES (Philadelphia): Please add the names of Joseph Brown, William Greenus, William Wilson, Eileen Yearly, Mary A. Campbell, William Feist, Helen Smink, Nora Rafterty, Mildred Pressman, Edward Wenzinger, Ann Carlin, and Ruth Oliphant.

BROTHER SOUZA (Hawaii): Would you please add the name June Rapozo, Rochelle Yap and Doreen Kauwelo.

VICE PRESIDENT ROGER STONE-BANKS (Victoria): Will you please add the names Jimmy McDermott and Harold Strong.

BROTHER MLECZKO (Detroit): We are sad to record the loss of three excellent reporters, Curtis Haseltine of the Detroit Free Press, James Treloar of the Detroit News, and Jack Crellin of the Detroit News who, by the way, was the first person to sign a Guild card in our successful organizing drive at the News.

BROTHER KENNEDY (Youngstown): I would like to add the names of Robert Arnold, Herbert Spencer, Clarence "Pete" Sheehan, Fred Childress.

BROTHER ROEDER (Peoria): Please add the name Nevah Simmons.

BROTHER HATCH (Cleveland): Please add Ben Creel, James E. Doyle, Sylvia Skala, and Jack Dozael.

SISTER MARY K. BROOKSHIRE (Cincinnati): Please add the name of Charles Durfey from Local #9.

BROTHER BUCHANAN (Erie): Please add Robert Gilson, Sr.

BROTHER SCHAUFENBIL (Manchester): It is with deep regrets that I ask you to add the names of Henry Denies, Zane Thurston and Maurice McQuillem.

BROTHER DUGAS (Montreal): Please add the name Don McNaughton.

BROTHER ROBERT E. RYFFEL (St. Louis): Please add my name and that of Lionel Horton of the St. Louis Post. (Laughter and applause.)

CHAIRPERSON CULVER: I assume that was on a hold-for-release basis. (Laughter.)

**BROTHER GONZALEZ (Puerto Rico):** Please add the name of Reinaldo Guzman.

**BROTHER OLIVE (Wire Service Guild):** Yes, add the names, please, of Weber Trout, Nick Gregory, both of UPI, Chicago, and Joanne Paige, AP Broadcast, New York.

**BROTHER RONALD MISKOFF (New York):** Will you please add the names of John E. Deegan, the former executive vice president of our local; Tom Doherty, Times; Gloria Pinck, Post; Jack Chrisville, Post; Henry Erbach, Post; Michael Allocco, Consumers Union; Mary West, Consumers Union; Roy R. Silver, Times; William Carl, Jimmy Davis, Dan Goldberg, Patrick Hagen, George Hennessey, Conrad Kaiser, Jim McCarthy, Joe Martin, Edward Rolfus, Lester Rose, Frank Schuenger and James McGrath, all of the News.

Also, George Palmer, Amsterdam News; Edward Daniels, Jr. and Frank Hayes of Elizabeth; Rene Siberio, Oliver Howard, Anthony Bosco, Joseph Hoard, John P. Rowan, Joseph Luke, Tony Bosco and James Rafferty all of the New York Times, and also, Joe Cohen, 39 years old, who was the managing editor of the Community News, the Elizabeth strike paper.

**BROTHER GEIGER:** Jim Geiger, San Jose. I would like permission to introduce a memorial resolution.

**CHAIRPERSON CULVER:** The business is to add names to the memorial resolution.

**BROTHER GEIGER:** Then I cannot read a memorial resolution for two of our deceased members?

**CHAIRPERSON CULVER:** If you want to make some reference—if you want to use that to refer to them—go ahead. Is it very long?

**BROTHER GEIGER:** Not long at all.

**CHAIRPERSON CULVER:** Proceed. That's all right.

**BROTHER GEIGER:** San Jose and the Guild lost two of their members, extraordinary members, to cancer: James R. Choate and John A. Howe. They were dedicated and courageous unionists who unselfishly gave their time and efforts to improve the conditions of newspaper workers.

They were both former presidents of Local 98 and recipients of the local's Guild Service Award, and they were both retired at the time of their deaths—Choate at age 47, and Howe at age 60.

Choate was a former member of the Western District Council. He was president and delegate to numerous TNG conventions. He was the architect of one of the finest contract settlements in our local's history—resulting in wage parity with San Francisco in 1965.

Howe, in 1959, directed one of the most powerful and successful strike newspapers in TNG history. A decade ago he was the driving force in achieving a negotiated pension plan, replacing a vastly inferior house plan.

Jim Choate and John Howe are deeply missed by their local and TNG, and the 48th Convention mourns their passing.

Thank you.

**BROTHER DICK (Washington-Baltimore):** In addition to the name of Janet Jackson of the Washington Post, would like to add the names of Ruben Levin, at large member; Horace Ayers of the Baltimore Sunpapers; Bernie Harrison of the Washington Star; and retired members Charles E. Knowland of the Baltimore Sunpapers and Dillard Stokes of the Washington Post.

**BROTHER BUTLER (Ottawa):** Please add my name to the list of committee signers.

**CHAIRPERSON CULVER:** Are there other names to be added to the memorial list?

All right. The resolution is before you, "In Memoriam." All in favor of adoption please say aye. Opposed? The resolution is adopted.

**MOTION CARRIED**

**CHAIRPERSON CULVER:** Yes, Betsy.

**VICE PRESIDENT WADE:** Brother Chairperson, should we not observe a moment of silence?

**CHAIRPERSON CULVER:** You are quite correct. Let's all stand and observe a moment of silence in tribute to the names of all of those people we just read.

(Moment of silent tribute.)

CHAIRPERSON CULVER: Thank you.

Richard Roth, of Buffalo, you are recognized.

BROTHER ROTH: The Second and Final Report of the Finance Committee.

## **SECOND AND FINAL REPORT OF THE FINANCE COMMITTEE**

Persuaded by a groundswell of concern during this Convention to increase the field staff of The Newspaper Guild, the Finance Committee considered three proposals designed to meet this objective. One idea would have had the Convention revise the line-item budget adopted earlier to provide funds on the "international reps salaries and expense" lines. Another would have had the Convention direct that half the interest earned on the Defense Fund be set aside to increase the field staff item in the General Fund budget.

The consensus emerging from committee, however, would provide, from September, to the end of this fiscal year, \$100,450 in additional funds for field staff—enough to add a minimum of 2 additional international representatives—at a cost of 50 cents a month to each Guild member. So convinced was the committee of the need for the additional staff, that it recommends amending the budget previously adopted to reflect the increase for field staff.

The committee also considered and accepted a proposal allowing locals to use an averaging system for reporting Article XVII, 2(d) full regular dues. The intention of this is to reduce the paperwork required of locals and the time consumed by it.

Additionally, the committee considered a motion to earmark the 1980-81 surplus of \$29,879 and to budget an additional figure of \$30,000 in the 1982-83 budget. The purpose was to fund more fully the severance pay liability for TNG staff, which on 31 March 81 stood at \$472,196, of which funding is at \$198,571.

After extensive debate, in which other claims for appropriate use of the surplus were also advanced, the proposal to earmark was defeated.

In consideration of the foregoing, the Convention:

1. Directs that, as of September 1, 1981, each member pay \$.50 per month, in addition to the amount of dues the member would otherwise pay under the dues structure in effect September 1, 1981, unless the local increases its dues by means of a formula that yields at least an equivalent total amount. The total amount of each such dues payment shall be remitted to TNG as additional per capita tax to go into the General Fund and to be used for the purpose of expanding the field staff. This \$.50 per month will be added to the minimum dues schedule in the Constitution effective September 1, 1981.

2. Amends its previously adopted General Fund income estimate of \$2,387,532, increasing it by \$100,450 to \$2,487,982.

3. Amends its previously adopted General Fund budget of \$2,390,690, increasing it by \$100,450 to \$2,491,140 and directing that the \$100,450 be allocated to the line items for international representatives salaries and expenses.

4. Directs that an averaging system for reporting the so-called 2(d) dues and a proposed billing system be given equal consideration by the IEB and that following complete studies of both systems a full report be made to the next convention. In the intervening time, if a need develops prior to the next convention for implementation of 2(d) dues, locals may use an averaging system as an alternative to the regular 2(d) dues reporting system, upon notice to the Secretary-Treasurer of TNG.

Signed: Richard Roth, Jr., Buffalo, Chairperson; Dean Bottorff, Gary; Mike Roeder, Peoria; Louis M. Calvert, San Jose; Roy C. Kruse, Hawaii; Charles D. Walker, Providence; Mary Sanchez, Central California; Greg Hinz, Chicago; Richard Sabatini, Philadelphia (except 1, 2 and 3); Joe Wilhelm, Buffalo; Dennis Block, Buffalo; Jim Orcutt, New York; George Randol, Central California; Cecil Reid, Canadian Wire Service; Paul Mallon, Southern Ontario; Tom LaPoint, Albany; Nelson K. Benton, Salem; Jerry MacDonald, Canadian Wire Service; Harvey Sanford, Sioux City; Donald Chorpennig, Los Angeles; Barbara Yunker, New York except 1, 2 and 3); Larry D. Hatfield, San Francisco-Oakland; Michael Dugas, Montreal; Robert E. Bruner, Pacific Northwest; Jim Schaufenbil, Manchester; Carl L. Bender, Terre Haute; Eric Geist, Washington-

Baltimore (except 1, 2 and 3); Lillian Munch, Victoria (except 1, 2 and 3); John C. Rau, Washington-Baltimore (except 1, 2 and 3); Gerald Maraghy, Boston; Gary Clark, Cleveland; Bob McCarty, Southern Ontario; Frank Goodman, Hudson County; Doug Louth, Vancouver-New Westminster; Alice Busby, Vancouver-New Westminster; Doug Cuthbertson, San Francisco-Oakland; Lillian White, Toledo; Bill Balota, St. Louis; Faye McCracken, Memphis; Gene Bryant, San Jose; Joyce Hotchkiss, San Antonio (except 1, 2 and 3); Roy Cummings, St. Louis; Edith Kuchenmeister, Memphis; John Kennedy, Youngstown; John C. Edgington, San Diego.

**Brother Chairman, I move its adoption.**

**BROTHER:** Second.

**CHAIRPERSON CULVER:** The Second and Final Report of the Finance Committee has been moved for adoption. Are there additional names to be added to the report:

**BROTHER LANGZETTEL (Portland):** Please add my name.

**BROTHER RYAN (Buffalo):** Please add my name, with exceptions to 1, 2, and 3.

**CHAIRPERSON CULVER:** Any other additions?

**BROTHER DICK (Washington-Baltimore):** Mr. Chairperson, I would like to offer a minority report to the Second Report of the Finance Committee.

### **MINORITY REPORT TO SECOND REPORT OF THE FINANCE COMMITTEE**

A 50-cents-a-month increase in dues is relatively modest and the purpose for which it is intended is laudable.

However, both the timing and the formula are unwise and unsound—particularly at a time when financial stability has been achieved.

Guild members have only just been relieved from the long-lasting burden of 2(d) dues. To reimpose any increase, however modest, at this time is psychologically unsound. The organizing purpose for which the funds are intended would be undermined, even sabotaged, by any increase and the inevitable implication that assessments could and would be readily

imposed, even in the absence of financial emergency.

Further, the 50-cent formula, particularly when added to the one dollar imposed since 1978, has the reprehensible effect of creating a retrogressive dues structure which strikes relatively more heavily at lower-paid members.

For these reasons and in the absence of emergency, the signers of this minority report move as follows:

Strike recommendations 1, 2 and 3 of the Second and Final Report of the Finance Committee and insert in their place the following:

"The Convention directs the International Executive Board to examine and bring to the 1982 Convention a long-range financial plan for stability of the General Fund which would support new organizing and expansion of field staff."

Signed: Raymond G. Dick, Washington-Baltimore; Richard V. Sabatini, Philadelphia; Barbara Yuncker, New York; Luis Rivera, Puerto Rico; John C. Rau, Washington-Baltimore; Joyce Hotchkiss, San Antonio; Lillian Munch, Victoria.

**CHAIRPERSON CULVER:** Are there any additions to the minority report? Any names?

Excuse me. Did you move? Do you wish to move for adoption?

**BROTHER DICK:** I so move to adopt.

**CHAIRPERSON CULVER:** The Minority Report to the Second Report of the Finance Committee has been moved for adoption. Are there any names to be added to the minority report?

Did you wish to speak?

**BROTHER DICK:** Yes, sir.

**CHAIRPERSON CULVER:** You have the floor, Ray.

**BROTHER DICK:** Shortly before coming to convention, I think it was around May, we got the good news the 2(d) dues, or regular full dues, or the assessment we had been paying for some two years to pay off our debts and build the Defense Fund, these 2(d) dues were going off. It meant to me for the first time in two years I could look forward to making some inroads on the so-called free

riders in shops that did not have full union security.

It also meant that the heavy flow of resignations—and believe me, there was a heavy flow of resignations—that have been coming in at every window period would abate if not cease.

Indeed, the Guild Reporter, our own local Guild Forum, just about every other Guild publication which I saw—the Officers' Report—heralded the lowering of the heavy assessment we had been under.

In our local, in our units, our shop stewards had been going to the people and telling them, selling them, the fact that the Guild had stabilized its financial situation. The International, I had been told, is ready to join in a thrust to organize in shops where we already have Guild contracts.

In my local there are two units, the Bureau of National Affairs, some 400 non-union members, but we have a contract and a good contract with 400 nonunion members and the Washington Post with some 400 to 600 nonunion members. Indeed, again, a place where we have a good contract.

These are areas where such organizing would make a very heavy impact, and I would like you to think about it, just in these two units of one local, some 1,000 eligibles are there for the taking. But indeed, the heavy dues that we had been under prevented a lot of this, and it caused the large numbers that we have there. This is without a need for election, certification, and any negotiation of contracts. They are already there in place.

Now we come to convention, without any advance notice to the rank and file membership, no warning—we have been in the shop telling them, "Hey, the heavy dues are off; we are down now where you should be able to pay this"—without any warning, no input to it, we are asked to go home with a dues increase, or as the formula says, it really is a permanent assessment.

I have been told it's only 50 cents, who's going to argue with 50 cents. I believe that 50 cents is going to be very, very costly in the efforts to organize in areas without union security. I think it is also

going to be very costly to us in the area of our credibility.

I want to say right now I have no compunction in backing an increase in dues after there has been a well thought out study and the validity has been shown and where there is a well formulated plan which the member has had a full warning of and, indeed, they have had an advance opportunity to offer some input.

I tell you I cannot go home and tell my members I voted for a 50-cent increase; whether it is 50 cents or whether it was one penny, I think we are asking for trouble. One dollar two years ago; 50 cents this year; I don't know what it will be next year.

I urge this convention to accept the minority report. (Applause.)

**BROTHER ROBINSON** (Southern Ontario): I would like to move an amendment to the minority report in the form of an addition. The addition would be: "The convention further directs that \$100,450 of the interest generated by the Defense Fund in Fiscal 1981-82 be used to finance new field staff for the purpose of organizing and servicing.

**CHAIRPERSON CULVER:** Is there a second to that motion?

**BROTHER PAUL BRYAN** (Southern Ontario): Paul Bryan, Southern Ontario, seconds.

**CHAIRPERSON CULVER:** The motion has been moved and seconded. It is now before you.

Did you wish to speak to the motion?

**BROTHER BRYAN:** Yes, I did. I realize that people might not like this idea and might think that tapping the Defense Fund is like killing a sacred cow, or whatever, but I would like to just point out a few figures. The Defense Fund, according to the Finance Committee, has \$4.5 million in it now, and this money is invested in various term deposits or cash deposits, some of which are approaching 16 to 18 percent.

On some quick calculations the other day, I had it figured out conservatively to be an average of 14.7 percent yield, and I think that's actually because a lot of the figures that we received were



very difficult to read, and anything that was even closely unreadable was taken at a very low figure for yield, so I think the average that this money is earning is probably well over 15 percent.

This money would bring in, taking it at 14.7 percent—the Defense Fund would be generating approximately \$385,875 by the end of the fiscal year. To use the \$100,450, that is the same amount as proposed in the minority report at 50 cents a member, would still leave the Defense Fund getting \$285,425 into it. And the way I see it, it would certainly still leave the Defense Fund growing, and growing at such a rate that we would still make our \$5-million level in the time limits that we have already specified, that is, of course, assuming that there is no major strike.

I think it is really important that we do get our servicing and organizing reps that I think we all realize that we desperately need and want, and really to touch just a percentage of the interest and not the Defense Fund money at all is both very necessary and shouldn't pose any kind of problem.

CHAIRPERSON CULVER: On my left.

BROTHER HATCH (Cleveland): Before the amendment was offered to the minority report, I was going to argue that what we don't need right now is another study and a Band-Aid, if that is what this majority report was going to be called.

Now that the amendment has been offered, I have had to do some quick thinking on my feet which I am not very good at. It still seems to me that if you are going to borrow from one fund and put into another and take it from one fund and put it into another—we all know how quickly a strike or a combination of strikes can deplete that fund, and then we are talking about kicking back in 2(d) dues and how difficult it is to organize then.

I think we have to stick with the 50-cent formula. If we have to make a study for a long-range objective, let's do it, but it's been obvious to me for years that we have underfunded ourselves.

We are losing membership left and right. We need staff. Let's work on it

right now, but let's not do it by taking it from the defense.

Right now we have millions for defense, and now we need some pennies for offense. (Applause.)

SISTER PALTER (San Francisco-Oakland): I speak briefly to the amendment to the amendment, and that is, the raid on the interest to the Defense Fund. I think that would be uncon—well, it would be intolerable. (Laughter.) And reckless.

Timing is the very essence of this program. I don't think we can wait. The mood of the delegates here only reflects the anxiety of our members back home who know we either go forward as a union, or we are going to be decimated by employers or by raids on unions on our jurisdictions.

I worked in Washington, D.C. on the decent try in 1976, and I had the pleasure of working with a lot of Ray Dick's members. I don't think that they are candy asses. I think they recognize the need for more field reps. They had about twenty of them, both regular and part-time people, rather, temporary people, working on their problem, and we were successful.

The 50 cents is a self fulfilling thing. It is not a Band-Aid. If it works, each new member will generate another 50 cents. If it doesn't work, we can take a look at it next year. We are not tying ourselves into anything irrevocable. I think that this is a salable program, and I challenge all of you pros to go back and sell it to your members. (Applause.)

VICE PRESIDENT FLOYD TUCKER (San Francisco-Oakland): Brother Chairperson and delegates, this proposed use of the Defense Fund would be a grievous breach of trust—of the trust that has been put with us by the Guild members who for nearly three years have sacrificed, built the fund up to the first of the higher levels this convention voted for years ago.

It would be particularly cynical for us to seize the first opportunity, after having taken off the higher dues, to dip into that fund. It's been said that we are not touching the fund, we are taking the interest, but the interest, of course, is the fund and to take \$100,000 out of the fund whether it be interest earned or dollars that came from higher dues would be indistinguishable to our members.

I urge you to defeat this proposal. (Applause.)

**BROTHER TOWNSEND (Brockton):** Speaking to the amendment, first off I would like to say it is real nice to have some money in the Defense Fund to fight with.

Secondly, the maker of the motion to amend admitted, in making the motion, that his figures were based on no major strikes.

We don't hire International Representatives on a temporary basis, so going a little ways down the line, if we have them and have them working and we run into some major strikes what are we going to do then, lay them off?

Speaking now to the minority report, the logic of the writers of the minority report kind of escapes me. They point out that the timing is unwise and unsound—

**BROTHER DICK:** Point of order. Are we debating the minority report now or the amendment?

**CHAIRPERSON CULVER:** We are debating the amendment. It is a little hard.

**BROTHER TOWNSEND:** I will hold comments on the minority report.

**SISTER O'BRIEN (Vancouver-New Westminster):** I am also opposed to using any part of the Defense Fund for servicing and organizing. It seems to me that when we are doing our servicing and organizing we are not acting in a defensive position, but we are acting in an offensive position, and we should be getting those funds from our general revenue.

**BROTHER STEINKE (St. Louis):** I talk only to the amendment.

As I understand it, the amendment would take \$100,450 of the interest out of our Defense Fund, and I think that is a big mistake, and I talk from experience—and you can talk to any of our delegates—but the last time we had a need for defense funds by the time we got around to St. Louis there wasn't anything left.

In fact, we had nothing but debts, and our people, our delegates, went seven weeks without any money from TNG, not a dime. They didn't see that money for

20 months. You used to hear me raise hell about the scrip, but they didn't see any money from TNG for 20 months.

We might have \$4.5 million dollars here, but what we are failing to tell the people is how we are raising our benefits. Our weekly strike benefits, when we get to \$5 million, are going to be 30 percent higher than they were in '79.

I don't think \$4.5 million is enough or \$5 million. When we get into the electronic journalism fight, we are going to need a \$40-million dollar Defense Fund. (Applause.)

**BROTHER PEERY (Cleveland):** The one thing that I think we have to consider here is the action we took in 1979 when we said that we would go off the high dues once the Defense Fund reached \$4 million dollars. We also said that 30 months later, if we don't have \$5 million in that Defense Fund, we go back on the high dues.

I don't see any point in taking money out of there until we get over \$5 million.

**BROTHER CALVERT (San Jose):** I disagree a little bit with Mr. Peery there. I don't think we touch that Defense Fund for anything but defense purposes. (Applause.)

As a matter of fact, I am not sure, I don't think the issue has been raised in any around-the-convention-floor debate, but in the Constitution on page 87 it says, "In an emergency the IEB shall have the authority to transfer money between the general account and the International Defense Fund, but such action shall be reported to the next convention for specific approval."

I think that the concept that it sets forth there is that in extreme emergencies we can probably go from the general account, pumping it into the Defense Fund. I realize that "between" is in there, but I think the concept is that they really intended only to go from the general into the Defense Fund.

I think we violate a trust that this convention set a couple of years ago when we embarked upon a program to build a healthy Defense Fund. We have one, we are starting to reach some of the benefits of having a Defense Fund by getting greater revenues for it—by better invest-

ments that are available to us for the large amount of money that we have.

I think it would be a sorry mistake to tap it now because once we have tapped it, it is going to be easier to do the next time. (Applause.)

**SISTER BARBARA YUNCKER** (New York): I rise to concur in the last few remarks that have been made. We have, many of us, had the experience of seeing the Defense Fund mostly paper and having turned the worthless paper into greenbacks and seeing the ink on the ledger deeply in the red and having to pay and pay and pay to bring it into the black. Now that we finally have some money in our jeans so we can say to the publisher—Don't shove us around, we got some cash, we can take you on—we cannot feel as if we are opulent and can spend it any place else.

That money is to face down publisher onslaughts. That money is only for strikes or the kinds of emergencies that are tantamount to strikes in an effort, legally or otherwise, to wipe out a unit. Any other use of that money would be a violation of our trust and fiscally, totally irresponsible.

I would urge the defeat of the amendment, although I am for the minority report. (Applause.)

**BROTHER MLECZKO** (Detroit): I move to close debate on the amendment to the motion.

**BROTHER SCHAUFENBIL** (Manchester): I wanted to speak on the proposed amendment.

A proponent suggested that \$350,000 by the end of fiscal year '81 would be realized in interest from the Defense Fund. I propose that if we keep that exactly where it is, the year afterwards we will have another \$50,000 just interest on the interest, and I think that's where we ought to keep it.

Thank you.

**CHAIRPERSON CULVER**: All right. Lou Mleczo moved to close debate. Are there seconds to that?

(Seconded by several.)

**CHAIRPERSON CULVER**: John, did you have a point of order or anything?

(Laughter.) I don't want to cut you off if you are the last speaker, I will put it that way.

**BROTHER EDGINGTON** (San Diego): I did wish to speak on the issue. However, if you are entertaining a motion to close debate, it takes twelve and five.

**CHAIRPERSON CULVER**: I think, if the body agrees, we can close it after you speak. Let me just put it orally. Go ahead and we'll—(Laughter.)

**BROTHER EDGINGTON**: It is really difficult to concentrate, but there are a couple of points that I wish to make.

Number one, we have \$100,000 or very close thereto, about \$92,000, per month going out of the Defense Fund right now, paying strike benefits in Wilkes-Barre, in Terre Haute and in Vallejo. That's money that will begin depleting the fund, and while it is nice to be counting on 14 or 15 percent interest to build the Defense Fund back up, it is also nice to have that money to pay those benefits.

Take another \$100,000 out, and we are getting down to the \$3.5-million mark a lot sooner than we'd like. Yes, we have some money coming in, but that money isn't going to be enough to offset the problems that we have in that fund.

So let's keep the Defense Fund growing, and let's defeat the amendment to the substitute motion or to the minority report.

Thank you. (Applause.)

**CHAIRPERSON CULVER**: The mikes are clear. Are you ready for the question?

(The question was called.)

**CHAIRPERSON CULVER**: All in favor of adoption of the amendment, which reads as follows—this will be an additional paragraph at the bottom of the minority report:

"The convention further directs that \$100,450 of the interest generated by the Defense Fund in fiscal 1981-82 be used to finance new field staff for the purpose of organizing and servicing."

All those in favor of the amendment please say aye. Opposed? The "noes" have it.

**MOTION LOST**

CHAIRPERSON CULVER: We are now back to the minority report.

SISTER LANE (Vancouver-New Westminster): I have an amendment, further amendment, to the proposed minority report.

I would propose to add: "In the forthcoming year, TNG have on staff at least the full contingent of eleven IRs at all times."

If I have a seconder, I would like to speak.

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

SISTER LANE: We in Canada desperately need at least one IR who services largely Canada. Before Fred Jones left us, at least we had one-fifth of his time.

The Organizing Committee was told by President Perlik that TNG does not plan to replace Jones until the fall. That's not good enough. The budget that TNG has allocated is supposed to pay for eleven IRs. At present, right now, we have only eight, including Bill McLeman.

If we got it up to the full number of eleven, then I could support the Washington-Baltimore motion.

CHAIRPERSON CULVER: Is there further debate on that motion?

All right, the vote will occur at this time on the Lane amendment. All in favor please say aye.

SISTER PETERSEN (Ottawa): Is it debatable?

CHAIRPERSON CULVER: Yes, it is debatable.

SISTER PETERSEN: I just wanted a point of clarification which I am sure can be cleared up easily.

I just wanted to know whether this resolution understands the fact that it could be conceivable that somebody might get sick, and it might take a couple of weeks to replace them. Somebody might be on vacation and it might take a couple of weeks to replace them, and the intent of the motion is not to accuse TNG of violating the intent of this motion by such an action.

SISTER LANE: No, that is not the intention.

CHAIRPERSON CULVER: Are you ready for the vote? All in favor of the amendment please say aye. Opposed? The "noes" have it. The amendment is defeated.

## MOTION LOST

CHAIRPERSON CULVER: We are back on the minority report. Is there further debate on the minority report?

Did you wish to speak. Lou?

BROTHER MLECZKO (Detroit): Yes, the Detroit delegation endorses the minority report for some of the following reasons. We have continued the assessment for an additional three months, and it is still currently in effect for our Detroit Local. That is to help pay off the large amounts of debts we have incurred in fighting the various managements in our jurisdiction.

During this time we have had to incur some Draconian measures of our own in Detroit. We have had to lay off an assistant administrative officer, suspend our local newspaper, suspend dues payments in to AFL-CIO affiliation at the state and local level and suspend other activities. We cannot in good conscience at this time, while we are still pulling ourselves up by the bootstraps to balance our books, as well as helping TNG, expect our members to accept an additional dues increase.

One suggestion that we have, if the IEB can take a look at this for succeeding conventions, is to look at the question of a biennial convention. We have currently budgeted in our existing budget that has just been adopted \$75,000 for next year's convention. That does not include staff salaries and the time and preparation the staff has had to make for an annual convention. We are talking about a six-figure budget item that is currently in our budget. Money is there now for the IEB to take a look at reallocating for things such as servicing and organizing.

BROTHER TOWNSEND (Brockton): Once again I question the logic of the minority report which points out that the 50-cents a month increase and hiring of additional field staff is unwise at this time, and I quote—"particularly at a

time when financial stability has been achieved."

So it just makes me wonder, when do you do it, at a time of financial instability?

Also, as far as the minority report goes it would not allow for the hiring of any additional field staff until another year, and I don't think that at all addresses the feeling of this convention. I think our people want the help now.

**BROTHER EDINGTON (San Diego):** I rise in support of the majority report and opposed to the minority.

I think Ray Dick said it best. He said he didn't want to have to go home and tell his members, and he didn't want you to have to go home and tell your members, that we levied a 50-cent across the board dues increase, and I believe that you really ought to go home and you ought to tell them that's what we did, and you ought to tell them why.

We need more International Reps; we need more organizing; we need more servicing. We need more than 50 cents, but this is a compromise which we feel is saleable.

I am not going to have an easy time in my local, but I think I can sell it. My local just came through 32 months of 2(d) dues, as yours did, and they are not happy about any kind of increase. But when you consider the alternatives—when you consider that we go deeper and deeper into debt in a number of other areas—you have to give serious consideration to stopping the cycle and heading in the other direction.

We have \$250,000 in liability as a severance obligation. We are not prepared to come to grips with that at this convention, and I am not prepared to fight that battle on the floor of this convention this year, but you will hear more about it in subsequent years.

We have a \$200,000 liability in compensatory time to those staff persons who are working already. Where is the money going to come? We are looking at half a million dollars.

So we keep sidestepping the issue. We are not prepared to come to grips with another half a million dollars, but we should be prepared to come to grips with

putting two additional persons or two and a half or three persons on the staff for the rest of this fiscal year.

Floyd Tucker said it was a breach of trust to go back and tell your members you had done this. I tell you it is a breach of trust if you don't. (Applause.)

**VICE PRESIDENT TUCKER (San Francisco-Oakland):** Brother Chairperson, a point of personal privilege, if you please.

**CHAIRPERSON CULVER:** You are recognized.

**VICE PRESIDENT TUCKER:** I said it would be a breach of trust to take the money out of the Defense Fund.

Thank you.

**BROTHER J. DAVID KIRKPATRICK (New York):** I come from the Time, Inc. Unit which has been the subject of some discussion, which I find very encouraging to deal with. And the Organizing Committee, I think very appropriately, has placed a lot of emphasis on solving the problem of free riders, and the reason it is of so much concern to me is that at Time, Inc. we have 950 free riders, and the report of the officers states that 6,500 free riders exist in the union at the present time.

I think that it is very appropriate that we concentrate on free riders, and I also think that the minority report is absolutely correct in stating that there is a very valuable psychological effect that has occurred as a result of the 2(d) dues being reduced or being eliminated. I think that Brother Ray Dick was very eloquent in describing some of the reasons why the minority report should be adopted.

I think that the Time, Inc. Unit's needs and those of all free riders demand that while we need to hire reps when we can, now is not the time to increase the dues for any reason. (Applause.)

**SISTER ELMA MORRISON (Washington-Baltimore):** I stand to speak in support of the minority report, telling you that I come from one of the units that does have about 600 free riders, and to go back to them and announce to them that we have increased the 50 cents is going to hurt my effort to try to organize the free riders.

I feel if we take what we have and

use it right now and organize what we have as free riders, we can take that money next year and then hire more IRs, but right now let's use what we have to organize our free riders and concentrate next year on hiring new reps for further organizing.

Thank you (Applause.)

**BROTHER RANDOL** (Central California): We have a number of free riders in our five units. We also have resignation windows in three of our five units, and in spite of those facts, those of us who are here from our local believe that 50 cents a month will not make it impossible for us to reach out for those free riders, to try to win back the people who have gone through the window, and in fact, we hope it would get us some help when we have to bargain for those contracts at the end of the year. (Applause.)

**BROTHER HATCH** (Cleveland): Isn't it ironic that we have recently learned that a staff member has been assigned to work on the problem of free riders. I wonder where we would be if we didn't have money for that staff member, and do we really believe that one staff member is going to solve the problem of our free riders. If you are bleeding—and I believe we are—you don't need another study, you don't need another survey. The least you need is a Band-Aid.

**BROTHER MERCER** (Washington-Baltimore): I am Ernest Mercer, and I am from the Washington-Baltimore Local.

I think that this is one thing that Washington-Baltimore is united in, one of maybe very, very few things this week. (Laughter.)

It would be very difficult, very honestly, for me to go back to the Washington Post Unit, where I am chair, where we have a high number of free riders—635 members in my unit where we represent a little over a thousand—and I am the person who is the breach most of the time. I mean, I would be honest to say I am the person who signs up most of the people there.

It would be difficult for me to go back after our dues have just come down and I signed up seven people in the circulation department a few days before coming here where we have only had 20 people out of 85 for a long time.

One reason that I am able to sign these people up now is that I can say, "Oh, look, the dues have just come down. We have been carrying you along now, and you can join; you have it a lot easier than we had it."

I think what we have to do, and I really feel strongly about it, is, it is obvious that we have to look at our finances and come back here next year with some better method of getting ourselves some IRs. We need to do some organizing in Canada. I feel very strongly about it, and we need to do some organizing in Washington, D.C.

I want to do it, but I would not want to go back in an attempt to do it in this manner. (Applause.)

**BROTHER CALVERT** (San Jose): I rise in opposition to the minority report, in favor of the majority report.

We have heard at least one speaker say that this kind of dues impact would seriously hamper organizing efforts. The organizing campaigns in which I have been involved—under our dues structure now, at the top rates of compensation would amount to \$37, and the dues increase would go through and it is \$37.50, and the prospective Guild members are looking forward to an initial contract which might bring them a \$100 a week increase in wages; I think they are not going to be deterred from joining an organization that has sufficient staff to handle most of their needs and be able to successfully bargain an initial contract.

We right now have only, I think, after the retirement of one IR—it will bring our contingent down to one and one-eighth IR per vice presidential region.

If the program set forth by the majority report is to go through, we will have nearly two. I think that that comes very close to doubling what we now have, and it only costs 50 cents per member per month.

At this convention, like most of the other conventions, I think that all locals with 400 members and fewer have had one chronic complaint, and that is, they can't get any attention when they need it. The reason that they can't get any attention is because of short staffing.

In your shops, when you go back to

bargain, I am sure you sometimes have departments in which you go in and argue vociferously for increased staff to handle either a changed work load or growth that results just from either increased circulation or increased advertising space, whatever.

I think we have ignored for far too long the fact that our IRs are a good staff, but they are only human, they can only do so much, and every now and then they have to have some expansion, too.

There are only two places in which we can get this money. The first one is obvious. We can take the current budget and try to go through it item by item and find \$100,000 or \$150,000 to fund two such positions. I don't think there is anybody in this room who can find that amount of money in that budget. If you can, I am sure the convention would happily go into recess while you show us the divine way.

The only place left is new dues. Fifty cents is 50 cents. Out in the hallway you can get a Coke. I'd like to have two more IRs. (Applause.)

**BROTHER ORCUTT (New York):** I rise and speak in support of the majority report. Unlike my brother from Washington, D.C., I can't report unity. I can only report consistency here in New York. (Laughter.)

Brother Kirkpatrick from New York made mention of the Time Inc. organizing drive on free riders, and Brother Hatch from Cleveland mentioned about TNG putting on an IR for free riders full time. I think we should mention that IR is assigned to New York full time. That means there is one less IR out there in the field helping small locals. I don't think that we in New York are isolationists. We know we belong to a union that needs to grow.

As to the 50 cents, I am fully in agreement with Brother Calvert. I am in agreement with a lot of people here. I'd like to point out that we have over 5,000 members in New York, 3,000 of which are at the Times, News, and Post. We just got a contract at the Times, News and Post where we obtained weekly checkoff, so they are not talking 50 cents a month but 11.5 cents a week, and I think it is a little bit ridiculous to assume anybody is going to be opposed on the basis of 11.5 cents a week. (Applause.)

**BROTHER GRUBISICH (Washington-Baltimore):** I speak in support of the minority report. If we go with the majority report, it will permit us to ignore long range financial plans, which we need, because organizing is a long-range goal. It is not a short-term, stopgap effort, and I'd like to point out a parochial concern at the Post—because we will have a pay increase in our contract later this month we will automatically have for most members increases in dues.

If we are going to tell our members that they will have a piggyback increase on top of that increase, it will cause us just that much more grief in trying to deal with our problems there.

Thank you.

**BROTHER SANFORD:** Sanford from Sioux City in Iowa, that right-to-work state where back when dues were cheap, we had free loaders, and we still got them when the dues were expensive, and we will probably still have the damned things next month and next year and the year after that.

So I don't think the question of whether or not we ought to be organizing the free loaders ought to get in the way of having enough expertise in the field to resolve the very problem we have—to come and help us organize our free loaders, if that is the case, to come and help us when we get into trouble, because we are not smart enough to negotiate our contracts by ourselves, and we can't afford to put in a hot line to Washington.

I say the biggest problem this union has is growth. God help us, if we were in the CWA we wouldn't be niggling over 50 cents.

Fifty cents—I am going to take the risk of selling it to my people who already told me when they saw me go out the door toward this convention: "That outfit of yours is not worth the money we pay. Come back and prove to us that it is." And I am going to go back and prove to them that they need to spend another 50 cents because we need more IRs. We need more IRs desperately.

One of the things that hurt me about the merger situation with the ITU failing was that I looked on that as the availability of more IRs. It is just that simple. I thought we could take advantage of

their expertise, you see, because they had more of them. And it's not a dead duck yet, but it certainly looks to be at least in limbo.

I object to the minority report because it says "manana" on the problem that I need help in. The hell with manana. I want to do what I can now. (Applause.)

**BROTHER STEWART (Albany):** Brothers and sisters, in Albany, New York, we will probably face a legal challenge because of this dues increase, and it will not come from the members. It will come from the company.

We are already plotting over there in the corner about how we are going to meet it, because the company will probably challenge whether or not this body had the lawful right to do this.

But we are prepared to bite that bullet and a little more, and we are going to try our damndest because nobody ever said it was going to be easy when we signed on with the Guild—nobody ever said this was a free ride; nobody ever said that this was going to be a joy ride.

We have 31 free riders. We are going to go after them like they never saw it before, and we are going to remember the words of Joe Hill: "Don't grieve, organize!" (Applause.)

**BROTHER NELSON (Twin Cities):** I rise to support the minority report, and I do not do that easily or quickly, because the need for the additional two IRs is a compelling one and one that was very well made.

Perhaps there is an additional need beyond those two IRs. But I rise in support of the minority report largely because of the issue of timing. In our local we waited for three years for those 2(d) dues to go off so that we could go to the membership with a proposal for a local assessment to address some of the financial problems that we have that we were not able to address when those 2(d) dues were on.

We did that two weeks ago, and we did it by going to the members and pleading our case and telling them what the problems were and why the money was needed, and they responded in a vote of 4 to 1 by imposing that local assessment.

I am confident that if we went to them

with this proposal and spelled out the problems and what the need was that they would respond in the same fashion. The problem, however, is that we do not have an opportunity to do that. Two or three years ago, when we had the proposal before us that we acted favorably upon, concerning the dollar increase, that proposal came after a lot of information was given to delegates before the convention who then, of course, in turn passed it on to their members.

In other words, it was a proposal that was acted on favorably by this convention only after the information was out.

I think at a different convention, at a different time, our local would be voting differently on this proposal, but it comes at a time that makes it very difficult for us to vote for this.

We often, in The Newspaper Guild, refer to ourselves as the most democratic of unions, and in many respects that is very true. In other respects, it is not so true. There are other unions—the ITU is one of them—that take all proposals for dues increases into the shops for a direct referendum.

Not only by this proposal are we avoiding the ballot boxes in the shop, but we are even avoiding the discussion in the shop before the action is taken.

I ask for a "yes" vote on the minority report. (Applause.)

**BROTHER MORRISSEY (Wire Service Guild):** Brother Chairperson, I rise to tell you that the Wire Service Guild delegation unanimously opposes the minority report.

The Wire Service Guild has drawn on TNG's services heavily, especially over the last three years, through negotiations, unit clarification battles and organizing battles. The TNG staff is short and the General Fund money is short for all three of those actions.

Our battles at the Wire Service Guild are not over with the Associated Press and with United Press International. They are only in a regrouping stage for both sides, and the battles are not over in Wilkes-Barre, Terre Haute, Vallejo, and the battles are not over in New York or Great Falls or any other city in the United States and Canada.



While I will agree with my brothers and sisters that this may not be the best approach to raising additional money for IRs, the fact of the matter is that the question has been put to us, and we must look to the immediate future for our—the Wire Service Guild's—small, medium and large branches and to the future of the small, medium and large locals within The Newspaper Guild.

We have problems with free riders. Thirty per cent of our jurisdiction is not within The Newspaper Guild.

We support the majority report even though our members only recently have approved a dues referendum to try to build a substantial liquid defense fund.

**BROTHER GOODMAN** (Hudson County): At six o'clock this morning I was on the phone back to my home local to check on how contract negotiations are going, and the report was, as I expected, they are going very bad.

The last thing they said to me before I hung up the phone was: "You're not going to raise our dues, are you?" And I said—not being aware that this 50-cent proposal was coming up—"I promise you, I'm not."

Well, I am going to go back home now and tell them that I broke that promise, but broke it by a lousy 50 cents a month, and for that lousy 50 cents a month there will be more field staff out there. So if our contract negotiations keep on as lousy as they are, we can get the help when we need it. (Applause.)

**SISTER YUNCKER** (New York): Brother Nelson from Twin Cities made most of the points that I wanted to make, but I would like to underscore just a couple.

It's not true, as one speaker previously suggested, that if you vote for this minority report you are voting not to increase the IR staff. No such action would flow from this.

The budget itself suggests that if the money can be found and the priorities can be altered in such a fashion that that is a first priority. Certainly the IR staff can be brought up to its proper complement.

I am sorry that that amendment did not pass because I think to have given

that to the International headquarters as a directive from this convention would be wise because we have not been at full complement, and we ought to be, and we can be. That way we will have more people in the field than we have had over the past year.

There has been some effort to make this opposition to the minority report seem silly by laughing at 50 cents a month, and I tell you that the amount of money is totally irrelevant. I would pay 5 times 50, 15 times 50 or 50 times 50 if it were needful.

It is not the amount of money; that is truly trivial. It is trivial to the individual, and I grant you it is substantial when you put all the 50 cents in one hat. That is very tempting. But what tapping that 50 cents would do would be to signal to members whom we have told that they control what happens to our dues is that in fact they don't and that our dues structure is unstable, easily changed.

They have just been told the 2(d) dues are off and we are now in a period of dues stability barring another crisis. I think it is going to speak very poorly for the leadership in every local to go back and say: "Oops, we decided that we didn't quite figure things out, and while we are not in a financial crisis, we ought to do this."

I feel we ought to send out more IRs, don't misunderstand me, but it is really very foolhardy to signal to our members that we can't figure out our dues structure in a way to keep our promises and that 50 cents a month per individual is what we are talking about. That makes us look like financial ninnies.

We ought, if we must, raise dues to do it in an orderly way, with proper advance notice and proper signaling to the membership before they send the delegates to the next convention. If it is necessary and it has to be done, it will be done, and I will support it, but don't ask for 50 cents in the absence of a specific emergency when it has not been taken properly to the membership. (Applause.)

**VICE PRESIDENT BECK** (Great Falls): We now have a large number of free riders in Great Falls. It is a big problem. It is going to be a problem in the future, but when we meet each month and

look at this problem, the answer is always the same from the membership. The problem, they tell me, is not the dues. The problem is, in some way we are not communicating what the union could mean to these free riders.

I would suggest that if we were to be truly responsible to our union and to our membership, we would not be discussing this 50 cents. Instead, we would be converting the dollar that now floats along with the percentage dues schedule into the percentage it should be, and we would likewise convert this 50-cent proposal or any other proposal to raise the money for what we want to accomplish into a percentage figure, and we would do it right. (Applause.)

**BROTHER TOWNSEND (Brockton):** There's been a lot of talk about free riders. I'd hate to think that this convention would set a dues schedule to accommodate free riders and make it easy for them. They never made it easy for us. (Applause.)

**SISTER JANE HUFFMAN (Washington-Baltimore):** I am concerned about free riders, but I am more concerned about the members we have. When I talked to some members at the Post about our coming convention, they weren't concerned with a single issue raised here. They just wanted to know, "Are you going to raise our dues again?" and I said, "Not with my vote."

Thank you.

**SISTER O'BRIEN (Vancouver-New Westminster):** There are a lot of things in the minority report that I find myself agreeing with. I am dismayed that we are being told that we can't have more IRs without a dues increase, and I find the method here that is being proposed, the 50 cents a month, one that I am not too comfortable with because of the retrogressive aspect of it, especially in our local where we are going into contract bargaining in an effort to help out the lower paid people in our local.

I also think that we should be looking at our \$3 million budget because I can't help but feel that there is some money there that—if we could reorganize our priorities—we could use for organizing and servicing.

We should be, it seems to me, redirect-

ing some of the money that isn't essential, like for trips to other parts of the world, into that sort of thing.

But I find myself opposed to the report because of the urgent need for more representatives in all parts of our union, so we in Vancouver are going to be supporting the 50 cent a month increase. (Applause.)

**CHAIRPERSON CULVER:** President Perlik has asked to be recognized.

**PRESIDENT PERLIK:** Brother Chairperson, delegates, I would like to address myself to at least two aspects of this consideration that have not been mentioned.

You will not be surprised, of course, that I would align myself—would reject the minority report and support the majority report. The prospect of an almost 20 percent increase in any TNG service is very happy to contemplate. I only wish we were in a position to make it a 200 percent increase in this and other services, but the two points that I would like to draw to your attention are these:

A year ago the Graphic Arts International Union passed a 50 cents a month dues increase onto its membership and earmarked it specifically for organizing. Last fall the Pressman's Union matched that pace. Three years ago the International Typographical Union levied a \$1 a month assessment on its membership for six months to build a million dollar organizing fund, a fund which it is still using for that purpose, and it is still very close to the million-dollar mark.

I would like to see TNG get in pace with those measures, and certainly the proposal before you does that.

The second reason is this: Those of you who were in the Collective Bargaining Committee—despite my general reluctance to dabble in this area—heard me touch at least on one area of disagreement in the merger talks which could not be resolved and that was the gap between what we now pay and what we would have to pay if we merged with the ITU.

That gap, depending on what kind of a budget was prepared, is anywhere from \$1 to \$3 per member per month increase in per-capita to a new international union.

For those of you who are interested in merger, as I am, you will quickly recognize that this 50-cent increase narrows that gap by 20 percent or so.

**BROTHER RIEGER (Toledo):** I call for the question on the motion. (Applause.)

**CHAIRPERSON CULVER:** It takes twelve seconds from five locals.

**BROTHER MACDONALD:** MacDonald, Canadian Wire Service Guild, seconds.

**SISTER ZINK:** Zink, Los Angeles, seconds.

**VICE PRESIDENT LOWE:** Southern Ontario, John Lowe, seconds.

**BROTHER HATCH:** Hatch, Cleveland, seconds.

**BROTHER STEWART:** Stewart, Albany, seconds.

**BROTHER HERMANN:** Hermann, St. Louis, seconds.

**BROTHER OLIVE:** Olive, Wire Service, seconds.

**BROTHER HOPKINS:** Hopkins, Pacific Northwest, happily seconds.

**SISTER PALTER:** San Francisco-Oakland seconds.

**SISTER ODOMS:** Philadelphia seconds.

**BROTHER MILLER:** Ross Miller, Southern Ontario, seconds.

**BROTHER PETERS:** Rockford seconds.

**SISTER LANE:** Vancouver seconds.

**CHAIRPERSON CULVER:** That's enough.

**SISTER FITZRANDOLPH:** Southern Ontario, Fitzrandolph.

**CHAIRPERSON CULVER:** That's fine.

There has been a call for the previous question. All in favor please say aye. Opposed? I beg your pardon, Yes, you will be permitted to speak, Ray. Don't worry. The ayes have it, and the question—

(Cries of "No.")

**CHAIRPERSON CULVER:** All right. Start over.

**CHAIRPERSON CULVER:** All in favor

on the call of the previous question please say aye. Opposed? The ayes have it.

## MOTION CARRIED

**CHAIRPERSON CULVER:** Now, Ray Dick, you are recognized, of course, to close debate.

**BROTHER DICK:** In closing debate, I want to make it quite clear that I have no problem with a dues increase when the membership has had some indication it is coming down the road. I have no problem telling the members when there is information to them and there is input from the rank and file.

My problem is, I do not believe that 278 delegates should impose such a dues increase. If the majority report, for example, was a dues increase which was going to go to referendum and the membership could vote on it, I'd have no objection.

Indeed, I believe that the increases that president Perlik talked about with other unions—indeed, I believe those did go to referendum.

Again, I say, it is a matter of credibility here with our rank and file. Let's approve this minority report, come back next year with a well formulated plan, do the job right with the full backing of the rank and file. (Applause.)

**CHAIRPERSON CULVER:** All right, the Minority Report to the Second Report of the Finance Committee.

**BROTHER DICK:** May I save some time and ask for a roll call on this?

**CHAIRPERSON CULVER:** This will require twelve seconds from five locals.

**BROTHER BACHELLER:** Bacheller, New York, seconds.

**BROTHER HATFIELD:** Hatfield, San Francisco-Oakland, seconds.

**SISTER HOTCHKISS:** Hotchkiss, San Antonio, seconds.

**VICE PRESIDENT STONEBANKS:** Stonebanks, Victoria, seconds.

**BROTHER SABATINI:** Sabatini, Philadelphia, seconds.

**SISTER BATEMAN:** Bateman, Northern Ontario, seconds.

**BROTHER GEIGER:** Geiger, San Jose, seconds.

**BROTHER MAZZA:** Frank Mazza, New York, seconds.

**BROTHER BARGER:** Barger, Washington-Baltimore, seconds.

**BROTHER THOMAS PENNACCHIO:** Pennacchio, New York, seconds.

**BROTHER CIUCCIO:** Ciuccio, Denver, seconds.

**CHAIRPERSON CULVER:** That is enough. All right, will the same tellers we used before come up.

**BROTHER EDGINGTON (San Diego):** Brother Chairperson, just to set the record straight, it was not my intention to misquote Floyd Tucker, and I'd like to apologize to Floyd if I did. I am sure I did, and I apologize. (Applause.)

**CHAIRPERSON CULVER:** Thank you, John.

Let me state the question—let's have some order.

The question before you is the minority report to the Second Report of the Finance Committee on the goldenrod paper. This is a roll call vote, and if you pass the minority report, it will substitute for the designated sections in the majority report.

Secretary-Treasurer Dale is recognized to call the roll.

(The roll was called by Secretary-Treasurer Dale as follows:)

Local	Yes	No
Akron	—	3
Albany	—	4
Boston	—	5
Brockton	—	3
Buffalo	4.5	4.5
Canadian Wire Service	—	9
Central California	—	9
Chattanooga	1	1
Chicago	—	7
Cincinnati	3	—
Cleveland	—	8
Columbus	—	4
Denver	8	—
Detroit	13	—
Erie	—	4
Gary	—	2
Great Falls	—	1

Local	Yes	No
Harrisburg	—	2
Hawaii	—	6
Hudson County	—	2
Knoxville	—	2
Lexington	—	1
Los Angeles	—	5
Manchester	—	3
Memphis	—	6
Montreal	—	4
New York	48.53	6.47
Northern Ontario	1	—
Ottawa	—	5
Pacific Northwest	—	13
Pawtucket	—	2
Peoria	1	2
Greater Philadelphia	13	—
Pittsburgh	—	3
Portland, Me.	—	5
Providence	—	6
Pueblo	3	—
Puerto Rico	12	—
Rockford	—	2
St. Louis	—	12
Salem	—	2
San Antonio	2	—
San Diego	—	10
San Francisco-Oakland	2	14
San Jose	—	9
Scranton	—	3
Sheboygan	—	2
Sioux City	—	1
Southern Ontario	—	19
Terre Haute	—	3
Toledo	—	6
Twin Cities	10	—
Vancouver-New	—	—
Westminster	—	12
Victoria	4	—
Washington-Baltimore	23	—
Wilkes-Barre	—	3
Wire Service	—	14
Youngstown	—	3

**SECRETARY - TREASURER DALE:** May I have your attention, please. On the roll call, on the minority report to the Second Report of the Finance Committee, the tellers certify the results as follows: In favor, 149.03. Against, 252.97. (Applause.)

**CHAIRPERSON CULVER:** The minority report is defeated.

#### MOTION LOST

**CHAIRPERSON CULVER:** This returns us to the majority report, which is labeled "The Second and Final Report of the Finance Committee."

**BROTHER PROSNITZ (Providence):** I'd like to offer an amendment to number One. (Groans.) Sorry.

Following the words field staff." I would like inserted, "for the purposes of organizing and servicing all locals, regardless of size and ownership."

I'm sorry. Let me change that. "For the purposes of organizing and servicing all locals regardless of size and ownership of the newspapers that they represent or their employees—" "—ownership and the work place in which the employees they—" —Hang on a second. (Laughter.)

Let's try it again. "For the purposes of organizing and servicing all locals, regardless of size and ownership of the newspapers in which the prospective members work."

**CHAIRPERSON CULVER:** All right, let me read this back to you. This will be an amendment to the paragraph number one, the next to the last line, that ends "field staff," and it would read:

"—the field staff for the purpose of organizing and servicing all locals, regardless of the size and ownership of the newspaper in which the—

Is it "representative"?

**BROTHER PROSNITZ:** "— in which the prospective—"

**CHAIRPERSON CULVER:** "Respective."

**BROTHER PROSNITZ:** "Prospective."

Is there a second to the motion?

**SISTER PALTER:** Helen Palter, San Francisco-Oakland, seconds.

**CHAIRPERSON CULVER:** All right, it's been moved and seconded. Do you wish to speak to the motion?

**BROTHER PROSNITZ:** Yes.

**BROTHER MACDONALD:** Mr. Chairman, if I may add, if that kind of motion is being made, we do have other organizations besides newspapers that have free riders.

**BROTHER PROSNITZ:** I would be willing to have that changed. Make it "employers."

**CHAIRPERSON CULVER:** Frank, that would read, "ownership of the employer in which the prospective members work." (Laughter.)

Could we substitute the word "unit"?

**BROTHER PROSNITZ:** That's okay.

**CHAIRPERSON CULVER:** Somebody just advises me—let's wait just a minute. Why don't you try to put this motion in writing and bring it up to me, and we will stand easy a minute until you do.

**BROTHER PROSNITZ:** Okay.

**CHAIRPERSON CULVER:** Brother Prosnitz, it is a little irregular for me to do this, but let me see if I can give you some help.

**BROTHER PROSNITZ:** Well, let me see if I can phrase it and just use the words, "organizations in which prospective employees work."

**CHAIRPERSON CULVER:** All right, and Helen Palter, is that agreeable with you, the second? All right, the motion is before you. Is the motion clear?

(Cries of "No.")

**CHAIRPERSON CULVER:** All right, I will read the motion once again.

This is in number one in the next to last line of that long paragraph which ends, "expanding the field staff," and you add these words:

"—for the purpose of organizing and servicing all locals, regardless of the size and ownership of the enterprise in which the respective members work."

**BROTHER PROSNITZ:** "Prospective."

**CHAIRPERSON CULVER:** "Prospective members work."

**BROTHER PROSNITZ:** Right. We used "organization," but "enterprise" is fine.

**CHAIRPERSON CULVER:** All right.

**SISTER PETERSEN (Ottawa):** I'd like to amend the amendment.

(Groans.) I'm sorry.

**CHAIRPERSON CULVER:** Yes. Bridget. This is fine, but do me a favor and put it in writing.

**SISTER PETERSEN:** I am only going to delete the word "size."

CHAIRPERSON CULVER: All right. You wish to delete the —where it says, “regardless of the size and ownership,” you wish to delete the words “size and.”

SISTER PETERSEN: Yes.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All right. Do you wish to speak to your amendment, Bridget?

SISTER PETERSEN: Yes. I just feel that there are occasions when you might have an inquiry from a three-member unit which is 1,000 miles away from somewhere else where we happen to have a problem.

We have heard continually at this convention of the problems of small locals—they must have servicing, they must have proper representation, their needs must be addressed.

I think if we are going to concentrate, we have to insure that new locals we form will get the servicing they require. I am all in favor of heading for smaller units, but I hate to see a requirement that regardless of size we go after them. There are occasions when it is impractical, with the resources of this organization to organize a unit of two, three, four people, however much their needs must be addressed. I hate to say this, but I think on occasion practicality—must solve the practical problems.

CHAIRPERSON CULVER: Is there other discussion on the amendment?

BROTHER PROSNITZ: I think the word “size” is very important, and I don’t think this amendment says that we are going to go off and organize every local of two and three members; that TNG will assess each inquiry as it comes in, and we are particularly dealing with locals that we already have, and if I may, on the amendment that I offered, the reason that it was offered was to try and clarify some comments that were made earlier in the week in the Organizing Committee, and I think it is essential that we demonstrate a commitment to the locals that we have regardless of size.

CHAIRPERSON CULVER: All right,

are you ready for the vote? I will restate the question. Are you ready for the vote? The question is this—and to make sense, I am going to have to repeat Frank’s motion—his language said, “for the purpose of organizing and servicing all locals, regardless of size and ownership of the enterprise in which the prospective members work.”

Bridget’s motion, amendment, would delete the words “of the size and.” No—it would delete “size and.” Is that clear?

All in favor of the Petersen amendment please say aye. Opposed? The “noes” clearly have it.

#### MOTION LOST

CHAIRPERSON CULVER: So we are back to the Prosnitz amendment.

Is there further discussion of the Prosnitz amendment?

(The question was called.)

CHAIRPERSON CULVER: All right. Is it clear what you are voting on? This would amend the report as I just read, to say, “for the purpose of organizing and servicing all locals, regardless of the size and ownership of the enterprise in which the prospective members work.” All in favor of the amendment please say aye. Opposed? The “noes” have it.

#### MOTION LOST

CHAIRPERSON CULVER: We are back onto the main report again.

(The question was called.)

BROTHER MCCARTY (Southern Ontario): I have another amendment.

BROTHER CUNIO (St. Louis): So do I.

CHAIRPERSON CULVER: All right. State your amendment.

BROTHER MCCARTY: I would like to insert the following direction to be numbered four and have the number four changed to number five, and I will read it to you; it is the last paragraph of the minority report:

“The convention directs the International Executive Board to examine and bring to the 1982 convention a long-range financial plan for stability of the General Fund which would support new organizing and expansion of field staff.”

If I have a second, I will speak to it now.

(Seconded by several.)

CHAIRPERSON CULVER: All right, it has been moved and seconded.

BROTHER MCCARTHY: I think it is very important that we don't find ourselves in the same boat next year as we are this year and that we come here with some sort of a plan that is provided at the beginning instead of trying to make one up as we go along.

That's all. Thank you.

CHAIRPERSON CULVER: All right. Did you wish to speak? Anyone else wish to speak to that amendment?

(The question was called.)

CHAIRPERSON CULVER: All in favor of that amendment please say aye. Opposed? The ayes have it.

#### MOTION CARRIED

CHAIRPERSON CULVER: Now we are back to the original report again. Did you wish to—

BROTHER CUNIO: Tom Cunio, St. Louis. I would like to make an amendment to number one.

Delete the first four and a half lines up to "The total amount," and insert this instead: "—directs that each local increase its dues by means of a formula that yields an equal amount of money of the weighted average salary to equal an average to the amount of 50 cents per month per member, beginning as of September 1, 1981."

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

CHAIRPERSON CULVER: This would replace the first three lines?

BROTHER CUNIO: Four and a half.

CHAIRPERSON CULVER: Oh, the first complete sentence of number 1.

BROTHER CUNIO: Right.

CHAIRPERSON CULVER: Did you wish to speak to that?

BROTHER CUNIO: I think this per-

tains to something that would probably bother a lot of the folks back home that are on the lower side of the salary scales. This would more or less even it out and not hurt anyone in particular.

I know, I am on the lower end of the scale, and some of them in our union make better than twice the money I do. So why should I pay 50 cents when they only have to pay 50 cents.

SISTER PALTER (San Francisco-Oakland): I rise to urge you not to vote for the amendment. I think that Fred Fletcher would say that 50 cents is *deminimus*—or *deminima*, if there are many 50 cents about which we are talking—and when you are talking about running the 50 cents up and down the Guild salary schedule, you are talking about a lot more at the top and a lot less at the bottom, and I rather think that some of your bookkeepers, who would be obliged to collect one, two, three, four, or ten cents or nine cents or eleven cents, would probably fire you if they could. Stick with the 50 cents. It is easy, it is saleable and we can get it. Applause.)

BROTHER STEINKE (St. Louis): Tom Cunio, who is one of my friends, understands that we do not collect flat dollars. The lower paid people pay a lower amount of dues, the higher paid people pay a higher amount of dues. We have prorated any dues increase into our system that way, and the half a dollar will go that way, too.

BROTHER CUNIO: I am sorry, Brother Culver. I was ignorant of that fact. Thank you.

I wish to withdraw that amendment then. (Applause.)

CHAIRPERSON CULVER: I am assuming that will be agreeable.

#### MOTION WITHDRAWN

SISTER: I just have a clarification, I think.

CHAIRPERSON CULVER: All right.

SISTER: I think that is what it is, anyway. In the preamble to the resolution it says that would add a minimum of two additional International Representatives. My question is, do I understand that we have a commitment to

a contingent of eleven International Representatives? We don't have eleven now.

I want to know if two additional representatives, as called for by this 50 cents, will bring us to thirteen or just bring us up to ten.

CHAIRPERSON CULVER: I am told thirteen.

Are you ready for the question?

(Cries of "Yes.")

BROTHER: Point of information.

CHAIRPERSON CULVER: Yes.

BROTHER: Are we back on the main motion now?

CHAIRPERSON CULVER: Yes, we are back on the main motion. All the amendments have been disposed of.

BROTHER: According to the Officers' Report in the organizing section of our information, TNG gets per capita each month from 33,473 members. At a rate of 50 cents per person per month, I come up with a yearly figure of \$200,838. Yet section two of this report calls for an increase in the General Fund of \$100,450. Where does the difference come in there, or are my figures wrong?

CHAIRPERSON CULVER: I will ask Brother Dale to come to the microphone.

SECRETARY-TREASURER DALE: We are projecting our income for the current fiscal year, '81-82 fiscal year, on 28,350 regular dues-payers and 350 agency fee payers. That is 28,700 per capita per month. That comes out to approximately \$175,000 a year.

There are seven months left in the fiscal year, and that's where we get the \$100,450.

BROTHER: Thank you.

CHAIRPERSON CULVER: Yes, Doug.

BROTHER LOUTH (Vancouver-New Westminster): I don't intend to move any motions or any amendments. (Applause and cheers.) Thank you.

I just would like to read something into the records, one of the reasons why I came here, and it will only take me about two minutes to read it.

I am concerned about this because in our local it takes up to two weeks for one office staffer to prepare the forms for 2(d) dues.

At last year's convention in Toronto, the Finance Committee discussed the problem of reporting to TNG the 2(d) dues on the 108 forms. The outcome was an ad hoc committee to convene in Washington at local expense.

Twenty-eight delegates attended from 23 locals. After two days, seven recommendations were proposed to the IEB for their consideration. All the recommendations were housecleaning items which were implemented.

Another report developed out of that meeting, ten locals who expressed to the IEB that their recommendations do not go to the root of the problem. I came to this convention hoping to resolve the problem. Once again the committee discussed the 108 at some length. The result, number five of the Second and Final Report of the Finance Committee report.

The Finance Committee has now turned this problem back to the IEB for their consideration. I hope it will get more than consideration. I hope it will get action.

The present or newly elected IEB members must deal with the question of resolving the problems of the 108 and report back to next year's convention in L.A.

I am asking the IEB to stop spinning their wheels and to move forward in the best interests of all the locals.

BROTHER EDGINGTON (San Diego): I do have an amendment, but it will be brief, and it shouldn't take too long.

In the newly adopted paragraph 4 which was the minority report, in the third line, I would like to propose to amend by adding, after the word "support," "additional servicing," so that the recommendation four would read in total: "The convention directs the International Executive Board to examine and bring to the 1982 convention a long-range financial plan for stability of the General Fund which would support additional servicing, new organizing and expansion of field staff."

BROTHER SOUZA (Hawaii): Second.



**CHAIRPERSON CULVER:** That has been moved and seconded.

Are you ready for the vote? All in favor of the amendment please say aye. Opposed? The amendment is adopted.

#### **MOTION CARRIED**

**CHAIRPERSON CULVER:** Now we are back on the main report, Second and Final Report of the Finance Committee. Are you ready for the vote? All in favor please say aye. Opposed? The report is adopted.

#### **MOTION CARRIED**

**CHAIRPERSON CULVER:** And you are recessed until 9:15 p.m.

(The Convention recessed at 7:15 p.m.)

### **THURSDAY EVENING SESSION**

**July 2, 1981**

The convention reconvened at 9:40 p.m., Chairperson Culver presiding.

**CHAIRPERSON CULVER:** Will the meeting please come to order.

The first report will be that of the Organizing Committee.

Let's have some order, please.

I will now recognize Anna Padia for the Organizing report, and we will adjust the mike to a fitting size.

**SISTER ANNA PADIA** (Pacific Northwest): First Report of the Organizing Committee.

**CHAIRPERSON CULVER:** Excuse me. We have another urgent order of business that has to be taken up.

Doug Louth of the Credentials Committee.

**BROTHER LOUTH** (Vancouver-New Westminster): Thank you, Brother Chairperson. We made a Second and Final report on the Credentials Committee. We have a change now which is now the Third and Final Report on the Credentials.

Gerry Thompson, alternate, now becomes the delegate, replacing Charles Daly of Ottawa Local 205.

I move adoption of the Credentials report.

**CHAIRPERSON CULVER:** There has been a motion for adoption of the new Third and Final Credentials Committee report. Discussion? All in favor of adoption please say aye. Opposed? The motion is adopted.

#### **MOTION CARRIED**

Anna Padia, you are recognized.

**SISTER PADIA:** First Report of the Organizing Committee.

### **FIRST REPORT OF THE ORGANIZING COMMITTEE**

Common sense and simple justice support the principle that everyone who shares in the benefits of a Guild contract should share in the costs of improving and protecting the wages, security and other working conditions guaranteed by that contract.

The number of free riders under Guild contracts is staggering, upwards of 6,500 out of 40,000 represented employees.

By law, the Guild is required to represent all employees for whom it obtains bargaining rights, whether they are members or not. However, except for four provinces in Canada, the law does not require that all employees pay their way.

Meanwhile, in an effort to measure more precisely the impact of sustained employer attacks and to keep that impact under continuous scrutiny, TNG is creating profiles of all bargaining units.

Information gathered from these profiles should clearly indicate where the Guild has or is likely to have serious membership and/or contract problems which demand special and immediate attention.

The Guild won bargaining rights for eight new units during the fiscal year. The March, 1981 membership figure was 31,772.

In addition, during the year, 15 Guild units were involved in NLRB unit-clarification proceedings (all but one of them employer-initiated), seven of which continued into the new fiscal year.

As the new fiscal year began, the Guild was engaged in legal proceedings to establish or defend employee's rights to bargain initial or renewal contracts involving 1,138 workers.

**Expansion of The Newspaper Guild's**

membership remains an urgent and pressing need. In order to enhance the vitality of TNG, constant attention must be focused on organizing.

Therefore, the 1981 Convention adopts the following:

1. An intensified campaign be launched to remedy the urgent free-rider problem, specifically:

a. The Collective Bargaining Committee mandate as top priority the Guild shop, check-off and the abolition of the probationary period, in order to chill the climate in which free riders flourish (referred to Collective Bargaining Committee for further action and implementation as necessary);

b. TNG shall assist locals in preparing materials to use in converting new employees into members and present members into Guild activists;

c. Locals are urged, with TNG's assistance, to institute non-stop membership drives, offering financial incentives to the new member or the recruiter;

d. Locals will be expected to set up mechanisms whereby the new employees are oriented to the Guild within the first five days on the job; ideally, the Guild activist would introduce the new employee to the work setting, fellow employees and to the Guild on the very first day of work.

2. Funds should be made available from the current budget by reordering priorities to expand TNG field staff to provide additional assistance in organizing in response to the continuing heavy demand for such help (referred to the finance committee for further action and implementation as necessary).

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

4. 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.

5. TNG develop and distribute basic organizing materials on how to contact target jurisdictions, recognize and counter management anti-union practices, as well as on the history, accomplishments, structure, constitution and degree of democracy of the Guild. Special attention should be given to tailoring materials to all segments of the Guild's jurisdiction (referred to the Research and Information Committee for further action and implementation as necessary).

6. TNG shall undertake to analyze the newspaper industry for the purpose of identifying prospective organizing locations, establishing contacts in these locations and actively propose areas where organizing efforts shall be undertaken as these possibilities may develop.

7. There now exist two locals in the Canadian Prairies and one in northern Ontario that are relatively isolated. TNG should take note of the fact that Fred Jones, who is based in Canada, is retiring and we ask that he be replaced with an International Representative working largely in Canada.

Signed: Anna Padia, Pacific Northwest, Chairperson (exception to items 2 & 6); Elma Morrison, Washington-Baltimore; Tom Lonergan, Detroit (exception to items 2 & 6); Jan O'Brien, Vancouver-New Westminster; Stephenie Overman, Washington-Baltimore; Stephen Bosch, Vancouver-New Westminster; Pete Geier, Pueblo (except 6); Howard Burkhardt, Toledo; Ed Egan, New York; Bobbie Jenkins, Los Angeles (except 2 & 6); R. Leslie Bondi, Central California (except 2 & 6); Linda Foley, Lexington (except 2 & 6); Frederick Baty, Memphis (except 1c); Eugene B. Jones, Philadelphia; David Rousseau, Manchester; John Lowe, Southern Ontario; William McQueen, Southern Ontario; Mark C. Shapiro, Southern Ontario; Linda Torney, Southern Ontario; Wendy Bateman, Northern Ontario; Wilbur A. Rohman, Peoria; Helen S. Palter, San Francisco-Oakland (except 2 & 6); Frank Prosnitz, Providence; Gerald Minkinen, Chicago; Ernie Mercer, Washington-Baltimore; Russ Cain, San Jose (except 2 & 6); R. Victor Stewart, Albany; Jake O'Donnell, Canadian Wire Service (except 2 & 6); Robert C. Holt, Jr., St. Louis (except 2 & 6); Victor Ciuccio, Denver (except 2 & 6); Mary Grace Poidomani, Akron (except 2 & 6); Elizabeth Hopp-Peters, Rockford; Fred Reed, Montreal;

David Kirkpatrick, New York (except 2 & 6); Robert E. Ryffel, St. Louis.

**Brother Chairperson, I move adoption of this report.**

**CHAIRPERSON CULVER:** The First Report of the Organizing Committee has been moved for adoption. Is there a discussion? Are there additional names to be added to the report?

**BROTHER KIRKPATRICK** (New York): Would you strike "Except 2 and 6" from my name on the report.

**BROTHER LEYKIS** (New York): Would you please add my name.

**CHAIRPERSON CULVER:** Are there further names?

**VICE PRESIDENT SUTTON** (Washington-Baltimore): Harry, add mine, Carlos Sutton, Washington-Baltimore.

**CHAIRPERSON CULVER:** All right. Add Carlos Sutton.

There is a minority report. Who is handling it?

**BROTHER KIRKPATRICK:** I want to add—would you also add Bob Carroll's name, New York, to the majority report.

**CHAIRPERSON CULVER:** All right, is somebody going to move the minority report at this time? Are you, Helen? Yes, you are recognized.

**SISTER PALTER** (San Francisco-Oakland): I move the minority report but move to withdraw item two on the minority report as now being moot in light of the Finance Committee recommendation and the convention action on that recommendation.

I would also like to do the same on the majority report, number two, and then reorder the rest of the items, if that is appropriate to do so at this time, number two also being moot in view of the other action.

**CHAIRPERSON CULVER:** Yes, those are matters that we have already taken action on. Is there objection to that procedure? Linda.

**SISTER TORNEY** (Southern Ontario): I have certainly no objection to two being removed from the minority report, but I think two should remain in the majority report. We did in fact address that question. We discussed it. We sent it on to another committee, and the committee has

dealt with it in the manner that we suggested, so I think it should remain.

**SISTER PALTER:** I would like to speak to that.

**CHAIRPERSON CULVER:** All right.

**SISTER PALTER:** It specifically says "reordering priorities." One of the main purposes of getting new money was so that we would not have to reorder priorities; that we went out and got the money we felt we needed in order to expand our field staff, and I do believe it's moot.

**CHAIRPERSON CULVER:** Well, I am going to hold that the number two is moot, that we have already taken action on it.

**SISTER PALTER:** Then back to the minority report.

## **MINORITY REPORT OF THE ORGANIZING COMMITTEE**

**We move that the following be substituted for the corresponding numbered paragraph of the recommendations contained in the majority report.**

**6. Locals are urged to avail themselves of the material compiled by TNG on prospective organizing opportunities.**

Signed: Linda K. Foley, Lexington; Helen S. Palter, San Francisco-Oakland; Mary Grace Poidamani, Akron; Victor Ciuccio, Denver; Tom Lonergan, Detroit; Russ Cain, San Jose; R. Leslie Bondi, Central California; Bobbie Jenkins, Los Angeles.

**CHAIRPERSON CULVER:** All right. Is there a second? Well, the minority report is already seconded.

Are there additional names to the minority report?

One moment, please.

We are having a lot of noise to the left side of the hall, and it is making it difficult to hear. Are there additional names to the minority report?

**VICE PRESIDENT HOLT** (St. Louis): Please add my name.

**CHAIRPERSON CULVER:** Are there other names? Okay. Did you wish to speak to the report?

**SISTER PALTER:** Yes, I do. I'm sorry, there seems to be a numbering problem

here. The number six on the minority report really is number five. That is what we are addressing.

CHAIRPERSON CULVER: All right.

SISTER PALTER: Which may perhaps be the reason for the confusion and the murmuring that I have been hearing.

The reason for this is, number five says, "TNG develop and distribute basic organizing materials on how to contact target jurisdictions, recognize and counter management—" and so forth.

Those of us who signed or who wrote the minority's substitute resolution felt that all of the things that number five asked TNG to do are being done. When we discussed it with the proponents, they said, that may be, but we don't want it to stop happening, and we want locals to avail themselves of this material.

Therefore, we decided to turn it around so that we would remind locals that this material is available, has been available, and that is why we say number five should be: "Locals are urged to avail themselves of the material compiled—" which, parenthetically, is already being compiled—"by TNG on prospective organizing opportunities."

We just felt that was more to the point.

SISTER TORNEY: I will try quickly to reorder my thinking to keeping the majority report on point five now that I know it is point five and not point six. I still believe that five should stay in, and I am speaking in favor of the majority report.

SISTER PALTER: Linda, excuse me. I am very sorry. The numbering was correct in the first place.

SISTER TORNEY: Oh.

SISTER PALTER: I am very sorry. I should have checked that instead of listening to the first person who talked to me. Does that change your mind in any way?

SISTER TORNEY: I want both five and six to stay in the majority report, whichever one is being taken out. (Applause.)

CHAIRPERSON CULVER: All right. One moment, please. The minority report wants to have a new six.

SISTER PALTER: That's correct.

CHAIRPERSON CULVER: Which substitutes for the old six?

SISTER PALTER: That's correct.

CHAIRPERSON CULVER: And the old six is the paragraph that reads, "TNG shall undertake to analyze the newspaper industry for the purpose—" etc.

SISTER PALTER: We are now sure.

SISTER TORNEY: Am I addressing what is called on the majority report point 6?

CHAIRPERSON CULVER: Yes.

SISTER TORNEY: Thank you.

Okay, I think what we have been doing all through this convention is, we have been reorganizing our priorities to some degree.

I think we have been saying that organizing is important here. I think we passed a resolution today to fund two additional IRs, and I think that that shows that the feeling of the delegates to this convention is that we must organize in order to stay alive.

I think that six is a positive approach. We are not just doing what we have been doing. Six is in there deliberately to try and get locations of prime targets for organizing established.

Now, what might well happen—and I used this example in committee, and I will use it again here because I think it is as good as any. We don't have any locals in eastern Canada. We are not likely to get the contacts with eastern Canada. It is, however, possible that somebody on the IR staff, somebody from TNG headquarters with their contacts with other unions, may find out that there is a paper some place on the East Coast that is ripe for organizing and that should be a priority.

I think we should be studying those things. I think if that kind of a situation happened, then you could phone Toronto, for example, and ask if they could release their staff for a period of time to assist in that kind of an organizing drive.

It's no longer enough for us to sit back and wait until the contacts come to us. I think that we have to go out and find them. (Applause.)

SISTER POIDOMANI (Akron): As a

signer of this, one of the reasons the minority was drawn was that we felt that a number of the things asked for by the majority report in six are there.

Okay, we have been assured that that material has been gathered, those contacts are made, and what was important was to get it to the locals, and we felt that the way it was written it did not accomplish this. And we also felt that, true, while we have spent a lot of time re-emphasizing organizing and trying to improve the effort there, we also felt the locals needed to take a certain amount of responsibility themselves. That is why we put the onus on the locals requesting TNG.

Okay, if we have the time to go outside of our own plants and organize, give us an idea from the information you have of where we might do the most good. I think that it's simpler to understand, and I think, like I said, it asks the locals to take some responsibility for their own, rather than just to ask TNG for more and more activity on their behalf.

**BROTHER MCQUEEN** (Southern Ontario): I am Bill McQueen from the Southern Ontario Guild.

I wrote this original language when I first set foot in the committee and never imagined that it would be as controversial as it seems to be.

It seems to be that we are now not only theoretically aware of the obligations and necessity to organize but are keenly aware of the absolute necessity for the survival of the union.

No better source of guidance can come to the union as a complete entity as from the Organizing Committee centered in the IEB and the International Representatives.

That's why I framed this language in this way. It calls upon the broader experience at the headquarters office to undertake a detailed and broad analysis of the newspaper industry, incorporating many of the details which we have gathered over, you know, several decades of organizing and to take the limited resources we have and direct our energies towards the most likely areas for organizing.

It is a reciprocal relationship which I would have conceived in this instance, and I think that it is a well understood thing that as locals we would certainly approach,

as we have in the past, the International at the administrative level.

But I think they are the best ones to be able to see the overview, and basically that is the proposal here—that a systematic plan be drawn up and that upon the basis of their many years of experience and in consultation with all the IRs and with our contacts in the AFL-CIO that specific locations be designated and at the appropriate time—when the Organizing Committee at the international level believes it can be approached—that we direct and concentrate our energies.

So I ask your support for the main recommendation as being the best and most fulfilling guideline for the Organizing Committee at the international level.

**BROTHER RUSS CAIN** (San Jose): Speaking for the minority report. Earlier this evening this convention came up with an extra 50 cents in our dues which we are all going to have to pay, the purpose of which is to hire two more International Representatives.

I would like to think they are not going to spend all their time in Washington identifying targets or researching the industry, looking for opportunities to organize, which I think TNG staff already knows all too well what needs to be done.

All they need is the men, women and money and whatever to do it, rather than sit back and making surveys on potential targets which we know what they are.

Thank you.

**BROTHER CIUCCIO** (Denver): I speak in support of the minority report on the Organizing Committee item six, and the reason why I support it is that in doing a survey or a study and analyzing prospective organizing opportunities I felt that it would run the risk of confusing those areas where an organizing effort in fact is right and the areas where it may be half right and the areas where it may not yet have blossomed; is simply to caution organizing campaigns in areas where our own fervor and desire to organize may confuse the actual rightness of the situation.

**SISTER FOLEY** (Lexington): I would like to speak in support of the minority report. I feel that TNG does have this information and that what is needed is the locals need to know that TNG has the in-

formation, and they need to avail themselves of the information.

I also feel that with the discussions we have had about the field staff of TNG that we don't need them doing more analysis. We need them out in the field and organizing.

**BROTHER KRUSE (Hawaii):** I am in support of the minority report for the reason that I think the locals must accept some of the responsibilities on organizing. It is easier for the locals to organize and use our help or professional help in getting us the contracts and the help we need in organizing, but the basic organizing must come from our members and our locals, and I support the minority report.

**BROTHER MINKKINEN (Chicago):** I am rising in opposition to the minority report and in favor of the majority report, and I think that perhaps there are some misconceptions afoot here.

I would first direct your attention to item number four, which was a recommendation by the IEB to the Organizing Committee, asking locals to form local and unit organizing committees and to clear with TNG as required the undertaking of organizing campaigns, to advise TNG immediately, etc. And to furnish TNG with copies of documents pertaining to labor board and other legal proceedings and leaflets distributed by all parties in organizing campaigns.

In other words, number four is clearly requiring locals to communicate and consult with TNG in organizing matters from the beginning of any campaign, and it is further requiring and asking that locals form organizing committees.

Now, it seemed to me that if a local is going to form an organizing committee or a unit organizing committee that that organizing committee ought to have something to do; the organizing committee ought to have some direction from TNG.

I recall a very, very excellent presentation that was given in the Organizing Committee on the so-called NOC-NOC campaign in California. Now, it seemed to me that that campaign would be very, very difficult to conduct without the advantage of any analysis. All I think that the majority report on number six is requiring is that TNG act as the clearinghouse, number one, and if they do receive organizing con-

tacts, to advise the locals, to advise the locals that maybe there is going to be something ripe for organizing and to advise the locals as to how to proceed and how to go about doing it.

I think that an analysis on overall organizing campaigns, particularly in chain organizing campaigns, is extremely healthy and extremely healthy for the direction of the locals for their effectiveness.

I thank you very much. (Applause.)

**BROTHER HATCH (Cleveland):** Mr. Chairman, if I am the last speaker, I will not move the previous question.

**CHAIRPERSON CULVER:** Very well.

Are you ready for the vote? The question before you is adoption of the Minority Report of the Organizing Committee. All in favor of the minority report please say aye. All opposed, no. The ayes have it, and the report is adopted.

#### MOTION CARRIED

**CHAIRPERSON CULVER:** We are back on the First Report of the Organizing Committee. Any debate on the First Report of the Organizing Committee?

**BROTHER:** I would like to ask a question. In the second paragraph of the first report, are those statistics correct?

**CHAIRPERSON CULVER:** The second paragraph? Those are the same figures that were used in the Officers' Report. I assume they are correct.

**SECRETARY-TREASURER DALE:** Yes, that's correct.

**CHAIRPERSON CULVER:** I am told they are.

**BROTHER:** I had a question to ask about that. We are seeing—out of 40,000 represented employees we have 33,500 paying members?

**CHAIRPERSON CULVER:** I think there is a difference in paying members and per caps.

**BROTHER:** Okay. I just wanted clarification.

**SISTER TORNEY (Southern Ontario):** I have an amendment to the majority report.

**CHAIRPERSON CULVER:** Proceed.

**SISTER TORNEY:** Take point two from the existing majority that was ruled to be not pertinent, delete the words "by reordering priorities," and I move it as an amendment to the report before you.

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

(Seconded by several.)

**SISTER O'BRIEN:** Vancouver-New Westminster, second.

**CHAIRPERSON CULVER:** All right. That has been seconded.

**CHAIRPERSON CULVER:** All right, that is a proper amendment.

**SISTER TORNEY:** May I speak to that?

**CHAIRPERSON CULVER:** Yes, you may speak.

**SISTER TORNEY:** I really believe since we spent so much time discussing this and this was the position the committee came to—I understand it has done it in a slightly different direction, but I think the work the committee did should be reflected in this report even though it has already been acted on by this body.

**CHAIRPERSON CULVER:** Wait one moment. As it now reads, "Funds should be made available from the current budget to expand TNG field staff," etc.

**SISTER TORNEY:** But we passed today an amendment to the budget so we are speaking about the current budget. All we have done is—we have not put any direction as to how.

**CHAIRPERSON CULVER:** I see. You are speaking of the expanded budget.

**SISTER TORNEY:** That's right.

**CHAIRPERSON CULVER:** Yes, all right. Is there further discussion on this matter? On my right.

**SISTER O'BRIEN** (Vancouver-New Westminster): I am supporting Sister Torney's amendment. I think it is really important that the intention of the Organizing Committee be reflected in its report.

**CHAIRPERSON CULVER:** Is there further discussion?

(The question was called.)

**CHAIRPERSON CULVER:** All in favor of adoption of this amendment please say

aye. Opposed, no. The ayes have it, and the amendment is adopted.

## MOTION CARRIED

**CHAIRPERSON CULVER:** Now we are back on the First Report of the Organizing Committee, the complete document as amended. In there further discussion?

**BROTHER BRYANT** (San Jose): I would like to propose an amendment. Section 1, subsection (c) on page 2. I propose there be a period after "drives" in the second line and delete the words "offer financial incentives to the new member or the recruiters."

If I can get a second, I would like to speak to it.

(Seconded by several.)

**CHAIRPERSON CULVER:** I has been moved and seconded.

**BROTHER BRYANT:** I am aware that some locals have used this system with great success, the Wire Service and Denver among them.

However, I think to have an official report of this kind that will appear in the proceedings, that will be in the record, is a mistake, because there is a certain connotation to it that I think can be interpreted the wrong way by certain kinds of publishers.

I can see publishers calling it a bounty hunter system, for example, payoffs to recruiters, to members to join the Guild, and I think it can be used against us, and that's the reason for my motion.

**CHAIRPERSON CULVER:** Is there further discussion?

All right. Let me explain the amendment. On page 2, the top of the page, item (c), where it says, "Locals are urged with TNG's assistance to institute nonstop membership drives," there would be a period, and you would delete the rest of that clause up to the semicolon. You delete the part "offering financial incentives to the new member or the recruiter."

Are you ready for the vote? All in favor of the amendment please say aye. Opposed, no. The ayes have it. The amendment is adopted.

## MOTION CARRIED

**CHAIRPERSON CULVER:** Are there further amendments?

(The question was called.)

**CHAIRPERSON CULVER:** Are you ready for the question on the main report?  
(The question was called.)

**CHAIRPERSON CULVER:** All in favor of adoption of the First Report of the Organizing Committee as amended please say aye. Opposed? The report is adopted.

#### **MOTION CARRIED**

**CHAIRPERSON CULVER:** Anna Padia has an announcement.

**SISTER PADIA:** For all of those who were on the Organization Committee, this book, "Organizing and the Law," has been ordered by many of you. It is now available. Elma Morrison has received it. She is with the Washington-Baltimore Local. So those of you who ordered it, it is available right now.

My other final comment is, I wanted to thank a very enthusiastic committee, with many creative ideas and lots of shared experiences, and I hope good feelings. If we all can take those creative, enthusiastic, dynamic ideas back to our locals, I think the publishers are going to have a lot to worry about. (Applause.)

**CHAIRPERSON CULVER:** Dianne Martino.

**SISTER MARTINO (Manchester):** The Second Report of the Research and Information—Political Action—Guild Reporter Committee, entitled, "Political Action," that is on blue paper.

### **SECOND REPORT OF THE RESEARCH AND INFORMATION— POLITICAL ACTION— GUILD REPORTER COMMITTEE**

#### **Political Action**

The Guild, the labor movement as a whole and most of the U.S. public are beginning to pay the price of Ronald Reagan's election sweep. How high that price will mount depends on us.

The Reagan program of deep budget cuts into social programs, removal of occupational, consumer and environmental protections and general delivery of the government into the hands of big business is in full swing. Initial efforts to slow that first headlong pace have proved unsuccessful.

Funds for health care, unemployment insurance, education, food stamps and enforcement of labor, health and safety standards, among other things, have been reduced, in some cases drastically, despite the efforts of a Budget Coalition, joined by TNG, to dull the sharpest cuts.

Meanwhile, the Labor Department and its Occupational Safety and Health Administration have been taken over by business executives, and OSHA, the worker's safety watchdog, is being put to sleep. Major safety standards have been withdrawn or held up pending "cost-benefit" analyses balancing lives against dollars; other regulations formulated in the interests of workplace safety are being abandoned.

The National Institute for Occupational Safety and Health (NIOSH), its activity crippled by a projected 30-percent budget cut, was whipped into line with the abrupt dismissal of its director, Dr. Anthony Robbins, a few days after he was attacked in a U.S. Chamber of Commerce publication as sympathetic to labor. Robbins had been instrumental in promoting NIOSH's research into VDTs and other unexplored workplace hazards.

But so far we have tasted only the first bitter fruits of the Reagan landslide. Other portions of the program prepared by the President and his Senate allies—aimed at labor, welfare and other progressive programs and even the press—are just beginning to bud.

Whether they will blossom into full flower depends, to a great extent, on how successful the labor movement, civil-rights organizations and other forward-looking groups are in mobilizing popular opposition. For example, there have already been signs that the proposal for a youth subminimum wage may die on the vine because of business concern that it could not win approval without a substantial increase in the basic minimum wage.

We in the Guild must do our share, as part of the labor movement, to make sure there is an effective counterforce to prevent the destruction of all that has been achieved by years of social reforms. TNG must be ready to participate in broad interest groups on behalf of progressive programs, and Guild Locals must be prepared to join in such grass-roots lobbying efforts as those organized this spring by the Budget Coalition and the OSHA/Environmental Network, organized by the AFL-



CIO Industrial Union Department and environmental groups.

TNG has already asked locals to lobby their Congressional representatives against the Administration's wholesale budget cuts in general and, earlier, against its health-care cuts specifically. TNG must stand ready to act again with labor and other groups as new issues arise, and Locals can fail to respond only at risk to the interests of us all.

To help promote a vigorous counteroffensive by labor, TNG joined with the International Typographical Union and the Graphic Arts International Union in sponsoring a joint legislative conference in June. Fifty-three delegates from the three unions met for two days and then joined with representatives from 15 other unions for a joint conference and a half-day of lobbying on Capitol Hill, sponsored by the IUD.

The IUD expects to hold another legislative conference next spring, and TNG plans to hold another joint conference with the ITU and GAIU in conjunction with it. With far more lead time for arranging participation than was available for this year's conference, and at a more favorable time on the Guild calendar, far greater participation by U.S. Guild locals is possible—and essential.

More immediately, the AFL-CIO has issued a call for a Sept. 19 "Solidarity Day" demonstration in Washington to protest the Reagan Administration's assault on vital social programs and to reaffirm the labor movement's commitment to social and economic justice.

The need for a massive outpouring by labor and its traditional allies is acute. In the words of AFL-CIO President Lane Kirkland, "a demonstration of grassroots, rank-and-file support" for these programs "will be the most effective response to the Administration's claim that it speaks for the working people of America." TNG and Guild Locals must commit themselves fully to helping Solidarity Day achieve this goal, through maximum participation in this unprecedented demonstration. No segment of the labor movement can shirk its responsibility for making Solidarity Day a success.

Of critical importance, as well, is the determination of each Guild member to heighten his or her own awareness of

and involvement in current political issues affecting labor. And as individual union members resolve to fulfill their political responsibilities, so must Guild Locals prepare to participate vigorously in the defense of hard-won protections, benefits and reforms. Locals should mobilize for political action in their respective areas and should join forces whenever possible with sister Guild Locals and other unions in demonstrations, political campaigns and educational forums.

Locals can and should work to cultivate maximum political clout by aggressively encouraging their members to register, and then to vote. Voter-registration lists can be obtained from local labor federations and those lists checked to make certain they carry the names of every man and woman in the Local.

We must live with the consequences of the last election for at least four years, but we have a chance to begin reversing the current in less than two.

New congressional elections will take place in 1982, and if labor and progressive forces are to hold the House against the right-wing tide and regain control of the Senate, they will have to get an early start.

Right-wing and business interests are already targeting liberal House and Senate members for defeat and raising new campaign war chests to do the job. Their means are formidable.

Last year, corporate trade associations and right-wing political committees contributed nearly 100 million dollars to their favorite candidates, and they are aiming to top that amount next year. Their contributions have towered over those made by labor.

Labor can't match business dollar for dollar—here or anywhere. But it can increase its level of contributions enough to give the candidates it supports a fighting chance.

COPE, the AFL-CIO's Committee on Political Education, is labor's principal mechanism for accomplishing that. For Guild funds to aid political candidates, COPE is dependent on individual donations, largely through COPE's annual \$2 drive. Local and District Council treasury contributions are important, but they can be used only for COPE's Voter Ed-

ucation and Registration Fund, not for direct political contributions to federal candidates. One District Council, Middle Atlantic, already has reported a \$100 contribution.

The Guild has been given a COPE quota of \$5,820 this year, and a Guild-wide effort is in order to achieve it. Individual contributions to COPE can be claimed as federal income-tax deductions or as tax credits within specified limits.\* (Such contributions are also tax-deductible, if made according to specified procedures, in Canada.)

The Convention recommends that:

1. U.S. locals make a concerted effort to identify and contact any members who are not registered to vote and to encourage them both to register and to vote in all city, county, state and federal elections, and that locals encourage members to make every effort to register all voting-age members of their families and encourage them to vote.

2. TNG be prepared to mobilize U.S. locals for grass-roots lobbying, in coordination with other labor and progressive groups, against all attempts to erase or weaken social and labor legislation and programs, and that locals respond to the fullest extent possible.

3. TNG join to the fullest extent possible in the Sept. 19 "Solidarity Day," and that all U.S. locals send as many representatives as they can.

4. TNG hold another joint legislative conference in 1982 and that all U.S. locals send delegates to it.

5. U.S. locals and District Councils make every effort to fulfill TNG's 1981 COPE quota of \$5,820—locals by soliciting their members for voluntary contributions and by making treasury contributions themselves, District Councils by doing the latter.

6. Canadian locals consider making contributions to provincial political-education committees.

\* A copy of the COPE Political Contributions Committee report is filed with the Federal Elections Commission and is available from the Federal Election Commission, Washington, D.C.

7. All locals appoint political-action committees and that these committees conduct continuing programs of political and legislative activity, meet regularly and report to their locals.

Signed: Dianne M. Martino, Manchester, Chairperson; Lanny J. Larson, Central California, Secretary; Sidney Goldberg, Toledo; Keeble McFarlane, Canadian Wire Service; John R. Barrett, Knoxville (except preamble, #2 and #3); Ken Fisher, Pittsburgh; Kira Lisa Warren, Cincinnati; Carla W. Beck, Great Falls; Larry S. Findley, Chicago; Gary Munden, Montreal; Roy Tubbs, Vancouver-New Westminster; Patricia Lane, Vancouver-New Westminster; David Filicko, Washington-Baltimore; Mark Roberts, Washington-Baltimore; Robert A. Steinke, St. Louis; Christopher Smith, San Francisco-Oakland; Tim Harper, Ottawa; Pete Wilson, Cleveland; Leo Maltais, Southern Ontario; Douglas La-Rochelle, Southern Ontario.

Brother Chairperson, I move adoption.

CHAIRPERSON CULVER: The Second Report of the Research and Information-Political Action-Guild Reporter Committee has been moved for adoption. Are there additional names to be added to the report?

SISTER ARNST (New York): Please add my name.

SISTER WATSON (St. Louis): Please add my name.

SISTER FITZRANDOLPH: Katie Fitzrandolph, Southern Ontario. Could you add mine, too.

BROTHER JAMES: Tom James, Toledo. Add my name, please.

CHAIRPERSON CULVER: Are there other names to be added? Will there be discussion on the report?

The mikes are clear. I am preparing to call for the vote. All in favor of the Second Report of the Research and Information-Political Action-Guild Reporter Committee please say aye. Opposed, no. The second report is adopted.

MOTION CARRIED

(While the Political Action report was made, committee members conducted a collection for COPE among the delegates.

A total of \$478.28 was collected and subsequently announced.)

**CHAIRPERSON CULVER:** All right. We are going to give Dianne a breather here, and we will go to the Second and Final Report of the Constitution Committee. Is Dick Peery available? He is on his way.

**BROTHER RICHARD PEERY** (Cleveland): Mr. Chairman, the Second and Final Report of the Constitution Committee.

## **SECOND 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**

To implement Convention action raising the convention delegate and alternate registration fee from \$35 to \$50, the Convention amends Article V Section 11 of TNG's Constitution to read:

"Section 11. There shall be a registration fee of [~~\$35~~] \$50 for each delegate or alternate registered, with the host Local to receive [~~\$20~~] \$35 and TNG \$15."

### **II**

To implement a previous action by this Convention increasing per capita and dues payments to expand the field staff, the Convention adopts the following constitutional amendments:

1. Amend Article XVII Section 2(c) by adding \$.50 to each bracket of the Minimum Dues Schedule and by changing the first sentence of the last paragraph (Page 76) to read:

"or five percent of one week's regular weekly compensation up to the maximum required by the above schedules, plus [~~1.00~~] \$1.50, or a dues schedule which yields at least an equivalent total dues income."

2. Amend Article XVII Section 2(f) to read:

"(f) Each member shall pay, beginning September 1, [1978] 1981, [~~\$1.00~~] \$.50 per month in addition to the amount of dues the member otherwise would pay

according to the member's local dues structure in effect on that date, unless the Local increases its dues rate by means of a formula that yields at least an equivalent total amount."

3. Amend Article XVII Section 7(a) (1) to read:

"(1) For each monthly dues payment, except as provided in (2), (3) and (4) below—1  $\frac{13}{20}$  percent (.065) of the average top reporter minimum in TNG contracts determined annually as provided in Section 7(b), and [85 cents] \$1.35 in addition, but not more than 50 percent of each dues payment which does not exceed the per capita payment."

4. Amend Article XVII Section 7(c) to read:

"(c) Out of every per capita payment under (a) (1), less [85 cents] \$1.35, 20 percent shall be deposited in the International Defense Fund."

These amendments shall be effective Sept. 1, 1981.

Signed: Richard M. Peery, Cleveland, Chairperson; Mary Esslinger, Washington-Baltimore; Warren E. Howard, Washington-Baltimore; Jim Geiger, San Jose; Frank J. Gleeson, Philadelphia; Henry Lebbing, St. Louis; Ken Rieger, Toledo; Pat Rushton, Wilkes-Barre; Lou Mleczo, Detroit (except No. 2); Frederick Berry, Salem; Don Kummer, Detroit (except No. 2); Roger D. Warnock, San Francisco-Oakland; Susan R. Craig, Southern Ontario; Lionel Horton, St. Louis.

Mr. Chairman, we move for adoption.

**CHAIRPERSON CULVER:** Second and Final Report of the Constitution Committee has been moved for adoption.

Are there any additions?

**CHAIRPERSON CULVER:** Are there any additional names to be added?

**BROTHER HATCH:** Hatch, Cleveland.

**SISTER JOHNSON** (Washington-Baltimore): Margo Johnson, Washington-Baltimore.

**BROTHER OLDFIELD:** Dan Oldfield, Canadian Wire Service.

**BROTHER GRUBISICH:** Grubisich, Washington-Baltimore.

CHAIRPERSON CULVER: Any others?

BROTHER SCHEER: Jim Scheer, Ottawa.

BROTHER GONZALEZ: Alfredo Gonzalez, Puerto Rico.

CHAIRPERSON CULVER: All right, shall we take these up by separate Roman numerals?

I, Is there discussion on I?

All in favor of I, please say aye. Opposed, no. I is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: Is there discussion of II?

SISTER LANE (Vancouver-New Westminster): **Brother Chairperson, I move to table II.**

SISTER LANE: I don't know what the proper procedure is. I would like your guidance, but I would like it to come back off the table tomorrow morning.

CHAIRPERSON CULVER: Well, I am going to have to declare your motion out of order.

The reason I am, this is an action that has already been decided by the convention, and this is merely constitutional language that puts into the constitution the formal wording of a motion that was previously adopted on dues by the convention.

Am I right on that, Counselor Barr? He advises I am correct on that.

SISTER LANE: Excuse me.

CHAIRPERSON CULVER: Is there further discussion on II?

SISTER LANE: Brother Chairperson, let me state the reason for the tabling, and you can advise me as to what I should do to get a vote on this issue.

There is a proposal which is to be forthcoming that we put the question on the 50-cent dues increase to a referendum of the membership; the reason that this is being proposed is to answer the concerns raised by those delegates who are worried about the lack of advance notice. It is my concern that if this passes, then we will not be able to even debate that motion, so I would like your guidance.

CHAIRPERSON CULVER: Let me ask Counselor Barr. Patty, the interpretation is this, that if the convention goes ahead and adopts this language right now, it does not prevent you from making a motion later to submit this same question to a referendum, as well as the previous Finance Committee report referring to it.

SISTER LANE: Thank you very much.

CHAIRPERSON CULVER: Is there further discussion on II? All in favor of adoption of II please say aye. Opposed? II is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: And that completes the Second and Final Report of the Constitution Committee.

I recognize Dianne Martino.

SISTER MARTINO: Okay. Lanny Larson, secretary of the Research and Information Committee, has handed me a little note with a bunch of numbers. Somehow it all adds up to \$478.28, which represents the contributions made from the floor to the AFL-CIO COPE committee. I would like to thank the delegates for these contributions. (Applause.)

SISTER DIANNE MARTINO (Manchester): It is now refreshing to get down to the rather dry, noncontroversial Third and Final Report of the Research and Information-Political Action-Guild Reporter Committee, entitled, "Research and Information."

### **THIRD AND FINAL REPORT OF THE RESEARCH AND INFORMATION— POLITICAL ACTION— GUILD REPORTER COMMITTEE**

#### **RESEARCH AND INFORMATION**

During the past year the Research & Information Department concentrated its activities on two aspects of the electronic revolution in newspaper production: VDTs, and their effects on the health and safety of our members, and "The Electronic Newspaper" and its effects on the well-being of our union.

Both of these areas will require continuing concentration in the year ahead.

TNG has joined with the Mount Sinai School of Medicine to conduct a survey of unprecedented scope, involving more

than 4,000 members in seven Guild Locals, on the health effects of operating VDTs. Locals involved are Hawaii, Memphis, New York, St. Louis, Southern Ontario, Vancouver - New Westminster and Wire Service.

Pilot surveys to test the questionnaire are being conducted in Los Angeles and Vancouver-New Westminster, and the main phase of the survey, together with ophthalmological examinations, is expected to start in the fall. The initial results should be known sometime next year, and should be of significance in enabling the Guild to evaluate and improve its VDT program.

More immediately available will be the results of a Guild-sponsored survey of stress conducted by occupational-health scientists at the University of Wisconsin among VDT operators at the New York Times. A report on that survey is expected this summer.

And an early report is expected by the National Institute for Occupational Safety and Health (NIOSH) on its ophthalmological study of VDT operators at the Baltimore Sunpapers, made at the request of the Sunpapers Guild Unit.

TNG will be monitoring the results of all of these surveys closely, prepared to take whatever steps they indicate are necessary to further the protection of its members who use VDTs. These steps might well include demands for new government standards governing VDTs.

Meanwhile, The R&I Department is nearing completion of a handbook on VDT health measures to guide locals in such areas as lighting, VDT selection, workplace design and eye examinations. It will be published jointly with the ITU.

The widespread use of VDTs in the newspaper industry has increased membership awareness of health and safety in office environments.

Guild locals should also try to understand and require employers to solve problems of vehicle safety, carbon monoxide concentrations, chemical substances and inks and numerous other matters.

Enactment of occupational health and safety legislation as well as training programs to alert workers to health and safety concerns, have led to increased pres-

sure for members to bargain for safe working conditions.

We believe a new convention committee should be created to provide a forum for full discussion and exchanges of information on occupational health and safety issues.

Recent years have seen widespread and rapid change in the newspaper industry. New technology, newspaper sales, closures, changing laws and political climates place a heavy burden on Guild locals to be flexible and innovative.

Communication and pooling of information have become ever more important. It is vital that locals share with each other their experiences, expertise, their problems and the solutions.

Each year, Guild convention delegates are asked to make increasingly difficult decisions, balancing our needs and limited resources. There is a need for a greater exchange of information between locals on common problems and to assist the convention in assessing the needs of the membership.

To help promote better communication, a "status of locals" report is prepared each year on each Canadian local for the Canadian Policy Conference. The report provides, in narrative form, general information on strikes, negotiations, contract expiration dates, organizing drives and other pertinent information that would be of use to other locals.

To enhance the vitality of TNG, constant attention must be focused on organizing efforts.

Local and unit committees must be informed about the procedures, strategies and conduct of organizing campaigns to effectively carry out their work. More information must be made available from TNG on how to contact target jurisdictions and counter management practices designed to destroy organizing drives.

TNG already makes available materials about the history and accomplishments of the Guild, the structure and constitution of the Guild and the degree of democracy enjoyed by Guild members. However, additional material is needed to educate non-members, especially information tailored to specific segments within TNG's jurisdiction.

We also are concerned that local officers and stewards be sufficiently informed to be effective leaders.

It is essential that local officers and stewards be educated in such basic union functions as organizing, administration and finance, collective bargaining, grievance, arbitration and labor law.

We are convinced that such education can best be accomplished through local programs, in consultation with TNG.

Such programs can and should rely on resources and experts of regional labor institutes and other unions.

Accordingly we have substituted for a recommendation of the IEB for a residential training program for new local officers, a proposal from the caucus of small locals directing educational efforts to programs close to locals' homes.

The committee rejected a motion to restore the proposal for a residential seminar for new local officers after the substitute proposal was adopted.

The Convention recommends that:

1. Locals use materials available from TNG's Research & Information Department to acquaint their officers and members with health and safety problems involved in operation of VDTs and similar equipment and with methods for resolving them.

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

3. Locals also do their utmost to see that employees are protected against other work hazards through local health and safety committees and appropriate government, labor and other agencies.

4. TNG continue to monitor the impact on the Guild and its members of advances in electronic technology and legislation and judicial actions related to electronic technology and that locals keep TNG informed of developments as they occur.

5. TNG push appropriate governments to institute regulations for radiation emissions from VDTs, and also for other occupational hazards, where symptoms from people indicate problems exist.

6. TNG establish, for all future conventions, an additional convention committee to deal specifically with occupational health and safety.

7. TNG prepare, for delegates to future Guild conventions, a "status of locals" report similar to that prepared annually on Canadian locals for the Canadian Policy Conference. General information on existing strikes, status of negotiations and expiration dates, current organizing drives and any information that would be of use to other locals should be included for each local in TNG.

8. TNG set aside one percent (1%) of its annual operating budget, beginning in fiscal 1981-82, to subsidize local educational programs for local officers and stewards in such basic subjects as organizing, administration and finance, collective bargaining, grievance, arbitration and labor law.

Funding for such programs shall be allocated through grants to locals with approval of the Director of Administrative Operations. Preference shall be given to locals without fulltime administrative officers. No individual grant shall exceed two percent (2%) of the educational fund budget. Disapproval of funding may be appealed to the IEB. Any surplus shall be added to the following year's educational fund budget.

TNG will compile and distribute a master list of acceptable educational programs; acceptable being defined as those programs which address the subject areas outlined above.

9. TNG staff develop and distribute additional basic organizing materials on how to contact target jurisdictions, recognize and counter management practices aimed at defeating organizing drives and conduct certification elections. Special attention should be given to tailoring materials to all segments of the Guild's jurisdiction.

Signed: Dianne M. Martino, Manchester, Chairperson (except Nos. 7 & 8); Lanny Larson, Central California (except Nos. 7 & 8); Robert A. Steinke, St. Louis (except Nos. 7 & 8); Virginia Watson, St. Louis (except Nos. 7 & 8); Keeble H. McFarlane, Canadian Wire Service (except No. 8); Doug LaRochelle, Southern Ontario; Leo Maltais, Southern Ontario; Sidney Goldberg, Toledo (except Nos. 7 & 8); Tom James, Toledo (except Nos. 7

& 8); Christopher Smith, San Francisco-Oakland (except No. 8); Tim Harper, Ottawa; Gary Munden, Montreal; Ken Fisher, Pittsburgh (except No. 8); Kira Lisa Warren, Cincinnati; Carla W. Beck, Great Falls; Katie FitzRandolph, Southern Ontario; Patricia Lane, Vancouver-New Westminster; Larry S. Finley, Chicago; Dave Filicko, Washington-Baltimore; John R. Barrett, Knoxville (except Nos. 7 & 8).

**Brother Chairperson, I move adoption.**

CHAIRPERSON CULVER: All right, there's been a motion for adoption of the Third and Final Report of the Research and Information—Political Action Committee. Are there any additions to the majority report?

SISTER ARNST (New York): Please add my name.

CHAIRPERSON CULVER: Any other additions?

BROTHER MCFARLANE (Canadian Wire Service): Keeble McFarlane. Add number 7.

SISTER KIRA LISA WARREN (Cincinnati): Warren, Cincinnati. Please add "except number 8."

BROTHER WILSON: Peter Wilson, Cleveland.

CHAIRPERSON CULVER: Any other additions?

All right, there is a minority report, and I recognize John Barrett of Knoxville to come up here to read it.

BROTHER BARRETT (Knoxville): First Minority Report to the Third and Final Report of the Research and Information—Political Action—Guild Reporter Committee—Research and Information.

**FIRST MINORITY REPORT  
TO THE  
THIRD AND FINAL REPORT OF THE  
RESEARCH AND INFORMATION—  
POLITICAL ACTION—  
GUILD REPORTER COMMITTEE  
RESEARCH AND INFORMATION**

TNG's Research and Information Department this year announced its intention to prepare new informational and educational materials and programs for Guild locals and officers.

One of the most pressing needs in this area is for the provision of such assistance on a regular basis to new local officers, particularly officers of the majority of locals that have no professional staff of their own.

To meet this need, TNG's International Executive Board proposed to present during the coming year a residential seminar for new local officers, to be held in Washington, D.C., and conducted by TNG staff and counsel. To encourage maximum attendance, TNG would subsidize, in part, the cost of participants from locals without their own professional staff.

There have been repeated calls from the small locals in past years for such training, including a resolution passed by the small locals' caucus just last year in Toronto.

The seminar would be held early in 1982, following local elections, and, according to preliminary plans, would run for four days over a weekend, to minimize lost time.

The program would concentrate on basic areas of Guild activity and responsibility—including organizing, bargaining, contract enforcement, interunion cooperation, strike preparations and local administration. All would be addressed in the context of the particular nature of our industry and the history, programs and approaches our union has developed and adapted to address the situations Guild leaders can expect to encounter within the unique industrial relations atmosphere of our industry. If the seminar should prove successful, it would be continued on an annual basis.

There is a crying need for such a seminar and holding it in Washington, where new officers of small locals would meet the TNG people with whom they will be working, and where many resources are readily available, would be the ideal setting for such a seminar.

Such a seminar is envisioned as a "nuts-and-bolts" primer on the basic tools a new Guild local officer will most immediately need to begin functioning effectively at the local level.

The seminar is not intended to substitute for the training institutes TNG for many years has been conducting at Dis-

strict Council meetings or those held, on request, at individual locals.

Although the program is envisioned as being for new local officers only in later years, the first program would also be open to officers of locals with only limited experience in office.

The IEB has authorized the expenditure of at least \$12,500 to partially subsidize the expenses of participants.

The R&I Majority Report, however, replaces this program with one setting aside approximately \$24,000 to fund local participation in labor or university educational programs unrelated to particular Guild needs, procedures, practices or problems.

These programs, while of supplemental value in the Guild's educational picture, would accomplish few, if any, of the purposes of the proposed new officers' seminar.

It is simply not true, as stated in the Majority Report, that education "in such basic union functions as organizing, administration and finance, collective bargaining, grievance, arbitration and labor law . . . can best be accomplished through local programs" originating outside the Guild. Long experience and manifold differences between the problems of our union and those in other industries have made it emphatically clear that education in almost all of these areas can best be accomplished through Guild programs. Only if participation in Guild-oriented training is not feasible, for financial or other reasons, should other programs be resorted to.

Therefore, the signers of the Minority Report move that the six paragraphs of the Majority Report starting with, "We also are concerned . . .," be stricken and the first eleven paragraphs of this Minority Report be inserted in their place, and that Recommendation Eight of the Majority Report be stricken and the following be inserted in its place:

8. TNG, during the coming year, conduct a residential seminar for new local officers, that TNG subsidize attendance at the seminar to the extent of at least \$12,500 for locals without their own professional staff, and that all locals participate in the seminar to the fullest possible extent.

In the event that a local is financially unable to participate, it be granted the

amount of funds it would have received as a subsidy, had it been able to attend, to be used for another education program closer to home.

The IEB continue to search for ways to expand the educational programs of the Guild, especially for small locals, and report on its findings to next year's convention.

Signed: Dianne M. Martino, Manchester, Chairperson; Lanny Larson, Central California; Robert A. Steinke, St. Louis; Sidney Goldberg, Toledo; Virginia Watson, St. Louis; Keeble H. McFarlane, Canadian Wire Service; Tom James, Toledo; Christopher Smith, San Francisco-Oakland; Ken Fisher, Pittsburgh; Kira Lisa Warren, Cincinnati; John R. Barrett, Knoxville.

CHAIRPERSON CULVER: John, do you wish to move adoption?

BROTHER BARRETT: Mr. Chairman, I believe that we move adoption of this minority report.

BROTHER: Second.

CHAIRPERSON CULVER: All right, the First Minority Report has been moved for adoption. Are there additional signers to the minority report?

The minority report is before you. Frank.

BROTHER PROSNITZ (Providence): Harry, we are considering something, and I was wondering if we might request a five-minute recess to consider one item so that a few of us can get together and discuss it. We'd like to get the small locals caucus together for a five-minute meeting.

CHAIRPERSON CULVER: I think that would have to be in the form of a motion.

BROTHER PROSNITZ: I will make a motion for a five-minute recess.

CHAIRPERSON CULVER: Is there a second?

BROTHER: Second.

CHAIRPERSON CULVER: All in favor of a five-minute recess please say aye. All opposed, no. The "noes" have it, and the recess motion fails.

#### MOTION LOST

BROTHER PROSNITZ: In the absence of a recess then, I would like to propose a substitute motion for the minority report.



CHAIRPERSON CULVER: All right.

BROTHER PROSNITZ: I would like to take the majority report, number eight, all three paragraphs, and add the following paragraph:

"TNG is also encouraged to offer a residential seminar during the coming year to which all interested locals may send local leaders. The program would be funded by a pooling of the grants that the participating locals request."

CHAIRPERSON CULVER: Frank, I think any amendment will have to be to the minority report.

BROTHER PROSNITZ: That is a substitute motion for the minority report.

CHAIRPERSON CULVER: That is a substitute for the entire minority report.

BROTHER PROSNITZ: That's correct. What we are substituting are the three paragraphs from the majority number eight that exists and adding the paragraph that I just read as a fourth paragraph.

CHAIRPERSON CULVER: All right. Would you read that language once more.

BROTHER PROSNITZ: I will bring you up a copy.

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

BROTHER: Yes. Second.

CHAIRPERSON CULVER: All right, the motion that's before you is to substitute for the entire first minority report the inclusion of all of item eight in the majority report plus this language: "TNG is also encouraged to offer a residential seminar during the coming year to which all interested locals may send local leaders. The program would be funded by a pooling of the grants that the participating locals request."

That has been moved and seconded. Do you wish to explain the motion, Frank?

BROTHER PROSNITZ: Yes, I do.

At the small locals caucus the first evening there was considerable concern about the program that was presented by TNG. I think everybody agreed at that caucus that it was a very good step forward that money was being allocated in the budget for educational funds, but it was how these funds would be allocated that concerned

many people, and as a result, we adopted as a small locals caucus the language that was in the majority report, and the Research and Information Committee adopted that later.

We did not, in adopting that language, intend to preclude TNG from conducting its residential seminar. What we wanted were locals to have the opportunity to choose whether that was the best way to educate their local leaders.

We felt that in the program as outlined by Ellis Baker at the Conference of District Councils there were certain things that concerned us.

Number one, the program was to be limited to new presidents and treasurers and those who had been there for only a year. It was, according to Ellis, to probably include approximately 40 leaders throughout the entire International.

The money that was allocated, \$12,500, was the base amount. Ellis also indicated at the Conference of District Councils, that the institutes that are currently presented to District Councils would end as a result of this program.

I might note for those who are concerned about the 1 percent figure, which translates to approximately \$24,000, 1 percent isn't a heck of a lot of money to spend on education—that within the minority report we have a minimum of \$12,500 being allocated for this program, plus the continuation apparently of the District Council programs. That appears at the bottom of the first page where it says: "The seminar is not intended to substitute for the training institutes TNG for many years has been conducting at District Council meetings or those held, on request, at individual locals."

Now, if you include the money that Ellis had indicated it would cost for the District Council meetings, which is approximately \$4,000, you are at \$16,500 as a minimum, and we feel that that's not very far off from the 1 percent figure.

We feel that the various locals can best assess what kind of needs they have. We think it is important for locals to be able to develop leadership, not just from presidents and treasurers, but from within their ranks.

There are many very good programs presented locally—local universities, at vari-

ous trade unions—that can give leaders, stewards and other members of the local the kind of training that they need to become productive members of the local and of TNG.

We are very much concerned again that only 40 people were to be reached; that only new leaders were to be involved and that locals did not have an option as to where they might be able to send these leaders. And also, as the program was presented by TNG with its subsidy, it presented a tremendous expense for certain locals.

It is my understanding that to fly from Victoria to Washington, D.C. and back, it would cost approximately \$1,000 to send one person. With the TNG subsidy of 60 percent, that still leaves that local with a \$400 stipend. If you take the kind of money that TNG would have given, \$600, the Victoria Local would be capable of sending more than one leader to Canadian Labor Institutes nearby.

Again, I think that by adding this paragraph to the majority report we encourage TNG to indeed present its seminar to offer to locals on a volunteer basis, and if the seminar is as good as TNG says it is—and I am sure it will be—it certainly will attract enough participants to make it a success.

**BROTHER LARSON:** Point of information, Mr. Chairman. Through the chair to TNG staff, could you tell me what kind of money might be available for the kind of program that's envisioned?

**CHAIRPERSON CULVER:** Could you be more precise in your question, Lanny.

**BROTHER LARSON:** Yes, I am curious whether—we are talking about several different figures. We are talking about \$24,000 under the 1 percent formula and we are talking about at least \$12,500; what I am asking is whether or not there may be some midpoint?

**SECRETARY-TREASURER DALE:** In response to that question, when we talked about this program at the International Executive Board we agreed that it would be at least \$12,500. Now, that obviously contemplated the possibility of an overrun. As tightly as TNG's budgets are drawn, when you are talking about an annual budget for fiscal 1981-82 of \$2,400,000, to use a round number, it would be absurd to

suggest that on a one-shot, non-recurring basis you couldn't find another \$5,000 or \$6,000.

At the same time, in the IEB we were also talking in terms of a subsidy—travel subsidy—based on distances. We were talking about a 60 percent subsidy in the West, 50 percent subsidy for the central region and 40 percent subsidy for the eastern region.

If you added another \$6,000—if you cut the difference in half between \$12,500 and \$24,000, which are the figures we are talking about now, you would probably produce a travel subsidy of 60, 70 and 80 percent. That's what you are talking about.

**CHAIRPERSON CULVER:** Any further questions, Lanny?

**BROTHER LARSON:** No. That being the case, I would like to make a motion. **I would like to move to table the amendment offered by Brother Prosnitz.**

**CHAIRPERSON CULVER:** All right. This is a motion to table the Prosnitz amendment.

(Seconded by several.)

**CHAIRPERSON CULVER:** It's been seconded. This is non-debatable.

**BROTHER SCHEER (Ottawa):** Point of order. I believe a motion to table requires twelve and five.

**BROTHER MICHAEL ACKLEY (Central California):** Ackley, Central California, second.

**CHAIRPERSON CULVER:** Yes. Just a moment.

We have a parliamentary problem here. One is that a motion to table this amendment would wipe out—would table everything, including the minority report, the majority report, the whole works. (Laughter.) Some people might like that.

**BROTHER MACDONALD (Canadian Wire Service Guild):** I will second that motion. (Laughter.)

**CHAIRPERSON CULVER:** We also have a problem of parliamentary procedure with regard to the substitute motion which I am going to ask Counselor Barr to explain.

**BROTHER BARR:** Okay. First on the motion to table, under Robert's Rules you can't table an amendment without tabling

the underlying motions. So if you table the one, everything goes.

Secondly, the motion to substitute is not in order, because in essence you are trying to institute the majority report in place of the minority report with the one addition of a paragraph, but the essence of what you moved was the majority report which would place on the floor the majority report ahead of the minority report and prevent the minority report from being voted on first.

On the other hand—(laughter and applause).

This gets more interesting!

Whenever a motion is pending to strike and insert, which is the same as the minority report, it is appropriate for the proponents of the majority to move perfecting amendment to the majority report, while the minority report is pending, and it is also—(laughter).

That's right. (Laughter.) Wait a minute.

And it is also proper for those who moved the minority as a substitute to make perfecting amendments to the minority report.

So the Prosnitz motion is out of order as a substitute, but it would be in order if restated as a perfecting amendment to the majority report.

**BROTHER PROSNITZ: Let's consider it restated.**

**CHAIRPERSON CULVER:** All right. Stay real close, Dave. (Laughter.)

**BROTHER EDGINGTON:** Point of order, Brother Chairperson, so that we can totally confuse the issue. (Laughter.)

In the case where there is an incidental main motion, as there is in the case of the majority report, and a substitute, as in the case of the amendment, in order to perfect the motions the order of priority is first the majority report and all motions pertaining or all amendments pertaining thereto and then the minority report and all amendments pertaining thereto and, finally, the question of whether or not to substitute the minority report for the majority. (Laughter.)

**BROTHER BARR:** That's exactly what I said. (Laughter and applause.)

**BROTHER SCHEER (Ottawa):** Dave, that hasn't been distributed to our table yet. (Laughter.)

**CHAIRPERSON CULVER:** All right. Frank, this means that the amendment you offered is an amendment to perfect the majority report, and yes, we can take it up right now.

**BROTHER PROSNITZ:** Fine. (Laughter.)

**CHAIRPERSON CULVER:** Now, so we will know where we are, I will read the amendment for the body. This is an addition to item eight of the majority report.

"TNG is also encouraged to offer a residential seminar during the coming year to which all interested locals may send local leaders. The program would be funded by a pooling of the grants that the participating locals request."

Now, that motion is moved by Prosnitz and seconded, and it is before the body. Will there be discussion? Debate?

**BROTHER BARRETT (Knoxville):** In an effort to expedite and cut through all the pile of buffalo chips that's liable to accumulate, the essence of Brother Prosnitz's motion is basically to reorder the priorities to where the seminar—for which the small locals caucus has called for quite some time in addition to general improvement of the educational program—becomes incidental, incidental and secondary to giving basically educational grants of money willy-nilly throughout the United States, Canada, and Puerto Rico.

Now, keep in mind that this is a turn-about.

The minority report, on the other hand, envisions basically what the priorities are. We put on a seminar to help brand new small local officers that are a lost boll in high cotton at first, and make them feel a little more competent and have some basic techniques with which to deal with the duties they are undertaking.

If you cut through all the bushwa, this is what the question really boils down to.

There have been statements made, and there probably will be some more made, that, "Oh, we didn't mean to cut down the seminar." For the general convention's information, however, a vote on that specific question was taken in the R&I Committee, and it was specifically voted to kill it.

This is an attempt at the last minute to put a better face on things and try to revive what amounts now to the majority report.

Thank you.

**SISTER:** I would like to address myself first of all to comments made by Knoxville a moment ago. I don't think the proposal is willy-nilly in the least or would be run in a willy-nilly fashion or whatever the comment was.

We have quite carefully proposed that control of the grant be in the hands of TNG, because we think that that's important, and we are not just asking somebody to give us a rebate on our dues.

I would like to also address the brother's comment that we are at the last minute trying to make our position look better by saying the residential seminar is just great.

The feeling that I got in the small locals caucus and the other people who are supporting this position got in the small locals caucus is that the small locals, at least a large majority of them, are not happy with the residential seminars. They feel their needs are acute, and they don't feel residential seminars adequately meet those needs. However, should some locals feel that a residential seminar is what they want, they will have an option to use their block grant for that purpose.

TNG, as somebody said in the small locals caucus, last time they looked was a trade union, and that is what our proposal calls for.

**CHAIRPERSON CULVER:** I will recognize Dianne Martino, the committee chairperson, at this time.

**SISTER MARTINO:** Regarding the motion that is on the floor now—and I am not sure what to call it, so I will just call it the motion—I, too, have spent a great deal of time during this convention talking with delegates here.

What is proposed to us now does not, to me, mandate a residential seminar. I came into this convention committed to the concept of a residential seminar geared to the agenda, shall we say, that was put down by TNG because my local could use it, and I know of many other locals that could use it.

When I started talking to the delegates

around here, in the small locals caucus, in the large locals caucus, if there is one—I think there is somewhere—but locals of all sizes there seemed to be a need for something else. Therefore, I believe that a flexibility in the program that had been approved by the IEB was mandated by the delegates here.

It was at that time that a few heads got together and decided to give the locals options. I believe that this proposal before us offers fewer options to the locals here than does the minority report. I believe that the minority report allows a residential seminar as well as, frankly, whatever the hell a local wants to do with the funds if they can't get there. I think that's the ultimate flexibility, and therefore, I have just risen to speak against the motion that is on the floor at this time. (Applause.)

**BROTHER STEWART (Albany):** I am delighted to hear this debate. Some of you may remember me from about four or five years ago, when I suggested that we have such an educational program, and somebody said we didn't have the money. Well, we still don't have a lot of money. We just voted on a lot of money issues, but I think we came up with at least, at least, \$12,500 to get us started, and we have made some compromises so that we can have a little bit of both kinds of education, but I'd like to point out one more thing that hasn't been pointed out.

I think it is appropriate to begin our education within our own union. I think that a person who was educated first in his or her own union and then went outside might get a little more from outside.

The other thing I would just like to close with quickly is a comment on the tenor of the debate. It seems to me that people keep referring to TNG as some mythical Oz that's off in the Land of Never-Never or whatever, and TNG is us. We are TNG.

**VICE PRESIDENT RUSHTON (Wilkes-Barre):** Brother Barrett referred to a turnabout. I suggest that there hasn't been one turnabout or two but five turnabouts on this issue.

For years the small locals have called for a residential seminar, and we came into this convention, as Sister Martino pointed out, and we had a residential seminar proposed, adopted by the IEB.

We come into the small locals caucus,

and there was concern about participation and justifiable concern. Sister Hotchkiss, standing here, was concerned that San Antonio couldn't afford to send someone up there.

So a committee was appointed to draft a proposal on this. What that committee came back with had nothing to do with the residential seminar. I asked the question of one of the drafters: "Does this proposal eliminate a residential seminar?" And he said, "yes, it does."

When the proposal came up before the R&I Committee, there was some hedging—"well, if you want to have one, I guess we could have one."

After the proposal was adopted, there was a motion to add to the report the residential seminar. The same people who said, "yeah, I guess we could have one," voted against it.

Now, tonight they are coming back and saying, "well, yeah, let's have one but don't put the emphasis on that; put the emphasis on giving money to locals to send people out for educational programs in their own areas."

I submit that the small locals, the real small locals, want a residential seminar. They want to be able to go to Washington and find out how to fill out the dues reporting forms, to find out who they have to talk to to get answers.

I have heard people saying for years, we can't get answers from Washington, and one of the problems is, they don't really know who to talk to.

I urge the defeat of the majority proposal and the adoption of the minority report. (Applause.)

**BROTHER LARSON** (Central California): I think it is important to note that the vote in the small locals caucus on the proposal—the 1 percent proposal—was 39-34, hardly the overwhelming majority we have been hearing about. There obviously was division within the small locals caucus.

**VICE PRESIDENT TUCKER** (San Francisco-Oakland): It's with deep respect for the motives and aims for the people of the small locals caucus that I rise, brothers and sisters, to urge you not to do anything to torpedo this program of resident seminars, and I believe that the pro-

posal in the majority report would do that, would bleed them.

Now, in the IEB meeting I was critical of this. I was critical because it seemed to me that the reality of this residential seminar fell far, far short of the promise, the promise I thought we heard after the spring IEB meeting.

I thought there was too little money, and in concept it was too short, and in point of fact I unsuccessfully moved to delete money from a different line of the budget and put it here. But in spite of that, in spite of that, this is a move by the IEB to answer a need, to answer a request from the small locals that we have heard from some time.

There isn't enough money; many people won't be able to use it. Those are all things against it. There are a few things for it. It is a program with a shape and a focus and a goal that can be defined. There will be spinoff in staff expertise and in literature to be used in other ways.

I would like, before I vote in favor of diverting funds in favor of setting up something that would, I think, in effect kill this residential seminar, I'd like to know, I'd like to see evidence of how many locals have found programs near their homes and have been unable to use them because of lack of funds.

I can only rely on my own experiences in my own local. We live in an area where we are surrounded by a lot of resources. We have a number of universities and colleges, and in my local we frequently make available to the members programs, and I have to tell you they are very seldom used.

I am afraid that we will divert what could become eventually a meaningful program. I therefore urge you to—I hope I am not out of order since it is not the question on the floor, but I don't think you want to hear these again. I urge you to adopt the first minority report, and in closing, brothers and sisters, I would point out to you that my remarks have a very, very narrow application.

I am arguing for the first minority report, and I am arguing in the affirmative, and these remarks probably wouldn't have much relevancy if some delegate chose to use them two or three debates from now before this group and in the negative.

Thank you very much. (Applause.)

**SISTER HOTCHKISS (San Antonio):** I rise in support of the Prosnitz amendment. My objections to the residential seminar were very basic. San Antonio cannot use it. We don't have the money to go to Washington. We are not very interested in going to Washington. It is a long way from south Texas. There in that intervening 2,000 miles is bound to be another program that will serve just as well without having to go as far, take as much time, lose as much time at work and get just as much out of it.

I am interested, coming from a local that's strapped for money and addressing the convention of a union that's strapped for money, in getting as much out of it as I can, and the air fare from Washington is too much of a waste of money for me to support it.

Like I say, my objection to it is very simple and selfish. San Antonio cannot use it. If it is passed with no flexibility in it San Antonio will not use it, and that is your only local in Texas.

**SISTER FOLEY (Lexington):** I did not get the feeling in the small locals caucus that we wanted to do away with the residential seminar, that we thought the residential seminar was of no value or little value. In fact, I think what was expressed in the small locals caucus was the feeling that perhaps some locals may not be able to afford the residential seminar, as valuable as it may be, and that there perhaps may be other programs in their area that they may be able to use the money for.

Therefore, I support the minority report and oppose the amendment to the majority report because I think that the small locals caucus is being used as a political football here, being tossed back and forth. (Applause.)

**CHAIRPERSON CULVER:** One moment, please. Dianne Martino, the committee chairperson, would like to clarify what she says is a misunderstanding concerning the elimination of the institute. For factual purposes only, Dianne.

**SISTER MARTINO:** Okay. There has been some misunderstanding—and I have heard it in our deliberation here this evening—on this issue.

I have heard a lot of people say that the TNG institutes, commonly known as the traveling road show, would be eliminated, that if we conduct a residential seminar,

with or without the alternative of local participation, the institutes would cease. I have just verified this with our Director of Administrative Operations, and this is incorrect.

In the fall he usually begins working on a program, usually mandated by the convention, if I recall, to a specific problem that a lot of locals are facing; he puts together an institute, various people, individuals from TNG, conduct it. This would not stop.

The fall would be spent planning the residential seminar. The seminar would be conducted, as I say again, in conjunction with an alternative plan or not. The residential seminar would be conducted, and the institutes would then resume, as well as the availability of TNG staff to travel to District Councils and locals to address their individual problems, as has always been available through TNG staff.

I just think that should be made clear so people do not think that we are giving up a lot of other resource materials available to us through the International.

**BROTHER DOUG CUTHBERTSON (San Francisco-Oakland):** I am the administrative officer of a large local, and it is clear in any way that this program has been presented that it is basically not available to large locals, and that doesn't speak to its purpose anyway. The idea is to provide for small locals who don't have paid staffs for their new officers some expertise from our union to enable them to lead a Guild unit.

I think we need a program that's keyed to Guild contracts, Guild problems, and real Guild experiences.

In my eleven years on the staff of SFONG and some ten years of local activity before that, I have attended fistfuls of seminars and institutes and training programs conducted by the AFL-CIO, at a local university in the Bay area, Labor Council-supported programs, technical specialized programs of one and two days that come through town.

These are all good; I don't think they serve the purposes that we have been talking about here today. Some of them are good, and would fulfill the educational needs of small locals, but they are no substitute for the kind of an education that our staff at TNG can give our members.

In that same period of time I have also

had the opportunity to attend a variety of programs put on in Washington by TNG. They have had institutes on UC petitions and an arbitration seminar, a program on wage bargaining. In each of these they have used many of the staff members of TNG, they have drawn TNG's legal counsel in, consultants. They were excellent programs and we could hardly do better in any one of our communities.

I think that this kind of a program ought to be the guts of our educational program in TNG and not an afterthought.

And a question also occurs to me. In small locals where you have new leadership that wants training, who in that local is going to go out and make the arrangements? Make reservations, take care of all the little details that are involved in getting members signed up for a program, recruiting them?

We have a staff in Washington that's prepared to do this at no cost to us and then offer us the subsidies to get us there, and I think that's the way we ought to go on this. (Applause.)

SISTER FITZRANDOLPH (Southern Ontario): I am speaking in favor of the Prosnitz amendment, for lack of an easier way of identifying it. Although I am currently representing a larger local, I have also been very familiar with two small locals, Ottawa and the unhealthy Winnipeg local.

I like the idea of having the flexibility that the amendment provides. I think in many instances as far as my involvement in the Guild in the past, a seminar of a basic nuts and bolts primer for local Guild leadership would have been absolutely invaluable. At other times in my period of involvement with the Guild something like that might well have been rather more elementary than what I needed.

If I have a serious problem in my own local dealing with an organizing situation, I really want to know how to handle that one, and if my local labor council is running a seminar, a weekend seminar on organizing, that's going to be what's going to be most help for the local I am dealing with then.

Another thing that concerns me is that in many of the areas that are being discussed and proposed in the TNG seminar, organizing is one, and labor law is another,

some of the information that Canadian locals would be getting is not going to be of as much help as it will be to American locals because the law is very different. We are currently operating with six of eleven labor codes, not including the Yukon and Northwest Territories which probably have their own too, and the deadlines and the requirements for organizing vary from province to province, and a knowledge—you know, an intimate and detailed knowledge of the National Labor Relations Act is not going to help me organize a unit in Ontario.

So if my problem is an organizing problem and I am trying to organize in Canada, it is Canadian legislation that I am going to want to find out about, and I really want to stress how pleased I am to see an education issue getting before a Guild convention.

I think it is high time that some priority is put on it, and as far as I am concerned, it's where you start building your union. With new members, with stewards—if you have new stewards, what you want is a local steward seminar. Get a whole bunch of them in, teach them how their Guild works, teach them about their own contracts, teach them and get them enthusiastic, going back out into the work place with a keen enthusiasm for the job they have ahead of them. But I think in another way the programs that are available locally tend to get you involved with other unions in the community.

CHAIRPERSON CULVER: One minute.

SISTER FITZRANDOLPH: I will be fast.

That builds solidarity with other unions that could be invaluable in times of a strike, lockout, the kind of bargaining table problems we try to avoid, I really think.

Another problem I have with the minority report is that the only area in which it provides for flexibility in use of the money is for a local that is financially strapped. No other exception is permitted for the use of the TNG seminar. I think a local's priorities can be set by something other than its bank account.

VICE PRESIDENT LOWE: (Southern Ontario): Mr. Chairman, on a point of information.

CHAIRPERSON CULVER: Yes.

**VICE PRESIDENT LOWE:** Through the chair I would like to ask exactly what was said at the IEB meeting. My understanding was that all District Council seminars would be killed until after this seminar was presented. Now, if I am wrong, I would like to get it clarified.

**CHAIRPERSON CULVER:** I will ask President Perlik to reply.

**PRESIDENT PERLIK:** Certainly nothing, John, was said about a big kill. It was explained to the IEB and explained to other forums that the preparation for the residential seminar would take all the time we would have available in the fall to present a series of District Council institutes in the fall. We did not rule out the possibility—we told the IEB as much—the possibility of resuming District Council institutes in the spring.

**VICE PRESIDENT LOWE:** Well, that means after this seminar.

**PRESIDENT PERLIK:** Yes.

**VICE PRESIDENT LOWE:** Correct.

(The question was called.)

**BROTHER MINKKINEN:** Point of information also. Through the chair could somebody please repeat what Ellis Baker said to the Conference on District Councils earlier this week?

**PRESIDENT PERLIK:** Ellis Baker tells me he told the Conference of District Councils just what I told this convention.

**BROTHER BAKER:** Would you like to hear Ellis Baker repeat it?

**CHAIRPERSON CULVER:** Ellis is recognized to answer the question.

**BROTHER BAKER:** What I told the International Executive Board, what I told the Conference of District Councils, was just this: That if this convention approved a residential training seminar, we proposed to devote the bulk of my time between now and that seminar in preparing for that seminar so that it would be a worthy seminar, so that we could develop materials for the seminar which could in turn be developed for use in locals and District Councils and provide the basis for some of the organizing and educational materials this convention has asked for and that we have not yet been able to provide.

I said this would mean that I would not

undertake to prepare and present a formal institute series in the fall. I said it did not rule out my presenting ad hoc programs to District Councils or locals, nor would it rule out the presentation of those programs by other members of the TNG staff.

Indeed, I am talking to more than one local at this convention about putting on a stewardship program, for example, for that local. These would be programs for which we have materials in hand which would not require extensive preparation on my part, and I could do that.

I could not develop a new institute series on a new subject that required extensive preparation and prepare for the residential seminar at the same time. We could resume the institute series in the spring if there were a topic that seemed to require it.

The basic point, however, is that once the residential seminar is established, the same sort of annual preparation will not be required, and in the future we would continue to have a full institute series and the annual training seminar.

That's what I said to the Board; that's what I said to the Conference of District Councils; that's what I said to Prosnitz; that's what I said to Minkkinen; and that is what I am saying to you, and I hope that puts an end to it. (Applause.)

**CHAIRPERSON CULVER:** On my left.

**SISTER DALTON (Pawtucket):** I would beg the indulgence of a very weary group. I am a freshman delegate. I am not from a small local; I am from a tiny local. We have not been represented at the last two conventions, and while, as attractive as this program is in terms of relieving me of my great ignorance of how to be a union leader, we do not have the funds to get me to Washington or anybody else. So when the small locals caucus met and came up basically with the majority report the first time those ideas arose, I greeted with a great deal of enthusiasm the suggestions by a number of other people from other small to tiny locals—the notions that one could be prepared for union leadership in the area and at the same time build a network of association and interchange with other unions.

I find the majority report with the perfecting amendment to basically incorporate the best ideas of the smallest locals—the



ones most strapped financially, most unable financially to send delegates to convention, let alone young, new leaders to Washington. I find the perfecting amendment incorporates the residential seminar and the best ideas of the smallest locals who find themselves most ill-prepared to deal with small locals who are in danger of disappearing.

So I would encourage the body to think and approve the majority report with the perfecting amendment.

Thank you. (Applause.)

**SISTER LANE** (Vancouver-New Westminster): I will pass my turn to Brother Tubbs.

**BROTHER TUBBS** (Vancouver - New Westminster): Actually I was really pleased to hear the sister that spoke before me, because if we gave them the five minutes that was requested by the small locals caucus, probably the last three-quarters of an hour would have been moot. (Applause.)

It seems to me that the vote was 39-34 in the small locals caucus to have the seminars not held in Washington, but rather, to avail themselves of some of the local programs that they have in their areas, and it seems to me that the amendment as it is being referred to takes care of both of those problems. The 39 that wanted to go to the local areas and have the education conducted there could go there, and the 34 that wanted to go to Washington could go to Washington, and it just seems to me that that makes so much sense that I find difficulty in believing some of the debate.

Thank you. (Applause.)

**CHAIRPERSON CULVER**: All right, Patty.

**SISTER LANE**: I move the previous question.

(Seconded by several.)

**CHAIRPERSON CULVER**: All right. The previous question has been moved. It requires seconds from twelve persons from five locals.

**SISTER MUNCH**: Second, Victoria.

**SISTER CRAIG**: Second, Sue Craig, SONG.

**DELEGATE**: Second, San Francisco-Oakland.

**BROTHER NELSON**: Second, Twin Cities.

**BROTHER STEWART**: Second, Stewart from Albany.

**BROTHER MINKKINEN**: Second, Minkinen, Chicago.

**BROTHER MILLER**: Ross Miller, Southern Ontario, seconds.

**BROTHER GILBERT**: Gilbert, Washington-Baltimore, seconds.

**BROTHER RYAN**: Ryan, Buffalo, seconds.

**CHAIRPERSON CULVER**: All right, that's sufficient seconds.

All right, the motion before you is to move the previous question. All in favor of moving the previous question please say aye. Opposed? The motion passes, and that ends debate.

#### MOTION CARRIED

**CHAIRPERSON CULVER**: The mover of the motion is entitled to close. Frank.

**BROTHER PROSNITZ**: Thank you. I would like to address a couple of points, but before we do that, I hope when we vote that we do vote on the merits of the proposal, not on politics and not on sour grapes. (Groans.)

All right. This was an issue that's been around for a long time. Small locals, large locals as well, have sought education. In the past the small locals have asked for education.

The International has come in with a program, and like any convention and like any group of delegates, we have a right to examine that program and to see whether that program as well as any other program presented to us meets the needs or meets our needs, and a group of locals, small locals got together and found that it didn't, and the vote was 39 to 34. That meant there were a considerable number of people who did not want the residential program, and it also meant that there were a considerable number of people who would participate in the residential program.

When this was proposed—and if you read the majority report, it did not have to be spelled out that the residential pro-

gram could be held. There could also be other programs held.

TNG had the option to hold the residential seminar, to hold regional seminars, to hold the kind of programs that could be tailormade to locals' needs, and different locals have different needs and the locals could analyze their needs.

I heard it said, questioned, whether locals could afford to send people to local programs. Sure, they can afford to send people to local programs, some of them. But with this kind of a program they could send more people.

We can develop the kind of leadership throughout locals so that not only a president can answer a question from a member, but maybe a steward can answer a question, and maybe a grievance chairman can go in feeling capable in grievances if he gets grievance education, and maybe our locals can be strong from top to bottom, and maybe we should educate all our members so that we are stronger.

The benefits of education through whatever program best suits that particular local is going to be to the best benefits to the locals and to the International, and I just hope you take a look at this program.

It was never said that we were opting out of the educational program. What was said is that what we were opting out of a mandatory residential program and that we were leaving choice to the locals, and in the R&I Committee Ellis Baker was asked whether or not under this program TNG could still put on a program, a voluntary program, and he said they could.

CHAIRPERSON CULVER: All right, the motion is — Ellis Baker has asked the permission of the convention to speak. Does he have this permission?

(Cries of "Yes.")

CHAIRPERSON CULVER: The ruling of the chair is that you may speak, Ellis.

BROTHER BAKER: Again there appears to be some confusion. The question that was asked me in the Research and Information Committee was if, under what became the majority program, a local receiving its share of the 1 percent instead of using that money to put on a local program chose to come to TNG and asked TNG to come in that local and put on a

program did I feel that proposal permitted that, and I said, "Yes, it did."

But I also split the question and said I do not think the proposal permits TNG to put on the recommended residential training seminar and to the extent Frank Prosnitz's remarks led you to believe that, he was in error.

CHAIRPERSON CULVER: The vote will now occur on the Prosnitz amendment.

SISTER WILSON (Montreal): To save time, I suggest we go straight to a roll call vote.

CHAIRPERSON CULVER: All right. There is a motion for roll call. This requires twelve seconds from five locals.

SISTER LANE: Lane, Vancouver-New Westminster, seconds.

BROTHER PROSNITZ: Prosnitz, Providence.

BROTHER MINKINEN: Minkinen, Chicago.

BROTHER GILBERT: Gilbert, Washington-Baltimore, seconds.

BROTHER TUBBS: Tubbs, Vancouver-New Westminster.

SISTER ARNST: Arnst, New York, seconds.

SISTER HOTCHKISS: Hotchkiss, San Antonio, seconds.

SISTER TORNEY: Torney, SONG, seconds.

SISTER STORY: Story, Peoria, seconds.

VICE PRESIDENT STONEBANKS: Stonebanks, Victoria, seconds.

CHAIRPERSON CULVER: All right, that is sufficient.

Will the tellers who conducted the earlier vote please come forward.

While we are preparing for this, I will remind you again what we are voting on. This is an amendment to the majority report. The amendment is on the majority report under item eight, and it would simply add language at the end of item eight. I will read the language again.

"TNG is also encouraged to offer a residential seminar during the coming year to which all interested locals may send local

leaders. The program would be funded by a pooling of the grants that the participating locals request."

**BROTHER LARSON** (Central California): Point of information.

**CHAIRPERSON CULVER**: Yes, Lanny.

**BROTHER LARSON**: As I understand what we are about to do, we are voting only on the perfecting amendment, is that correct?

**CHAIRPERSON CULVER**: That's correct.

**BROTHER LARSON**: We still have the minority report to consider, is that correct?

**CHAIRPERSON CULVER**: That's correct.

**BROTHER LARSON**: Thank you.

**CHAIRPERSON CULVER**: Secretary-Treasurer Dale.

**SECRETARY-TREASURER DALE**: The roll call on the majority report on Research and Information.

(The roll was called by Secretary-Treasurer Dale as follows:)

<i>Local</i>	<i>Yes</i>	<i>No</i>
Akron	3	—
Albany	—	4
Boston	—	5
Brockton	—	3
Buffalo	—	9
Canadian Wire Service	—	9
Central California	—	9
Chattanooga	2	—
Chicago	7	—
Cincinnati	—	3
Cleveland	2	6
Columbus	—	4
Denver	—	8
Detroit	13	—
Erie	—	4
Gary	—	2
Great Falls	1	—
Harrisburg	—	2
Hawaii	—	6
Hudson County	—	2
Knoxville	—	2
Lexington	—	1
Los Angeles	—	5
Manchester	—	3
Memphis	—	6
Montreal	4	—
New York	48.53	6.47
Northern Ontario	1	—

<i>Local</i>	<i>Yes</i>	<i>No</i>
Ottawa	5	—
Pacific Northwest	—	13
Pawtucket	2	—
Peoria	2	1
Philadelphia	10.84	2.16
Pittsburgh	—	3
Portland, Me.	—	5
Providence	6	—
Pueblo	3	—
Puerto Rico	—	12
Rockford	2	—
St. Louis	—	12
Salem	—	2
San Antonio	2	—
San Diego	—	10
San Francisco-Oakland	4	12
San Jose	—	9
Scranton	—	3
Sheboygan	2	—
Sioux City	1	—
Southern Ontario	19	0
Terre Haute	0	3
Toledo	1	5
Twin Cities	10	0
Vancouver-New		
Westminster	12	—
Victoria	4	—
Washington-Baltimore	20.81	2.18
Wilkes-Barre	—	3
Wire Service	—	14
Youngstown	—	3

**BROTHER**: Brother Chairman, while we are waiting for the tellers, I wonder if I might make a comment on some personal remarks referred to earlier. While I agree wholeheartedly with the brother from Knoxville, I do want to say that the Buffalo delegation has tried to make its presence felt here this year but didn't leave any buffalo chips anywhere. (Laughter and applause.)

**SECRETARY-TREASURER DALE**: Brother Chairperson, the roll call on the amendment to the Third and Final Majority Report of Research and Information, the tellers certify the results as follows: "Yes," 188.18. "No," 213.81. (Applause.)

**CHAIRPERSON CULVER**: All right, the motion is defeated.

### MOTION LOST

**CHAIRPERSON CULVER**: Are there further amendments to the majority report?

**BROTHER ROEDER** (Peoria): It is my understanding that a motion to amend the minority report is in order at this point.

CHAIRPERSON CULVER: Not at this time. First, as Counselor Barr explained awhile ago, we complete all amendments to the majority report to perfect the majority report, and then we will take up any amendments to the minority report.

BROTHER ROEDER: Okay, then I would like to perfect the majority report. Then do I move to make a perfection or what?

CHAIRPERSON CULVER: You simply move an amendment to the majority report if you have one.

BROTHER ROEDER: Okay, I would move to amend the majority report on page four, number eight, where it reads, "TNG set aside 1 percent of its annual operating budget beginning in fiscal 1981-82 to subsidize local education programs for local officers," and delete the word "stewards" and add "and active leaders, such as bargaining chairmen, in such basic subjects as—" and the rest of it stands pat.

I would like to speak on that just a moment.

The Peoria local, believe it or not, thought of this all by themselves without the help of unity membership, joggers caucus or anything else. (Laughter.)

And our local, our bargaining chairman, which does quite a bit of the work, is not an officer, and we would like desperately to see him come and participate in some program like this whether it be in Washington or Peoria.

We would liked to have had some money for a program at Bradley University in Peoria, but if we don't get that we will take anything. Something is better than nothing. So I would move that amendment to the majority report.

CHAIRPERSON CULVER: All right, you are going to take out the word "stewards" and substitute "bargaining chairmen" and what?

BROTHER ROEDER: Substitute "and active leaders, such as bargaining chairmen" I am sorry, chairpersons." That's correct.

CHAIRPERSON CULVER: All right, it is difficult for me to work when I don't have the exact wording, but you remove the word "stewards" and replace with "active leaders."

BROTHER ROEDER: "TNG set aside 1 percent of its annual operating budget beginning in fiscal 1981-82 to subsidize local educational programs for local officers and active leaders, such as bargaining chairpersons, in such basic subjects as organizing, administration and finance, collective bargaining, grievance, arbitration and labor law."

This simply puts in some discretion for the local to send some people who aren't officers but who do play a very important part in steering the Guild towards a good contract.

CHAIRPERSON CULVER: All right, was there a second to this motion?

(Seconded by several.)

CHAIRPERSON CULVER: Moved and seconded. Is there further discussion of the motion?

(The question was called.)

CHAIRPERSON CULVER: All in favor of adoption of the motion please say aye. Opposed, no. The ayes have it.

MOTION CARRIED

BROTHER ROEDER: Thank you.

CHAIRPERSON CULVER: Are there any other amendments on the majority report?

All right, the mikes are clear, so that completes the perfection of the majority report and amendments of the majority report.

We now proceed to the minority report. Are there any amendments to the minority report?

BROTHER MORRISSEY (Wire Service Guild): Brother Chairperson, I have an amendment.

I move to amend the third line on page two of the language entitled number eight to read, "at least \$18,000."

CHAIRPERSON CULVER: Instead of \$12,500?

BROTHER MORRISSEY: Instead of \$12,500.

CHAIRPERSON CULVER: Is there a second to that motion?

BROTHER: Second.

**CHAIRPERSON CULVER:** All right, do you wish to speak to the motion?

**BROTHER MORRISSEY:** Brother Chairperson, the Wire Service Guild has great sympathy for the concerns of the small locals. While we do not fit that category as delegates at this convention, the Wire Service Guild, in fact, is a group of small branches located in 140 cities in all 50 states of the United States.

We, too, are interested in education. We would not qualify for this program. It is our concern that enough money be available to meet the needs of the small locals who are financially strapped, and I am assured that if at least \$18,000 is made available in this program, that subsidies for travel for small locals in the West would amount to 80 percent, for small locals in the central region would amount to 70 percent, and that small locals in the East would receive subsidies of at least 60 percent and that the 60 percent subsidy on room and board would still be available.

In addition, the additional money would make more meaningful the second paragraph of number eight, and we urge you to support the amendment of the minority report.

(Seconded by several.)

**CHAIRPERSON CULVER:** It's been moved and seconded. Center mike.

**BROTHER BARRETT** (Knoxville): Brother Chairperson, we, the signers of the minority report, believing this to be a friendly amendment, accept it.

**CHAIRPERSON CULVER:** Is there further discussion? Pat.

**VICE PRESIDENT RUSHTON** (Wilkes-Barre): I just have a question on that amendment. Was that intended to leave the words, "at least," in there, at least \$18,000 or \$18,000? I wasn't clear on that.

**CHAIRPERSON CULVER:** As I understood it, it left "at least." Is that correct, Brother Morrissey?

**BROTHER MORRISSEY:** That is correct.

**BROTHER MINKKINEN** (Chicago): Could I ask a point of information, Brother Chairman?

**CHAIRPERSON CULVER:** Yes.

**BROTHER MINKKINEN:** I am not sure

as to the meaning of the phrase, "cannot financially afford," or however it is stated. Could someone please explain that? What criteria would be used to determine that?

**CHAIRPERSON CULVER:** Jerry, would you tell me which phrase you are talking about.

**BROTHER MINKKINEN:** In the second paragraph, in the first line, it says, "In the event that a local is financially unable to participate." I am not sure how the determination would be made as to whether a local was or was not financially able to participate. Perhaps someone could explain that.

**CHAIRPERSON CULVER:** Does somebody wish to—is that germane to the \$18,000 figure?

**BROTHER MINKKINEN:** Yes, I believe it is perfectly germane to the \$18,000 figure because, as I recall the brother's justification, he said that would make the second paragraph more meaningful.

**CHAIRPERSON CULVER:** Does anyone wish to reply to that? Recognize Brother Perlik.

**PRESIDENT PERLIK:** Brother Chairperson, I am not thoroughly familiar with what went on in the minds of the drafters of the minority report, but if I am called upon to interpret and eventually administer this legislation if it is adopted, we would question the local and try to have it ascertained and satisfy our inquiries as to why it is financially unable to participate, and if those reasons are good and sufficient, they would qualify for the additional assistance that is contemplated in that paragraph.

**SISTER O'BRIEN** (Vancouver-New Westminster): I would just like to refute the contention of the fifth paragraph on page two where it says that it is simply not true that education offered at the local level originating outside the Guild can best be accomplished outside the Guild.

In B.C. we have an excellent program put forward by the Canadian Labour Congress. It is called the Winter School, to which we send up to ten delegates every year. We are a large local, but we have small units, and we send the up and coming leadership of our small units to this program.

**BROTHER LARSON,** (Central California): Point of order, Mr. Chairman.

CHAIRPERSON CULVER: Yes.

BROTHER LARSON: Is this germane to the \$18,000 issue?

SISTER O'BRIEN: I'm sorry. I thought you were finished with that.

CHAIRPERSON CULVER: No, I should have stopped you earlier.

SISTER O'BRIEN: I apologize. I thought you were finished with the \$18,000.

CHAIRPERSON CULVER: We are still on the amendment.

SISTER O'BRIEN: I will leave until later then.

CHAIRPERSON CULVER: Very well. Is there further discussion on the substitution of the figure of \$18,000 for the figure of \$12,500?

I don't see anyone at the mike on that issue, so the vote will occur at this time on amending the first paragraph under eight to say \$18,000 instead of \$12,500. All in favor of the amendment please say aye. Opposed, no. The ayes have it. The amendment is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: Now, are there further amendments to the minority report?

BROTHER ROEDER: Yes. Mike Roeder, Peoria.

I would move to amend the minority report in the following manner: On page two, next to number eight, it would read "TNG during the coming year conduct a residential seminar for new local officers and active leaders, such as bargaining chairpersons; that TNG subsidize attendance at the seminar to the extent of at least \$18,000—" whatever it has been changed to at this point, and the rest of it stands pat.

CHAIRPERSON CULVER: All right, is there a second to that motion?

BROTHER: Second.

CHAIRPERSON CULVER: Is there a debate on that motion? Yes.

BROTHER LARSON (Central California): I have a problem with that. This whole seminar business is designed to be a nuts and bolts training experience for our new officers. It isn't designed to train

active leaders who have been in place for awhile or whatever that is, and frankly, I don't know.

My understanding of this is that it would be strictly to train people in the basics so that they would be able to handle the day-to-day operation in their locals.

CHAIRPERSON CULVER: Is there further discussion on the amendment?

VICE PRESIDENT RUSHTON: (Wilkes-Barre): Yes, Harry. I rose and I just wish to concur, and once I got up I didn't like to sit back down.

The purpose of this seminar was a nuts and bolts seminar for local officers, presidents and treasurers, and I think when we discussed this at the IEB, the intention was to limit it to two people. If you start talking about active leaders that could go on indefinitely.

CHAIRPERSON CULVER: Is there further discussion on the amendment?

BROTHER ROEDER: I would like to close debate.

In Peoria we have a new bargaining chairman every time around, and this person means more to us than our officers at that point, and we have a policy he not be an officer, as a matter of fact.

He sits down and does much more work than any of our officers ever do, except the treasurer because we hand collect those dues, and I think if this language is accepted, it will just give some of the locals some discretion to send leaders that are active but yet not top officers, and it is nothing—I really don't see the harm in that, and I move its adoption.

CHAIRPERSON CULVER: Would you give me only the words that you are inserting?

BROTHER ROEDER: After the word "officers" I am inserting, "and new local officers and active leaders such as bargaining chairpersons."

CHAIRPERSON CULVER: All right, are you ready for the vote on the amendment? All in favor of adoption of the amendment please say aye. Opposed, no.

The chair is in doubt. (Groans.)

Let me ask the vote one more time. All in favor please say aye. Opposed, no. The

ayes clearly have it. (Laughter and applause.)

#### MOTION CARRIED

**BROTHER ROEDER:** Thanks. Since it is after midnight, we'd like to wish everybody a happy Fourth of July because Attorney General Smith told us Friday, the third, is now the Fourth of July, so happy Fourth of July. We have to take it.

**CHAIRPERSON CULVER:** Are there further amendments to the minority report?

Is there further discussion on the minority report?

**SISTER O'BRIEN** (Vancouver - New Westminster): Is this my chance now?

**CHAIRPERSON CULVER:** Yes.

**SISTER O'BRIEN:** Good, as I started out to say a little bit earlier, I do take exception to the way it is stated in the minority report that you can't get the best possible education for your union members at the local level.

We have been using the Canadian Labour Congress' Winter School, sending people from our smaller units and people who are up and coming in the bigger unit to it, and we have found that the people going out there, mixing in with other unions, are gaining a lot of experience.

We sent some of our people who are on our VDT Health and Safety Committee to it this spring, and it was extremely useful for them to meet with other union members and set up contacts with someone.

We have also sent inexperienced bargainners out to their bargaining course and to their grievance course.

So I would just like to be on the record as taking an exception to the way that the minority report describes local education programs and to note that in the majority report it was suggested that the local programs be carried on in consultation with TNG.

**CHAIRPERSON CULVER:** All right, Dianne Martino, the chairperson of the committee, has asked to speak to this point.

**SISTER MARTINO** (Manchester): Yes, in addressing this point, the drafters of the minority report, the signers, I should say, of the minority report it was not the in-

tent to imply that other programs were not useful, extremely useful, invaluable, or anything else.

I, myself, have been fortunate enough to have taken courses at the Meany Center, gone to local organizing kinds of seminars, gone to AFL-CIO sponsored seminars, both regionally, locally, nationally, and I have found them invaluable.

It was the opinion of the signers of this minority report that nothing, indeed, can substitute for a specific program geared to the problems of the newspaper industry.

We are a unique union, and I don't think that somebody from the Machinists can tell me how to bargain a circulation problem or grieve a circulation problem or bargain a great many number of clauses that are unique to our industry.

We do not intend to discredit other education programs. We hope TNG members participate in them as much as possible. However, there is no substitute for something geared to our industry, and that was the intent of the signers of this minority report.

**SISTER WILSON** (Montreal): Speaking to the minority report in its entirety, I would like to say I am not going to repeat the arguments that have been made. I think you know what the position is of the people who oppose this report.

I would simply like to say, there has been a great deal of discussion as to just how widespread the support in the small locals caucus was for the majority report for the recommendation that is contained in the majority report: 39 locals voted in favor of it: 34 voted against it.

I think nonetheless that even some of those who voted against it have said this evening that they wanted the choice, they wanted to be able to choose whether or not they would go to a residential seminar or have some kind of educational program closer to their home.

I think it is extremely unfortunate that the minority report as it is contains no provision for choice. The only time you will be able to go to another kind of seminar is if you cannot afford to go to the residential seminar. I think that even some of the people in the small locals caucus who voted against the majority report are being denied that choice, and I would urge defeat of the minority report.

BROTHER SCHULTZ (San Diego): Just a question. Was that 39 locals versus 34 locals, or 39 delegates versus 34 delegates? I don't think we have that many locals represented here.

(Cries of "Delegates.")

SISTER WILSON: Delegates, obviously.

BROTHER HATCH (Cleveland): Move the previous question. (Applause.)

CHAIRPERSON CULVER: Is there objection to moving of the previous question?

(Cries of "No.")

CHAIRPERSON CULVER: All right, it will be the order then that that will close the debate, and we will give the right to John Barrett to close the debate.

BROTHER BARRETT (Knoxville): Thank you, Brother Chairperson.

It's late. A lot of wind has passed through the room. (Laughter.)

I think everyone knows what the issues are and where the positions lie without my embellishing on it.

Thank you. (Applause.)

CHAIRPERSON CULVER: All right. The motion now before you is adoption of the minority report. All those in favor of the adoption of the minority report please say aye. Opposed say no. The ayes have it, and the report is adopted. (Applause.)

MOTION CARRIED

BROTHER BARRETT: Thank you.

CHAIRPERSON CULVER: Now we are back on the original report.

Wait a minute. There is another minority report, Lanny.

BROTHER LARSON (Central California): Mr. Chairman, I rise to offer a Second Minority Report.

**SECOND MINORITY REPORT  
OF THE  
RESEARCH AND INFORMATION—  
POLITICAL ACTION—  
GUILD REPORTER COMMITTEE**

**RESEARCH AND INFORMATION**

The Majority Report recommends that TNG prepare for future conventions a

"status of locals" report covering "existing strikes, status of negotiations and expiration dates, current organizing drives and any information which would be of use to other locals."

Such a compilation is neither necessary to the convention's purpose of legislating for the Guild nor reasonable in its demands upon a staff that successive conventions have affirmed is not large enough to do all that urgent Guild needs demand.

The Officers' Report, as it is currently prepared, presents convention delegates with a mass of information about every facet of Guild activity, local and Guild-wide, organized in a manner that enables delegates to deal with the wide array of Guild problems, needs and trends. A local-by-local situation report would not materially assist this process.

What it would do is tie up the Guild's limited staff of international representatives, whom the recommendation's initiators contemplate as the authors of these reports, for lengthy periods of time each spring, gathering and writing them for six dozen locals, including New York, with its more than 30 units. The alternative, that they be prepared by TNG's even smaller inside staff, already stretched to the limit preparing material for the Officers' Report while trying to keep up with the whole range of Guild activity, is even less thinkable.

We need IRs on the road, not at the typewriter. The undersigned move to strike Recommendation 7 and the two paragraphs of the preamble beginning "Each year" and ending "of use to other locals."

Signed: Dianne M. Martino, Manchester, Chairperson; Lanny Larson, Central California; Robert A. Steinke, St. Louis; Sidney Goldberg, Toledo; Tom James, Toledo; Virginia Watson, St. Louis; John R. Barrett, Knoxville.

CHAIRPERSON CULVER: All right, the adoption of the Second Minority Report has been moved. Is there further discussion?

BROTHER STEWART (Albany): Yes, Brother Chairperson.

I would like to rise in support of this motion. I definitely think that we ought to remember the discussion we had just a little while ago about how much work our IRs have and how we need them for or-



ganizing, and if we really want to find out what's going on in our sibling locals, I suggest that we all adjourn to the hospitality suite where we could talk with one another. We may find out a good deal. (Applause.)

CHAIRPERSON CULVER: I neglected to ask if there were any other signers of the minority report.

BROTHER McFARLANE: Keeble McFarlane, Canadian Wire Service.

CHAIRPERSON CULVER: That seems to be all the signers.

SISTER PALTER (San Francisco-Oakland): My local is presently engaged in an organization drive with four other unions, and I know that my executive committee knows the details of that drive, and that is given in a verbal report. That's the way my local wants it.

It is quite possible and even probable that IRs will be engaged simultaneously in several organizing drives, but as prudence would dictate, this would result in not one scrap of paper being produced—at least I hope so. Would it appear then that the IR is spinning his or her wheels instead of servicing or organizing?

I urge that we do not pass number seven.

SISTER FITZRANDOLPH (Southern Ontario): I will be as succinct as I possibly can.

I have checked this over with the one IR who does prepare such a report, Bill McLeman, our Canadian Director, and he tells me it takes him about two days a year to do it. He keeps a running file, and when he is waiting for phone calls and has brief periods of time when he can get at it towards the convention period, puts an hour or so in, but he said it tallies up over the course of a year to about two days.

I think we can afford that kind of time from our IRs to get the information we want.

SISTER ARNST (New York): I want to speak against the minority report. All that the resolution is talking to is organizing the information in the Officers' Report in an easier-to-read format. It doesn't require a substantial amount of new information. It is just a way of organizing it in a way that you can pick it up, easily look through it, easily find what you want to know about other locals. When you come to the conven-

tion, it will be much easier to talk to the delegates from other areas, see what their problems are. You can see who has the same problems you have and talk to them.

I don't think it is going to require a lot of extra time. It is just a different way of presenting the information.

BROTHER EDGINGTON (San Diego): I rise to support the second minority report. I urge that you defeat the resolution entitled, recommendation seven. It may be very easy for a director who has an office to collect the data needed for such a report, but calling upon my experience as an International Representative in the mid-'60s, it is simply not that easy when you have an assignment in Great Falls, Montana, Niagara Falls, New York and San Antonio, Texas, all at the same time, all demanding a great deal of servicing and all breaking with their various problems.

I would have loved to have spent two days at home in that period of time; two days to have the luxury to sit by my telephone and call the locals that I was assigned to call and gather this information, but it simply doesn't exist, and I think you really ought to vote this down. It is a very dangerous recommendation.

BROTHER MINKKINEN (Chicago): Yes. I rise to speak against the minority report and in favor of the majority report.

I think that there are several things that are included within it, and I think that the brother who spoke just before me probably touched on one of them. But let me speak to the other, first.

When we have had some discussions with our Canadian brothers and sisters about the type of information that is available to locals, coming to the convention, they were rather surprised and shocked to learn that we did not have the type of comprehensive breakdown of information that was available to them at convention and which was given to them by the Canadian Director, Bill McLeman.

And despite anything that has been said here earlier, I do not believe that the preparation of this type of information is in any way spinning wheels. It is putting forth information that locals really need to have and taking a look at analyzing their own problems and comparing them with problems that other locals are having.

And I would like to say one thing further.

One of the other long standing cries of small locals over and over and over and over is that they do not receive the telephone contact now and then. They do not receive every once in awhile a telephone call to find out how things are going and what's happening in the local, and that's exactly the kind of thing, I think, that we need to do in order to communicate better one with the other and for small locals to communicate their problems with TNG.

I don't see there is anything dangerous about TNG staff contacting locals. (Applause.)

**BROTHER CHRISTOPHER J. SMITH** (San Francisco-Oakland): I am a member of the R&I committee, and I didn't vote with the minority report on this issue because it was mentioned that if the locals think that staff report is something that would be valuable, the locals themselves could compile the information, only one or two pages possibly, and then submit it. So all that has to be done would be that it would have to be compiled and maybe typed, and—I don't know, it wasn't expanded. That was a possibility.

**BROTHER CUTHBERTSON** (San Francisco-Oakland): If the rest of you are keeping the same things TNG sends me, you have about a four-foot file in your home or in your office of blue, canary, green and yellow sheets with current minimums, stacks and stacks of recent contract settlements broken down local by local, giving me more information than I ever want on a whole lot of stuff but many things that come in handy.

The Officers' Report every year at the convention gives a local by local breakdown of organizing activity, all over our International.

I don't want any more stuff, fellows. If I have a specific question, I can come here and ask, but don't send any more paper, please. (Applause.)

**BROTHER TOWNSEND** (Brockton): Yes, it would be very easy for the International Reps to regather the material and put it together so it would be easier for us to look at it, but it would also be just as easy for the individual delegates to do that, and we don't have to pay the individual delegates the wages to do that. Money paid for the International Reps is better spent organizing.

**BROTHER TUBBS** (Vancouver-New Westminster): Actually there's a whole lot of talk here over a real good idea--hell of a good idea.

You know who the hell of a good idea is for? Not for you guys that have been here five and six and ten and twelve conventions but first and second time convention goers that haven't got a God damned clue who's who. You know what I mean?

We walk in here, we open up the book, when we go to Canadian Caucus and we open it up, and we know what's going on in Montreal and we know what's going on in Toronto and we know what's going on in Victoria because it is all written there. But I got to walk into a meeting upstairs and meet someone from Akron and I got to whip around with this bloody Officers' Report that I go from section to section that tells me one place how they are doing in organizing or how they're doing in the strike and on and on like this.

If I had that little report—it's a little report. It's a little report! Sister, have you ever looked at it? H-m-m. No. Half of you have never seen it, right? So you don't know what the hell you are talking about, do you? But we all use it for a political football, don't we?

It is a simple two or three paragraph report on how the locals do. You don't have to give no secrets out. Christ, we'd hate to ask you for secrets. (Laughter and applause.)

I could have used that report here during the convention, seriously. The convention is over. The truth of the matter is—well, it's almost over—give it another day.

And the truth of the matter is, I probably only met 5 or 10 percent of you. I don't even know your faces. Half of you I don't even know your locals.

If I had that book to go home with, I'd know how your locals were doing. I am not talking for the guys that are here for long times. I am talking for the guys that have just come. (Applause.)

**CHAIRPERSON CULVER:** The chair would observe the night might be almost over but not the convention.

**BROTHER ACKLEY** (Central California): I'd just like to point out that as a first-time delegate myself, I am very much aware of those delegates who have been

here five and ten and twelve years in a row, and I think it should have been pointed out they have been here five and twelve years in a row because they were elected to represent their locals.

**BROTHER STEWART (Albany):** I would like to say a word of praise on behalf of Brother Bill Brown, which is relative to this. That man carries a briefcase that weighs almost as much as mine, and he doesn't need my working file which is at least two inches thick to add to it.

He does one superhuman job in Wilkes-Barre; he does one superhuman job in Albany that I know of, and I know that he knows my local as well as he knows any others, and I trust him, and I think that if there was any significant problem in Albany that ought to be spread around that it would get spread around mighty quick. And I don't think he needs to take up his time preparing another 10-page report on the status of Albany.

**VICE PRESIDENT TUCKER (San Francisco-Oakland):** I have been looking at this, brothers and sisters, and I don't see anything here that says an IR has to do a damned thing. What it says is that TNG shall prepare some reports on the status of locals, and from listening to the debate and after spending a few minutes in that committee the other day it appears to me that what they want is kind of a log of salient events during the year in various locals.

Now, a couple of people who feel differently about this than I do have pointed out that this stuff is prepared, it is prepared in great volume, and what these people are looking for, what these brothers and sisters are looking for, is a little editing job, and I don't think that's a dangerous thing.

I think it might be of limited use to us, but I think it is worth considering because some people feel very strongly about it.

They might, for instance, not have been surprised at the sudden demise of the Bay City Guild had they known the kind of trouble that was going on there.

I suggest that it is not an unreasonable request. (Applause.)

**BROTHER DAWSON (Southern Ontario):** I would just like to mention to the

American delegates here that you really ought to give it a try.

You really ought to give it a try. It shouldn't come as too great a shock to you that we Canadians every once in awhile occasionally maybe do have a better idea. After all, as some of you may have noticed, we are competent. (Laughter and applause.)

**BROTHER CIUCCIO (Denver):** I rise in support of the Second Minority Report. For a union which represents people that are trained in writing, I am amazed at how many of us don't read. We have plenty of information to read. All we have to do is sit down and read it and edit with our eyes and our brain.

(The question was called.)

**CHAIRPERSON CULVER:** The question has been called. It appears the mikes are clear, and Lanny, you are recognized to close.

**BROTHER LARSON:** I would like to close quickly because I understand some people have one o'clock in the pool as to when we are going to get out of here.

The only things I'd like to say are that this whole proposal, I think, would be an exercise that would take away from some of the very things we are trying to do at this convention. Specifically, we are trying to communicate better, and we are trying to organize better, and I think that the earlier communications become available to us, the better.

I think there is a tendency to fall back on a handy, once-a-year kind of a compilation, and that's our total shot. It is our fix for the year.

It is much better, it seems to me, to take the information that's sent out by TNG in volume, sent out through the Guild Reporter, dispensed through the District Councils, sent local to local. It's there. It's available to us. We don't need this.

**CHAIRPERSON CULVER:** That concludes the debate.

We will take the vote at this time on the Second Minority Report of the Research and Information—Political Action Committee. All in favor of the Second Minority Report please say aye. Opposed say no. The ayes have it. (Applause.)

**MOTION CARRIED**

**CHAIRPERSON CULVER:** We are now back to the original report, the Third and Final Report of the Research and Information—let's have a little order, please.

The Third Report of the Research and Information—Political Action—Guild Reporter Committee as amended by the First Minority Report and the Second Minority Report. Will there be discussion on the final report?

(The question was called.)

**CHAIRPERSON CULVER:** I will take the vote at this time. All in favor of the Third and Final Report as amended by the First and Second Minority Reports please say aye. Opposed, no. The ayes have it, and the report is adopted.

### **MOTION CARRIED**

**CHAIRPERSON CULVER:** Linda Foley.

We will take up at this time the Second Report of the Rules Committee. This will be the last item of business tonight, and Linda Foley is recognized.

**SISTER FOLEY (Lexington):** If we just wait a few more minutes tonight, maybe it will make things go a little faster tomorrow.

This is the Second Report of the Rules Committee, and it concerns nomination of vice presidents at large, and the report starts with number 24.

## **SECOND REPORT OF THE RULES COMMITTEE**

### **Nominations of Vice-Presidents At Large**

24. If more than twelve candidates are nominated for the six offices of Vice-President At Large pursuant to Article VI Section 3(c) of TNG's Constitution, the Convention shall 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 six candidates on each ballot. Upon each ballot the candidate receiving the least number of votes shall be eliminated until twelve candidates remain. These twelve shall then be declared the nominees of the Convention.

### **ON THE APPLICATION OF RULE 24**

The Rules Committee presents to the Convention interpretative guidelines on the application of Rule 24:

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 six candidates.

3. **Example:** Local with three votes, two delegates—Each delegate may cast  $1\frac{1}{2}$  votes for each candidate up to six candidates.

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

6. The votes referred to above are not cumulative. In the example cited in number four, Delegate A may not multiply his or her allocated votes (three) by the number of candidates each local may vote for (six) and attempt to cast (18) 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 six applies equally to the total voting strength of a local union. Thus, in the example cited in number four, 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 any ballot fails to determine the twelfth position,

there will be successive run-off ballots among candidates tied for that position until the nominating process is completed.

Signed: Linda Foley, Lexington, Chairperson; Joan Cook, New York; Roy Cummings, St. Louis; James Scheer, Ottawa; Art Guerrero, Denver.

**I move adoption of the report.**

(Seconded by several.)

**CHAIRPERSON CULVER:** The report has been moved for adoption. Are there additional signers to the report?

**VICE PRESIDENT SUTTON:** Harry, please add Carlos Sutton, Washington-Baltimore.

**CHAIRPERSON CULVER:** Add Carlos Sutton. Any other additions? Are there any amendments or discussion? Floyd.

**VICE PRESIDENT TUCKER** (San Francisco-Oakland): Brother Chairperson, please tell me whether I interpret rule number one correctly.

My interpretation of what I see here is that if a local elects to send one spokesman to the microphone—thank you spokesperson to the microphone—that spokesperson may only announce total strength anonymously, is that correct?

**CHAIRPERSON CULVER:** Counselor Barr?

**BROTHER BARR:** If that spokesperson is instructed by his delegation to announce the delegate-by-delegate vote then he will do so.

**VICE PRESIDENT TUCKER:** Thank you.

**CHAIRPERSON CULVER:** Are there further questions, amendments, discussion? If not, I am getting ready to call the question. All those in favor of adoption of the Second Report of the Rules Committee please say aye. Opposed, no. The report is adopted.

#### **MOTION CARRIED**

**CHAIRPERSON CULVER:** We are recessed until 9 o'clock tomorrow morning—this morning.

(The Convention recessed at 1:05 a.m., Friday, July 3, 1981.)

## **FRIDAY MORNING SESSION**

**July 3, 1981**

(The Convention reconvened at 9:20 a.m., Chairperson Culver presiding.)

**CHAIRPERSON CULVER:** Will the Convention please come to order.

William Morrissey, you are number one. We have three resolutions to start on, and I will give the mike to Bill Morrissey.

**BROTHER MORRISSEY** (Wire Service Guild): A resolution entitled, "Canadian Postal Workers." It is on white paper.

### **CANADIAN POSTAL WORKERS**

The Canadian Union of Postal Workers went on strike, faced with continuing Federal Government refusal to bargain, even on the basis of a conciliator's report.

During the last postal strike CUPW president Jean-Claude Parrot was jailed. Union offices were raided and union documents seized. This constituted a serious attack on the labour movement in Canada.

Today, the CUPW is once again in the forefront of the fight for better working conditions—particularly paid maternity leave—and protection against inflation.

The Newspaper Guild Convention extends its full support to the CUPW and calls upon the Federal Government to negotiate in good faith and not intervene, either by legislation, or by use of the RCMP.

**Brother Chairperson, I move for adoption.**

**BROTHER:** Second.

**CHAIRPERSON CULVER:** The "Canadian Postal Workers" resolution has been moved for adoption. Will there be amendments or debate?

(The question was called.)

**BROTHER MCQUEEN** (Southern Ontario): I just want to bring to your attention, in case it didn't actually get through to the news services in the states, that the RCMP actually entered union offices, confiscated membership rolls and documents produced to lead the struggle of postal workers, so I thought for your information you should know the serious level of interference by the police apparatus, the RCMP in Canada.

**CHAIRPERSON CULVER:** Is there further debate on this resolution?

The question is before you. All in favor of the adoption of the resolution, "Canadian Postal Workers," on white paper please say aye. Opposed, no. The ayes have it.

#### **MOTION CARRIED**

**BROTHER MORRISSEY:** Y'all hear this, Memphis. A resolution entitled, "Now, Memphis, Y'all Hear This." It's on green paper.

#### **NOW MEMPHIS, Y'ALL HEAR THIS**

Adversity is no stranger to The Newspaper Guild and its locals. Picking up the responsibilities of hosting an annual convention at a late date certainly fits in that classification, and Memphis has risen to the occasion. The jambalaya we've discovered during our stay may not have been on the bayou, but no matter. We can have nothing but praise for the efforts of the Memphis local in feeding, entertaining and assisting this 48th Annual Convention of The Newspaper Guild. We all are grateful, Memphis.

In the finest tradition of the Volunteer State you've come through with true Southern hospitality and we thank you—y'all hear.

**Brother Chairperson, I move for adoption.**

**BROTHER SCAIFE (Chattanooga):** Mr. Chairman, I don't know whether it is in order or not—I am not a member of this particular committee but a member of the Chattanooga Guild which was supposed to have the convention this year. I would like to add our thanks to the Memphis Local.

**CHAIRPERSON CULVER:** The resolution, "Now Memphis, Y'all Hear This," is before you. All in favor please say aye, y'all. Opposed? The resolution is adopted. (Applause.)

#### **MOTION CARRIED**

**BROTHER LOUTH (Vancouver-New Westminster):** I happened to be talking to the president from Memphis and asked her—I think everybody kind of enjoyed the show that was put on by the performers the night of the banquet. It is my understanding that they came out of their way, and it was no cost to the Memphis Local, and they decided to give us a real good show, and I think it should be in the record

that the performance has been enjoyed by everybody.

**CHAIRPERSON CULVER:** Thank you. (Applause.)

**BROTHER MORRISSEY:** Finally, the Final Report of the Resolutions Committee, on goldenrod paper.

#### **FINAL REPORT OF THE RESOLUTIONS COMMITTEE**

The Resolutions Committee considered 48 resolutions presented to it. Of these, 13 were referred to various committees and 34 were adopted, a number with some amendments. A resolution concerning Northern Ireland died for lack of a motion.

The committee also initiated two resolutions.

Signed: William Morrissey, Wire Service, Chairperson; Jack Hopkins, Pacific Northwest; Nancy Stadtman, New York; Don Bacheller, New York; Ronald Miskoff, New York; Bruce Nelson, Twin Cities; John S. Fletcher, Boston; Carol Lee Mend, Washington-Baltimore; Bill Buil, Buffalo; Howard A. Swindell, Cleveland; Don Fortune, San Francisco-Oakland.

**Brother Chairperson, I move for adoption.**

**CHAIRPERSON CULVER:** The Final Report of the Resolutions Committee has been moved for adoption. Are there additions to the report?

**BROTHER BUTLER:** Butler, Ottawa. Add my name, please.

**BROTHER DAVIS:** Michael Davis, Washington-Baltimore, member of the committee. Please add my name.

**BROTHER DAWSON:** Brian Dawson, Southern Ontario, member of the committee. Please add my name.

**CHAIRPERSON CULVER:** Are there amendments or discussion?

**BROTHER BARGER:** Brian Barger, Washington-Baltimore, member of the Resolutions Committee. Please add my name.

**CHAIRPERSON CULVER:** Thank you.

Are you ready for the question?

(The question was called.)

**CHAIRPERSON CULVER:** All in favor

of the Final Report of the Resolutions Committee please say aye. Opposed? The report is adopted.

#### MOTION CARRIED

PRESIDENT PERLIK: Brother Chairperson, the pending order of business now is the selection of the 1985 convention city.

In the event word hasn't reached you, the vacancy that has existed for several years for 1982 was finally and gratefully filled by the International Executive Board at its meeting this past week—last week—when it accepted the invitation of the Los Angeles Newspaper Guild to host the 1982 convention.

Is there someone in the hall from Los Angeles who wishes to expand on that invitation? You are not allowed to revoke it, however. (Laughter.)

BROTHER CHORPENNING (Los Angeles): I think Miss Zink has something to say. She is out of the room right now.

PRESIDENT PERLIK: We are going to go on with the others, and maybe she will come in, Don. Will you see if you can round her up.

In 1983, of course, the 50th anniversary convention of the Guild, will be hosted by Local Number 1, Cleveland. (Applause.)

We still lack a formal invitation for 1984. I am aware of a local in the hall which has expressed an interest in extending such an invitation. If that is the case, now is the appropriate time to do so.

BROTHER ANGEL BAEZ (Puerto Rico): Brothers and sisters, Puerto Rico invites for the 1984 delegation to Puerto Rico. (Applause.)

PRESIDENT PERLIK: You have heard the invitation. I don't want to propagandize, but I think we ought to grab it before it gets away from us. (Laughter.)

**We have an invitation. Is there a motion to accept the invitation from the Puerto Rican Newspaper Guild?**

(Moved by several.)

PRESIDENT PERLIK: The loudest one I hear is Vic Stewart, so I will give it to him. Second to that?

(Seconded by several.)

PRESIDENT PERLIK: Several. All in

favor of accepting that invitation please signify by saying aye. Those opposed? It is carried.

#### MOTION CARRIED

PRESIDENT PERLIK: And thank you, Puerto Rico. (Applause.)

We have now reached the pending order of business, which is 1985, and I have been informed this morning of the intention of a local to issue such an invitation. I hope the local is ready.

Yes, it is. I see the local coming to the microphone.

BROTHER FISHER (Pittsburgh): Good morning. I am Ken Fisher from Pittsburgh, Pennsylvania, and we would be delighted in 1985 to invite the members of the TNG to the home town of the President of TNG, Charles Perlik. That would be Pittsburgh, Pa., for 1985. (Applause.)

PRESIDENT PERLIK: I am going to step completely beyond my rights. I am not a delegate, but I am going to second that nomination, if I might.

Are there other invitations for the 1985 convention? The mikes are clear. All those in favor of accepting the Pittsburgh invitation please signify by saying aye. Those opposed? The motion is carried, and Pittsburgh will see you on the Point in 1985. (Applause.)

#### MOTION CARRIED

PRESIDENT PERLIK: Sister Zink has arrived, and she is hustling to the microphone to tell us about 1982.

SISTER ZINK: However, I would only hustle if that microphone is—you know, I can use it. In Los Angeles the microphone and the podium won't be so high, so Anna Padia and I will have no problems using the microphone. (Laughter.)

We today want to welcome you to Los Angeles for the 1982 convention. We will be meeting at the Biltmore Hotel in downtown Los Angeles, which has been renovated in the last few years. It is really a lovely hotel, has a good union contract, which I guess all of you are interested in hearing about. (Applause.)

L.A. doesn't have a lot of Newspaper Guild members in it but does have a very strong culinary workers union. You will

be glad to know that at the Biltmore Hotel in Los Angeles you won't be just stranded at the hotel. There are a lot of places to eat in the area, as long as you walk around the streets in groups. (Laughter.)

Pershing Square is right across the street with an underground parking lot there, and while I have gone into that parking lot at night I always carry my rape whistle and my Mace with me.

Anyway, we look forward to seeing you next June and bring your gas masks. (Applause.)

BROTHER RYAN (Buffalo): Harry, could I have your indulgence for a moment to pass on a bit of information which might be of interest to some of the delegates?

If by rare chance anybody at the convention has found a waitress in the Paddle-wheel Room who went out of their way to be nice to them or was particularly good; you know, this is kind of funny, but having a little bit of informational background on the way they have that place set up those girls are just being pounded to death.

One of the girls we talked to last night before coming back from dinner had said that she had been working since 5:30 that morning—this was, of course, 9:15 or 9:30—and was going to go straight home because she had to be back here at 5:30 this morning.

In any event, some of the delegates—this one was under 17—some of the delegates, I am sure, have been inadvertently causing some problems for the waitresses. We, in fact, did say to somebody last night. "Yeah, we need something; we haven't got one of our dinners yet!" And this poor woman had been just running herself ragged.

If you find anybody who is nice or somebody who does a nice job for you, put it on the card in your room in your comments because those are recognized, they said, and the women involved who are mentioned in those cards will get something out of it.

I frankly think that inadvertently I might have caused some grief to some of the nice waitresses that are there, and I am going to put their names on my card as being nice, hoping they will get some-

thing out of it besides the couple of bucks I left as tip.

I pass that on to the rest of the delegation. It is clear that the nonunionized people are just being exploited. I can't organize them in a week. The best I can do is try to give them a little something in return for the grief that I have caused them. (Applause.)

CHAIRPERSON CULVER: Helen, did you have an announcement?

SISTER PALTER (San Francisco-Oakland): No, I had a comment. The delegate has redeemed himself. Thank you, brother.

BROTHER ORCUTT (New York): Just following up the last point, while you have a moment. I don't want to beat that to death, but if anyone ever wanted to know the true value of being organized, this is the only place I have ever been—I caught last call last night in the bar; true story—the waitress that served me my last drink, served me breakfast this morning in a different uniform.

BROTHER KIRKPATRICK (New York): Following up a little further on the same point, from what I understand, the maids in the hotel work on a per room basis. They get paid by piece work. Just to further flesh out how bad the situation here is.

BROTHER EDWIN R. EGAN (New York): One other point as far as the help here in the hotel is concerned.

I was talking to two of the maids that do the rooms upstairs. Out of a group of five, two of them told me they had worked thirteen days in a row.

BROTHER MERCER (Washington-Baltimore): Not to belabor this point, but some people from Washington-Baltimore were suggesting that since we seem to have come to a consensus that the maids here and the other service people are in a pretty bleak situation, why don't we just take up some kind of collection. It doesn't have to be a whole lot—and maybe they can divide it up among themselves or something like that. Do I get any support for that? (Applause.)

CHAIRPERSON CULVER: Why don't you be in charge of the hat-passing, Ernest.

BROTHER PEERY (Cleveland): Brother



Chairman, there may be a distribution problem with passing out that kind of money. There is no union here, and there is no one on the employee staff—I would think—we could hand the money to to make sure it got fairly distributed.

It might be a better idea to make sure that we leave enough money in our rooms for those maids, and in that way we will see that the right people get it. (Applause.)

**CHAIRPERSON CULVER:** Thank you, Dick.

**BROTHER DAWSON** (Southern Ontario): Mr. Chairman, just as another point, I have been approached in conversations I have had and had the item crop up from several of the staff asking, is there anything you can do for us, you know, we wouldn't mind having a union, too—type of thing.

This is a labor union. I would recommend to this—that this executive consider the possibility of looking into who would have jurisdiction or who could have jurisdiction, and who would be most successful in attempting the problem and putting these poor people in touch with those who can better their lot. (Applause.)

**PRESIDENT PERLIK:** An excellent idea, Brother Dawson. The jurisdiction clearly is that of the Hotel and Restaurant Employees, and I personally will call their International President, Ed Hanley, when I get back to Washington. (Applause.)

**BROTHER MCQUEEN** (Southern Ontario): Just a couple more facts.

A discussion I had produced the fact that the hotel has been sold within the last two weeks; that in fact the hotel intends to move downtown; that it appears what is going on is a large number of arguments with management at this point.

A number of people are leaving because of their differences with the new management, and furthermore, I would make a suggestion that if you can find the individuals themselves to give them a bit of extra cash that would perhaps be a better solution than some joint collection or just leaving it in your room, because the story was repeated to me that someone from the Montreal delegation had a supervisor come into the room and begin tearing up the bed clothing, saying that when the woman was

there originally she was supposed to dial a code through the telephone to a computer which keeps a record of how much time she spends in each room, and in fact, the supervisor stated at that point that she obviously had not stayed in the room long enough to clean it properly. So even the point of leaving the money in the room—I mean, I in fact went to my own woman who cleaned my room and gave her something this morning, just between us.

**CHAIRPERSON CULVER:** All right. Thank you very much. Ernest, and then we must get on with the elections.

**BROTHER MERCER:** Thank you. One other thing, perhaps, if we might present or agree on some type of resolution or other means of putting our feelings into words so that the management here will get our message, it might be helpful, in addition to those other things we think we can do.

I would be very happy to help do that. I would need some help from the rest of you in phrasing such a resolution or something like that.

## **NOMINATION OF OFFICERS**

**CHAIRPERSON CULVER:** All right, we are ready to start the nominations at this time for the elections, and the first three offices to come up will be the international chairperson, the president, the secretary-treasurer, in that order.

I recognize President Perlik at this time.

**PRESIDENT PERLIK:** Brother Chairperson, before I open nominations for the office of chairperson, may I direct your attention to Rule eight and advise you that given the knowledge the dais has of the heavy election activity that's likely to ensue, the chair will enforce this rule with more than accustomed vigor this year.

"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."

And I place particular emphasis on the last part of that rule.

## INTERNATIONAL CHAIRPERSON

I declare the floor open for nomination for the office of the chairperson of The Newspaper Guild, and I recognize Brother Dick Olive.

**BROTHER OLIVE (Wire Service Guild):** One thing about a Guild convention, you really never know what the time schedule is going to be. It is rather incredible.

Just like everything else with the Guild, Guild meetings—if you are on time—then you're an hour early, and if you expect the nominating speeches will start at 11 o'clock, they will start at 9:30. That's for sure.

At any rate, some of our brothers and sisters from Canada and elsewhere complained last night and early this morning that convention newcomers don't stand a chance. They get reams of copy upon their arrival and all this maneuvering is going on in the halls and they don't know who is who.

I doubt very much that nominating speeches are an efficient forum for addressing that problem, but I am opening this part of the convention by submitting to you my deep personal conviction and that of the Wire Service Guild that Harry Culver should be re-elected by us to another term as international chairperson.

As Harry pointed out the other day, this is his 20th consecutive convention. Those of you who have been around for a few years, well, I am not telling you anything that you don't already know, but we are talking about a vital position of trust in our international union. My observations might help newer delegates in considering who will hold this position.

I have known Harry on a close personal basis for 14 years. He is my friend, and from my earliest involvement in Guild affairs, he's been my advisor.

An odder couple you won't find. Harry is unadulterated Oklahoma corn, and I'm Bronx Irish. Believe me, that's about as far apart as you can get.

When I was a kid, we sneaked off to the Bronx Zoo for spit fights with the chimpanzees. We learned graffiti before art appreciation.

Knowing Harry as I do, I can only assume he was winning VFW essay contests

on what it means to be an American in Oklahoma. (Laughter.) But we were drawn to each other, and now, 14 years later, I know why.

I was a new reporter to the Associated Press and highly charged about Guild affairs. Guild affairs gave me a legitimacy that I craved. I really wanted to change the world, and Harry, I think, saw this unbridled energy and what might have been proper motivation, and he knew much, much better than I what this real world was like.

Already at that time he had been a long-time unit leader at UPI Oklahoma City, a regional representative of the UPI national committee, four times secretary-treasurer and twice president of our local. He had served on both AP and UPI negotiating committees. Then, in addition, there were to be 8 years on the IEB, half that time as chairperson.

That's the end of the prepared section of my speech.

Harry Culver always had one very obvious quality. He was the consistency in our local. There have been many, many times that, because of the crush of his own business on the IEB and his own personal affairs, he has thought about leaving the UPI national committee, and those of us who have been involved in the Wire Service Guild for some years prevailed on Harry to remain because of the turnover in the Wire Service Guild and because Harry lent this link to our historic past, 1958 at the very least.

Now, Harry always helped the new people who came along and was very careful to guide them through all the parliamentary procedure that was necessary to complete a weekend of Wire Service Guild business, and that was always recognized by everyone, no matter what their political standing within the local.

Harry was the gracious dean of parliamentary procedure. There were many times when he would take opponents to his view aside and guide them through ways to get their point across or into committee.

Harry made a statement the other day about why do people do it. "They serve the union," he said, "to help their fellow men and women, and this service makes them feel like more complete human beings. At

the risk of sounding sentimental, I am going to say it gives strength and meaning and fulfillment to their lives."

Talking of the Guild, he said, "The need for someone to fight for justice, for dignity, for equality, for freedom, applies not only in this country but all over the world." And Harry is doing just that, fighting for dignity. I really mean that; his integrity is unequaled, and I strongly urge on his very good record that he be returned for another two years as international chairperson. (Applause.)

**PRESIDENT PERLIK:** Harry Culver has been nominated. Are there seconds? I recognize Bill Morrissey.

**BROTHER MORRISSEY** (Wire Service Guild): Brother Chairperson, I rise to second the nomination of Harry Culver for international chairperson. This Oklahoman has given of himself to this union for years, as he continues to do in his home local the Wire Service Guild.

Harry as a unit leader, a member of our representative assembly, former secretary-treasurer and president of the Wire Service Guild deserves your support and has the support of the Wire Service Guild, and I know you will give it to him without restraint.

Thank you. (Applause.)

**PRESIDENT PERLIK:** Are there further seconds? The chair recognizes Gene Bryant.

**BROTHER BRYANT** (San Jose): I have known Harry Culver for many years; perhaps, in fact, too many because it reveals a great deal about our respective ages.

We were active together in the Wire Service Guild years ago, and we worked together for approximately 10 years. We bargained a breakthrough contract together in 1965 at UPI that, for the first time, achieved full parity with AP.

I have known Harry in many leadership positions in the Wire Service Guild as well as the international, and I can testify personally that he's given up much of his personal life for the Guild. He has shown tremendous integrity, compassion and dedication that is almost unequaled. He has been a fine friend. He has not been afraid to make the hard decisions that go with

union leadership, and he has tremendous staying power.

In other words, he is a real leader, and for all of these reasons I strongly urge you to support Harry Culver, and it is my pleasure to second his nomination. (Applause.)

**PRESIDENT PERLIK:** The chair is not unmindful of who was to speak next, but she is not here. I will therefore recognize Brother Bob Bruner for the purposes of making a seconding speech.

**BROTHER BRUNER** (Pacific Northwest): This is a surprise to me.

**PRESIDENT PERLIK:** It was to me, too. (Laughter.)

**BROTHER BRUNER:** But I tell you, it is an honor. I have hoped for several of Harry's terms to be asked, and I thank you.

So I will not speak from a text. I will speak from my relationship with him, and I will speak in one particular context and that is the merger talks.

Harry is a quiet person. He is a decent person, and he brings logic and calm, particularly at the times that there is rancor and disagreement, and very, very frequently he shows you the path to the proper decision.

I think that he has demonstrated those qualities and many other qualities the years that he has been our chairperson. He gives and brings honor to that position for all of our membership and all of our other leaders.

For that and many other reasons, I am very pleased and honored to second his nomination, and again I thank you for the request to do so. (Applause.)

**PRESIDENT PERLIK:** Are there now further seconds within the context of Rule eight, please? Further seconds to Harry's nomination.

**BROTHER SCHEER:** Ottawa seconds Harry's nomination.

**VICE PRESIDENT WADE:** Wade, New York. With pleasure, Harry.

**BROTHER O'DONNELL:** O'Donnell, Canadian Wire Service Guild, seconds Harry.

**BROTHER RIEGER:** Toledo heartily supports Harry Culver.

**BROTHER KRUSE:** Roy Kruse, Hawaii, supports Harry Culver, our brother.

**BROTHER MILLER:** Ross Miller, Southern Ontario, seconds the nomination of Harry Culver to the international chairperson.

**SISTER MARTINO** (Manchester): We are delighted to second the nomination of our very good friend, Harry.

**BROTHER CALVERT** (San Jose): Thank you, Harry. Happily endorse you.

**BROTHER RANDOL:** Randol, Central California. We endorse Harry.

**BROTHER STEWART** (Albany): Proud to second Harry Culver.

**BROTHER BARRETT** (Knoxville): Very, very honored to second the nomination of a very fair man.

**VICE PRESIDENT LOWE** (Southern Ontario): I am proud to second the nomination of one of the better poker players on the board. (Laughter.)

**BROTHER ORCUTT** (New York): Pleased to second you, Harry.

**BROTHER MCGILL** (Gary): Proud to second you, Harry.

**VICE PRESIDENT BECK:** Beck, Great Falls, second Harry's nomination.

**BROTHER BENTON:** Nelson Benton, Salem, Salem seconds the nomination.

**BROTHER CUTHBERTSON** (San Francisco-Oakland): The delegation unanimously seconds.

**BROTHER HOPKINS** (Pacific Northwest): Our entire delegation is happy to second.

**BROTHER TOWNSEND** (Brockton): Happy to second the nomination.

**SISTER FOLEY** (Lexington): Happy to second the nomination.

**BROTHER EDGINGTON** (San Diego): We want Harry for two more years.

**VICE PRESIDENT RUSHTON** (Wilkes-Barre): We are thrilled to second Harry's nomination.

**VICE PRESIDENT SUTTON** (Washington-Baltimore): Good to second you, Harry.

**BROTHER CHORPENNING** (Los Angeles): Very happy to second the nomination.

**BROTHER RYAN** (Buffalo): If for no other reason than his ability to stand at the podium for as long as he did yesterday, we second Harry Culver.

**BROTHER SANFORD** (Sioux City): Happy to second the motion for Harry for another two years.

**SISTER LANE:** Lane, Vancouver, seconds despite the fact that he ruled me out of order yesterday. (Laughter.)

**BROTHER SABATINI** (Philadelphia): Happy to second the nomination, on behalf of the delegation, for the Oklahoma Flash.

**BROTHER ROEDER** (Peoria): Glad to second the nomination.

**SISTER SHELLOCK:** Youngstown is happy to second the nomination.

**BROTHER GOLDMAN:** The St. Louis delegation is happy to second the nomination.

**BROTHER STEWART:** Memphis is happy to second the nomination.

**BROTHER BENDER:** Terre Haute is pleased to second.

**BROTHER RICHARD CHRISTIAN** (Buffalo): Proud to second Harry.

**SISTER KEEFE:** On behalf of the Providence delegation I am happy to second the nomination.

**BROTHER MARAGHY** (Boston): Proud to second Harry's nomination.

**BROTHER CIUCCIO:** Ciuccio, Denver, happy to second Harry.

**BROTHER GONZALES** (Puerto Rico): Our delegation is happy to second.

**BROTHER LANGZETTEL** (Portland): Privilege to second the nomination, Harry.

**SISTER BROOKSHIRE** (Cincinnati): We are happy to second the nomination of Harry Culver.

**BROTHER PEERY:** And Cleveland, of course, is very happy to second the nomination.

**BROTHER GOODMAN:** Hudson County is glad to second the nomination.

**BROTHER ALFANO:** Alfano, Scranton, happily seconds the nomination.

**BROTHER DENNIS BLOCK (Buffalo):** I am happy to be here and second the nomination for the amount of grateful work that he has contributed to the organization.

**PRESIDENT PERLIK:** Bob Severance, I see you don't have that new suit yet.

**BROTHER SEVERANCE:** No, I haven't got it yet, obviously. I will get it, though. I have made arrangements. Severance, Columbus, seconds Harry Culver.

**BROTHER BUIL:** Buil of Buffalo, happy to second Harry.

**BROTHER BUCHANAN (Erie):** Happy to second Harry.

**PRESIDENT PERLIK:** Are there further seconds? Are there further nominations for the office of international chairperson?

The microphones seem to be clear.

**Therefore, in accordance with the Constitution, I declare Harry Culver International Chairperson of The Newspaper Guild for the ensuing term.**

(The audience rose and applauded.)

**CHAIRPERSON CULVER:** May I say "thank you." I thank you from the bottom of my heart. At the opening of this convention I said I was proud to be a union member. I likewise am proud to be chairperson of such a fine group of friends and brother and sister union members.

I will do my best to uphold your trust. (Applause.) Thank you.

**BROTHER VAGNOSSI (Detroit):** Is there a way of shortening the nominating process?

**CHAIRPERSON CULVER:** We are operating under rules established at the start of the convention, so I know of no other way than to just follow the rules.

**BROTHER VAGNOSSI:** Well, there is a provision that the rules can be suspended by majority vote. Therefore, I would like to move suspension of the rules in order to change—

**CHAIRPERSON CULVER:** I don't believe that is in order at this time.

**BROTHER VAGNOZZI:** It is always in order.

**CHAIRPERSON CULVER:** We are al-

ready in the process of the nominations, and I think it would be unfair to consider such a rule at this time, so I will have to declare you out of order.

**BROTHER VAGNOZZI:** Mr. Chairman, could I point to Rule 16. It says: "These rules may be suspended by a majority vote of the convention."

**CHAIRPERSON CULVER:** Well, I am going to say that the motion is out of order at this time, and if you wish to appeal from the ruling of the chair you may.

**BROTHER VAGNOZZI:** No, because that will take time, but we are really looking at nearly six hours of possible nominating time not including the roll call vote.

**CHAIRPERSON CULVER:** Well, I just appeal to everyone to move as rapidly as we can.

#### **PRESIDENT**

The next order of business is nominations for president. Are there nominations for president? I recognize Richard Roth of Buffalo.

**BROTHER ROTH:** Thank you, Brother Chairperson, and fellow delegates.

For a dozen years now The Newspaper Guild has had a singularly qualified man serving tirelessly and creatively as its president, and I rise today to advise you that we have the opportunity to enlist his services in our behalf for two more years.

**I rise today for the purpose of placing in nomination the name of Charles A. Perlik, Jr., of Buffalo.**

Chuck Perlik, or Cap as he has become known because of his C.A.P. initials on so many Guild documents, has captained our ship over treacherous waters for 12 years, always keeping us on course, always showing himself to be a man of action and accomplishment, a man of vision and courage, a man of dedication and determination; a hard working, no-nonsense man of unflagging energy and imagination, and for those of you who may not have been around for the entire journey or for those of you who have forgotten, you don't have to take my word for it. Just look it up, because there is a captain's log available for you of decisions that Cap has made and even his thoughts about a wide variety of issues are on the record.

Before Chuck Perlik was summoned to

the helm by our members back in 1970, he had worked on all the decks of our ship, and it is from those experiences that he is able to understand and appreciate the jobs and the problems of the men and women who now work at those posts.

He was a rank and filer as a Wire Service reporter and as a reporter in Buffalo.

He was a local officer, having twice been elected president of my local in Buffalo. He was an International Representative, a TNG field staff organizer and negotiator in the United States and in Canada.

Then he was for twelve years the secretary-treasurer of our international.

Ours is not a large ship. In fact, as international unions go, it is one of the smallest, but during Chuck Perlik's years at the helm the Guild has become recognized and respected far beyond what the size of our tiny union would suggest was possible.

Just in the last two years, for instance, The Newspaper Guild has generally won recognition as one of the leading authorities in the area of health and research on VDTs.

This was underscored when we were asked to lead off the testimony in the House of Representative hearings on VDTs, microwave and RF radiation. We were the only union called to testify, and while there is from time to time criticism that the Guild isn't doing enough about this or that, the fact is that the range of activities that President Perlik and the Guild have going is also far beyond what others would expect of a union of our size.

Size consciousness in an industry now dominated more and more by publishing chains caused President Perlik to suggest that we consider merger with other unions in the industry. Indeed, the Guild and the International Typographical Union have engaged for nearly three years in formal merger negotiations. While it is true that the negotiations have not produced an agreement, President Perlik told you on Monday that our commitment to merger remains undiminished and that the Guild should be prepared to go anywhere any time to discuss merger with anyone; that could conceivably strengthen our hand in dealing with our employers.

Size consciousness of another kind has also captured the attention of President Perlik. Small locals within the Guild began

to express a need just a couple of years ago for an education and training program. We've got one more than we expected—one in which we are subsidized for those programs.

For those reasons and many others that I didn't get time to read, I would like to place in nomination for the office of President of The Newspaper Guild the name of Charles A. Perlik, Jr., of Buffalo. (Applause.)

CHAIRPERSON CULVER: I recognize Doug Cuthbertson of San Francisco-Oakland for a seconding speech.

BROTHER CUTHBERTSON: Thank you, Brother Chairperson.

Since my first Guild convention in San Antonio, Texas, 12 years ago, I have learned many things about what makes our great union tick. I owe a good many of my lessons to President Perlik, who, following that San Antonio convention, won election to the Guild's top job.

Since that time I have come to know him as an officer with an analytical and incisive grasp of our problems and a finely tuned instinct for what the majority of our members want.

I am proud to second his nomination. (Applause.)

CHAIRPERSON CULVER: Ed Egan of New York is recognized for a seconding speech.

BROTHER EGAN (New York): I have been a Guild member since 1951. In 1955 I had my first opportunity to meet Chuck Perlik when he was running for the office of Secretary-Treasurer of the American Newspaper Guild.

In 1969, when he chose to go into ascendancy for the office of President of The Newspaper Guild, then called Executive Vice President, I supported him on that matter.

Rather than go into detail about the history of Chuck Perlik and the Guild, I thought I'd give you an illustration of conviction as to what he means to me personally.

When I began office in the New York Local early this year, Chuck Perlik called me and told me that he wanted to sit down and discuss the problems in New York. I laughed because I think, as most of you

know, we had a thousand problems in New York, the most difficult problem being the upcoming negotiations with the New York Times, New York Daily News, New York Post.

Two things came out of that dialogue, Chuck's expression to me of the commitment of the entire Guild to the upcoming negotiations in New York, financially and with man power. We entered those negotiations and manifested the assistance of the TNG during those negotiations. We turned the bargaining picture around in New York because of the support of the membership, the dedication of the leadership and the commitment from Chuck Perlik.

Chuck Perlik's response to the needs of the people in New York was shown and evidenced at the bargaining table. Chuck Perlik's understanding of the problems in New York was clarified and enunciated. Chuck Perlik's leadership was manifested and helped us greatly in New York to turn around the bargaining picture.

On that basis and many others, I gladly support the nomination of Chuck Perlik. (Applause.)

**BROTHER CLIFFORD** (Canadian Wire Service): It was seven years ago at my first Guild convention in St. Louis that I first met Chuck Perlik. I've learned a lot about the man since then, the work he has done for the international as both a member and an officer of the Guild, the work he did for his local in Buffalo, the work he has done for other locals over the years.

Chuck has spent a lot of time in Canada working for Canadian members. In Toronto he organized the Star and the old Telegram. He played an important role in the early development of my local, the Canadian Wire Service Guild.

Back in the early '50s—and I hate to say this—when I was still in grade school, Chuck organized the television news service of the Canadian Broadcasting Corporation where I now work. He got the certification with just three signed cards in Toronto. There wasn't anybody else to sign up then.

Today at the CBC the CWSG has members in radio and television newsrooms across Canada, from the Atlantic to the Pacific to the Arctic Ocean.

Chuck was also instrumental in the establishment of the Eastern Canadian Servicing Program in the mid '70s. Four Canadian locals—Toronto, Ottawa, Montreal and the CWSG—along with the international shared in the costs of a servicing representative for eastern Canada. It really was a successful program. For our local, it allowed us to organize at the Canadian Press, and that gave us the strength in numbers and the dollars to hire a full time executive officer for the local.

For all of your help, thank you, Chuck. We know you'll be there in the future.

I am honored, pleased, to second the nomination of Charles A. Perlik, Jr. for President of The Newspaper Guild. (Applause.)

**CHAIRPERSON CULVER:** Are there further seconds to the nomination?

**SISTER PETERSEN:** Ottawa is pleased to second the nomination of Chuck Perlik.

**SISTER YUNCKER** (New York): For myself and my delegation, we are pleased to second the nomination.

**BROTHER MILLER:** Ross Miller, Southern Ontario, seconds the nomination of Chuck Perlik. Twenty-five years ago I supported Chuck Perlik when he was an IR.

**CHAIRPERSON CULVER:** No speeches, I'm sorry, Ross.

**BROTHER MILLER:** I still enjoy the pleasure of seconding the nomination.

**CHAIRPERSON CULVER:** All right, excuse me, but it is very important we stick strictly to the seconds to shave seconds.

**BROTHER BRUNER** (Pacific Northwest): Our delegation unanimously seconds his nomination.

**BROTHER HERMANN:** Bob Hermann, St. Louis, it is with great pleasure that we second the nomination of Chuck Perlik.

**VICE PRESIDENT LOWE:** John Lowe, Southern Ontario, seconds the nomination of Chuck Perlik.

**BROTHER GOLDBERG** (Toledo): The Toledo delegation happily endorses Chuck Perlik for another term. No speeches, but I hope you can make our District Council, November 13, on your birthday. We will see that it is very well celebrated.

**BROTHER BARRETT:** Barrett, Knoxville, happy to second.

**BROTHER EDGINGTON:** Edgington, San Diego, very happy to second Chuck's nomination.

**BROTHER ORCUTT:** Jim Orcutt, New York, proud to second.

**BROTHER BOTTORFF** (Gary): Bottorff, Gary, happy to second.

**BROTHER LOUTH:** Doug Louth, Vancouver, I am happy to second Chuck Perlik's nomination.

**BROTHER CHRISTIAN:** Christian, Buffalo, deeply and proudly seconds Chuck's nomination.

**BROTHER ROUSSEAU:** Rousseau, Manchester, very happy to second the nomination.

**BROTHER RANDOL:** Randol, Central California, enthusiastically seconds from our entire delegation.

**BROTHER BELL:** Pittsburgh is extremely proud to second the nomination of one of its favorite sons.

**SISTER FOLEY:** Linda Foley, Lexington would like to second the nomination.

**BROTHER TUBBS:** Tubbs of Vancouver seconds with pleasure.

**BROTHER TOWNSEND:** Bob Townsend, Brockton, happy to second.

**BROTHER SOUZA:** Stan Souza, Hawaii, happy to second Chuck.

**BROTHER MACDONALD:** Jerry MacDonald, Canadian Wire Service Guild, seconds.

**SISTER SCRIVANI:** Scrivani, Buffalo, happy to second.

**SISTER PALTER:** Palter, San Francisco-Oakland. I think I could also speak for one of SFONG's retired members, Fred Fletcher.

**BROTHER BENTON:** Benton, Salem, happy to second the nomination.

**SISTER ZINK:** Linda Zink, Los Angeles. The L.A. delegation seconds the nomination.

**BROTHER BLOCK:** Dennis Block, Buffalo, New York, happy to second the nomination.

**BROTHER ARTHUR GUERRERO:** Art Guerrero, Denver, proudly seconds the nomination.

**SISTER BROOKSHIRE:** Kay Brookshire, Cincinnati, we are happy to second the nomination of Chuck Perlik.

**BROTHER MCGILL:** Jim McGill, Gary, proud to second the nomination.

**BROTHER SEVERANCE:** Severance, Columbus, seconds the nomination. Thanks, Chuck.

**BROTHER STEWART:** Stewart of Memphis, is proud to second the nomination of Chuck Perlik.

**BROTHER BUIL:** On behalf of the Buffalo Local, we are happy to second Chuck's nomination.

**BROTHER ERIC GEIST** (Washington-Baltimore): Eric Geist, Washington-Baltimore, pleased to second the nomination.

**SISTER SHELLOCK:** Sherlock, Youngstown, we are pleased to second the nomination.

**BROTHER MERCER:** Ernie Mercer, Washington-Baltimore, enthusiastically seconds the nomination.

**BROTHER MARAGHY:** Boston seconds Chuck's nomination.

**BROTHER STEWART:** Stewart, Albany, proud to second the nomination of Chuck Perlik.

**BROTHER BRYANT:** Gene Bryant, San Jose, I second the nomination of Chuck Perlik.

**BROTHER LANGZETTEL** (Portland): Langzettel, Portland, proud to second the nomination.

**VICE PRESIDENT RUSHTON:** Pat Rushton, Wilkes-Barre, we are proud to second Chuck's nomination.

**SISTER POIDOMANI:** Poidomani, Akron, second the nomination.

**BROTHER CALVERT:** Calvert, San Jose, second the nomination of Chuck.

**BROTHER BENDER:** Carl Bender, Terre Haute, we are proud to second.

**BROTHER SANFORD:** Sanford, Sioux City, proud to second that nomination.

**BROTHER GOODMAN:** Goodman, Hud-



son County, happy to be among the long line of seconders.

**BROTHER PENNACCHIO:** Tom Pennacchio, New York, proud to second the nomination.

**SISTER MCGARVEY:** McGarvey, Philadelphia, proud to second for the entire delegation.

**BROTHER GONZALEZ:** Alfredo Gonzalez and Angel Baez and the Puerto Rican delegation is pleased to second Chuck.

**SISTER DALTON:** Dalton, Pawtucket, happy to second the nomination.

**BROTHER ROHMAN:** Will Rohman, Peoria, the Peoria delegation is happy to second the nomination of Chuck Perlik.

**BROTHER WALKER:** Walker, Providence, happy to second Chuck.

**BROTHER FRANK SWEENEY:** Frank Sweeney, San Jose, second the nomination of Chuck Perlik.

**BROTHER JOSEPH R. WILHELM:** Joe Wilhelm, Buffalo, happy to second the nomination to keep those high dues coming. (Laughter.)

**BROTHER KUMMER:** Don Kummer, Detroit, we are pleased to second the nomination.

**BROTHER ALFANO:** Vic Alfano, Scranton, happily seconds.

**SISTER STEINBECK:** Steinbeck, Chicago, seconds the nomination.

**BROTHER BUCHANAN:** Erie seconds the nomination of Chuck Perlik.

**BROTHER BARGER:** Brian Barger, Washington-Baltimore, second the nomination.

**BROTHER SCAIFE:** Chattanooga seconds the nomination.

**BROTHER RYAN:** Pat Ryan, Buffalo, with an explanation that the high dues are what Chuck is paying to Buffalo, not the other way around and seconds the nomination. (Applause.)

**CHAIRPERSON CULVER:** Further seconds? There appearing to be none, are there further nominations for the office of president? Are there further nominations? The microphones are clear.

**Chuck Perlik, Jr., I declare you elected president for a new term.**

(The audience rose and applauded.)

**PRESIDENT PERLIK:** Thank you so much, especially to Rick Roth and the principal seconders of my nomination and to you, of course, for your response to it.

Coming into the convention hall this morning I ran into two freshman delegates, including Dennis Block from my own home local, and as I customarily do at this time in any Guild convention, I asked them what their attitude was, what was their reaction to the convention, and not surprisingly, I got the same answer that I get every year when I ask the question, that they are going home with a new sense of elation and dedication and commitment, gratified that they belong to a union that runs a convention in a way that people have an opportunity without restraint to express their views and try to get their positions adopted as the policy of the union.

It may come as a surprise to you that even the veterans among whom I number myself—this is my 30th consecutive convention—reach Friday at this point in the week with much the same feeling. It is always a refreshing experience to see this union in operation, and I say that with greater conviction this year than in a long time.

You have handed us some tools to work with. You have authorized us to hire new staff, you have authorized us to put in an education program of unprecedented scope and usefulness. We intend to make use of those.

I am excited about the prospect of being with you during the next two years, trying to help make use of that material and those decisions to make this union even better than the wonderful organization that it is.

Thank you very much. (Applause.)

**CHAIRPERSON CULVER:** Thank you, Chuck Perlik. Congratulations again.

#### **SECRETARY-TREASURER**

At this time we have nominations open for the office of secretary-treasurer. I recognize Doug Cuthbertson of San Francisco-Oakland.

**BROTHER CUTHBERTSON:** I am beginning to feel like I have a microphone

growing out of my mouth, but this is truly a proud moment for me.

Mere words do little justice to the qualities of the candidate I offer for re-election as secretary-treasurer. Probably the words are unnecessary for most in this room. If you have ever done Guild work with Charles B. Dale then by now you have measured him yourself for the incredibly tough job that we are giving him.

Two years ago in Boston marked Dale's ascendancy to the secretary-treasurership. At that time one of Fred Fletcher's proudest convention moments was to nominate him. Fred recounted the candidate's life, education, and training. It bares repeating today.

Born in Nova Scotia, educated partly in Canada and New Zealand, Dale entered journalism in Sydney, Australia. In 1951 he went to work for the Canadian Broadcasting Corporation and was national political editor. He helped organize the Canadian Wire Service Guild and was president of that local when he joined the Guild's international staff in 1955.

He spent the next 24 years until 1979 doing daily battle with the employers, side by side with us in the trenches. This job has taken him out of the trenches, of course.

We were concerned two years ago that his obvious talents might be wasted or mothballed behind the ledgers and reports at headquarters. Experience has erased those fears.

Chuck has remained responsive to our needs, available to help for all kinds of problems in most corners of our international. His stewardship of our business and operations during the phenomenal financial rebuilding of this union has been impeccable.

Finally, he stands before you as a member of the San Francisco-Oakland Newspaper Guild, a member whose dues are paid fully and currently. Yes, somewhere out there on a "108c" there is emblazoned for all of us to see the name of a member with stamina, imagination, intelligence and wit. A member we love and will vote for, but most critically, a member in good standing.

**Brother Chairperson, I nominate Charles B. Dale. (Applause.)**

**CHAIRPERSON CULVER:** Recognize

Jerry MacDonald, Canadian Wire Service Guild for a seconding speech.

**BROTHER MACDONALD:** The nominator stole my speech. I am proud, once again, as the executive officer of the Canadian Wire Service Guild, to second the nomination of Chuck Dale for the job of secretary-treasurer of the Guild.

Two years ago some people wondered whether the job of secretary-treasurer might indeed turn on-the-go Chuck Dale into a man shuffling paper at a desk, thus shutting him off from the kind of work that he excelled in for many years.

Well, he did it. He adjusted, and he has more than demonstrated his ability to do the job. His record speaks for itself. Chuck has applied his skills as an organizer, negotiator and damned hard worker to the job of secretary-treasurer.

I believe Dale thought this job would allow him to do something he was not able to do as an IR—to spend some time with his lovely wife, Darlene.

Sorry, Chuck—or maybe it should be sorry, Darlene—it didn't work out that way. Maybe next year.

I am proud to second Chuck's nomination as secretary-treasurer of the Guild. (Applause.)

**CHAIRPERSON CULVER.** Thank you, Jerry. Roy Kruse of Hawaii for a seconding speech.

**BROTHER KRUSE:** Some of the men of the road who have traveled many a highway, have not filled and will not fill their niche, so to speak. They will never fit the mold. Then again, some men had the mold made for them.

Here we have a man that left a trail, or maybe I should say blazed a trail, from Canada through Hawaii to the great West, over the Rockies, winding through the Midwest, to the far eastern shores and back through Canada and finally to Washington, D.C.

He blazed the trail, and when he left nobody cried because when he left that area, he left it far better off than when he had gotten there, and the masses were happy that they had found their leader who didn't care what they could do for him but who only tried to do the best for them. And now this multinational, Cana-

dian, Hawaiian, American, Italian has again shown us his wonderful ability to reverse the bad times and take us on to new horizons.

We are only on the first step of a long climb to greater goals for TNG. There can be no doubt of his ability and the efficiency with which he has led us from the recent financial problems at TNG to a healthy, strong state which we now enjoy and which will lead the way for a long and healthy future of our great union.

Here is a man that no mold can fit. I think the mold broke in that Mount Sinai accident or some similar dropsy incident, but to make sure that we are blessed with the continuation of his good fortune, I again bring you my Hawaiian blessing, spoken in Hawaiian. Please listen as I speak to you for the word "kala," k-a-l-a. It means "money" in Hawaiian.

E kani akua ea-oi,

E aloha o' kamaaina;

E alii ke Nupepa Guild,

E aloha o' Chuck Dale,

Keepa of da kala. (Laughter.)

That means, go man, go bravely in this move, rule long our child of the land; rule as a chief for The Newspaper Guild, rule in love, our Chuck Dale.

I am extremely happy to second Chuck's nomination as secretary-treasurer. (Applause.)

CHAIRPERSON CULVER: Bob Steinke, St. Louis.

BROTHER STEINKE: I learned one thing, never be the third seconder because you have nothing left to say.

I met Chuck 20 years or so ago, and in that time our acquaintanceship became a friendship, and to this day it is that way, so I don't talk about his achievements, I talk about him in a different way as being a very nice man, a gentle man.

There are not too many places in the Guild he hasn't been, not too many Guild members that he doesn't know. There are not too many contracts he hasn't had his finger in at one time or another in trying to settle. There are not too many strikes that he hasn't been involved in, either on the line or behind the scenes. There are

not too many spouses of Guild members or companions of Guild members around the country who do not know this man.

He took the job as our financial secretary when we were in the worst shape in The Newspaper Guild's history. We saw what happened after that. We did come out of the hole.

The last time or the only time that he ran before, when I seconded his nomination, I closed by saying, "He will be one hell of a man for all of us." I say to you today, my friends, he is one hell of a man for all of us. (Applause.)

CHAIRPERSON CULVER: Are there further seconds? Helen Palter.

SISTER PALTER: Helen Palter, San Francisco-Oakland. SFONG proudly, unanimously endorses the nomination of C. Dale. Thank you, Chuck.

VICE PRESIDENT LOWE: John Lowe, Southern Ontario, seconds the nomination of Chuck Dale.

BROTHER JONES: Eugene B. Jones, Philadelphia, the Philadelphia Local heartily endorses the nomination of Chuck Dale.

BROTHER MILLER: Ross Miller, Southern Ontario, seconds. Go get 'em, tiger, Chuck Dale.

SISTER ZINK: Linda Zink, Los Angeles, my fellow delegates and I second the nomination.

BROTHER STEWART: Albany, and in his native tongue of his hereditors, grazie e bene fortuna, Chuck.

BROTHER JACQUES GEDEON: Jacques Gedeon, Canadian Wire Service, nous appuons unanimement le nomination de Chuck Dale.

BROTHER HATFIELD: Larry Hatfield, San Francisco-Oakland, as a fellow member of his local who has learned a hell of a lot, I am proud to second.

BROTHER KUMMER: Don Kummer, Detroit, on behalf of the delegation I am privileged to second the nomination.

BROTHER HARPER: Tim Harper, Ottawa heartily seconds the nomination.

BROTHER BARRETT: Barrett, Knoxville, happy to second.

BROTHER MCGILL: McGill, Gary, proud to second.

**VICE PRESIDENT BECK:** Beck, Great Falls, seconds.

**BROTHER HOPKINS:** Jack Hopkins, Pacific Northwest, we need you, and we are happy to second the nomination.

**BROTHER ORCUTT:** Jim Orcutt, New York, proud to second Chuck.

**BROTHER LOUTH:** Louth, Vancouver-New Westminster, happily seconds the nomination of Chuck Dale.

**SISTER YUNCKER:** Barbara Yuncker, New York, I am delighted to second the nomination of the best strike-headquarters roustabout I have ever worked with.

**BROTHER KENNEDY:** Jack Kennedy, Youngstown, I am happy to second the nomination of Chuck Dale.

**BROTHER EDGINGTON:** Edgington, San Diego, we figured to support the figure man.

**SISTER HOPP-PETERS:** Elizabeth Hopp-Peters, Rockford, our entire delegation seconds the nomination.

**BROTHER ROTH:** Roth, Buffalo, we second the nomination and all that has been said about him today.

**BROTHER DICK:** Ray Dick, Washington-Baltimore, proud to second the nomination of Chuck Dale.

**BROTHER GONZALEZ:** Alfredo Gonzalez, Puerto Rico, it is a pleasure that we second Chuck Dale, that he still likes the arroz con pollo and habichuela of Puerto Rico.

**SISTER WARREN:** Kira Lisa Warren, Cincinnati, as a freshman delegate, I am happy to say Cincinnati supports Chuck Dale.

**BROTHER BRUCE:** Allan Bruce, Wire Service, second the nomination of Chuck Dale.

**SISTER FOLEY:** Linda Foley, Lexington, proud to second the nomination of Chuck Dale at this time.

**BROTHER TOWNSEND:** Bob Townsend, Brockton, it is a pleasure to second the nomination.

**BROTHER STONEBANKS:** Stonebanks, Victoria, supports Chuck.

**BROTHER TURNER:** Gene Turner, Cen-

tral California, proud to second the nomination of Chuck Dale.

**BROTHER BUIL:** Bill Buil, Buffalo, proud to second the nomination of Chuck.

**SISTER BATEMAN:** Bateman, Northern Ontario, happy to second.

**BROTHER BALOTA:** Bill Balota, St. Louis, I am proud to second the nomination of Chuck Dale for our local.

**BROTHER BENDER:** Carl Bender, Terre Haute, I, too, am proud to second the nomination.

**BROTHER MINKKINEN:** Minkkinen, Chicago, happily seconds the nomination of Chuck Dale.

**BROTHER BENTON:** Nelson Benton, Salem, happy to second the nomination.

**BROTHER FISHER (Pittsburgh):** Ken Fisher, Pittsburgh, we enthusiastically support the nomination.

**BROTHER BRYANT:** Bryant, San Jose, I am happy to second the nomination of Chuck Dale.

**SISTER KUCHENMEISTER:** Kuchenmeister, Memphis. Thank you, Chuck. We second the nomination.

**BROTHER CHRISTIAN:** Dick Christian, Buffalo, proud to second.

**BROTHER O'DONNELL:** O'Donnell, Canadian Wire Service, seconds Chuck.

**BROTHER JAMES HULAC:** Hulac, Denver, it is a pleasure to second the nomination.

**BROTHER BLOCK:** Dennis Block, Buffalo, I would be very proud at this time to second the nomination for a very honorable man, Chuck Dale.

**BROTHER OLIVE:** Dick Olive, Wire Service, second the nomination.

**SISTER DALTON:** Julie Dalton, Pawtucket, happy to second the nomination of Chuck Dale.

**BROTHER SCHAUFENBIL (Manchester):** Schaufenbil Manchester, the Manchester delegation enthusiastically supports Brother Dale.

**SISTER FITZRANDOLPH:** Fitzrandolph, Southern Ontario.

It is nice to see another classic hotel

that has police dogs in the lobby. Glad to second.

**BROTHER CALVERT:** Calvert, San Jose, happy to endorse the best Margarita maker in the Guild.

**SISTER KEEFE:** Keefe, Providence, happy to second the nomination of Chuck Dale for the Providence delegation.

**SISTER WILSON:** Wilson, Montreal, happy to second the nomination.

**BROTHER GRUBISICH:** Grubisich, Washington-Baltimore, enthusiastically seconds the nomination of Chuck Dale.

**BROTHER SWINDELL:** Cleveland seconds the nomination.

**BROTHER CLIFFORD:** Clifford, Canadian Wire Service, pleased to second the nomination of a fellow Nova Scotian.

**BROTHER BOTTORFF:** Bottorff, Gary, happy to second the nomination.

**BROTHER MARAGHY:** Boston seconds the nomination.

**SISTER HUFFMAN:** Jane Huffman, Washington-Baltimore, proudly seconds the nomination.

**BROTHER LANGZETTEL:** Dave Langzettel, Portland, pleased to second the nomination.

**BROTHER GEIGER:** Jim Geiger, San Jose, I would like to give a big second to the nomination of Chuck Dale. (Laughter.)

**BROTHER GILBERT:** Patrick Gilbert, Washington-Baltimore, happily seconds the nomination of Chuck Dale.

**SISTER POIDOMANI:** Poidomani, Akron, is very pleased to second the nomination of Chuck Dale.

**BROTHER SANFORD (Sioux City):** What he said was, after all the pretty speeches are done, all you get out of them bastards is what you can take from them. I will second his nomination. (Laughter.)

**BROTHER GOODMAN:** Goodman, Hudson County, happy to second the nomination.

**VICE PRESIDENT TUCKER:** Floyd Tucker, San Francisco-Oakland, pleased and proud to second the nomination of a fellow member of SFONG.

**BROTHER WALLACE:** Jack Wallace of

Wilkes-Barre, thank you for the "kala." Appassionato.

**VICE PRESIDENT SUTTON:** Carlos Sutton, Washington-Baltimore, pleased to second the nomination.

**BROTHER CHORPENNING:** Chorpenning, Los Angeles, enthusiastically seconds the nomination of Chuck Dale.

**BROTHER ALFANO:** Vic Alfano, Scranton, gladly seconds the nomination.

**SISTER STORY:** For keeping us off the picket line, Peoria is happy to second the nomination of Chuck Dale.

**BROTHER RIEGER:** Toledo happily seconds the nomination of Chuck Dale.

**BROTHER MERCER:** Ernie Mercer, Washington-Baltimore, with great enthusiasm I second this nomination.

**BROTHER BUCHANAN:** Buchanan, Erie, second the nomination of Chuck Dale.

**BROTHER MILLER:** Columbus is proud to second the nomination of Chuck Dale. (Laughter.)

**CHAIRPERSON CULVER:** Are there further seconds? Are there further nominations for the office of secretary-treasurer? Are there further nominations? The mikes are clear.

**Chuck Dale, I declare you elected secretary-treasurer.**

(The audience rose and applauded.)

**SECRETARY-TREASURER DALE:** Thank you for the kind words, and especially, thank you for the vote of confidence. Very simply, this union has been my life, and I give you two more years of it with great pleasure and enthusiasm. Thank you. (Applause.)

**CHAIRPERSON CULVER:** This completes the nomination of the three top officers of the Guild. Before we conclude this proceeding it would not be complete without an expression of gratitude to the wives of our president and our secretary-treasurer, Marni Perlik and Darlene Dale. We cannot possibly be grateful enough for the sacrifices you make to permit your husbands to give so much for us.

(The audience rose and applauded.)

**CHAIRPERSON CULVER:** Would the Memphis delegation escort our visitor to the speaker's stand.

It is my pleasure at this time to introduce one of the all too few friends that the Guild and the labor movement have on Capitol Hill these days. (Applause.)

Congressman Harold Ford is fighting the battle to protect workers, senior citizens and the poor from the Reagan budget ax.

He has represented Tennessee's Eighth Congressional District, which includes Memphis and the Memphis area, so ably that he faced no opposition in his bid for a fourth term in last fall's elections. (Applause.)

A member of the Congressional Black Caucus and the Democratic Study Group, he is a ranking member of the House Ways and Means Committee. He also serves on the Subcommittee on Health and the Committee on Aging.

I am happy to welcome Congressman Harold Ford.

(The audience rose and applauded.)

CONGRESSMAN FORD: Thank you very much.

To the president, international chairperson, the secretary-treasurer, and to all of the delegates who are participating in this conference which is held here in Memphis, Tennessee, I would like to personally welcome each of you to this great city. I hope that Memphis will be an enjoyable city.

I know that this is no doubt the last day of this conference, and I am sure that I missed a lot of the activities that have gone on all week long. I am reminded, though, back in 1940, five years before I was born (laughter), of the first convention of The Newspaper Guild held here in Memphis, Tennessee.

I was told that you were viewed as a bunch of radicals when you came to Memphis in 1940, and the mayor at the time, which was Boss Crump, tried to keep you from coming here, and I hope that you received a much warmer welcome from the mayor earlier this week when he welcomed this convention to the city of Memphis, and if he did not, as the congressman from the 8th Congressional District, I extend to all of you a most cordial welcome and say to you, please come back again.

You know, when I heard my name being used in the introduction, oftentimes people say that Harold Ford—this is his fourth term now in the Congress of the United

States, and they talk about Harold Ford serving the 8th Congressional District of the city. Well, that is true. I do in fact serve the 8th Congressional District, and I serve in the Congress of the United States, and back in 1974, when I was first elected to serve the human needs of all the people of this city, I made that promise then that I would take the oath of office, and I would do my very best to respond to the human needs of people.

And I can think in terms of my political career, similar to the careers of many of you who are concerned about the welfare and the interests of people in general, and that is why I can respond to you today in a fashion that all of you can be proud of—that, yes, I am for the working people of this country, and I feel that you ought to have your proper place in America. And as one congressperson and one spokesperson in the halls of Congress, as long as God continues to give me that strength and know-how, I am going to continue to do the things that are right for working people in America. (Applause.)

Also, I am not only a member of the Congress of the United States but a member of the Congressional Black Caucus in the Congress, and I must say that I have met with members of the Black Caucus of The Newspaper Guild, and they have indicated to me that even though you work beautifully together, there's still room for improvement as they relate to members of the Black Caucus of The Newspaper Guild, and I challenge the leadership of this organization, like we challenge the Congress, the leadership in the Congress of the United States, that you must respond in a fashion that will open the door wide for all minorities and especially black minorities, and I challenge The Newspaper Guild today. (Applause.)

You know, I am reminded of a preacher friend of mine in Washington, D.C., not here in Memphis, because Memphis is known to be the Baptist Southern Belt. But a Baptist preacher friend of mine in Washington, D.C. was telling me that he had bought him a horse, and he lives out on the outskirts of D.C. in the Chevy Chase area, and he had spent the whole week going to the town store and buying food and getting supplies for the horse, and on Sunday morning when he walked down from the bedroom he told his wife at the kitchen table that he had failed to prepare himself a message, and she said, "Well,

Reverend, what are you going to talk about?" And he said, "Well, I'm going to speak on how to ride a horse," and she looked at him and said, "Well, Reverend, I am going to stay home today," which she did.

The reverend left the house and when he pulled up on the church grounds and got out of his car, one of the deacons of the church said, "Reverend, you know, I have invited the church down the street to worship with us today because their pastor is out of town. I would just like to know, what are you going to talk on today?"

He indicated that he was going to again talk on how to ride a horse, and the deacon said, "Reverend, you know, there are a lot of young people in that congregation, and can't you talk on something that would really keep their attention today in the service?" And he thought about it, and he said, "Yes, what would you like for me to speak on?" He said, "I'd like you to talk on something like sex maybe."

Sure enough, he did, and the preacher returned home, and like most men, they just fail to tell their spouses that they changed their mind on certain things, and he didn't tell his wife that he preached on sex. So the next morning the wife had an opportunity to go to the corner market, and when she walked in, one of the ushers of the church said, "You know, we really missed you yesterday, and your husband gave one of his best messages. You know, he preached like he's never preached before."

The wife to the reverend looked at the usher and said, "You know, it's really hard for me to understand."

The usher went on to say, "You know, he had all of the young people standing in the aisles, and he took in some 25 people when he opened the door of the church."

The wife looked at him again and said, "You know, my husband didn't know anything about what he was talking about." She said, "You know something? He had only tried it twice." She said, "Not only that, he fell off of it both times!" (Laughter.)

I want you to know that this is not my first day giving a speech, but it is my first time giving a speech before The Newspaper Guild, and I am going to ask that all of you bear with me for a few minutes, as I

discuss several issues with you and talk about some pertinent things that are happening in the nation's capital.

The Newspaper Guild represents a variety of employees on newspapers, including reporters, advertising salespersons, general office personnel, circulation people and some printers. Yet despite your various occupational titles, most of you are citizens of the United States, though I understand that some of your membership is from Canada and Puerto Rico.

Despite where you come from and what you do the issues of today will have an effect on you both as working people in this country and citizens of this country.

The three issues which I will review this morning—and I will be very brief in my remarks—are in the areas of taxes, budget cuts, and attempts to make OSHA—the Occupational Safety and Health Administration—and EEOC—Equal Employment Commission—toothless agencies with little enforcement powers one way or another.

In November of 1980 the American people voted for a change in leadership and subsequently a change in direction, and yet I am not sure we wanted the type of changes being proposed by the current administration.

First, there was no mandate, as has been claimed by this administration. Only 54 percent of the voters voted for Mr. Reagan, and only 55 percent of the eligible voters in this country voted in the last election. That's only 25 percent of the eligible voters in America who voted for Mr. Reagan at that time.

Now, I don't believe that the people voted to make food for millions of babies and children hard to get. (Applause.)

I do not believe that aid to families with dependent children and the school lunch program was a part of that so-called mandate in November of 1980.

Nor do I believe we voted to take food stamps from one million needy families, or to reduce subsidized housing units from 260,000 to 160,000, as well as raise rent from the present 25 percent level for low income families to 30 percent under the Office of Housing and Urban Development. I don't believe we voted to deny college educational student loans to millions of young people because their parents make more than \$25,000 a year.

Can those of you who are here today who make \$25,000 plus annually afford to spend \$5,000 to \$10,000 a year to send one child to college? Not to mention two or three?

Did you vote to deny the minimum \$122 per month Social Security benefits to the elderly in this country? Aren't you skeptical that when you reach retirement age the rules of the game by which you plan for retirement might be changed again.

How secure is the Social Security Administration? President Carter promised us under his administration that the Social Security program would be solvent until the year 2030. President Reagan promised during his campaign that he would not touch the Social Security program. Look what's happening now.

Nor do I believe you voted for an administration which would define the "truly needy" in this country. Now I am concerned about those terms. I mean, to me they are tricky words. When we talk about truly needy and budget cuts, and at the same time we say we are going to give a major tax cut that will amount to some \$300 billion.

If the truly needy are going to be protected under the safety net by President Reagan, is he then saying that the truly greedy will be protected under the \$300 billion tax cut under the tax proposal? (Applause.)

I am concerned.

Finally, I don't believe that you voted to have Dave Stockman be the sole source of determining the poverty level in America. (Applause.) He wants to drop the official poverty level of \$8,410 for a family of four by a couple of thousand dollars.

Could you raise a family of four on \$8,400 or less? By playing the statistical game of lowering the poverty line, the official number of people in America living below the poverty line will drop from 11 per cent to about 6 per cent, and as you can see, Mr. Stockman would lower the dollar figure to the point where the administration might claim that there is no poverty in America by 1985, which is what the administration suggested just a few months ago—that there is no poverty at any great figures in America.

Now, I realize that many of you voted for the president—I have no problem with that—in last fall's election.

(Cries of "No.")

I am glad to hear that. (Laughter and applause.) I am glad to hear that, that we got all of the people, because Reagan carried 47 states out of 50. (Laughter.)

You know, Richard Nixon won re-election in 1972, and in 1972 you couldn't find anyone who voted for McGovern, but after Watergate there was no one in America that voted for Richard Nixon. (Laughter.)

But I think that we must discuss, as I close today, the tax cuts, because I think many of you will be affected by the Reagan plan, or you will be affected by the Democratic plan. And the Congress has gone along with the president, and they have voted about \$38 billion in cuts which we have talked about already for the next year, as well as significant increases in defense spending. And I should note that despite the early talk about a balanced budget, there will still be a budget deficit of over \$50 billion, over \$50 billion, at the end of this fiscal year, and in 1982 the projected figures will be approximately \$60 billion, and by 1984 that projected deficit, if the Reagan tax plan is adopted, will exceed over \$100 billion in the fiscal year of 1984.

Now, the big guns are now being focused on the tax cut and the phase two of the president's economic recovery package. I am a member of the House Ways and Means Committee, and this is a tax-writing and revenue-generating committee of the Congress, and it is now considering several tax proposals, one developed by the administration and the other one developed by the Democratic Caucus members of the House Ways and Means Committee. And while there are two parts to the budget tax-cut proposals, one for individuals and one for businesses, I will briefly discuss the major differences in the tax proposals for individuals.

I am told that members of the Guild are in the income brackets between \$20,000 and \$40,000, which puts you in the heart of the middle class in America. The administration has targeted \$23.3 billion or 5 per cent of the tax-cut moneys to those with incomes under \$50,000 a year, while the Ways and Means Democrats have targeted \$31.5 billion to the middle class or 67 per cent of the tax-cut moneys going directly to those who pay a majority of the taxes in this country. (Applause.)

I feel it is people such as you sitting here



today, who have been hit the hardest by inflation, as well as the Social Security payroll taxes. In fact, those of you in the \$20,000 to \$30,000 income range, when Social Security tax and inflation are factored into the president's tax proposal, will actually get a 3 percent tax cut rather than that 5 percent across the board that the president has talked about. If you make less than \$20,000 a year, you can end up with a negative tax cut under the president's proposal.

Compare this to the administration's proposed tax cut for the wealthy. Their cut will average 7 percent if they make over \$100,000 a year and 16 percent if their income is \$200,000 a year or more. Is this what you voted for in November 1980?

(Cries of "No.")

Well, this is what you are about to get in July of 1981.

When we look at the total tax package that we are talking about, we are saying to those who have incomes over \$100,000 a year you will be entitled to an 11 to 16 percent tax cut, but those who are earning anywhere from \$15,000 to \$50,000 a year, you will be penalized because you have been the people in this country who have shouldered and accepted the tax responsibilities of this country, and I feel that we have an obligation to respond to the administration in a fashion that the American people will accept and one that they will share in the relief as the tax burdens are worked on in the Congress of the United States.

And finally, the administration is hell bent over taking the teeth out of such regulatory agencies as the Occupational Safety and Health Administration, as well as the Equal Employment Opportunity Commission. Both have been extremely valuable in ensuring the rights of Americans, that working people in this country have safe work places and ensuring that equal opportunities for all citizens, including women and minorities, are guaranteed as well as protected in this country in the decade of the '80s. (Applause.) And I think that all of us here today share in that same concern.

Even with agencies such as OSHA, tremendous work-related safety and health problems still exist in this country.

For example, I am sure that you have

recently read in your newspapers about the discovery of the sweat shops in New York in the garment district. Yes, in 1981 we discovered we still have problems in this country, and unless we have the type of federal regulations to respond to those problems, we are going to continue to fight, and we are going to fight losing battles as long as we have an administration that is not sensitive to the human needs of working people in this country.

But the problem that we are faced with in 1981 is that the majority of the American people still say we are in full support of this administration because we firmly believe that we should shift in our direction. What I say to you today is that the history of man has produced only a handful of those silver giants of oratory, and it is obvious to all of us that Ronald Reagan, who produced B-rated movies, is no doubt one of the best actors on television and probably one of the greatest orators that we have in this country. (Applause.)

And I don't think that we should be sold on his oratorical skills, and we ought to evaluate every program, every piece of legislation that the administration is sending to the Congress in a fashion that we can define the true meaning of many of those tricky words that he's using in his overall economic recovery package, and I think when we look around in this room and we see many men and women who work diligently and tirelessly in your profession, my final challenge to you, as we look at the budget cuts, the tax cuts and the other federal regulations in the Congress, my last words are to you saying that I do not want you to leave Memphis, Tennessee and be anything like my mother-in-law whom I love so dearly.

I would not want you to spend your vacation time this year nor would I want you to spend any of your free time this year being anything like my mother-in-law, whom I love dearly. I love her almost as much as my own mother, but I wouldn't want The Newspaper Guild membership to sit around on vacation time and watch those soap operas on TV all day. Nor would I want you to turn the television set on at night and watch the other TV movies because when the good Lord decides to call my mother-in-law on to the Pearly Gates, I am going to make sure that her obituary would read that she was sitting by "The Edge of Night," holding the "Guiding Light," and "As the World Turns," she is

going to be "Searching for Tomorrow," while she was suddenly swept away by "A Secret Storm," and when they call for "The Doctors" they are going to be busy at "General Hospital" trying to survive a marriage among "The Young and the Restless," and when they finally get to my mother-in-law they are going to say Congressman Ford she only had "One Life to Live" and that she's passed on to "Another World," and those are the "Days of Our Lives."

Thank you very much.

(The audience rose and applauded.)

**CHAIRPERSON CULVER:** Thank you, Congressman Ford.

**BROTHER SCHEER (Ottawa):** Sorry if I am a little slow and everybody else has known this, but I have learned something I would like to go in the record. For several years I have been concerned with translation problems which TNG should address. I am pleased to record the presence from TNG of a translator supplied for a delegate whose mother tongue is not the working language of the convention.

**CHAIRPERSON CULVER:** Thank you, Jim. We now take up the election of the vice presidents under Article VI Sections 1, 2 and 3 of the Constitution, and under the order of procedure we take up the regional vice presidencies first.

#### **VICE PRESIDENT, REGION 1**

The first nominations will be for Region 1. I assume you all know what the region is. I was going to read off the states.

Are there nominations for Region 1?

Jack Wallace, you are recognized.

**BROTHER WALLACE (Wilkes-Barre):** Mr. Chairman, delegates, I wish to place in nomination for Region 1 vice president a young man whose short years have provided him with the knowledge, experience and the expertise to serve not only his local and his region but the Guild as a whole.

Pat Rushton is just 29 years of age, but in his nine years as a Guild member he has served seven years as a local vice president, was engaged in the bargaining of two contracts. He has also participated in the preparation and presentation of a number of grievances and arbitration.

Pat has been a member of the Unity

Council in Wilkes-Barre the past three years and has been selected by his striking members to serve now as the chairman of that Unity Council, a post which carries very heavy responsibilities, requiring total dedication to service in this 33rd month of our strike.

**I am proud to present for election for a second term the other half of the Pat and Jack act, Patrick Gilbert Rushton. (Applause.)**

**BROTHER SABATINI (Philadelphia):** I am honored to stand before this convention to second the nomination of Pat Rushton of Wilkes-Barre. Pat has worked hard for us all during his first year on the IEB, and I am convinced he will continue to work with the best interests of all Guild members in mind.

Pat may be from Region 1, but he has consistently approached consideration of all issues before the IEB. More than once he has communicated with the leadership of locals throughout his region prior to making his decision on major issues.

That's why he should be reelected. Pat is probably the youngest and poorest salary-wise member of the IEB because he is a striker, but he's rich in spirit and fight for the good of all of his constituents.

Pat is Philadelphia's choice and should be the membership's choice for return to the Region 1 seat on the Board (Applause.)

**CHAIRPERSON CULVER:** Thank you, Rick.

**BROTHER LANGZETTEL (Portland):** As vice president during Wilkes-Barre's great struggle and before that, Pat Rushton proved he is really a dedicated trade unionist, and during this last year, filling an unexpired term for IEB of Region 1, Pat has done the things he said he was going to do despite all the strings that go along with producing a successful strike paper.

Pat said he was going to keep Region 1 locals informed, and he has done that with reports before and probably after each meeting of the IEB, and Pat Rushton has made time in his hectic life to make reports personally at meetings of our New England District Council. So I have come to know and admire Pat Rushton.

We in New England are pleased with his performance on the IEB, and I am de-

lighted to second his nomination for a full two-year term on the Board. (Applause.)

**SISTER SCRIVANI:** (Buffalo): In the name of the Buffalo delegation I rise to second the nomination of Pat Rushton for Region 1 vice president. Brother Rushton is known to most of us for his unflagging courage and leadership of the embattled Wilkes-Barre Local, where he served as vice president since 1974.

In May he was elected president of the Wilkes-Barre Council of Newspaper Unions which publishes the Citizens Voice.

We in Buffalo can attest to his diligence and responsiveness as a regional vice president. He has our unqualified support for a new term. (Applause.)

**CHAIRPERSON CULVER:** Is there another seconding speech? Victor.

**BROTHER STEWART** (Albany): As one who has traveled quite frequently to Wilkes-Barre to see the man actually work, Albany is proud to add its voice to sing the praises of Pat Rushton.

**SISTER WILSON:** Wilson, Harrisburg, second the nomination with great respect and thanks.

**BROTHER GOODMAN:** Goodman, Hudson County, very happy to second Pat Rushton's nomination.

**BROTHER BENTON** (Salem): Salem is proud to second Pat's nomination.

**BROTHER FLETCHER** (Boston): Boston seconds the nomination.

**BROTHER ALFANO:** Vic Alfano, Scranton, gladly seconds the nomination of Pat.

**SISTER MARTINO:** Dianne Martino, Manchester delegation enthusiastically supports Pat.

**BROTHER MORRISSEY:** Wire Service Guild supports Pat Rushton.

**BROTHER BELL:** Bell of Pittsburgh, happy to support Pat.

**BROTHER ROTH** (Buffalo): A personal second for Pat.

**BROTHER TOWNSEND:** Bob Townsend, Brockton, seconds the nomination of Pat Rushton.

**SISTER MCGARVEY:** McGarvey, Philadelphia, proud to second the nomination of Pat Rushton.

**BROTHER BUCHANAN:** Buchanan, Erie, proud to second the nomination.

**BROTHER BUIL:** Bill Buil, Buffalo, proud to second.

**BROTHER BLOCK:** Dennis Block, Buffalo, proud to second.

**CHAIRPERSON CULVER:** Are there further seconds? Are there further nominations for Region 1? Are there further nominations? The microphones are clear. **I declare Pat Rushton elected for Region 1.**

(The audience rose and applauded.)

**CHAIRPERSON CULVER:** That completes the election of vice president for Region 1, and just for the record I want to read the states involved in the next region. Region 2: Alabama, Arkansas, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Commonwealth of Puerto Rico, South Carolina, Tennessee, Texas, Virginia and West Virginia.

#### **VICE PRESIDENT, REGION 2**

At this time nominations are open for vice president, Region 2.

**SISTER JOHNSON** (Washington-Baltimore): Brothers and sisters, amigos de Puerto Rico and mes amis de Canada, **I rise to place in nomination the name of Carlos J. Sutton for Region 2 vice president.**

During his first term in office, Carlos Sutton has amply demonstrated that he is a strong trade unionist. He has served as unit chairman and local president and Region 2, vice president.

His energy is boundless. His faith, strength and courage are undiminishing. Brother Sutton cares about the problems of those small locals, particularly those in the South where conditions are often less than desirable even under the best of conditions. He cares about the plight of minorities and women in our industry.

Carlos Sutton gives untiringly of his time, his energy and his personal resources to help those in his local and in his union in this region.

Carlos Sutton is a leader who inspires and brings out the best in those he works with. His familiar face is never missing from late night meetings, meetings that often go well into the wee small hours of the morning.

In my own shop at the Washington Star, Carlos Sutton is a leader and an inspiration to us all. In Local 35 Carlos Sutton has been a leader in a local where the unity has never been an easy one.

It is fitting that Carlos Sutton be nominated today in Memphis, on the banks of one of the world's greatest rivers. Carlos Sutton's strength, like the flow of the great Mississippi, courses its way through the ranks of our membership, carrying with it the untiring promise of a better day.

Thank you. (Applause.)

**CHAIRPERSON CULVER:** Are there further seconding speeches for Carlos Sutton?

**SISTER HOTCHKISS:** Yes, Hotchkiss, San Antonio, I am proud to rise and second the nomination of Carlos J. Sutton for Region 2 vice president.

Carlos has been a friend and a staunch trade unionist, always ready to give advice, never to force his opinion off on an admittedly very small sister local, and I am proud to second. (Applause.)

**BROTHER HOWARD** (Washington-Baltimore): I, too, second the nomination of Carlos Sutton and recommend him to the members in Region 2.

Sister Johnson, I think, barely touched on Carlos' primary forte as a trade unionist, and that's the fact that Carlos is a tireless worker.

He is not long on speeches, as am I not, but Carlos comes from the side of the Guild where speeches aren't necessarily as quick to come as they are on some sides, and I know that he's never had an easy time in any office that he's held in the Guild.

As chairperson at the Star we have gone through some of the toughest years we have had in Region 2. Many of the other locals that he's worked with have actually faced extinction during his time, and any of those failures which came to pass were not of his doing, and in fact, it is because of Carlos that some of them may still be in existence to a very large extent, and for this reason and others, I heartily second the nomination of Carlos Sutton. (Applause.)

**BROTHER SCAIFE:** Mr. Chairman, Clarence Scaife, Chattanooga, I rise to second the nomination of Carlos Sutton be-

cause I am impressed with the record he's made during his past year in this post, and I therefore wholeheartedly re-endorse him.

**SISTER MORRISON** (Washington-Baltimore): I stand to second the nomination of Carlos Sutton.

**SISTER ODOMS:** Mr. Chairman, Pat Odoms, Philadelphia, proudly seconds the nomination.

**BROTHER GILBERT:** Patrick Gilbert, Washington-Baltimore, proudly seconds the nomination of Carlos Sutton.

**SISTER STEPHANIE OVERMAN** (Washington-Baltimore): I am happy to second the nomination of Carlos Sutton.

**SISTER JACQUELINE HAWES** (Washington-Baltimore): Jackie Hawes, Washington-Baltimore, very pleased to second the nomination of Carlos Sutton.

**SISTER CAROL LEE MEND** (Washington-Baltimore): Carol Mend, Washington-Baltimore, wholeheartedly seconds Carlos Sutton.

**BROTHER DAVID FILICKO** (Washington-Baltimore): Dave Filicko, Baltimore-Washington proudly seconds Carlos.

**BROTHER BROWN** (Washington-Baltimore): James Brown, Washington-Baltimore, greatly and proudly seconds the nomination of Carlos Sutton.

**BROTHER DAVIS:** Michael Davis, WBNG, I certainly endorse my brother and fellow trade unionist, Carlos Sutton.

**BROTHER DICK:** Ray Dick, Washington-Baltimore, proudly seconds Carlos Sutton.

**SISTER MARY ESSLINGER** (Washington-Baltimore): Mary Esslinger, Washington-Baltimore, seconds Carlos Sutton.

**CHAIRPERSON CULVER:** Are there further seconds for Carlos Sutton? Are there further nominations for Vice President, Region 2?

**BROTHER GONZALEZ:** Yes, Alfredo Gonzalez from Puerto Rico. Brothers and sisters, it has come the time for Puerto Rico to have a vice president for Region 2 of the TNG.

Every day that we have been organizing the same question has been raised, does Puerto Rico have representation in the top level of the international?

The truth has to be answered, no.

This has caused the discouragement in the workers that we are organizing. Results: We have lost at least three elections for representation, this being one of the reasons. This has given us a clear picture that Puerto Rico up to date needs representation on the IEB.

The candidate that I have the privilege to nominate is the one that we call the ideal one—responsible, a serious person, a good worker in his job and in the union. The brother I am nominating, in his dictionary don't exist the words "personalism" and "division." On the contrary. He gives to Caesar what belongs to Caesar, and he doesn't lose a minute trying to get up—to put as much—close to the union family.

He has done it in Puerto Rico, and he will prove that it can be done here with the sister locals of our region and the rest of the TNG.

Charlie is a man of his own decision, a good thinker, that doesn't like to be pushed to make any decision. He treats everybody equal without any prejudices. Charlie is the kind of a person who is so responsible that his brothers and sisters of the union know he is a good worker. That's why he doesn't make promises that he may not comply with them.

He is a man of action, of positive action. The brother I am nominating has the support of the board of directors of our local and our delegates in this convention.

The Puerto Rico Local candidate is married and has four daughters.

He was steward of the ITU in the San Juan Star where he works as a linotype operator. He served in the U.S. Army for two years.

Charlie is right now the unit chairman of the San Juan Star. Charlie is right now the vice president of our local, with sufficient experience in administration and bargaining contracts.

Brothers and sisters, honestly, I know it is a very good investment to vote in favor of the candidate that I have now the privilege and honor to present for vice president of Region 2, the extraordinary Guild member of Puerto Rico Local, Mr. Charlie Ramis, a decent man, a union leader and a unity man. Stand up Charlie. (Applause.)

CHAIRPERSON CULVER: Are there further seconding speeches? Linda.

SISTER FOLEY: Brother Chairperson, Linda Foley of Lexington, I would like to second the nomination of Charlie Ramis, please.

Charlie has been a long-time union member, both in the Guild and in the ITU. He was a primary figure in the unionization of newspaper employees on the Island of Puerto Rico, an island that houses the only Guild local in TNG that has organized not one, not two, but three newspapers wall to wall.

Brother Ramis had the foresight for a long time to recognize the advantages of this, both at the bargaining table and in terms of solidarity for Guild members. Therefore, I proudly second the nomination of el hermano, Charlie Ramis. (Applause.)

BROTHER STEWART: Robert Stewart of Memphis, I am delighted to rise to second the nomination of Charlie Ramis of Puerto Rico. Charlie's nomination is an idea whose time has come. He is a life-long union worker who helped organize the unions and the newspapers in Puerto Rico, and the Guild needs to solidify its position in Puerto Rico. The election of Charlie to the IEB would give a clear indication that the Guild is committed to Puerto Rico's membership and participation.

As the second largest local in the Southern District Charlie's election there would be a clear mandate to our brothers and sisters in Puerto Rico that they are an integral part of our union.

For myself and all our friends in Puerto Rico, I wholeheartedly second the nomination of Charlie Ramis with the reminder that we are *The Newspaper Guild* and this is our international convention. (Applause.)

BROTHER MERCER (Washington-Baltimore): Charlie Ramis is vice president of the Puerto Rico Local, and that's the second largest and still growing local in this region, and I want Charlie Ramis to represent me.

Hermano Ramis, sus companeros en el Washington Post nos prometamos a trabajar para su election. Vive Puerto Rico libre. (Applause.)

CHAIRPERSON CULVER: Are there further seconds for Charlie Ramis?

**SISTER HUFFMAN:** Huffman, Washington-Baltimore, I second the nomination with great pleasure.

**BROTHER GEIST:** Eric Geist, Washington-Post, I second the nomination with great pleasure.

**SISTER McCracken:** Faye McCracken, Memphis, On behalf of the rest of the delegation from Memphis, we are happy to second the nomination for our friend from Puerto Rico.

**BROTHER BAEZ:** Angel Baez, Puerto Rico, I and the rest of the delegation support the nomination of Charlie Ramis. (Applause.)

**CHAIRPERSON CULVER:** Are there further seconds? Are there further nominations for other candidates for the Region 2 vice presidency? Are there further nominations? The microphones are clear. I declare the nominations closed.

**There being only two candidates, I declare that Carlos Sutton and Charlie Ramis are the nominees for regional vice president for Region 2.**

### **VICE PRESIDENT, REGION 3**

We will go on to vice president for Region 3. This includes Colorado, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Carolina, Ohio, South Dakota and Wisconsin.

**BROTHER NELSON (Twin Cities):** Brother Chairperson, brother and sister delegates, there is a kind and gentle man from Gary, Indiana, who has served this union with honor and distinction and integrity and with true independence of thought. Consistent with his style of firmness and fairness rather than flamboyance, he has requested that his name be placed into nomination for a second term on the IEB without the usual ritual of a formal speech.

**With reluctance I honor that request. I give you no speech, but I do give you with a certain amount of pleasure at this time the nomination for Region 3 vice president on the IEB of one of this union's outstanding leaders, John B. Mitchell. (Applause.)**

**CHAIRPERSON CULVER:** Further seconding speech? Go ahead.

**BROTHER SEVERANCE:** I am Bob

Severance from Columbus, and I second John Mitchell.

**BROTHER KENNEDY:** Jack Kennedy, Youngstown, we second John Mitchell.

**BROTHER ROEDER:** Mike Roeder, Peoria, we second John Mitchell's re-election.

**BROTHER PETERS:** Kurt Peters, Rockford, we second.

**BROTHER BOTTORFF:** Bottorff, Gary, we are happy to second former president of our local.

**BROTHER SANFORD:** Sanford, Sioux City, we will second that nomination.

**BROTHER MCGILL:** Jim McGill, Gary, we will second the nomination of our brother from Gary.

**CHAIRPERSON CULVER:** Are there further seconds for Mitchell? Are there further nominations for the regional vice presidency, Region 3? Dolly.

**SISTER KACZOR:** Dolly Kaczor, Cleveland, speaking for the entire Cleveland delegation, I have the very great pleasure of nominating Dick Peery for vice president of Region 3.

When Brother Peery joined Local #1 ten years ago, he started out at a gallop and hasn't slowed down since. We have been hoping for him to become winded, but it doesn't look as if it is going to happen.

Shortly after he started at the Plain Dealer, that unit called a strike on a cold and windy day in October of 1972. On the first day of that strike the executive editor of the Plain Dealer called the mayor of Cleveland and asked what he could do to end the strike. The mayor ordered mounted police to try to persuade us to the errors of our ways. Six horses charged our lines, but Brother Peery was at the forefront of our ranks. The strikers did not break rank, and the strike was settled two days later. Their bravery resulted in a law which bans the use of mounted police against picket lines. (Applause.)

Brother Peery served for five years as a local officer, including president in 1979. In other years, including this one, he has served on merger, attended ITU meetings as a guest and has worked at maintaining a close relationship with Local #1 and the Cleveland printers.

For two years he represented the Cleveland AFL-CIO at a series of city council meetings; his testimony proved to be crucial to the passage of a law which makes it illegal for businesses to assign armed security. The Cleveland AFL and CIO Federation of Labor commended Brother Peery for his tireless efforts.

He was a founding member of Cleveland's Black Labor Leadership Caucus, member of the Plain Dealer Guild Black Caucus, and is vice president of the Great Lakes Council. He is a very strong advocate of women's rights.

We have found Brother Peery to be tireless, dedicated, sensitive to important Guild and labor issues, and we believe he will be to you, too. (Applause.)

**BROTHER GUERRERO:** Art Guerrero, Denver, I rise to second the nomination of a real unionist, Richard Peery of Region 3. I am sure that most of you have already had the chance to meet Dick or have heard him in committee. Having had experience on the IEB Board myself, I know that he has the intelligence and the ability to serve the region well.

Peery has demonstrated his leadership at the last three conventions he's attended. He was chairman of the Rules Committee, of which I was a member last year and is chairman of the Constitution Committee this year.

Despite the political division of the election, Peery is a candidate who is supported by both sides.

Denver urges the support for Dick Peery.

**CHAIRPERSON CULVER:** Are there further seconds for Dick Peery?

**BROTHER RIEGER:** Yes, I am Ken Rieger from Toledo. I rise to support the nomination of Dick Peery for vice president of Region 3 of the International.

I know Dick as a really great representative of The Newspaper Guild and his Local Number #1 in particular. He's served with great respect in the local, in the great Great Lakes District Council and at convention of The Newspaper Guild.

We from Toledo are quite pleased to be able to support and second the nomination of Dick Peery for vice president of Region 3. (Applause.)

**BROTHER LEBBING (St. Louis):** The entire delegation is happy to second the nomination of Dick Peery.

**SISTER BROOKSHIRE:** Kay Brookshire, Cincinnati, our entire delegation is also pleased to second the nomination of Dick Peery.

**BROTHER MLECZKO:** Lou Mleczo of Detroit, on behalf of the Detroit delegation, second the nomination of Richard Peery.

**SISTER POIDOMANI:** Poidomani, Akron, on behalf of myself, my officers and my membership we enthusiastically second the nomination of Richard Peery.

**BROTHER MORRISSEY:** Bill Morrissey, Wire Service Guild, we second the nomination of Richard Peery.

**BROTHER MILLER:** Kevin Miller, Columbus, proud to second the nomination of Dick Peery.

**BROTHER MINKKINEN:** On behalf of the Chicago delegation, proudly seconds the nomination of Dick Peery.

**CHAIRPERSON CULVER:** Are there further seconds? Are there further nominations for Region 3 vice president? Further nominations? The microphones are clear.

**I declare the nominations closed and I declare that Dick Peery and John Mitchell are nominated as candidates for vice president, Region 3.**

**BROTHER EDGINGTON:** Yes, Edgington, San Diego, Brother Chairperson, I would like to inquire as a point of information, if we are going to have an item of business pertaining to the 50-cent across-the-board dues increase.

There was some discussion of that last night, and I know that there are a number of delegates who are going to be leaving in the next few minutes or over the next hour or so, and if so, I would ask that that item of business be brought forth now so that those persons in the room can give their deliberations to it.

**CHAIRPERSON CULVER:** Is that in reference to this?

**BROTHER FORTUNE:** Yes, Don Fortune, San Francisco-Oakland. I have the following motion: **Pursuant to Article XXI,**

**Section 1(a) of TNG's Constitution, I move that the Convention direct the IEB to submit to a referendum vote of TNG membership 1981 Convention action adopting paragraphs 1, 2, and 3 of the Second and Final Report of the Finance Committee and part 2 of the Second and Final Report of the Constitution Committee, the effective date in Article XVII, Section 7(a) to be September 1, 1981.**

I believe the members should have a choice in this matter.

**SISTER MUNCH (Victoria):** I second.

**BROTHER EDGINGTON:** Mr. Chairman, is there going to be some discussion? I am going to object to the consideration of the motion if there is. **So I rise to object to the consideration of the motion.**

**CHAIRPERSON CULVER:** All right. There's been a motion to object to consideration of the question. That requires twelve seconds from five locals.

**BROTHER MacDONALD:** MacDonald, Canadian Wire Service Guild, seconds.

**BROTHER OLDFIELD:** Oldfield, Canadian Wire Service Guild, seconds.

**SISTER PALTER:** Helen Palter, San Francisco-Oakland, seconds.

**SISTER PETERSEN:** Petersen, Ottawa, second.

**BROTHER RIEGER:** Rieger, Toledo, second.

**SISTER ZINK:** Zink, Los Angeles, seconds.

**BROTHER MILLER:** Ross Miller, Southern Ontario, seconds.

**BROTHER TOWNSEND:** Townsend, Brockton, seconds.

**BROTHER HOPKINS:** Hopkins, Pacific Northwest, seconds.

**BROTHER THOMPSON:** Thompson, Ottawa, seconds.

**BROTHER WILHELM:** Wilhelm, Buffalo, seconds.

**SISTER FOLEY:** Foley, Lexington, seconds.

**BROTHER RANDOL:** Randol, Central California, seconds.

**SISTER WEISS:** Weiss, Cleveland, seconds.

**CHAIRPERSON CULVER:** That is sufficient. We have the twelve seconds from five locals. The questions is not debatable. The questions before you is, shall the question be considered.

**BROTHER VAGNOZZI (Detroit):** Point of order, Mr. Chairman.

**CHAIRPERSON CULVER:** Yes.

**BROTHER VAGNOZZI:** I think there has been a question raised as to whether the motion is in order at this time, and I would hope that there would be a rule on it. My contention is, it is out of order for the same reason you ruled my motion out of order. Once the election starts, as you said, there is no way to stop it.

**CHAIRPERSON CULVER:** I am going to hold that it is in order. This question is a prior motion that is in order to object to consideration of the question, and I had previously admitted the other motion.

**BROTHER VAGNOZZI:** No, I was objecting to consideration of the original motion.

**CHAIRPERSON CULVER:** Well, you should have done it at the time.

**BROTHER VAGNOZZI:** I was up there.

**VICE PRESIDENT WADE (New York):** Mr. Chairperson, I move for a roll call vote.

**VICE PRESIDENT TUCKER:** Tucker, San Francisco-Oakland, second.

**CHAIRPERSON CULVER:** Are there further seconds?

**BROTHER SABATINI:** Sabatini, Philadelphia, seconds.

**VICE PRESIDENT STONEBANKS:** Stonebanks, Victoria, second.

**BROTHER HATFIELD:** Hatfield, San Francisco-Oakland, second.

**BROTHER KIRKPATRICK:** Kirkpatrick, New York, seconds.

**SISTER LANE:** Lane, Vancouver, seconds.

**BROTHER BACHELLER:** Bacheller, New York, seconds.

**SISTER O'BRIEN:** O'Brien, Vancouver, seconds.



**BROTHER DICK:** Dick, Washington-Baltimore, seconds.

**SISTER WILSON:** Wilson, Montreal, seconds.

**BROTHER CALVERT:** Calvert, San Jose, seconds.

**BROTHER SWINDELL:** Howard Swindell, seconds.

**BROTHER MILLER:** Ross Miller, Southern Ontario, seconds.

**VICE PRESIDENT SUTTON:** Carlos Sutton, Washington-Baltimore, seconds.

**SISTER BATEMAN:** Bateman, Southern Ontario, seconds.

**BROTHER REED:** Reed, Montreal, seconds.

**CHAIRPERSON CULVER:** All right. We have sufficient seconds. We have sufficient seconds for the roll call. Are the tellers en route?

**SECRETARY-TREASURER DALE:** I understand Lillian White of Toledo has left—one of our three tellers. Bob Steinke, chairman of the IERC, would you come up and volunteer your services as a teller, please.

**SISTER MARTINO:** Brother Chairperson.

**CHAIRPERSON CULVER:** Yes, is this a point of order?

**SISTER MARTINO:** Yes, I just left the room for 30 seconds, came back and all this was happening, and I don't know what we are voting on. I would appreciate it if the sequence of events would be detailed for us.

**CHAIRPERSON CULVER:** All right, I will wait one moment until we are sure, to start the roll call, and then I will state the vote.

A few minutes ago a motion was made to submit the 50-cent dues proposal to a referendum. A motion was made to object to consideration of the question, and that was properly seconded. Another motion was made for roll call. We are now preparing to take a roll call vote on the motion, shall the question be considered.

If you vote "aye," it means the question is before the body and is open to debate.

If you vote "no," it means that the question cannot be considered, and that it is not before this body.

(Cries of "no.")

**CHAIRPERSON CULVER:** Are you clear?

(Cries of "no.")

**BROTHER STEWART (Albany):** Can Brother Barr give us an interpretation here?

**BROTHER BARR:** The chair is absolutely correct. Even though the motion is to object to the consideration of the question, under Robert's Rules the question is stated, shall the question be considered. That means that those who vote "aye" want the underlying motion to be debated and voted on. Those who vote "no" want the motion to be killed.

**SISTER POIDOMANI:** Brother Barr, further point of information. Does this prevent the underlying motion from coming to the floor at any time or just at this point in time?

**BROTHER BARR:** It prevents the motion from coming to the floor again in this entire Convention.

**CHAIRPERSON CULVER:** Are the tellers ready?

**BROTHER CALVERT (San Jose):** Pardon my ignorance, but just so I know, a vote in the affirmative would say I would like to take this issue possibly back to the membership for its expression.

(Cries of "no.")

**CHAIRPERSON CULVER:** An "aye" vote will be that we want to debate and consider that motion on whether to take it to the membership. A "no" vote will kill the dues referendum proposal, keep us from considering it.

**SECRETARY-TREASURER DALE:** We will begin the call of the roll.

(The roll was called by Secretary-Treasurer as follows:)

<i>Local</i>	<i>Yes</i>	<i>No</i>
Akron	3	—
Albany	—	4
Boston	—	5
Brockton	—	3
Buffalo	—	9

<i>Local</i>	<b>Yes</b>	<b>No</b>
Canadian Wire Service	—	9
Central California	—	9
Chattanooga	2	—
Chicago	7	—
Cincinnati	—	3
Cleveland	—	8
Columbus	—	4
Denver	—	8
Detroit	13	—
Erie	—	4
Eugene	—	—
Gary	—	2
Great Falls	1	—
Harrisburg	—	2
Hawaii	—	6
Hudson County	—	2
Knoxville	2	—
Lexington	—	1
Los Angeles	—	5
Manchester	—	3
Memphis	—	6
Montreal	4	—
New York	48.53	6.47
Northern Ontario	1	—
Ottawa	5	—
Pacific Northwest	—	13
Pawtucket	—	2
Peoria	3	—
Philadelphia	13	—
Pittsburgh	—	3
Portland, Me.	—	5
Providence	6	—
Pueblo <sup>1</sup>	—	—
Puerto Rico	—	12
Rockford	1	1
St. Louis	—	12
Salem	—	2
San Antonio	2	—
San Diego	—	10
San Francisco-Oakland	12	4
San Jose	1.29	7.71
Scranton	—	3
Sheboygan	—	2
Sioux City	—	1
Southern Ontario	—	19
Terre Haute	—	3
Toledo	—	6
Twin Cities	10	—
Vancouver-		
New Westminster	5.13	3.42
Victoria	4	—
Washington-Baltimore	23	—
Wilkes-Barre	—	3
Wire Service	10.5	3.5
Youngstown	—	3

<sup>1</sup> Absent from floor.

**SECRETARY - TREASURER DALE:**  
That completes it.

(Results of the roll-call vote subsequently announced were: "Yes," 177.45. "No," 218.10.

**PRESIDENT PERLIK:** Is Paul Mallon at the SONG table?

There is a piece of business we can take care of while the count is being completed. It requires the distribution of some paper. If you will just stand easy for a moment.

I would like to recognize Paul Mallon of the SONG delegation. Although he is not a member of the Resolutions Committee and the piece of business you are about to act on isn't an official act of that committee, I am sure its nature will invite your unanimous consent to permit this slightly unusual and unorthodox procedure.

Brother Mallon.

#### **AN HONORARY CONSUL SANS PAREIL**

Canadian Guild members hate losing. They hate losing arguments, poker games and exchange on the dollar. Even more than that, however, we hate losing Fred Jones.

We won't go into Fred's contributions in the nearly 30 years he has been an IR. He's one of the finest organizers we have ever met. He is constantly encouraging, informative and helpful.

It is, however, a far greater contribution, and one known to all convention-goers, we want to address.

At the convention in Hawaii, Fred was vital to the establishment of an important Guild tradition. He accepted our appointment as an honorary consul for Canada and opened his room for the first Canadian party.

It is a fine tradition which, in the best spirit of the Guild, has grown year by year. The setback of Fred's retirement cannot be permitted to stand in the way of this kind of progress.

This Convention extends its sincere thanks to Fred for his long and dedicated service to the Guild, his tireless and unselfish efforts on our behalf and his ready acceptance of the role of honorary consul when required.

Thank you, Fred. We'll miss you more than we can say.

This resolution submitted by the Canadian Policy Conference.

**Brother Chairperson, I move adoption.**

**PRESIDENT PERLIK:** You have heard the motion, and I am going to usurp the privilege of speaking to this motion myself.

As I told you last year in Toronto, my roots as an employee of The Newspaper Guild go back very far, and they are embedded in Canadian soil, largely because practically the first prospective Guild member I met on my first assignment to Toronto was Fred Jones, then the labor reporter for the Toronto Telegraph. I signed him to his first Guild card. I am delighted to be here to wish him and Hazel, his wife—and I am sorry she got away from us this morning and isn't in the room for this tribute, oh, she's come in, good — and Tracy, his granddaughter.

I insist, Brother Mallon, that my initials, C.A.P., Jr., be attached to this resolution. I will claim my honorary Canadian citizenship for that very distinct purpose.

On Wednesday night, I believe it was, the Canadians celebrated Dominion Day with a party in the Memphis suite, and many of you were out doing other business while the very nice tribute prepared by Brother Chuck Daly of the Ottawa Local was read to the assembly, and I think it would be remiss if we didn't put this tribute in the record so that all of you can participate in it as well.

It goes this way:

*Brother Fred—your brothers and sisters  
Have gathered here  
To honor you  
For your many years.*

*Our only hope for you,  
On this your special night,  
Is that we express our thanks  
And do it right.*

*During your many years of service,  
I have been told,  
You have worked very hard  
To bring the Guild in out of the cold.*

*I am sure my fellow brothers and sisters  
Will honor my sentiments true  
That the Guild has been blessed  
By simply knowing you.*

*Through your action on our behalf  
It has been so strongly shown*

*Why the name of Fast Freddy Jones  
Is so widely known.*

*We only hope that the high standards  
You have left behind  
Will always be kept  
Foremost in our minds.*

*It was known that companies  
Tended to shudder and frown  
When Fast Freddy Jones  
Was known to be coming to town.*

*Your weekend blitzes  
Are part of your fame,  
But building a strong Guild  
Has always been your game.*

*The work done by you  
Out in the field  
When harvested by us  
Will finally show its yield.*

*We only hope and pray that  
Those of us you entrusted it to  
Will remember that this harvest  
Simply belongs to you.*

*Freddy, it is very hard to express  
in this little poem  
Exactly what it means  
to keep up to a Jones,  
But one thing is sure,  
between me and you,  
It will require more than one man  
to fill your shoes.*

*Freddy, as we pass through life  
And look at men,  
It seems to be getting harder  
To simply call someone a friend.*

*But in your case the word doesn't seem  
To be really enough  
To truly express  
What you really mean to us.*

*Freddy, on behalf of all of us  
Standing here,  
We wish you and Hazel  
Good luck in the coming years.*

*Our hearts are with you,  
On this your special night,  
Though you are probably leaving us  
To organize a senior citizens' fight.*

(Laughter.)

**PRESIDENT PERLIK:** We have prepared in your name, as delegates to this Convention and Guild members everywhere who have been touched by the very special talents that Fred Jones brought to the organization, a gold ring with a Guild seal

on it, and Freddy, if you will come up here I want to put it on your finger.

(The audience rose and applauded.)

Come on, Hazel. Come on up here too. (Applause.)

**PRESIDENT PERLIK:** Harry McCormick, the president of the Federation of Guild Representatives, has asked for recognition for this very special purpose, and I am happy to do so.

**BROTHER MCCORMICK:** Thank you, President Perlik. On behalf of the Federation of Guild Representatives, the bargaining representatives of the professional staff of The Newspaper Guild, I would like from our hearts to warmly endorse the sentiments reflected in the resolution to Fred Jones.

Fred has been and will continue to be a wonderful friend and brother to all of us, and we expect to have a little more something to say about that tonight at our annual staff party.

Freddy, good luck. Thank you. (Applause.)

**PRESIDENT PERLIK:** I will bet you have a word to say to your buddies out there.

**BROTHER JONES:** If I can get the lump out of my throat, this is certainly very much appreciated, particularly in the presence of my bride of 42 years and my granddaughter.

When I sent in my letter of resignation, it was well qualified. It said I would be resigning on or about May 29 but that I would not walk away from an assignment that hadn't been completed and that provision still applies.

I also conveyed that I owe a lot to the Guild, and that if there was ever an occasion following formal retirement that my services could be helpful in helping to further the Guild and its great band of members that I would only be too happy to do so, providing that anything I did was not in violation of the contract between the Federation of Guild Representatives and The Newspaper Guild. (Laughter.)

I really appreciate the reception. It's been a long romance that actually dates back to when I was a cub reporter in 1938, but at that time we were not successful in getting the Guild into the paper that I

worked for, but the people in the paper never gave up. We went at it two more times. On one occasion we won a vote but lost certification. We won it by an actual vote of a majority of one but did not get certification because the laws provided we had to get the majority of those eligible, and it so happened that some people were away, and under the law at that time we lost.

However, we took another run at it, and when we took another run at it, we had the leadership of Charles A. Perlik, Jr. He led us, he fathered us, and as a result of that, Toronto has built itself into a very strong local of The Newspaper Guild.

Yesterday during debate the emotions had a tendency to run high; sometimes they got a little on the strong side. One of the reasons that the Guild is such a democratic union and in the forefront of that regard is because people do come here, thresh out their feelings, their objectives, and they do have and have had honest disagreements of opinion. But in my years with the Guild, every convention, every group of delegates at every convention, has walked away with an increase of dedication to the Guild.

I think they have walked away with the concept that sometimes you win, sometimes you lose and there's always another chance to come back and try to convince people to go along with our objectives.

Chuck, Chuck, Harry, it so happens this beautiful ring fits on the finger that normally goes with a wedding. I am now confirmedly married to the Guild. Normally with a marriage there is a reference that says you consummate the marriage. I don't know how the hell that can be accomplished, because there may be some skeptics who would say, who the hell is going to do what to whom? (Laughter.)

I think one way I can consummate this marriage, however, is to never turn my back on the Guild and make myself available at any time, anywhere that my help might be useful.

I thank you for the honor. I thank you for your patience. And God bless you in the future.

Thank you.

(The audience rose and applauded.)

**CHAIRPERSON CULVER:** Secretary-

Treasurer Dale, do you have an announcement on the vote on the previous motion?

**SECRETARY - TREASURER DALE:** Brother Chairperson, the tellers certify the results of the roll call on the motion objecting to consideration as follows: "Yes," 177.45, "No," 218.10. (Applause.)

**CHAIRPERSON CULVER:** The motion, shall the question be considered, is defeated.

#### MOTION LOST

**CHAIRPERSON CULVER:** We return at this time—

**VICE PRESIDENT WADE (New York):** Harry.

**CHAIRPERSON CULVER:** Yes.

**VICE PRESIDENT WADE:** Are statements in explanation of voting in order now?

**CHAIRPERSON CULVER:** I beg your pardon?

**VICE PRESIDENT WADE:** Is a statement in explanation of vote in order?

**CHAIRPERSON CULVER:** Yes.

**VICE PRESIDENT WADE:** This was a vote on a motion to object to consideration of the motion, which is a perfectly good parliamentary procedure, but no one should be deceived about what the intent of the vote was, and that was a vote to prevent the membership—

**BROTHER EDGINGTON:** Point of order, Brother Chairperson.

**CHAIRPERSON CULVER:** Just a minute. You are arguing the motion now that it's already disposed of.

We will proceed at this time with the nominations for Region 4 vice presidents.

#### VICE PRESIDENT, REGION 4

**BROTHER BRUNER:** Brother Chairperson, brothers and sisters, Bob Bruner, Pacific Northwest.

**I rise to nominate a long-time union activist from Pacific Northwest Newspaper Guild for the position of vice president of Region 4. She is Anna Padia, who has spent more than a decade working for her union and its members while employed at a classi-**

**fied telephone salesperson at the Seattle Post Intelligencer.**

She happens to be a hell of a good salesperson. If the bosses at the paper did their jobs as well as she does hers, perhaps the Hearst Corporation wouldn't be looking for a joint operation with the competing newspaper in the city. But that's not the major reason for this nomination.

We are more concerned here with what she's done for her union and what she has to offer us on the IEB.

Anna, who is no stranger to most of you here today, has done a lot. Those of you who might have met her for the first time at this convention through her role as chairperson of the Organizing Committee or as a participant in the various caucuses, meetings and hospitality rooms may have gotten the idea she's no newcomer to the Guild or the labor movement, and she isn't.

She joined the Guild in 1969 when she first went to work for the Hearst Corporation, immediately following graduation from the University of Washington where she received a degree in communications. Since then she has served on the local's executive board for ten years, been P-I unit chairperson four years, local secretary two years and was local president in 1978. She has served on four negotiating committees and is currently a member of the local committee involved in the battle over the proposed joint operating agreement.

She has been active in the Western District Council, attending numerous WDC meetings over the years and establishing a close working relationship with representatives from the other locals on the West Coast and Hawaii.

She has been to these conventions for eight years. In 1975 she was an IR, and she was active in special organizing efforts of our union.

She helped found the Coalition of Labor Union Women and has served on its board for the past seven years. During three of those years she served as a CLUW chapter president. Last year she was the Coalition's national grant recipient and developed the Seattle-based Resource and Referral Center for Working Women.

She is a long-time member of the Pacific Northwest Labor History Association and the Pacific Northwest Labor College. She is an associate faculty member at Shcre-

line Community College in Seattle where she is an instructor in the labor studies program.

That ought to have been enough to keep her busy, but through all of this, except for the times that she was away as an IR, she's maintained her status as a shop steward. She's been involved in handling literally hundreds of grievances for members, but she's never lost touch. She has the ability to communicate.

I am pleased to place her name in nomination, and I ask for your support of the nomination of Anna Padia. Thank you. (Applause.)

SISTER PALTER (San Francisco-Oakland): I was at a District Council meeting in Sacramento in 1971, and I kept wondering why there was one delegate who was the only person in the room who didn't stand up when addressing the body. (Laughter.) I was beginning to get miffed, and then somebody told me that Anna was standing. It was then that I realized she wasn't short, she was just wound tight.

Anna's experience over 12 years of Guild activity is deep and broad. Her home base is classified. Through her steadfast determination and dedicated energy, the gap between inside and outside sales has been narrowed.

Pacific Northwest local arena is simply a microcosm of TNG. If Anna Padia is on the IEB, 33,000 Guild members will benefit rather than just the 1,090 who now benefit from her work in PNNG.

I urge the candidacy of Anna Padia. (Applause.)

BROTHER TURNER (Central California): I am pleased to second the nomination of Anna Padia, a nomination that has the unanimous support of the Central California delegation. Bob and Helen have outlined the history that makes Anna eminently qualified to have the position of Region 4 vice president, but there is another factor which I think is deeply or perhaps more important, and that is the approach that Anna brings to the issues and the people of the Guild.

That approach is honest, and it is enthusiastic. It is questioning. It is critical in the sense of examining everything, but not in the sense of arguing for the sake of argument. I believe that the concern that Anna

has for the people of all of the locals in Region 4, all of the locals in the Guild, make her a wonderful choice, and I enthusiastically urge your support. (Applause.)

CHAIRPERSON CULVER: Is there another seconding speech?

BROTHER GEIGER: Yes. Jim Geiger from San Jose. I am proud to second the nomination of Anna Padia for a Region 4 vice president. It is only in the last year and a half that I got to know Anna personally, and in that time I found that she is an outstanding Guild leader.

Her ability and her experience put her in the front rank of the candidates for the International Executive Board.

In her 12 years as a member of Pacific Northwest Newspaper Guild, Anna has shown her skill in contract negotiations. She served on four negotiating committees, and in those 12 years Anna has shown her skill in organizing. She was a Guild special International Rep, and Anna has shown her skill in contract enforcement as a shop steward and a grievance committee member. She's handled, as somebody said before, hundreds of grievances in that time.

Anna has shown her skill as a local leader, serving in a variety of offices, including the presidency of the Pacific Northwest Newspaper Guild. And Anna has shown her skill in the affairs of TNG by serving ably and effectively. She served ably and effectively as a delegate to eight conventions.

Her record and her commitment to the goals and principles of The Newspaper Guild make Anna Padia an outstanding candidate for the International Executive Board.

Thank you. (Applause.)

BROTHER SOUZA (Hawaii): Anna, as a long time friend, it is my pleasure to second your nomination and Hawaii supports you.

BROTHER CAIN: Russ Cain, San Jose, very happy to second the nomination.

SISTER JENKINS: Bobbie Jenkins, Los Angeles, on behalf of the Los Angeles Newspaper delegation we second Anna.

BROTHER HOPKINS (Pacific Northwest): I personally support Anna and join the local in supporting and nominating her.

**BROTHER EDGINGTON:** Edgington, San Diego, very happy to support Anna on behalf of Local 95.

**BROTHER SWEENEY (San Jose):** I am happy to support Anna.

**BROTHER TONG:** John Tong, Pacific Northwest, I am happy to give my support for the biggest little work horse in our local.

**BROTHER BRYANT:** Bryant, San Jose, happy to second Anna's nomination.

**CHAIRPERSON CULVER:** Are there further seconds to Anna Padia's nomination? Are there further nominations for Region 4?

**VICE PRESIDENT BECK:** It is a pleasure and a privilege for Great Falls to nominate the next vice president of The Newspaper Guild from the U.S. Western Region, Larry Hatfield, first vice president of SFONG.

Every two years we select from among the leaders of our union those who will guide us for the next two years. We are only one of two or three industrial unions led by leaders working within the industry. One of the leaders in Region 4 and one of the bright lights on the West Coast has been Larry Hatfield.

Brother Hatfield is a Guild leader who is respected in his field. At 39 he is a reporter on the San Francisco Examiner. He has augmented degrees from the University of Iowa and American University with participation in a Latin American studies program as a Fellow of the National Endowment for the Humanities.

Over the past decade he has earned more than a dozen reporting awards. Brother Hatfield is a Guild leader who exhibits perseverance. He first became a Guild member when he joined the Wire Service Guild in 1963 in Pierre, South Dakota. He later was a Guild member at the Washington Star.

In San Francisco he has served as a unit or local officer for 12 years in a row.

Brother Hatfield is a Guild leader with courage. He was fired from the only non-Guild job he ever held at the San Rafael Independent Journal, and as he explains it, "I declined to cross an ITU picket line."

Brother Hatfield is a Guild leader with commitment and experience. He has served

three terms as president of SFONG and negotiated the past two contracts. He has been a delegate to Western District Council for a number of years.

Brother Hatfield is a Guild leader who is sought for counsel and guidance. He has been elected a delegate to seven TNG International Conventions. However, he missed the meetings in Honolulu and Toronto because he remained to be available for bargaining.

Brother Hatfield is a Guild leader who has developed creative skills which have found an outlet in the coordinated bargaining done in the San Francisco Bay area. He is a member of the San Francisco Conference of Newspaper Unions.

As we in organized labor enter the decade of the '80s, we are going to need the qualities Brother Larry Hatfield exemplifies—indpendence, determination, decisiveness.

Back in Great Falls when we start each Guild meeting each month we read from Article I, "The purpose of The Newspaper Guild shall be to advance the economic interests and to improve the working conditions of its members, to guarantee as far as it is able equal employment and advancement opportunity in the industry and constant honesty in news, editorials, advertising and business practices, to raise the standards of journalism and ethics of the industry, to foster friendly cooperation with all other workers, and to promote industrial unionism in the jurisdiction of the Guild."

Brother Hatfield is a leader who has fulfilled these purposes throughout his Guild career, and we have confidence he will continue to do so.

Great Falls is proud to nominate Brother Larry Hatfield. (Applause.)

**BROTHER CALVERT (San Jose):** It seems unusual to me that in Western District Council we always face a lot of tough choices. We have apparently a depth of talent that brings us not only Anna Padia but the caliber of a candidate such as Larry Hatfield. We heard from Carla on his background when he was with the Wire Service Guild and with the Washington Star. At the Washington Star when he was a Guild member there, as he put it to me, he quit on Nixon's election night and hitch-hiked to San Francisco because he had never

been there. Presumably it was also to get away from what he knew was going to come down at 1600 Pennsylvania Avenue.

The only job that was then available to him was at a nonunion shop, nonunion as far as Guild goes. That was the San Rafael Independent Journal.

While he was there, though, he worked closely with the Typographical Union that had a contract, other unions had contracts there, but when they had a crunch time, the ITU went out on strike, Larry Hatfield was one of three out of the editorial unit who were unprotected by a contract—that were fired for observing the picket line. A week later he landed on the Examiner, and he has amassed a local record within SFONG—president of the grievance committee, negotiations, organization.

Last year Larry merged with another Guild activist in the local, Carol Ness. Now both of them continue to work effectively and diligently for the ideals in which we all believe.

Larry Hatfield has amassed the kind of record of involvement on behalf of all of the members, the kind of person needed for proper balance on the IEB for Region 4.

It is my extreme pleasure to second the nomination of Larry Hatfield. (Applause.)

PRESIDENT PERLIK: Are there other seconds? Vice President Floyd Tucker.

VICE PRESIDENT TUCKER: Tucker, SFONG, I rise, as you might guess, Brother President and delegates, to second the nomination of a skilled journalist and a true trade unionist, Larry D. Hatfield.

I have a special relationship with Larry Hatfield because I am the only member of my local union who can say that he has bested Larry in a local election. That's been almost a decade ago, but I wouldn't want to run that election again because in the intervening time Larry has demonstrated time and time again to the people of the Bay Area his leadership skills and devotion to trade unionism. He's pulled together our large sprawling and diverse local under difficult conditions on several occasions.

He's been the principal architect—one of the principal architects, pardon me, another one is sitting here in the room—of the last two contracts under which nearly

2,000 people work in the Bay Area, contracts that have defended unprecedented onslaughts, unprecedented for us, against our working conditions, that returned record dollar amounts, and made great strides toward ending the suppression of our pink ghettos.

This is not to say I always enjoy being around him. He can be a very difficult personally, but the union comes first, and that's what's important.

Brothers and sisters, it was in 1976 in the Shoreham Hotel in Washington, D.C. during a lull in the Guild convention when I turned to Executive Secretary Fred Fletcher and told him I had reached the opinion that we needed Larry Hatfield to be our president during what was going to be severe bargaining problems during the year 1977.

Fletch was skeptical, but he went along, and in the fullness of time I was proved correct. Hatfield and Fletcher became the strongest bargaining team we have ever had in our local union in the Bay Area.

Now, I should have to say, in closing, that the city is Memphis but the message is the same. We need Larry Hatfield. (Applause.)

PRESIDENT PERLIK: Are there other seconds? Bob.

BROTHER BOB KLOSE (San Francisco-Oakland): After nearly 10 years of Guild work with Larry Hatfield, I am proud to second his nomination for Region 4 vice president and recommend his election. Thank you.

PRESIDENT PERLIK: Other seconds? Don.

BROTHER FORTUNE: Don Fortune, San Francisco-Oakland, I proudly second the nomination of Larry D. Hatfield.

BROTHER SMITH: Chris Smith, San Francisco-Oakland, very happily seconds the nomination for Larry Hatfield.

BROTHER WARNOCK (San Francisco-Oakland): I, too, am proud to second the nomination of Larry Hatfield.

PRESIDENT PERLIK: Are there other seconds? The mikes are clear. I therefore declare the candidates for Region 4 vice president are Anna Padia of Pacific Northwest and Larry Hatfield of SFONG.



## **VICE PRESIDENT, REGION 5**

Are there nominations for the position of vice president from Region 5, which consists of the Connecticut counties of Fairfield, Hartford, Litchfield and New Haven; New Jersey (excepting the counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hudson, Ocean and Salem); and the New York counties of Bronx, Kings, Nassau, New York, Orange, Queens, Richmond, Rockland, Suffolk and Westchester.

**VICE PRESIDENT WADE (New York):** President Perlik, Wade, New York. On January 1, 1977 the Australian press lord, Rupert Murdoch, took over the New York Post, declaring war on The Newspaper Guild, with the obvious hope of destroying the long-standing Guild contract there. That challenge was turned back by the scrappy, wiry 400-member Post unit whose chairperson was Barbara Yuncker, the woman I am nominating for Vice President from Region 5.

The Guild won its fight in 1978, preserving its contract, keeping intact the best job security clause in the Guild. In addition, Barbara herself negotiated the only pension improvement won by any newspaper union in New York in that year of the Pressmen's strike. Barbara, now the medicine/science editor of the Post, has been a Guild member for 20 years. Today she is vice chairperson of the Post Unit and, on a volunteer basis, administers the health and welfare plan there.

She is the third vice president of Local 3 and serves with valiance and imagination in the unenviable post of chairperson of the local finance committee.

I will not spend time enumerating her prizes and achievements. You may find them listed in Who's Who.

I will say she is one of the finest motion drafters going, that she can, with a few sentences, reconcile diverging views, and in New York you know that "ain't" easy. She can write or edit on her feet, while driving or while on the phone, but she loves to do this.

She has been active in Democratic reform politics. She was the first woman president of the District Club of New York City, and she was for two years assistant deputy commissioner of commerce of New York State.

I am honored to nominate Barbara, my friend and one of New York's greatest assets. She will, I know, be an equal asset to the IEB, and the Guild will benefit from her expertise and skills. (Applause.)

**PRESIDENT PERLIK:** You have heard the nomination of Barbara Yuncker. Are there seconds? Brother Mazza.

**BROTHER MAZZA:** Frank Mazza from New York, I rise to second the nomination of Barbara Yuncker. Betsy has stolen a lot of the thunder about which I was going to deliver.

I worked side by side with Barbara for seven years through some of the stormiest problems we have had in the New York Local. She's proven to be a tireless worker. When all others fall by the side, Barbara continues to work and drive on.

She is a human dynamo. She is an asset to her unit, an asset to her local and she will be an asset on the IEB.

She staved off an attack by probably the most maniacal anti-union publisher in the business, Rupert Murdoch. All others had given up hope and in some cases some had suggested capitulation in major areas. Barbara hung tight. She has one of the best contracts in New York City, and that kind of talent, that kind of dedication for the union will serve the TNG well.

I support her enthusiastically. (Applause.)

**PRESIDENT PERLIK:** Are there further seconds? Sister Cook.

**SISTER COOK:** Joy Cook, New York, I, too, am proud to second the nomination of Barbara Yuncker. She's ours, and we're glad we are going to have an opportunity to share her with you.

You all have seen her in action on the floor here at this convention and other conventions, in the committees, on the floor. She's been active in the Guild for many, many years from the very beginning of her career, and it is a very outstanding career.

She is one of the top medicine writers in the country. She could have stayed with that reputation. She probably should have. Instead, back in 1976, when we knew that the New York Post was going to be sold, she agreed, after a lot of importuning from the membership there, to take over as unit chairperson.

We knew that—we thought it would probably be a very difficult transition for a new owner. Little did we know how difficult that transition was going to be.

That nice, gentle, liberal family newspaper was sold to one of the most down and dirty publishers you've ever seen, not just in this country, but in the world. He owns nearly everything.

Barbara spent the last five years, day and night—and I literally mean day and night—fighting him. She walked through three contracts with us, and at first it seemed the Guild was the only target that Rupert Murdoch had. We were the only Guild newspaper of all the publications that he owned in this country, and he was determined to wipe us out because he was afraid we were coming after him everywhere else.

In 1978 he started things off with a bang. He tried to fire half of the staff.

I am proud to say that nobody on that hit list got fired. We came back stronger and better than ever before.

The people that Rupert Murdoch hired have come out to be some of the strongest Guild members we have and one of the strongest Guild units we have, and that was due, almost 100 percent due to Barbara Yuncker. And I am proud that we are going to have an opportunity for you to reap the benefits of her effort on the international level. (Applause.)

**PRESIDENT PERLIK:** Are there further seconds to Sister Yuncker? Sister Joan Cook.

**SISTER COOK (New York):** Yes, the other Cook would like to add with great pleasure her second to a fine reporter and a cherished friend, Barbara Yuncker.

**PRESIDENT PERLIK:** Other seconds?

**BROTHER PENNACCHIO (New York):** I second the nomination of Barbara Yuncker. I think she is most qualified. I think she would add much to the IEB.

**PRESIDENT PERLIK:** We are down to no-speech seconds now, folks.

**BROTHER PENNACCHIO:** Oh, I'm sorry. I'm sorry.

**SISTER NANCY STADTMAN (New York):** Stadtmann, New York, proud to second Ms. Yuncker.

**BROTHER MORRISSEY:** Morrissey, Wire Service Guild, seconds the nomination.

**BROTHER BACHELLER:** Bacheller, New York, seconds Barbara Yuncker.

**PRESIDENT PERLIK:** Are there other seconds? The mikes are clear. Are there further nominations for Region 5 vice president? The mikes are clear.

**I hereby declare the election of Barbara Yuncker as vice president of The Newspaper Guild from Region 5.**

(The audience rose and applauded.)

#### **VICE PRESIDENT, EASTERN CANADA**

**PRESIDENT PERLIK:** We will now direct our attention to nominations for vice presidents from the Canadian Region. The Canadian Region consists of all of Canada, and there is one Vice President in that portion of Canada east of Manitoba and one from that portion west of Ontario. I will take nominations for Vice President of that portion of Canada east of Manitoba. Brother MacDonald.

**BROTHER MACDONALD (Canadian Wire Service):** I stand to put the name of John Lowe in nomination for a third term as vice president for Eastern Canada.

John has been a Guild member for over 22 years, has served as local president, is in his fifth term as local president of his own local, Southern Ontario Newspaper Guild, and has spent 16 years—18 years actually now—on the executive of his local.

John has participated in collective bargaining for many years and is well known to everybody at the convention and was a very gracious host at last year's convention in Toronto.

I nominate John Lowe for Eastern Canada vice president. (Applause.)

**PRESIDENT PERLIK:** Brother Lowe has been nominated. Are there seconds?

**SISTER PETERSEN:** Bridget Petersen, Ottawa, we have a very special candidate in Eastern Canada. He is one who doesn't want speeches, so I won't take up the delegates' time, just to say that we are proud to support John Lowe for Eastern Canada vice president. We feel sure he will do good work for us in the future.

**BROTHER BRYANT:** John Bryant, Southern Ontario, just a few words. I have been in the newspaper business for quite

a number of years, most of them, unfortunately, with another union. However, during those years I did have the opportunity to meet and see John Lowe working for the Guild, and when I came into the Guild to work, I was very happy to work for John Lowe because on an organizing drive there was no one that can beat John Lowe, and he has put a good number of years into the Guild, and I am happy to second his nomination.

**BROTHER MALLON:** Paul Mallon, Southern Ontario, I am very pleased to second the nomination of Big John.

**PRESIDENT PERLIK:** We are down to no-speech seconds now. Ross.

**BROTHER MILLER:** Ross Miller, Southern Ontario, seconds the nomination of Brother John.

**BROTHER REED (Montreal):** J'appuye en solidarite mon comarade, John Lowe.

**SISTER FITZRANDOLPH:** Fitzrandolph of SONG, big John is the right candidate.

**BROTHER SCHEER:** Scheer, Ottawa, seconds.

**SISTER SHARON BRYANT (Southern Ontario):** I'd like to second the nomination.

**SISTER BATEMAN:** Bateman, Northern Ontario, proudly seconds the nomination of the brother from the South.

**BROTHER LAROCHELLE:** Doug La-Rochelle, from SONG, it is my honor to second the nomination.

**BROTHER CLIFFORD:** Clifford, Canadian Wire Service, seconds.

**SISTER TORNEY:** Torney, SONG, I am very pleased to second the nomination of John Lowe.

**BROTHER ROBINSON:** Robinson, Southern Ontario, happy to second.

**BROTHER BUIL:** Buil, Buffalo, happy to second.

**PRESIDENT PERLIK:** A bit out of order, but there is not much we can do about it.

**BROTHER THOMPSON:** Thompson, Ottawa, seconds.

**PRESIDENT PERLIK:** Are there further seconds?

**BROTHER DAWSON:** Brian Dawson, Southern Ontario, seconds.

**PRESIDENT PERLIK:** Further seconds? The mikes are clear. Are there other nominations for that portion of Canada east of Manitoba? The mikes are clear.

**I hereby declare the election of John Lowe as vice president for Canada for that portion east of Manitoba.**

(The audience rose and applauded.)

#### **VICE PRESIDENT, WESTERN CANADA**

**PRESIDENT PERLIK:** I will now take nominations for vice president from Canada for that portion west of Ontario. Is there a nomination? Doug.

**BROTHER LOUTH (Vancouver-New Westminster):** Brothers and sisters, I am proud to nominate for another two-year term for the position of vice president, Western Canada Region, Roger Stonebanks of Victoria. Brother Stonebanks has now held the position of regional vice president of Western Canada for eight years.

He is the first vice president of the Victoria Local and has been an active Guild member for the last 17 years.

As an IEB member, Brother Stonebanks has always fully informed the Vancouver executive of the activities of the IEB. Roger is a hard worker and has his independent judgment which will be appreciated by the western locals, including, we are sure, of our newly chartered local in Regina, Saskatchewan.

On behalf of the Vancouver delegation I nominate Brother Stonebanks for vice president of Western Canada.

**PRESIDENT PERLIK:** Roger Stonebanks has been nominated. Is there a second? Lillian.

**SISTER MUNCH (Victoria):** I second the nomination of Roger Stonebanks, the competent Canadian. As first vice president of the Victoria Local, current chairperson of the negotiating committee and of the Joint Council, Roger has displayed not only his competence but devotional loyalty to the Guild.

He has been a Guild member for 17 years. Roger is from a small local and supports the membership choice committee.

**SISTER O'BRIEN (Vancouver-New**

Westminster): I am very pleased to second Roger's nomination.

SISTER LANE (Vancouver-New Westminster): I am delighted to second.

SISTER MCLEAN: Lorna McLean, Vancouver-New Westminster, I heartily endorse Roger Stonebanks.

SISTER ALICE BUSBY (Vancouver-New Westminster): I also am pleased to endorse Roger Stonebanks.

BROTHER BOSCH: Bosch, Vancouver, I also second Roger's nomination.

PRESIDENT PERLIK: Are there further seconds? The mikes are clear. Are there further nominations? The mikes are clear.

I hereby declare the election of Roger Stonebanks as vice president from that portion of Canada west of Ontario.

(The audience rose and applauded.)

CHAIRPERSON CULVER: I recognize John Edgington.

BROTHER EDGINGTON (San Diego): Mr. Chairperson—the hour—the clock keeps ticking, and we are losing more and more delegates, and in the interest of trying to move the proceedings along as quickly as possible, I would move to suspend the rules for the purpose of eliminating secondary speeches for vice president at large.

CHAIRPERSON CULVER: All right, that's been moved and seconded. That is a nondebatable motion.

The vote will occur at this time on the motion to suspend the rules for the purpose of eliminating seconding speeches on the remaining nominations. All in favor please say aye. Opposed? The ayes have it, and the rules are suspended for that purpose.

#### MOTION CARRIED

BROTHER EDGINGTON: Mr. Chairperson, you have suspended, and I would move to eliminate seconding speeches for vice presidents at large.

(Seconded by several.)

CHAIRPERSON CULVER: All right, there is a motion to eliminate seconding speeches for vice presidents at large. Is there a second?

(Seconded by several.)

BROTHER EDGINGTON: Speaking briefly to the issue, as I said, the hour grows late, we have the appropriate time because we are starting on a new group of vice presidents. We all want to have the opportunity to elect, if there are more than twelve nominations, so in that interest I would urge you to vote for the motion.

CHAIRPERSON CULVER: Further debate? All in favor of the motion please say aye. Opposed? That motion is adopted.

#### MOTION CARRIED

#### VICE PRESIDENTS AT LARGE

CHAIRPERSON CULVER: We will now proceed with nominations for the six vice presidents at large.

BROTHER MARAGHY (Boston): Brother Chairperson, fellow delegates. I am honored to rise to nominate for vice president at large a woman who has been a powerhouse in the Guild, in the labor movement, not only in her home state and region but nationally as well. I speak of Dianne Martino of Manchester.

In her local, Dianne has been chairperson of the Human Rights Committee, a member of the Legislative Reform and Health and Safety Committees and has served on both the Bargaining and Grievance Committees.

She has been the local's treasurer since 1978 and has been a delegate from Manchester to every Guild convention since 1976 where she has served well and with honor on many of the committees at those conventions. And now she adds to these the responsibilities of acting president of her local.

But her union involvement goes far beyond the confines of her local. She is vice president from New Hampshire of the New England Allied Printing Trades Association. She has worked vigorously with the AFL-CIO long effort in New Hampshire to defeat right-to-work legislation.

She is also a member of the New England Servicing and Organizing program's board of representatives, and is president of the New England District Council, both of which have enthusiastically endorsed her candidacy.

She is a member of the Coalition of Labor Union Women, and she has served as TNG

delegate to CLUW's 1977 and 1979 Biennial Conventions, and she was appointed by Congress to serve on the New Hampshire state coordinating committee for the observance of International Women's Year.

She has also been a delegate to the New Hampshire AFL-CIO Conventions in 1979 and in 1980 and has been secretary-treasurer of the Manchester, New Hampshire Central Labor Council, AFL-CIO from 1980 to present.

It is therefore my privilege to place before you the name of a woman I am proud to call friend and sister, Dianne Martino.

**CHAIRPERSON CULVER:** Are there seconds to the nomination? Center mike. Seconds to Dianne?

**BROTHER McFARLANE:** McFarlane, Canadian Wire Service.

**BROTHER SANFORD:** Sanford, Sioux City, would second that nomination.

**BROTHER GOLDMAN:** Marty Goldman, St. Louis, on behalf of our delegation, we second the nomination.

**BROTHER HULAC:** Hulac from Denver, wholeheartedly seconds the nomination.

**BROTHER EDGINGTON:** Edgington, San Diego, we second.

**CHAIRPERSON CULVER:** All right. One moment. If you are not there to second this particular candidate, please step back so I won't be confused.

**SISTER FOLEY:** Linda Foley, Lexington, we proudly second this nomination.

**BROTHER ORCUTT:** Orcutt, New York, I second.

**BROTHER BRYANT:** Bryant, San Jose, I am happy to second Dianne's nomination.

**BROTHER JIM EICHMANN (Sheboygan):** We second this nomination.

**BROTHER BELL:** Ed Bell, Pittsburgh, extremely happy to second the nomination of Dianne.

**BROTHER SCHAUFENBIL:** Jim Schaufenbil, Manchester, it is with the complete endorsement of the executive board of Local 167 that we endorse Dianne.

**BROTHER CUTHBERTSON:** Doug Cuthbertson, SFONG, seconds.

**SISTER McGARVEY:** McGarvey, Philadelphia, proud to second Dianne Martino.

**SISTER PADIA:** On behalf of the Pacific Northwest total delegation we second this nomination of a very articulate, gutsy woman.

**BROTHER LARSON:** Lanny Larson, Central California, unanimously supports Martino.

**BROTHER BENDER:** Bender, Terre Haute, we second.

**BROTHER ROHMAN:** Will Rohman, Peoria, second the nomination.

**BROTHER FLETCHER:** John Fletcher, Boston, happily seconds the nomination.

**BROTHER:** Salem proudly seconds the nomination.

**BROTHER ROUSSEAU:** Dave Rousseau, Manchester, with great pride seconds the nomination.

**BROTHER TOWNSEND:** Townsend, Brockton, seconds the nomination of the competent New Englander.

**BROTHER LANGZETTEL:** Portland, Dave Langzettel, it is a pleasure to second the nomination of the sister from New England.

**SISTER ZINK:** The L.A. delegation is happy to second the nomination.

**BROTHER ANGEL BAEZ (Puerto Rico):** Angel Baez, Puerto Rico Local, seconds the nomination.

**BROTHER WILHELM:** Joe Wilhelm, Buffalo, happily seconds.

**BROTHER WALLACE:** Wilkes-Barre seconds the nomination.

**SISTER HUFFMAN:** Jane Huffman, Washington-Baltimore, seconds the nomination.

**BROTHER ROTH:** Richard Roth, Buffalo, second.

**BROTHER CHRISTIAN:** Dick Christian, Buffalo, seconds.

**SISTER JANIS WILSON:** Janis Wilson, Harrisburg, seconds.

**BROTHER BLOCK:** Dennis Block, Buffalo, New York, strongly seconds.

**BROTHER ALFANO:** Vic Alfano, Scranton, seconds.

**SISTER WARREN:** Warren, Cincinnati, second.

**BROTHER EGAN:** Egan, New York, seconds.

**BROTHER SOUZA:** Hawaii seconds.

**BROTHER BARRETT:** Barrett, Knoxville, strongly seconds.

**CHAIRPERSON CULVER:** Are there further seconds?

**BROTHER RYAN:** Ryan, Buffalo, ditto.

**SISTER PALTER:** Helen Palter, SFONG.

**CHAIRPERSON CULVER:** Further seconds for Dianne Martino? Are there further nominations for at-large vice president?

**BROTHER SCAIFE:** Clarence Scaife, Chattanooga.

**I rise to place in nomination the name of Porter Binks as an at large candidate for the International Executive Board.**

Porter has been an active Guild member in Chattanooga since 1967 and has held various local and District Council offices. He has been a delegate to five TNG conventions and currently is the chief negotiator for the Chattanooga Guild.

Because Porter understands the Guild and its structure, I honestly believe he will be able to serve well as an at large member of the Board. In presenting himself before this convention as a candidate, Porter offers to be a tireless worker for the Guild and for its causes. I think that he will be an independent voice on the IEB, voting on issues that affect all of us in such a way as to strengthen the union.

He is dedicated to the principles for which the Guild stands, and if given the opportunity to serve on the IEB, I am sure he will work diligently and take the actions he feels necessary to make our union stronger. Porter has been endorsed by the Membership Choice Committee caucus of concerned Guild members who wish to see issues brought before the IEB, fully discussed so that informed decisions can be made.

Having worked with Porter for the past 14 years, I have found him to be honest, sincere, dedicated, loyal, open, intelligent, creative and effective, and because of these attributes I believe that he will serve the Guild well.

So I am very proud at this time to place in nomination the name of Porter Binks for the IEB. (Applause.)

**CHAIRPERSON CULVER:** Are there seconds to Porter Binks' nomination? I will start over here.

**SISTER TORNEY:** Linda Torney, SONG, on behalf of the delegation I am pleased to second.

**SISTER HOTCHKISS:** Hotchkiss, San Antonio, seconds.

**BROTHER BUTLER:** Butler, Ottawa, I am pleased to second.

**SISTER WILSON:** Wilson, Montreal, on behalf of our entire delegation I am pleased to second.

**SISTER ESSLINGER:** Esslinger, Washington-Baltimore, second.

**SISTER PAULA R. BERNSTEIN** (New York): Proudly second the nomination of another Tennessean.

**SISTER LANE:** Lane, Vancouver-New Westminster, pleased to second.

**BROTHER BROWN:** Brown, Washington-Baltimore, second.

**SISTER DALTON:** Dalton, Pawtucket, second.

**BROTHER STONEBANKS:** Stonebanks, Victoria, we are for Porter.

**SISTER HOPP-PETERS:** Hopp-Peters, Rockford, our delegation seconds.

**SISTER ODOMS:** Odoms, Philadelphia, seconds.

**BROTHER BRYANT:** Bryant, Toronto, seconds.

**VICE PRESIDENT TUCKER:** Floyd Tucker, San Francisco-Oakland. I second the nomination.

**SISTER STEINBECK:** Steinbeck, Chicago, seconds.

**SISTER JOHNSON:** Johnson, Washington-Baltimore, seconds.

**BROTHER MAZZA:** Frank Mazza, New York, happy to second.

**VICE PRESIDENT BECK:** Carla Beck, Great Falls, seconds.

**BROTHER FILICKO:** Filicko, Baltimore, pleased to second.

**BROTHER PROSNITZ:** Prosnitz, Providence, very pleased to second.

**VICE PRESIDENT SUTTON:** Sutton, Washington-Baltimore, second.

**BROTHER DICK:** Dick, Washington-Baltimore, second.

**SISTER HAWES:** Jackie Hawes, Washington-Baltimore, wishes to second this nomination of Porter Binks.

**BROTHER WALKER:** Charley Walker, Providence, seconds.

**BROTHER HATFIELD:** Larry Hatfield, San Francisco-Oakland, seconds.

**SISTER MEND:** Mend, WBNG, seconds.

**BROTHER CALVERT:** Calvert, San Jose, seconds.

**BROTHER HOWARD:** Warren Howard, Washington-Baltimore, seconds.

**BROTHER DAVIS:** Mike Davis, Washington-Baltimore, seconds.

**CHAIRPERSON CULVER:** Further seconds to Porter Binks? Are there further nominations? Marty Goldman, St. Louis.

**BROTHER BRYANT** (Southern Ontario): Sister and brothers, I am going to make a pitch for other candidates running for an office of TNG because, coming from another union in the newspaper industry, I have been greatly impressed by the caliber and dedication of Guild members who have offered their services to the membership. However, this is an election process, and therefore we must select the best from a fine group.

To this end, I put before this union Frank Prosnitz for IEB at large. Brother Prosnitz is well known to this body for he has worked tirelessly for more than 11 years on behalf of The Newspaper Guild.

His accomplishments in this period of time include four terms as president of the Providence Local, three terms as secretary-treasurer of the New England District Council, three terms as president of the Conference of District Councils, attendance at eight Guild conventions, and chairperson of last year's Resolutions Committee, and that doesn't say it all.

No one who attended the 1979 Convention in Boston can deny the tremendous job done by Frank Prosnitz and his committee in moving the convention from Providence to Boston at the request of the Providence Hotel and Restaurant Workers

Union. I know I was amazed at the seeming ease with which Frank handled his duties as local convention co-chairperson, local president and delegate. But the real payoff for the Guild was our demonstration of solidarity with the labor movement, because we lived up to our principles, which no doubt went a long way towards helping the Hotel Workers organize a nonunion hotel.

Frank Prosnitz is a man of dedication, ability and intelligence, and as I said at the beginning, we are fortunate to have a fine group of candidates. I know you will find Frank Prosnitz to be the finest.

I move his nomination. (Applause.)

**CHAIRPERSON CULVER:** Are there seconds to the Prosnitz nomination?

**BROTHER LEYKIS:** Harry Leykis, New York, I second.

**BROTHER GILBERT:** Patrick Gilbert, Washington-Baltimore, second.

**SISTER WILSON:** Wilson, Montreal, second.

**BROTHER ROEDER:** Roeder, Peoria, proudly seconds.

**SISTER LANE:** Lane, Vancouver, on behalf of the whole delegation, I second.

**SISTER PETERSEN:** Petersen, on behalf of the whole Ottawa delegation, seconds.

**BROTHER JONES:** Eugene B. Jones, Philadelphia, proudly seconds.

**SISTER HOTCHKISS:** Hotchkiss, San Antonio, seconds.

**SISTER BATEMAN:** Bateman, Northern Ontario, seconds.

**SISTER DALTON:** Dalton, Pawtucket, happily seconds.

**BROTHER SCAIFE:** Chattanooga seconds.

**SISTER CRAIG:** Craig, Southern Ontario, seconds.

**SISTER KEEFE:** Claire Keefe, Providence, seconds.

**VICE PRESIDENT SUTTON:** Sutton, Washington-Baltimore, seconds.

**VICE PRESIDENT STONEBANKS:** Stonebanks, Victoria, seconds.

**BROTHER SWINDELL:** Howard Swindell from Cleveland, the delegation seconds.

**BROTHER FORTUNE:** Fortune, SFONG, seconds.

**VICE PRESIDENT BECK:** Beck, Great Falls, seconds.

**BROTHER MINKKINEN:** Minkkinen, Chicago, on behalf of the Chicago delegation, we are proud to second Frank's nomination.

**BROTHER BROWN:** Brown, Washington-Baltimore, second.

**VICE PRESIDENT TUCKER:** Floyd Tucker, SFONG, I second.

**SISTER ODOMS:** Odoms, Philadelphia, seconds.

**BROTHER SMITH:** Smith, SFONG. We second.

**BROTHER SABATINI:** Sabatini, Philadelphia, seconds.

**BROTHER BACHELLER:** Bacheller, New York, seconds.

**BROTHER REED:** Reed, Montreal, seconds.

**BROTHER MAZZA:** Mazza, New York, seconds.

**BROTHER WALKER:** Charley Walker, Providence, seconds.

**BROTHER FILICKO:** Filicko, Baltimore, seconds.

**CHAIRPERSON CULVER:** Further seconds to Prosnitz?

Now, are there further nominations?

**BROTHER GOLDMAN (St. Louis):** It seems that every time we see Bob Holt, he's up to his ears in a crisis. He'd just as soon not have one crisis after another, but he won't let a crisis wear him down. And he won't flee from one.

That is the type of dedicated leader—a mature, responsible, and loyal leader—we offer in nomination for the IEB at large.

Bob Holt has been a Guildsman for over a quarter of a century. As many of you know, he filled a sudden leadership void in St. Louis several years ago when a strike seemed inevitable. He helped to get a contract. There was no strike, and he was established as a true leader.

Three years later, when there was a strike not of the Guild's own making, he kept his Guild unit intact, prevailing over divisive influences caused by right-to-work forces in the state.

Today, in St. Louis he again is in the forefront of a crisis in negotiations, and again he is exhibiting the leadership that keeps Guild members unified.

Nothing is becoming easier for TNG and its locals. When we find leaders who are willing to walk through fire, we have to be selfish enough to keep them. And keep Bob Holt we must.

We are fortunate indeed that a man of his caliber is on our ballot, and so, with great privilege, **I put in nomination for an at large seat on the International Executive Board, that native son of Tennessee, Vice President Robert C. Holt, Jr. of St. Louis.** (Applause.)

**CHAIRPERSON CULVER:** Are there seconds to the Holt nomination?

**SISTER ZINK:** Linda Zink, Los Angeles, we second the nomination.

**BROTHER CLIFFORD:** I will put my seconding speech in the file. I am very happy to second this nomination.

**BROTHER CIUCCIO:** Ciuccio, Denver, second.

**BROTHER BARRETT:** Barrett, Knoxville, happy to second.

**VICE PRESIDENT LOWE:** John Lowe, SONG, seconds the nomination of Bob Holt.

**BROTHER ROEDER:** Roeder, Peoria, enthusiastically seconds.

**SISTER FOLEY:** Foley, Lexington, proudly seconds.

**BROTHER OLDFIELD:** Oldfield, Canadian Wire Service Guild, very happy to second.

**BROTHER EGAN:** Ed Egan, New York, seconds.

**BROTHER SWEENEY:** Frank Sweeney, San Jose, seconds the nomination of Bob.

**BROTHER MORRISSEY:** Bill Morrissey for the Wire Service Guild delegation seconds the nomination of Bob Holt.

**BROTHER BELL:** Bell, Pittsburgh, gives



its wholehearted support to the election of Bob.

**BROTHER ROUSSEAU:** Rousseau, Manchester delegation, proud to support Bob Holt.

**BROTHER SOUZA:** Hawaii supports Brother Holt.

**SISTER MCGARVEY:** McGarvey, Philadelphia, proud to second Holt.

**BROTHER ACKLEY:** Michael Ackley, Central California delegation unanimously seconds Mr. Holt.

**BROTHER BRYANT:** Bryant, San Jose, I second Brother Holt.

**SISTER BROOKSHIRE:** Brookshire, Cincinnati, I second his nomination.

**SISTER MCCracken:** Memphis delegation seconds the nomination of Bob Holt.

**BROTHER EDGINGTON:** Edgington, San Diego, second the nomination.

**BROTHER BENTON:** Benton, Salem, second.

**BROTHER BAEZ:** Angel Baez, Puerto Rico delegation, supports the nomination of Holt.

**BROTHER MCGILL:** McGill, Gary, seconds the nomination of Bob Holt.

**BROTHER BALOTA:** Bill Balota, St. Louis, our local heartily seconds the nomination of Bob Holt.

**BROTHER TOWNSEND:** Townsend, Brockton, seconds Brother Holt.

**BROTHER BRUNER:** Bob Bruner, Pacific Northwest, we second the nomination of Holt.

**BROTHER FLETCHER:** Fletcher, Boston, Boston seconds the nomination.

**BROTHER SANFORD:** Sanford, Sioux City, second the nomination.

**BROTHER SABATINI:** Sabatini, Philadelphia, second the nomination of Bob Holt.

**BROTHER ROTH:** Roth, Buffalo, I second.

**BROTHER HILTZ:** Hiltz of Boston, I second.

**BROTHER ORCUTT:** Orcutt from New York, I second Bob Holt.

**BROTHER LANGZETTEL:** Langzettell, Portland, I second.

**BROTHER LOUTH:** Vancouver-New Westminster, I second Holt.

**VICE PRESIDENT RUSHTON:** Pat Rushton, Wilkes-Barre, I second Bob Holt's nomination.

**BROTHER CUTHBERTSON:** Cuthbertson, San Francisco-Oakland, seconds.

**SISTER PRZYBYSZIEWSKI:** Erie seconds.

**BROTHER CHRISTIAN:** Christian, Buffalo, seconds.

**BROTHER BLOCK:** Dennis Block, Buffalo, seconds.

**CHAIRPERSON CULVER:** Are there further seconds to Bob Holt? There being none, are there any further nominations? I recognize Linda Zink.

**SISTER ZINK:** (Los Angeles): Six conventions ago, when I was a freshman delegate, an editor from Standard & Poor's in New York made his first bid for a seat on the International Executive Board. I didn't know that candidate then, but it wasn't long—the following night at dinner, in fact—before his flamboyant personality became firmly imprinted in my mind. That evening this candidate and I weren't on the best of terms, but in the ensuing years I came to respect him for both the contributions he made to the International Executive Board and his service to his local.

**Today it is with pleasure that I place Dave Mulcahy's name in nomination as an international vice president at large.**

Dave's service to the local goes back to 1968 when he first served as a vice chairperson of the Standard & Poor's unit. He was elected chairperson in 1974, a position he has held ever since. In the middle '70s, Dave spearheaded campaigns that brought him an additional 135 Standard & Poor's employees into the Guild. To this day he remains intrinsically involved in his unit, handling grievances and problems in the main office and in branch offices as far away as Los Angeles.

At the international level, Dave keeps the close eye of the conservative that he is on the union's money as a member of the International Executive Board Finance and Administration Committee, and he's been described by those who work with

him as invaluable to both the Appeals Committee, which he chairs, and the Constitution Committee because of his experience and thoughtful deliberation of the matters at hand.

Dave's concern of the affairs of the union range far beyond his home base. He is a frequent visitor at District Council meetings around the country and has attended more such meetings than any other vice president. To be sure, Dave has the same boisterous and outspoken personality that I met six years ago, but his dedication to the Guild is unwavering.

He works hard and talks even faster on behalf of programs and policies for the betterment of the union. Dave is more than a hail fellow well met who brings to the campaign vague promises for its future. He has a proven track record.

I urge his re-election to the International Executive Board. (Applause.)

**CHAIRPERSON CULVER:** Are there seconds to Dave Mulcahy? Bob Barrett.

**BROTHER BARRETT (Knoxville):** Oh, boy, do I ever endorse that nomination. Thank you.

**BROTHER KRUSE:** Kruse, Hawaii, we second Dave's nomination.

**BROTHER:** St. Louis delegation seconds the nomination.

**BROTHER STEWART:** Stewart from Albany, we have disagreed, but I endorse him.

**BROTHER WILLIAM ERNST:** Ernst, San Jose, second the nomination.

**SISTER MCGARVEY:** McGarvey, Philadelphia, seconds.

**BROTHER TONG:** Tong, Pacific Northwest.

**BROTHER GONZALEZ:** Alfredo Gonzalez, Puerto Rico, strongly seconds the nomination.

**BROTHER MCGILL:** McGill, Gary, strongly seconds the nomination.

**BROTHER GEIGER:** Jim Geiger, San Jose, seconds the nomination.

**BROTHER LOUTH:** Doug Louth, Vancouver, I strongly endorse Dave.

**SISTER WARREN:** Warren, Cincinnati, we second the nomination.

**BROTHER SCHAUFENBIL:** Jim Schaufenbil of Manchester, enthusiastically.

**SISTER BUSBY:** Busky, Vancouver, I am pleased to second the nomination.

**BROTHER GOODMAN:** Goodman, Hudson County, on behalf of my local, I am happy to endorse Dave.

**BROTHER:** Salem is very happy to endorse Dave.

**BROTHER EDGINGTON:** Edgington, San Diego, happy to endorse Mulcahy.

**BROTHER FLETCHER:** Fletcher, Boston, very happy to endorse Dave.

**BROTHER BONDI:** Bondi, Central California unanimously seconds.

**BROTHER TUBBS:** Tubbs, Vancouver-New Westminster, I endorse Dave.

**BROTHER TOWNSEND:** Townsend, Brockton, heartily endorses.

**SISTER JENKINS:** Jenkins, Los Angeles.

**SISTER MCLEAN:** Lorna McLean, Vancouver-New Westminster, I second the nomination.

**BROTHER BENDER:** Carl Bender, Terre Haute was proud to do this in 1975 and proudly in '81 seconds Dave Mulcahy.

**SISTER MCCracken:** Faye McCracken, Memphis, seconds.

**BROTHER MORRISSEY:** Bill Morrissey, Wire Service Guild, seconds.

**BROTHER HILTZ:** Tom Hiltz, Boston, I second.

**BROTHER LANGZETTEL:** Portland, Dave Langzettel, glad to second Dave Mulcahy.

**BROTHER MCFARLANE:** McFarlane, Canadian Wire Service.

**BROTHER ROTH:** Roth, Buffalo, seconds.

**BROTHER WILHELM:** Wilhelm, Buffalo, seconds.

**BROTHER ROUSSEAU:** Dave Rousseau, Manchester, seconds.

**SISTER PALTER:** Helen Palter, San Francisco-Oakland, seconds.

**BROTHER KENNEDY:** Jack Kennedy, Youngstown, seconds.

**BROTHER HULAC:** Jim Hulac, Denver, all three of us from Denver heartily endorse Dave.

**BROTHER MORRISSEY:** Just so the record is clear, the Wire Service Guild seconding of David Mulcahy is for the entire delegation.

**SISTER WILSON:** Wilson, Harrisburg, seconds.

**BROTHER BLOCK:** Dennis Block, Buffalo, New York, seconds.

**BROTHER ALFANO:** Vic Alfano, Scranton, seconds.

**BROTHER FISHER:** Fisher from Pittsburgh, we are delighted to second.

**BROTHER SANFORD:** Sanford, Sioux City, seconds Mulcahy.

**BROTHER RYAN:** Ryan, Buffalo, seconds Mulcahy.

**BROTHER BUCHANAN:** Erie seconds Mulcahy.

**BROTHER WALLACE:** Wallace, Wilkes-Barre, seconds.

**BROTHER ROHMAN:** Will Rohman, Peoria, seconds Mulcahy.

**CHAIRPERSON CULVER:** Any further seconds for Mulcahy? Are there any further nominations? I recognize Roy Kruse.

**BROTHER KRUSE (Hawaii):** I am honored here today because I am nominating a person, wahine—that's "woman" in Hawaiian—a wahine who brings grace, wisdom, and dedication into the race of international vice president at large. She has served her local as secretary-treasurer, as third vice president, second vice president and she presently is serving her third term as president.

She has chaired the legislation and labor committee and the membership and organizing committee and has served on four negotiating committees as well as the human rights, contracts, grievance and finance committees of her local.

She is the first woman elected president of her local. She has been with the Guild over 22 years and won her local's Guild Member of the Year Award in 1973.

She is currently a delegate to the Memphis AFL-CIO Labor Council, delegate to the Southern District Council since 1971 and has served as the vice president, president and is now the secretary of that council. She is also the current president and a founding member of the Tennessee Chapter of the Coalition of Labor Union Women, and she is currently secretary of the Memphis Council of Newspaper Unions.

The list goes on and on. Yes, she is impressive, but it doesn't stop here. She has also served as the Guild's international vice president from Region 2. She is, as most of you know by now, Faye McCracken.

Her kind of leadership and dedication is not found in any run-of-the-mill person. She is special, and she is the type of Guild leader that should not be overlooked in your deliberations and vote.

Faye cares about the Guild, she cares about you and me. She represents the type of leadership that we should have at every small local, the kind of leadership that we should elect and keep in the leadership of this union. She represents the epitome of what dedication is, for I do not believe that there is any other person with so much dedication and drive that could show such complete sacrifice to the labor movement and the Guild.

**I offer you the candidate of today and the future, and it is a pleasure for me to nominate for vice president at large Sister Faye McCracken. (Applause.)**

**CHAIRPERSON CULVER:** Are there seconds to the McCracken nomination?

**BROTHER HULAC:** Hulac, Denver, second.

**BROTHER BARRETT:** Barrett, Knoxville, most happy to second a most gracious lady.

**BROTHER GONZALEZ:** Alfredo Gonzalez, Puerto Rico, strongly we second Faye.

**BROTHER GEIST:** Eric Geist, Washington-Baltimore, glad to second.

**SISTER FOLEY:** Linda Foley, Lexington, happy to second our friend, Faye McCracken.

**BROTHER STEWART:** Stewart from Albany, y'all thanks. We'd be glad to second it.

**SISTER HUFFMAN:** Jane Huffman, Washington-Baltimore, second.

**BROTHER GEDEON:** Gedeon, Canadian Wire Service, we support Sister Faye.

**SISTER WEISS:** Weiss, Cleveland, I second the nomination.

**BROTHER MERCER:** Ernie Mercer, Washington-Baltimore, proud to second a friend, Faye McCracken.

**BROTHER KENNEDY:** Kennedy, Youngstown, Ohio, we second Faye McCracken.

**BROTHER GRUBISICH:** Grubisich, Washington-Baltimore, very happy to second Faye's nomination.

**BROTHER SOUZA:** Smiley, we are happy to second your nomination, Hawaii.

**SISTER LAMAR:** Van Lamar, Memphis, we are proud to second the nomination of Faye McCracken.

**BROTHER MLECZKO:** Mleczo, Detroit, the Detroit delegation happily endorses Faye McCracken.

**BROTHER JULIAN:** Harold Julian, Knoxville, seconds.

**BROTHER SEVERANCE:** Severance, Columbus, seconds.

**SISTER KUCHENMEISTER:** Kuchenmeister, Memphis, happy to second the nomination.

**BROTHER BUCHANAN:** Erie seconds the nomination.

**BROTHER BATY:** Fred Baty, Memphis, happy to second the nomination of Faye McCracken.

**BROTHER PETERS:** Rockford delegation seconds the nomination.

**BROTHER HANSON:** Hanson, Memphis, seconds the nomination of Faye.

**BROTHER MCGILL:** McGill, Gary, second the nomination of Faye McCracken.

**BROTHER STEWART (Memphis):** Stewart and Elvis second Faye McCracken.

**BROTHER JONES:** Jones, Philadelphia, seconds the nomination of Faye McCracken.

**CHAIRPERSON CULVER:** Any further seconds for Faye McCracken? Are there

further nominations? I recognize Russ Cain.

**BROTHER CAIN (San Jose):** It's a long day, so I will make brief comments.

**I rise to nominate a candidate for the IEB, a candidate at large, a candidate who is an incumbent and a candidate who is a member of my local. The candidate is Bill Davis.**

Bill has been a Guild activist for some 20 years in the San Jose Local. During this time he has served the local in just about every conceivable way, from bargaining, grievance committees, arbitrations, and currently, as unit chair.

I became aware of Bill's talent seven years ago when he served as the chief negotiator for Monterey's first contract—the finest first contract in Guild history.

Bill's talents and abilities have not been limited to the San Jose Local. He served for two years as an IR, working on bargaining and organizing projects from the valleys of California to the shores of Lake Michigan.

Bill also served as a local representative for the San Francisco-Oakland Local as well as the San Jose Local, again involved in bargaining and organizing. As a member of the IEB Bill's talents and expertise are without question.

I can think of few with the overall knowledge and experience, real knowledge and experience, practical knowledge and experience, that this candidate possesses in every facet of Guild interest.

The other night at a candidate's forum Bill was asked what areas or issues interested him. His answer was, "The whole ball of wax." That is Bill Davis, not a single or limited issue candidate, not a local or regional candidate, but an at-large candidate who will serve all Guild members with knowledge and experience in all areas of Guild activity.

Thank you.

**SISTER FOLEY:** Linda Foley, Lexington, we wholeheartedly and enthusiastically second the nomination of Bill Davis.

**BROTHER SWEENEY:** Frank Sweeney, San Jose, on behalf of the entire San Jose delegation, I second the nomination of Bill Davis.

**BROTHER STEWART:** From one coast to the other, Albany seconds the nomination.

**SISTER MARY SANCHEZ** (Central California): On behalf of our entire delegation, we second the nomination.

**BROTHER EDGINGTON:** Edgington, San Diego, seconds Davis.

**BROTHER NELSON:** Bruce Nelson, Twin Cities, second the nomination.

**SISTER ZINK:** The L.A. delegates second the nomination.

**BROTHER CLIFFORD:** Clifford, Canadian Wire Service, seconds.

**VICE PRESIDENT HOLT:** Bob Holt, St. Louis delegation, is proud to second the nomination of Bill Davis.

**SISTER PALTER:** Helen Palter, San Francisco-Oakland, second Bill Davis.

**SISTER PADIA:** Padia, Pacific Northwest, on behalf of the whole delegation, we second that nomination.

**BROTHER EGAN:** Ed Egan, New York, seconds.

**BROTHER KRUSE:** Roy Kruse, Hawaii. Aloha for Bill.

**BROTHER BAEZ:** The Puerto Rico delegation seconds the nomination.

**SISTER SCRIVANI:** Scrivani, Buffalo, seconds.

**BROTHER CUTHBERTSON:** Cuthbertson, San Francisco-Oakland.

**BROTHER MORRISSEY:** Bill Morrissey, Wire Service Guild, the delegation seconds the nomination.

**BROTHER MCGILL:** McGill, Gary, second the nomination.

**BROTHER HULAC:** Hulac, Denver, we second the nomination.

**SISTER JACQUELYNN M. KERWIN** (Buffalo): Kerwin, Buffalo, seconds the nomination.

**BROTHER KLOSE:** Klose, San Francisco-Oakland, seconds.

**BROTHER ORCUTT:** Orcutt, New York, seconds.

**BROTHER ALFANO:** Vic Alfano, Scranton, seconds.

**BROTHER SANFORD:** Sanford, Sioux City, second.

**BROTHER FLETCHER:** Fletcher, Boston, seconds.

**BROTHER LANGZETTEL:** Langzettel, Portland, seconds.

**BROTHER:** Salem seconds the nomination.

**BROTHER TOWNSEND:** Townsend, Brockton, seconds.

**BROTHER CHRISTIAN:** Christian, Buffalo, seconds.

**BROTHER:** Manchester delegation seconds.

**SISTER MCCRACKEN:** Faye McCracken, Memphis, second.

**BROTHER BLOCK:** Dennis Block, Buffalo, seconds.

**CHAIRPERSON CULVER:** Are there further seconds to Bill Davis? All right, I am going to recognize Frederica Wilson and then Eugene Jones will be the next on the list.

**BROTHER JONES:** I have been waiting for quite some time.

**SISTER WILSON:** So have I.

**CHAIRPERSON CULVER:** I thought she had been first, and I will call you next. Frederica.

**SISTER WILSON:** Brother Chairman, I rise to place in nomination the name of Fred Reed for at large vice president. Fred, a member of Montreal Local, is running on the Membership Choice slate.

Fred works in the library of the Montreal Gazette. He is currently serving his fourth term as unit chairman and is on the negotiating committee that is currently negotiating our new contract. He is also head of the Montreal grievance committee and handles Guild arbitrations.

Fred is a former member and militant in the U.S. Letter Carriers Union, the Amalgamated Clothing and Textile Workers Union and the hospital sector of the Confederation of National Trade Unions. Fred is a staunch supporter of merger with the ITU.

Fred has been a dedicated and tireless worker in our local since day one. He has

consistently fought for the rights of our members. He has fought political discrimination against Guild members in our unit and has consistently fought against racism, particularly towards French-speaking Quebecers.

Fred is deeply committed to women's rights and has fought for them in and outside the movement. Fred is a firm supporter of merger with the ITU and has worked hard for close links with other unionized workers. In Montreal he organized support for our striking brothers and sisters at Radio Canada and Le Devoir, and has instigated support resolutions and activities for other unions on strike.

Fred's candidacy is a militant rank and file one. Such a candidacy is necessary because of the precarious position in which the union movement and the working class find themselves.

When employers and governments attack, unions must go on the offensive. To retreat into a shell of fearful complacency is a recipe for defeat.

The Guild and the entire union movement must organize actively and aggressively. We must support Third World efforts for social justice, and let's take positions on political issues.

Fred is a union member who can do all that. He does not fear being counted among the enemies of oppression and exploitation of newspaper workers or any workers.

Fred is a strong and dedicated leader, and it is with honor that I nominate him on behalf of the Montreal delegation and all the members in Montreal.

Thank you. (Applause.)

**CHAIRPERSON CULVER:** All right, are there seconds for Fred Reed? Frank.

**BROTHER PROSNITZ:** Frank Prosnitz, Providence, it is with a great deal of pleasure I second the nomination of my brother from Montreal.

**SISTER JOHNSON:** Johnson, Washington-Baltimore, second.

**BROTHER MALLON:** Paul Mallon, Southern Ontario, every delegate in the Southern Ontario delegation seconds the nomination.

**SISTER SULLIVAN:** Betsy Sullivan, Cleveland, the Cleveland delegation seconds the nomination of Fred Reed.

**BROTHER HATFIELD:** Hatfield, San Francisco-Oakland, I am delighted to second my Canadian brother.

**BROTHER BOSCH:** Bosch, Vancouver-New Westminster, very pleased to second this nomination.

**SISTER ODOMS:** Pat Odoms, Philadelphia, second the nomination.

**BROTHER BARGER:** Brian Barger, Washington-Baltimore, I wholeheartedly support this fine rank and file candidate.

**BROTHER GILBERT:** Patrick Gilbert, Washington-Baltimore, this brother from the States very proudly supports my fellow brother from Canada in his nomination.

**BROTHER ROHMAN:** Will Rohman, Peoria, second the nomination of Mr. Reed.

**BROTHER BACHELLER:** Bacheller, New York, gladly supports Mr. Reed.

**BROTHER HARPER:** Harper, Ottawa, on behalf of the entire delegation, seconds the nomination.

**BROTHER KIRKPATRICK:** Kirkpatrick, New York, happily seconds the nomination.

**BROTHER CALVERT:** Calvert, San Jose, endorses.

**BROTHER DUGAS:** Montreal delegation proudly seconds Fred Reed's nomination.

**BROTHER MINKKINEN:** On behalf of the Chicago delegation, we proudly second the nomination of our Canadian brother.

**SISTER OVERMAN:** Stephanie Overman, Washington-Baltimore, I second the nomination.

**VICE PRESIDENT BECK:** Beck, Great Falls, second.

**SISTER MORRISON:** Elma Morrisson, Washington-Baltimore, second the nomination.

**BROTHER BROWN:** James Brown, Washington-Baltimore, I second the nomination of Fred Reed.

**VICE PRESIDENT STONEBANKS:**

Stonebanks, Victoria, seconds the nomination of Fred.

**SISTER KEEFE:** Claire Keefe on behalf of the Providence delegation seconds the nomination.

**SISTER HAWES:** Jackie Hawes, Washington-Baltimore, very pleased to second Fred Reed's nomination.

**SISTER LANE:** Lane, Vancouver-New Westminster, seconds.

**BROTHER MAZZA:** Mazza, New York, proudly seconds.

**SISTER O'BRIEN:** O'Brien, Vancouver-New Westminster, very proud to second.

**BROTHER DICK:** Dick, Washington-Baltimore, proud to second.

**VICE PRESIDENT TUCKER:** Tucker, San Francisco-Oakland, second.

**BROTHER FORTUNE:** Fortune, SFONG, seconds.

**BROTHER HOWARD:** Howard, Washington-Baltimore, seconds.

**SISTER DALTON:** Dalton, Pawtucket, proudly seconds.

**BROTHER BINKS:** Binks, Chattanooga, seconds.

**BROTHER FILICKO:** Filicko, Baltimore, seconds.

**CHAIRPERSON CULVER:** Any other seconds for Fred Reed? Any further nominations? I recognize Eugene Jones.

**BROTHER JONES:** Brothers and sisters, it is my pleasure to rise and offer to you a Philadelphia choice.

The person who is our choice has been a Guild member of the Philadelphia Inquirer Daily News Unit since 1962. She has been active in every phase of Guild activity from the beginning, rising from shop steward to unit chairperson.

She is conscientious both in her job with the Inquirer and with the Guild, and as a result, she has received recognition for both.

**Pat Odoms, the Philadelphia choice,** started out in the classified department inside sales and has been promoted to the outside sales. She's shown such diligence that the company could no longer hold her back.

Pat's devotion to the Guild has also been enthusiastic. When we were seeking parity, Pat Odoms came forth to testify to try to get her fellow Guildsmen a raise in pay. She didn't stop there, but when other units also needed testimony, she volunteered to go elsewhere and offer testimony.

During the strike at the Philadelphia Inquirer, Pat served as co-picket captain, no easy job. She had the decision to make as to who would be on the picket line, who would be excused, and it became a 24-hour job, and she stayed there 24 hours, many times sleeping on the floor.

She did this without complaint and to the admiration of her fellow Guildsmen, and as a result, when nominations and elections were held to go to Hawaii, Pat received the highest number of votes in her unit.

Pat served the Philadelphia Local in many other capacities. For 13 years she was on the finance committee. She's been on the human rights committee, bylaw committee and election committees and many times chairing those committees. You know what a big headache that can be.

Pat has been on the RA for the last eight years and is currently serving her second term as unit chairperson. She sits on the joint management Guild pension and health and welfare board as a trustee. She has been a delegate to the last five TNG conventions. Here she's co-chairperson of the human relations commission and also minority caucus chairperson.

She is a graduate of the Philadelphia Community College and a mother of three wonderful children.

As you observed at this convention, there are many things that need attention, and I give you the Philadelphia choice, Pat Odoms, as one who can help take care of these many things that need to be done. (Applause.)

**CHAIRPERSON CULVER:** Thank you, Eugene. Are there seconds to Pat Odoms?

**BROTHER DAWSON** (Southern Ontario): On behalf of the entire delegation, I am very pleased to second.

**BROTHER STEWART:** Vic Stewart, Albany, happy to second.

**BROTHER HOWARD** (Washington-Baltimore): If seconding speeches were in order, I'd be proud to make one for my sister from my original local.

**SISTER SULLIVAN**: Betsy Sullivan, Cleveland, seconds.

**BROTHER BROWN**: James Brown, Washington-Baltimore.

**SISTER WILSON**: Wilson, Montreal, very happy to second my sister from Philadelphia.

**SISTER KACZOR**: Dolly Kaczor, Cleveland, very proud to second.

**SISTER HOTCHKISS**: Hotchkiss, San Antonio, happy to second.

**VICE PRESIDENT BECK**: Beck, Great Falls, very proud to second.

**SISTER JANIS WILSON**: Wilson, Harrisburg, seconds.

**SISTER COOK**: Joan Cook, New York, happy to second.

**VICE PRESIDENT STONEBANKS**: Stonebanks, Victoria, happy to second, too.

**SISTER COOK**: Joy Cook, New York, happy and proud to second.

**SISTER JOHNSON**: Margo Johnson, Washington-Baltimore, seconds.

**BROTHER KLOSE**: Klose, San Francisco-Oakland, seconds.

**BROTHER MLECZKO**: Detroit delegation enthusiastically supports the nominee with grass roots experience.

**SISTER MEND**: Mend, WBNG, delighted to second.

**SISTER HAWES**: Jackie Hawes, WBNG, very proud to second.

**BROTHER GOODMAN**: Goodman, Hudson County, proud to second my sister from Philadelphia.

**BROTHER SCAIFE**: Clarence Scaife, Chattanooga, proud to second.

**BROTHER CALVERT**: Calvert, happy to second the nomination of Patricia Odoms.

**SISTER STEINBECK**: Chicago happy to second on behalf of the Chicago delegation.

**BROTHER PROSNITZ**: Prosnitz: Providence, very happy to second.

**BROTHER DICK**: Dick, Washington-Baltimore, proud to second.

**BROTHER TAPLEY**: Mel Tapley, New York, proud to second.

**SISTER O'BRIEN**: O'Brien, Vancouver-New Westminster, very pleased to second.

**SISTER MORRISON**: Elma Morrison, Washington-Baltimore, happy to second.

**BROTHER GILBERT**: Patrick Gilbert, Washington-Baltimore, gives a big Amtrak second to Pat Odoms.

**VICE PRESIDENT TUCKER**: Tucker, San Francisco-Oakland, I second.

**BROTHER MUNDEN**: Munden, Montreal, seconds.

**BROTHER ALFANO**: Vic Alfano, Scranton, seconds.

**BROTHER BINKS**: Binks, Chattanooga, seconds.

**VICE PRESIDENT WADE**: Wade, New York, from the other end of Amtrak, seconds.

**BROTHER MAZZA**: Mazza, New York, proudly seconds.

**BROTHER FORTUNE**: Fortune, SFONG, seconds.

**SISTER DALTON**: Dalton, Pawtucket, seconds.

**BROTHER PEERY**: Peery, Cleveland, I am very happy to second.

**BROTHER HOWARD** (Washington-Baltimore): I stand here on behalf of Ernie Green of Washington-Baltimore to second.

**CHAIRPERSON CULVER**: Any further seconds to Pat Odoms? Are there further nominations? I recognize Tom Pennacchio.

**BROTHER PENNACCHIO**: Last but not least.

**I place in nomination the name of Frank Mazza for vice president at large.**

I have worked closely with Frank in union matters, both in New York and at the Daily News where he served as unit chairperson, and again in our capacities as executive board members of the New York Local. He is a true trade unionist.



Frank played a major role in helping to bring about reform within the Daily News Unit and throughout the New York Local.

He has helped make the local stronger and better able to handle the tremendous problems that the publishers force upon us. Frank was a member of the negotiating team that successfully concluded an improved three-year contract with no retrogressions with the three major newspapers in New York, jointly, without damage to the TNG Defense Fund.

A reporter for the Daily News, Frank has been a member of The Newspaper Guild for over 30 years. He has served in various capacities within the union. On the unit level he's been co-chairman of the grievance committee, treasurer, vice chairman, and an RA delegate. On the local level he's served as chairman of the finance committee and as first vice president of the local.

Frank is a solid, dependable, union worker. He will work hard on the international level, just as he has on the local level. He is an independent thinker who is not afraid to express novel ideas or to explore new approaches to solve persistent problems, and he doesn't shy away from making tough decisions.

In 1978, when the New York Local was deeply in debt and nevertheless proposed deficit budgets, Frank, as the newly appointed chairman of the finance committee, recommended cuts in spending, including the reduction of two persons from the staff. That was a very tough decision to make. It had to be made. Others ducked it, but Frank didn't. Frank will be an asset to the International Board and a strong advocate for membership concerns.

I urge you support his nomination. (Applause.)

**CHAIRPERSON CULVER:** Are there seconds to Frank Mazza?

**BROTHER SCHEER:** Scheer, Ottawa, second on behalf of the delegation.

**BROTHER STEWART:** Albany. Bene fortuna, paisano. Second Frank Mazza.

**BROTHER LEYKIS:** Leykis, New York, proud to second Mazza.

**BROTHER MCCARTHY:** McCarthy, Southern Ontario, seconds on behalf of the SONG delegation.

**BROTHER CARROLL:** Bob Carroll, New York, heartily endorse and ask your vote for Frank Mazza.

**BROTHER FORTUNE:** Fortune, SFONG, a majority of our delegation is for Frank Mazza. Second.

**SISTER WILSON:** Wilson, Montreal, on behalf of the entire Montreal delegation, second Frank Mazza.

**SISTER WILSON:** Wilson, Harrisburg, seconds.

**SISTER BERNSTEIN:** Paula Bernstein, New York, proudly seconds Frank Mazza.

**BROTHER BOSCH:** Bosch, Vancouver-New Westminster, proudly supports him.

**SISTER KEEFE:** Claire Keefe, Providence, complete support of the Providence delegation.

**SISTER HOTCHKISS:** Hotchkiss, San Antonio, is proud to second the Alan Alda look-alike winner. (Laughter.)

**VICE PRESIDENT STONEBANKS:** Stonebanks: Victoria, seconds.

**SISTER ODOMS:** Pat Odoms, Philadelphia, seconds Frank's nomination.

**BROTHER BACHELLER:** Bacheller, New York, proud to second Frank Mazza.

**VICE PRESIDENT BECK:** Beck, Great Falls, seconds.

**BROTHER SABATINI:** Sabatini, Philadelphia, seconds Frank Mazza.

**BROTHER KIRKPATRICK:** Kirkpatrick, New York, proud to second Frank Mazza, a great Guild member.

**BROTHER CALVERT:** Calvert from the other side of the continent, San Jose, endorses Frank Mazza.

**SISTER HOPP-PETERS:** Hopp-Peters, Rockford, our delegation seconds the nomination.

**BROTHER MINKKINEN:** Minkkinen, Second City, happily seconds Frank Mazza.

**BROTHER TUBBS:** Tubbs, Vancouver-New Westminster, seconds.

**SISTER WEISS:** Weiss, Cleveland, our entire delegation seconds the nomination.

**BROTHER BINKS:** Binks, Chattanooga, seconds Frank Mazza.

**BROTHER DICK:** Dick, Washington-Baltimore, proud to second Frank Mazza.

**BROTHER TAPLEY:** Mel Tapley, New York, seconds Mazza.

**BROTHER MERCER:** Ernie Mercer, Washington-Baltimore, I was told when I came here I should look up Frank Mazza from the great New York delegation, and I met him, and I have fallen in love with him, and I support him. (Laughter and applause.)

**BROTHER PROSNITZ:** Prosnitz, Providence, with a great deal of pleasure, seconds Frank Mazza.

**SISTER YUNCKER:** Lest you misunderstand, all the women in the delegation love him, too. Barbara Yuncker.

**BROTHER GILBERT:** Patrick Gilbert, Washington-Baltimore, very proudly seconds the nomination of Frank Mazza.

**VICE PRESIDENT TUCKER:** Tucker, SFONG, I second Frank Mazza.

**BROTHER MILLER:** Kevin Miller, Columbus, seconds Frank Mazza.

**SISTER COOK:** Joan Cook seconds Frank Mazza.

**SISTER DALTON:** Dalton, Pawtucket, seconds.

**BROTHER BARGER:** Brian Barger, Washington-Baltimore, I second his nomination.

**BROTHER NELSON:** Bruce Nelson, Twin Cities, second the nomination.

**VICE PRESIDENT WADE:** Wade, New York. Of course.

**BROTHER PEERY:** Peery, Cleveland, I second the nomination.

**BROTHER JONES:** Jones from Philadelphia, seconds the nomination.

**CHAIRPERSON CULVER:** Are there further seconds to Frank Mazza? Are there further nominations? Dick Peery.

**BROTHER PEERY (Cleveland):** I stand here to nominate someone that everyone at this convention a few years ago got to know very well. That was when a dynamo went through the convention, and took just about everyone's endorsement and just about everyone's vote. I am talking about Joyce Walker-Tyson. She spoke

to the delegation. She described the efforts she had gone through in her home local to deal with racial and sexual discrimination in the work place. She told of the innovative methods that she helped develop to fight these things and the great progress they made.

She promised to provide the same kind of service and more when elected to the IEB. She has. She not only has provided it on the IEB but also in the Great Lakes District Council where we have served together.

She helped put together the very first seminar on sexual harassment within a Guild local or within a Guild District Council, and I think all of us who were there learned a great deal and took things back to our home locals.

Joyce Walker-Tyson has served as unit vice chairman at the Free Press in Detroit, member of the grievance committee, served as local human rights coordinator—during which time the number of minority editorial employees of the Free Press increased fivefold—and a special minority intern program was instituted.

She's currently a member of the Representative Assembly. She was a founding member of the Detroit Chapter of the National Association of Black Journalists, the National Association of Media Women.

She worked with minority and women's caucuses at this convention since 1978, chaired the Human Rights Committee in 1979. She has also been a very influential member in the human rights area in the Detroit community, very influential worker.

She served for three consecutive years as TNG's delegate to the Coalition of Black Trade Unionists at their annual convention and is a member of the Detroit Chapter's trade union leadership committee. She served two years so far on the IEB and on Human Rights and Collective Bargaining Committees.

Joyce was a member of the strike committee during the strike last summer by the Teamsters at the Free Press. She is currently—her involvement, as I said, extends far beyond the union activities. She volunteered recently and is currently the coordinator for a Detroit area seminar to help coalitions of grass roots organizations, including labor unions and minority

organizations, to deal with the media; knowing that they are not sophisticated in the ways of journalism and of getting the proper attention, she volunteered to help turn back the tide of Reaganism that threatens every social and economic gain in this century, and she's been a big help to them.

Joyce has been known to leave politics and personal friendships out of consideration when dealing with IEB matters. She has been known to be a fighter, an independent fighter, for the things that she believes are right. She has a record that is worthy of endorsement, worthy of continuation, and therefore I am very proud to place her name in nomination. (Applause.)

CHAIRPERSON CULVER: I want to compliment you on how rapidly we are moving and remind you the clock is ticking, so please hold your seconds to your name, local, and second.

Are there seconds to the nomination of Joyce Walker-Tyson?

SISTER SCRIVANI: Scrivani, Buffalo, seconds.

SISTER HOTCHKISS: Hotchkiss seconds Joyce's nomination.

BROTHER ERNST: Ernst, San Jose, seconds.

BROTHER STEWART: Albany, Stewart, seconds.

BROTHER SCAIFE: Clarence Scaife, Chattanooga, seconds.

BROTHER HOPKINS: Hopkins, Pacific Northwest, seconds.

SISTER BROOKSHIRE: Brookshire, Cincinnati, seconds.

BROTHER RANDOL: Randol, Central California, seconds.

BROTHER GEIST: Geist, Washington-Baltimore, seconds.

BROTHER FISHER: Fisher, Pittsburgh, happily seconds.

BROTHER GRUBISICH: Grubisich, Washington-Baltimore, proudly seconds.

SISTER: New Westminster seconds.

BROTHER EGAN: Egan, New York, seconds.

SISTER KUCHENMEISTER: Kuchenmeister, Memphis, seconds.

BROTHER EDGINGTON: Edgington, San Diego, seconds.

SISTER KERWIN: Kerwin, Buffalo, seconds.

BROTHER PETERS: Rockford delegation seconds.

SISTER SHELLOCK: Sherlock, Youngstown, seconds.

SISTER JENKINS: Jenkins, Los Angeles, seconds.

SISTER BUSBY: Busby, Vancouver-New Westminster, pleased to second.

SISTER STORY: Brenda Story, Peoria, seconds.

BROTHER LIONEL HORTON: Lionel Horton, St. Louis, seconds.

BROTHER ORCUTT: Orcutt, New York, seconds.

BROTHER MERCER: Mercer, Washington-Baltimore, seconds.

SISTER MCGARVEY: McGarvey, Philadelphia, proud to second.

BROTHER SANFORD: Sanford, Sioux City, second.

SISTER WATSON: The entire St. Louis delegation seconds the nomination of Joyce Walker-Tyson.

BROTHER HOWARD: Warren Howard, Washington-Baltimore.

BROTHER SEVERANCE: Severance, Columbus, seconds Joyce.

BROTHER RYAN: Ryan, Buffalo, seconds.

BROTHER O'DONNELL: O'Donnell, Wire Service.

BROTHER CHRISTIAN: Dick Christian, Buffalo, seconds.

SISTER MORRISON: Elma Morrison, Washington-Baltimore, seconds.

BROTHER BLOCK: Dennis Block, Buffalo, seconds.

BROTHER BUCHANAN: Buchanan, Erie, seconds.

CHAIRPERSON CULVER: Any other

seconds to Joyce Walker-Tyson? Are there further nominations for vice president at large?

**BROTHER BUIL (Buffalo):** Mr. Chairperson, on behalf of the entire Buffalo delegation, I rise to nominate a candidate who has served two years as chairman of the Finance Committee and a member of the International Election and Referendum Committee.

I come to you with the endorsement of the entire Buffalo Local. **I am pleased to place in nomination the name of Richard J. Roth, past president and friend for many years.**

Rick, with the help of Fred Jones, started on an aggressive organizing campaign which increased Buffalo's membership from 545 to 707 members.

Rick has served as vice chairman of the Courier Express, vice president of the Local 26 and four years as president of Local 26, and also serves on the supervisors committee of the Buffalo Typographical Federal Credit Union.

Buffalo firmly believes Roth will bring new ideas and a whole new approach to the IEB. He is a person of proven ability, and he is ready and willing to put his talent to work for The Newspaper Guild.

Rick Roth deserves your vote. Thank you. (Applause.)

**CHAIRPERSON CULVER:** Seconds to Rick Roth.

**BROTHER CIUCCIO:** Ciucio, Denver, second.

**SISTER SCRIVANI:** We love you in Buffalo, Rick, and are proud to second this nomination.

**VICE PRESIDENT RUSHTON:** Rush-ton, Wilkes-Barre, seconds.

**BROTHER GONZALEZ:** Puerto Rico Local seconds.

**SISTER PETERSEN:** On behalf of the Ottawa delegation, I second.

**VICE PRESIDENT HOLT:** Holt, St. Louis, I second for the entire St. Louis delegation.

**SISTER BUSBY:** Busby, Vancouver-New Westminster, seconds.

**BROTHER EGAN:** Egan, New York, seconds.

**SISTER PALTER:** Helen Palter, San Francisco-Oakland, for the Short People's Association I second the nomination of Rick Roth. (Laughter.)

**BROTHER LOUTH:** Doug Louth, Vancouver-New Westminster, also second Richard.

**BROTHER NELSON:** Bruce Nelson, Twin Cities, second.

**SISTER ZINK:** Linda Zink, Los Angeles, we second the nomination.

**SISTER PADIA:** Padia, Pacific Northwest, on behalf of the delegation, we second.

**BROTHER BUCHANAN:** Buchanan, Erie, second the nomination.

**BROTHER RANDOL:** Randol, Central California, the delegation seconds.

**BROTHER GEIST:** Geist, Washington-Baltimore, seconds.

**SISTER KERWIN:** Kerwin, Buffalo, proudly seconds.

**BROTHER KRUSE:** Roy Kruse, Hawaii, second.

**BROTHER MACDONALD:** Jerry MacDonald, Canadian Wire Service Guild, seconds.

**BROTHER FLETCHER:** Fletcher, Boston, seconds.

**BROTHER MERCER:** Ernie Mercer, Washington-Baltimore, seconds.

**SISTER MCLEAN:** Lorna McLean, Vancouver-New Westminster, seconds.

**BROTHER ROUSSEAU:** Manchester delegation supports Rick Roth.

**BROTHER LANGZETTEL:** Langzettel, Portland, seconds.

**BROTHER BRYANT:** Bryant, San Jose, seconds.

**BROTHER BLOCK:** Dennis Block, Buffalo, I gratefully second.

**BROTHER SANFORD:** Sanford, Sioux City, seconds.

**SISTER FOLEY:** Linda Foley, Lexington, seconds.

**BROTHER TOWNSEND:** Townsend, Brockton, seconds.

**SISTER MARTINO:** Martino, Manchester, seconds.

**BROTHER BRUCE:** Bruce, Wire Service, I second.

**BROTHER BELL:** Bell, Pittsburgh, seconds.

**BROTHER WILHELM:** Wilhelm, Buffalo, we offer you one of our great leaders again.

**BROTHER BENTON:** Benton, Salem, seconds.

**SISTER BROOKSHIRE:** Brookshire, Cincinnati, second.

**BROTHER CHRISTIAN:** Christian, Buffalo, with great pride seconds.

**BROTHER SABATINI:** Sabatini, Philadelphia, seconds.

**SISTER MCGARVEY:** McGarvey, Philadelphia, proud to second.

**BROTHER MLECZKO:** The Detroit delegation seconds.

**BROTHER ORCUTT:** Orcutt, New York, seconds.

**BROTHER RYAN (Buffalo):** Ryan, surprisingly, seconds.

**BROTHER MILLER:** Miller, Columbus, seconds.

**BROTHER EDGINGTON:** Edgington, San Diego, seconds.

**BROTHER MCGILL:** McGill, Gary, seconds.

**CHAIRPERSON CULVER:** Are there any further seconds to Rick Roth? All right, are there any further nominations for the vice president at large?

**BROTHER WARNOCK (San Francisco-Oakland):** As a delegate from SFONG and the unit chairperson from Vallejo, I am proud to nominate Floyd Tucker for his third term on the IEB as an at large candidate.

Floyd is well known and respected by hundreds of Guild members in the Bay Area, in both the large units in San Francisco and Oakland as well as the suburban units.

You see, Floyd started out his Guild career in the Vallejo unit 25 years ago. The help and the input he has given the Vallejo strikers gained by the experience of his long Guild career after he left will never be forgotten by the Vallejo membership.

Let me just touch briefly on some of the qualifications this man, since he left my unit, has had.

When he left, he secured a job at the Call Bulletin and later the Oakland units of SFONG. He has served as unit chairperson and twice as president of his local.

Floyd helped set up the area-wide joint bargaining in the Bay Area, which continues today. Floyd now works as a news editor on the Oakland Tribune. His wife is also a member of SFONG as a music critic at the Chronicle.

Floyd has been endorsed by the Membership Choice Committee.

I urge you to re-elect Floyd Tucker to his third term on the IEB as an at large candidate.

Thank you. (Applause.)

**CHAIRPERSON CULVER:** Are there seconds to the Tucker nomination?

**BROTHER NELSON:** Bruce Nelson, Twin Cities, second.

**BROTHER HATFIELD:** Larry Hatfield, San Francisco-Oakland, the majority of our delegation seconds him.

**SISTER O'BRIEN:** O'Brien, Vancouver-New Westminster, I am delighted to second Brother Tucker on behalf of our whole delegation.

**BROTHER:** The Chicago delegation seconds.

**BROTHER LARSON:** Larson, Central California, seconds.

**BROTHER THOMPSON:** On behalf of the Ottawa delegation, I second.

**SISTER ODOMS:** Pat Odoms, Philadelphia, seconds.

**BROTHER FORTUNE:** Fortune, SFONG, seconds.

**BROTHER GILBERT:** Patrick Gilbert, Washington-Baltimore, seconds Floyd Tucker a great IEB member.

**SISTER HOPP-PETERS:** Rockford enthusiastically seconds.

**SISTER HOTCHKISS:** Hotchkiss, San Antonio, seconds.

**SISTER WILSON:** Montreal happily and proudly seconds.

**SISTER COOK:** Joy Cook, New York, seconds.

**SISTER COOK:** Joan Cook, New York, seconds.

**VICE PRESIDENT BECK:** Beck, Great Falls, seconds Brother Floyd.

**SISTER WEISS:** Weiss, Cleveland, the entire delegation seconds.

**BROTHER KLOSE:** Klose, San Francisco-Oakland, seconds.

**VICE PRESIDENT STONEBANKS:** Stonebanks, Victoria, seconds.

**SISTER STORY:** Brenda Story, Peoria, enthusiastically seconds.

**BROTHER SMITH:** Smith, SFONG, I heartily second.

**SISTER BRYANT:** On behalf of Southern Ontario, I second.

**SISTER DALTON:** Dalton, Pawtucket, seconds.

**BROTHER BACHELLER:** Bacheller, New York, seconds.

**BROTHER KIRKPATRICK:** Kirkpatrick, New York, seconds.

**VICE PRESIDENT WADE:** Wade, New York, seconds.

**SISTER OVERMAN:** Overman, Washington-Baltimore, seconds.

**BROTHER CALVERT:** Calvert, San Jose, honored to second.

**BROTHER LEYKIS:** Leykis, New York, seconds.

**SISTER YUNCKER:** Yuncker, New York, seconds a true coast to coast Vice President.

**VICE PRESIDENT SUTTON:** Sutton, Washington-Baltimore, heartily endorses.

**BROTHER PROSNITZ:** Frank Prosnitz with pleasure endorses.

**BROTHER BINKS:** Binks, Chattanooga, seconds.

**BROTHER DUGAS:** Dugas, Montreal, happily seconds.

**CHAIRPERSON CULVER:** Are there further seconds to Floyd Tucker? Are there further nominations for vice president at large?

I see the mikes are clear, and I am declaring that the nominations for vice president at large are closed. (Applause.)

One moment, please.

If there are more than twelve candidates that are nominated for the six offices of vice president at large, the Constitution provides that there will be a ballot, and upon each ballot the candidate receiving the least number of votes shall be eliminated until twelve candidates remain. These twelve shall then be declared the nominees of the convention.

I call upon Secretary-Treasurer Dale to explain.

**SECRETARY-TREASURER DALE:** Would you give me your attention. There will be a brief period here while we get the tally sheets ready.

**CHAIRPERSON CULVER:** I am going to recognize Sue Craig of SONG for—

**SISTER CRAIG:** Recognize John Bryant instead, please.

**CHAIRPERSON CULVER:** All right.

**BROTHER BRYANT (Southern Ontario):** This is entitled, "Tribute to David Lewis."

#### **TRIBUTE TO DAVID LEWIS**

Canadian workers have lost a great friend in David Lewis, who died May 23 after a valiant seven-year battle with leukemia.

This son of poor Jewish immigrants from Poland could have become rich as well as famous but chose instead to devote his life to working people.

The temper of the man was apparent early when as an eager applicant for a Rhodes scholarship he was asked by the then president of Canadian Pacific Railway, a member of the selection committee, what he would do if he were Prime

Minister. David promptly replied, "The first thing I would do is nationalize the Canadian Pacific Railway." He so impressed the committee that he was awarded the scholarship in spite of his socialist views.

He was for years the secretary of the Co-operative Commonwealth Federation party, a low paid and onerous position, and worked with labour unions to transform the CCF into the New Democratic Party. He eventually became federal NDP leader.

It was Lewis who, as a member of Parliament, coined the term "corporate welfare bums," which so neatly exposes the nature of tax write-offs and other government handouts to industry.

Lewis practiced law for a living and served as counsel to the Ottawa Newspaper Guild, the Toronto Newspaper Guild, as it was then called, and the Council of Toronto Newspaper Unions in the 1960s.

Canadians are deeply indebted to David Lewis for his progressive influence on social and labor legislation. As a noted Toronto Star columnist and personal friend of his wrote after Lewis' death, he spent his life fighting and always on the side of the angels.

The convention mourns his passing.

Signed: Sue Craig, John Bryant, SONG.

CHAIRPERSON CULVER: All right. **This constitutes a motion and seconds?**

(Seconded by several.)

CHAIRPERSON CULVER: All right.

VICE PRESIDENT LOWE: John Lowe, SONG, seconds.

CHAIRPERSON CULVER: Very well. All in favor of the resolution on David Lewis please say aye. Opposed? The resolution is adopted.

#### MOTION CARRIED

CHAIRPERSON CULVER: We are going to stand easy while we are running off the tally sheets.

VICE PRESIDENT WADE (New York): Brother Chairperson, if the mimeograph machines are running, I had a motion I wanted to bring, but I was told you would be too busy, but it is quite short. May I?

CHAIRPERSON CULVER: Yes. Betsy Wade is recognized for the resolution.

VICE PRESIDENT WADE: The convention expresses joy and dismay at Carla Beck's selection as an aide to John Melcher, the senior senator from Montana. We are joyful because Carla is certainly the person to help Melcher prevail over the right wing, which has targeted him in elections 18 months from now. We are dismayed because it means that Carla will no longer be able to serve Local 81 in Great Falls nor the International Executive Board.

She leaves a conspicuous gap in both places. She is the one who sends her special cocoa formula to cold weather strikers. But she is also the one who was herself hauled up off the sidewalk in the Great Falls strike.

She has sat all night in airports in strange connecting points to get to District Council meetings. She seldom leaves Washington after an IEB meeting without going up to Capitol Hill to see her legislators about matters of concern to labor.

It is often said that such people work a 25-hour day, but this cannot be said of Carla. She keeps her day to the contractual 24 by oversleeping an hour each morning.

We say thanks, Carla, but we can't say good-bye. We'll know where to find you and Jake and the kids. And we will.

Moved by Betsy Wade. (Applause.)

CHAIRPERSON CULVER: There are seconds.

(The audience rose and applauded.)

CHAIRPERSON CULVER: Seconded by several. Is this concerning the Beck resolution?

BROTHER OLIVE (Wire Service): Yes, it is.

CHAIRPERSON CULVER: All right.

BROTHER OLIVE: Brother Chairperson, for two straight years the Wire Service Guild has been graced at its table, at the joint table of the Great Falls-Wire Service Guild delegations. It's been a pleasure.

More important, of course, and from a practical standpoint, Carla really helped make the AP situation what it was in Montana this past time around, and I will never forget her for it. We will never forget her for a lot of things.

CHAIRPERSON CULVER: Thank you. Further discussion on the resolution? Larry.

BROTHER HATFIELD (San Francisco-Oakland): I just wanted to add that not only have we been well served by Carla Beck on the IEB, we have been well served by having Jake back with Carla. (Applause.)

CHAIRPERSON CULVER: Are you ready for the vote? All in favor of the adoption of the resolution please say aye. Opposed? The resolution is adopted.

#### MOTION CARRIED

BROTHER JONES (Philadelphia): No one has asked me to do this, but my first term on the IEB—this is sort of a resolution—I met a young woman from New York and we sat next to each other. I think I got my pages mixed up, and she showed me where it was, along with Hugh Harrison at the time, and we became good friends, companions. We rode the Amtrak together; we had cheese and wine and pears; we became colleagues.

She's been the gadfly at many of these conventions, getting up and correcting copy.

This afternoon we have learned that she is no longer going to be on the IEB, although she will probably be coming back to other conventions, and I would like to resolve that this convention give Betsy Wade a salute for what she's done for it.

(The audience rose and applauded.)

CHAIRPERSON CULVER: Barbara.

SISTER YUNCKER (New York): My great hesitation in accepting the request of my caucus that I run for Region 5 vice president was because my candidate was Betsy Wade, whom I had the pleasure of nominating two years ago.

There's no way to replace Betsy Wade. I don't know how I can go to the IEB and function without her there to guide me. But I want you to know that the injunction that I have gotten most often by people who have been kind enough to congratulate me in a single sentence combined with "how can we get along without Betsy" has been, will I please not be so shy and retiring (Laughter.)

And I promise you on behalf of all of her friends that I will do my damndest to be

as energetic and as effective as she has been. (Applause.)

BROTHER BACHELLER (New York): I have known Betsy since I joined the foreign desk of the New York Times in 1977. My admiration and respect for her have grown every year, every month, every day. I am sorry to see her go from the IEB. I am glad that she will remain active in the New York Local.

I just want to express my respect and admiration. (Applause.)

CHAIRPERSON CULVER: I am going to ask all that wish to affirm those remarks please say aye. Opposed? That obviously is affirmed.

CHAIRPERSON CULVER: Dave Langzettel, did you have a motion?

BROTHER LANGZETTEL: Yes, Mr. chairman, I wish that Woody Bigelow, long-time president of the Portland Newspaper Guild and member of the International Executive Board, was standing here telling you why he isn't seeking a fourth term on the IEB, but Woody is missing what would have been his 14th consecutive convention here because of ill health in his family.

And that's the principal reason, but I just want to say that having been associated with Woody for the 17 years that I have been in Portland, or close to that, Woody is going to continue to be involved in the Guild, happily, but his presence has been very, very important to us in Portland and New England because at the time I first knew Woody it was a sleepy little local that was still smarting from a strike that was lost, and we went to the management with hat in hand and got some rather poor contracts, and Woody didn't want to take it sitting down, and Woody was one of the prime movers in organizing the New England District Council, making it something more than a chowder and marching society, as we say in New England, and making it a real viable union.

Equally as important, he and others helped foster the New England Servicing and Organizing Program, and as a result of that, we had the professional help of the likes of Bob Bruner and Jim Orcutt and now Gerry Maraghy of Boston, and things really turned around in Portland, and we owe a great deal to Woody Bigelow, and I hope I am right when I say that next year



you will see him here again and that he wishes he were here with all of you.

Thank you. (Applause.)

CHAIRPERSON CULVER: Thank you.

Let the record show we affirm the remarks for Woody Bigelow.

SECRETARY-TREASURER DALE: We are now ready to proceed. You are reminded of the Second Report of the Rules Committee, Rule 24.

If more than twelve candidates are nominated for the six offices of vice president at large, each delegation is entitled to vote its voting strength for up to six candidates on each ballot. Upon each ballot the candidate receiving the least number of votes shall be eliminated until twelve candidates remain. Those twelve are then declared the nominees of the convention.

In the interests of time, we would encourage locals to announce their vote through one spokesperson or delegate. When the name of the local is called, each local shall announce in advance whether its vote is going to be cast by total voting strength or delegate by delegate, and again, if you can't express your vote in whole numbers it should be expressed in decimals carried to the second decimal place.

We urge that you announce your vote on the basis of the list—in order of the list that was passed around to you, the order in which they were nominated on this floor. You have those sheets in front of you, and in order to expedite this procedure, we would urge you to give us your vote on the basis of and in the order of that list in front of you.

I am prepared to begin calling the roll.

(The following exchange during the roll call occurred after an initial announcement of the Washington-Baltimore vote:)

BROTHER GEIST (Washington-Baltimore): May I have a poll of the delegation, please.

SECRETARY-TREASURER DALE: Okay. Why don't you deliver it to me, Ray.

BROTHER DICK (Washington-Baltimore): Okay.

SECRETARY-TREASURER DALE: You are going to have to give us the name of the delegate.

BROTHER DICK: Point of order.

SECRETARY-TREASURER DALE: All right.

BROTHER DICK: Just so our math sort of comes together, the math obviously is going to be yours, but I believe it is 1.095 a delegate or 1.1 if you even off—1.10?

SECRETARY-TREASURER DALE: 1.10.

BROTHER DICK: Okay.

SECRETARY-TREASURER DALE: Depending on how many there are, of course.

BROTHER GEIST: Excuse me. Point of order. I think it is not 1.095.

SECRETARY-TREASURER DALE: Under Rule 12 the delegation must be polled if there is a request from any member of that delegation. Has the delegate made a request?

BROTHER GEIST: Yes.

SECRETARY-TREASURER DALE: I will call the roll of the members of that delegation.

(The delegation was polled and the calling of the roll completed. The roll-call vote will be found as Appendix B. The nominee eliminated was Faye McCracken of Memphis.)

SECRETARY-TREASURER DALE: May I have your attention please. I would like to advise you that we, the tellers, have recalculated on the basis of the poll of the delegates from the Washington-Baltimore Newspaper Guild. Washington-Baltimore has 23 votes, and 20 delegates are present. Those 23 votes were divided by 20 delegates. It produces 1.15 votes per delegate.

We still do not have the total results. We just wanted you to know what the recalculation of the Washington-Baltimore Newspaper Guild produced.

BROTHER MERCER (Washington-Baltimore): Brother Dale or Brother Chairman.

CHAIRPERSON CULVER: Yes, Ernie.

BROTHER MERCER: Would it be in order for me to ask at this point if the Washington-Baltimore Local's vote was properly apportioned on this vote?

CHAIRPERSON CULVER: Well, it was apportioned properly according to their cal-

culations. Do you have a different calculation?

**BROTHER MERCER:** What I want to know is if it was apportioned on the basis of the correct number of delegates being present today.

**SECRETARY-TREASURER DALE:** Yes, Ernie. It was apportioned on the basis of the number of delegates present and the total number of votes to which the local is entitled divided by the number of delegates present, which produced 1.15 votes per voter in the poll.

**BROTHER MERCER:** Thank you.

**CHAIRPERSON CULVER:** Ernie, would you like to go into that other matter? Ernie Mercer has asked consent to read an observation into the record.

**BROTHER MERCER:** Thank you very much. I ask at this time for the Convention's agreement with me to read this very friendly statement into the proceedings regarding the workers at this hotel.

**CHAIRPERSON CULVER:** Is there objection to the statement?

(Cries of "No.")

**CHAIRPERSON CULVER:** You say there is no objection?

(Cries of "No objection.")

**CHAIRPERSON CULVER:** All right. Proceed Ernie.

**BROTHER MERCER:** For six days, while conducting the business of our union, we have been taken care of by non-union service employees of this hotel. These workers, bus-persons, waitresses, waiters and others, are laboring under oppressive conditions, working double shifts and split shifts, with no overtime. Computers keep tab on them every second so that they are kept running like machines—all this thanks to their nonunion shop.

We urge these, our sisters and brothers in labor, to become our sisters and brothers in the organized labor movement so that they, too, can receive the benefit of the fruits of their labor. (Applause.)

**SECRETARY-TREASURER DALE:** Could I have your attention, please. (Applause.)

The tellers certify the results of the runoff of at large vice presidents as follows, and I will read the numbers in the order that the delegates were nominated: Dianne Martino, 177.50; Porter Binks, 148.04; Frank Prosnitz, 166.47; Robert Holt, 189.76; David Mulcahy, 173.71; Faye McCracken, 84.28; William Davis, 157.47; Fred Reed, 159.03; Pat Odoms, 180.60; Frank Mazza, 176.35; Joyce Walker-Tyson, 162.14; Richard Roth, 197.63; Floyd Tucker, 165.06.

**CHAIRPERSON CULVER:** On the basis of the election tallies, I declare the following are the twelve nominees for at large vice president for The Newspaper Guild: Dianne Martino, Porter Binks, Frank Prosnitz, Robert C. Holt, David Mulcahy, William Davis, Fred Reed, Patricia Odoms, Frank Mazza, Joyce Walker-Tyson, Richard Roth, Floyd Tucker.

I declare those twelve to be the nominees for vice president at large. (Applause.)

Is there any other business?

**BROTHER: Move adjournment.**

(Seconded by several.)

**CHAIRPERSON CULVER:** There's a motion for adjournment. All in favor of adjournment please say aye. Opposed? Motion carries.

**MOTION CARRIED**

(The Convention adjourned at 4 p.m.)

## Roll-Call Vote for International Election and Referendum Committee

LOCAL	KEEFE	DAVIS	McDONALD	STEINKE	MILLER	MERCER	MLECZKO	STRUZINSKI	LANE	STEWART	SABATINI
Akron.....	—	3.00	3.00	—	—	—	3.00	3.00	3.00	3.00	3.00
Albany.....	4.00	—	—	4.00	4.00	—	—	4.00	4.00	4.00	4.00
Boston.....	5.00	5.00	5.00	5.00	5.00	5.00	5.00	—	—	—	—
Brockton.....	3.00	3.00	3.00	3.00	3.00	3.00	—	—	—	—	—
Buffalo.....	6.75	7.88	9.00	9.00	2.25	6.75	9.00	5.63	—	—	6.75
Canadian Wire Service	9.00	9.00	9.00	9.00	9.00	9.00	9.00	—	—	—	—
Central California.....	9.00	9.00	9.00	9.00	9.00	9.00	9.00	—	—	—	—
Chattanooga.....	—	—	—	—	2.00	—	—	2.00	2.00	—	2.00
Chicago.....	7.00	—	—	—	7.00	—	—	7.00	7.00	—	7.00
Cincinnati.....	3.00	3.00	3.00	3.00	3.00	1.50	3.00	1.50	—	—	—
Cleveland.....	7.00	1.00	1.00	6.00	1.00	—	5.00	8.00	7.00	5.00	7.00
Columbus.....	4.00	4.00	4.00	4.00	—	4.00	4.00	—	—	—	4.00
Denver.....	8.00	8.00	8.00	8.00	8.00	8.00	8.00	—	—	—	—
Detroit.....	13.00	13.00	13.00	13.00	13.00	—	13.00	—	—	—	13.00
Erie.....	4.00	4.00	4.00	4.00	—	4.00	4.00	—	—	—	4.00
Gary.....	2.00	2.00	2.00	2.00	2.00	2.00	2.00	—	—	—	—
Great Falls.....	1.00	—	—	—	1.00	—	—	1.00	1.00	—	1.00
Harrisburg.....	2.00	2.00	2.00	2.00	—	—	2.00	—	—	2.00	2.00
Hawaii.....	6.00	6.00	6.00	6.00	6.00	6.00	6.00	—	—	—	—
Hudson County.....	2.00	2.00	—	2.00	2.00	—	2.00	2.00	—	—	2.00
Knoxville.....	2.00	1.00	2.00	2.00	2.00	—	2.00	2.00	—	1.00	—
Lexington.....	1.00	1.00	1.00	1.00	1.00	1.00	1.00	—	—	—	—
Los Angeles.....	5.00	5.00	5.00	5.00	5.00	5.00	5.00	—	—	—	—
Manchester.....	3.00	3.00	3.00	3.00	3.00	3.00	3.00	—	—	—	—
Memphis.....	6.00	6.00	6.00	6.00	3.00	6.00	6.00	—	—	—	3.00
Montreal.....	4.00	—	—	—	4.00	—	—	4.00	4.00	—	4.00
New York.....	55.00	6.47	6.47	6.47	55.00	6.47	55.00	48.53	48.53	48.53	48.53
Northern Ontario.....	1.00	—	1.00	—	1.00	—	—	1.00	1.00	—	1.00
Ottawa.....	—	—	5.00	—	—	—	—	5.00	—	—	—
Pacific Northwest.....	13.00	13.00	13.00	13.00	13.00	13.00	13.00	—	—	—	—
Pawtucket.....	2.00	—	—	—	2.00	—	—	2.00	2.00	—	2.00
Peoria.....	3.00	—	3.00	3.00	3.00	—	—	—	—	—	3.00
Philadelphia.....	—	4.32	—	2.16	13.00	2.16	6.50	10.83	13.00	6.50	13.00
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	—	—	2.00	6.00	—	—	6.00	6.00	—	6.00
Pueblo.....	—	—	—	—	—	—	—	—	—	—	—
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	—	—

(Absent from the floor)

LOCAL	KEEFE	DAVIS	McDONALD	STEINKE	MILLER	MERCER	MLECZKO	STRUZINSKI	LANE	STEWART	SABATINI
St. Louis.....	12.00	12.00	12.00	12.00	12.00	12.00	12.00	—	—	—	—
Salem.....	2.00	2.00	2.00	2.00	2.00	2.00	2.00	—	—	—	—
San Antonio.....	—	—	—	—	2.00	—	—	2.00	2.00	—	2.00
San Diego.....	10.00	10.00	10.00	10.00	10.00	5.00	10.00	5.00	—	—	—
San Francisco-Oakland.....	12.00	14.00	4.00	4.00	14.00	6.00	10.00	12.00	14.00	—	14.00
San Jose.....	9.00	9.00	7.71	7.71	9.00	7.71	7.71	1.29	1.29	—	1.29
Scranton.....	—	1.50	3.00	3.00	3.00	2.00	3.00	3.00	—	3.00	1.50
Sheboygan.....	2.00	2.00	2.00	2.00	2.00	2.00	2.00	—	—	—	—
Sioux City.....	1.00	1.00	1.00	1.00	1.00	1.00	1.00	—	—	—	—
Southern Ontario.....	—	—	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	—	—	—
Vancouver.....	—	—	—	—	—	—	—	—	—	—	—
New Westminster.....	—	—	—	—	—	—	—	12.00	12.00	12.00	12.00
Victoria.....	4.00	—	—	—	4.00	—	—	4.00	4.00	—	4.00
Washington-Baltimore.....	4.40	5.50	5.50	5.50	23.00	5.50	5.50	17.60	18.70	—	17.60
Brian K. Barger.....	—	1.10	1.10	1.10	1.10	1.10	1.10	—	1.10	—	—
James M. Brown.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Michael Davis.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Raymond G. Dick.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Mary Esslinger.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
David Fillicko.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Eric Geist.....	1.10	1.10	1.10	1.10	1.10	1.10	1.10	—	1.10	—	—
Patrick Gilbert.....	—	—	—	—	1.10	—	—	—	—	—	—
Ernest Green.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Thomas Grubisich.....	1.10	1.10	1.10	1.10	1.10	1.10	1.10	—	—	—	—
Jacqueline Hawes.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Warren Howard.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Jane Huffman.....	1.10	1.10	1.10	1.10	1.10	1.10	1.10	—	—	—	—
Margo Johnson.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Carol Lee Mend.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Ernest Mercer.....	1.10	1.10	1.10	1.10	1.10	1.10	1.10	—	—	—	—
Elma Morrison.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Stephanie Overman.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
John C. Rau.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Markley Roberts.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Carlos J. Sutton.....	—	—	—	—	1.10	—	—	1.10	1.10	—	1.10
Wilkes-Barre.....	3.00	3.00	3.00	3.00	1.50	—	3.00	1.50	—	1.50	1.50
Wire Service.....	14.00	14.00	14.00	14.00	14.00	14.00	14.00	—	—	—	—
Youngstown.....	3.00	—	3.00	3.00	3.00	—	3.00	3.00	—	3.00	—
TOTALS.....	304.15	226.67	243.68	240.84	340.75	181.09	282.71	203.88	171.52	89.53	215.17

# **APPENDIX B** **At-Large Vice President Nominations Runoff**

<u>LOCAL</u>	<u>MARTINO</u>	<u>BINKS</u>	<u>PROSNIITZ</u>	<u>HOLT</u>	<u>MULCAHY</u>	<u>MCCRACKEN</u>	<u>DAVIS</u>	<u>REED</u>	<u>ODOMS</u>	<u>MAZIA</u>	<u>WALKER-TYSON</u>	<u>ROTH</u>	<u>TUCKER</u>
Akron .....	—	—	3.00	3.00	—	3.00	—	3.00	3.00	—	—	3.00	—
Albany .....	—	—	—	—	4.00	4.00	4.00	—	4.00	—	4.00	—	—
Boston .....	5.00	—	—	5.00	5.00	—	5.00	—	—	—	5.00	5.00	—
Brockton .....	3.00	—	—	3.00	3.00	—	3.00	—	—	—	3.00	3.00	—
Buffalo .....	9.00	—	—	9.00	9.00	—	9.00	—	—	—	9.00	9.00	—
Canadian Wire Service ..	9.00	—	—	9.00	9.00	—	9.00	—	—	—	9.00	9.00	—
Central California .....	9.00	—	—	9.00	9.00	—	9.00	—	—	—	7.50	9.00	1.50
Chattanooga .....	—	2.00	2.00	—	—	—	—	2.00	2.00	2.00	—	—	—
Chicago .....	—	7.00	7.00	—	—	—	—	7.00	7.00	7.00	—	—	7.00
Cincinnati .....	3.00	—	—	3.00	3.00	—	—	—	—	3.00	3.00	3.00	—
Cleveland .....	—	—	8.00	—	—	1.60	—	8.00	6.40	3.00	3.00	—	—
Columbus .....	4.00	—	—	—	4.00	4.00	—	—	—	8.00	3.20	3.00	4.80
Denver .....	8.00	—	—	8.00	8.00	8.00	8.00	—	—	4.00	4.00	4.00	—
Detroit .....	—	—	—	13.00	—	13.00	—	—	13.00	—	13.00	13.00	—
Erie .....	4.00	—	—	4.00	4.00	4.00	—	—	—	—	4.00	4.00	—
Gary .....	2.00	—	—	2.00	2.00	2.00	2.00	—	—	—	—	2.00	—
Great Falls .....	—	1.00	1.00	—	—	—	—	1.00	1.00	1.00	—	—	1.00
Harrisburg .....	2.00	—	—	—	2.00	2.00	—	—	2.00	2.00	2.00	—	—
Hawaii .....	6.00	—	—	6.00	6.00	6.00	6.00	—	—	—	—	6.00	—
Hudson County .....	2.00	—	—	2.00	2.00	—	—	2.00	2.00	—	—	2.00	—
Knoxville .....	1.00	—	—	2.00	1.00	2.00	—	—	—	—	—	—	—
Lexington .....	1.00	—	—	1.00	—	1.00	1.00	—	—	—	1.00	1.00	—
Los Angeles .....	5.00	—	—	5.00	5.00	—	5.00	—	—	—	5.00	5.00	—
Manchester .....	3.00	—	—	3.00	3.00	—	3.00	—	—	—	3.00	3.00	—
Memphis .....	—	—	—	—	—	6.00	—	—	—	—	—	—	—
Montreal .....	—	4.00	4.00	—	—	—	—	4.00	4.00	4.00	—	—	4.00
New York .....	6.47	48.53	48.53	6.47	—	—	6.47	48.53	48.53	48.53	6.47	6.47	48.53
Northern Ontario .....	—	1.00	1.00	1.00	—	—	—	1.00	1.00	—	—	—	1.00
Ottawa .....	—	5.00	5.00	—	—	—	—	5.00	1.00	5.00	—	5.00	5.00
Pacific Northwest .....	—	—	—	—	—	—	(Absent from convention floor)	—	—	—	—	—	—
Pawtucket .....	—	2.00	2.00	—	—	—	—	2.00	2.00	2.00	—	—	2.00
Peoria .....	3.00	—	3.00	3.00	1.00	—	—	2.00	—	—	3.00	—	3.00
Philadelphia .....	2.16	10.84	10.84	2.16	2.16	2.16	—	8.68	13.00	10.84	2.16	2.16	10.84
Pittsburgh .....	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	—
Providence .....	—	6.00	6.00	—	—	—	—	6.00	6.00	6.00	—	—	6.00
Pueblo .....	—	—	—	—	—	—	(Absent from convention floor)	—	—	—	—	—	—
Puerto Rico .....	12.00	—	—	12.00	12.00	12.00	12.00	—	—	—	—	12.00	—

Rockford .....	2.00	—	2.00	—	1.00	—	1.00	—	2.00	2.00	—	2.00	—	2.00
St. Louis .....	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	2.00
Salem .....	2.00	—	2.00	2.00	—	2.00	—	2.00	—	—	2.00	2.00	2.00	—
San Antonio .....	—	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	10.00	—
San Francisco-Oakland ..	4.00	10.00	12.00	4.00	—	8.00	10.00	12.00	12.00	2.00	2.00	4.00	14.00	—
San Jose .....	7.71	1.29	—	7.71	—	9.00	1.29	1.29	1.29	5.14	7.71	1.29	1.29	—
Scranton .....	3.00	—	—	3.00	—	3.00	—	3.00	—	—	3.00	—	—	—
Sheboygan .....	2.00	—	2.00	2.00	—	2.00	—	2.00	—	—	2.00	—	—	—
Sioux City .....	1.00	—	1.00	1.00	—	1.00	—	1.00	—	1.00	1.00	—	—	—
Southern Ontario .....	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	—	—	—
Toledo .....	—	—	—	—	—	—	—	(Absent from convention floor)	—	—	—	—	—	—
Twin Cities .....	—	—	—	—	—	—	—	(Absent from convention floor)	—	—	—	—	—	—
Vancouver- New Westminster .....	1.71	5.13	12.00	3.42	3.42	6.84	3.42	5.13	5.13	6.84	3.42	6.84	12.00	—
Victoria .....	3.45	4.00	4.00	—	—	—	—	4.00	4.00	4.00	—	—	4.00	—
Washington-Baltimore ..	—	17.25	16.10	4.60	4.60	—	—	18.40	17.25	21.85	5.75	3.45	16.10	—
Brian K. Barger .....	—	—	—	—	—	—	—	1.15	—	1.15	—	—	—	—
James M. Brown .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Michael Davis .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Raymond G. Dick .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Mary Esslinger .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
David Fillicko .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Eric Geist .....	1.15	—	—	1.15	—	—	—	—	—	1.15	1.15	1.15	—	—
Patrick Gilbert .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Ernest Green .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	—	—
Thomas Grubisich .....	1.15	—	—	1.15	—	—	—	—	—	1.15	1.15	1.15	—	—
Jacqueline Haws .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Warren Howard .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Jane Huffman .....	—	—	—	—	—	—	—	—	—	1.15	—	—	1.15	—
Margo Johnson .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	—	—
Carol Lee Mend .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Ernest Mercer .....	1.15	—	—	1.15	—	—	—	—	—	1.15	—	—	1.15	—
Elma Morrison .....	—	1.15	—	—	—	—	—	—	—	1.15	—	—	1.15	—
Stephenle Overman .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	1.15	1.15	1.15	—
John C. Rau .....	—	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Markley Roberts .....	—	—	—	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Carlos J. Sutton .....	—	—	—	—	—	—	—	(Absent from convention floor)	—	—	—	—	—	—
Wilkes-Barre .....	3.00	1.15	1.15	—	—	—	—	1.15	1.15	1.15	—	—	1.15	—
Wire Service .....	14.00	—	3.00	3.00	3.00	3.00	3.00	—	—	—	1.50	3.00	—	—
Youngstown .....	3.00	—	3.00	3.00	3.00	3.00	3.00	14.00	—	—	14.00	3.00	—	—
<b>TOTALS</b> .....	177.50	148.04	166.47	189.76	173.71	84.28	157.47	159.08	180.60	176.35	162.14	197.63	165.06	—

## APPENDIX C

### INTERNATIONAL ELECTION RESULTS

Referendum elections for six at-large vice presidents and two regional vice presidents were conducted Sept. 17-22, 1981.

Following are the results, as certified by the International Election and Referendum Committee; the names of those elected are boldfaced.

#### For At-Large Vice Presidents

<b>Richard J. Roth</b> .....	<b>5,884</b>	<b>Frank Mazza</b> .....	<b>4,301</b>
<b>Dianne M. Martino</b> .....	<b>5,793</b>	<b>Fred A. Reed</b> .....	<b>3,868</b>
<b>Joyce Walker-Tyson</b> .....	<b>5,772</b>	<b>Patricia L. Odoms</b> .....	<b>3,830</b>
<b>Robert C. Holt, Jr.</b> .....	<b>5,437</b>	<b>Floyd Tucker</b> .....	<b>3,640</b>
<b>David M. Mulcahy</b> .....	<b>5,387</b>	<b>Frank Prosnitz</b> .....	<b>3,410</b>
<b>William T. Davis</b> .....	<b>5,281</b>	<b>Porter L. Binks</b> .....	<b>2,773</b>

#### For Region 3 Vice President

<b>Richard M. Peery</b> .....	<b>1,296</b>	<b>John B. Mitchell</b> .....	<b>714</b>
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#### For Region 4 Vice President

<b>Larry Hatfield</b> .....	<b>783</b>	<b>Anna M. Padia</b> .....	<b>769</b>
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International Chairperson Harry S. Culver, President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale were re-elected by acclamation at the Convention. Also re-elected by acclamation were Region 1 Vice President Patrick Rushton, Eastern Canada Vice President John M. Lowe and Western Canada Vice President Roger L. Stonebanks. Elected by acclamation as Region 5 Vice President was Barbara Yuncker.

Subsequently, in August, Charlie Ramis was certified by the IERC as Region 2 Vice President when incumbent Carlos J. Sutton withdrew as a candidate for re-election. Also in August, the Region 1 vice presidency became vacant when Patrick Rushton resigned; under the Constitution the office will remain vacant until the 1982 Convention.