

Terms reached in Consumer Reports strike



Vol. XL, No. 11

Washington, D.C.

June 8, 1973

1st 'Phase 2½' raises won in St. Paul, Youngstown

Two Guild locals have won full retroactive payment of wage increases caught in the shifting gears between Phases Two and Three of President Nixon's economic-controls program.

The Youngstown Guild obtained management agreement to pay a 13-percent increase for the first year of a contract negotiated at the Youngstown Vindicator late in Phase Two. The Twin Cities Guild won similar agreement from the St. Paul Dispatch and Pioneer Press to pay a 9.3-percent increase.

In an unrelated action, the Cost of Living Council has reversed an Internal Revenue Service order to roll back pay increases at five New York City ethnic papers to conform with a cutback at the city's metropolitan dailies.

The St. Paul and Youngstown increases were the first to be implemented under new regulations announced in May by the Cost of Living Council for "Phase 2½" — the council's informal designation for the shadow area of situations bridging the transi-

tion from Phase Two to Phase Three.

The regulations allow increases exceeding the 5.5-percent standard to be put into effect in such cases without the council's prior approval if the union and the company agree they are justified under the old Pay Board criteria for Phase Two exceptions.

The regulations, as outlined by TNG President Charles A. Perlik, Jr., in a letter to U.S. Guild locals, allow such self-administration in three types of cases:

1. Settlements reached after the end of Phase Two Jan. 10 that are effective in whole or in part before then. Twenty-four Guild contracts fall into this category.

2. Settlements reached and effective during Phase Two but not yet submitted to IRS or the Pay Board when Phase Two ended. Fifteen contracts are in this category.

3. Settlements reached during Phase Two whose second- or third-year increases falling partly or wholly in Phase Two were not submitted to IRS or the Pay Board. Seven contracts are in this group.

Both the Youngstown and St. Paul settlements were in the second category.

At the Vindicator, management, which had previously declined to pay more than 5.5 percent, agreed to pay the full 13 percent, part retroactive to March 1, 1972, and the remain-

der retroactive to Sept. 1.

In St. Paul, management had also refused to pay more than 5.5 percent. It agreed to implement the full 9.3 percent retroactive to June 1, 1972.

In both cases, the locals obtained management agreement after consulting with TNG about the new regulations. Perlik, in his letter to locals, warned that the regulations require specific advice in each case and cautioned locals to consult TNG's Contracts Committee before seeking to apply them.

While prior approval of the Cost of Living Council is not required to implement "Phase 2½" increases that exceed the standard, Perlik noted, payment must

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Unit of 300 to vote on ratification

BULLETIN

New York City—A tentative settlement of the Guild's strike against Consumer Reports was reached June 6 at a bargaining session in Federal Mediation offices here. No details were announced pending a ratification meeting June 8.

Mount Vernon, N.Y.—Three hundred New York Guild members struck Consumers Union May 24 in quest of improved wages, pensions and job security.

The Guild struck after a long series of bargaining sessions, including one that ran for 18 hours, failed to produce agreement on a new contract. Picket lines were set up at Consumers Union headquarters here and at its new plant in Orangeburg.

Work on the July issue of the Union's magazine, Consumer Reports, was completed before the strike began. The magazine's typesetting and printing are jobbed out, and management personnel were attempting to operate the office.

A lengthy mediation session May 31 produced substantial progress—so much that management representatives recessed negotiations to confer with their

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Unit of 167 organized in Winnipeg

Winnipeg, Man.—A weekend organizing blitz aided by members of five Canadian locals has all but clinched representation rights for the Guild at the Winnipeg Free Press.

The Guild signed up 86 percent of the paper's 167 editorial and advertising employees—77 of 79 in advertising and 71 of 88 in editorial. Newly adopted legislation in Manitoba provides for union certification with a 51-percent majority.

The Free Press organizing campaign will give the Guild its first local in the vast area between Ontario and British Columbia.

The campaign, under preparation for two months, was conducted under the direction of Canadian Director Robert J. Rupert and Joseph Hanafin, servicing representative of the Eastern Canada-Canadian Wire Service Guild Servicing Program. Representatives of the Toronto, Ottawa, Victoria, Vancouver-New Westminster and Canadian Wire Service locals participated in the climactic May 25-27 weekend.

Those mobilized for the blitz were International Vice President Eleanor S. Dunn, president of the Ottawa Guild; Jim Robinson, president, John Lowe, Susan Feldman and Ian Urquhart of Toronto; Reg Pinniger of Vancouver-New Westminster; Roger Stonebanks and John Hutchinson

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Ironclad automation shield won in B.C.

New Westminster, B.C.—An automation clause requiring Vancouver-New Westminster Guild agreement before the introduction of new processes and equipment is contained in a new two-year contract raising top minimums by up to \$59.33 at the New Westminster Columbian.

The Guild also won safeguards against forced disclosure of sources and financial protection against libel suits, a comprehensive clause covering employee integrity, a fifth week's vacation, after 15 years' service, and a dental-care plan.

The automation clause follows the Guild's Model Contract ex-

cept for the notice required for the introduction of new equipment—at least three months instead of six.

It provides for immediate discussions on an agreement for operating the new equipment, which the clause specifies shall not be operated unless such an agreement is reached. It is the first such clause in a Guild contract.

No employees can be dismissed as a result of automation, and displaced employees must be retrained at company expense for new jobs at no reduction in compensation.

An expanded jurisdiction

clause affirms the right of Guild-covered employees to perform new work involving optical scanners, cathode-ray tubes, video display terminals and other new equipment introduced to do Guild work.

The clause was negotiated as a result of Guild concern over a new provision in the Typographical Union's contract that gives the printers jurisdiction over the preparation of all input to be processed by optical scanners, VDTs and similar devices, including the typing and retyping of copy.

Wages are increased 21.5 percent over the contract term, with

a minimum of \$26. The largest increase, \$59.33, raises classified-advertising sales \$59.33, to \$218.77.

The top for reporters and display sales is increased \$45.13, to \$254.65, that for district managers \$49.34, to \$254.65, and that for janitors \$26.88, to \$151.67. The flat minimum for sports and city editors is up \$49.53, to \$278.89.

The privilege clause allows employees to refuse to surrender any information or materials relating to news or advertising or to authenticate any material, without penalty. The publisher is forbid-

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IFJ backs Guild in fight for privilege laws

The executive committee of the International Federation of Journalists, meeting in the United States for the first time, has extended its full support to the Guild's efforts to obtain legislation protecting the right of news gatherers to shield their sources.

The IFJ committee expressed concern at the attempts to compel U.S. journalists to identify their sources, noting that protection of information sources has been part of the IFJ's code of honor since 1954. Legislation affirming this right already exists in several countries, it noted.

"Developments in the past year, particularly in the United States—where several journalists were held in jail in efforts to compel them to identify their sources of information—give even greater emphasis to the necessity for the protection of sources," the IFJ resolution said.

TNG was host to some 30 delegates from Europe, the Middle East and Africa during the executive committee's week-long meeting in Washington and

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Welcome to Washington

TNG President Charles A. Perlik, Jr., delivers welcoming address opening the International Federation of Journalists executive committee's first meeting ever held in North America.

Photo by Don MacAfee, Washington-Baltimore Guild

IFJ backs Guild in fight for reporter-privilege laws

(Continued from page 1)

New York May 28 through June 3. TNG President Charles A. Perlik, Jr., and International Chairman James B. Woods represented the Guild.

Perlik, the IFJ's vice president for North America, issued a statement on the eve of the meeting terming the occasion an appropriate one for President Nixon to issue "the long-awaited and needed apology to the American press for the berating and belittling his Administration has heaped upon it."

"Indeed," Perlik said, "there now is fresh reason why common decency and courtesy require an apology of the President: It now has been shown that wiretaps and bugging that characterized Watergate entangled newsmen, American and foreign, as well as news sources."

"It isn't good enough for his press secretary to apologize to one newspaper or one set of reporters. The institution is entitled to more than just the general recognition of 'vigor' it received from President Nixon."

"Since there is no sign Nixon will respond, I hope nationals of other countries whose fellow-citizens were ensnared in the United States's worst political tragedy will accept my apology instead."

The IFJ executive committee, in the course of its deliberations, asked the German Journalists' Union to conduct an inquiry, before the next IFJ congress in 1974, into threats to press freedom arising from concentration of media control.

A resolution submitted by the German union cited "the influence exercised by strong economic and political groups" on newspaper and broadcasting content. It asked the IFJ bureau to study resulting "self-censorship" and "the limited influence exercised by the individual journalist."

The resolution also asked the bureau to study "the opportunities open to the journalists' unions . . . to counteract these developments." The German union itself will do this under the IFJ request.

Raising the possibility of cooperation with journalists' organizations in socialist countries, the committee directed the bureau to intensify efforts "to establish contacts with journalists' organizations all over the world, such as the International Organization of Journalists and Chinese press circles, with a view of examining in what sectors cooperation would be possible for the benefit of journalists."

But it instructed the bureau to underline, in such contacts, "the different conceptions concerning press freedom and the role and objectives of journalists and journalists' organizations in the different bodies."

Dr. Theo Bogaerts, the IFJ's secretary-general, was to meet with representatives of other journalists' organizations late this week on Capri in a meeting called by the Italian Federation of Journalists. The Communist-oriented International Organization of Journalists, as well as the IFJ, were invited to attend.

The IFJ executive committee urged several changes in a draft convention on foreign correspondents now before the Council of Europe in order to protect correspondents' rights and freedoms.

Subsequent to the committee's meeting, IFJ leaders met June 5



Photo by Don MacAfee, Washington-Baltimore Guild

Reunion at Mount Vernon

Retired TNG Executive Vice President William J. Farson guides two former International Federation of Journalists colleagues on a tour of George Washington's home at Mount Vernon during IFJ executive committee meeting. From

left, Farson, Henry J. Bradley, retired general secretary of Britain's National Union of Journalists, and Carsten Nielsen, retired president of the Danish Union of Journalists. Farson was formerly the IFJ's North American vice president.

with U.N. Undersecretary General Bradford Morse at U.N. headquarters in New York to discuss an international press card and other measures to assure the safety of news gatherers in dangerous areas.

Earlier, on the next-to-last day of their meeting, the delegates met at U.N. headquarters with Ambassador William E. Schauffele, Jr., senior adviser to John

Scali, permanent U.S. representative to the United Nations.

The executive committee adopted resolutions deploring restrictions on press freedom in Greece, Turkey and Czechoslovakia.

It urged affiliated unions to urge their governments to bring all possible influence to bear on the Greek government to halt persecution of journalists and the press as an institution.

It urged the release of imprisoned Turkish journalists and called on the Turkish government to "guarantee effective freedom of the press and freedom for journalists to practice their profession."

Noting measures taken by Czech authorities against dissenting journalists, it appealed to the Prague government to release journalists imprisoned for ex-

pression of their views and "improve the deplorable condition of the numerous journalists who have lost their jobs."

Perlik opened the IFJ meeting at Washington's Windsor Park Hotel with a welcoming address May 28. TNG was host the night before at a reception for delegates and their guests.

The delegates had an opportunity to see some of the latest electronic newspaper equipment during a tour of the Washington Star & News plant May 29. Later the Star & News and the Washington Post were hosts at a reception.

Joseph W. Beirne, president of the Communications Workers of America, addressed the delegates at a May 30 luncheon at the John F. Kennedy Center for the Performing Arts, sponsored by the CWA. Later in the day they were guests of the AFL-CIO Industrial Union Department on a cruise down the Potomac to George Washington's home at Mount Vernon.

The St. Louis Guild, the Washington-Baltimore Guild and the National Press Club were hosts at a reception held at the Press Club May 31.

During the New York portion of their meeting the delegates were guests of the New York Guild June 2 at lunch in an Italian restaurant and at their choice of two musical comedies or a performance of the Stuttgart Ballet Company. The committee wound up its deliberations at the Biltmore Hotel.

The International Visitors Service Council provided 15 multilingual volunteers to furnish assistance to the delegates.

Watergate fallout

IFJ delegates see Nixon prestige fading

By GERALD V. JACKSON

THE WATERGATE SCANDAL has weakened President Nixon's international prestige, in the view of members of the executive committee of the International Federation of Journalists interviewed during their biennial meeting in Washington.

IFJ President Karl G. Michanek of Sweden said that the press was justified in publishing secret documents, such as those that have surfaced in the Watergate case, so that the public could know what happened.

"Swedish newspapers would have acted the same way" and published the documents, Michanek said.

Speaking of Nixon's weakened position, Dr. Hans Buettner, secretary-general of the German Journalists' Union, said that while after World War II "U.S. moral principles were an example" for West Germany, "Vietnam and Watergate have made Germans question the U.S. position."

"We will respect Nixon as the leader of the United States but not as the moral leader of the Western world," he said.

Paul Parisot, representative of a French journalists' union, said that "while Watergate has been publicized in the French press, we don't think it's any of our business." The United States is a "healthy nation," said Parisot, who published two underground newspapers during World War II, but Watergate shows it is "politically sick," he added.

ARIEN ZIMUKY OF ISRAEL'S National Federation of Journalists said Israelis are just now beginning to understand the meaning of Watergate. Zimuky said he fears Watergate has damaged Nixon's image and will "affect relations with China, Russia and the Middle East."

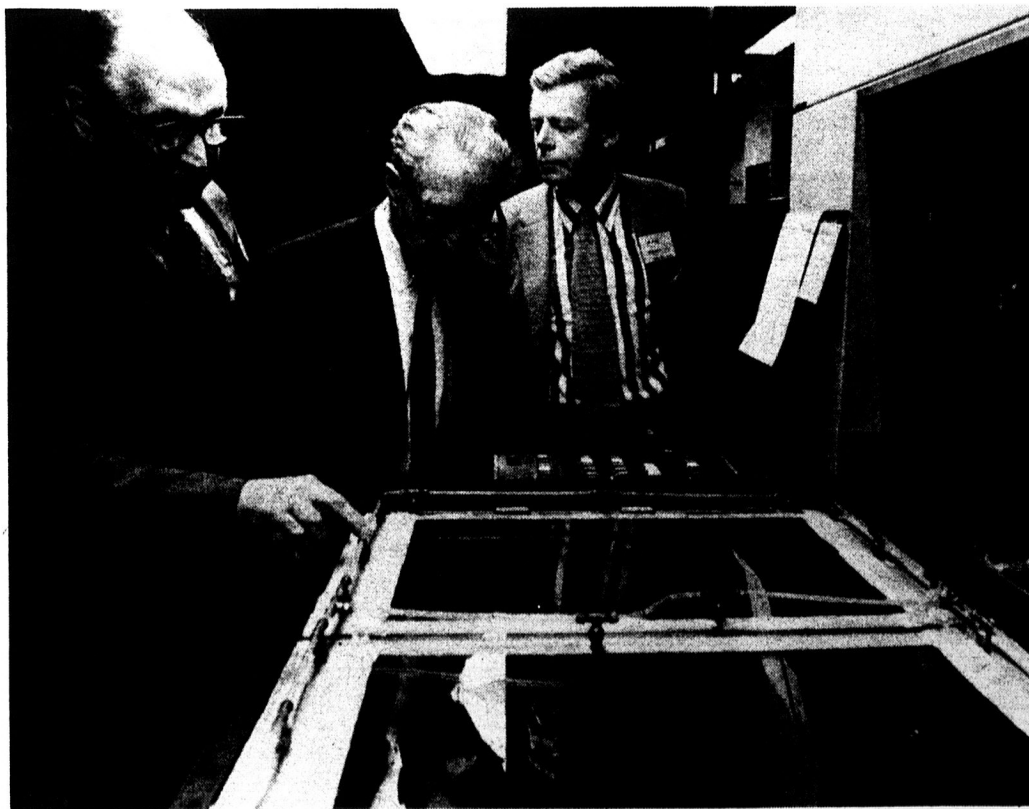
Zimuky sees the present U.S. political problem creating an international deadlock that will accentuate international crises.

Cyril Kilner of England's National Union of Journalists said "the British are shocked by this business."

"But," he added, "Nixon is not America. The British know what to expect of America. A fault in a section of government can be changed and will be eventually changed."

Edward Simpson, editor of the National Union of Journalists' newspaper, The Journalist, requested permission during his visit to reprint the Guild Reporter's May 25 cartoon showing the President poised atop a telephone pole, bugging the conversation of a newspaper reporter.

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Touring the future

Delegates to the International Federation of Journalists meeting see some of the latest in newspaper equipment—and their own reflections—in a tour of the Washington Star & News plant. From left, TNG International

Chairman James B. Woods, IFJ President Karl G. Michanek of Sweden and Theo Bogaerts, IFJ secretary general, examine the Star's new Letterflex machine for making plastic-coated printing plates.

Perlik sees Guild-GAIU organizing tie

Joint organizing is the most profitable area for cooperation between the Guild and the Graphic Arts International Union, TNG President Charles A. Perlik, Jr., told the GAIU executive board May 23.

Perlik said the Guild is interested in an increasingly close relationship between the two unions as more and more newspapers move to set up satellite operations in the suburbs. Most of these suburban shops are completely unorganized, he noted, and most are web-offset operations.

The opportunity and interest at these papers is the same for the Guild and the GAIU, Perlik said. Noting that the GAIU's international council had authorized an exploration of the "mutuality of interest" between the two unions in March, he declared:

"Organizing is that area."

Perlik said the Guild and the GAIU are "closer together philosophically" than any other graphic-arts unions, citing their opposition to the Vietnam war and their support of Sen. George S. McGovern in last year's Presidential campaign.

Perlik invited GAIU President Kenneth J. Brown to address the Guild's 1973 Convention in Vancouver July 30 through Aug. 3. Brown accepted tentatively.

L.A. unions push Hearst ad boycott

Los Angeles, Calif.—The Herald-Examiner Joint Strike-Lockout Council, combating Hearst efforts to convince advertisers that the unions' 5½-year strike is over, has appealed to them to continue their boycott of the paper.

Strike-Lockout Director William R. Robertson, noting that picketing of both the Herald-Examiner and its advertisers is continuing, said the paper's ad lineage shrunk by nearly 27,000 inches in the first four months of 1973.

Crediting the council's consumer-boycott teams for the result, he said "we will continue to keep the pressure on."

The Los Angeles Guild and the Los Angeles Stereotypers' Union have voted continued support of the strike-lockout effort, and contributions have continued to come in from unions elsewhere.

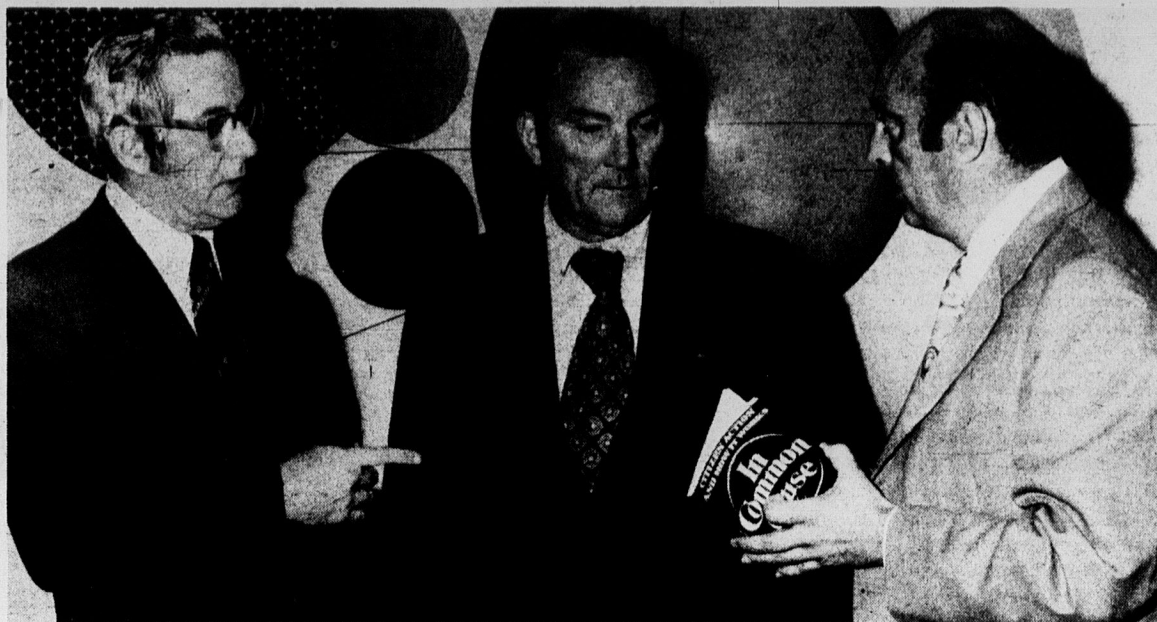
The Guild reported an additional \$625, including \$400 from the San Francisco-Oakland Guild, \$150 from San Jose, \$50 from Toledo and \$25 from Sioux City, raising the strike total to \$269,144.

N.Y. Guild gets \$21,968 in fines

New York City—Checks totaling \$21,968 have been received by the New York Guild in payment of fines levied against some 50 members who crossed Guild picket lines at the New York Times in 1965.

The payments were made under an agreement calling for collection of 55 percent of the fine amounts. The Guild had been prepared to go to court to obtain payment.

The fines were based on earnings during the strike.



Something in common

TNG President Charles A. Perlik, Jr., left; Graphic Arts International Union President Kenneth J. Brown, right, and Jack Conway, president of Common Cause, discuss work of the citizens' lobby during a meeting of the GAIU executive board.

Conway reviewed Common Cause's Watergate suit against the Committee for the Re-election of the President at the meeting; Perlik discussed TNG-GAIU cooperation. Brown is a member of the Common Cause executive board.

Wire Service conferences accord high priority to insurance gains

Contract protection against soaring health-insurance costs has been urged as a major bargaining priority by delegates to four Wire Service Guild sectional conferences.

Seventy-five delegates to April and May meetings in Atlanta, Chicago, Sacramento and Boston urged negotiators to aim for full company payment of insurance costs. Associated Press now pays a maximum of \$16.50 a month and United Press International \$26.

Other high-priority items urged by the delegates included substantial wage increases, union security, hiring and promotion of women and minority-group members, contract language governing the use of video display terminals, better work-scheduling provisions and reductions in office noise.

Negotiations are scheduled

Wire Service eyes councils

New York City—Wire Service Guild branches will soon take a place in the structure of TNG's district councils.

The Wire Service local has already voted to affiliate with the Western and New England councils and has received invitations to join the Southern and Middle Atlantic councils.

Wire Service President Lyle Price said the local expects to affiliate with all of the regional councils, with branches sending representatives to the council in their area.

with AP late this year and with UPI early in 1974. The sectional conferences were moved up from the fall so that the AP and UPI

national committees could have their recommendations before preparing contract proposals.

The remainder of the conference schedules were devoted to organizing, with Local Administrator Norman Welton leading a discussion at each.

TNG international representatives attended three of the conferences—Leo Ducharme the Eastern, Dick Pattison the Western and Luis Montanez, Jr., the Midwest—to outline organizing tactics and work with delegates from the areas they normally cover to determine how they might extend assistance.

Delegates and officers pinpointed problem areas with nonmembers at AP and UPI, and several organizing programs were set in motion combining the efforts of the local's national organizing committee, TNG and Welton's office.

Thomson reneges on pledge to give full contract offer in Adrian strike

Adrian, Mich.—Guild strikers at the Adrian Telegram are still without a comprehensive management proposal for an initial contract after eight months of their strike against the Thomson paper.

The Guild presented a complete proposal of its own May 8 at the suggestion of a federal mediator, but management failed to come up with one.

The company, which had asked the Guild to present its proposal first, promised to have one at the next session May 24. But when that date rolled around management said it had changed its mind and saw no point in submitting the proposal until noneconomic issues were settled.

Mediator Harry Weber is attempting to arrange a new series of bargaining sessions.

The Telegram, after suspending publication at the start of the Guild and Typographical Union strike in October, has been publishing with strikebreakers for the past five months. But it has suffered from an advertising and

circulation boycott and is circulating fewer copies than the unions' strike paper, the Maple City Reporter.

The company filed charges accusing the Guild of conducting an illegal secondary boycott of 29 advertisers. But the National Labor Relations Board dismissed 90 percent of the charges, and the Guild stipulated in the remaining cases that it would conduct its leafleting in compliance with specifications of the law.

The NLRB has switched the Telegram unit's certification from the Toledo to the Detroit Guild in compliance with the Guild's request. The Toledo Local severed its relationship on the ground that it is not equipped to service Adrian, and Detroit, which has a fulltime executive secretary and a growing number of suburban units, agreed to take in the unit.

The Telegram had said it would oppose the change but did not intervene before the NLRB.

Sacramento hits police curbs

Sacramento, Calif.—The Sacramento Guild will meet with city police officials soon to discuss police interference with the working press.

Police Chief William Kinney agreed to the meeting at the Guild's request after police prevented photographers from taking pictures of a man killed by a police bullet when he was ar-

rested after a bank holdup in April.

A Guild membership meeting authorized a letter of protest, and police have acknowledged they were wrong.

The press's ire had been aroused earlier when federal marshals prevented a photographer from entering the Federal Building to take pictures of In-

Wage boosts to 15% won in IUD pact

Wage increases totaling eight percent over two years plus up to seven percent in cost-of-living increases have been negotiated by the Washington-Baltimore Guild in a new contract covering the staff of the AFL-CIO Industrial Union Department.

The contract for the first time provides sick pay for employees during childbirth, for the period of hospital confinement plus three weeks thereafter. Up to five additional months of unpaid maternity leave is also provided.

In addition to cost-of-living increases up to 3.8 percent the first year and 3.2 percent the second, the agreement reduces the length of service for longevity increases from 10 years to eight.

The top minimum for the highest job category, section-head assistant, is increased \$20 the first year, before cost-of-living increases, to \$520. The top for legislative representative and collective-bargaining coordinator is raised \$37, to \$466.50, the top for field organizers is increased \$10, to \$260, and that for assistant legislative representative and assistant collective-bargaining coordinator is up \$12, to \$311.

The contract provides a new health-insurance benefit, eyeglasses—one pair a year for up to \$25. Dental insurance is improved to provide 80-percent coverage up to a maximum of \$640, and up to \$1,000 lifetime coverage for orthodontic work is added.

The IUD will pay Medicare premiums for retirees.

The meal-expense allowance for employees away from home is increased \$2.50, to \$15 a day, for the first 30 days on an assignment.

Jersey arbiter vetoes forced retirement

Hoboken, N.J.—An attempt to force an employee of the Publications Corp's Alco-Gravure Division to retire at 65 has been overruled by an arbitrator, who cited a North Jersey Guild pension plan that does not allow involuntary retirement.

Alco-Gravure contended that it was within its rights in retiring Charles Clayberger under a long-standing policy of requiring employees to quit at 65.

The Guild challenged the company's action, stating that forced retirement violated a contract clause forbidding dismissals except for just and sufficient cause or for economy.

Arbitrator Daniel House ruled that a new pension plan negotiated by the Guild eliminated any standing the practice of mandatory retirement might have had under a former company plan.

dians demonstrating outside. The Bee asked Rep. John B. Moss of Sacramento, former chairman of the House Freedom of Information Subcommittee, to investigate. But the Guild sent a letter of appreciation recently to the county sheriff's office for its assistance to reporters and photographers covering the explosion of an ammunition train.

THE SHORT

OF IT

THE FEDERAL TRADE COMMISSION has adopted a tentative consent order barring the Hearst Corp. from using deceptive tactics to sell magazine subscriptions. The company had been accused of misleading prospective subscribers into thinking they were getting free or reduced-price subscriptions. . . . Former Elizabeth Journal Guildsman Ron Porambo, author of a book exposing police corruption in Newark, has been sentenced to three months in jail and fined \$500 on a charge of "bribery"—paying a Newark policeman \$100 to obtain two pictures of persons killed during the city's 1967 rioting, when he was a Journal reporter. . . . The Memphis Guild has given its annual Citizenship Award to the Memphis State basketball team and its three coaches. Its "Guildsman of the Year" award went to Eddie Richardson and its "Guildswoman" award to Vice President Faye McCracken. . . . Occupational illness? More than half of 235 newsmen tested at the National Press Club were found to have high blood pressure, elevated cholesterol levels or abnormal cardiograms. A Heart Association representative said the "high pressure" under which journalists work may have been a contributing factor.

Wire Service Guild members have voted 501 to 89 in a referendum to forbid the local's executive committee, representative assembly or convention delegation to endorse or support the endorsement of political candidates, and 528 to 63 to authorize the executive committee or representative assembly to publicly disavow such an endorsement by TNG or its officers. . . . The San Francisco-Oakland Guild's representative assembly has protested the Pacific Telephone Co.'s award of contracts for printing and binding Northern California telephone directories to the Times-Mirror Press in Los Angeles at the expense of 500 union members' jobs in a San Francisco and San Jose. . . . And the Toronto Guild executive committee, acting on a motion by a delegate from the underground paper Guerilla, has called on Toronto newspapers and broadcasters to cover the trial of 10 Spanish trade unionists on charges of union organizing. . . . Former TNG International Vice President James H. White cast the only vote in the Tennessee Senate against a bill forbidding the teaching of Darwin's theory of evolution as fact. "We engage in debate over the origin of man when we should be addressing ourselves to the future of man and grappling with the problems with which man is beset in the here-and-now," White declared.

WHEN FEMALE STAFFERS of the non-Guild Boston Globe charged the newspaper with denigrating women in their editorial and advertising columns, Assistant Managing Editor Timothy Leland took to the paper's op-ed page to admit that much of their complaint was justified. "It is often difficult for males to see what all the fuss is about," he wrote, "but it comes down to one simple thing: Women want to be treated as individuals, not with some special, peculiar reference to sex or appearance." . . . A Census Bureau report comparing male and female salaries said that while the nation's male editors and reporters earned an average of \$12,210 in 1970, there weren't enough women in those jobs to warrant a comparison. . . . Four Memphis Guildswomen have constituted the nucleus of a local human-rights committee after attending a Nashville conference at which the laws governing sex and race discrimination were discussed. . . . An Indiana Circuit Court judge has reversed a State Civil Rights Commission ruling requiring the South Bend Press Club to open its male gridiron show to newswomen.

The American Broadcasting Co.'s New York television outlet regularly turned over outtakes of peace demonstrations to government authorities in Washington in the 1960s "until our consciences were raised by people outside the media," Tim Knight, a former ABC producer, told a meeting of the New York Chapter of the International Organization of Journalists recently. . . . Add Watergate fallout: AFL-CIO President George Meany has charged that Presidential Counsel Kenneth Clawson attempted to provoke a hostile confrontation by sending 40 agents onto the floor when President Nixon addressed the federation's 1971 convention. . . . Post-Newsweek Publisher Katherine Graham, stating that 1972 was the greatest financial year in the company's history, told stockholders that "despite any rumors you may have heard, Newsweek is not, emphatically not, an endangered species." . . . Forty students at Columbia's Graduate School of Journalism have fired off a protest to the Philadelphia Bulletin after receiving a letter telling them that "we have no openings and none are in sight." A few days later they read that the Bulletin had hired well-known newsman David M. Eisenhower, President Nixon's son-in-law, as a sports writer.

LOCAL ELECTIONS

Knoxville

President, Harold Harris (Harris, 17; Harold Julian, 13; Robert Barrett, 5; Mark Owen, 2); vice president, Carson Brewer (Brewer, 22; Samuel Venable, 9; Anne Hart, 5); secretary-treasurer, Stanley DeLozier (DeLozier, 34; Jack Kirkland, 3); recording secretary, Jan Maxwell (Maxwell, 28; Susan Monday, 8).

Pueblo

President, Gilbert P. Zamora; vice president, Jack C. Hildner; secretary, Margaret Wood; treasurer, Ed Orazem.

Terre Haute

President, Howard Stevens; vice president, Larry Gibbs; secretary-treasurer, Raymond Cronin.

Union parley backs ERA on Guild bid

Acting on a Guild-sponsored motion, the Coalition of Black Trade Unionists went on record in favor of the Equal Rights Amendment at its second annual convention in Washington May 25 through 27.

The resolution of support was introduced by TNG Equal Rights Coordinator Yetta Riesel and adopted unanimously. It pledged the convention's 1,141 delegates to work for support of the amendment by state labor federations and called on this year's AFL-CIO convention to reverse federation policy and support it.

Decrying official AFL-CIO opposition to the amendment on the ground that women will lose special protections, Riesel declared:

"I don't need those 35 young men meeting on the top floor of 815 16th St. and in Bal Harbour, Fla., to tell me what's good for me. As a woman, I know what's good for me."

"Women aren't worried about losing 'protections' with the adoption of the Equal Rights Amendment. We want any protections we have extended to men, as well."

The coalition, organized last fall, adopted a constitution and created a membership and financial structure at the convention. William Lucy, secretary treasurer of the State, County and Municipal Employees, was convention chairman.

Press prodded to add blacks, women to staff

Miami, Fla.—The law requires newspapers to deliver deeds, not words, when it comes to recruiting minorities and women.

That was the burden of a message from the Equal Employment Opportunity Commission at a meeting of the Institute of Newspaper Controllers and Finance Officers here May 15.

Elsa Dick Glass, an EEOC attorney, said the burden of responsibility for effective recruiting lies on management.

It isn't enough, she said, to publish advertisements heralding that the paper is an equal-opportunity employer. Minorities and women must be informed of job opportunities through programs in schools, she emphasized.

The EEOC initiated 108 suits in the past year as a result of discriminatory employment practices, Glass reported.

The EEOC, she said, is currently concentrating on equal treatment for women in such fringe areas as pensions and sick leave during childbirth.

GR to skip issue

The Guild Reporter, normally published the second and fourth Fridays of each month, will not be published June 22. The next issue will appear July 13.

The GR budget recommended by the International Executive Board provides for the publication of 22 issues of 24 issues because of the difficult condition of the Guild's General Fund.



Woman-to-man talk

TNG Equal Rights Coordinator Yetta Riesel and Alex Fuller, civil rights director of the United Steelworkers, discuss the Equal Rights Amendment during an intermission in an AFL-CIO Labor Studies Center course on "Women in the Labor Force." Riesel was critical of the center's failure to have a course on women's problems until now; the center is planning to hold more next winter.

Fund plan to assure 'Free Europe' jobs

The jobs of 380 Radio Free Europe Guild members in New York City and Munich will be assured for at least 10 years if Congress approves the recommendations of a Presidential study commission.

The commission, headed by Dr. Milton Eisenhower, president emeritus of Johns Hopkins University, proposed that Congress continue funding both Radio Free Europe and Radio Liberty through a new Board for International Broadcasting.

Interim Congressional funding of the stations' operations expires June 30. The stations were formerly financed covertly by the Central Intelligence Agency.

There has been some Congressional opposition to continued funding of the stations on any basis. Radio Free Europe was on the verge of suspending operations in March 1972 before a last-minute House-Senate com-

promise on emergency funds was reached.

President Nixon has said he will ask Congress to approve continued funding in line with the Eisenhower commission's recommendation. The commission urged funding for the next 10 years because "it is unlikely that the free movement of information in the Soviet sphere will become a reality any time soon."

Radio Free Europe broadcasts to Eastern Europe, Radio Liberty to the Soviet Union.

Nixon, in recommending approval of the commission's recommendations, said the two stations are "highly professional media of news and news analysis, functioning as a kind of substitute free press for a crucial part of the world."

The New York Guild represents 80 employees of Radio Free Europe in New York and 300 employees in Munich.

Guild appeals dismissal of Alexandria charges

The Washington-Baltimore Guild is appealing to the general counsel's office of the National Labor Relations Board against the dismissal of unfair-labor-practice charges filed against the struck Alexandria Gazette.

NLRB Regional Director William C. Humphrey on May 24 threw out charges that the Gazette engaged in surface bargaining, effected unilateral wage increases, refused to supply the Guild with bargaining information and replaced an employee who has not participated in the strike.

The only complaint Humphrey issued was against the Guild—on a charge of mass picketing. The six Gazette strikers have had difficulty keeping picket lines at

the plant's front and rear entrances fully manned since shortly after the strike's start.

A Guild suit for a Federal Court injunction against Alexandria police was settled by a stipulation that police would henceforth observe the strikers' civil rights.

The Guild had charged that those rights were violated by false arrests, harassment, improper limitations on picketing and failure to protect strikers against assaults.

Bargaining to settle the nine-week strike has been at a standstill over the company's refusal to take back the strikers over less than a 30-month period.

The Gazette has been publishing despite Guild picket lines.

Privilege law passes Michigan House

A qualified privilege bill has passed the Michigan House of Representatives but is believed headed for trouble in the Senate.

The bill, passed by a 75-to-27 vote, cancels a reporter's right to shield information and sources in libel cases involving public figures if it can be demonstrated that the information "will disclose clear and convincing evidence of willful or reckless publication."

It also lifts the shield when a felony defendant requests information in a criminal trial and the judge is convinced it is vital and cannot be obtained elsewhere.

The Detroit Guild and the Michigan AFL-CIO testified on behalf of privilege legislation before the House Judiciary Committee.

The bill now goes to the coun-

terpart committee in the Senate, where antagonism to the press over a number of recent stories is expected to fuel opposition. Others are opposed to it because of its qualifications.

A shield bill has been killed in committee in Wyoming, and in Nebraska Sigma Delta Chi chapters are pushing for retention of a recently enacted absolute shield law against an effort inspired by Gov. J. J. Exon to substitute a qualified bill.

In Tennessee, meanwhile, the State Court of Appeals has dismissed a contempt citation against Harry Thornton, a talk-show host who had refused to disclose the name of a caller whose remarks were aired on WDEF-TV in Chattanooga.

The court did not come to grips with the privilege issue, however. It ruled, in accordance

with a recommendation of the state's attorney general, that the case was moot because the grand jury that subpoenaed Thornton is no longer sitting.

Thornton had been found in contempt by a Criminal Court judge for refusing to identify a grand-jury member who called to say the inquest's investigation of a former City Court judge was a whitewash.

In Augusta, Ga., County Judge Eugene Kerr upheld the privilege principle when a law firm sought to compel Jay Mann of WJBF-TV to disclose the source of information about gambling raids on a building owned by the firm.

Kerr said he was ruling in accordance with "the God-given right and Constitutional guarantee to pursue a career without being hampered."

And a newly formed group, the Citizens Right to News Committee, has urged Congress to enact unqualified privilege legislation.

Meanwhile, the General Assembly of the United Presbyterian Church adopted a statement calling for federal and state legislation "to establish guidelines that protect legitimate news professionals from being compelled to testify about their sources."

And in New York, the Civil Liberties Union, the Office of Communication of the United Church of Christ and 66 editors, reporters and writers filed a brief with the Appellate Division of State Supreme Court supporting the right of WBAI-TV to withhold tape recordings that could be used to identify a participant in an uprising at the Tombs prison.

Ridder seals Wichita deal, faces Guild

Wichita, Kan.—Ridder Publications has completed its acquisition of the Wichita Eagle and Beacon, where the Guild has been attempting to negotiate an initial contract for almost 2½ years.

An April 30 stockholders' meeting consummated Ridder's purchase of 84 percent of the paper's stock for 40.5 million dollars after a Federal Court judge here refused to enjoin the sale.

The injunction had been sought by Victor Delano, owner of the remaining 16 percent, who charged that, as a minority stockholder, he should have been given the first chance to purchase the stock.

Negotiations between the Wichita Guild and the paper's old management came to a halt last summer, and the Guild has filed refusal-to-bargain charges against the company. Action by the National Labor Relations Board is pending.

An NLRB administrative-law judge has dismissed another Guild charge accusing the company of fostering an abortive decertification petition, filed in April 1970 by Austin Farley, an Eagle and Beacon copy editor.

The Guild charged that Farley, who substituted for the city editor and assistant city editor on their days off, was a supervisor whose action was inspired by management. But the NLRB judge, Henry L. Jalette, said Farley did not possess the necessary supervisory authority.

The NLRB general counsel's office, in asking the full board to overrule Jalette, noted that Farley spent 60 percent of his time from January to April 1972 in a supervisory capacity.

"A finding of no violation in the circumstances of this case would permit sophisticated employers . . . an easy way to sponsor decertification-petition campaigns," the counsel's brief said. "Employers would merely have to use a low-level supervisor who would not talk about the extent of the employer's involvement."

New daily set in New York

New York City—Millionaire industrialist John M. Shaheen, who plans to publish a new afternoon daily in New York by the end of the year, says it has the profit potential of a new oil well.

Shaheen, whose newspaper has been in the planning stages for months, says it will be primarily a financial paper intended to compete with the morning Wall Street Journal.

"That's where the money is," he observed.

The newspaper, tentatively named the New York Press, will be printed in the old Morning Telegraph plant on four-color presses. It will operate with a total staff of about 250—a smallness made possible by the fact that it will be printed by automated lithographic equipment.

Shaheen has been negotiating with the New York Lithographers Union to man all the paper's mechanical departments.

Bruce Mair, president of the Newark News at the time of its folding last year, will be editor.

Quebec deskmen win right to get last scan

Quebec City, Que.—Every page of Le Soleil, this city's largest daily, must be approved by an editorial-department representative before it goes to the offset plate-making camera under an agreement that ended a walk-out by 19 copy editors unhappy over the error rate of the paper's new electronic production system.

The paper had shut down for four days following the mass resignations of the copy editors and a supervisor May 6 to protest "loss of control" over copy after it left the newsroom.

A spokesman for the Quebec City Journalists' Union said they "felt they began to lose control at the typing pool" of 13 persons who retype all copy to make it acceptable to an optical scanner installed as part of a two-million-dollar modernization by the paper.

When editorial personnel sought to check for errors before pages went to the offset camera, the spokesman said, they were evicted from the composing room by Typographical Union stewards.

When Le Soleil installed its scanner-and-computer-based offset production system it eliminated the jobs of 19 proofreaders, who had been under the journalist union's jurisdiction, and assigned the typing pool to the ITU's jurisdiction. The assignment is being challenged before the Quebec Labour Relations Board.

Another part of the settlement

Monopoly fight shuts Italy press

Rome, Italy—Italian journalists and printers walked off the job June 4 to stage a 24-hour "day of silence" in protest against growing press concentration.

The strike was in reaction to the sale of a 50-percent interest in the Rome newspaper *Il Messaggero* and Genoa's *Il Secolo Dicono* to a Milan magazine publisher believed to be fronting for Attilio Monti, an oilman who already owns a chain of papers.

Italian newspaper workers have been voicing increasing concern about the takeover of newspapers by wealthy businessmen and rumors of mergers between money-losing dailies.

creates four to six new positions between the copy editors and the typing pool to check copy for grammar and punctuation before it goes to the typing pool, the spokesman said.

None of the paper's reporters prepares scanner-ready copy under the new system, the spokesman said, adding that management had rejected the union's recommendation that they be given electric typewriters to enable them to do so.

The union made its recommendation after sending two of its leaders to study newsroom operations at scanner-based production systems in Worcester, Mass., and Richmond, Va.

The spokesman said no one checks the retyped, scanner-ready copy prepared by the typing pool against the copy that has come from the newsroom.

Detroit votes to drop House arbitration

Detroit, Mich.—A Detroit Guild membership meeting has voted by a three-to-one margin to drop arbitration of Gloria House's dismissal by the Detroit Free Press for leaving work without permission.

The membership acted May 8 after Local Administrative Officer Helen Fogel reported that House had refused to cooperate in the arbitration and had rejected the Guild's advice that she offer to return \$800 received from the Free Press in settlement of the discharge. Guild attorney Bruce Miller said tender of the money was a precondition to an arbitrator's considering the case on its merits.

House, a black, was working as an editorial-page makeup and copy editor when she was fired in September 1971 for leaving work to attend a demonstration protesting the slaying of Attica prisoners and the death of two black youths shot by Detroit police.

House had sought to have the arbitration pressed as a case of racial discrimination. Fogel, in a report for the local executive board, said she had conducted herself "in a manner that seemed clearly destined to impose a defeat upon the union."



Founders face to face

Jorge Mantilla Jarrin, founding president of Ecuador's National Union of Journalists, views portrait of TNG's first president in the Heywood Broun Memorial Library at TNG headquarters with Alurina M. McDonald, a member of TNG's office staff from the South American nation of Guyana. Mantilla, national editor of *El Comercio*, published in Quito, was here under the auspices of the Governmental Affairs Institute. He visited TNG headquarters to discuss union structure, organization and bargaining and to arrange regular exchange of information between his union and TNG.

Past practice wins pay for 4 Oakland editors

San Francisco, Calif.—Past company practice served to resolve a contractual ambiguity and uphold the San Francisco-Oakland Guild's claim of overtime and night-differential pay for four top editorial jobs at the Oakland Tribune.

Arbitrator John Kagel last month awarded the premium pay, with retroactivity to last September, to the Tribune's news, city and political editors and its chief editorial writer.

The Tribune had argued that a contract clause exempting those positions from "the hours provision of the agreement" justified its refusal to pay for overtime and night work.

But Kagel pointed out that both had been paid before the Tribune came under Guild contract and for 13 years since the provision was incorporated in the contract in 1959. The practice, he noted, spanned two publishers and three managing editors.

He said the wording of the clause was open to the interpretation that the four jobs were exempt from the hours but not the overtime provisions of the contract and that, in view of this ambiguity, past practice was decisive in determining the parties' intent.

But Kagel invoked the principle of past practice against the Guild in ruling for the Tribune in a second arbitration case. He said the company was justified in paying a \$2 daily differential rather than a \$10 weekly one to employees laying out news pages on an occasional basis.

Here, again, the Guild and the company offered conflicting interpretations of the applicable contract language. But Kagel said the Guild's failure to raise the issue over the previous 10 years while the differential was being paid on a shift basis left it with insufficient ground to challenge the practice.



Determination

Local Representative Michael Crumrine, left, and Melvin Garrett, chairman of the Guild's striking Consumers Union unit, lead a group of visiting pickets from the New York Post.

Pact reached in strike at Consumer Reports

(Continued from page 1)
principals. They returned to the bargaining table June 6.

At the initial meeting May 31, the Guild reduced its wage demands for a three-year contract to increases of 8 percent the first year and 7.5 in each of the second and third. Management moved up with a proposal for 6.5, 6 and 6.

At the start of the strike the Guild had been asking for 10 percent each year and management offering 5.5.

The top minimum for the magazine's assistant editors, promotion writers and photographers is \$321.72 under a contract that expired at the end of December 1972.

The Guild is seeking a new pension plan in place of participa-

tion in a citywide Guild-publisher plan, and management has agreed in principle. But there was disagreement over its terms, including the date on which it would become effective.

The Guild is pressing for 30 days' notice of any farming-out of work. The contract gives management the right to subcontract temporarily if there is no resulting job loss.

Similar notice is being sought for management acquisition of new facilities. The Guild has been seeking recognition as bargaining agent for employees at the Union's new Washington office and automobile-testing track in Orange, Conn.

The unit authorized strike action by a unanimous vote in April.

Nixon's prestige fading, IFJ delegates declare

(Continued from Page 2)

Vagn Michaelsen, president of the Danish Union of Journalists, said that the Nixon Administration's attempt to keep the press from reporting Watergate had weakened the role of the Presidency but not the will of the American people.

Moe Trygve, president of the Norwegian Union of Journalists, called Watergate "shocking."

"This affair has weakened the personal credibility of Nixon, and it has affected the power of the nation itself, which is the basis of negotiations," Trygve said.

Wim Klinkenberg, vice president of the Dutch Union of Journalists, asked: "After Watergate, how can Nixon still speak and act in behalf of the United States? His reputation is undermined greatly in the public opinion of Western Europe."

"Nixon should feel obligated to resign," he said.

Robert Goebels of the Luxembourg Journalists Association said he fears that the lack of moral leadership demonstrated by Watergate will place the United States in an inferior position in any confrontation with the Russians.

However, Franz-Felix Lehini, president of the Swiss Journalists' Union, said he is confident that Watergate will "fade away," adding that he believes in Nixon's ability to survive the storm, come back and fulfill his duties as President of the United States.

Seventy-five-year-old Max Nef of Switzerland, president emeritus of the IFJ, agreed with his colleagues that the U.S. position in international affairs has been weakened by Watergate. But he said that, along with his countrymen, he is "only a spectator" of the Watergate case.

"Switzerland has a tradition of neutrality and intends to abide by it," Nef said.

1st 'Phase 2½' increases won in Twin Cities, Youngstown

(Continued from page 1)

be reported to the council within 10 days. The council reserves the right to order repayment of the increases or impose other limitations, including restrictions on increases extending into Phase Three.

The new regulations do not apply to settlements reached and effective during Phase Three, which are subject to voluntary controls, Perlik emphasized.

Neither are they applicable to Phase Two increases for which an exception was requested of IRS or the Pay Board before Phase Two ended, on which decisions will be forthcoming from the Cost of Living Council. And they do not apply to increases previously reduced by IRS, the Pay Board or the Cost of Living Council.

If the employer refuses to implement full increases under "Phase 2½" regulations, Perlik said, the Guild can ask the council to approve their payment under an exception to the guidelines.

"Once locals have discussed their particular situations with TNG," Perlik said, "they should use as much persuasive power as possible to bring about self-administration—that is, payment and reporting within 10 days—rather than filing an exception request with the Cost of Living Council asking for clearance for the payment."

TNG's counsel has advised that the same kind of justification must be made to the Cost of Living Council as was required for exceptions during Phase Two, Perlik said, in those situations where the Guild and management agree as well as in those where the employer refuses.

The Phase Two standards will apply only to pay for work performed during Phase Two, Perlik noted, emphasizing that only the

rules for voluntary compliance apply to work during Phase Three.

Advice previously given to locals on Phase Three still holds good, he said, citing his previous underscoring of the International Executive Board's injunction that "it is of utmost necessity that Guild locals seek the maximum increases and other benefits for our members that can be obtained in any given bargaining situation."

The Cost of Living Council's veto of the IRS's attempted rollback at the five New York papers was in response to a Guild appeal. The council found no evidence of a tandem relationship between settlements at the ethnic papers and those at the metropolitan dailies, the basis on which the IRS ordered the slash.

In three of the five cases the "rollback" to eight percent ordered by IRS to match those ordered at the big papers was illusory. At the Amsterdam News and the Staats-Herold the contractual increases were exactly eight percent, and at Il Progresso Italo-Americano they were only

5.5 percent under the settlement.

But the council's action validated a 13-percent increase at El Diario-La Presa and an 11-percent increase at the Jewish Daily Forward.

Meanwhile, with prices and profits still soaring while wages lag under Phase Three regulations, there were growing calls for a return to stricter controls.

The Senate Democratic caucus on June 4 voted unanimously to back a new 90-day freeze on wages, prices, profits, rent and interest. Terming the President's economic controls "an unmitigated failure," they agreed to attach the freeze provision to the first appropriate bill.

Sen. Walter Mondale of Montana introduced the resolution as one requiring a freeze on prices and profits only, but Sen. William Proxmire of Wisconsin, a former Madison Guildsman, insisted on including wages.

The caucus, however, said the freeze should be followed by a long-range control program that "takes account of the fact that workers' wages have fallen behind in the inflationary cycle."

Guild organizes unit of 167 at Winnipeg Free Press

(Continued from page 1)

of Victoria; James (Jake) O'Connell, Robert Allison, Robert Culbert and George Legris of the Canadian Wire Service Guild's Winnipeg unit; Legris's wife, Patsy, and Joan Donaldson, a Canadian Broadcasting Corp. producer here.

The Guild filed a representation petition with the Manitoba Labour Relations Board May 28 and attempted to meet with R. S. Malone, publisher of the Free Press and president of FP Pub-

lications, Canada's second largest newspaper chain.

Malone refused to see Guild representatives, but the Guild sent him a letter serving notice of the petition and asking him to notify Free Press supervisors that Manitoba labor law forbids the interrogation of employees about their union affiliation.

The Free Press is a 133,000-circulation evening daily, the larger of Winnipeg's two newspapers. The other is Southam's Tribune.

Ironclad automation shield gained in Guild pact at New Westminster

(Continued from page 1)

den to surrender any such material or information without the consent of the employee involved and must inform the employee and the Guild of any demand for its surrender.

The publisher must pay the legal expenses of any employee involved in a libel action and indemnify him or her for any resulting fines, damages or loss of pay. And it cannot impose any penalties on the employee as a result of his or her being named in such a suit.

The integrity clause, in addition to forbidding use of a by-line over the employee's protest, requires that any factual changes in copy be brought to the reporter's attention before publication whenever possible.

No correction or retraction of published material can be printed without prior consultation with the employee involved, and any portion of a letter to the editor deemed libelous to an employee shall be deleted after consultation with the editor.

Reporters whose prime function is the production of news material cannot be required to write advertising-support or promotional copy. Any such support copy published must carry an overtime telling the reader it is an

"Advertising Feature."

The new dental-insurance plan, fully paid for by the Columbian, will cover all employees with at least three months' service, plus members of their families.

The company will pay full wages less compensation to employees injured on the job. New sickness-insurance benefits range from \$30 a week for those earning under \$60 to \$105 for those at \$165 and over.

An expanded fair-employment-practices clause adds marital and parental status and political activities and beliefs to those specifics for which discrimination is forbidden.

A new provision requires that personnel-evaluation forms be submitted to employees for comment before being entered in the files and gives employees access to all material in their files. Any disputed entries are open to grievance and arbitration.

Job security is strengthened all along the line. The company must notify the Guild of dismissals to reduce the force, together with the facts to justify their necessity. If no agreement on that necessity or the number of jobs involved is reached within three weeks, the dispute must be submitted to arbitration.

Dismissals, should they be al-

lowed, must be in reverse order of seniority, with affected employees having the right to bump into any lower classifications in which they have previously worked.

The company must serve notice at least a month in advance of any dismissals resulting from sale of the paper or its suspension, or pay a month's notice pay in addition to severance.

The employee's birthday is added as a paid holiday, and car-use allowances are increased from 13 cents a mile to 15 during the contract term. Monthly car-use guarantees of \$70 are established for editorial, ad-proof and customer-service employees, and the guarantee for circulation district managers and salespersons is increased from \$100 to \$120 over the term.

Seminar in Memphis

Memphis, Tenn.—TNG Administrative Operations Director Ellis T. Baker conducted a one-day automation seminar for members of the Memphis-Guild on June 3, the 13th in a series of automation institutes and seminars presented by TNG since the first of the year. Totally, they have been attended by more than 800 participants.

Legal Copy

A PAGE FOR OFFICERS AND STEWARDS

Controls at work

\$400 push slowed

Reporter top minimums, which a year and a half ago appeared to be engaged in a quick-march toward the \$400-a-week mark, have been slowed down appreciably by federal wage controls.

The Washington Post minimum would have reached that goal by Aug. 16, but controls have thrown doubt on whether it will get there. The contract calls for it to be at \$370 now, but the Pay Board has cut that figure to \$355.25.

At the New York Times, where the achievement of a \$361.67 minimum put the Guild within kicking distance of \$400, the Pay Board rolled back the minimum to \$351.90.

As matters stand, the \$300 mark was reached or exceeded in 14 other contracts as of April 1, according to TNG's Collective Bargaining Department.

Following are the reporter top minimums in 129 Guild contracts as of April 1, with the effect of Pay Board reductions in parentheses:

	Minimum	After		Minimum	After
Washington Post	\$370.00	4 yrs. (355.25)	Memphis Commercial Appeal & Press-Scimitar	\$241.75	5 yrs.
Washington Star & News	365.00	3 yrs.	Toronto Star	240.00	5 yrs.
N.Y. Times	361.67	2 yrs. (351.90)	Kenosha News	238.75	5 1/2 yrs.
N.Y. Post	338.95	4 yrs.	Erie Times & News	238.50	5 yrs.
N.Y. News	336.43	6 yrs. (330.71)	Joliet Herald-News	237.00	4 yrs.
St. Louis Post-Dispatch	320.16	5 yrs. (304.14)	Hammond Times	237.00	5 yrs.
Chicago Sun-Times & News	311.00	5 yrs.	Elizabeth Journal	236.50	4 yrs.
Buffalo Courier-Express	307.15	5 yrs.	Rockford Star & Register-Republic	235.50	5 yrs.
Buffalo Evening News	307.00	4 yrs.	Toronto Globe & Mail	235.00	5 yrs.
St. Louis Globe-Democrat	306.66	5 yrs. (278.66)	Battle Creek Enquirer & News	234.00	5 yrs.
Sacramento Bee	303.51	6 yrs.	Waukegan News-Sun	233.25	5 yrs.
Sacramento Union	303.51	6 yrs.	Allentown Call & Chronicle	232.80	4 yrs.
Oakland Tribune	300.01	6 yrs.	Jersey Journal	232.00	4 yrs.
San Francisco Chronicle & Examiner	300.01	6 yrs.	Jersey City	232.00	4 yrs.
San Jose Mercury & News	300.01	6 yrs.	Knoxville News-Sentinel	231.40	4 yrs.
Stockton Record	300.01	6 yrs.	Tonawanda News	230.75	4 yrs.
Detroit Free Press	290.75	4 yrs.	Bay City Times	227.60	5 yrs.
Richmond Independent	289.26	4 yrs.	Kingston Daily Freeman	225.30	4 yrs.
San Mateo Times	289.26	4 yrs.	Manchester Union Leader	225.00	3 yrs.
Santa Rosa Press-Democrat	289.26	4 yrs.	Duluth Herald & News Tribune	225.00	5 yrs.
Vallejo Times-Herald	289.26	4 yrs.	San Juan Star	225.00	5 yrs.
Seattle Times	287.50	5 yrs.	Fall River Herald-News	224.00	4 yrs.
Seattle Post-Intelligencer	287.50	5 yrs.	Rochester Democrat & Chronicle, Times-Union	223.50	4 yrs.
Philadelphia Inquirer & News	286.35	4 yrs.	Sheboygan Press	223.10	4 yrs.
Honolulu Advertiser	285.50	5 yrs.	Woodbridge News Tribune	223.00	5 yrs.
Honolulu Star-Bulletin	285.50	5 yrs.	Lynn Item	222.50	4 yrs.
Minneapolis Star & Tribune	285.00	5 yrs. (275.67)	Norfolk Virginian-Pilot	220.00	4 1/2 yrs.
Long Island Press	285.00	3 yrs.	New Brunswick Home News	219.50	4 yrs.
St. Paul Dispatch & Pioneer Press	282.00	5 yrs.	Salem News	218.79	4 yrs.
Gary Post-Tribune	278.04	5 yrs.	Ottawa Citizen	218.10	5 yrs.
Denver Post	276.00	5 yrs.	York Dispatch	217.75	4 yrs.
Rocky Mountain News, Denver	276.00	5 yrs.	Brockton Enterprise-Times	217.59	4 yrs.
San Diego Union & Tribune	275.75	6 yrs.	Peoria Journal-Star	216.00	4 yrs.
Baltimore Sunpapers	275.00	4 yrs.	Victoria Colonist & Times	215.39	5 yrs.
Tacoma News Tribune & Ledger	269.25	5 yrs.	Malden News & Medford Mercury	215.25	3 yrs.
Delaware County Times, Chester	268.10	5 yrs.	Woonsocket Call	213.00	5 yrs.
Madison Capital Times	267.05	4 yrs.	Indianapolis Star	212.60	5 yrs.
Cleveland Plain Dealer	267.00	4 yrs.	Waterbury Republican & American	211.00	4 yrs.
Cleveland Press	267.00	4 yrs.	Waltham News-Tribune	210.00	3 yrs.
Akron Beacon Journal	265.50	5 yrs.	New Westminster Columbian	209.52	5 yrs.
Long Beach Independent & Press-Telegram	260.80	5 yrs.	Huntington Park Signal	208.48	5 yrs.
Pittsburgh Post-Gazette	260.00	4 yrs.	Connecticut Sunday Herald, Bridgeport	207.00	3 yrs.
Royal Oak Tribune	260.00	5 yrs.	Pueblo Star-Journal & Chieftain	205.00	5 yrs.
Scranton Times	259.41	4 yrs.	Portland Press-Herald, Express & Telegram	205.25	4 yrs.
Scranton Tribune & Scrantonian	259.39	3 yrs.	Utica Observer-Dispatch & Press	203.00	6 yrs.
Providence Journal & Bulletin	258.00	5 yrs.	Brantford Expositor	202.10	6 yrs.
Pontiac Press	256.00	4 yrs.	Great Falls Tribune	201.00	5 yrs.
Bakersfield Californian	252.79	5 yrs.	Yakima Herald-Republic	200.00	4 yrs.
Cincinnati Post & Times-Star	252.00	4 yrs.	Terre Haute Tribune & Star	200.00	5 yrs.
Toledo Blade & Times	251.25	4 yrs.	Canton Repository	200.00	5 yrs.
Vancouver Sun & Province	251.00	5 yrs.	Haverhill Gazette	199.60	4 yrs.
Columbus Citizen-Journal	250.50	5 yrs.	Albany Times-Union & Knickerbocker	199.50	4 yrs.
Eugene Register-Guard	250.00	5 yrs.	News, Schenectady Union-Star	198.75	4 yrs.
Wilkes-Barre Record & Times-Leader	249.75	4 yrs.	St. Louis City Journal	198.00	5 yrs.
Wilkes-Barre Sunday Independent	249.75	4 yrs.	Hawaii Tribune-Herald, Hilo	197.63	5 yrs.
Metro East Journal, East St. Louis	249.33	5 yrs.	San Antonio Light	197.51	5 yrs.
Pawtucket Times	249.31	4 yrs.	Lexington Herald-Leader	195.00	5 yrs.
Youngstown Vindicator	247.00	5 yrs.	York Daily Record	191.50	5 yrs.
Chattanooga Times	246.28	5 yrs.	Massillon Independent	190.00	5 yrs.
Harrisburg Patriot & News	244.00	4 yrs.	El Mundo, San Juan	190.00	5 yrs.
Pottstown Mercury	243.83	5 yrs.	Alexandria Gazette	190.00	6 yrs.
Lansing State Journal	242.00	5 yrs.	Lowell Sun	185.00	4 yrs.
			Hazleton Standard-Speaker	183.10	5 yrs.
			Coos Bay World	180.21	5 yrs.
			Los Angeles Herald-Examiner	174.80	5 yrs.
			Oshawa Times	170.90	4 yrs.
			Newburgh-Beacon News	166.75	5 yrs.
			Valley Independent, Monessen	165.00	5 yrs.

*Pending Pay Board approval.
 **Washington-Baltimore Guild and Washington Post are negotiating on diverting disallowed amounts to pension plan.
 #Plus two percent after 10 years and at five-year intervals. To 10 percent after 30 years, maximum \$20-\$252.80.



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What price truth?

The following column by Guildsman Jack Scott is condensed from the Victoria Times.

MOST NEWSPAPERMEN, asked to give their opinion of public-relations types, would agree that they are very nice people but, of course, you wouldn't want your sister to marry one.

Feeling somewhat that way myself, I was doubly perplexed one recent day when, by coincidence, I was offered a public-relations job in the morning and, that very same evening, spent three or four hours with a whole bunch of high-pressure image-makers, the very cream of the public-relations "industry" in this province.

It's one of the anomalies of the newspaper business that we who do the writing for them get, on average, about half the income that's earned by those whose main job is to try to get things into print.

I don't mind admitting that I had to give it a lot of thought, fully six seconds, before regretfully rejecting the offer that might have changed me from an ink-stained wretch with a mind of his own to a respectable businessman with the mind of a corporation.

It was a decision that I thought about a lot later that evening in attending a dinner of the B.C. branch of the Media Club of Canada. This was once the Women's Press Club, made up largely of newspaperwomen, some of whom I have loved madly for several years. Not a single

one of them was at this dinner. Almost all of the membership of the new organization, it turned out, were public-relations people.

Every morning when I arrive at work my mail slot is bulging with sophisticated propaganda from school boards, government ministries, book publishers, television networks, chambers of commerce, marketing boards, women's groups, sports enterprises. You name it. The ubiquitous public-relations man is everywhere, applying the subtle pressure of his advocacy.

It is not a dishonorable profession. Myself, I'd have lost nothing but a ridiculous vanity in becoming a highly-paid spokesman for an organization with whose purpose I am fully in sympathy. The men and women of this Media Club are sincere, hard-working, loyal to their employers and their employers' aims. Some, in fact, are ex-newspaper people who simply made an arbitrary choice based entirely on the financial rewards.

But it takes no great imagination to see that, unwittingly or not, they pose a serious threat. If the aim of a newspaper is truth, as it ought to be, and the aim of a public-relations man is effect, as it appears to be, then the growing power and influence of the image-maker is a frightening thing.

It can be countered only by better, more dedicated newspapermen, but when the newspaper is offering sixpence and the corporation is offering the moon—well, they may get your sister, after all.

Executive privilege

Pay straitjacketed? Not at top

Government controls may be a straitjacket for your pay, but for top publishing executives' salaries they're more like a smoking jacket.

Publishing officials' salaries were up 10.2 percent in 1972, according to Business Week. Their total compensation—including bonuses, incentive payments and profit-sharing—rose 11.4 percent.

Business Week explains that while Phase Two guidelines imposed a 5.5-percent limit on executives' salaries, the pay of individual executives could be in-

creased without limit if the average increase for "the employee group of which they are a part" did not exceed the guidelines.

"That means," Business Week explains, "that if one executive gets more than the ceiling permits, another one gets less in order to keep the average increase for the employee group within the guideline figures."

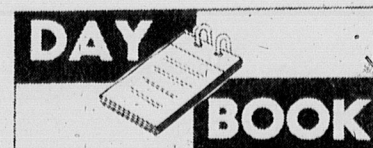
But if the Los Angeles Times Mirror Co. is any indication, executives on the bottom reaches of the totem pole must be taking salary cuts to keep the average

increase below 5.5 percent.

Times Mirror Chairman Franklin D. Murphy had his salary boosted from \$204,673 to \$279,808—a hefty 36 percent-plus. Vice chairman Otis Chandler was raised more than 20 percent, from \$197,363 to \$238,303. And President Albert V. Casey got an increase of more than 32 percent, from \$173,174 to \$229,808.

Time Inc. was a bit more discreet. Although it folded Life magazine because of losses at the end of the year, there was still enough extra money in the till to give Chairman Andrew Heiskell an \$8,300 raise, from \$192,600 to \$200,900, and Editor-in-Chief Hedley Donovan an \$8,400 hike, from \$192,000 to \$200,400.

A freeze of sorts prevailed at the New York Times, where President Arthur Ochs Sulzberger had to make do with the same \$150,000 he earned in 1971, while Executive Vice Presidents Harding F. Bancroft and Ivan Veit stayed at \$100,000 each.



International Executive Board, pre-convention meeting, July 27, Hotel Vancouver, Vancouver.
 Conference of District Councils, annual meeting, July 29, Hotel Vancouver, Vancouver.
 40th Annual TNG Convention, July 30-Aug. 3, Hotel Vancouver, Vancouver.
 Western District Council, fall meeting, Oct. 27 and 28, Bakersfield.

AP's case backfires, arbiter vetoes firing

New York City—An Associated Press attempt to fire one of its picture salesmen backfired in May when an arbitrator found the company's claim of customer dissatisfaction virtually without support.

Arbiter James V. Altieri ordered AP to reinstate Frank Hyatt, a salesman for Wide World Photos, and compensate him for any loss of earnings since his dismissal last June 16.

AP had charged that an incident of erratic behavior, which Hyatt blamed on medication, was "the straw that broke the camel's back" as far as his work record was concerned. But Altieri said that incident didn't justify discharge by itself and found few other straws loading down the camel.

AP's claim of "numerous complaints" by customers fared poorly at the arbitration hearing. AP cited only two specific customers, and an account executive of one said Hyatt's handling of her firm's orders was entirely satisfactory, while AP Assistant General Manager Conrad Fink admitted he hadn't been aware of any difficulty with the other when he decided to fire Hyatt.

Altieri noted that a number of memos expressing concern over Hyatt's work had been entered in Hyatt's file in 1970 but that his performance had improved substantially in 1972.

"It was when the employee appeared to be surpassing minimal standards that the company elected to discharge him," the arbitrator said.

'Hey diddle diddle, the cat and the fiddle . . .'



DATELINE: WASHINGTON

President and the economy: new trip to the icebox?

By WILLIAM J. EATON, Chicago Guild



FOR THE SECOND TIME within two years, the economy is going to hell while President Nixon twiddles his thumbs.

Inflation is unchecked, a super-boom may turn into a bust, the dollar is still weak overseas and unemployment is at five per cent and holding.

Consumers, scrambling to buy today before prices go up tomorrow, have been adding to personal debt at an unhealthy rate. Interest rates are rising under the Nixon Administration's policy of forcing the Federal Reserve Board to shoulder the main burden of curbing investment and business borrowing.

The stock market has developed a Watergate wobble, and it is now respectable to talk about a possible recession later this year or next.

It seems that the only part of the President's Economic Stabilization Program that is working is wage control. Government figures show that hourly pay of the typical rank-and-file worker went up at an annual rate of 4.5 per cent in the first quarter of this year—

a full percentage point below the Administration's 5.5-per cent standard.

Even in union contracts affecting 1,000 workers or more, the average annual increase negotiated in the first three months of 1973 was also 4.5 percent—hardly a sign of organized labor's power to extort princely settlements.

WHAT ABOUT PRICES? Out of sight! Living costs as measured by the Consumer Price Index went up 5.1 percent in the year ending in April. For the February-April period, the annual rate of increase was 9.2 percent—nearly triple the President's goal of limiting inflation to a 2.5-percent rate this year.

More trouble lies ahead, too. Wholesale prices—including the bellwether industrial commodities—have been rising at a 15-percent annual rate in the opening months of 1973. It is only a matter of time before these changes in wholesale markets show up in retail stores.

Inflation has been advancing so

rapidly it has nearly washed out the increased buying power of past wage gains. Profits, however, have been soaring at a faster clip than prices because of the lid on wages and the high levels of productivity.

After-tax profits in the first quarter were reported to be 26 percent above the corresponding period in 1972—with no government ceiling or cutback orders from the Cost of Living Council.

Nat Goldfinger, the highly respected AFL-CIO economist, recently said: "These lopsided trends are providing the basis for the onset of serious economic troubles, including rising unemployment and growing economic slack by the end of this year or in 1974, if they are not remedied immediately."

"Moreover, these trends are utterly inequitable and unfair. . . . They prove that this (economic stabilization) program is weighted heavily against the American consumer and worker, on behalf of big business and its top executives."

DESPITE SUCH documented complaints—and a similar recession warning from former Federal Reserve Board Chairman William McChesney Martin—the President has taken a do-nothing, ride-out-the-storm, official-optimist attitude.

This reflects the advice he has been getting from George Shultz, a 20th Century version of Adam Smith who dislikes government intervention in the economy and proved it by bringing us Phase Three's do-it-yourself control system.

There is another adviser hovering in the wings at the White House, however, and his name is John B. Connally. He is not the passive type. In late May the Administration began talking about a gasoline tax, partly as a deflationary measure, and other tax increases might be suggested to Congress soon.

In fact, knowing the President's delight in government-by-surprise, it may be that he is preparing another economic spectacular along the lines of the Aug. 15, 1971, speech that reversed a do-nothing policy that was becoming increasingly untenable at the time.

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

Letters relating to elections or referendums to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the end of voting shall contain no new charges.

the designation, some descriptive information would prove additionally helpful.

If any reader can recall names or terms of this type, I would appreciate hearing from him at 275 Belling Dr., Pacific Palisades, Calif. 90272. For your assistance in this effort, my many thanks.

DR. J. S. FELTON
Director
Occupational Health Service
Los Angeles County

IT

SEEMS TO US

Occupation-illness terms in news industry sought

LOS ANGELES, CALIF.

Editor:

At the present time I am exploring a body of language known only to persons who have had long experience in various trades, crafts or occupations.

As my particular field is that of occupational medicine—the specialty in medicine which relates the effects of work to health—I am interested in learning from any of your readers terms which have been given the specific diseases or injuries characteristic of their trade or occupation, such as, for example, brassfounder's ague, grocer's itch, milkster's nodules, copperman's chest or packer's itch.

If there is knowledge of the condition which has been given

Editorial

The profits explosion

What Walter W. Heller, chairman of the Council of Economic Advisers under Presidents Kennedy and Johnson, terms a "price-profits-cost explosion" is the harvest of President Nixon's economic-controls program.

The price explosion, he writes in the Wall Street Journal, is "painfully familiar," and the extent of the profits explosion is already clear. With price increases "outstripping unit labor-cost increases by an unhealthy margin," Heller says, an "explosive advance" of 40 to 50 percent in the annual profit rate between the fourth quarter of 1972 and the first quarter of 1973 is manifest.

"Whatever else the vagrant voluntarism of Phase Three may have done," Heller says, "it has liberated profits."

The third element of this economic H-bomb—costs, or wages—is still speculative at this stage. Heller forecasts that labor is not likely to accede to "voluntary restraint" in the face of astronomical increases in prices and profits, but that is still only a prediction.

Whatever its accuracy, however, the sequence plotted by Heller should be instructive for those mesmerized by the conventional wisdom that the push for higher wages is the cause of inflation.

Heller knows better. First comes the increase in prices, then, as a natural accompaniment, the increase in profits, and finally—maybe—the resulting increase in wages.

These are the kind of little secrets that the Wall Street Journal lets us in on, from time to time; the newspapers usually read by union members are not so anxious to let the cat out of the bag.

Meanwhile, the end is not in sight. The Consumer Price Index's latest recorded climb, in April, was .6 percent, combining with March and February increases to produce an annual rate of increase of 9.2 percent—6.7 points over the Administration's predicted increase of 2.5 percent and 3.7 points above the 5.5-percent wage guideline the Administration is still trying to foster.

Food costs alone have risen at a seasonally adjusted rate of 25.4 percent since the start of Phase Three controls.

The result was predictable. The spendable average weekly earnings for a worker with three dependents, expressed in 1967 dollars, fell 50 cents from April 1972, to \$96.19.

There's the picture: prices off and running, harnessed to profits, with wages limping badly near the starting gate. Could one have expected anything different from an Administration re-elected with the aid of contributions from corporations seeking economic favors and larded from top to bottom with business executives accustomed to thinking, in the fashion of Louis XIV, that "The economy, it is me"?

U.S. Guild members and other organized workers can't do anything immediately to alter the complexion of the government and its economic policies. But they can take steps, as their contracts come up for renewal, to make sure that they are not kept in a permanent fast at the groaning economic table.

The 5.5-percent wage guideline, never equitable in the first place, has become as inoperable as the Administration's Watergate denials. Guild negotiators will probably have to steel themselves to hear publishers invoke it while tallying profits as much as 40 and 50 percent higher than a year ago. But the answer shouldn't be hard to find.

The cost explosion is yet to come. Up to now it's been barely a firecracker.

The Guild Reporter



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and

Director of Research & Information

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Published by The Newspaper Guild (AFL-CIO, CLC) the second and fourth Fridays of each month, \$6 per year. Single copies 30¢. Guild Reporter deadline at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XL, No. 11

June 8, 1973

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005

Area Code 202—296-2990

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