

230 head for Vancouver Convention

Fiscal steps, elections to top agenda

Vancouver, B.C.—Guild finances, the continuing impact of automation, and biennial election of officers will be among the leading agenda items when delegates convene here July 30 for TNG's 40th Annual Convention.

More than 230 delegates from some 60 locals are expected to attend the gathering, which will continue through Aug. 3 in the Hotel Vancouver. As of a week before the convention, credentials had been received from 224 delegates representing 53 locals.

The International Executive Board has recommended that the convention rearrange the allocation of per-capita payments going to the affluent International Defense Fund in order to bolster the deficit-ridden General Fund.

It has also proposed a special seven-cent per-capita increase to finance continuation of the Guild's new equal-rights coordinator.

Nominations for TNG office will come on the convention's final day. International Chairman James B. Woods has said he will not seek re-election, and International Vice President Barney Peterson of San Francisco-Oakland has announced he will seek the post.

TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker are seeking re-election. As of the pre-convention week, no opposing candidate had announced for either position.

A convention highlight will be a follow-up forum on the latest developments in newspaper automation, to be conducted on the opening day by Field Operations Director J. William Blatz and

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Phase Four wage rules: Phase Three revisited

Phase Four of President Nixon's kaleidoscopic economic-controls program will be little different from Phase Three as far as Guild bargaining is concerned, TNG President Charles A. Perlik, Jr., indicated in a letter to locals this week.

The new phase will end the freeze on prices Aug. 12, subjecting prices to new regulations after that but leaving Phase Three wage regulations virtually unchanged.



Vol. XL, No. 13

Washington, D.C.

July 27, 1973

TNG unveils a pension model with portability, '20 and out'

Provisions that would give Guild-covered employees portable pensions and allow retirement after 20 years' service at any age are included in a revised TNG Model Pension Plan announced this week.

The plan would enable employees to take their pension credits with them when they moved from one Guild-covered job to another, regardless of whether they have worked at any one plant long enough to acquire vesting rights.

The portability feature, a long-sought goal in industry as a whole, has been incorporated into the plan in response to recommendations of last year's Guild convention.

The "20 and out provision" was also

included in Convention Recommendations on Bargaining by last year's convention. It would make employees eligible for normal retirement benefits after 20 years' service at any age or early retirement benefits after five years' service at age 50.

The plan also reduces the normal retirement age from 65 to 55.

Young named TNG pension aide . . . Page 6

Other changes in the plan, worked out by TNG's Collective Bargaining Department in collaboration with Howard Young, the Guild's new pension consultant, include the following.

- An increase in the normal retirement benefit from one percent to three percent

times years of credited service.

- A "surviving spouse benefit" of 80 percent of the employee's monthly benefit.

- A floor of 25 percent of average monthly compensation for disability-retirement benefits.

The new portability feature would enable an employee to earn and retain pension credit no matter how short a time he worked on any job that has a pension plan participating in the system.

Portability would operate through a TNG registry of participating plans. An employee's credited service would consist of his or her total service with all employers that have negotiated portability.

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Toronto Star pact adds 400 to Guild

Toronto, Ont.—A new Toronto Star contract producing a \$280 key top minimum will bring almost 400 new employees into the Guild.

As part of the settlement, the Star agreed to contract coverage for parttime depot drivers who now deliver bundles to carriers' homes. It had claimed they were independent contractors.

The new \$280 reporter top, up \$40 over two years, matches

the highest in Canada, won recently in an initial editorial contract at the Montreal Star.

The settlement was reached with the assistance of a provincial mediator after a bargaining crisis in which the Guild had voted strike authorization and set up strike headquarters. It was ratified July 23.

The depot drivers were hired by the Star to distribute newspapers from 66 locations under a new circulation setup. The Guild had asked the Ontario Labour Relations Board to certify that they are employees, not contractors.

BULLETIN

Morgantown, W.Va.—Seventy-five Guild members struck the Morgantown Dominion-News and Post for an initial contract at 6 a.m. July 25 after an all-night bargaining session on job security failed to produce agreement.

Printers and pressmen crossed the picket line, and the company was able to publish the evening Post. United Mine Workers' members joined the picket line.

The new contract provides the drivers with a compensation rate of one cent per paper on weekdays, 1½ cents on Saturdays and two cents on holidays. The Star agreed that fulltime drivers, who now deliver only to the depots, will not suffer any job loss.

The Guild, for its part, agreed to a company demand for the exclusion of 14 positions the Star insisted are managerial.

The settlement, which calls

for general increases of \$10 to \$18 each year, also provides for a dental plan. Members will have their choice of a company plan or a Guild plan providing basic dental care with no deductible amount or coinsurance.

The Star will pay 75 cents of the weekly premium, and the employee, \$1.30.

The company, which formerly paid two-thirds of the cost of

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NLRB sets aside election in Detroit, certifies Guild

The National Labor Relations Board, agreeing that the Detroit Guild's majority at 10 Detroit-area weeklies was destroyed by "outrageous" company conduct, has certified the Guild as bargaining agent for the papers' 66 employees.

The board upheld the recommendation of an administrative-law judge that the Guild's 31-to-21 defeat in a June 1972 election be set aside and that the East Side Shopper chain be required

to bargain with the Guild for an initial contract covering commercial, editorial and mechanical-department employees.

The string of weeklies, formerly owned by Detroit Area Weekly Newspapers Inc., has been sold since the election to the Panax Corp. Panax owns two suburban dailies, the Macomb Daily in Mount Clemens and the Wayne Eagle, at which the Guild has recently negotiated contracts

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Photo by Craig Herndon, Washington-Baltimore Guild

Certification

Carl Bernstein left, of the Washington Post receives TNG's 1972 Heywood Broun Award certificate from International Vice President Warren E. Howard at Washington-Baltimore Guild awards luncheon. A certificate also went to Bob Woodward, Bernstein's partner in the Watergate expose,

who was unable to attend. Bernstein, Woodward and Post District of Columbia Editor Barry Sussman, who worked with them, also received the local's award for national-news reporting at the luncheon. Howard himself received the local's annual Guild Service Award.

N.Y., Vancouver arbitrate sex-bias cases

Two Guild locals have sent claims of sex and race discrimination to arbitration under their contracts, and a third has filed a complaint with the Equal Employment Opportunity Commission.

The New York Guild is charging discrimination in the hiring of part-time telephone ad-takers, at the New York Times, the Vancouver - New Westminster Guild has accused Pacific Press of discrimination in employing advertising trainees, and the Washington-Baltimore Guild has brought a charge of sex discrimination at the Washington Post.

The Times Unit moved for

arbitration after the company rejected its demand that 18 ad-takers' jobs recently filled with white women be posted for new applications.

Of 183 applicants replying to an ad for the jobs, 16 were minority-group members and 24 were men. Five of the minority-group members and 34 others—all 39 of them women—were referred as qualified by the personnel department, but the classified-ad department hired none of the minority members.

Management, in response to a complaint by the Guild's human-rights committee, conceded that there had been "a breakdown in

the spirit of what we are trying to accomplish in equal opportunity."

It offered to fill five more prospective ad-takers' jobs with minority members, but the Guild said that was insufficient. The Guild noted that the Times had also violated the contract by failing to post a notice of the job openings.

In Vancouver, the Guild moved to arbitration after Pacific Press, which publishes the Vancouver Sun and Province, hired a nonstaff male for the trainee's job in preference to four women staffers with classified-advertising experience.

N.Y. dailies' hard line points to fall crisis

New York City—An attempt by the publishers of New York's major dailies to force a \$13.85 ITU Mailers' settlement on the Guild and the Typographical Union appears to be brewing a head-on clash in the fall.

New York Typographical Union President Bertram A. Powers has specifically warned of a "confrontation" after the summer advertising and circulation lull.

And New York Guild Executive Vice President John E. Deegan has told the local's representative assembly that unless the publishers abandon their intransigence "we may have to take actions we would rather avoid."

Neither union has yet taken a strike vote at the New York Times, Post or Daily News. But bargaining has been virtually fruitless.

The publishers are insisting on wage settlements no higher than the \$13.85 in each year of a two-year contract reached with the Mailers, plus a 1.5-percent increase in fringe-benefit payments.

The Mailers' pay increases amounted to 5.8 percent. For higher-paid Guild and Typographical Union employees, the percentage would be lower—from 4.6 to five percent in the case of the Guild.

Thus far, only the Machinists' union has accepted the package, negotiated with the Mailers in March. The Machinists settled late in June.

But the Stereotypers broke off negotiations with the papers after an all-day session July 10 and asked their international for strike authorization. The Pressmen's Union, while settling noneconomic issues after calling in state and federal mediators, is still bargaining on economic matters.

Negotiations with the Typographical Union have been inching slowly to the boiling point.

The union filed unfair-labor-practice charges against the publishers in April, accusing them of evading a National Labor Relations Board order to bargain individually with the union. Powers said the publishers are bargaining in effect as a single unit by having the same committee negotiate for all three papers.

The publishers finally submitted their proposal on a key issue—automation—in May, but Powers objected that it lacked specifics. It called for the right to introduce computers and other automated equipment in the composing room, with the jobs of regular situation-holders guaranteed and training programs projected for them.

Powers said the issue of jurisdiction over new equipment has created no hostility between the Typographical Union and the Guild, which he said "historically have had a close working relationship."

Powers warned in May that "every sign points to trouble" in the bargaining situation, stating that he was convinced that "the possibility of a successful conclusion without a confrontation and attendant risk of a strike or lock-out is remote."

"It is no secret to the publishers," he added, "that we must now look toward the fall for our most favorable time for activities designed to induce a favorable settlement."

Negotiations with the Guild have been no more fruitful. The Times Unit Council, after a bulletin warning that the Guild and management appeared to be "on a collision course," adopted a resolution in April voicing indignation over refusal of the Times bargaining committee "to make meaningful reply to our needs."

But little if any progress has been reported since in sporadic bargaining at all three papers.

Race, sex bias charged by EEOC in Seattle Post-Intelligencer suit

The Equal Employment Opportunity Commission has filed a suit charging Hearst's Seattle Post-Intelligencer with a wide range of discriminatory practices against women and minorities.

A similar suit has been filed against the New York Times's Memphis television station, WREC.

The Seattle suit charged that the Post-Intelligencer "intentionally has engaged in . . . unlawful employment practices against, females, males and blacks and members of other minority groups."

The Pacific Northwest Guild and the Seattle Typographical Union were made parties to the suit because, the EEOC said, the relief sought by the EEOC might be inconsistent with some terms of their contracts with the Post-Intelligencer.

The Seattle Newspaper Publishers Association was also named as a party.

The suit, filed in U.S. District Court in Seattle, seeks a court

order enjoining the paper from specific discriminatory practices. The EEOC said it had been unable to obtain an acceptable conciliation agreement.

It accused the Post-Intelligencer of discriminating against minorities by employment applications denying them equal hiring opportunities. It also cited "apprenticeship programs" with criteria it said deny such opportunities.

Discrimination against women, it said, consists of hiring and promotion policies that shepherd women into lower-paying and less-desirable jobs, practices with regard to pregnancy that deny women opportunities and benefits granted men, segregating jobs by sex and setting limitations on work hours and weight-lifting that operate to deny women equal job opportunities.

The EEOC said that, on the other hand, by providing lounges and rest periods only for female employees, the company discriminated against men.

It asked the court to enjoin the treatment of pregnant employees any differently than employees with "other temporary disabilities," to order the reinstatement of all employees "unlawfully terminated or given leaves of absence on account of pregnancy" and to award them back pay.

It also asked the court to order back pay and pay increases to others "adversely affected" by the paper's discriminatory practices and to direct the company to institute affirmative-action programs to provide equal treatment for women and minorities.

One of the specific remedies sought is an order barring the Post-Intelligencer from inquiring about applicants' arrest records in application forms and interviews.

The EEOC suit against Station WREC-TV charged that the station maintains both sex- and race-segregated classifications and discriminates against both blacks and women in hiring.

The Guild, in addition to charging sex discrimination, contends that the company is obliged under the contract to promote a qualified employee before hiring someone from outside.

The EEOC has opened an investigation of the Washington-Baltimore Guild's charge against the Post. The Guild is charging discrimination in hiring, promotions and assignments in both the editorial and commercial departments.

Guildswomen at the Post say only 15 percent of newsroom employees are female, that supervisors are almost all male and that women get most of the night work and holiday shifts.

Meanwhile, an agreement has been negotiated between Newsweek magazine, owned by the Post, and 50 female editorial employees guaranteeing women a third of the magazine's writing and reporting jobs and increased opportunities as editors.

The agreement resulted in withdrawal of an EEOC complaint by the women. It commits Newsweek to installing at least one woman as a senior editor in charge of one of the magazine's major editorial divisions by the end of 1975.

The memorandum of understanding also stipulates that one out of three persons hired or transferred to the foreign correspondents' staff will be a woman. It provides for training programs for women in both writing and reporting.

Pending before a federal court in Wichita, meanwhile, is a charge of sex discrimination brought against the Wichita Eagle and Beacon by Dorothy Wood, a member of the Wichita Guild's bargaining committee. She is charging that the papers have paid her and other women editorial writers less than men doing the same work.

Memphis maids receive \$4,300

Memphis, Tenn.—The Department of Labor has ordered the Memphis Commercial Appeal and Press-Scimitar to pay an estimated \$4,300 in back pay to eight Guild-covered maids it found victims of sex discrimination. They had been receiving \$5.60 per week less than porters performing similar duties.

The Labor Department's Wage and Hour Division said the disparity was a violation of the Equal Pay Act. The maids will receive \$580 each, covering work performed since 1971.

The Labor Department said the work done by maids was not sufficiently different from that done by porters to justify a difference in pay.

Two more states enact privilege law for reporters

Minnesota and Delaware have joined the states with qualified laws allowing news gatherers to protect their sources and information.

The Minnesota law, passed by both houses of the Legislature and signed by Gov. Wendell Anderson, protects unpublished information and materials as well as sources. But it contains qualifications allowing forced disclosure by courts, grand juries, state agencies, local governments and the Legislature under specified conditions.

Court upsets board ruling in Wichita

Denver, Colo.—The 10th Circuit Court of Appeals has overturned a National Labor Relations Board decision ordering the inclusion of editorial writers in the Guild's bargaining unit at the Wichita Eagle and Beacon.

The court said the editorial writers should be excluded because they were involved in "the formulation of editorial content." It held that their inclusion by the board infringes on "the newspaper's freedom to determine the content of its editorial voice."

TNG President Charles A. Perlik, Jr., said the decision will not go unchallenged.

"If the NLRB does not appeal to the Supreme Court," he declared, "the Guild will."

The decision, in addition to excluding the papers' two editorial writers, reversed a board order reinstating one of the two, Dorothy Wood, a member of the Guild's bargaining committee, to her job. She had been transferred to the Sunday magazine section because of Guild activity.

The court said its decision was based on "the particular facts in this case"—namely, the specific role played by the Wichita editorial writers in the formulation and execution of their papers' editorial policies.

The court said that role was different than the position of Associated Press news men and women, whom the Supreme Court declared in an historic 1937 decision could not be deprived of their right to belong to a union because of the First Amendment.

The court said there is "a distinction between the reporting of news and the creation and expression of subjective opinion on behalf of a newspaper."

"To hold that a person who was involved in the formulation of editorial content of a newspaper is not aligned with the newspaper's management would come perilously close to infringing upon the newspaper's First Amendment guarantee of freedom of the press," the court asserted.

N.Y. sets scholarship to honor McNickle

New York City—A \$1,000 college scholarship has been established in memory of George McNickle, late president of the New York Guild and first chairman of the Guild-Times Scholarship Fund.

The first award, for exceptional scholastic merit, has gone to Rachel Horowitz, daughter of the Times's assistant national editor, Irving Horowitz.

A total of \$52,800 in new and renewed awards went to a record 56 recipients this year from the scholarship fund.

Disclosure can be forced if the individual seeking it can show that it is vital to a felony case, that it cannot be obtained by alternative means and that there is a "compelling and overriding interest" requiring disclosure to avoid injustice.

There is also an exception for libel cases when the identity of the source can be shown to be relevant and the information cannot be obtained by other means.

The Delaware law, signed by Gov. Sherman W. Tribbit, grants absolute privilege before grand juries and other investigatory bodies.

It provides absolute protection for sources in criminal trials, too, but reporters can be forced to reveal information if it does not point to the source and a judge "determines that the public interest in having the reporter's testimony outweighs the public interest in keeping the information confidential."

The Minnesota bill was passed after an extensive campaign by the Minnesota Joint Media Committee, headed by John R. Finnegan, executive editor of the St. Paul Dispatch and Pioneer Press and a former Twin Cities Guild president.

The committee fought unsuccessfully against inclusion of the libel exception, pointing out that if a reporter or media organization declined to reveal a source in a libel case a jury would probably find for the plaintiff.

In the latest attempt to force disclosure in a libel suit, a Federal Court judge in Concord, N.H., ordered Manchester Union Leader Guildsman Arthur C. Egan, Jr., to disclose the sources of a story alleging that Murray M. Chotiner, a former aide to President Nixon, used Teamster union funds for political spying.

Chotiner is suing Egan and the Union Leader for three million dollars. Egan has until Aug. 17 to comply.

Earlier, a Superior Court judge in Suffolk, Mass., ordered Liz Roman Gallese of the Wall Street Journal to identify the source of a story on zoning laws and housing projects.

The suit was brought by a building contractor seeking the identity of an official quoted in the story. The order to testify is being appealed.

Meanwhile, a House Judiciary subcommittee has stripped all special privileges from the Supreme Court's proposed new rules of evidence, putting reporters' testimonial privilege on the same footing as others.

The Supreme Court had omitted privilege for reporters while including it for attorneys, psychiatrists and clergymen. The omission threatened the validity of state reporter-privilege laws in federal cases tried in those states that have them.



Persuasion

Police grab Ray Huchek, a photographer for the interim Maple City Reporter, during labor demonstration in support of the nine-month strike by Guild and Typographical Union members against Thomson's Adrian Telegram. They charged Hu-

chak, who is the printers' chapel chairman, with blocking a Telegram driveway. Twenty-five representatives of union locals in Southern Michigan came to Adrian July 18 for the rally at the call of the Michigan AFL-CIO.

Mellett Fund contributes \$1,000 to fledgling national press council

The Mellett Fund for a Free and Responsible Press has contributed \$1,000 to the new National News Council, it was announced July 17 as the council named William B. Arthur, former editor of Look magazine, as its executive director.

The Mellett Fund, financed by a bequest to TNG from the estate of Scripps-Howard editor and columnist Lowell Mellett, endorsed the council as "a natural and needed development" of the Fund's experimental community press councils.

Fund President Ben H. Bagdikian, in announcing the contribution and endorsement by the Fund's directors, said the new national council would be "therapeutic for both press and public at any time" but emphasized that "there is an especially urgent need for the council at this moment in history."

"It can inquire into complaints of substance about national carriers of news and issue reports," he said. "It can also defend the media against unjustified attacks."

"For the press, this means careful judgments made without selfish or narrow motives and without legal powers. For the

public, this provides assurance that complaints can be heard regardless of local conditions and the unfortunate and often misleading appearance of unconcern by the media."

Bagdikian said that the experimental councils initiated by the Mellett Fund in 1967 and 1968 had been "healthy for both the media involved and their communities."

One of the pilot Mellett councils, in Bend, Ore., recently won Robert W. Chandler, president and editor of the Bend Bulletin, a citation of merit from the American Society of Journalism Administrators for leadership in supporting the concept of media evaluation.

The Fund has also authorized a grant of \$500 to a Stanford University research project to determine media attitudes toward press councils. A number of media organizations have opposed the new national council, and one, the New York Times, has said it will not cooperate with it.

The Mellett Fund is also exploring with other foundations the possibility of giving further encouragement to the formation of local councils.

The Fund, which spent most of the Mellett bequest in financing the experimental councils, had a balance of \$5,906 at the end of its fiscal year last December, TNG President Charles A. Perlik, Jr., the Fund's secretary-treasurer, reported.

The National News Council, in addition to naming Arthur as executive director, appointed Ned Schnurman, former city editor for WCBS-TV News in New York, as associate director.

The council will monitor only national news organizations—Associated Press and United Press International, the New York Times and the Los Angeles Times-Washington Post news services, the Christian Science Monitor, the Wall Street Journal, Time, Newsweek, CBS, NBC and ABC News and the Public Broadcasting Service.

The council said it would not initiate any proceedings itself but would hear complaints about accuracy and fairness from any person or organization. A grievance committee will air complaints before they go to the council for final action. All information it receives will be public.

House unit OKs postage relief

Relief for labor and other nonprofit publications threatened by astronomical postal-rate increases is contained in a bill reported out by the House Post Office Committee last month.

The bill would require nonprofit publications to pay only two thirds of the applicable rate on the first 250,000 copies of any issue and would split the cost of future postal increases evenly between the publication and the Treasury.

The bill would cushion the impact of 10-year increases ranging as high as 800 percent for the Guild Reporter and other labor papers. Several have already ceased publication as a result of the initial increases.

The House bill would cut the increases about in half. A similar measure is pending before the

Senate Post Office Committee.

Folio, a magazine-industry trade journal, reported last month that White House officials have assured magazine publishers that President Nixon will sign the bill, which contains somewhat lesser relief for profit-making publications. Their rate increases would be spread over seven years instead of three, and a one-third discount would apply to the first 100,000 copies of an issue.

The House bill provides for phasing in the increases for nonprofit publications biennially instead of annually, providing a slight additional savings.

The bill would require the Postal Rate Commission to consider "educational, cultural, scientific and information values" in ruling on future rate increases.

The International Labor Press

Association announced its support of the legislation, although its president, Raymond W. Parnick, said the bill "does not remove all the burdensome problems inflicted on nonprofit periodicals by the Postal Rate Commission" and expressed hope a better one would emerge from the Senate.

Phase Two of the increases in second-class rates was to have taken effect July 6 but was caught in "Phase 3½" of the Administration's economic-controls program. The Cost of Living Council ruled that postal increases were barred under the President's 60-day price freeze, and the Postal Service, after some initial hesitation, decided not to seek an exception.

New Phase Four regulations apply to postal rates, and the increase may continue to be stalled.



Photo by David Fryer, Gary Guild

Gary Guildsman honored

International Vice President James A. McGill, left, president of the Gary Guild, presents a plaque to retiring Gary Post-Tribune photographer Elmer F. Budlove in commemoration of his 32 years of

Guild activity. At right, Post-Tribune Editor James E. Rasmussen presents Budlove with a watch. Budlove was chairman of the local's Page One Ball and a pension trustee for many years.

Saturday Review due for rebirth, but few are likely to get back jobs

New York City—The defunct Saturday Review will be reincarnated in a merger with Norman Cousins's World magazine, but few if any of its 49 Guild-covered employees appear likely to get their jobs back.

A reorganization plan under which the World acquired the name and circulation lists of the Review was approved in June by a bankruptcy judge in San Francisco, where the Review had been moved after its purchase by John J. Veronis and Nicholas H. Charney two years ago.

Only eight members of the Review staff—music editor Irving Kolodin, drama critic Henry Hewes and six business-office employees—have been hired for the new Saturday Review/World. Cousins, editor of the Review before leaving after the Charney-Veronis purchase, said it was "a matter of some anguish" that he could not hire more.

Under the reorganization plan, Review creditors—including former employees—will get somewhat more than 20 percent of the five million dollars owed

them by the bankrupt magazine.

Guild claims totaling \$750,000 in wages, severance and notice pay, moving expenses and expense accounts are being handled by a San Francisco attorney. Wage claims have a high priority, but severance claims may not fare as well.

Cousins has contributed \$10,000 to help defray the costs of returning east for employees who have lost their jobs and has promised to ask new investors to contribute from \$20,000 to \$60,000 to help tide over the jobless.

Under the reorganization arrangement, creditors will receive \$500,000 from World magazine, \$475,000 in Review subscriptions received after the magazine folded April 24, \$150,000 from unpaid advertising bills and a share in receipts from more than a million dollars in unpaid Review subscriptions.

The merged magazine will make its first appearance in September, publishing on a twice-monthly basis.

It will take over the Review's bloated subscription lists, giving

it a circulation of 950,000 compared to World magazine's present 178,000. But Cousins said he will sell advertising on the basis of a 550,000 circulation, to which he plans to let the subscriber list dwindle.

Size held no factor

High court lets scab fines stand

The U.S. Supreme Court has ruled that the National Labor Relations Board has no right to judge the reasonableness of union fines imposed on members who cross picket lines during a strike.

But the court, in a companion case, reaffirmed that a union cannot fine strikebreakers who have resigned from the union before crossing its picket lines, in the absence of anything in the union constitution invalidating such a resignation.

Heading for the court is a third issue: whether unions can fine supervisory employees who are union members but work during a strike. Two appellate courts have ruled they can; a third has held they can't.

The issue is at stake in a Guild case involving fines imposed on members who crossed picket lines during a 1969 Erie Guild strike. The case is before a fourth appellate court—the Third Circuit in Philadelphia.

The Supreme Court ruled in two cases involving a Machinists' strike at the Boeing Co.'s plant in Michoud, La. It rejected Boeing's claim that \$450 fines imposed by the union were unreasonably high, stating that the matter was an internal union one in which the NLRB had no right to interfere.

But the court held that the union had no right to fine members who had resigned during the strike in view of the fact that the Machinists' constitution contained no provisions that would

Detroit VDTs stay; News must bargain

Detroit, Mich.—An arbitrator has allowed the Detroit News to continue use of video display terminals to create and transmit copy from its newsroom to a tape-punching computer but has ordered the News and the Typographical Union to negotiate on jurisdiction over their use.

Arbiter Russell A. Smith, while declining to resolve the jurisdiction issue at this stage, held that the VDTs, as used by the News, have both editorial and composing-room functions. He suggested that resolution of the jurisdictional dispute should depend on which is dominant.

The Typographical Union had obtained a Federal Court injunction barring use of the VDTs for live copy pending an agreement on jurisdiction. But an appellate court lifted the restrainer, and Smith said the News could continue to use the VDTs while negotiating with the union.

If the differences are not settled within 60 days, he said, they may be resubmitted to arbitration.

Under the News's system, which ultimately will include as many as 65 VDTs, reporters type their copy directly on the display terminals. Their copy is edited on copy-desk VDTs, and when that work is completed, a special key activates a tape-puncher in the composing room.

The tape is unjustified and unhyphenated and is fed in turn into a reader that activates a composing-room computer. That computer produces justified and hyphenated tape to be fed into a linecaster.

Smith said it was clear that the

VDT has "an editorial function" and that editorial employees "will certainly have their own jurisdictional claims." But he said there was some justification for the Typographical Union's claim that a "human function" involved in the previous process of tape punching by printers was being substituted for by the VDTs.

Editorial employees at the News are unorganized, although the Guild has a unit of maintenance employees at the paper.

"There is more to the CRT [VDT] system so far as its 'keyboarding' aspect is concerned than a substitute for the use of the typewriter," Smith said, "and the 'more' consists of the CRT keyboard's integral and mechanical relationship to ultimate typesetting."

Smith cited a ruling by arbitrator William E. Simkin that gave jurisdiction over VDTs at Associated Press to Guild-covered employees because Simkin found that their editorial function rather than their transmission function was dominant.

Smith indicated he was inclined to follow the same criterion but said he "would have difficulty, at least at this stage," in deciding which function was dominant under the News's system.

Holding that the VDTs' composing-room function gave the Typographical Union "a contractual interest" in the allocation of work, he directed the parties to attempt to agree on terms for their operation. He decreed that there must be no layoffs of composing-room employees pending final disposition of the issue.

State-court ruling revives bias charge at N.Y. Post

New York City—The Appellate Division of New York State Supreme Court has ordered the state's Human Rights Appeals Board to reconsider a discrimination charge lodged against the New York Post by black reporter William Artis, Jr.

The court said the board's action in throwing out Artis's claim of discriminatory firing was not warranted by the information before it and went beyond its area of concern, the reporter's charges.

It ordered the board to give Artis a new hearing.

Artis, a former Guildsman at the Buffalo Evening News, was hired by the Post in June 1970, fired the next month, reinstated

a week later on an order by the state Human Rights Division and finally dismissed again just before the end of his probationary period.

Artis charged that he was fired because the Post had a longstanding policy of retaining no more than three black reporters at one time, a charge supported by the three black reporters then on the staff.

The Human Rights Division ordered the Post to reinstate Artis again and refrain from discriminatory practices. But the appeals board threw out the decision, stating that the hearing record showed "a complete absence of any pattern of bias."

decision that management's right to expect "loyalty" from its supervisors was not affected by fines for strikebreaking.

A panel of the Chicago court, in a two-to-one decision, held precisely the contrary in another IBEW case, involving a strike against the Wisconsin Electric Power Co. It ruled that supervisors doing rank-and-file work during a strike are "performing a properly managerial function" and cannot be fined for so doing.

In the Erie case, the NLRB threw out fines imposed on four members who crossed Guild picket lines during a strike against the Erie Times and News on the ground the members were supervisory. The Guild, which denied their supervisory status, said that in any case the fines were unrelated to any supervisory functions they might have and appealed the decision to the Third Circuit Court.

Minimums up \$22 at Slovene paper

Chicago, Ill.—All top minimums are increased \$22 in a new two-year contract negotiated by the Chicago Guild with Prosveda, publication of the Slovene National Benefit Society.

The flat minimum for associate editor and chief clerk is increased to \$197.50 and that for key-punch operators to \$172.50.

The contract contains a new clause that requires management to keep noise in the office at a level that will not cause aural or other injury.

Labor backs Guild boycott in Alexandria

The Greater Washington Central Labor Council is backing a Guild boycott of advertisers who continue to deal with the struck Alexandria Gazette.

The council, responding to a Washington-Baltimore Guild appeal, agreed July 16 to publicize the advertisers and urge members of affiliated unions not to patronize them.

The Guild estimates that advertising in the Gazette is down to 40 percent of the level prevailing before the strike began April 5.

The Gazette has been publishing since the start of the strike with the aid of an antipicketing injunction. Printers, after honoring picket lines for a time, returned to work.

The company, which has refused to meet with the Guild for more than two months, has also refused to provide it with information about the wage rates of strikebreakers hired to replace Guild members.

The Guild has added that refusal to a list of unfair labor practices now under consideration by the general counsel of the National Labor Relations Board.

An appellate court, meanwhile, has quashed charges against three deaf-mute printers accused of blocking the plant entrance while helping to picket on the first day of the strike. The Guild appealed the verdict of an Alexandria magistrate who had "reluctantly" found them guilty.

The local has reported contributions of \$3,297.05 to its strike fund, as follows:

Washington Post employees	\$288.05
Kenosha Guild	25.00
Chicago Guild	100.00
St. Louis Guild	100.00
Denver Guild	75.00
San Jose Guild	100.00
Columbia Typographical Union	327.00
Lehigh Valley Guild	50.00
Labor newspaper employees	45.00
Washington Local, AFTRA	100.00
Toledo Guild	100.00
Cleveland Guild	100.00
New York Guild	50.00
Star-News employees	262.00
Wilkes-Barre Guild	50.00
Pawtucket Guild	25.00
San Francisco-Oakland Guild	25.00
Pacific Northwest Guild	100.00
Stockton Guild	25.00
Canadian Wire Service Guild	100.00
Southern District Council	100.00
Knoxville Guild	50.00
Merkle Press employees	100.00

Cervi's paper is sold; Guild loses new unit

Denver, Colo.—The Denver Guild lost its new unit at Cervi's Rocky Mountain Journal July 1 when it was sold to Denver attorneys Daniel F. Lynch and Bruce D. MacIntosh.

The Guild lost its certification for the Journal's three-member editorial staff because the corporation was dissolved in favor of a new one. The paper will also be renamed.

The paper was sold by Cle Cervi Symons, daughter of the late Eugene Cervi, founder of the maverick business journal and a former vice president of the Denver Guild.

The Guild was certified as collective-bargaining agent for the editorial employees last November. The Guild was attempting to negotiate an initial contract at the time of the sale.

Two of the three employees resigned after the sale, and the third, Sherry Keene, was named managing editor.

Wallowing in Watergate

Public hails press for dredging up facts

The American public's verdict on the press's Watergate disclosures appears unambiguous: a job that had to be done.

Pollster Louis Harris, in a survey taken before testimony by John W. Dean, 3rd, found that 59 percent of those polled agreed that "in exposing the facts about Watergate, the Washington Post and other newspapers have been an example of a free press at its best." Only 12 percent disagreed.

In addition, those interviewed agreed by 61 percent to 17 that "if it had not been for the press exposes, the whole Watergate mess never would have been found out."

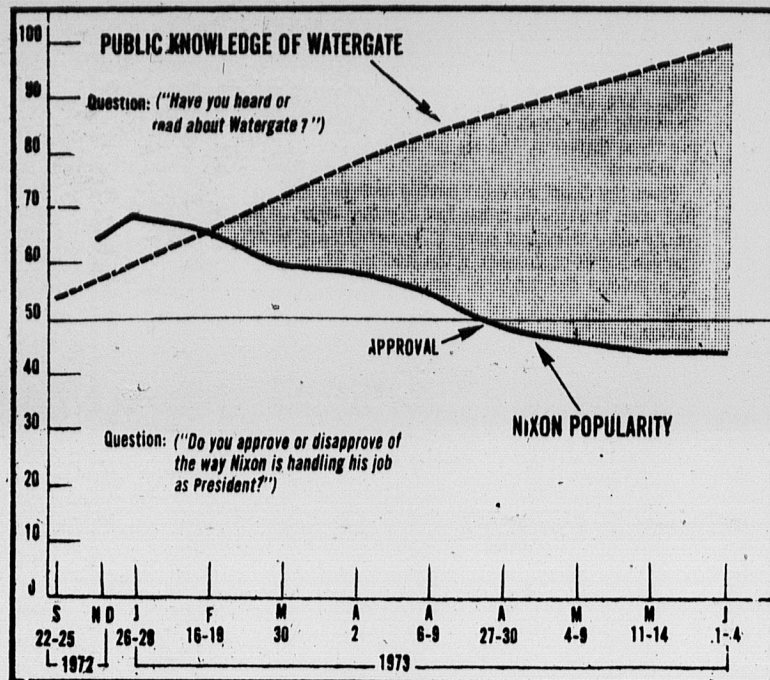
The Gallup Poll has provided another measure of the press's effectiveness in the Watergate affair. It has shown that public confidence in President Nixon has declined in almost inverse proportion to public awareness of the scandal.

In late January, when only 60 percent of the public had heard about Watergate, 68 percent approved of the way the President was handling his job. By this month, with awareness at over 90 percent, only 40 percent approved.

In fact, the latest Gallup poll, made public July 23, shows that 24 percent of the public wants the President impeached, up from 18 percent in late June.

Presidential defenders, after an initial bow to the press for its Watergate performance, have resumed a rapid-fire barrage alleging "excesses."

Vice President Agnew, who previously had said that newspapers' role in Watergate was "to their great credit," has scored



Washington Post graph by Joseph Mastrangelo

Reciprocal curves

The press's effect on U.S. public opinion is shown dramatically in this graph illustrating how President Nixon's popularity has declined in almost inverse proportion to public knowledge of the Watergate case, as reflected by Gallup polls. The latest poll, taken after the graph was published, shows that the President's popularity has dropped to 40 percent following testimony by John W. Dean, 3rd.

"those sensational leaked-source stories that might boost circulation but which could also malign the innocent and help to acquit the guilty."

Presidential assistant Patrick Buchanan, a former newsman, has accused the press of orchestrating a campaign to discredit the President, GOP Sen. Carl T. Curtis of Nebraska charged that "a small segment of newsmen who prefer political propaganda

over objective reporting" are out to "get Nixon," and Sen. Barry Goldwater has complained that if the Democrats had been caught inside the Watergate the press would have called it "cute" rather than criminal.

Administration officials have been plugging a London Times editorial criticizing the U.S. press for "trial-by-newspaper-allegation" in the Watergate case.

The Times is owned by Lord

Thomson, who stopped over long enough in the United States to note with satisfaction that the U.S. press's treatment of Watergate "could never happen in England." But the London Sunday Times, also owned by Thomson although editorially separate from the daily Times, called editorially for "greater, not less, disclosure."

The red has still not left the faces of some Nixon backers. Clark MacGregor, who headed Nixon's campaign committee, acknowledged June 30 that he is embarrassed over his accusation last October that the Washington Post was guilty of using "unsubstantiated charges, anonymous sources and huge scare headlines" to link the White House with Watergate.

The Administration was subject to criticism for its handling of the Watergate story on its own information medium—the Voice of America.

A tempest of indignation was touched off inside and outside the Voice when James Keogh, director of the U.S. Information Agency, sent over a directive not to broadcast any Watergate stories based on unidentified sources.

Keogh said the Voice could take cognizance of such stories only when they had drawn official denials. Several Voice broadcasts subsequently led Watergate reports with such denials.

Sen. John Pastore of Rhode Island reacted with a threat to oppose the agency's budget.

"I've felt for a long time that the Voice of America has outlived its usefulness," he said. "Now that it's censoring news, it's hard to justify its existence on any grounds."

Nursing journals settle

Initial pact yields 14% raise

New York City—An initial contract providing salary increases of 14 percent over three years has been negotiated by the New York Guild for employees of the American Journal of Nursing and Nursing Outlook.

The agreement will provide a top minimum of \$14,196 a year (\$273 a week) in the third year for the assistant editor and news editor and \$16,637.71 (\$319.95 a week) for the associate editor.

The newly organized unit of 12 will enjoy company-paid medical insurance plus longterm disability and dental insurance on a 50-50 basis. Sick leave of 12 days a year will be cumulative to 110 days.

The contract provides nine regular holidays and three personal holidays, plus a half day on Christmas and New Year's Eves and on Election Day, with a full day in Presidential election years.

The settlement calls for maintenance of membership, four weeks' vacation for all present employees, tuition benefits of up to \$600 for courses of study and up to 26 weeks' severance pay.

N.Y. Guild gains \$258 top at Spanish-language daily

New York City—A reporter top minimum of \$258.50, up \$28 over two years, has been won by the New York Guild Unit at El Diario-La Prensa, averting a threatened strike at the Spanish-language daily.

The contract, retroactive to

Jan. 1, provides for a six-percent increase in each year, to be paid in two parts—three percent Jan. 1 and three percent July 1 each year.

The flat minimum for editors goes up \$38, to \$268.50. An upgrading increases the top for payroll clerks to \$217.50, up \$54.75. The top for classified telephone solicitors is increased \$20, to \$182, that for telephone opera-

tors \$17, to 161, that for maintenance men \$16, to \$153.50, and that for outside advertising salesmen \$23, to \$217.50.

The contract also provides for a reduction in the work week from 35 to 34½ hours, four weeks' paid maternity leave, full severance pay on resignation after 18 years' service at age 55, and five weeks' vacation after nine years' service.

A new clause in the contract requires the publisher to put one percent of base payroll into escrow to fund severance pay.

Minnesota, Oklahoma ban scabs

Minnesota and Oklahoma have become the 15th and 16th states to enact laws banning professional strikebreakers.

The bills were passed and signed into law in May after campaigns led by state AFL-CIO federations and Typographical Union locals. They are the first states to act since Connecticut adopted an anticab law in 1967.

The Oklahoma law was adopted after six years of effort, against resistance by the Oklahoma City Oklahoman and Times. It was defeated originally in the Senate this year but was passed 25 to 20 on a move for reconsideration.

Sledding was much smoother in Minnesota, where the state Association of Commerce and Industry joined the AFL-CIO in urging adoption.

Chicago wins \$225 top at Lerner newspapers

Chicago, Ill.—The reporter top minimum is increased \$28.25, to \$225, in the first two years of a three-year contract between the Chicago Guild and Lerner Newspapers, a string of suburban weeklies and semiweeklies.

A wage reopener is provided for the third year, starting in March 1974.

The settlement, reached after a strike vote, requires the company to pay for employees' legal defense in any case arising out of work-related activities and to pay any jailed employee full straight-time pay if he or she follows the advice of company counsel.

A new clause allows voluntary resignations with severance pay in lieu of dismissals to reduce the staff, with any remaining dismissals to be in order of seniority.

\$26 hikes won by circulators in Columbus

Columbus, Ohio—Top minimums for key circulation jobs at the Columbus Dispatch are increased \$26.57 over three years, to \$228.77, in a new Guild contract.

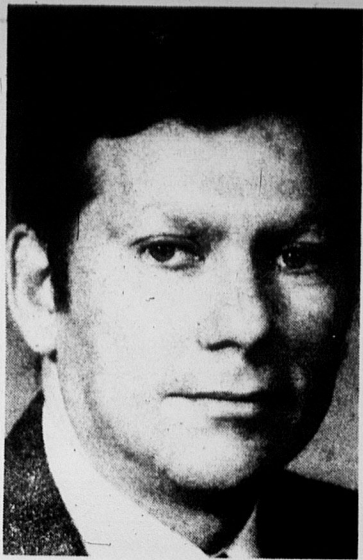
The new minimum covers station operators and state roadmen. They and street-supply men also receive a tour-of-duty differential that is increased \$16, to \$18.50, over the contract term.

The Guild has the right to reopen the contract for wages in the third year, starting Oct. 1, 1974. If it doesn't, minimums will be increased by the contractually required amounts in that year.

The company's contribution to health insurance will be increased \$3.87, to \$9.21 a week, and its contribution to pensions will go up \$5.59, to \$19.74. Mileage allowances are raised from 13 cents for roadmen and 13½ for station operators to 14½ and 15 cents, respectively, in three stages.

Bereavement leave is increased to two days in the death of brothers, sisters and parents-in-law; leave continues at five days in the death of children, parents or spouses.

Information received by the Guild on new employees will be expanded to include minority-group status. And the clause covering promotions is tightened to make seniority determinative in filling collectors', station operators' and street-supply jobs.



HOWARD YOUNG

Phase Four: Phase Three revisited

(Continued from Page 1)

Council required by the rules.

"TNG continues to urge you to negotiate the largest settlement you can," Perlik told the locals. "The parties continue to be free to implement any settlement that they agree is not unreasonably inconsistent with the stabilization program."

Under Phase Four price regulations, companies will be allowed to pass on cost increases on a dollar-for-dollar basis but will not be allowed to add on customary profit margins.

The Cost of Living Council announced that it has accepted a \$10,000 payment from the American Financial Corp. as a penalty for failing to prenotify the Price Commission of a price increase during Phase Two.

The St. Louis Guild has gone to arbitration to force management to grant cost-of-living increases provided in its contract at the Metro East Journal in East St. Louis.

Increases of from 59 cents to \$1.17 a week were required as of April, but management said they were precluded by wage regulations.

IFJ secretary hails detente with socialist journalists

Capri, Italy—The opportunity provided by the Second International Meeting of European Journalists "to renew and estab-

...Detroit vote

(Continued from Page 1)

for newly organized units.

The board, in addition to ordering the Guild's certification, directed the reinstatement, with back pay and interest, of three employees discharged for Guild activity before the election.

An NLRB panel headed by Chairman Edward B. Miller dissented in only minor particulars from the findings of the administrative-law judge, Benjamin B. Lipton.

It disagreed that statements made by company officials, warning that "unnecessary wage demands" and other "unreasonable demands" by the Guild might result in staff cuts, constituted retaliatory threats.

But it affirmed that the dismissals, "coercive interrogation" of employees and a sudden granting of new benefits precluded a fair election in June 1972 and made "highly improbable the holding of a new election without a recurrence of coercion."

Young replaces Daoust as pension aide

Howard Young, former senior actuary for the United Automobile Workers, is TNG's new pension consultant.

Young replaces Joseph H. Daoust, who has been the Guild's consultant since 1956. Daoust was unable to continue in the capacity following the merger of his consultants' firm with the Wyatt Co., a nationwide firm of actuaries and employment-benefit consultants.

Young's appointment was announced by TNG President Charles A. Perlik, Jr., in a letter to locals this month. Perlik said Young will advise TNG—and locals through TNG—"on the full range of pension matters previously handled by Mr. Daoust."

Daoust will continue as an actuary for those Guild-company pension funds he has been serving in that capacity, Perlik said. But his advice will be limited to actuarial matters; advice on such matters as negotiating improvements and interpreting the pension plan should be sought from TNG, Perlik added.

Young will be available for discussion of local pension problems at TNG's annual convention July 30 through Aug. 3. It will not be his first appearance at a Guild convention; in 1965, while with the UAW Social Security Department, he was a featured speaker at a forum on

"Leisure Time in the Automation Era" during the Guild's convention in Detroit.

Young, who headed the UAW Computer Department, became executive vice president of the League Life Insurance Co. of Detroit after leaving the UAW. He presently is operating as an independent pension consultant in that city.

Young has worked with various government and other advisory groups in the pension field and is the public trustee of the AFL-

CIO Industrial Union Department's National Industrial Group Pension Plan.

TNG Secretary-Treasurer Robert M. Crocker, meanwhile, has sent locals participating in TNG's Commingled Pension Fund a report showing mixed results on the Fund's investments during the Guild's 1972-73 fiscal year.

Funds handled by the Equitable Life Assurance Society were up 8.3 percent and those handled by Scudder, Stevens and Clark were up 4.3 percent, Crocker

reported. But those in the hands of T. Rowe Price were down 4.8 percent, and those invested by Montagu & Caldwell were off 13.1 percent.

The Value Line Index of stocks was off 21.5 percent although the Dow Jones Industrial average was up 2.9 percent during the period.

Equitable's portion of the portfolio is approximately 1.2 million dollars, Scudder, Stevens's is 2.8 million, Price's 2.4 million and Montagu's 2.3 million.

TNG unveils new pension plan

(Continued from Page 1)

The amount of benefits paid under each plan would be determined by the employee's credited service under that plan. If the employee worked 12 years under one plan, five under another and four under a third, he or she would receive the benefits provided by each plan for the years worked under that plan.

Under the old Model Pension Plan, an employee would have to work at least 10 years under the plan before he would have a vested benefit, payable on retirement. No minimum service would be required under the portable plan, so long as total service under all participating plans equaled the vesting period.

The revised Model Plan would reduce the vesting period to five years.

The benefits of portability would grow as an increasing number of employers participated. They would not extend, however, to employers not under Guild contract inside or outside the industry.

Legislation to provide nationwide portability for all employees was introduced in the U.S. Senate this week by Sen. Philip A. Hart of Michigan. It would provide 100-percent vesting for all employees from the time they became eligible for credits under any pension plan, operating through public retirement-benefit funds that would be licensed by

the Securities and Exchange Commission.

TNG's revised Model Plan provides for retirement with normal benefits at 55 with at least five years' service, as well as before 55 with 20 years. For employees retiring before 55 with less than 20 years' service, benefits would be reduced by five percent for each month from the start of payments until he or she reached 55.

The survivor's benefit would be payable to spouses of employees who were either receiving benefits or were eligible for them.

Most of the new provisions were recommended by last year's convention.

230 delegates head for Vancouver Convention

(Continued from Page 1)

Administrative Operations Director Ellis T. Baker.

Kenneth Brown, president of the Graphics Arts International Union, will address the convention Aug. 1.

To meet the General Fund's growing deficit, the IEB has recommended a constitutional amendment that would increase the General Fund's share of per-capita payments on a sliding scale whenever the Defense Fund exceeds \$1,500,000.

A second amendment would

raise the per capita to \$4.17 to produce the \$24,000 necessary to make the equal-rights coordinator a regular staff position. The position is currently being financed on an interim basis from special funds.

Other IEB recommendations include increasing the Guild's wage goal for key classifications to \$500. It is now \$475.

In addition to nominations for TNG's top three offices, the convention will nominate candidates for six at-large and seven regional vice presidencies, including two from Canada for the first time.

Last year's convention created vice presidencies for both Eastern and Western Canada, replacing a single Canadian vice presidency. At-large Vice President Eleanor S. Dunn of Ottawa has announced for the Eastern seat, and Roger L. Stonebanks of Victoria for the Western one.

Vice presidential incumbents aside from Dunn, Peterson and George McCormick of Twin Cities are all seeking re-election. Edward S. Gilbreth of Chicago has announced for the Midwest

Region seat being vacated by McCormick, and John J. Breed of Boston is running for an at-large seat.

Any contests resulting from convention nominations will be decided by a membership referendum.

Convention delegates will be welcomed at the opening session by Vancouver Mayor Arthur Phillips; Ray Haines, secretary-treasurer of the British Columbia Federation of Labour; Tom Gooderham, Western regional director of the Canadian Labour Congress, and David H. Manley, president of the Vancouver-New Westminster Guild.

North Jersey seeks rebate to help staff small locals

Piscataway, N.J.—A constitutional amendment allowing smaller Guild locals to retain 10 percent of their monthly per-

capita payments if they retain a fulltime or parttime staff member to service contracts will go before TNG's 1973 Convention.

Submission of the amendment was approved by the North Jersey Guild executive board at a meeting here July 15. The rebate arrangement would apply to any local with fewer than 500 members employing a staff member at least one day a week.

The local executive board also approved submission of an amendment to require that political endorsements by the convention or the International Executive Board be submitted to membership referendum. The proposal is similar to one announced by the San Diego Guild.

The local has announced it will appeal to the convention against the IEB's reaffirmation of the New York Guild's jurisdiction over the new Daily Racing Form plant in Hightstown, N.J.

New Toronto Star pact adds 400 to Guild unit

(Continued from Page 1)

medical insurance, will pay 100 percent under the new contract, eliminating an employee cost of \$7.67 a month for family coverage. Benefits are extended to retired and disabled employees, and deductible amounts are eliminated.

The contract brings outside classified sales and circulation district representatives to parity with display sales at a \$269.50 top, up \$68. Other upgradings increase the top for assistant librarians \$40.69, to \$223.65, and that for city-desk clerks \$32.93, to \$154.68.

The flat minimum for the top editors' group is raised \$36, to \$308, the top for classified telephone solicitors is increased \$25, to \$164.59, and the top for telephone operators and stenogra-

pher-typists is hiked the same amount, to \$159.68.

The company agreed to discuss the possibility of a shorter work week during the contract period.

Name dropping

Toronto, Ont.—Toronto Star Guild members didn't strike during the recent bargaining crisis, but their names took a walk.

The paper's reporters, columnists and photographers withheld by-lines and credit lines in mid-June in protest against the company's bargaining inflexibility.

Local President Jim Robinson said that anonymity was "one legal way we have under our contract to show the public that all is not well at the Star."

Convention call

Chicago, Ill.—The Guild's 1973 Convention in Vancouver July 30 through Aug. 3 will be just a bit "political," if the prophetic powers of psychic Irene Hughes are to be credited.

Hughes, scanning the future of freshman Chicago Guild delegate James H. Bowman, foresaw a trip to Canada for an event that "a tiny bit political." Bowman, a religion writer for the Daily News, wrote an account of the interview for the Guild Reporter in which he noted that it took place on only a few minutes' notice—not enough, presumably, for Hughes to have learned Bowman's travel plans or the fact that 1973 is a Guild election year.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Forecasts dispel magazine gloom

Life, Look and the Saturday Review may be gone, but the magazine industry as a whole has brighter prospects than ever, in the view of most industry observers.

More than 753 new specialized magazines have appeared on the market in the past 10 years, according to a survey by Forbes magazine.

And Folio, the magazine publishers' trade journal, predicts a steady if not spectacular growth during the next five years. Folio credits the trend primarily to the increasing attractiveness of special-interest publications to both readers and advertisers, quoting a report by a research firm that has just surveyed the field.

Advertising agencies agree that the immediate future for consumer magazines is good, Folio says, and a recent Magazine Publishers Association financial statement backs up their bullish feeling.

The association's June report notes that members of the Publishers Information Bureau rang up the highest monthly ad revenues ever—109.8 million dollars, a 10-percent increase over June 1972. It marked the 30th consecutive month of increases and

set an all-time record for the magazine industry.

The association said that member publications increased their revenues eight percent, to more than 636 million dollars, and their ad pages six percent, to 42,460, over the first half of last year.

A list of 100 consumer magazines monitored by the Gallagher Report, a media newsletter, shows they printed 51,231 pages of advertising in the first half of 1973, compared with 48,723 in the same period of 1972—all despite 291 pages lost by collapse of the Saturday Review.

Ad revenues for the same period increased 8.2 percent, and 75 magazines gained an average of 10.6 percent.

Best gains during the first half of 1973 were made by True, 40 percent; Golf Digest, 34 percent; Car & Driver, 33 percent; Black Enterprise, 30 percent; New York 27 percent, and Sport, 26 percent.

The new special-interest publications will be smaller in size, Folio says, and color will continue to be used increasingly in both advertising and editorial, permitting magazines to compete ever more strongly with color television.

Arbiter says outsiders can't be assigned work

San Francisco, Calif.—An arbitrator has ruled that Hearst's San Francisco Examiner violated the jurisdiction clause of its Guild contract by assigning editorial and photographic work for its magazine, California Living, to nonemployees.

Arbitrator David E. Feller ordered the Examiner not to assign such work to persons other than employees covered by the contract and not to solicit or arrange for specific articles or pictures by nonemployees.

The magazine appears weekly as part of the Sunday paper produced jointly by the Examiner and its publishing partner, the San Francisco Chronicle.

The Guild charged that beginning in 1970, when a new California Living editor, Harold Sil-

berman, was appointed, California Living developed a new practice of assigning specific articles to nonemployees.

Feller rejected a company argument that the Guild jurisdiction clause refers only to assignment of Guild work to noncovered employees. He disagreed with the company claim that it has the right to lay off all its editorial employees and to have all of its material produced by nonemployees and that the only contractual restriction is that work not be given to other employees.

Feller said his ruling should not be construed to prevent the Examiner from "generally encouraging or soliciting nonemployees to submit material of their choice for possible publication in California Living, so long as such encouragement or solicitation does not involve any preproduction assignment, arrangement or procurement of materials on a designated subject or subjects."

Guild Executive Secretary Fred D. Fletcher commented that "the Examiner could have complied with our contract the past five years, just as we and the arbitrator interpret it, and still could have published everything it did publish in California Living" by hiring the contributors as temporary employees—although it would have cost the company more.

In a letter to stewards and grievance-committee members, Fletcher urged them to be constantly on the lookout for cases where management, "in one way or another gets nonemployees to do the kinds of work that you were hired to do" and report such instances immediately to the local.

Chasing austerity

Low minimums still subpar

Average top minimums for key advertising, circulation and news classifications in U.S. Guild contracts as of June 1 surpassed the average required to maintain a moderate standard of living for an urban family of four as estimated by the Bureau of Labor Statistics in its latest projection of family budgets.

But the top-minimum averages for all three classifications fell far short of the BLS's higher-level budget.

And the average U.S. clerk top minimum not only was far below the moderate- and higher-budget levels but failed even to meet the lowest of the BLS's three budgets, the one it formerly described as "austere." Janitors did not fare much better.

As of last fall, when the BLS did its pricing, the lower-level budget required \$142 a week, the moderate, or intermediate, budget required \$220, and the higher budget, \$318. The cost of living jumped 4.5 percent between October and June 1.

The June 1 average U.S. clerk top minimum was \$124.30 a week, with 39 percent of U.S. newspaper contracts providing more than the \$142 required by the lower budget. Clerk top minimums ranged from \$89 to \$190.60.

The average June 1 janitor top minimum was \$134.20 a week, ranging from \$64 to \$199.50 a week. Forty percent of newspaper contracts provided tops exceeding the average lower-budget salary requirement.

The average U.S. top minimum for display sales on June 1 was \$250.29, with nine percent of contracts covering display providing minimums greater than the \$318 required for BLS's higher budget and two thirds providing more than the \$220 required for the moderate budget. The range was \$166 to \$370 a week.

The average U.S. district-manager top was \$230.04 on June 1, with six percent of the individual-contract minimums above the high-budget average and 55 percent higher than the moderate budget. The range was from \$105.50 to \$361.67.

The average U.S. reporter top was \$242.07 a week, with five



Stam in the AFL-CIO News

Out of reach

percent of the individual-contract minimums above the high-budget average and 63 percent higher than the moderate budget. The range was from \$166.75 to \$370.

Among the 22 Guild cities in the BLS survey, the income necessary to meet the low-budget standard ranged from a low of \$135.50 in Cincinnati to a high of \$175.18 in Honolulu, while the intermediate-level budget ranged from \$205.45 in Bakersfield to \$261.45 in Honolulu.

Washington and St. Louis are the only metropolitan budget areas where the highest reporter contract minimum exceeds the highest of the three budgets for the areas.

The highest Washington top is \$370, and the budget requirement is \$326.19. The highest St. Louis top is \$320.16, against a budget figure of \$309.38, but \$16.02 of the St. Louis minimum is awaiting Cost of Living Council approval.

The highest reporter top is above the intermediate budget in all but two of the Guild cities: Portland, Me., and Indianapolis.

The budget estimates are for a

family consisting of a 38-year-old husband employed full time, a nonworking wife, a boy of 13 and a girl of 8.

Brought up to date by the AFL-CIO Research Department, the budget shows a current need for even larger incomes on all three levels of living. Allowing for a 3.2-percent increase in consumer prices between October and April, plus a greater tax burden caused particularly by higher Social Security taxes in 1973, the lower-level budget would require \$148.21, the intermediate budget \$230.46 and the high budget \$330.00 per week.

The margins in the BLS intermediate budget, which it once described as "modest but adequate," are so narrow that economist Sidney Margolius once said that "shabby but respectable" would be a better title for it.

While the BLS budgets are designed only for a family of four, the bureau notes that they do not represent the way families actually spend money. Rather, they reflect the assumptions made about the manner of living at each level.

Paycheck vs. Budget

The following table compares the highest reporter and clerk top minimums in 22 areas as of June 1 with the weekly cost of the Bureau of Labor Statistics' lower, intermediate and higher budgets for those cities.

Area	Lower Budget	Clerk Top	Intermediate Budget	Reporter Top	Higher Budget
U.S. Average	\$142.04	\$124.30	\$220.12	\$242.07	\$318.42
Honolulu	175.18	160.95	261.45	285.50	395.39
San Francisco-Oakland	157.37	150.24	237.00	311.21	344.90
Boston	155.46	167.00	261.41	—	388.34
New York	150.54	190.68	253.21	361.67	387.41
Los Angeles-Long Beach	150.29	158.89	221.42	275.80	328.51
Chicago	147.41	147.00	230.40	311.00	330.10
Seattle	147.32	150.25	219.17	287.50	309.50
Washington	147.12	176.75	225.38	370.00	326.19
Philadelphia	145.30	136.77	227.21	286.35	329.40
Baltimore	146.10	135.00	217.43	275.00	317.80
San Diego	144.38	143.89	219.70	275.75	313.42
Portland, Me.	144.27	116.00	220.44	205.25	305.49
Minneapolis-St. Paul	144.19	115.00	226.15	285.00	328.38
Buffalo	142.13	—	231.14	307.15	330.13
Cleveland	142.11	160.40	228.16	290.00	321.60
St. Louis	140.38	148.85	216.26	320.16	309.38
Indianapolis	140.22	125.95	219.17	212.60	311.49
Pittsburgh	139.49	135.00	214.21	260.00	310.49
Detroit	139.43	144.22	221.10	290.75	322.50
Bakersfield	138.32	127.16	205.45	252.79	290.33
Denver	136.12	127.50	211.24	276.00	305.16
Cincinnati	135.30	152.60	210.22	272.00	294.17

1. Highest minimum in cities where two or more contracts exist.
2. Pending Cost of Living Council approval.

'The real pros'

Chicago, Ill.—"They're the real professionals. Give me a Guild member anytime. He's a thorough, wholly responsible journalist."

That was the view of the late Leo Lerner, founder of the Lerner string of suburban newspapers, according to a letter by Louise Ryan, former managing editor of the chain, in the Chicago Journalism Review.

"When he promoted me to managing editor," Ryan wrote, "he told me his only regret in doing so was that managing editors couldn't be members of the Guild. But from what I've seen of the Lerner papers recently, it is not just Guild relationships that have deteriorated."

'Er... good work, doggie. Now lie down!'



DATELINE: WASHINGTON

Nixon prepares cruelest veto: the \$2 minimum wage

By WILLIAM J. EATON, Chicago Guild



PRESIDENT NIXON and America's working poor are facing a moment of truth.

Millions of low-paid people stand to benefit from new minimum-wage legislation that is in the final stages of Congressional approval.

Yet Nixon, who campaigned on the work ethic and against welfare cheaters, apparently intends to veto the bill and perpetuate poverty for many full-time, year-around workers in some of the dirtiest jobs there are.

It is almost as incredible to contemplate as the President ordering bug-everybody devices in the revered Oval Office, but it is true.

The man who unleashed inflation almost single-handedly in 1973 apparently is going to give a sermon on the insidious effect of another few bucks a day for the underpaid.

The federal minimum rate is now \$1.60 an hour, or a miserable \$64 a week. It is even lower for many retail workers and farm hands, who have been protected by the federal law only since 1966.

In the seven years since the last increase in the basic rate,

everybody's cost of living has gone up by one third, according to the Bureau of Labor Statistics. In other words, it would take about \$2.13 to buy now what \$1.60 could buy in 1966, when the latest amendments were passed.

THE LEGISLATION heading toward Nixon's desk, however, would only raise the minimum wage to \$2 an hour, or \$80 a week, in the first stage. Fourteen months from now the rate would go to \$2.20 an hour, or \$88 a week, to reflect Congress's concept of a tolerable, if not decent, wage.

To show how modest this figure is, the average for 45 million rank-and-file workers is already \$3.63 an hour, or \$145.13 a week. This figure also is calculated by the Bureau of Labor Statistics and excludes foremen, supervisors, executives and coupon-clipping millionaires like Nixon's friends.

The new legislation, approved in slightly different forms in both the House and Senate, also extends the minimum wage for the first time to some of America's hardest-working and neediest people—the domestic servants who

cook and clean for others. It also extends coverage to five million employees of state and local governments who, sad to say, do not all make above \$2 an hour at this time.

WHY WOULD the President even consider a veto of a bill with overwhelming Congressional support that would put money in the pockets of those who work to earn it—not from the federal treasury but from the profit-laden coffers of private employers and others levels of government?

Well, his old friends in the U.S. Chamber of Commerce are against the whole idea, as they were back in 1938 when the first federal minimum wage of 25 cents an hour was approved. And then, the biggest and most influential backer of minimum-wage legislation is the AFL-CIO, an organization that Nixon admires chiefly when it is praising his bombing policies in Indochina.

George P. Shultz, the kindly academic who has been fouling up controls, does not think much of the minimum wage in principle. In particular, Shultz thinks there should be a lower rate for young people under 20 because of their high unemployment rates.

George Meany of the AFL-CIO had an answer for that. Does Shultz favor a lower minimum wage for blacks because of their higher jobless rates? Or for veterans for the same reason?

All Nixon's reasons won't wash, but he is not a man bound by logic—or humanitarianism. If he does veto this modest minimum-wage bill, then July will be his cruelest month.

tain the photographs from a Newark policeman for his book, not for the Journal.

Porambo also figured in the Journal's first six layoffs but decided not to return to the Journal after the successful arbitration.

JEAN-RAE TURNER
Recording Secretary
North Jersey Guild

Editor's Note: The Porambo item, carried in "The Short of It" column June 8 and reporting that Porambo was jailed on a charge of bribing a policeman to obtain photographs of persons killed during the city's 1967 rioting, did not state that Porambo was seeking to obtain the pictures for the Journal.



Porambo picture 'bribery' wasn't for his newspaper

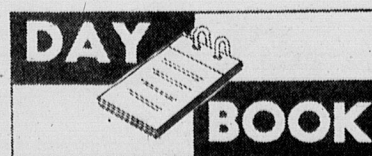
ELIZABETH, N.J.

Editor:

It should be pointed out that Ronald Porambo, former Elizabeth Daily Journal staffer and short-time member of the North Jersey Local, was seeking to ob-

tain the photographs from a Newark policeman for his book, not for the Journal. Porambo also figured in the Journal's first six layoffs but decided not to return to the Journal after the successful arbitration.

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.



Middle Atlantic and Empire State District Councils, joint meeting, Aug. 18 and 19, Holiday Inn, Philadelphia.
Southern District Council, fall meeting, Oct. 6 and 7, Memphis.
International Executive Board, fall meeting, Oct. 22-25, TNG headquarters, Washington.
Western District Council, fall meeting, Oct. 27 and 28, Bakersfield.

Editorial

Restoring the balance

During the past year, the Guild (and its locals) won bargaining rights for the largest number of persons in 15 years.

It conducted its most extensive series of educational institutes in 20 years, to help equip its locals to deal with the electronic revolution in newspaper production.

It engaged in its most intensive political action in 30 years, in an effort to help prevent the re-election of President Nixon. After the Nixon Court denied the protection of the First Amendment to newspaper men and women ordered to violate confidences, it intensified its activities in behalf of legislation guaranteeing testimonial privilege and against the Nixon Administration's continued attacks on other traditional press freedoms, the full dimensions of which only recently have been disclosed in connection with the investigation of the Watergate affair.

It intensified its activities in behalf of equal rights and appointed a fulltime equal-rights coordinator to coordinate them.

It established a Canadian Guild office and a Canadian director, and, through them, a more effective Guild presence in Canada.

And it provided U.S. locals with special legal and professional economic assistance in processing settlements under wage controls.

If President Nixon's attempts to control the press had a chilling effect on newspaper employees' constitutional rights, his program to stabilize the economy had, if anything, an even more chilling effect on their economic situation, and that of the Guild, as well.

Both the cost of living and newspaper profits continued to rise at an accelerated rate, but, for the first time since the Guild initiated such comparisons in 1962, the average two-year money gain negotiated in wages and welfare at the reporter top-minimum level was less than that negotiated the previous year.

The cost of providing locals special legal and economic assistance in Pay Board matters (even though partially reimbursed by the locals themselves) added significantly to General Fund expenditures, which exceeded General Fund income for the fifth consecutive year.

The Defense Fund, on the other hand, after paying out \$1,700,000 during the fiscal year, stood at \$1,900,000 at the year's end and attained, and then surpassed, its constitutional two-million-dollar "floor" once again early in the new fiscal year.

Thus the convention once again finds itself faced with a financial paradox: a healthy and resilient Defense Fund, steadily increasing net worth—and a General Fund that simply can't make ends meet. In short, the resources of the Defense Fund and the General Fund are badly out of balance and must be brought into balance promptly if the Guild is to continue to grow.

This can be accomplished, without further increasing basic per-capita payments, by providing for a variable—instead of a fixed—sharing of per-capita income between the Defense Fund and the General Fund, and the International Executive Board so recommends to this convention. Adoption of the variable per-capita apportionment formula proposed by the board will permit the Guild to anticipate not only a balanced General Fund budget for the 1973-74 fiscal year but also a reduction of the cumulative General Fund deficit by more than half.

The time has come, the IEB believes, to adjust the relative exertions Guild members apply to operations and defense. To achieve a Defense Fund combination of spending and saving totaling some \$2,700,000 in less than a year while permitting a far smaller General Fund budget to run deeper into the red demonstrates—even dramatizes—the need for an immediate realignment of priorities.

—From the Introduction to the 1973 TNG Officers' Report

The Guild Reporter

JAMES M. CESNIK, Editor

and

Director of Research & Information

DAVID J. EISEN, Associate Editor

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. 13

July 27, 1973

The Newspaper Guild

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