70-38 NLRB vote sweeps Guild in at Fresno Bee

THE GUILD REPORTER
OFFICIAL ORGAN OF THE NEWSPAPER GUILD (AFL-CIO,CLC)
Vol. XLI, No. 2 Washington, D.C. January 25, 1974

Fresno, Calif.—Editorial employes of the Fresno Bee voted 70 to 38 for Guild representation Jan. 18, bringing the second of McClatchy's three newspapers under Sacramento Guild coverage.

The National Labor Relations Board election came only a month after the Guild filed its representation petition. The company agreed to an election but campaigned actively to defeat the Guild.

The Sacramento Bee has been under Guild contract for 30 years, and management had tried to keep the Guild out of Fresno by maintaining wage levels at close to the Sacramento level. But dissatisfaction over pensions and the absence of grievance procedures fueled the Guild's successful organizing drive.

McClatchy sent out a letter to convince Fresno employes they were getting the same benefits as those in Sacramento, but it backfired immediately. Two employes who found they weren't getting the benefits they were supposed to have been receiving signed Guild cards, and the Guild responded with a letter to Bee employes headed, "Not So Equal, After All."

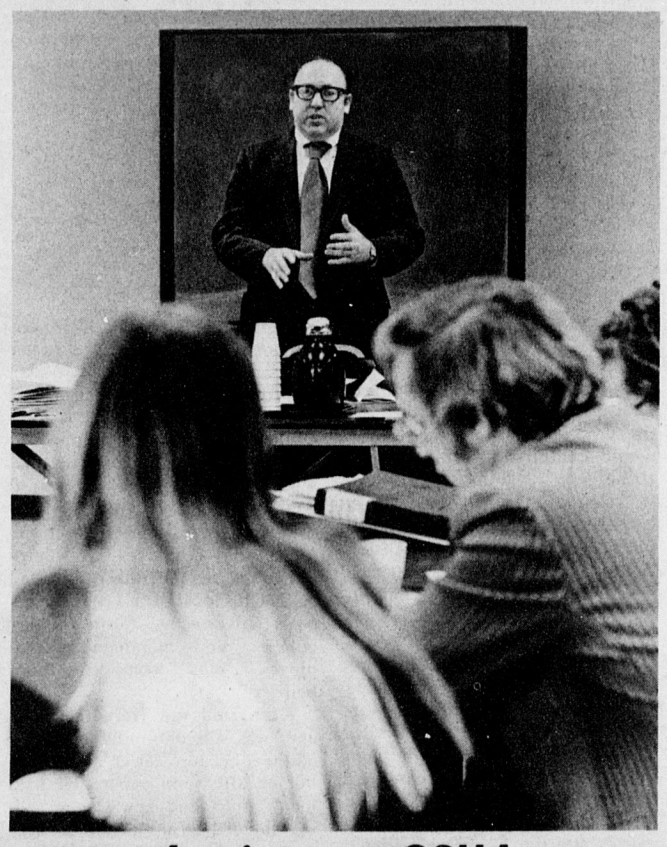
Publisher Eleanor McClatchy sent a personal appeal to vote against the Guild to all employes, and McClatchy Industrial Relations Director Keith Fuller addressed them at a 2½-hour "captive-audience" meeting Jan. 16.

Guild members from the Sacramento Bee made the 160-mile trip to Fresno Jan. 11 to attend a meeting with Bee employes here, and members of the Stockton Guild and the San Jose Guild's new unit at the Monterey Peninsula Herald came to a social on the eve of the election.

International Representative Dick Pattison and William Davis, a San Jose executive-board member who is serving as a temporary international representative, led the organizing campaign. Spouses as well as employes joined in a spontaneous victory celebration after the vote.

The election result leaves only McClatchy's Modesto Bee without Guild representation.

The Fresno unit is the 14th to be won by the Guild during the current fiscal year. The 14 contain 646 employes.



A primer on OSHA

Sheldon Samuels, director of health and environmental affairs for the AFL-CIO's Industrial Union Department, outlines strengths and weaknesses of the U.S. Occupational Safety and Health Act and its administration to TNG field and administrative-staff members during staff conference at TNG headquarters. At left, back to camera, is Barbara Lugovich, collective-bargaining and research assistant, and at right, International Representative Leo Ducharme.

Newspaper hazards seen wide-ranging

Potential hazards to newspaper workers' health range from the obvious, like noise in the pressrooms, to the obscure, like the use of carcinogenic ink on computer printouts, TNG staff members were told during a conference on organizing, bargaining and servicing at TNG headquarters Jan. 14 through 18.

Sheldon Samuels, director of health and environmental affairs for the AFL-CIO's Industrial Union Department and a former reporter, also pointed to potential hazards in asbestos in newsprint (two percent by weight), chemicals in darkrooms, ultraviolet light from copying machines and fumes from printing inks and lead.

If there is a characteristic newspaper smell, he said, it is because fumes from inks and lead are circulated through entire plants by ventilation systems.

Samuels, while pointing out that no one has ever thoroughly studied the short- and long-range hazards to newspaper employes' health, outlined for TNG's staff the two basic approaches available for determination and correction of hazardous conditions under the U.S. Occupational Safety and Health Act:

- For enforcement of specific standards established under the act, a complaint to the Occupational Safety and Health Administration (OSHA).

(Continued on Page 7)

Wilkes-Barre strike settled by $40 pact

Wilkes-Barre, Pa.—A settlement providing across-the-board increases of $40 over 27 months ended a 10-week Guild strike at the Wilkes-Barre Sunday Independent Jan. 19.

The settlement was reached unexpectedly at a negotiating session with Publisher Thomas F. Heffernan only two days after 4½ hours of bargaining had failed to produce major progress or any agreement to meet again. It was ratified unanimously the same day.

Guild members began returning to work in the advertising and business departments Jan. 21 and in editorial the next day. The Independent will publish its first issue in more than two months Jan. 27.

The $40 increase will go to everyone, without regard to job classification or experience level. It will produce the highest operative top minimum for office boys in any Guild newspaper contract —$171.95.

The top for reporters and display sales will go to $289.75, that for copy readers to $297.25 and that for clerk-typists to $187.70. Initial increases are retroactive to Oct. 8, 1972.

The settlement also reduces the work week from 37½ hours to 35 and puts an extra 40 cents per employe per shift into the company pension plan. The Independent also agreed to pay for health-insurance premiums covering the strike period.

Before the strike, the Guild had offered to settle for a 14-month contract with wage increases of up to $21 and no fringe improvements. The company wanted a two-year contract with a $23.50 increase.

The settlement will give all employes almost the exact amount the Guild had originally sought for higher classifications, plus the fringe improvements.

Bargaining had made only slow progress before the hastily called session that ended in a settlement.

TNG International Representative Harry McCormick sat in on a Jan. 11 session, called after the Guild took out a quarter-page ad in the Wilkes-Barre Times-Leader, News, Record to answer charges made by Independent management in a television interview.

The Guild made a variety of wage offers, but all were rejected by management. The company added a mite to its previous 27-month wage proposal, raising it from $32 to $33.50.

Pressure on management to settle increased as circulation of the Times-Leader's year-and-a-half-old Sunday edition increased,

(Continued on Page 7)

Publishers request lifting of controls

Newspaper publishers have launched a double-barreled drive to exempt the industry from all wage and price controls.

The American Newspaper Publishers Association asked the Cost of Living Council early in January to exempt the industry by administrative action. And 30 of the nation's top publishers have decided to seek Congressional exemption at the same time.

TNG President Charles A. Perlik, Jr., announced that a Guild petition supporting the ANPA's is being drafted and will be placed before the International Executive Board at its Jan. 28-31 meeting.

Perlik said the petition will stress the necessity of "equal treatment"—relief from controls over both wages and prices.

The ANPA, in its petition filed with the council Jan. 4, termed controls over the industry "unnecessary, inapplicable, inequitable and counterproductive to anti-inflationary initiatives."

An effort to exempt the industry from controls at the start of Phase Two in 1971 failed by a single vote in a Senate committee. But the Cost of Living Council has been granting exemptions for specific industries under the relaxed controls of Phase Four.

Representatives of most of the nation's major newspaper chains

(Continued on Page 7)

Key top in Columbus goes to $321 with $60 increase

Columbus, Ohio—The reporter top minimum is increased $60.50, to $321, in a new three-year contract at the Columbus Citizen-Journal.

The new Guild contract provides general increases ranging from $21.75 to $60.50 and contains a privilege-against-disclosure clause.

The top minimum for librarian and secretaries is increased $25.50, to $173.25, and the top for editorial clerks is up $24.25, to $163.25.

The privilege clause requires the publisher to notify the affected employe of any demand for the disclosure of information, sources or materials. If the employe follows the advice of company counsel, he will be indemnified for any resulting loss of pay or benefits and for any fines or damages.

The company's contribution to health insurance is increased $9.36, to $45.12 a month, for married employes and $3.67, to $16.68, for single ones. Pension payments are increased a total of

(Continued on Page 7)

Correction

The top minimum for reporters and display sales in the second year of a new contract at the New York Post is $363.80 rather than $368.80, as reported in the Jan. 11 GR.

$43 won in 2-year Thomson pact

Oshawa, Ont.—A $43.60 increase over two years in key minimums and a $75.10 upgrading for the family-page editor have been won by the Toronto Guild in a settlement at Thomson's Oshawa Times.

The reporter top will go to $222.50 during the contract span. So will the top for the family-page editor, whose lower salary was the basis for an unsuccessful sex-discrimination complaint early last year.

General increases range from $29 to $43.60 at the top-minimum level. Progression schedules are reduced all along the line.

Family Page Editor Daisy Morant, in a charge supported by the Guild, had accused the Times of sex discrimination because her salary was lower than the sports editor's. But the Ontario Labour Department ruled that it was impossible to equate the two jobs.

The new minimum will eliminate a $31.50 gap between her job and that of reporter.

In another move aimed at sex bias, the Guild won a clause barring discrimination based on marital or parental status, in addition to the previous prohibition of bias based on race, creed, sex, color or national origin.

The experience requirement for progression to the reporter top minimum is reduced from six years to 4½, as are those for edi-

(Continued on Page 7)

Board orders bargaining in Winnipeg

Winnipeg, Man.—The Manitoba Labour Relations Board, responding to a Guild charge, has ordered the Winnipeg Free Press to bargain an initial contract with the Guild.

The order was issued Jan. 7 following a judge's dismissal of a company petition to upset the Guild's certification. But the Free Press, whose appeal of the decision will be heard by the Manitoba Court of Appeal Jan. 28, obtained a temporary stay of the order from the appellate court Jan. 21.

Provincial Labour Minister Russell Pauley has appointed a special prosecutor to press charges that the company has attempted to foster a company union, the FP Publications Staff Association, by activity that included participation by the son of Publisher R. S. Malone.

Meanwhile, another company union has intervened in the Winnipeg Guild's bid to represent 110 advertising and editorial employes of the Winnipeg Tribune.

The Tribune Employes Association, which was recently certified to represent composing-room employes, applied for certification in the advertising, business, circulation and editorial departments. It intervened on the final day of a 10-day extension of the intervention period, which had been requested by the Tribune.

The employes' association claimed the support of 45 employes, substantially less than the number that signed Guild cards.

The Tribune itself also intervened, taking the position that the two-department unit sought by the Guild is inappropriate.

Feb. 6 election ordered in Buffalo dispatch unit

Buffalo, N.Y.—A representation election will be held Feb. 6 on the Guild's petition to represent 31 dispatch-department employes at the Buffalo Courier-Express.

The election date was set by the National Labor Relations Board after the company consented to an election. The Typographical Union, which started to sign up dispatch employes after the Guild filed its petition, was unable to muster sufficient support to make official intervention worthwhile.

AFTRA directs raid at Guild UPI unit

TNG filed raiding charges against the American Federation of Television and Radio Artists Jan. 17 following an AFTRA attempt to sever 24 United Press International employes from Wire Service Guild coverage.

AFTRA filed a petition Jan. 11 to represent reporters, editors and engineers at UPI's Audio Network Radio News Service in New York and Washington. It submitted a petition to decertify the Guild simultaneously.

The National Labor Relations Board said it would delay action on the representation petition until Feb. 14 to allow time for action by the AFL-CIO under its no-raiding rules. But it dismissed the decertification petition, saying the unit was inappropriate for that purpose.

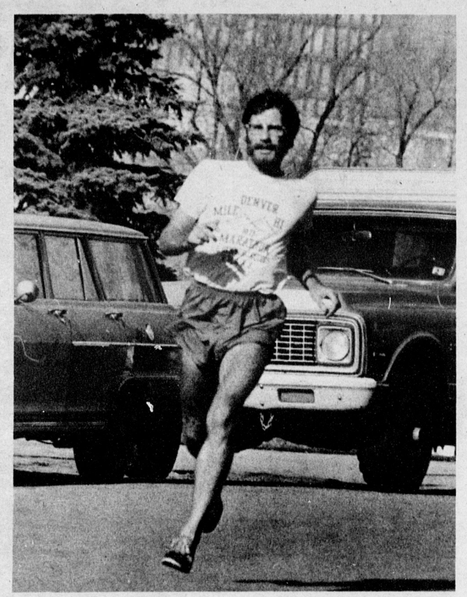


Photo by Dick Davis, Denver Guild

Cross-city runner

The fuel shortage won't affect the commuting habits of Rocky Mountain News Guildsman Dennis P. Walsh, who daily runs the 12 miles from home to his copy reader's job and back through Denver. It's his training routine as a marathon runner. Walsh had to drop out of the American National Marathon in Galveston, Tex., in November after 15 miles because of exhaustion produced by a strep throat, but he plans to run in the Boston Marathon in April.

Montreal Guild gleans fringes from craft pact

Montreal, Que.—A tentative settlement that will spin off fringe benefits to the Guild was won by craft unions Jan. 19 following a half-day work stoppage at the Montreal Star.

The unions won a $64 increase in journeymen scales over a 33½-month contract term, plus automation job-security guarantees. The unions—Typographical, ITU Mailers', Pressmen's, Paper Handlers' and Stereotypers'—are scheduled to vote on ratification at a joint mass meeting Jan. 27.

Under a provision agreed to in bargaining for a Montreal Guild contract last spring, Guild-covered employes will share the fringe gains won by the crafts—a fifth week's vacation, after 20 years' service, and a guarantee of seven hours at doubletime for work on a holiday shift.

Overtime on a holiday will be at 3½ times the regular rate, and employes working a holiday shift will get a day off, in addition.

The settlement was reached in round-the-clock bargaining in the early hours of Jan. 19, three days after 350 craft unionists left their jobs to attend a meeting on the bargaining situation. They returned after four hours, but the Star was unable to publish for the day.

Guild members, by prearrangement with the Star Council of Unions, remained at work.

The Star agreed during last year's bargaining with the Guild to give Guild-covered employes any vacation, holiday, sick-leave and pension improvements won in craft bargaining. The Guild participated in joint negotiations with the crafts on these four issues.

The Guild will also seek to gain extensive automation protection won in the craft settlement—including a guarantee of jobs for all employes on the payroll as of last March 15 and a provision banking 75 percent of the work time saved by job reductions resulting from new equipment. The time will be used to provide extra days off.

The unions also won an early-retirement bonus in automation situations. Employes over 60 who retire early will receive an extra $350 a month pension until they reach 65, plus a lump-sum payment on retirement of $150 for every month between retirement and 65.

Move to oust Guild is spiked in Adrian

Detroit, Mich.—Issuing an unfair-labor-practice complaint against Thomson's struck Adrian Telegram, the National Labor Relations Board has spiked a company move to decertify the Guild as bargaining agent.

NLRB Regional Director Bernard Gottfried charged the Telegram with refusing to negotiate on economic matters until the Guild withdrew its demand for a union shop.

The complaint automatically derailed a company petition to decertify the Guild, filed following the first anniversary of the Guild's strike Oct. 12. In a decertification election, strikebreakers but not strikers would be allowed to vote.

The Typographical Union, which is striking jointly with the Guild, withdrew a charge similar to the Guild's. The dismissal removed a roadblock to a management-requested representation election among the printers, but the Typographical Union said it would continue to prosecute the strike.

Negotiations in the 13½-month strike have been suspended since August. Former Adrian Mayor John E. Giles named a seven-member citizens' committee in October to make recommendations on settling the dispute, but the committee was dissolved when Giles was succeeded the next month by Mayor Norman Haft.

The Telegram, after initially suspending publication, has been printing in competition with the strikers' interim Maple City Reporter and the Lenawee Tribune, a weekly that went daily in November.

The Telegram has suffered substantial advertising losses to the Tribune in the three-way competitive situation. Figures filed by the Telegram in connection with an antitrust suit against the unions and the Reporter showed that the newspaper lost almost $500,000 in the strike's first year.

Unit Chairwoman Normaleen Snedeker, in a letter to Guild locals, said the NLRB complaint and the Tribune's inroads into Telegram advertising make the strike picture "much brighter." Voicing hope for an early settlement, she asked locals for "continued financial support to enable us to march forward and win this fight."

Hearst cuts spare Guild in Boston

Boston, Mass.—Hearst's Boston Herald American will eliminate its afternoon editions Feb. 11, but 265 Guild-covered employes apparently will escape the dismissal ax.

Publisher Harold G. Kern announced Jan 16 that the paper will lay off 150 employes, 10 percent of its staff. But management told Boston Guild President John J. Breed that no employes in Guild departments will be dismissed. Printers, pressmen and editorial employees will be the principal groups affected.

Editorial employes are represented by a federally chartered AFL-CIO local. The Guild represents advertising, business, circulation and maintenance employes, plus composing-room helpers.

Kern said the Herald American was discontinuing the two editions because fewer people are buying afternoon papers. He said local stores and newsstands selling the paper are afraid to stay open in the evening because of crime.

Guild sources said they thought the problems shared by the Herald American with other afternoon papers in large metropolitan areas—increasing competition from suburban dailies and distribution difficulties caused by traffic congestion—were more significant factors in the decision.

The afternoon editions account for 60,000 of the all-day Herald American's 375,000 circulation.

The Hearst paper, formerly the Record American, went to all-day publication in 1972 after absorbing the old Boston Herald Traveler. Its decision to go back to morning-only publication leaves the Boston Globe, with morning and evening editions, alone in the afternoon.

Paid officer sought

Los Angeles hikes dues to 8%

Los Angeles, Calif.—Los Angeles Guild members voted 205 to 8 Jan. 14 to increase their dues from five percent to eight percent of weekly salary in order to hire an administrative officer.

The dues increase represents a move to put the local on a new organizational footing in the wake of the six-year Los Angeles Herald-Examiner strike. The Long Beach Independent and Press-Telegram Unit is now the local's largest.

The local, which has not had its own administrative officer since the start of the strike, is accepting applications for the post. TNG International Representatives Dick Pattison and Charles Dale have been serving in that capacity on a parttime, acting basis.

The new dues schedule, in addition to raising more money, was designed to produce greater equity. A local assessment equivalent to the difference between regular and reduced TNG dues has been ended by local executive-board action, effective with the new dues schedule.

The assessment had been levied for the Herald-Examiner strike fund and had been in effect since early in the strike. Payments to the fund ended Dec. 31.

Despite the elimination of assessment income, the Guild and other striking and locked-out unions are still maintaining strike-lockout headquarters and picketing both the Herald-Examiner and its advertisers.

The Guild reported the receipt of $4,225 in donations from other locals during the past six months, including $3,300 from San Francisco-Oakland, $800 from San Jose and $75 from Sioux City.

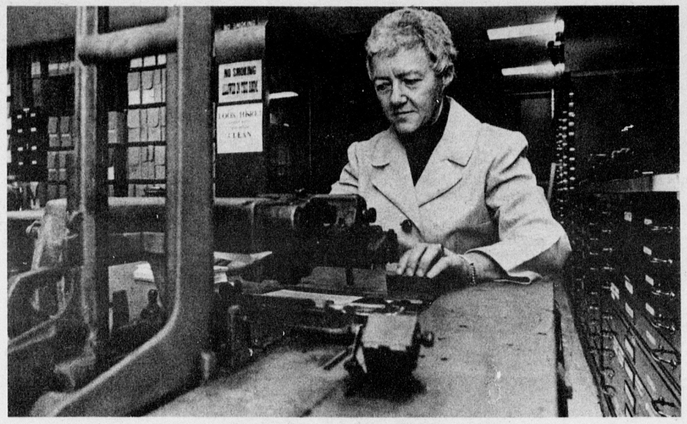
Canadian servicing plan hikes tariff

Ottawa, Ont.—Participants in the Eastern Canada-Canadian Wire Service Guild Servicing Program voted Jan. 12 to continue the program for another year and raised the tariff for participants.

Representatives of TNG and the Toronto, Montreal, Ottawa and Canadian Wire Service locals increased their payments from $425 to $500 to meet increased operating and salary costs.

The annual meeting was led by William H. McLeman, the Guild's new Canadian director. TNG was represented by President Charles A. Perlik, Jr.

Printed in U.S.A. 2nd-class postage paid in Washington, D.C., and additional mailing offices. Issued semimonthly, except monthly in Dec., July, at 1125 15th St. N.W., Wash., D.C. 20005. $6 a year.



New address: Smithsonian

Particia Wert, treasurer of the Washington-Baltimore Guild, runs a probing hand over ancient Addressograph machine turned over by the local to the Smithsonian Institution. The machine was sent to the Smithsonian's National Museum of History and Technology, where it reposes in a warehouse (above), after it got so old replacement parts could no longer be obtained.

Globe & Mail settlement hikes reporters' top $40, to $275

Toronto, Ont.—The reporter top minimum is increased $40, to $275, in a new two-year contract at the Toronto Globe & Mail.

The settlement also provides for five weeks' vacation, a dental-insurance plan and extended health insurance that will include free prescription drugs.

The fifth week's vacation is effective after 25 years' service. Dental insurance will be provided, with employes and the company sharing the cost equally, if 75 percent of all Globe & Mail employes or of those under Guild coverage enroll.

The health-care plan under which free drugs are provided will be paid for entirely by the company, along with the basic Ontario Health Insurance Plan. The company formerly paid only half. Deductible amounts under the extended plan will be reduced from $50 for single coverage and $100 for family coverage to $10 and $20, respectively.

The company will also increase its life-insurance payments from the cost of $1,500 insurance to the cost of $3,000.

New minimums in the Guild's editorial contract include a flat minimum of $310 for editorial writers and editorial cartoonist, up $40, and a top of $110.45 for copy boys, up $19.10. Top minimums in a separate circulation contract include one of $140.40 for stenographers, up $24.30, and one of $134.40 for junior clerks, up $22.30

A third contract, for maintenance, garage and delivery employes, provides a flat minimum of $194.60 for highway truck drivers, up $30, and one of $259 for electricians and machinists, up $40.

Added is a ninth paid holiday, on the employe's birthday, and pay for employes subpoenaed as witnesses. Marital status is added to the categories in which job discrimination is forbidden.

The severance-pay ceiling is increased 12 weeks, to 52, and discussions on instituting a four-day week will be held.

The contract was ratified by 53 to 38 at a meeting Jan. 19. A majority of the bargaining committee recommended acceptance, but the Toronto Guild executive committee registered dissatisfaction with a clause allowing employes to be transferred without their consent, although without loss of pay or benefits.

The executive committee had originally refused to agree to the settlement, terming the clause "a serious erosion of job security," but it permitted the agreement to go to the membership after attempts to eliminate the clause failed.

Management agreed to guarantee the jobs of all maintenance employes when the Globe & Mail moves to a new plant on Front Street.

Twin hike in Twin Cities

St. Paul raise held to $22

St. Paul, Minn.—An arbitrator, refusing to go beyond the terms of a reopener settlement at the Minneapolis Star and Tribune, has awarded a wage package that will increase key top minimums at the St. Paul Dispatch and Pioneer Press $22, to $304, over a year.

Prof. Harold W. Davey of Iowa State University awarded increases of 5.5 percent in most job categories but allowed extra money, matching that in Minneapolis, for reporters and ad salesmen.

The Twin Cities Guild went to arbitration when management refused to agree to the extra increase in key minimums. Marvin Friedman, TNG's economic-controls consultant, presented a case for increases as high as 10.3 percent.

But Davey said such increases would put St. Paul employes, whose key top minimum trails that in Minneapolis by $3, ahead for the first time. "This procedure is more appropriate for negotiation than for wage-reopening arbitration," he said.

Davey conceded that the 5.5-percent increase urged by management "may not prove to have been sufficient" to cover the increase in living costs for the reopener year starting last June 1. But he said he could not make a decision "that is purely speculative."

Davey also rejected a Guild request for additional increases for classified outside salesmen, whose top is increased $14.25, to $273.25, and for circulation supervisors, whose top is raised $12.80, to $245.55. He said this question, too, was more appropriate for negotiation.

The arbitrator said he lacked the authority to order a checkoff of the first week's wage increases, as requested by the Guild, despite "considerable proof that the membership was favorable to such a request."

The increases ordered by Davey raise the top minimum for the editors' group $24.20, to $334.40, that for classified phone sales $8.11, to $155.61, that for clerks $6.79, to $130.24, that for switchboard operators $7.39, to $141.74, that for stenographers $7.07, to $135.67, that for janitors $6.85, to $131.40 that for computer programmer-operators $11.66, to $223,66, and that for office boys and girls $5.59, to $107.24.

Combined with a first-year increase of $24, the $22 raise yields a two-year hike of $46 in the key top minimum.

Key minimum up $35, to $335, in 2-year AP pact

New York City—The top minimum for newsmen and newswomen at Associated Press will go up $35, to $335, under a two-year contract ratified by membership referendum Jan. 18.

The agreement was approved, 401 to 305, after management added a cost-of-living clause in the second year calling for an increase equivalent to any rise in the Consumer Price Index exceeding eight percent from December 1973 to December 1974. The cost of living rose 8.8 percent last year.

An earlier proposal without the cost-of-living clause had been rejected by a vote of 444 to 284 after the negotiating committee termed it inadequate and TNG's Contracts Committee recommended rejection.

The settlement provides a five-week vacation for the first time, after 30 years' service. It also contains an escalator clause under which mileage allowances will increase as gasoline prices go up.

Provisions geared to the Wire Service Guild's minority-training goals allow extension of the probationary period to 14 months in the case of trainees and assures trainees of staff status after the successful completion of training.

AP is required to review the progress of each trainee periodically with him or her. All employes are entitled to annual review of their personnel evaluation with their bureau chief or department head.

Job titles are broadened to eliminate sexual designations, with "newswoman" added to the key classification and the title of office boy changed to office assistant.

The key top minimum is increased $17 retroactive to Jan. 1 and $18 next Jan. 1. The top for stenographers and telephone operators is raised $19.85, to $175.80, that for clerks is up the same amount, to $156.40, and that for office assistants is increased $14.75, to $124.30. General increases range from $9.10 to $35 over the two-year span.

The mileage escalator provides a one-cent increase for each 11-cent rise in the national average price of regular gasoline, as measured by the Bureau of Labor Statistics.

The allowance starting point is increased two cents, to 15 cents for the first 125 miles a week and 13 cents thereafter, for employes not on a fixed allowance.

The company's share of hospitalization-insurance premiums is raised from $16.50 to $41.50 a month for family coverage and from $13.50 to $23.50 for individual coverage.

During the course of bargaining, AP agreed to conduct noise-level surveys in seven bureaus cited by the Guild as having exceptional noise problems. They are Boston, Albany, Chicago, Milwaukee, Phoenix, Seattle and Austin.

AP Vice President Keith Fuller said the Guild would be given results of the survey soon and promised that management would seek to remedy any other noise problems brought to its attention.

The negotiating committee, in terming the original AP offer inadequate, noted that it barely exceeded "the old 5.5-percent wage guideline," amounting to 5.67 percent each year.

The committee told AP it would recommend acceptance if a cost-of-living clause were included, but management refused. In submitting the proposal to a vote, the committee stated its belief that "nothing more can be gained except by a strike."

TNG's Contracts Committee cited the same issue, wages, in urging rejection. It said the settlement actually fell short of what the old 5.5-percent guideline would have allowed in wages and fringes and noted that under Phase Four, that guideline can be exceeded if both parties consider it justifiable.

The negotiating committee unanimously recommended acceptance of AP's revised offer.

TNG Secretary-Treasurer Robert M. Crocker, a former Wire Service Guild officer, participated in negotiations.

San Jose gets 1-woman unit

Los Gatos, Calif.—The San Jose Guild has its first labor-press unit—the one-woman staff of the Labor Union Gazette, official publication of the Building Trades Council of Santa Clara and San Benitos Counties.

The Guild negotiated an initial 23-month contract following the Gazette's extension of voluntary recognition. The contract covers all employes that may eventually be hired by the Gazette's editorial, advertising, circulation and business departments—but at the moment, the only employe is Editor Betty Dravis.

The contract establishes a $310 editor-reporter top minimum, eight paid holidays and four weeks' vacation after five years' service.

Sun bid to force scanner use fails

Baltimore, Md. — The Baltimore Sunpapers failed Jan. 18 to get an injunction that would have forced Sun printers to use an optical scanner installed in the composing room in the midst of automation negotiations.

A Federal Court Judge, who had earlier denied a request for a temporary restraining order, refused to issue a permanent injunction. The printers had been set to take a strike vote had the injunction been issued.

Judge James B. Miller, Jr., noting that the printers' contract expired Dec. 31, said he could not grant an injunction in the absence of a contract.

The printers have refused to use the scanner pending a contract agreement on automation. The Sunpapers and Hearst's Baltimore News American have been negotiating on the issue for more than a year.

The Typographical Union is seeking job security for its members in any automation pact.

The scanner was introduced Jan. 2 without any agreement by the union on terms for its use. Management, in going to court, maintained that the printers are required to operate it as part of their job.

Brian L. Flores, administrative officer of the Washington-Baltimore Guild, said there was no quarrel about jurisdiction over the scanner between the Typographical Union and the Guild.

THE SHORT OF IT

NEWSPAPER STRIKE INSURANCE has become a fact of industrial life, but airline unions have launched a drive to outlaw it in their industry. Legislation has been introduced in both houses to ban the airlines' Mutual Aid Pact as a barrier to genuine collective bargaining . . . . The Allentown Call and Chronicle has introduced a new twist on the four-day week. Photographers are supposed to take "16 great photos" a week and can then take the fifth day off . . . . An Associated Press Managing Editors' survey of editors' reaction to journalism reviews shows they approve them—in somebody else's city. Most were highly critical of reviews in their own areas but virtually all approved "the concept of the review" and several had praise for reviews "more or less national in scope or published in a city other than the editor's newspaper" . . . . The Minnesota Press Council issued a broadside criticism of 32 state newspapers for printing a news release by the Minnesota School Boards Association on a proposed public employes' bargaining act without citing the source.

●

One of Heywood Broun's famed Christmas parables, "A Shepherd," was printed on the New York Times op-ed page Dec. 24—34 years after the Guild founder's death . . . . Actor Carroll (Archie Bunker) O'Connor, receiving an honorary membership in the International Brotherhood of Electrical Workers recently for refusing to cross an IBEW picket line at CBS, recalled that his first union was the Guild. He joined as a copy boy in the New York Times sports department in 1941, when his ambition was to be a newspaperman . . . . The Detroit Guild has established a scholarship to a two-year course for union members at Wayne State University. The first to receive it is Bobbie Jean Ruffin, a local executive-board member and dispatch clerk at the Detroit Free Press . . . . And the Pacific Northwest Guild is paying the cost of tuition and books for 15 members attending night classes in collective bargaining at Shoreline Community College.

●

A PANEL OF FEDERAL COURT judges has overturned Alabama's new law requiring reporters to disclose their finances and obtain accreditation from an ethics commission before they can cover state government. It said the law interfered with reporters' constitutional right of access to the news . . . . FBI Director J. Edgar Hoover, in setting up a secret plan to "expose, disrupt and otherwise neutralize" the New Left, found a place for the press in his scheme. "The devious maneuvers and duplicity of these activists must be exposed to public scrutiny through the cooperation of reliable news media," said a Hoover memorandum issued at the time . . . . Newspapers that have become monopolistic, wealthy and comfortable "have lost something of their soul" by failing to serve as "ombudsmen" for minority communities, Robert Maynard, the Washington Post's own ombudsman, told the Associated Press Managing Editors recently . . . . Add to monopoly newspaper towns: Bloomington, Ind., where the seven-year-old Courier-Tribune folded in December, leaving the Herald-Telephone again unchallenged.

●

Newspapers that segregate their want-ad columns by sex are violating the state's antidiscrimination act no matter how the columns are headed, Colorado Atty. Gen. John P. Moore has advised the state Civil Rights Commission. But in Connecticut, pubishers are appealing a similar ruling to the State Supreme Court, claiming no proof has been offered that sex-designated job ads discriminate against women . . . . The San Francisco Press Club, after years of bitter criticism, has finally voted to admit women to full membership. The American Civil Liberties Union had brought suit against the exclusionary policy . . . On the other side, the AFL-CIO National Auxiliaries has opened its membership to men, eliminating the word "women" throughout its bylaws . . . . TNG International Vice President Dorothy M. Sain and Virginia O'Shea, first vice president of the Cleveland Guild, conducted workshops at a statewide rally held by the Ohio Coalition for the Equal Rights Amendment Jan. 12.

Bakersfield publisher hit for attack on reporter

Bakersfield, Calif.—The Bakersfield Guild has rebuked the publisher of the Bakersfield Californian for an "unjustified assault" on the integrity of a reporter whose story he publicly disowned as "disgusting and outrageous."

The Guild demanded that Publisher Donald H. Fritts clear the name of the reporter he had attacked in a letter to Mayor Donald Hart. Fritts made the letter available to radio and television.

The reporter had written a story describing how a city employe was used to conduct Hart's private business on a phone in the mayor's office. When Fritts read the story in the paper, he wrote the mayor a letter of apology, terming the story "nit-picking and totally unfair."

"It is this type of reporting that brings the press into disrepute," Fritts declared.

The Guild, at a membership meeting, unanimously adopted a resolution assailing Fritts's action as "an insulting attempt to humiliate" the reporter "to avoid a confrontation between the newspaper and a political figure."

Fritts "has not only offended the name of that individual reporter, but his insensitive castigation has been an affront to other Bakersfield Newspaper Guild members," the resolution declared.

Ted Poston dies; organized Guild at black paper, held Mellett post

TED POSTON

New York City—Ted Poston, an organizer of the Guild's Amsterdam News Unit and one of the first black reporters to be hired by a metropolitan daily, died Jan. 11 of arteriosclerosis. He was 67.

Poston, whose byline appeared in the New York Post for 33 years, was a member of the board of directors of the Mellett Fund for a Free and Responsible Press, established by TNG through a bequest from Scripp-Howard columnist Lowell Mellett. He stepped down from the board when he retired from the Post in 1972.

Poston, who became known for his civil-rights coverage at a time when scarcely any blacks had reporting jobs, won numerous awards, including TNG's Heywood Broun Award. He received the Broun Award in 1949 for his coverage of a Florida rape trial in which two black youths were sentenced to death.

In an experience typical of his career, Poston had to flee with another reporter and two black defense attorneys to escape a lynch mob after the trial. They eluded their pursuers in a 90-mile-an-hour chase over back-country roads at night.

Poston, a graduate of Tennessee A&I College, was forced to work as a Pullman porter before getting his first newspaper job—on the Pittsburgh Courier, a black weekly.

In 1930, he went to the Amsterdam News, organized it and helped lead a strike for an initial contract in 1935. The contract contained a clause that no employe could be dismissed for three months after signing—so on the 90th day, Poston and the unit's other organizer were fired.

He joined the Post after a stint with the WPA Writers Project. During World War II he held a succession of government public-relations jobs, with the National Defense Advisory Commission, the War Manpower Commission, the Office of Production Management, the White House and the Office of War Information, for which he was deputy director under Elmer Davis.

He became a member of the Mellett Fund board on its organization in 1965, taking part in its decision to sponsor pilot community press councils, including two specifically aimed at improving relations between the press and the black community.

Poston was considered to have been the first to demonstrate that a black reporter could cover general news stories. The demonstration was not without its hazards; when Poston worked in the South, he carried a card identifying himself as a minister.

Asked once by an Alabama sheriff whether he worked for "one of them nigra papers or a white paper up north," Poston left the lawman speechless by replying: "Well, sheriff, I don't rightly know. I understand that down here one drop of Negro blood makes one a Negro. Well, I'm the one drop of Negro blood on the New York Post, so what does that make it?"

Poston strove hard to increase the transfusion of black blood in the newspaper industry, helping a number of young black journalists to get jobs at the Post. In 1972 he received an award from Black Perspectives, an organization of black journalists, for his pioneering role as a black reporter.

Left at the Post

Handicapper loses his horse

New York City—You can't own a racehorse and continue as a handicapper, an arbitrator has ruled in a case at the New York Post.

Arbiter Milton Friedman, while reversing the Post's dismissal of handicapper Henry Hecht, ruled that Hecht would have to dispose of his 25-percent interest in Bardella N., a harness racer, if he wanted to keep his job. Hecht decided to keep the job rather than the horse.

Friedman termed co-ownership of a horse a "blatant and unacceptable" conflict of interest for a handicapper.

"Obviously the racing public would react with scorn and cynicism directed at Mr. Hecht and the Post if it were aware that he and a horse owner were partners in a horse which raced at tracks covered by Mr. Hecht," the arbiter said, adding:

"It would open the gate to the suspicion that others on the staff had a financial stake in the fields which they covered."

Hecht had realized a long-time dream when a major trotting-horse breeder, Alan Leavitt, and a partner agreed to turn over part of their interest in Bardella N. to Hecht. Under the arrangement, Hecht was to reimburse the owners for his $2,125 interest from the horse's winnings.

Bardella N. proved a consistent winner, finishing in the money six times out of 10 last year and earning $10,000. But Hecht was required to surrender his share of the winnings, as well as the horse itself, under the arbitration decision.

When Hecht told his editor of the acquisition, he was ordered to divest himself of all ownership in the horse. He proved reluctant and was suspended pending the outcome of arbitration proceedings initiated by the New York Guild.

When the Post learned at the arbitration hearing of the arrangement under which Hecht acquired his interest, it termed the acquisition a gift and announced it was changing its action to dismissal.

Friedman, in finding a conflict of interest, noted that Hecht had "scrupulously omitted" making picks for races in which Bardella N. ran and that the handicapper said his relationship with Leavitt would not influence his picks in races involving other horses owned by Leavitt.

But Friedman declared:

"Conflicts of interest or apparent conflicts of interest must be judged in terms of what is a reasonable standard of conduct which may properly be demanded of everyone, those of weaker moral fiber—or potentially weaker moral fiber—as well as those who may be generally regarded as possessing unimpeachable virtue.

"A newspaper would pay a heavy price if it acquired a reputation for overlooking relationships and conduct which the average person would find suspicious. Who would condone a practice of reporters engaging in joint ventures with the very persons about whom they should maintain scrupulous objectivity?"

But Friedman said that while the Post was justified in demanding that Hecht surrender his interest in the horse, it was not justified in firing him.

He pointed out that the handicapper had made no effort to conceal his ownership or the circumstances under which it was acquired, terming the issue "a question of judgment rather than any form of hidden venality." He also cited Hecht's inexperience—he had been a racing reporter for only 2½ years—as a mitigating factor.

Editor & Publisher, in reporting the decision, noted that a number of publishers have owned race horse—most prominently, John Hay Whitney of the old New York Herald Tribune and the late Harry F. Guggenheim of Newsday. None have apparently ever considered that horse ownership raised a conflict of interest on the sports pages of their newspapers.

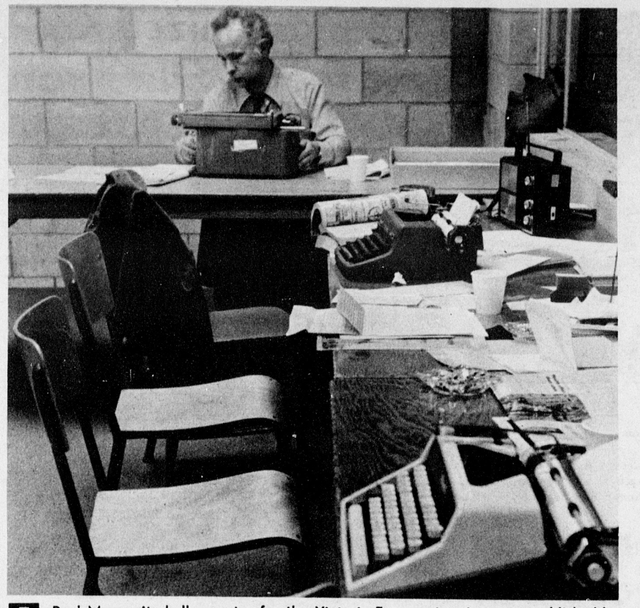
Detroit News acts against watchmen

Detroit, Mich.—The Detroit News is seeking to extract 28 watchmen from the Guild's 100-member maintenance unit at the News's four plants.

The company filed a unit-clarification petition with the National Labor Relations Board Jan. 14, asking that the unit be restricted to janitors. It said the Guild was not legally entitled to represent the watchmen.

The petition was filed only 11 days before a scheduled arbitration on the News's refusal to concede contract coverage to watchmen at its new automated plant in Sterling Heights. It moved into the plant in July, subcontracting the watchmen's jobs.

The News asked arbitrator Richard Mittenthal to postpone the Jan. 25 hearing pending action by the NLRB. The Guild objected to any delay.



1 Paul Moss, city-hall reporter for the Victoria Express, interim paper published by striking and locked-out employes of the Victoria Colonist and Times, ponders a story. Editorial decisions are made by consensus among senior editorial personnel and reviewed at weekly meetings of the entire staff.

2 While Judy Gibbons clips display ads, classified ads are organized by, clockwise from left, Bernie Leavitt, Ray Sidaway, John Hutchinson and Holly Verville. Ad salespersons sold seven pages of ads for the very first issue.

Victoria's strike Express

3 Printers Paul Scott, left, and David Wilson punch copy onto tape as Tony Weiss checks the latest issue. Night trips to three out-of-town print shops as far as 140 miles away to set type have become known as Midnight Express rides.

5 The money rolls in. Patricia Leam of circulation counts up returns from over 100 neighborhood delivery routes organized by circulation employes to supplement initial street sales. The Express has achieved a press run of 30,000.

4 Printers Garry Pynn, left, Kenneth O'Connor, center, and Robert Anderson paste up pages. The Express, printed in Vancouver, is trucked via midnight ferry from the mainland to Victoria.

Oath-taking in Jersey

State Labor and Industry Commissioner Joseph A. Hoffman, right, administers the oath of office to North Jersey Guild officers—clockwise, from foreground, Vice President Lore Fiedler, Corresponding Secretary John Lutton, Vice President James M. Dolan, Treasurer Robert Johnson, Vice President Elias Holtzman, Recording Secretary Jean-Rae Turner and President George B. Dawson. It was the first public appearance after his appointment for Hoffman, a former union member.

Honolulu paper, Guildsman obtain court order to spike mayor's ban

Honolulu, Hawaii—The Honolulu Star-Bulletin and Hawaii Guildsman Richard Borreca have obtained a preliminary injunction forcing Mayor Frank F. Fasi to admit Borreca to his press conferences.

The legal action was the latest escalation of a long-standing feud between the mayor and the Star-Bulletin. Fasi responded by announcing that he would henceforth no longer hold "what is *generally called a press conference*" and would instead issue statements to television and radio.

The Honolulu Advertiser announced it would seek a second injunction to bar the mayor from excluding print-media journalists. Fasi's exclusion applies to wire-service as well as newspaper reporters.

Fasi, who at one time had refused to let anyone on the Star-Bulletin attend his news conferences, had barred Borreca on the ground that the reporter's articles about him were "biased and malicious." Fasi is currently seeking the Democratic gubernatorial nomination.

In Federal Court here, the mayor's attorney argued that Borreca's exclusion did not violate the reporter's or the newspaper's constitutional rights. But Judge Samuel P. King ruled otherwise, ordering the mayor's news conferences opened to them.

Fasi sent the Star-Bulletin and the Advertiser letters offering to admit their reporters if they would provide him with equal space and play to respond to both attacks on him and to "news reports which we believe to be distorted, biased and unfair."

Wilkes-Barre Guild leader assaulted by commissioner

Wilkes-Barre, Pa. — Wilkes-Barre Guild President Jack Wallace is weighing assault charges against a county commissioner who attacked him while Wallace was covering a commissioners' meeting.

E. C. Wideman, chairman of the Luzerne County Commissioners, grabbed Wallace by the hair and forced his head backward, sending him out of his chair and onto the floor. Wallace's glasses fell off and his arm struck a radiator.

The incident occurred Jan. 2, two days after Wideman and Wallace had heated words at a county budget meeting. Wallace accused the chairman of "ramming through" the budget without giving the press or the public a chance to question controversial items. Wideman accused Wallace of prejudiced reporting.

Wideman attacked Wallace when the newsman made a facetious remark following the end of the Jan. 2 meeting. Later, when Wallace tried to call police to report the incident, Wideman stepped up to the phone, apologized and broke the connection.

Wallace, who is a reporter for the Wilkes-Barre Times-Leader, News, Record, said he has turned over the case to the Guild's attorney, Sol Lubin.

Two years ago, another Times-Leader reporter, the late Benjamin Kupstas, accused Wideman of driving a car to within inches of where Kupstas was standing and making threatening gestures accompanied by a profane attack. Wideman was displeased with Kupstas's reporting of a county salaries dispute.

Court to review law on access

The U.S. Supreme Court has agreed to decide whether newspapers can be forced to print replies from political candidates criticized in their columns.

The court agreed to review a Florida Supreme Court decision upholding a state law wielded against the Miami Herald. The Herald was sued by Pat L. Tornillo, Jr., a Teachers' union leader who was running for the Legislature, after Tornillo was denied space to reply to two editorials.

The Herald's appeal is being supported by several news organizations. Tornillo is being assisted by Prof. Jerome A. Barron of George Washington University, an advocate of laws guaranteeing citizens' access to the media.

LOCAL ELECTIONS

Cincinnati

President, **Ben Schilmeister**; vice president, **Eldon Phillips**; secretary, **Janet Albright**; treasurer, **Carol Sanger.**

Gary

President, **Forbes Scott** (Scott, 35; Robert Ashley, 10); first vice president, **Wallace M. Thrower**; second vice president, **Thomas Stundza**; secretary, **J. Lynn Allen**; treasurer, **Larry Bretts.**

North Jersey

President, **George B. Dawson** (Dawson, 105; Firman R. Loree, 57); first vice president, **James M. Dolan**; second vice president, **Elias Holtzman**; third vice president, **Lore Fiedler**; recording secretary, **Jean-Rae Turner**; corresponding secretary, **John Lutton**; treasurer, **Robert Johnson.**

Pacific Northwest

President, **Bruce McKim**; vice president, **Shirley Caldwell** (Caldwell, 284; Robert Lane, 151); recording secretary, **Anna Padia**; treasurer, **Gary Dodge** (Dodge 321; R. J. Madler, 99).

Providence

President, **Leon J. Dykas**; vice-president, **Gary York**; secretary, **Robert Keenan**; treasurer, **Michael R. Carey.**

San Antonio

President, **Fred B. Walker, Sr.**; vice president, **Ray Evans**; secretary, **Gaylen Finkles**; treasurer, **Lynda Sweet.**

San Francisco-Oakland

The names of the San Francisco-Oakland Guild's first and third vice presidents were inadvertently transposed in the Jan. 11 Guild Reporter. Helen Palter was elected first vice president and Robert J. DiStefano third vice president.

Wire Service

President, **Lyle W. Price**; AP vice president, **Adolph Bernotas**; UPI vice president, **Philip L. Newman**; secretary-treasurer, **Bob Miller.**

Youngstown

President, **Larry Quinn**; vice president, **Ralph Williams**; secretary-treasurer, **William Wirtz.**

Debut of new paper delayed in San Juan

San Juan, P.R.—Publication of a new Guild-covered daily to replace the defunct El Imparcial has been delayed pending the arrival of new type.

El Vocero de Puerto Rico (The Voice of Puerto Rico), launched under the auspices of a former El Imparcial vice president, had been scheduled to come off the presses Jan. 21, hiring a majority of 137 Guild employes left jobless when El Imparcial folded Nov. 22.

But Gaspar Roca, president of the new corporation, notified the Puerto Rico Guild that he was delaying publication in order to switch to a tabloid format with entirely new type.

El Vocero will be printed at the same plant in which El Imparcial was published and had originally planned to use the same type and full-size format as El Imparcial, whose own plant was gutted by fire last year.

Roca estimated that publication would probably start early in February.

Puerto Rico Guild President Alfredo Gonzalez, Jr., said Roca has agreed to sign a Guild contract before publishing.

Daily in N.Y. purchased by Ingersoll

The Ingersoll chain has added another Guild paper, the Tonawanda News.

Ingersoll's purchase of the New York paper from a family group headed by Publisher Ruth L. Hewitt was announced Dec. 18. The price was not disclosed. The sale included the Kenmore Record-Advertiser, a weekly shopper, in addition to the 20,000 circulation daily.

Six other Ingersoll papers—in Pawtucket, Elizabeth, Pottstown, Kingston, Chester and Fall River—are under Guild contract. A National Labor Relations Board election on a Guild representation petition is scheduled Jan. 29 at a seventh, the recently acquired Auburn (N.Y.) Citizen-Advertiser.

The National Labor Relations Board, in establishing a unit of 63 employes at Auburn, included four employes of the weekly Camillus Advocate and four of six employes management had sought to exclude as supervisors.

In other chain acquisitions, the Chicago Tribune Co. has purchased the Valley News and Green Sheet in Van Nuys, Calif., Scripps-Howard has bought the Fullerton (Calif.) News Tribune and the Donrey Media Group has added the Henryette (Okla.) Daily Freelance, its 48th paper. The purchase price was not disclosed in any of the cases.

2 more states ratify rights amendment

Maine became the 31st state to ratify the Equal Rights Amendment Jan. 18 after an intensive ratification campaign joined by the Portland Guild.

Montana ratified three days later when the previously deadlocked Senate voted 28 to 22 to ratify. The Montana House had voted overwhelmingly in favor last year.

The amendment was approved by the Maine Senate, 19 to 11, a day after 78-to-68 approval by the House. Ratification failed by one vote in the Senate last year.

A Portland Guild resolution supporting the amendment was adopted by the Maine State Federated Labor Council last fall after a TNG-sponsored resolution changing the AFL-CIO's position on the amendment was adopted by the AFL-CIO convention.

Local President Elwood (Woody) Bigelow wired legislators urging approval and asked the state labor body to testify on behalf of the amendment.

Ratification by six more states is needed to incorporate the amendment into the Constitution. In Ohio, where the Cleveland Guild has been campaigning strongly, a Senate committee cleared it Jan. 22.

$28 wage hike, to $247, won in Salem pact

Salem, Mass.—Key top minimums are increased $28.65, to $247.44, in a new two-year contract at the Salem News.

A $24.86 increase in the top for janitors will boost it to $214.73, highest for the job in any Guild contract. A $204.44 figure just negotiated at the New York Times had held that position.

The key top minimum covers regular reporters and advertising sales. The top for district and sports reporters is increased $32.95, to $284.56, but that amount includes 3½ hours of guaranteed overtime. The top for photographers is raised $31.01, to $267.80, but that is for a work week of 38½ hours, 3½ more than is worked by reporters.

The contract, which is retroactive to Oct. 1, 1972, raises the flat minimum for assistant editor $32.43, to $280.06, the top for circulation district personnel $26, to $216.40, and the top for computer operators $19.54, to $168.70.

TNG's headquarters gets conference room

TNG has added a conference room to its new headquarters in the International Brotherhood of Electrical Workers building in Washington.

The room, 24½ by 34½ feet in area, adjoins the headquarters suite and will be used for International Executive Board meetings, staff conferences and other Guild functions.

DAY BOOK

Midwest District Council, winter meeting, Feb. 2 and 3, Madison.

Western District Council, winter meeting, Feb. 2 and 3, Sacramento Inn, Sacramento.

Great Lakes District Council, winter meeting, Feb. 9 and 10, Downtown Holiday Inn, Cincinnati.

Empire State District Council, winter meeting, Feb. 9 and 10, Albany.

41st Annual TNG Convention, July 15-19, Chase-Park Plaza Hotel, St. Louis.

For labor-press service

Former Guildsman Raymond W. Pasnick, right, editor of the United Steelworkers' publication Steel Labor, receives a plaque in recognition of his service as president of the International Labor Press Association from his successor, Max Steinbock, at ILPA executive-council luncheon held in Washington Jan. 11. Guild Reporter Editor James M. Cesnik took office as an ILPA vice president at the session.

Exemption in controls sought by publishers

(Continued from Page 1)

met Jan. 15 to coordinate strategy for a joint administrative and legislative push against controls, according to the Lee E. Dirks Division of Delafield-Childs Inc., newspaper-investment analysts.

The publishers plan to testify before Congress against renewal of any wage-price controls on economic grounds and to seek, alternatively, a specific exemption for the media on First Amendment grounds, a Dirks newsletter reports.

Dirks said industry officials are optimistic that Congress will approve the exemption. Dirks noted that the industry's 1971 argument that wage and price controls could facilitate government pressure on the media has been strengthened by Watergate revelations that the Administration attempted to exert such pressure through other government agencies.

TNG joined publishers in urging exemption in 1971 on just such grounds.

The ANPA told the Cost of Living Council that full decontrol was necessary "to correct the impact of crushing economic inequities."

It said controls were unnecessary because "natural competitive forces exert efficient and effective control."

It said they were inapplicable because they fail to recognize "the uniqueness of the newspaper business—its product and public-service responsibilities." It said they were inequitable because newspapers' competitors and the bulk of newsprint supplies are "effectively exempt from controls." And it said they were counterproductive because they have created "demand-pull inflation by holding prices down below realistic levels."

Meanwhile, the Cost of Living Council has granted Knight Newspapers permission for adrate increase expected to yield an additional 4.9 million dollars in revenue.

Other requested increases still under consideration would allow the chain an additional 8.7 million in revenue. And the company was preparing to submit still additional rate-increase requests yielding five million more to cover hikes in newsprint and other costs.

$43 won in two-year pact with Thomson in Oshawa

(Continued from Page 1)

tors' and display salesmen's jobs. The top for editorial-page editor, highest in the contract, is raised $43.60, to $228.80, and that for display salesmen the same amount, to $214.66.

Upgradings will give new job titles and increases of $34 to six junior clerks, raising their top minimums to $144.20. The top for switchboard operators is increased $29, to $132.90. Progression schedules for all clerical jobs are reduced from three years to two.

A new clause protects employes from having to operate unsafe equipment, and an amended one prohibits the use of credit lines, in addition to bylines, without the employe's consent.

A revised job-security clause bars demotion or discipline, in addition to discharge, without just and sufficient cause.

The Guild bargained jointly with Times craft unions. A similar money settlement won by the crafts is awaiting ratification.

Guild members had authorized strike action prior to the settlement. Bill Rutherford of the United Automobile Workers in Oshawa served as chief Guild negotiator.

Newspaper-plant hazards seen by IUD expert as widespread

(Continued from Page 1)

● For evaluation of the potential hazard of conditions for which specific standards do not exist or for which standards may be inadequate, a request for examination of the condition to the National Institute of Occupational Safety and Health.

The OSHA gives first priority to complaints involving "imminent danger, death or catastrophe," second to other complaints and third to its "target industries," which do not include the newspaper industry, Samuels said.

A former OSHA official defined "imminent-danger" situations as those "when the bullet has left the barrel," he said.

Samuels was severely critical of the standards established to date under the act, passed in late 1970. He pointed out, for example, that its radiation and noise standards were picked up from prior agencies, which had set them chiefly upon recommendations from the industries involved.

Under the noise standards, Samuels said, the government does not consider hearing impaired as long as one ear is functioning properly.

He noted that pressmen say they "get used to" pressroom noise, when actually they become partially deaf.

He estimated that some 20 percent of the nation's white-collar work force eventually will be regularly exposed to computer printouts. They currently are printed with an ink based on one of the most carcinogenic substances known, he said.

The major portion of the week-long session was devoted to organizing tools, techniques and experiences. An added starter was examination of recent incursions into the Guild's jurisdiction by other unions, especially the International Typographical Union.

Editorial employes of the Petersburg (Va.) Progress-Index voted 9 to 1 Jan. 3 for ITU representation, and ITU organizing efforts are reportedly under way among editorial employes of the Portsmouth (Ohio) Times, the Newport News (Va.) Times-Herald and the Joliet (Ill.) Herald News, TNG's staff was told.

Earlier the printers' union won representation elections in the editorial department of the Elgin (Ill.) Courier, 18 to 3, the dispatch department of the Minneapolis Star and Tribune, 29 to 8, and in classified at the Redwood City (Calif.) Tribune, 6-5, with one challenged ballot.

Meanwhile, a regional director of the National Labor Relations Board has dismissed a petition by the Teamsters' union for representation rights in the dispatch department of the Detroit News, upholding a management contention that the unit sought was inappropriate as a subgroup of the paper's advertising department. The Teamsters indicated they will appeal to the full NLRB.

Rohan quits as president of merged printing union

Alexander J. Rohan, president of the Printing and Graphic Communications Union and its predecessor, the Printing Pressmen, for 3½ years, resigned Jan. 8 for health reasons.

The union's executive board named Sol Fishko, an international vice president since 1964, as interim president pending a special election May 1. Fishko is a former president of the New York Printing Specialties and Paper Products Union.

Rohan's resignation means that two of the three major printing-trades unions will have a change of leadership. John J. Pilch, president of the International Typographical Union, has announced he will not seek re-election.

Rohan was a vice president and secretary-treasurer of the Pressmen's Union before becoming its president in 1970. He was elected an AFL-CIO vice president the same year.

When the Pressmen's Union merged with the Stereotypers last Labor Day, he became president of the merged union.

...Columbus pact

(Continued from Page 1)

$4 over the contract term, to $14.66 a week.

Employes will henceforth be reimbursed for any financial loss or damage to personal property, except cars, incurred on hazardous assignments.

An eighth holiday, the employe's hiring anniversary, is added, and the severance-pay ceiling is increased two weeks, to 52.

$40 across the board settles 10-week Wilkes-Barre strike

(Continued from Page 1)

from 22,000 before the strike to an estimated 45,000.

The Jan. 17 bargaining session saw the company raise its offer to $35, still far away from the Guild's demand of $43.75 for a 27-month agreement. No further meetings were scheduled.

But Heffernan contacted the Guild next day and asked for another meeting. It was held without General Manager Joseph Ressa and Managing Editor Lou Rauscher, whom the Guild had said were the principal impediments to a settlement. Agreement was reached in only a few hours.

The Guild reported an additional $345 in strike contributions, including $200 from the Philadelphia Guild, $50 from the Toledo Guild, $25 from the Stockton Guild and $50 from the American Federation of Musicians' local in Wilkes-Barre.

IT SEEMS TO US

Annual conventions hit as delegates' 'junket'

WASHINGTON, D.C.

Editor:

More Guildspeople and their spouses will *not* go to the next costly annual convention than members and spouses who *will* enjoy this annual prepaid family vacation.

The vast, faceless majority, whose dues pay for this annual freebie, can jerk the rug from under the free-loaders. This will save considerable money for the international, your local union and (probably!) for yourself. How? Make candidates for delegate spots pledge publicly to support a resolution for conventions only every two, three or four years instead of every 12 months.

Today's convention costs are unbelievably high. There's no reasonable justification for these annual junkets.

One IEB member, asked to support the WBNG position against them, said: "Privately, I agree, but I *can't* vote against the annual trip—my wife would kill me! She looks forward all year to this vacation!" That's the *only* reason for the annual convention . . . and zilch for any honest trades unionist.

Start talking it up in your local. If necessary, nominate a list of delegates to the Common Sense Slate (or whatever you term it) and let's dispose of this arrant nonsense of costly annual conventions. (Perhaps that last word should have been spelled "conned vacations"?)

J. E. WEBER
Washington-Baltimore Guild

GR chided for omissions in Star-News pact story

WASHINGTON, D. C.

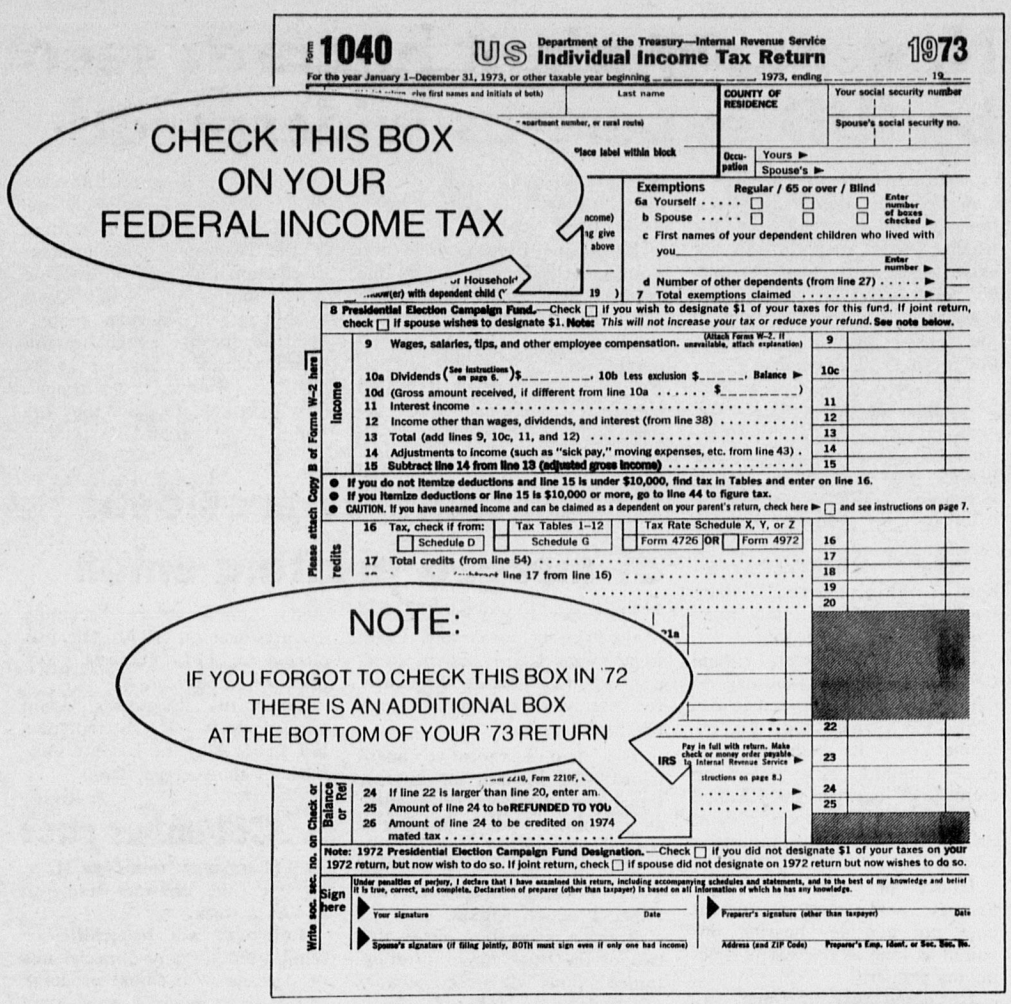
Editor:

It's curious that a newspaper for news-media people leaves out as many pertinent facts as the Guild Reporter did in its Dec. 14 account of the new Guild contract at the Star-News. The story neglected to name any of the negotiators or even the local responsible for winning the contract.

For the record, it was the Washington-Baltimore Newspaper Guild, and the negotiating committee included Star-News Unit Chairman Phil Kadis, Local President Richard Basoco and chief negotiator Brian L. Flores.

J. V. REISTRUP
Former President
Washington-Baltimore Guild

Editor's note: In reporting a contract settlement where the local's identity is self-evident, such as that at the Washington Star-News, the GR customarily does not name the local. Nor, with rare exceptions, does it list the names of local negotiators, for space reasons.



DATELINE: WASHINGTON

1 year later: 'Superman' Nixon now just Clark Kent

By WILLIAM J. EATON, *Chicago Guild*

CONGRESS IS BACK and ready to deal harshly with the oil barons and President Nixon, in that order. It is almost unbelievable that this climate exists one year after the arrogant Second Inaugural speech.

A year ago Nixon was behaving like Superman—declaring that he never had a headache in his life, boasting how cool he was and trying to butcher the social-welfare programs begun in New Deal days.

Now he is a pitiful, helpless giant—deserted by many of his supporters, physically haggard and barely able to retain control of a floundering Administration.

It is a sign of his Watergate weakness that Nixon felt compelled to go on radio and assert that yes, there is an energy crisis. Millions of Americans who no longer trust their President have deep suspicions that it is all a grand hoax to raise gasoline and heating-oil prices while diverting attention from the scandal-a-day Administration.

The President vowed to fight the wicked windfall profiteers, but, as usual, he is too little and too late. Congress is preparing to act swiftly to make sure that the oil giants do not make billions from the Arab embargo and the sky-high, monopoly-set prices for Persian Gulf oil.

One of the key elements in the emergency energy bill must be a curb on oil exports from the United States and a system to keep the price of American-produced crude from soaring just because the newly formed Club of Sheiks wants to shake down the world market.

•

IN THE WATERGATE CRISIS, the President would have to be a Houdini to escape from the box he has created for himself. Testimony of experts and his own personal staff members now make it clear that an 18-minute section on one of his tapes was destroyed intentionally by the President or one of his closest associates.

The Department of Denials, known previously as the White House press office, was quick to declare that the President did not rub out the recording. There was no answer to the next obvious question: Who did?

Vice President Gerald R. Ford, who has moved into the Executive Office Building, where some of the Watergate culprits worked, seems to have been infected with the same see-no-evil spirit of '72.

Ford's denunciation of the AFL-CIO and Americans for Democratic Action as the cause of Nixon's Watergate woes was composed by a White House wordsmith, probably the hard-lining Patrick Buchanan.

That single speech seemed to blur Ford's Mr. Nice Guy image to Mr. Hatchetman, recalling the infamous Spiro T. Agnew and his version of the Baltimore Chop. It also raised doubts about Ford's effort to preserve some independence from Nixon that was such an appealing feature of his confirmation hearings.

The attack was too silly to be taken seriously, but the anti-Ford backlash was felt by the Vice President in his own home town of Grand Rapids, where the Republican hierarchy seems to regard Nixon as a political leper who might be contagious if their Jerry gets too close.

The pressures on the President to resign are growing greater, and that was evident in Grand Rapids, too. Establishmentarian Wilbur D. Mills, who likes to be on the winning side of House votes, formally proposed that Nixon go quietly, now or after adverse action by the House Judiciary Committee.

From the White House, the outlook is very bleak. Indictments, a whopping bill for past taxes, guilty pleas by once-trusted aides all seem more likely than not. When the Judiciary Committee gives its verdict, possibly by April, Nixon may find that the poet was right who called it the cruelest month.

13 Guild locals raise coverage of group insurance to $2,000

Thirteen Guild locals with a total of more than 1,500 members have elected to take the increased $2,000 coverage available under TNG's group life-insurance program.

The 13 include the Erie Guild, which joined the program only last year, TNG Secretary-Treasurer Robert M. Crocker reported.

Basic coverage under the plan is $1,000. The option of increasing coverage to $2,000 was made available late in 1972.

The program costs locals 85 cents monthly per member for each $1,000 of coverage in the United States and 75 cents in Canada.

The premium rate remained unchanged for the 1973-74 insurance year despite a large number of claims. They totaled $63,000, Crocker reported, $12,000 of that amount paid at the $2,000 rate.

Editorial

Check off the ripoff

If only one thing has been made "perfectly clear" by the Watergate-associated exposures thus far, it is that election-campaign financing in the United States is a national disgrace—a giant ripoff.

Over the past several months, we have learned of huge sums virtually extorted from big corporations (oil companies, the dairy industry, airlines, to name a few), of "bagmen" toting thousands from hither to yon, of funds being "laundered" through foreign banks to President Nixon's campaign committee on one side of the campaign-contribution coin; of antitrust actions halted, of higher support prices for vital commodities, of a push for a subminimum wage to benefit hamburger chains on the other side.

All this and other muck raked up by the Senate Watergate Committee and other investigators should have erased whatever lingering doubts anyone might have had about the corrupting influence of big money in a political system that makes it a virtual necessity for candidates to become politicians for rent to the highest contributor.

An increasing number of persons and groups, including TNG's International Executive Board and the AFL-CIO, have come to the conclusion that the best way to guard against any more Watergates—large or small—is to remove the occasion for the corruption by providing for public financing of campaigns.

That may be a long way off, however, if the fate of proposals to accomplish it in Congress last year is any barometer.

But there is a way to help drive tainted money out and replace it with an honestly administered "citizens' fund"—for Presidential campaigns, at least—while the Congressional gears are grinding through the sand in their bearings.

It's the checkoff.

Each of us in the United States can check one or two special little boxes on the front page of our federal income-tax return and thereby divert $1 ($2 in the case of joint returns) from our tax into a Presidential campaign fund for 1976. Major-party candidates are to receive equal shares of the fund, with lesser amounts, on a sliding scale, to go to candidates of recognized minor parties.

To be sure, nothing anywhere says that's all any candidate can collect and spend on the campaign, but if enough persons use the checkoff, there will be no need in 1976 for Presidential candidates to resort to arm-twisting, finagling or begging from big business.

Several employers, including the Ford Motor Co. and American Motors, are inserting special check-off reminders in their employes' year-end W-2 tax-withholding statements. They're doing it at the urging of the United Automobile Workers Union.

Publishers ought to be doing the same—at the urging of Guild locals.

Chilling parallel

President Nixon is not the first ruler in history to impose wage and price controls, the Labor Department's Monthly Labor Review pointed out recently. The article noted that the Fourth Century Roman Emperor Diocletion not only put ceilings on wages and prices but froze workers to their jobs.

There was no suggestion in the article that the President was planning a job freeze. Nor was there a reference to Diocletion's ultimate fate.

He was murdered by his own officers.

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, except July and December second Fridays only.

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. XLI, No. 2 January 25, 1974

The Newspaper Guild
1125 Fifteenth St. N.W., Washington, D.C. 20005
Area Code 202—296-2990

INTERNATIONAL CHAIRPERSON: BARNEY PETERSON
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Edward J. Schrode, 3 Brown St., Wilkes-Barre, Pa. 18702; Region 2—Warren E. Howard, 503 2nd St. N.E., Washington, D.C. 20002; Region 3—Edward Gilbreth, 300 N. State St., Chicago, Ill. 60611; Region 4—Hugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Philip J. Brennan, 1381 E. 15th St., Brooklyn, N.Y. 11230; Canadian Region: East—Jerry E. MacDonald, 221 Baliol St., Apt. 1121, Toronto, Ont.; West—Roger L. Stonebanks, 2360 Bowker Ave., Victoria, B.C.

AT-LARGE VICE PRESIDENTS: John J. Breed, 1754 Commercial St., East Weymouth, Mass. 02189; Louis M. Calvert, 678B Millich Dr., San Jose, Calif. 95130; Harry S. Culver, 4300 N.W. 47th St., Oklahoma City, Okla. 73112; James A. McGill, R.R. 7, Box 134, Valparaiso, Ind. 46383; Harry E. Ryan, 330 First Ave., Apt. MD, New York, N.Y. 10009; Dorothy M. Sain, 24801 Lakeshore, 602B, Cleveland, Ohio 44123.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.
DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert W. Christofferson.
CANADIAN DIRECTOR: William H. McLeman
INTERNATIONAL REPRESENTATIVES: Edna Berger, Charles Dale, Leo J. Ducharme, Willard Hatch, Harry L. McCormick, Luis Montanez, Jr., Dick Pattison, Richard J. Ramsey.