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A day on the job

Kenneth D. Towers, assistant managing editor of the Chicago Sun-Times, explains the paper's operations to five minority-group journalism students during a Chicago Guild day-on-the-job program to introduce minority students and newspaper managers to each other. Clockwise, from left, Towers, Beverly Bennett, chairperson of the Guild's human-rights committee and assistant food editor of the

Sun-Times; William Clark of Illinois University, Carol Hutchenson and Karen Ray of Michigan University, and Kening Kuo and Patrick Barr of Wisconsin University. Four students participated at the Daily News, including some from Indiana University, working with reporters and photographers and discussing job opportunities. Each paper will consider one student for a summer job as reporter-trainee.

House bill would protect media monopoly

A bill that would forbid the Federal Communications Commission from considering the factor of media monopoly in renewing broadcast licenses unless it adopts a general prohibition of multimedia ownership was approved by the House Commerce Committee March 6.

Shortly before the bill emerged, the Justice Department's Antitrust Division moved against another newspaper-broadcasting combine, asking the FCC to deny license renewals to Twin Cities radio and television stations linked with newspapers in Minneapolis and St. Paul.

The provision that would require the FCC to close its eyes to a licensee's other media holdings in the absence of a general prohibition is contained in legislation setting forth new ground rules for renewals. It would extend the license period from three years to four and require renewal if the licensee has been "substantially responsive" to community needs.

The commission, jogged by a Justice Department challenge of renewals for newspaper-owned stations in St. Louis and Des Moines, has announced a hearing June 18 and 19 on a proposed rule that would bar cross-ownership of newspapers and broadcasting stations in the same communities. It is not expected to

approve the rule, however.

The Justice Department, in urging the FCC not to renew licenses for WCCO AM, FM and television stations in the Twin Cities, noted that Cowles's Minneapolis Star and Tribune owns 47 percent of the stations' stock and that Midwest Radio-Television Inc., owned 50 percent by Ridder's St. Paul Dispatch and Pioneer Press, owns the rest.

It said the two newspaper companies thus reap 85 percent of the \$5 million dollars received by Twin Cities media.

The Justice Department's action against stations owned by the St. Louis Post-Dispatch and Globe-Democrat and Cowles-owned stations in Des Moines touched off charges of political motivation. The move was laid at the door of the White House.

But the Washington Post reported that a two-week investigation "revealed no evidence that the action was ideologically inspired or that it was dictated by the White House."

In fact, the Post said, one White House source complained that the Justice petition "goes against our policy on license renewals."

What that policy and its motivation may be was indicated by White House Telecommunications Policy Director Clay T. Whitehead a year ago to reporters.

Whitehead, it was reported by Nancy Beth Jackson in the February issue of the Journalism Review More, said that "the main value of the Sword of Damocles is that it hangs, not that it drops; once you take a guy's license away, you no longer have any leverage against him."

Charges that the Justice Department was politically motivated in moving against newspaper-broadcasting links were denied by Bruce B. Wilson, a deputy assistant attorney general, in a Feb. 25 speech.

Noting that the media "are often in the forefront urging action against economic concentration," Wilson said reactions to the department's moves in St. Louis and Des Moines were "as if, for some reason, economics in the ownership of media was somehow different than the ownership of steel companies or tire companies."

"Indeed," he said, "because the media are the primary source of news and information for most people," antitrust concerns "may be even more relevant."

The Justice Department move has been challenged by Cowles Communications, which maintains that, contrary to the department's position, the Des Moines Register and Tribune and the Cowles-owned stations are

not under common ownership.

The newspapers no longer have any connection with the stations, it said in an official reply, noting that their nine-percent share of stock in Cowles Communications has been put in a voting trust controlled by Gardner Cowles and other Cowles Communications officials and that newspaper stock owned by Cowles, his wife and daughter have been placed in separate trusts.

But the Justice Department stuck to its guns, noting close and continuing family ties between the broadcast and newspaper companies.

In St. Louis, where the Post-Dispatch's Guild-covered KSD stations are being challenged by the Justice Department, a citizens' group, the St. Louis Broadcast Coalition, is also opposing license renewal.

The type of abuse made possible by joint newspaper-broadcasting operation was cited in an antitrust suit filed against the Dallas Times-Herald and Dallas Morning News by owners of Station KMEC-TV in Dallas.

The suit, which also included the Fort Worth Star-Telegram, was settled in Federal Court Feb. 1 for \$535,000. All three papers have their own broadcasting stations.

KMEC charged that the Dallas papers refused to print the UHF station's program listings, although it had offered to either pay the cost of enlarging the papers' television logs or buy a column for the listings at regular advertising rates.

The FCC has approved the acquisition of new broadcast holdings by two major newspapers—the Washington Post and the Oklahoma City Times and Oklahoman.

Premier Robert Bourassa obtained a three-month moratorium on sale of Le Soleil to Desmarais last summer while he tried unsuccessfully to organize a consortium of Quebec businessmen and credit unions to buy the paper. The group was unable to obtain the necessary capital.

A cooperative formed by Le Soleil reporters also failed in an effort to purchase the paper from the Gilbert family. Other bids came from Pierre Peladeau, who publishes Journal de Montreal, and a group headed by Pierre Dansereau, former president of La Presse.

The Oklahoma newspaper company was allowed to acquire Station KTNT-TV in Tacoma for 4.5 million dollars.

TNG, GAIU, Mailers talk on merger

Bal Harbour, Fla.—Merger possibilities were discussed at a meeting between top officers of TNG, the Graphic Arts International Union and the International Mailers Union here Feb. 20.

The meeting, held in conjunction with the AFL-CIO executive council's winter meeting, reviewed merger resolutions adopted by conventions of the three unions and the implications of merger.

TNG President Charles A. Perlik, Jr., said after the meeting that the Guild and the GAIU will conduct a joint staff-level exploration of recent union developments in the newspaper industry. Future meetings will await completion of the study.

TNG Field Operations Director J. William Blatz joined Perlik in representing the Guild. The GAIU was represented by President Kenneth J. Brown, Secretary-Treasurer Wesley A. Taylor, Recording Secretary Donald W. Stone and Executive Vice President William J. Hall. The IMU was represented by President Ralph H. Valero, Secretary-Treasurer Gene L. Johnson and Vice President Rudy Cummings.

The three-way meeting was called by the GAIU at the suggestion of the Mailers Union. The GAIU and the IMU had met twice previously on merger possibilities in December and January following an address to the IMU convention by GAIU Vice President Jack H. Wallace.

TNG and the GAIU had also met in December in the context of long-standing TNG convention resolutions authorizing the exploration of merger.

Times, Field settle U.S. antitrust suit

New York City—The Justice Department has settled an antitrust suit against news services operated by the New York Times and Field's Chicago Daily News and Sun-Times.

A consent decree filed in Federal Court, Brooklyn, permits the two services to share a common transmission wire to cut costs but requires them to stop using a common sales agent. It prohibits the two services from entering into any agreement relating to price, sales, promotion or operation.

Guild is certified at Montreal Star

Montreal, Que.—The Quebec Labour Relations Board has certified the Guild as bargaining agent for 96 advertising employees at the Montreal Star.

The certification was issued Feb. 21 after the Guild submitted cards signed by 86 of the employees. F. P. Publications, which owns the Star, did not oppose certification, which is customarily granted under Quebec law with 55-percent support.

The Guild agreed to seven of 12 supervisory exclusions requested by management.

The Guild has a contract covering 330 employees in the Star's editorial, delivery and maintenance departments.



Mug shot

Coffee mugs produced to commemorate the Victoria Express, interim paper being published by the Guild and other striking and locked-out unions, are hoisted by three Victoria Guild members—from left, Lynn Sutter, Beverly McNaughton and Susan Ruttan. The mugs are being sold for \$1 each; beer steins of similar design are going for \$2. A Victoria antiques dealer has ordered two dozen. Negotiations in the 14-week strike, suspended since Jan. 23, are scheduled to resume March 12.

Guild files at one Little Rock paper; ITU moves for editorial unit at 2nd

Little Rock, Ark.—The Guild filed a petition Feb. 26 to represent 80 editorial employees of the Little Rock Gazette.

The petition was submitted to the National Labor Relations Board five days after the International Typographical Union filed for 58 editorial employees at the separately owned Little Rock Democrat.

The Gazette petition was filed after a group of 37 Gazette staffers voted almost unanimously for the Guild at a Feb. 17 meeting at which TNG International Representative Richard J. Ramsey spoke for the Guild and three ITU representatives urged adherence to the ITU.

Ramsey had been invited to the meeting; the ITU representatives invited themselves. It was the third in a series of meetings at which Gazette employees weighed the merits of various unions, including the United Automobile Workers and the Communications Workers.

At the Democrat, editorial employees voted 13 to 6 to seek ITU representation. A Guild attempt to be represented at the meeting was balked by the Typographical Union representatives.

The NLRB has scheduled a hearing for March 11 on the ITU petition.

Dee Carithers, a Gazette librarian who signed a Guild card, was dismissed the day after the Guild's petition was filed when she failed to rescind her signature after Managing Editor Robert R. Douglas told her she was a supervisor and that management expected her to be "loyal."

The Guild immediately filed an unfair-labor-practice charge with the NLRB.

The Gazette reacted to the Guild drive even before Ramsey arrived. A captive-audience meeting was called by the company, and the managing editor posted a letter strongly attacking the Guild move.

Douglas quoted Publisher Hugh P. Patterson, Jr., as saying he intended to fight the Guild by every legal means possible.

Memphis Guild President Orville Hancock joined Ramsey in speaking for the Guild at the Feb. 17 meeting. Seven other Memphis members traveled to Little Rock to help in the organizing drive, and the local contributed \$100 to help the campaign.

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N.Y. printers appeal to high court on ban

New York City—The issue of whether New York City printers are barred from engaging in stop-work meetings under a contract that expired almost a year ago appears headed for the U.S. Supreme Court.

The New York Typographical Union announced March 1 it was appealing a State Court of Appeals ruling reinstating an injunction obtained by the New York Times against such stoppages. Two days later it served notice that it was terminating a no-strike truce with the Times and Daily News.

Typographical Union President Bertram A. Powers said abrogation of the truce would leave the union "free to take any appropriate action"—including a strike—to gain an adequate wage increase.

The no-strike accord, under which the union and the newspapers have been trying to negotiate wage and automation agreements, is revocable with seven days' notice.

The Court of Appeals held that terms of the union's contract with the Times were still in effect despite the contract's expiration last March 30.

The contract, which forbids work stoppages, contains a clause providing for continuation of its terms until a new contract is agreed upon or there is "other action" by the International Typographical Union or the Times.

Powers, before announcing the Supreme Court appeal, said the local would again ask the international to release it from contract terms and would pursue a contention that the no-strike agreement reached last October constituted "other action" under the contract clause.

The union membership authorized termination of the agreement Feb. 25. Powers said the union was taking the action because printers have been two years without a wage increase, "and we want one as quickly as possible."

Powers said the publishers had offered the union only 5.5-percent wage increases. Because of steep cost-of-living increases during the past year, he said, "we will be seeking considerably more than that."

The Times, News and New York Post have presented an automation proposal that would allow them to introduce new equipment without restriction. The jobs of regular situation holders would be protected against layoffs resulting from automation, but 445 substitutes, many now working full time, would not be protected.

The agreement would allow the publishers to hire new employees into a classification of "computer typists" to replace any situation holders unable to type 60 words a minute on new keyboarding equipment. The typists would receive from 60 to 75 percent of printers' scales, depending on their experience.

Situation holders for whom there was no work in the composing room could be assigned elsewhere in the plant, to join other unions.

The Typographical Union would be given jurisdiction over optical scanners, video display terminals and computers when they are used for composing-room work. Computer programming for composing-room work would also be in the printers' jurisdiction.

Powers, in a terse comment in the local's official publication, said the proposal "is required reading for those who would like to have a glimpse into the future that would be theirs without a union."

Four more craft unions have reached settlements with the Times, the News and the Post, all providing the \$13.85 a year in wages and the 1.5-percent increase in fringe benefits contained in contracts negotiated previously with the Guild and other craft unions.

The latest to settle are a Graphic Arts International Union local of photoengravers and a paper handlers' local of the International Printing and Graphic Communications Union. Pressmen's and stereotypers' locals of the Graphic Communications Union settled earlier.

Only the Typographical Union and the International Brotherhood of Electrical Workers have yet to settle. The Guild settlements were reached following a two-day strike at the News last November.

Quebec solons ponder Soleil sale

Quebec City, Que.—A Quebec legislative committee on freedom of the press is studying possible monopoly implications in the sale of Le Soleil, this city's largest daily, to Montreal publisher Jacques Francoeur.

The committee is seeking to discover whether the sale to Francoeur's UniMedia Inc. for \$8,425,000 has allowed publishing magnate Paul Desmarais in by the back door. A proposed sale of Le Soleil to Desmarais last summer touched off protests that Desmarais would control almost 70 percent of the province's French-language papers.

Francoeur claims that Desmarais has nothing to do with the purchase, which includes the Chicoutimi Quotidien and two weeklies in addition to Le Soleil.

But there have been allegations that Desmarais is guaranteeing financing for the purchase.

A five-million-dollar down payment is being financed through a loan from the Banque Canadienne Nationale. But it is reported that Journeaux Transcanada Ltd., owned by Desmarais, has agreed to let UniMedia repay the bank before paying Journeaux Transcanada more than three million dollars still owed it under a previous transaction.

The money is owed for UniMedia's acquisition of several weeklies from Journeaux Transcanada last summer. Francoeur and Desmarais were associated in Journeaux Transcanada until then; Francoeur ended up with the weeklies and Desmarais with the company's dailies in Sher-

brooke, Granby and Trois-Rivières, in addition to Montreal's La Presse and Montreal-Matin, which Desmarais owns separately.

Premier Robert Bourassa obtained a three-month moratorium on sale of Le Soleil to Desmarais last summer while he tried unsuccessfully to organize a consortium of Quebec businessmen and credit unions to buy the paper. The group was unable to obtain the necessary capital.

A cooperative formed by Le Soleil reporters also failed in an effort to purchase the paper from the Gilbert family. Other bids came from Pierre Peladeau, who publishes Journal de Montreal, and a group headed by Pierre Dansereau, former president of La Presse.

THE SHORT OF IT

LATEST FALLOUT from the Supreme Court's refusal to upset the conviction of two Louisiana newsmen for violating an illegal court order restraining them from reporting a judicial hearing: Tampa Tribune reporter Rick Barry faces a contempt citation for reporting, in the face of a judge's order, a defendant's changing his plea to guilty and then back to innocent in a murder case. . . . A committee of the Maryland House has killed a bill that would have required financial disclosure by reporters, editors and media owners. The Maryland-Delaware-D.C. Press Assn. testified against the bill, similar to an Alabama law thrown out in its first court test. . . . Robert Sherrill, Washington correspondent for the Nation and a persistent critic of President Nixon, is suing, with American Civil Liberties Union support, to gain White House accreditation. The Secret Service has refused to approve credentials for Sherrill on the ground that he is "a potential threat to the physical security of the President and/or his immediate family." . . . Rebuttal by North Jersey Guild President George B. Dawson, in the journalism review More, to columnist Ralph de Toledano's First Amendment argument in support of the Buckley-Evans suit against AFTRA: "Freedom of the press . . . has never been used to guarantee access of community groups or the right of an employee to write or speak as he pleases no matter what the employer wishes. If the court rules that a network requirement of AFTRA membership is a violation of the First Amendment, it could logically rule that any network requirement was such a violation and that Buckley and Evans could gain access to a television audience merely by asking for the time."

Health, Education and Welfare Secretary Casper Weinberger has suggested that the government subsidize a program under which working newsmen could take a year off to study social issues. He advanced the idea to the California Newspaper Publishers Assn. as an antidote to what he described as "the Kohoutek mentality" under which "something is reported, ballyhooed . . . then disappears and everyone forgets about it." . . . Thirty minority-group journalists will study once again under the Columbia Journalism School's summer program for minority-group training—but they may be the last. The Ford Foundation, CBS, NBC and participating newspapers reportedly are withdrawing their financial support. . . . The Hamilton City Council has voted 17 to 2 to ask the Ontario Government to outlaw professional strikebreakers and antiunion espionage. But in California, the Senate voted 20 to 18 against a measure banning strikebreakers. . . . The AFL-CIO executive council has called on Congress to outlaw the airline industry's mutual-aid pact as a form of strike insurance. Since the pact was negotiated, it points out, strikes in the industry have increased both in number and duration.

THE NEW YORK DAILY NEWS is appealing a Federal Court ruling that the paper's distribution practices violate the antitrust laws. The judge enjoined the News from monopolizing home delivery, fixing the prices at which wholesalers can sell to carriers and retailers can sell to the public and eight other practices deemed in restraint of trade. . . . American Airlines knew just where to go for a new president after incurring a record 1973 loss. It tapped Albert V. Casey, president of the Los Angeles Times Mirror Co., which racked up a record profit. . . . Add another link to the Thomson chain: The St. Thomas (Ont.) Times-Journal, its 34th in Canada. . . . Roger J. Traynor, retired chief justice of the California Supreme Court, has resigned as chairman of the newborn National News Council to accept a visiting professorship at Cambridge. His successor: another former jurist, Stanley H. Fuld, retired chief judge of the New York Court of Appeals.

Associated Press columnist Hal Boyle, suffering from the neuromuscular disease that afflicted Lou Gehrig, closed out his column Feb. 22 and will henceforth write only intermittently. Boyle was a Guild international vice president in 1948 and 1949 and helped conduct an extensive AP organizing drive. . . . Simma Holt, Vancouver-New Westminster Guild leader and a delegate to TNG's women's-rights conference in 1970, has failed in a bid to become the head of Vancouver's police force. She was among 23 applicants for the chief constable's post; it went to a man. . . . "All the President's Men," by Washington Post Guild members Bob Woodward and Carl Bernstein, will be published June 17, the second anniversary of the Watergate break-in whose ramifications their news stories played a major role in exposing.

New England locals are urged to join Allied Printing group

Cranston, R.I.—The Guild's New England locals were urged to affiliate with the New England Allied Printing Trades Association at a New England District Council meeting Feb. 23 and 24. Affiliation was advocated by TNG President Charles A. Perlik, Jr., Joseph Silliman, president of the Allied association, and Maynard N. Moore, Jr., its secretary-treasurer. The Boston

and Salem locals have already joined, and Manchester is affiliated with a local printing-trades council.

The council congratulated Gary H. York of Providence on winning the 1974 Guild Service Award and TNG's Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program and donated \$200 to help meet his expenses at Harvard.



New organizing leaders

Alan Kistler, left, once a Guild leader at Hearst's International News Service, and **Donald Slaiman**, right, former chairman of the Washington-Baltimore Guild's AFL-CIO Unit, are appointed director and deputy director, respectively, of the AFL-CIO's new organizing and field-services department. The announcement is made by federation President George Meany, second from left,

and Secretary-Treasurer Lane Kirkland. Kistler, who has been assistant organizing director since 1962, was INS branch chairman in Pittsburgh and a member of the Pittsburgh Guild executive committee in the early 1940s. Slaiman, who has been deputy director of the AFL-CIO civil-rights department, headed the AFL-CIO Unit in the early 1960s and is still a Guild member.

Guild asks Canada-wide probe of long hours in broadcasting

Ottawa, Ont.—The Guild has asked the Canadian Government to launch a nationwide inquiry into hours of work imposed on employees in the broadcasting industry.

Sparked principally by unrest over long hours required of

Guild members at the Canadian Broadcasting Corp., the request was conveyed to Labour Minister John Munro by Joseph Hanafin, servicing representative of the Eastern Canada-Canadian Wire Service Guild Servicing Program. It was made at the request of

both the Wire Service Guild, which represents CBC employees, and the Ottawa Guild, which represents employees at Station CJOH in the capital.

The Employment Standards Act limits the hours of employees to 48 hours a week except in emergencies, but CBC has a permit allowing it to exceed the limit as long as no employee averages more than 48 hours a week over the year.

Guild-covered employees at CBC are working so much overtime that, despite the restrictive provision, they receive, on the average, 50 percent of their base pay in overtime at time and a half, Hanafin said.

One employee, despite being idle for eight weeks during a Broadcast Engineers' strike in 1972, received overtime payments amounting to more than 90 percent of his base salary.

CBC is currently attempting to negotiate individual agreements with Guild employees eliminating overtime, call-back and other premium pay in exchange for a 35-percent increase in their salaries.

CJOH has no permit allowing it to exceed the 48-hour limitation, but Hanafin said the "emergency" loophole is being severely abused.

it is holding in his name.

Adams told the company that employees have the right to receive their money by direct check or, if there were to be a deposit system, to choose their own bank. Globe & Mail pressmen were allowed to choose between the two systems.

The bank, in a reply submitted to the court, conceded that it has no right to hold Adams' pay and said it would release the money on presentation of identification and signature, although it had previously rejected signed account cards on which employees had crossed out the deposit agreement.

The Globe & Mail has refused to make any funds available to Adams, but the Guild's executive committee has authorized loans to him and other resisters to tide them over.

The bank has refused to give it to him because he won't open an account. It's six weeks since he and several other resisting Globe & Mail Guild members have been paid.

Since January, the company has been depositing employees' paychecks in the bank. Neither employees nor the Guild were consulted. Employees were handed bank-account cards and told to sign immediately, in some cases before even receiving a circular explaining the new system.

Adams went into Ontario Supreme Court in February for two injunctions—one requiring the Globe & Mail to pay him directly and the other calling on the bank to turn over the money

to him.

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Photo by Ken Winn, St. Louis Guild

Convention planning

Barbara Anderson (back to camera) makes a point as St. Louis Guild convention committee meets with TNG Secretary-Treasurer Robert M. Crocker to plan for TNG's 1974 Convention in St. Louis July 15 through 19. At the head table, from left, are Crocker, Local Executive Secretary Robert A. Steinke, Sue Ann Wood, convention chairperson, and Local President Victor E. Jaeger.

Pacts ending sex bias in pay

(Continued from Page 1)

The differentials ranged as high as \$50 and had persisted as long as 37 years. More than a third had been in effect for 25 years, and 16 exceeded \$30.

In one contract, at the Canton Repository, it took a strike to achieve parity—the summary pointed out. But although the contract provides for elimination of the differential, the company has maintained that wage controls prevent its implementation. The Guild has asked the Cost of Living Council to order parity into effect.

Contracts in which parity has been negotiated in the past two years, in addition to Canton's, are at the Chattanooga Times, Lynn Item, Lexington Herald and Leader, Duluth News Tribune, Harrisburg Patriot and News, San Antonio Light, Lowell Sun and Brantford Expositor.

Pay-bias charge set in Oshawa

Toronto, Ont.—The Toronto Guild executive committee, complying with new TNG policy, has served notice it will ask the Ontario Ministry of Labour to eliminate pay discrimination against social assistants at Thomson's Oshawa Times.

The local executive committee laid down the policy Feb. 20 in reversing its refusal to approve a settlement that increases the differential between top minimums for social assistants and reporters to \$84.50. A complaint will be filed with the Employment Standards Branch.

White to aid Brown in Philadelphia

Philadelphia, Pa. — Mary White, chairperson of the Philadelphia Guild's Inquirer-Daily News Unit, has been named to a new position of local servicing and organizing representative.

White was appointed by the local representative assembly Feb. 11 when she received 30 votes on the first ballot to 24 for

Where women's pay lags

Prevailing minimums for society and women's-news reporters still lag behind those for other reporters in 17 Guild contracts, according to figures compiled by TNG's Collective Bargaining Department.

In six contracts, even the minimums for society and women's editors are lower than those for reporters. (Although at one, the Oshawa Times, the differential has been eliminated in negotiations recently concluded.)

In most of the 17 remaining cases where women's-news reporters earn less than other reporters, they have a long way to go. The disparity in top minimums runs as high as \$80, at the Providence Journal and Bulletin.

In two of the 17 contracts, at the Duluth Herald and News Tribune and the Harrisburg Patriot and News, the pay gap will be eliminated during the current contracts.

The differential for women's editors is surprisingly great in several cases, most notably a \$41.81 gap at the Ottawa Citizen. It ranges down to \$3.74 at the Erie Times and News.

Following are a comparison between the top minimums of women's reporters and editors and other reporters as of Feb. 1 at those papers where parity has not yet been effected:

Women's reporters	Women's Reporter	Other Reporters	Below Parity
Battle Creek Enquirer & News	\$190.00	\$234.00	\$-44.00
Bay City Times	200.50	245.90	-45.40
Brooklyn Enterprise & Times	147.54	217.59	-70.05
Duluth Herald & News Tribune	209.53	243.00	-33.47
Erie Times & News	191.99	250.00	-58.01
Fall River Herald News	159.55	230.00	-70.45
Harrisburg Patriot & News	245.50	244.00	-1.50
Haverhill Gazette	154.50	199.40	-44.90
Jersey Journal, Jersey City	212.89	232.00	-19.11
Massillon Independent	120.32	190.00	-69.68
Valley Independent, Monessen	135.00	175.00	-40.00
Oshawa Times	109.00	178.90	-69.90
Portland Press Herald, Express & Telegram	173.75	234.00	-60.25
Providence Journal & Bulletin	211.00	291.00	-80.00
Sheboygan Press	186.20	257.80	-71.60
Waterbury Republican & American	166.00	211.00	-45.00
Youngstown Vindicator	190.00	247.00	-57.00

Women's editors	Women's Editor	Reporters	Below Parity
Battle Creek Enquirer & News	\$208.00	\$234.00	\$-26.00
Erie Times & News	246.24	250.00	-3.74
Oshawa Times	147.00	178.90	-31.90
Portland Press Herald, Express & Telegram	146.29	218.10	-71.81
Waterbury Republican & American	206.25	234.00	-27.75
Youngstown Vindicator	201.00	211.00	-10.00

*Parity will be achieved July 1, 1975.
 *Parity will be achieved Jan. 1, 1975.
 *Differential increased to \$84.50 in recent settlement.
 *The figure is for society reporters; women's-page writers have a top of \$201.50.
 *Differential eliminated in recent settlement.
 *Flat minimum.

Sunpapers act to hire minorities

Baltimore, Md. — The Baltimore Sunpapers, after long Guild prodding, have instituted an affirmative-action program to insure the recruitment and upgrading of minority and female employees.

A seven-point program, including the appointment of Public-Relations Director William M. Bernard as special assistant for minority and women's employment, was announced by J. Stephen Becker, vice president and business manager.

The program includes the establishment of special internships for college and high-school students in the papers' editorial, photographic, advertising and business departments next summer. The internships are intended to lead to fulltime jobs with the company when students filling them have graduated.

The program, patterned on one at the Washington Star-News, was announced after a Guild equal-employment committee gave management the results of a study based on information from employees and the Maryland State Human Relations Commission.

Becker, in announcing the program, conceded that while gains in women's and minority employment had been made in some departments, "the over-all results" of company efforts to hire and promote more women and minority-group members "have not been satisfactory."

The program calls for intensification of management efforts to attract minority and women applicants for administrative, professional, technical and clerical positions. Supervisory personnel must report monthly on recruitment efforts and employment opportunities.

Department heads are required to review their personnel practices at least quarterly to be sure fair-employment policies are being implemented and report to Bernard and Becker.

Meetings will be held regularly with the Guild and other unions at the plant to discuss the action program.

Bernard will take steps to insure that department heads have access to a file of women and minority applicants, that application forms and tests are not constructed to have a discriminatory impact and that minority and women employees interested in promotion have an opportunity to discuss opportunities with management.

Riesel will represent TNG at the conference; she is also handling its public relations.

Turnout urged for parley of union women

TNG President Charles A. Perlik, Jr., has urged Guild locals to send as many delegates as they can to the first national conference of the Coalition of Labor Union Women in Chicago March 22 through 24.

The conference will establish the structure for an ongoing organization that will help union women take action on problems affecting them. Hundreds of women unionists have attended meetings preliminary to the conference.

Perlik, in a letter enclosing copies of the conference call, noted the International Executive Board's November statement that "sessions of this type can be most beneficial both to women unionists and their unions." He said it is important that the Guild and its women members be well-represented.

TNG International Vice President Dorothy M. Sain and Yetta Riesel of TNG's staff, together with women from the Cleveland, Pacific Northwest, Washington-Baltimore, Memphis, Philadelphia and New York locals have been active in planning for the conference.

Riesel will represent TNG at the conference; she is also handling its public relations.

March 20 vote set at Buffalo News

Buffalo, N.Y.—A representation election will be held March 20 on a Guild petition to represent 30 inside classified employees of the Buffalo Evening News.

The company agreed to an election at a meeting with Guild and National Labor Relations Board representatives Feb. 28. The Guild already represents editorial and outside circulation employees of the News.

The Typographical Union, which won the right to represent classified employees of the Buffalo Courier-Express in October, sought to organize News classified employees but was unable to gain sufficient support.



Photo by Ted Dargan, St. Louis Guild

Three sisters

Women take over the three top positions on the Guild's shop stewards' council at the St. Louis Post-Dispatch and KSD broadcasting stations.

Newly elected council officers, are, from left, Vice Chairperson Virginia Gardella, Chairperson Doris Riley and Secretary Virginia Watson.

10% wage boosts needed to stay even with price hikes, Meany says

(Continued from Page 1)

The CPI stood at 139.7 at the end of January, with 1967 prices as the base. That means it cost almost \$140 to buy what \$100 would have purchased seven years ago.

The executive council urged that all wage and price controls be ended when current legislative authority for them expires at the end of April.

The 30-month history of controls, it said, has demonstrated that the Administration's program is a "complete and utter failure" that "has done nothing to curb inflation."

Controls, it said, have been "unfair, unjust and inequitable" from their very beginning.

"Workers' wages alone have been held down," the council said. "Profits, interest rates and prices have skyrocketed."

President Nixon has announced he wants to end most controls after April, but Administration legislative proposals submitted to Congress provide for some vestigial remains.

They include Presidential authority to limit wage increases in contract reopeners triggered by

Special privilege?

The Guild and newspaper publishers are seeking immediate decontrol of wages and prices in the newspaper industry (GR, Feb. 22).

To date, the Cost of Living Council has decontrolled more than 35 industries, in whole or in part, including the following: Fertilizers, stripper oil wells, honey, dehydrated alfalfa, nonferrous metals, motor vehicles, lumber, broomcorn brooms, educational and recreational camps, aviation insurance, feed manufacturing, nonferrous alloys, ferromagnetic, mobile homes, campers, travel trailers, semiconductors and related solid-state devices, nonprofit tax-exempt organizations, tires and tubes, petrochemical feed stocks, most retail-trade establishments, steel-drum reconditioning, stevedoring and marine-terminal services, rendering products, iron and steel foundries, valves, mining and oil-field machinery, nonrubber shoe manufacturing, postcards, toys, eyeglasses, scientific instruments, jewelry, fabricated lumber and wood products, tableware and furniture.

the end of controls and to prevent implementation of full wage increases pared by government agencies during the controls period.

Meany, testifying before a Senate committee March 6, urged Congress to deprive the President of authority to retain controls in any degree or form by ending the Economic Stabilization Act.

The price elevator

The following table shows the meteoric rise of the U.S. Consumer Price Index over the past 13 months. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year, and the third, the cumulative percentage increases over December 1972.

	Index	Percentage over Same month prior year	December 1972
January 1973	127.7	3.7	.31
February	128.6	3.9	1.02
March	129.8	4.7	1.96
April	130.7	5.1	2.67
May	131.5	5.5	3.30
June	132.4	5.9	4.00
July	132.7	5.7	4.24
August	135.1	7.5	6.13
September	135.5	7.4	6.44
October	136.6	7.9	7.31
November	137.6	8.4	8.10
December	138.5	8.8	8.80
January 1974	139.7	9.4	9.73



Midwest District Council, TNG seminar on bargaining and strike preparation, March 23, 24, Carson Inn, Itasca, Ill.

Southern District Council spring meeting, April 20, 21, Ramada Inn, Lexington.

International Executive Board, spring meeting, April 29-May 3, TNG headquarters, Washington.

Middle Atlantic and Empire State District Councils, joint meeting, May 18, 19, Wilkes-Barre.

Western District Council, spring meeting, May 18, 19, San Francisco.

Great Lakes and Midwest District Councils, joint meeting, May 18, 19, Cleveland.

New England District Council, spring meeting, June 8, 9, Salem.

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

Farah strike, aided by Guild, victorious

New York City—The Farah strike, supported by Guild convention action and a \$5,000 TNG donation, has been won.

The Amalgamated Clothing Workers achieved the victory Feb. 24 when the Farah Manufacturing Co. agreed to recognize the union, bargain a contract and rehire 2,000 striking employees in Texas.

A contract was negotiated and submitted to ratification by Farah employees March 7.

The settlement signaled an end to a nationwide boycott of Farah pants that had turned a company profit of six million dollars in 1971 into an 8.4-million loss in 1972, sent Farah stock plummeting from \$30 a share to as low as \$3.25 and closed four company plants.

TNG President Charles A. Perlik, Jr., in a note to ACW President Murray H. Finley, congratulated the union, "its leaders and its valiant Farah strikers for one of labor's great moments."

"What happened to Farah in Texas will reward us all," he said, "especially the thousands of Mexican-Americans who now can turn to organized labor out of hope rather than despair."

Farah bowed to the union's 21-month strike for recognition after a National Labor Relations Board judge recommended that the company be ordered to reinstate all striking workers and allow the union organizing access to its plants.

Accusing the company of engaging in "a wide variety of unlawful conduct," the administrative-law judge, Walter H. Maloney, declared:

"This respondent has been repeatedly directed to mend its lawless ways, and yet it continues on as if nothing had happened, pursuing its policy of flouting the [National Labor Relations] Act and trampling on the rights of its employees as if there were no act, no board and no Ten Commandments."

A card check verified by El Paso officials Feb. 23 showed that 67 percent of Farah's employees favored ACW representation. Farah had promised to recognize the union if the count were verified.

"As a result of our newly formed association, we feel more like partners in our individual marital units," said Willis, who is the wife of Wire Service Guild member Douglas Willis. "We care about the Guild and feel we can help strengthen it."

"We feel more confident of our ability to improve our lives and participate openly in decisions which affect both job and home," she declared.

Willis invited anyone interested in learning more about the group to write to it in her care at 150 Southgate Rd., Sacramento, Calif. 95815.

Plumbing depths of impeachment

Bal Harbour, Fla. — The AFL-CIO executive council has reiterated its call for President Nixon's impeachment, terming an impeachment trial "the only way the American people can get at the truth."

AFL-CIO President George Meany, rebutting Vice President Ford's charge that the federation was seeking to drag out the Watergate investigation, noted that "we didn't hire tape experts or anyone who is good at tape erasures" and that "we are not responsible for the White House 'plumbers' unit."

"We have enough trouble with our own plumbers," he added.

CHARLES S. PRESTON
 York Guild (Retired)

To whom it may concern: a grammatical correction

YORK, PA.

Editor: Whomever it hurts, I must chide whoever wrote "tell whom ever is issuing them" in the Feb. 8 Reporter, Page 2, Column 1.

The relative pronoun takes its case from its use in the clause.

CHARLES S. PRESTON
 York Guild (Retired)

IT SEEMS TO US

Gilbreth decries move to limit role of staff

CHICAGO, ILL.

I will continue to oppose the thrust of the resolution because I believe it represents an unwarranted slap at the TNG staff.

I have believed and will continue to believe that only a weak committee would allow staff to dominate it. To that end—improving the quality of committees—I will support any reasonable proposal to maximize rank-and-file participation at conventions.

EDWARD S. GILBRETH
 International Vice President

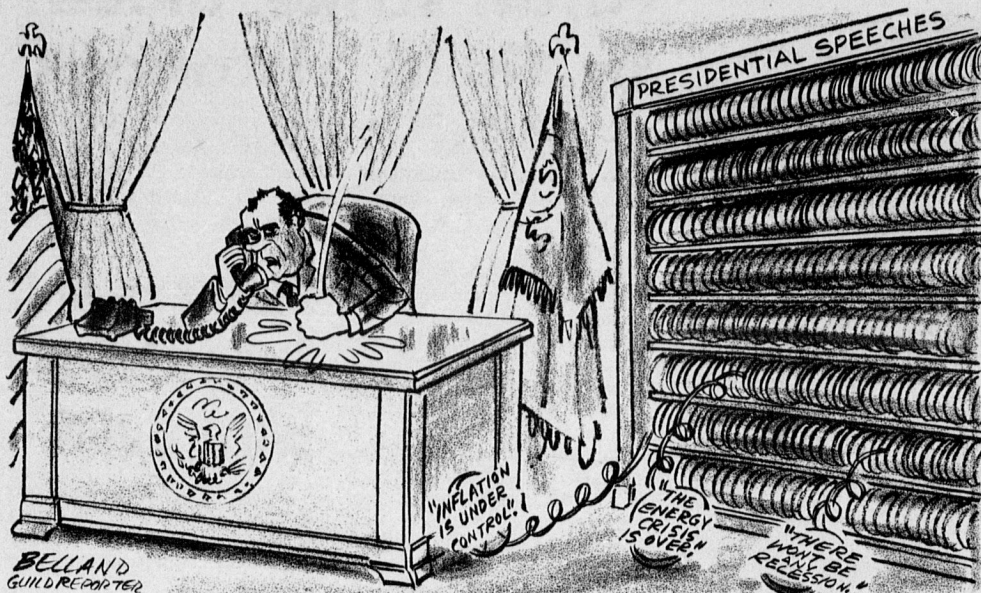
Editor: I wish to disassociate myself from a resolution adopted by the Midwest District Council at its recent meeting in Madison.

The resolution calls upon the IEB to "explore and develop stricter, but reasonable, limitations on the role of TNG staff members in the work of convention committees."

It alleges that the TNG staff "on occasion, has tended to dominate the work of various committees" and calls this alleged influence "symptomatic of a larger problem—the flow of decision-making responsibility from rank-and-file Guild members to the TNG staff."

The GR correctly reported [Feb. 8] that the resolution initially was adopted without dissent (it was later upheld by a split vote). I spoke against the resolution at the Madison meeting, but I am no longer a delegate to the council.

'Of course I won't surrender the tapes!'



DATELINE: WASHINGTON

Nixon's Presidency looms as tapes' final erasure

By WILLIAM J. EATON, Chicago Guild



RICHARD M. NIXON'S secret taping system, it now appears, may strangle his Presidency.

The disclosure of Nixon's bug-everybody recording setup for his White House and Camp David offices was one of the most disgusting developments at the Senate Watergate hearings last July.

Even Philadelphia's tough-cop mayor, Frank Rizzo, thought this 1984 listening system was too shocking to believe.

Then Nixon put up a terrific legal battle, consuming four months, to keep nine tapes out of the hands of the federal grand jury investigating the cover-up.

The President declared his inalienable right to conceal evidence and broke the law and his word by firing the man who went to court to get the tapes, Archibald Cox.

Only the strong reaction to the axing of Cox and the forced ouster of Atty. Gen. Elliot L. Richardson and his deputy turned the President around.

When it came time to turn over the nine tapes, however, Nixon said two of them never existed and another had a convenient 18-minute gap that rubbed out a critical Watergate conversation with H. R. Haldeman.

Haldeman, of course, was the superchief of the White House staff whose word was West Wing law before his abrupt departure last April.

NOW THE FEDERAL grand jury's indictment of Haldeman in the cover-up clearly indicates that one of the jealously guarded tapes makes Nixon out to be a liar.

No one suggests that lying in public is an impeachable offense. But the implication of one perjury count against Haldeman is that the President was involved in far more than his customary deceptions.

It all revolves around the testimony of John W. Dean, 3rd, the 35-year-old lawyer who was at the center of the cover-up when he was the President's counsel. Dean already has pleaded guilty to obstruction of justice.

Long before it was known that Nixon had a taping system that might confirm or refute his testimony, however, Dean said the President approved payment of "hush money" to Watergate conspirator E. Howard Hunt.

Haldeman, one of the few in the Nixon inner circle who was aware of the ever-present recorder, challenged Dean's account. The President said any payment to silence defendants "would be wrong," Haldeman said after listening to a tape of a March 21 meeting between Nixon and Dean.

The President, who seems bound together with Haldeman in a Siamese-twin defense to Watergate charges, promptly confirmed Haldeman and denied Dean's allegation.

The federal grand jury, however, heard the tape of the March meeting and sided with Dean, accusing Haldeman of lying under oath when he quoted Nixon on how "wrong" it would be to pay for silence.

THE INDICTMENT also charges that after that Nixon-Dean meeting on March 21, another \$75,000 in cash was relayed to Hunt on the very same day. Hunt, the former spook from the CIA, had threatened to expose the White House burglary of Daniel Ellsberg's psychiatrist unless he got more dough.

As this is written, the grand jury's sealed report is still in Judge John J. Sirica's safe. There is little doubt, however, that it pertains to the President's post-Watergate role, and few believe it will be flattering.

In addition, there are other time-bomb tapes of Nixon's conversations on the International Telephone & Telegraph Corp. scandal and the milk-fund deal. To no one's surprise, the President is trying to keep them out of the hands of his investigators.

It won't wash. The tapes must be produced, or the nation is entitled to believe the worst about their contents.

Some Republicans say Nixon should engage in full disclosure to end the threat of impeachment. As time goes by, it looks more and more as if total destruction of the tattle-tale tapes might have been better advice.

Guild protests, Pontiac story runs

Pontiac, Mich.—A story held up for two months, apparently as a result of outside pressure, was finally published by the Oakland Press Feb. 19 after a Guild protest.

The story, by Guildsman Stephen Brent, exposed the fact that a local contractor charged with perjury had been a contributor to Prosecutor L. Brooks Patterson's election campaign.

A savings-and-loan president at whose offices a Patterson fund-raising affair was held asked first Brent and then the Press not to publish the story, the Guild said. Managing Editor Neil J. Munro

told Brent it would be printed, but eight weeks went by without its appearance.

On Feb. 11 the Detroit Guild's Pontiac Unit filed an official protest and requested a meeting with management to discuss the story's suppression.

"If the facts are as we understand them to be," the unit said in a letter to the managing editor, "there has been on management's part a fundamental alteration in the standards by which this newspaper evaluates what news is fit to print."

"Instead of the legitimate news value being the determining cri-

terion, it now appears the wishes of a special interest are dominant.

"If this is so, then it is a matter of gravest concern to the Guild and the reporters on the staff, which considers First Amendment freedom and professional and personal integrity as at the core of journalism."

Munro, in a curt response Feb. 14, said the company "has no obligation to discuss its editorial policies with The Newspaper Guild, nor will it do so."

But five days later the story appeared — although with the location of the fund-raising affair deleted.

Editorial

The disappearing raise

Guild members—and workers in most other industries—have become the victims of economic sleight of hand.

It involves your pay increase over the past year. Now you see it, now you don't.

For instance: If you received a \$22 raise last year, you might have thought it was reasonably handsome.

Well, look again. If you were earning \$250 a week, that raise is all gone. And if you were earning more than \$250, or if you were making \$250 but your raise wasn't that high, you've taken a pay cut.

With the cost of living up 8.8 percent during 1973, you had to receive a \$22 raise just to maintain your purchasing power if you were making \$250 a week at the end of 1972. If you were making \$200, you needed \$17.60; at \$150, you needed \$13.20; at \$300, \$26.40.

If you received no more than the 5.5 percent that the Nixon Administration and management wanted to let you have, you took a 3.3-percent cut—\$8.25 a week, \$429 for the year—in your purchasing power at the \$250 salary level. Your raise was only \$13.75.

And it should be scant satisfaction that you were not alone. The average purchasing power of U.S. workers fell by two percent from December to January alone, according to government figures.

Economic writer Sylvia Porter made the point graphically in a recent column. The average U.S. factory worker could buy 41 pounds of potatoes with an hour of work in 1972. Today that same hour of work will buy only 29½ pounds.

An hour's work bought 3.1 pounds of pork chops two years ago; today it buys only 2½ pounds. It bought 15½ pounds of bread; today it buys only 14¾ pounds.

And the spiral is far from over. The most optimistic economic forecasters predict big increases in food and fuel costs in the months ahead. Are you prepared to take another pay cut?

Prices increased at an annual rate of 12 percent in January. That means that workers will need 12-percent increases just to stay in place on the economic treadmill.

That, of course, would just maintain their *absolute* position. Since it makes no allowance for the average annual increase of approximately three percent in productivity, it would leave them relatively worse off. If the pace of price increases matches the pace of wage increases, it's the employers who pocket the gains of productivity increases.

To keep up with the cost of living and productivity, then, requires a 15-percent annual pay increase—or \$37.50 a week at the \$250 salary level. That, of course, would just enable you to keep pace with the current price and productivity increases—it wouldn't help you catch up with what you've lost in the 2½ years since the Administration's inequitable economic-controls program went into effect.

The program may have served one purpose, however, high though the price. It should have cleared away the economic mythology under which rising prices are blamed on rising wages; we're emerging from a period in which prices have undergone one of the steepest increases in U.S. history while wages were kept on the launching pad.

It's high time to begin the countdown.

The Guild Reporter

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