

Council heeds TNG plea, lifts pay curb

Newspaper employees' wages are free of all controls for the first time since President Nixon's wage-price freeze 2½ years ago.

The Cost of Living Council, which had decontrolled newspaper-industry prices March 15, lifted all restrictions on industry wages April 2, four days after TNG President Charles A. Perlik, Jr., and leaders of three craft unions met with Council Director John T. Dunlop to protest continued wage restraints.

Dunlop told a meeting of the National Newspaper Assn. March 29 that it would be inequitable to continue newspaper wage controls while prices were allowed to rise.

Perlik, in a letter to locals after the announcement, reported acidly that "two years, seven months and two days after the Nixon Administration strapped wage restraints around workers while letting profits soar, employees in our and other indus-

tries are free to let the pressure of the collective-bargaining marketplace determine their wage rates."

"TNG is seeking an early determination of what the decontrol order means for any who might still be awaiting Phase Two, Three or Four approvals," he said, "and is expecting immediate legal advice on what, if any, other impacts remain. . . ."

"Meanwhile, forget you ever heard of 5.5."

A few days before the council took official action on newspaper wages, it freed 165 more sectors of the economy from controls, producing predictions of a new general price rise.

Consumer prices in February rose at a seasonally adjusted rate of 15.6 percent a year, and Herbert Stein, chairman of the President's Council of Economic Advisers, predicted that they won't stop rising even when food and fuel prices level off.

The disparity between wage increases and price rises during the past year has reduced the average worker's purchasing power by 4.5 percent, the Bureau of Labor Statistics reported.

At the same time, the Commerce Department reported, corporate U.S. profits rose 27 percent, to 70.5 billion dollars.

Perlik, in a brief prepared for the Cost of Living Council, noted that after-tax profits of 15 com-

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Washington Post is struck



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Settlement ends 3-week UPI strike

New York City—Striking Wire Service Guild members approved a contract settlement with United Press International April 9 after their negotiating committee said a 58-percent rejection in voting 24 hours earlier was insufficient to win further improvements.

Ratification of the two-year agreement ended a 23-day strike that had severely curtailed the wire service's operations. The contract provides wage increases of 5.67 percent each year, producing the same newperson's top minimum — \$335 — negotiated earlier with the Associated Press. It is a \$35 increase.

The settlement, proposed by UPI as its "best offer" after almost three weeks of intermittent bargaining following the strike's start March 18, was submitted to the membership with a recommendation by the negotiating committee for "strong and overwhelming rejection."

Strikers, in balloting across the country, rejected it by 342 to 249. The negotiating committee, while expressing gratification that the membership had voted it down, said the margin was too small to give the Guild the necessary leverage to press ahead at the bargaining table.

Calling a new vote immediately and reluctantly recommending acceptance this time, the committee declared:

"To prolong the strike in the faint hope of getting UPI management to move on a new proposal under conditions of the close vote would be a fruitless act."

The membership responded with a 323-to-245 vote to accept. Picket lines came down at mid-

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Little left at the Post

Bob Woodward, right, and Carl Bernstein, whose Watergate stories won a Pulitzer Prize, carry their

files from the Washington Post as Guild members walk out with the arrival of a 4 p.m. strike deadline.

Scanners held altering job content

Providence, R.I.—Use of an optical scanner, with its accompanying requirement of changes in copy preparation and editing, alters the content of jobs in the news and advertising depart-

ments, an arbitrator has ruled in a landmark case at the Providence Journal and Bulletin.

Upholding the Providence Guild, arbitrator Robert F. Koretz ruled that management violated a contractual clause requiring it to notify the Guild of new or modified processes that alter job content and to negotiate on them.

Koretz directed the company to negotiate with the Guild on employee problems resulting from introduction of the scanner and IBM Selectric typewriters to prepare scanner-ready copy.

He retained jurisdiction in the case for a final award on an appropriate remedy for the company's failure to give the Guild timely notice and to rule on any problems not resolved by nego-

tiation between the parties.

The company had contended that the new equipment did not substantially alter the content of jobs in the newsroom and the classified-advertising department, although telephone salespersons and reporters were required to learn new correction techniques and coding symbols and copy editors were required to edit material on typewriters and to check the technical accuracy of reporters' coding and corrections for the scanner.

Koretz said that evidence provided by the Guild demonstrated "beyond any reasonable doubt" that job content had been altered within the contract's meaning.

"Of course, a copy editor may

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Guild forgoes picket lines, lets it print

The Guild's 875-member Washington Post Unit launched an unorthodox, picketless strike at 4 p.m. April 8, an hour after round-the-clock bargaining was broken off in disagreement over wage and fringe-benefit improvements.

Hundreds of Guild members walked off their jobs in the Post's business-office, editorial and inside circulation departments and into a steady, chilling rain.

But instead of picketing the building's entrances, they claimed their cars from nearby parking lots and garages, hailed taxis, headed for bus stops or sought shelter in building doorways while awaiting car-pool rides.

Unit members had voted unanimously four days before to strike at 4 p.m. if an acceptable company offer were not forthcoming and to conduct the strike by simply staying away from their jobs while asking members of other unions to go to work.

They unanimously rejected a company offer of a 5.5-percent "cost-items" package.

Guild and Post negotiators met for three hours April 9 at headquarters of the Federal Mediation and Conciliation Service at the invitation of its director, W. J. Usery, Jr. But no progress was reported.

"Both sides are quite far

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\$79 increase won in pact at Antiques

New York City—The top minimum for advertising solicitors and copy editors is increased \$79.15, to \$377.65, in a two-year New York Guild contract with Antiques magazine.

The average annual increase of almost \$40 is the highest to be negotiated in a Guild contract since the advent of President Nixon's economic-controls program in August 1971. General increases are 15 percent the first year, retroactive to Oct. 1, and 10 percent the second.

The top for advertising manager and associate editor is increased \$91.95, to \$438.85, that for stenographers and telephone operators is raised \$45.85, to \$218.85, and that for office boys \$32.45, to \$154.70.

Most of the minimums are the highest yet negotiated for their categories in any magazine con-

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Pittsburgh strike idles 65

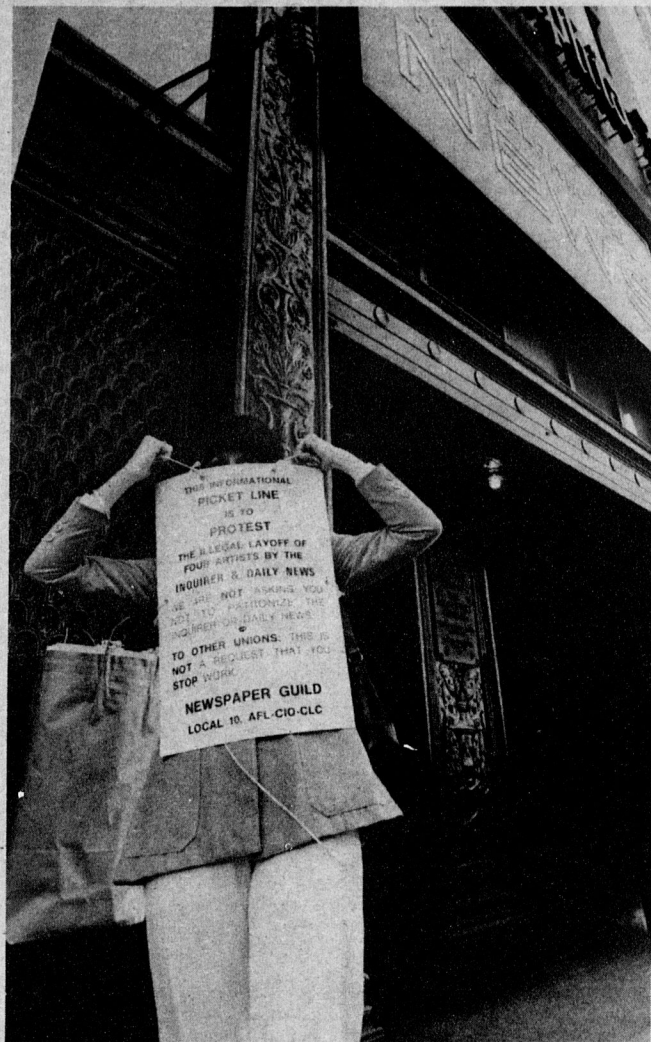
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Guild women pick 4 at CLUW

Story on Page 5

Per capitas to rise by 33¢

Story on Page 2



Spreading the news

Constance O'Brien, an advertising clerk at the Philadelphia Daily News, dons the uniform of the week to start up informational picketing after work in protest against the Inquirer and Daily News' economy dismissal of advertising artists.

Inquirer firings trigger picket line, mass visit

Philadelphia, Pa. — Informational picket lines were mounted at the Philadelphia Inquirer and Daily News March 29, two days after some 200 angry Guild members marched to General Manager Sam S. McKeel's office to protest the dismissal of two advertising artists.

They thronged into McKeel's office and an adjacent conference room March 27 from a meeting at Guild headquarters a block away "to take advantage of McKeel's famed 'open-door' policy," Local President Oscar B. Teller said. Labor Relations Director Tom Duffin, after threatening to have them evicted, met with a Guild committee and agreed to expedite arbitration of the dispute.

But the company, at a March 29 grievance session, refused to let the two artists stay on the job pending arbitration. The Guild responded with another mass march on the plant that evening, when the dismissals took effect. An informational picket line of 15 was mounted that night. It returned three days for the next week with picket signs protesting the dismissals.

The picketing was suspended April 5. Unit Chairman Eugene B. Jones said it was being lifted as a demonstration of "good faith" but would be reinstituted if the company failed to honor its pledge of speedy arbitration.

The dispute was triggered by a March 5 announcement that four advertising artists would be dismissed because of a lack of work for them. One left before dis-

missal to take another job, and a second was spared when another artist decided to take early retirement with increased severance pay.

The Guild has charged the company with engineering the dismissals as a test case for plantwide layoffs. They were effected under a clause allowing dismissals for "good and reasonable" cause other than employee misconduct.

The Guild said the shortage of work for the artists had been created by the company's decision to charge for advertising art work, hitherto done without charge, in 1972 and a 23-percent increase in the charge at the start of this year.

The dismissal was the latest in a long series of irritants inflicted on Guild members by the Inquirer and News. They include merger of the two papers' national-advertising departments in violation of the Guild's contract; the company is presently seeking an injunction to bar the Guild from taking the case to arbitration.

The members who flocked into McKeel's office shifted their meeting to the company cafeteria when they found the general manager gone and Duffin agreed to meet with a committee.

McKeel, in a letter to employees after his return, accused them of "illegal entry" into the building and "an act of trespass." But Teller noted in a special bulletin that McKeel's office was not locked at the time and that nothing in it was disturbed.

Pay increases bring 33¢ hike, to \$4.43, in TNG per capita

With the average reporter top minimum in Guild contracts up a record \$19.71 over last year, per-capita payments by Guild locals to TNG are scheduled to go up 33 cents, to \$4.43, effective May 1 under a constitutional formula linking the two.

Almost 26½ cents of the increase will go to bolster TNG's General Fund, which had a cumulative deficit of \$265,741 at the end of the fiscal year's third quarter. The remaining 6.6 cents will go into the International Defense Fund.

Crocker reported that increases in reporter top minimums during the past year had produced another change—in the ceiling on full regular dues payments. It is increased from \$10.25, for members earning over \$325, to \$11.75, for members earning over \$375.

Locals were notified of the prospective increases last week in a letter from TNG Secretary-Treasurer Robert M. Crocker.

The per-capita formula, adopted by TNG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in Guild newspaper contracts.

The new top-minimum average, computed from 132 contracts in effect April 1 covering newspapers published at least five days a week, was \$262.11, Crocker reported. The 1973 average was \$242.40.

Crocker, noting that the record increase in the average reporter top minimum "appears contradictory" in the light of the "relative decline" of pay raises in settlements during the past year under government controls, said two principal factors explain the paradox.

One, he said, is the fact that many deferred increases taking effect during the fiscal year ended March 31 were larger than the increases in new settlements. The other, he said, is the frequency with which two increases took effect during the single fiscal year.

An additional factor, Crocker explained, was the release of several sizable increases that had been held up by the old Pay Board prior to April 1, 1973.

Twenty-nine contracts had increases of \$30 a week or more during the year, he reported, with five of the increases at or above \$50 and one—at the Sacramento Union—at \$70.46. The Sacramento raise was an example of one fattened by Pay Board approval of a raise previously withheld.

The new top-minimum average

ITU abandons raid on Portland unit

Portland, Me. — The Typographical Union has dropped its attempt to take representation rights for 23 proofreaders covered by a Guild contract at the Portland Press Herald, Express and Telegram.

The printers withdrew a representation petition shortly before a scheduled March 20 NLRB hearing on it. An impartial umpire had found the Typographical Union guilty of violating the AFL-CIO's no-raiding provisions in October.

The Portland Guild subsequently persuaded 17 of the proofreaders to revoke their ITU membership applications.

was multiplied by .0165, producing a per-capita figure of \$4.32482, rounded off to \$4.33, the next higher cent, under the formula. To this was added a special 10-cent increase voted by the 1969 TNG Convention.

In establishing the formula in 1964, TNG determined that the then-existing per capita of \$2.30 represented .01625 percent of the 1964 top-minimum average of \$141.83. The Guild's 1967 Convention changed the formula to .0615.

The per-capita formula is designed to provide TNG with an increasing level of income to meet rising costs, geared to the increase in its members' income.

The per-capita increase does not affect members' dues, applying only to the monthly payments made by locals to finance TNG's operating costs.

The TNG Constitution provides that the new per capita

will take effect May 1 unless revised by the International Executive Board.

The General Fund will receive slightly more than \$3.56 of the new \$4.43 per capita and the Defense Fund 86.6 cents.

The Constitution provides for extension of TNG's regular-dues ceiling by 75 cents for each \$25 salary bracket to the highest bracket that does not exceed the highest reporter top minimum in any Guild newspaper contract as of each April 1.

The highest minimum in effect in April 1973 was \$365 (at the New York Times), Crocker reported. At the start of this month, it was \$400 (at the Washington Post), raising the maximum regular dues payment by \$1.50.

The increase is not immediately applicable, however, since TNG is in a reduced-dues period as a result of the prosperity of the Defense Fund.

Victoria papers yield, give up merger plan

Victoria, B.C. — F. P. Publications, publisher of the struck Victoria Times and Colonist, has given up plans to merge the two papers.

General Manager Jack C. Melville indicated the company was bowing to public pressure. He said a study had shown a merger would produce "considerable savings" but added that "there has been a considerable reaction from many different sources."

The contemplated merger was denounced from many sides when it was first announced in January to striking pressmen and locked-out members of the Victoria Guild and other Times and Colonist unions.

Melville disclosed the company's retreat in an interview published March 25 by the Victoria Express, the unions' interim paper. The Times and Colonist have been shut down since the start of the strike Dec. 1.

Leonard Guy, spokesman for the Joint Council of Newspaper Unions, welcomed abandonment of the merger idea but said:

"We considered it a threat to see if union members could be upset, in the first place. I think he backed down when we made it clear that we want job security for all, no matter what decisions they might make about the way they want to run the papers."

Melville, in announcing the plan, said it might be reconsidered if the strike ended immediately, but a mass meeting that night produced a unanimous vote to stand by the unions' demand of job security for all employees.

That issue continues to be the principal stumbling block to a settlement. Negotiations, resumed April 2 after a two-week interruption, were broken off again the next day with no progress.

Mediator Clark Gilmour said further meetings would serve no useful purpose for the present and recessed the talks indefinitely.

During bargaining in March, the company had offered to guarantee the jobs of all employees on the payroll as of last Oct. 1 against changes resulting from the introduction of cold type. But it refused to extend the guarantee to changes resulting

from merger, consolidation, contracting out or economy considerations.

The unions rejected the proposal. They are asking that all reductions be by attrition and that employees share in the savings from automation beyond a certain level.

An Unemployment Insurance Commission board of referees has rejected the Guild's appeal for jobless pay. But the local executive committee has increased weekly benefits by \$5 on the basis of increased revenue from the Express.

The Guild reported new contributions of \$2,514.55 to its strike fund, including the following:

Ottawa Guild	\$300.00
Vancouver-New Westminster Guild	329.55
Montreal Guild	300.00
Cleveland Guild	50.00
Denver Guild	50.00
San Jose Guild	100.00
Toronto Guild	300.00
Pacific Northwest Guild	250.00
San Francisco-Oakland Guild	100.00
Ottawa Guild	150.00
Pittsburgh Guild	50.00
Stockton Guild	25.00
Canadian Wire Service Guild	100.00

In addition, a contribution of an additional \$100 to the Joint Council has been received from the Marine Branch of the B.C. Government Employees' Union.

What the hell goes on here?

New York City — Reuters wants to make the use of "bad language" a cause for dismissal.

No, not the use of mixed metaphors or split infinitives in copy—the use of "swear words" on the job, Personnel Manager Timothy Potter explained in a Guild bargaining session. He did not offer a proscribed list.

A Reuters Guild Unit bulletin found it amusing that management, "many of whose members rose from obscure and tough backgrounds," should be "akin to Salvation Army majors in their speech." But it said the idea that Reuters, "a news agency operating under the gospel of freedom of speech . . . wishes to censor the language of its employees is not at all funny."

Teamsters shut 2 Pittsburgh dailies



Photo by Hugh Grannum, Detroit Guild

High gear in Detroit

An augmented Guild organizing staff launches an intensive four-day blitz to enroll employees of the Detroit News. From left, Hazel Hopkins (standing), on leave from the Detroit Free Press; Eileen Foley

of the Free Press, temporary International Representative Nancy Heinberg, International Representatives Willard Hatch and Luis Montanez, Jr., and Bernice Haun of the Free Press.

Guild seeks to organize 1,000 in Detroit

Detroit, Mich. — The Guild has begun a major organizing drive at the Detroit News, the nation's fourth largest newspaper. It is one of the largest organizing campaigns in the union's history.

Unorganized workers in the editorial, advertising business and inside circulation departments of the News and business employees of its radio and television stations give the unit a potential of 900 to 1,000 members. The Guild already represents the News's maintenance workers.

The drive was launched in response to calls from News employees after some 30 members of the editorial staff were fired without notice Feb. 25. A four-day campaign at the end of March that engaged the help of about 50 Detroit-area Guild members pushed the drive into high gear.

The February firings were the latest in a series of incidents over the past two years that have signaled the end of a tradition of paternalism at the News, whose circulation of 652,564 daily and 832,820 on Sunday makes it the largest evening paper in the nation.

A 29-year employee, another long-time employee who recently had open-heart surgery and the paper's widely respected movie critic were among those terminated. Some 100 employees have been fired since November.

The News claims the firings were necessary because of eco-

nomie problems, although it paid 42 million dollars in cash for a new suburban plant, has invested nearly two million dollars in electronic equipment and bought the Palm Springs Desert Sun in California after the "Monday Massacre," as the firings have become known.

News Managing Editor Paul Poorman assured the staff some six months ago that there would be no cutbacks in the editorial department. He told a group of employees before the firings, "Seniority doesn't mean a damn thing around here."

"In my experience, I have never encountered such repressive and fear-inducing policies as those of the Detroit Evening News," International Representative Willard Hatch said. "Employees believe that their phones are being tapped and that the union's organizing headquarters is under surveillance. It's hard to believe."

Among issues of concern to News employees in addition to

job security are the company's pension plan, health insurance and pay.

Six organizers, headed by Hatch, make up the Guild's campaign staff. The staff includes International Representative Luis Montanez, Jr., William Schmidt, on leave from the Oakland Press in Pontiac; Hazel Hopkins, on leave from the Detroit Free Press; Lynn Molitor, on leave from the Royal Oak Tribune, and Nancy Heinberg, former president of the Madison Guild and more recently on the editorial staff of the Washington Post.

International Vice President James A. McGill of Gary has also been in Detroit to help the drive.

The Guild has received pledges of support from newspaper craft unions and the Wayne County AFL-CIO Council. The United Automobile Workers has provided manpower assistance.

The Teamsters, who had recently attempted to organize the News's ad-dispatch department,

turned over their files to the Guild and are assisting it. The National Labor Relations Board's regional director declared the department an inappropriate unit, and the board refused a review in February.

Card check adds four to Buffalo Guild unit

Buffalo, N.Y. — A card check added four members of the Buffalo Courier-Express's creative department to the Guild's unit there March 29.

The check was conducted by Joseph B. English, retired head of the New York State Mediation Board's district office, under an agreement with the Courier-Express. The four will be added to a newly won bargaining unit of 33 dispatch-department employees.

With their addition, the Buffalo Guild has expanded its units at the Courier-Express and the Buffalo Evening News by 63 employees in two months.

Guild joins stop-work meetings in Oshawa to aid striking ITU

Oshawa, Ont. — Stop-work discussion sessions by Guild and other union members at the Oshawa Times and craft unionists at five other Thomson papers in Ontario April 4, 5, 6 and 8 have been credited with helping convince the company to resume bargaining with printers striking its papers in Barrie and Orillia.

The stop-work sessions were precipitated by news that Thomson management had broken off bargaining and sent strikebreakers from its Toronto headquarters to the two cities April 3, the day after the printers struck.

Oshawa Guild members, printers and pressmen met for an hour and a half the first morning, Bruce Jones, chairman of the Toronto Guild's Oshawa Unit, reported.

On the second day, after learning that the number of strikebreakers had been increased, they met for 2½ hours, he said. The sessions ceased after

Thomson agreed to resume bargaining in Barrie and Orillia. The strikebreakers were not withdrawn, however.

The longest sessions at the six papers involved were at the Sudbury Star April 5, 6 and 8, resulting in delays of up to six hours in publication. The Northern Ontario Guild is seeking an initial contract with the paper.

The April 5 sessions in Oshawa were prolonged when the company announced to Guild members, printers and pressmen that they would be docked for the time spent at the sessions that day and the day before.

Members of the three unions voted immediately not to resume work until the company agreed to pay for the time. After two unsuccessful meetings between management and a grievance committee comprised of two representatives of each union, however, the members voted to return to work and seek resolution

of the question later.

The Guild has not yet signed an Oshawa contract ratified in mid-January. It is waiting for the other unions at the paper to settle, Jones said. The printers' settlement has been delayed by efforts of the International Typographical Union to secure a master agreement on automation at all eight Thomson papers involved.

Thomson has responded by refusing to implement the increases provided in the Guild settlement. Jones said. The settlement provides a \$43.60 top-minimum increase over its two-year term.

In Sudbury, meanwhile, the Guild reported that it has reached tentative agreement on "practically everything" but jurisdiction and economic provisions. The Guild is scheduled to resume bargaining with the Star April 16 and 17.

Printing-craft unions also are seeking settlements in Sudbury.

Pittsburgh, Pa. — Sixty-five Guild editorial employees were furloughed by the Pittsburgh Post-Gazette April 5 after six days of a Teamsters' strike that halted publication.

The Teamsters, who represent 700 drivers and circulation employees, struck March 31 against the Pittsburgh Press, which prints the Gazette under contract. They posted a picket line only briefly, but both papers suspended publication.

The Teamsters had struck for three days in January but returned to work without a settlement before any Guild employees were laid off.

Wages, fringes and automation of loading-dock operations are the principal issues.

Negotiations to settle the strike were moved to Washington April 9, with Teamsters' President Frank E. Fitzsimmons and Kenneth E. Moffett, director of mediation services for the Federal Mediation Service, sitting in.

Some progress was reported the first day, but negotiations were broken off on the next. Even before the rupture, the Press posted a statement saying the prospects for a settlement were dim.

The Typographical Union, whose contract expired Jan. 1, and the ITU Mailers, whose contract expires in May, are also in bargaining, with automation a serious issue in both cases.

The Press laid off all crafts except electricians, engineers and service employees at the start of the strike but kept nonunion editorial and other personnel.

The Teamsters put up a picket line only once—April 1—but told Post-Gazette Guild members it was not intended to keep them out. Building-trades employees refused to cross it to work on new automated equipment on the loading docks.

The Press filed an unfair-labor-practice charge against the Teamsters, accusing them of a secondary boycott.

The Post-Gazette furloughed all but 20 Guild-covered employees April 5, retaining them to maintain records and keep the paper in readiness for renewed publication.

The Press said it plans to print a throwaway paper weekly at an out-of-state plant and mail it to 450,000 subscribers.

The Press is seeking to reduce the number of loading-dock jobs under automation. It has pledged no dismissals, but the Teamsters are seeking a moratorium on changes pending negotiations for the next contract.

The company has offered a two-year contract with increases totaling \$17 in fringes and benefits each year. The union wants a one-year contract.

The Post-Gazette's marriage to the Press has been an unhappy one for Guild employees. They were put out of work by a two-week pressmen's strike and then by a 4½-month strike of printers. Teamsters and service employees in 1971.

Certification gained at Vancouver paper

Vancouver, B.C. — The British Columbia Labour Board has certified the Vancouver-New Westminster Guild as bargaining agent for four editorial employees at the twice-weekly Richmond Review.

The Guild had submitted cards signed by all four employees. The unit will be the local's smallest.

Printers move toward confrontation in New York

New York City—Printers resumed stop-work meetings at the New York Times April 11 two hours after it was announced that Typographical Union members had voted strike authorization. The Times immediately sought a contempt citation.

The strike authorization was voted by 4,662 to 590 in a membership referendum after the union failed to reach a settlement with the Times, Post and Daily News by an April 5 deadline.

Local President Bertram A. Powers said the authorization vote freed the union's hands to bring pressure on the publishers by on-the-job meetings. But the Times obtained an order requir-

ing the union to appear in court the next day to show cause why it should not be held in contempt of an injunction barring such stoppages.

The printers had been enjoined from stop-work chapel meetings at both the Times and News under terms of a contract that expired a year ago. The courts held that the stoppages were illegal because of a provision calling for extension of the contract until a settlement or "other action" by the publishers or the ITU.

The ITU had refused repeated requests by the local to take the "other action" that would free it from the restriction. But last

month, after a visit by local officers to ITU headquarters in Colorado, the international agreed to a formula Powers said opened the way to job action.

The formula, as described by Powers, called for 10 days of intensive negotiations, with a strike vote to follow if there were no settlement by that time. Powers said that while the ITU had empowered two international representatives on the scene to set the date for strike action, it had agreed that strike authorization would free the local from terms of the old contract.

The Times disagreed, however, and Powers called off further stop-work meetings after the

show-cause order was served. But he voiced confidence that after the court hearing "we will be free of this injunction and then we will come back and hold chapel meetings and bring this conflict to a head."

The publishers presented a full contract proposal April 3, two days before the end of the 10-day negotiating period. It provided the same \$13.85-a-year increase negotiated with other craft unions and the Guild, amounting to 5.5 percent the first year and 5.2 percent the second, plus 1.5 percent for fringes.

The publishers' automation proposal called for guaranteeing the jobs of regular fulltime situation holders and guaranteeing substitutes against an automation-produced reduction in work opportunities below those provided in the year ended March 30.

There would be automation training for composing-room employees and a fund would be set up to pay retirement-incentive benefits.

Powers said both the wage and automation proposals are unsatisfactory, stating he could not believe either was a final offer.

Hal Boyle dies; AP columnist served as TNG vice president

New York City—Hal Boyle, Pulitzer Prize-winning Associated Press columnist and a former Guild international vice president, died April 1 of a massive heart attack. He was 63.

Boyle, who had helped an organizing drive that led to the Guild's first nationwide bargaining unit at AP in 1949, discontinued his daily column in February. He was a victim of anyotropic lateral sclerosis, known as "Lou Gehrig's disease."

Boyle served on the Guild's International Executive Board in 1948 and 1949. He was one of seven cochairmen of the 1949 organizing drive and helped write a series of letters to AP members that was credited with a major role in a decisive election victory.

He was a member of the Guild's AP negotiating committee in 1948.

In later years he became less active in the Guild but never lost his enthusiasm for it. He helped out in Guild organizing efforts at newspapers on several occasions and was in the front lines whenever there was a confrontation with AP management. Guildsman Marvin Schneider recalled after his death how Boyle marched on the picket line during the 1969 AP strike.

"Cigar stuck into a face reddened by a combination of the bitter cold and remedies taken against it," Schneider related, "Boyle stomped with his colleagues along the pavements of Rockefeller Plaza as if he were leading an assault on the Bastille."

Three years earlier, a small crew of Guild members was manning the phones at Guild headquarters on New Year's Eve as a strike threatened when the sound of the building's rickety elevator making a slow ascent was heard. "Those in the office listened as footsteps approached down the



HAL BOYLE

long corridor," Schneider recounted. "The door opened uncertainly, and there was Boyle, a look of serious determination on his face and a brown paper bag in his hand. He had brought a bottle of bourbon and himself."

"I thought you might be able to use this," he said. "Anything I can do?"

"Because he was Boyle, he was obvious, of course, that he had already done something just by opening the door."

Three hundred persons attending a memorial service for him April 3 heard another well-known AP by-liner, Saul Pett, describe him as "the head of the Walter

Mitty lobby, with a secret dream of telling somebody off just once, the blithe spirit, the lover of mad-dening abstractions, the collector of odd statistics, the gentle wit who kept the foil turned on himself, the loving Boswell of the GI, the faceless, the frustrated, the boy in every man."

Boyle's by-line appeared on AP's main wires more than any other writer's in the service's 126-year history. He won a Pulitzer Prize in 1945 for distinguished war correspondence. Boyle covered war fronts in the Near East, North Africa, Italy, France and the Pacific during World War II and later covered the conflicts in Korea and Vietnam.

Boyle's last column described his affliction, noting the irony that, after surviving as a correspondent in three wars, he had come down with a fatal disease that strikes only one person out of 100,000.

In a 1971 anthology of essays on journalism, Boyle had quoted Horace Greeley: "Journalism will kill you, but it keeps you alive while you're at it," adding:

"But what finer way is there for a man to wear out his life than in telling the exciting story of the most exciting century mankind has ever known?"

His choice for an epitaph was "Safe at home."

Boyle first joined AP as an office boy in 1928, on a salary of \$15 for a 58-hour week. He left to earn a journalism degree at the University of Missouri and returned to AP as a newsman in Columbia, Mo., Kansas City and St. Louis before coming to New York as night editor.

A scholarship is being established in his name at the University of Missouri, it was announced at a retirement party in his honor at AP headquarters three days before his death.

lessen "free competition" in the newspaper industry, an action he termed against the public interest. Rejecting a company defense that independent broadcasting stations provided competition, he said the print press, rather than radio and television, "still mans the front line in the bastion of our liberties and civil rights."

Irving, in addition to his newspapers, has extensive holdings in other industries. He has been accused of using his newspapers to further his other industrial interests.

Mellett survey started on minority job training

As the first step in the preparation of a comprehensive guidebook on newspaper minority job training, newspapers themselves are being surveyed on their experience, if any, with such training programs.

Questionnaires have been sent to papers with circulations of more than 100,000. David C. Swanston, project director of the National Newspaper Minority Job Training Survey, reported March 30 to the annual meeting of the board of directors of the Mellett Fund for a Free and Responsible Press, which has funded the project with a grant from the John & Mary R. Markle Foundation.

The Mellett Fund is an independent, nonprofit corporation established through a bequest to TNG from Lowell Mellett, former Scripps-Howard editor and columnist.

"As soon as we get the completed surveys back, we will decide what cities to visit," Swanston, a former San Francisco-Oakland Guild member, wrote the Mellett board. Both those who have run minority job-training programs and those the programs have trained will be interviewed.

The Fund directors, at their meeting in Washington, considered a proposal from John Lofton, an editorial writer for the St. Louis Post-Dispatch, for a grant for a projected historical study of press response to First Amendment crises but said the Fund was not able to finance such a project at this time.

They commended the project as "timely and important" and encouraged Lofton to seek funding from a larger foundation, with the understanding that the Mellett Fund would be glad to administer such a grant, as it is doing for the newspaper job-training project.

The cash balance in the Mellett Fund, after disbursement of a \$16,000 grant to the latter project, stood at \$4,700 as of last month's meeting.

Ben H. Bagdikian, national correspondent for the Columbia Journalism Review and media critic, was re-elected president of the Fund, and TNG President Charles A. Perlik, Jr., was re-elected secretary-treasurer. H. Eugene Goodwin, journalism professor at Pennsylvania State University and Mellett Board member, was elected vice president.

TNG International Chairperson Barney Peterson was elected to the board of directors, succeeding his predecessor as TNG chairperson, James B. Woods.

Other members of the board, all of whom were re-elected, are Frank Cormier, Associated Press White House correspondent; A. H. Raskin, assistant editorial-page editor of the New York Times; Julius Duschka, director of the Washington Journalism Center; TNG Secretary-Treasurer Robert M. Crocker, and TNG Administrative Operations Director Ellis T. Baker.

Guild raps move by CNTU at CBC

Montreal, Que.—The Canadian Wire Service Guild has joined nine other unions in challenging a move by the Confederation of National Trade Unions to represent 25 public-affairs employees of the Canadian Broadcasting Corp. in Chicoutimi.

A hearing on the petition was held here by the Canada Labour Relations Board March 28 and 29. A decision is being awaited.

The Guild represents three CBC newsroom employees in Chicoutimi. Last May it fought off a CNTU attempt to take away the unit.

The Guild, in intervening against the new petition, objected that the CNTU's jurisdiction at CBC is limited to Montreal and Quebec. Among other unions objecting were two that represent some of the public-affairs employees, the Association of Canadian Television and Radio Artists and a union representing CBC producers. Others are unorganized.

Guild sisterhood

Guild representatives during a break in the Coalition of Labor Union Women's founding conference in Chicago. From left, International Vice President Dorothy M. Sain and Virginia O'Shea (foreground) of Cleveland, Rita A. Gillmon of San Diego, Carol L. Ivy of Los Angeles, Eileen Foley of Detroit and Adrienne Thomas of Denver.



Photo by Patricia Strandt, Washington-Baltimore Guild

Guild women pick 4 for CLUW posts

Chicago, Ill.—TNG International Vice President Dorothy M. Sain and three other Guildswomen were elected to the national coordinating committee of the Coalition of Labor Union Women at its founding conference here March 22 through 24.

The conference, attended by an overflow turnout of 3,000 union women and a handful of male unionists, set as its purpose the organization of 30 million unorganized female workers, affirmative action through trade unions to eliminate sex discrimination in the work place and encouraging women to take leadership roles in their unions.

The Guild was represented by 31 members from 16 locals and TNG. Elected to the coordinating committee, in addition to Sain, were Yetta Riesel of TNG's staff, Anna M. Padia, secretary of the Pacific Northwest Guild, and Betsy Wade of the New York Guild. Each participating union was allotted four representatives on the committee.

Riesel is one of 32 nominees for 17 positions on the coalition's steering committee, which will be elected by the coordinating committee.

Olga Madar, vice president of the United Automobile Workers, was elected chairperson, Addie Wyatt of the Meat Cutters was elected national vice chairperson, Linda Tarr-Whelan of the State, County and Municipal Employees was elected secretary, and Gloria Johnson of the Electrical, Radio and Machine Workers was named treasurer.

Emphasizing that it intends to work within the labor movement and the collective-bargaining process, the Coalition recommended that membership be open only to union women. It said members will undertake to "educate and inspire our union brothers."

11% raises end Radio Europe strike threat

Munich, Germany—The threat of a strike against Radio Free Europe was ended March 25 when management agreed to a mediator's recommendation of an 11-percent increase for both Guild employees and those represented by two German unions.

The New York Guild's Munich Unit, representing 235 non-German employees, had voted to strike if the recommendation of Dr. Hans Schmatz, a Ministry of Labor mediator, were not accepted. The two German unions had warned they would take similar action.

With Radio Free Europe in a financial crisis, its employees had not received increases for two of the past three years despite Germany's rapid rate of inflation.

Dr. Schmatz's award calls for increases retroactive to July, with five percent payable immediately and six percent at "a mutually satisfactory date." The unions are insisting that it be paid no later than June 30.

Although the mediator's rec-

ommendations applied only to the radio's European employees, William Durkee, president of Radio Free Europe, agreed to a meeting with John E. Deegan, executive vice president of the New York Guild, to make them applicable to 15 Guild-covered employees at the radio's New York office.

Deegan was in Munich when management and the unions announced their acceptance of the recommendations March 25. Each of the unions had conducted referendums among their memberships, with their leaders recommending acceptance.

The five-percent increases were put into effect the first week in April. Durkee has agreed to award the full 11-percent increase to 66 Guild-covered employees dismissed in an economy cutback, from their dismissal date in December back to July 1.

Other contract provisions remain to be negotiated. Pensions, housing allowances, health insurance, retraining and employee participation in decision-making are among areas in which the unions have said there must be improvements.

With Radio Free Europe in financial straits because of a cut in funding, management has not made any payments into the pension fund since the fiscal year 1969-70 and has dipped into the fund to meet operating expenses. The unions are seeking improvements in the plan itself, which they term "totally unequipped to deal with inflation."

Although housing costs have risen more than 40 percent since 1968, housing allowances have been increased by only 10 percent. An arbitration board's award of an additional 20 percent is being challenged in the Labor Court.

The unions have complained that dismissed employees are being allowed only "miniscule" grants of \$185 for retraining purposes, to be used for language instruction only. The unions are seeking an adequate retraining agreement.

The December cutback, in which 52 newsmen lost their jobs, closed the station's news bureaus in Berlin, Geneva, Athens and Stockholm. A severe cutback in New York eliminated 48 Guild-covered employees, including all East Europeans.

planned the conference. Padia conducted two workshops, one on the coalition's purpose and structure and the other on affirmative action in the work place; Riesel handled press relations for the conference and helped draft the statement of purpose.

Guild representation at the convention was strong in response to an appeal by TNG President Charles A. Perlik, Jr., for local participation. Guild representatives were:

Cincinnati—Jan R. Albright; Cleveland—Mary Engler, Helen Hottenstein, Virginia O'Shea, Sain and Mary Swindell; Denver—Adrienne Thomas; Detroit—Eileen Foley, Dorothy Wilson and Agnes Yarbrough; Los Angeles—Carol L. Ivy; Madison—Ann Beckmann; Memphis—Barbara Booth, Sally Wright and Kathy Yarbrough; North Jersey—Lore Fiedler; New York—Wade and Liann Giuntini; Pacific Northwest, Padia; Philadelphia—Linda C. Cherry, Elizabeth Duff, Shirley Taylor and Mary White; San Diego—Rita A. Gillmon; San Jose—Sally Fisher; Toledo—Evelyn Alexander and Jeanne Walker; Washington-Baltimore—Patricia Strandt; Youngstown—Barbara Javorsky and Gloria Richardson; TNG—Riesel.

A provision of the bill that would have reduced the increase by a third for the first 250,000 copies of a publication was removed in committee.

Toronto Guild backs fight on evictions

Toronto, Ont.—The Toronto Guild executive committee, has gone on record in support of 700 Toronto Islands residents who are fighting attempts to take their homes for a public golf course. The committee, declaring that much of the Toronto press's coverage of the dispute has displayed "flagrant bias," said the case for retaining the residential community on the Lake Ontario islands has been well-documented. The Metro Parks Department and Metropolitan Toronto Council are seeking to tear down the dwellings, which are leased to their occupants.

The Toronto Star's plant was picketed March 7 by island residents charging unfair coverage by Guildsman Michael Best, the paper's municipal-affairs columnist.

Pleas urged for bill to cut postal hikes

U.S. Guild locals have been asked to urge their senators and congressional representatives to support a bill easing the impact of staggering postage increases on labor and other nonprofit publications.

Guild Reporter Editor James M. Cesnik, in a March 29 letter to locals, urged support for a measure that would extend from 10 years to 16 the period for increases ranging as high as 1100 percent.

The bill has been approved by the Senate Post Office Committee. For commercial newspapers and magazines, the phase-in period would be extended from five years to eight.

Postage rates for nonprofit publications, including the Guild Reporter, have already been increased more than 150 percent since 1971. The latest increase took effect March 2, and the next is scheduled for July 6.

The Senate bill, sponsored by Sens. Edward M. Kennedy and Barry Goldwater, would cut future increases between now and 1981 in half, allowing an additional six years to realize the full increase.

Characterizing the bill as "a reprieve," Cesnik declared in his letter to locals:

"What is involved for the Guild Reporter is an increasingly heavy drain on your per-capita payments; what is involved for a number of other labor publications is their very existence."

Cesnik asked locals to write both their senators and representatives in support of the bill—S-411—and urge their members to do likewise. Action is needed quickly to cut back the July 6 increase, he noted.

"The International Labor Press Assn. and other groups representing nonprofit publications have proposals for more fundamental postal-rate reforms that would remove the sword now hanging over much of the non-commercial press," Cesnik said. "There is much support for them in Congress. But if the impact of the rate increases is not softened by passage of S-411, the medicine may not arrive until after the patient is dead."

A provision of the bill that would have reduced the increase by a third for the first 250,000 copies of a publication was removed in committee.

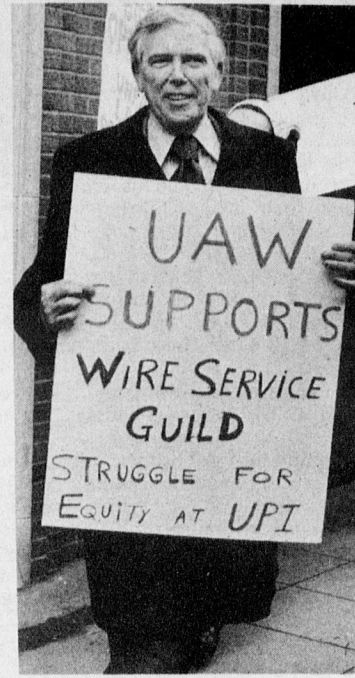
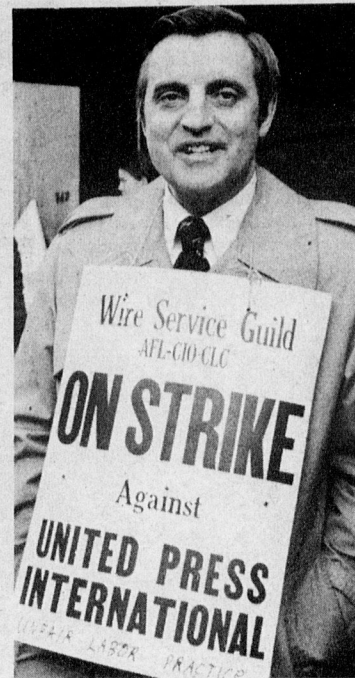
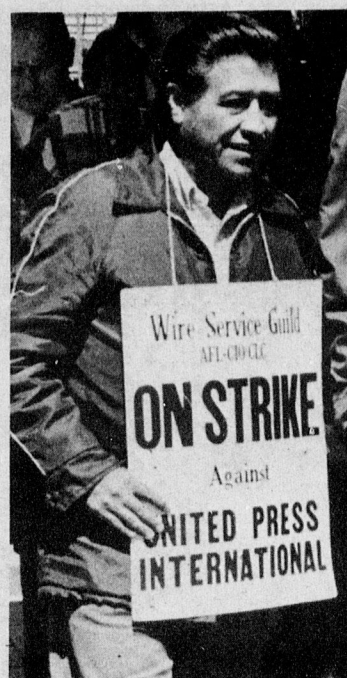


Photo by Bruce Fritz, Madison Guild

William Hauda brings a formidable friend to the picket line in Madison.



Jim Cour, UPI's Southern California sports editor, enlists his son, David, 2, and daughter, Stephanie, 5, for picket duty.



On the picket line: From left, Farm Workers' President Cesar Chavez, Sen. Walter Mondale and UPI White House Correspondent Helen Thomas in Washington; United Automobile Workers' Vice President Douglas Fraser in Detroit.



Neither rain nor cold stays these pickets from the completion of their appointed rounds in New York.

Picket lines traveling with the news frustrate UPI's scabs

THE UNITED PRESS INTERNATIONAL picket line was clearly the most far-flung in Guild history.

It extended, of course, to UPI bureaus from coast to coast. But it also took pickets to strange locations, including the White House and United Nations headquarters.

Perhaps the Guild's longest picket line was one stretching for five blocks at the U.N. Building in New York. It was thinly manned by three pickets, but the UPI bureau there was closed, and three clients who normally use the UPI wire to send stories overseas refused to do so.

In Washington, strikers, including senior UPI White House Correspondent Helen Thomas, picketed the White House. In Nashville, three strikers picketed the Tennessee Legislature, precipitating the introduction of a resolution asking the removal of strikebreakers trying to cover it.

Other pickets traveled to Media, Pa., to picket the trial of former United Mine Workers' President W. A. (Tony) Boyle when UPI sent the wife of its Philadelphia bureau manager to cover it.

In Los Angeles, a score of pickets marched at the Academy Awards presentation, holding up accreditation of UPI's resident strikebreaker.

In Washington, three Guild-covered employees working as strikebreakers sent contributions totaling \$5 to the Washing-

ton UPI Branch's health-and-welfare fund. The Guild sent the money back with the following note:

"We were already aware of the level of your interest in the welfare of your fellow Guild-covered employees."

A STRIKEBREAKER'S LIFE is not a happy one. Guild members saw to that.

In Indianapolis, when John S. Deprez, son of the publisher of the Shelbyville (Ind.) News, left the UPI bureau for the Statehouse, he was followed across town and into the capital building by striker B. J. Gilly, wearing a picket sign.

A policeman stopped Gilly inside, saying he wasn't allowed to picket there, but Gilly appealed to Gov. Otis Owen, who said it was all right. So Gilly picketed outside the press room until Deprez emerged, dogging his heels at other stops in town until he returned to the bureau.

In Providence, two pickets similarly turned themselves into shadows for a UPI salesman trying to cover the Rhode Island Statehouse. In Miami, a picket followed the picture-bureau chief to the Baltimore Orioles spring training grounds and picketed the stadium. The Orioles responded by refusing to let the strikebreaker use the stadium's filing facilities.

Two UPI strikebreakers in San Francisco tried to cover a news conference on the Patricia Hearst kidnapping at the underground newspaper Phoenix but were ex-

cluded after a San Francisco-Oakland Guild member told Phoenix Editor John Bryan, a former Guild member, who they were.

And in Washington, striker Cheryl Arvidson spotted a strikebreaker getting into a taxi and ran over to tell the driver who his fare was. The driver ordered him out.

An early communique from Philadelphia strikers read, "We'll stay out until Hell freezes over!" From Minneapolis, where the thermometer read two degrees below zero, came the response: "Hell, it already has frozen over!"

THE SORRY STATE OF THE UPI WIRE was no secret to newspaper editors and broadcasting newsmen, who found daily evidence in the form of missing, late, inadequate or amateurish stories.

The public may have been less aware of it, but occasional jarring evidence slipped through.

In Atlanta, a radio announcer, apologizing for a lack of sports news, said UPI employees were on strike because UPI wasn't paying them enough money. He said the sports wire "looks like the janitor wrote it."

In Helena, Mont., a television newscaster reported, "Due to the wire-service strike, the weather has been canceled."

And in Washington, a strikebreaker was responsible for perhaps the most embarrassing UPI gaffe of the strike when he

picked up a press release in UPI's Senate Press Gallery box and batted out a breathless story to the effect that Sen. Edward Kennedy had told a group of visiting high-school students he might run for President.

Ninety minutes after the story ran, UPI rushed out a kill. The "press release" was a hoax. Marty Houseman, UPI's Puerto Rico Bureau manager, brought in for strike-breaking duty, hadn't noticed that the release was typed rather than mimeographed and didn't check it out with Kennedy's office.

Houseman was actually one of UPI's better-equipped capital strikebreakers. The service had one sales executive covering the Pentagon and another covering Watergate.

In Los Angeles, the picket line was joined by the four-month-old son of striker Kathleen Neumayer, on his stroller the sign: "I want to be a newsman when I grow up, but I hear the pay is lousy."

SUPPORT FROM GUILD LOCALS across the country was heartening. Many contributed money, sent pickets and made their facilities available. And members of the United Telegraph Workers, where they did not observe picket lines, showed their support by taking up collections.

Less anticipated was the support that came from other unions. The Screen Actors Guild revoked the union card of movie writer Vernon Scott for crossing the picket line. In San Francisco, the Musicians did likewise in the case of a member who reported to work as a UPI office aide.

San Francisco Teamsters also helped out. Twenty-five of them accompanied five Guild pickets to the Golden Gate Fields Race-track to demonstrate against UPI.

In Tampa, the Central Labor Council supplied pickets regularly. Auto Workers, Retail Clerks and Farm Workers joined the picket lines in several cities, with Farm Workers' President Cesar Chavez and UAW Vice President Douglas Fraser among those turning out.

Most unexpected, perhaps, was the offer of the policemen's union in New Orleans to picket or give "any other kind of help that may be needed."

Among strike contributions was a \$100 check from John Chancellor, anchorman on the NBC Nightly News—followed by \$10 from his secretary.

A UPI strikebreaker who missed covering a visit to church by President Nixon at Key Biscayne tried to get pictures

from White House photographer Ollie Atkins. But Atkins said he didn't want to get involved in the strike by helping UPI.

IN BOSTON, CLASS LINES proved stronger than family ties:

When William Parry, publisher of the South Middlesex News in Framingham, and two of his supervisors went to work as strikebreakers, a statement denouncing the action was signed by 14 News staffers and telephoned in to the Guild by one of them—Night Editor Robert Parry, the publisher's son.

At the Boston bureau, Norman Cafarelli, UPI's director of North American sales, worked from the start of the strike. His son, Kenneth, was on the picket line.

Pat McCormack, UPI family editor, had a words-of-one-syllable answer when

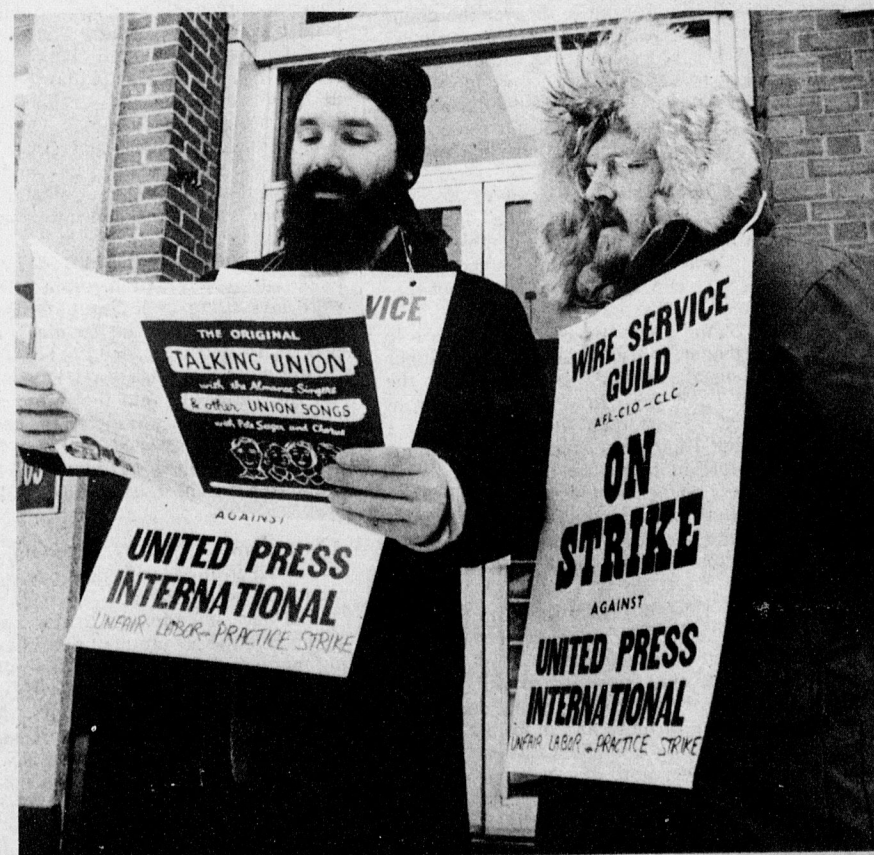
stopped on the picket line to ask why she was striking:

"We are first-class journalists who are required to do first-class work, and compared to other first-class journalists in New York City, we are paid bargain-basement rates. And that's what it's all about."

IN MOST PLACES UPI was able to fall back on bureau managers for coverage of a sort. But not in Fresno.

There, Manager Jerry Henry submitted his resignation at the hour the strike began and joined the picket line.

UPI responded by threatening to withhold accumulated vacation pay. Los Angeles UPI strikers adopted a resolution deploring the service's "vindictive and retaliatory action" and called for giving Henry—and any others who might be in a similar position—"full protection" under the Guild's contract.



Alexander Higgins, left, Northern New England Wire Service Guild chairperson, and Adolphe Bernotas, the Guild's AP vice president, are guest carolers on the picket line in Concord, N.H.

Guild's pro voice wins the war of words

New York City—The Guild emerged a clear winner over United Press International in the battle of the telephone recordings.

It wasn't an entirely fair fight. As in other areas during the strike, UPI was handicapped by having an amateur taping its "Message of the Day" to telephone callers. The Guild had a pro, from UPI's own Audio department.

The Guild had set up the recording system during prestrike bargaining to provide members across the country with instant reports on bargaining developments. Negotiators taped the messages.

One of the first volunteers to show up at the Wire Service Guild office the day the strike started, a slimly built young man

with glasses, suggested hesitantly that the recording needed to be updated. In the chaos, he was given the chore without anyone at headquarters really knowing who he was.

He had the job from then on—walking the picket line daily, recording twice a day (more frequently when necessary) and spending hours answering the telephone. Everyone at Guild headquarters knows him now: Chris Graham.

And UPI Guild members across the country know his voice—crisp, authoritative, delivering reports on the progress of negotiations, strike developments throughout the country and the sorry state of the UPI wire in rapid-fire, broadcast style.

A two-minute limitation on the

tape enforced brevity, but callers listening to Graham got the feeling they had a comprehensive report on everything there was to know.

A typical message opened with the status of the negotiations, followed by a condensation of the day's strike bulletin mailed to UPI branches across the country. The bulletins took as long as three days to reach their destinations; the recorded message gave members an instant picture of the strike.

Stories flowing to New York in daily communications were collected for the taped reports. From them, the caller was able to learn not only of strike developments in the larger units but of the lone probationary employee walking her picket line daily in North Carolina.

Important information was leavened by items on the strike's lighter side. The caller learned of a special mailing on financial assistance for strikers and heard in Graham's next breath that UPI covered one basketball game by calling the bureau manager's wife the next morning and asking her to read the lead from the local newspaper.

The reports were also used to refute company statements that its wires were operating normally. The Guild obtained daily copies of UPI wires and prepared critiques to show what was actually moving to clients.

UPI had always been able to use its wires to present its side of bargaining disputes. The Guild's two-minute news reports gave it an equalizer. And Graham's staccato style put it one up.

The Davey Report: Of what avail?

This appraisal of what the 1970 report of Canada's Special Senate Committee on the Mass Media has accomplished is excerpted from the December 1973 issue of Content, the Canadian journalism review. Its author was chairman of the committee.

by SEN. KEITH DAVEY

I'VE NEVER BEEN INVOLVED backstage in the opening night of a play, but I think I know the feeling. Three years ago this month we tabled all three volumes of the report of the Special Senate Committee on the Mass Media. We held a reception in a Chateau Laurier suite to celebrate the occasion.

Serving on that committee had been one of the best experiences of my life, and all of us who had helped put it together, the senators and the staff, laughed a little too hard, and some even drank a little too much, as we sat around waiting for the CBC 11 o'clock news and the early editions of the next day's newspaper—the first reviews of a production that had occupied and obsessed us for more than two years.

We even sang songs that night, including one upbeat number composed especially for the occasion by a staffer, called "The Media Monopoly Rag."

Watch that coverage, watch that beat;
Investigate that balance sheet.
Probe all the weakness of the
Fourth Estate and
Legislate! Legislate! Legislate!

Find what the media's all about;
Decide that time is running out.
The public will need ya,
The government will heed ya.
The media-monopoly raadaaaa!

The reviews, as we say in show biz, were "mixed." Generally speaking, the larger the newspaper and the larger the financial stake of its owners, the worse they hated what, to my delight and my embarrassment, came to be called the Davey Report.

The reaction in some quarters was so vitriolic that it was actually gratifying. After all, one of the purposes of the whole exercise was to stimulate public discussion on that least-examined of institutions, the media. Three years after the event, I can say that we definitely succeeded in doing that.

BUT WHAT ELSE did we achieve? On my bad days, I suspect that we achieved practically nothing at all. At other times, it seems to me that the report accomplished more than we reasonably could have hoped. As a stimulus to new legislation, the report has proved to be a bust. But as part of what I might as well call a consciousness-raising process, its long-term effects may turn out to be more important.

Certainly it was a consciousness-raising process for me, and it still is. Like any conscientious author, I went out and promoted the book after it was published—several hundred speeches during the last three years, to all kinds of groups, all over the country, on the report and the media it tried to evaluate.

The response I received at all these gatherings and the people I talked to suggests that I may have been doing just the opposite: *defending* the media against an audience that is far more skeptical, far more cynical, far more bitter about the media than their owners appear to realize.

In the report, we referred to the "shoot-the-messenger" syndrome—the tendency of the public to blame the media for the bad news they contain. After meeting enough people to have earned some expertise on the subject, I can report that the shoot-the-messenger syndrome is alive and well in Canada.

If publication of the report thrust me into the role of the media's defender, it also thrust me into another role: media ombudsman. You'd be amazed at the number of letters I still get, three years later, from people with a beef against their local newspaper. I haven't counted, but I must have received many hundreds by now. Most of them are the sort of complaints that no press council would uphold. Still, they may reflect the extent of the public's discontent with the media—and the fact that I, not entirely inadvertently, have become a focus for it.

IN ASSESSING THE TANGIBLE RESULTS, I'm going to fall back on the approach we used in the report itself. We considered the media, and made recommendations, in three main problem areas: (a) the questions of media diversity and media concentration—the phenomenon of more and more outlets falling into the hands of fewer and fewer owners; (b) the whole question of quality and how well the public is served by the media; and (c) the problem of Canadian cultural survival—how the media affect our sense of nationhood.

More voices. The real guts of the report was its recognition that the media, in economic terms, are natural monopolies. The industry exhibits a natural



tendency towards concentration, a tendency which militates against the public interest.

Three years ago, we pointed out the extent of concentration (77 of the country's 116 dailies were controlled by groups, and 176 of the 369 broadcasting outlets). We suggested how government could arrest this trend—chiefly through establishing a press-ownership review board, which would decide whether proposed mergers were in the public interest.

The Canadian Radio-Television Commission already is fulfilling this function in the broadcast field, and it's the CRTC's stated policy that intermedia mergers (ownership of a cable system by a newspaper, for instance) generally are to be discouraged.

The lack of a corresponding review agency for print media has led to the inevitable result: There are dramatically fewer independent newspapers in Canada than there were even three years ago.

In Montreal, our observation that chain ownership bears no direct relationship to quality appears to have been borne out by events. The Gazette, since its acquisition by the Southam chain, has vastly improved. But my own impression is that the Star's quality, since its takeover by F.P., has declined.

In Toronto, the Telegram vanished in one of the greatest sleight-of-hand acts since Houdini. The Star bought its subscription lists—and it's hard not to interpret that multimillion-dollar transaction as an inducement to John Bassett to vacate the afternoon field.

In the end, the Star added 130,000 of the Tely's readers to its circulation roster. Now the Star, bloated with advertising, is indisputably the country's richest newspaper. They've got so much cash they're hard-pressed to find uses for it. When they bought Comac Communications Quest and Homemakers Digest earlier this year, I'm told they were delighted to find a deal that required so much hard cash. Maybe the two events are unconnected, but the Star's accession to riches also seemed to coincide with a pronounced swing to the right in its editorial policy.

ONE THING, AT LEAST, is certain. The trend towards concentration will continue unless the government acts to modify it.

The new amendments to the Combines legislation, which give the government more flexibility in disallowing mergers that are against the public interest, could be applied in the media field with excellent effect. Or at least they could have been a few years ago. By now, the trend toward chain ownership is so far advanced that it may be time to advocate sterner solutions—like dismantling some of the chains, or at least forcing them to sell some of their properties. The courts ordered IBM to "unbundle" in the U.S., and chain dominance of the daily field in Canada has now approached the dimensions of IBM's dominance in the computer field.

There's one encouraging countertrend in this pic-

ture: The periodical industry in Canada, despite the burden of those grand old Easy Riders, Time and Reader's Digest, has never been more diverse. LIP and OFY grants have performed part of the job which our report suggested should be handled by a media-development loan fund. Unfortunately, under the present system of grants, most publications can't hack it long enough to survive.

However, some magazines, such as Cinema Canada, are becoming viable, thanks to early government funding which bought them the time they needed to become self-sufficient. We even have a Canadian skin magazine now, Success. As an editorial product, it's incompetent and imitative. But how can I, as a conscientious nationalist, wish them anything but, uh, success?

Which brings up another problem area upon which the report was based, **Canadian cultural survival.** One of our assumptions was that the media, along with the arts and education, are indispensable to developing a sense of nationhood. Periodicals, because they're usually national in character, are especially important. After three years, I think some progress has been made.

The magazine industry may not be exactly healthy, but at least it's showing signs of life.

Some publishers argued before the committee that the departure of Time and Reader's Digest from Canada would virtually wipe out the industry, because without them, the industry would be too small and weak to be considered as a viable advertising medium. The Canadian industry has now developed to the extent that this argument, if it ever held water, is invalid now.

In fact, the mind boggles at the government's inactivity on the Time-Digest question. In spite of overwhelming mandates at the last two Liberal policy conventions, the government has chosen to do nothing. As long as they persist in their inactivity, the Canadian magazine industry will be weaker than it need be.

THE CRTC HAS GIVEN us a good example of what a little resolution, backed by the right legislation, can accomplish. Pierre Juneau has resisted all the broadcasting pressure directed against him and emerged with policies on Canadian content which have strengthened—indeed, one might almost say, created—a viable Canadian music and recording industry.

Quality: Our underlying assumption was that the media's quality could be judged by how well they were preparing their audiences for social change—taking the "surprise" out of the world by backgrounding trends before they became sudden and surprising events. Ask yourself, for instance, how well the media prepared us for the sudden onslaught of the energy crisis. A public served by alert media might have seen it coming.

Our contention that the media's performance, overall, simply wasn't good enough provided the most controversial section of the report. I'm glad it was controversial, because, as the last three years have demonstrated, the controversy acted as a prod and led to improvements.

No, I couldn't measure it, but I do sense a greater sense of professionalism, even in Halifax. The Thomson chain, predictably, has done practically nothing about its substandard product except to hire John Harbron as its syndicated foreign-affairs analyst. The Canadian Daily Newspaper Publishers Assn., after several years of soul searching, has finally decided to invest some of its funds and energies in editorial matters instead of devoting itself exclusively to chasing advertising.

Most visible of all, we now have press councils in Ontario, Quebec, Alberta and Saskatchewan. So far, their effect as a spur to editorial quality has been more symbolic than real. And I'm disappointed at the lack of public outcry in provinces where publishers have refused to set them up. Maybe it's just as we said: The public always gets the press it deserves.

But there's no question in my mind that the media are doing a better job, generally, than they were three years ago. Most of this is part of a process of natural evolution. But I'm proud that our report became a part, perhaps an important part, of that process.

It always amazes me, when I speak at universities, to find students who seem to know the report better than I do myself. Volume One has become a sort of de-facto text book in communications across the country.

And sometimes I ask myself: Is that all we really produced? A good textbook? In the absence of legislative changes, it's sometimes tempting to look at it that way. But maybe that's more of a boast than a lament. Too many Senate reports get shelved and forgotten. Ours is still selling briskly at Information Canada, still helping people to think about the media in Canada, still serving as part of that evolutionary process. Maybe that's a hopeful sign. Anyhow, I like to think so.

Job content held altered by scanner

(Continued from Page 1)

remain a copy editor and an inside telephone sales employee may remain an inside telephone sales employee," he said. "But there can be no doubt that they perform important aspects of their job duties in a materially different manner."

"And, in my opinion, it is not decisive, for purposes of determining whether or not there has been an alteration of job content, whether or not the alteration made the job harder or easier, more or less time-consuming, more or less productive of pressure, etc. The issue is whether or not the new process serves to 'alter the job content of existing classifications.'"

Before reaching the heart of the grievance, Koretz rejected company contentions that the Guild had filed its grievance too late, that the company had indeed given the required notice and that the contractual requirement had been satisfied by contract negotiations on automation.

Management contended that the notice requirement had been met by staff meetings on the new equipment and a telephone conversation with Frank E. Keane, then Providence Guild president.

\$79 hike won at Antiques

(Continued from Page 1)

tract. And those for advertising solicitors, stenographers and telephone operators exceed the highest comparable minimums in all but a few newspaper contracts.

In addition, the contract provides a cost-of-living clause under which wages will be increased Oct. 1, 1974 and 1975, by an amount equivalent to any increase in the Consumer Price Index exceeding six percent in the year ending the preceding August.

The Guild also won a 12th holiday, the day after Thanksgiving.

Dental coverage is added to medical insurance, and major-medical-plan benefits henceforth will be made available to retired employees, at their cost. Maximum severance pay on retirement is increased \$2,000, to \$10,000.

The U.S. price elevator

The following table shows the meteoric rise of the U.S. Consumer Price Index over the past 14 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	.3
February	128.6	3.9	1.0
March	129.8	4.7	2.0
April	130.7	5.1	2.7
May	131.5	5.5	3.3
June	132.4	5.9	4.0
July	132.7	5.7	4.2
August	135.1	7.5	6.1
September	135.5	7.4	6.4
October	136.6	7.9	7.3
November	137.6	8.4	8.1
December	138.5	8.8	8.8
January 1974	139.7	9.4	9.7
February	141.5	10.0	11.2

News Council tries, tries again

Nixon asked for data on press attack

The National News Council, encouraged by the first positive White House response to calls for documentation of President Nixon's charges against the press, is trying once more to get chapter and verse.

The council, which dropped an incipient investigation of the President's charges in January after failing to get White House cooperation, sent a new request for specifics after a White House aide leveled concrete charges against the media.

Bruce Herschensohn, deputy special assistant to the President, told the Eastern Communications Assn. March 23 that while he thought it would be improper for the President to get into an argument over specifics, "there's no reason why I can't."

Herschensohn aimed specific charges at the Washington Post, New York Times, Columbia and American Broadcasting Systems and Time magazine. The news council immediately wrote to him requesting written confirmation of the charges.

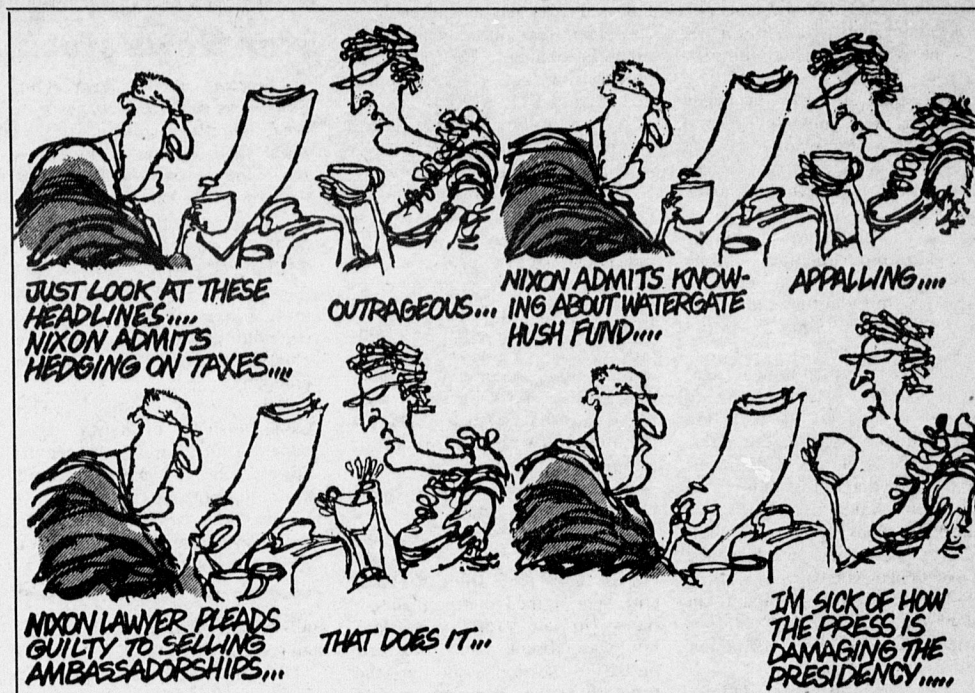
The council has been trying to get specifics from the White House since shortly after Nixon charged at an Oct. 26 news conference that he had "never seen such outrageous, vicious, distorted reporting."

Herschensohn, in an interview with the Times, said that White House officials had been too busy to prepare a bill of particulars but that he himself was now preparing such a list.

Herschensohn, in his address, charged the Post with distorting the President's daily news summary by printing only the index. He complained that the Times's paperback book on the Senate Watergate hearings contained only incomplete testimony favorable to the Administration.

He accused the Post, Time magazine, CBS and ABC of describing former White House appointments Secretary Dwight L. Chapin as a "Watergate man" when he had nothing to do with the Watergate burglary. And he criticized the National Broadcasting Co.'s coverage of Secretary of State Henry Kissinger's press conference on the American military alert during the Mid-east crisis because it included four questions on whether the alert was a subterfuge to divert public attention from Watergate.

Later, in his interview with the



Mike Peters in the Dayton Daily News

Times, Herschensohn added objections to the networks' failure to pick up columns by Joseph Alsop and William Safire favorable to the Administration's point of view on Watergate, to CBC's titling of a documentary on the Midwest crisis as "The Mysterious Alert" and to the press's use of the terms "Saturday-night massacre" and "Operation Candor."

Meanwhile, it was disclosed that three teams of graduate students in broadcast journalism at American University had found Nixon's charges without substantiation following a study based on broadcast newscasts recorded in the two weeks before the accusations were made.

Prof. Edward Bliss, Jr., under whose supervision the study was made, said the students found the networks' coverage so objective that they asked the broadcast executives whether they had issued special instructions to avoid bias against the President. All said they hadn't.

The News Council, while marking time awaiting the White House's reply, has announced its first investigation into specific

Canada locals urged to go to media parley

Ottawa, Ont.—The Guild's Canadian national office has urged Canadian locals to send delegates to Media 74, the fourth national conference of Canadian journalists, in Moncton, April 26 through 28.

Robert J. Rupert, former Canadian Guild director and presently chief of technological change for the Canada Labour Relations Board, will lead a panel on automation at the conference. Rupert, as well as David Waters, a Guild member at the Montreal Star, are members of the conference steering committee.

Also on the conference agenda are media concentration, women in the media, press ethics and employees' voice.

Maximum representation by Guild locals has been urged by Canadian Director William H. McLeman.

complaints. They involve the New York Times News Service, ABC, NBC, the Mutual Broadcasting System, the Public Broadcasting System's "Black Journal" program and Newsweek.

Two complaints have been brought against the Times—one by Rep. John Ashbrook (R-Ohio), citing allegations by Graham Martin, ambassador to South Vietnam, that an article by Guildsman David K. Shipley on U.S. aid to that country contained "inaccuracies and half-truths," and the other, by Accuracy in Media, that an article on the use of chemical herbicides in Vietnam was "misleading and inaccurate."

Accuracy in Media is also responsible for one of the complaints against Newsweek, charging that an article on the Chilean coup exaggerated the number of bodies in the Santiago morgue. El Mercurio, a Santiago newspaper, has made the same accusation.

The council has declined to consider four other cases. It rejected a reader's complaint that the Washington Star-News relegated to the back of the paper a story in which Presidential aide Alexander Haig praised Nixon. The council said it "is not in the business of telling editors where to put stories."

It dismissed two other complaints involving editorial discretion—one charging one-sidedness in a CBS program on Wounded Knee and the other accusing NBC of failing to mention antiabortion views of non-Catholic groups in a program marking the first anniversary of the Supreme Court's

abortion decision.

It also dismissed a complaint about an ad that a Times reader said was demeaning to Mexican Americans. The council said it had no jurisdiction over ads and referred the complaint to the National Advertising Review Board.

It also rejected a complaint that the Kansas City Star had failed to label a syndicated article by Times columnist Anthony Lewis as an opinion piece.

William Arthur, the council's executive director, warned at a meeting of the American Press Institute that if the council is not given a chance "to prove ourselves," it would provide "further fuel for critics of the media."

Citing editorials against the council in 22 newspapers last summer, Arthur said:

"In the tradition of a great and robust press, these papers each carried the identical canned editorial against us before we even started operating."

Providence members back IEB call for impeachment

Members of the Providence Guild have voted to support the International Executive Board's call for the impeachment of President Nixon.

The vote to do so was by 36 to 27 in a membership referendum conducted by mail and tallied March 26.

In Washington, meanwhile, the executive councils of the United Automobile Workers and the International Association of Machinists issued a joint call for Nixon's impeachment at a unique joint legislative conference.

Press wiretaps led to Watergate

The Administration's wiretapping of reporters was the first step down a trail that led to Watergate, according to an anonymous White House official whom Washington Post reporters Carl Bernstein and Bob Woodward have said was the source for much of their information on the scandal.

The official, whom Bernstein and Woodward have dubbed "Deep Throat," said reporters and members of the Administration were the first targets in 1969, then the emphasis was shifted to radicals, and "when it got near election time, it was only natural to tap the Democrats."

Woodward said "Deep Throat" described President Nixon as "wild, shouting and hollering" over news leaks about Watergate. "We can't have, it, we're going to stop it!" Nixon was quoted as shouting. "I don't care how much it costs."

Guild strikes Washington Post, forgoes picketing

(Continued from Page 1)
apart and firm in their respective positions," a Conciliation Service spokesman reported. No further sessions were scheduled immediately.

The Guild the next day began campaigns for subscription and advertising withdrawals. Guild Unit Chairman Robert Levey said the unorthodox strike was aimed at forcing the company to continue paying salaries to craft-union members while protecting them from possible displacement by automated equipment if they honored Guild picket lines.

Columbia Typographical Union members have been working without a contract at both the Post and the Washington Star-News since Sept. 30. Conditions for the introduction of automated equipment have been a major stumbling block to a settlement.

Levey said that "the absence of excellence would be so noticeable" with Guild members on strike that it would in itself become an economic sanction against the company.

Local Administrative Officer Brian L. Flores said that in recommending the no-picketing tactic, local leaders also took into consideration that virtually the whole classified staff and the majority of the display-ad staff consist of Guild members.

The walkout—the first by the Guild in its 36 years of bargaining with the Post—came after three weeks of negotiations for a contract to replace one that expired March 31.

Management had put forth its first specific economic proposal only 3½ hours before the strike

deadline, local bargainers reported. It called for increases of 5.8 and 5.9 percent in each of two years, providing general increases totaling \$22 to \$48.25 and raising key top minimums \$23.25 and \$25 to \$448.25.

A cost-of-living clause would compensate for any price rise over 4.75 percent during the year. The Guild's 23-member bargaining committee rejected the offer and proposed a series of six increases over two years that would provide general increases totaling \$36 to \$76 and raise key top minimums to \$476 in December 1975.

Flores said the cost of the company and Guild proposals would be approximately the same during the contract's term—about six percent a year.

The company had invited Guild bargainers to apportion the earlier 5.5-percent lump-sum economic proposal.

Post President John S. Prescott, who joined company negotiators in late pre-strike sessions but was absent from the first post-strike session, said at the time that the company would "not go outside the parameters" of the lump-sum offer, stressing that it was based on a formula used in settlements with other unions at the paper.

Other areas of disagreement include pensions, health insurance, vacations, upgrades, union security, subpoena protection, mileage rates, holidays, night differentials and cost-of-living protection.

The first edition of the April 9 Post was three hours late off the presses, with stories from wire and news services substituting for

Banker is buying Star-News stock

Directors of the Washington Star-News said April 9 that they have tentatively okayed a proposal by a banker from Houston to buy a "substantial minority interest" in the company.

Joe L. Allbritton has agreed to buy a one-third interest for 25 to 30 million dollars, the New York Times reported. It said sources familiar with the negotiations say he will become chief executive officer of the company.

Subsequently, John P. McGoff, president of Panax newspapers, said he has been negotiating to buy the paper, without the company's other holdings.

The Star-News reportedly has been operating in the red for several years.

staff-written articles in most instances.

The Guild reported that most of the staff-written pieces that did appear had been filed before the strike began.

There were fewer than 40 persons, most of them top editors, at work in the newsroom after the strike began, Executive Editor Benjamin C. Bradlee said. More than 400 editorial employees normally are involved.

Page One of the April 10 paper carried only two by-lined pieces out of 11, one by Bradlee and the other by Assistant National Editor Richard Harwood. Normally more than half the paper's Page One articles carry

staff by-lines.

An inside story on a suburban planning-commission action carried the by-line of Managing Editor Howard Simons. Each of the executives was identified as a "Washington Post staff writer."

The local reported that classified was off 12 percent, with much of it "in hand since last week." Eight of the paper's 88 pages were a discount store's pre-print section.

On April 10 the Post sent a security guard to cover a drug raid at the University of Maryland.

The editions for April 11, "pre-Easter food day," were off 10 pages from the week before.

The only signs of less-than-amicable labor-management relations outside the Post's plant during the strike's first two days were carried by ITU members as they continued sporadic hand-billing of passersby begun more than a month ago as part of their effort to secure a new contract.

Post and Star-News printers voted 740 to 18 on March 31 to reject the latest management offer, and Columbia Typographical Union President Raymond E. Hall said he would renew a request to the ITU executive council for permission to take a strike vote.

The offer would have guaranteed lifetime jobs for 686 printers at the Post and 325 at the Star-News. It also would have guaranteed work for 115 substitutes at the Post and 50 at the Star-News and given early-retirement severance incentives of \$5,000 to regular situation-holders and \$3,000 to substitutes.

Printers' bargaining has been broken off several times since it began last August, with management accusing members of the Post chapel of slowdown tactics resulting in late press runs and dropped pages. Local ITU leaders have repeatedly denied any responsibility.

The Post missed three days' publication early in November when its printers walked out following dismissal of one of their number for allegedly participating in a slowdown.

Marathon bargaining between the printers' union and the two Washington papers was launched Feb. 19 after Flores and the presidents of the city's ITU Mailers, Graphic Arts and Printing and Graphic Communications locals made special appeals to both sides to forgo all other commitments.

In a letter to the printers' local, the four said each of their unions would delay their scheduled bargaining to make marathon printers' bargaining possible and asked that the printers lift any overtime ban and discontinue any slowdown tactics.

"Other unions cannot be expected to cooperate with anyone whose bargaining efforts are not sincere and dedicated," the four wrote to Hall.

"Interunion cooperation and support will continue only if communications are maintained at all levels and other affected unions are informed and consulted in advance of actions which affect us all," they wrote.

At the same time, they wrote, "the publishers must realize that their unique technological improvements will need unique bargaining solutions."

The settlement contained these other gains:

- A \$1.45-a-week improvement in pensions—five cents more than UPI's pre-strike offer—increasing the maximum retirement benefit for 35-year employees from \$400.50 a month to \$437.50 and allowing early retirement at a reduced benefit.

- A cost-of-living increase triggered next Jan. 1 by any increase over eight percent in the Consumer Price Index in 1974.

- A fifth week's vacation after 30 years' service.

- Extension of the 37½-hour week to two more bureaus, Chicago and San Francisco, in the second year and elimination of the six-day week in the last 10 bureaus in which it is still worked.

- A company policy statement—though not a part of the contract—that staffers will not be expected to copy the work of others on video display terminals and that there are no speed or accuracy standards on them.

Newspapers all raised their advertising rates by 10 percent. Ridder raised rates at several of its papers by from 7.2 to 8.9 percent, and Gannett advanced the date for increases of eight to 12 percent by two to six weeks.

The New York Post, alone in New York's evening field, raised its price from 15 cents to 20 March 25, the Milwaukee Journal and Sentinel went from 12 cents to 15 less than two months after jumping the price from 10, and Chicago's four papers went from 10 cents to 15. The Miami Herald and the Indianapolis Star announced Sunday increases.

Management, despite promises to seek governmental approval of the full increases when they were negotiated in 1972, urged the Cost of Living Council in March to roll back the increases in the face of a council statement that its approval was not needed to implement them.

Only after six weeks did the Post-Dispatch pay Jan. 1 cost-of-living increases under the contract.

Newspapers have announced price increases in a steady drumfire following controls' removal.

Knight's Miami Herald, the Los Angeles Times and Speidel

the Wall Street Journal reported. The possibility that economic controls will be retained past April 30 in any form faded March 26 when the Senate Banking Committee rejected both a subcommittee proposal to extend controls for another year and an Administration proposal to keep fragments of the control program, including limitations on wage boosts in reopeners triggered by the end of controls.

The St. Louis Guild is still struggling against a refusal by Pulitzer's St. Louis Post-Dispatch to pay negotiated 1974 increases exceeding 5.5 percent.

has been rolled back by the Cost of Living Council since the advent of Phase Three controls, Perlik noted in his brief.

At least one newspaper company—Gannett—felt the same way as the Guild about the council's decision to leave wages fettered while freeing prices.

Gannett President Allen H. Neuhauf urged the council to lift wage controls on March 15.

"The strength of the newspaper industry of this country is its working men and women," he said.

But other publishers had urged that wage controls be retained,

Perlik's brief said a decision to decontrol newspaper wages would have "no measurable impact on increasing the inflationary spiral" but would "rebalance the equities of economic regulation" in the industry.

Perlik pointed out that continuation of newspaper wage controls until the expiration of all controls April 30 would tend to delay settlements and produce pressure for bigger increases later on as prices spiral.

Noting press reports that newspaper bargaining in New York was the principal reason the council had continued wage controls in the industry, Perlik pointed out that only two unions are still bargaining there.

Deprecating the effects of any large New York settlement on other bargaining in any case, Perlik noted that when New York unions won three-year increases of 42 percent in 1970, few if any Guild locals managed to match them. But when the New York Guild settled for first-year raises under five percent last year, he said, "publisher after publisher... began pushing hard for setting on the New York pattern."

Not a single Guild settlement

What to do when the bargaining crunch comes is outlined by TNG Field Operations Director J. William Blatz at Midwest District Council seminar on collective bargaining and strike preparations. At the microphone is International Representative Charles Dale, who

helped conduct the seminar; seated are International Vice President James A. McGill, right, council president, and International Representative Willard Hatch. Sixty-five persons, 20 from the Great Lakes District Council, attended the March 23-24 seminar in Itasca, Ill.

Photo by John Mitchell, Gary Guild



'Here's how'

What to do when the bargaining crunch comes is outlined by TNG Field Operations Director J. William Blatz at Midwest District Council seminar on collective bargaining and strike preparations. At the microphone is International Representative Charles Dale, who

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Photo by John Mitchell, Gary Guild

Settlement ends 3-week Guild strike against UPI

(Continued from Page 1)

night, and UPI members began returning to work.

The negotiating committee, in a statement following ratification, said UPI members, by their initial rejection, the subsequent narrow margin of approval and "the solidarity of the 23-day strike" have demonstrated "that they are extremely dissatisfied with UPI management's failure to meet its responsibilities for a fair-share approach toward its employees."

"Management's insistence during the negotiations that it wants to continue its second-rate treatment of its employees for another 67 years cannot and will not be forgotten," the committee declared.

The company took the position throughout negotiations that it was "planted in concrete" in refusing to exceed the AP settlement reached three months earlier.

Its final offer did move up the effective date of the second-year increase and a cost-of-living clause 2½ months, to Jan. 1, and contained additional increases of from 10 to 25 cents on newspapers' steps up to match the AP minimums and from 20 cents to \$1.20 in a few other job classifications.

The settlement contained these other gains:

- A \$1.45-a-week improvement in pensions—five cents more than UPI's pre-strike offer—increasing the maximum retirement benefit for 35-year employees from \$400.50 a month to \$437.50 and allowing early retirement at a reduced benefit.

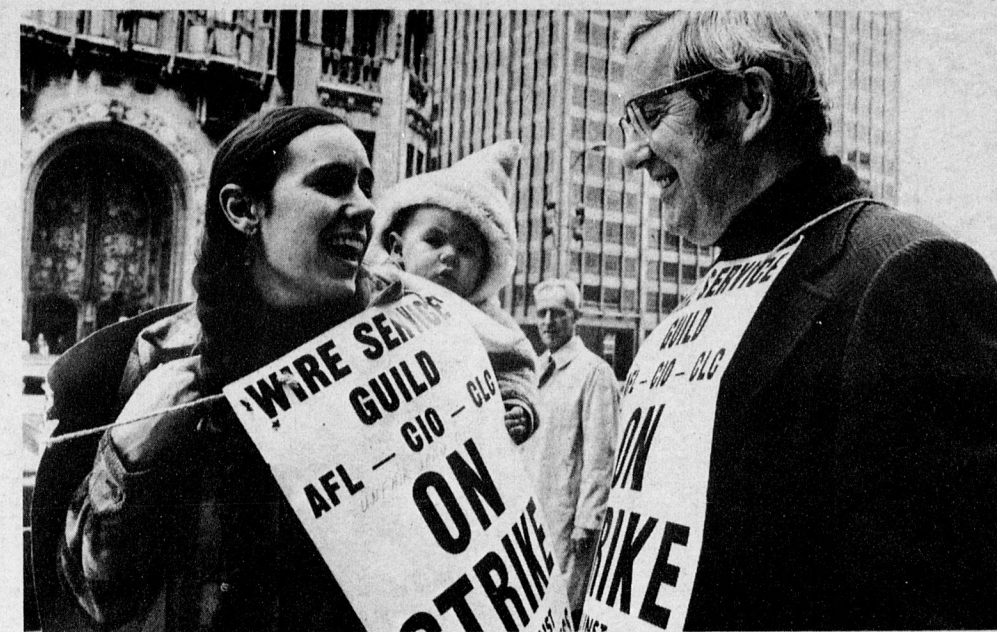
- A cost-of-living increase triggered next Jan. 1 by any increase over eight percent in the Consumer Price Index in 1974.

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William H. McLeman, the Guild's Canadian director, asked Canadian Guild locals to apply



Youngest picket

TNG President Charles A. Perlik, Jr., walks the United Press International picket line in Chicago

with newswoman Beth Galbreath, carrying her infant daughter, Lee, papoose style.

- An increase of \$10.50, a month, to \$36.50, in medical-insurance payments.

- Four weeks' paid maternity leave.

- A two-cent increase in mileage allowances, to 15 cents for the first 125 miles a week and 13 cents thereafter, plus a one-cent increase for each 11-cent rise in the national average price of gas.

UPI advanced the settlement proposal after two days of intensive negotiations assisted by federal mediator Daniel Fitzpatrick and attended by TNG Field Operations Director J. William Blatz.

Morale was high throughout the three-week strike, in which members succeeded in shutting down 18 UPI bureaus and crippling the performance of others.

UPI claimed that its operations were satisfactory, but the Guild cited instances after instance of missed, late, erroneous and inadequate stories.

A number of newspapers ran little or no UPI copy during the strike; at many, Guild members refused to handle struck copy.

William H. McLeman, the Guild's Canadian director, asked Canadian Guild locals to apply

graph Workers, who operate UPI teletype machines, observed the picket lines in some places and at others made financial contributions to the strike—in Atlanta, 10 percent of their salaries.

From overseas, in response to an appeal by Perlik to other affiliates of the International Federation of Journalists, came pledges of support from Britain's National Union of Journalists and the Swiss Press Association, in addition to the IFJ itself.

The strikers found a ready ear outside the labor movement, too. From governors and state and federal legislators came numerous expressions — and actions — of support.

Washington UPI chapters blanketed Capitol Hill with leaflets April 4, asking senators and representatives not to deal with strikebreakers, and a number complied.

In Maine, House and Senate leaders issued statements of sympathy, and Gov. Kenneth Curtis refused to provide UPI with press releases.

Resolutions of support were introduced in a number of state legislatures, and the Michigan Senate urged "a prompt and fair settlement" of the strike. Twenty-five legislators at the Texas Constitutional Convention adopted a resolution of support.

Gov. Philip Noel of Rhode Island said he would refuse to cooperate with strikebreakers, and two other governors — Patrick Lucey of Wisconsin and Calvin L. Rampton of Utah—called for a quick settlement.

Robert S. Vance, president of the Association of State Democratic Chairmen, issued a statement attacking UPI's stand.

The University of Michigan student newspaper sent a letter to all college newspapers asking for a boycott of UPI.

From Guild locals came financial support in several forms.

The San Francisco-Oakland Guild's representative assembly voted to contribute \$10 a day to the strike fund. The Denver Guild made an initial contribution of \$25 to each striking member in Denver. The Harrisburg Guild voted \$100 a month. The Sacramento Guild gave \$20 a week to strikers there.

Other strike contributions included the following:

New York Guild	\$1,000
Cleveland Guild	100
Washington-Baltimore Guild	500
AP United Telegraph Workers	200
Daily World Unit	37
New York Press Club	100
Santa Rosa Unit	100
Cincinnati Guild	100
Memphis Guild	100
Boston Guild	100
Hudson County Guild	25
N.Y. Daily News Typographical	25
Chapel	100
San Jose Guild	100
New York United Telegraph	123
Workers	100
Northern New England AP	140
Chapter	100
Manchester Guild	100

Members of the United Tele-

"hot-copy" clauses in their contracts to UPI stories and pictures originating outside Canada. The copy was embargoed at the Canadian Broadcasting Corp., the Vancouver Sun and Province, the New Westminster Columbian and the Toronto Star.

The strike was a tonic to Guild membership. Sixty-nine new members signed up in the first few days, and membership ultimately reached a record 80 percent of eligibles.

UPI and some of the newspapers in which its bureaus are housed filed more than a dozen unfair-labor-practice charges against the Guild, but most were thrown out promptly by the National Labor Relations Board.

Remaining UPI charges, as well as an earlier one by the Guild, were withdrawn in the settlement.

20 jobs to go as AP ends N.Y. service

New York City—The Wire Service Guild will lose 20 jobs with the discontinuation of Associated Press's local news service in New York, but members who hold them will be moved to jobs elsewhere in AP.

The wire service announced April 5 that it will phase out its local wire over the next several months. AP Vice President Conrad Fink told a staff meeting that some reporters and editors would be moved to AP's New York bureau and no one would be dismissed.

AP acted after the New York Times, Post and Daily News decided to end their support of the news service. They and AP were the only voting members of the cooperative, although other newspapers and broadcasting stations supported it financially.

Peter Millones, an assistant managing editor of the Times, said his paper found that the local wire, while of high quality, was duplicating much of what the Times staff was doing.

Fink said it was possible the service might be continued despite the suspension decision if enough of the contributing broadcasters request it.

AFTRA also cited a decertification petition filed by Audio employees, but Kleebe noted that the petition had been dismissed on the ground the unit was inappropriate. The NLRB has reserved decision on the representation petition pending the outcome of the AFL-CIO proceeding.

AFTRA, in defending its action, admitted that it was in violation of the provision but argued that an exception should be made. It contended that the employees should be entitled to representation by AFTRA if they so choose.

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AFTRA held guilty of raid on Guild's UPI Audio unit

An impartial AFL-CIO umpire has held the American Federation of Television and Radio Artists guilty of violating the AFL-CIO's no-raiding provisions by seeking to split off 24 United Press International Audio employees from the Wire Service



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, June 1, 2, Cleveland.

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

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

AP loses another round in strike-checkoff fight

A federal appeals court has refused to hold the Wire Service Guild guilty of an unfair labor practice in enforcing a dues checkoff against members who tried to resign while crossing picket lines during a 1969 strike against the Associated Press.

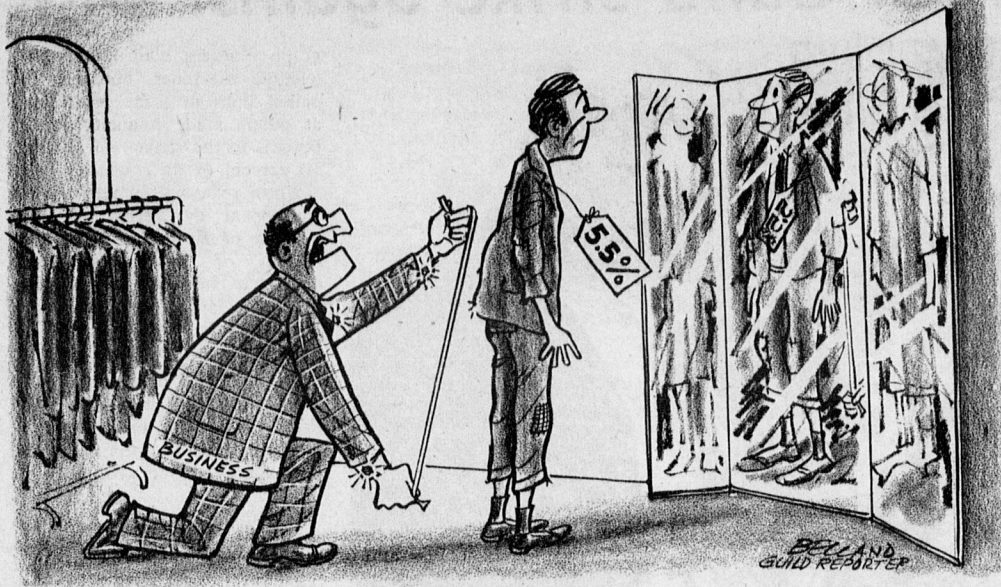
The Court of Appeals for the District of Columbia declined to review a National Labor Relations Board order dismissing portions of an AP complaint against the Guild and refusing to consider other parts of the charge pending arbitration.

AP contended that the provision limiting revocations did not apply during the strike because the contract had expired, but the arbitrator disagreed.

An arbitrator, acting before the NLRB ruled, ordered AP to pay the Guild \$18,446 in dues owed by 100 members who worked during the strike. They had resigned and revoked their check-off authorizations, but the arbitrator upheld the Guild's contention that a checkoff-revocation period provided by the contract had passed.

AP contended that the provision limiting revocations did not apply during the strike because the contract had expired, but the arbitrator disagreed.

'On you it looks good'



DATELINE: WASHINGTON

Nixon's tax returns: the stuff that fraud is made of

By WILLIAM J. EATON, Chicago Guild



MORE LIGHT on the dark side of the Nixon Presidency has been provided by the superb staff of the Joint Committee on Internal Revenue Taxation just in time for April 15 browsing.

The staff's calculation that America's leading nonpayer of taxes owes \$476,431 more for 1969-72 is eye-catching, to be sure.

But it takes deeper digging into the details of the 994-page report to reveal a pattern of contempt for the tax laws that almost defies belief.

For example, it took just nine days in 1968 for Nixon to have an initial batch of his papers selected, appraised, deeded and accepted by the United States. Quite proper.

In 1969, however, the report shows clearly that nothing was done to select any papers for a gift until Nov. 3. The final selection was not completed until March 27, 1970. The President signed no deed. The Archives never accepted the gift before April 1970.

The significance of all this is simple: Late in December 1969 the Congress decided to forbid tax deductions for gifts of personal papers, retroactive to July 25, 1969.

President Nixon signed that provision into law. How could he claim that his gift was made before the cutoff date?

It takes 83 pages for the staff

of the Joint Committee to lay out the evidence on this deduction that was worth \$576,000 to Nixon before the Internal Revenue Service decided it was not legitimate.

My own conclusion is that somebody—and it's not clear who is the villain—decided to make it appear that a gift was made before the July 25, 1969, cutoff date.

A disappearing deed, a phony appraisal, backdated memories and recollections of conversations that never took place were all used in this endeavor to keep the President's taxes at a lower level. Fraud? Almost certainly.

The President, of course, blames all this on the tax experts he hired to make out his tax returns. But his lawyers were still trying to justify this deduction at the 11th hour.

ANOTHER TELLING EPISODE is the alleged partnership between the President and his daughter Tricia in the purchase and sale of two Florida lots. Nixon said he borrowed \$20,000 from Tricia in 1967, at six percent interest, in return for a 40-percent interest in the land.

No interest ever was paid to Tricia on the loan. The land was sold and a down payment of \$38,500 was made in 1972. Although Tricia reported a profit of \$11,616 on her tax return for 1972, it now develops that she

actually did not receive one cent from her father from the land sale in that year.

The Joint Committee staff has evidence that the President wanted to know, late in 1972, the "dollars-and-cents" tax options on the Florida deal: Would it be better for him to take all the profit or split it with Tricia?

The White House refused to supply memos, reportedly written by former Deputy Counsel Peter Kinsey, on this subject. If the "partnership" was so fragile, it seems unlikely there could have been a firm agreement to share profits on a 60-40 basis between the President and his daughter.

Tricia eventually got her \$65,000 share of the sale price in a rather strange way. She loaned that sum to Charles G. (Bebe) Rebozo at eight-percent interest on March 5, 1973, and the President transferred the money directly from his account to Rebozo's name at the Key Biscayne bank.

The Joint Committee staff balked at the President's claim that Tricia was a true partner for tax purposes. It said Nixon should be socked for taxes on the entire profit and perhaps should pay a gift tax on most of the \$45,000 profit channeled to his daughter under the suspect agreement.

At best, all this is questionable sharpshooting on taxes. At worst, it is the stuff that fraud is made of.

Export curb urged for newsprint

The Guild has joined the International Labor Press Assn. and other organizations representing both labor and management in asking Secretary of Commerce Frederick B. Dent to impose export controls on waste newsprint.

The controls are needed to halt an accelerated flow of used newsprint to Far Eastern nations, James M. Cesnik, editor of the Guild Reporter, declared in a letter to Dent. The departure of waste newsprint threatens to limit recycling in the face of the current newsprint shortage.

"We are informed that plans for construction of new recycling plants are being held in abeyance

because of uncertainty over the availability of waste newsprint to be processed," Cesnik said, adding:

"The imposition of export controls on waste newsprint would stem the flow of used newsprint abroad and help provide U.S. publications with the paper they need to help maintain the free flow of ideas."

Meanwhile, the House Commerce and Finance Subcommittee has postponed hearings on the newsprint shortage indefinitely. The hearings, which had been scheduled to begin March 11, were put off because the committee could not obtain a quorum.

Among those ready to testify

when the hearings take place are the American Newspaper Publishers Assn., the National Newspaper Assn. and the Commerce Department.

Major newspapers have not been having appreciable difficulty in obtaining newsprint in recent months, but smaller papers that do not have contracts with paper mills have been having trouble, according to a spokesman for the NNA.

U.S. newsprint usage dropped 3.9 percent in January from the level of a year previously, according to the ANPA. U.S. production was down 2.7 percent although Canadian production increased 7.5 percent.

Editorial

Executive privilege

Is money spent for yachts, Lincoln Continentals and filet mignon less inflationary than money spent on bowling, Volkswagens and hamburger?

The question occurs in the light of statistics on business executives' salaries from the Cost of Living Council.

The salaries and bonuses paid executives of 579 U.S. corporations rose 7.1 percent during 1973, the council reports. The figure does not include various fringes and delayed benefits. And you can bet your next ten years' raises that 7.1 percent wasn't added to anything as paltry as \$100, \$200 or even \$400 a week.

Although the council has been operating under a 5.5-percent guideline for executives' pay as well as that of lower-echelon employees, it said it considered compliance generally good on the executive level.

It had no comment on the salary boost awarded to William S. Anderson, president of the National Cash Register Co. The New York Times reported that Anderson's pay was increased \$132,155, to \$275,000, during 1973. That's a raise of almost 100 percent. NCR accomplished the sleight of hand by giving Anderson the title of chief executive officer in addition to that of president.

Meanwhile, employees, who can't give themselves additional titles, have been confronted at the bargaining table by executives who swear by 5.5 percent—for employees.

A landmark case

Arbitration decisions, unlike court ruling, set no binding precedents outside the contracts with which they deal, but a recent one at the Providence Journal and Bulletin points as clear an arrow as one is likely to see.

The arbitrator held that the introduction of optical scanners and IBM Selectric typewriters to prepare copy for them substantially alters the content of the Guild editorial and advertising jobs involved.

The decision binds only the Journal and Bulletin, but scanners and IBM Selectrics—not to mention people—are no different at any other newspaper. The arbitrator's line of reasoning is likely to stick.

The company advanced the strange contention that requiring a reporter or a telephone salesperson to learn new correction techniques and coding symbols on the Selectrics and requiring copy readers to do their editing on the typewriters doesn't change their duties appreciably. Presumably, only a requirement that they do their work while hanging by their heels from a trapeze would have constituted such a change, in the company's view.

The company argued that since the work content wasn't changed, under its peculiar angle of vision, it didn't have to bargain with the Guild over the jobs or even notify the Guild of the new equipment's arrival under a standard notification clause. Anyway, it said, the Guild knew all about it through staff meetings and a telephone conversation between management and the local president.

All of these contentions were unceremoniously rebuffed by the arbitrator, who ordered the company to negotiate with the Guild on employee problems arising from the equipment and retained jurisdiction to rule on any disputes not resolved by bargaining.

Newspapers everywhere, please copy.

The Guild Reporter

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and

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