

\$67 hikes won in 4 Coast pacts



Photo by Dan Brothers, Detroit Guild

Parity gained with major Bay dailies

San Francisco, Calif.—Increases of \$67.47 over two years will give fully experienced reporters and ad salespersons at five small Bay Area newspapers long-sought parity with those in San Francisco, Oakland and San Jose.

New three-year contracts negotiated by the San Francisco-Oakland Guild will produce top minimums of \$367.83 by the end of next year at the San Mateo Times & News Leader, Santa Rosa Press Democrat, Vallejo Times-Herald, Richmond Independent and Berkeley Gazette. There will be a reopener for wages and vacations in the third year, with binding arbitration if there is no agreement.

The move to parity with major Bay Area dailies will produce the highest key top minimums to be negotiated at any Guild paper of under 50,000 circulation. Circulation in Berkeley is only 10,994, that in Vallejo 29,012, in Richmond 32,883, in San Mateo 41,831 and in Santa Rosa 53,558.

Parity with key minimums at the major dailies was won at all experience levels in Santa Rosa and San Mateo after those units rejected the original settlement and San Mateo members authorized strike action. The Vallejo and Richmond-Berkeley contracts provide parity only at the top.

Although the Vallejo and Richmond-Berkeley units had already ratified the settlement terms, Guild negotiators were able to advance the parity date at Santa Rosa and San Mateo by two months — from Dec. 31, 1975, to Oct. 31—and the reopener date for key employees from June 30, 1976 to April 30, in addition to extending parity to all experience levels.

Reopeners at the major dailies are effective Jan. 1, 1976.

Aside from those at the key level, minimums less than \$226.75 will be increased slightly more than 20 percent over the first two years, those from \$226.75 to \$252.85 will be raised \$49.27, and those above \$252.85 will go

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Starting contract talks

Bargaining for an initial editorial contract gets under way at the Detroit News, where the Guild won its biggest election victory in years in August. Guild bargainers, from bottom right, are Paul

Gainor, James Graham, Unit Chairperson Lou Mieczko, International Representative Willard Hatch, Local Administrative Officer Helen Fogel (partly hidden), Robert Carr and Frank Martin.

Guild organizes 100 at Montreal Gazette, petitions for 206 Minneapolis employees

Montreal, Que.—The Guild, moving in the wake of sweeping extensions of its bargaining unit at the Montreal Star, filed a representation petition with the Quebec Labour Relations Board Oct. 7 for 100 editorial employees of the rival Montreal Gazette.

The Montreal Local submitted cards signed by a majority of the affected employees. Certification by the labor board is generally automatic if the union demonstrates the support of more than 50 percent.

Filing of the petition followed a month-long organizing campaign by the local, with the assistance of Canadian Director William H. McLeman and Joseph Hanafin, servicing representative of the Eastern Canada-Canadian Wire Service Guild Servicing Program.

The Gazette, a Southam paper with a circulation of 130,455, is the smaller of Montreal's two English-language dailies. At the larger, the Star, the Guild has extended its unit in the past two

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Minneapolis, Minn.—The Twin Cities Guild filed a petition to represent 206 advertising employees of the Minneapolis Star and Tribune Oct. 7, the largest advertising group to seek Guild representation in more than two decades.

Paper suspends after staff, losing 'voice,' walks out

Toronto, Ont.—The biweekly Toronto Citizen, whose new ownership made its debut last spring amid guarantees of staff participation in management, suspended publication at the end of September following a walkout by 30 Guild members indignant over refusal of job security.

Toronto Alderman John Sewell, chairman of the Citizen's publishing board, said the board "is no longer interested in carrying on" and is looking for a buyer.

The Metropolitan Toronto Labour Council reportedly has been

approached to buy the paper or a substantial interest in it, and the Toronto Guild executive committee has urged it to give the bid "urgent consideration."

The Citizen, an advocate of popular participation in government and politics, agreed to give staff members a strong voice in the product when it came under new ownership.

Two Guild members, including Unit Chairman Jon Caulfield, were named to the board of directors, and the board established a procedure under which

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The Guild petitioned the National Labor Relations Board for certification after signing up a majority of the affected employees. The Guild already represents editorial, city-circulation and promotion employees of the two Cowles-owned papers.

The prospective Minneapolis representation election will be the second major vote since TNG launched an intensive two-year organizing program following its 1975 Convention in July. The first was at the Detroit News, where the Guild was victorious by 150 to 90 in an editorial-department election.

Four international representatives, including two just hired under a \$350,000 organizing authorization voted by the conven-

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New record, old tune

Perlik says Ford inflation plan fails fairness test

Labeling President Ford's anti-inflation package "little more than a glossy paint job on the old approaches that haven't worked," TNG President Charles A. Perlik, Jr., called on U.S. Guild members Oct. 9 to help elect a Congress in November that will be "independent and strong enough" to launch workable inflation-stopping programs of its own.

In a letter to presidents of U.S. locals and district councils, Perlik said that "inflation—an equitable and fair program to stop it that applies evenly to

"President Ford—Robin Hood for the wealthy". . . Page 8

all segments of the economy—clearly is the most critical issue" in next month's elections.

Inflation must be stopped "without increasing the disproportionately heavy burden Nixonomics has left on the backs of the nation's workers—including Guild members—and the poor," he wrote.

The package Ford outlined Oct. 8

"fails utterly to meet the fairness test under even the most cursory of examinations," Perlik said, adding, "once again, working people are being asked to suffer."

"One shudders to think what Mr. Ford's package will look like when its details emerge in the specifics of the draft legislation and budget cuts he will put before Congress, most of them only after the Nov. 5 elections," Perlik said.

Ford's 10-point anti-inflation package calls for a one-year surtax on family incomes over \$15,000 and individ-

ual incomes over \$7,500. It also would increase corporate income taxes five percent next year while setting up new and permanent tax writeoffs for corporations.

Ford also called for a five-billion-dollar federal budget cut, saying he will recommend areas to be cut in mid-November.

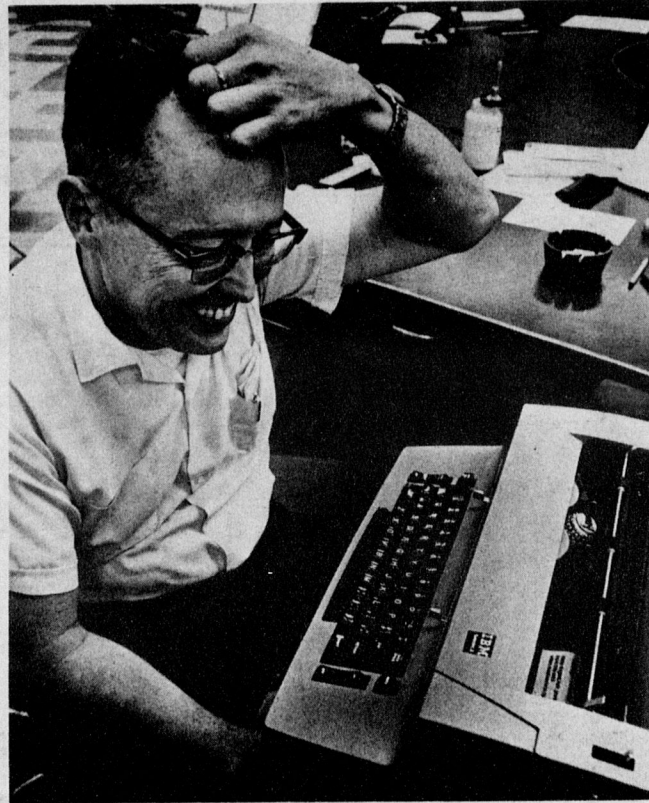
"The Congress that emerges from the elections," Perlik said, "must be one that will examine closely the details of all anti-inflation proposals—including

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Puzzlement, then and now

Heywood Brown, the Guild's founder and first president, had only the contents of his column to puzzle over in the famed pose at left. Reporter Ralph Veatch, Jr., former president of the Denver Guild,



has the mysteries of a new IBM Selectric typewriter to fathom, at right, as Scripps-Howard's Rocky Mountain News introduces optical character readers for its editorial copy.

AP cuts back 10 from staff for economy

New York City—Economy measures by the Associated Press have produced the dismissal of 10 probationary employees and threaten the company's minority-training program.

"Severe economic conditions" dictated the decision to dismiss probationary staffers in Chicago, Albany, Atlanta, San Francisco, Los Angeles, San Diego, Miami and Detroit, Tom Pendergast, AP general executive in charge of personnel, told Wire Service Guild representatives Oct. 3.

And Pendergast said he didn't see how AP could keep the minority-training program "at full force," noting that it is costing \$100,000 a year.

Pendergast said four trainees had recently graduated to regular staff status and indicated their positions in the training program might not be filled. There are currently six minority trainees, in Atlanta, Chicago, Columbus, Dallas, Los Angeles and Washington.

The economy dismissals are the latest in a series that started with the axing of 31 office-assistant jobs in September 1973 and the elimination of 25 more in February.

Pendergast said some bureau chiefs have been told not to fill vacancies but said there were no plans for further dismissals at this time. He said the extra work load created by elimination of the 10 probationers would be eased by "cutting out the routine."

Teamsters drop Canton petition

The Teamsters' union has abandoned an attempt to sever 40 employees from the Cleveland Guild's unit at the Canton Repository.

The Teamsters withdrew their petition to represent 24 drivers, mechanics and maintenance employees, six ad-dispatch employees, eight district managers and two circulation supervisors on the eve of a National Labor Relations Board hearing Sept. 27.

The withdrawal cleared the way for bargaining on a new Guild contract. Thomson's Repository had refused to negotiate while the petition was pending.

In New Brunswick, meanwhile, the Typographical Union has won certification for a unit of 17 editorial employees of the Moncton Times and Transcript.

70 in Puerto Rico receive jobless pay in shutdowns

San Juan, P.R.—Seventy Guild members striking two jointly owned printing-supply plants received some financial assistance Oct. 4 when the Puerto Rico Unemployment Division awarded them from six to eight weeks' jobless compensation.

The award covered a period in July and August when the two companies, Research Products Inc. and Printing Development Inc., shut down their plants, charging employee slowdowns. The companies contended the Guild was in effect on strike, but an unemployment-compensation referee ruled that the employees

were locked out and entitled to jobless payments.

The employees did go on strike Sept. 23 after a breakdown in negotiations for an initial contract. The two plants were closed as soon as picket lines went up.

The Puerto Rico Labor Department called a conciliation session Oct. 9, but management walked out without bargaining after the Guild listed the four issues on which it wanted to negotiate.

The companies are appealing the compensation decision to Puerto Rico Labor Secretary Luis Silva Recio.

Strike daily suspended in Adrian

Adrian, Mich. — The Maple City Reporter, interim newspaper published for almost two years by Guild members and printers on strike against Thomson's Adrian Telegram, has been discontinued in favor of accelerated strike activity. It was the longest-lived strike paper in Guild history.

The paper was folded Sept. 21, one month before its second anniversary. Freed of the task of publishing it with limited manpower, the strikers are planning widespread picketing of Telegram advertisers.

"We just didn't have the manpower to publish the Reporter and conduct leafleting at the same time," said International Representative Willard Hatch, who has been counseling the strikers. "We're pressing the strike harder and with renewed vigor."

Announcement of the paper's suspension came in a story headed "Death of a Newspaper" at the top of a black-bordered front page. The story urged readers to continue boycotting businesses that advertise in the Telegram and not to buy the paper.

The Reporter had been losing money in its final months, even though one of its competitors, the Lenawee County Tribune, folded in September. The Tribune had gone from weekly to daily publication last November.

Disappearance of the two papers leaves only the Telegram still publishing, and Hatch said there is no question but that it, too, is losing money.

The Telegram's advertising is still far down, even in the wake of the Reporter's suspension, he said, and despite the fact that leafleting of advertisers had been halted because of the Reporter's demands on the strikers' time.

The Telegram, which had suspended publication at the start of the strike in October 1972 but resumed early in 1973, is continuing an antitrust suit against the Reporter, the Detroit Guild, the Typographical Union and the Tecumseh Herald, a weekly that had been printing the Reporter.

In fact, it has moved to add TNG and the International Typographical Union as defendants.

Motions for a summary judgment in favor of the defendants, or alternatively, to sever the Herald, were denied Sept. 30 in Federal Court, Detroit.

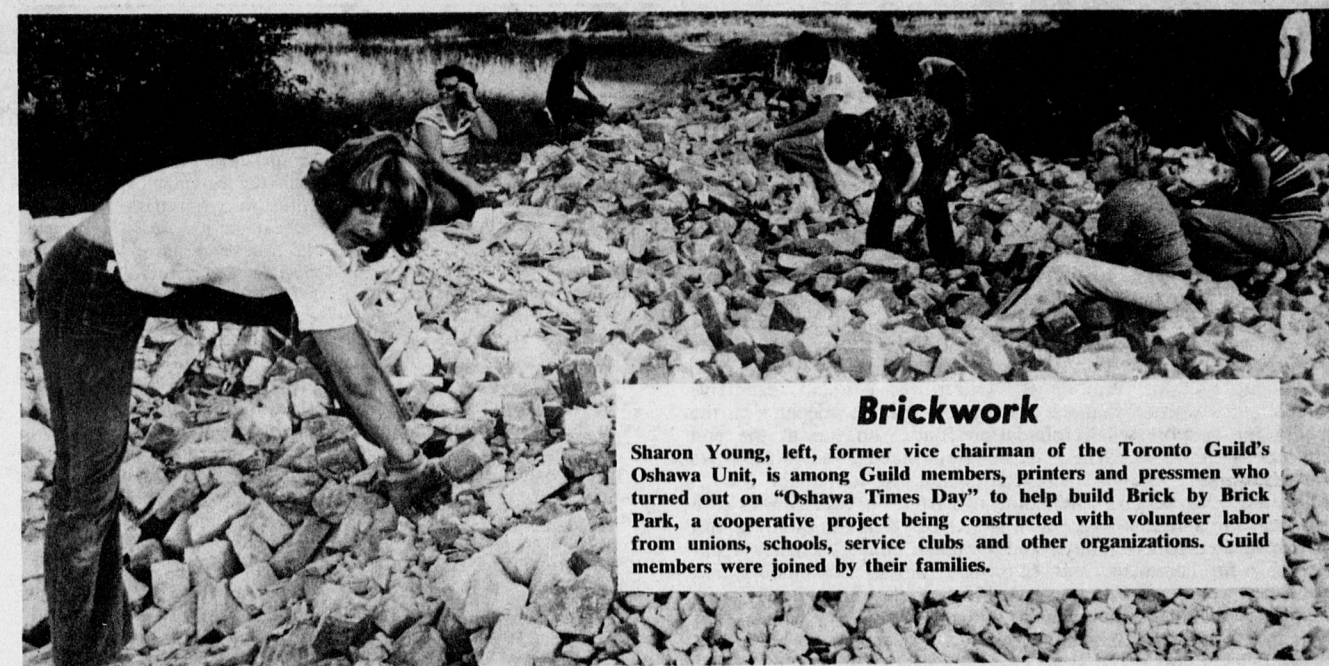
But the court granted a motion for wide-ranging interrogatories into Thomson's financial and labor-relations data on the unions' countersuit accusing Thomson of antitrust violations.

Negotiations in the strike have been suspended pending National Labor Relations Board action on a refusal-to-bargain complaint. An NLRB administrative-law judge recommended in July that the Telegram be ordered to negotiate in good faith.

Pawtucket seeks to expand unit

Pawtucket, R.I.—Moving to enlarge its unit at the Pawtucket Times, the Guild filed a representation petition Oct. 1 for 18 circulation employees.

The group consists primarily of drivers and mailroom employees. The Guild already represents other inside circulation employees, editorial and maintenance employees and proofreaders.



Brickwork

Sharon Young, left, former vice chairman of the Toronto Guild's Oshawa Unit, is among Guild members, printers and pressmen who turned out on "Oshawa Times Day" to help build Brick by Brick Park, a cooperative project being constructed with volunteer labor from unions, schools, service clubs and other organizations. Guild members were joined by their families.

U.S. bid fails to reopen joint-agency suit

A Justice Department motion for a rehearing on a court order obtained by TNG preventing newspapers from entering into joint operating agreements without the prior consent of the Attorney General was denied Sept. 27.

U.S. District Judge Thomas A. Flannery threw out the motion, agreeing with TNG that new evidence presented by the department was irrelevant. The government's only remaining recourse is an appeal.

The Justice Department, which wants to allow new joint operations under the Newspaper Preservation Act to be launched without its prior approval, argued that even some joint operations by noncompeting newspapers would be illegal under Flannery's decision. It cited several multiple-printing arrangements involving other than daily newspapers.

But Flannery said the department gave no indication of how many of the arrangements it cited involved noncompeting newspapers or how many were actually joint operating arrangements as defined in the act.

In any case, he noted, the Justice Department regulation struck down by the court's order would allow both competing and noncompeting newspapers to enter into joint arrangements without first obtaining government approval.

Given Congressional concern over the problems involved in undoing a joint arrangement once it has been entered into, Flannery said, "it is perfectly logical for Congress to have required permissible joint newspaper operat-

ing arrangements to meet the act's strict definition and obtain prior Attorney General approval."

"If . . . this interpretation is not what Congress meant," he said, "then the proper course . . . is to seek Congressional clarification or amendment."

TNG filed suit against the department's regulation in conjunction with the Georgetown University Law Center's Institute for Public Interest Representation.

It acted after the department took the position that the Newspaper Preservation Act did not actually require newspapers to get prior approval in order to obtain antitrust immunity for joint arrangements involving price-fixing, market-splitting and profit-pooling. The government contended that failure to obtain prior approval merely left the participants subject to the antitrust laws.

Alaska dailies ask merger OK

Two competing daily newspapers in Anchorage, Alaska, are the first to file for permission to enter into a joint operating arrangement under the 1970 Newspaper Preservation Act.

An application has been submitted to the Justice Department by the Anchorage News, with a daily circulation of 16,000, and the Anchorage Times, with 41,000.

The News claims it is a failing newspaper under the act, which requires that a paper show it is in danger of going under if not allowed the relief of a joint

agreement. It said even joint operations might not save it from failing.

The Times, on the other hand, described itself as a "successful, profitable enterprise."

Neither newspaper, however, made its financial data public, and both have reserved the right to withdraw the application if their request for confidentiality is refused by the Justice Department.

In fact, the two papers also indicated they might withdraw the application if the department calls for a public hearing, as requested

by the Anchorage Typographical Union.

The union, which also asked that the papers' financial figures be made public, questioned the need for a joint agreement, which it said might compromise the papers' "editorial and repertorial independence."

Under the proposed agreement, the Times would handle both the papers' printing and circulation, sell their advertising and set advertising and circulation rates. A formula for dividing the profits would give the Times a progressively larger share.

Guild obtains a voice in Woodbridge operations

Woodbridge, N.J.—A North Jersey Guild committee began a series of monthly meetings with management of the Woodbridge News Tribune Oct. 8 as the first step toward a voice in the product.

Initial items on the agenda were news-policy problems, improving communications with the staff, better direction for reporters and physical improvements in the plant.

The meetings are the result of a management promise during negotiations, when the Guild sought a contractual requirement of voice-in-the-product meetings. The company rejected the demand but agreed to meet regularly on an informal basis.

Eli Holtzman, chairman of the Woodbridge Unit, said the inspiration for a "voice" committee came from a workshop on the subject at TNG's annual convention in July.

The possibility of a similar "voice" committee is being explored at the New Brunswick Home News.

A local membership poll during the summer showed that 75 percent of the members wanted

the Guild to pursue "voice" goals. And 81 out of 96 thought the Guild should have a chance to comment on new policies and the appointment of supervisors.

The Guild, meanwhile, withdrew a National Labor Relations Board charge accusing the News Tribune of refusing to sign a contract embodying terms reached in negotiations.

It did so after the NLRB said an investigation failed to establish that there had been a mutual understanding on two points management insisted were part of the terms—a special pay rate for summer interns and a two-way mileage escalator.

The company had proposed the intern rate—\$22 below the starting reporter minimum—early in negotiations and insisted that it had been included in all its subsequent offers, although a proposed schedule of minimums submitted later did not mention it.

The board said the Guild should have realized that the company's escalator proposal was intended to operate downward as well as upward because after the News Tribune voluntarily implemented an escalator early in the

year it cut the rate a half cent when gasoline prices dropped briefly. A Guild protest was abandoned when prices rose again.

Rockford arbitrator vetoes 'professional-integrity' plea

Rockford, Ill. — "Professional integrity" is no ground for refusing to write a news story that doesn't contain a response to charges it details, an arbitrator has ruled in a case at the Rockford Star and Register-Republic.

The arbitrator, Peter M. Kelliher, upheld a two-week suspension imposed on a reporter who refused to rewrite a news release on a charge filed with a government regulatory agency. Reporter John Mark and the Rockford Guild had held that news integrity was at stake.

The charge was made by a business firm against a competitor. The reporter, after unsuccessful attempts to contact the competitor, refused to write the story, saying he did not consider

it "valid" without the competitor's response.

Management said that decision was not one for the reporter but for the editor. The story had to be reassigned to another reporter, and its publication was delayed for a day.

Kelliher noted that, despite a 70-day strike in 1970-71, the Guild had not been able to win a "professional-standards" clause and said that, as an arbitrator, he had no authority to impose one.

Kelliher found there is no general practice in the industry dictating that charge and response be contained in the same story. The grievant, he said, "had no right to attempt to impose such a procedure."

Indianapolis protests bribery indictment

Indianapolis, Ind.—The Indianapolis Guild has protested the bribery indictment of two Indianapolis Star reporters as "a malicious persecution and prosecution" of newsmen "for political gain."

The Guild executive board's protest was conveyed by President George Lindberg in an Oct. 1 letter to Marion County Prosecutor Noble R. Percy, who obtained the indictments.

Lindberg's letter denounced Percy for "continued manipulation" of the grand jury in bringing about the indictment of investigative reporters Richard E. Cady and William E. Anderson

"to stifle . . . disclosures of irregularities perhaps more damning" than those already revealed by the Star.

Cady and Anderson were members of an investigative team that has produced 261 stories exposing police corruption over a seven-month period. On Sept. 12 they were indicted on a charge of conspiring to bribe an Indianapolis policeman.

The indictment was based on the testimony of a police informant who said the two reporters conspired with him to bribe the policeman. Cady and Anderson said they had only watched the money being turned over after

the informant told them he was going to pay the bribe "to show how easy it was."

Another member of the Star's investigative team, Jerry Clark, faces a possible contempt citation for refusing to answer questions before the grand jury. Judge Harold H. Kohlmeier is weighing a prosecution request that Clark be cited for pleading the Fifth Amendment despite a grant of immunity.

Anderson and Cady were also brought before the grand jury but invoked the First Amendment and Indiana's reporters' privilege law in refusing to answer questions.

At the two reporters' arraignment on the bribery indictment Oct. 7, Anderson's attorney filed a motion to dismiss the indictment on grounds it was "duplicious" and that the facts it alleged did not constitute a crime.

Cady's lawyer said he would file a similar motion.

The two newsmen are free on bond.

The Star, in a front-page editorial, termed the accusation "ridiculous" and said Cady and Anderson were victims of "a carefully orchestrated frameup."

The Justice Department opened a preliminary investigation of the case after Sen. Birch Bayh of Indiana and the Reporters Committee for Freedom of the Press asked it to determine whether the two reporters' civil rights had been violated.

Lindberg's letter voiced confidence in the reporters' integrity.

"We take comfort in the fact that an unwarranted indictment is not the last step in such a clumsy attempt to silence the press when it happens to reveal official misconduct," Lindberg told Percy. "... We trust in the remainder of the system of American justice to right your mistake."

and required that an adult be present at the racks to prevent the sale of objectionable publications to minors.

Judge Brown, in a case brought by the ACLU at the Guild's request, found the requirement that an adult be present "arbitrary and capricious" but upheld the ban on nudity.

The Guild's freedom-of-information committee had worked during council debate on the ordinance that if a law can bar the depiction of unattired persons, subsequent laws might restrict the publication of news.

The Los Angeles Local contributed \$50 to the ACLU's court fight.

Members of the Long Beach Unit discovered during recent grievance sessions involving a circulation employee at the Independent and Press-Telegram that the paper's circulation manager had participated in formulation of the ordinance.

The ordinance was passed in spite of a warning by the Long Beach deputy city attorney that the measure was of "doubtful validity."

Threat to free press seen

L.A. Guild battles newsrack curb

Long Beach, Calif.—The Long Beach Chapter of the American Civil Liberties Union, pursuing a challenge initiated by the Los Angeles Guild, is preparing a Federal Court appeal of a decision upholding a city ban on the sale of publications with "obscene" covers from street newsracks.

Superior Court Judge Ray J. Brown ruled in August that a new city ordinance banning the

newsrack sale of publications showing genitals or a woman's breasts is constitutional. The Guild had maintained that such a ban violates the First Amendment's guarantee of a free press.

The Long Beach ordinance, passed in response to expressions of outrage from local citizens about street newsracks that contained sexually explicit "alternative media," had banned publications with covers depicting nudity

NLRB to cite Buffalo paper for changing work hours

Buffalo, N.Y.—The National Labor Relations Board's regional office has served notice it will issue a complaint charging the Buffalo Courier-Express with changing the hours of Guild-covered drivers and hoppers without bargaining.

The charge was filed by the Buffalo Local after the Courier-Express moved back the press time for its first edition and ordered the drivers and hoppers to work a split shift.

The employees were required to start work in the early morning, go home at 6 a.m. and come back at 9 to complete their 7½-hour day, collecting money and delivering promotional material. The latter work had heretofore been performed by district managers.

The company apologized after the charge was filed for not discussing the change with the Guild and asked for a meeting. But it has made no move to rescind the new hours.

THE SHORT OF IT

The National News Council has upheld a complaint that a Knight News Service article on sudden infant deaths was factually misleading but has dismissed four complaints against the Associated Press and one against the New York Times. The Times case was based on a complaint by Graham Martin, U.S. ambassador to South Vietnam, that an article on U.S. aid to that country contained errors and half-truths; Martin had rejected requests for an interview. . . . The Minneapolis Star and Tribune has become the first media corporation to make a donation to the News Council, giving \$1,000. William B. Arthur, the council's executive director, has warned that the agency may have to depend on the media for support when foundation funds run out at the end of three years. . . . When Washington Star-News stockholders met to approve sale of a controlling interest to banker Joe L. Allbritton, all reporters—including two from the Star-News's own broadcasting stations—were at first barred from the building and then restricted to the lobby. Senior officers made themselves unavailable for comment, and Allbritton said he "adamantly and positively would not be interviewed". . . . The Gallagher Report, media newsletter, predicts that the advertising-agency commission system is headed for the discard, to be replaced by direct billing of advertisers and a fee system for the agencies. Elimination of the middleperson, it says, will mean a 15-percent reduction in advertising rates.

Al Connell, the Wilmington News and Journal's only black photographer, has resigned, claiming racial discrimination and harassment. The State Department of Labor last year upheld Connell's charge of inferior pay and working conditions, awarded him \$2,850 in back pay and ordered the paper to provide equal opportunity; the company is appealing in court. . . . The Equal Employment Opportunity Commission, the NAACP, New York-area publishers and the Newspaper and Mail Deliverers' Union have settled a discrimination suit by an agreement that will increase minority-group employment to 25 percent of all deliverers within the next five years and award \$119,000 in back pay to employees who have suffered from discrimination. A federal judge who approved the settlement said that discriminatory employment resulted from a policy of nepotism by the union. . . . The United States has its fifth black daily. The Houston Informer, published by the Freedmen's Publishing Co., is the first black daily west of the Mississippi. . . . Angry demonstrators, angered by the Boston Globe's handling of the city's school-busing controversy, tried to prevent distribution of the Sunday paper Sept. 21. Two police officers were injured and a truck driver was arrested in clashes outside the plant.

The Myrtle Beach (S.C.) Journal American has filed an anti-trust suit against the Columbia State and Record and its subsidiary, the Myrtle Beach Sun News, demanding that the company divest itself of either the State or the Record and change the Sun News from daily to thrice-weekly publication. It accuses the State and Record of seeking a Myrtle Beach monopoly by threatening to refuse to accept ads for the Sun News from anyone buying space in the Journal American. . . . Publisher Edwin Fancher and Editor Daniel Wolf of New York City's Village Voice have been removed by the Voice's new owner, Clay S. Felker, editor of New York magazine, despite staff pleas to retain the paper's two founders. The Voice's new tune has disturbed staff writers, who have been paid less than \$200 a week with only the consolation of being, in the words of one staffer, "their own editors". . . . The National Star, new weekly tabloid published by Australian press magnate Rupert Murdoch, expects to be in the black by the end of its first year. Murdoch denied reports that the Star has lost 13 million dollars to date. . . . The Key West Citizen is not, after all, Lord Thomson's first Florida newspaper, as reported in the Sept. 23 "Short of It" column. Overlooked was the Punta Gorda Herald-News, a Thomson cashbox since 1964.

Yetta Riesel, TNG Research and Information associate, has been appointed public-relations chairperson of the Coalition of Labor Union Women. TNG International Vice President Dorothy M. Sain is a member of the Coalition's constitution committee. . . . Joel Jacobson, longtime North Jersey Guild member and United Automobile Workers staffer, is the first labor representative to be appointed to the New Jersey Public Utilities Commission. . . . Alan Barth, who once wrote the Guild Reporter's Washington column, has written a new book, "Prophets with Honor: Great Dissents and Great Dissenters in the Supreme Court." . . . The man who gave Associated Press President Wes Gallagher his first newspaper job is retiring. Floyd King, a member of the Rochester Guild since shortly after its inception 40 years ago, put Gallagher in charge of the Rochester Democrat & Chronicle's Batavia bureau when King was the paper's regional editor in the late '30s.

Columbus votes dues increase

The Columbus Guild, voting early in October, overwhelmingly approved a new dues schedule increasing monthly payments to six percent of regular weekly compensation.

By a referendum vote, of 147 to 54, the membership approved a proposal to raise dues from five percent to six percent now and

to increase the payment by 2 percent each Oct. 1, beginning in 1975.

In Buffalo, meanwhile, a proposal to raise dues from five percent to six percent in order to finance the hiring of a full-time paid executive secretary was defeated in a September referendum by 130 to 111.

Virginia Supreme Court backs reporter's right to guard source

The Virginia Supreme Court has ruled that reporters have a right to protect the confidentiality of their sources—but not an absolute one.

The court outlined its view in upholding a lower-court decision that protected Helaine Patterson, a reporter for the Fredericksburg Free Lance-Star, from having to disclose the source of a story on a fatal shooting. Defense attorneys in the accused man's murder trial had sought the disclosure.

"A newsman's privilege of confidentiality of information and identity of his source is an important catalyst to the free flow of information," the court said.

But it added, "It is a privilege related to the First Amendment, not a First Amendment right, absolute, universal and paramount to all other rights. . . . We think

the privilege should yield only when the defendant's need is essential to a fair trial."

Meanwhile, an "antishield" bill has been introduced in the Virginia Legislature.

The bill proposes that journalists summoned in any criminal action or grand-jury proceeding "shall be compelled" to reveal sources of published or unpublished information and the content of unpublished information.

In California, Los Angeles Times reporter William Farr was upheld in a new refusal to disclose the source of an article on the Charles Manson "family."

Superior Court Judge Earl C. Broady ruled that under the state's privilege law Farr could not be forced to testify on the sources of his story at the perjury trial of former Deputy Dist.

Atty. Vincent Bugliosi.

Bugliosi was accused of lying when he denied being a source of the story. The prosecution said it was unable to prove its case without Farr's testimony and moved to drop the charge.

Farr was sentenced to five days in jail and fined \$500 in July by Superior Court Judge Charles H. Older for refusing to identify the sources of the article. Older stayed the jail sentence, however, pending an appeal by Farr to the Ninth Circuit Court.

Older had ordered that no information about the case be given by either prosecution or defense attorneys during the Manson trial. After Farr's article appeared, Older cited him for contempt for refusing to divulge who had violated the order by leaking him the information.

Lobbying hard

Time hits threat to Canada tax break

Ottawa, Ont.—Management of the Canadian edition of Time magazine has launched a counter-attack against threats from the government of Prime Minister Pierre Trudeau to end the publication's special tax treatment.

"It's a very serious threat, and we're doing everything we can think of to see that it isn't carried out," said Stephen S. LaRue, president of Time Canada Ltd., a wholly owned subsidiary of Time Inc. of the United States.

LaRue has met personally with Cabinet ministers in Ottawa and has sent an eight-page brief to all 264 members of the House of Commons on the advantages of keeping the Canadian edition of Time.

The brief argues that if the Canadian edition goes under because of the elimination of the tax break, Canada would be deprived of millions of dollars now spent on such items as printing costs and editors' salaries and that readers "would be deprived of a source of news of their country which is not duplicated anywhere."

Canadian nationalists have argued that the magazine which carries a five-page Canadian news section and Canadian advertising, in addition to material that appears in the U.S. edition of Time, is essentially a foreign magazine and should be treated as one.

Under a 10-year-old provision of the Canadian income-tax law that is being reviewed by the Cabinet, advertisements in Time Canada and in the Canadian edition of the Reader's Digest are deductible business expenses for advertisers in Canada.

The Cabinet is considering an end to the special tax treatment, at least for Time, which has aroused more opposition to its status than has the Reader's Digest. The effect of the move would be to double the cost of a Canadian ad placed in Time.

"Time Canada's advertising revenues would be severely reduced or eliminated," LaRue said in his brief. "We are not prepared to subsidize a deficit."

While some Canadian publishers maintain that the ability of Time and Reader's Digest to at-

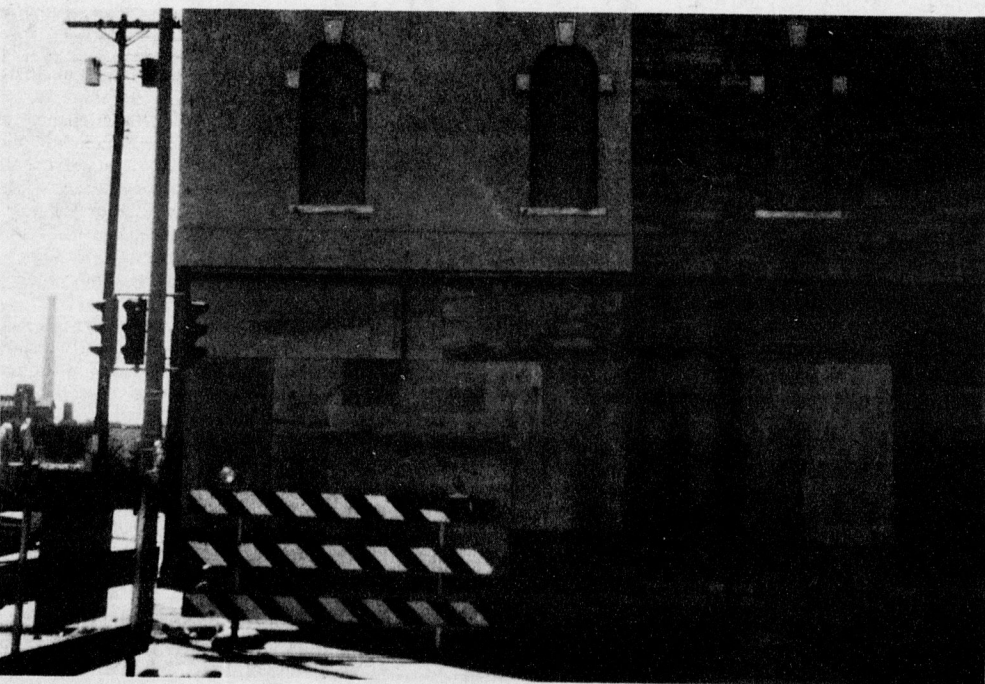
tract large amounts of Canadian advertising helps keep the overall magazine and advertising industries healthy in Canada, others resent the advantage given to two United States publications.

One monthly Canadian magazine, Maclean's, is reportedly making plans to become a news-oriented weekly if Time is forced out of the market.

NLRB throws out charge in Dover

Boston, Mass.—The National Labor Relations Board's regional office has refused to issue a complaint on a Guild charge accusing Foster's Daily Democrat in Dover, N.H., of suspending a Guild activist because of his union activities.

The Guild is seeking a review of the decision. The charge, latest in a series leveled against the paper during protracted negotiations for an initial contract, stemmed from a two-day suspension of William Drake, a member of the Dover Guild's executive board and negotiating committee.



Fortifications

Rockford Guild members were started to find boards and barades going up amid printers' bargaining at Gannett's Morning Star and Register-Republic in September even in the absence of any

strike vote. Above, the circulation entrance, boarded up like an abandoned building. Bricks, boards and chains all went for naught as the printers negotiated a settlement Oct. 1.

Reforms and your pension

Retirement act sets standards for all plans

By HOWARD YOUNG
TNG Pension Consultant

THE PENSION LEGISLATION that was signed into law on Labor Day—the Employee Retirement Income Security Act of 1974—sets up various requirements that apply to pension plans, whether or not they are to be qualified by the Internal Revenue Service for preferential tax treatment. This is a new approach to regulating pension plans.

Any provisions that are more favorable to plan participants may be used, since the act sets up minimum requirements. There are delayed effective dates for most provisions, but the new provisions can be implemented voluntarily at an earlier date.

The act does not require any employer to set up a pension plan; neither does it control the level of benefits to be provided by the plan. Some plans are exempted from the provisions of the act. The ones which may affect TNG members are the exemptions for plans of church organizations (in some but not all cases this might apply to staffs of church-related publications) and for plans concerning government employees.

The subjects covered by the act, and the corresponding effective dates, are as follows:

1. Reporting and disclosure, of the plan's provisions and operations to the government and to participants. These provisions go into effect in 1975.

2. Rules concerning the periods of employment that must be counted for benefits, vesting (benefits for employees who terminate before retirement age), survivor benefits and similar matters. These provisions are scheduled to go into effect in 1976, with some exceptions: For example, plans which started after Jan. 1, 1974, (and possibly amendments after that date; regulations are needed to

This is the first in a series of articles on provisions of sweeping new U.S. pension legislation, a complex bill of more than 200 pages. The articles are based on memos prepared for TNG.

clarify this) will be affected sooner; on the other hand, the Secretary of Labor may approve an application to defer the new requirements for up to seven years, (i.e., until 1983). It should be noted that if a plan is subject to a collective-bargaining agreement which does not expire until after the date when changes are required by the act, the contract can be reopened solely for the purpose of allowing the plan to meet those requirements without having to be opened for any other purpose.

3. Requirements concerning the amounts to be contributed each year in order to fund the plan; this will affect the "price tag" put on any plan during collective bargaining. These rules are scheduled to go into effect in 1976; however, where the current collective-bargaining agreement would terminate after 1975, the rules will go into effect when that agreement terminates (or in 1981, if sooner).

There are exceptions: For example, plans started or amended after Jan. 1, 1974, may be affected sooner; on the other hand, the Secretary of the Treasury may approve an application to waive the funding requirements for up to five years in any 15-year period.

4. Plan-termination insurance. Practically all plans are covered, but there are limits on the benefits that are insured. The employer must pay a premium (initially \$1 per year per participant) and has contingent liability if the plan is terminated, but additional insurance will be available for the

latter. Premiums are payable for the period starting Sept. 2, 1974.

5. The employer and any other organization or person who can affect the plan's finances (in some cases, this may include the Guild), is subject to new "fiduciary" responsibilities starting in 1975.

6. There are changes, effective this year, that affect the tax treatment of any lump-sum (rather than monthly-income) payments from pension plans.

Participation

IN GENERAL THE ACT requires that an employee must be covered by the plan and begin to earn benefits by the time he is age 25 and has one year of service. The actual date on which participation starts may be up to six months later to conform with the plan's record-keeping procedures.

Older employees must be covered unless they are hired less than five years before the normal retirement age.

Regulations will specify the method of determining a year of service. Generally, someone who is employed for 1,000 hours in a 12-month period will be considered to have a year of service, but special rules apply if there is a year in which he is employed for less than 500 hours. Special rules also will apply to anyone who goes back to work for a previous employer.

Vesting

A PLAN MAY MEET any one of three alternatives:

1. Full vesting after 10 years; this is the vesting favored by TNG.

2. Partial vesting after five years, with full vesting after 15 years.

3. A vesting formula based on age and service. Full vesting means that the individual has a right to collect a benefit starting at the normal retirement age; it does not mean that any benefit must be paid at the time employment terminates.

Usually a vested benefit is payable only if the employee is alive after the normal retirement date, and it may be suspended if the individual goes back to work for the same employer.

New protection is provided for certain employees who withdraw their own contributions. However, TNG continues to recommend against requiring contributions by employees to a pension plan, since employees who do not contribute may not realize all the benefits that can be lost.

There are many rules applicable to special situations. For example, in many cases, service after age 22 must be counted, even if participation does not start until age 25. Also, service before the effective date of the act usually counts toward vesting. It is suggested that every employee insist upon a satisfactory explanation if the employer claims that some of his years of service are not counted in determining the vested benefit.

Another important new requirement is that a terminated employee must be notified of any vested benefit rights he may have. Anyone who does not receive such a notification should request one from the employer. The vested benefit entitlement will be recorded on the individual's Social Security record; then, when application is made for Social Security benefits, the individual will be reminded of his vested benefit rights.



Explanation

Operations of the pension-reform act are explained by Bert Seidman, center, AFL-CIO Social Security director, on the AFL-CIO's Labor News Conference.

Questioning him are Theodor Schuchat, left, of the North American Newspaper Alliance, and Robert Barr of Fairchild Publications.

Bishops' promise ends Detroit gay's fast

Detroit, Mich.—A Detroit Guild member against whom the archdiocesan publication Michigan Catholic has discriminated because he is a homosexual ended a 25-day fast Oct. 2 after two Catholic bishops promised steps to end biased treatment of gays.

Brian McNaught had lived on

liquids for eight days and on water alone for the last 17 as an act of "reparation" for what he described as his church's "sins against homosexuals."

McNaught's column was discontinued by the Michigan Catholic in July after it was disclosed that he was the local president of Dignity, a national association of Catholic homosexuals. The Guild is contesting its termination through archdiocesan conciliation machinery, which culminates in binding arbitration.

McNaught, in a letter to the archdiocese announcing his fast, said there is "no greater perpetrator of unjust oppression against the gay community in the history of man on the face of this earth than my church."

He vowed to continue the fast until church leaders made "a positive commitment to educate them-

selves and the community of the faithful to the horrible wounds inflicted upon their gay brothers and sisters in the name of Christian decency and to work constructively for the elimination of the pain which we as a church have caused."

Detroit Auxiliary Bishops Joseph Inesch and Thomas Gumbleton, replying in the absence of John Cardinal Dearden, said they were aware of the "pain, suffering and discrimination" inflicted on homosexuals and promised that special attention would be given to the problem at a forthcoming priests' workshop on sexuality.

"While the Catholic Church, in view of its moral teaching, cannot endorse or condone overt homosexual acts," they wrote, "we have a serious obligation to root out structures and attitudes

that discriminate against the homosexual as a person."

McNaught addressed the Catholic Press Assn. at a forum on "Homosexuality and the Catholic Press" in Chicago during his fast. He lost 23 pounds and is on sick leave from his job at the Michigan Catholic.

Business-office bid lost by Lynn Guild

Lynn, Mass.—The Guild's effort to extend its unit at the Lynn Item failed Sept. 30 when business-office employees voted 6 to 4 against Guild representation.

All 10 employees had signed Guild cards before the National Labor Relations Board vote. The Lynn Guild represents editorial and retail-advertising employees of the Item.

DAY BOOK

Southern District Council, TNG Regional Institute on Human Rights and Bargaining, Oct. 19, 20, Chattanooga, Tenn. Choo-Choo, Chattanooga.

Midwest District Council, TNG Regional Institute on Human Rights and Bargaining, Oct. 26, 27, Radisson Hotel Downtown, Minneapolis.

TNG Staff-Training Seminar, Oct. 28, Nov. 1, TNG headquarters, Washington.

Great Lakes District Council, fall meeting, Nov. 2, 3, Hotel Pontchartrain, Detroit.

Eastern Canada-Canadian Wire Service Guild Servicing Program, local representatives meeting, Nov. 9, Quality Inn, Montreal.

International Executive Board, fall meeting, Nov. 11-14, Quality Inn, Montreal.

Western District Council, fall meeting, Nov. 16, 17, Hawaiian Regent Hotel, Honolulu.

Empire State and Middle Atlantic District Councils, joint meeting, Nov. 16, 17, Albany.

TNG Wage Conference, Dec. 7, 8, Executive House, Washington.

42nd Annual TNG Convention, July 7-11, 1975, Denver Hilton Hotel, Denver.

Nothing sacred

Computers establish beachhead in the newsroom

As if transformation of the composing room, business office, advertising department and editing process have merely whetted its appetite for conquest, the computer has begun to gain ground as an indispensable tool of the reporter's trade.

Clacking and whirring its way through data supplied by opinion polls, attitude surveys, court records and other sampling sources, the computer has established a new beachhead in the newsroom through the advent of a reporting technique called "precision journalism."

Writing in the New York Times, reporter Robert Reinhold noted that statistical method, made accessible to the reporter through computer speed, is becoming almost as much a part of journalism as the note pad, typewriter and television camera.

Reinhold views the trend toward use of statistics in journalism as an extension of their use for years by social and behavioral scientists as a means of checking intuition against reality.

"One of the main reasons for what is happening is that editors want to improve their credibility," said Phillip Meyer, a national correspondent of the Knight newspaper chain and author of the book "Precision Journalism," published by the Indiana University Press.

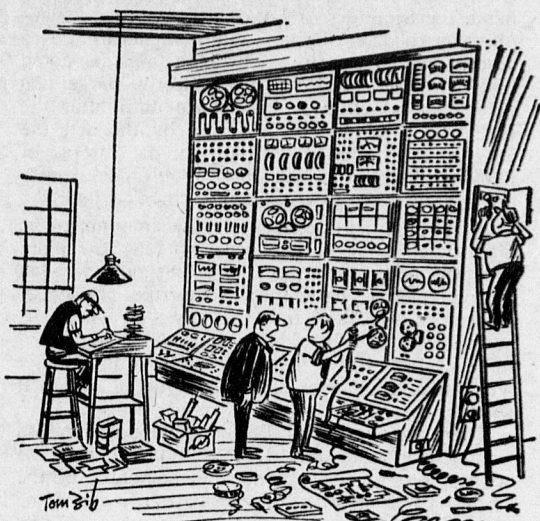
Statistical analysis of criminal-justice records, census data, traffic patterns, political-contribution lists, the backgrounds of persons in the news and other data not only helps reporters present a more accurate picture of events, it enables them to challenge the credibility of public pronouncements.

A 1973 investigation with the aid of computers into an allegation by the Philadelphia district attorney that lenient judges were letting criminals loose contributed to a seven-part series, "Crime and Injustice," by Guildsmen Donald L. Barlett and James B. Steele of Knight's Philadelphia Inquirer.

The authors of the series, which exposed broad patterns of discrimination by judges and prosecutors as well as uneven treatment in the sentencing and

jailing of hundreds of persons, won TNG's 1973 Heywood Broun Award. The award judges said the series epitomized the spirit of Broun "in his abiding concern for the poor, the weak and the oppressed."

Using computer analysis of some 1,000 separate criminal cases, Barlett and Steele were able to demonstrate that failures in the prosecutor's office, not



Bib in the Wall Street Journal
"You mean it's going to take two of these things just to replace Hartwell?"

lenient judges, were the main reasons many accused criminals went free.

The success of such studies has helped fan the flame of "precision journalism."

Recently, Reinhold reported, 22 reporters and editors completed a three-week crash course in statis-

tics and experimental method at Northwestern University, where they formed the first organization of "precision journalists." Other reporters have taken leaves to study survey methods at major universities.

Jay Harris of the Wilmington News and Journal discovered the usefulness of computers two years ago while processing information on 2,000 persons whose names he acquired during a study of heroin traffic in Delaware.

He is now completing a statewide survey of voters' attitudes in collaboration with the University of Delaware, also with the aid of computers.

The Times and the Washington Post both earlier this year carried series based on statistical analysis of what pleased and displeased residents of their respective cities. Time magazine has launched a feature called "Soundings" that is designed to test the nation's mood through statistics. And the Dubuque Telegraph-Herald has begun to run local data through its business computers.

Reinhold noted that the trend toward "quantification" is not without its problems.

One problem is that figures produced by a computer have a way of generating their own fascination—a reality abstracted from reality—that may hold statistical significance without being either socially meaningful or newsworthy.

Another problem involves how to make causal inferences in the face of the many "variables" present in human situations. Scholars may spend years sorting out the factors contributing to statistical correlations, while reporters are confined to hours and days.

A third problem is that few editors are inclined to let colorful, human-interest stories fall to a parade of numbers. Numbers, to most minds, are dull.

But despite its pitfalls, "precision journalism" is catching on as a fundamentally sound, even essential approach to the business of reporting.

"Statistics are just a check on things," said John G. Craig, Jr., executive editor of the Wilmington News and Journal. "We just start from there."

The U.S. price elevator

The following table shows the continuing rise in the U.S. Consumer Price Index over a 20-month period. 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 increase over December 1972.

	Index	Percentage over same month prior year	December 1972
August 1973	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
March	143.1	10.2	12.4
April	144.0	10.2	13.1
May	145.6	10.7	14.4
June	147.1	11.1	15.5
July	148.3	11.8	16.5
August	150.2	11.2	18.0

Ottawa Guild organizes 55 circulation staffers

Ottawa, Ont. — The Ottawa Guild filed a petition Oct. 1 to represent 55 parttime circulation employees of the Ottawa Journal.

Addition of the group would complete the Guild's unit in the Journal circulation department.

The Guild submitted cards signed by more than 65 percent of the employees involved. Certification by the Ontario Labour Relations Board is generally granted without an election when that level is reached.

The board has scheduled a hearing for Oct. 21.

Last June the Guild filed a petition to represent 26 parttime drivers and office employees, but the Journal objected that only a unit of all parttime employees would be appropriate. When the petition was dismissed in August on a technicality, the Guild set about organizing the remaining employees.

The Typographical Union also moved into Guild jurisdiction in the Tribune and Star business office, petitioning for a representation election among 25 data-processing employees. The election was scheduled for Oct. 10.

Guild petitions for unit of 206 in Minneapolis ad department

(Continued from Page 1)
tion, participated in the Minneapolis drive. IRs Edna Berger, Luis Montanez, Jr., George C. Randol and Anna M. Padia were joined by James L. Babin, a Twin Cities vice president added to TNG's field staff as a temporary IR.

The Guild drive was conducted in the face of a Typographical Union effort to organize adver-

Toronto Citizen seeks a purchaser after staff, losing voice, walks out

(Continued from Page 1)

the unit chairman and vice chairman were to serve with two other members of the board on a committee to make hiring recommendations.

The board proceeded to hire and even to fire without resort to the procedure, however. A parttime reporter fired in mid-September was reinstated a few days later, but staff members walked out in protest Sept. 23 when the board refused to discuss a job-protection proposal that would give staffers the right

of first refusal on all new job openings.

After staying out for a week, the staffers offered to return to work under an arrangement in which they would fill all vacant positions until an initial contract was negotiated. But the board refused and announced that all employees would be laid off pending efforts to find a purchaser for the paper.

"It's a question of who has the power," said Susan Richards, a member of the board and assistant to Sewell. "The board was

supposed to have it."

But another board member, Alderman Dorothy Thomas, disassociated herself from what she scored as the board's "regressive management policies."

She said some members of the board "have attempted to enforce management-rights provisions that I find reprehensible, particularly in so-called progressive people." "They have refused to negotiate with the Toronto Newspaper Guild in good faith and have wilfully and irresponsibly killed the Toronto Citizen," she declared.

The Guild unit is attempting to find a purchaser for the paper, which had planned to go weekly in October. The Citizen reportedly needs \$10,000 for immediate survival and another \$30,000 for the long haul.

The Guild executive committee, in an Oct. 2 resolution, urged the labor council to consider purchasing it "in consultation with the Toronto Citizen staff . . . in order to preserve the jobs of Guild members and to preserve the Citizen as a labor-oriented alternative among Toronto news media."

Key minimum raised \$17 in Tonawanda reopener

North Tonawanda, N.Y.—The reporter top minimum is increased \$17, to \$260.55, in a new one-year contract between the Buffalo Guild and the Tonawanda News.

The city editor's flat minimum is increased \$21, to \$322.80, and four other editors are upgraded to parity with the town editor, at \$284.50. The flat minimum for the family-page editor is raised \$28.95, that for the telegraph editor \$23.45 and those for the sports and swing editors \$18.95.

Women's writers upgraded \$82.80 at Bay City Times

Bay City, Mich.—Women's writers and the women's-page editor are upgraded in a new contract at the Bay City Times.

The upgrading will increase the top minimum for women's writers \$82.80, to \$283.30, over the contract's three-year term. The women's-page editor, formerly slotted with reporters, is raised to a flat minimum of \$314.50, up \$68.60.

Pay for women's writers still falls short of parity with reporters and display salespersons, whose top minimum is increased \$53.80, to \$299.70. The top for circulation representatives, outside classified sales and photographers is increased \$50.80, to \$283.30, that for classified office sales, switchboard operators and ad clerks is up \$41, to \$177.30, and that for building custodians is increased \$41.10, to \$177.50.

General increases are 6.6 percent the first year and 6.9 percent in each of the next two.

Seattle: Advertising pay soars above minimums

Twenty-one of 22 display-ad salespersons, all eight fully experienced outside classified salespersons and all 14 fully experienced classified telephone salespersons at the Seattle Post-Intelligencer were earning more than the top minimum for their jobs as of last February, according to payroll data received from the company.

Display-ad salespersons averaged \$29.25 above the top minimum of \$286.95 (\$15 in merit pay and \$14.25 in bonuses and commissions); outside classified salespersons averaged \$17.96 above the top minimum of \$286.95 (\$1.63 in merit pay and \$16.33 in bonuses and commissions), and classified telephone salespersons averaged \$25.48 above the top minimum of \$184.40 (71 cents in merit pay and \$24.77 in bonuses and commissions). Increases in salaries effective since February have raised the display and outside-classified top minimum to \$314.50 and have raised the classified-telephone top to \$202.

Following is a complete tabulation of payroll data covering Post-Intelligencer advertising employees as of last February:

Display-ad salespersons			
Top minimum	Actual salary	Average bonus or commission	Total
\$286.95	1 @ \$286.95	none	\$286.95
	1 @ 286.95	6.56	293.51
	1 @ 286.95	9.14	296.09
	1 @ 286.95	11.69	298.64
	1 @ 286.95	13.46	300.41
	1 @ 286.95	24.70	311.65
	1 @ 286.95	24.82	311.77
	1 @ 286.95	29.79	316.74
	1 @ 286.95	39.41	326.36
	1 @ 288.95	.15	289.10
	1 @ 291.95	6.53	298.48
	1 @ 291.95	17.41	309.36
	1 @ 301.95	8.71	310.66
	1 @ 305.00	24.98	329.98
	1 @ 305.00	32.40	337.40
	1 @ 311.95	11.43	323.38
	1 @ 311.95	23.32	335.27
	1 @ 315.70	4.29	319.99
	1 @ 321.95	10.83	332.78
	1 @ 326.95	6.87	333.82
	1 @ 335.00	3.94	338.94
	1 @ 351.95	3.17	355.12

Outside classified salespersons			
\$286.95	1 @ \$286.95	\$ 7.33	\$294.28
	1 @ 286.95	9.66	296.61
	1 @ 286.95	15.56	302.51
	1 @ 286.95	15.97	302.92
	1 @ 286.95	19.56	306.51
	1 @ 286.95	21.04	307.99
	1 @ 286.95	27.72	314.67
	1 @ 300.00	13.83	313.83

Classified telephone salespersons			
\$184.40	1 @ \$184.40	\$ 8.51	\$192.91
	1 @ 184.40	13.00	197.40
	1 @ 184.40	16.09	200.49
	1 @ 184.40	17.12	201.52
	1 @ 184.40	17.72	202.12
	1 @ 184.40	20.58	204.98
	1 @ 184.40	21.46	205.86
	1 @ 184.40	24.17	208.57
	1 @ 184.40	25.85	210.25
	1 @ 184.40	25.96	210.36
	1 @ 184.40	26.47	210.87
	1 @ 184.40	29.98	214.38
	1 @ 184.40	30.75	215.15
	1 @ 194.35	69.18	263.53

\$67 gained over two years at small Bay Area dailies

(Continued from Page 1)

up slightly more than 18 percent, to a maximum of \$54.65.

The Guild also won increased payments totaling \$12.87 over the three-year term to be applied to pensions or health and welfare. In addition, the San Mateo pension plan will be improved to match those at the other three units and the Santa Rosa health-and-welfare plan will be upgraded to match those at all other Bay area papers.

Mileage allowances will be increased from 13 cents to 15, and employees will be protected from rising gasoline costs by pegging the mileage rate to the government's Private Transportation Index for the Bay Area, effective quarterly.

Automation notice is increased from 90 days to 120, and minimum unpaid maternity leave sufficient for childbirth and re-

covery is provided for employees with less than a year's service, the period required for leave of up to six months.

At Richmond and Berkeley, the Guild won sick-leave accrual of 10 days a year, with a maximum of 30 days to be effective by the end of 1976. The settlement at Vallejo resolved a dispute over unpaid advertising commissions by awarding all those earned after the start of this year.

At San Mateo, where contract coverage extends to jobs not included in the other units, the top minimum for classified telephone solicitors will go up \$38.12, to \$226.02, that for general clerks \$33.65, to \$199.55, and that for office boys \$28.67, to \$170.02.

The top for office boys is increased \$26.17 at Richmond, Berkeley and Vallejo, to \$155.19, and that at Santa Rosa \$25.76, to \$152.79.

Perlik says Ford inflation plan fails to lift burden off workers

(Continued from Page 1)

Mr. Ford's—and enact those that will be equitable and fair and will do the job.

"At the same time, the new Congress must be independent and strong enough to launch its own programs that will be equitable and effective."

"Mr. Ford's 25-year Congressional voting record should have prepared us for the hard fact that he would not break with the threadbare economics of his predecessor nor with those who would impose the bulk of the expense of ending inflation on those already hardest hit by inflation despite the fact that some of his actions since becoming President seem to fly in the face of that record."

He pointed to Ford's 85-percent "wrong" voting record on the AFL-CIO's Congressional scorecard, his 77-percent "right" record as seen by the right-wing Americans for Constitutional Action and his 75-percent "right" score with the American Conservative Union.

The AFL-CIO reported soon after Ford became Vice President that in 23 votes on "straight labor legislation"—including Taft-Hartley, Landrum-Griffin and the effort to repeal so-called "right-to-work" laws—"Ford voted 'wrong' 23 times" through 1972.

In other votes on major bills or amendments, the federation pointed out, Ford voted against AFL-CIO positions on education four times, unemployment compensation five times, housing seven, health and hospital construction, four, Social Security once, tax justice five times, "give-aways to big business" twice, human rights eight times, public power four, antipoverty seven, aid to cities four, minimum wages five and water-pollution control once.

At the same time, he voted "right" on three civil-rights votes and one each on education, housing, pollution control and anti-poverty.

As soon as Ford became President in August, the National Right to Work Committee issued a press release declaring that it now "probably has its best friend ever in the White House."

Earlier this year, while still Vice President, Ford lashed out at labor in a political speech to a farm convention, although his office quickly let it be known that the speech had been written in the White House.

While the Senate was considering his appointment as Vice President, Ford characterized his political philosophy as "moderate in domestic affairs, conservative in fiscal affairs and dyed-in-the-wool internationalist in foreign

... Montreal

(Continued from Page 1)

years to the editorial and advertising departments and had filed a petition to represent circulation employees.

The Guild's organizing drive at the Gazette encountered resistance from both management and leaders of an unsuccessful organizing attempt by the Quebec-based Confederation of National Trade Unions several years ago.

Discovering that the Guild was planning a weekend organizing sweep in mid-September, management conducted a series of captive-audience meetings, illegal under Quebec labor law.



© 1974 by Herblock in the Washington Post

"How come we're always up in the front lines?"

affairs." He said he ranked national security as the nation's top spending priority.

He was an outspoken hawk on the Vietnam war and after becoming House minority leader in 1965—in tandem television appearances with the late Senate Minority Leader Everett Dirksen—castigated President Johnson for failing to wage all-out war.

While minority leader he also opposed medicare, housing bills, increases in the minimum wage, moves to divert highway funds to mass transit, the poverty program and grants for education and the alleviation of pollution. His legislative style often was to vote for a measure on final passage—as with most major civil-rights reform bills—but only after seeking amendments that sponsors felt would emasculate the measures.

While his voting record as a Congressman was a consistently right of center, he suggested to one reporter after becoming Vice President that it might have been because "my constituency in Michigan was conservative in many respects."

Some of his actions in the first weeks of his Presidency—proposing qualified amnesty for Vietnam draft resisters, meeting with the Congressional Black Caucus, nominating Nelson Rockefeller for Vice President, endorsing the Equal Rights Amendment and meeting with AFL-CIO President George Meany—started some political conservatives.

As columnist James J. Kilpatrick put it: "It makes political sense for this Republican President to smile upon labor, women and blacks. What mars the honeymoon is the collective impact of all these gestures coming at once."

Perlik, however, cautioned Guild members to be wary of Congressional candidates who seek election with pledges to "support the President."

"As attractive as some of President Ford's earlier actions and statements might be," Perlik

wrote, that kind of appeal for votes "is a smokescreen."

"The first job of members of Congress is to serve the people, not the President," he said, adding: "That's why we have more than one branch of government. That, in fact, is one of the chief lessons of Watergate."

Perlik urged Guild members to study the issues and candidates and "vote for the ones that will act for the direct benefit of the people." He called upon local presidents to inform their members of the candidates endorsed by AFL-CIO's Committee for Political Education.

"Most often," Perlik pointed out, "these are the candidates most deserving of your and your members' votes."

Earlier, Perlik forwarded to the presidents of all California locals an appeal from the California Labor Federation for volunteers to assist in several Congressional campaigns in districts considered marginal.

(Deletor absent)

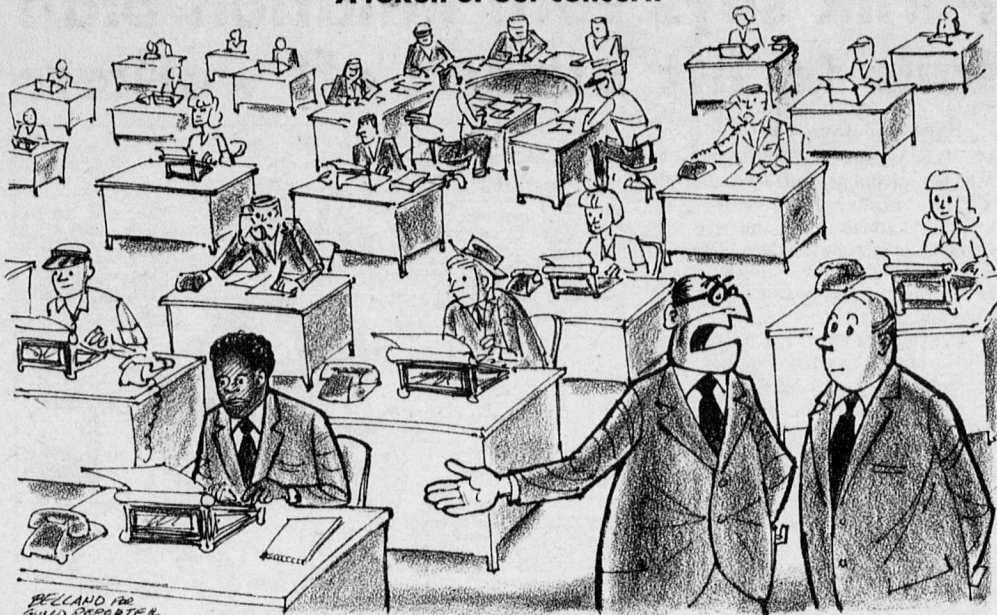
Long Beach, Calif.—No expletives were deleted when former President Nixon found Kent Henderson, a Guild photographer at the Long Beach Independent and Press-Telegram, waiting for him to emerge from a laboratory in Long Beach Memorial Hospital Oct. 3.

"You goddam son of a bitch!" Nixon yelled on sighting him, Henderson said.

The photographer was so startled he failed to shoot the picture before Nixon backed up his wheelchair and shut the doors, returning to his room by another route.

Earlier, when Nixon entered the hospital, an agent guarding him smashed an NBC man's camera to the ground, the Associated Press reported.

'A token of our concern'



DATELINE: WASHINGTON

President Ford—Robin Hood
for the wealthy

By WILLIAM J. EATON, Chicago Guild



A FINE-PRINT ANALYSIS of President Ford's economic-policy package shows that biting bullets can be quite rewarding for giant American corporations, even if rather painful for the middle-income taxpayer and jobless workers.

Much of the analysis of Ford's plan was devoted to the five-percent surtax on corporations and families in the \$15,000-and-up brackets for 1975. He termed it the "acid test" of Congressional will to whip inflation.

But there are some real sweeteners for business in his proposal that deserve far more scrutiny by those who are asked to sacrifice for the common good.

The surtax, together with the rather puny provisions for special jobless benefits and public-service employment, was recommended for a single year.

Ford asked permanent changes in the tax laws, however, that could save business firms millions more in taxes than they will be required to pay if a dubious Congress approves the surtax.

The President, true to the trickle-down economics of his Republican predecessors, is advocating an increase in the seven-percent investment credit to 10 percent as a general rule, together with a rise from four percent to 10 percent for utilities.

This credit also would be lib-

eralized so that more equipment would qualify and the present ceiling would be eliminated, for all practical purposes, to benefit the really gigantic corporations.

IT'S A COMPLICATED provision of tax law. Basically, if Ford's plan is adopted, it would mean that a steel company would be able to deduct 10 percent of the cost of a new machine from its tax bill. Even if the machine is a 250-million-dollar item, the full 25 million dollars would be deducted from corporate taxes or eventually refunded directly!

"This will increase cash flow for all companies in the immediate future," says a White House fact sheet, in 1974's masterpiece of understatement.

Organized labor long has objected to this type of credit, on grounds that it rewards companies for doing what they would do anyway in the investment field. Ford's bonanza revisions, however, would be a multibillion-dollar giveaway with little, if any, impact on the rate of inflation.

This Ford plan comes at a time when corporate profits are embarrassingly high even as the economy slides into recession.

The newsletter of the National City Bank of Minneapolis, written by economists Walter W. Heller and George L. Perry, reported recently: "Soaring prices have shored up profits during 1974 despite the sharp drop in real output that has occurred. . . . When the spectacular inventory profits are included, the gain in after-tax profits will be 18 percent—an unprecedented performance in a recession year."

When you consider that Ford also endorsed legislation to let investors pay even less federal taxes on capital gains—when equity demands that they pay more—you can see why the AFL-CIO is working to defeat his tax proposals.

While generously advocating tax savings for the fat cats, Ford is trying to get five percent more from a secretary who may earn \$8,000 a year or a husband and wife who both work and have a total income of \$16,000.

It's not fair and it won't stop inflation, no matter how many half-time pep talks Coach Ford gives about the need to sacrifice.

Allen's encouragement
in strike crisis recalled

BALTIMORE, MD.

Editor:

The editorial-page caption Sept. 13 said: "A bit of the Guild passes."

If one had spent eight hours at the bedside of a critically ill wife and was in the third hour of his tour on the picket line and faced a couple of hours of laundry and phone calls and had an Ed Allen step in line beside him. . . .

If he heard some words. . . . The exact words are gone, but whatever he said was an encouragement. . . .

If that had happened to another Guildsman, he, too, would know that Ed Allen had left something to the Guild and Guildsmen that never would pass.

BRAMWELL TERRILL
Washington-Baltimore Guild

IT

SEEMS
TO US'Sexual-preference' clause
is urged in all Guild pacts

AKRON, OHIO

Editor:

Whatever the outcome, it was encouraging to read that the Detroit Guild supported Brian McNaught when his column was dropped from the Michigan Catholic because of his outside projects as a homosexual activist [GR, Aug. 23].

While the Guild based its stand on political freedom, it is certainly also time that the Guild gave serious thought to including in every contract the freedom of sexual preference, along with the existing guarantees against discrimination because of race, religion or gender.

My own employer appears to be above this sort of prejudice—but many, I am sure, are not, and there is no reason to leave it to chance. Affirmative action of this kind may, of course, put the red-necks on the warpath—but they will get over it.

WILLIAM BIERMAN
Akron Guild

Editor's note: A clause prohibiting discrimination because of sexual preference was negotiated in September for the first time in any Guild contract, at the Phila-

Editorial

A program crashes

"There ain't nobody throwing rocks any more."

Those words, spoken by a bitter graduate of Columbia University Journalism School's final minority-training program, pretty much sum up the reasons for folding the seven-year effort.

"It was a crash program," said Fred W. Friendly, its director, "and you can't have a crash program except in a state of war, which is what I think we had in 1968-71."

What few minority reporters there are on U.S. newspapers, wire services, magazines and broadcast stations are to a great extent attributable to the Columbia program. Its 223 graduates constitute an estimated 15 to 20 percent of the minority-group members now employed by the media.

But that would put the total employed in the industry at little more than 1,000—pitifully small. The American Society of Newspaper Editors' committee on minority employment reported earlier this year that media employment of minorities had increased only .25 percent in the previous year, to perhaps one percent of all editorial employees.

Friendly, in justifying the decision to close down the program, gave a reason that is plausible—superficially. He said it competed unfairly with the university's regular graduate journalism program, taking in students without cost and guaranteeing them jobs upon graduation. Regular Columbia journalism students have to pay and get no guarantees for their money, he pointed out.

But that argument is only a recycled version of the old contention that giving preferential treatment to minorities to rectify the injustices of three centuries constitutes "reverse discrimination." It won't wash.

The fact is that, without special programs such as the Columbia one, there is simply no hope of appreciably increasing the number of minority persons in the U.S. news industry. That fact was recognized when the program was started, and it hasn't changed.

The real reason for the discontinuation, of course, is the withdrawal of financial support—by the Ford Foundation, which has come upon hard times, and by publishers and broadcasters, who have no such excuse.

Discontinuation of such publisher-backed programs as Columbia's makes it more imperative than ever for Guild locals to demand special minority-recruitment and training programs in their contracts.

Blacks who threw rocks a few years ago were operating on Mark Twain's principle that you have to hit a mule to get his attention. But incessantly?

Freedom, a la Rehnquist

The youngest member of the U.S. Supreme Court, Justice William H. Rehnquist, last month told a Kansas law-school audience that his judicial approach "might be called the philosophy of individual freedom or 'libertarianism,'" pointing out that "it found expression in some of the decisions of our court in an earlier day about freedom of contract."

The classic case, he noted, was a 1905 ruling striking down a New York law establishing a 10-hour day for bakery workers on grounds that the state law interfered with workers' freedom to negotiate the terms of their labor.

Individually, of course, after 16 hours of kneading dough.

The Guild Reporter

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and

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