

Guild strikes Great Falls Tribune

The TNG GUILD REPORTER

OFFICIAL ORGAN OF THE NEWSPAPER GUILD (AFL-CIO, CLC)



Vol. XLI No. 19

Washington, D.C.

October 25, 1974

Herald folds, 18 jobs go in Connecticut

Norwalk, Conn.—The 108-year-old Connecticut Sunday Herald suspended publication Oct. 20, throwing all 18 members of the Bridgeport Guild out of work.

Publisher William Loeb, owner of the Manchester Union Leader, said the Herald could not continue to publish in the face of rising financial losses. The paper has reportedly been losing money since he purchased it nine years ago.

The Herald had been under Guild contract since 1938. It was organized personally by Heywood Broun, TNG's founder and first president, whose paper, the Nutmeg, was printed in the Herald plant.

Guild members, who work in the paper's editorial and advertising departments, will receive up to a month's notice pay and 36 weeks' severance pay at the rate of two weeks for each year of service.

The Guild's contract, which called for a key top minimum of \$224, expired July 31, and negotiations for a new one had been delayed.

Loeb, in a front-page announcement of the paper's folding, paid tribute to the staff, which he said was "putting out a fine product which is a credit to them and a real service to the communities which it covers."

"In normal business times we could very well have continued to publish the Herald," he said, "and in three or four years it would achieve its rightful place in the economic picture."

Guild members learned of the closing only hours before publication of the final issue. It was announced by General Manager Richard Becker, who convened the staff late Saturday afternoon to break the news. He promised that all severance and notice-pay obligations would be met.

The Guild is attempting to obtain jobs elsewhere for the 18 displaced employees. TNG will circulate a list of job-seekers to other locals.

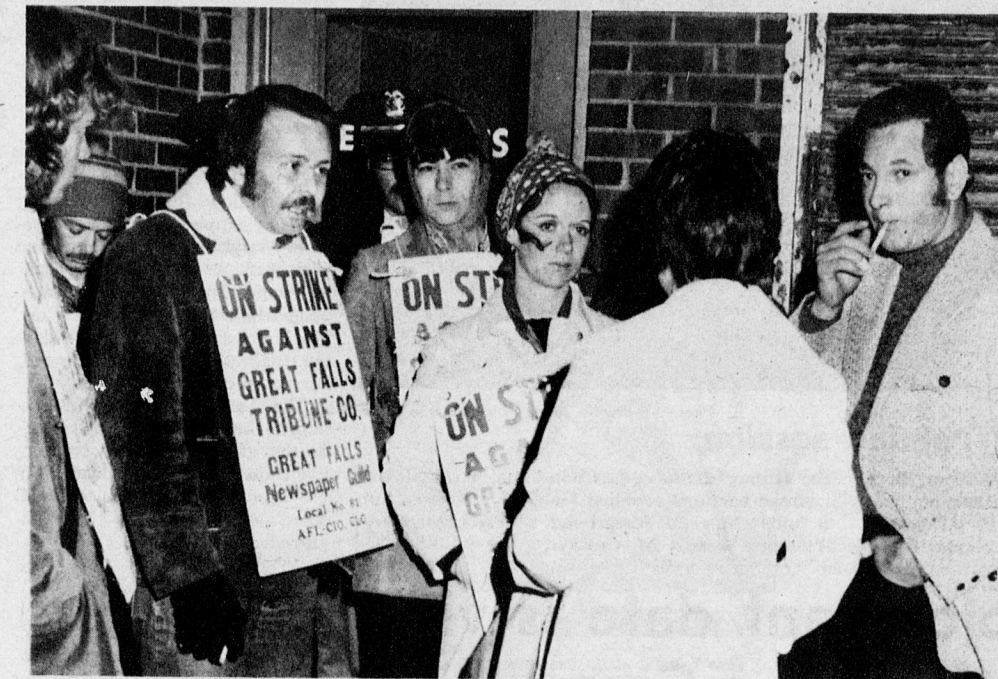
(Continued on Page 6)

Firing in Providence ruled bias against handicapped

Providence, R.I.—The Rhode Island Commission for Human Rights has ordered the Providence Journal to rehire, with some \$12,000 back pay, a Guild member who was dismissed because of a physical handicap.

The Providence Guild had brought an action on behalf of copy editor Jacqueline Mason under a state law that forbids discrimination against physically handicapped persons.

Mason was fired last January, shortly after being hired, because the company's doctors said she



Encounter group

Police stand by as supervisor Jeanette Kamm tries to enter the struck Great Falls Tribune building. Exercising persuasion are, from left, Thomas A.

Mitchell, Tom Beam, Shirley Diaz and Stevie Howell as Kamm gets assistance from Tribune Controller James Young, right.

Guild files suit to end bias pattern against minorities at N.Y. Times

New York City—The New York Guild filed suit in Federal Court Oct. 10 to enjoin "a continuing pattern and practice of discrimination" against minority employees at the New York Times.

The suit, filed following a complaint submitted to the Equal Employment Opportunity Commission, seeks compensatory damages for minority employees and unsuccessful job applicants and calls for affirmative efforts to eliminate the effects of discrimination.

Four Times employees—Benilda Rosario, Wanda Jones, Donald Barker and Morgan Jin—joined the Guild as plaintiffs in the suit. It was filed as a class action in behalf of all nonwhite employees, former employees and job applicants who have been denied equal opportunity.

The suit charged that the Times "does not actively recruit

and hire minorities for positions of responsibility and permits only minimal and 'token' nonwhite entry into higher-level employment positions."

Of 434 employees classified as "officials and managers" in 1973, all but 13 were white, the suit said. And all but five percent of those classed as "professionals"—artists, reporters, photographers, librarians and accountants—also were white.

The Guild charged that the

Times has failed to recruit and hire nonwhites in significant numbers for any positions except those designated as "service workers"—maintenance employees, porters and restaurant workers.

All top-salaried positions in at least 19 departments covered by the Guild's contract are held by whites, the suit charged. It said the majority of nonwhite employees occupy positions with top mini-

(Continued on Page 6)

\$238 to start won at small paper

Mount Clemens, Mich.—A starting reporter minimum of \$238, seventh highest in any Guild contract, has been won at the small suburban Macomb Daily.

A new three-year Detroit Guild contract increases the starting minimum by \$51 on the 52,000-circulation paper. The top minimum for reporters and ad salespersons is raised \$72, to \$358, putting it among the top 20 in Guild contracts.

General increases range from \$42 to \$72. In addition, minimums will be raised next April by the equivalent of any increase over eight percent in the cost of living during the 12 months ending next Feb. 1 and the following April by any increase over six percent.

The flat minimum for editors is increased \$72, to \$380, the top minimum for telephone operators and clerks is up \$48, to \$193.75, the top for classified phone-room solicitors is raised \$51, to \$221.50, and that for maintenance employees is raised \$48, to \$196.50.

The publisher's contribution to pensions will be increased \$6.81 a week, permitting a doubling of benefits.

Mileage payments are increased four cents a mile, to 16 cents, with supplemental adjustments quarterly that will raise them one cent for every 10-cent increase in gasoline prices but will

allow equivalent adjustments down to the 16-cent base if prices subsequently fall.

New integrity provisions stipulate that employees cannot be required to use their positions for any other purpose than performing the duties of their jobs nor be required to write, process or pre-

(Continued on Page 6)

Akron printers lose claim to all copy for scanners

Akron, Ohio—Keyboarding of copy for an optical scanner in the editorial and advertising departments does not fall within the Typographical Union's exclusive jurisdiction, an arbitrator has ruled in a landmark decision at the Akron Beacon Journal.

Arbitrator Samuel S. Kates's decision left Guild editorial employees and unorganized advertising employees preparing copy on IBM Selectric typewriters for processing by the Beacon Journal's new scanners.

The printers' union had claimed that keyboarding for the scanner was exclusively composing-room work.

"That the copy be on a certain type of paper, with certain margins, and that corrections and insertions be made in a certain manner are all matters . . . relating to precomposing-room activities and do not involve any transfer of bargaining-unit work," Kates said in his decision.

He found that use of an IBM (Continued on Page 6)

Paper closes as two crafts honor lines

Great Falls, Mont.—Sixty-six Guild members struck the Great Falls Tribune Oct. 19 after almost a year of fruitless negotiations for a new contract.

Craft-union members did not cross the picket lines, and the Tribune was unable to publish. Guild pickets were reinforced by the Steelworkers, Communications Workers and carrier boys, swelling the lines to 100.

A company-owned job-printing shop a few blocks away from the main plant was also closed by the strike. The Tribune maintains a circulation office there.

It was the first time in the Tribune's history that it was unable to print because of a strike.

The principal issues are wages and pensions, vacations and other economic fringes.

The company's final offer when negotiations were broken off Oct. 17 was \$40 over two years at the key top-minimum level, producing a top of \$252 in the second year. The Guild was asking \$62 but had indicated it would settle for the same \$55 won in a recent settlement at the Minneapolis Star and Tribune, which owns the Great Falls paper.

The Guild is also trying to make major improvements in a substandard pension plan recently inaugurated at the Tribune.

No bargaining has taken place since the start of the strike, but a federal mediator arranged a meeting for Oct. 29.

The Guild's old contract expired last Nov. 30. Strike action was authorized unanimously Oct. 2 after rejection of the company's offer, but subsequent bargaining failed to produce a settlement.

Guild members, who staff all the paper's nonmechanical departments, struck at 4 p.m. on the 19th, a Saturday. Pressmen and members of the International Mailers Union honored the picket lines, and printers, after an unsuccessful attempt to cross them with the aid of police, went home.

Publisher William Cordingley announced there would be no

(Continued on Page 6)



Training session

TNG Field Operations Director J. William Blatz drives home a point at regional institute on bargaining and human rights sponsored by the Southern District Council. Sessions were conducted in

the Hilton Chattanooga Choo-Choo, a complex of railroad cars and terminal buildings converted into a hotel. In right foreground is TNG Secretary-Treasurer Robert M. Crocker.

Photo by Harold Haven, Chattanooga Guild

Payroll, employment data is vital to bias fight, Southern Council told

Chattanooga, Tenn.—If Guild locals are to combat job discrimination effectively, they must exercise their legal right to obtain full payroll and employment data from the employers with whom they have contracts, Southern District Council delegates were told at a regional training seminar Oct. 19 and 20.

This information, said TNG Field Operations Director J. William Blatz, is essential not only to determining the extent of discrimination but also to building an effective case against it.

This is true, Blatz said, regardless of whether the local proceeds against the discrimination under its contract, the law or both. How best to proceed in any given case, he emphasized, should be decided in consultation with TNG, which is accumulating a useful body of Guild experience with both procedures.

In any event, he noted, TNG's Constitution requires that locals obtain TNG approval before initiating proceedings affecting collective bargaining before "any court, tribunal or agency."

Human rights and collective bargaining were the topics at the first of TNG's 1974-75 regional weekend institutes, sponsored by the Southern District Council and conducted by Blatz and TNG Administrative Operations Director Ellis T. Baker.

Baker analyzed Guild experience with various antidiscrimination laws, as well as their utility and limitations in comparison with contract negotiations and enforcement, and Washington-Baltimore and Memphis delegates described their efforts to eliminate discrimination through the equal-employment and equal-pay laws.

At its business meeting, the

council approved the affiliation of the Mountaineer Guild and voted to hold its spring meeting in Morgantown.

The council voted to contribute \$200 to Guild members on strike at two Puerto Rico printing-supply plants and \$100 to strikers at Thomson's Adrian Telegram.

Reed Stafford and Faye McCracken of Memphis and Harold Julian of Knoxville were re-elected president, vice president and treasurer, respectively. Emily McDonald of Chattanooga was elected secretary.

At a Saturday-night council dinner, Chattanooga Times General Managing Editor John N. Popham described his early days as a Guild member in New York, declaring, "A contract is the most beautiful and exquisite thing you can get; you should never operate without a contract."

Antisuspension edict lost in San Antonio

San Antonio, Tex.—A virtually unprecedented court injunction against the suspension of two Guild members by Hearst's San Antonio Light was dissolved Oct. 18.

Civil Court Judge Robert E. Murray ruled that he lacked jurisdiction to continue the injunction and that the dispute belonged properly before either an arbitrator or the National Labor Relations Board.

The temporary injunction had been issued three days earlier by a State District Court judge, James Barlow. It put the two suspended employees, bookkeeper Dora Wright and circulation district manager Rudy Vidal, back at work, but they were suspended again as soon as the injunction was lifted. The next day the Light threatened to suspend two more employees.

The San Antonio Guild obtained the temporary injunction on the ground that its contract, like most in the Guild, makes no provision for suspensions. It acted after company delay in grievance proceedings.

Wright and Vidal had been suspended for 20 days Oct. 11.

Wright, a member of the local executive committee, was charged with inadequate performance on the job, although she had received a merit increase four months before joining the Guild a year ago.

Vidal was suspended because he forgot to turn in an envelope of carrier receipts at the same time he handed in a report on the receipts, leaving the envelope in his briefcase in the office.

The Guild said Wright had

been harassed since joining the Guild last November and signing up five new members. A black, she filed a charge of discrimination with the Equal Employment Opportunity Commission during the summer after the Light created a new position of head bookkeeper and hired a white woman to fill the job.

The Light said the new position was exempt from contract coverage, but the Guild charged a violation, maintaining that the company had to negotiate exemptions.

The Guild is also contesting the creation of three exempt editors' positions and is preparing to ask the National Labor Relations Board to rule on the exemptions.

The Guild returned to grievance channels on the suspensions after the short-lived injunction was lifted. But it found two new cases on its hands—a company threat to suspend one district manager unless he removed an overtime claim from his time card and to suspend another if he continued driving home for lunch.

Reacting to the Light's new tactics, the plant's four craft unions—Typographical, Printing and Graphic Communications, Graphic Arts International and International Mailers—joined with the Guild in asking for a joint meeting to discuss the suspension policy.

The day after the letter was sent, the company dropped its suspension threat against both employees, although it told the second to "look for another job." The Guild is continuing to grieve against the dismissal threat.

AFL-CIO conciliator fails to end AFTRA's AP raid

An AFL-CIO mediation session Oct. 15 failed to end a raid by the American Federation of Television and Radio Artists on Guild-covered employees of Associated Press Radio.

AFTRA argued that AP Radio is a new operation whose employees are not covered by the Wire Service Guild's contract and that it was thus free to obtain

bargaining rights for them.

AP Radio, which thus far has 17 employees and 173 subscribers, went on the air this month. An agreement covering its employees was signed by the Guild and AP Oct. 10.

The mediation session was held under the AFL-CIO's no-raiding machinery. Charles West, director of the collective-bargaining section of the AFL-CIO's Industrial Union Department, served as mediator.

Since AFTRA refused to withdraw a representation petition filed in late September, the dispute will go to an AFL-CIO umpire.

AFTRA recently withdrew a petition to represent 24 employees of UPI Audio only after an AFL-CIO umpire found it guilty of violating the federation's no-raiding provisions.

Charge against CWA dismissed by NLRB

A refusal-to-bargain charge filed by the Washington-Baltimore Guild against the Communications Workers' union has been dismissed by the National Labor Relations Board's regional office, but the Guild is appealing the decision.

The Guild brought the charge after the CWA refused to negotiate on wage increases despite a midcontract-reopener clause. The CWA, in refusing, cited contractual cost-of-living increases ranging up to 20.6 percent.

It exempted only the city, sports and art editors, the personnel assistant to the managing editor and nonstaff columnists and correspondents.

Arbitration edict issued by court in L.A. benefit case

San Francisco, Calif.—The Ninth Circuit Court of Appeals has upheld a lower-court ruling that the Los Angeles Guild's claim for almost a million dollars in severance pay and alternate benefits for employees of Hearst's Herald-Examiner must be submitted to arbitration.

Labor seeks to buy paper in Toronto

Toronto, Ont.—The Metropolitan Toronto Labour Council "endorsed in principle" Oct. 17 a Guild resolution urging it to purchase the suspended Toronto Citizen.

The council authorized its executive committee to investigate how purchase of the biweekly or a substantial interest in it might best be accomplished.

Owners of the Citizen shut it down at the end of September and put it up for sale after its Guild-organized staff walked out for a week in a dispute over job security and participation in management.

The owners are reportedly ready to sell the paper for its \$10,000 in liabilities. But another \$30,000 is needed to keep it going.

Several other groups, including businessmen, community activists and figures associated with the Liberal Party, are also interested in buying the paper. But they have indicated any purchase would be contingent on an agreement with the Guild.

The Citizen, while independently owned, has been pro-labor, and labor council delegates emphasized the importance of keeping it alive. They indicated that individual union members rather than the council or affiliated unions would probably own the paper if the purchase can be consummated.

They hope to have the Citizen back in publication by mid-November and converted to a weekly by March.

The Citizen, an advocate of popular participation in government and politics, had consented to give staff members a strong voice in the paper's operations. But it proceeded to hire and fire without consulting the staff and finally precipitated a walkout when it refused to discuss job protection.

Memphis adds drivers to unit

Memphis, Tenn.—Scripps-Howard's Commercial Appeal and Press-Scimitar has agreed to recognize the Memphis Guild as bargaining agent for more than 20 parttime truck drivers.

Negotiations on how many drivers should be included in the unit and how to incorporate them into the Guild's contract are now in progress.

The Guild asked for voluntary recognition in July. Its contract covers fulltime drivers as well as advertising, business, editorial, inside circulation and maintenance employees.

Strike case dropped in Washington

Charges accusing four prominent Washington Post newsmen of interfering with normal bargaining processes during last spring's Guild strike were dropped Oct. 8, five days before they were to have gone to trial.

The withdrawal cleared Water-gate reporter Carl Bernstein, chief diplomatic correspondent Murrey Marder, London correspondent Bernard Nossiter and national-affairs writer Laurence Stern of accusations that they violated TNG's Constitution.

The withdrawal by five of the six members who had brought the charges—Robert Asher, Helen Dewar, Louise Oettinger, Rebecca Z. Seely and Joseph Y. Smith—left only Unit Chairman Robert Levey as an accuser. The Constitution requires that charges be filed by at least two members.

Joe Holt Anderson, Jr., counsel for the accusers, said that the charges were withdrawn "without consultation and against the advice of counsel."

"The withdrawal constitutes complete exoneration of all the accused," he declared.

Bernstein, Nossiter and Stern had been charged with undercutting the Guild's bargaining committee by meeting with two Post editors during the strike. Marder, a former unit chairman, was accused of using information obtained from the meeting to impede bargaining.

The five who withdrew the charges maintained that the defendants' actions "placed established, constitutional Guild bargaining procedures in serious jeopardy." But "with only 18 months to go before the Guild contract with the Washington Post expires," they said, "the overriding interest of the membership would not be served by an indefinite and divisive dwelling on mistakes of the past."

Bernstein, Marder, Nossiter and Stern, in a letter to unit members, said they had not solicited the withdrawal and, in fact, would have preferred "a full airing of the entire episode." They noted approvingly that 148 unit members had signed a petition asking that an "impartial arbitrator" be named to hear the case.

They charged that the withdrawal letter repeated a version of events that is "unacceptable to the accused and which is at sharp variance with the facts," declaring that "to insinuate . . . that this dispute involved an attempt by one group of Guild members . . . to obtain advantages over another department is both unfounded and an example of provocative divisiveness."

They charged that "both before and after negotiations began . . . our unit was inadequately informed and misinformed" and called for "a responsive leadership and new ways to assure accountability."

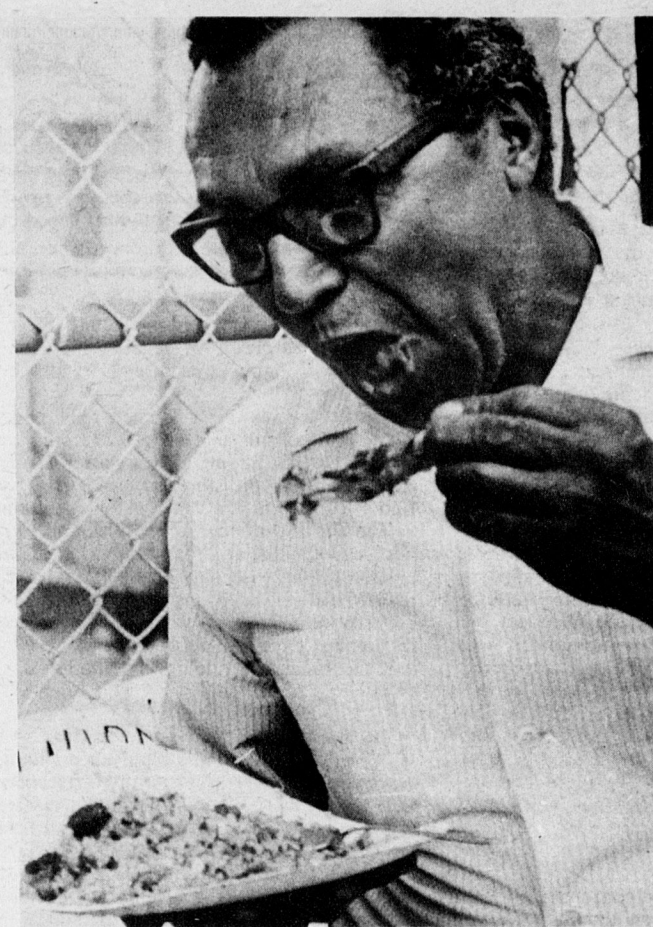
Complaint issued at Detroit News

Detroit, Mich.—The National Labor Relations Board's regional office issued a complaint Oct. 16 charging the Detroit News with refusing to bargain with the Guild over a reduction in the hours of 12 "special writers."

The 12 were cut back from five days to one Aug. 12 after the Guild won a representation election among News editorial employees. The News claimed the special writers were independent contractors, not employees, and challenged their ballots in the election.

The writers received a maximum of \$125 for a 40-hour week and are allowed no fringe benefits.

The NLRB has set a hearing on the complaint for Nov. 21.



On the chow line

Striker Andres Escalera takes a brief time out from his stint picketing the struck Research Products Inc. plant in Puerto Rico to down a hurried meal of chicken, rice and beans.

Parleys bring progress in Puerto Rico strike

San Juan, P.R.—Major progress toward a settlement of the Puerto Rico Guild's five-week strike against two printing-supply firms was made in bargaining that got under way Oct. 17.

Negotiations, which had been suspended since a few days before the strike, were resumed under mediation by the Puerto Rico Labor Department. Guild officers said sessions that were continuing this week had brought a settlement near.

The two companies—Research Products Inc. in Hato Rey and

Printing Development Inc. in Rio Piedras—have been closed down since their 70 Guild-covered employees struck for an initial contract Sept. 23.

Puerto Rico Labor Secretary Luis Silva Recio, meanwhile, rejected an appeal by the two companies against a decision awarding unemployment compensation to the 70 employees during six- and eight-week periods in July and August when the plants were closed down. The companies said they closed the plants because of employee slowdowns.

2 copy editors gain \$850 in Allentown settlement

Allentown, Pa.—The Allentown Call and Chronicle has agreed to an out-of-court settlement that will give \$850 to two copy editors who had been paid below Guild contract minimums.

The settlement was reached with the Lehigh Valley Guild last month less than a week before the case was to have gone to trial.

The Guild had filed suit in May 1972, charging a breach of its contract, and the two copy editors, Donald E. Allen and Patrick J. Hendrick, had filed suits of their own shortly afterwards. The two had been paid less than the contract minimum during their 90-day probationary periods.

The settlement will give them the difference between their pay and the minimums for the 90-day period. The Guild dropped claims of \$400 for damages and \$437.91 for legal fees, saying the settlement "satisfied the primary objective of its litigation."

The Guild and the copy editors filed the suits in Lehigh

County Court, but the company had the case shifted to Federal Court prior to the settlement.

The 2½-year old litigation was barely out of the way when new legal proceedings were begun. The Guild filed unfair-labor-practice charges against the Call and Chronicle Oct. 8, accusing it of bargaining in bad faith in discussions on a new contract.

It said management had not materially altered its position in a dozen bargaining sessions, although the Guild had made several concessions.

\$26 raises won at Foreign Policy

New York City—Pay increases ranging up to \$26 have been won in a two-year contract between the New York Guild and the Foreign Policy Assn.

The association, which publishes the magazine Foreign Policy, will increase the top minimum for its associate editor, senior bookkeeper-auditor and development-department director \$26, to \$260. The top for switchboard operators and secretaries is raised \$18, to \$159.50, and

that for clerk-typists \$16.50, to \$146.

General increases are calculated on a formula that will raise the first \$100 of salary six percent the first year and seven percent the second, the next \$50 five percent and six percent, the next \$50 four percent and five, and anything over \$200 by three and four percent.

Salaries will be increased, in addition, by the equivalent of any increase over six percent in the

Consumer Price Index during the first year. An additional two-percent increase will be paid if the association holds a major fund-raising event grossing more than \$100,000.

In a health-and-welfare improvement, the association is required to provide an annual physical examination for all employees with at least three years' service. And a four-day, 30-hour week is made permanent from the start of June through Labor Day.

Reforms and your pension

Plan-termination insurance offers guarantees

By HOWARD YOUNG
TNG Pension Consultant

PLAN-TERMINATION INSURANCE is one of the most important aspects of the pension-reform act, since it assures that certain benefits will be paid even if the plan terminates before enough funds have been accumulated to provide those benefits.

The protection applies to those benefits which are vested before the plan terminates; in many TNG plans, this will protect employees with 10 years' service. However, a benefit is not protected until the plan has been in existence for five years (or in case of a benefit increase, until five years after the amendment), and then there is partial protection for the next five years.

There are also certain maximum limits on the amount of benefit insured (e.g., \$750 monthly), but these will generally not affect TNG members.

There are plans to offer additional insurance that would protect benefits which do not meet the requirements of the preceding paragraph. It will probably be several years before that additional insurance is available.

A government corporation (Pension Benefit Guaranty Corp.) is set up to collect premiums from all pension plans and pay the insured benefits of those plans which terminate. The premiums are very small—less than two cents per week per participant. Coverage is mandatory; every company must pay the required premium for the pension plan it maintains.

The employer also has certain contingent liabilities to the Guaranty Corp. when the plan terminates. This will not affect the amount of protection which any employee has; it is simply intended to prevent companies from "dumping" their pension-plan liabilities on the Guaranty Corp. It is expected that optional additional insurance will be available to employers, as protection against the contingent liability.

Funding

ANOTHER REQUIREMENT to help assure that benefits will be paid is that the plan be funded.

This means that the employer will have to make certain minimum contributions each year to a trust fund or an insurance company. The exact determination of these minimum contributions requires special expertise, and a new requirement is that those determinations are to be made by an actuary whose qualifications have been approved by the U.S. Treasury and Department of Labor.

The second of two articles on provisions of sweeping new pension legislation, based on memos prepared for TNG.

This funding requirement will, in effect, establish a minimum "cost" of the plan for collective-bargaining purposes. In general, the required procedure is similar to that already recommended for TNG plans.

These new funding rules generally go into effect when the current collective-bargaining agreement expires but not before 1976 or after 1981. In special situations, the Secretary of the Treasury or Labor can authorize less costly requirements.

The act also imposes new rules and responsibilities (called fiduciary requirements) on those who invest or otherwise handle the funds of a pension plan. This will help assure that those assets are honestly managed. However, TNG members must still make efforts to police this, as well as to see that the funds are intelligently managed.

Disclosure

THE FOLLOWING RULES become effective in 1975: Every employee must be given a summary plan description within three months after becoming a plan participant. When a new plan is established, this plan summary must be given to all participants within four months after the plan is started.

If a plan is amended during any year, each participant must be given a summary of the amendment within seven months after the end of that year. Also, every five years, revised summaries of the entire plan must be distributed if there have been any amendments; whether or not there have been amendments, a plan summary must be given each participant at least every 10 years.

The act requires that these summaries "shall be written in a manner calculated to be understood by the average plan participant."

Comprehensive financial reports and other material are to be filed with the Department of Labor each year. A summary of the financial information is to be given to each participant within seven months after the end of each plan year. Any participant may review the complete reports at the employer's office; the participant may request a copy of that material, but the employer may charge a reasonable amount for that.

Once a year, each participant may request a statement showing his total benefits and the part

that is vested (that is, that he would be entitled to if employment terminates). Also, after a participant terminates, if he has a vested benefit, he must be given a statement showing that.

Employers and Guilds will also be able to make their views known to the Departments of Labor and Treasury if they believe that a plan does not satisfy the intent of the act. These determinations by the government agencies will no longer be a private matter between the government and the employer.

Spouse benefits

BY 1976, PLANS must provide that after a retiree dies, at least half of the benefit will continue to be paid to his spouse unless the retiree elects not to have that protection. An employee will also be able to elect protection for the period during which early retirement is available but not more than 10 years before the normal retirement date.

These spouse benefits may be provided by reduction in the amount otherwise payable to the retiree, or the plan may provide it as an "additional" benefit.

Transfers

THE ACT DOES NOT REQUIRE any plan to provide cash payments at the time an employee terminates (if that is before retirement age) or to transfer funds to another plan.

However, if a transfer is made under the rules of the act, it will not be necessary to pay any income tax on that until retirement benefits are actually paid. That kind of transfer could even be made to an Individual Retirement Account (IRA), which is a new arrangement provided by the act.

There are also new rules concerning the tax treatment of lump-sum payments made directly to terminating employees (that is, not being transferred to another plan).

If any employee is eligible for a transfer (called a "rollover" in the act) or a lump-sum payment, he should get tax advice before making any decision.

One new provision can produce results adverse to the interest of Guild members. Employers will be allowed to set up plans that are more favorable to employees who are not in a collective-bargaining unit if they can prove that the plan was the subject of "good faith" bargaining. In other words, if the employer shows that the union agreed not to have a plan apply to the collective-bargaining unit, it can set the plan up for nonunit employees only.

N.Y. Guild vote kills pay raises for officers

New York City—A proposal to increase the salaries of the New York Guild's executive vice president and secretary-treasurer to \$40,000 and \$35,000, respectively, was defeated by almost two to one in a local referendum Oct. 10 and 11.

Edwin Egan, administrator of the Guild's New York Times Pension Fund, and Robert Keane, administrator of the Daily News Pension Fund, had said that their candidacies for the two paid offices were conditional on approval of the increases.

Elections are scheduled in December, with the executive vice president's post open as a result of the announced retirement of incumbent John E. Deegan. Harry Fisdell, the incumbent secretary-treasurer, has not yet announced whether he will be a candidate for either position.

Egan and Keane had said they could not afford to take the two positions without the increases because the switch from their present posts would result in greatly reduced fringe benefits.

The executive vice president's current salary is \$32,062.68 a year following cost-of-living increases approved by the local representative assembly in September. The secretary-treasurer's salary is \$30,587.96.

Richard Crandell, 72; N.Y. Tribune leader

White Plains, N.Y.—Richard F. Crandell, a Guild unit chairman at the old New York Herald Tribune, died here Aug. 30 at 72.

A onetime picture editor of the Tribune, Crandell was associate director of the Tribune's Fresh Air Fund at the time of his retirement in 1966. He was also an adjunct professor at Columbia University's School of Journalism.

Minneapolis: where a staff voice is heard

By JOHN CARMICHAEL
Executive Secretary, Twin Cities Guild

Minneapolis, Minn.—Eleven newspaper people were sitting around a table in a conference room at the Minneapolis Star.

The group included the editor, the editorial-page editor, the managing editor, assistant managing editor, an assistant to the editor and several Guild members—three reporters, an editorial writer, a copyreader, a photographer and a fulltime Guild officer.

A reporter was outlining the Guild members' view of "The Star's Philosophy," which had been reviewed by the editor in a written statement presented several weeks earlier to the same group.

Referring to a five-page Guild statement, the reporter said he and his associates "questioned the philosophy itself and also whether it is in fact being met in the pages of the Star."

The Guild statement specifically criticized the lack of locally generated copy in the zone sections, the absence of local pictures even when they were available, the use of "canned" features, the lack of emphasis on investigative reporting and a number of other points.

The report noted that most of the Guild representatives felt that the general quality of the newspaper had improved noticeably in the past few months and that their criticisms had been offered "in the belief that it is one of the committee's functions to endeavor to improve the quality of the Star."

THIS DOESN'T SOUND like contract negotiations—and it isn't.

It's worker participation, as provided by the Minneapolis Star and Tribune contract. The group at work is the worker-participation committee.

Discussion of a number of points made in the Guild statement followed, with some reaction from management. The management representatives said they would study the written recommendations and that further discussion could be held.

In a similar meeting on the Minneapolis Tribune (each paper has its own committee which meets at least once a month), Guild members noted that a number of good stories on national and international topics had appeared in the paper but expressed concern that local and regional coverage was suffering from the diversion of staff to these projects.

The editor responded that foreign and national coverage is budgeted separately from city-staff coverage and that the local budget has not been affected by national and international travel.

These are a couple of examples of the discussions that have been going on for two years at the Star and Tribune, since the Guild and management agreed on the program in contract negotiations. The editor of the appropriate paper sits in on all meetings unless he is out of town.

HOW HAS IT WORKED? Has the Guild taken over the paper (a common management fear when the subject of workers' participation is raised)?

No, decidedly not.

Has the Guild influenced decision-making on the paper?

Maybe. Sometimes. The answer is not all that clear yet. Some of us feel we have—some are not so sure. Then what have we achieved?

Communication.

There is no question but that we have achieved—

Worker Participation Committee

"The Publisher and the Guild agree that committees will be formed in each news department by both parties and will meet upon the request of either party, with a minimum of one meeting a month."

"In an effort to encourage discussions of subjects not covered by the normal bargaining and grievance machinery, the Guild and the Publisher stipulate that top-level personnel will participate in the meetings."

"It is stipulated that committees, meeting under the terms as outlined in this letter, shall discuss matters affecting relations between employees and the employer, but will not take up grievances which would normally come up in the regular contract grievance machinery."

"The Publisher will continue to consult with the Guild before the appointment of newsroom supervisors, consistent with past practice."

"The Guild agrees that all matters which are discussed will be on a consultative basis, and, that, in any case, the Publisher retains the right to make all final decisions."

—from the Guild's Minneapolis contract

on balance—substantial improvement in communications.

The necessary ingredients are there. The top newsroom executives are present, and there are no limits to the questions that can be raised. Guild members have not been bashful about raising questions.

Minutes of the meetings are either handed out or mailed to staff members. The minutes are also distributed to top corporate officers.

THE SUBJECTS DISCUSSED range from policies and quality of the product to what are referred to in the committee as "nuts and bolts." This last category has included successful requests for more typewriters, more bookcases, more filing cabinets and a coin changer. However minor these may seem, there was no regular machinery for dealing with these questions.

How about walking into an executive's office or dropping a note in the suggestion box?

Editors see gain in communication

Minneapolis, Minn.—Guild-management committees on the quality of the product at the Minneapolis Tribune and Star have opened valuable channels of communication between management and employees, according to editors of the two papers.

The benefits gained from an exchange of views between editors and rank-and-file newsmen have thus far overcome questions about the committees' value in terms of tangible results, according to Star Editor Robert C. King and Tribune Editor Charles W. Bailey.

"Speaking for the Star's management members, I would say our group has been, on balance, a plus for all of us," King said in a col-

umn written for the Star.

"We've wasted time discussing some routine matters which could have been handled in the daily process," he reported. "On the other hand, we've had some excellent give and take over things so important as the quality of supervision (including mine) and the basic purposes and goals of the Star's coverage."

Bailey described the Tribune committee as "a quantum improvement in communication" between the editor's office and the news-employees.

"The test of the attitudes of the newsroom people toward this committee," he said, is "whether they're going to perceive it as being good simply because it is a discussion

We are convinced that, in general, this method doesn't work. You need machinery for communication.

What other matters have been discussed?

The policy on how a reporter handles confidential sources and what the publisher's responsibilities to the reporter was discussed in both committees before final policies were issued. A number of controversial points were debated in at least one of the committees.

Other topics have included manpower, understaffing and inadequate equipment in the library, staff freelance work, outside activities, the paper shortage and the news hole, balance in the news and availability of company cars.

In addition, the contract calls for consultation with the Guild before supervisors below the news editor and city editor are appointed.

Although not covered by the contract, Guild and management committees also meet in the circulation department, where the discussions center primarily on production methods and manpower. The circulation committees preceded the newsroom committees by 10 years.

IN NEGOTIATIONS THIS YEAR, the Guild and the publisher agreed to retain the language covering worker participation.

Where do we go from here?

The process needs refinement. It's a new procedure that requires experience, patience and skill.

There is a lot of room for improvement. None of us would want to exaggerate what has been accomplished.

The experience has been uneven, with highs and lows. However, taken all together, the operation of the committees in the Star and Tribune newsrooms and in circulation has been useful.

Although management clearly retains the "right to make final decisions, the contractual ability of the Guild to raise any question, challenge any policy, exists. Management's response goes on the record and is available to Guild members through the minutes. We feel that's a healthy development.

Another dimension of collective bargaining, however different, has been realized.

forum in which ideas can be put forward, questions can be asked, answers can be given."

Although he said the potential good derived from such a committee outweighs its problems, he added that the mechanism represents a mixed blessing.

"The danger to this committee is going to come a year or two down the road when we sit there and suddenly say to ourselves, 'We talk about a lot of things, but what the hell's happening, what have we achieved?'" Bailey warned.

"It's the results-orientation kind of feeling people have about unions, about any committee process—that you're supposed to solve a problem," he said.

Brown to surrender Philadelphia post

Philadelphia, Pa.—William M. Brown, administrative officer of the Philadelphia Guild for the past four years, is relinquishing his position at the end of November.

Brown announced his resignation to the local executive board and representative assembly Oct. 13, citing "personal reasons." A search committee is being formed to find a successor.

Brown noted that he had sought to resign a year ago but had agreed to stay on, after a dues increase made possible the appointment of an assistant, until a new contract was negotiated at Knight's Philadelphia Inquirer and Daily News.

The contract won there in September, Brown said in his letter of resignation, has shown Knight management that "collectively the Guild is a force to be respected."

The representative assembly, in accepting Brown's resignation with a vote of thanks "for a job well done," voted overwhelmingly to approve a severance arrangement under which he will be compensated for 14 weeks' vacation, 175 compensating days off and five holidays.

But Local President Oscar B. Teller, who had opposed the arrangement without further

study, withdrew his candidacy for re-election in protest against the decision, which he said violated the spirit of "voluntarism" in Guild activity.

Teller's withdrawal left Daniel McGarvey, Jr., a member of the representative assembly, as the only candidate for president in elections scheduled for November. But nominating petitions were filed subsequently for Eugene B. Jones, Inquirer-News unit chairman.

Brown's resignation left in abeyance his positions as chairman of the Knight-Ridder Council of Guild Locals, to which he was elected at its formation in July, and as president of the Philadelphia Council of Newspaper Unions, which he has headed since 1971.

Brown, during his term as administrative officer, bargained several pace-setting contracts for Knight and Ingersoll newspapers covered by local contracts and helped Guild units at other Ingersoll papers in the Northeast negotiate major gains.

A photographer for the Inquirer before his appointment as administrative officer, he had been local president since 1966. He served previously as a shop steward, assembly delegate and unit chairman.



WILLIAM M. BROWN

Guild seeks 82 in Port Huron

Port Huron, Mich.—The Guild filed a petition with the National Labor Relations Board Oct. 17 to represent 82 employees of Gannett's Port Huron Times Herald.

The proposed unit would include employees of the editorial, advertising, business, circulation and maintenance departments.

The Guild already represents employees at two other Gannett papers in Michigan, the Lansing State Journal and the Battle Creek Enquirer and News.

TNG International Representative Willard Hatch is conducting the organizing drive.

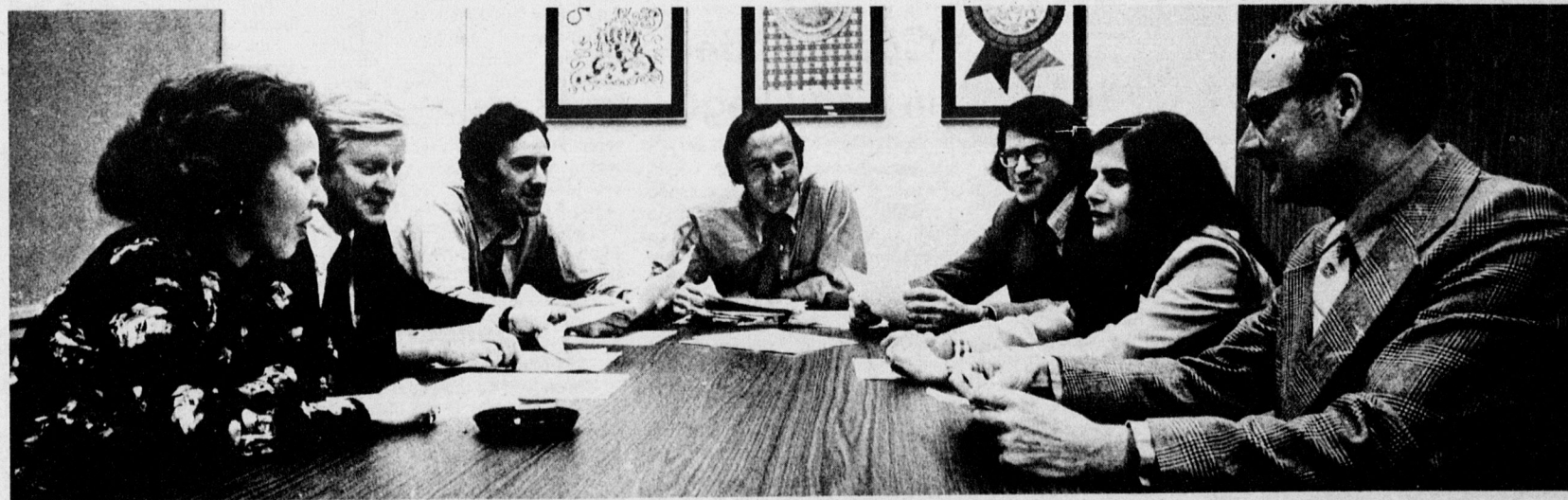


Photo by Arthur Hager, Twin Cities Guild

Guild members of the Minneapolis Star worker-participation committee caucus before a meeting. They are, left to right, Unit Chairperson Deborah Howell, Charles Bjorgen, Richard Gibson, Peter Vaughn, chairman of

the Guild committee; Eric Pianin, Martha Rose and Austin Wehrwein. Missing is Steven Poulter. Members of the Minneapolis Tribune committee are Chairpersons Ronald Schara, James Fuller, Bruce Adomeit, Samuel

Newlund and Michael Zerby. Circulation committee members at the Star and Tribune are Local President William E. Anstett and Carl Houston. Executive Secretary John Carmichael is on all three committees.

Guild strike shuts Great Falls Tribune

(Continued from Page 1)
Sunday paper but that the Tribune would publish Monday. It failed to do so, however; no one reported for work to put it out.

Cordingley, interviewed on a television program, said the company has no plans to bring in strikebreakers. But a meeting was scheduled with the Typographical Union Oct. 24 to discuss ways to enable the printers "to honor their contract."

The Guild also picketed the print shop, although the company hastily posted a sign saying all circulation work had been moved to the main plant. Bookbinders, as well as printers and pressmen, did not cross.

Among print-shop work brought to a standstill was an order for Nov. 5 election ballots for three counties.

The pressmen and mailers are also in bargaining at the Tribune. The pressmen, members of the Printing and Graphic Communications Union, deferred action on a company offer of the same \$40 over two years rejected by the Guild, plus \$18.35 in the third year.

Renewed bargaining with the pressmen was scheduled for Oct. 24.

TNG International Representative Dick Pattison, a former Tribune employee, is assisting the strikers.



Locked out

Pressman Bob Peterson, left, and mailer Fred Schaeur find the plant doors chained shut shortly after Guild members set up picket lines outside the Great Falls Tribune plant.

Guild files bias suit at Times

(Continued from Page 1)
mums below \$239.40.

Charges of discrimination in promotion were backed up by a detailed account of the experience of nonwhites, including the four individual plaintiffs.

The suit said that minority employees who press actively for

the elimination of discriminatory treatment suffer retaliation.

The Guild filed charges of discrimination with the EEOC in October 1973. On July 30, the EEOC notified the Guild it was free to file suit under the law.

Meanwhile, in a turnabout case, the Guild has invoked arbi-

California legislators bolster state's reporter-privilege law

Two bills strengthening reporter-privilege legislation have been adopted by the California Legislature.

One gives magazine reporters the same protection accorded to newspaper and broadcast reporters. The second allows reporters to refuse to turn over notes gathered in pursuit of a story, whether or not it has been published.

The second bill was adopted as a result of the Earl Caldwell case, in which the New York

Times reporter was asked to turn over notes on the Black Panthers. The first was introduced after authorities sought to obtain the names of persons interviewed for a story on drugs in a magazine published by students at the University of California at Los Angeles.

The Oklahoma Legislature, meanwhile, has passed a shield bill giving reporters the right to protect their sources in court proceedings but not in libel suits.

Canada's price elevator

The following table shows the steep ascent of the Canadian Consumer Price Index over a 21-month period following a one-point rise, to 170.6 in September. The first column shows the index, with a 1961 base. The second shows the percentage increase over the same month of the preceding year, and the third the increase over December 1972, when the index stood at 143.3.

	Index	Percentage over Same month prior year	December 1972
September 1973	153.9	8.5	7.4
October	154.3	8.7	7.7
November	155.5	9.3	8.5
December	156.4	9.1	9.1
January 1974	157.6	9.1	10.0
February	159.2	9.6	11.0
March	160.8	10.4	12.2
April	161.9	9.9	13.0
May	164.6	10.9	14.9
June	166.7	10.3	16.3
July	168.0	11.3	17.2
August	169.6	10.8	18.3
September	170.6	10.9	19.1

Justice unit OKs merger in Alaska

The Justice Department's Antitrust Division has recommended that Atty. Gen. William B. Saxbe grant conditional approval to a proposed joint operating agreement between the Anchorage Times and Daily News.

The division, concluding that the News is in danger of financial failure, said the joint agreement would meet provisions of the Newspaper Preservation Act if a limitation on the Alaska papers' continued independence were removed.

The division objected to a provision that called for maintaining "as far as possible" the newspapers' "present quality, character and reputation" and preserving "their respective identities and characteristics."

Limiting the publishers' discretion to alter the quality and character of their newspapers constitutes an impermissible restriction on their right to determine their news and editorial policies independently, the division said.

The division's report said that approval should be further qualified by a stipulation that it does not extend to specific advertising rates or other conduct that might violate the antitrust laws if engaged in by a single newspaper.

The report said that the News, trailing far behind the Times in circulation and advertising, has suffered substantial losses for at least five years, requiring new infusions of capital. Its losses in recent years averaged 49 percent of total revenues, the division found.

The request for approval of the Anchorage agreement was the first to be brought under the 1970 act. Interested parties have until Nov. 8 to submit comments on the Antitrust Division's report.

The Anchorage Typographical Union has called for a public hearing on the application and for publication of the papers' financial figures.

... \$238 to start

(Continued from Page 1)

pare anything for publication in such a way as to distort the facts or create a false impression.

No correction or retraction of published material can be printed without prior consultation with the employee concerned.

Sick pay is improved to make unused leave cumulative and increase the total number of days available for sick and personal leave from six to eight per year.

Minneapolis printers win data processors

Minneapolis, Minn.—The Typographical Union won a representation election among employees of the electronic data-processing department of the Minneapolis Star and Tribune Oct. 10. The vote was 11 to 5.

The National Labor Relations Board refused to allow the Twin Cities Guild on the ballot, even though a majority of eligible voters signed Guild cards. It ruled that the Guild had intervened too late.

The NLRB has scheduled a hearing for Oct. 29 on the Guild's representation petition covering 190 employees in the Star and Tribune's advertising department.

Akron printers lose claim to scanner copy

(Continued from Page 1)

Selectric typewriter in the preparation of scanner-ready copy did not constitute an "evolution" of Teletypesetter equipment, as contended by the printers. "Input" for a computer means "electrical impulses," he said in declaring that the IBM Selectric is not a computer "input device."

Kates said that the company's practice of recognizing the printers' right to keyboard copy for the scanner when copy reaching the composing room requires re-typing primarily to make it scanner-ready does not necessarily mean that the company has recognized that all scanner-ready copy should be originated by printers.

He found, however, that the company had violated the printers' jurisdiction clause in permitting other employees, including a Guild-covered employee in the editorial department, to retype copy primarily to make it scanner-ready. He entered an interim award requiring the parties to attempt to reach agreement on the extent of the violation, the printers' jurisdiction and the appropriate relief.

The Akron Guild was not directly involved in the scanner arbitration.

Copley cited in San Diego

If the San Diego Union and Tribune wants to train strikebreakers, it has to give the Guild payroll information on them, in the view of the National Labor Relations Board's general counsel.

The general counsel's office has ordered that a complaint be issued charging Copley's Union and Tribune with an unfair labor practice in refusing to turn the information over to the Guild.

The San Diego Guild filed the charge after the company refused to turn over data on employees it is training to do the work of circulation district managers in the event of a strike. Management contended that it didn't have to supply the information because the employees were not yet actually performing work covered by the Guild's contract.

Most newspaper starting salaries anchored in \$131-\$140 bracket

The median salary range for those who started newspaper jobs after graduating from college last year was \$131 to \$140 a week, according to a survey by the Newspaper Fund.

Research by the Fund showed that more than 65 percent of those who graduated from college in 1973 had starting newsroom salaries of between \$121 and \$150 a week. Fifteen percent started at between \$150 and \$170, nearly 10 percent started at \$171 or more and 10 percent started at \$120 or less.

Based on responses to its survey, the Fund projected a record 2,250 journalism-school gradu-

ates hired by newspapers last year. The survey actually counted 1,289 of those graduates.

According to the survey, nearly one of every three journalism-school graduates went to work for a newspaper. Two thirds of all the graduates in the survey entered some type of news-media work.

Daily newspapers attracted 25 percent of the journalism graduates, while weeklies attracted 6.4 percent. More than nine percent continued their education in graduate school, a slight rise from 1972.

A total of 238, or 5.9 percent of the graduates reported to the

Fund, were minority-group students. Bachelor's degrees in journalism were awarded to 179 minority students and graduate degrees to 59.

Men continued to outnumber women journalism graduates by about three to two, although the percentage of women graduates increased from 1972.

The College Placement Council reported, meanwhile, that 1974 chemical-engineering graduates received an average salary offer of \$1,021 a month, or \$235.32 a week. The salaries of engineering graduates increased five percent over the March 1973 figure.

Hiring on the cheap

Ads camouflage low pay

Publishers who expect to hire talented journalists at bargain-basement salaries have drawn fire from a disgruntled newsman in Virginia.

In a letter to Editor & Publisher magazine, Bob Travinski, assistant news editor of the Norfolk Virginian-Pilot, chided advertisers who use E & P's "help-wanted" columns to seek "ambitious," "experienced," "self-starters" at an undisclosed starting salary.

"You know the ones I mean, even though they usually prefer to remain anonymous," he said. "In lieu of candor, they label themselves 'progressive,' 'prize-winning,' 'dynamic,' 'established,' or 'solid,' or all of those."

Although the publishers' ads speak of an "excellent starting salary" with "fringe benefits galore" and a bonus of sunshine and "nearby hunting and fishing facilities," they fail to make it clear that the starting salary is \$150 a week, Travinski said.

"I suggest that the advertisers are the ones who are hunting and fishing, window-shopping for talent for which they are unable or unwilling to pay," he said. "Instead, they will get inexperienced or second-rate or peripatetic

pany on the Cross, 11424 142 St., Edmonton, Alberta, Canada.

GROUND FLOOR OPPORTUNITY available for two reporters with experience, ethics and guts, who can use camera and be trusted with layout. \$125 to start with rapid advancement on Zone 3 weekly. Will consider recent J-grad. Box 3000. Editor & Publisher.

Gets to sweep the floor?

An example of the sparkling newspaper-job opportunities advertised in Editor & Publisher by publishers without Guild contracts. Translation of "ground-floor opportunity"—as low as you can get.

hacks who will deliver a second-rate product."

Travinski said that those who congratulate themselves on fighting for freedom of information and truth in advertising are the same ones who resort to placing ads with box numbers for return addresses and give no hint of the salary range being offered.

"Money, after all, is the name of the game," he said. "It takes money to live and support a family. Journalists worth the title will not abandon a secure job simply for a nebulous offer of an

'opportunity for advancement' if they are not going to receive a 20th Century wage."

He suggested that newspapers truly interested in talent should identify themselves, offer a firm salary range and pay the employee's moving expenses.

"There is a multitude of top-flight editors and reporters laboring in the vineyard who are chopping at the bit for an opportunity to mold their own product," he said. "But not if it means having to take a cut in pay."

Temporaries awarded severance

Sacramento, Calif.—An arbitrator has ruled that temporary employees are entitled to severance pay under terms of the Guild's contract with McClatchy's Sacramento Bee.

After hearing a dispute on

whether photographer Andrew DeLucia should have received severance pay on termination of a temporary job that lasted from March 1, 1971, to early April 1972, arbitrator Lloyd H. Bailer ordered the publisher Sept. 21 to pay DeLucia the two weeks' severance called for in the Guild's contract.

Bailer based his award on language in the contract that says "temporary employees are covered by all provisions of this contract, except as otherwise expressly provided in this article."

In the absence of specific language excluding temporary employees from receipt of severance pay, Bailer said the termination of DeLucia was clearly covered by the contract's severance-pay clause.

The publisher had argued that the severance-pay provision of the contract was never intended to cover temporary employees and that it would have been illogical for the company to have negotiated an agreement to provide severance pay for employees hired on a temporary basis.

But Bailer said that if it had been the parties' mutual intent not to have the severance clause apply to temporary employees, "it would have been a simple matter to incorporate in the contract specific language to this effect."

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Classified gains

Ad parity becomes rule

Nearly seven out of 10 Guild contracts now provide for wage parity between display and outside classified advertising-sales classifications at the top minimum. Of 68 contracts in force, 47 provide for parity.

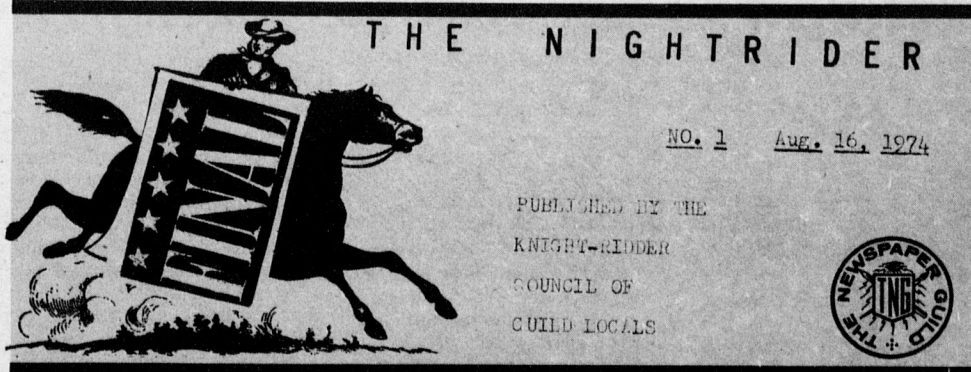
In the six months since April 1, the Guild has achieved parity between display and outside-classified classifications in contracts with the Honolulu Star-Bulletin and Advertiser, the Victoria Colonist and Times and the St. Paul Dispatch and Pioneer Press. Since Oct. 1, 1973, the Guild has gained parity at the Toronto Star.

After Oct. 1, 1972, the Guild won parity in contracts with the Baltimore Sunpapers and the Cincinnati Post and Time-Star. The Guild also won parity in initial contracts with the Wayne Eagle, the Macomb Daily in Mount Clemens and the Salem (Ore.) Statesman and Capital Journal.

Two years ago, as of Oct. 1, 1972, less than six of 10 Guild contracts covering both classifications provided for parity. Of 65 contracts, 38 provided for parity.

The Collective Bargaining Department's Oct. 1, 1974, comparison of display and classified outside advertising-sales top minimums follows:

	Ad Sales, Display	Classified Outside Sales	Display Lead
Washington Post	\$423.25	\$423.25	0
Washington Star-News	404.00	404.00	0
St. Louis Post-Dispatch	367.66	367.66	0
Detroit Free Press	341.15	341.15	0
Philadelphia Inquirer, News	340.94	340.94	0
San Francisco Chronicle, Examiner	339.52	339.52	0
San Jose Mercury, News	339.52	339.52	0
St. Paul Dispatch, Pioneer Press	324.00	324.00	0
Honolulu Star-Bulletin and Advertiser	318.50	318.50	0
Sacramento Bee	314.71	314.71	0
Sacramento Union	314.71	314.71	0
Seattle Post-Intelligencer	314.50	314.50	0
Seattle Times	314.50	314.50	0
Stockton Record	311.21	311.21	0
Delaware County Times, Chester	308.35	308.35	0
San Diego Union, Tribune	304.75	304.75	0
Providence Journal, Bulletin	301.00	301.00	0
San Mateo Times	300.46	300.46	0
Cincinnati Post, Times-Star	293.25	293.25	0
Tacoma News-Tribune, Ledger	293.25	293.25	0
Toledo Blade, Times	292.21	292.21	0
McComb Daily, Mount Clemens	286.00	286.00	0
Metro-East Journal, East St. Louis	283.50	283.50	0
Pottstown Mercury	280.47	280.47	0
Victoria Colonist	272.95	272.95	0
Vancouver Sun, Province	272.95	272.95	0
Toronto Star	269.50	269.50	0
Pawtucket Times	266.76	266.76	0
Manchester Union Leader	264.00	264.00	0
Baltimore Sunpapers	259.50	259.50	0
Shelby County Press	257.80	257.80	0
Erie Times, News	250.00	250.00	0
San Juan Star	250.00	250.00	0
Lynn Item	248.60	248.60	0
Brooklyn Enterprise, Times	242.10	242.10	0
Pueblo Star-Journal, Chieftain	241.00	241.00	0
Salem (Ore.) Statesman, Capital Journal	240.00	240.00	0
Evening Register-Guard	236.25	236.25	0
Woonsocket Call	236.00	236.00	0
Fall River Herald-News	230.00	230.00	0
Yakima Herald, Herald, Norwalk	212.00	212.00	0
Great Falls Tribune	210.00	210.00	0
Wayne Eagle	199.60	199.60	0
Haverhill Gazette	199.50	199.50	0
Connecticut Sunday Herald, Norwalk	199.00	199.00	0
Massillon Evening Independent	199.00	199.00	0
Lowell Sun	195.20	195.20	0
Albany Times Union, Knickerbocker News	230.74	226.61	+14.13
Albany Times Union, Knickerbocker News	208.48	195.34	+13.14
Bay City Times	262.30	247.90	+14.40
Boston Herald American	331.00	311.50	+19.50
Wilkes-Barre Times-Leader, News, Record	242.25	225.50	+16.75
Portland Press-Herald, Express & Telegram	234.00	208.00	+26.00
Denver Post	310.00	281.00	+29.00
N.Y. Post	377.81	349.27	+28.54
Montreal Star	249.50	235.00	+14.50
New Westminster Columbian	247.46	212.60	+34.86
Valley Independent, Moncton	164.00	128.00	+36.00
Vallejo Times-Herald	300.46	259.93	+40.53
Cleveland Press	300.00	250.40	+49.60
Elizabeth Journal	272.50	222.75	+49.75
Memphis Commercial Appeal, Press-Scimitar	278.75	227.60	+51.15
Albany Times Union, Knickerbocker News	222.50	169.00	+53.50
Union-Star	404.86	350.60	+54.26
N.Y. Times	215.00	160.00	+55.00
Canton Repository	205.00	150.00	+55.00
Coyote Lake Tribune	189.50	134.00	+55.50
N.Y. News	377.98	289.50	+88.48
Duluth Herald, News-Tribune	253.00	157.12	+95.88

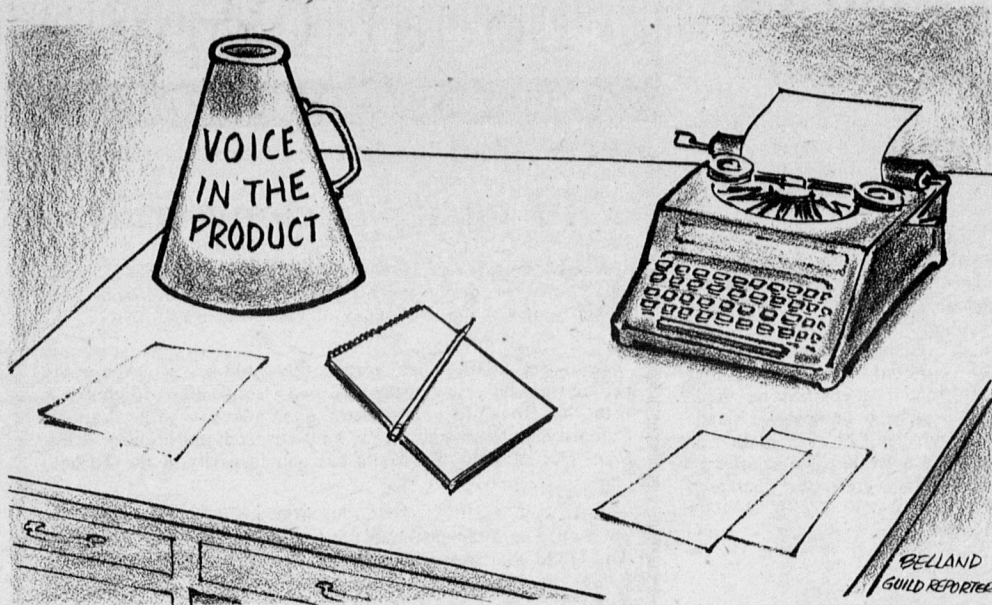


On the Knight-Ridder trail

Masterhead of the Knight-Ridder, publication of the new Knight-Ridder Council of Guild Locals. It will appear every other month with a controlled but national circulation—the presidents and executive officers of locals with Knight or Ridder contracts.

The initial issue contained stories on Knight profits, contract settlements in San Jose and Long Beach, company exclusionary petitions in San Jose and Philadelphia and contract reopening in Gary. The Knight-Ridder merger was consummated Sept. 18.

Tools of the trade



DATELINE: WASHINGTON

Nuclear buildup sows seeds of worldwide disaster

By WILLIAM J. EATON, Chicago Guild



IN THE DAYS when campaign financing could be the subject of humor rather than indictments, the late John F. Kennedy quipped that his millionaire father once told him: "I'll buy the election—but I'm not going to pay for a landslide."

The same logic should be applied to the enormous build-up of nuclear weapons in America's arsenal, a costly and useless accumulation of destructive power far beyond any rational level.

When President Ford is looking for ways to reduce federal spending, this is one area where he could find overspending for overkill.

The point is dramatized in a little-noticed report by Sen. Stuart Symington (D-Mo.) on a hearing conducted by his Subcommittee on Military Application of the Joint Committee on Atomic Energy.

The witness was retired Rear Adm. Gene R. La Rocque, a 30-year-man in the Navy who now heads an independent Center for Defense Information to analyze military issues.

LA ROCQUE MADE the following observations:

1. The United States currently has enough strategic nuclear weapons to hit every Soviet city of over 100,000 people with 36 separate nuclear weapons. The Soviet Union has 11 strategic

nuclear weapons for each U.S. city over 100,000.

2. While the United States has three times as many strategic nuclear weapons as the Soviet Union (7,940 to 2,600), the Soviets have weapons with nearly twice as much raw megatonnage. What this boils down to is that the destructive power of each nation is about equal to the other.

3. The U.S. stockpile of strategic and tactical nuclear weapons is equivalent to 615,385 bombs of the size that was dropped on Hiroshima at the close of World War II, killing an estimated 85,000 persons.

4. The United States has scrapped more bombers and missiles than the Soviet Union has built.

5. Since the Strategic Arms Limitation Agreement was signed in 1972, the United States has added about four nuclear weapons to its arsenal each day, while the Soviets have added one nuclear weapon to their arsenal each day.

Symington said that it was no longer a secret that the United States has stored nuclear weapons in Greece, Turkey and South Korea. La Rocque added that nearly every Navy man-of-war is capable of carrying, and usually carries, nuclear weapons. In addition, there are nuclear weapons in European countries as

part of the NATO defense.

The senator quoted an anonymous Soviet official as saying in 1964 to an American diplomat: "There is no way you can prevent us from destroying you, and there is no way we can prevent you from destroying us."

SYMINGTON NOTED that the anti-ballistic missile system, once advocated by the Nixon Administration as indispensable to the nation's military strength, has been abandoned, although it cost nearly 10 billion dollars in its brief, five-year life.

It is only common sense that nothing could be more wasteful than to buy weapons that we do not need, that would only make ashes of ashes if they were used.

On top of that, the United States is exporting nuclear technology that has provided 32 nations with the know-how to build their own terror weapons.

"One miscalculation, one sudden terrorist activity, one paranoid leader could set the spark to a worldwide nuclear holocaust," Symington said.

"Accordingly, let us hope that all nations, large and small, will be able to see the scope, the very magnitude of this problem, because such public knowledge steps away from the brink of world disaster."

Amen.

President vetoes information bill

Amendments to the Freedom of Information Act whose adoption had been urged by the Guild's International Executive

Board were vetoed by President Ford Oct. 17.

The President, in his veto message, said some of the amendments were "unconstitutional and unworkable" and constituted a threat to "military or intelligence secrets and diplomatic relations."

TNG, a week before the veto, had urged leaders of several key U.S. Guild locals to send messages to the President urging him to sign the bill.

The IEB, in a resolution adopted last May, had declared that without the amendments, the Freedom of Information Act had been rendered "all but 'inoperative' thanks to the deviousness of bureaucrats who consider the government's business theirs rather than the public's."

The amendments had cleared both houses of Congress overwhelmingly, with more than enough votes to override the veto.

The bill would allow the courts to declassify secret documents, require federal agencies to open their investigatory files unless they could specifically prove disclosure would be harmful to the national interest, reduce the time limit for agencies to respond to requests for information and set administrative penalties for arbitrary refusals of information.

Ford said confidentiality could not be maintained if the FBI and other agencies had to open their investigatory files and that national security would be undermined by allowing judges without expertise to declassify material.

Editorial

Experiment in democracy

Minneapolis news workers have seen the future, and it works. That's the conclusion drawn by editors and rank-and-file alike after a two-year experiment in the rudiments of industrial democracy in the newsroom.

Since the Guild's 1972 contract, "worker-participation committees" at the Minneapolis Star and Tribune have added a new dimension to Guild-management relations. They have provided the sounding board for an employee voice in the product.

John Carmichael, executive secretary of the Twin Cities Guild, in a balance sheet of the two-year experiment (Page 5), says it has produced, if nothing else, substantial improvement in communication between employees and management. The two papers' editors have come to a surprisingly identical conclusion.

Neither the Guild nor the employees have "taken over" operation of the paper, and management still has the final say. A voice is not a vote.

But the participatory committees have given lower-echelon employees an opportunity to criticize news policies and suggest improvements.

A similar Guild-management committee in the circulation department—organized, somewhat surprisingly, long before "voice" became a popular demand—has focused a spotlight on circulation methods and manpower.

Few newspaper publishers have been as willing as Minneapolis's to grant the mite of employee participation represented by a joint Guild-management committee on the product. Most have stopped up their ears at the first mention of a voice in their operations.

Employees are entitled to ask why. None of management's prerogatives are affected, except for that of a publisher so stiff-necked he isn't willing to hear his policies so much as questioned.

All management is required to do under the Minneapolis contract is listen. It doesn't have to act on a single employee recommendation.

Workers in some European countries where "codetermination" in industry is practiced would find it hard to understand management resistance to any "voice" committee patterned on that in Minneapolis. They have not only a voice but a vote in the operation of their companies.

So other publishers might well cast an unjaundiced eye on Minneapolis. The presses haven't stopped running, advertising revenue hasn't stopped flowing, and there may have been an improvement in the product.

Today Minneapolis, tomorrow the industry?

A tie for justice

A driver who becomes involved in an accident with a police car is more than likely to receive a ticket, on the time-honored principle that the best defense is a good attack. Newsmen who become the objects of police assault will likely be victims of the same principle.

So it was less than a thumping victory for justice when a Washington Star-News photographer who was yoked and had his camera seized by police was acquitted of disorderly conduct (GR, Sept. 27). To paraphrase Angela Davis, if there were justice, the trial would never have taken place—or a different party would have been in the prisoner's dock.

The Guild Reporter

JAMES M. CESNIK, Editor

and
Director of Research & Information
DAVID J. EISEN, Associate Editor

Published by The Newspaper Guild (AFL-CIO, CLC) the second and fourth Fridays of each month, except July and December second Fridays only. \$6 per year. Single copies, 30 cents.
Guild Reporter deadline at 11:25 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XLI, No. 19

October 25, 1974

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005

Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: BARNEY PETERSON

PRESIDENT: CHARLES A. PERLIK, JR.

SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Edward J. Schrodte, 3 Brown St., Wilkes-Barre, Pa. 18702; Region 2—Warren E. Howard, 503 2nd St. N.E., Washington, D.C. 20002; Region 3—Edward Gilbreth, 300 N. State St., Chicago, Ill. 60611; Region 4—Hugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Philip J. Brennan, 1381 E. 15th St., Brooklyn, N.Y. 11230; Canadian Region: East—Jerry E. MacDonald, 221 Balliol St., Apt. 121, Toronto, Ont.; West—Roger L. Stonebanks, 2360 Bowker Ave., Victoria, B.C.

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

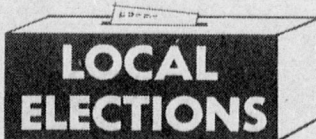
DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert W. Christofferson.

CANADIAN DIRECTOR: William H. McLeman

INTERNATIONAL REPRESENTATIVES: Edna Berger, Charles Dale, Leo J. Ducharme, Willard Hatch, Harry L. McCormick, Luis Montanez, Jr., Anna M. Padia, Dick Pattison, Richard J. Ramsey, George C. Randol, Hannah Jo Rayl.



Boston

Secretary, Prudence Brighton. (Interim election.)

Memphis

Third vice president, Jimmy Covington (Covington, 150; Reed Stafford, 129); treasurer, Faye McCracken (McCracken, 214; Edith Kuchenmeister, 59).

Mountaineer

President, Mickey Carlock; vice president, Craig Falkenstein; secretary, Sarah Stevenson; treasurer, Ellen O'Malley.