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The

TNG GUILD REPORTER

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



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TNG, ITU will mesh activities

Colorado Springs, Colo.—Declaring that "there must be a start of a new day and a new way in the relations between our unions," the presidents of TNG and the International Typographical Union initiated steps toward wide-scale coordinated activity at a meeting here Nov. 7.

TNG President Charles A. Perlik, Jr., and ITU President A. Sandy Bevis named a four-member "fact-finding task force" to shape a common collective-bargaining policy and explore "other areas in need of coordinated activity."

The joint statement looking toward a new era in relationships between the two unions was adopted following a daylong meeting of Perlik and TNG Field Operations Director J. William Blatz with the ITU's Executive Council.

TNG's representatives on the task force will be Blatz and International Representative Charles Dale. The ITU's will be Allan J. Heritage, assistant to Bevis, and Robert L. Wartinger, director of the ITU's Bureau of Contracts.

Their first meeting was held here Nov. 25 and 26.

While concentrating on "the area most meaningful to our respective memberships"—collective bargaining—the task force will also start pinpointing other areas of major concern, the statement said, "determining their priority and looking for techniques for solving them."

Perlik and Bevis said the two presidents will also meet again to examine other areas of interunion cooperation.

Perlik said afterwards that coalition bargaining, joint bargaining committees and common contract expiration dates are among the two unions' major objectives. The task force will bring back recommendations to officers and executive bodies of their organizations.

In addition to working on the task force, Blatz and Wartinger will serve as "hot-line" representatives.

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Cleveland Press locks 425 out, shuts down

Cleveland, Ohio—Cleveland's newspaper blackout was made complete Nov. 9 when Scripps-Howard's Press shut down in sympathy with Newhouse's Plain Dealer, throwing 425 Guild members and hundreds of craft unionists out of work.

The Press announced its decision abruptly less than 24 hours after a federal judge rejected the Plain Dealer's request for an injunction to force craft-union members back to work.



Settlement threshold

Monterey Guild leaders map strike strategy in the midst of showdown bargaining that produced a

banner initial contract. From left, Everett Messick, Margo Burke, John George, and John Roby.

Goldfinger will keynote parley igniting new Guild wage drive

Nat Goldfinger, research director of the AFL-CIO, will keynote the Dec. 7-8 wage conference being held to restore momentum to the Guild's drive for higher wages.

Close to 100 delegates are expected to attend the conference, to be held at the Executive House in Washington. As of Nov. 27, 95 delegates representing 37 locals had registered.

The conference has been called by the International Executive Board to revitalize the Guild's

wage push, slowed by President Nixon's wage controls and lagging in the face of escalating inflation.

In addition to Goldfinger, the conference will hear Richard Prosten, research director of the AFL-CIO's Industrial Union Department, on coordinated bargaining.

Goldfinger will address the conference's opening session Saturday morning, and Prosten will speak the following morning.

Goldfinger's address will be preceded by opening remarks from TNG President Charles A. Perlik, Jr. Following their addresses, the conference will plunge into the first topic on the program: "Progress and Poverty," a comparative analysis of Guild wages, prices and profits during the last decade.

An afternoon session, under the heading of "A New Day and a New Way," will hear William H. McLeman, the Guild's Canadian director, discuss "The Canadian Experience," a review of recent major wage gains north of the border.

"Bargaining for Breakthrough: Raising Everyone's Sights," and "Cost-of-Living Clauses: Their Use and Abuse," will be the other afternoon topics.

A session on coordinated bar-

gaining the next morning will begin with Prosten detailing "The IUD Experience." Then there will be a panel discussion on TNG's experience with coordinated bargaining.

A conference statement will be adopted prior to a summation by Perlik.

TNG Field Operations Director J. William Blatz and Administrative Operations Director Ellis T. Baker will conduct conference sessions. Delegates will have a

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\$325 key pay set; ad parity is achieved

Monterey, Calif.—An initial contract increasing reporters' salaries \$45 to \$50 immediately and raising outside classified salespersons \$105 to parity was won by the San Jose Guild Nov. 9 in an initial contract at the Monterey Peninsula-Herald.

The three-year contract will produce an ultimate top minimum of \$325 for reporters, ad salespersons and district managers on the 31,000-circulation daily—the highest ever negotiated in a first Guild contract.

The settlement was reached after Monterey members authorized strike action by a 68-to-0 vote and received strike approval from TNG and the Monterey Labor Council. Strike headquarters had been rented, strike committees formed and picket signs printed.

The settlement includes a 37½-hour week starting Jan. 1, 1977, a provision added at the Guild's insistence to a company package brought in by a mediator at the tail end of negotiations.

It also includes maintenance of membership, a 19-out-of-20 Guild

Full C-O-L hikes plus 10 percent won at AFL-CIO . . . Page 8

shop for new employees, a privilege-against-disclosure clause and a pension plan that will become part of TNG's Commingled Pension Fund.

Although the contract term starts Nov. 1, the agreement will give Peninsula-Herald employees 5.5-percent increases retroactive to Jan. 1 and additional increases of from 10 to 30 percent from Sept. 1 through Oct. 31.

Key top minimums, at \$275 initially, will rise an additional \$50 in six-month steps. The top for general clerks, \$170 at the start, will go to \$200, that for telephone operators will go from \$160 to \$189, that for general inside classified from \$125 to \$150, that for maintenance personnel from \$155 to \$185 and that for copy messengers from \$128 to \$153.

General increases are \$38 for those earning \$200 and \$45 for those above.

The privilege clause requires notification to the Guild and the affected employee of any demand for information or sources. Employees who resist disclosure will be compensated for any resulting loss of pay or court-assessed penalties if they follow the advice of company counsel.

An integrity clause bars the use of by-lines or credit lines over an

(Continued on Page 7)

C-O-L hike lifts Star-News top \$30

A 12.2-percent rise in living costs over 12 months will produce a wage increase raising key top minimums at the Washington Star-News to \$434.10, the highest prevailing in any Guild newspaper contract.

The key minimum will be increased \$30.10 effective Dec. 8 under a clause raising salaries the equivalent of any increase over 4.75 percent in the Consumer Price Index in the year ended with October. Coupled with an \$18 raise scheduled for April, the increase will produce a total boost of \$48.10 in the contract's second year, raising the key top to \$452.10. The total two-year increase will be \$72.10.

The highest key top minimum up to now has been \$423.25 at the Washington Post, where a \$25 increase and a cost-of-living clause similar to the Star-News's will take effect in April. The 7.45-percent Star-News increase will raise the highest minimum there, for several editors, by \$35.69, to \$514.69.



Wrapping up the Pennant

Mailers bundle initial edition of the Great Falls Pennant, interim weekly newspaper published by Guild strikers with the aid of sympathetic craft unionists at the struck paper.

Struck Great Falls paper reopens job shop, but presses remain idle

Great Falls, Mont.—The Great Falls Tribune has reopened its job-printing shop, but the newspaper itself remained closed down in the sixth week of the Guild's strike for a new contract. The job shop, which houses the Tribune's circulation office, had been closed by picket lines at the start of the strike Oct. 19. But printers, pressmen and bookbinders returned to work there despite a reinforced picket line Nov. 13.

However, the newspaper craft unions joined other Great Falls labor organizations in pledging continued support to the Guild's strike.

Following a meeting called by the Cascade County Trades and Labor Assembly Nov. 13, Council President Vincent Bosh issued a statement declaring that "the Guild has the full support of the labor community in its efforts to obtain a fair and equitable settlement in its dispute with the Trib-

une and will continue to enjoy the full support of labor and the unions involved."

Tribune printers are receiving benefits from the International Typographical Union.

The company has made no attempt to publish since the start of the strike.

The Guild, informed that the National Labor Relations Board planned to issue a complaint on a company charge that pickets were blocking plant entrances, agreed to a stipulation that it would refrain from doing so. The Guild denied that the doors had ever been blocked.

The only bargaining session since the start of the strike was held Nov. 8 and failed to produce any progress. No new meeting is scheduled until Dec. 2.

The Tribune's bargaining representative, Woody Young of the Pacific Northwest Publishers Assn., told the Guild Nov. 8 that the company has no lack of

money to meet the Guild's demands.

"We have never based increases on our ability to pay," he said, "and no one is saying we can't afford twice as much."

"Our proposal is based on a number of factors, such as comparable wages in our community."

The first issue of the Guild's interim strike paper, the weekly Great Falls Pennant, rolled off the presses in Billings Nov. 9. A 16-page tabloid, it was followed by a 20-page issue the following week.

In an editorial introducing itself, the Pennant—described on its masthead as "Just a Nice Newspaper"—said it planned to expand to a larger format and publish two or three times a week if negotiations failed to produce a settlement of the strike.

"If negotiations are successful," it added, "the Pennant will immediately curtail its activities."

Peaceful 2nd quarter stokes Defense Fund

Montreal, Que.—With strikes few and small, TNG's International Defense Fund gained \$57,180 in the second quarter of the fiscal year, boosting it over the \$1,900,000 mark, the International Executive Board's Finance Committee reported Nov. 12.

The gain was achieved with only the Defense Fund share of per-capita payments and interest from invested funds, the committee noted, pointing out that it has been more than 19 months since full regular dues have had to be imposed to keep the Defense Fund above its constitutional floor of \$1,500,000. It stood at \$1,927,660 at the end of the quarter.

"Until the Cleveland strike-lockout began," the committee said in its report to the board, "there was no immediate prospect that full regular dues would have to be imposed anytime soon, although strike-benefit payments had increased again with strikes in Great Falls and Wilkes-Barre."

During the quarter, the committee reported, the Defense Fund disbursed \$18,499 to strikers in Adrian, \$15,000 to those at two Puerto Rico printing-supply plants and \$12,306 to those in Sudbury. But since then, it added, \$100,000 has been sent to pay benefits in Great Falls, Wilkes-Barre and Cleveland.

TNG Secretary-Treasurer Robert M. Crocker told the board that figures on the cost of increasing strike benefits would be presented to its January meeting.

The Finance Committee reported that the General Fund ran up another deficit during the quarter, but its third successive smaller one. The quarterly deficit of \$11,821 increased the Fund's cumulative deficit to \$346,406.

The deficit was incurred despite the fact that total dues-paying membership had risen by almost 1,000 since the start of the fiscal year in April. It reached 32,713 in September, the committee reported, only 314 short of the Guild's all-time record of 33,027, reached in 1972.

Chiefly responsible for the continuing deficit was the cost of organizing activity, the committee said. But the committee offered hope that organizing costs incurred by the General Fund would decline now that the Guild's special two-year organizing campaign is under way.

The drive is being financed by loans from the AFL-CIO's Industrial Union Department against the proceeds of two special assessments scheduled for next

March and April. Thus far, the committee reported, the Guild has borrowed \$90,000.

Crocker told the board that IUD Administrative Director Jacob Clayman, in agreeing to the loan, had likened TNG to Finland as "one union that pays it debts." The Guild won that compliment by repaying two previous IUD loans to the Defense Fund.

The IEB named a special committee to study the salaries of TNG's two paid officers in comparison with those paid to local Guild executive officers and officers of other international unions and report to the board's next meeting Jan. 27 through 30.

Members of the committee are International Vice Presidents James A. McGill of Gary, Harry E. Ryan of New York and Warren E. Howard of Washington-Baltimore.

The board acted to dissolve the Bridgeport Local, which was left without an employed membership when the Connecticut Sunday Herald folded in October. Its assets of approximately \$2,500 will go to TNG.

The board approved contributions of \$100 to the National Capital Area United Way, \$50 to the National Center for Resource Recovery and \$25 each to the Fair Campaign Practices Committee and CARE.

Board urges new push to ratify ERA

Montreal, Que.—The International Executive Board is urging U.S. Guild members in 17 states to join a new push for ratification of the Equal Rights Amendment when legislatures reconvene in January.

Ratification by five more states is needed, the board noted Nov. 13, pointing out that ERA opponents have already begun to mount new campaigns against it. "Proponents must do as much," it declared, calling on locals and members to act.

The legislatures of Mississippi, North Dakota, Oklahoma, Illinois, Missouri, Virginia, Arizona, Arkansas, Utah, Indiana, Nevada, South Carolina and North Carolina are scheduled to meet in January. Those of four other states—Florida, Alabama, Georgia and Louisiana (where ratification was defeated in June)—will convene in the spring.

Guild organizing is seen headed for banner year

Montreal, Que.—The current fiscal year is shaping up as "one of the best organizing years in the history of the Guild," the International Executive Board reported Nov. 13.

In the seven months since the start of the fiscal year April 1, the Guild has been certified for eight groups with 470 eligible employees, the board said. In addition, representation proceedings are under way in eight more groups, with a total of 853 eligibles.

"Clearly," the board said in its Organizing Report, "the spirited organizing pace established in

recent years is continuing." At the present pace, it estimated, the Guild will obtain bargaining rights for more than 1,300 employees this year, close to the 1,369 organized in 1973-74.

Since the board's last meeting in July, the report noted, the Guild has put the capstone on seven organizing drives by negotiating initial contracts—at the Sudbury Star, Monterey Peninsula Herald, El Vocero de Puerto Rico, Research Products Inc. and Printing Development Inc. in Puerto Rico, the Montreal Star advertising department and the Richmond (B.C.) Review.

IEB rejects appeal of Hammond fines

Montreal, Que.—The International Executive Board, following a two-hour hearing Nov. 12, upheld a trial board's verdict of \$1,500 fines and expulsion for 36 Chicago Guild members who ignored a local executive-board directive not to handle struck work at the Hammond Times.

The IEB rejected a 13-point appeal filed by an attorney for the 36, who appeared at the hearing together with William Nangle, unit chairman at the Times until the Guild was decertified in June.

The attorney, George E. Faber, indicated that the board's decision would be appealed to the Guild's 1975 Convention in July and that the defendants would resist any effort to collect the fines.

The Times members were charged with violating TNG's Constitution by ignoring the directive and crossing printers' picket lines to work during a stoppage that began in August 1973. They were fined by a trial board of the Rockford Guild, to which the IEB sent the case in a change of venue requested by the defendants.

The IEB found the trial board's findings "free of error" and "fully supported by the evidence."

Faber argued that the Chicago executive board had no authority to direct unit members to honor the struck-work clause under the Taft-Hartley Act. But the IEB said that the law clearly reserves to any union the right "to prescribe its own rules with respect to the acquisition or retention of membership."

The attorney also contended that the trial board lacked jurisdiction to impose the fines because the 36 had resigned their memberships four days before the trial. He cited a Supreme Court decision holding that union members could resign at will where the union's constitution contains no limitations on resignation.

But the IEB pointed out that the Guild's Constitution expressly prohibits resignation during a strike or lockout.

To Faber's argument that the struck-work clause was inapplicable because the Hammond dispute was a lockout rather than a strike, the board replied that there was "no meaningful distinction" between the two as far as the clause was concerned.

"It is inconceivable," it said,



Reunion in Montreal

Robert J. Rupert, right, the Guild's former Canadian director, meets old friends at the International Executive Board holds its first meeting ever in Montreal. From left, International Chairperson Barney Peterson, Jerry E. MacDonald, Eastern

Canadian vice president, and Sterling Taylor, president of the host Montreal Guild. Rupert, who is currently with the certification department of the Canada Labour Relations Board, traveled from Ottawa to renew old acquaintance.

"that the contracting parties should have intended to grant employees the right to refuse to handle work destined for a department or shop whose employees were on strike but to withhold that right in support of employees who had been forcibly ejected from the building."

Rebutting the defendants' contention that the fines were "excessive and inappropriate," the board noted that the fines amounted to less than a tenth of the total compensation earned by the 36 since the strike began "for work performed in violation of the Constitution."

"The board feels that a refusal to obey a local directive to support a strike of a sister union... inevitably weakens the strike in question, disrupts trade-union solidarity and violates basic trade-union principles," the IEB said. "As such, it is a serious offense warranting substantial penalties."

Faber, in terming the fines "unlawful, unwise and not right," conceded that it might have been "in the interest of Guild members throughout the country" to have invoked the struck-work clause but said the Hammond

situation "had degenerated beyond repair."

Chicago Guild President Harlan Draeger, representing Hammond Guild members who brought the charges, presented a point-by-point rebuttal of the appellants' arguments, which included a contention that the case should be thrown out because the trial board exceeded a constitutional time period of 30 days for handing down its decision.

The IEB, conceding that the limit had been exceeded by 17 days, termed the tardiness a "technical and minor deviation from the procedural rules" that did not prejudice the defendants' rights.

The board's Constitution Committee subsequently recommended a constitutional amendment that would allow TNG's secretary-treasurer to grant a 15-day extension for trial-board decisions.

In another move prompted by the Hammond case, the committee recommended an amendment that would provide for taking appeals directly to the IEB, by-passing the local membership, in cases where a change of venue

has been ordered. The board had authorized a direct appeal in the Hammond case.

In a related action, the board agreed to extend strike benefits until Feb. 1 for Robert Beyer, the sole Guild member still picketing with printers at the Times, and then terminate them.

It acted by a 12-to-3 vote, with International Vice Presidents Roger L. Stonebanks, John J. Breed and Edward J. Schrode dissenting. They said they favored automatic review of the situation at the board's January meeting and indefinite extension of benefits.

Draeger had appealed for an extension until the dispute is resolved or Beyer, who is 59, can obtain another job. He said the Typographical Union is paying Beyer \$66 a week, in addition to the \$60 received from TNG.

Draeger asked an indefinite extension as "compassion in a special instance," but TNG President Charles A. Perlik, Jr., in moving for a limited extension, noted that it has been the board's practice to discontinue benefits when the Guild has been decertified in a strike situation.

Congress, IEB of one mind, FOI veto fails

Congress overrode President Ford's veto of amendments to the Freedom of Information Act Nov. 20 and 21, a week after the Guild's International Executive Board had strongly urged such action.

The House overrode the veto

'All we're after is the sources'

The Central Intelligence Agency is seeking new "espionage" legislation to halt the leaking of documents to the press.

"All we're after is the sources," a high CIA official told the New York Times. "The news media can't function if its sources are revealed."

But legislation being sought by CIA Director William E. Colby would also enable the agency to seek an injunction preventing publication of material deemed harmful to intelligence operations.

overwhelmingly, 371 to 31. The Senate vote was closer, 65 to 27.

The IEB, at its mid-November meeting in Montreal, had urged Congress to reject Ford's proposed changes in the amendments.

"Despite his protestations to the contrary," the board said, "it is clear that Mr. Ford is attempting to bury the Freedom of Information Act rather than improve its effectiveness."

Declaring that Congress "demonstrated its dedication to the public's right to know when it passed the amendments," it called on the legislators "to demonstrate that dedication once again" by overriding the veto.

Ford's proposed changes, it noted, would forbid court review of the propriety of security classifications, give agencies almost total discretion to withhold access to any file they label "investigatory," give them unlimited time to respond to requests for information and allow them to charge for time spent determining whether to comply with a request.

"The President has presented

his proposals as a compromise to the provisions of the amendments proposed by Congress," the IEB said. "He fails to notice the difference between 'compromise' and 'surrender.'"

Ford defended his veto Nov. 14 in an address to Sigma Delta Chi's convention in Phoenix. He conceded that it might have seemed inconsistent with his pledges of "an open and candid Administration" but argued that some of the amendments would damage national security, diplomatic relationships and individual privacy.

Sigma Delta Chi, the American Society of Newspaper Editors and the National Newspaper Assn. supported the move to override.

But the American Newspaper Publishers Assn., after meeting with Ford Oct. 25, said it would support his "compromise" as "the best chance for early enactment of any legislation that will serve the interests of the public and the press while protecting the national-interest concerns expressed by the President."

While overriding the Freedom of Information veto, the House sustained Ford's veto of a bill to provide compensation for two Miami Herald reporters wounded accidentally by U.S. Marines during the 1965 Dominican Republic uprising.

The IEB, in another action, endorsed the recently organized Ad Hoc Committee Against Censorship and the committee's statement of concern over attempts to abridge freedom of communication.

The committee was formed at the initiative of the National Council of Churches of Christ and the American Civil Liberties Union in alarm over a wave of state and local censorship legislation for which the door has been opened by recent Supreme Court decisions on obscenity.

Its statement of concern to which the IEB subscribed rejects "all barriers abridging access to any material, however controversial or even abhorrent to some, as long as every individual's right of choice is respected."

C'est la Guild en Quebec, IEB decrees

Montreal, Que.—With an emphatic "Oui!", the International Executive Board baptized the Guild and its Montreal Local with French names Nov. 13.

It will be "La Guild des Journeaux," the "Region Canadienne" and "La Guild des Journeaux de Montreal" from now on—at least in official documents filed with the government of Quebec.

The translation was fashioned at the request of the Montreal Guild, which noted that Quebec law now requires that all official documents be in French.

The IEB action came, with coincidental appropriateness, at the Board's first meeting ever in Quebec. The board met in the Quality Inn, Montreal, from Nov. 11 through 14, with the Montreal Local playing host.

TNG President Charles A. Perlik, Jr., in his opening remarks to the board, noted that TNG has given a "positive response" to the desire of its Canadian members for a heightened national identity within the Guild. As a result, he said, there has been no complaint from Canadian members about lack of autonomy.

A proposal by the Guild's 1974 Canadian Policy Conference for a further step in the direction of autonomy—the appointment of at least one Canadian Guild member as a delegate to the International Federation of Journalists—was referred during the board's meeting to a subcommittee consisting of Perlik and the Guild's two Canadian Vice Presidents, Jerry E. MacDonald and Roger L. Stonebanks.

Perlik said the Guild's current achievements in Canada are "as great or greater" than anywhere else, citing the recent record settlement in Vancouver and extensive organizing gains, particularly in Montreal.

Fred Dunham, a former Montreal Guild president, welcomed the board at its opening session Nov. 11, and the local was host to board members at a cocktail party that night.

Perlik, MacDonald and International Chairperson Barney Peterson were conducted on a tour of the Montreal Star plant by company officials Nov. 13. The visit was arranged by Hazel Simmons, a Star steward, who also conducted sightseeing tours for board members' spouses.

A closing "Oui!" at the board's Nov. 14 session thanked the local for its hospitality.

Stolen work?

San Francisco, Calif. — The Guild has filed a grievance protesting the use of election material prepared by San Francisco Examiner employees in the jointly printed San Francisco Chronicle.

Type for the two papers is set in the same composing room, but their editorial products are supposed to be completely separate.

The Guild, in addition to demanding a commitment that the incident won't be repeated, is asking the Chronicle both to pay its own employees what they would have been paid to do the work on overtime and to compensate the Examiner employees who produced the material it used.



GLEN OGILVIE

headquarters at 1125 15th St. N.W., Washington, D.C. 20005.

Jan. 17 is also the deadline for entries for the 1975 Guild Service Award, presented annually for Guild achievement on the local

Guild in York hits assent to trial gag

York, Pa.—An agreement by area newspapers and broadcasters not to report a murder trial until its conclusion brought a sharp objection Nov. 9 from the York Guild.

A local membership meeting voted unanimously to protest the decision by the York Dispatch and Daily Record to go along with a judge's request for a black-out of the trial.

Judge James E. Buckingham said he made the extraordinary request because the cases of two defendants in the trial had been severed and he "didn't want the second group of jurors reading the newspapers about the first case."

Harrisburg's two newspapers joined the York papers and seven radio and television stations in agreeing to remain mum. But Record Publisher J. D. Scoggins promised it would never happen again.

York Guild President James N. Snavey, who was covering the trial, protested bitterly to Scoggins and won an apology from Managing Editor Eli F. Silver.

"I am sorry I made the agreement," Silver said. "I was ashamed of myself the minute after I walked out of the judge's chambers."

Scoggins, although he pledged that such a voluntary blackout would never be repeated, rejected Snavey's urging that the Record scrap the agreement. The Record's attorney said such action would subject the paper to contempt action, although no court order enforcing the agreement had been issued.

The Guild resolution, drafted by a committee of court reporters for the Record and Dispatch, urged both papers to avoid any further repetition of the blackout. It said that if a judge felt the reporting of a trial should be embargoed, he should issue a court order, which can be appealed.

The newspapers failed even to report that the blackout was taking place. The trial was not closed to the public, and hundreds of spectators attended.

It ended with the acquittal of one defendant on a mutilation-murder charge; hours later, the case against the second defendant was dropped.

Guild files at Aurora daily, fights Copley dismissals

Chicago, Ill.—The Chicago Guild filed a petition Nov. 14 to represent 125 employees in all non-mechanical departments of Copley's Aurora Beacon-News.

Almost simultaneously with the representation petition, the Guild filed unfair-labor-practice charges seeking the reinstatement of three members of its organizing committee fired during the organizing drive.

The company claimed that all three were dismissed for economic reasons. Two of the three were fired a day after knocking on a door to locate the home of an employee they were seeking to sign up and finding themselves confronted by the Beacon-News's general manager, Walt Crouch.

The company said they were being dismissed because they had the lowest seniority among reporters, but the Guild said at least one other reporter kept on the



United Press International photo

A Colorado first

George Brown, left, a former Guild member at the Denver Post, speaks to an Election Night crowd after being elected Colorado's first black lieutenant governor. With him is his Democratic running-mate, Gov.-Elect Dick Lamm. Brown, former night city editor at the Denver Post, has been a state senator since 1954 and has been active in national black political circles.

Six Guildswomen sue Times, cite sex bias

New York City—Six Guildswomen at the New York Times filed a Federal Court suit Nov. 7 accusing the company of widespread sex discrimination.

They said they were going to court after "more than two years of fruitless negotiations with Times management" to gain equal job treatment for the paper's female employees.

The suit was filed as a class action on behalf of 600 Times women, including many exempt from Guild coverage. Times women had previously filed complaints with the Equal Employment Opportunity Commission and the city's Human Rights Commission.

The suit charges the Times with violating the Civil Rights Act by maintaining sex-segre-

gated departments, giving men a preponderance of jobs with better pay and prospects for recognition and paying women lower salaries than men with equivalent qualifications.

The Times was also accused of hiring men at higher pay than women, giving them more merit raises and bonuses and giving men "highly visible, prestigious assignments... unfairly on the basis of sex."

The suit said male employees at the Times average \$4,870 more in salaries than women with equal qualifications.

The suit was brought by Betsy Wade Boylan, chief of the foreign copy desk; Louise Carini, an accounting clerk; Joan Cook of the metropolitan desk; Grace Glueck, cultural-affairs reporter; Andrea Skinner, a news clerk, and Nancy Davis, a classified telephone solicitor.

They are being represented by the Employment Rights Project, a federally funded group at Columbia University Law School.

The suit follows by only a month a similar action brought by the New York Guild on behalf of minority-group employees at the Times. The Guild charged the existence of "a continuing pattern and practice of discrimination" against minority employees.

The Guild's unfair-practice charge accused the company of threatening and harassing Guild supporters, granting raises and fringe improvements to blunt the Guild's drive and allowing anti-Guild employees to distribute literature on company time.

The Guild is seeking to represent advertising, business-office, editorial, inside and outside circulation, mailroom, maintenance and photoengraving employees. TNG International Representative Luis Montanez, Jr., is assisting the organizing campaign.

A third reporter was also dismissed on economy grounds, and six mailroom employees were laid off. The third organizing committee member dismissed was an ad clerk who refused a transfer to the paper's main office when the closing of its Naperville bureau was announced Nov. 9.

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42 more jobs at AP due for economy ax

New York City—The Associated Press has announced a new cutback of 42 jobs but has said it will wield the knife through attrition and transfers rather than dismissals.

AP management told the Wire Service Guild that economic conditions require a four-percent cut in editorial jobs.

The reduction comes hard on the heels of a retrenchment that brought the dismissal of 10 probationary employees in October and the elimination of 56 office-assistant jobs during the past 15 months.

AP General Executive Tom Pendergast told Guild representatives that normal attrition should eliminate some 25 jobs by the end of March, making only 10 or 15 transfers necessary. But he said he saw no way to entirely avoid some transfers to small bureaus.

AP has ordered a hold on new hiring until Jan. 1, but Pendergast said some of the dismissed probationary employees should apply for re-employment after that if they are still out of jobs.

Pendergast said AP's minority-training program will continue at a reduced rate with its current level of six trainees. But he promised it would be built back up after the cutbacks have been completed.

AP said 20 jobs will be eliminated in New York, three each in Washington and San Francisco, two in Chicago and one each in Albany, Boston, Birmingham, Buffalo, Baltimore, Charleston, S.C.; Raleigh, Cleveland, Houston, Los Angeles, Philadelphia, Pittsburgh, Portland, Ore., and Richmond, Va.

Pendergast said bureau chiefs will be told to cut out routine

work wherever possible to meet the problems caused by staff reduction. But the Guild warned AP members to be alert that overtime and other contractual provisions are enforced.

The Guild's San Francisco AP Branch has protested the probationary dismissals and called on local negotiators to obtain protection in the next contract against abuse by AP of a clause giving it sole discretion on the staff's composition and size.

The branch criticized as "callous" the way in which probationary employees were dismissed, pointing out that they were given "an abrupt, impersonal notification of termination and a minimum time to relocate in an unfavorable job market."

At the same time, it pointed out, "this period of financial crisis has not deterred the AP from making the heaviest investments in its history for technological improvements to save costs for publishers who are reporting substantial earnings."

Vallejo Times-Herald gives notice to four

Vallejo, Calif.—The Vallejo Times-Herald has dismissed four Guild-covered employees of its Fairfield and Vacaville bureaus in an economy cutback.

Four other employees of the two bureaus kept their jobs on the basis of seniority under a recent San Francisco-Oakland Guild contract negotiated just in time. The two bureaus had not been covered prior to the latest agreement.

The contract will put the four dismissed employees—three clerks and a reporter—on a rehiring list.

Washington board decries dropping of Post charges

The Washington-Baltimore Guild's executive board has adopted a statement deploring the withdrawal of charges against four Washington Post reporters accused of interfering with normal bargaining procedures during the Guild's strike at the Post last spring.

The board, in a lengthy statement reviewing the case, expressed "deep concern that charges of so serious a nature, involving alleged conduct so damaging to the interests of all members of our union, did not receive their day in court."

The board questioned the judgment of the five Post members who withdrew the charges against Watergate reporter Carl Bernstein, chief diplomatic correspondent Murrey Marder, London correspondent Bernard Nossiter and national-affairs writer Laurence Stern.

Bernstein, Nossiter and Stern had been accused of meeting with two Post editors during the strike to discuss possible settlement terms, and Marder had been charged with using information obtained from the meeting to impede bargaining. The five accusers, in withdrawing the charges, said they were doing so to avoid divisiveness.

But the executive board said "our union would be stronger if the charges had not been dropped and the trial had been permitted to take place."

The board said withdrawal of the charges freed it to reply to

accusations made by the defendants. In response to one, that the Post membership was inadequately informed during negotiations, the board catalogued a list of bulletins, meetings and other channels of communication established for that purpose.

The board said its members were "unable to recall the last time any of the formerly accused attended a local general membership meeting," stating that "it is there that true unity of this local is forged."

"This local cannot continue its successful—indeed, leading—bargaining record if its collective-bargaining efforts are subverted by self-appointed negotiators, however well-intentioned," it declared.

9 Toronto clerks win upgrading

Toronto, Ont.—A Guild grievance has resulted in the upgrading of nine Toronto Star women to a newly created job category of editorial clerk. They will receive wage increases of up to \$17.93 a week.

The nine were upgraded after shop stewards Pauline Bull and John Saunders argued that their jobs included editorial responsibilities, such as the preparation of material for the composing room.

Six of the women had been classified as clerk-typists and three as dictatypists. Their new top minimum is \$159.68.

Ethics a 2-way road, Crocker tells SDX

Phoenix, Ariz.—The Guild is in favor of codes of ethics but only those mutually agreed upon by publishers and employees, TNG Secretary-Treasurer Robert M. Crocker told delegates to Sigma Delta Chi's annual convention here Nov. 16.

Board taking soundings on conventions

Montreal, Que.—Guild locals, along with TNG officers and staff, will be sounded out for their ideas on streamlining Guild convention procedures.

A subcommittee to conduct the survey and bring in recommendations no later than the International Executive Board's spring meeting starting April 28 was appointed by the board Nov. 14.

Subcommittee members are International Vice Presidents Roger L. Stonebanks of Victoria, John J. Breed of Boston and Edward J. Schrode of Wilkes-Barre.

The study was suggested by Stonebanks, who, in asking that the subject be placed on the agenda, said that, "as a result of a number of comments made by delegates at the St. Louis Convention, it is time for the IEB to consider ideas from the Guild at large for ways and means to streamline convention proceedings to achieve maximum utilization of the time at hand to undertake the business of the Guild."

In other action, the board gave conditional approval to requests by the Battle Creek Guild to switch from the Midwest District Council to the Great Lakes Council and for the Pueblo Guild to switch from the Western Council to the Midwest.

The approvals are subject to agreement by the Midwest Council in the case of Battle Creek and the Western Council in the case of Pueblo.

Yakima paper pays \$16,500 to settle firing

Yakima, Wash.—The Yakima Herald-Republic has agreed to a \$16,500 out-of-court settlement of the Guild's suit for reinstatement of Mary Hersey, former president of the Yakima Local.

Under terms of the agreement, Hersey, who is now an organizer for the State, County and Municipal Employees, waived return to her copy editor's job.

Hersey, who was instrumental in reviving the Yakima Local in 1972, was dismissed early the following year in what the company said was an economic reduction. But an arbitrator ordered her reinstatement, terming the company's assignment of her work to an exempt supervisor a violation of the contract.

Management refused to comply, however, contending that the arbitrator had exceeded his authority. But last April Federal Judge Marshall Neill, acting on a Guild suit to enforce the order, ruled it was entirely proper.

The Herald-Republic, after an unsuccessful move to have Neill reconsider, took the case to the Ninth Circuit Court of Appeals. But early in November, when informed that Hersey no longer wanted her job back, it agreed to pay her the wages she would have received up to now had she continued in the job.

"It is only when a publisher assumes the robe of a deputy God that we must demur," Crocker said in a panel discussion on professionalism.

"We believe that codes of ethics... should be the subject of mutual agreement," he said, "not a new and more elaborate set of work rules imposed by the employer but not necessarily—not even usually—applied in his or her own conduct."

"And we believe that any agreed-upon code should be accepted by all parties as equally binding at all levels, because conflicts of interest are a potential at all levels."

"The credibility of the news worker and the publication is, we think, more likely to rise or fall with the publisher's known political and economic status than on whether or not the reporter is on the school board or a party block worker in his or her free time. Or, for that matter, on whether the reporter's union takes a political stand for union reasons."

Crocker and three other panelists—Carol Sutton, managing editor of the Louisville Courier-Journal; Kenneth Rystrom, president of the National Conference of Editorial Writers, and M. Stanton Evans, senior editor of the Indianapolis News—all advocated ethics codes. But columnist Nicholas von Hoffman, a Guild member at the Washington Post, said they aren't necessary.

"You should worry less about bribes and worry more about what's in your heads," he told the assembled journalists.

"How many of you are worth bribing?" he asked. "I wouldn't need to; I could 'snout' you."

Von Hoffman said that when he was involved in political campaigns, "I misled you, you dumb bunnies."

The columnist contended that "full disclosure" rather than ethics codes was the answer. When a reporter is offered a free trip by a news source, Von Hoffman said, he should take it and, when he writes the story, tell who paid the bill.

Crocker, noting that the Guild adopted a code of ethics at its first annual convention in 1934, emphasized that "ours is no Johnny-come-lately interest in the area of journalistic professionalism." But he added:

"The threadbare literary artist may be a romantic figure, but in this day and this nation, there is no reason to emulate his poverty—the poverty which forced so many literati of the past to sacrifice some of their integrity and turn out hack work for enough money to buy food."

The Guild is currently considering the draft of a new ethics code and a "bill of rights" for newsmen, Crocker said.

"We think the news worker has a right to a prudently comfortable standard of living, security in his or her job, including

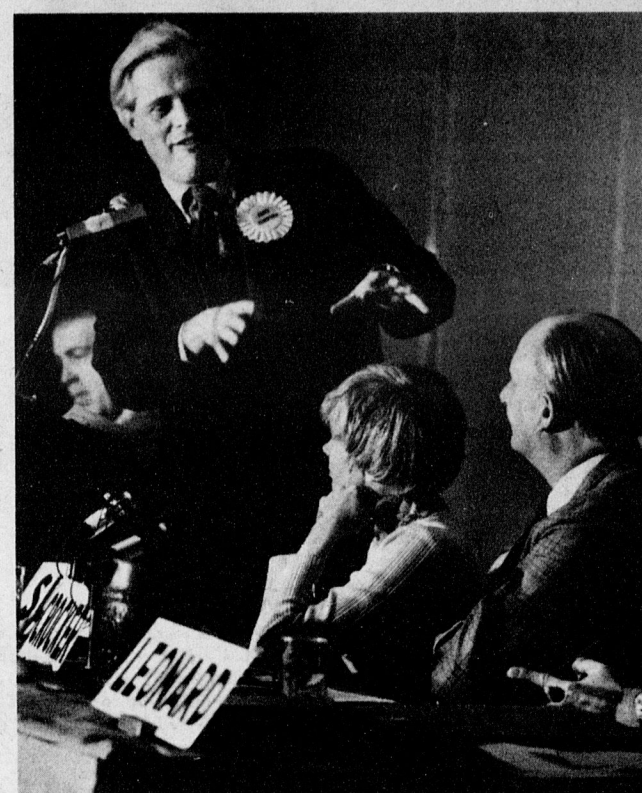
approximately two-thirds of more than 15 million shares in the combined company and will hold 10 or 15 seats on the board of directors.

Lee Hills, chairman and chief executive officer of the Knight chain, will hold that position in the new company, while Bernard H. Ridder, Jr., president of Ridder, will be vice chairman and chairman of the operating committee.

Ridder Publications will continue as a wholly owned subsidiary of the new company, whose headquarters will be at the Miami Herald, Knight's flagship newspaper.

The merger agreement calls for trading each share of Ridder for 6/10 of a share of Knight stock.

The Knight-Ridder operation will own 35 newspapers with a combined daily circulation of



Arizona Republic photo

Exorcist?

Columnist Nicholas von Hoffman uses a laying-on of hands to make a point to TNG Secretary-Treasurer Robert M. Crocker and Carol Sutton, managing editor of the Louisville Courier-Journal, at Sigma Delta Chi panel discussion on professionalism.

"Before professionalism in journalism can be much more than a pious statement of principle, journalists must have some of the other essential concomitants of professionalism, such as a decent reward for their education and skills, and working hours and other conditions conducive to self-respect and a decent regard by those with whom they deal."

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protection against unjust or arbitrary dismissal or discipline, and protection against being required to do or write anything that would compromise his or her integrity," he said.

Reviewing the draft code's provisions, Crocker noted that they call for protection against forced disclosure of information or sources, warn against letting prejudices or associations color news judgments and categorize as "demeaning" any offer of "a gift or favor which could reasonably be judged as an effort to influence" reporting of the news.

Sutton spelled out the Courier-Journal's ethics code, considered to be among the strictest in the industry, and emphasized that it applies to executives as well as reporters.

Rystrom stressed the need for ethical guidelines for syndicated columnists. Evans attacked "compulsory unionism" in the news media as "an element of constraint."

Speidel's 11 daily newspapers include the Guild-covered Stockton Record.

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Speidel acts to fight off Thomson

Reno, Nev.—Speidel Newspapers, fearful of a Thomson effort to take it over, won stockholder approval Nov. 18 of a proposal barring any foreign company or individual from owning or controlling the chain.

Speidel management sought the extraordinary protective measure after Thomson Newspapers Ltd., based in Toronto, acquired 6.7 percent of Speidel's shares on the open market without prior notice to the company.

Shareholders polled by mail approved a change in the company's articles of incorporation barring "aliens" from controlling the company or owning more than 20 percent of its shares.

No single "alien" can own more than 10 percent, and a two-thirds vote of shareholders will be required to approve a merger with anyone owning more than five percent of the company's stock.

The company reported that 86.9 percent of its shares were voted in favor of the change and only one percent against. TNG, which owns 10 shares, cast them in favor. Thomson did not vote its newly acquired stock.

St. Clair McCabe, Thomson's executive vice president and managing director, said Thomson had no intention of taking over the Speidel chain.

"We bought our shares in Speidel strictly as an investment, with no thought of a takeover," he said, voicing surprise at the lengths to which Speidel was going to block Thomson from gaining control.

But the proxy statement sent to stockholders noted that Thomson has acquired 10 U.S. newspapers in the past four years.

"Foreign companies and individuals have been particularly active" in recent U.S. takeover attempts, it said, adding that "current domestic and foreign economic conditions have increased the possibility of such aliens finding it attractive to take control of the company."

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Knight, Ridder create a press colossus

Stockholders of the Knight and Ridder chains gave final approval Nov. 20 to a merger that will produce a combine holding the largest circulation of any U.S. newspaper.

The new corporate giant has combined assets of 468 million dollars and expects to reap more than 550 million dollars in revenue this year.

Ridder stockholders approved the merger despite opposition by two of the most prominent—Joseph B. Ridder, publisher of the San Jose Mercury and News, and Eric Ridder, publisher of the New York Journal of Commerce. They announced they would cast their combined 9.6-percent interest against the arrangement.

The Ridder vote was 5,941,934 shares to 1,555,953 for merger. The Knight vote was 9,986,484 to 5,745.

Knight shareholders will own

approximately two-thirds of more than 15 million shares in the combined company and will hold 10 or 15 seats on the board of directors.

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Photo by Ed Hann, Detroit Guild

Accent on cooperation

TNG President Charles A. Perlik, Jr., second from right, has the floor at panel discussion on interunion cooperation sponsored by the Great Lakes District Council in Detroit Nov. 2 and 3. Other panelists, from left, are Eldon Schade, secretary-treasurer of Detroit Teamsters' newspaper local; Tom Turner, president of the Metro Detroit AFL-

CIO; Walter Campbell, secretary-treasurer of the Michigan AFL-CIO, and Louis Cook, Detroit Guild president, who served as moderator. At the end of the table is Jack West, council president. The council sent a Christmas gift of up to \$100 to Guild strikers at the Cleveland Plain Dealer and elected Raymond Voit of Columbus as its secretary.

L.A. Teamsters drop new raid at Hearst

The Teamsters' union, rebuffed by the National Labor Relations Board three months ago in an effort to gain bargaining rights for Guild-represented drivers at Hearst's struck Los Angeles Herald-Examiner, withdrew a broader representation petition Nov. 17.

The Teamsters had asked the board for certification on behalf of 57 circulation employees. The Los Angeles Guild promptly intervened, asking dismissal of the petition.

The board, in dismissing a Teamster petition to represent 43 drivers Aug. 15, said the Guild still represents Herald-Examiner employees despite a seven-year

strike against the paper and that it would be inappropriate to sever drivers from the unit.

Bargaining has continued sporadically at the struck paper, and the Guild recently received payroll information from the company. Striking and locked-out employees continue to handbill the Herald-Examiner, although all international have discontinued strike benefits.

Another Teamster raid has cost the New York Guild its unit of 70 municipal photographers. The Guild lost a representation election, 36 to 22, Nov. 14 after representing the group for a number of years.

The Teamsters represent 10,000 New York municipal employees and appealed to the photographers on the basis of their resulting bargaining strength.

Ramsey named to act as contract secretary

Montreal, Que.—The International Executive Board appointed International Representative Richard J. Ramsey Nov. 11 as acting executive secretary of TNG's Contracts Committee.

Ramsey will substitute for Robert W. Christofferson, who has been hospitalized since suffering a massive brain stroke in June. He continues completely paralyzed.

Canada's price elevator

The following table shows the steep ascent of the Canadian Consumer Price Index over a 21-month period following a 1.6-point rise, to 172.2, in October. 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
October 1973	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
October	172.2	11.6	20.2

Hearst scab barred from stock deals

Los Angeles, Calif.—A strike-breaking financial columnist for Hearst's Los Angeles Herald-Examiner has been enjoined from practices that brought a Securities and Exchange Commission suit against him for allegedly acquiring stocks before touting them in his column.

The writer, Alex N. Campbell, was also required to forfeit \$5,000, a fifth of what the SEC had sought to have him disgorge as his profits from the stock manipulation.

Campbell agreed to the injunction and the payment a day before his case was to have gone to trial. But he denied any wrongdoing and said he had settled only to avoid crushing legal expenses.

Under terms of the injunction, Campbell and his son, Alex, Jr., are prohibited from buying or selling any security when they know that an article on it will appear in the Herald-Examiner or the California Financial Journal, controlled by the elder Campbell and edited by his son.

They must also disclose their interest in any stock mentioned in articles they write or control.

Campbell, a 35-year employee of the Herald-Examiner, has continued to work throughout the Guild's seven-year strike at the paper. The SEC charged him with buying stocks, writing favorable articles on them and then selling them.



Madison officer soliciting data on ethics practices

MADISON, WIS.

Editor:

I will be debating the chairman of the AP Managing Editors Assn. ethics committee on the subject of ethics codes and also writing an article on the subject. I need the help of Guild brothers and sisters in gathering evidence.

If you have had an experience of being forced to perform unethically by a newspaper executive, or if you know of instances where your newspaper's financial or political interests have dictated the coverage, noncoverage or distorted coverage of an event or situation, I would appreciate a letter giving me details.

If your paper has an ethics code, I would like to know how it has worked or not worked and whether it has been used as a weapon against the staff.

I will keep your name and the name of your paper confidential if you so request. Please send your information to: Ron McCrea, 133 E. Gilman St., Madison, Wis. 53703.

RON MCCREA
Secretary
Madison Guild

Great Falls thanks strike supporters

GREAT FALLS, MONT.

Editor:

Even in a strike, there is occasional good news.

The Great Falls Newspaper Guild has successfully prevented

son's Moose Jaw (Sask.) Times-Herald.

Times-Herald mechanical-department employees have been locked out since Sept. 30 in a dispute over wages and overtime, and the newspaper is publishing with the aid of strikebreakers. An editorial employee active in the union's organizing drive was fired Oct. 4 following the request for certification.

Elsewhere in its campaign to organize nonmechanical-department employees, the printers' union has filed a petition to represent editorial employees of Thom-



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Even in a strike, there is occasional good news.

The Great Falls Newspaper Guild has successfully prevented

the Great Falls Tribune from publishing since Oct. 9.

Contributions have come in from several parts of the country to support the strike for living wages and fringe benefits. The Great Falls Newspaper Guild would like to take this opportunity to thank those who have contributed.

Here are the facts:

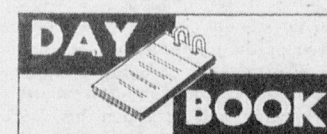
Bill was chairman of the Inquirer Unit in 1968. He became president in 1969, was re-elected in 1970 and resigned midway in his second term to become administrative officer after the untimely death of Dave Schick.

The president in 1968 was Oscar B. Teller, the present incumbent.

In 1966 and 1967 the president was the same man who held the office in 1963, 1964 and 1965. His name? It is not Bill Brown—and it doesn't matter. But accuracy does, and I'm sure you don't want to perpetuate the error, however it may have originated.

MICHAEL CASINO
Philadelphia Guild

Editor's note: The president in 1966 and '67—and 1963, '64 and '65—was Michael Casino.



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

Heywood Brown and Guild Service Award contest deadline, Jan. 17, TNG headquarters, 1325 14th St. N.W., Washington, D.C. 20005.

Heywood Brown Award luncheon, Jan. 27, National Press Club, Washington.

International Executive Board, winter meeting, Jan. 27-30, TNG headquarters, Washington.

Western District Council, winter meeting, Feb. 1, 2, Monterey.

Great Lakes District Council, TNG Regional Institute on Human Rights and Organizing, Feb. 22, 23, Sheraton Motor Inn North, Columbus.

TNG, ITU agree to coordinate unions' activities



Training hub

TNG President Charles A. Perlik, Jr., center, is shown equipment at International Typographical Union Training Center by ITU President A. Sandy Bevis, right, and Secretary-Treasurer James S. Schell. Behind Bevis is TNG Field Operations Director J. William Blatz.

Goldfinger will address Guild wage conference

(Continued from Page 1)

full opportunity to participate in all phases of the conference.

A break in the proceedings will come Saturday evening with a cocktail party at which folk singer Joe Glazer will sing Guild and other labor songs.

The IEB, at its Nov. 11-14 meeting in Montreal, designated International Vice President Hugh H. Harrison, chairman of its Collective Bargaining Committee, to represent it at the conference.

The wage conference will be the fourth in the Guild's history. The first, in 1945, adopted a wage goal of \$65 for key top minimums, and the second, a year later, ignited a drive to reach the new goal of \$100.

The Guild's adjusted goal of \$200 in 1962 was reached two years after the third wage confer-

ence, held that year. But rising prices and productivity led the Guild to raise its goals again, until today they stand at \$550 for key top minimums, \$367 for key starting minimums and at least \$275 for all other adult classifications.

Calling on Guild locals to participate in the new conference "to restore momentum to our wage drive," the Guild's 1974 Convention declared:

"Let us resolve that the round of bargaining that follows . . . reverse the decline that our wage drive has suffered in two consecutive fiscal years and put us back on the march toward economic justice."

Perlik, in an interview in the Honolulu Advertiser Nov. 21, said newspaper employees are "simply not getting our fair share of this industry."

Newspapers, he said, must pay higher salaries to attract "the best minds society can promote" to do an effective and responsible job.

"Only a certain number of people will take such jobs out of altruism," he said. "All of us have to work for a living."

In Goldfinger, the conference will be hearing labor's top economist. He was the only labor economist chosen to participate in President Ford's economic "minisummits" in September and has frequently testified before congressional committees.

He held positions with the United Paperworkers and the CIO before the AFL-CIO merger and has been the federation's research director since 1963.

Prosten has been the IUD's research director since 1970. He started as an intern in the department's Coordinated Collective Bargaining Program in 1964 and became program director a year later.

(Continued from Page 1)

atives for Perlik and Bevis, respectively. The "hot line" was established by ITU and Guild leaders several years ago to alert each other to critical local situations.

Perlik and Blatz came to Colorado Springs at the invitation of the ITU Executive Council. They spent the day in discussions with the council and in touring the ITU's extensive headquarters facilities.

Following is the text of the two presidents' joint statement:

There must be a start of a new day and a new way in the relations between our unions.

All around us the reasons abound. The newspaper industry, which employs our members, is revolutionizing its technology. Long-familiar ways of doing our jobs are disappearing; so must our long-familiar ways of representing and servicing our members.

The industry is nothing if it is not immensely profitable. Yet in an era of rampaging inflation and enervating recession, employers are more resistant than ever to the wants and needs of their employees.

With a national executive ad-

ministration that is hesitant and stumbling, newspaper workers will turn with increasing intensity to their unions for secure jobs and the financial relief they need.

Our two unions must find new ways to meet those needs—new dedication, new commitment, new techniques, new resources.

Toward that end, we have appointed a fact-finding task force of four staff members to start isolating the areas of major concern, determining their priority and looking for techniques for solving them.

They will concentrate first in the area most meaningful to our respective memberships: shaping a common collective-bargaining policy. Other areas in need of coordinated activity will be examined in subsequent meetings between the presidents and between the task-force members.

The latter are: for the Guild, J. William Blatz, Director of Field Operations, and International Representative Charles Dale; for the ITU, Assistant to the President Allan J. Heritage and Robert L. Wartinger, Assistant to the President and Director of the Bureau of Contracts. The task force will hold its first meeting in Colorado Springs Nov. 25 and 26.

One of the propositions adopt-

ed by the 116th International Typographical Union Convention in St. Louis this past summer advocated closing ranks with the other unions in the printing and communications industry—"the sooner the better."

By adopting this resolution, the delegates went on record as recommending "speedy and urgent action to complete all essential details toward a merger, amalgamation or federation with the International Printing and Graphic Communications Union, with The Newspaper Guild or any other printing or communications union." Such steps were deemed "in the best interest of our entire membership and their future."

Among the heads of other international graphic-arts unions, Perlik had been the first to react to the ITU call for unity. In a communication addressed to all presidents, executive secretaries and collective-bargaining committees with The Newspaper Guild, he called attention to the ITU resolution, stating that these policy declarations "establish a far more comfortable atmosphere in which we hope to begin, shortly, renewed explorations of The Newspaper Guild's relationships with the new ITU administration."

Cleveland Press locks out 425

(Continued from Page 1)

The Press responded immediately by suspending publication and locking out all its union employees. Press Editor Tom Boardman said it was closing down because "the only defense against this strategy for competing newspapers is to adopt a common front in labor negotiations."

Only the day before, Press ad-salespersons had been given a new rate structure for combined Press-Plain Dealer ads and a schedule was announced under which the paper's first three editions would be delivered to Press subscribers and the next three, in Press trucks, to Plain Dealer customers.

Bargaining in the month-old strike has been fruitless, with the Plain Dealer standing immobile on its prestrike offer of increases averaging five percent a year over three years.

The Cleveland Guild, in a letter to other locals charged that Newhouse is "looking for another Portland"—a reference to the Portland, Ore., strike of 1959-61, in which Newhouse succeeded in breaking all the newspaper unions.

"We are determined not to give him one," the Guild declared, appealing to other locals for financial support.

The decision by Federal Judge Ben C. Green denying the Plain Dealer's plea for a strikebreaking injunction was hailed by Cleveland labor leaders as one that would strengthen the observance of picket lines.

Citing the late Supreme Court Justice Hugo Black's statement that "habitual respect for union picket lines has long been the practice of union men," Judge Green declared:

"The court can understand the emotional impact that attempts to cross a picket line might have in a community with a long history of strong unionism."

Newhouse relied on a landmark Supreme Court ruling that a strike can be enjoined when it involves a dispute that the two

Alternate media

Cleveland, Ohio — Cleveland lottery winners found their pie in the sky Nov. 14.

The Ohio Lottery Commission, unable to notify Clevelanders of the winning numbers through normal channels because of the newspaper shutdown and a federal ban on broadcasting them, sent a helicopter aloft trailing a banner with the numbers. It flew for three hours.

sides are contractually bound to arbitrate. But Green said there was no such issue between the Plain Dealer and the newspaper unions.

"There is a clear difference," he said, "between a labor dispute which results from a work stoppage and a work stoppage which is the result of a labor dispute arising from conditions of employment."

It is the former that exists at the Plain Dealer, the judge said, declaring that an injunction in such a case "cannot be reconciled with the express language of the Supreme Court."

Sebastian Lupica, secretary-

treasurer of the Cleveland AFL-CIO Federation of Labor, welcomed the ruling as one that "reinforces the legal sanctity of the picket line and the strike, without which organized labor would in the end be powerless."

Federation delegates have voted unanimous support to the Guild's strike.

Printers and pressmen are receiving benefits from their international.

Repeated sessions called by a federal mediator failed to move the Plain Dealer off its prestrike bargaining position. The Guild offered alternative packages averaging \$57 in a two-year agreement and \$86 for three years. The Plain Dealer's offer averages \$57 over three years.

With no apparent publisher inclination to budge, James MacPherson, regional director of the Federal Mediation Service, recessed the meetings indefinitely Nov. 22.

Warning that Newhouse is aiming to break the Cleveland newspaper unions, the Guild said the company has moved 200 beds into the plant and has 19 supervisory employees trained in strike-breaking at Gaylord's Oklahoma City newspapers.

First Monterey contract yields record key top

(Continued from Page 1)

employee's protest, requires the elimination of any by-line if the employee cannot be consulted about substantive changes in copy and requires consultation with the employee, if practicable, before any correction or retraction of his or her material.

The company will pay \$9 a week into the pension fund initially. It will also pay the full cost of health insurance that includes a prescription-drug plan—a total of \$50 a month per employee, up \$3.

The contract also provides up

to 26 weeks' severance pay, eight holidays, four weeks' vacation after 10 years' service, 10 days' annual sick leave on a cumulative basis, 120 days' unpaid maternity leave, \$25,000 hazardous-assignment insurance and a 15-cent mileage allowance.

Discrimination based on age, sex, race, creed, color or national origin is prohibited. The Guild must be given three months' notice of new equipment, and the contract requires that "every effort" be made to avoid dismissals resulting from the equipment's introduction.



No entry

Wilkes-Barre Guild members turn away printers from the struck Times-Leader, News, Record plant. Picket Neil Corbett, hand upraised, gestures Typographical Local President Tom Considine (ad-

justing watch) away from the plant as Guild President Jack Wallace (in light coat) stands at his side. Printers did not succeed in entering the building and are receiving ITU benefits.

Parleys stay fruitless in Wilkes-Barre

Wilkes-Barre, Pa. — Negotiations to settle the Guild's four-week strike at the Wilkes-Barre Times-Leader, News, Record were broken off Nov. 17 after both sides stood firm on proposals more than \$20 apart.

A new Guild proposal made through a mediator was to have been submitted to a board of directors meeting Nov. 26, but 24 hours later the Guild had received no reply.

The Times-Leader continues shut down, with craft unionists out of the plant. Both printers and pressmen have obtained agreement from their international to pay benefits.

The Guild, which had previously proposed a one-year contract with increases totaling 29 percent, suggested a two-year contract at a mediation session, with increases totaling 19.11 percent—\$56 at the top—plus pension improvements.

The company stood by a Nov. 14 offer producing only \$35.25 at the top and \$21.50 at the bottom. The offer provided no fringe gains in the second year.

The Guild's earlier one-year offer was made at a Nov. 8 meeting attended by craft-union representatives over the company's objections.

"We're flexible, but we have no more money," management told the Guild at the Nov. 17 session.

Threat of bias charge lifts pay in Allentown

Allentown, Pa.—The Allentown Call and Chronicle has agreed to pay a woman copy editor the full contract minimum for the job after the Lehigh Valley Guild threatened to file a sex-discrimination charge with the Pennsylvania Human Relations Commission.

The company had maintained that the copy editor, Janice Balato, was not entitled to receive a stepup increase after six months.

Full C-O-L hikes + 10% won at AFL-CIO

Ten-percent pay raises over two years plus additional increases compensating fully for rises in the cost of living have been negotiated by the Washington-Baltimore Guild for staff members of the AFL-CIO.

The Guild also bargained cost-of-living supplements for pensioners, as well as an increase in minimum pensions.

AFL-CIO staffers will receive a four-percent increase retroactive to Oct. 1, a three-percent raise April 1 and another three percent next Oct. 1.

The initial increase will raise the top minimum for assistant editors of the AFL-CIO News \$18, to \$464. But that figure will be increased by whatever percentage the Consumer Price Index rises each January, April, July and October, in addition to the remaining six-percent negotiated increase.

Minimum pensions are increased \$50 a month, with a new range of from \$150 for those

with five to 10 years' service to \$350 for those with from 25 to 30 years. A \$15 monthly cost-of-living supplement will be added to pensions the first year and an additional \$5 the second.

Major-medical coverage is increased from \$10,000 to \$25,000, and a prescription drug plan is added, with the employee paying

the first \$1.50 of all prescription costs and the AFL-CIO the remainder. Other improvements include the addition of voluntary sterilization to covered surgical procedures.

Mileage allowances are increased from 12 cents to 16, with a provision for subsequent increases keyed to allowances set

by the U.S. General Services Administration.

Life-insurance coverage, based on a year's salary, is increased from a maximum of \$20,000 to a maximum of \$40,000.

The contract includes language that would provide for diversion of any increases affected by new government economic controls.

Dismissal of 7 broadcast employees triggers 3-day El Mundo shutdown

San Juan, P.R.—El Mundo locked out its 670 Guild-covered employees for three days in mid-November after a picket line mounted by seven fired employees of its broadcasting stations restricted delivery of the paper to metropolitan San Juan.

The shutdown was ended Nov. 18 when the company and the fired employees reached an agree-

ment reinstating the seven after two months.

Guild drivers and district managers, joined by some reporters and photographers, refused to cross the picket line raised by the fired employees Nov. 11. For three days El Mundo continued to print with limited distribution; then it announced it was shutting down.

The company obtained a Federal Court injunction Nov. 15 against Guild members' observance of the picket line and sued the Guild for damages of \$87,000 a day. But it dropped the court action after settling with the broadcast employees.

Also dropped was an unfair-labor-practice charge lodged against the Guild, accusing it of attempting to gain recognition as bargaining agent for the 150 em-

ployes of its broadcast subsidiary, Telemundo, in the face of an unexpired contract with the Assn. of Puerto Rican Actors and Technicians.

The Guild, for its part, withdrew an unfair-practice charge accusing the company of firing the seven for Guild organizing activity.

The company said it had fired the seven employees for economic reasons. The settlement under which they took down their picket line will give them severance pay in addition to returning them to their jobs after two months.

Unit in Long Beach moves to guard eyes from VDTs

Long Beach, Calif. — Wide-ranging proposals to safeguard Long Beach Independent and Press-Telegram employees using video display terminals from eyestrain are being presented by the Los Angeles Guild following the company's refusal to allow a doctor into the plant for eye tests.

The Guild proposals include a 60-minute limit on VDT use without a break, semiannual eye

examinations for employees using the terminals, with costs of the examinations, prescribed care and eyeglasses to be borne by the company, and a 25-percent pay differential for all employees working on the terminals.

The proposals would also require the continued presence of a VDT technician in the plant to repair and adjust the machines, plus daily maintenance checkups and cleaning of VDT screens.

The Guild, at the same time, is appealing to the State Health Department over the company's refusal to let an ophthalmologist on the premises to determine how much eyestrain is caused by the VDTs. He was to have examined employees before they started working with VDTs and after a period of using them.

The procedure was suggested by a group of three ophthalmologists who visited the plant to inspect the VDTs and meet with management at the Guild's request.

The State Health Department said it would begin an immediate inquiry into the health factors surrounding the use of VDTs.

The Guild's VDT proposals are being presented in bargaining for a new contract. The unit, irked at a deadlock in negotiations, authorized strike action by 60 to 0 in October in a spontaneous move unsolicited by local officers.

Western Council backs 3 strikes

Honolulu, Hawaii—Support for new Guild strikes in Great Falls, Cleveland and Wilkes-Barre was voiced by the Western District Council at a meeting here Nov. 16 and 17.

It urged member locals to come to the financial support of the Great Falls Guild in particular, which has reported that its six-week strike against the Tribune has put it in serious financial straits.

The council also urged member locals to participate to the fullest possible extent in TNG training institutes on human rights and organizing to be sponsored by the council in Fresno March 22 and 23 and by Pacific Northwest locals at about the same time.

TNG President Charles A. Perlík, Jr., and International Vice President Hugh H. Harrison reported on the International Executive Board's fall meeting, voicing concern over the mounting problem of "double-digit inflation and single-digit wage increases."

Computer study hit by Toronto

Toronto, Ont.—The Toronto Guild is asking other Canadian locals with Southam contracts to oppose a company time study being made in connection with new computers.

The action was taken at the request of Guild members at Southam's Brantford Expositor. The local executive committee voted to register objections to the study, which Brantford members said is intended to increase the volume of copy handled by the desk.

The executive committee also voted to approach other unions at the Expositor with a view to establishing a joint union-management committee to study the impact of computers.

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