

Conference sets 4-tier program to restart interrupted pay drive

A four-pronged program to restore the Guild-wide momentum that produced unprecedented gains in wage bargaining until interrupted by U.S. wage controls was approved by delegates to TNG's Dec. 7-8 wage conference.

In Canada, unhampered by controls, "that momentum has continued and even accelerated," the conference noted, but it has not yet been regained in the United States.

While Guild bargaining has netted impressive dollar gains over the past 10 years, the conference pointed out, it has kept pace with neither the combined cost-of-living and productivity increase, the rise in industry profits nor the pay rates of "too many other workers"—in both the United States and Canada.

"Current dollar figures are deceptive," the conference emphasized, adding: "There must be no single-digit increases in the face of double-digit inflation."

The conference, held in Washington, attracted 116 delegates from 43 locals in the continental United States, Hawaii, Canada and Puerto Rico, almost twice the 60 that attended the last wage conference, in 1962.

They returned home armed with a statement declaring that bargaining momentum "must be restored—and accelerated—throughout the Guild."

They called for immediate mobilization of the Guild's full strength to raise members' wages "not only to keep pace with cost of living and productivity but also to a level fully commensurate with their skills and responsibilities—and their contributions to the effective functioning of our democratic societies."

The statement, introduced by TNG President Charles A. Perlik, Jr., and adopted without dissent at the conference's conclusion, said it is essential to:

1. "Initiate coordinated bargaining with other unions and take whatever job action is necessary" to attain the Guild's wage objectives.

2. "Raise the sights of our members and their fellow workers" by disseminating extensive statistical material presented to the conference.

3. Bargain, in consultation with TNG, "properly designed cost-of-living clauses"—with full compensation, regular and frequent payoffs and without floors or ceilings—when locals are unable to directly negotiate wage increases mandated by rising prices and members' other requirements.

4. Continue to oppose imposition of wage and price controls since Guild members have not yet recouped from President Nixon's controls.

The delegates heard Nat Goldfinger, research director of the AFL-CIO, keynote the conference by declaring that "workers and their unions have no alternative but to seek larger wage increases and cost-of-living clauses to protect themselves, their families and their buying power."

They heard William H. McLeman, the Guild's Canadian director, outline how Canadian locals have made record-breaking gains through militancy and coordinated bargaining.

They heard Richard Prosten, research director of the AFL-CIO's Industrial Union Department, and a panel of Guild leaders relate how coordinated bargaining has helped Guild locals and other unions attain greater bargaining power.

"We and the other unions in our industry must recognize that if there is an 'enemy,' it's the publisher, not each other," the conference statement declared. "He has the money. We are entitled to it. We are worth it. If we combine forces, we can get it. And we will get it!"

THE GUILD REPORTER

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

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Hours, pay cut set in Star-News crisis

Guild members at the Washington Star-News voted 347 to 44 Dec. 9 to accept a four-day week at four days' pay to cut operating losses that have soared to almost five million dollars a year.

The four-day-week proposal was advanced by the Guild to avert the dismissal of approximately 100 of 600 employees in the bargaining unit.

Arbiter finds Times guilty of race bias

New York City—The New York Times, faced with suits charging it with race and sex discrimination, has been found guilty of bias by an arbitrator.

Arbiter Maurice C. Benewitz, ruling in a case brought by the Guild, said the Times's failure to hire three minority-group women as parttime classified ad-takers was discriminatory.

He ordered that the three applicants be interviewed for the next ad-takers' jobs that become available and that they receive back pay from last June 25 until the new interviews take place.

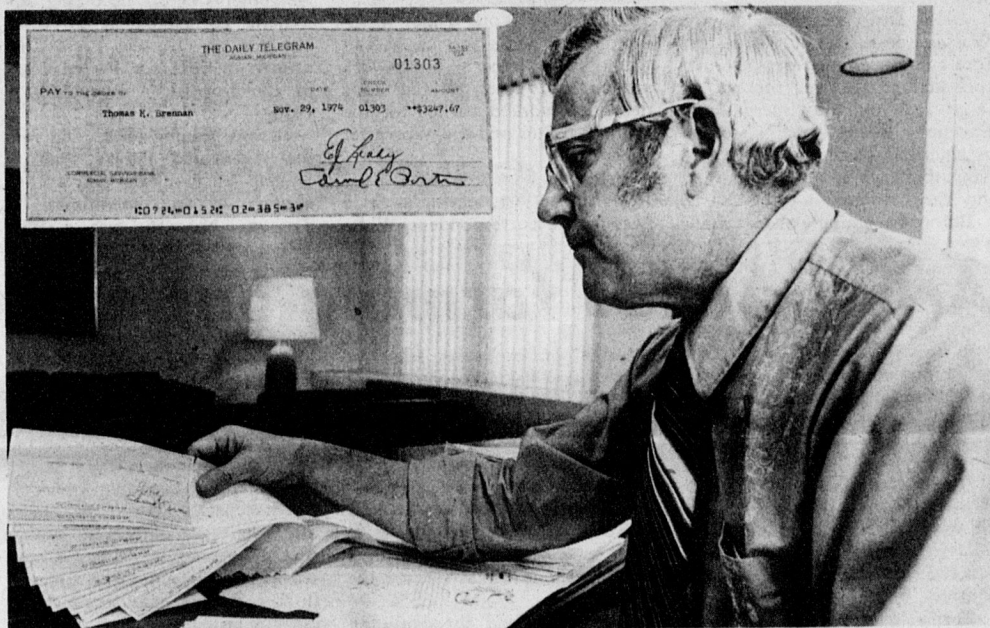
Benewitz found that tests and screening procedures used by the Times established that the three minority-group women were at least as qualified for the job as the 18 white women the Times hired.

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Inside

Wage Conference Report

A four-page pull-out section



Thomson payout

TNG President Charles A. Perlik, Jr., prepares to mail out severance checks paid to Adrian Telegram strikers by Thomson as part of the settlement of countersuits arising from the strike.

gram strikers by Thomson as part of the settlement of countersuits arising from the strike.

Adrian strikers win \$125,000; Guild upheld on interim paper

The National Labor Relations Board, in a precedent-setting decision, has held that an interim Guild strike paper is not a competitor whose existence frees a struck newspaper from the duty to bargain.

The board set down the principle in upholding a refusal-to-bargain complaint against Thomson's struck Adrian Telegram. In doing so, it rejected the company's claim that publication of the interim Maple City Reporter suspended its duty to bargain in good faith.

Previously, the NLRB's general counsel had refused to issue a complaint against the Guild and the Typographical Union on a Thomson charge that the unions' publication of the strike paper constituted an unfair labor practice.

The board's decision was handed down Nov. 26, the same day that Thomson, the Detroit Guild and the Typographical Union reached an agreement settling the strike, an antitrust suit against the Reporter and all NLRB charges.

An NLRB panel considering (Continued on Page 7)

Guild, crafts file for joint unit in B.C.

Kelowna, B.C.—Breaking new ground in interunion cooperation, the Vancouver-New Westminster Guild has joined with the Typographical and Graphic Communications unions in seeking joint certification for employees of Thomson's Kelowna Courier.

The two craft unions already represent the Courier's 20 printers and pressmen. Twenty-two employees in Guild jurisdiction will be added to produce a single, over-all unit.

Under a new British Columbia labor law, the signed cards of only 35 percent of the additional Courier employees were needed to (Continued on Page 6)

Detroit, Mich.—Opposing antitrust suits directed at Thomson's Adrian Telegram and the interim paper published by Guild and Typographical Union strikers at the Telegram were settled Nov. 26 by Thomson's agreement to pay the strikers \$125,000 in severance pay.

The agreement ended not only the antitrust suits but the unions' 25-month-old strike for initial contracts at the Telegram. The Thomson paper has been publishing since early in the strike, and there have been no bargaining sessions for many months.

TNG counsel David S. Barr said the settlement, approved in Federal Court here Nov. 27, was the first he knew of in which the party bringing an antitrust suit has made a substantial financial payment to settle the suit.

Thomson had accused the Guild, the Typographical Union and their interim daily, the Maple City Reporter, of an antitrust conspiracy directed against the Telegram. The unions and the Reporter filed a countersuit accusing the Telegram of seeking to monopolize the newspaper busi-

(Continued on Page 7)

Broun judges: Dick, Valeriani, Lewine

Raymond G. Dick, assistant managing editor of the Washington Star-News; Richard Valeriani, diplomatic correspondent for NBC News, and Frances L. Lewine, White House correspondent for the Associated Press, will judge TNG's 1974 Heywood Broun Award contest.

Their selection was announced by Glen Ogilvie, contest chairperson. All are present or former Guild members.

The deadline for contest entries is Jan. 17. The winner will be announced at an award luncheon at the National Press Club Jan. 27.

A \$1,000 prize and a Guild citation will go to the winner. The contest, for journalistic work in the spirit of Heywood Broun, the Guild's founder and first president, is open to employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico.

Dick was president of the Washington-Baltimore Guild before being promoted out of Guild jurisdiction. He ran for an at-large seat on the International Executive Board in 1971, served as chairman of the Star Unit and won the local's "Guildsman of the Year" award.

Before becoming assistant man-



RICHARD VALERIANI



FRANCES L. LEWINE



RAYMOND G. DICK

aging editor, he served as editor of the Washington Star Syndicate and the New York Times-Washington Star News Service, as editor of the paper's Sportsweek section and chief of the copy desk. He worked earlier for the Baltimore Sun and the Worcester Gazette.

Valeriani has been with NBC News since 1961, serving as State Department correspondent, White

House correspondent and in other assignments before becoming diplomatic correspondent in 1973. He won an Overseas Press Club award in 1965 for his coverage of the Dominican Republic uprising.

Before joining NBC, he was the Associated Press's man in Havana for two years and worked earlier at the Trentonian in Trenton, N.J. He was a Wire

Service Guild member while working for AP.

Lewine, a former president of the Women's National Press Club, worked for the Plainfield Courier News and the AP bureau in Newark before being transferred to AP Washington.

She has covered the travels of four presidents—Kennedy, Johnson, Nixon and Ford—and is a member of the Wire Service Guild.

Sale to keep Citizen alive in Toronto

Toronto, Ont.—The biweekly Toronto Citizen, which left 30 Guild members jobless when it suspended publication at the end of September, is scheduled for a spring revival.

The Citizen's assets were purchased for an undisclosed price Dec. 6 by a group headed by retiring Alderman Karl Jaffary, a New Democrat. Jaffary said he hopes to resume publication in March after raising sufficient new capital to convert the paper into a metropolitan-area weekly.

The purchase came at a time when staff members were losing hope that a buyer would be found. Alderman John Sewell, chairman of the publishing board, had lowered his original asking price twice without being able to close a deal.

The Citizen was suspended when its Guild staff walked out in protest against the refusal of job security in an initial contract. Sewell had given guarantees of staff participation in management when his group bought the Citizen last spring.

Jaffary said he would not resume publication until there is "a good Guild contract," promising a full Guild shop. Staff members will be rehired in order of seniority, he said, and their number probably will be expanded.

Sewell had first offered the Citizen to the staff for \$14,000. Unable to raise the money, the staff asked him to consider offers from outside groups, but although a number expressed interest, negotiations proved unsuccessful until Jaffary's group made its bid.

Guild plea heeded, sale of CJOH-TV vetoed

Ottawa, Ont.—The Canadian Radio-Television Commission has rejected a bid by a land-development company to buy Bushnell Communications Ltd. following objections by Bushnell's CJOH-TV Guild unit and other groups.

The commission, in denying the application, reflected one of the Guild's major objections—that the acquisition would create a conflict of interest between the Campeau Corp.'s real-estate interests and Bushnell's broadcasting responsibilities.

The CJOH Unit, part of the Ottawa Guild, had objected to the takeover in a brief.

Citing "the amount of control . . . over the political and social life of the area" Campeau already wields as a result of its extensive landholdings, the Guild questioned "the necessity for a developer to gain even more control . . . by gaining control of the only independent English-language broadcasting outlet."

The Guild said an even more important concern, however, was programming. It voiced apprehension lest acquisition by Campeau, "with no experience in the broadcasting industry," lead to a deterioration of Bushnell's "long record of creating innovative and imaginative programming."

The Guild also expressed concern at reports that much of the financing behind Campeau is "of a foreign nature," declaring that

it supports the commission's policy of limiting the amount of foreign capital invested in Canadian broadcasting.

Among others objecting to the acquisition was the Canadian Broadcasting League.

Campeau had agreed to acquire 99 percent of Bushnell's common stock for 19 million dollars despite the fact that Bushnell has reportedly lost a million dollars over the past five years.

Unilateral code cited by NLRB

Philadelphia, Pa.—The National Labor Relations Board has issued a complaint charging Ingersoll's Pottstown Mercury with refusing to bargain over a recently promulgated code of ethics.

The board set a hearing for Jan. 15 on a charge brought by the Philadelphia Guild. The Guild said a Mercury reporter and copy editor had received "warning letters" over their operation of a public-relations business, which the Mercury held violated a code provision stating that "secondary employment . . . should be avoided if it compromises the integrity of newspaper people and their employers."

Cleveland units voting on new settlement offer

Cleveland, Ohio—Guild units were scheduled to vote Dec. 20 and 21 on company proposals to settle a seven-week strike at Newhouse's Plain Dealer and a lockout by Scripps-Howard's Press.

The proposals, improved somewhat from the companies' pre-strike offers, were being submitted without recommendation from the negotiating committee. They were made at a 12-hour bargaining session that ended early Dec. 19.

Jack F. Weir, executive secretary of the Cleveland Guild, said Guild negotiators "feel they have gone as far as they can go" in view of the erosion of their bargaining strength by a narrow rejection of the Plain Dealer's offer at a Dec. 14 unit meeting and "recent statements and actions by some members of the so-called Unity Council."

Several members of the council, which is composed of leaders of newspaper craft-unions but not the Guild, had implied in recent days that their members would go back to work if the strike were not settled soon.

The newspaper made several concessions at the Dec. 18-19 session. They included an agreement to reduce the pay gap between outside classified sales and display sales at the Press by \$2 in each of the contract's three years and to apply cost-of-living increases—equivalent to price increases over eight percent the first year and seven percent the second—to actual salaries as well as minimums.

The Plain Dealer also yielded on a major Guild grievance that had sparked strike sentiment, agreeing to transfer Robert Dolgan from desk duty back to a writing assignment. Dolgan had been shifted from reporter-columnist after the Cleveland Bar Ass'n. complained about one of his columns.

The papers' money offer averages five percent a year, plus \$2 a week for pensions, improved hospitalization insurance, a three-cent increase in mileage payments and six months' unpaid maternity leave.

Rochester staffs' protest: 2 days of name-dropping

Rochester, N.Y.—Gannett's Times-Union and Democrat & Chronicle were cloaked in unaccustomed anonymity Dec. 13 and 14.

Reporters and photographers decided to remain nameless in protest against management's walkout from a Guild bargaining session.

They conducted a two-day "by-line strike," invoking a contract clause requiring "mutual consent" for the use of by-lines and credit lines. Ninety-eight of the papers' 110 reporters and photographers withdrew their end of the consent.

Management representatives had stalked from the bargaining table Dec. 10 because members of the unit attended as observers. They returned Dec. 16.

The by-line moratorium was directed at "Gannett's treatment of its employees at the table," as well as at the walkout in particular, the Guild said.

"A by-line symbolizes a report-

Merit badge

"No publisher ever had a braver or more loyal staff and deserved it less."

Those were the words used at TNG's Washington wage conference by Cleveland Guild President Robert T. Stock to describe the band of Plain Dealer employees now in the eighth week of their strike against the Newhouse paper.

Stock, in a brief report on the strike Dec. 8, thanked TNG for its assistance and other Guild locals for their financial contributions.

Earlier, the Guild had filed an unfair-labor-practice charge against the Press for its refusal to bargain separately from the Plain Dealer.

The unit accused the Press of "imposing a news blackout" throughout the area.

Craft unions at the Press had earlier filed charges that the lockout was an unfair practice.

The Guild unit's action came after several Press editors telephoned members to tell them the Press was ready to negotiate separately. But when the Guild raised the issue at a Dec. 6 bargaining session, management flatly refused to sever its bargaining from the Plain Dealer's.

The Press Unit, whose members are collecting unemployment compensation, voted unanimously to support the Plain Dealer strike effort.

Both companies refused to budge from their prestrike offers at four bargaining sessions Dec. 6 through Dec. 13.

A motion to accept the Plain Dealer offer was rejected by only 111 to 94 at the Dec. 14 unit meeting. The meeting was held on a petition signed by 53 members.

er's pride in his or her work," said Local President Mary Anne Pikrone. "The withdrawal of by-lines shows that many reporters, photographers and other newsroom employees are producing their papers under protest."

The Guild has been trying to negotiate a new contract with Gannett since 1968, Pikrone said, but has been stymied by such "impossible demands" as a requirement that employees obtain company permission before taking any outside job and a proviso that would deny employees retroactive pay if their next raises were negotiated after the contract's expiration.

Pikrone said "Gannett was quick to stand proud" when Guild member Dick Cooper and former Guild President John Machacek won Pulitzer Prizes in 1972 for their coverage of the Attica uprising. "But," she declared, "when the company faces its reporters at the bargaining table, it is a different story."

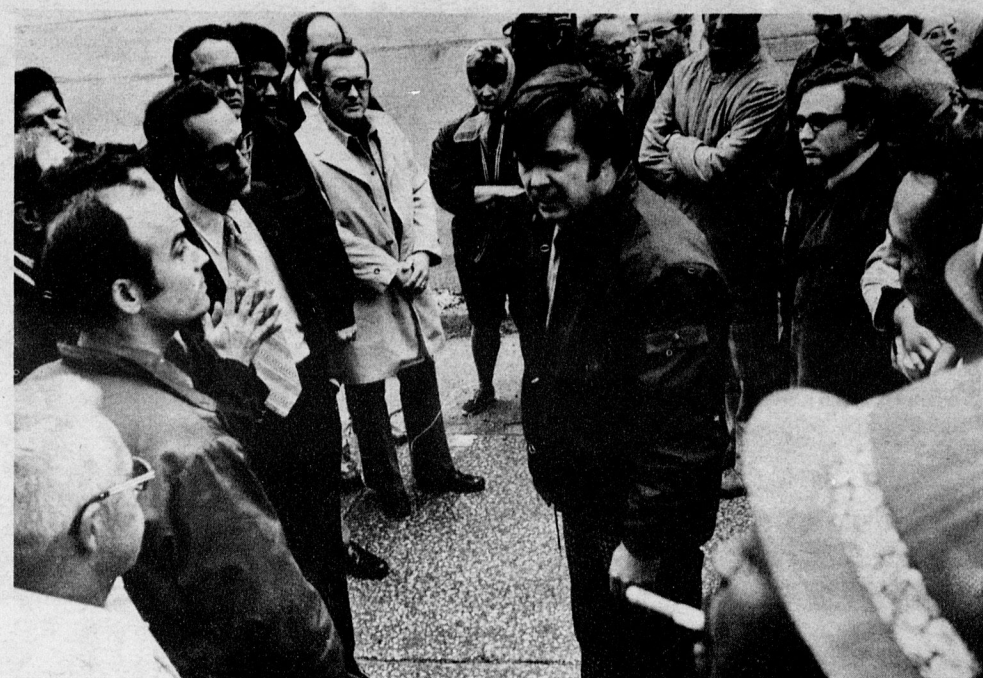


Photo by William F. Miller, Cleveland Guild

Brief encounter

TNG International Representative Harry McCormick, center, leading a contingent of Guild pickets, exchanges words with printers in front of the struck Cleveland Plain Dealer. The printers, who were

accompanied by their attorney, Melvin Schwartz (wearing necktie), turned and left after the exchange, and the newspaper continued shut down. The strike is in its eighth week.

Slow bargaining pace provokes 3-day walkout at San Juan Star

San Juan, P.R.—Guild members, angered by dilatory company bargaining tactics, walked off the job Dec. 5 and shut down Scripps-Howard's San Juan Star for two days.

They took down their picket lines and returned to work Dec. 9 at the direction of the Puerto Rico Guild and the advice of TNG. Negotiations were resumed the same day.

The strike came spontaneously, while top local officers were in Washington for TNG's wage conference, after four weeks of bargaining. A contract clause requires that negotiations must proceed for 60 days before the Guild can strike.

Bargaining began Nov. 8, to replace a contract expiring Dec. 1. When the walkout came, all economic issues and some non-economic issues were still unsettled, the Guild having rejected company economic proposals as inadequate.

With all 257 Guild members out, the Star failed to publish for the next two days. The walkout came too late to affect the paper's Dec. 5 editions.

Management, terming the action a breach of contract, sent TNG a cablegram threatening to "vigorously pursue" legal, labor-board, contractual and other remedies unless the stoppage ended.

The local ordered Star members back to work, and TNG served notice that it could not pay

benefits for an unsanctioned strike. The strikers went back to their jobs after the company signed a stipulation saying there would be no reprisals.

Local officers and members of the Star bargaining committee issued a joint statement Dec. 11 saying that differences between unit and local leaders had been ironed out and reaffirming confidence in each other.

"Both the local and the inter-

national TNG have offered the Star Unit their support in obtaining a just contract for the Star membership," the statement said. "The unit leadership of the San Juan Star appreciates this support and is fully committed to working hand-in-hand with the local and the international toward this common goal."

TNG assigned International Representative Harry McCormick to assist in Star bargaining.

Guild fights dismissal of 80 at El Mundo

San Juan, P.R.—The Puerto Rico Guild is combating an attempt by El Mundo to dismiss more than 80 employees for reasons of economy.

An immediate cutback of 28 advertising, circulation, pressmen's and photoengravers' jobs—all under Guild contract—was announced in November, and 52 more are slated to get the ax in January. The company has said additional cutbacks in Guild jobs may follow.

The Guild is taking the case to arbitration, challenging the company to prove economic necessity.

Alfredo Gonzalez, Jr., local

executive secretary, said the company's recent spending practices give no evidence it is in financial straits; it gave a million dollars to help build the American Newspaper Publishers Assn.'s new headquarters in Reston, Va., he said, has been keeping two supervisory employees on the payroll for six months without their working and has been filling executive and supervisory vacancies.

Fourteen employees have agreed to resign with severance pay, and the remaining 14 affected by the initial cut were due to go off the payroll just before Christmas.

Harrisburg Guild scores 'see-no-evil' news policy

Harrisburg, Pa.—Bad news is no news, at least in economic matters, Newhouse's Patriot and News has decreed. But the Harrisburg Guild is demurring.

A local membership meeting Dec. 10 unanimously protested a newly announced policy of discouraging "enterprise" stories that paint the local economic picture in somber colors.

The policy was handed down in a memorandum from Publisher John H. Baum following publication of a number of stories on

a slump in retail sales. Baum directed that such stories should no longer be assigned.

The first casualty of the new policy was a story on how the bottom has fallen out of the recycled-paper market. Written for publication Dec. 8, it was killed.

The Guild, urging Baum to reconsider the policy, said it constitutes "prior censorship without regard for the individual merit or accuracy of news stories" and is "incompatible with the principles of a free and responsible press."

Arbiter ends farming-out of Boston jobs

Boston, Mass.—The assignment of circulation roadmen's work to a subsidiary of Hearst's Boston Herald American violated jurisdiction provisions of the Guild's contract, an arbitrator has ruled.

Arbiter Tim Bornstein ordered Hearst to immediately reassign all work performed by the subsidiary's roadmen to roadmen covered by the Boston Guild's contract.

Bornstein made the award under a clause granting all "work normally performed" by bargaining-unit members to those members. He termed the clause, patterned on that in TNG's Model Contract, "an unusually strong and categorical work-assignment clause."

At issue was work performed by three roadmen for the Old Colony News Corp., a circulation subsidiary acquired by Hearst in 1972 along with other assets of the defunct Boston Herald Traveler.

Old Colony was created by the Herald Traveler to promote a

network of exclusive franchise dealers and has served the same function for the Herald American.

But while the Herald Traveler negotiated an agreement with the Guild limiting the work Old Colony could perform and guaranteeing that it would not result in any loss of Guild jobs, Hearst refused to so much as discuss the matter.

The Guild had to obtain an unfair-labor-practice complaint from the National Labor Relations Board before the company would even give it information on Old Colony's operating procedures.

Bornstein, in upholding the Guild's claim of contract violation, noted that Hearst had conceded that Old Colony's roadmen performed work similar to the duties of Herald American roadmen.

Hearst's principal argument was that, since the work was performed for franchised dealers

rather than independent dealers, it didn't come under the contract. Bornstein termed that "irrelevant," pointing out that both types of dealers were distributors of the paper "in their own way."

The arbiter said that Old Colony's separate corporate status also made no difference, noting that the agency is "in fact a subsidiary of the employer engaged in tasks for the employer that are indistinguishable in substance from tasks performed by employees of the employer's circulation department."

While Hearst is free to operate such a subsidiary, he said, it cannot do so "in violation of its promise to the union to respect an assignment of work to bargaining-unit employees."

Hearst had warned that an award to the Guild would result in the dissolution of Old Colony and cost the three roadmen their jobs. But Bornstein said that was not "inevitable," pointing out that the Guild had indicated a willing-

ness to negotiate a new contract to seek a clause forbidding the use of sleuths against employees. It demanded that management never repeat the activity.

The salespersons, an engaged couple, were accused of spending extra-long coffee breaks and

lunch hours with each other instead of seeing their accounts.

The salesman was suspended for a month; the woman was dismissed without severance pay. The company accused her of submitting false mileage reports and failing to visit her accounts at all.

Guild President Robert Forsyth, at a grievance session, termed the hiring of detectives "despicable . . . committing immoral acts to preserve morality."

General Manager Edward R. Padilla said the device was "as distasteful to us as it is to the Guild" but refused to give "a 1,000-percent guarantee that it will never happen again."

The membership authorized taking the case to arbitration.

On employees' trail

Sacramento hits use of detectives

Sacramento, Calif.—The Sacramento Guild, armed with an angry membership resolution, is combating action against two advertising salespersons disciplined after Copley's Sacramento Union had private detectives follow them on their rounds.

The membership meeting di-

Pay up 30% in 3-year Aufbau pact

New York City—Increases of 10 percent the first year and five percent in each of the second and third have been won by the New York Guild at the German-language daily Aufbau.

The increases will raise the salary of the highest-paid employee \$39.15, to \$223.15. The con-

tract has no minimums. A cost-of-living clause provides additional raises in the second and third years to compensate for any increases between seven and 10 percent in the Consumer Price Index.

The Guild also won a 10th paid holiday and jury-duty pay.



Birth of a council

Delegates from Canadian Guild locals meet in Winnipeg to organize a national council to coordinate Guild activity at F.P. Publications papers. The council was organized on the initiative of William H.

McLeman, the Guild's Canadian director (seated, book in hand, next to lamp). To his left is TNG International Representative Charles Dale, who is leading F.P. bargaining in Winnipeg.

Guild wins tentative 1st pact in Winnipeg

Winnipeg, Man.—The Guild has negotiated a tentative initial contract with Southern's Winnipeg Tribune but faces a representation challenge at the city's other newspaper, F.P. Publications' Free Press.

TNG International Representative Charles Dale, who helped negotiate the Tribune settlement, termed it "historic—the first

Guild contract with a daily newspaper on the Canadian prairies."

Terms of the three-year settlement were not announced pending ratification of the agreement. Dale said a meeting for that purpose will not be held until January.

At the Free Press, where the Guild has also been seeking an initial contract, months of fruit-

less bargaining was climaxed by the filing of a certification petition in mid-November by a newly organized group, the Independent Assn. of Newspaper Employees. It submitted cards signed by just over the required 35 percent of bargaining-unit employees.

Association requests for an immediate election and an order suspending Guild bargaining were denied by the Manitoba Labour Relations Board Dec. 9. A hearing on its certification petition will be held in January.

A Guild statement distributed after the petition was filed said the association was "trying to replace a legitimate union with thousands of members with a powerless organization that is clearly more attuned to the interests of the company than it is to the needs of Free Press employees."

Dale complimented Tribune management for its bargaining attitude, saying "it was a pleasure to deal in this city with a newspaper management that evidences a strong belief in the free collective-bargaining process" and "reflects a concern for the needs and interests of its employees."

"It would be nice," he added, "if the other newspaper in Winnipeg adopted a similar philosophy and attitude in its bargaining relationship with the Guild-organized editorial and advertising-department employees at the Free Press."

There, he said, the Guild has been attempting to negotiate a contract for 10 months, but "not a single word has been agreed to by the Free Press management." The Guild, meanwhile, is assisting some 250 youthful Tribune and Free Press carriers and their parents who organized a committee Dec. 1 to draft complaints and meet with the papers' managements.

The symposium was sponsored by the Johnson Foundation, the American Society of Newspaper Editors, the Inter-American Press Foundation, the IPI and the Society of Professional Journalists—Sigma Delta Chi.

A continuing committee was appointed to follow through on ideas advanced during the symposium. It consists of Richard Leonard, editor of the Milwaukee Journal and conference chairman; William Heine, editor of the London (Ont.) Free Press, and Millard Browne, editorial-page editor of the Buffalo Evening News.

Montreal wins extra C-O-L raises

Montreal, Que.—The Guild has won extracontractual cost-of-living increases ranging from \$4 to \$7 for maintenance and delivery employees of the Montreal Star.

The agreement doubles wage increases that took effect Oct. 27, raising the top minimum for drivers an extra \$7 a week, to \$206, and the top minimum for janitors

an extra \$5, to \$155.70.

The increases awarded delivery employees were in line with 20-cent-an-hour cost-of-living raises announced by Montreal trucking firms a few days after the Guild-Star agreement.

In September, the Star granted unscheduled increases to circulation employees for whom the Guild had shortly before filed a repre-

sentation petition.

The Guild asked for cost-of-living increases for all Guild-covered employees in the light of unprecedented price increases. But management argued that editorial employees had just received a contractual \$20 increase in September and that an initial contract for advertising employees had just been negotiated.

Dale was among Winnipeg union representatives who addressed the meeting, organized with the assistance of the Manitoba Government Employees Assn. Carriers and their parents complained of inadequate remuneration, difficult working conditions and unfair fines.

Dale said the Guild was in no position to organize the carriers but promised it would contribute \$250 "to help get you going."

Dale described carriers as "the last bastion of slave labor." He urged them and their parents to take a firm stand against inequities, noting that 95 percent of the city's newspapers are delivered by carrier.

"I hope carriers realize the muscle they've got," he said. "Those papers would rot on the dock if carriers said 'no' and refused to deliver them."

Officers urged to apply for Guild scholarship

Guild locals have been urged to make continuing commitments to the Guild's Irving Leichter Memorial Scholarship to the Harvard Trade Union Program and to have their officers apply for the 1975 scholarship.

The scholarship is for a 12-week residential course of union education from Feb. 12 through May 8. The deadline for applications is Jan. 15.

TNG Administrative Operations Director Ellis T. Baker announced the deadline in a Dec. 13 letter to locals. A letter reminding locals of a Jan. 17 deadline for Guild Service Award nominations went out simultaneously.

Half the \$3,000 Harvard scholarship is financed by a \$1,000 contribution from TNG and \$500 from Harvard. The rest must come from contributions by Guild locals.

The Twin Cities Guild contributes \$300 annually, and the Toledo Guild \$150. Other locals have made contributions of from \$25 to \$500 in the past, and this year 10 locals and individuals have contributed a total of \$405 in memory of TNG International Representative J. Ed Allen, whose widow, Barbara, asked that any expressions of respect following

Chain council organized to counter F.P.

Winnipeg, Man.—Concerned over increasing conflict at F.P. Publications newspapers, delegates from six Canadian Guild locals have organized a chain council to mobilize the Guild's strength there.

The council was formed at a meeting here the weekend of Nov. 30 and Dec. 1. It is the first chainwide Guild council in Canada.

Fifteen delegates representing 2,340 Guild members at the Victoria Colonist and Times, Vancouver Sun, Winnipeg Free Press, Toronto Globe & Mail, Montreal Star and Ottawa Journal, attended the founding session.

The council plans to coordinate mutual assistance in organizing and bargaining at F.P. papers and serve as a clearinghouse for the exchange of information. A steering committee was named to work out a council structure, which will be submitted to participating locals for ratification.

William H. McLeman, the Guild's Canadian director, initiated formation of the council following disputes at four Guild-organized F.P. papers this year and the possibility of conflict at the remaining three in coming months.

McLeman particularly scored F.P.'s tactics at the Winnipeg Free Press, where Guild members have been attempting to negotiate an initial contract for 18 months. He accused the company of "seemingly endless stall tactics."

McLeman said management of the Free Press has rejected such basic contract benefits as job security, paid sick leave, grievance machinery, night differentials and protection from job losses resulting from automation.

Nor has the rate of increase in our members' wages over the past 10 years kept pace with the rates of increase for too many other workers in other industries.

Nor, as demonstrated by an analysis of principal publicly held publishing companies in both the U.S. and Canada, has it kept pace with the earnings of the industry that employs our members.

The title of that segment of the wage conference—"Progress and Poverty"—was an accurate assessment. For if we are only relatively poor, we also have made relatively little progress in terms of "real" dollars of constant purchasing power.

Current dollar figures are deceptive, and our analyses of wages, prices and profits clearly show that too many of our members are being deceived by them. "A Dollar Ain't a Dollar Any More," was the title

of one of the songs Joe Glazer sang for us. How right he is!

The cost of living in both the U.S. and Canada has been escalating at a 12-percent rate. Both we and our members must begin to understand what that means in lost dollars and conduct our bargaining accordingly. There must be no more single-digit increases in the face of double-digit inflation.

We, the delegates to TNG's 1974 wage conference, believe that our bargaining momentum must be



The wage conference at work

THE GUILD REPORTER

Wage Conference Section

'We can get the money...and we will'

Following is the statement adopted at the conclusion of the Guild's Dec. 7 and 8 wage conference in Washington and distributed immediately to locals with an injunction from TNG President Charles A. Perlik, Jr., to "set in motion machinery to achieve its purposes and objectives."

IN THE MID-'60s, in the wake of the Guild's last wage conference in 1962, wage bargaining in the Guild achieved an unprecedented momentum that resulted in the highest wage gains in our history in the fiscal (and contract) year ended March 31, 1972.

In the U.S., that momentum was halted abruptly by the imposition of wage controls late in 1971. We have not yet succeeded in regaining it.

In Canada, in the absence of wage controls, that momentum has continued and even accelerated.

But, as the comparative analyses of prices, profits and Guild wages presented to this wage conference demonstrate, while Guild wage bargaining has achieved impressive dollar gains over the past 10 years, it has not succeeded in keeping pace with the combined increase in cost of living and national average productivity, much less in raising the wages of our members to a level fully commensurate with their skills and responsibilities—in either the U.S. or Canada.

Nor has the rate of increase in our members' wages over the past 10 years kept pace with the rates of increase for too many other workers in other industries.

Nor, as demonstrated by an analysis of principal publicly held publishing companies in both the U.S. and Canada, has it kept pace with the earnings of the industry that employs our members.

The title of that segment of the wage conference—"Progress and Poverty"—was an accurate assessment. For if we are only relatively poor, we also have made relatively little progress in terms of "real" dollars of constant purchasing power.

Current dollar figures are deceptive, and our analyses of wages, prices and profits clearly show that too many of our members are being deceived by them. "A Dollar Ain't a Dollar Any More," was the title

of one of the songs Joe Glazer sang for us. How right he is!

The cost of living in both the U.S. and Canada has been escalating at a 12-percent rate. Both we and our members must begin to understand what that means in lost dollars and conduct our bargaining accordingly. There must be no more single-digit increases in the face of double-digit inflation.

We, the delegates to TNG's 1974 wage conference, believe that our bargaining momentum must be

restored—and accelerated—throughout the Guild. We must mobilize our full strength to raise our members' wages, not only to keep pace with cost of living and productivity but also to a level fully commensurate with their skills and responsibilities—and their contributions to the effective functioning of our democratic societies. It must be done now!

Our Canadian experience, as reported to the conference by Canadian Director William McLeman, is instructive.

Our Canadian members have set their wage sights high, and they have taken job actions necessary to achieve them.

They have maximized their bargaining strength by coordinating their bargaining with that of the other unions in their shops.

And they have won their wage gains in direct increases established at the bargaining table.

So have some other locals elsewhere in the Guild, but if we are to restore our momentum throughout all the Guild, we believe it is essential that:

1 We raise the sights of our members and their fellow workers. We recommend that the compara-

2 tive wage, price and profits analyses that were presented to this conference be distributed to all locals and that locals disseminate pertinent data to their members.

3 When a local is unable to negotiate directly the wage increases mandated by rising living costs plus the other increases its members are entitled to, it, in consultation with TNG, should seek properly designed cost-of-living clauses. A properly designed cost-of-living clause should be both topless and bottomless; it should pay off regularly and frequently, and it should compensate for the rising cost of living point by point. Otherwise, it will, in effect, build a pay cut into the contract.

4 In order to maximum their bargaining strength, locals should initiate coordinated bargaining with other unions and take whatever job action is necessary to attain their wage objectives. TNG and the International Typographical Union already are meeting to seek to shape a common collective-bargaining policy with an eye to coalition bargaining, joint bargaining committees and common contract-expiration dates.

5 We should continue to oppose imposition of wage and price controls. We experienced their inequities under the Nixon stabilization program. Wages were stabilized; prices and profits—including those in our industry—continued to rise. The publishers and their employees do not stand on level ground where controls are concerned. We, and other workers, have much catching up to do—and every right to do it.

6 John F. Kennedy once called newspaper people "the last of the talented poor."

He, too, was speaking relatively.

But what he said was true when he said it, it was true 10 years ago, and it is true today.

We must not let it continue to be true tomorrow. We and the other unions in our industry must recognize that if there is an "enemy," it's the publisher, not each other. He has the money. We are entitled to it. We are worth it. If we combine our forces, we can get it. And we will get it!

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Goldfinger: 'No alternative' to a wage push

"WORKERS AND THEIR UNIONS have no alternative but to seek larger wage increases and cost-of-living protection for themselves, their families and their buying power."

With these words, Nat Goldfinger, U.S. labor's top economist, keynoted the wage conference that sent delegates home geared to mobilizing the Guild's full strength behind an accelerated drive for higher wages.

"The wage increases that you people will be trying to get in the next few months . . . are largely an attempt to catch up with the fantastic rise in living costs," the AFL-CIO's research director declared.

Goldfinger said it is desirable to seek cost-of-living escalator clauses but stressed that it is important to remove ceilings many of them contain and to improve the formula for increases.

Warning that renewed government economic controls are a possibility in the United States, although far from a certainty, Goldfinger urged the delegates to "get as much as you can as fast as you can" and to seek language that would preserve contract gains following the end of any controls period.

The AFL-CIO, he said, is prepared to fight any attempt to reinstitute controls of the type imposed by President Nixon and also to resist any renewal of wage guidelines.

"Wage guidelines are as oppressive as wage controls," Goldfinger said, citing the fact that employers are a built-in enforcer of wage increases while price guidelines have no such built-in enforcement.

He predicted that controls, if they come, will be short-lived, in any case.

THE 12-PERCENT INCREASE in living costs during the past year and the 14-percent rate of increase in the past three months is the steepest in the United States since World War II, Goldfinger said.

There is general agreement, he said, that wage increases were "an insignificant factor" in creating the current inflation.

"Accelerated inflation in the past two years has been washing out the value of working people's wage increases," he said.

In October, the average worker's buying power fell 4.9 percent from the year before, the sharpest drop in 28 years. It was the 20th consecutive month in which that buying power had fallen, he added.

U.S. union contracts in the past year have provided an average increase of 11.1 percent in the first year, he reported, as workers have sought to keep pace.

On the other hand, he cited the "social unfairness" and "economic unbalance" created by soaring prices.

Profits after taxes were up 30 percent in 1974's third quarter, he said, despite the deepening recession, and were up 19.6 percent for the three quarters.

These profit increases, he said, come on top of increases of 26 percent in 1973, 25 percent in 1972 and 17 percent in 1971—the years of Nixon's economic controls.

The economic necessity for unions is clear, he said: "We as trade unionists have no alternative but to get the biggest damn settlement we can."

'More' isn't enough

Guild settlements in the first eight months of fiscal 1974-75 provide two-year, key-minimum increases averaging \$46.94, a bargaining pace second only to that of 1971-72 and 20 percent ahead of last year, J. William Blatz, TNG's director of field operations, told the wage conference.

But, he added, those are "deceptive dollars." With the cost of living alone up 12 percent, he said, first-year increases have averaged only 8.7 percent overall—7.4 percent in the United States and 18.3 percent in Canada. The largest U.S. increase has been 9.9 percent, the lowest, 3.2 percent.

Joint bargaining: a key to major pay gains

COORDINATED BARGAINING with craft unions is an important key to major pay gains, the Guild's wage conference was told.

Canadian Director William H. McLeman and administrative officers from the San Francisco Bay area and Hawaii told the conference how it was accomplished in their areas. And Richard Prosten, research director of the AFL-CIO Industrial Union Department and a former coordinator of its coordinated-bargaining program, related how other unions have done it.

Joint bargaining in Canada started in Vancouver, McLeman reported in a panel discussion on the Guild's experience. It was so successful there that it spread to Victoria and across the country, until every Canadian contract bargained in the past year has been settled via that route, he said.

It was the publishers' "divide and conquer" tactics that led to common union action in Vancouver, he related. It took time to develop mutual trust, he said; the unions held small meetings of their members to "sell" them each others' bargaining positions.

First, McLeman said, each union negotiates separately on its own special issues, but even then the unions have representatives sitting in on each others' negotiations. If these issues are not resolved individually, he said, they become common issues in the coordinated bargaining that follows.

"If one union is not satisfied, none of us is satisfied," he declared.

THE PRINCIPLE ALSO HOLDS in Honolulu, Hawaii Administrative Officer Roy Kruse reported. And there, too, he said, unsettled individual issues, from parity for classified employees to uniforms for pressmen, become common issues.

Coordinated bargaining in Honolulu, initiated by the Guild and the International Longshoremen's and Warehousemen's Union, which represents drivers,



President Perlik makes a point.

has been operating successfully for some 16 years, Kruse said. But, he emphasized, you can't just do it every three years [at contract-renewal time], you have to do it daily."

Thus, Kruse reported, he meets regularly with Typographical Union leaders and spends 20 percent of his time helping them and other unions resolve their grievances.

In the San Francisco Bay Area—scene of the most complex joint bargaining in which the Guild engages, involving the most unions and employers—Fred D. Fletcher, San Francisco-Oakland Guild executive secretary, reported that the path to joint action for 4,000 employees was "a rocky one."

Without mediator Sam Kagel as midwife, Fletcher said, he doubted that it would have taken place in at least two of the three bargaining rounds in which it produced settlements.

As in Vancouver and Honolulu, he reported, non-economic issues are bargained individually before economic issues come up for joint negotiations. The Guild has been successful in winning some of its individual demands, he reported, but others have had to be dropped.

Guild members have responded to joint bargaining with "mixed sentiments," Fletcher noted. But, he said, "I think it can be shown that this has worked out as a plus for my local."

INTERNATIONAL REPRESENTATIVE Charles Dale, introduced by Field Operations Director J. William Blatz as "the godfather" of coordinated bargaining in Vancouver, Honolulu and San Francisco-Oakland, said joint printing operations in each case facilitated the step. But the Guild made it possible, he said, by convincing the other unions it was "a good idea."

International Representative Willard Hatch, the fifth member of the panel, said that failure to apply the principle that unless each union has a satisfactory settlement, no union has one, was the factor mainly responsible for the weakness of recent coordinated negotiations in Detroit.

In individual bargaining, Prosten noted, the company is often in a position to select the weakest union, settle with it on inferior terms and force the settlement pattern on the remaining unions.

But while coordinated bargaining has been a tool producing better settlements, he said, many companies that initially opposed it have come to welcome it as a simplification of their bargaining.

In coordinated bargaining, he stated, "any kind of action by employees is bound to be more effective than if they did it alone."

Prosten, a former Guild unit chairman at the IUD, warned that coordinated bargaining requires some "sacrifices."

He listed "traditional" expiration dates and "some autonomy" among the things that must be surrendered to make coordinated bargaining possible.

"You have to be ready to give up something," he said. "You have to be ready to trade off some of those traditions for positive gains in collective bargaining."

Blatz and TNG President Charles A. Perlik, Jr., discussed the progress of recent discussions to cement relations on the international level with the Typographical Union.

"None of us can go it alone," Blatz said, "and it's time we got together."

Canada has been 8.7 percent—7.4 in the United States, 18.3 in Canada.

"The figures we're dealing with are mind-boggling," Blatz said, noting that while recently effective cost-of-living increases at the Washington Star-News combine with contractual raises to produce a \$72 total at the key top-minimum level over two years, full compensation for increases in the cost of living in the last 22 months would require \$77.

The past year's 12-percent cost-of-living increase plus the average annual productivity increase would require increases of 15 percent, Blatz noted. He said that would mandate increases of roughly \$22 at the \$150 salary level—the average increase locals have been getting at the average reporter top-minimum level of \$271.

Business jobs to get key

Guild locals henceforth will be required to select a business-office job in each shop as a key job in that department and propose that its top minimum salary equal those for other key classifications.

TNG President Charles A. Perlik, Jr., announced the change in the Guild's Model Contract at the close of the wage conference.

TNG's Collective Bargaining Program has called for inclusion of a business-office job among key classifications for many years, Perlik noted, but he said the difficulty of establishing a common job as the key one at different newspapers has delayed its inclusion in the Model Contract.

A Dollar Ain't a Dollar Any More

(As sung by Joe Glazer, "labor's troubador," to the tune of "The Old Gray Mare" at the Guild's wage conference.)

I was feeling kind of hungry so I thought I'd buy some bread,
And I went into the corner grocery store.
I put down the usual money, but the grocer shook his head,
'Cause a dollar ain't a dollar any more.

CHORUS: A dollar bill don't buy what it used to,
Don't buy what it used to,
Don't buy what it used to,
A dollar bill don't buy what it used to,
'Cause a dollar ain't a dollar any more.

Now I live in a rooming house; my room is awful small.
As a matter of fact it's only two by four.
Then the landlord raised the rent, and now I'm living in the wall,
'Cause a dollar ain't a dollar any more.

Meat is up and clothes are up and all the kids need shoes,
And the price of sugar's climbing to the moon.
And I'm gonna have to pour some extra water in the booze,
If I don't get a big raise pretty soon.

'Progress and Poverty': taking our measure

WHILE GUILD WAGE BARGAINING has achieved impressive dollar gains over the past 10 years, it has not succeeded in keeping pace with the combined increase in cost-of-living and national average productivity... nor... with the rates of increase for too many other workers... nor... with the earnings of the industry that employs our members.

These conclusions in the wage conference's statement were drawn from more than 50 pages of statistical material, spanning the last decade, which was the core of delegates' opening-day work sessions.

Two extensive tables (abbreviated, combined and reproduced at the top of Page A4) measured year by year the average increases in reporter top minimums in the United States and Canada against changes in the cost-of-living, alone and in combination with productivity.

They show that since 1964 in the United States and 1965 in Canada, the average reporter top had increased at a greater rate than living costs until the contract year ending last April, TNG Administrative Operations Director Ellis T. Baker, who chaired the conference, pointed out.

And, he emphasized, when wage progress is measured against the more adequate benchmark of productivity combined with cost of living, the drop-off occurred a year earlier in the United States—coinciding with the impact of wage controls—but not at all in Canada.

Another extensive table (also abbreviated and reproduced on Page A4), measuring advances of six selected average minimums against the combined benchmark, showed that five in the United States and four in Canada fared better over the span than the sixth, the average reporter top minimum.

A contract-by-contract comparison of U.S. reporter top minimums and take-home pay in terms of current dollars as well as "real" 1964 dollars showed that the minimums in eight contracts lost ground to inflation during the past 10½ years, by 38 cents to \$11.05.

"Real" U.S. take-home pay failed to keep pace in 17 contracts, by 63 cents to \$14.86. The highest "real" minimum increase was \$81.05, at the Washington Star-News; the lowest was 52 cents, in Albany. The highest "real" take-home increase was \$52.64, also at the Star-News; the lowest was 32 cents at the Kenosha News. The average "real" minimum in-

crease in the 106 U.S. contracts measurable was \$26.67—or \$2.54 a year. The average "real" take-home increase was \$13.25—or \$1.26 a year.

A corresponding examination of Canadian newspaper contracts showed that while no contract's "real" reporter top minimum failed to stay ahead of inflation, "real" take-home pay at the Toronto Globe & Mail was 93 cents a week less Oct. 1 than it had been 130 months earlier.

The highest "real" minimum increase in Canada was \$51.01, in Victoria; the lowest was \$20.64, at the Globe & Mail. The highest "real" take-home increase was \$23.47, also in Victoria. The average "real" minimum increase was \$33.03 over the period, \$3.14½ a year. The average "real" take-home increase was \$9.84 for the period, 94 cents a year.

A COMPARISON OF THREE selected Guild minimums with the Bureau of Labor Statistics' three Urban Family Budgets for 25 cities, adjusted for cost-of-living increases through October, showed:

• Top minimums for the lowest clerical classification were higher than the "lower" budget in only two cities, New York and Washington.

• Starting-reporter minimums were higher than the "lower" budget in just over half (14) of the cities but below the "intermediate" budget in all but one city, New York.

• Reporter top minimums were higher than the "intermediate" budget in all but four of the cities but ahead of BLS's "higher" budget in only one city, Washington.

Bricklayers working the same basic work-week as reporters make more in all but four of 41 U.S. cities for which building-trades rates were compared with three Guild minimums. Only in New York, St. Louis and Washington do reporters at top minimum make more. In Detroit, they're about even.

Only in New York do reporters on the starting minimum make more than building laborers; district managers are ahead of the laborers' rates in nine cities—Boston, Denver, Manchester, Minneapolis, New York, Portland, San Diego, Seattle and Wilmington. They're about even in San Antonio.

U.S. building-trades rates went up 92 percent from July 1964 to July 1974 while the average U.S. reporter top minimum was going up 85.5 percent.

In Canada, building-trades rates increased an average of 133.7 percent from 1964 through last March while the average reporter top went up 86.2 percent.

Comparison of Steelworker office-job rates with Guild minimums in 16 "steel cities" showed that Steelworker increases of 116 to 126 percent since 1964 have outstripped Guild gains in each case.

The result: The only Guild stenographer top even with the Steelworkers' rate in 1964, in Detroit, had fallen \$9 behind, at \$198, by this October.

While Guild clerks were ahead of Steelworkers' clerks in four cities in 1964, they, too, are now behind, with the closest, at \$169 in Detroit, lagging \$21.

And the top Steelworker rates are achieved in less than a year, while Guild tops require as much as five years' experience.

MEANWHILE, STATISTICS INTRODUCED at the conference showed, street sweepers in San Francisco will go to \$17,000 a year in 1975, garbage collectors in Anchorage, Alaska, now at \$15,415, will go to \$18,399 in 1976, the average business-publication ad-salesperson made \$23,370 in Chicago in 1972 and union network TV correspondents had an average base wage of \$41,500 in 1974. The average U.S. Guild reporter top on Oct. 1 would produce \$14,234

annually, the display-sales average top, \$14,289.

And, Baker pointed out, from 1964 to 1972, average Canadian wage rates in logging went up 92 percent; in transportation, 79 percent; in retail trade, 78 percent; in mining, 73 percent, and in hospitals, laundries, hotels and restaurants, 72 percent, while the average reporter top was going up 63 percent.

However, Baker noted, the average Guild reporter top at U.S. and Canadian papers with printers' union contracts has increased faster than the scale for journeymen printers during the decade: 92 percent as against 80 percent.

But, he pointed out, despite the fact that the Guild reporter-top average itself has been higher than the average newspaper printers' scale for at least two decades, the reporters are still less than a dollar ahead on four papers, are even on three and remain behind printers' scales on 13 papers.

TNG Research and Information Director Jim Cesnik said the industry appears well able to meet Guild members' escalated wage needs. He reviewed elaborate 10-year tables of revenues and after-tax profits of 17 public U.S. and Canadian publishing firms and related data with conference delegates. (The profit table appears in abbreviated form on Page A4.)

"By every yardstick that can be applied, our members are working for a healthy and growing industry," he said, "one that breezed through the '70-'71 recession with only scattered pauses and one that can be counted on to weather the current one as well."

He pointed to the manifestly disparate effects of President Nixon's economic controls on newspaper corporations' profits, on the one hand, and on the U.S. average reporter top minimum, on the other.

While four of the dozen U.S. firms measured had profit dips through 1974's first nine months, he noted, they still maintained healthy profit-to-revenue ratios.

Pointing to a comparison of the increase in newsprint prices, average reporter top minimums and living costs, Cesnik suggested that equity demands that if publishers find the cash to meet the increased cost of newsprint, they do the same to meet the increased cost of their employees.

He pointed to a Newspaper Information Committee chart showing that newsprint's share of publishing costs is about 29 percent for a 500,000-circulation daily, about 20 percent for a 50,000-circulation daily and about nine percent for a 10,000-circulation daily.

"Newsprint-price hikes certainly shouldn't affect our small-daily units' drive for parity with their bigger brothers," he concluded.

'Starting' at the top

Minimums vs. 1974 U.S. graduates' salaries

Bachelor's degree	
Engineering	\$229
Accounting	212
Math—statistics	196
Marketing	190
Business administration	174
Liberal arts	171
Average U.S. beginning reporter minimum (10/74)	169
Master's degree	
Business administration	
Technical undergrad degree	\$275
Nontechnical undergrad degree	264
Engineering	262
Accounting	262
Other nontechnical degree	250
Average U.S. top reporter minimum (10/74)	274

"You can't screw all of the workers all of the time."

—Top official of a major financial institution commenting on the failure of wages to keep pace with rising living costs, as quoted by Hobart Rowen in the Washington Post.

ment index disappear or be replaced by a new one, so that new protection can be bargained.

Many of the escalator clauses now in Guild contracts have floors pegged so high that their protection is minimal or nonexistent, Blatz said. He cited, as an example, one contract that provides a 5.67-percent

basic increase and an escalator clause that does not take effect until prices increase by eight percent.

That, he said, is "a built-in pay cut before you start to recover some money."

Ideally, Blatz said, cost-of-living clauses should trigger monthly, so that the increase in living costs can be compensated for quickly. Most clauses trigger quarterly or annually, he said, and thus deny employees compensation for the interim period.

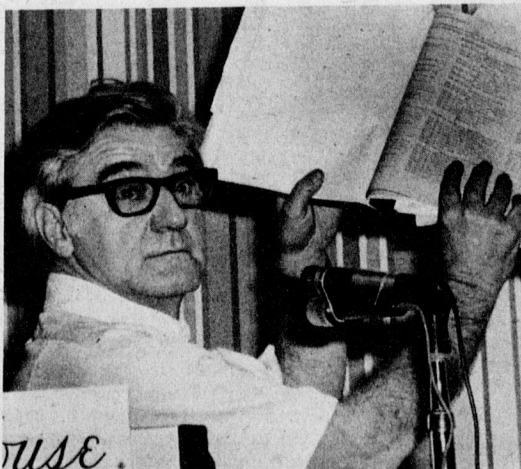
Not even the quickest-acting cost-of-living clause can make up for past price increases, however, Blatz pointed out.

A percentage formula of the type negotiated in most Guild contracts is generally superior to one providing a specific number of cents per hour for specific increases in the index, Blatz said. Cost-of-living increases should be added to minimums as well as salaries, he said, and no clause should permit wages to be eroded if prices go down.

WHILE ESCALATOR CLAUSES can be "extremely helpful" in times of rampant inflation, Blatz said, it has been Guild policy not to propose them at the start of bargaining.

Rather, he said, locals should "bargain hard and get the best dollar on the table." Then, he said, if that is unsatisfactory, an escalator clause should be proposed.

Most recent Guild bargaining, despite the large dollar amount of increases it has produced, has been "an advance to the rear," Blatz declared. Not one recent U.S. settlement has achieved the 12-percent cost-of-living increase of the past year, he reported, and the over-all average in the United States and



TNG's J. William Blatz cites some figures.

Reporter top minimums—the uneven race

This table shows the extent to which the average Guild reporter top minimums in U.S. and Canadian contracts have kept pace (or failed to keep pace) with changes in the cost of living and productivity, and the two combined, from year to year over the 10-year period 1964-74. The bottom line carries the comparisons forward from April 1974 to Oct. 1.

Cost of living is measured by the National Consumer Price Index, productivity by the index of output per man-hour for the total private economy in the United States and by

the index of aggregate productivity-trend output per man-hour, commercial industries, in Canada. The most recent available Canadian productivity index—which is computed annually—is for 1972. Thus, the Canadian comparisons for 1973 and 1974 take into account only changes in the cost of living, not productivity. Percentages are to the nearest whole digit. The bold-face figures in the far-right column show U.S. wage-bargaining momentum cut short by imposition of economic controls late in 1971.

United States									
Date	Average top	Percent increase	COL % increase	Minimum by COL	Productivity % increase	Minimum by productivity	Productivity & COL % increase	Minimum required	Increase as % of requirement
4/1/64	\$142.83								
3/1/65	146.47	2.5	1.1	\$144.37	2.4	\$146.30	3.5	\$147.88	72
4/1/66	153.22	4.6	2.9	150.70	5.0	153.73	8.0	158.17	58
4/1/67	158.62	3.5	2.7	157.36	1.1	154.95	3.9	159.13	91
4/1/68	167.18	5.4	3.9	164.87	3.4	163.93	7.4	170.40	73
4/1/69	177.63	6.3	5.1	175.64	1.8	170.14	6.9	178.74	90
4/1/70	193.33	8.8	6.0	188.32	-0.7	176.43	5.3	187.05	167
4/1/71	208.45	7.8	4.6	202.28	4.5	201.97	9.3	211.32	84
4/1/72	229.09	9.9	3.5	215.76	3.0	214.66	6.6	222.18	150
4/1/73	246.53	7.6	4.7	239.80	5.7	242.13	10.6	253.45	72
4/1/74	264.58	7.3	10.2	271.79	-2.6	240.21	7.4	264.82	99
10/1/74	273.74	3.5	6.2	280.85	-0.6	262.96	5.5	279.13	63
Canada									
4/1/64	\$128.48								
3/1/65	127.70	-0.6	1.9	\$130.95	4.0	\$133.63	6.0	\$136.20	-10
4/1/66	131.78	3.2	3.8	132.51	5.1	134.23	9.1	139.28	35
4/1/67	138.37	5.0	2.9	135.61	1.6	133.88	4.5	137.77	110
4/1/68	146.10	5.6	4.6	144.72	6.8	147.71	11.6	154.48	48
4/1/69	157.14	7.6	3.9	151.77	3.7	151.47	7.7	157.35	98
4/1/70	167.93	6.9	4.6	164.41	3.3	162.38	8.1	169.89	85
4/1/71	183.42	9.2	1.9	171.06	4.7	175.88	9.0	179.16	138
4/1/72	197.99	7.9	4.6	191.94	4.1	190.99	6.0	209.95	165
4/1/73	217.75	10.0	6.0	209.95	—	—	—	240.32	86
4/1/74	237.11	8.9	10.4	240.32	—	—	—	251.56	112
10/1/74	253.32	6.8	6.1	251.56	—	—	—	—	—

The wage lag—a tale of six jobs

This table shows how minimums for five varied Guild jobs, including the starting minimum for one, reporter, have fared in comparison with increases in prices and productivity, separately and in combination, from 1964 to 1974. The cost of living and productivity are

measured by the appropriate indexes in the United States and Canada; Canadian productivity computations utilize 1972 figures, the latest available. Percentages are rounded to the nearest whole digit.

United States									
Minimum	Average 4/1/64*	Average 10/1/74	Percent increase	COL % increase	Minimum by COL	Productivity % increase	Minimum by productivity	Productivity & COL % increase	Increase as % of requirement
Reporter top	\$142.83	\$273.74	91.7	64.0	\$234.30	25.1	\$178.62	105.1	87
Reporter start	84.24	157.14	86.5	64.0	132.51	25.1	101.02	105.1	104
District-manager top	110.60	258.43	133.7	63.7	117.13	38.5	99.11	126.8	92
Classified-inside top	83.26	145.80	75.1	63.7	136.32	38.5	115.34	126.8	59
Stenographer top	72.41	154.95	114.0	63.7	118.55	38.5	100.31	126.8	90
Key-punch top	84.24	173.61	106.1	54.8	130.41	26.7	106.74	96.2	110
Canada									
Reporter top	\$128.48	\$253.32	97.2	63.7	\$210.35	38.5	\$177.99	126.8	77
Reporter start	71.54	155.28	117.1	63.7	117.13	38.5	99.11	126.8	92
District-manager top	110.60	258.43	133.7	63.7	118.08	38.5	153.22	126.8	105
Classified-inside top	83.26	145.80	75.1	63.7	136.32	38.5	115.34	126.8	59
Stenographer top	72.41	154.95	114.0	63.7	118.55	38.5	100.31	126.8	90
Key-punch top	84.24	173.61	106.1	54.8	130.41	26.7	106.74	96.2	110

* Progress in key-punch minimums is measured from April 1, 1966.

The public publishers' after-tax profits—1964-1974¹

United States									
Companies	1964 profits	1973 profits	10-year increase %	'72 vs. '71 % change	'73 vs. '72 % change	Jan.-Sept. 1974	1974 vs. 1973 period % change	1974 % profit to revenue	1973 % profit to revenue
Booth	\$ 5,647,396	\$ 11,055,000	96	+15.2	+17.0	\$ 8,080,000	+18.0	7.1	8.1
CapCities	2,739,000	20,145,580	636	+30.0	+18.4	15,346,000	+ 8.9	15.8	13.4
Dow Jones	7,810,513	23,292,408	198	+30.0	+17.3	16,210,000	- 2.4	11.5	12.9
Gannett	5,705,564	28,794,008	405	+15.5	+23.9	22,346,570	+20.0	9.3	9.6
Knight	4,613,259	22,067,968	378	+31.0	+ 6.0	14,779,000	- 4.9	5.3	6.5
Lee	1,722,000	4,744,208	176	+23.1	+13.0	5,527,000	+16.5	11.4	10.5
Media General	1,696,000	8,676,780	412	+10.3	+ 8.7	6,384,000	- 6.7	6.1	6.9
Multimedia	1,683,806	5,956,826	254	+21.0	+ 7.2	4,920,017	+17.0	11.9	11.8
N.Y. Times	4,253,000	17,610,000	314	+30.2	+29.4	16,000,000	+14.8	5.6	4.9
Ridder	2,536,854	14,652,777	478	+ 4.3	+18.3	9,787,000	- 2.8	7.3	8.8
Times Mirror	17,017,000	54,907,000	223	+20.0	+30.0	46,346,000	+12.4	8.2	7.8
Washington Post	5,305,000	13,334,000	151	+35.7	+37.0	9,053,000	+ 7.7	4.5	5.4
Subtotals	\$60,729,392	\$225,236,555	271	+19.2	+20.7	\$174,778,641	+ 8.5	7.5	8.1
Time Inc.	26,526,000	47,520,000	79	- 3.7	+49.0	35,992,000	+16.9	6.1	6.5
Totals	\$87,255,392	\$272,756,555	213	+16.2	+30.5	\$210,770,641	+ 9.8	7.2	7.8
Average, all U.S. manufacturing industries								5.8 ²	4.7
U.S. average reporter top	\$146.17	\$255.56	74.8	+ 9.4	+ 6.1	\$273.74	+ 8.3		5.2
Canada									
Southam	\$ 4,723,587	\$ 18,763,000	297	+38.1	+32.0	\$ 14,873,000	+15.7	9.4	9.9
Toronto Star	984,953	7,117,000	623	+39.1	+53.0	6,955,000 ³	+ 9.2	8.2	7.4
Sun Publishing	738,27	3,658,000	396	+18.0	+29.0	2,141,873 ³	+39.0		
Totals	\$ 6,446,567	\$ 29,538,000	358	+35.3	+37.6	\$ 23,969,873	+15.4	9.7	10.3
Average, all Canadian manufacturing corporations								5.6	4.9
Canada average reporter top	\$127.36	\$230.01	80.6	+ 9.6	+ 9.9	\$253.32	+12.3		5.2
International									
Thomson ⁴	\$ 5,217,519	\$ 25,966,008	398	+17.0	+21.3	\$ 13,100,612 ⁵	+10.0	15.9	16.5
TNG average reporter top	\$144.94	\$253.83	75.1	+ 9.3	+ 6.3	\$271.67	+ 8.5		9.4

Canada									
Southam	\$ 4,723,587	\$ 18,763,000	297	+38.1	+32.0	\$ 14,873,000	+15.7	9.4	9.9
Toronto Star	984,953	7,117,000	623	+39.1	+53.0	6,955,000 ³	+ 9.2	8.2	7.4
Sun Publishing	738,27	3,658,000	396	+18.0	+29.0	2,141,873 ³	+39.0		
Totals	\$ 6,446,567	\$ 29,538,000	358	+35.3	+37.6	\$ 23,969,873	+15.4	9.7	10.3
Average, all Canadian manufacturing corporations								5.6	4.9
Canada average reporter top	\$127.36	\$230.01	80.6	+ 9.6	+ 9.9	\$253.32	+12.3		5.2

International									
Thomson ⁴	\$ 5,217,519	\$ 25,966,008	398	+17.0	+21.3	\$ 13,100,612 ⁵	+10.0	15.9	16.5
TNG average reporter top	\$144.94	\$253.83	75.1	+ 9.3	+ 6.3	\$271.67	+ 8.5		9.4

¹ Profits are total corporate earnings including those of broadcasting stations, newsprint companies and any other subsidiaries.

² January through Oct. 6.

³ January through June 30.

⁴ Because Sun revenues consist largely of dividends from Pacific Press Ltd., Vancouver's joint newspaper company, its profits as a percentage of revenue are not an appropriate measure of its performance.

⁵ Including Brush-Moore Newspapers.

Copley sells Sacramento Union, cuts chain staffs

Copley Newspapers, seeking to raise funds to meet tax obligations, is selling its Sacramento Union to the president of the Michigan-based Panax Corp. and is carrying out a three-percent staff reduction on its remaining dailies.

In two cases, however, the company has run into Guild charges that its dismissals are motivated at least as much by antiunion considerations as economic reasons. Unfair-labor-practice charges have been filed at the San Diego Union and Tribune, where the Guild has a con-

tract, as well as the Aurora Beacon-News, where the Chicago Guild is seeking recognition (GR, Nov. 29).

Copley announced an agreement in principle Dec. 7 to sell its Sacramento paper to John P. McGoff, whose Panax Corp. has Guild contracts at the Macomb Daily and the Wayne Eagle in Michigan. The sale price reportedly exceeds seven million dollars.

McGoff said the Union will be acquired by the Star Newspaper Co., a separate corporation set up earlier in the year to make a bid

for the Washington Star-News. The bid failed, but McGoff said he is still trying to buy a controlling interest in the Star-News.

Carlyle Reed, publisher of the Union, said in a column on the sale that the paper is "thriving and gaining daily in circulation, prestige and public acceptance."

Copley President Robert L. Jones said sale of the Union, which had been anticipated for several months, would help raise money to pay estate taxes that the company became obligated to meet following the death of James S. Copley, its chairman and own-

er, in October 1973. Earlier this year, Copley sold four dailies and nine weeklies in the Los Angeles area for the same purpose.

But Copley Vice President Richard Capen said the reductions in force under way throughout the chain have nothing to do with the tax obligation but reflect "general economic conditions."

In San Diego, four circulation district managers, two clerks and 11 parttime circulation employees have been dismissed in recent weeks, and John Edgington, executive secretary of the San Diego Guild, said some half-dozen more economic dismissals are expected by January.

However, the Guild has filed charges accusing Copley of anti-Guild bias in selecting the 11 circulation employees it is dismissing. They were not dismissed according to seniority.

A total of 40 to 45 jobs are being eliminated, Edgington said, about half by attrition. In addition, four advertising employees have been downgraded as part of a departmental reorganization.

At Sacramento, where some half-dozen employees have been dismissed by the economy broom since the first of the year, there have been no new cutbacks in Guild jobs recently. But Business Manager Edward R. Padilla, at departmental meetings with employees following the paper's sale, warned of cost-cutting measures and "sacrifices" that would have to be made to put the paper in the black.

Nine employees were dismissed in Aurora in November, when the Guild filed a representation petition. Three were members of the Guild organizing committee, and the Guild immediately filed unfair-practice charges with the National Labor Relations Board.

In Joliet, there has been only one dismissal in Guild jurisdiction—that of a reporter-photographer who lost his job in November when the Herald-News closed its Morris bureau. Three other bureau employees not covered by the Guild's contract also were dismissed, however.

Gannett acquires Speidel stock

Rochester, N.Y.—Barred from acquiring a controlling interest in Speidel Newspapers by an amendment of Speidel's articles of incorporation, the Thomson chain is selling its 6.8-percent interest to the Gannett Co.

Gannett, in a deal announced Dec. 4, is acquiring Thomson's recently acquired Speidel stock as part of an arrangement in which Gannett's Newburgh-Beacon News goes to Thomson.

The sale was made only two weeks after Speidel stockholders approved an amendment barring any foreign company or individual from controlling the chain.

The Speidel stock is being purchased at \$14 a share, \$4.75 higher than its Dec. 4 over-the-counter price.

Gannett is paying Thomson a

total of \$5,500,600 for the Speidel stock. Thomson, for its part, is paying eight million dollars for the Beacon News.

Speidel President Rollan D. Melton hailed Thomson's surrender of its stock, stating that "termination of this major foreign investment in our company is in the best interests of our newspapers, our employees and our communities."

Melton said Gannett had consulted Speidel prior to the acquisition and given a commitment that it would not buy any additional shares without Speidel's approval nor seek to involve itself in Speidel's management.

"We do not expect these shares to ever be involved in a takeover threat to the company," Melton said. He also denied that there

Edwin Scott dies; held Detroit executive job

Fresno, Calif. — Edwin W. Scott, 71, a former TNG international vice president and executive secretary of the Detroit Guild, died here Nov. 13.

Scott served on the International Executive Board in 1941 and was Detroit executive secretary from 1949 to 1957. After leaving the Detroit post, he joined the Federal Mediation Service and was its regional director in San Francisco from 1965 until his retirement last March.

An assistant city editor at Hearst's old Detroit Times in the 1930s, Scott served as local secretary and treasurer and as Times Unit chairman during the Guild's first decade. He was a member of the local executive board almost continuously from its organization.

He served as chairman of the Guild's old Hearst Chain Council twice and was chairman of the Employee Relations Commit-



EDWIN W. SCOTT

tee at the Guild's 1940 Convention.

Scott was elected to fill a vacancy on the IEB in 1941, surviving an eight-man race and then winning a runoff election. But he was not a candidate in the subsequent general election that year, in which full slates were fielded by the incumbent left-wing administration and an opposition group that eventually proved victorious.

Scott, whose mother, brother and sister were all reporters, was a graduate of Temple University and the Detroit College of Law. Before succumbing to the lure of the industry himself, he worked in the Pennsylvania coal mines, a steel warehouse and on road and railroad construction gangs.

He worked for the Ayer & Son Advertising Co. in Detroit in the early '40s and served as an assistant county prosecutor there from 1947 to 1949.

Fisdell wins contest for top post in N.Y.; Mann elected secretary

New York City—Harry A. Fisdell won election as executive vice president of the New York Guild Dec. 13 in the first contest for the local's top paid office in more than two decades.

Raymond A. Mann was elected without opposition to succeed Fisdell as secretary-treasurer, the local's other fulltime office.

Fisdell received 2,222 votes to 1,406 for Peter McLaughlin, chairman of the Daily News Unit. Thomas



Our dear Holmes

George Holmes, second from right, retiring president of the Empire State District Council, receives a silver cup and plaque. Others, from left, are TNG Field Operations Director J. William Batz, Edwin E. Harnett of Hudson County, elected Holmes's successor, and Robert L. Bain of Kings-

ton, outgoing secretary-treasurer. Holmes also received a resolution of thanks. Frank Jaquinto of Albany, Charles J. Tiano of Kingston and Mary Anne Pikrone of Rochester were elected vice presidents at the Nov. 16-17 session in Albany; Patrick Corbett of Utica was elected secretary-treasurer.

Courses for journalists

Buffalo sponsors college study

Buffalo, N.Y.—College courses for working journalists, initiated by the Buffalo Guild and cosponsored by one of Buffalo's two daily newspapers, got under way this fall.

The sponsorship of college courses by a Guild local is believed to be one of the first such examples of university-Guild cooperation.

One of the three courses, "Legal Perspectives for Freedom of the Press," is being taught nights at the Buffalo Evening News, which is paying half the \$40 tuition for employees enrolled in it.

The other two courses are "Contemporary Statistical Methods" and "Layout and Copy Preparation."

The courses are taught by faculty members from the State University of New York at Buffalo, better known locally by its old title, Buffalo University.

The courses were suggested this past summer in meetings between Buffalo Guild President Joseph P.

Ritz and officials of the university's Division of Continuing Education. Earlier, local members had been queried about what courses they would be interested in taking.

"Legal Perspectives for Freedom of the Press," taught by a law professor, is intended to offer the working journalist an idea of the judicial concepts of press freedom, especially as they affect the working press. Among issues considered are individual rights of privacy, the right of reply and legal decisions requiring disclosure of public information held by government and private sources.

"Contemporary Statistical Methods" aims at providing the student with a background in statistical reasoning, with emphasis on the uses and abuses of statistical reporting.

"Layout and Copy Preparation" stresses creative-design layout suitable for newspapers.

The courses are being held two hours a week for six weeks. They

are being sponsored by the Guild in accordance with Article I of TNG's Constitution, which specifies that one of the Guild's purposes is "to raise the standards of journalism and ethics of the industry."

Bar to women falls

D.C. Gridiron Club reverses field

The bars are down at long last to the admission of women to Washington's journalistic Gridiron Club.

The necessary two-thirds vote of club members has eliminated "men" from the club's charter in favor of "persons" and has authorized expansion of its membership from 50 to 60 over the next five years.

Women are not entirely assured of admission, however. Any two club members can blackball a candidate, and four voted, against the change.

Women journalists, supported by the Guild, picketed Gridiron Club dinners for several years. This year they held a counter-dinner that captured many of the luminaries who previously went to the Gridiron.

The first female candidate is expected to be Helen Thomas, a Guild member who is chief White House correspondent for United Press International.

Locals asked for suggestions on streamlining conventions

TNG Secretary-Treasurer Robert M. Crocker has asked presidents of Guild locals and district councils and delegates to this year's Guild convention for ideas on streamlining convention proceedings.

Implementing a survey directed by the International Executive Board, Crocker dispatched a letter Dec. 10 seeking suggestions on possible ways to improve the convention's organization and functions.

He cited such functions as the convention outing, opening recep-

tion and banquet and such problems as the pileup of convention business on Thursday and the rush to complete business by mid-Friday.

Crocker asked anyone with ideas for changes—"or no changes at all"—to communicate with members of a special subcommittee named by the IEB: Vice Presidents John J. Breed of Boston, Edward J. Schrode of Wilkes-Barre and Roger L. Stonebanks of Victoria. (Their addresses will be found in the masthead box on Page 8.)

Taking the 5th wins 2 newsmen privilege

Lowell Sun Guild member Frank Phillips and Kendall Wallace, the Sun's night city editor, won a judge's endorsement of their right to protect news sources on Fifth Amendment grounds Nov. 21 for the second time in five months.

Cambridge Superior Court Judge Joseph Ford rejected a petition by Dist. Atty. John J. Droney to testify before a grand jury investigating bribery charges involving Dracut township officials.

Ford had held in June that forcing Phillips and Wallace to disclose the sources of their stories on the grand-jury's investigation might open them to charges of interfering with the judicial system.

Droney then granted them immunity, but the judge held that the district attorney had no power to grant effective immunity under Massachusetts law.

Ford ruled in June that the newsmen had no First Amendment privilege to protect their sources.

In New Orleans, meanwhile, a federal judge denied a motion to force a reporter for the States-Item to disclose the sources of his information on a series about the influence of the Mafia in state government.

Judge Frederick J. R. Heebe granted a motion to dismiss reporter Bill Lynch as a defendant in a \$275,000 damage suit brought

by an accountant who said Lynch and six state officials conspired to violate his civil rights by accusing him of breaking state revenue laws.

The accountant, Leon S. Poirier, had asked that Lynch be forced to disclose his sources in order to demonstrate his involvement in the alleged conspiracy. The judge, noting that Poirier had been unable to produce "a shred of evidence" linking Lynch with any conspiracy, said he doubted requiring the reporter to reveal his sources would help turn up any.

In Los Angeles, a Superior Court judge once again upheld Los Angeles Times reporter William Farr's right to remain silent on his sources, and the second of two defendants in perjury trials stemming from the Manson murder case went free.

The case against defense attorney Daye Shinn, accused of lying to a grand jury when he denied leaking information to Farr in violation of a court order, was dismissed Dec. 4. A similar charge against Asst. Dist. Atty. Vincent T. Bugliosi had been dismissed after Farr refused to testify two months earlier.

Superior Court Judge Earl C. Broadly ruled that Farr was protected by state law from having to disclose his sources. However, he still faces the possibility of serving jail terms on two contempt convictions that have been appealed.

Guild, crafts in B.C. file for joint bargaining unit

(Continued from Page 1) pressmen will continue to be members of their respective unions. But the unions will bargain jointly for contracts, Guild Executive Secretary Jack McKim said.

Thomson management tried to head off the Guild drive but was too late. Petitions for the joint unit were filed with the British Columbia Labour Relations Board Dec. 2.

Employees in the Guild's jurisdiction—those in the advertising, business, circulation and editorial departments—will be members of the Guild, while printers and

member at the Toronto Star, was the first woman to sign up.

Before the vote was taken, Sally Barnes, a former Guild unit chairman at the Star, was thrown out of the meeting while trying to cover it for a television station. It took a special vote to get Barnes and other members of the working press back in.

New England Council holds institute

Danvers, Mass.—Delegates from 10 locals attended a TNG regional institute on organizing and human rights presented in conjunction with the fall meeting of the New England District Council here Nov. 23 and 24.

Elwood B. (Woody) Bigelow, Jr., of Portland was reelected council president. David Chmielewski of Pawtucket was elected vice president, and Donald Waterman of Brockton, secretary-treasurer.

The institute was conducted by

TNG Administrative Operations Director Ellis T. Baker and Field Operations Director J. William Blatz.

Blatz and Robert E. Bruner, director of the New England Servicing-Organizing Program, also discussed with council locals the progress of their ongoing coordinated bargaining. TNG, its Collective Bargaining Department reported in November, also has initiated coordinated bargaining among Guild locals in Pennsylvania.



Guild Reporter photo by Jules Geller

The Guild's Santa

It isn't showing, but Santa Claus at the New York Daily News building has a Guild card. Here he receives the proposals of Susan Zappetti and Ann Marie Palestio. (Santa—Frank Melfo when out of uniform—is in a salary group that includes dictationists, metal smelters, welfare workers and library clerks, at a top minimum of \$226.15. His assistant, Twinkletoes, also is covered by the contract.)

Guild upheld by NLRB on Adrian strike paper

(Continued from Page 1)

the case endorsed the position of an administrative-law judge who found no "latent danger" to the Telegram in the Reporter's operation.

The NLRB judge, Frank H. Itkin, noted that the Reporter was established "as an interim strike weapon and not as an ongoing competitor"—the type of action that the board has held in the past was an unfair practice.

The board majority—John H. Fanning and John A. Pennello—specifically concurred with Itkin's finding that there was no "latent danger" of an ongoing competitive entity which might lead motivation to the union to bargain for the protection of its business interests rather than for the benefit of respondent's employees.

NLRB Chairman Edward Miller, while issuing a separate, concurring opinion on the unfair-practice complaint, did not differ on the strike-paper issue.

It was the first time that the NLRB had come to grips with the issue of a strike paper's validity as a weapon. A Guild strike paper was similarly challenged during a 1966-67 strike at the Toledo Blade and Times, but the strike was settled before the mat-

ter reached the full board.

While endorsing Itkin's position on the basic nature of the strike paper, the board majority rejected an additional basis on which Itkin threw out the Telegram's charge: that the company never raised objections to the Reporter in some 20 bargaining sessions. The board said the Telegram had made its position plain by filing unfair-labor-practice charges based on the Reporter's publication.

Itkin had held that the company was guilty of refusing to bargain in good faith by insisting on the resolution of noneconomic issues before discussing economic matters and by refusing to make economic proposals.

Miller, in his concurring opinion, said he believed management could properly pursue that course "with considerable persistence." But he added:

"After extended negotiations wherein one party repeatedly indicates its 'flexibility' on a thorny noneconomic issue and evidences a willingness to compromise thereon if a satisfactory economic offer is forthcoming, an adamant refusal to advance the bargaining by exploring the economic issues, as had here been strongly recommended by a knowledgeable mediator, is . . . indicative of a lack of genuine desire to reach agreement."

In the Telegram case, Miller said, he was convinced that the company was "not merely using a bargaining technique to achieve an agreement on terms favorable to it but instead was pursuing a course aimed at defeating the bargaining process and making any agreement impossible."

The Maple City Reporter was published jointly by the Guild and the Typographical Union for almost two years before suspending publication in September. It was the longest-lived strike paper in Guild history.

Guild accepts 4-day week, pay in crisis at Washington Star

(Continued from Page 1)

Allbritton, in a statement halting the Guild's action as "unique," said he was "appreciative not only of the Guild's cooperation but of its participation in helping management solve difficult problems that affect us all."

He voiced confidence that the work reduction, together with "some additional changes yet to be made," would result in "a vastly improved product and profitability."

Guild Unit Chairman Philip M. Kadis said members, in choosing the shorter week as an alternative to dismissals, had shown "an amazing amount of pluck, maturity and that concern for each other that is sometimes called trade-union spirit."

All contract provisions except those affecting hours will be retained unchanged. The Star-News's new key top minimum of \$433.90, highest prevailing in any Guild newspaper contract, will fall to \$347.12 under the four-day week but will still be the eighth highest.

The joint Guild-management committee, in addition to monitoring profits and operation of the four-day week, will review cases of personal hardship arising from the reduction.

There will be a pool of 7,800 days available for a fifth day's work where it proves necessary. The extra work will be rotated.

Dismissals planned by the Star-News before the Guild made its proposal were without regard for seniority, Kadis told the unit, despite a contractual requirement that seniority prevail. Most of

those affected would have been editorial personnel, he said.

Kadis said that, with savings from the reduced work week, management "did not foresee the need for any layoffs except of employees involved in some minor functions that will disappear."

Incentives will be offered for early retirement, however. Employees will be allowed to retire at reduced benefits until they reach 65 and then receive full benefits.

The Star-News also is engaged in extensive reductions in its non-Guild departments. Seven executives have been dismissed, with six more to go.

Forty-four printers have left the paper under automation incentives, and 16 more are scheduled to go by Jan. 23—20 percent of the composing-room force.

Forty-two Teamsters have lost their jobs under a recent consolidation of delivery routes. The paper's pressmen have agreed to do commercial work at straight time rather than time and a half, opening the door to such work, and are currently negotiating on proposed layoffs.

Allbritton took over undisputed control of the paper Nov. 22 when John H. Kauffmann stepped down as president with a statement that the paper's financial problems require "one firm hand at the wheel."

Allbritton, a Texas millionaire, has agreed to buy a 35-percent interest in the holding company that owns the Star-News and its broadcasting stations for 25 million dollars. With it came an irrevocable proxy to cast 67 percent of the newspaper's shares.

Thomson strikers win \$125,000; Adrian walkout, court suit end

(Continued from Page 1)

ness in the Adrian area.

The Reporter suspended publication Sept. 21, after incurring growing financial losses, a short time after another competing daily, the Lenawee County Tribune, folded.

The settlement was negotiated after a federal judge granted a union motion forcing Thomson to surrender extensive financial and labor-relations documents and opening the door to depositions from Thomson officers, including possibly Lord Thomson himself.

The settlement talks were initiated by Thomson, and Barr said he believed the company was motivated both by the disclosure order and a conclusion that the unions' counterclaim was "more legally compelling than its complaint."

Among the documents surrendered was an April 1974 letter from William Doherty, an official at Thomson's Chicago headquarters, to Telegram Business Manager Alden Spencer declaring that "you won't be satisfied until the Telegram is the only daily in the county and the battle is won."

The \$125,000 severance payment has been divided equally among the remaining 11 Guild strikers and 18 printers, each receiving \$4,310. In addition, the company is paying \$10,000 to the Tecumseh Herald, a weekly at whose shop the Maple City Reporter was printed and a party to

Thompson's antitrust suit.

The Telegram agreed to put any strikers who so desired on a preferential hiring list in lieu of severance pay, but none chose the option. As part of the settlement, the two unions agreed to drop their challenged representation rights for Telegram employees for at least a year, and all unfair-labor-practice charges have been withdrawn.

A decertification election involving the Telegram's printers was held earlier this year, with its results undetermined pending the disposition of challenges filed against all who voted. A similar petition directed against the Guild had been blocked by the NLRB pending the disposition of refusal-to-bargain charges.

The settlement was approved unanimously by both Guild mem-

A petition filed with the FCC described it as "a forced sale" to obtain an infusion of new capital. The purchase agreement reportedly includes escape clauses allowing Allbritton to withdraw and get his money back if financial losses get too high.

Part of the deal requires approval by the FCC because Allbritton would acquire a major interest in the company's Washington broadcasting stations in violation of a rule forbidding new owners from holding a television station and a radio station in the same market.

In requesting approval of the waiver, the Star-News said that without it, "there looms the very real possibility that Washington and the nation will lose the journalistic voice of the Washington Star-News."

Meanwhile, the Star-News's prosperous competitor, the Washington Post, announced that guaranteed pressmen's jobs would be reduced from 180 to 144 and mailroom jobs from 176 to 165 because of an anticipated decrease in the number of pages.

The Post has imposed a hiring freeze in other departments, and the Guild is fighting the dismissal of two composing-room helpers in its jurisdiction. The Post insists they are being severed for economic reasons, but the Guild says their jobs are being eliminated as a result of automation and are covered by a clause barring dismissals in such cases.

The Guild is also contesting a reduction in hours for parttime advertising and circulation employees, imposed without negotiations.

bers and printers.

The settlement requires the unions to return some of the company's surrendered financial data but not the labor-relations material.

TNG President Charles A. Perlík, Jr., in a letter accompanying the Guild strikers' severance checks, termed the financial settlement "probably unique in labor annals."

"Nothing, of course, can fully compensate the valiant Guild and ITU members who struck because their personal integrity would no longer permit them to endure the grossly inadequate and unjust Thomson wages and working conditions," he said. "For the courage, spirit, determination and commitment shown by each of you, your unions will be forever grateful."

Arbiter finds N.Y. Times guilty of race bias in hiring program

(Continued from Page 1)

He said the Times's refusal to hire them violated antidiscrimination clauses of its contract with the Guild. He directed the award of back pay in view of the fact that the hiring decisions "did not meet the test of non-discriminatory judgment."

Benewitz decreed that the three women must be hired if they are found qualified and that if the Times claims any of them are not suitable a written explanation

must be sent to the Guild. The case was taken to arbitration at the behest of the Guild's human-rights committee at the Times after management stood firm on its refusal to hire the three.

The Times is currently the target of two suits in Federal Court, one by the Guild charging discrimination against minorities and the other by six female employees charging discrimination against women.

George Hull dies; headed Chattanooga four times

Chattanooga, Tenn.—George F. Hull, who served as president of the Chattanooga Guild on four different occasions, died, apparently of a heart attack, Nov. 21, a day after being hospitalized for a fainting spell. He was 65.

Hull was chief photographer and garden editor of the Chattanooga Times and was nationally known as an authority on horticulture.

A charter member of the Chattanooga Guild, he served as its president in the 1930s, 1947, 1950 and, finally, in 1962-63. He was its chief negotiator for several years.

Hull worked for the Times for 46 years, doing stints as a sports writer, police reporter and feature writer before being appoint-



Hull

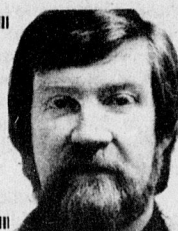
'Marriage just doesn't mean a thing any more'



DATELINE: OTTAWA

The Watergate mess: it really couldn't happen here

By **HUGH WINSOR**, *Toronto Guild*



THERE WAS A LOT of self-congratulation going on in Ottawa at the height of Sen. Sam Ervin's hearings and numerous declarations that "Watergate couldn't happen here." Nevertheless, the wash-over from Watergate (which still fills almost a page of Canadian newspapers each day) did have an impact on at least two recent pieces of legislation.

The whole sordidness surrounding the bugging—not just that of the Democrats' national headquarters but all the other wiretapping perpetrated by the state for blatantly political purposes—provided living daily examples that critics of the Wiretap Bill (formally called the Protection of Privacy Bill) used effectively during the debate to tighten the restrictions on police and other security agencies' use of wiretaps.

The Watergate affair also gave an impetus to sweeping revision of the legislation surrounding election financing, which has led to the relatively novel concept that the state will finance a big chunk of electioneering for all parties.

The more cynical among us were skeptical of all the Holier Than Thou-ism, but a recent return to the Woodward-Bernstein book did underline for me how much politics in Ottawa differs from politics in Washington.

WITHOUT ATTEMPTING to write a textbook on the difference between parliamentary govern-

ment and the tripartite American system, the simple conclusion is that if Prime Minister Pierre Trudeau suffered the kind of loss of confidence that Nixon did, he would have been voted out of power in the House of Commons in a matter of days, not years.

But the bigger question is whether the story could have even begun in the first place. Considering the election that we have just come through, I can't imagine why the Liberals would have taken the trouble to bug the Conservative campaign headquarters.

Sure, the Conservatives were certainly paranoid about it and did put electric locks on their doors after a couple of journalists wandered in one day to look around. But they had very little to hide, with the exception of their private polling results, and one assumes that the Liberals had equally good pollsters.

If, however, the Liberals really had been up to something nasty and wanted to cover it up, I think they would have had a better chance to be successful than Nixon was.

FIRSTLY, WE DO NOT have a grand-jury system in the same investigative sense as the U.S. system. Canadian grand juries are merely trip wires leading to major trials.

Secondly, the tightness of the Canadian system, in which the administrators and legislators are

one and the same, means there are fewer opportunities for a journalist to play off legislators against government officials to elicit information.

And since most of the officials who have the real dope are career civil servants rather than political appointees, they keep an extremely low profile. An indiscreet leak to a journalist could jeopardize a lifetime career.

There are certain advantages to a system where officials are directly responsible to Cabinet ministers directly responsible to Parliament on a daily basis—a very effective process after a scandal is discovered. Even if only the tip of the iceberg surfaces elsewhere, the House of Commons and its committees, like the one looking into the egg-marketing scandal, can flush it out and sometimes dispense with the Cabinet minister involved.

But until the scandal is discovered, the same tightness of the system works to the advantage of the power abusers. On the other hand, career civil servants are more likely to have lower thresholds beyond which they are unprepared to go for an unscrupulous minister.

I don't think Trudeau, without the constitutionally sanctioned independence from Parliament given a U.S. President, could get away with a plumbers' unit, because of that lower threshold. But the system doesn't produce many "Deep Throats," either.

Nixon sought to plant clemency plea

Newly disclosed White House tapes show that President Nixon sought to enlist columnist William F. Buckley, Jr., as the lynchpin in a campaign to prime public opinion for executive clemency for Watergate conspira-

tor E. Howard Hunt, Jr.

The tapes, played at the Watergate trial Nov. 18, recorded a Jan. 8, 1973, conversation between Nixon and his special counsel, Charles W. Colson.

"We'll have Buckley write a

column and say, you know, that he, that he should have clemency, if you've given 18 years of service," Nixon said of Hunt. "That's what we'll do."

An attorney for Buckley, who served under Hunt in the Central Intelligence Agency in the 1950s, said the columnist never did write in favor of clemency for Hunt but did write columns suggesting compassion for Nixon.

Said Buckley himself: "I don't need to be reminded to write a column urging clemency, even for sons of bitches, as Mr. Nixon should know from personal experience."

Move to decertify filed in Allentown

Allentown, Pa.—A petition was filed Dec. 6 to decertify the Lehigh Valley Guild as bargaining representative for 125 employees of the Allentown Call and Chronicle.

The petition was filed by an advertising employee. The Guild's

contract expired at the end of July, and there has been no bargaining since September.

The Guild charged management with bad-faith bargaining in October, but the National Labor Relations Board refused to issue a complaint.

Editorial

Fanning the flames

"Songs to fan the flames of discontent" was the title of the IWW's famed "Little Red Songbook."

The song sung by labor balladeer Joe Glazer at the Guild's wage conference, "A Dollar Ain't a Dollar Any More" (Page A3) was not among them. But that's because it's of too recent vintage, not because it doesn't qualify.

If the song—and the massive array of statistics presented at the conference to back it up—doesn't fan the flames of discontent in any Guild member, it can only be because the spark is missing.

The array of tables painstakingly compiled from cost-of-living and productivity indexes, pay rates of other workers, industry profit figures and data on the cost of keeping body and soul together are hardly conducive to a glow of satisfaction.

They show that, while Guild wage gains may have been impressive in current-dollar terms over the past decade, they have, to a great extent, been made illusory. Because, as the song says, "A dollar bill don't buy what it used to."

The figures show that, by and large, wage increases throughout the Guild managed to keep step pretty well with price increases and even register modest gains until President Nixon's one-sided economic controls program was imposed in 1971.

Both prices and wages were released from controls earlier this year—but it takes two to make a wage increase and only one to increase a price.

So it should be no surprise that prices have taken off for the moon while Guild wages, in all too many cases, have remained on the launching pad.

Guild members, of course, don't really need songs and statistics to tell them that. All it requires is a trip to the grocery store, when they can afford it.

Only in Canada, where there were no economic-controls to keep the lid on wages, has the Guild managed to maintain its late '60s pace of bargaining gains. There, if a dollar bill in a Guild member's pocket doesn't buy what it used to, there are enough more of them to at least make up the difference.

But not in the United States. There, the figures show, the average increase in reporter top minimums during the past two years has fallen short of the increase in living costs.

Reporters are not alone. The average increases in top minimums for district managers, inside classified salespersons, stenographers and key-punch operators have also failed to keep pace with the rise in living costs.

And under the officially accepted theory that employees are entitled to increases reflecting the annual increase in productivity as well as cost of living, Guild wages in both countries are running a losing race indeed.

The first step toward reversing this trend is to recognize it, in all its implications. That's what wage-conference delegates had in mind when they spoke of the necessity of the Guild's raising the sights of its members.

Or, to put it another way, as the conference did, "There must be no more single-digit increases in the face of double-digit inflation."

And that ain't just whistling "Solidarity Forever."

The Guild Reporter

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and

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