

Wilkes-Barre strike yields \$61



Vol. XLII, No. 1

Washington, D.C.

January 10, 1975

2 Cleveland units ratify strike pact; Great Falls members end walkout

Great Falls, Mont.—Forty Guild members ended a nine-week strike against the Great Falls Tribune Dec. 19 after printers returned to work, enabling the paper to resume publication.

The membership voted to accept the company's final offer and returned to work Dec. 21. But the Tribune refused to sign the contract, raising new demands, and the Guild moved its fight to the National Labor Relations Board.

It accused the company of bad-faith bargaining and refusing to reinstate three circulation district managers whose jobs management said had been filled.

The strike ended suddenly after the Typographical Union voted 20 to 17 to return to work. The printers voiced concern that 15 Guild strikebreakers were being trained to do their work on new computer equipment.

Although Guild picket lines the next day were reinforced by the Steelworkers, Retail Clerks, Operating Engineers and Laborers, a large number of police were on hand to force them open. Ten of the Tribune's 12 printers went through, and the Tribune was able to publish an eight-page paper Dec. 19.

Pressmen and members of the International Mailers Union had promised they would not return to work on the 18th or 19th but had warned they would go back on the 20th if the Tribune succeeded in publishing. They ex-

(Continued on Page 6)

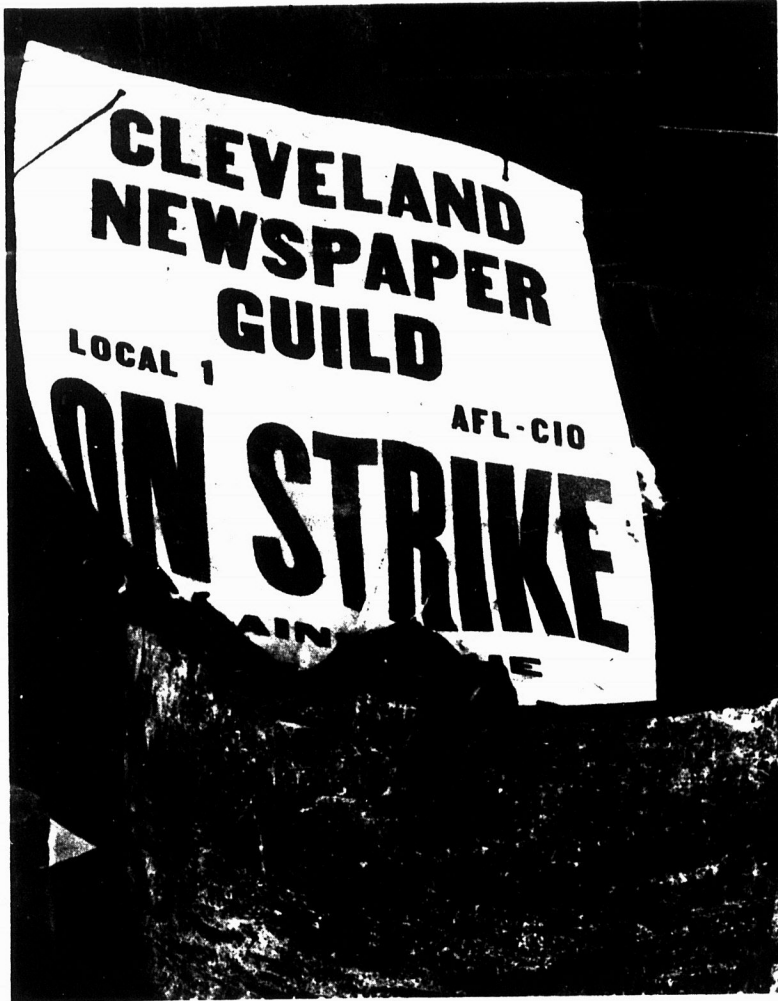


Photo by William F. Miller, Cleveland Guild

Flare-well

A picket sign goes up in flames as the Cleveland Guild ends its strike at the Plain Dealer. The barrel and four others burned constantly during the seven-week strike as a symbol of unity. It was fueled by wood brought by sympathizers, including Greyhound drivers who turned over their supply after ending their own strike.

Cleveland, Ohio—A seven-week strike and lockout that had blacked out Cleveland newspapers ended Dec. 21 after Guild units at Newhouse's Plain Dealer and Scripps-Howard's Press voted to accept a company offer raising key top minimums \$62.40, to \$362.40, over three years.

The vote to accept was narrow at both papers—108 to 94 at the Plain Dealer and 129 to 112 at the Press. The bargaining committee had submitted the offer without a recommendation, saying its position had been undermined by the Plain Dealer Unit's earlier close rejection of the offer.

The Guild struck the Plain Dealer Nov. 1, and the Press suspended publication Nov. 9 after the Teamsters' union said its drivers would refuse to distribute a joint paper printed by the Press to Plain Dealer subscribers. The Plain Dealer resumed publication with a Sunday edition Dec. 22; the Press returned to the stands the next day.

The settlement includes pension, hospitalization and mileage improvements and moves outside classified salespersons at the Press \$6 closer to parity with reporters and display salespersons.

Wage increases range from \$26.40 for those earning below \$150 to \$62.40 for those at \$300 and above.

The top for outside classified will go up \$68.40, to \$318.80. The top for inside classified at the Press goes up \$32.40, to \$202.80, and that for stenographers, clerks and telephone operators rises the same amount, to \$201.05, \$192.80 and \$196.40, respectively.

The top for editors at both papers is increased \$62.40, to \$392.40, that for telephone operators at the Plain Dealer is up

(Continued on Page 2)

Single date for expiration of pacts won

Wilkes-Barre, Pa.—A settlement raising key top minimums \$61, to \$331.75, over 34 months and providing a common expiration date with the craft unions ended the Guild's eight-week strike against the Wilkes-Barre Times-Leader, News, Record.

Members voted 101 to 15 to ratify the settlement after a 20-hour bargaining session Dec. 29 brought company concessions in two key areas.

The Times-Leader agreed to reduce the contract term from 36 months to 34, giving the Guild the common expiration date. And it agreed to move up each of the last three salary increases by two months.

The settlement was reached after printers, pressmen and stereotypers negotiated two-year reopeners providing for \$40 wage increases, a second personal holiday and a fifth week's vacation after 20 years' service instead of 30. The Guild bargained the same fringes.

Guild leaders warned at the ratification meeting that, while Typographical Union officers continued to support the Guild, rank-and-file printers were pressing for a return to work and that a confrontation loomed if the company carried out its announced plan to resume publication Jan. 2.

Guild members began returning to work after New Year's Day, but the Times-Leader did not resume publication until Jan. 6.

The settlement includes a privilege-against-disclosure clause requiring the company to reimburse employees for any fines, damages or lost pay resulting from a refusal to surrender information or sources. A new employee-integrity clause protects employees from being forced to write anything they know to be distorted or misleading.

The new \$331.75 top minimum will cover reporters and display sales, while the top for outside classified will go up \$51.35, to \$296.60, that for classified telephone solicitors \$37.20, to \$215.45, and that for circulation district managers \$61, to \$326.75.

The top for copyreaders is also raised \$61, to \$339.25. Increases of \$37.20 will raise the top for stenographers to \$195.40, for clerks, maintenance employees and

(Continued on Page 6)

\$31, 1-year hikes won in Denver

Denver, Colo.—Key top minimums are increased \$31, to \$341, in the first year of new Guild contracts at the Denver Post and Rocky Mountain News. There will be a wage reopener in the second.

Norfolk top raised \$50

Norfolk, Va.—The reporter top minimum is increased \$50, to \$285, in a new two-year contract at the Norfolk Virginian-Pilot.

The increase amounts to more than 10 percent a year, one of the highest percentages bargained in recent U.S. settlements.

The top minimum for clerks is increased \$20, to \$123.

The contract's maternity-leave clause is also improved to continue health and life insurance during leave and to eliminate a requirement that women take the leave after the sixth month of pregnancy.

The settlement provides upgradings for both classified phone-room solicitors and assistant phone-room supervisors at the Post and copyreaders at the News. The supervisors will have a top of \$233, up \$39.25 over the former flat minimum; the solicitors will have a top of \$218, up \$29.50, and the copyreaders will have a top of \$346, up \$36.

The settlement has been ratified at the Post and will be submitted for ratification at the News Jan. 11.

The top minimums for outside classified sales and circulation district advisors at the Post and district managers at the News are increased \$31, to \$312.

At the Post, the top for stenographers is up \$18, to \$196, that for telephone operators, key-tape operators and phone-room takers is raised \$16.75, to \$186, the flat minimum for the highest editors' group is up \$32.75, to \$365, the top for janitors is up \$16, to \$170, and that for messengers is up \$13, to \$148.

At the News, the top assistant editor's flat minimum is up \$35,

to \$359. The top for the higher of two inside classified sales groups is up \$35, to \$188, while the top for the lower-paid group, which receives higher commissions, is up \$40, to \$169, the top for telephone operators is increased \$17, to \$186, that for secretary-stenographers is up the same amount, to \$195, and that for copy carriers \$11, to \$126.

Bonuses for Post circulation advisors are increased by from \$2 to \$14 a week, with a new range of from \$5 to \$25.

The contract also improves the requirement for working conditions at the Post, stipulating that the workplace shall be "reasonably quiet, clean and uncrowded," as well as well-heated, well-lit and properly ventilated.

Post personnel files will acquire greater fairness with the provision of a requirement that employees and the Guild be given copies of any statements going into the files and that the affected employee have a right to place a reply to any such statement in the file. The employee also will

(Continued on Page 2)

Davis appointed fourth IR for organizing campaign

Labor Unions

NEWSPAPER GUILD

San Juan, P.R.—Guild salespersons will soon be walking for the Yellow Pages.

A unit of 23 International Telephone & Telegraph employees who sell ads for Western Hemisphere classified directories voted 14 to 8 Dec. 20 for representation by the Puerto Rico Guild.

The National Labor Relations Board set the election after the salespersons came to the Guild and the Guild filed a petition for certification.

William T. Davis, local representative of the San Jose Guild, will join TNG's staff Jan. 13 to help press the Guild's special two-year organizing program.

Davis's appointment was announced by TNG President Charles A. Perlik, Jr. He is the fourth person to be named an IR for the special organizing drive.

Davis has been active during the past 14 months as chief negotiator of an initial contract at San Jose's new Monterey Peninsula Herald Unit.

He also played a leading role in organizing new units in Fresno and Modesto and had temporary TNG assignments helping orga-

(Continued on Page 2)

Two Cleveland units ratify strike pact

(Continued from Page 1)

\$32.40, to \$194.40 and that for copy and office aides at the two papers rises \$26.40, to \$170.55.

Minimums and salaries will be increased by the equivalent of any rise in the Consumer Price Index over eight percent the first year and seven percent the second.

Pension contributions are increased \$6 a week, to \$19.50, over the contract term, and health-insurance contributions are increased three cents, to 15.

The Guild gained a week's maternity pay, with total maternity leave increased from four months to six.

In making the final offer, the Plain Dealer announced that Robert Dolgan, whose transfer from a writing assignment to desk work late in 1973 stirred strike sentiment, would be returned to writing duties. He had been transferred after his column roused the Cleveland Bar Assn.'s ire.

The Cleveland Guild has announced \$5,797.50 in strike contributions, including the following:

Toronto Guild	\$1,000
Meatcutters District Union	50
Memphis Guild	100
Lake County AFL-CIO	100
San Francisco-Oakland Guild	500
Twin Cities Guild	50
United Farm Workers	5
New York Guild	750
Victoria Guild	50
Detroit Guild	100
Canadian Wire Service Guild	100
San Diego Guild	50
Chicago Guild	100
Columbus Guild	50
Cincinnati Guild	500
Great Lakes District Council	100
Providence Guild	100
Youngstown Guild	150
San Jose Guild	100
Harrisburg Guild	100
Toledo Guild	50
Rockford Guild	50
Philadelphia Guild	100
Wire Service Guild	75
Pacific Northwest Guild	250
Hudson County Guild	50
Washington-Baltimore Guild	500
Denver Guild	100
Gary Guild	50

The only attempt to fill the Cleveland news void was publication of semi-weekly metro editions by the weekly suburban Sun newspapers.

The Sun, enlisting some 35 Press and Plain Dealer Guild reporters, printed 150,000 copies.



Photo by James Gayle, Cleveland Guild

Strike's end

Television cameras and microphones move in as Cleveland Guild Executive Secretary Jack F. Weir

announces end of the Plain Dealer strike following unit's acceptance of the company's offer.

Guild study at Star

Sex bias found in Toronto pay

Toronto, Ont.—A Guild study has disclosed apparently widespread pay discrimination against women at the Toronto Star.

More than 75 percent of men in the editorial department earned more than \$275 a week as of last August, the study showed, while more than half the women in comparable jobs earned less than \$195.

Of 189 men, 156 were earning more than the key top minimum of \$276. But only 30 of 71

women were above the minimum.

Twenty men but not a single woman earned more than \$395. The highest-paid woman was in the \$355-\$395 bracket; she was alone in it with 14 men.

The figures were compiled from Guild dues lists in preparation for current bargaining at the Star. The company refused to turn over the payroll data necessary for a more finely drawn comparison.

Two years ago, after a group

of women editorial employees met with Editor-in-Chief Martin Goodman on pay discrimination, Goodman undertook a study on pay and promotion for Star women. But he refused to turn his findings over to the group.

Compilation of the Guild data from dues records produced a dispute that led to the resignation of Frank Milner as local treasurer. Milner resigned in protest after being directed to turn over records for the study, maintaining that they should not be taken from his custody. He was overruled by Local President Jim Robinson with the support of the local executive committee.

Contract negotiations are nearing a climax at the Star. The unit has authorized strike action, 302 to 47, and the Ontario Ministry of Labour has set Jan. 13 as the date on which the Guild is legally free to strike.

The Metropolitan Toronto Labour Council has already adopted a resolution of support, promising assistance should a strike be necessary.

Davis appointed fourth IR for organizing campaign

(Continued from Page 1)

nize the Detroit News and the Arkansas Gazette in Little Rock. He is currently chief negotiator in bargaining at the Bakersfield Californian.

Active in the San Jose Local for 15 years, he has served as chairman of its trial board, its grievance committee and other committees. He has been a member of the local executive board almost continuously, as well as a shop steward.

Davis was assistant wire editor of the San Jose News before taking a Guild leave. Before that, he was a slotman and reporter for the San Jose Mercury. He is a graduate of the University of Washington and holds a master's degree from Stanford.

'Kelly girls' limited in San Jose

San Jose, Calif.—Use of "Kelly girls" to fill in for absent employees at the San Jose Mercury and News has been strictly limited in a "bench award" by arbitrator Sam Kagel.

Kagel, turning to his other frequent role as mediator, proposed during the arbitration hearing that lower-paid agency employees be used only when no parttime employees are available. Both the Mercury and the Guild agreed.

The agreement requires the company to hire a third parttime employee in the credit department. The three parttimers will be on call to replace any employee who is ill, on vacation or on leave. Only if all three are unable to work and if there is an "absolute need" for a replacement can agency personnel be used.

The award is for a six-month trial period, after which either party may ask for a review.

The six months began Oct. 31, 1974, the day of the hearing before Kagel. Either party may reopen the hearing during the period if problems develop.

The Mercury had been making repeated use of agency employees as replacements. The Guild contended that the contract barred such action and said replacements should be made either from within the work force or by hiring Guild-covered temporary employees.

... Denver hikes

(Continued from Page 1)

have access to his or her file.

Sickness- and accident-insurance benefits are increased \$15, to \$100, for Post employees earning \$110 and over, and both publishers will start to pay the full cost of dependent coverage up to a maximum of \$33 a month, instead of 75 percent, starting next fall. Health-insurance coverage is also improved at both papers.

Maximum maternity leave is increased from eight months to a year at the Post and from six to eight at the News. Sick-leave accrual at the Post is increased two days a year, to 12, with the maximum accumulation increased six days, to 36. A second floating holiday is added at the Post and a first at the News.

Bereavement-leave in both contracts is expanded to specifically encompass memorial services.

Secret meeting reported

Joint operation due in Cleveland?

Cleveland, Ohio—Newhouse and Scripps-Howard held a secret meeting in New Orleans early last year to fashion a joint operating agreement between Newhouse's Cleveland Plain Dealer and Scripps's Cleveland Press, according to Point of View, this city's journalism review.

Point of View said a technician who took part in the meetings to help work out a computer system for the joint operation told a Press employee that both newspapers would be publishing out of a joint plant by February 1975.

"Newhouse apparently thrust a strike upon the Guild as a preliminary move to further weaken the Cleveland Press and push it into a joint operation," the review speculated in November. "... All moves of the past month

hint at the Newhouse strategy of destroying what little newspaper competition exists in Cleveland."

A joint operation, it said, would not only "increase Newhouse profits while offering a guarantee of profit to Scripps-Howard" but would enable Newhouse to thwart any attempt by ComCorp.'s suburban Sun newspapers to enter into daily competition in Cleveland. ComCorp. published semi-weekly metropolitan editions of the Sun during the strike-lock-out.

A joint operation would also "mean the end of countless jobs at the Press and many at the PD," the review warned.

"Newhouse has a historic record of perversion of labor-management relations, dividing communities and establishing newspapers with the distinctiveness of supermarkets," Point of View said. "He runs his newspapers like a chain of shoe stores."

At the Plain Dealer, it charged, "Newhouse's operatives have pressured or purged reporters who 'seem' to be antimanagement," citing the firings of reporter Joseph Eszterhas for writing an article critical of the paper and of Guild Vice President J. Stephen Hatch for helping to organize a stop-work meeting.

When the Plain Dealer took Robert Dolgan's column away from him last year and reassigned him to desk work following a Cleveland Bar Assn. protest, Point of View reported, some Guild members considered issuing a sanction similar to those sometimes used by teachers. They weighed an ad in the Columbia Journalism Review stating that the Plain Dealer was "an unwholesome workplace for honest journalism students."

Saxbe OKs Alaska merger

Atty. Gen. William B. Saxbe has put the government's seal of approval on a joint operating agreement between the Anchorage Times and the Anchorage Daily News. It is the first such semi-merger to be approved under the Newspaper Preservation Act.

Under the agreement, the Times will handle printing, ad sales and circulation for the News and will take over a Sunday edition published up to now by the News. The News, in seeking Saxbe's approval, said it was in danger of financial failure.

Approval, which immunizes the agreement from antitrust action, was recommended by the Justice Department's Antitrust Division.



WILLIAM T. DAVIS



Photo by Larry A. Bretts, Gary Guild

Christmas delivery

Christmas turkeys for the poor are unloaded by Tom Stundza, right, chairman of the Gary Guild's Christmas Neediest Fund, and David C. Allen.

The food was delivered on Christmas Eve to 250 families in the Guild's third annual Christmas Fund drive. The drive raised \$525.

For domestic spying

CIA agents posed as reporters

New York City—Undercover Central Intelligence Agency operatives frequently posed as reporters in conducting surveillance of antiwar activists in the 1960s, according to a former agent.

"We'd use newspaper IDs or flash a badge and say we were a reporter for a magazine," an agent told New York Times reporter Seymour M. Hersh. "It

made things a lot easier."

"If something happened in New York City, you couldn't say you were an AP or New York Times reporter. We'd usually use Newsday.

"Atlantic Monthly was another good cover—no one ever heard of it."

Hersh, in a subsequent story, disclosed that Watergate conspir-

ator E. Howard Hunt told the Senate Watergate Committee last year that, as the first chief of covert action for the CIA's Domestic Operations Division, he secretly funded a Washington news agency.

"My staff ran a media operation known as Continental Press out of the National Press Building," Hunt said in hitherto unpublished testimony. He said the agency was used principally to supply news items and propaganda to foreign clients.

Hunt said his operation also funded "much of the activities" of the Frederick D. Praeger Publishing Corp. in New York City and Fodor's travel guides, distributed by the David McKay Corp.

The CIA activities took place from 1962 to 1966. Hunt conceded in a telephone interview with Hersh that they seemed "to violate the intent of the agency's charter."

Sacramento daily to ax 33 in economy slash

Sacramento, Calif.—The dismissal of 33 Guild-covered employees was announced by the Sacramento Union Dec. 27, hours after the paper was taken over by its new owner, John P. McGoff.

The ax is due to fall after a four-week notice period on almost a sixth of the Union's Guild staff. The Guild is exploring ways to reduce the number of dismissals and is scheduled to meet with the company Jan. 13.

Economy dismissals will also cut into management and craft-union ranks, Production Director William J. Hofer said.

McGoff, who is president of the Michigan-based Panax news-

paper group, bought the Union from Copley Newspapers for a price reportedly in excess of seven million dollars. Business Manager Edward R. Padilla told employees immediately afterward that "sacrifices" would have to be made to make the paper profitable.

The Union had dismissed a half-dozen Guild-covered employees for economy reasons earlier in the year.

Affected by the latest cutback will be 11 editorial employees, four each in classified, display and the service department, three in the business office, two each in circulation and the telephone department and one each in maintenance, commercial sales and creative services.

Merry Yule! Job cutback greets Oakland staffers

Oakland, Calif.—Thirteen Oakland Tribune employees found pink slips in their Christmas stockings.

The Tribune originally planned to dismiss 18—more than 10 percent of its editorial staff. But one resignation and negotiations with the Guild over the validity of five management claims of seniority exemption reduced the number to 13.

The exemptions, including the mother of Publisher Joseph W. Knowland, who has been on the

payroll as a book reviewer, were claimed under the contract's "Herb Caen" clause, allowing management to retain lower-seniority employees such as Caen, a San Francisco Chronicle columnist, who are of special importance to the paper.

The dismissals were originally timed to precede a Jan. 6 pay increase, allowing payment of severance at a lower rate, but they were delayed to the 12th because of errors in management's seniority list.

Staff turns to Guild, publisher fires most

Dallas, Pa.—The Greenstreet News Co., publisher of three suburban weeklies in Northeastern Pennsylvania, fired most of its staff on Christmas Eve after the Wilkes-Barre Guild filed to represent them.

About 25 of Greenstreet's 30 employees received brief letters advising them of the firing.

A sizeable majority of the employees signed Guild cards earlier in December, and after the company refused to grant recognition, the Guild filed a representation petition Dec. 23 with the National Labor Relations Board.

The employees turned to the Guild after Greenstreet fired Editor-in-Chief J. R. Freeman, a former publisher for the company, Dec. 3. He signed a Guild card after the firing.

"If they can do that to a man who puts in 60 hours a week, we figured we'd better do something to protect ourselves," one Greenstreet reporter said.

The Guild filed an unfair-labor-practice charge against Greenstreet with the NLRB.

Greenstreet, owned by former Pennsylvania Gov. William W. Scranton, publishes the Mountaintop Eagle, Dallas Post and Abington Journal.

Scranton is reportedly selling the paper to Bruce McCarthy, Greenstreet general manager, who carried out the firings. McCarthy is a former lobbyist who also served as an aide to Rep. Charles Sandman of New Jersey.

His letter to the employees cited the impending sale as the reason for their dismissal. He said employees to be rehired would be notified after the first of the year.

Pacific local picks Murray as aide

Seattle, Wash.—The Pacific Northwest Guild has created a parttime assistant administrative secretary's position and has chosen Emmett Murray to fill it.

Murray, a member of the local executive committee and editor of the local's official publication, is continuing to work as a copy editor at the Seattle Times while filling the new post.

A committee is studying the need for a fulltime assistant to Administrative Secretary Kirk Smith, whose field of operations extends all the way to Salem, Ore., some 180 miles south.

Guild hits unilateral Field ethics code

Chicago, Ill.—The Chicago Guild has served notice that it regards the unilateral adoption of a code of ethics by Field newspapers as a violation of collective-bargaining requirements.

But the local, acting on advice of TNG counsel, told Field it won't challenge the code as long as it appears to be a set of "useful professional guidelines rather than employment rules."

The "code of professional standards" was announced by Field's Sun-Times and Daily News in October as a means of improving the papers' credibility.

It covers accuracy, "fair play," "ethics" and "public access," stating that employees should abjure gifts and should avoid secondary jobs, political involvement, public office and service in community organizations "if they contain the possibility of conflict of interest or of compromising the integrity of the newspaper."

The Guild's letter to Field stated its position that "no em-

ployee may or shall be disciplined or discriminated against for alleged violations of the guidelines."

"We share your desire for the maintenance of high professional standards among both management and staff personnel," the Guild said, "and anticipate that, if alleged transgressions occur on the part of either management or labor, the matter will be discussed by the contracting parties."

Sun-Times and Daily News stories on the new code drew caustic comment in a letter sent to the Field papers by Durrett Wagner of Swallow Press and published in the Chicago Journal-News Review.

"I am shocked, amazed and and disheartened," he wrote. "You have made a news story out of 'dog bites man'."

Declaring that "explicitness in such matters" as ethics "often symbolizes their demise or undermines their validity," Wagner cited a quotation saying, "The

Paper loses NLRB plea in Massillon

The National Labor Relations Board has refused to reconsider its finding that the Massillon Independent was guilty of an unfair labor practice in refusing to put the dismissal of a probationary employee through Guild grievance machinery. It said the fact that the grievance clause was subsequently changed to exclude such discharges doesn't matter.

An NLRB panel cited "the well-settled principle that an employer's execution of a contract with a union with which it previously unlawfully refused to bargain does not render the issue of such violation moot."

The Independent, in seeking a board review, cited a contract weakening in which the dismissal of probationary employees was specifically excluded from grievance machinery in an agreement retroactive to February 1973, before the dismissal that precipitated the Cleveland Guild's charge.

But the majority of the NLRB panel—John H. Fanning and Joseph Pennello—said that rendering the matter moot would conflict with the theory that the board "does not oversee settlement of private disputes but protects public rights" under the National Labor Relations Act.

The effects of an unfair labor practice are not expunged "merely because of a private settlement by the parties," the majority said.

NLRB Chairman Edward Miller dissented, saying no useful purpose was served by continuing litigation if the Guild had agreed to drop the matter.

The NLRB, while sustaining the Guild's charge of refusing to honor the grievance clause, overturned an administrative law judge's recommendation that the Independent be found guilty of intimidating Guild activists.

most important thing we can know about a man is what he takes for granted."

Read your future in the comics

Chicago, Ill.—Want to know whether your paper is going to fold? Check the comic pages.

That's the advice offered by Marshall Field, publisher of the Chicago Sun-Times and Daily News. He proffered it in a radio talk-show interview in which he denied rumors that the News might soon fold.

"If you ever want to test whether a newspaper is going under," Field advised, check the company from which it buys its comics, which have to be ordered a month in advance.

"If you ever find the order stopping," he said, "then you know for sure the paper is going under."



Award from Santa's pack

Harold Julian, center, past president of the Knoxville Guild, receives the local's first Guildsman of the Year Award as a surprise feature of its Christmas party. Presenting him with a plaque and a \$100 bill are Santa (Jan Maxwell) and Santa's elf (James R. Dykes).

Guild negotiates gains in AP pension benefits

New York City—Wide-ranging improvements in the Associated Press pension plan have been negotiated by the Wire Service Guild with almost \$1,300,000 accruing from a pension-fund surplus and an increase in the anticipated interest rate on fund assets.

The improvements will increase present benefits for many retired employees, raise the benefits for employees taking early retirement and provide a higher benefit formula for many other employees.

Pensioners who retired before 1969 will receive a 10-percent increase in benefits. And the reduction in normal benefits for early retirement will be decreased from as high as 8.8 percent for each year short of age 65 to four percent a year.

The factor for determining pension benefits for the years from 1962 through 1965 will be increased from one percent to 1.3 percent of 1968 salary. The formula will be similarly increased for 1967 and 1968 for

AP's top secret

Shhh! Don't tell anyone, but the Associated Press is increasing its rates by 7.4 percent Feb. 1.

AP whispered the news Dec. 16 in a letter to subscribers marked "confidential." It blamed inflation.

Somebody squealed.

employees who retired from 1969 through 1971.

The monthly benefit for employees who have missed participation in the plan for any period will be increased from a range of \$1.25 to \$2 for each year of missed service to a flat \$2.50.

Almost a million dollars was made available for the improvements by agreement during the last contract negotiations to increase the anticipated interest rate for fund assets from 4 1/4 to 4 3/4 percent. Almost \$300,000 more came from a fund surplus.

Philadelphia Triangle pact yields \$55 pay increases

Philadelphia, Pa.—The starting minimum for quality checkers in the Gravure Division of Triangle Publications is increased \$55.10, to \$182.87, in a new 30-month contract negotiated by the Philadelphia Guild.

Top minimum for the job, highest-paid under the contract, is increased \$36, to \$194.54. At

Correction

A Guild Reporter headline Dec. 20 erroneously reported that 30-percent increases had been won over three years at the German-language daily Aufbau. The increases, as the story said, actually added up to 20 percent.

the same time, the progression schedule is reduced from three years to one.

The top for quality-checker aides is increased \$33, to \$178.47 and the progression schedule reduced from four years to three.

The company's pension contributions will be increased \$6 a week, to \$15, during the contract term, and its contribution to health and welfare will be increased \$1 a week, to \$9.75. Maximum severance pay on death is increased from \$3,000 to \$4,000.

Discrimination because of marital or parental status is added to that previously forbidden by the contract.

Break up chains before they shackle industry, Davey warns

Ottawa, Ont. — Sen. Keith Davey, who headed the Senate committee that investigated Canada's news media four years ago, contends the government must break up the country's major newspaper chains before they engulf the entire industry.

Davey, whose committee recommended a government review board to pass on newspaper acquisitions, says it's too late now for that.

"It may be time to start thinking of dismantling the chains," he told Canadian Press.

When the Davey committee's report was issued, he pointed out, chains controlled 60 percent of Canada's daily newspapers. Now, he said, they control 80 percent.

In the face of that situation, he said, a review board to limit new chain acquisitions would only be a punitive measure against the few remaining non-chain newspapers.

There has been a general improvement in the quality of Canadian newspapers since 1970, Davey said, but he denied that had anything to do with the growth of chain ownership.

Davey said he was pessimistic about adoption of any of the Senate committee's recommendations except the one for ending the special tax-exempt status of Time and the Reader's Digest. The latter proposal he described as "an idea whose time has come."

Davey managed Prime Minister Pierre Trudeau's re-election campaign, and at the opening session of the new Canadian Parliament the government said it will be "promoting the sale" of Canadian magazines. Time and Read-

er's Digest enjoy a special exemption from a law denying advertisers' tax deductions for space purchased in non-Canadian magazines.

Canadian publishers have long complained that the exemption makes it difficult for their maga-

zines to compete for advertising with the two U.S.-owned journals. The latest casualty to be blamed on their privileged status, is Saturday Night, whose publisher pointed the finger in announcing suspension of the magazine in mid-October.

FCC judge OKs renewal of N.Y. News TV license

A Federal Communications Commission judge, overturning a recommendation of the FCC's Broadcast Bureau, has approved renewal of the New York Daily News's license for television station WPIX.

The bureau had recommended that the New York station's license be turned over to Forum Communications Inc., a group of investors. A Forum officer said it would appeal the judge's decision to the full FCC and to the courts, if necessary.

WPIX employees are a unit of the New York Guild.

The FCC administrative-law judge, James F. Tierney, said the evidence presented in more than 100 days of hearings did not support the bureau's contention that WPIX was guilty of "deliberate deceit" and distortion in handling the news.

The bureau had cited mislabeling of film footage in several instances. But Tierney said it was done without management's knowledge and was terminated when "responsible management" learned of it.

The judge, in rejecting Forum's 1970 application for the license, said inflation has made Forum's

U.S. challenges Fresno licenses

The Justice Department has filed a challenge with the Federal Communications Commission against the renewal of licenses for Fresno radio and television stations owned by McClatchey Newspapers, owner of the Fresno Bee.

The Justice Department contends that KMJ-AM and FM, KMJ-TV and the Bee account for 80.4 percent of local advertising.

The FCC is considering a proposed rule banning newspaper ownership of broadcast stations in their home communities. At least one commissioner, Glen O. Robinson, has declared himself in favor of divestiture of broadcast properties where there are multimedia holdings in individual markets.

four-million-dollar capital insufficient to build and operate a station and that its proposed programs were inadequate to meet viewers' needs.

Disputed Woodbridge contract signed; key top increased \$30

Woodbridge, N.J.—A two-year contract raising reporter top minimums \$30, to \$253, has finally been signed by the North Jersey Guild and the Woodbridge News Tribune after almost fendering on a dispute over mileage and pay for summer interns.

The settlement, in addition to raising minimums by from \$16 to \$30, provides financial protection for employees fighting disclosure of their information or sources.

The settlement almost broke down after ratification when the company insisted on inserting a special pay rate for interns \$22 below the reporter starting minimum and a provision allowing downward as well as upward movement of a mileage escalator.

The National Labor Relations Board dismissed a refusal-to-sign charge filed by the Guild, but the company agreed to eliminate the special intern rate. The mileage escalator, however, will fluctuate up and down on a 13-cent base, moving a half cent with each five-cent increase over 43.9 cents in the price of regular gasoline.

The reporter-privilege clause requires the company to notify the Guild and the affected employee of any demand for the surrender of material or disclosure of sources. Employees who resist demands for disclosure will be compensated for any fines, damages or loss of pay if they follow the advice of company counsel.

Credit lines as well as by-lines cannot be used over an employee's protest, and discrimination because of marital or parental status is added to that forbidden by the contract.

The Guild won leaves of absence for employees holding public office or office in a political party, running for such office or

serving as volunteer workers for candidates, parties or officeholders.

The Guild won a seventh regular holiday plus a personal one.

The wage increases will raise the top minimum for copy readers \$30, to \$266, and that for secretaries and news clerk-typists \$24, to \$176.80 and \$188.85.

Twin Cities combats firing for editing alternate paper

St. Paul, Minn.—The dismissal of a St. Paul Pioneer Press reporter for publishing an alternative newspaper is headed into Guild-management grievance machinery.

Larry Adcock was fired in November shortly after publication of a sample issue of the Newz, which described itself as a "postalternative, pre-establishment journal."

Management insisted that the Newz, a tabloid weekly, was "competitive" with the Pioneer Press and that working for it violated a contract clause forbidding work for a competitor. Adcock, the Newz's editor and publisher, was fired when he rejected an ultimatum to sever his connection with it.

The Twin Cities Guild executive board voted Nov. 25 to contest the dismissal.

The sample issue of Newz included a "media review" page in

which coverage of the Wounded Knee trial by both the Pioneer Press and Dispatch was subjected to criticism.

Guild gets share of AP, UPI hikes

New York City—The first two installments of future Associated Press and United Press International pay increases will go to the Wire Service Guild.

Members voted 357 to 314 in balloting concluded Dec. 1 to make the initial two weeks of each general increase a one-time dues payment starting Jan. 1.

The referendum was held on a petition by more than 240 members concerned over a financial situation that had threatened the necessity of such drastic measures as closing the local's headquarters.

Key top rises \$24 in first year at Gary

Gary, Ind.—The reporter top minimum is increased \$24, to \$322.50, in the first year of a two-year contract at the Gary Post-Tribune.

There will be a wage reopener in the second year of the contract, which also provides pension and insurance improvements.

The top minimum of clerks is increased \$11.66, to \$156.66, the flat minimum for janitors is up \$13.35, to \$179.35, and the top for copy persons is raised \$10.05, to \$135.05.

A clause barring hiring discrimination based on age, sex, race, creed, color, national origin or Guild activity is included for the first time.

Maximum life insurance is increased \$5,000 to \$15,000, with the monthly cost to employees reduced five cents per thousand, to 45 cents. The company's payments for hospitalization insurance are also increased, from 75 percent of the cost to 80.

The company's contribution to pensions goes up \$1 a week to \$7.50, and mileage allowances are increased two cents, to 15. Coverage against damage to photographers' equipment is increased \$500, to \$2,000 per occurrence.

Guild combats move to oust it in Salem

Salem, Ore.—A petition to decertify the Pacific Northwest Guild as bargaining agent for employees of the Capital Journal and Oregon Statesman has been filed by an advertising salesman who listed himself as "employer representative."

The National Labor Relations Board has set March 5 as the date for a vote on the petition, although the Guild had sought a quick election.

Twelve members withdrew their names from the petition and eight other employees joined the Guild after it was filed.



JOSEPH HANAFIN

Hanafin quits servicing job in Canada

Ottawa, Ont.—Joseph Hanafin, servicing representative of the Guild's Eastern Canada-Canadian Wire Service Guild Servicing Program, resigned Jan. 8 to join the International Assn. of Machinists staff.

Hanafin will be editor of the Canadian edition of the Machinist, the union's official publication.

Hanafin, who led the Guild's 1972 organizing drive in the Montreal Star editorial department, has been servicing representative for the past two years.

He assisted Eastern Canadian locals in both organizing and bargaining, helping to negotiate an initial contract at Thomson's Sudbury Star last summer after a protracted strike.

He also assisted the Montreal Local in organizing the Star's advertising employees and bargaining an initial agreement covering them.

Before joining the Guild staff, he was a reporter at the Star and a public-information officer for the Post Office. He covered the Star's labor beat for several years.

William H. McLeman, the Guild's Canadian director, said a search is under way for a successor.

Ex-UP Guild member target

4 charged in burning of weekly

Whitesburg, Ky.—An ex-policeman is among four men charged with putting the torch to a weekly newspaper that a former Wire Service Guild member has turned into a crusading voice against strip mining, coal-truck operators and police abuses.

Tom Gish, who had been with United Press's Frankfort bureau until he bought the Mountain Eagle in 1956, has been publishing the paper from his home since his office building was burned out and then condemned by municipal officials in August.

On Oct. 16, after a 2½-month investigation, state police issued warrants charging Johnny Dwight Caudle and three youths with setting the fire. Caudle had handed in his resignation from the Whitesburg police force a few days before the fire, saying he was doing so because of attacks on him in Eagle articles dealing with mistreatment of area youths.

But he was still on the force the night of the fire, sent in the alarm and, as a volunteer fireman, joined those fighting the blaze. Gish said Caudle was responsible for serious water damage and plans to sue him.

State police say the three youths were paid \$60 to do the actual burning.

Gish had attacked the police for brutal treatment of teen-agers.

Four months before the fire a trucker had said aloud at a court session on overloaded coal trucks that if the Eagle printed a story on the proceeding, "we'll burn his building down."

Destruction of most of its equipment in the fire hasn't interrupted publication of the Eagle. It's largely a family operation, in which the efforts of Gish, his wife, Pat, a former city hall reporter for the Lexington Leader, and their children have been supplemented by young volunteers attracted by its crusading editorial positions.

Gish's editorial campaigns this month won him the 1974 John Peter Zenger Award for "distinguished service in behalf of freedom of the press and the

people's right to know."

The Gishes have received hundreds of letters of support from readers since the fire. His readership extends well outside Whitesburg, a town of only 1,100, into neighboring sections of Appalachia.

Gish told a writer for the journalism review More that he and his wife continue to publish the Eagle because it gives them a chance to "put opinion in a story" if they feel it is called for.

"I realize that if I'd continued with the UP and Pat had stayed

with the Leader... we between us would be taking down 40 or 50 thousand a year, just Guild scale," he said. "That's kind of wild in our financial terms, and it's very hard, if not impossible, for us to come up with any rationalization that justifies our staying around."

But asked how he would respond if he were to receive an offer to be an editor on a daily in, say, Lexington, Roanoke or Knoxville, he replied:

"We'd talk about it a couple of weeks and then say we're sorry."

Battle Creek Guild levels charges against Gannett

Battle Creek, Mich.—The Guild has filed unfair-labor-practice charges against Gannett's Battle Creek Enquirer and News, accusing it of implementing two wage increases without Guild agreement.

Simultaneously, the Guild called for mediation to settle a contract dispute that has simmered for 14 months.

The company put 7.3-percent wage increases into effect Sept. 29 for the first contract year and Nov. 1 for the second year. The increases were those offered by the company in bargaining and rejected by the membership.

The first increase was put into effect 10 days after the last bargaining session.

"The Enquirer and News likes to publish advertisements proclaiming what an excellent news staff it has and how many awards staff members have won," said Battle Creek Guild President Ron Krueger.

"Yet when we get to the bargaining table," he said, "the

company tells us that it cannot afford to increase our paychecks by anything close to the increase in the cost of living or to keep our salaries comparable to those of other newspapers of similar stature."

Montreal challenges exclusions at Star

Montreal, Que.—The Guild, provoked by the creation of a new exempt position by the Montreal Star, is challenging a dozen contract exclusions before the Quebec Labour Relations Board.

The Guild acted after management refused to include the newly created post of retail-advertising group sales manager in the bargaining unit.

Concerned over a trend that has already produced more bosses than employees in the Star's newly organized circulation department, the Guild is asking the labor board to put some 12 employees it had previously agreed to exclude into the unit.



Photo by Geoffrey Gilbert, Washington-Baltimore Guild

Still champion

Female tennis supremacy continues to hold sway at the Washington Star-News as Guild member Rebecca Leet receives trophy from Editor Newbold Noyes after trouncing Smith Hempstone, left, editorial-page director, 6-3, 6-1, in annual benefit for the family of Guild member James Welsh, who was drowned in September 1973. Feminine frills failed to help Hempstone succeed where another male, Assistant Managing Editor David Kraslow, had failed a year earlier. The Star-News Guild unit contributed financially to the benefit event, in which \$1,250 was raised by a lottery on the winner and score.

Chilean envoy's reply

'No political prisoners'

There are no political prisoners in Chile, the military junta's Canadian ambassador has informed the Guild.

Ambassador Horacio Arce, responding to a July resolution by the Guild's Canadian Policy Conference demanding the release of all political prisoners and expressing concern for jailed journalists, said "political ideology has nothing to do with detentions."

"Only those who appear to be responsible before the law for any specific crime have been detained," Arce said in a letter to Canadian Guild Director William H. McLeman. "Legal responsibilities for specific facts are the only reasons for such detentions."

"Under these circumstances, it is not correct to refer to these people as political prisoners, so your letter is inapplicable."

Arce said the Guild appears to "have not been properly informed" about the situation of the press under Salvador Allende and sent along a couple of documents to enlighten it. But he made no mention of Chilean journalists currently in jail.

A recent report distributed by the International Federation of Journalists does, however. The report, by West German newsman Wolfgang Breuer, who recently visited Chile, said that at least nine Chilean journalists have been killed by the junta and 50 are still in prison, many "cruelly tortured."

The IFJ, in distributing the report, renewed an appeal for funds to finance the journalists' defense and aid their families. It also asked affiliated unions to investigate the possibility of welcoming imprisoned journalists who would be released if they could leave Chile or to help get them jobs as correspondents for foreign media, a status the IFJ said would protect them from new arrest.

Arbiter holds N.J. firings not grievable

Hoboken, N.J.—An arbitrator has ruled that economic dismissals are not grievable under the North Jersey Guild's contract with Alco-Gravure Inc.

The arbiter, Benjamin Wolf, upheld the rotogravure company's dismissal of two operators last May, declaring that the contract makes a clear distinction between economic dismissals and dismissals for cause.

"The implication is inescapable that reduction of force need not depend on there being just and sufficient cause," he said. "If so, the union may not inquire whether the economic conditions justified the dismissals."

The Guild had argued that the company has not suffered any decline in business and produced statistics to prove it. But Wolf said that if the company has the right to hire employees when business conditions so require, it also has the right to dismiss them.

One of the two employees was subsequently rehired, and the second has obtained a job elsewhere.

\$61 increase settles Wilkes-Barre Guild strike

(Continued from Page 1)

telephone operators to \$194.90, and for copy boys to \$179.15.

The Guild won extension of a unique manning clause from the day copy desk to the night desk. It requires the company to have at least three copyreaders or editors on the day desk and seven at night.

In other unusual clauses, the Guild won two days' paid leave annually for family emergencies and a provision giving an extra personal holiday the following year to any employee required to work four or more holidays a year.

The Guild also won the right of employees to review material in their personnel files and receive copies of any criticism entered in the files.

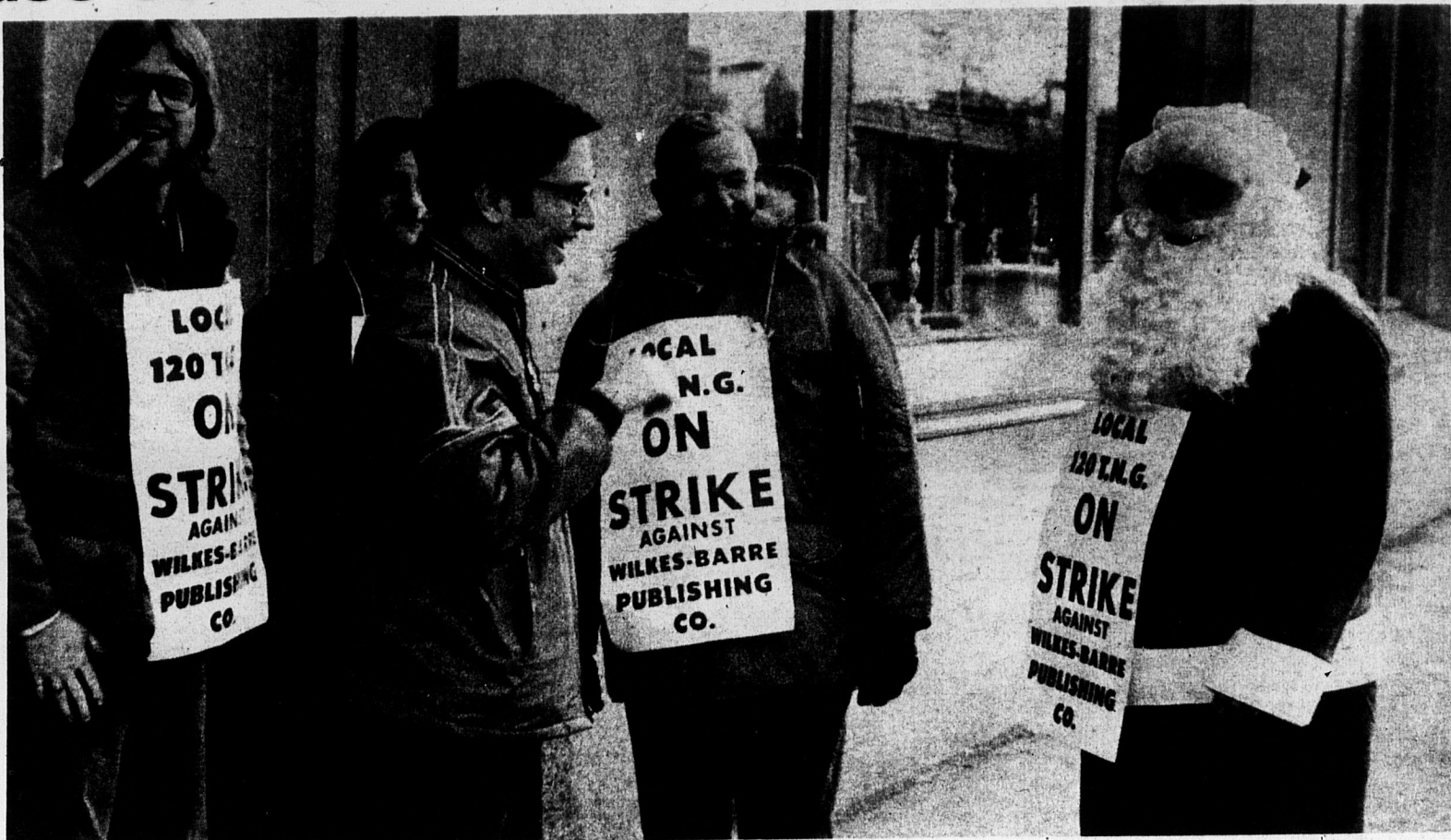
The company, which had cut off health-insurance payments Nov. 30, agreed to reimburse the Guild for December premiums.

Before the settlement was reached, Wilkes-Barre Guild President Jack Wallace had gone before the city council to seek assistance in getting management back to the bargaining table. City Manager Bernard Gallagher urged both sides to resume talks.

The Guild announced the receipt of \$4,802.70 in strike contributions, including the following:

Bakersfield Guild	\$ 25.00
San Diego Guild	150.00
Twin Cities Guild	50.00
San Francisco-Oakland Guild	150.00
Washington-Baltimore Guild	350.00
St. Louis Guild	400.00
Toronto Guild	500.00
Lehigh Valley Guild	150.00
Mountaineer Guild	20.00
Detroit Guild	50.00
Canadian Wire Service Guild	100.00
Pittsburgh Guild	100.00
Youngstown Guild	75.00
Cincinnati Guild	75.00
Scranton Guild	150.00
Harrisburg Guild	110.00
Erie Guild	25.00
Rockford Guild	105.70
Denver Guild	150.00
Utility Workers' Local 406	100.00
Philadelphia Guild	250.00
Musicians' Local 140	50.00
Wilkes-Barre Independent Unit	380.00
Vancouver-New Westminster Guild	100.00
Victoria Guild	50.00
Albany Guild	25.00
North Jersey Guild	50.00
Pacific Northwest Guild	200.00
Lake Superior Guild	50.00

The contributions helped the Guild finance a Christmas party for strikers' children Dec. 21.



Brother Claus

Santa Claus joins the picket line at the Wilkes-Barre Times-Leader, News, Record. From left, Jerry Kishbaugh, Neil Corbett, Howard Biederman, Local Vice President Carl Pesavento and, in the red suit,

Patrick Rushton. Said one astonished passerby, "I hope that when I die and go to heaven, I don't find God on strike." No concern was expressed over a similar prospect at another possible destination.

Support collapses, Great Falls strike ends

(Continued from Page 1)

pressed fear that the printers would take over their jobs.

The Guild had been paying benefits to pressmen during the strike. The printers had been receiving benefits from their international.

Guild meetings with the company Dec. 17 and 18 had brought no progress in negotiations. The company rejected a new Guild proposal, hewing to its prestrike offer of \$40 over two years at the key top-minimum level.

But when the Guild voted to accept that offer, the company refused to sign a contract containing it. It insisted on incorporating new proposals, including a Guild-shop modification, advanced after the start of the strike, and said it would not include the strike period in credits under length-of-service provisions in the contract.

The company also announced it was eliminating all merit pay and said it might not continue health-insurance coverage in the absence of a signed contract.

Contract terms that the Guild voted to accept included an improved health-insurance plan, adding major-medical coverage and improved dental benefits, a \$5 upgrading for bookkeepers and telephone operators and four days' funeral leave at full pay.

Management had told Guild negotiators earlier that the company could afford to pay twice what the Guild was asking in its contract proposals. The Great Falls Pennant, the Guild's weekly strike paper, said the company was sitting out the shutdown with the aid of strike insurance.

The Pennant published its final issue Dec. 19. Earlier in the month it had been designated as the city's official publication for legal notices for the duration of the strike.

The Guild reported \$5,191.20 in additional strike contributions, including the following:

Columbus Guild	\$100.00
Cincinnati Guild	25.00
St. Louis Guild	200.00
Lake Superior Guild	25.00
New York Guild	200.00
Youngstown Guild	50.00
Western District Council	151.00

San Jose Guild	90.00
Great Falls Teamsters Local 45	25.00
Wire Service Guild	75.00
Providence Guild	100.00
Great Falls Machinists	25.00
Lodge 1046	25.00
San Francisco-Oakland Guild	200.00
Montana AFL-CIO	675.00
Fresno Bee Unit	62.50
Great Falls Bartenders Local 609	25.00
Sioux City Guild	50.00
Bakersfield Guild	200.00
Chicago Guild	50.00
Rockford Guild	115.70
Cleveland Guild	50.00
Vancouver-New Westminster Guild	150.00
San Diego Guild	50.00
Detroit Guild	50.00
Canadian Wire Service Guild	100.00
Pittsburgh Guild	100.00
Manchester Guild	50.00
Memphis Guild	100.00
Hudson County Guild	25.00
Sheboygan Guild	25.00
Denver Guild	25.00
Los Angeles Guild	100.00
Pacific Northwest Guild	100.00
Sacramento Guild	50.00
Toronto Guild	300.00
Gary Guild	25.00
Puerto Rico Guild	50.00
Helena AP Wire Service Branch	50.00
Twin Cities Guild	100.00
Great Falls Retail Clerks	50.00
Cascade Trades & Labor Council	100.00
Bay City Guild	100.00
Great Falls Typographical Union	73.00
Mountaineer Guild	20.00
Pawtucket Guild	25.00
Stockton Guild	100.00
Great Falls Steelworkers Local 16A	50.00

The contributions brought the strike total to \$6,370.20.

IT

SEEMS TO US

Any merger with ITU seen disadvantageous

SCRANTON, PA.

Editor:

With all due respect to the concept of one all-embracing newspaper union apparently favored with such enthusiasm by TNG leadership in Washington, there is serious concern by a number of Scranton Local 177 Guilds-

men over any moves toward eventual merger with the International Typographical Union.

We feel it is not to the best interests of TNG to inherit the massive problems faced by the ITU because of job loss due to technology. These are problems not only threatening ITU's very existence but also shifting the focus of its bargaining from realistic 1970s wage goals to job security, a stance reflected in the recent 11-year contract signed in New York.

TNG has its own problems. Who needs additionally the king-size ones which have the ITU in deep trouble?

SID BENJAMIN
Former President
Scranton Guild

Inconsistency seen in sex designation

BALTIMORE, MD.

Editor:

I joined the Guild soon after it was organized and with about three others formed the Valley Newspaper Guild of Waverly, N.Y., and Sayre, Pa.

In 1929 I began work on the Star-Gazette in Elmira, where we had one AP thrashing-machine

type of teletype, a Prince Albert-can morse operator and one reporter who never would learn to type.

In a few weeks I'll be using VDTs.

What vast changes. Every year something amazing occurs.

Such as Barney Peterson being international chairperson... but on Page 4 of the Nov. 29 Reporter, a headline says:

Six Guildswomen sue Times, cite sex bias

I thought that under the enlightened Guild administration, there were no longer Guildsmen or Guildswomen or chairmen or chairwomen.

And how come the Washington-Baltimore Guild publishes The Guildsman?

Why not publish the Guilds-person?

Oh well, times do change. Happy New Year to all.

BRAMWELL TERRILL
Washington-Baltimore Guild

Editor's note: The GR uses such terms as "Guildswomen" only when, as in the example cited, it is necessary to convey relevant information.

The U.S. price elevator

The following table shows the rise in the U.S. Consumer Price Index over a 23-month period. The April-through-October figures conform with the Bureau of Labor Statistics' correction of an error in its original calculation of the index for those months, reducing them by .1 to .3 of a point. The index figures were corrected subsequent to compilation of cost-of-living tables used at TNG's Dec. 7-8 wage conference.

	Index *	Percentage over	
		Same month prior year	December 1972 †
November 1973	137.6	8.4	8.1
December	138.5	8.8	8.8
January 1974	139.7	9.4	9.7
February	141.5	10.0	11.2
March	143.1	10.2	12.4
April	143.9	10.1	13.0
May	145.5	10.6	14.3
June	146.9	11.0	15.4
July	148.0	11.5	16.3
August	149.9	11.0	17.8
September	151.7	12.0	19.2
October	153.0	12.0	20.2
November	154.3	12.1	21.2

* 1967 = 100

† Index = 127.3

DAY BOOK

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

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

Western District Council, winter meeting, Feb. 1, 2, Del Monte Hyatt House Hotel, Monterey.

New England District Council, winter meeting, Feb. 8, 9, King's Grant Motor Inn, Danvers, Mass.

Midwest District Council, winter meeting, Feb. 8, 9, Holiday Inn, Kenosha.

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

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

Stagflation battle: Victors, victims

PEOPLE ARE LINING UP to fight in the great battle against American stagflation. Gusts of hot air raked the battlefield as a sturdy little person stepped up to the sergeant-major in charge of the battle.

"What do you do?" asked the sergeant-major, his epaulets gleaming.

"I work for the Associated Press," the sturdy little person replied.

The sergeant-major flipped through a computer printout labeled "Stagflation Battle Plan." His face brightened.

"So far this year you have had a 5.67-percent pay increase; next year you get about the same plus whatever inflation there is above eight percent.

"So, since inflation this year is about 12 percent, you will get another four percent, but you lose the difference between 5.67 percent and eight percent. You certainly are right in the inflation picture."

He read further into the printout.

"I see that your company has fired 10 probationary employees and is presently working on a further four-percent cutback that will amount to about 40 jobs lost. So you are working harder than ever for less real money than you were making a year ago. You show up very well in both the inflation and recession sides of this battle, I must say."

The sergeant-major mused further into the printout.

"Are you a member of the Wire Service Guild?" he asked.

"Yes, I am," the sturdy little person replied.

The sergeant-major waved his arm, and two of



his assistants dragged up a great stone and attached it to the sturdy little person's shoulders by a chain.

"What is this horrible thing?" the sturdy little person cried.

"It's a millstone you have to wear, as a handicap to represent the 30 percent or so of your co-workers who are not members of your union," the sergeant-major said. "We have to be fair about this great battle, you know."

The sturdy little person stood there stunned. A spiffy large person walked up, wearing a WIN

button and humming "You Gotta Be a Football Hero."

"What do you do?" the sergeant-major asked.

"I own a newspaper and a television station," the spiffy large person said. "And I sit on the board of directors of the Associated Press."

The sergeant-major glanced into the computer printout.

"It says here that the AP is only charging your newspaper and television station 7.4 percent more in the coming year, even though inflation is at least 12 percent in 1974."

"That's right," the spiffy large person said. "We have to make sacrifices somewhere."

"And you certainly know where to make them," the sergeant-major said.

The sturdy little person strained at the chains attached to the millstone and hollered, "When does the great battle against stagflation start, anyway?"

"Oh, I'm sorry," the sergeant-major said. He whipped out a can of paint and a brush and painted a big red V on the sturdy little person's forehead.

"What's this for?" the sturdy little person cried.

"That's V for victim, fella," the sergeant-major said. "The battle is over. You get back to your barracks and wait for the next battle."

The Sergeant-major and the spiffy large person walked off, chatting about Palm Beach.

(Reprinted from WiReport, publication of the Wire Service Guild)

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

TV photographers' pay higher than reporters'

New York City—The photographer may well be the highest paid member of the four-person local-news crews employed by this city's three network-owned television stations, according to Robert Daley in the Dec. 15 New York Times Magazine.

The reporter earns "about what newspaper reporters do," Daley wrote, "about \$20,000 as top-minimum union salaries, though TV newsmen can earn more if they're on the air frequently."

"A cameraman earns \$111.30 a day [\$556.50 for a five-day week], plus overtime. The other two members of the standard crew are the soundman (\$72 a day) and the electrician, who is the lighting man (\$65.50 a day). Union rules are strict," Daley continued, "and most of these people, if kept five minutes extra, must be paid for a full eight-hour shift."

Top minimums for photographers and reporters are \$404.86 a week (\$21,053 a year) at the New York Times, \$379.81 (\$19,750) at the New York Post and \$377.98 (\$19,655) at the New York News.

Other data on wages for jobs

comparable to those performed by Guild members which has come to light since TNG's Dec. 7-8 wage conference includes a survey of "base salaries" at advertising agencies, according to Ellis T. Baker, TNG Director of administrative operations.

The figures revealed in the survey are derived from actual salaries quoted during some 2,000 "job searches" carried out for ad agencies by Jerry Fields Associates from May, 1972, through April, 1974.

While noting that the majority of the searches were performed for New York and Chicago firms, Fields, director of the firm bearing his name, points out that "clients from outside the main centers . . . have paid salaries comparable to the New York-Chicago area to attract the caliber of talent they want."

Field reported the "average high" base salary paid copywriters at \$25,000 a year (\$480.76 a week) for large and medium-sized agencies; \$22,000 (\$423.07) for small agencies.

"Average high" for account executives at large and small agencies also was \$25,000; \$23,000 (\$442.30) at small ones, he said.

Bargaining ammunition goes to locals

Guild locals have received the ammunition to help conduct the Guild's accelerated wage drive.

The data book prepared for TNG's December Wage Conference, replete with tables comparing the advance of Guild minimums with increases in prices and productivity, the wages of other workers, family-budget requirements and newspaper-industry profits, was sent out Dec. 26 by TNG Administrative Operations Director Ellis T. Baker.

"Much of the information . . . can be readily localized and put to work in your own bargaining," Baker said. "We hope you will take the time to do just that and distribute pertinent data to your members to help raise their sights."

U.S. minimums vs. BLS budgets

This table, like the one below prepared for TNG's wage conference last month, compares Guild minimums in effect Oct. 1, 1974, with the weekly cost of the U.S. Bureau of Labor Statistics' three family budgets for 25 urban areas, each adjusted to reflect

national living-cost increases through October. The budgets, designed to show income requirements for a hypothetical family of four at "lower," "intermediate" and "higher" levels of living, were last priced by the BLS in the fall of 1973.

Area	Clerk Top*	Lower Budget	Reporter Start*	Middle Budget	Reporter Top*	Higher Budget
U.S. average	\$145.88	\$176.52	\$169.13	\$272.42	\$273.74	\$392.73
Boston	180.00	193.94	—	321.35	—	474.38
Buffalo	—	176.96	161.90	285.31	331.25	408.23
New York	213.44	186.88	375.86	311.75	404.86	474.67
Philadelphia	159.50	181.58	205.85	280.98	340.94	406.75
Pittsburgh	155.00	172.65	172.00	265.37	300.00	381.98
Portland, Me.	131.50	178.73	162.25	273.90	234.00	379.29
Chicago	161.75	186.31	231.00	285.10	348.50	408.21
Cincinnati	162.85	166.85	177.02	261.88	293.25	364.56
Cleveland	160.40	174.87	177.50	276.31	300.00	392.10
Detroit	168.72	177.92	201.40	276.40	336.25	401.13
Indianapolis	148.35	176.31	149.35	274.85	247.50	389.98
Minneapolis-St. Paul	141.50	178.42	178.00	280.92	337.00	409.31
St. Louis	162.74	173.83	191.66	267.35	367.66	381.71
Atlanta (Wire Service)	146.50	166.48	184.00	252.10	317.00	359.96
Austin (San Antonio)	99.92	156.06	112.90	236.46	217.01	339.69
Baltimore	154.00	181.79	166.00	270.12	307.00	392.52
Nashville (Chattanooga)	139.11	163.62	133.46	251.73	263.52	358.88
(Memphis)	125.45	—	158.20	—	278.75	—
(Knoxville)	111.00	—	168.87	—	259.80	—
Washington	197.75	184.42	211.50	281.42	423.25	407.13
Bakersfield	127.16	168.88	146.73	253.77	252.79	356.69
Denver	143.00	172.10	182.25	261.23	310.00	375.90
Los Angeles-Long Beach	171.82	183.94	168.59	270.13	298.23	398.94
San Diego	159.03	177.56	158.85	263.58	304.75	383.27
San Francisco-Oakland	165.48	192.88	201.33	288.65	339.52	416.79
Seattle	164.75	181.40	205.25	273.31	314.50	386.75
Honolulu	179.77	214.13	245.25	322.29	318.50	472.56

* Highest minimum in cities where there is more than one contract. The Guild has no newspaper contracts in Atlanta, Austin or Nashville.

Office jobs: Outstripped by steel

This table compares top rates and 10-year increases for office jobs under the United Steelworkers' basic steel contract with top minimums and increases for comparable jobs under Guild newspaper contracts

in 15 "steel" cities in the United States and Canada as of Oct. 1, 1974. Tops are achieved in less than a year in basic steel; it takes as long as five years under the Guild contracts.

	Stenographers			Lowest Clerical		
	10/64	10/74	% Inc.	10/64	10/74	% Inc.
Steelworkers						
All Cities, United States & Canada	\$96.00	\$207.00	115.6	\$84.00	\$190.00	126.2
Guild						
Buffalo	89.00	170.00	91.0	—	104.00	—
Canton	—	—	—	—	104.00	—
Chicago	89.00	162.00	82.0	89.00	162.00	82.0
Cleveland	89.00	169.00	89.9	83.00	160.00	92.8
Detroit	96.00	198.00	106.2	86.00	169.00	96.5
Duluth	73.00	137.00	87.7	58.00	111.00	91.4
Erie	78.00	151.00	93.6	75.00	145.00	93.3
Gary	—	—	—	—	125.00	—
Joliet	—	—	—	87.00	131.00	50.6
Monessen	—	—	—	—	80.00	—
Montreal	—	153.00	—	85.00	110.00	29.4
Pittsburgh	—	—	—	80.00	155.00	93.7
Pueblo	79.00	136.00	72.2	76.00	128.00	68.4
Waukegan	—	—	—	—	154.00	—
Youngstown	—	—	—	73.00	132.00	80.8
Avg. Guild Tops, United States & Canada	\$85.00	\$166.00	95.3	\$77.00	\$145.00	88.3
Range	\$50-102	\$95-239	—	\$50-106	\$82-213	—

AFTRA held guilty of raid on AP Guild

The American Federation of Television and Radio Artists has been found guilty of violating AFL-CIO no-raiding statutes by trying to organize Guild-covered employees at Associated Press Radio.

David L. Cole, impartial umpire for the AFL-CIO, said the fact that AP Radio was a new operation not specifically covered by the Wire Service Guild's original contract did not give AFTRA the right to intrude.

"Clearly," he said, "work in this new department is not functionally so different or unrelated to the basic services of the Associated Press as to exclude it from a long-established collective-bargaining relationship. . . .

"It is the purpose of the AFL-CIO Internal Disputes Plan to protect established collective-bargaining relationships and not to splinter or weaken them."

AFTRA Executive Secretary Sanford I. Wolff notified AFL-CIO President George Meany Dec. 23 that his union intends to appeal Cole's decision to the federation's executive Council.

AP management testified at a hearing before Cole that at least 123 regular AP employees, in addition to those hired specifically for AP Radio, had taped material for broadcasts. It noted that AP had prepared voice tapes before the new service and said the radio operation was being treated like any other AP bureau.

An agreement covering 17 AP Radio employees was signed by AP and the Wire Service Guild in October, bringing them under the main AP contract.

Cole's decision was the second in less than a year rejecting an AFTRA raid on the Wire Service Guild. The broadcast union tried to organize UPI Audio employees earlier.

Broun's name withdrawn from apartment building

New York City—Heywood Broun's memorial will continue to be the union he founded and the newspaper columns he wrote so trenchantly; there won't be any apartment house bearing his name, after all.

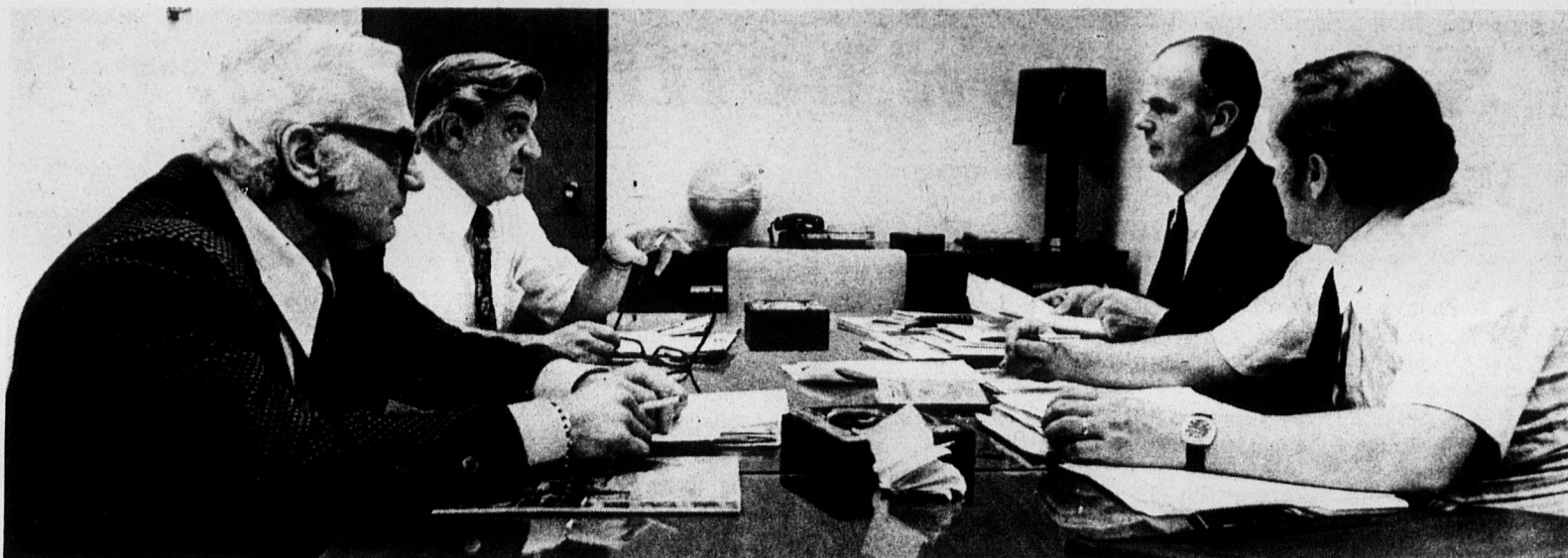
The New York Guild executive board has voted to withdraw its sponsorship of the apartment building under construction on the city's West Side under the name of Heywood Broun Towers.

Retiree gives Guild \$1,000

Memphis, Tenn.—A Memphis Guild member who retired 18 years ago has given the local \$1,000—half the benefits from his Guild group life-insurance policy.

The gift was made by George L. Schlosser, a Guild member for two decades until he retired as an advertising salesman for Scripps-Howard's Memphis newspapers in 1957. He said he was presenting it in appreciation of all the Guild had done for him.

Schlosser, who is 87, had originally made the Guild a beneficiary of the insurance policy. But when he was informed recently that the Guild could not be the beneficiary of a member's policy, he gave it the \$1,000 outright.



Guild-ITU task force

Representatives of TNG and the International Typographical Union meet at Guild headquarters as a series of fact-finding meetings between the two unions moves from Colorado Springs to Washington Jan. 2 and 3. TNG members of the joint task force are International Repre-

sentative Charles Dale, left, and Field Operations Director J. William Blatz, beside him; across the table are ITU Contracts Director Allan J. Heritage, right, and Robert L. Wartinger, assistant to the ITU president. The task force will meet again Feb. 17 and 18.

Initial terms won for 2 groups in Buffalo

Buffalo, N.Y.—Initial agreements covering newly organized inside classified and circulation employees of the Buffalo Evening News have given them 6.2-percent increases two months ahead of other Guild-covered employees.

The settlement also gives inside classified employees an additional .5-percent increase for 1974 and lump-sum payments to

compensate for fringe benefits they had been denied.

The agreements produce top minimums of \$195.25 for classified supervisors, \$174.90 for other classified employees, \$236.75 for circulation mail clerks and \$160.65 for telephone clerks, all retroactive to Nov. 4.

The 6.2-percent increase was moved back from Jan. 1 for the

newly organized groups, which will be covered by terms of the Guild's basic contract at the News. The extra .5 percent received by the classified employees will compensate them for the difference between a wage increase they received a year ago and that received by other Guild-covered employees.

Fulltime classified employees will receive lump sums of \$134 to compensate for three fringe improvements they did not receive during the past year: a floating holiday, a prescription-drug plan and an extra \$1,000 group life insurance.

The agreements were negotiated following strike votes by both groups.

With a strike threatened, the Buffalo Guild voted Dec. 5 to reaffiliate with the Buffalo AFL-CIO Council.

A membership meeting acted after local officers were informed that while the council would ask its affiliates' members not to cross Guild picket lines in a strike, it would not urge them to join the lines if the Guild remained outside the council.

The Buffalo Local pulled out of the council a number of years

ago. Members objected that they had too little voice in shaping its policies and that it was too deeply involved in political action.

Extra 6.3% hikes won in Columbus

Columbus, Ohio—Additional 6.3-percent increases on top of previously negotiated 4.2-percent hikes have been won in the top minimums of key circulation employees as the result of a wage reopener at the Columbus Dispatch.

The new increases produce a total boost of \$24.37 in the top minimum for station operators and roadmen, which goes to \$243.92 retroactive to Oct. 1.

The Guild had bargained \$9.22 increases for that date, starting the last year of a three-year contract. But it retained the option of reopening on third-year wages.

The top for street supply men is increased an additional \$13, for a total of \$20.79. Their new top is \$206.30.

The top for general clerks is increased an additional \$8.95, to \$153.36, and that for secretaries an additional \$9.65, to \$165.24.

High court won't bar union shop in media

The U.S. Supreme Court refused Dec. 23 to upset a lower-court ruling that a union shop in the news media does not infringe free speech.

The high court refused to hear an appeal by commentators William F. Buckley and M. Stanton Evans against an Appellate Court decision upholding a union-shop provision in a contract held by the American Federation of Tele-

vision and Radio Artists.

Buckley and Evans claimed that the requirement infringed their First Amendment rights. But the Second Circuit Court of Appeals rejected the contention last spring, overturning a District Court decision that held the union shop exerts a "chilling effect" on free speech.

"Where there is a proper governmental purpose for imposing a restraint and where the restraint is imposed as not to 'unwarrantedly abridge' acts normally comprehended within the First Amendment," the appellate court said, "there is no abridgement of First Amendment rights."

The court said the union shop serves a "substantial public interest." To require unions to tolerate free riders, it declared, "would result not only in flagrant inequity but might eventually seriously undermine the union's ability to perform its bargaining function."

The Supreme Court upheld the ruling, in effect, by a 7-to-2 vote, with Chief Justice Warren E. Burger and Justice William O. Douglas urging review. Douglas said the court should consider more fully whether a union-shop requirement in broadcasting abridges First Amendment rights.

NLRB puts artists into Modesto unit

The National Labor Relations Board has upheld the inclusion of four artists in the Sacramento Guild's new unit at McClatchy's Modesto Bee.

The board rejected a contention that the artists lack community of interest with other editorial employees. It upheld a regional director's finding that they do.

Under an agreement between management and the Guild, the board's decision will also result in the inclusion of seven artists in the bargaining unit at McClatchy's Fresno Bee.

The Guild Reporter

JAMES M. CESNIK, Editor

and

Director of Research & Information

DAVID J. EISEN, Associate Editor

Published by The Newspaper Guild (AFL-CIO, CLC) the second and fourth Fridays of each month, except July and December second Fridays only. \$6 per year. Single copies, 30 cents.

Guild Reporter deadline at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XLII, No. 1

January 10, 1975

The Newspaper Guild

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

Area Code 202—296-2990

INTERNATIONAL CHAIRPERSON: BARNEY PETERSON

PRESIDENT: CHARLES A. PERLIK, JR.

SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Edward J. Schrode, 3 Brown St., Wilkes-Barre, Pa. 18702; Region 2—Warren E. Howard, 503 2nd St. N.E., Washington, D.C. 20002; Region 3—Edward Gilbreth, 300 N. State St., Chicago, Ill. 60611; Region 4—Hugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Philip J. Brennan, 1381 E. 15th St., Brooklyn, N.Y. 11230; Canadian Region: East—Jerry E. MacDonald, 221 Balliol St., Apt. 1121, Toronto, Ont.; West—Roger L. Stonebanks, 2360 Bowker Ave., Victoria, B.C.

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

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

ACTING EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.

CANADIAN DIRECTOR: William H. McLeman

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