Strikes averted at Inquirer, Times

TNG
OFFICIAL ORGAN OF THE NEWSPAPER GUILD (AFL-CIO, CLC)
Vol. XLII, No. 20 Washington, D.C. November 14, 1975

Philadelphia hikes key tops $31, to $373

Philadelphia, Pa.—A 15-month contract raising top key editorial and outside ad-sales minimums and salaries by $31 was won at the Inquirer and Daily News here Nov. 8, ten minutes before a strike deadline and expiration of the Philadelphia Guild's old contract with the papers.

The settlement also converts publisher pension contributions to a straight six percent of payroll, improves job security and provides for arbitration of the Guild's demand for parity for classified telephone sales with outside sales.

A mechanism for annual evaluation of all clerical jobs with an eye to upgrading also is provided.

Willard Hatch, Philadelphia Guild administrative officer, said "indications from every other union in the plant" that they would support the Guild if it were forced to strike played a key role in the settlement being reached without a strike. TNG International Representative Charles Dale worked with the local in making strike preparations.

Minimum and general increases range from $12.75 a week, for those paid less than $170 a week under the old pact, to $33, for those paid more than $395 a week.

The full amount of the increases is effective immediately.

Top minimum for outside ad salespersons, artists, reporters, photographers and copy editors is raised to $373.92; while their starting minimum goes up $16, to $223.85 a week.

Top minimum for classified phone-salespersons is raised $21,

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Star . . . only union paper in town

"Getcha Washington Star . . . the only union paper in town," is Andreas Silva's cry Nov. 5 in front of the struck Washington Post as TNG's International Executive Board joins pickets in a display of union solidarity. IEB members, from left, are: International Chairperson Barney Peterson and Vice Presidents Warren E. Howard (behind the hawker), Betsy Wade, Diane M. Woodstock and, at far right, Eugene B. Jones. In front of Jones is Nancy Augustin of the Post Guild's Unit.

N.Y. sessions at Daily News are resumed

New York City—New York Guild bargainers reached tentative agreement with the New York Times Nov. 11 on a new three-year contract, averting a strike that had been set to begin at 7 a.m. that day.

Guild bargaining at the Daily News resumed Nov. 12. An 8 a.m. Nov. 17 strike deadline was set after two days' talks failed to produce a settlement. Publishers of the Times and News have said the other will probably shut down if one is struck.

The New York Council of Newspaper Unions on Nov. 7 had pledged its support to the Guild if it struck the Times. Mediator Theodore W. Kheel joined the talks the same day.

The Guild repeatedly pushed back its strike deadline at the Times before cancelling it when the settlement was announced at 5:30 p.m.

Full details of the proposed settlement will not be released until submitted to Times Unit members for ratification, local Guild leaders said.

Wage increases in the settlement are based on the average $65-a-week hikes bargained earlier by the Newspaper and Mail Deliverers' Union — a per-employe average of $25 the first year and $20 each the second and third, according to Harry Fisdell, Guild executive vice president.

The Guild settlement, however, diverts a dollar the second year and two the third to pensions while the Times makes lump sum contributions of $75,000. At least part of the contributions were necessary to enable the Guild-Times pension trust to conform with the federal pension act.

The settlement also reduces to 10 years, from 20, the length of

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Post unions unite, launch drive to pare paper's sales in strike

The 11 local unions involved in the strike against the Washington Post kicked off a joint effort Nov. 10 to intensify prosecution of the strike through a large-scale multimedia circulation and advertising boycott campaign.

The coalition—called Post Unions United—is being financed by the eight international unions the locals are affiliated with, including TNG. The International Executive Board on Nov. 6 voted an "immediate" contribution of $5,000 and pledged "all continued support necessary to help bring the strike to a successful conclusion."

The other internationals made like contributions and pledges, according to Brian L. Flores, administrative officer of the Washington-Baltimore Guild, chosen by the leaders of the other locals to head the effort.

The Toronto Guild contributed $3,000 and the Midwest District Council $122, $72 of it from a hat passed among members at its Nov. 8-9 meeting.

Robert E. Petersen, president of the Greater Washington Central Labor Council, told a press conference to announce formation of the coalition that the effort has the "full support" of Washington's labor community.

Stating that he had attended a bargaining session between the Post and the striking pressmen that morning, Petersen accused the company of making "no effort whatsoever" to bargain in good faith. A federal mediator announced later in the day that the pressmen's talks were "stalemated."

The Post broke off talks with the Brotherhood of Electrical Workers after two sessions two days later. No meetings with any unions were scheduled.

Talks between the Post and pressmen had been resumed following local and international union leaders meeting Oct. 28 with W. J. Usery, Jr., Federal Mediation & Conciliation Service director. In the resumed talks representatives of each of the unions sat in on all bargaining unions' sessions with the Post. The other two striking unions—the ITU-Mailers and the engravers—have not bargained with the Post, however, since before the Usery meeting.

Petersen accused Lawrence A. Wallace, the Post's industrial relations director, of taking the same position in the Nov. 10 session that he has been taking "for months."

The IEB, in voting TNG's initial contribution, called on the Post to return to the table with an offer a union "concerned with

(Continued on Page 2)

Full dues set, start Dec. 1

In the face of bargaining crises that could quickly drop TNG's Defense Fund below $1,500,000, particularly crises involving the New York Guild's News and Times Units, "full regular dues" will go into effect Dec. 1—for the first time in 32 months.

In a Nov. 7 notice to all Guild

(Continued on Page 6)

Bevis: unity-need greater than ever

"Pot holes and roadblocks" have to be expected on the way to greater unity among newspaper unions, International Typographical Union President A. Sandy Bevis told TNG's International Executive Board Nov. 3.

Referring to Guild members crossing the picket lines of three unions at the Washington Post, Bevis said the ITU's desire to work for unity is "stronger now than ever."

"We understand your problems at the moment," he said, adding, "we have some of our own."

Bevis addressed the IEB after administering the oath of office to its members, the first ITU president to do so in memory. (Picture Page 3.)

Boston sales top is raised by $80

Boston, Mass.—Weekly starting and top minimums for outside advertising salespersons, advertising artists and circulators are raised $80.50 in a new three-year Boston Guild contract with the Boston Herald American & Advertiser.

Publisher pension contributions, pension benefits and mileage guarantees also are increased substantially.

The settlement was reached after the Guild began preparing to exercise strike authorization voted by unit members two weeks previously.

Top minimum for display advertising salespersons goes up $27.25, to $358.25 a week, retroactive to January 1, 1975, another $27.25 next January and $26 on January 1, 1977, pushing the top to $411.50. Their starting minimum increases to $308.25, $335.50 and $361.50.

Increases of the same amounts and at the same intervals push the top minimum for outside classified salespersons to $392; that for advertising artists to $393, and the top minimum for circulators to $400.50 a week.

The employer's contribution to the pension fund goes up $6.55, to $20.10 a week, retroactive to January 1, and increases another $1.60, to $21.70, a week next January.

Among the improvements the new pension money helps buy

(Continued on Page 2)

AN OCT. 29 TALE

Alice didn't, company did

Monterey, Calif.—Alice Burton's boss at the Monterey Peninsula Herald ordered her to take off the armband she was wearing on Oct. 29.

That was the National Organization for Women's "Alice Doesn't Day."

Alice didn't.

Burton, an advertising salesperson for the paper and vice chairperson of the Monterey Guild Unit, asserted she had a right to wear the armband which said "Alice Doesn't."

She was summoned to the office of a managing editor who handles labor relations and given

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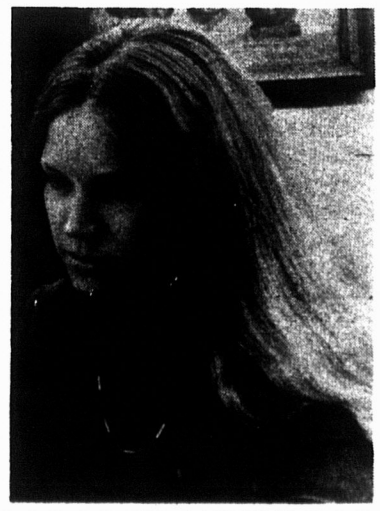


ALICE BURTON

Boston tops hiked $80

(Continued from Page 1)

are survivor benefits, 50 percent vesting after five years of service with an additional 10 percent vesting each year until full vesting is reached after 10 years and a $156 increase in the maximum monthly pension, to $396.

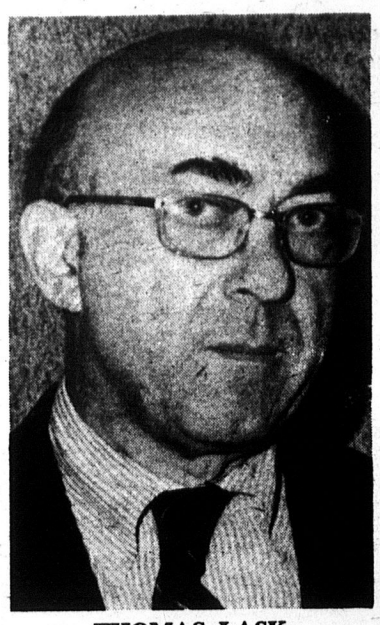
A formula for increasing mileage for casual car use is added. Payments range from 14 to 17 cents under the formula, based on the average cost of gasoline. Adjustments are monthly.

Weekly guarantees for regular auto use are raised $14, to $53, for suburban roadmen; $15, to $57, for country roadmen; $10, to $37, for districts supervisors and inspectors, $9 to $34, for merchandise researchers, and $9, to $35, for outside advertising salespersons.

Other increases under the settlement include $70.25 over the term for circulation roadmen, in two equal installments of $23.75 and a third of $22.75, pushing the top to $349.25 a week.

Bookkeeping machine operators, secretaries, stenographers, telephone operators, janitors and watchmen are raised $55.50 in two steps of $17.75 each and a third of $17, reaching a top minimum of $270.75 on Jan. 1, 1977.

The service requirement for maternity leave eligibility is reduced from three years to one.



THOMAS LASK

Lask heads Broun contest, Guild Service panel picked

Thomas Lask, immediate past president of the New York Guild, will be chairperson of TNG's 1975 Heywood Broun Award contest.

Lask, who is an assistant cultural editor with the New York Times, was president of the New York local from 1971 until the end of last year, when he did not seek another term.

He was named to head the Broun Award contest by the International Executive Board on Nov. 6. He will name the contest judges and preside over conduct of the competition.

The Broun Award is presented annually for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president. It carries a citation and $1,000 prize.

The winner will be announced at a luncheon on Jan. 26, the first day of the IEB's winter meeting in Washington.

Entries should be addressed to the Broun Awards, c/o TNG at 1125 15th St. N.W., Washington, D.C. 20005.

The IEB also appointed Vice Presidents John J. Breed and Eugene B. Jones along with Ellis T. Baker, TNG director of administrative operations, as judges for the 1976 Guild Service (Bade) Award, presented annually for Guild achievement on the local level.

The service award provides a scholarship of up to $1,500 for a course in labor education.

In announcing the '76 service award, the IEB called upon "every Guild local to give serious consideration to the possibility of nominating someone from its ranks who has demonstrated that quality for which the award is given—outstanding Guild service on the local level—in order to make the contest a meaningful competition among deserving local leaders.

Deadlines set

Deadline for receipt at TNG headquarters of entries for the 1976 Guild Service Award and for the 1975 Heywood Broun Award Contest is Friday, Jan. 16, 1976.

Nominations for the Guild Service Award must be made by a local's membership meeting, executive committee or representative assembly.

Burton's 'Alice Doesn't Day' tale (the end)

(Continued from Page 1)

three minutes to remove the armband or be suspended.

Alice still didn't.

She was suspended for the remaining hour and a half of her shift and her pay docked.

The next morning nearly every employe in the plant was wearing a plain white armband.

The Guild grieved Alice's suspension and demanded management restore her pay.

It did.

"We were surprised that a newspaper would get itself involved in a First Amendment issue," said Russ Cain, chairperson of the San Jose Guild's unit at the Peninsula Herald.

Meanwhile, a reporter at a Florida television station who supported "Alice Doesn't Day" doesn't work there anymore.

Sara Golinveaux was fired from her job at WTVT Channel 13, the CBS affiliate in Tampa, after refusing to report for work on women's strike day. Reporters at the station have no union.

Golinveaux said she informed the station a week in advance and did not expect to be paid for the day.

Women reporters in Tampa and St. Petersburg have organized a group to support Golineaux.

"One women who gets fired today represents any women who could get fired tomorrow," said Caroline Heck, a reporter for the St. Petersburg Times.

Post unions united for strike's prosecution

(Continued from Page 1)

protecting the livelihoods of its members can accept."

"This—and only this—is the first essential step toward ending a crisis that threatens to drag down both the newspaper and its employes," the IEB declared.

It also saluted the Post Guild members—more than 200—who have been honoring the picket lines since the first union, the pressmen, struck the paper on Oct. 1. And it called on those who are working to "examine their consciences and their long-range best interests and come to the only conclusion possible for union men and women: It is intolerable to help break another union's strike."

The Washington - Baltimore Guild on Nov. 7 began notifying members working at the Post that charges of violating TNG's Constitution had been filed against them: violating a lawful order of the local, working in or for a struck shop and willfully acting to defeat TNG's constitutional purposes.

The Post reported that "a group of 467" who are working has retained attorneys to defend it against the charges.

The charges were filed following endorsement in a membership referendum of the local executive committee's directions to Post Unit members not to cross picket lines.

The referendum, tabulated Nov. 1, carried by a vote of 885 to 595.

Members of the Star Guild Unit supported the directives by 272 to 46; the Sunpapers Unit supported them by 261 to 64; the AFL-CIO Unit, by 56 to 4, and the National Catholic News Service Unit, by 18 to 0.

Post Unit members, along with the local's at-large members, and New Republic, Merkle Press, IUE and Communications Workers Units were sent mail ballots. The mail ballot tally was 405 against the directives, 216 in favor. The Bureau of National Affairs Unit also voted against the directives, by 76 to 62.

Flores, in announcing the referendum result, said those who continue to work are doing so "contrary to the will of the supreme authority of the local, the general membership" and once again urged that they leave the plant for the duration.

The Midwest and Western District Councils and the Detroit and Cleveland Guild executive committees also have called upon those inside, as the Midwest Council put it, to end their "short-sighted" and "intolerable betrayal of fundamental trade union principles." Each of them also commended those members who have been observing the picket lines.

The Cleveland executive committee said the Post members' "strike-breaking actions" serve only to "undercut the bargaining strength" of the Guild as a whole as well as their own.

Text of IEB on the Post strike

Following is the full text of the statement on the Washington Post strike situation adopted unanimously by TNG's International Executive Board at the conclusion of its fall meeting Nov. 3-6:

Striking pressmen, mailers and photoengravers are currently engaged in a critical struggle to determine whether their unions—or any union—at the Washington Post can long endure.

Those Post Guild members who have been crossing picket lines to continue working are not only acting contrary to the constitutional directives of their local executive board—they are acting contrary to their own best interests and the best interests of Guild members everywhere. No viable union can survive inside the plant if the craft unions die outside it.

Those other Post Guild members who have honored the picket lines—and walked on them—have not only acted in conformity with time-honored principles of union solidarity, for which we salute them; but have demonstrated an understanding that their own bargaining position cannot but be irretrievably damaged if those of the Guild's sister unions are destroyed.

That understanding is shared by members of the Washington-Baltimore Guild as a whole, who voted decisively in a referendum last week to support the local executive board's action directing Post members not to cross the picket lines.

They want Post members out. So do we, and so do thousands of Guild members everywhere whose warming relations with the craft unions in their shops are placed under a cloud by those who are crossing the picket lines. The International Executive Board urges all Post members still at work to examine both their consciences and their long-range best interests and come to the only conclusion possible for union men and women: It is intolerable to help break another union's strike.

At the same time, the board calls on the Post to return to the bargaining table, when negotiations resume, prepared to present its striking pressmen with an offer that a union concerned with protecting the livelihoods of its members can accept. This—and only this—is the first essential step toward ending a crisis that threatens to drag down both the newspapers and its employes.

Until Post management comes to this realization, the striking unions and those supporting them have no choice but to intensify their prosecution of the strike. To that end, the IEB authorizes an immediate contribution of $5,000 and all the continued support that is necessary to help bring the strike to a successful conclusion.

The Detroit local said it will do all in its power to ensure that the "mistrust engendered" by the Post members' actions "will not creep into" interunion relationships in Detroit.

The AFL-CIO's public relations department advised all affiliated international unions and local and state central bodies that it is not answering any questions from any Post reporter and will not aid one "in any manner" until the strike is over.

The Post has filed unfair labor practice charges against the Guild local and Flores, meanwhile, alleging that they have threatened to retaliate against members who, it said, are working "in accordance with an existing contract." A Post attorney reportedly said the charge presumes recognition of the strike by the Guild while it has a contract in force is illegal.

Earlier the Post filed a 15 million dollar civil damage suit against seven pressmen and their local union alleging that damage to its presses Oct. 1 was the result of "an unlawful combination and conspiracy . . . a planned, systematic and calculated attempt to destroy the newspaper's capacity to publish." It said damages totalled 10 million and it wants five million more in punitive damages.

The Post and the Baltimore Sunpapers and News American are being investigated for newsstand price-fixing and the Post for possible antitrust violation in changing its distribution patterns to eliminate competition from the from the Washington Star, as well, Associated Press reported. The Maryland attorney general is conducting the probes, the wire service said.

The pressmen meanwhile reportedly have identified 23 persons working in the Post—15 pressmen and stereotypers and eight electricians and machinists—as being from papers in Kingsport, Tenn., Chattanooga, Norfolk, Jacksonville, Fla., and Cincinnati.

And the Washington Central Labor Council said Nov. 13 that it had determined 30 "casual laborers—mostly students" that Post General Manager Mark Meagher said have been hired for mail room work on the Sunday paper are participants in a federally funded student jobs program. District of Columbia schools, Petersen said, had pledged they would send no more of the students in the program to work at the Post.

Ingersoll Council enfolds printers

Newton, Mass.—The Ingersoll Council of Guild locals is no more—now it's a council of both Guild and Typographical Union locals that have contracts with newspapers of the Ingersoll chain.

Meeting here Oct. 18 with leaders of Typographical Union locals as guests, representatives of Ingersoll-paper Guild locals decided to open council membership to their ITU counterparts.

Willard Hatch, administrative officer of the Philadelphia Guild, was elected chairperson. The vice chairmanship will be filled by a Typographichl Union leader, probably at a Dec. 12 meeting in New York City.

Printed in U.S.A. 2nd-class postage paid in Washington, D.C., and additional mailing offices. Issued semimonthly, except monthly in June, Dec., at 1125 15th St. N.W., Wash., D.C. 20005. $6 a year.

New IEB names 10 to fiscal study unit

TNG's newly installed International Executive Board named ten of its members to a special committee to "study the servicing and fiscal problems" of TNG's Defense and General Funds.

The study, mandated by the Guild's 1975 Convention, is to include the problem of "constantly recurring deficits" in the General Fund and is to produce a report to the 1976 Convention "on how best to finance a viable program within our income."

Named to the special committee were the members of the IEB's regular Finance Committee—Secretary-Treasurer Robert M. Crocker and Vice Presidents James A. McGill and David M. Mulcahy—plus the chairpersons of each of the board's eight other standing committees: President Charles A. Perlik, Jr., and Vice Presidents Hugh H. Harrison, Warren E. Howard, Dorothy M. Sain, Harry S. Culver, Roger L. Stonebanks and John J. Breed.

Full rosters of the IEB's other standing committees, as also drawn by the board at its Nov. 3-6 session, are:

Contracts: Perlik, chairperson; Crocker; Ellis T. Baker, TNG director of administrative operations; J. William Blatz, TNG director of field operations, and Richard J. Ramsey, executive secretary of the committee.

Collective Bargaining: Harrison, chairperson; Culver; Vice Presidents Louis M. Calvert, Howard, Jim Robinson, Betsy Wade and Diane Woodstock.

Human Rights: Howard, chairperson; Calvert, Culver, Robinson, Wade and Woodstock.

Organizing: Sain, chairperson; McGill, Stonebanks, Wade, Woodstock and Vice President Eugene B. Jones.

Constitution: Culver, chairperson; Breed, Calvert, Harrison, Mulcahy and Robinson.

Guild Reporter: Stonebanks, chairperson; Breed, Jones, McGill and Sain.

Research & Information: McGill, chairperson; Breed, Jones, Sain and Stonebanks.

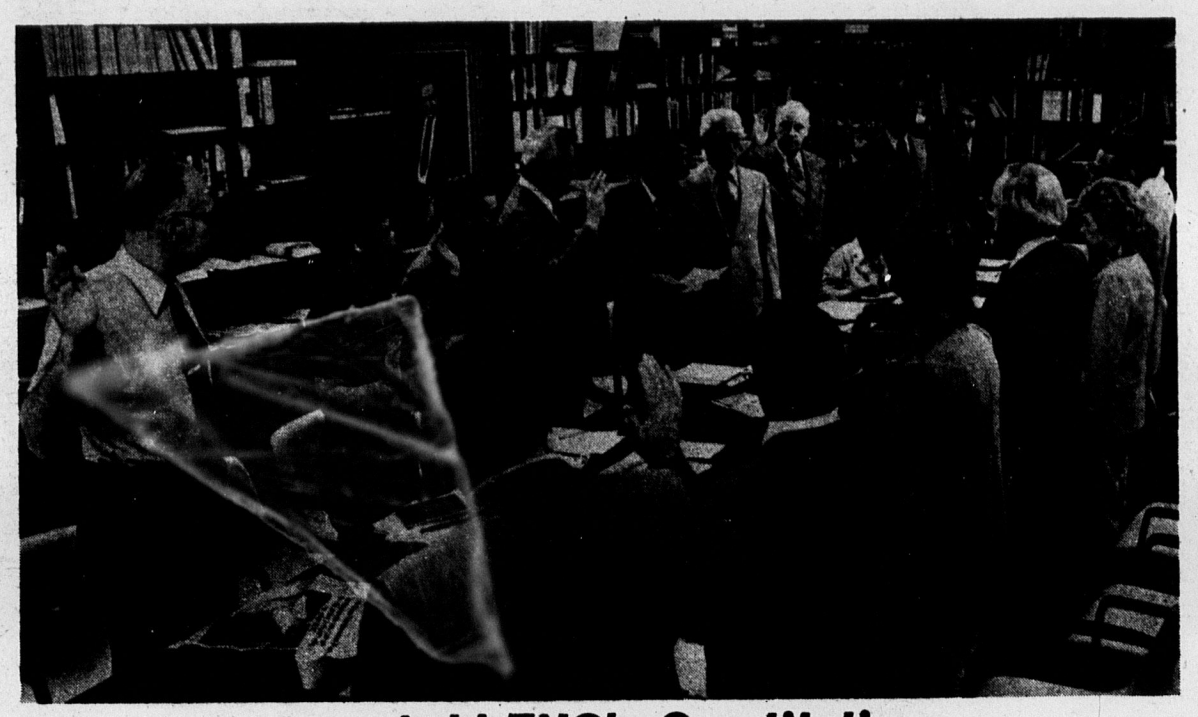
Appeals: Breed, chairperson; Calvert and Woodstock.

The Collective Bargaining Committee named Woodstock, Wade, and Callvert to a special subcommittee to study care for preschool and school-age children. The Denver Convention asked for the study with an eye to altering the section of the Collective Bargaining Program that now mandates that locals seek establishment of employer-financed child-care centers. The convention suggested it might be altered to provide for employer financing for the "type of care and/or facility" chosen by each employe.

In addition the IEB named Harrison, McGill and Mulcahy to a reconstituted ad hoc committee for review of compensation paid TNG's fulltime officers. It also designated Perlik as TNG's representative on the AFL-CIO General Board and on the AFL-CIO Industrial Union Dept. Executive Board.

The Nov. 3-6 meeting was the first for five of the IEB's 16 members: Jones of Philadelphia and Region 1; Woodstock of Madison and Region 3; Wade of New York and Region 5; Robinson of Toronto and the Eastern Canada Region, and Mulcahy of New York, elected at large.

The new board also adopted a resolution praising its outgoing members—Harry Ryan and Philip J. Brennan of New York, Edward J. Schrode of Wilkes-Barre and Edward S. Gilbreth of Chicago—for their "valued service" and sent them gold Guild pins. Ryan had served four two-year terms, Schrode and Brennan, three terms, and Gilbreth, one term.



. . . to uphold TNG's Constitution . . .

International Typographical Union President A. Sandy Bevis, dark suit, far side, administers oath of office to TNG's International Executive Board at opening of its fall meeting Nov. 3. IEB members on the far side, from left: Vice Presidents Harry S. Culver, Betsy Wade and David M. Mulcahy, President Charles A. Perlik, Jr., International Chairperson Barney Peterson, Secretary-Treasurer Robert M. Crocker, and Vice Presidents Warren E. Howard and James A. McGill. Near side: Vice Presidents Hugh H. Harrison, Eugene B. Jones, Diane M. Woodstock, Louis M. Calvert, Dorothy M. Sain, Roger L. Stonebanks and Jim Robinson.

Certification on tap for 50 in Knoxville

Knoxville, Tenn.—A National Labor Relations Board hearing officer has recommended that the Knoxville Guild be certified as bargaining representative for the 50 composing-room employes of Scripps-Howard's News-Sentinel.

E. Walter Bowman made the recommendation Nov. 5 in holding that ballots cast in a representation election by 42 other printers not working at the paper when the election was conducted should not be counted.

Bowman said the 42 were not eligible to vote in the July 16 election because they were, in effect, "laid off employes" with "no reasonable expectancy of recall."

"I find that the jobs formerly held by the challenged voters had been effectively abolished or eliminated and no longer existed at the time of the election," Bowman said.

They had been placed on a preferential rehiring list last spring as part of an agreement between the ITU local and the paper in settling an unfair labor practice charge against the company. The paper had been accused of refusing to reinstate some of the printers who had walked off the job on July 17, 1974, in a dispute over a nonunion ad-department employe feeding an optical scanner.

In the representation election the Knoxville Guild got 28 of the 44 votes cast by the working printers, the Knoxville Typographical Union got nine, six votes were cast for "no union" and one was for the Graphic Arts International Union, which had petitioned for the election.

The new Guild unit is comprised of photocomposition operators and technicians and computer operators.

IWY Congress scrutinizes the media

By MARY SWINDELL
Cleveland Guild

Cleveland, Ohio—The media, from newspapers to advertising, were subjected to close scrutiny during the Greater Cleveland International Women's Year Congress late in October.

And helping to put their crafts under the microscope were three Cleveland Guild members: Virginia O'Shea, president of the local and an advertising salesperson for the Press; Mary Hirschfeld, feature writer for the Plain Dealer; and Mary Strassmeyer, the Plain Dealer's society editor.

Strassmeyer was moderator of a panel that included O'Shea and Hirschfeld during a workshop, called "Women in the Media: Stars or Serfs?" that drew a crowd of 350.

The three-day conference, held Oct. 25 through 27, attracted an estimated 45,000 women and men. Two of the more celebrated speakers included First Lady Betty Ford and Madame Vijaya Pandit of India, who, in 1950, became the first woman president of the United Nations General Assembly.

The consensus of the media workshop was that women are afflicted with second-rate status in newspapers, radio and television and are usually depicted as brainless twits by the advertising industry.

"The fact is that newspaper women have plenty of legitimate grievances, all of them tied to the fact that in newspaper work, whether editorial or advertising, women are number two," said O'Shea.

"And we are number two in all important aspects of our jobs: pay, hiring, promotion and realizing our professional goals," she said.

Unfortunately, few publishers are willing to mend their ways without a fight, said O'Shea.

In Cleveland, the fight centers on the Press which was found recently by the Equal Employment Opportunity Commission to discriminate against women as a class in hiring, promotion, job assignments and merit pay.

The EEOC's findings were the result of two discrimination charges filed by the Cleveland Guild. The case is now in the conciliation stage.

But if U.S. newspaperwomen are having a difficult time gaining equality with their male peers, female journalists in other countries are faced with an even more dismal situation, according to Hirschfeld, who is active in the World Federation of Women Journalists.

"I was told by an English and a Latin-American journalist that women reporters in those countries must work three times as hard as their male colleagues for much less money and inferior assignments," said Hirschfeld.

During the question and answer period, a number of women in the audience objected to the common newspaper practice of identifying married women by their husbands' names.

"It's true. Even in their obituaries, you'll learn their husbands' names, even the name of the funeral home, but not the woman's own name," quoted Jo-Ann Albers of the Cincinnati Enquirer.

Strassmeyer advised women who object to this to complain to the newspapers that maintain this practice as a matter of style.

Other panelists included Susan Smetena, executive director of the "Morning Exchange" on WEWS-TV and C. Henry Foltz, vice-president of Lang, Fisher and Stashower Advertising Agency.

DAY BOOK

Middle-Atlantic District Council, fall meeting, Nov. 22-23, Penn-Ram Motor Inn, Harrisburg.

International Executive Board, winter meeting, Jan. 26-29, TNG headquarters, Washington.

Western District Council, winter meeting, Jan. 31-Feb. 1, Sacramento.

International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.

TNG-GAIU 1976 Legislative-Political Conference, May 3-7, Washington.

The U.S. price elevator

The following table shows the steep ascent of the United States' Consumer Price Index over a 33-month period following a 0.8-point rise, to 163.6, in September. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

	Index *	Percentage over: Same month prior year	Percentage over: December 1972 †
September, 1974	151.7	12.0	19.2
October	153.0	12.0	20.2
November	154.3	12.1	21.2
December	155.4	12.2	22.1
January, 1975	156.1	11.7	22.6
February	157.2	11.1	23.5
March	157.8	10.3	24.0
April	158.6	10.2	24.6
May	159.3	9.5	25.1
June	160.6	9.3	26.2
July	162.3	9.7	27.4
August	162.8	8.6	27.9
September	163.6	7.9	28.5

* 1967 = 100 † Index = 127.3

Administrative Secretary

The Pacific Northwest Guild has an opening for the position of administrative secretary. Applicants should have a knowledge of union-management relations and negotiating and administrative experience. Applications should be addressed, by Nov. 29, to:

President
Pacific Northwest Newspaper Guild
Tower Building—Room 903
Seattle, Washington 98101

Wilkes-Barre, TNG help Joe Collis retire

Wilkes-Barre, Pa.—Joseph F. Collis, former TNG president and a member of the International Executive Board for 17 years, was honored Nov. 1 at a testimonial dinner marking his retirement as a managing editor of the Wilkes-Barre Times-Leader, Evening News, Record.

Both present and former TNG officers praised Collis, who celebrated his 70th birthday August 9, for his dedication to the Guild and for laying the foundations for better working conditions for newspaper employes.

"Every newspaper employe in the country, whether a Guild member or not, deserves guys like Joe who took on the fight for the kind of conditions that are taken for granted today," said William J. Farson, former TNG executive vice president and main speaker at the dinner attended by some 225 persons, including Collis's son Jim, an NBC News announcer.

Farson represented TNG and President Charles A. Perlik, Jr., who was unable to attend because of prior commitments. Perlik sent a message extending personal wishes "from me, and from the 33,000 Guild members who today are the beneficiaries of the early slugging men like Joe Collis endured to bring this union into being."

Collis served as TNG's sixth president from 1953-59 and as vice president at large from 1945-53 and again from 1959-62 after declining to seek re-nomination to the presidency.

Farson, who served on the Guild's IEB with every person who ever held the union's presidency, said Collis "came closer to Heywood Broun in his policies and dedication to the Guild" than any of the others. (Until 1969 the office now titled International Chairperson was titled President.)

Happy retirement, Joe

Former TNG President Joseph F. Collis, center, receives plaque during dinner marking his retirement from the Wilkes-Barre Times-Leader, Evening News, Record. Others: U.S. Rep. Daniel J. Flood; Carl Romanelli, toastmaster; Carl Pesavento, dinner co-chairman; William J. Farson, former TNG executive vice president; Robert Patton, dinner co-chairman, and William Griffith, dinner co-ordinator.

"I happen to be one of the fortunate ones whose Guild career encompassed the Collis generation, or at least part of it," Perlik said in his tribute.

Collis, whose newspaper career lasted 51 years, began as a delivery boy with the Times-Leader, later became an office boy in the news department of the Record, then advanced to reporter. He served as an assistant managing editor for 26 years before being named managing editor in 1962, a Guild-exempt position.

State Sen. Morton L. Murray, one of several politicians at the dinner, presented Collis with a plaque for his years in newspaper work and a scroll depicting highlights of that career.

Collis also served as North American vice president of the International Federation of Journalists and was a director. vice president and president of the Associated Press Managing Editors Association of Pennsylvania.

Before the Guild was established, Collis was a member of an American Federation of Labor Newswriters Union, joining in Wilkes-Barre in 1926. A charter member of the Wilkes-Barre Guild, he was its president for 12 years, beginning in 1940.

An economics graduate of Villanova College, now Villanova University, Collis will continue as a Commissioner of the Pennsylvania lottery.

IEB pushes 'sunshine' for Capitol corridors

Congress should "open its deliberations to the scrutiny of the voting public and those responsible for informing it" — news workers — and it should "give voice to America's consumers," TNG's International Executive Board said in resolutions adopted Nov. 3, the opening day of its Fall meeting.

The IEB also applauded the Senate Commerce Committee for tabling President Ford's nomination of Joseph Coors to the board of directors of the Public Broadcasting Corp., and urged that the nomination "be left permanently in limbo."

"The Newspaper Guild has consistently advocated maximum visibility in government," the IEB said in urging the Senate to open both administrative agency meetings and Congressional committee sessions to the press and public by adopting all provisions of a "Government in Sunshine" bill.

In an 86-to-0 vote on Nov. 5 the Senate endorsed the principle of "government in sunshine" by approving a measure requiring that all Senate committee, subcommittee and House - Senate conference committee meetings be open unless matters of national security and other sensitive matters are involved and the session is voted closed.

A second part of the "sunshine" package sponsored by Sens. Lawton Chiles (D-Fla.) and William V. Roth Jr., (R-Del.) under which federal regulatory agencies would be required to open their meetings, was approved 94-to-0 Nov. 6.

The open sessions rule for Senate and conference committees has immediate effect, but the provision on regulatory agencies must be approved by the House and signed by the President before it becomes law.

Meanwhile, H.R. 7575, which calls for establishment of a new federal agency for consumer protection—the IEB said it would "end the scandal of the Voiceless American"—narrowly cleared the House by a 208-to-199 vote Nov. 6. In May the measure was approved 61-to-28 in the Senate.

"Consumer organizations have been fighting for years to put this bill on the books," and it must be passed "with enough votes to override any presidential veto," the IEB said.

It is the first time in its six-year life that the measure has passed both houses of Congress.

The measure calls for establishment of an Agency for Consumer Advocacy to "serve as a clearinghouse for consumer complaints, gather information on consumer - related matters and serve as the consumers' advocate in agency and court proceedings," the IEB noted.

In urging the Senate Commerce Committee to give no further consideration to Coors' nomination to the Public Broadcasting Board, the IEB said "it is not merely his ultra-right views —as evidenced by his support of the John Birch Society" that caused it concern about his nomination to "so sensitive an agency."

The possibility for conflict of interest created by Coor's ownership of Television News, Inc.—"set up to merchandise Coor's right-wing views in the guise of 'objective' news"—"principally" causes alarm over the possibility of his appointment the IEB said. TVN employes who "have failed to hew to the ideological line . . . have been fired," it noted.

Codes don't work editor tells group

Chicago, Ill.—Darrell Sifford, executive editor of the Charlotte (N.C.) News, advised an Inland Daily Press Assn. seminar here to forget about codes of ethics as a means of boosting public faith in the press.

They won't work and shouldn't be attempted, he said, according to a report in Editor & Publisher magazine.

Sifford was reporting on a half-year study for the Associated Press Managing Editors of major newsmakers' perception of the press.

Support is urged for ERA, Senior Citizens' Council

Guild locals and members in states where the Equal Rights Amendment to the U.S. Constitution has not yet been ratified have been urged again to join others working for favorable action on the measure.

State legislatures will reconvene in January and in the Spring, providing "another opportunity for Guild locals and members to renew demands for the speedy passage of a new bill of women's rights, the ERA," the International Executive Board said in adopting a resolution from its Human Rights Committee.

The ERA needs four more "yes" votes by March 1979 to become law. But pro-ERA forces have suffered a series of setbacks this year with only one state—North Dakota—approving it.

Most recently, voters in New York and New Jersey defeated Equal Rights Amendments to their state constitutions on Nov. 4; by nearly 400,000 votes in New York and more than 55,000 in New Jersey. Legislatures in both states have ratified the federal ERA.

In other action, the IEB urged locals to give full support to retiree programs of the National Council of Senior Citizens in concurrence with a resolution adopted by last month's AFL-CIO Convention.

"It would be most unfortunate if retirees, particularly our own members, should become members of organizations hostile or even neutral to the interests of organized labor," the IEB said.

The IEB's Human Rights Committee also rejected a suggestion by a Seattle Wire Service Guild member that TNG assess all members one percent of a week's pay each year to establish a minority scholarship fund.

Western District Council raps S.1, counsel to Calif. farm labor board

San Diego, Calif.—The Guild's Western District Council called on the U.S. Senate Judiciary Committee Nov. 9 to vote down S. 1, a bill that purports only to codify federal criminal laws.

A council resolution, however, pointing to action by the 1975 TNG Convention, said the measure poses "grave perils for the First Amendment, for reporters, for editors and for the public's right to know." The council called for its "prompt and complete burial."

The council also called upon Calif. Gov. Edmund Brown, Jr., to fire the general counsel to the state's newly formed Agricultural Labor Relations Board.

Walter Kintz, the council said, has failed to implement the new act, passed to enable fair and rapid state-supervised union representation elections among farmworkers. Rather, the council charged, Kintz has impeded both the spirit and intent of the law.

Philadelphia pact raises tops by $31

(Continued from Page 1)

to $268.94 a week, pending outcome of the upgrading arbitration.

Top minimum for programmers, computer operators and ad censors is up $16, to $234.48, as is the secretary top, to $221.75, for production clerks, to $244.72, and circulation clerks, to $230.93.

The $33 increase goes to the minimum for editorial makeup persons and desk assistants, taking it to $425.82 a week. The $12.75 increase goes to the tops for messengers and copy persons, taking them to $154.80 and $161.87.

Conversion of pension payments to a straight percentage of payroll produces an immediate increase of $1.86 a week, to $22.43, in the contribution for those at key top-minimum levels.

The contract's job security provisions also are improved to guarantee that persons on a rehiring list or threatened with displacement by new processes and equipment be rehired or retained if they can be expected to perform an available job if given the same amount of training as would be given a new employe hired for the position.

The new reclassification evaluation provision establishes a permanent consultant who will make an initial survey of the jobs covered, then be available annually to examine any or all requested by the Guild. Downgrading is prohibited.

Meal expense allowances for all employes working two or more hours overtime is increased $2, to $5.

Meany: *labor board delays deny justice*

The National Labor Relations Act—the basic U.S. labor law—needs updating to protect the rights of organizing and organized workers, AFL-CIO President George Meany told a 40th anniversary dinner of the National Labor Relations Board Oct. 30.

He pledged that the AFL-CIO "will seek relief from Congress."

All too often the NLRA impedes the fulfillment of its original promise: to assist workers in exercising their basic right to organize and bargain, he said.

Citing "needless" delays built into the NLRB's own election and unfair-labor-practice machinery, Meany declared:

"The right to bargain collectively has no meaning if it is afforded a year, two years or even more after it is sought.

"The time has come to act on, rather than merely give lip service to, the principle that justice delayed is justice denied," he said.

He noted that "even in the most simple of cases—a petition for a representation election"—it takes an NLRB regional director about six weeks on the average to issue an election notice. In cases that go to the full board, the average time is 89 days.

As of April, he pointed out, median time from filing of an unfair charge to issuance of a board decision was "one year and 20 days."

"And then, of course, the employer can take the matter to court and consume an additional year or two before any relief is afforded the employes whose rights the act is supposed to protect," he added.

"We want a law that mandates a prompt resolution of disputes" and a labor board "committed to handling the matters before it expeditiously and that recognizes the need to administer the law with sound practical sense," he declared.

Noting the NLRB's difficulties in handling its ever increasing caseload with a limited budget and staff, Meany pledged the AFL-CIO's continuing support in the U.S. House and Senate for larger appropriations for an expanded staff.

"All the News That's Fit to Print."

The New York Times.

LATE CITY EDITION

NEW YORK, TUESDAY, APRIL 13, 1937. TWO CENTS

BRITAIN WILL AVOID ANY USE OF FORCE TO CURB SPANIARDS

LEHMAN PROPOSES LEVY ON UTILITIES TO AID RELIEF FUND

SUPREME COURT UPHOLDS WAGNER LABOR LAW; HAILED BY FRIENDS AND FOES OF BENCH CHANGE; UNIONS SEE SWEEPING PROGRESS WITHIN A YEAR

SPLIT ON COURT BILL

Some Declare President Should Withdraw His Reorganization Plan

New Deal's Score in Court

FIVE CASES DECIDED

Three Apply Commerce Clause to Manufactures First Time

The Guild Reporter

Vol. IV. No. 9

NEW YORK, APRIL 15, 1937

Single Copy 10c; By the Year $2

A.P. MUST TAKE WATSON BACK

IEB Hears Appeals on Two Cases

6 Scripps P

NLRB (and Guild) history

The Guild Reporter's April 15, 1937, issue is one of two labor papers utilized in montages of newspaper tear sheets covering six pages in program for banquet marking 40th anniversary of the National Labor Relations Board. Montages illustrate milestones in the labor board's history. The other labor paper used in the montages: the AFL-CIO News.

TNG offering institutes on automation

TNG will offer a series of regional weekend institutes titled "Automation Updated" beginning the last weekend in January, Administrative Operations Director Ellis T. Baker has informed Guild district councils and locals.

The institutes will be individually tailored to the "automation level and experience of locals" in each district council, Baker said.

Noting that it has been two years since TNG's last institutes on automation, Baker said locals that are "into" automation will be asked to report their developing experience with it, "its uses and abuses," while TNG will report on Guildwide and industrywide developments and prospects.

"If, in a council, there is no local with extensive automation experience, we will have representatives of other locals in other councils there to report on their experience," he said.

He urged that council meetings at which institutes will be presented be scheduled in cities where there is an automated newspaper or wire service bureau that delegates can visit.

The institutes will be available through the spring.

Oppose wage controls, IEB urges Canadians

Expressing alarm at the imposition of wage and price controls in Canada, the International Executive Board has called for Canadian Guild members and locals to "strongly oppose" the measure and for locals to send as many representatives as possible to a proposed Guild conference on coping with the controls if enacted.

Pointing to the "still lingering" experience of controls in the United States, the board said it has seen nothing yet in the Canadian government's statements and actions to "allay the fear that workers' wages will be controlled severely while industry continues to reap the profits of unchecked, spiralling prices."

"The early tone of the controls indicates sweeping power being placed in the hands of the government's executive branch," the board said, "with the obvious result of government interference with workers' exercising their rights to freely bargain and organize."

The Canadian Labour Congress, meanwhile, has labelled the Trudeau government's controls proposal "unfair, inequitable and unworkable."

"Wage controls without corresponding price and profits restraints will reduce the purchasing power of wage and salary earners," CLC President Joseph Morris warned.

The CLC has launched a campaign to increase pressure for defeat of the controls legislation.

IEB: *look to Canada, Congress*

The International Executive Board called for Congress to look toward at least four of Canada's provinces in considering remedies to deficiencies in the U.S. labor law's protection of employes' right to organize.

Just last July, the board pointed out, Ontario labor law was amended to shift the burden of proof from the complainant to the employer in cases alleging dismissal, discrimination, coercion, intimidation or refusal to hire because of union activity.

Similar provisions exist in British Columbia, Manitoba and Saskatchewan law, the board said.

The Guild's 1975 Convention called for Congress to examine U.S. labor law with an eye to enacting remedies to make it again work for workers, especilly when they want to organize.

The convention said that the National Labor Relations Board has "undercut" these employes' rights by insisting that the burden of proof of dismissal for union activity be met by the employe "whose job the law is supposed to protect."

The IEB also noted that through the first half of TNG's current fiscal year, the Guild has won bargaining rights for 11 groups containing a total of 516 emploiyes, compared to 13 groups and 689 employes during all of the fiscal year ended last March 31.

The Guild also is before labor boards in Canada and the United States seeking bargaining certification for an additional 1,317 employes in nine groups. Determination of three is being delayed by the issue of "professionalism," the board noted.

J. William Blatz, TNG's director of field operations told the board that the Toronto Guild was recently certified as representative for a group of 24 employes at Bargain Hunter Press, a weekly advertising paper.

And the New York Guild has won bargainig rights for two more groups of employes at Time, Inc.: 9-to-0 among wire-room workers; 8-to-2 in the mail and traffic departments.

At the same time, Blatz reported, other unions continue active in organizing in the Guild's traditional jurisdiction.

Twenty circulation district managers at the Bridgewater, N.J., Courier-News will vote Dec. 4 in an NLRB election sought by the International Typographical Union.

The ITU has been certified for editorial employes of the 9,800-circulation Examiner in Barrie, Ont., part of the Thomson chain.

And the Communications Workers won a representation election, 18 to 1, among editorial and teletype employes of the Los Angeles City News Bureau, where the Guild had a contract in the mid-1960s.

Philadelphia Bulletin lawyer to labor board

Peter D. Walther, a member of the law firm representing the Philadelphia Bulletin in its attempt to persuade the National Labor Relations Board to segregate columnists from other editorial workers under a Guild organizing petition, has been nominated to fill a vacancy on the NLRB.

Walther, a Republican, has outstanding experience in labor law and, if confirmed by the Senate, will put the board at full strength at a time when its docket "contains a number of important cases," according to NLRB Chairman Betty S. Murphy.

Reporters' Committee needs cash to stay alive

Noting that the Reporters' Committee for Freedom of the Press "is once again in financial peril," TNG's International Executive Board voted it a contribution of $2,500 on Nov. 6 and called upon U.S. locals and members also to "help keep the committee alive" by making contributions of their own.

The Midwest District Council voted a $25 contribution during its Nov. 8-9 meeting in Rockford.

The board also called upon U.S. locals to join TNG at a conference being sponsored in New York City Dec. 9 by the National Ad Hoc Committee Against Censorship. It also recommended that locals consider joining TNG as affiliates of the committee.

The Reporters' Committee, which the IEB called "a mainstay of the newspaper industry's defense against incursions on the First Amendment," says it will be broke by December without help.

It is "the only comprehensive legal-defense and research organization available to assist reporters, editors and publishers alike in resisting attacks on press freedom," the board said.

Pointing out that TNG had contributed $2,500 to the committee last spring, the board asked locals to make their contributions to the committee "meaningful," and members to contribute "at least $10."

The Reporters' Committee's address is: Room 1112, 1750 Pennsylvania Ave. N.W., Washington, D.C. 20006. Contributions are tax-deductible.

The anti-censorship committee's conference will examine First Amendment threats in government secrecy, censorship of "obscenity" and pressure-group censorship of school books as well as ways concerned organizations can respond, the IEB noted.

The committee is "anxious to have as many representatives as possible from the local level" at the New York City conference, the IEB pointed out and urged "particularly those in nearby areas" to send representatives.

Administrator Wanted

The Wire Service Guild is seeking applicants for the position of administrator of the local, which is the only nationwide Guild local in the United States. Applicants should have a knowledge of wire service operations and union-management relations, and have negotiating, contract-enforcement and administrative experience. The administrator will work out of WSG's New York headquarters office. Salary is negotiable. Those interested should apply in writing to:

Executive Committee
Wire Service Guild
133 West 44th Street
New York, N.Y. 10036

Full dues are triggered by crises in bargaining

(Continued from Page 1)

locals of the dues change, TNG Secretary-Treasurer Robert M. Crocker pointed to more than 500 Guild members striking the San Juan Star and observing Washington Post Picket lines and to the "imminent possibility" of Guild strikes in New York and Philadelphia and other unions' strikes on other Guild cities.

"In a matter of a very few weeks, especially in the event of a New York strike, the fund's assets will be less than $1,500,000, at which point TNG's Constitution calls for the application of full regular dues," Crocker said.

If the strike threats are removed before Dec. 1 and the drain on the fund is "lighter than is now anticipated," the notice of full dues will be quickly cancelled, he said.

The Philadelphia Guild's Nov. 8 settlement and the tentative Nov. 11 agreement with the New York Times did little to ease the threat to the fund, however. The New York Guild continued to seek a new contract from the News, where Guild members voted 505 to 21 on Oct. 15 to strike if necessary. And Times publisher Arthur Ochs Sulzberger has threatened to close the Times "to protect its own interests" if the News is struck.

During the 32 months that TNG has been in a "reduced dues period," Crocker pointed out, the Defense Fund has supported benefit payments and related expenses in 21 strike and lockout situations.

Noting the convention policy that termination of a "reduced dues period" carry a 30-day notice, Crocker pointed out that if the date were postponed another month it would be February before the Defense Fund would receive any of the additional revenue and would be in "a very difficult position."

The International Executive Board, told of the necessity for full dues on the last day of its fall meeting, heard a report of its Finance Committee showing that Defense Fund assets as of Sept. 30 stood at $1,860,792, a net gain of $112,914 over the fiscal year's first quarter. The Washington Post strike began Oct. 1; the San Juan Star strike, Oct. 18.

The report also pointed out that the July-August-September quarter was the second in a row in which the General Fund posted a surplus—$16,366, which, when added to the first quarter's, produced a six-months' surplus of $17,176.

The board approved a third-quarter General Fund budget of $368,860 and estimated that income for the period will be $370,600.

Income for the six months from April through Sept. was $705,961, while expenses were $688,784.

Second quarter income of $359,343, an increase of $12,725 over the first quarter, was a quarterly record.

Chief factors in the second quarter surplus were international representatives' expenses $9,722 under the amount budgeted and a savings of $7,440 in "miscellaneous and servicing" expenses.

Defense Fund income for the quarter was $131,290, with $82,766 from the regular per-capita apportionment and $16,357 from investment income. Expenses were $18,376, with about half going for benefits to Pittsburgh members during a lockout.

The IEB also learned from its Guild Reporter Committee that the budget faces second-class postage increases of about 15 percent starting Dec. 28. The rates will be about 63 percent higher than at present next July.

And the U.S. Postal Service's fee for Guild Reporters returned for address changes will soon go up by 150 percent—from 10 cents to 24 cents per copy.

Unless members and locals keep the Guild Reporter informed of address changes the higher-cost returns could cost TNG as much as $100 a month, compared to $35 to $40 now.

It also called upon locals to be more diligent in notifying the Guild Reporter of new members' names and addresses "so that all will receive the publication, as called for by TNG's Constitution."

The board also approved contributions of $50 each to the NAACP, Group Research, Inc., and the National Consumers' League, as well as $100 to the Capital Area United Way.

It voted to divide the $180 in its tardy fund between the San Juan strikers and Washington Post picket-line observers.

Knight-Ridder Guild and ITU

The Guild's Knight-Ridder Council, meeting in St. Paul Oct. 25-26, and their Typographical Union guests, unanimously condemn the chain's Duluth Herald and News-Tribune's refusal to bargain with the Twin Cities Guild since the Lake Superior local merged into it Sept. 1. Above from left: Dudley Elliot, Duluth Typographical local; Wayne Cahill, Pacific Northwest; William Brown, TNG; John Carmichael, James Babin and Neal Van Ness, Twin Cities; Jim Goldsworthy, Duluth Unit; J. William Blatz, TNG; Allan Heritage, ITU; TNG Vice President Lou Calvert.

Clock halted, strike averted at N.Y. Times

(Continued from Page 1)

service required for coverage under the contract's guarantees against reduction - in - force discharges.

And it provides for cost-of-living increases in the second and third years by any percentage increase of more than six percent in the consumer price index.

It agreed to a full Guild shop for all new hires. Present employes continue under a combined maintenance - of - membership and agency shop provision.

Several jobs also are reclassified to higher minimums. Mileage provisions are improved. The duration of paid maternity leave is increased. Leaves for bereavement and jury duty are extended to parttime employes.

The Times agreed to provide an in-plant office for the use of the Guild and to pay for half the work time needed by the grievance and unit chairpersons to perform their duties, Fisdell said.

The Times also pledges to reduce the number and use of stringers, he said.

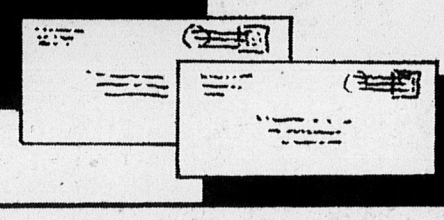
TNG President Charles A. Perlik, Jr., was here for the final three days of Times bargaining. Local and company negotiation bargainers were in session for more than 31 continuous hours before the settlement was announced.

Members of the Times Guild Unit had voted local bargainers strike authorization by 1,042 to 70 on Oct. 6, the day after News Unit members took their strike vote. Both contracts expired last March 31.

The local set the Nov. 11 strike deadline at the Times on Nov. 7. It had taken no like action toward the News through Nov. 13.

In addition to the Deliverers' settlement, reached Oct. 24, the ITU - Mailers and Stereotypers unions also have reached agreements with both the Times and the News. Typographical Union printers have a 10-year contract. All other unions are in bargaining.

IT SEEMS TO US



Tacoma member criticizes Post vandalism coverage

GIG HARBOUR, WASH.

Editor:

Did I miss an issue of the Guild Reporter?

I don't recall seeing an account, no matter how brief, of damages to the Washington Post presses. The incident, from various angles of reporting, was presented to the reading public through the national wire services and the major newsweeklies, from which, I gathered, the damage amounted to several million bucks.

As folded, with the address label near the lower right-hand corner, the back page of the [Oct. 10] Guild Reporter first comes to notice, and at the top right is the editorial column, in the instance of the Oct. 10 issue, on the Post and its strikes.

Flipping to Page One, there's an article about the Post strike. The jump is after the second line of the seventh paragraph—to page six. And thereon in the ninth graph of the story, is the first mention of ". . . the damage done to the Post's presses . . ."

"TNG urges unit to honor lines in 3 unions' strike against Post," in the words of the headline. But why such casual mention of what was done to the Washington Post presses?

Would someone have to blow up a whole plant before you would tell it like it is before burying it on page six?

JACK SAREAULT
Tacoma Unit
Pacific Northwest Guild

Oaklander says GR swept vandalism under the rug

BERKELEY, CALIF.

Editor:

Your sweeping the vandalism of the Washington Post's presses during the strike (Oct. 10 issue, pp. 1, 6) under the rug brings into question the credibility of the Guild Reporter, which is starting to look increasingly like a prettified, publicity-conscious house organ. It was a major story throughout the U.S.—but not for the GR.

Rather than worrying about washing the pressmen's hands over the incident, you might report the incident in full, with photos. Violence can still be a part of a strike, just as much as in the 1930s, and it's futile to pretend that it didn't take place, or that it was totally irrelevant.

I'd also suggest that the back page—especially its cartoons—focus on more cogent matters than the stereotypes of underpaid reporters and wealthy publishers. Frankly, unlike some of your staff, I delight in seeing a publisher turn in record profits; it tells me that the paper is stable, it has a future, it won't close down, and it should enable employees to participate at contract time. If all papers were just breaking even, very few would survive in the long run.

PAUL HERTELENDY
Oakland Tribune Unit
San Francisco-Oakland Guild

Editor's note: Precisely because the vandalism to the Washington Post's presses was given practically blanket coverage by the daily and periodical press, as noted by Brothers Sareault and Hertelendy, and because other occurrences were not as thoroughly reported or were more recent, or both, the Guild Reporter's editor thought it unnecessary to detail it. There were 10 days between the start of the strike and its accompanying vandalism and the first issue of the Guild Reporter. The events of Oct. 1, already thoroughly reported elsewhere, merited only follow treatment 10 days later in the editor's judgment, for which he makes no claim of infallibility.

The Guild Reporter also delights in seeing publishers realize good and adequate—even record—profits for the reasons cited by Brother Hertelendy and regularly carries profit stories. The Washington Post's position, however, is not that of a paper just breaking even; the Post earned $10.7 million on a nine-percent-of-sales return last year. (Average before-tax return for all U.S. manufacturing industries in '74 was 8.7 percent). The editor does not hold with publishers' efforts to turn adequate profits into record ones at the expense of their employes.

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

First meeting 'a pleasure,' Mulcahy thanks the voters

NEW YORK, N.Y.

Editor:

The support of our brothers and sisters throughout The Newspaper Guild during the recent international referendum is deeply appreciated by me and the other members of the Unity Committee.

It was a pleasure last week to attend my first meeting of the International Executive Board and I look forward to serving all of you during the next two years.

DAVE MULCAHY
At-Large Vice President

'Running was rewarding,' thanks, says McCracken

MEMPHIS, TENN.

Editor:

Running for the IEB was a rewarding experience even in losing.

I want to express my sincere appreciation to those who supported me, encouraged me, helped me and voted for me.

You may count on me to continue to work for the betterment of the Guild.

FAYE McCRAKEN
Memphis Guild

Stanford's Rivers: 'professional' is used loosely

Printed here are excerpts from testimony by two noted journalism authorities, William L. Rivers, professor of communication at Stanford University, and Curtis D. MacDougall, professor emeritus of journalism at Northwestern University, during the National Labor Relations Board hearing last month on the Philadelphia Bulletin's contention that columnists should be segregated as "professional employes" from others on its editorial staff.

Like New York Times columnist Russell Baker (GR, Oct. 24), Rivers and MacDougall agreed that neither columnists nor news workers generally are professionals under the law, which specifies that they be engaged in work "requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning . . . as distinguished from a general academic education."

Rivers: There was a time when those who thought to improve journalism called for "professionals." For example, the late Walter Lippman wrote in "Liberty and the News," which was published in 1920: "It is altogether unthinkable that a society like ours should remain forever dependent upon untrained accidental witnesses. . . . The better course is to send out into reporting a generation of men who will, by sheer superiority, drive the incompetents out of the business.

"That means two things. It means a public recognition of the dignity of such a career, so that it will cease to be a refuge of the vaguely talented. With this increase of prestige must go a professional training in journalism in which the ideal of objective testimoney is cardinal."

He used "professional," as did many others, and when I asked him in 1959 why he was using such a word, he simply said that the "professional" was a better reporter than the other, which he thought of as an "amateur." This is the core of the "professional," that people use such words because the language is not well equipped.

This is why we think of the "professional soldier" as one who is a regular, while most of the others, in a slightly earlier period, who served for a short hitch, were known as "draftees." There is nothing that one must know in the military at the time he enlists; he is distinguished from the draftees by the time he stays. . . .

Using the word is fine in ordinary conversation about newspapermen, but when one must define a word in a legal context, one must go directly to those who have studied the professions.

In a classic study, Roy Lewis and Angus Maude say:

"There is, nevertheless, in the aspirations of the journalists toward a strict guardianship of the truth . . . an indication that journalism seeks (and often achieves) a responsible professional attitude, even comparable with that in medicine and law."

But they go on to say:

"Journalists are employed in reporting, writing up, interviewing, subediting, and though these are not jobs which anyone can do without a considerable amount of experience, no specialized intellectual training is an indispensable preliminary."

The key word in this definition is at the end: "No specialized intellectual training is an indispensable preliminary". . . . It is by no means necessary that the student have anything approaching a college degree today. It is more difficult now to get a job no matter how much he finishes. . . .

In addition to the Lewis-Maude classic, there is also Social Class in America. It rates seven categories of occupations. There is no journalism rating . . .

It seems to me evident, then, to link two attitudes that make it necessary to define a profession. First, there must be an *indispensable* intellectual training. Second, it must be that those who are classified as professionals must offer their services *directly* to individuals. Journalists are serving thousands, or even millions, at one time, but they work for publishers. It seems to me and to others that we have three professions; law, medicine and theology. The journalist is not a professional. . . .

David S. Barr (TNG Counsel): Could you elaborate as to why you feel they are not?

A: . . . There is the case in my study of the Washington correspondents that . . . most of the people thought that Ed Lahey, who was the man with the eighth-grade education, was the best of them. It seems to me that these are by no means the predominant numbers of people—that is, those who did not take journalism or did not take anything prescribed—but there is a very large majority in every newspaper that I know anything about.

Q: And your illustrations go to the point that the specialized intellectual instruction is simply not an essential element of the background of a journalist?

A: Indeed. . . .

Robert Kleeb (Bulletin attorney): Who is the Edward Lahey you were talking about?

A: He was the head of the Knight Newspapers bureau in Washington. . . .

Q: I suppose you know DeWitt C. Reddick [retired director of the School of Journalism at the University of Texas, who testified for management in the recent San Antonio Express and News "professionalism" case, GR, Aug. 8]. . . . You do know, do you not, that Dean Reddick does believe that journalists are professionals?

A: Yes.

Q: What is the basis of your disagreement? . . .

A: At no point in any of the words that I have read about this, at no point does he attempt to define what a professional is. He is instead asking for some kind of higher calling for those who are journalists by suggesting that they must be professional. I think that in the legal context he is not really talking about professionals. . . .

MacDougall: *it's an attempt to weaken journalists*

Barr: Based on your experience, knowledge and expertise, are newsmen in general, including reporters and columnists, professional employes?

MacDougall: They are not. . . .

Q: And why is that, Prof. MacDougall?

A: Well, because there is no organized scholastic or other preparation which all journalists must obtain. There is no consistency between the type of work that all kinds of journalists do. You mentioned columnists and editorial writers and all; it is completely interchangeable.

The backgrounds of the hundreds that I have known are very, very diverse. They came from all kinds of colleges, they majored in all kinds of subjects, they had varying degrees of academic background, and some had none at all. . . .

Q: Can it be meaningfully stated or concluded that, in your expert opinion, your personal opinion, that only a segment of the newsroom, or a few people in the newsroom, are professional employes, with reference to [the statutory] definition, as distinguished from the whole?

A: No, it cannot. Because the nature of the work means the constant shifting of responsibility and ambitions and assignments. . . .

Are you familiar with Sinclair Lewis's novel, "The Work of Art?"

Q: You see, I am the one that asks the questions. (Laughter.)

A: I will make it a positive statement. Sinclair Lewis wrote a novel, which was "Work of Art," which was an account of a hotel manager who considered producing the most perfect, the best hotel, as his lifetime activity. Now, he had a professional attitude. Now you can find a professional attitude anywhere and everywhere. . . .

Q: Professor, you are familiar with Prof. Reddick, are you not?

A: Yes.

Q: He has testified in the San Antonio case, and one part of his testimony was that there was a progressing in the last 15-20 years toward greater professionalism in the field because there are more journalism schools, there are better journalism schools and there are more graduates of journalism schools. Would you care to comment on that?

A: Well, I would hate to admit that my lifetime work hadn't paid off somewhat and that there weren't some better newspapermen. . . . All over the country I have former students that I am proud of, and I think they are doing a fine job. But no, it has not been a progressive change, because as I say that change has not been uniform. It has today led to a state of what could be called academic or pedagogical chaos [over what should be taught and how] . . .

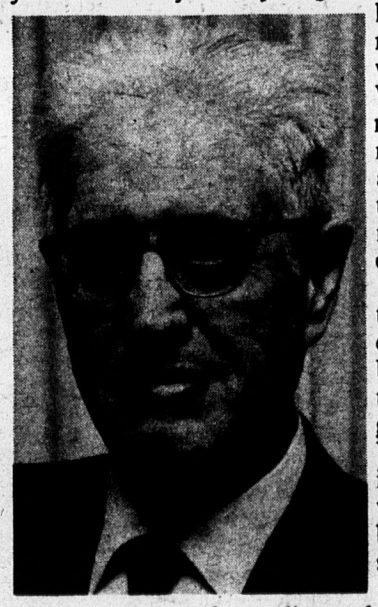
Q: Tell us more specifically about the statement by Prof. Reddick that journalism schools are getting better and better.

A: Well, they are not. In my opinion, they are getting worse and worse. I gave a famous speech—it has become famous or infamous in a lot of places—which is called, "Journalism Schools Are Being Ruined." I gave this down at Southern Illinois when they gave me an award for being the nation's best journalism professor. . . .

I agree with Bill Rivers that DeWitt has just been out of it for the last few years as an administrator, and he hasn't been in the classroom and he hasn't known what has been going on, and he is building a utopia and a dream world. He's building a wishful-thinking fantasy world, or castle, in his testimony.

Q: Would you care to comment specifically on that part of his testimony that there are more people graduating from journalism schools?

A: Well, there certainly are. There were 55,000 students majoring in journalism in this country last year. That is just majoring. In addition, God knows how many thousands more there were that were taking courses. Well, now that is more than double the number of reporters, and if everybody quit twice you still would not be able to take care of them.



Now all the time I taught it never occurred to me that anybody was in my class that didn't intend to go into journalism. You went to journalism school like you went to law school to become a doctor, and so forth.

Today these kids are not going to journalism school for that reason at all. They are escaping from liberal arts. They are escaping from those behavioral scientists and the computer and the statistics over there, and they want to get a fast degree. They want to get a work slip. . . .

Kleeb: Did you hear the testimony of Prof. Rivers?

A: Yes.

Q: In his statement, he concluded by saying, "It seems to me and to others that we have three professions: law, medicine and theology." Do you agree with that?

A: In my book, those are the traditional professions. To me, "professional" is an adjective, and it represents a point of view, a social responsibility, and I have my doubts about all three of those on occasion. (Laughter.) . . .

[Company counsel then read an excerpt from a chapter entitled "The Professional Spirit" in Frank Luther Mott's History of American Journalism and asked MacDougall if he agreed with it.]

A: Well, that is very similar to my definition of professional being in the attitude of the person. Although, I would question Frank putting in there this matter of deliberate professional training, as it relates to journalism, because most journalistic assignments are made by the brass and not by the practitioners themselves.

But that is not essentially different in spirit.

Q: Yes. Now, he also says this, and you can agree, disagree or say you have no knowledge. He says, "The 1948 decision of the National Labor Relations Board that editorial employes were not professionals within the meaning of the law was a legal necessity because of its bearing on the important question of the classification of employes for wage bargaining, but it has little or no significance in connection with the symbol word 'professional,' with its historical and social connotations."

A: I can remember when Frank made that statement how terribly disappointed I was in him.

Q: Why?

A: Because it seemed to me to be playing into the hands of management.

Q: What do you mean by "playing into the hands of management"?

A: Supporting the attempt to try to exclude newsmen from the protection of the labor laws. . . . Anything to me that weakens their power I think is wrong.

Q: Weakens whose power?

A: The power of the rank and file of the journalists or of labor to get full protection under the labor law.

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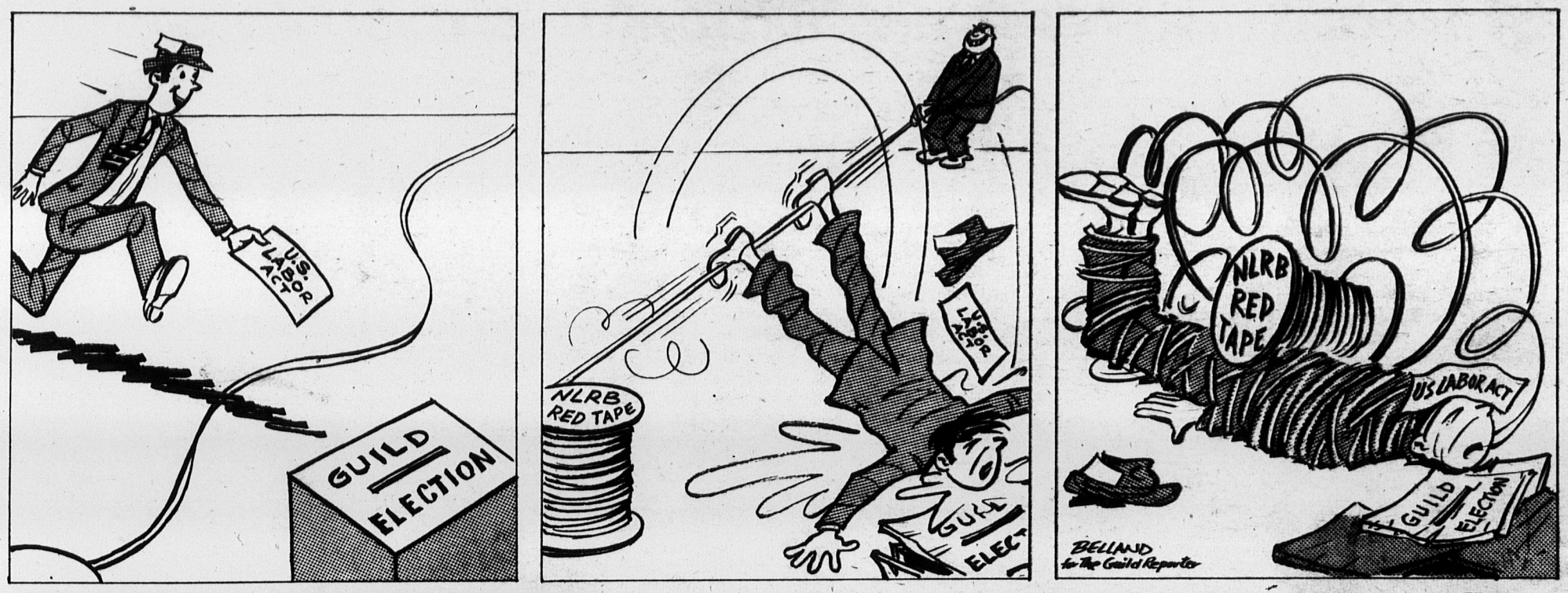

Editorial

Right on, Brother Meany!

There should have been a cheer go up from Guild members—and would have been Guild members—the length and breadth of the hemisphere Halloween eve when AFL-CIO President Meany took the occasion of the National Labor Relations Board's 40th birthday gala to lay down a few hard facts about what it's like to look to the federal labor law and its procedures when you're trying to do what the law is supposed to guarantee:

Namely, organize and bargain collectively.

We won't even comment about the statement in the law that it is aimed at "encouraging" collective bargaining.

As Meany said in his "Happy Birthday" speech (see story, page 5): "In fact, all too often it frustrates and impedes the fulfillment of that mission."

While Meany pointed several times to the frustrations of employes of J. P. Stevens Co. in their attempts to organize and get a first contract, Guild people need not look so far away.

The NLRB's own figures say the median time is 42 days for a regional director to issue an election notice after a representation petition is filed. That's about a month and a half, unless you divide by five-day work weeks, in which case it becomes about two months.

We'll take it. It beats eight months before an election in the Minneapolis Star and Tribune's advertising department, while the company attorneys run the regional director through a raft of hoops over appropriate unit questions that supposedly have been settled practice for years.

Or how about the seven months of delay at the Aurora Beacon News, at which point the Chicago Guild withdrew its petition because people were worn out by the hassle from the company?

Or how about the months being spent arguing and appealing and reopening representation proceedings in San Antonio, Wilmington, Steubenville, and Philadelphia over whether reporters, copy editors, columnists, editorial writers, etc., are professional employes under the labor law's definition?

Again, as Meany said at the NLRB's birthday party and TNG's 1975 Denver Convention said, it is time for Congress to take a good hard look at how things work in real life and set about fashioning suitable remedies.

And the Guild has a few suggestions:

- Prehearing elections—ones that are conducted quickly after petitions are filed, with decisions on disputes over eligibility, etc., left to be settled afterward, as the Denver Convention suggested.
- How about certification by card check, as in Canada?
- How about shifting the burden of proof to the employer in cases of alleged dismissal, discrimination, etc., for union activity—again as in Canada—as the IEB recommended this month?

Again, as Meany said: "The right to bargain collectively has no meaning if it is afforded a year, two years or even more after it is sought.

"The board [NLRB] has argued for and sustained the proposition that its election machinery is the preferred method of settling questions concerning representation.

"The burden is now on the agency, either through its own reforms or through active support of such reforms before Congress, to prove worthy of the responsibility it assumed."

Right on, Brother Meany!

A note, without comment

About the same time Lawrence A. Wallace took over labor relations at the Washington Post (GR, Oct. 10, page 8), the paper also retained a new labor law firm: Seyfarth & Shaw, Fairweather & Geraldson. The firm more recently has been retained in the same capacity by a number of California growers, most notably Gallo, as they seek to fend off organization of their field hands by the United Farm Workers under the state's new farm labor law.

DATELINE: WASHINGTON

Fumbling opens possibility of new GOP quarterback

By WILLIAM J. EATON, *Chicago Guild*

PRESIDENT FORD, thanks largely to self-inflicted wounds, no longer seems unbeatable in his quest for the Republican party nomination for the White House in 1976.

His increasing vulnerability not only enhances the prospects of former California Gov. Ronald Reagan but turns the GOP presidential race into a wide-open contest. Vice President Nelson A. Rockefeller cannot be counted out and former Treasury Secretary John B. Connally sounds as if he is ready to throw a 10-gallon hat into the ring. Can Elliot L. Richardson, the hero of Watergate and utility Cabinet member, be far behind at the starting gate?

Ford still is very popular as a person, but not as a president. His job performance ratings in the polls indicate a big thumbs down from the voters on his handling of the economy and relations with Congress.

While the jury is still out, his antagonism toward any realistic federal aid for New York City could be a political disaster. While claiming to be compassionate, the President sounds as if he wants New Yorkers to go through purgatory so they can qualify for hell. And virtually all the experts believe a New York default would hurt the economy despite Ford's Pollyannish conclusion to the contrary.

●

THE SHABBY sacking of Defense Secretary James R. Schlesinger and Central Intelligence Agency Director William E. Colby was Nixonian in its timing and apparent insensitivity to the normal reaction—the Ford White House is falling apart.

And the President invited a rugged confirmation battle by tapping George Bush for CIA director and then refusing to exclude Bush as a vice presidential candidate to succeed the retiring Rockefeller. Why should the Senate confirm a man to head a deeply troubled agency only to have him quit six months later to run for political office? And would Watergate not have been worse if former President Richard M. Nixon had one of "my guys" in the sensitive CIA post?

Rockefeller bowed out, it seems clear, because Ford refused to give him any assurance that he would stay on the ticket. So while Rocky jumped, Ford led him to the cliff. As a result, Ford's prospects for nomination may have improved marginally and Rockefeller is ready to run if, as many political observers now expect, Ford falters in the early primaries.

●

ALL THIS FOUL-UP is good news for Democrats, including the ten already in the race for their party's nomination. It now seems likely that only a few of the starters will survive past the ides of April.

The candidacies of Sen. Lloyd Bentsen, former North Carolina Gov. Terry Sanford and Pennsylvania Gov. Milton Shapp may be stillborn. Either Rep. Morris K. Udall, Sargent Shriver or Sen. Birch Bayh is likely to get a major blow in the March 2 primary in Massachusetts. Sen. Henry M. Jackson is betting on New York's April 6 primary—and it looks like a poor bet.

Fred Harris reminds too many Democrats of landslide loser George McGovern while former Georgia Gov. Jimmy Carter seems to be quietly but steadily gaining ground in his determined person-to-person style.

They all will get a shot of adrenalin, however, from President Ford's plight since it makes the Democratic nomination worth so much more if the Republican opponent does not inhabit the Oval Office.

The Guild Reporter

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