

NLRB judge rules out unilateral ethics code

Rules to govern news workers' ethics are mandatory subjects for collective bargaining because they affect employees' working conditions and compensation, a National Labor Relations Board judge held Jan. 16 in a landmark case involving the Madison Guild and the Capital Times.

The administrative-law judge, Nancy M. Sherman, recommended that the Capital Times be required to rescind its unilaterally promulgated code at the Guild's request, bargain with it on the whole subject and cancel any disciplinary action based on the rules.

The decision is subject to approval by the full NLRB. It covers an earlier rule prohibiting the receipt of sports passes as well as the code itself.

Miles McMillen, the Times's editor and publisher, said the finding would be appealed all the way to the Supreme Court, if necessary. He said it "establishes a license to bribe newspaper people at all levels."

But the Madison Guild replied that the finding represented "a triumph of testimony over sanctimony."

"It affirms the right of working jour-

nalists to participate fully in determination of their professional standards through the instrument of their labor union," the Guild said. "It is this right, and not any particular privilege, that we have sought to establish from the first."

The issue "is not 'freebies,'" it declared in response to McMillen, "but the news worker's vital interest in shaping the rules which affect his credibility, his integrity and his effectiveness in the field."

TNG President Charles A. Perlik, Jr., expressed gratification that the Guild's position that ethics codes must be bar-

gained "has been so forcefully and effectively sustained."

"Management's suggestion that the decision gives reporters the right to accept bribes is an outrageous defamation of our craft and dedicated newspaper men and women everywhere," Perlik declared.

He termed the statement part of the Times's "continuing effort to obscure the principle at issue, which is not the 'right' of reporters (or anyone else) to take bribes but the obligation, under the law, of management to bargain with the union on the

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\$42, 1-year hike won in Toronto



Toronto Guild photo by Wilf Jennings

Tallying the votes

Ron Thrush of circulation and carrier captain Dolly McCaw count the ballots at Toronto Star

ratification meeting. The result was 674 to 361 to accept the final company offer.

Star contract yields 15.6% pay raises

Toronto, Ont.—Guild members at the Toronto Star voted almost two to one Jan. 12 to accept a one-year contract raising the reporter top minimum \$42, to \$322, highest in Canada.

The settlement raises all minimums of \$269.50 or below by 15.6 percent, continuing a pattern of "double-digit" increases in Canadian Guild agreements.

But the top minimums for ad salespersons and district managers—\$311.50—fall short of the \$320 negotiated last November at the smaller Vancouver newspapers, and Guild negotiators recommended that it be rejected, a step that would have triggered immediate strike action. The vote was 674 to 361 to accept.

Star Publisher Beland H. Honderich had announced the company would try to publish in the event of a strike.

The Star said the settlement would cost it six million dollars a year. Its after-tax profits in the year ended Sept. 30 were \$8,411,000, up \$1,294,000 from the previous year.

The contract includes a number of upgradings, including one that will raise the top for classified solicitors \$49.37, to \$213.86. Another will raise the editors' top \$47, to \$335.

The contract also provides improvements in pensions, dental insurance and mileage rates.

The contract provides a \$342 top minimum for a second, higher-paid group of reporters, photographers and others. The top for all groups at or above the level of ad salespersons and district managers is increased \$42; the Guild had sought a \$60 increase at that level.

The top for senior program-
(Continued on Page 6)

6-month pact in Kingston nets \$17.75

Kingston, N.Y.—A six-month contract at Ingersoll's Kingston Daily Freeman increases key top minimums by \$17.75, to \$270.85.

The agreement, one of the shortest ever negotiated by the Guild, will run through May 19. It contains pay increases ranging up to \$20.20.

Both display and outside-classified salespersons are covered by the new \$270.85 top. The \$20.20 increase will raise top minimums for assistant city and sports editors to \$308.60.

The top for circulation district managers is increased \$15.65, to \$239.35, that for classified-ad solicitors is up \$11.85, to \$180.95, that for clerks \$12.20, to \$186.30, that for telephone operators \$10.70, to \$163.45, that for maintenance employees \$11.45, to \$175.10, and that for office boys and girls \$8.50, to \$129.70.

The Guild won a clause requiring 60 days' automation notice and the negotiation of minimums for any resulting new classification created during the contract.

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Arbiter restores Cleveland leader whose firing fueled strike spirit

Cleveland, Ohio—An arbitrator has ordered the reinstatement of J. Stephen Hatch, whose dismissal for his part in a stop-work meeting sparked sentiment that helped produce the Guild's recent strike at Newhouse's Cleveland Plain Dealer.

Arbiter Harry J. Dworkin, while imposing a 30-day suspension on Hatch, termed his firing "excessive, arbitrary, unduly severe and wholly inconsistent with the principles of just cause."

Hatch was dismissed Dec. 21, 1973, after an 11-day suspension.

Dworkin's award will reimburse him for all earnings lost after the 30-day suspension period.

Hatch was fired for urging Guild members to leave work for a 4½-hour meeting called to consider the Plain Dealer's transfer of reporter-columnist Robert Dolgan to desk work. Dolgan was penalized after the Cleveland Bar Assn. complained about one of his columns.

The stop-work meeting was called after three grievance sessions failed to resolve the dispute. Hatch, who was off duty on the day of the meeting, joined Guild Executive Secretary Jack F. Weir in entering the city room to call members to the meeting; he later stood outside the building urging incoming members to attend.

A second unit meeting held two days after Hatch's suspension voted to strike if the Hatch and Dolgan disputes were not settled by contract expiration last Oct.
(Continued on Page 2)

NLRB cites Wichita Eagle for maternity-leave stand

Kansas City, Kan.—The Wichita Eagle and Beacon's insistence on a maternity-leave clause that violates Equal Employment Opportunity Commission guidelines has been cited as the basis for an unfair-labor-practice complaint in an unprecedented National Labor Relations Board action.

TNG Counsel David S. Barr said the action by NLRB Regional Director Thomas C. Hendrix on a Wichita Guild charge apparently "breaks new ground." He said he had been unable to

find a previous case in which violation of EEOC guidelines had been the ground for an NLRB complaint.

The complaint was based on the company's insistence on a one-year service requirement for maternity leave while requiring no minimum service for other leaves.

Hendrix said the Eagle violated the law by bargaining to an impasse on the issue, which he termed "an illegal subject of bar-
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Former UP Guildswoman scheduled to head NLRB

President Ford's nominee to head the National Labor Relations Board is Betty Southard Murphy, a former Guild member at United Press.

Murphy, who has been administrator of the Labor Department's Wage and Hour Division since July, is the first woman ever to be appointed to the five-member board.

Ford said she will be nominated chairman if her nomination is approved by the Senate Labor Committee. She would be the first NLRB chairman with a Guild background.

Murphy worked for UP's Washington bureau in 1955 and 1956 after serving two years as a free-lance reporter in Europe.
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Parity is won for society at Jersey daily

Jersey City, N.J.—Society reporters are upgraded to parity with a \$49.17 increase in a new two-year contract at Newhouse's Jersey Journal.

Reporters, with a \$27.70 increase, will go to a new top of \$288.30 together with society reporters over the contract term. There will be a \$19.40 increase in the starting minimum for society reporters to bring it, too, to parity.

The flat minimum for editors is increased \$30.56, to \$317.99, and the top for copy boys is up \$14.42, to \$150.09.

The Journal's monthly contribution to an improved health-insurance plan is increased \$2.55 per employee, to \$14.86. The Guild won an additional holiday, the employee's birthday, and an increase in cumulative sick leave from seven days a year to eight.

A no-discrimination clause is added to the contract, and the service requirement for six months' maternity leave is reduced from three years to one. The voluntary-retirement age is reduced from 65 to 60.

\$56 Scranton hike ups reporter top to \$315

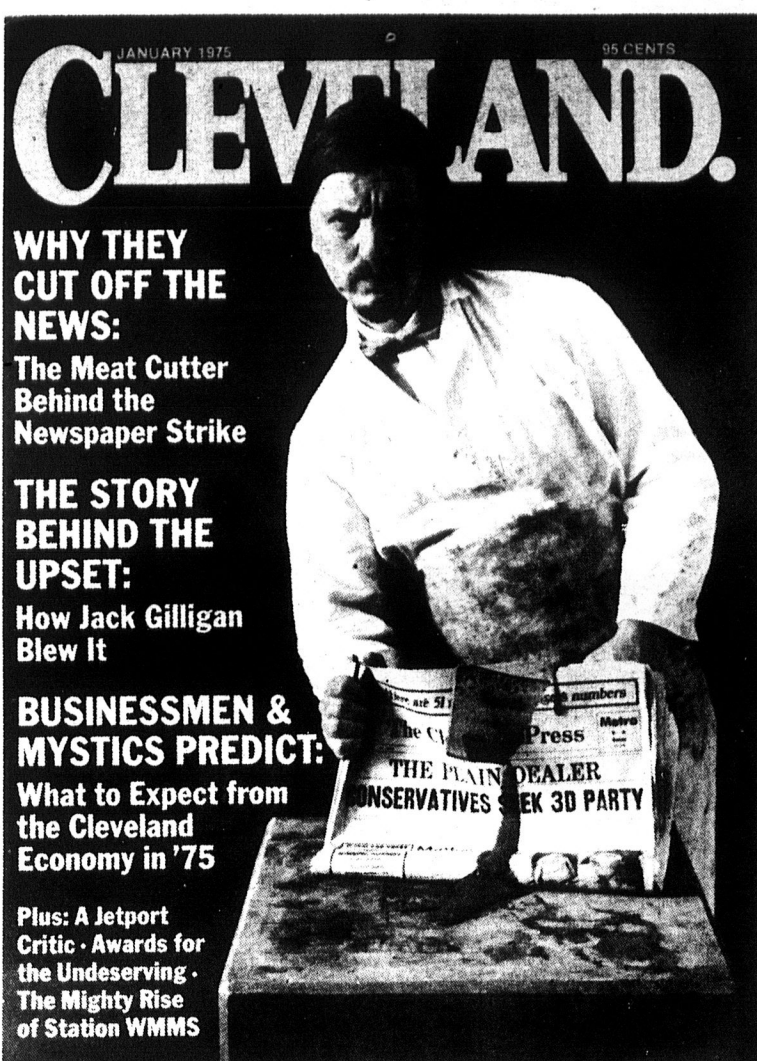
Scranton, Pa.—The reporter top minimum is increased \$56.25 in a three-year contract at the Scranton Tribune and Scrantonian, rising to \$315.64.

A cost-of-living clause will increase hourly pay in the contract's final six months by one cent for each 4-of-a-point rise in the Consumer Price Index over six percent, to a maximum of 10 cents an hour.

In addition, the Guild won longevity increases of \$2 after 10 years' service and \$3 after 15.

The top minimum for district managers keeps pace with the rise in the reporter top, climbing the same \$56.25, to \$298.97. The top for circulation office employees is increased \$30.93, to \$164.43.

The company's pension contribution is increased \$2.50 a week, to \$7.50, and the service requirement for a fifth week's vacation is dropped five years, to 20. The Guild won elimination of a clause allowing the company to refuse to reinstate employees dishonorably discharged from military service to their former jobs.



Covering the issue

Cleveland magazine recalled J. Stephen Hatch's earlier occupation as a union meat cutter in this cover on the Cleveland newspaper strike. The article, which was critical of both the newspapers and the Guild, cited Hatch's dismissal as a key ingredient in strike sentiment.

Fired Cleveland leader wins reinstatement

(Continued from Page 1)

3. The company obtained a court order enjoining a strike over the grievances, but the unit walked out Nov. 1 over contract terms in a strike that lasted seven weeks.

In making its final settlement offer, management announced that Dolgan was being restored to a writing assignment. But it refused to reinstate Hatch, whose case had been aired in four days of hearings before Dworkin.

Stating that the unit meeting called to consider Dolgan's transfer threw the Plain Dealer's operations "into disarray," Dworkin said Hatch's role in it was "improper" and "inconsistent with the obligations that he owed to his employer."

But the arbitrator noted that Hatch had a previously unblemished six-year work record and was the only employee disciplined

in connection with the meeting, although all participants were docked for the time they missed.

Dworkin said the company's decision to treat Hatch's actions as "a 'capital' offense" constituted "punitive treatment rather than application of corrective discipline."

"The imposition of the discharge penalty appears to have been designed to make an example of the grievant in order to deter other employees from engaging in similar activity," Dworkin observed.

As such, he said, the penalty suggested "discrimination"—discrimination that the Guild charged was based on Hatch's militancy as a union officer.

"The arbitrator deems the discharge penalty to be unduly harsh, excessive and punitive in nature," Dworkin declared.

Baltimore police own to files on reporters

Baltimore, Md.—Baltimore police have admitted keeping files on four reporters and putting one—former Heywood Broun Award winner Arthur W. Geiselman, Jr.—under surveillance.

The admissions came after the Baltimore Sunpapers and the News American charged the department with spying on politicians, clergymen and reporters.

Police conceded that they set up a stakeout on Geiselman while he was working for a Baltimore television station.

They said there was reason to believe Geiselman had city property illegally in his possession, but they refused to say what it was and acknowledged that none was ever found.

Geiselman, now a reporter for the Philadelphia Bulletin, said the material in question was given him by a news source and included a photo showing Maryland Gov. Marvin Mandel with the late Bernie Brown, a reputed leader of organized crime. He said he had been told the stakeout was ordered by Police Commissioner Donald D. Pomerleau.

Geiselman said he had been aware of the stakeout because the plainclothesmen watching him "were such amateurs."

"It was funny as hell," he said, "some guy running down the street yelling into his radio that 'Geiselman is coming! Geiselman is coming!'"

Geiselman, an investigative reporter, won TNG's Broun Award twice, in 1957 and 1973, while a Guild member at the York Gazette & Daily. He later was a Guild member at the Baltimore Sunpapers.

Among other reporters on whom police kept a file was Michael Davis, a former Guild member at the Sun. Police said

CIA head admits spying on press

William E. Colby, director of the Central Intelligence Agency, admitted to a Senate committee Jan. 15 that the CIA spied on American journalists as well as political dissenters.

Colby did not identify the journalists, but the Washington Post said Colby had told senators privately that at least four were kept under CIA surveillance to check leaks of classified data.

The Post identified three—columnist Jack Anderson, who had disclosed a U.S. diplomatic "tilt" toward Pakistan during the Indian-Pakistani war; his assistant, Les Whitten, and Michael Getler of the Post, who had written stories about secret arms negotiations.

they had received information—never substantiated—that Davis was being paid by Brown.

Davis, who now works in San Diego, said Brown was "merely a news source" and "never even bought me a drink."

The Baltimore papers charged that police had gathered information on reporters responsible for critical stories about the Police Department.

The police report did not comment on charges that another Sun reporter, Michael Twigg, had been kept under surveillance while covering police headquarters.

Almost simultaneously, in Houston, police admitted keeping files on a number of prominent city residents, including an unidentified newspaper editor.

Guild charges Dover daily with refusing to bargain

Boston, Mass.—The National Labor Relations Board's regional office is considering a Guild charge that Foster's Daily Democrat in Dover, N.H., has failed to comply with an agreement to bargain in good faith on an initial contract.

The company returned to the bargaining table in June after the board issued a complaint. But management has stuck adamantly to the extreme positions that re-

sulted in the original complaint.

They include a refusal to recognize the principal of seniority, a demand for a "management-rights" clause and insistence that the Guild waive its right to challenge company violations through the NLRB and the courts.

The only area in which the company has given any ground is on its refusal to accept arbitration. It has proposed that arbitration be limited to dismissals but has insisted on grievance machinery that provides no path to a solution if the Guild and the company can't agree on an arbitrator.

The NLRB, meanwhile, has denied a Guild appeal from its regional director's refusal to issue a complaint on the two-day suspension of a Guild activist.

Ad salespersons win parity in Monessen

Monessen, Pa.—The top minimum for display salespersons at Thomson's Valley Independent is advanced \$19 to parity with reporters in a new two-year contract bargained by the Pittsburgh Guild.

The new top for key jobs is \$185, with the reporter top rising \$10. But general increases range up to \$23 for reporters, display salespersons, copy editors and photographers. The top for outside classified is up, \$8, to \$136.

Move to oust Guild filed at struck Hearst paper

An attempt has been initiated to decertify the Los Angeles Guild as bargaining agent at Hearst's struck Herald-Examiner.

A decertification petition was filed early in January over the signature of Raymond J. Bragen, an employee who has worked with the Teamsters Union to break off Guild-covered circulation drivers.

Repeated Teamster petitions for an election among circulation employees have been dismissed by the National Labor Relations Board on the ground the Guild is still the bargaining agent and that a separate unit would be inappropriate.

The petition covers 220 advertising, circulation and editorial employees whom the Guild has continued to represent throughout the seven-year Herald-Examiner strike. The Guild has contin-

ued to negotiate sporadically with Hearst despite the strike.

Meanwhile, a second Teamsters local has filed a bid to split off employees covered by the Cleveland Guild's contract with Thomson's Canton Repository.

A new petition filed by a Canton Teamsters local seeks bargaining rights for 15 circulation drivers and mechanics.

An earlier petition by a Cleveland local covering 57 circulation, ad-dispatch and maintenance employees was withdrawn last September. The NLRB has asked the Guild and the Teamsters to submit briefs on the Guild's contention that its newly signed contract with the Repository bars a raid.

Elsewhere, the Typographical Union has ousted the International Assn. of Publishers Employees as bargaining agent for editorial

employees of the Middletown (N.Y.) Times Herald-Record.

The Middletown paper is part of the Ottaway group, recently acquired by Dow Jones & Co.; the IAPE is the bargaining agent for Dow Jones employees, including those on the Wall Street Journal.

Middletown printers chose the Typographical Union during the past year, and editorial employees voted to do likewise, casting 22 votes for the printers' union to five for no union and none for the IAPE.

A "wall-to-wall" unit including advertising, business, circulation and editorial employees has been won by the Roanoke Typographical Union at the Covington Virginian.

The union won a National Labor Relations Board election

by 17 to 11 at the 8,100-circulation paper. The unit also includes composing-room, pressroom, camera and plate-making employees.

Meanwhile, an NLRB hearing officer has recommended that seven of eight ballots challenged by the Printing and Graphic Communications Union be upheld in an election among editorial employees of Newsday.

If accepted by the board's regional director, the decision will give the pressmen's union a long-delayed victory in a representation election held in 1973.

The vote at that time was 149 to 138 for the union, with 14 ballots challenged. Subsequently, the board threw out four challenges and two were withdrawn; when the cleared ballots were counted, the union led, 149 to 144.

The TNG view

TNG President Charles A. Perlik, Jr., addresses representatives of Guild units at New York City's three major dailies at local conference held to prepare for bargaining. He told the delegates their bargaining would be critical for the entire Guild.



Guild Reporter photo by Jules Geller

Woonsocket censured for lone course

Danvers, Mass.—The policy committee of the New England District Council censured the Woonsocket Guild and its officers Jan. 11 for negotiating a new contract without consulting TNG or the council.

The three-year contract was ratified and signed by the local without the approval of TNG's Contracts Committee, a violation of the union's constitution.

The policy committee, in a unanimous resolution of censure, termed the contract an inferior one that could "seriously damage the bargaining position of sister New England locals."

The contract calls for three-year increases ranging from \$18 to \$54, sending key top minimums to \$290.

The censure resolution condemned Woonsocket for failing to notify the council and other New England locals of the settlement despite the fact that Woonsocket had participated in a coordinated regional bargaining program worked out under council auspices.

The third ground of censure was its ratification and signing of the contract without TNG permission. The local also failed to submit its contract proposals to TNG in advance.

It is the second successive contract that Woonsocket has ratified and signed without TNG permission. The last one was executed over the Contract Committee's specific denial of permission to ratify or sign.

The censure resolution was signed by representatives of the Brockton, Manchester, Pawtucket, Portland and Salem locals and Robert E. Bruner, director of the New England Servicing-Organizing Program.

Woonsocket President Frank S. Visgatis and Treasurer Raymond Hurteau attended the policy-committee meeting.

The settlement, which contains a weakening on job security, provides improvements only in wages, night differentials and mileage payments.

The top minimum for ad takers is increased \$41.70, to \$224.40, that for editors \$54 to \$293, that for ad clerks \$39.30, to \$210.75, and that for maintenance men \$24 to \$189.55.

New pay floor affects 2 pacts

Minimums for low-paid classifications in at least two Guild contracts went up Jan. 1 as a second-step increase in the new U.S. minimum-wage law took effect.

The pay floor went up a dime, to \$2.10 an hour, following a 40-cent increase last May. The new floor produces weekly minimums of \$84 for a 40-hour week, \$78.75 for 37½ hours and \$73.50 for 35.

The increase boosted the minimum pay for copy boys at the Norfolk Virginian-Pilot by \$4 from \$80, the old federal minimum. The starting minimums for clerks at the Valley Independent in Monessen went up a dollar and the starting pay for mailers rose \$4. The former starting pay in Monessen was \$80 for mailers and \$83 for clerks.

The federal minimum will rise again next Jan. 1, to \$2.30.

Perlik sees N.Y. bargaining as critical

New York City—Terming upcoming Guild negotiations at New York's major dailies of critical importance to Guild locals everywhere, TNG President Charles A. Perlik, Jr., pledged full financial, moral and technical support to the bargaining effort Jan. 16.

Perlik made the promise at a conference called by the local to mobilize for talks with the New York Times, Post and Daily News. The Guild's current contracts expire at the end of March.

The conference approved a series of proposals that include 20-percent wage increases in a one-year contract plus a cost-of-living clause with no floor or ceiling.

The delegates voted to put emphasis on two other areas in addition to money: job security and union security. The local will seek a full Guild shop at the Times and News (it already has one at the Post) and a prohibition on economic dismissals. It wants economic retrenchment to be accomplished like automation reductions—by attrition.

Perlik said the conference was perhaps "the most important" that will be held this year anywhere in the Guild.

What emerges from New York bargaining, he said, will have "a tremendous influence and effect" in the industry "for years to come." He said TNG will consider New York bargaining "of

top priority for us."

Perlik, TNG Field Operations Director J. William Blatz and top New York officers worked out plans for a series of three or four citywide "miniseminars" in the weeks ahead on wage bargaining, bargaining theory and techniques and strike preparations.

Blatz urged bargaining committees at the three papers to cooperate closely with each other and to exchange members. He also urged them to meld their efforts with those of the craft unions. New York Executive Vice President Harry A. Fisdell said the local was already moving in that direction.

Some 50 delegates attended the conference, which laid down a

lengthy series of contract goals in addition to those called for by TNG's Model Contract.

They include five weeks' vacation with six weeks' pay after a year of service, six weeks after five years and longer vacations after longer service, six-month paid sabbaticals every 10 years, a month's severance pay for each year of service, with six weeks for those refusing any relocation, and 11 regular and three personal holidays.

The local will also press for wage parity for outside classified salespersons, a prohibition against free-lance assignments, a 15-percent increase in night differentials, a dental plan and a weekly dues checkoff.

M'Goff seeks to buy Star-News, fire 1,000

Michigan publisher John P. McGoff, who is seeking to upset Joe L. Allbritton's purchase of a controlling interest in the Washington Star-News, says he would fire a third of the paper's 3,000 employees if he obtained control.

McGoff, president of the Panax chain of eight dailies and 36 weeklies in four states, recently acquired the Sacramento Union from the Copley chain and immediately slashed almost a sixth of the paper's Guild-covered jobs.

He is pressing a petition asking the Federal Communications Commission to refuse to allow Allbritton to purchase a control-

ling interest in the Star-News's broadcasting stations as well as the newspaper.

McGoff has offered to buy the newspaper alone for 25 million dollars. Allbritton, a millionaire Texas Democrat who became publisher after negotiating an agreement to buy both the newspaper and the stations, termed McGoff "a rejected suitor."

McGoff, in a Jan. 8 press conference called after he filed the FCC petition, said he would dismiss 1,000 employees in all departments as "the only way" to save the financially ailing paper.

He described as "tokenism"

the Guild-initiated plan under which Star-News employees are working a four-day week as an alternative to mass dismissals.

McGoff has joined several community groups, including chapters of the National Organization for Women, the Concerned Citizens for Balance in the News Media and the D.C. Media Task Force, in opposing transfer of the broadcasting licenses.

McGoff said Allbritton's current path raises "a specter that at some point down the road the losing enterprise—the newspaper—would be jettisoned" to save the broadcast properties or that

Allbritton would "turn his back on the newspaper's massive struggle for survival" and return to Texas.

But a Star-News petition asking the FCC for quick action described McGoff as "a vulture" who "circles in the hope that the commission will disapprove the transfer" and allow him to buy the newspaper for "a fraction of its value."

It said the paper's financial situation is "extremely grave" and that it cannot be improved until renewal of the license clears the way for the infusion of an additional 20 million dollars' capital by Allbritton with the final closing of his purchase.

Given FCC approval of the transfer, adequate financial resources exist to "rebuild the Washington Star-News into a viable economic entity," it said.

McGoff, labelling himself a middle-of-the-road conservative, said "our nation's capital needs two views in order to provide some balance for those who pass our primitive laws and seek new schemes to weaken our free society."

He said Americans "have been mesmerized by the propagandists of the TV network-news departments and the liberal-leaning New York Times and Washington Post."

Meanwhile, Star-News pressmen, matching steps taken by the Guild and other newspaper unions, have agreed to allow the newspaper greater flexibility in work schedules as an alternative to economic layoffs. In addition, there will be bonuses to encourage early retirement.

Full living-cost hikes won at CWA

Salaries of Guild-covered staff members at the Communications Workers of America will be raised by the full percentage of increases in the Consumer Price Index during the coming year.

The Washington-Baltimore Guild's new one-year contract

with the CWA calls for quarterly cost-of-living adjustments to match increases in the index. There are no other wage increases, but prices are currently rising at an annual rate of 12.2 percent.

The contract also calls for major pension and health-insur-

ance improvements. The pension gains include an increase from 1.2 percent to 1.3 percent in the salary-times-years-of-service formula on which monthly benefits are computed and for vesting after 10 years' service instead of 15.

Insurance improvements include an increase from \$50,000 to \$250,000 in the maximum lifetime benefit for regular medical insurance and from \$25,000 to \$50,000 in the maximum for psychiatric treatment. The employees' share of coinsurance in each case is decreased from 20 percent to 10.

Life-insurance coverage is increased from \$10,000 to \$30,000.

The contract's antidiscrimination clause is broadened to cover marital and parental status. And employees obtain the right to inspect personnel files.

Guild protests, Seattle police shelve press-card 'licenses'

Seattle, Wash.—A Police Department move that would in effect have licensed reporters has been shelved following objections by the Pacific Northwest Guild.

The department served notice early in December that it had drawn up guidelines for issuing press credentials. They were to determine who would receive police passes and who would not.

But the department backed-pedaled after meeting with the Guild's police-press committee, agreeing to put off the step for at least several months while the matter was discussed.

Departmental press secretary Tim Burgess said police were seeking to control only the number of passes issued, not who should receive them.

THE SHORT



OF IT

Executive Editor John G. Craig, Jr., and Associate Editor Curtis Wilkie resigned from the Wilmington News and Journal this month after the board of directors—controlled by the DuPont family—canceled a staff reorganization and sharply restricted Craig's authority. The board had long been at odds with the top editors over their independence in handling news stories, including some involving the DuPonts. . . . Ex-New York Times Guild member Dennis Walsh is working for the Sacramento Bee following his controversial dismissal for sending an investigative piece on San Francisco Mayor Joseph Alioto to Rolling Stone. Walsh was fired despite the fact that the Times had rejected the story; disdaining efforts to gain reinstatement, he agreed to accept severance pay. . . . The editors of feed/back, a new California journalism review, have advanced a novel proposal to discourage attempts to "hijack the news columns" through kidnappings: The insertion in Guild contracts of a clause forbidding covered employees from assisting in the dissemination of statements induced by threat of extortion. They also want the news media, the Guild and other newspaper organizations to declare that under no circumstances will news content be dictated by extortionists. . . . A State Supreme Court justice has vacated a New York City Human Rights Commission order barring the Times from running classified ads for employment in segregationist South Africa. A judge ruled the ads violate no law.

The New York Guild executive committee has adopted a resolution hailing organization of the Coalition of Labor Union Women and encouraging "the mutual strengthening of the Guild and New York CLUW in drives to organize the unorganized women in the New York labor force." And the San Diego Guild has contributed \$50 toward organization of a local CLUW chapter. . . . Yetta Riesel, TNG Research and Information associate and a member of the national CLUW steering committee, served as resource person for a maternity and day-care workshop at a recent sex-discrimination seminar held by the Washington chapter. . . . The Canadian Broadcasting Corp. appointed a commission to investigate the status of women working for CBC but rejected both candidates advanced by the Canadian Wire Service Guild: Yvonne Burgess and Suzanne Howden, both of CBC Toronto. . . . A Philadelphia-area weekly's description of the Guild's new Inquirer-Daily News clause forbidding discrimination because of sexual preference: "It bars discrimination against fags, adulterers and employees of doubtful parentage."

Guild members at the St. Louis Post-Dispatch and its KSD broadcasting stations are going their separate ways following a corporate split of the newspaper and its radio-television holdings. The local executive committee has authorized the establishment of separate Post-Dispatch and KSD units. . . . An organizing request rejected, with reluctance, by the Guild: from a staff of 30 students who put out the Michigan State University News. . . . David Nimmer, former Twin Cities Guild treasurer, has been named managing editor of the Minneapolis Star; Deborah Howell, chairperson of the Guild's Star-Tribune Unit, has been promoted to assistant city editor, and Bob Franklin, former AP chapter chairman in Minneapolis, has been named city editor of the Tribune. The Guild's worker-participation committees at both papers had an opportunity to communicate their ideas on the appointments before they were made. . . . The Twin Cities Local's Executive Secretary, John Carmichael, who has been instrumental in obtaining a voice in the product for Minneapolis members, recently completed a two-month research-study fellowship on worker participation at Harvard. Participation is much more prevalent in the United States than most persons think, Carmichael says; from 300 to 400 plants now have it.

The Canadian Broadcasting Corp. has finally created a full-time labor beat and has given the assignment to Sheldon Turcott, president of the Canadian Wire Service Guild. Guild members at CBC have been pressing for the step for years. . . . Battle Creek Guild President Ron Krueger has received his local's first Guild-service award on the occasion of the local's 40th anniversary. He received \$50 and a "Woodie"—a plaque dubbed in honor of Guild founder Heywood Brown. . . . Morris Iushewitz, a charter member of the New York Guild, has retired after 25 years as secretary of the New York City Central Labor Council and its CIO predecessor. . . . It took 31 years, but Tom Coll, vice chairman of the Guild's Alexandria Gazette Unit at the time of its 1973 strike, finally has his song, "Today I Got Your Note," recorded. Coll conceived the piece while stationed in Tunisia in 1943 after receiving a "Dear John" letter from his girlfriend, but not until recently did he send it off to the Hollywood Songwriters Guild, which set it to music and put it on plastic.

Buffalo re-exits from AFL-CIO council

Buffalo, N.Y.—The Buffalo Guild membership voted Jan. 19 to rescind its decision to rejoin the Buffalo AFL-CIO Council.

The vote to rejoin was taken Dec. 5 when the council said it could not send pickets to aid any strike at the Buffalo Evening News if the Guild were not an affiliate. Agreements covering two

new groups at the News were subsequently reached.

The motion to reconsider was made after it was found that per capita would amount to between \$600 and \$700 a year instead of the \$70 originally believed. Local President Joseph P. Ritz cast the decisive vote to break an 8-to-8 tie.

Guild there to stay Winnipeg ouster move fails

Winnipeg, Man.—An attempt to oust the Guild as bargaining agent for employees of F. P. Publications' Winnipeg Free Press went down to resounding defeat Jan. 14.

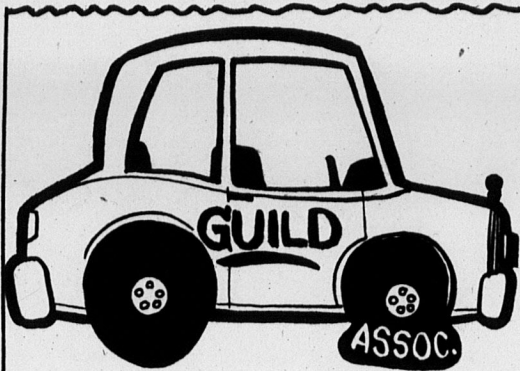
Advertising and editorial employees voted 107 to 56 to reject a representation bid by the Independent Assn. of Newspaper Employees, an organization the Guild described as being in the company's "hip pocket."

The association, in balloting conducted by the Manitoba Labour Relations Board,

Guild members, it said, was served by a quick election that would "get the association off our backs."

The Guild has been bargaining fruitlessly for almost a year to win a first contract. An association request that the labor board suspend bargaining pending the outcome of its representation bid was rejected, but negotiations have been at a standstill.

A Guild leaflet distributed during the pre-election campaign said the association



In reality, the Association has been like a flat tire on a car—impeding its progress!

Now, the association says:

"throw away the car... and keep the flat tire".

On Tuesday, a vote for the Guild will fix the flat - and we'll be able to get underway again.

Guild election leaflet punctures employee-association argument.

failed to obtain even the 35-percent support it had needed for the representation petition.

The Guild had agreed to a quick election after dropping plans to challenge the petition on the grounds that it was filed prematurely and that the association was "a company-influenced, company-dominated group."

The Guild explained it was dropping procedural opposition because the association's petition was being used "as a stalling tactic by the company" in negotiations for an initial contract. The best interest of

was "the major obstacle the Guild has faced in attempting to negotiate a contract." It cited benefits gained in an initial contract negotiated in December at Winnipeg's other daily, Southam's Tribune, which is currently awaiting ratification.

TNG International Representative Charles Dale said the Guild was hopeful that the election results "will convince the Free Press management that the time has now come to bargain in the same kind of good faith shown during the Guild's bargaining sessions with the Winnipeg Tribune."

'The press is the enemy'

Nixon's 'hatred' of media cited

It wasn't the press that brought Nixon down, according to former Presidential speech writer William Safire—"It was Nixon's own hatred of the press that slowly, steadily and then suddenly pulled him down."

Safire, now a columnist for the New York Times, makes the appraisal, somewhat sadly, in an article in New York magazine, adapted from his forthcoming "Before the Fall: An Inside View of the Pre-Watergate White House."

"I must have heard Richard Nixon say 'The press is the enemy' a dozen times," Safire reported, adding:

"In all the world of 'us-against-them,' the press was the quintessential 'them'."

Safire says the press was by no means free of unfairness toward the President and often sought to "draw blood." But he said "Nixon's attitude toward the press, though sometimes understandable, was neither justifiable nor defensible."

Safire disclosed a series of inter-White House memorandums in which Nixon bared his animosity to the media.

"It is very important in terms of the final campaign that the media be effectively discredited," Nixon wrote to White House aide Patrick Buchanan in one memorandum during the 1972 campaign.

In another, he ordered that no one in the Administration talk to the St. Louis Post-Dispatch, Washington Post or New York Times.

Later, exulting over an advance

copy of Vice President Spiro Agnew's Des Moines assault on the press, he commented, "This really flicks the scab off, doesn't it?"

"After Watergate," Safire said, "Nixon received all he expected to receive from the press triumphant, and deserved what he got."

Meanwhile, in a backwash from the Watergate case, a federal judge in Los Angeles has dismissed a Justice Department antitrust suit against the three television networks.

Attorneys for the networks had argued that the suit, brought by John N. Mitchell when he was Attorney General, was filed in retaliation for what the Administration regarded as unfair news coverage.

Judge Robert J. Kelleher, in dismissing the suit, did not give his reasons. But during oral arguments the day before he had indicated support for the defense contention.

The suit had charged the networks with monopolizing prime time with shows they themselves had produced or in which they had a substantial interest. The networks asked that it be dismissed because they couldn't obtain Nixon files they claimed would show the suit was "improperly motivated."

Judge Kelleher dismissed the suit "without prejudice," allowing the government to file it again if it chooses. The Justice Department promptly did so, renewing the action Dec. 10.

In another case in which Nixon was accused of conducting a ven-

detta against the media, two groups of businessmen linked to the former President have withdrawn their application to take over the Washington Post's Miami and Jacksonville television stations.

No reasons were given for the withdrawal at either Station WJXT-TV in Jacksonville or WPLG in Miami.

The White House tapes disclosed that Nixon had threatened in 1972 to give the Post "damnable problems" in renewing the two licenses. The challenges were filed less than four months later.

Press absolved by Eisenhower

Philadelphia, Pa.—John Eisenhower, son of the late President, doesn't believe President Nixon "was an innocent man hounded out of office by a vitriolic press."

Eisenhower, whose son is married to Nixon's daughter Julie, told the Philadelphia Bulletin that Nixon "admitted his own complicity" in his resignation statement and his subsequent acceptance of President Ford's pardon.

Eisenhower stated that if Nixon "had been popular with the media and the intellectual community he would have been treated with more charity" but said "I don't subscribe to all those clichés . . . about his innocence and persecution."

Automation

(Special newspaper version by balladeer Joe Glazer)

I went down, down, down to the newspaper plant
Early on a Monday morn.
When I got down to that newspaper plant,
It was lonely, it was forlorn.
I couldn't find Joe, Jack, John or Jane,
It was quiet as the tomb.
Nothing but buttons and bells and lights
All over the city room.

I walked, walked, walked into the editor's office
To find out what was what.
I looked him in the eye and I said what goes,
And this is the answer I got.
His eyes turned red, then green, then blue,
And it suddenly dawned on me:
There was a robot sitting in the seat
Where the editor used to be.

I walked through circulation and the business office,
Through accounting and classified.
I watched all the buttons and the bells and the lights;
I was truly mystified.
I hollered, "Hank, Frank, Ike, Mike, Ed, Fred, Joan, Jane,
Don, Dan, Meg, Peg, Pete,"
And a great big mechanical voice boomed out,
"All your buddies are obsolete."

I was scared, scared, scared, I was worried, I was sick;
Not a solitary soul could I find.
I decided that I had to see the publisher
And give him a piece of my mind.
When I got up to his office, he was rushing out the door
With a scowl upon his face,
'Cause there was a great big mechanical executive
Sitting in the publisher's place.

I went home, home, home to my ever-loving wife
And I told her what had happened to me.
She kissed me and she hugged and she cried a little bit
As she sat on my knee.
Now, I don't understand all the buttons and the lights,
But there's one thing I will say—
I thank the Lord that love's still made
In the good old-fashioned way.



From the Daily Cardinal, University of Wisconsin

"Those printers are just going to have to resign themselves to the fact that they're dispensable."

Women file court suit against sex bias at Newsday

New York City—Four women filed a sex-discrimination suit against Newsday Jan. 13, accusing it of bias in hiring, promotion, training and assignments.

The Federal Court suit was initiated by two Newsday reporters, a telephone operator and a woman who said she had tried repeatedly to obtain an editorial job on the Long Island daily.

The charges had been filed with the Equal Employment Opportunity Commission, which gave the woman a green light in December to seek court redress.

The suit charged Newsday with assigning "the prestigious news stories" to men and relegating "routine news and feature stories" to women.

It also accused management of being guided by sexist attitudes in its decisions on women employees, citing a memorandum by

a senior editor recommending that a female employee "should be kept" after noting that she "has a nice pair of legs."

The complaint said Newsday Editor David Laventhol sent the memorandum on to another editor after writing "Let's look."

Newsday denied the charges,

saying that 40 percent of those it has hired in the past three years have been women "in a field where, nationally, women number less than 25 percent."

Earlier, the New York State Human Rights Commission dismissed a charge by Karmyn B. Lott, a former Newsday editorial

aide who charged she was fired because she was black.

Lott said she had been denied the opportunity to be appointed a reporter or even a summer intern, but Commissioner Jack M. Sable said the record did not establish that "properly qualified individuals" of whatever race or sex had suffered from discrimination by Newsday.

In Colorado, meanwhile, the Boulder Daily Camera asked a District Court in Denver to enjoin the EEOC from pursuing action on a sex-discrimination complaint brought against the newspaper by a former librarian, Patricia Hodgins.

It sought the injunction on the ground that the EEOC had failed to accord "substantial weight" to a 1973 Colorado Civil Rights Commission ruling rejecting Hodgins' charge of widespread discrimination at the Camera. It also cited three technicalities.

Despite the Civil Rights Com-

mission ruling, the EEOC found last October that the Camera paid its women employees less than men doing comparable work and that women were assigned to "women's news," club meetings, and education stories while men cover general news and sports.

The Camera failed to respond to the commission's invitation to conciliate the dispute.

In Connecticut, 18 female employees of the New Haven Register and Journal-Courier have filed a sex-discrimination charge with the EEOC. They accuse the papers of giving male editorial employees positions with far higher status, responsibility and pay.

And Karen C. Jones has charged the Bridgeport Post with race discrimination in a complaint to the State Human Rights Commission. Jones, who is black, said the Post has kept her writing obituaries for three years while giving white reporters better assignments.



Brotherhood

I. W. Abel, right, president of the United Steelworkers and the AFL-CIO's Industrial Union Department, receives congratulations from TNG President Charles A. Perlik, Jr., on his receipt of the National Conference of Christians and Jews' National Brotherhood Award for "distinguished service in the field of human relations."

Lake Superior votes merger

Duluth, Minn.—The Lake Superior Guild voted Jan. 18 to authorize a merger with the Twin Cities Guild, 150 miles south.

The merger was authorized by a 29-to-13 membership vote. The Twin Cities Local has yet to act on the proposal.

Lake Superior President James Goldsworthy, in explaining the decision, said that if the Knight and Ridder chains can become stronger by merging, so can their Guild units. Both the Duluth Herald and News Tribune and the St. Paul Pioneer Press and Dispatch in the Twin Cities are Ridder papers.

Washington Post's silence brings new Guild charge

It's a winter rerun of last summer's "No Information, Please" show at the Washington Post.

Last July the Post agreed, in an official stipulation filed with the National Labor Relations Board, to supply the Washington-Baltimore Guild with all relevant data on grievances, wages, hours and working conditions within a reasonable time after request. The agreement followed an unfair-labor-practice charge filed with the NLRB.

Now the Guild, faced with a new backlog of unanswered re-

quests, has filed a new charge with the board. The Guild said the Post isn't providing any more information than it did before.

The Guild also filed a second charge, accusing the Post of discriminating against a shop steward because of his Guild activity. It said the duplicating-department steward, Eugene Mingo, was given a warning letter accusing him of unsatisfactory work two days after initiating a meeting of department members and their supervisor to discuss shop problems.

\$42 hikes won in 1-year Toronto pact

(Continued from Page 1)

mers is also increased \$42, going to \$319, that for stenographer-typists is increased \$24.91, to \$184.59, that for junior clerks \$22.11, to \$163.86, that for office messengers \$19.58, to \$145.08, that for key-punch operators \$25.74, to \$190.74, that for drivers \$30.11, to \$223.11, and that for porters \$25.16, to \$186.41.

The mileage allowance is increased from 15 cents to 18 cents for authorized car use, with the annual guarantee for such use increased from \$1,400 to \$1,800. And the Guild won a tool allowance of up to \$100 a year for mechanics.

Pension benefits will be improved by changing the base year for calculation of past service from 1962 to 1967. And employees will have an option of a guaranteed 10-year pension at the full rate instead of one reduced by 7.5 percent.

The service requirement for a fifth week's vacation is reduced from 25 years to 20, and the Star's payments for dental insurance will be increased.

The Star Unit had authorized its bargaining committee Dec. 3 to call a strike if there was no settlement by contract expiration Jan. 1. But the Guild was not legally free to strike until Jan. 13 under Ontario conciliation procedures.

The membership, in authorizing strike action by an 86.5-percent vote, instructed the negotiating committee not to settle unless the Star abandoned disciplinary action against two employees, John Saunders and Don Phillips, who took leaves of absence without company permission to plan for strike action. The Star subsequently withdrew its objections to the leaves.

Strike headquarters had been set up and picket signs readied as bargaining moved to a climax. A day before the last bargaining session Jan. 10, at which the company made several concessions, the negotiating committee called on Star members to observe a "work-to-rule" policy "aimed at forcing the Star into serious bargaining."

Pressmen vote to renew pact on arbitration

Renewal of an international agreement that requires locals subscribing to it to arbitrate contract renewals as well as other disputes has been approved by members of the Printing and Graphic Communications Union. The vote in balloting conducted by the pressmen's union in December, was 12,378 for renewal and 2,982 opposed.

The agreement is a long-standing one with the American Newspaper Publishers Assn. Locals have the right to accept it or not, but once they make it part of an agreement with local employers they must submit deadlocked disputes on new contracts to binding arbitration.

Adoption of the agreement is more prevalent in the South, where locals are weaker, than in the North, a union spokesman said.

The agreement is being renewed for a five-year period ending Dec. 31, 1976. Although it had lapsed for the past three years, local agreements had in most cases continued.



Toronto Guild photo by Wilf Jennings

Distributing the ballots

Lynn Daynes of classified advertising hands out ballots as Toronto Star Guild members prepare to

vote on company proposal raising all salaries 15.6 percent in a one-year contract.

Look—no hands

Computer to make up full page

Dayton, Ohio—All manual steps in the composition of a newspaper page will be eliminated under a computerized system announced by the Mead Corp. and Media General Inc.

Under the new system, photographs and graphics, as well as text, can be fed into the computer and converted into a full newspaper page, ready for plate-making, in less than two minutes.

A Mead official said labor hours for composition under the new system will be reduced by at least 50 percent. It will be introduced at one of Media General's newspapers in about a year and a half and sold to other newspapers.

A laser-beam scanner solves the hitherto difficult problem of handling photographs and line art by computer. The scanner, developed by Mead for military reconnaissance, converts graphic and photo materials into digital form for the computer.

Instead of pasteup or photo-composition, the system employs a cathode-ray terminal to make up pages and a laser printer to transfer them into the computer. The computer produces full-page positives or negatives for either letterpress or offset printing.

Radio-station group lost in Morgantown

Morgantown, W. Va.—The National Labor Relations Board revoked the Mountaineer Guild's certification as bargaining agent for 14 employees of the Morgantown Dominion-Post's radio station, WAJR, Jan. 9 after the local executive board voted not to contest a decertification petition.

Management filed the petition in November, two months after bargaining for an initial contract was suspended. The Guild was certified in September 1973, but its original unit of 19 was reduced by departures until only a few of the original members were left.

Newsday to install 224 VDTs

Garden City, N.Y.—Newsday has announced plans to install 224 video display terminals in its news and classified-ad departments—three times the number now in use or planned at any other U.S. newspaper. It will also acquire 13 computers, to be connected to high-speed phototypesetters.

The way was cleared for Newsday's massive automation by a recent settlement with the Long Island Typographical Union, under which the paper was given full freedom to automate in exchange for lifetime job guarantees for 262 printers.

Newsday will assign 159 of the VDTs to reporters and 65 to classified employees. Up to now, the largest number of VDTs planned has been at the Baltimore Sun, which will acquire 76; the Detroit News has 72 in current operation.

Commerce Clearing House cleared on a technicality

Toronto, Ont. — Unfair-labor-practice charges brought against Commerce Clearing House by the Toronto Guild have been dismissed in Provincial Court on a technicality.

The court held that the Guild couldn't introduce evidence of illegal company action because it had occurred more than six months before the charge was brought into court.

A six-month statute of limitations applies to unfair-practice charges. The Guild was unable to meet it because the Ontario Labour Department, whose permission to prosecute such charges must be obtained, held up approval until several days after the deadline.

Commerce Clearing House, with which the Guild has been seeking to bargain an initial contract, had been accused of refusing to bargain on employees it contends are "professionals" and of taking the position that negotiations could not proceed until its demands on such issues as union security had been met.

Meanwhile, a decertification petition filed by a group of 14 Commerce Clearing House employees was dismissed Jan. 14, also

on a technicality. The Ontario Labour Relations Board ruled the signatures had not been properly witnessed by the person filing the petition.

News council weighs plan to go local

Boston, Mass.—The year-old National News Council is considering going local.

Limited up to now to complaints involving news magazines, wire services, syndicates, broadcasting networks and four "national" newspapers, the council has approved in principle a proposal to radically expand its scope.

A special council committee is studying proposals under which the council would accept complaints about press and broadcast performance "from any citizen anywhere in the United States."

The committee, headed by Norman Isaacs, newly appointed publisher of the Wilmington News and Journal, said it was unanimous in agreeing that the council's present focus "seriously limits" its effectiveness.

The council endorsed the idea of expanding the scope of its monitoring at its annual meeting here in December. But it said a final decision to do so has not yet been made.

The committee obtained the council's authority to confer with members of the Twentieth Century Fund task force that recommended creation of the council to discuss "the difficulties of attempting to operate within the original confines" of the task force's recommendations and to seek "at least tacit support of what the committee considers a necessary new thrust."

The committee said added financing would also be needed for local operation.

Among proposals under consideration by the special committee is one to use college journalism professors across the country to check complaints. It plans to put a full report before the council early this year on means of accomplishing the proposed expansion.

... Kingston pact

(Continued from Page 1)

Life-insurance coverage is increased \$1,000, to \$5,000, the mileage allowance is up two cents, to 15, and the service requirement for a fifth week's vacation is reduced from 30 years to 25. A weekly checkoff clause conforming with TNG's Model Contract was also won.

Canada's price elevator

The following table shows the steep ascent of the Canadian Consumer Price Index over a two-year period following a 1.7-point rise, to 175.8, in December. The first column shows the index, with a 1961 base. The second shows the percentage increase over the same month of the preceding year, and the third the increase over December 1972, when the index stood at 143.3.

	Index	Percentage over Same month prior year	December 1972
December 1973	156.4	9.1	9.1
January 1974	157.6	9.1	10.0
February	159.2	9.6	11.0
March	160.8	10.4	12.2
April	161.9	9.9	13.0
May	164.6	10.9	14.9
June	166.7	10.3	16.3
July	168.0	11.3	17.2
August	169.6	10.8	18.3
September	170.6	10.9	19.1
October	172.2	11.6	20.2
November	174.1	12.0	21.5
December	175.8	12.4	22.7

NLRB judge rules out unilateral code



BETTY SOUTHARD MURPHY

Ex-member of Guild to head NLRB

(Continued from Page 1)
the Middle East and Asia.

Deciding while with UP that she would like to cover the Supreme Court, she enrolled in law courses at American University and ended up receiving a law degree. She worked briefly for the NLRB's enforcement branch in the late 1950s before joining a Washington law firm.

In that capacity, she was one of the few attorneys in the country who handled cases for both labor and management. A Republican, she was considered by the Nixon Administration for appointment as general counsel of the NLRB or the Equal Employment Opportunity Commission before being named to the Wage and Hour post. She is the first woman to serve in that position.

An AFL-CIO spokesman, commenting on her appointment to succeed Edward B. Miller as NLRB chairman, termed her "a very well-qualified person."

... Wichita Eagle

(Continued from Page 1)
gaining."

Another EEOC guideline requires that pregnancy and childbirth be treated like other disabilities from the standpoint of sick-leave eligibility. There have been conflicting lower-court rulings on that guideline.

Hendrix also issued a complaint accusing the company of unilaterally lowering the service-eligibility requirements for participation in its group health-insurance plan.

The litigation is the latest in a long series that has wound through the NLRB and the courts in the course of the company's four-year resistance to an initial Guild contract.

A hearing on the complaint is scheduled for Jan. 28 in Wichita.

(Continued from Page 1)
conditions under which the people the union represents will work."

Sherman found that the Capital Times was guilty of an unfair labor practice in instituting the code without consulting the Guild, rejecting its demand for bargaining on the subject and seeking to bypass the union by soliciting individual suggestions on the code from employees.

Regulations governing gifts, travel, tickets, outside associations and related areas materially affect employee interests, particularly when backed up, as in Madison, with threats of dismissal, the NLRB judge held.

The moral desirability of the rules is not a consideration, she said, noting concessions by management members that bargaining with the Guild might well produce a better code. The critical factor, she said, is the duty to bargain on it.

If the Capital Times "has the power unilaterally to impose 'higher' Rules and Guidelines for Professional Standards and Ethics," she pointed out, it "also has the power unilaterally to compel the observance of 'lower' ones."

"Changes in the identity of management personnel, the views of present personnel or even the paper's financial solvency might induce management to require acceptance of... free or reduced-rate trips for cost-cutting purposes, notwithstanding the newspaper's belief that he or his reputation, as well as the newspaper and its reputation, would be compromised," she said.

Sherman noted the testimony of Norman E. Isaacs, then associate dean of the Columbia University School of Journalism and a management witness at the NLRB hearing, that "rank-and-file employees frequently have higher standards than do members of management."

Management, in promulgating the Madison code, agreed to bargain with the Guild only on its outside-employment provisions. But its own brief to the NLRB conceded that the rules "would no doubt be improved if they were drafted as a result of a joint project with the Guild."

"As with most rules of conduct," it said, "the end product is frequently improved when those involved engage in a vigorous exchange of ideas while working toward a common goal."

Sherman rejected with little discussion the company's contention that the rules are not amenable to bargaining because their benefits "cannot be quantified and measured in monetary terms."

"The same is likewise true of such traditional bargaining subjects as washroom cleanliness and courteous treatment by super-

visors," she pointed out.

The Capital Times also claimed that a requirement to bargain on ethics would infringe its First Amendment rights. But Sherman, in addition to noting that the Supreme Court has held publishers have "no special immunity from the application of general laws," said employees have First Amendment rights, too.

"Employees in the bargaining unit have the constitutional right to freedom of expression and association," she noted, "including, under at least some circumstances, the right to keep to themselves their participation in unpopular causes."

"While such constitutional rights are not necessarily free from infringement by private parties, their existence does point to the validity of a Congressional command that a private employer bargain with his employees' representative about whether to take action which limits such rights."

Sherman noted that the Times had agreed it is obligated to bargain on one aspect of the code—outside employment. She pointed out that it has also bargained an integrity clause.

Sherman said that TNG's concern about ethics was manifested by the fact that it had approved a code of its own in 1934, "many years before management's enunciation of any of the 'codes' introduced into the hearing record."

"Indeed," she said, "the Guild has been preparing a revised code while the APME [Associated Press Managing Editors] has been preparing its first."

Citing this and other evidence of newsgatherers' ethical concerns, Sherman said there is "a sound basis to anticipate that bargaining in this area will lead to a mutually satisfactory agreement."

"Furthermore," she added, "to the extent that the newspaper wants a written code in order to impress readers or news sources, the code's effectiveness might well be enhanced if the newspaper were able to add the assurance that the employees had agreed thereto through their bargaining representative."

The status of "freebies" as a form of compensation was conceded by Publisher McMillin in testimony cited by Sherman.

At the time the practice took root, he testified, "the paper had such hard sledding through the years that... in those days it was a sort of—the wages or pay for a lot of the people working, and particularly executives."

Sherman said the Capital Times had not shown that "such 'freebies' are not considered in setting wage rates, which under the bargaining agreement are determined on an individual basis subject to contract minimums and reservation of the union's right to bargain merit increases."

Since "freebies" "have a monetary value... whether or not the individual employee chooses to exploit it," she said, their receipt "in connection with coverage constitutes, at least presumptively, wages and working conditions which are a mandatory subject of collective bargaining."

The judge rejected management's contention that it was under no obligation to bargain about restrictions on accepting free tickets, because employees could obtain reimbursement for legitimate expenses by submitting vouchers.

"It is one thing to choose to attend a possibly newsworthy event with advance assurance that

TNG is seeking data on codes

TNG is seeking to determine the nature and extent of management codes of ethics in the newspaper industry in order to advise locals how to respond most effectively to any new ones handed down unilaterally.

Administrative Operations Director Ellis T. Baker asked local presidents Jan. 10 to notify TNG if their employers have ethics codes or equivalent policies or if they have indicated any intention of establishing them.

Locals were asked to send TNG copies of any codes set forth either in contracts or in employee handbooks, work rules or statements of policy.

its promoter does not expect payment," she said. "It is another to be compelled to await subsequent reimbursement from one's employer and furthermore to be subject to the chance that the claim will be disapproved and the employee, therefore, be out of pocket."

The fact alone that violation of the paper's rules is a stated cause for dismissal is "strong if not conclusive evidence" that they must be bargained, Sherman said.

"Apprehension of discharge or discipline for conduct on or off the job constitutes a 'condition of employment' within not only its most natural meaning but also the ordinary human experience of people who earn their living by working for others," she said.

"Such uneasiness," she added, "would be aggravated, as it was here, by at least arguable vagueness in the rules whose breach exposed the employee to such disciplinary action."

The rules, in addition, "affect the employees' ability to perform their work, including their ability to exercise the full scope of their professional judgment in determining the extent to which their personal relationship with news sources and events might contribute to or interfere with the effectiveness of the employees' coverage," the judge stated.

She cited testimony by several Capital Times employees that restrictions on the acceptance of "freebies" under some circumstances "would have some adverse effects on the quality of their journalistic product."

"Management would not necessarily know about all the factors (subjective as well as objective) which help employees to find out about and write about the news," Sherman said.

"Moreover," she added, "such restrictions might cause the employees to perform work less satisfactory to management than would otherwise have been the case and thus to lose income or

even their jobs."

The duty to bargain is also clear on a rule requiring employees to notify management of any public-relations work done by the employee and of any "potential conflict of interest" resulting from participation in an organization or cause.

"The very purpose of such requirements is to enable respondent [management] to prevent newsgatherers from receiving assignments related to the reported activities," the judge pointed out. "If this requirement leads a newsgatherer to abandon contacts which he would otherwise have to tell management about, to this extent he might well feel handicapped in performing at least certain kinds of journalistic work, such as 'advocacy journalism,' and also might well experience a sense of loss in his personal life."

"On the other hand, if the newsgatherer elects to continue this activity and tell management about it, he runs at least the risk that management will stop assigning him to cover the very areas where he may have acquired the best expertise and contacts and perhaps the risk that he will lose his job altogether if assignments the respondent is thereafter willing to give him are sufficiently circumscribed by outside activities suggesting to respondent a broad or important conflict of interest, or even if his report reveals to management aspects of his private life of which management disapproves for reasons unrelated to conflict of interest."

Sherman's recommended order requires the Times to rescind any disciplinary action under the code.

In bargaining on outside employment, management has accepted a Guild-proposed clause stipulating that employees "shall be free to take other employment so long as such employment does not interfere with their duties at the Capital Times."

The ethics-code provision is much broader, prohibiting any employment involving conflict of interest, restricting work for competing media and requiring company permission for appearances on radio or television panels.

Joseph E. Dynan, 62; headed Paris AP unit

Neuilly, France — Joseph E. Dynan, 62, once Associated Press Guild chairman in Paris, died at the American Hospital Dec. 10.

Dynan, an AP correspondent for 33 years, headed an AP Guild unit twice in the French capital at a time when the Guild was seeking to organize AP bureaus overseas.

Dynan was a battlefield correspondent during World War II after spending seven months in a Japanese internment camp; he was AP's Tokyo correspondent at the time of the Pearl Harbor attack.

LOCAL ELECTIONS

Battle Creek

President, Ron Krueger; vice president, David Carlton; secretary, James L. Styer; treasurer, Donald Nelson.

Los Angeles

President, George Laine; first vice president, James V. Cadilli; secretary, Sal J. Perrotta; treasurer, Carol Ivy.

North Jersey

President, Eli Holtzman; first vice president, James M. Dolan; second vice president, George Dawson; third vice president, Gene Picker; recording secretary, Jean-Rae Turner; corresponding secretary, Jack Lutton; treasurer, Robert Johnson.

Pacific Northwest

President, Shirley Caldwell (Caldwell, 361; Keith Davies, 80); vice president, Robert L. Bunts (Bunts, 255; Jerry Shade, 215); secretary, Judi Modie; treasurer, Wayne Cahill (Cahill, 252; Lee Gidlof, 180).

San Francisco-Oakland

President, Robert Guiles; first vice president, David Randolph; second vice president, Robert J. Keely; third vice president, Terry Link (Randolph, 292; Keely, 249; Link, 211; Arno Raessler, 194; Harre W. Demoro, 173); executive secretary, Fred D. Fletcher (Fletcher, 367; William S. Stetson, 142); recording secretary, Marjorie Smith (Smith, 327; Steven R. Levine 155); treasurer, Ed O'Connor.

DAY



BOOK

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

New England Servicing-Organizing Program board of representatives, annual meeting, Feb. 8, King's Grant Motor Inn, Danvers, Mass.

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.

Empire State District Council, win-

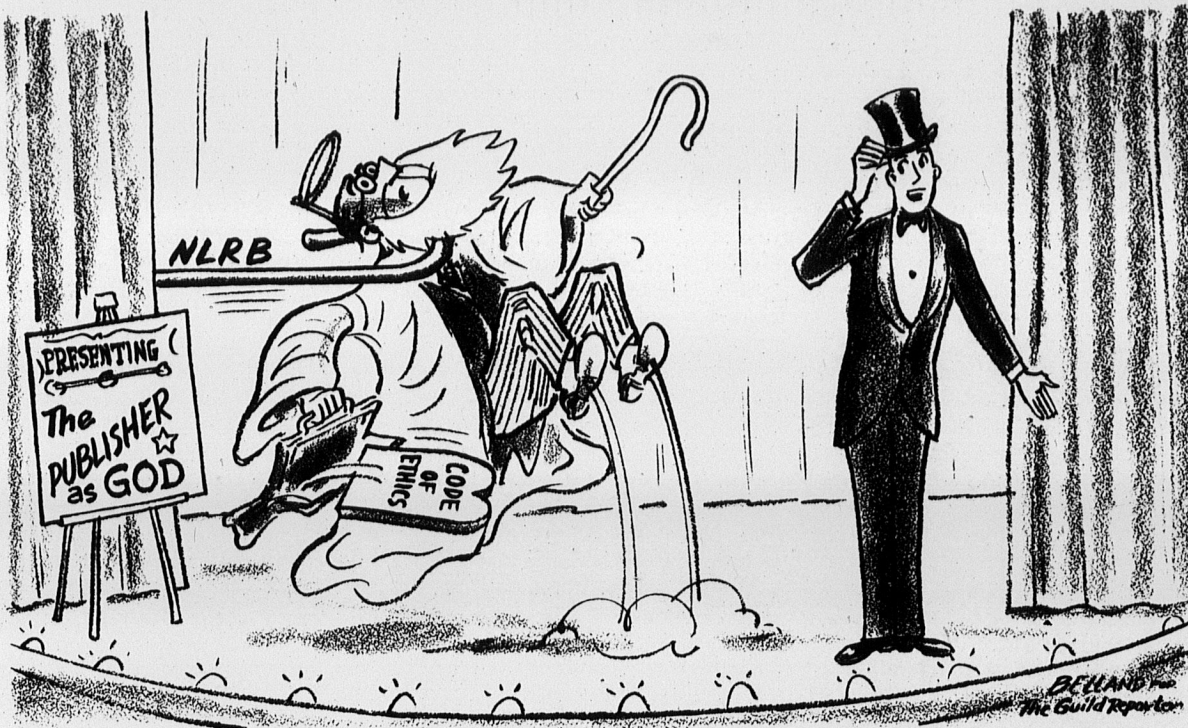
ter meeting, Feb. 15, 16, Holiday Inn, Jersey City.

Middle Atlantic District Council, TNG Regional Training Institute on Human Rights and Bargaining, Feb. 15, 16, Town & Campus Motel, Union, N.J.

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

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

'Due to unforeseen technical difficulties, there will be a brief delay in our program'



DATELINE: WASHINGTON

House Democrats breaking legislative shackles

By WILLIAM J. EATON, Chicago Guild



THE HOUSE of Representatives, for years the graveyard of liberal hopes, has now become their incubator. Old Man Seniority is yielding, kicking and screaming, to Little Baby Reform. It's a time for congratulations and passing out champagne.

The ouster of senior committee chairmen by a determined Democratic Caucus will not by itself produce any legislative miracles. It will have far-reaching effects on other committee barons in the House who realize that, for the first time, they are truly accountable to the party majority that gives them their power.

The caucus actions mean that on-the-job performance and not only time served will become the basis for judging who occupies the chair of 20 committees and 13 Appropriations subcommittees.

Every civics student should know by now how well-entrenched Southern Democrats, out of tune with the national party, scuttled or subverted legislation they did not like or gutted the money bills to pay for programs they did not approve. In the past, there was no effective way to deal with such one-man rule, no matter how the majority felt.

Thanks to spadework done by the Democratic Study Group starting five years ago, the pro-

cedures gradually were established for secret-ballot confirmation—or rejection—of the chairmen by all the Democrats in the House.

The infusion of 75 freshmen Democrats, impatient with the fuddy-duddy system that has stymied Congressional action, provided the troops for the generals of the DSG. The result is a major shift in power away from the status-quo crowd in favor of liberal programs that always had tough sledding in the House except during the two years following the Democratic landslide of 1964.

There are drawbacks in the new system that links a chairman's tenure to popularity rather than seniority. It could leave a legacy of bitterness if Byzantine intrigues and log-rolling alliances replace the automatic progression of the elders. For the present, however, the people will benefit from an assertion of majority rights rather than minority misrule.

The new members, by and large, performed creditably in making their first decisions of the 94th Congress. While far from a monolithic bloc, they do share an impatience to get on with the nation's business and a lack of reverence for idols of the past, such as the Central Intelli-

gence Agency, the FBI and the unlamented House Internal Security Committee.

HAPPILY, PRESIDENT Ford's State of the Union message did not contain the usual cheer lines but assessed the gloomy economic conditions with more candor than any chief executive has shown in a quarter-century.

Unhappily, his proposed solution is a monstrosity, one that never will get off the ground in this pragmatic Congress. A reduction in taxes is critically needed, but not with the rich-get-richer attributes Ford recommended along with what the AFL-CIO rightly calls "peanuts for the poor."

The Ford plan for raising oil, gasoline and natural-gas prices by 30 billion dollars a year, followed by a 30-billion-dollar recirculation of that money, would be laughable if the situation were not so serious.

As feeble and vague as the program of the House Democratic task force was, it correctly placed emphasis on limiting imports and measures to reduce gasoline consumption rather than a blunderbuss buck-passing proposal that would put more zing in the receding inflation, fail to reduce unemployment and raise American-produced oil to the price levels denounced as blackmail by President Ford.

In short, the new White House energy plan is going to join the five-percent surtax in the Capitol Hill boneyard.

Corrections

A typographical error in the Jan. 10 Guild Reporter resulted in a listing of the health-insurance increase in new Cleveland newspaper contracts as three cents, to a total of 15. The health-insurance increase is actually \$7.23 a month, to a maximum of \$59.51; it is the mileage allowance that is increased three cents.

The North Jersey Guild's new contract at the Woodbridge News Tribune calls for a personal day off as a seventh holiday and not for a seventh holiday plus a personal day, as incorrectly reported in the Jan. 10 GR.

William Grattan, 85; led San Francisco-Oakland

Santa Clara, Calif.—William H. Grattan, a charter member and second president of the San Francisco-Oakland Guild, died in a convalescent home here Dec. 10 at 85.

Grattan was a newspaperman for 47 years until he retired as telegraph editor of the old San Francisco News in 1955. He was the first editor of the Bay Guildsman, the local's official publication, and wrote a history of the local's early days in the late 1940s. He served as president in 1934



Grattan

soon after the Guild was founded. Earlier he had been a member of the short-lived Bay District Newswriters Union, organized after World War I.

Grattan worked for nine newspapers in Tacoma, Oakland, Denver, Salt Lake City and San Francisco during his career and for a time was on the staff of the CIO Labor Herald.

His annual dues as a retired member were \$2.40, but he always sent in more. To one of his last payments two years ago he attached a note reading: "So long as Nixon is President, SFONG needs a strong defense fund. But California COPE is worthy, too, so just divide this \$10 after extracting my 1973 dues."

Editorial

The ethics-code decision

National Labor Relations Board Administrative Law Judge Nancy Sherman's decision in the Capital Times ethics-code dispute covers a lot of ground and a lot of paper—83 single-spaced, typed pages—54 summarizing the arguments by the parties during a three-day hearing and in subsequent briefs, plus 29 of analysis and conclusions.

The decision makes for reading that is alternately dry, lively, amusing, ponderous, clear and complicated, both in its text and in its 118 footnotes and citations.

It does say many things—but it does not say some things some people say it says.

It does not say that the Madison code, or any other, is a bad code. Nor does it say it is a good one.

It does not say that news workers or their bosses, in Madison or anywhere else, should not subscribe to a code of ethics. Nor does it say they should.

The decision pointedly states that the hearing record "discloses so wide a range of opinions and practices regarding professional standards that it would be wholly inappropriate for the NLRB to proceed from any judgments of its own" on the substance of the Madison code.

In addition, Sherman takes pains to point out, the decision is "in no way affected by any beliefs of my own about whether the substance . . . is good or bad."

The decision does say, however, clearly and unambiguously, that management may not unilaterally, without bargaining, promulgate and enforce a code of ethics like the Capital Times's any more than it can impose any other terms and conditions of employment without first bargaining.

And, reports to the contrary in some newspapers notwithstanding, the decision also makes it clear that the issue in Madison, and elsewhere under similar circumstances, is not so-called "freebies," and never was. For, as TNG President Charles A. Perlik, Jr., points out, "the rules the Capital Times sought to impose unilaterally would regulate employees' conduct in a variety of circumstances, both on and off the job."

Rather, the issue is, as the Madison Guild put it, the right of news workers "to participate fully in the determination of their professional standards through the instrument of their labor union."

While the decision does not deal with the substance of the Madison code, it does deal with the substance of management's arguments against being obliged to bargain about it.

To the publisher claim of immunity under the First Amendment (ho-hum), Sherman points out that bargaining-unit employees have First Amendment rights, too, including the right to "freedom of expression and association, including under at least some circumstances the right to keep to themselves their participation in unpopular causes."

To the publisher claim that the matter covered in the code is outside the scope of industry bargaining practice, Sherman notes that at least some of the areas—expenses, integrity, and outside employment—have in fact been bargained about, though in somewhat different contexts, and right there in Madison, by the Capital Times and the Guild.

So bargain on it all, says the judge.

That would seem to be a good deal more—er—ethical.

The Guild Reporter

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and

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