

# R.W. Christofferson, TNG contracts aide 10 years, dies at 50

Robert W. (Bob) Christofferson, executive secretary of TNG's contracts committee since May, 1965, died Feb. 17. He was 50.

A member of TNG's staff for 17 years and 17 days, Christofferson had worked for the labor movement since he was 20.

He had been paralyzed since suffering a stroke last June.

In a tribute to Christofferson following his death, TNG President Charles A. Perlik, Jr., pointed out that "there probably isn't a Guild member extant whose well being and welfare were not touched" by him.

"Bob Christofferson's duties put him in a position to serve, more than anyone else, the entire membership, and he served it long and well," Perlik said.

"His constant exhorting, wheedling, cajoling and urging built monuments to his dedicated service—Newspaper Guild contracts—that will forever turn out benefits for newspaper workers everywhere.

"He knew his job and worked incessantly at it; indeed, it can be said that he literally worked himself to death. One like him will not pass our way soon again," Perlik concluded.

Christofferson's sole immediate survivor, his wife, Ruby, requested that no flowers be sent, but that anyone wishing to do so make a memorial contribution to TNG's Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.

By Feb. 27 a total of \$455 had been contributed or pledged in Christofferson's memory by Guild leaders and locals.

Among them: the Toronto, Cincinnati, North Jersey San Diego and St. Louis Guilds, TNG Vice President Edward J. Schrode of Wilkes-Barre, San Francisco-Oakland Guild Executive-Secretary Fred Fletcher and Mitchell J. Cooper, a Washington attorney who had been associated with Christofferson since before his TNG employment.

The Great Lakes District Council, at its winter meeting Feb. 22-23, observed a moment of silence in his memory.

Christofferson joined TNG's staff as an international representative Feb. 1, 1958, after 13 years as an editor, publicist and organizer, first for the Congress of Industrial Organizations (CIO)

(Continued on Page 2)

## MacDonald takes post in Canada

Ottawa, Ont.—Jerry E. MacDonald, TNG regional vice president from Eastern Canada, has been named servicing representative for the Guild's Eastern Canada-Canadian Wire Service Guild Servicing Program.

His acceptance of the fulltime, paid position automatically retires him from the International Executive Board under provisions of TNG's Constitution which forbid salaried officers or employees of the Guild from serving on the board.

MacDonald began working in the servicing job Feb. 10.

The Eastern Canada regional vice presidency will remain open for the balance of MacDonald's term—eight months—also under provisions of TNG's Constitution.

MacDonald succeeds Joseph Hanafin in the regional servicing position. Hanafin resigned Jan. 8 after two years in the job to become editor of the Canadian edition of the Machinist, official publication of the International Assn. of Machinists.

MacDonald currently is treasurer of the Canadian Wire Service

(Continued on Page 2)

## Madison seeks to stop publisher in 'code' case

Madison, Wis.—The Madison Guild has asked the National Labor Relations Board to seek a court order forbidding the Capital Times to enforce an ethics code that an NLRB law judge has held should be rescinded because it was unilaterally drawn by management [GR, Jan. 24].

The general counsel was petitioned after Capital Times editor and publisher Miles McMillin announced that his "Rules and

Guidelines for Professional Standards and Ethics" were still in effect despite Judge Nancy M. Sherman's Jan. 16 ruling.

While McMillin said the company does not intend to take disciplinary action for code violations while its appeal to the full NLRB is pending, he said management will publish the name of any employee "we believe . . . has violated the code."

The code calls for suspension and discharge for repeated violations.

The Guild is moving for a temporary restraining order against continued imposition of the code under a provision of federal labor law that is intended to protect an employer or a union and its members from injury while a dispute wends its way through appeals procedures to final decision.

The Capital Times has appealed Sherman's findings—that the Capital Times' code is a mandatory subject for bargaining because it affects terms and conditions of employment—and both

(Continued on Page 4)

## 15 more at suburban join Vancouver unit

Vancouver, B.C.—The provincial labour relations board certified the Vancouver-New Westminster Guild as bargaining agent for 15 advertising, business office and circulation employees the Richmond Review, suburban weekly here.

The board's Feb. 14 action gives the local a unit of 19 at the paper. It was certified last March 11 for four editorial employees, and concluded a first contact for them on Aug. 1.



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## New NLRB chief, family and friend

Betty Southard Murphy, center, former Wire Service Guild member, introduces her children, Neil, 6, and Ann, 7, to President Ford prior to her being sworn in at the White House as new chairman of the National Labor Relations Board Feb. 18. Be-

hind Neil is her husband, Cornelius. Murphy is the first woman and the first person with a Guild background to head the NLRB. She worked for United Press's Washington bureau in 1955 and 1956. (World Wide Photos)

## Calgary Albertan organized

Calgary, Alta.—TNG has chartered a new local here—the third new one in Canada in two years—and it has applied for certification as bargaining agent for some 35 editorial-department employees of the F. P. chain's Albertan.

TNG Canadian Director Wil-

liam McLeman said that a substantial majority of the employees in the unit had applied for membership by the time the petition was filed with the Alberta Labour Board Feb. 20.

Certification normally is granted when a simple majority has

applied, he said.

The Calgary local is the Guild's second in the country's vast western region known as The Prairies. Winnipeg, in Manitoba, organized in spring 1973, was the first. The Northern Ontario Guild (Sudbury, Ont.) was organized earlier that same year.

Calgary, on the edge of the Canadian Rockies' east foothills, is about 400 miles from Vancouver. The Albertan's circulation is about 33,400. The city's other daily, the Herald, is owned by the Southam chain.

## Display top is raised \$135 at N.Y. Amsterdam News

New York City—The top minimum for display advertising salespersons is raised \$135 a week, to \$385, in a three-year New York Guild settlement with the Amsterdam News which restructures the ad-sales commission system heretofore in effect at the black weekly.

All other minimums are raised a total of \$45—\$20 retroactive to Dec. 16, \$10 April 1 and \$15 April 1, 1976—taking the top minimum for reporter to \$288.21, that for librarian to \$242.91, that for librarian-secretary and press telephone solicitor to \$236.75, for cashier to \$216.48 and that for classified ad taker to \$203.14.

Previously, experienced display salespersons had a top minimum of \$250 a week and earned commissions of 17 to 20 percent on all sales over \$75,000 a year.

The settlement provides for commissions of five cents a line on new business only and only for the ad's first year, the New York Guild reported.

The settlement also establishes a new minimum structure for display salespersons hired after Dec. 16, 1974, with a top minimum of \$325, according to the local.

The settlement also cuts service time for a fifth week's vacation two years to 18, adds an employee's birthday as an 11th holiday, raises night differential a dollar a shift and provides double time for work on a scheduled day off.

The \$385 ad-sales top is effective immediately, the local reported, and is \$5.19 a week ahead of the top minimum in effect at the New York Post and \$8.02 ahead of the News.

## Right to union at inquiry is upheld

A worker suspected of wrongdoing has a right to union representation while being interrogated by management, the U.S. Supreme Court has ruled.

In a 6-to-3 opinion February 19, the high court upheld the right of a worker to insist on having a union representative present at any "investigatory interview" an employee feels may lead to disciplinary action.

It also pointed out that the presence of "a knowledgeable union representative" could be useful to both the accused worker and the employer.



# Contracts aide Christofferson dies at 50

(Continued from Page 1)

and then, in 1956 and 1957, for the merged AFL-CIO.

He worked as an international representative for the Guild, mostly in the South and Southwest, until November, 1964, when he became associate director of research and information at TNG's headquarters.

In the research and information position he helped prepare and present one of TNG's first regional weekend institute series encouraging locals to seek equal employment opportunity in their shops through the bargaining processes coupled with community action. Correction of the injustice of discrimination, particularly racial discrimination, had long been one of his abiding concerns.

In March, 1965, he joined more than a thousand pickets outside the White House seeking federal action to stop police brutality against civil rights marchers in Selma, Ala., and late in the month was part of a three-person TNG delegation that joined the Rev. Martin Luther King, Jr., in the "March on Montgomery." (Excerpts from a first-person story Christofferson wrote for the Guild Reporter afterward appear on this page.)

More recently, at the 1971 TNG Convention Forum—titled "Treat People as People"—he outlined a step-by-step process for mobilizing local action for equal employment of minorities and women.

After six months in the research and information position Christofferson was named executive secretary of the contracts committee. While technically he no longer was an international representative, he resumed functioning as one—advising, counselling, encouraging and scolding local leaders on bargaining, grievances and arbitration at almost all hours of the day and night—though by letter and telephone rather than on the scene.

Occasionally he did leave TNG headquarters for a day or two to assist a local in person. Shortly before he was stricken he had gone to Buffalo to assist that local in bargaining and to Jersey City to assist in a wage arbitration that produced a 12.3 percent raise in minimums at the Jersey Journal despite the Pay Board's 5.5 percent guidelines.

Delegates to the Guild's 1974 Convention, held just three weeks after Christofferson's



**ROBERT W. CHRISTOFFERSON, AS MANY KNEW HIM**  
Conducting a bargaining seminar in 1965

stroke, took note of his long-distance international-representative service in a tribute to him:

"No one exceeded Bob's dedication to the cause of unionism and concern for the membership," the delegates declared.

"Always, whether he has been sharing the satisfaction of a good settlement (which he no doubt helped to shape), pushing for the improvement of an inferior clause or inspiring a tired committee to return to the bargaining table, Bob has been motivated by a love for The Newspaper Guild, for all it stands for—and for all its members. . . . We miss you, Bob," the delegates said.

Christofferson's working life began in 1939 when, while still a high school student, he took a circulation job at the unorganized Post and Times in West Palm Beach, Fla. Later he moved to the papers' editorial department as a reporter.

When he left the papers in 1944 he turned down a job with United Press, choosing instead to edit a CIO paper for a 32,000-member local of the Shipbuilders' union in Mobile, Ala. It was then that he became a Guild member, joining the old New Orleans local.

In 1945 his Mobile assignment

was enlarged to include editing a second labor paper, in Birmingham, Ala., and public relations for the Alabama CIO region.

Four years later Christofferson was assigned to assist the Steelworkers' Union in an organizing confrontation in Alabama with the Mine, Mill and Smelter Workers' union, which had been expelled from the CIO. He later helped the Steelworkers in similar contests in Montana and Utah.

In 1952 he was assigned to assist the newly formed International Union of Electrical Workers (IUE) in an organizing confrontation in Louisville, Ky., with the United Electrical Workers' union (UE), which also had been expelled from the CIO.

He continued on assignment with the IUE until 1956 when the newly merged AFL-CIO assigned him to work in North and South Carolina from its regional office in Charlotte, N.C.

In the spring of 1957 Christofferson was a leader in the founding of the Field Representatives Federation (FRF), a union of AFL-CIO organizers, was elected its first secretary-treasurer and was one of its chief spokesmen during efforts to gain recognition from the AFL-CIO. He was one of 55 AFL-CIO field representatives discharged by the Executive Committee in January 1958, whereupon he was hired by TNG. Five months later the AFL-CIO granted voluntary recognition of the FRF.

Five months after Christofferson joined TNG's staff the International Executive Board granted formal voluntary recognition to the Federation of Guild Representatives (FGR) as bargaining agent for TNG's field and administrative staff members, replacing the informal relationship and "policy statement" theretofore maintained with a "Staff Committee."

Christofferson was elected to a sixth consecutive two-year term as FGR vice-president at the union's annual meeting last July.

In doing so the FGR membership stated its "stubborn feeling" that "the man whose ingenuity seemed to find a way out of every bargaining and grievance crisis" would find "a way through the crisis that now confronts him and rejoin us once again."

Christofferson had also been chairperson of the FGR's griev-

## Christofferson marched, remembered, wrote

*Editor's note: In March, 1965, Bob Christofferson was part of a three-person TNG delegation that went to Montgomery, Ala., along with thousands of other persons, to join in the last day of the Selma-to-Montgomery voting-rights march led by the Rev. Martin Luther King, Jr. Excerpts from a first-person account Bob subsequently wrote for the Guild Reporter are reprinted here for what they reveal about Bob then, before and since. The other TNG marchers were then-Secretary-Treasurer Charles A. Perlik, Jr., and then-Office Manager Ruth Zwiback.*

. . . Soon we were passing the Jefferson Davis Hotel. I remembered attending a CIO meeting there in 1951 for insurance salesmen during an organizing campaign. I remembered the leaflet we had put out publicizing the meeting—"All roads lead to Montgomery," it had said. Today, I thought, all roads truly lead to Montgomery. . . .

. . . A block or two past the Jefferson Davis, we walked in front of the Whitely Hotel. I remembered that there in 1949 I had interviewed, for Alabama labor papers, a state legislator from Tuscaloosa who had successfully introduced an antimasking law banning the wearing of hoods in public. Aimed at the Ku Klux Klan, passage of the law had followed Klan floggings in the Birmingham area. But the Klan was still very much live, as events would prove before the day ended.

Our march passed within a block of the Montgomery city auditorium, where I had attended a CIO state convention in 1948. Convention sessions were on an integrated basis, although whites generally sat on one side of the hall, Negroes on the other. But the annual banquet had been segregated, and I recalled going to a Negro section of the city to attend the banquet for Negro delegates. . . .

. . . The climax of the rally was a moving address by Dr. King, who told 25,000 listeners the Negro's cause will not be stopped, because it is right.

Just a year and a half ago, I recalled, I had appeared on the same platform with Gov. Wallace at another rally, on Labor Day in North Alabama, where the Guild had just won a strike. Although sickened by his talk, I had stuck to the reason for my appearance, a speech of thanks for the fine labor support the Guild had been accorded. . . .

. . . As we rode toward the airport, I saw a truck of a local laundry firm that had been struck 20 years before when I had gotten my first picket-line experience. I remembered how I had been sent to Montgomery from state CIO headquarters in Birmingham after a white organizer had been pistol-whipped and Negroes on the picket line had been threatened.

I remembered a trip to the office of the U.S. attorney in Montgomery to protest that both the organizer's and the Negro workers' civil rights had been violated by the violence and threats against them.

About 1:30 the next morning, as we rode from National Airport, we heard a radio news announcement. Mrs. Viola Liuzzo, white mother of four and wife of a Detroit Teamsters' official had been slain on the lonely highway between Selma and Montgomery as she returned by car to the capital to take a group of marchers back home.

Much had changed in Alabama. But the Liuzzo murder made it clear that violence still remained for those who seek equal rights. . . .

ance committee, a member of its bargaining committee and the union's pension expert for many years. Previously he had served as FGR secretary and executive committee member.

He succumbed to pneumonia at a nursing home near his home in the Washington suburb of Arlington, Va. He was taken there Jan. 31 from George Washington University Hospital in the District of Columbia where he had been under care since last June 19, two days before suffering a massive stroke which left him completely and irreversibly paralyzed. He had entered the hospital for tests related to a circulatory condition. He had heart attacks in March, 1968, and September, 1970.

In his free time, Christofferson had been at work on a book on the naval battles on Southern rivers during the Civil War.

A memorial service was held in Falls Church, Va., Feb. 20.

## Toronto votes raises to local defense fund

**Toronto, Ont.**—The Toronto Guild's defense fund got a raise in the wake of last month's settlement at the Toronto Star, which brought an increase of \$42 a week at the key minimum.

By long custom, Toronto Guild members have been assessed 85 percent of the first week's increases under each new contract for the defense fund. Since at least one management, disputed the deduction, the local's January membership meeting was asked to write the 85 percent assessment into local by-laws.

Floor discussion began with a motion to reduce the amount. It ended with an overwhelming vote to raise it—to 100 percent.

## MacDonald leaves the IEB

(Continued from Page 1)

ice Guild and has held every office in that local from unit chairman to president. He was elected to the IEB in the fall of 1973.

He has taken a leave of absence from his job as a TV news editor for the Canadian Broadcasting Corp. in Toronto.

Before going to work for CBC in 1958 MacDonald had been a shop steward and executive committee member of the Toronto Guild. He helped organize several departments at the Toronto Star, where he worked as a truck helper, at the Globe & Mail and at the old Telegram.

He also served a two-year term as North American vice president of the Inter-American Federation of Working Newspapermen's Organizations.

He was a member of the IEB's collective bargaining, organizing and appeals committees.



**JERRY E. MACDONALD**





St. Louis's Guild Photo by Ken Winn

### St. Louis's honorees

The St. Louis Guild's 1974 "Guilder of the Year" award is shared by Barbara K. Anderson, left, of the local's KSD/KSD-TV unit and Karen K. Marshall, center, of the Globe-Democrat unit for their "outstanding effort before and during" the 1974 Guild Convention, held in St. Louis last July. The

local's "Page One Civic Award" goes to Billie Roberts, right, for almost single-handedly persuading the Missouri legislature to put a state campaign finance reform measure on the ballot in last November's elections. Anderson and Marshall were in charge of activities for convention guests.

## Key top minimums are raised \$65 in Peoria Journal Star settlement

**Peoria, Ill.**—Top minimums for copy editors, district managers, photographers and reporters are increased \$65—taking the editorial classifications to \$296 and the district managers to \$291 a week—in a new three-year Peoria Guild contract with the Journal Star.

The settlement also provides additional publisher payments for health insurance, higher mileage rates and three-days' paid leave for employees of a year's service upon death of a spouse, father, mother, child, brother, sister, father- or mother-in-law.

The key editorial and circulation top minimums are increased in increments of \$21, retroactive

to last Nov. 15; \$22 next Nov. 15 and another \$22 Nov. 15, 1976.

Starting circulation district manager is increased \$34 over the term, taking it to \$185 a week and parity with the starting reporter minimum. The latter is raised \$24 over the contract's term.

The top minimum for stenographers is increased \$38, to \$170, in increments of \$12, \$13 and \$13, while that for library clerks and copy boys/girls is raised \$34, to \$156.

The flat minimum for subeditors is raised \$65, to \$307.50 a week, while the hourly rates for circulation sub-branch managers

goes up 85 cents, to \$3.05, to produce a \$34 weekly increase.

Mileage is increased to 15 cents a mile for all but photographers, from 12 cents inside the city-zone and 11 cents outside. The photographers' rate is raised to 12 cents a mile, from nine cents.

The employer's contribution to monthly health insurance is raised \$4.57, to \$52.35, for family coverage, and a \$17.43 maximum is set for individuals.

Provision also is made for negotiation of coverage under a health maintenance organization should the Department of Health, Education and Welfare certify one in the Peoria area as meeting its criteria.

## 60 participate in TNG institutes as Lakes, Atlantic councils meet

Sixty delegates from 17 locals attended TNG regional weekend institutes on collective bargaining organizing and human rights sponsored by the Middle Atlantic and Great Lakes district councils during February.

The Great Lakes Council, meeting in Columbus Feb. 22-23, voted to discontinue its annual joint pre-convention meetings with the Midwest District Council on the grounds that they have not been sufficiently productive to warrant the extra travel and expense involved.

The Midwest Council had invited Great Lakes to join it in a spring meeting in St. Louis in May.

The Middle Atlantic Council, meeting in Union, N.J., Feb. 15-16, re-elected Robert Golden of Lehigh Valley, president; Jean-Rae Turner of North Jersey, secretary, and Edward J. Schrode of Wilkes-Barre, treasurer. Eugene B. Jones of Philadelphia was elected vice president.

### Institutes are set in the Far West

TNG's regional weekend institute series will go to the West Coast in March.

March 15-16 an institute on organizing and human rights, for locals in Canada's Pacific Southwest and the U.S. Pacific Northwest, will be held in Seattle.

March 22-23 a second institute on the same topics, this one sponsored by the Western District Council, will be presented in Fresno.

The first two Saturdays of the month—March 1 and 8—TNG is conducting collective bargaining seminars for the New York Guild.

At the council dinner, the North Jersey Guild presented a gold Guild pin, a Guild key ring

and an attache case to James M. Dolan, first vice president of the local, who left for Washington, D.C. this month to become press secretary to Rep. Margaret Heckler, Massachusetts Republican.

The council also adopted a resolution noting the retirement of John Farson of Philadelphia and expressing its thanks for his past service as council treasurer.

Both councils set their spring meetings for May 17-18. Middle Atlantic will meet in Scranton; Great Lakes, tentatively, in Cleveland.

The institutes were the fourth and fifth in TNG's 1974-75 regional series. They were conducted by TNG Administrative Operations Director Ellis T. Baker and Field Operations Director J. William Blatz.

Previous institutes, sponsored by the Southern, Midwest and New England district councils, were held in Chattanooga, Minneapolis and Danvers, Mass.

## Papers' profits audit sought in Hawaii bill

**Honolulu, Hawaii**—Has Hawaii's own "Newspaper Preservation Act" made it possible for Honolulu's two newspapers to reap excessive profits?

That's the question a bill introduced in the state Senate would have a legislative auditor decide through an investigation of the papers' advertising and circulation rates.

Sen. Duke Kawasaki, the bill's sponsor, charged that the Honolulu Advertiser and Star-Bulletin have imposed "excessive and too frequent rate increases" since the state "Preservation Act" was passed in 1972.

Kawasaki said the Star-Bulletin has also cut its staff and eliminated home delivery in parts of Hawaii since its acquisition by Gannett.

Another bill introduced into the Legislature would require the

newspapers to maintain "reasonable and consistent" circulation throughout the state.

Hawaii's "Newspaper Preservation Act," like its federal big brother, exempts the Honolulu newspapers' joint-production arrangement from antitrust laws. Since its adoption, the papers have been the target of a series of legislative attacks, including a current one that would put them under regulation by the Public Utilities Commission if their profits were excessive.

A similar bill was declared unconstitutional by the state attorney general last year.

Still another pending measure would create a Media Responsibility Commission with the power to fine newspapers and broadcasting stations if it finds them responsible for statements causing harm to any group or individual.

## Cross-media owners balk at divest order

Sixteen newspaper-broadcast combinations ordered by the Federal Communications Commission to divest themselves of one or the other of their media holdings are pondering ways and means of preserving the status quo.

In addition, the American Newspaper Publishers Association has called on its Task Force on Broadcast and CATV Ownership to come up with recommendations for fighting the ruling.

On the other side, the National Black Media Coalition is planning a series of regional conferences to consider appealing the rule on the ground that it requires the break-up of monopolies only in "very small cities where few blacks live."

Under the FCC rule, which took effect February 7, all future purchases by newspaper owners of radio or television stations that serve the same market as their newspapers will be banned. But it ordered the breakup before Jan. 1, 1980, of existing combinations "only in extreme situations where there appeared to be a monopoly on the expression of views on issues of public concern."

Such "extreme situations" of common newspaper-broadcast monopoly exist, according to the FCC, only in Anniston, Ala.; Albany, Ga.; Mason City, Ia.; Meridian, Miss.; Watertown, N.Y.; Texarkana, Tex.; Bluefield, W. Va.; Hope, Ark.; Effingham, Ill.; Macomb, Ill.; Arkansas City, Kans.; Owosso, Mich.; Norfolk, Neb.; Findlay, Ohio; Dubois, Pa.; and Janesville, Wis.

The FCC said it was concerned with diversity in ownership chiefly as a means of enhancing diversity in program-

ming and opinion, rather than in terms of an antitrust approach recommended by the Justice Department.

It said it had examined all of the instances of common ownership before adopting the list of 16 cities where divestiture will be required. About 70 existing newspaper-television combinations were untouched.

Those affected apparently have three options: (1) to appeal in court; (2) to petition the FCC for reconsideration, and (3) to petition for a waiver. The FCC said waivers may be granted in cases where divestiture would cause undue economic hardship or disrupt local broadcasting.

While no Guild papers are affected by the divestiture order, Publishers' Auxiliary saw the ruling as erecting another barrier to Joe L. Albritton's acquisition of controlling interest in the Washington Star-News and its parent company's broadcasting licenses. The transaction, awaiting FCC approval, already requires a waiver permitting the AM-FM licenses and the television licenses to be sold to the same buyer.

### Port Huron group to vote March 21

**Port Huron, Mich.**—The National Labor Relations Board has set March 21 for an election on representation by the Detroit Guild for advertising, accounting, editorial, inside circulation and maintenance employees of the Port Huron Times Herald.

About 80 persons are eligible to vote. A substantial majority have signed applications for Guild membership.

The company has threatened to appeal the NLRB's denial of its petition to include district managers, drivers, inserters and mailroom employees in the bargaining unit.

The Times Herald, 36,000 circulation evening and Sunday paper, is owned by Gannett.

Port Huron is located about 60 miles north of Detroit, on Michigan's "thumb."

### Labor Dept. extends pension data deadline

The U.S. Labor Dept. is extending to Aug. 31 the deadline for filing detailed descriptions of pension plans with it as required by the pension reform act passed by Congress last year.

The extension, from April 30, also applies to the requirement that summary descriptions be distributed to all employees participating in a pension plan.



# Madison seeks to stop publisher in ethics case

(Continued from Page 1)

the company and the Guild have filed initial briefs with the full board.

The Guild also has petitioned the board to reopen the record of the hearings in the dispute to allow it to enter copies of 11 articles, two written by McMillin and two by managing editor Robert Meloon, which, it says, show that McMillin has been distorting not only the Guild's position but the "transcribed record" of the case as well.

The clippings, the Guild brief says, demonstrates "gross distortions" by McMillin and show that he is "all too willing to misrepresent the transcript and the union position in order to serve" his own purposes.

McMillin's initial reaction to the Jan. 16 ruling was that it "established a license to bribe newspaper people at all levels."

In petitioning to reopen the hearing record the local points to McMillin's statements that Judge Sherman's decision "goes even further than the Guild . . . would go . . .", "... lawyers for the union . . . originally argued that freebies were part of wages, but abandoned that position."

The "truth of it," the Guild brief says, can be found in 14 places in the transcript, citing especially the portion where, in response to a question by Sherman, Guild attorney David Loeffler points out that "there are certain costs to gathering news."

"I think," he said, "it's very misleading to use the term free-

bies. There is no free lunch in this operation, and the question is, who pays the cost?"

The Guild brief to the NLRB also points out that its attorneys used the term "wages," when discussing so-called "freebies," as a "term of art."

"The workers total compensation is decreased if they must bear certain costs of the enterprise which were previously allocated to someone else," the brief continues.

"The company must negotiate this cost-shifting whether it's labelled a matter of 'wages' or a term or 'condition of employment'."

"... Every time a reporter goes to dinner, attends a cocktail party, accepts a ride, or just hangs around a bar picking up impressions and sometimes hard information, he or she is going to have to think, 'will management decide that this trip was necessary?' If not, the worker pays for the items that news sources used to pick up out of simple camaraderie as often as a desire to 'get a good press' for their own purposes."

"Since ordinary social intercourse is the frequent 'work place' for news workers, they will find themselves bearing more costs of doing business under the new regime."

If there are to be rules governing the propriety of relationships with news sources, the brief says, Guild-covered employees do not want the criteria to be established unilaterally by the newspaper's management.

There was no indication how soon the NLRB could be expected to respond to either Guild petition.

## N.Y. CLUW chapter elects Kopelov veep

New York City—Connie Kopelov of the New York Guild's Amalgamated Clothing Workers' unit has been elected vice president of the New York chapter of the Coalition of Labor Union Women.

And 30 New York Guild members at the chapter's first official meeting elected Joan Cook of the Times unit to the chapter executive board. She and Anna DeCormis of the Standard & Poor's unit contested for the spot.

## Canada's price elevator

The following table shows the steep ascent of the Canadian Consumer Price Index over a 25-month period following a 0.8-point rise, to 176.6, in January. 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 |
| 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          |
| January 1975 | 176.6 | 12.1                  | 23.2          |



Photo by Larry A. Bretts, Gary Guild

## Gary gives awards

Wallace M. "Mickey" Thrower, above right, first vice president of the Gary Guild, receives local's "Guildsman of the Year" award from James A. McGill, TNG vice president and former local president. Looking on are Robert McClure, second from left, recipient of a special award for investigative reporting, and Fire Chief Rixie McCarrill, holding a community service award to the

Gary Fire Department's ambulance service. Gary Guild President Forbes W. Scott presented a special award in memory of Gary policeman James R. Boyce, who was slain by fleeing bandits while responding to a holdup alarm at a steakhouse, to his widow, Blanche. The Gary local also made an award to the steak house's employees for fund-raising efforts on behalf of the Boyce family.

## Key Erie tops up \$40, to \$290

Erie, Pa.—Minimums are increased \$19.03 to \$49.99, with the top minimum for reporters, district managers and display and classified outside sales up \$40, to \$290 a week, in a new two-year Erie Guild contract with the Times and News.

An upgrading boosts the starting minimum for "makeup man" \$49.99, to \$182.41, while the top for the position is raised \$46.07, to \$274.59.

The settlement also increases night differential and mileage rates and adds a three-day paid bereavement leave in the death of a parent, spouse, child, brother or sister and a one-day paid leave in the death of a grandparent or spouse's parent.

The reporter-district manager-display-outside classified top is raised \$20 retroactive to March 1, 1974, \$18 on March 1, 1975, and \$2 Sept. 1, 1975. The starting minimum for those jobs is raised a total of \$22.41, in increments of \$11.21, \$10.09 and \$1.11, to \$162.55.

The top minimum for Sunday and telegraph editors and editorial writers is raised \$41.21, to \$298.95, while the start is up \$22.41, to \$162.55.

The top for phone solicitors, typists, clerks and phone operators is raised \$23.23—\$11.62, \$10.46 and \$1.15—to \$168.52 a week.

The top minimum for janitors is raised \$28.11—\$14.06, \$12.66 plus \$1.39—to \$203.86 a week,

while that for society writers is increased \$30.69—\$15.35, \$13.82 plus \$1.52—to \$222.68, while the top for society editor is raised \$39.38, to \$285.64.

The copy-boy/copy girl classification is dropped from the contract and the top for editorial assistants is increased \$22.54, to \$163.53, while the starting minimum is raised \$19.63, to \$142.41.

Night differential goes up 25 cents a shift, to \$1.75, effective March 1, and the mileage rate goes up a second two cents the same day, to 15 cents a mile.

Local members had voted seven-to-one to strike last August in an attempt to break the pattern of wage-increase settlements set by the printing-crafts unions.

## Action asked to rehire 25 at weeklies

Wilkes-Barre, Pa.—The Wilkes-Barre Guild has asked the National Labor Relations Board to seek an injunction reinstating 25 employees fired by three suburban weeklies after the Guild filed a representation petition in December.

The Guild acted after the three papers—the Dallas Post, Mountaintop Eagle and Abington Journal—were purchased by Ray Carlsen, publisher of five weeklies in Ohio, and resumed publication at the beginning of February.

The Greenstreet News Co., their former publisher, fired most of the staff and suspended publication on Christmas Day. The Guild had filed a representation petition two days earlier. Greenstreet was owned by former Gov. William Scranton.

Carlsen, publishing under the name of Pennaprint Inc., has hired a whole new staff. The Guild, in addition to seeking an injunction, has amended an unfair-labor-practice charge to include the new owner.



## Seattle member corrects record on police, press

SEATTLE, WASH.

Editor:

I want to correct a bit of inaccuracy that crept to your readers via an item titled "Guild protests, Seattle police shelve press-card licenses" [GR, Jan. 24].

Much as I hate to admit it, the Guild had very little—if anything—to do with the shelving.

Secondly, the Seattle police/press committee is by no means affiliated with, much less run by the Pacific Northwest Guild, as was stated in your article. Nor did I implicate as much in either of the articles published in the PNNG Bulletin.

I had contacted the Seattle Police Dept.'s press secretary the day before the meeting and requested to sit in as Guild observer. I wore two hats at the meeting. The regular Seattle Times representative on the committee was sick and I was asked at the last minute to represent

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.

The Times.

Only under the latter capacity was any "input" of mine to the committee recognized. But whether speaking under one "hat" or the other I stressed a mutuality of concern.

To lay kudos at the door of the Guild is not only misleading and untrue but a disservice to the people of the police/press committee who accomplished what the Guild sympathized with.

R. EMMETT MURRAY  
Pacific Northwest Guild

Editor's note: Brother Murray is correct, the GR inexcusably blew it, reading something into its source, the PNNG Bulletin, that wasn't there. Our apologies to all.



## Reporter top up \$62, will hit \$362, at NEA

Cleveland, Ohio — Minimum and general increases of \$26.40 to \$62.40 take top minimums for newsmen to \$362.40 and for telephone operators to \$193.55 a week in a new three-year Cleveland Guild contract with the Newspaper Enterprise Assn.

A new cost-of-living clause provides for additional minimum and salary increases in the second and third years by the amount the Consumer Price Index for Cleveland rises in excess of eight percent between August 1974 and 1975, and by the amount it increases in excess of seven percent between August 1975 and 1976.

Maternity leave—up to four months, one week paid—is provided for the first time.

The employer's contribution to pensions is increased by \$6—\$2 at the start of each of the contract's three years—to a total of \$19.50 a week.

The employer's monthly contribution to health insurance is increased \$5.20—to \$59.33 for family and \$26.83 for individual coverage—and provision is made for the employer to pay the same amounts to any health-maintenance organization a covered employee may select over the insurance plan.

Mileage is increased to a flat 15 cents per mile from 12 cents for the first 100 miles a week and 10 cents thereafter.

The top minimum for newsmen is increased \$20 retroactive to Nov. 1, 1974, and an additional \$21.20 Nov. 1, 1975 and 1976 to reach \$362.40.

The minimum for inexperienced newsmen is raised \$10, \$11.20 and \$11.20, to \$205.80 a

week. The telephone operator is raised by the same amounts.

The top for office aides is raised \$8, \$9.20 and \$11.20—a total of \$28.40—to \$168.45 on Nov. 1, 1976. The starting minimum is raised \$26.40, to \$158.20.

The top minimum for bureau assistants is raised a total of \$36.40, to \$217.30 a week, and the top for art production is increased \$44.40, to \$256.80 a week, while the starting minimum is increased \$36.40, to \$225.80.

## Lowell pact ups librarian \$120, to \$251

Lowell, Mass.—The top minimum for librarians is upgraded to parity with artists, reporters and outside ad sales persons—an increase of \$120.40 a week, to \$251.20—in a new 30-month Boston Guild contract with the Lowell Sun.

The settlement, retroactive to April 3, 1974, also provides for \$3,000 in employer-paid group-life insurance, increased night and higher-classification differentials, higher mileage rates and three-days' paid leave upon the death of a spouse, child, parent, brother, sister or spouse's parent, with one-day's paid leave upon the death of a brother- or sister-in-law.

The artist-reporter-outside ad sales top minimum is increased to total of \$56—in increments of \$12, retroactive to last April 3; \$15, retroactive to last Nov. 4; and \$14.50 this June 2 and next Feb. 2. Starting minimum for those jobs is raised \$37.60, to \$154.70, over the contract's term.

Top minimum for "deskman," promotion manager and sales promotion manager is raised \$59.62 over the term, to \$267.42.

The top minimum for ad phone solicitors, receptionists, and clerks in the classified, business-office, circulation and dispatch departments is raised \$34.51, to \$154.81.

The top minimum for assistant editors is raised \$64.18, to \$287.88, over the contract's term; start is up \$57.81, to \$259.31.

Night differential is increased by 35 cents, to \$1.35 a shift, the Saturday-night differential is up \$1.50 to \$3.50, and the differential for higher-classification work is raised \$1, to \$3 per shift.

Mileage is increased by three cents a mile, to 15 for the first 100 miles a week and 13 thereafter. Weekly minimum mileage guarantee is up \$2.50, to \$7.50, and the daily guarantee is raised 50 cents, to \$1.50.

Service time for three weeks' vacation is cut one year, to four, and for four weeks' is cut two years, to eight.



## Grievance gets jobs

Paul Goddard, left, and Al Ryan on the job as full-fledged members of the Toronto Star editorial staff as the result of a long-standing Guild grievance over the misuse of freelance reporters and photographers. Goddard, an entertainment writer,

and Ryan, a sports writer, along with 99 others were cited in a massive grievance filed a year ago over the paper's assignment of nonemployees to do Guild-covered work. Management said it hired them without regard to the grievance's outcome.

## Bakersfield wins safety pledge

Bakersfield, Calif.—The Bakersfield Californian is pledged to maintain health and safety standards as defined by the California Safety and Health Administration in a new 30-month contract with the Bakersfield Guild.

The settlement also provides minimum increases ranging from \$24.90 to \$48.33 over its term, the latter taking top minimums for outside ad sales, district managers, reporters and photographers to \$301.12 a week.

Mileage is increased to 15 cents a mile for all but street sales drivers, who go to 17 cents. Circulation rates had been 12 cents for each of the first 500 miles per week and 11 cents thereafter. The rate for others had been 11 cents. A \$2-a-trip minimum for occasional automobile use by editorial, advertising and business office employees also is added to the contract.

Eight dollars of the increase in the key advertising, circulation and editorial top minimums is retroactive to Oct. 1, 1973; \$8 to April 1, 1974, and another \$8 to Oct. 1, 1974. The minimums are

increased another \$12 April 1, 1975, and \$12.23 Oct. 1, 1975.

Minimum for inexperienced employees in those classifications is increased \$28.05, to \$174.78, over the contract's term.

Top minimums for bookkeeping machine operators and intermediate bookkeepers are raised \$29.60, to \$164.12.

Top minimum for car messengers is raised \$27.55, to \$152.80, while that for "copy boys" is up \$26.56, to \$147.31.

The settlement also provides

that employees in the bargaining unit have the same rights as management personnel to arrange with the wire services "or some other medium for financial remuneration" in return for services or "products of their efforts."

It also calls for any embargo the employer places on a story, article or photograph to apply to management personnel as well as bargaining unit members.

Service time for a fourth week's vacation is cut two years, to 12.

## One-year contract won by Lexington

Lexington, Ky.—The top minimum for reporters is increased \$20, to \$225, and that for telegraph, sports, state and society editors is increased \$21, to \$236 a week, in a new one-year Lexington Guild contract with the Herald-Leader.

The settlement, retroactive to last July 1, also increases mileage payments two cents a mile, to 13, for the first 200 miles in a month, and one cent, to 10, for additional distances traveled.

Provision also is made for the employer to pay the cost of courses which improve employee skills.

The minimum for inexperienced reporters and photographers is raised \$11, to \$141. Top minimum for office and library clerks is raised \$10, to \$120. Top minimum for head librarian is raised \$12, to \$156.

A provision for posting of vacancies on the news staff also is added to the contract.

## Top administrative officer wanted

Philadelphia Newspaper Guild seeks applicants for number one spot as administrative officer. Individual willing to accept challenge of rebuilding a local with organizing growth potential can expect top pay and benefits. Previous AO and/or TNG staff experience certainly an asset. Write stating qualifications, salary requirements, availability, other pertinent information, or if you have any questions.

**NEWSPAPER GUILD OF GREATER PHILADELPHIA**

Hotel Philadelphia, 6th floor

314 N. Broad St., Philadelphia, Pa. 19102

## Cost-of-living boosts raises in Wire Service contracts

Wire Service Guild minimums at Associated Press and United Press International went up by \$12.03 to \$32.07 a week Jan. 1, instead of only \$7.40 to \$18, thanks to the 12.2 percent hike in the U.S. Consumer Price Index and the contracts' cost-of-living provisions.

The \$32.07—a contract-stipulated \$18 raise plus \$14.07 in cost-of-living—took the top minimum for newsmen, newswomen, photographers and artists to \$349.07 a week at both wire services. The start went up \$11.10 plus \$8.19, to \$203.29.

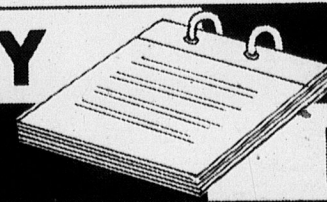
The \$12.03—\$7.40 plus \$4.63 in cost-of-living—took the starting rate for office aides at UPI to \$114.93. The top went up \$7.40 plus \$5.26, to \$130.51.

AP motorcycle messengers' top minimum was increased \$9.95

plus \$7.48, to \$185.58 a week.

The Wire Service Guild's contracts with both services provided for percentage increases equal to the amount in excess of eight percent in the CPI rise. Both contracts expire Dec. 31.

## DAY



## BOOK

TNG Staff Conference, March 4-7, TNG Headquarters, Washington.

Pacific Northwest/Southwest, TNG Regional Institute on Organizing and Human Rights, March 15, 16, Plaza 600 Bldg., Seattle.

Western District Council, TNG Regional Institute on Organizing and Human Rights, March 22, 23, Airport Marina Hotel, Fresno.

International Executive Board, spring meeting, April 28-May 2, TNG Headquarters, Washington.

3rd vice president, Richard M. Peery; 4th vice president, George A. Markell; treasurer, John D. Fairfield; executive secretary, Jack F. Weir.

### Coos Bay

President, Dinah Adkins; vice president, Margaret Harvey; secretary, Terri Nims; treasurer, Jody Chism.

### Denver

President, Irvin Moss (Moss, 193, Richard Tucker, 64, Jane Earle, 33, Jack Shannon, 26); first vice president, Rod Klobardans; second vice president, Clarice Shaffer; secretary, Marilyn Stanley; treasurer, Byron Nelson III (Nelson, 158, Ralph Veatch, 157).

### Lehigh Valley

President, Paul D. Lowe (Lowe, 31; Charlyne Varkonyi, 2; Walter Roland, 2; Laura Mace, 1; Kenneth A. Clauser, 1); vice president, Larry Vadelund (Vadelund, 32; Dick Johnson, 1; Varkonyi, 1; John F. Simitz, 1; Richard Cowen, 1); secretary, John Koch (Koch, 32; Mace, 2; William Bischoff, 1; Charles R. Gulick, 1); treasurer, Robert Golden (Golden, 29; Clauser, 12).

Western District Council, spring meeting, May 10, 11, Stockton.

Middle Atlantic District Council, spring meeting, May 17, 18, Scranton.

Midwest District Council, spring meeting, May 17, 18, St. Louis.

New England District Council, spring meeting, June 7, 8, Kings Grant Motor Inn, Danvers, Mass.

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



## Utica's ex-president

## In defense of motherhood as 'career'

By SALLY WIDMAN

I WAS A CLOSET MOTHER. You see, a woman is often better off in certain circles these days if she hides her marital urges.

If she has most of the advantages that the Women's Movement is fighting for, she is viewed as a heretic by the more militant of her liberated sisters the minute she threatens to let her prescription lapse for birth-control pills.

She may be holding her own with the men in her business or profession, but let her get pregnant and she becomes the office joke.

When I first started talking about wanting a baby, some of my friends were shocked. I was a newspaper reporter who enjoyed her work. I experienced no discrimination either in pay or assignments.

Why would I want to give up everything I had—the freedom, the mental stimulation, the challenges of the job—for the everyday drudgery of raising a family?

One friend of long standing was clearly angered by my deviation from her image of me. She said motherhood was degrading, implied I would

... there was the daily,  
"Hi, Sal; how's your  
bowling ball?"

lose my soul, become a cabbage.

A colleague was surprised when I told her I wanted children. I think she was a little sad, too. I might have gotten the same reaction if I told her I'd signed up for a cruise through the Bermuda Triangle.

"If that's what you want," said a third woman, "I'm happy for you. But better you than me."

Once I became pregnant, the female anti-natalists at my newspaper became surprisingly subdued. In fact, they seemed pleased for me as long as my condition wasn't contagious. It was the men who were vocal.

There was the one who always said, "Hi beautiful. How's the little mother today?" I am six feet tall.

There was the daily, "Hi Sal; how's your bowling ball?" from the buffo across the aisle.

George, my husband, a photographer for the same newspaper, introduced me to a new editor by saying, "This lady here with the watermelon is my wife, Sally." *Et tu, George?*

I was president of our Newspaper Guild local and George was in charge of the photography department. So there was guffawing about labor sleeping with management.

... learned to believe it  
is irresponsible to marry  
or have children.

Newspaper reporters tend to be a bit more irreverent than most people about blessed events, so I couldn't take these remarks as sexist slurs. I might have said the same things to them.

But I know from talking with older women that I wouldn't have got any of these reactions from men or women if I had been pregnant or considering pregnancy ten to 15 years ago.

In those days women rarely were asked to search their souls for proper motivation before bearing children. Their dilemma was just the opposite. If they decided to build a career that excluded marriage and family, society seemed to be asking, "What's your excuse?"

When I was a child I was taught to

Sally Widman, nee Howard, was president of the Utica Guild and a reporter for the Press and Observer-Dispatch until July, 1973, when she left both positions a month before giving birth to a son, Robert. "Four months' maternity leave isn't enough," she says. "Something more in the neighborhood of 10 years would be about right." More recently, besides doing some freelance writing, she has been the local's parttime assistant treasurer. This article is reprinted from Redbook magazine.

believe something must be deeply wrong with any woman who did not want marriage and children.

As an adult I have learned to believe it is irresponsible for a woman to marry or have children unless she is sure this is what she wants.

In the past decade, overpopulation, broadening options for women, afflu-

women in my office were disappointed by marriage. They told me how lucky I was not to be tied down to some man who was impossible to live with, who expected a wife to be his maid, who drank too much just to annoy her, who went out with other women.

The '60s died and the '70s rose from their ashes. Women who had careers, supported themselves, lived alone and did what they pleased were now fashionable. I was one of them, and I was enjoying myself. But it didn't last. I seem doomed to be unfashionable. I didn't have an engagement ring when it would have been stylish, and now that it was chic to be unattached, I was attaching myself to George. He was 26 and I was 25.

We married with our eyes wide-open to the separations and divorces all around us.

In spite of this, we survived happily as a couple. The dire things those friends at my first job had told me about their husbands did not materialize for me. George was quite possible

exhaustion, the uncertainty, suddenly I was a mother; and just as suddenly I was euphoric. It was like Christmas morning, only better.

Of course, the euphoria has faded in the postpartum humdrum, but I have felt completely satisfied during these months of my motherhood, and surprised at my happiness. There have been trying days, yes. Tired, teething days and fussy, feverish nights. But not many. We have been

... used to have to re-  
write press releases and  
do my share of obits.

lucky to have a healthy, cheerful, inquisitive baby.

I am no longer a closet mother. I proudly tell all my liberated friends what a pleasurable trip motherhood is. I do not miss my newspaper job. Being a mother is interesting work. Having a chance to interview Golda Meir or the most eloquent man on the street could never be as fulfilling for me as watching and helping Robert grow.

Drudgery? I used to have to rewrite press releases and do my share of obituaries like everybody else. Now I have to fold diapers like everybody else. One is no more boring than the other. I used to have to be at work on time and meet news deadlines. I used to be called at odd hours by my city editor to cover unexpected news events. Now I have to get up at odd hours when the baby cries and have George's breakfast and dinner on the table as his schedule demands it. I feel no loss at having replaced one set of deadlines with another.

Neither have I turned into a cabbage. I am reading more now than at any time in my life, including the years I spent as an English lit major in college. I have time for writing and volunteer work. But Robert and the whole subject of child development provide my greatest intellectual stimulation.

The only thing that bothers me is that before I became a mother I didn't know I could have it so good, because a lot of people told me motherhood was at its very best dreary and at its very worst unnecessary and meaningless. Because of them I doubted my own instincts.

The Women's Movement itself is not responsible for the current unpopularity of motherhood. Being a liberated woman has nothing to do with one's occupation and everything to do with one's attitude toward her occupation. This is what the liberationists preach. But a segment of the Movement, a faction that attracts a lot of news coverage, has insisted that no woman is free until she follows a specified pattern. Nothing could be less free.

The career women of the '50s were

... freedom should be  
doing what is right for  
you ...

faced with this kind of reasoning, and now the mothers of the '70s are being faced with it. History repeats itself. Only the targets change. But freedom should be doing what is right for you. Can't we as a sex rise above petty bickering over which is the best way to go, make our choices and let it go at that?

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Sally Widman and her new 'career,' Robert

ence and mobility have changed our attitudes about a lot of things, among them matrimony and maternity. But our sex has become so liberated that the once-oppressed are now the oppressors.

As a product of this transitional period I have done time on both sides.

I went through college in the mid-'60s, before consciousness-raising groups got to be more important than having a date on Saturday night. Those of us who were not engaged by the end of our senior year suffered from bad cases of spinster panic even as we spoke of interesting careers ahead.

I left home for my first newspaper job bemoaning my single state and feeling a little lost because of it. But every time I groaned, "I'm never gonna get married," to one of my new friends at work, she would tell me to enjoy myself while I was still free.

It seemed that most of the married

to live with; he did not expect me to be his maid; he drank with me, not at me; he was faithful.

Two years passed. Now it was fashionable to be childless. But in that year, 1972, I began to harbor secret maternal desires. Because of the negative attitudes all around me, though, I kept my desires in the closet.

And I did have my doubts. I relished my job. I was not sure I could handle years of child rearing. I thought caring for a baby would be burdensome, tiring drudgery. Most people said it was. But I found as I continued to think about it that I was prepared to sacrifice my career for a few years to have a family.

The doubts did not go away even after I became pregnant. They stayed with me right up to the moment of our son's birth. I was awake for the delivery and George was with me. After all the work of labor, the



# Inside-outside: tale of disparity

Parity for inside classified salespersons with outside display and outside classified was made part of TNG's Collective Bargaining Program nearly four years ago by delegates to TNG's 1971 Convention.

"A large gap exists" between the pay for inside and outside sales, the convention said, "in spite of the major part the inside operations contribute to the income of newspapers."

"No publisher is paying inside sales what he is paying outside. The conclusions are obvious. . . Almost without exception the inside classified sales department is staffed by women."

When that convention met, in July, 1971, 54 percent of the newspaper publishers the Guild bargained with had agreed to equal minimum salaries for outside classified with display. By last Oct. 1 that had risen to nearly 70 percent.

While some settlements since the 1971 convention have narrowed the inside-outside gap, the first publisher—in either the United States or Canada—has yet to accede to the Guild's demand for inside-outside sales parity, as the table, upper right, shows. The table, first issued by TNG's Collective Bargaining Dept. for last December's wage conference, is now being updated and distributed to all Guild locals every two months, along with 18 others drawing internal and external minimums comparisons.

The tables at lower right list the 15 contracts where prevailing minimums for "society" or "women's news" reporters still lag behind those for other reporters, and the five contracts with minimums for "society" or "women's page" editors which are lower than those for reporters in other departments.

When TNG's Collective Bargaining Dept. last made the comparison, as of Feb. 1, 1974, there were 17 contracts with disparate reporter minimums and six with the "editor" inequity. Since then the reporter differential has been eliminated in Harrisburg and in Jersey City. The editor inequity was eliminated at the Oshawa Times.

## Ad sales: inside vs. outside

(Dec. 1, 1974)

|                                                      | Display  | Telephone solicitor | Display lead |
|------------------------------------------------------|----------|---------------------|--------------|
| Albany Knickerbocker News-Union-Star and Times-Union | \$222.50 | \$161.50            | \$ 61.00     |
| Wayne Eagle                                          | 210.00   | 148.00              | 62.00        |
| Royal Oak Tribune                                    | 205.00   | 140.00              | 65.00        |
| Oshawa Times                                         | 205.69   | 132.50              | 73.19        |
| Manchester Union Leader and Sunday News              | 264.00   | 190.50              | 73.50        |
| Lowell Sun                                           | 195.20   | 120.30              | 74.00        |
| Eugene Register-Guard                                | 236.25   | 157.25              | 79.00        |
| Great Falls Tribune                                  | 212.00   | 132.00              | 80.00        |
| Kingston Daily Freeman                               | 253.10   | 169.10              | 84.00        |
| Elizabeth Daily Journal                              | 272.50   | 183.75              | 88.75        |
| Baltimore Sun and Evening Sun                        | 266.50   | 176.00              | 90.50        |
| San Diego Union and Tribune                          | 304.75   | 213.76              | 90.99        |
| Wilkes-Barre Times-Leader-News Record                | 270.75   | 178.25              | 92.50        |
| Providence Journal and Bulletin                      | 301.00   | 208.00              | 93.00        |
| Philadelphia Inquirer and News                       | 340.94   | 245.94              | 95.00        |
| Allentown Call and Chronicle                         | 230.74   | 133.91              | 96.83        |
| Portland Press Herald, Express and Telegram          | 318.50   | 217.89              | 100.61       |
| Honolulu Advertiser and Star-Bulletin                | 314.50   | 213.00              | 101.50       |
| Seattle Times                                        | 314.50   | 210.00              | 104.50       |
| Seattle Post-Intelligencer                           | 250.00   | 145.29              | 104.71       |
| Erie Times and News                                  | 269.50   | 164.50              | 105.00       |
| Montreal Star                                        | 241.00   | 135.95              | 105.05       |
| Pueblo Star-Journal and Chieftain                    | 341.15   | 235.90              | 105.25       |
| Detroit Free Press                                   | 280.47   | 174.97              | 105.50       |
| Pottstown Mercury                                    | 269.50   | 163.99              | 105.51       |
| Toronto Star                                         | 292.21   | 186.28              | 105.93       |
| Toledo Blade and Times                               | 314.71   | 208.01              | 106.70       |
| Sacramento Bee                                       | 262.30   | 155.20              | 107.10       |
| Bay City Times                                       | 293.25   | 183.25              | 110.00       |
| Tacoma News-Tribune and Ledger                       | 339.52   | 229.11              | 110.41       |
| San Francisco Chronicle and Examiner                 | 339.52   | 229.11              | 110.41       |
| San Jose Mercury and News                            | 240.00   | 129.50              | 110.50       |
| Salem (Ore.) Statesman and Capital Journal           | 404.86   | 293.85              | 111.01       |
| New York Times                                       | 250.00   | 138.00              | 112.00       |
| San Juan Star                                        | 331.00   | 218.00              | 113.00       |
| Boston Herald-American and Sunday Advertiser         | 311.21   | 194.98              | 116.23       |
| Stockton Record                                      | 314.71   | 197.57              | 117.14       |
| Sacramento Union                                     | 247.46   | 130.00              | 117.46       |
| New Westminster Columbian                            | 230.00   | 112.35              | 117.65       |
| Yakima Herald-Republic                               | 253.00   | 134.11              | 118.89       |
| Duluth Herald and News-Tribune                       | 327.78   | 206.96              | 120.82       |
| San Mateo Times                                      | 376.66   | 255.41              | 121.25       |
| St. Louis Post-Dispatch                              | 278.75   | 157.30              | 121.45       |
| Memphis Commercial Appeal and Press-Scimitar         | 310.00   | 188.50              | 121.50       |
| Denver Post                                          | 310.00   | 187.50              | 122.50       |
| Mt. Clemens Macomb Daily                             | 308.35   | 185.70              | 122.65       |
| Chester: Delaware County Times                       | 257.80   | 133.80              | 124.00       |
| Sheboygan Press                                      | 293.25   | 166.35              | 126.90       |
| Cincinnati and Kentucky Post and Time-Star           | 300.00   | 170.40              | 129.60       |
| Cleveland Press                                      | 379.81   | 235.04              | 129.77       |
| New York Post                                        | 320.02   | 175.00              | 144.52       |
| Vancouver Sun and Province                           | 324.00   | 168.06              | 155.94       |
| St. Paul Dispatch and Pioneer Press                  | 423.25   | 259.25              | 164.00       |
| Washington Post                                      | 404.00   | 235.43              | 168.57       |
| Washington Star-News                                 |          |                     |              |

## Women's (etc.) reporters

(Feb. 1, 1975)

|                                             | Job title               | Top minimum | Amount below reporter |
|---------------------------------------------|-------------------------|-------------|-----------------------|
| Battle Creek Enquirer and News              | Society writer          | \$190.00    | —\$44.00              |
| Bay City Times                              | Women's writer          | 247.90      | — 14.40               |
| Brockton Enterprise and Times               | Social representative   | 164.20      | — 77.90               |
| Duluth Herald and News-Tribune              | Women's dept. employe   | 247.00      | — 15.00               |
| Erie Times and News                         | Society writer          | 207.34      | — 72.66               |
| Fall River Herald-News                      | Women's news specialist | 159.55      | — 70.45               |
| Haverhill Gazette                           | Social reporter         | 154.50      | — 45.10               |
| Massillon Evening Independent               | Society writer          | 126.03      | — 72.97               |
| Monessen Valley Independent                 | Women's writer          | 135.00      | — 40.00               |
| Oshawa Times                                | Social assistant        | 123.50      | — 76.72               |
| Portland Press Herald, Express and Telegram | Women's page writer     | 201.50      | — 32.50               |
| Providence Journal and Bulletin             | Society reporter        | 173.75      | — 60.25               |
| Sheboygan Press                             | Women's news specialist | 211.00      | — 80.00               |
| Waterbury Republican and American           | Society reporter        | 186.20      | — 71.60               |
| Youngstown Vindicator                       | Social writer           | 174.38      | — 48.62               |
|                                             | Society reporter        | 211.00      | — 52.00               |

## Women's (etc.) editors

(Feb. 1, 1975)

|                                             | Job title            | Top minimum | Amount below reporter |
|---------------------------------------------|----------------------|-------------|-----------------------|
| Battle Creek Enquirer and News              | Women's editor       | \$208.00    | —\$26.00              |
| Erie Times and News                         | Society editor       | 245.96      | — 4.04                |
| Ottawa Citizen                              | Home-page editor     | 225.58      | — 38.52               |
| Portland Press Herald, Express and Telegram | Women's page editor  | 206.25      | — 27.75               |
| Waterbury Republican and American           | Asst. women's editor | 212.00      | — 11.00               |

<sup>1</sup> Current contract provides parity July 1.  
<sup>2</sup> The flat minimum for assistant social editor at the Citizen is \$277.30, the same as for assistant sports editor, \$13.20 more than reporter top.  
<sup>3</sup> Flat rates.

# Local Copy

A PAGE FOR OFFICERS AND STEWARDS

## Women break barriers—and quotas—in sales

Women interested in sales work need no longer restrict their horizons to retail stores, real estate, cosmetics door-to-door and houseware "parties." Nor classified phone rooms?

Increasing numbers of them are doing—and doing well—the kind of sales work that traditionally has been restricted to men, according to a feature in the New York Times of Jan. 5.

Women, married and single, have hit the road and are selling almost everything—from industrial metals to pharmaceuticals, from computer systems and peripheral equipment to industrial chemicals in tank-car lots—the story points out.

Women also are selling tractors and other light and heavy farm machinery—both to dealers and to farmers themselves—a member of TNG's staff learned from one who does while on an airline trip recently.

And, those in the Times's random survey who were willing to talk about it said they are pulling down \$25,000 to \$35,00 a year.

The items they are selling cost as much as \$750,000 (computer memory hardware). Items that are for lease-only bring \$10,000 to \$20,000 a month.

The companies that employ six women cited as examples in the Times initially "had some doubts" about hiring them, the story reported. But, it said "they soon learned that the sales quotas would be filled."

One of the women, Trena Van Vleet Corey of Philadelphia, exceeded her quota with Computer Sciences Corp. by 20 percent last year and earns more than her husband, an insurance executive.

Another, Mary Ann Barr of Ithaca, N.Y., has made her IBM sales quota the last four years, and last year won a trip to Bermuda for her and her husband.

Pharmaceutical companies were "especially apprehensive" about putting women into sales, the

Times said. They feared doctors wouldn't see them. But Susan Perri has exceeded her quota both the years she has been selling for Ortho in Maryland and Virginia, lugging a 50-pound sample case from drug store to doctor's office to drug store.

Its survey, the Times said, indicates that most of the women rarely have to be away from home overnight.

And, the Times said, "most of the women in sales take customers to lunch."

One, Judy Reed of Baltimore, who sells peripheral equipment for Control Data Corp., said some men "are hesitant at first, but when they learn I have an expense account they seem quite happy to accept the situation."

IBM's Barr said she and her husband will take both a customer and his wife to dinner if the customer hangs back from taking a meal with her alone.

Ginny Sturgill, who sells a complete line of brass-mill products through most of Michigan, said she has to see a new prospect "at least twice" before inviting him to lunch. She tries to spend no more than one night a week away from her husband and children, 11, 13 and 14.

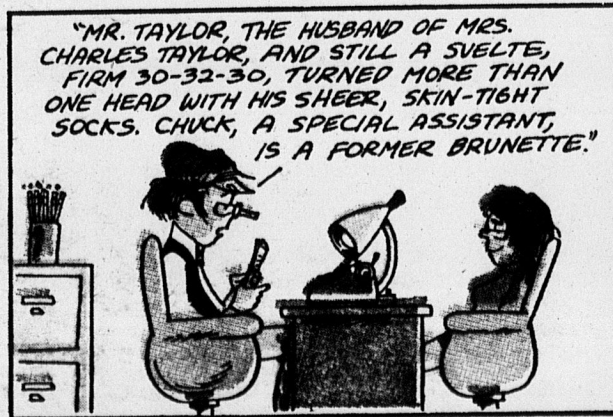
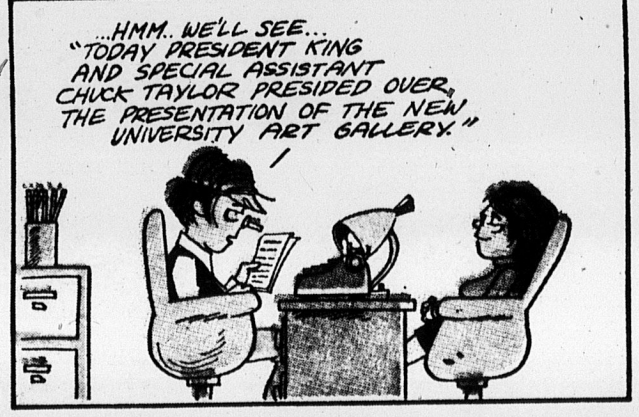
Nancy Anderson of Los Angeles, who sells Dow chemicals in that area as well as in Arizona and Nevada, said that when she does have to spend the night in a motel she does "what I've found most men in selling do if they're alone—have a drink in the bar, eat dinner in the coffee shop . . . and then go to the room and look at TV."

Meanwhile, back at the Times itself, where present top minimum for display-ad sales is \$404.86 a week (\$21,052.72 a year) and the top for classified outside sales is \$350.60 a week (\$18,231.20 a year) there are 17 women among the 110 or so employees in outside sales, the New York Guild reported.

# Doonesbury

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by G.B. Trudeau





## Straws in the wind?



DATELINE: WASHINGTON

Mr. Ford's energy program:  
is author Rube Goldberg?

By WILLIAM J. EATON, Chicago Guild

WAY BACK WHEN 71 PERCENT of the American people apparently approved of President Ford's conduct in office, almost six months ago, he announced a "4 Cs" policy for his relations with Congress. As a 25-year veteran of Capitol Hill, Ford said, he would stress Conciliation, Communication, Cooperation and Compromise.

They must be putting something into the water at the White House because the "4 Cs" have vanished like the Win buttons. Instead, we witness a revival of government by veto, berating of Congress for refusal to endorse a dubious energy program and a rally-round-the-flag request for another 522 million dollars for the rathole in Southeast Asia.

FORD INVITED CONFRONTATION by not consulting Congress before invoking his national security powers under the Trade Act to order a three dollar per barrel increase in oil tariffs. Then, although this action clearly was opposed by big majorities in the House, the Senate and among the nation's governors, he refused to back off from a highly questionable approach to energy conservation.

His critics argue convincingly that a higher price may not discourage consumption, in contrast to a quota that could be adjusted precisely to lower oil imports. Ford belatedly got the message when he let it be known he

would "tilt" the tariffs so gasoline prices would be raised by 15 cents a gallon while increases on home heating oil would be limited to six or eight cents a gallon.

Judging by the initial conclusions of Democratic task forces in Congress, raising the price of gasoline is more likely to command a consensus. But the Democrats rightly insist on some form of rebates for the low-income motorist who drives to work and creation of a special trust fund so any gasoline tax revenues would be spent only to develop American energy sources.

Ford would be well advised to forget about the central features of his comprehensive energy program as well. His plan to raise oil taxes by 30 billion dollars, then recirculate that amount to corporations, governments, farmers and individuals through tax cuts or special payments sounds like an idea for a Rube Goldberg cartoon. It reminds me of that 1930s tune: "The music goes round and round, oh, oh, oh, and it comes out here."

Instead of traveling the country to sell this panacea like a modern-day medicine man, Ford should stay in Washington and practice some of the "4 Cs" he once preached by working out a bipartisan energy package.

Perhaps it is his Michigan background, but Ford does not seem to realize that American over-reliance on the auto is now

at the heart of our energy crisis. Long accustomed to cheap gasoline and the open road, the nation's motorists are going to have to change their habits if we are to reduce our dependence on foreign oil.

This means, among other things, far more emphasis on good mass transportation in the cities and a decided shift away from the typical Detroit product to smaller cars that use less gasoline. Surprising as it may seem to some folks, it does not require 8-cylinder, 300-horsepower engines and two-ton automobiles for daily commuting.

IN THIS SENSE, NEITHER THE Ford Administration nor Congress has come up with bold, imaginative programs to reduce petroleum use. Ford, in fact, released two billion dollars in road-building funds even as he argued for less gasoline consumption.

Some of the simplest proposals may work the best. One congressional aide has put forward a plan to park every car in the country for one day a week, with the driver able to select a day he or she would not drive. Under this proposal, each car would bear a number corresponding to the day of the week that it is "grounded" to simplify enforcement. This may seem like a small step, but a 10 percent reduction in driving would save 750,000 barrels of gasoline a day.

At any rate, Ford's critics correctly have identified nonessential driving as the key target for an energy conservation program. The President would do well to revise his program along those lines and the energy war with Congress would be over.

## Correction

The Monterey Peninsula Herald was erroneously included among Guild newspapers that have cut staffs through attrition and/or hiring freezes in a story in the Feb. 14 Guild Reporter headed "Some U.S. papers cutting staffs, most by attrition hiring freezes." While there have been few new hires in Monterey in the past three months, the San Jose local reported, the number of Guild-covered employees has not declined.

## Editorial

## Hysteria versus the ERA

That the Equal Rights Amendment to the U.S. Constitution is not faring well before state legislatures in 1975 is evident to all who have eyes for seeing and ears for hearing.

Only North Dakota has ratified the ERA this year—the 34th of 38 state ratifications needed to add the measure to the nation's basic legal document. The 34th, that is, if the people are correct who hold that the two states that have rescinded ratifications—Nebraska and Tennessee—cannot validly do so.

The amendment has been rejected so far in '75 by legislatures in five states—Oklahoma, Arizona, Nevada, Georgia and Utah.

In addition it was buried by committees in Louisiana and the Commonwealth of Virginia.

Of the five states that still may act on the ERA this year, prospects for favorable votes are encouraging only in one, Illinois. There is serious doubt about Florida, Missouri, North Carolina and South Carolina.

While few, if any, of the individuals and groups that back the amendment—which include TNG and the AFL-CIO—ever considered the road to ratification a smooth one, few could have anticipated the passion of some of its opponents—passion that seems often to border on irrationality, if not hysteria.

The language of the ERA is simplicity itself:

"1. Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

"2. Congress shall have the power to enforce, by appropriate legislation, the provisions of this article."

Yet, therein, say its most active and vociferous opponents, lies the way to the breakdown of the institutions of marriage and the family by absolving husbands of the responsibility for wife and child support; sexually integrated public rest rooms; forced sexually integrated barracks, showers and/or foxholes in the armed services; mandatory "desexigated" college dormitories and hospital rooms, etc., etc., etc.

In their cooler moments they speak also of invalidation of legislation that has "protected" women from some kinds of jobs, even forbidden their working overtime, with no regard to individual needs, abilities or desires.

It practically all is pure poppycock, of course, supposedly long ago thoroughly discredited. The amendment would do nothing to tamper with the right to individual privacy, already guaranteed in the Constitution. Title VII of the Civil Rights Act of 1964 has already effectively eliminated sexually discriminatory labor laws, as the 1973 AFL-CIO Convention recognized when, on motion of TNG delegates, it endorsed the amendment after years of opposition.

Yet, these are the kinds of arguments being made—and apparently effectively, at least for the present—by ERA opponents in their marches upon state legislatures.

At least a couple of things ought to cheer the spirits of ERA supporters, however:

• One of the few bright spots in the White House these days has been Betty Ford's active campaigning with state legislators in favor of the measure.

• Hysteria and irrationality tend to feed upon and burn themselves out. There is still the rest of 1975 and all of 1976, 1977, 1978 and 1979 to secure the ERA's ratification.

The AFL-CIO Executive Council on Feb. 24 pledged to continue its campaign for ratification. The Guild and each of its members can hardly do less.

## The Guild Reporter

JAMES M. CESNIK  
Editor

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## AFTRA appeal is rejected

A subcommittee of the AFL-CIO Executive Council has disallowed an appeal of an umpire's finding that the American Federation of Television and Radio Artists is guilty on violating the AFL-CIO's no-raiding statutes by trying to organize Guild-covered employees at Associated Press

Radio.

David L. Cole, impartial umpire for the AFL-CIO, ruled Dec. 16 that work in the radio service clearly is not functionally so different or unrelated to the basic AP service as to exclude it from a long-established bargaining relationship.

AP management testified in a hearing before Cole that at least 123 regular AP employees in addition to those employed specifically in AP Radio had taped material for broadcast through the service.

AP and the Wire Service Guild signed an agreement in October bringing the 17 AP Radio employees under the Guild's main AP contract.

## From the north?

Sacramento, Calif.—A Sacramento Bee wire editor swears he overheard the following by a tour guide:

"The machines on the east wall bring us news from the East . . . the ones on the west wall bring news from the West."