

1-year pact raises key tops \$73, to \$328, in New Westminster



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Twin Washington Post hikes raise key rates \$51, to \$475



The 'Great Pumpkin' comes through
Eat your heart out, Linus Van Pelt . . . See Pages 4 and 5

'How's your love life?'

Madison members tell editors 'all'

Madison, Wis.—What might be termed full—if not overflowing—disclosure is under way at the Capital Times.

Editors of the Madison newspaper, whose unilaterally imposed code of ethics setting stiff controls over employees' outside activities is currently before the National Labor Relations Board, are getting all they want to know—perhaps more—about their staffers' social lives.

The torrent was unleashed when the paper printed a March 14 speech by Managing Editor Robert Meloon before the New Jersey Press Assn. in which Meloon asked:

"Can a reporter who dates news sources be objective? We can't prevent such associations,

but in order to protect as much as possible the newspaper's objectivity, we must know about them."

Now he knows.

Within the next few days, staffers dutifully began sending Meloon and Editor Miles McMillin memoranda on their after-hours activities.

"Without prior permission from my editors," wrote reporter Ann Beckman, "I had a dinner date (beginning at 6 p.m. and ending at 9:30 p.m.) March 3 with David Crosby, local composer and conductor who heads the Wisconsin Orchestra (formerly known as the Madison Summer Symphony) at the Golden Dragon Restaurant. It was a pleasant evening.

"We each had a drink in the lounge area, followed by a specially priced Chinese dinner for two consisting of one beef and (Continued on Page 6)

Top minimums for artists, outside ad salespersons, photographers, programmer-analysts and reporters go up \$51.75 at the Washington Post April 1, to \$475 a week, highest key top minimums in the Guild.

At the same time other minimums in the Washington-Baltimore Guild's contract with the paper go up by \$19.25 to \$64.69 a week as cost-of-living and second-year contract raises take effect almost simultaneously.

Under the contract's cost-of-living (COL) clause, minimums in effect March 31 are increased by 6.35 percent, the percentage in excess of 4.75 percent that the Consumer Price Index rose between February 1973 and 1974. Scheduled regular second-year contract increases effective April 1 range from \$9.25 to \$25.25.

The COL provisions adds \$26.75 to the scheduled \$25 key-top-minimums increase to produce the record \$475 rate. The local's contract with the Washington Star provides a \$423.25 top

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Hikes yield highest pay in Canada

New Westminster, B.C.—A new one-year Guild contract with the 30,000-circulation Columbian here raises key top minimums \$73.60 a week, to \$328.25, highest in any current Guild newspaper contract in Canada.

Lowest Guild increase in the settlement, bargained jointly with the four other unions at the paper, is \$51.60 a week.

The pact also establishes the shortest work week—30 hours over five days for reporters—the highest mileage rates and the longest vacations in any Guild newspaper contract in Canada, the United States and Puerto Rico.

The settlements by the printing-crafts unions—Typographical Union printers and mailers, a bookbinders' local of the Graphic Arts Union and Printing and Graphic Communications Workers' pressmen—raise their members' day-side hourly rates \$1.82, to \$9. Straight-time weekly scale for printers and pressmen goes up \$63.70, to \$315.

Highest increase in the Guild's settlement is \$94.39, to \$306.60 a week, for the classified phone room supervisor. The increase includes an upgrading, one of a dozen in the pact.

Minimum and general increases come in three increments. The first, retroactive to March 1, ranges from \$38.85 to \$49.85 a week; the second, effective Nov. 1, ranges from \$10.75 to 21.75, and the third, next Jan. 11, provides an additional \$2 at all pay

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Guild files for 300 at Canadian Press

Ottawa, Ont.—The Canadian Wire Service Guild (CWSG) applied for certification March 27 as bargaining agent for some 300 editorial and business employees of Canadian Press (CP), the predominant news wire service in Canada.

The petition, filed with the Canada Labour Relations Board, seeks representation for all the wire service's employees except those already represented by the United Telegraph Workers. Included are editorial employees serving both the broadcast and newspaper industries, the pictorial staff, the accounting department and messengers.

The petition was filed follow-

ing an intensive organizing campaign at CP bureaus coast to coast by a committee of nearly 70 persons. About half were Guild members from the CWSG's Canadian Broadcasting Corp. unit and the Montreal, Toronto, Vancouver-New Westminster, Victoria and Winnipeg Guilds.

About an equal number of Canadian Press employees also participated in the effort, along with TNG Canadian Director William McLeman, Jerry E. MacDonald, servicing representative for the Eastern Canada-CWSG Servicing Program, and Brian Blomme, international representative from Winnipeg.

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Nader set for legislative meeting

Consumer advocate Ralph Nader will be among the speakers at a joint legislative and political conference to be sponsored by TNG and the Graphic Arts International Union in Washington May 5 through 8.

Leading U.S. senators and representatives will also address the conference, TNG Secretary-Treasurer Robert M. Crocker announced in a March 17 call urging U.S. Guild locals to send

delegations of members.

In addition to participating in discussions on legislative matters, with emphasis on the state of the economy, delegates will have a chance to meet with their senators and representatives on Capitol Hill.

Crocker, in urging locals to send as many members as possible, noted the International Executive Board's recent declaration that "in its members' self-

interest and as a union concerned with the welfare of all workers, The Newspaper Guild must be concerned that the U.S. economy be turned around."

"TNG sponsorship of the Washington Legislative and Political Conference will give Guild locals and their members an opportunity to act directly on behalf of enlightened and progressive solutions to this coun-

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New Westminster tops up \$73 in 1-year pact

(Continued from Page 1)

levels. The craft unions applied the \$2 toward reduction of their members' pension contribution; Guild members are already fully paid by the employer.

Lowest minimum increase in the settlement, \$51.60 (\$38.65, \$10.75 and \$2) goes to editorial clerks, taking their top minimum to \$189.60, and to beginning district managers, taking them to \$190.56.

The \$73.60 increase in the top minimum for artists, district managers, outside display sales persons, photographers and reporters comes in bites of \$49.85, \$21.75 and \$2. Starting minimum for artists, display sales and the editorial jobs goes up \$53.60, to \$190.56.

Highest "position minimum" in the contract, that for city editor, is increased \$73.60, to \$352.49.

Other increases in top minimums include:

- \$67.60, \$46.85 retroactively, for the outside classified salespersons', taking them to \$286.37.
- \$58.60 for the voluntary ad takers', taking them to \$199.60.
- \$54.10 for classified phone sales persons', taking them to \$188.10.
- \$64.60 to driver-messengers, taking them to \$206.60.

- \$59.60 for librarians, taking them to \$238.60.

- \$57.60 for the highest circulation clerks, taking them to \$229.47.

- \$53.60 for the janitors' flat minimum, taking them to \$205.27.

Maximum annual vacation entitlement is increased from five weeks after 15 years' service to six weeks after 16. Service requirement for five weeks is cut to 11 years; that for four weeks is cut four years, to six, and that for three weeks is cut two years, to one. The crafts obtained the same improvements.

The reporters' work week is cut 1 1/4 hours to 30. A provision is retained for an occasional evening assignment of up to five hours without overtime—but it must be posted a week in advance with regular work schedules. Others in Guild jurisdiction continue on a 36 1/4-hour week. Craft union members have a 35-hour week.

Overtime is increased to double time, from time and a half.

The mileage rate is increased to a flat 18 cents per mile, from 15 cents for six and eight-cylinder cars and 13 cents for four cylinders.

The monthly minimum mile-



The Guild's team at the Columbian

The Guild bargaining committee at the New Westminster Columbian pauses to ponder the record-breaking settlement negotiated jointly with the other unions at the 30,000-circulation daily. From

left: Jack McKim, executive secretary of the Vancouver-New Westminster Guild; Irene Mounteney; Gerry Bellet, unit chairperson; Ken Blears; Judie Steeves; Lynn Campbell and Marilyn Hylands.

age guarantee for district managers and ad sales persons is increased \$35, to \$155, and guaranteed for each month of the year; the minimum guarantee for others is increased \$30, to \$100, with the same 12-month guarantee.

A formula for increasing the

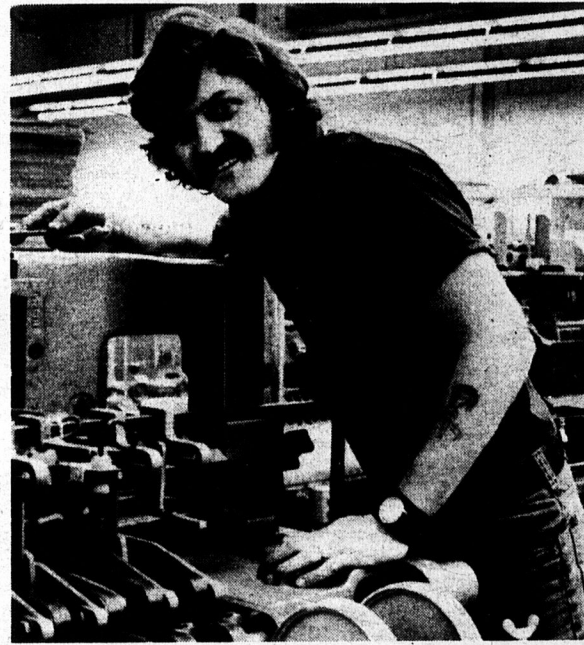
number of district managers is added to the contract as is a guarantee of adequate vacation relief help in circulation and a prohibition against ad sales people being required to sell for any other company.

A fourth day's bereavement leave is granted for funerals out-

side the province.

Hazardous assignment insurance of \$25,000 for reporters and photographers is added.

Previous high key top minimum in a Canadian newspaper contract was \$322, at the Toronto Star. Keys at the Vancouver Sun and Province are \$320.



... And representing other unions on the joint committee

Paul Larsen and Leo Ryan, Printing and Graphic Communications; Bob Buckshaw, ITU-Mailers, and John Dubas, Graphic Arts

Key minimums going to \$475 at Washington Post

(Continued from Page 1)

minimum for a five-day week, while the New York Guild's contract at the Times provides a \$404.86 key top minimum.

The \$19.25 increase—\$10.00 COL plus \$9.25—goes to the starting minimum for copy aides, taking it to \$177.75 a week. The copy-aide top is increased \$21—\$10.75 COL plus \$10.25—to \$191.25 a week, second only to the \$218.25 minimum at the Capital Times in Madison.

The \$64.69 goes to the contract's top "position minimums"—for news, sports, foreign, national and deputy-metro editors as well as the "Style" managing editor—taking them to \$593.75 a week, a record high minimum for such jobs in Guild contracts.

Lowest "position minimums"—covering copy editors, rewrite and classified sales supervisors—are raised \$54.34, to \$498.75 a week, also a record in its category. Second is \$450.22, at the Washington Star.

The top minimum for the lowest paid clerical classification, junior clerk, is raised \$24.25—

\$12.50 COL plus \$11.75—to \$222; highest minimum of its kind as well. Second is \$213.44 at the New York Times.

Top minimum for senior clerk is raised \$29.25—\$15 COL plus \$14.25—to \$267.25 a week.

The top for classified telephone sales is increased \$41.75—\$16.50 COL plus \$25.25—to \$301 a week, again a record rate, leapfrogging past \$293.85 at the New York Times and \$289.50 at the New York Daily News.

an \$11.75 raise takes the classi-

Up \$20 in Eugene

Eugene, Ore.—Minimums and salaries of Guild-covered employees of the Register-Guard are raised by \$7.25 to \$20.25 a week under a provision of the Eugene Guild's contract that tied the contract's second-year increases to the rise in the cost-of-living.

A \$20.25 raise under the formula takes the top minimum for reporters and photographers to \$288.75; a \$17.75 raise puts the outside ad sales and circulation district supervisor top at \$254;

fied phone sales top to \$169; a \$13 raise puts the top for maintenance-repair at \$185.50, and an \$8.75 raise takes the top for clerk typist to \$127. The clerk-typist starting minimum is raised \$7.25, to \$102.25.

The contract provides that the second-year increases equal the percentage increase in cost-of-living between October 1973 and 1974, with a floor of 5.5 percent and a ceiling of 8 percent.

Double bump at BNA

Combined cost-of-living (COL) and general increases at the Bureau of National Affairs provided wage increases ranging from \$14.60 to \$35.65 effective March 1.

Highest contract minimum at the Washington, D.C., industrial-relations reporting service went up from \$357.95 to \$393.60 a week, with \$15.65 of the \$35.65 hike coming from COL.

Top for the lowest clerical minimum in the Washington-Baltimore Guild's contract was increased from \$146.30 to \$160.90,

with \$6.40 of the \$14.60 raise being provided by COL.

Top minimum in the classification most comparable to that of reporter in Guild newspaper contracts was increased \$29.05—\$12.75 from COL—to \$321.60.

The cost-of-living increase was 4.7 percent, the amount in excess of five percent that the index for the Washington metropolitan area increased from February 1974 to February 1975.

In Hazelton, \$4 extra

Hazelton, Pa.—The reporter top minimum in the Hazelton Guild's contract with the Standard Speaker went up an extra \$4.21 a week because the Consumer Price Index rose more than 6.4 percent during 1974.

The \$4.21, plus a previously scheduled 6.4 percent (\$13) increase takes the reporter top to \$219.71 a week.

At the same time the top minimum for editorial assistants was raised a total of \$10.37 a week—\$2.37 (6.6 percent) plus \$8—to \$132.37.

The Hazelton contract provided for raises in excess of the specified percentages if they were exceeded by the CPI increase, to a limit of 8.5 percent, however.

COLA in Buffalo

Buffalo, N.Y.—April 1 cost-of-living increases at the Buffalo News and Courier-Express raise top minimums at the two papers by \$5.49 to \$13.37, taking the tops for reporters, photographers and artists at each to \$365.17 a week.

District-manager top minimum is raised \$11.62, to \$317.42, at the News; it goes up \$11.24, to \$306.95, at the Courier-Express.

Top minimum for copy persons is increased \$5.64, to \$153.99, at the Courier-Express, while it goes up \$5.45, to \$148.90 at the News.

Regularly scheduled contract increases at the papers Jan. 1 had increased the same minimums by \$9.20 to \$20.55.

The cost-of-living increases were computed on the percent in excess of 7.2 the average all-city index increased during 1974.

Copeland, on IEB in '40s, dies at 76

Pensacola, Fla.—Former two-term TNG Southern Regional Vice President W. A. "Red" Copeland, one of the organizers and the third president of the Memphis Guild, died here March 9. He was 76.

He had retired in 1963 after 21 years in several Western Tennessee and Southern regional positions with the Congress of Industrial Organizations (CIO) and then with the AFL-CIO.

He was first elected to the International Executive Board in 1943, to the seat vacated by the late Harry L. Martin, along with whom Copeland led the effort that resulted in organization of the Memphis Guild in 1936.

Copeland was re-elected to the IEB in 1945, again without opposition. He did not seek reelection in 1947, the year Martin was elected TNG President, then an unpaid post.

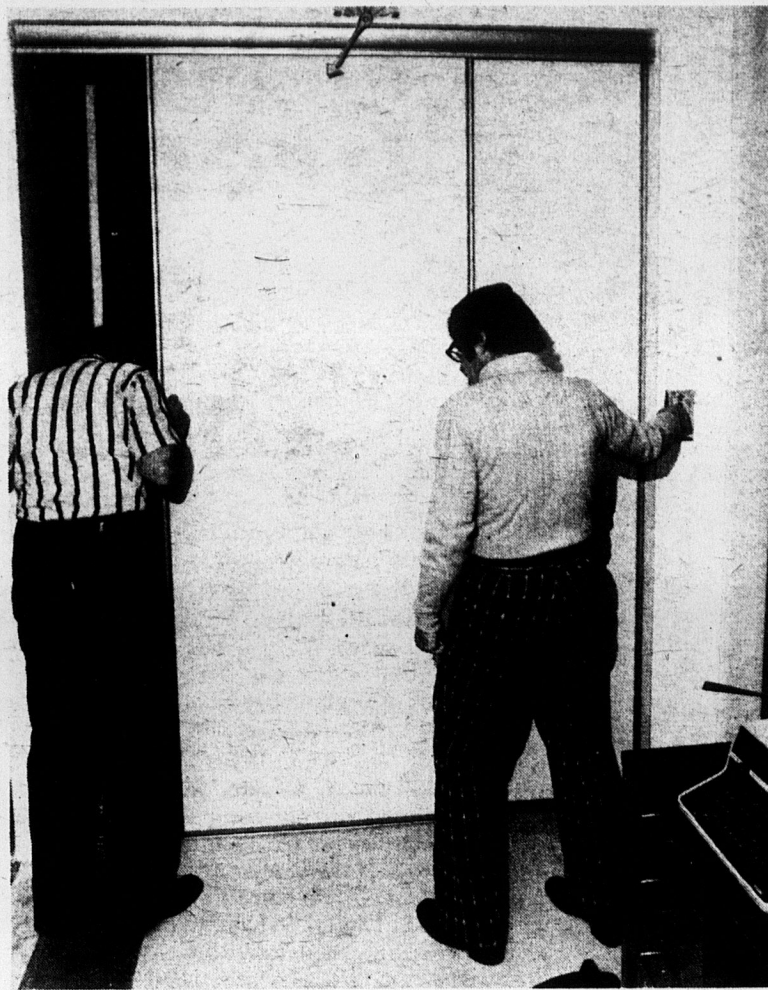
In both 1943 and 1945 Copeland was part of the "Pro-Guild" slate that in 1941 had won all but one of the Guild's international offices from a "United-Guild" slate in the first referendum elections since the Guild had been founded eight years before. Previously officers and board members were elected by delegates at conventions.

Copeland, a delegate to 10 Guild conventions beginning in 1938, is credited with playing a major role in the effort that resulted in amending the Guild's constitution to require referendum elections whenever there is a contest for an officer or IEB position.

He was "a power in the smoke-filled convention rooms" and "a master at lining up votes," according to another, more recent Southern Regional Vice President, Richard P. Lane, also a charter member of the Memphis Guild.

A copy editor on the Memphis Press-Scimitar when he became the CIO's Western Tennessee director in the fall of 1943, Copeland was elected to his first term as Memphis Guild president in 1939. He was the local's treasurer when elected to the IEB.

Before taking a job with the Press-Scimitar Copeland had worked for Western Union where, in 1919, he joined the



This 'Bee' an elevator?

Sacramento Bee reporters John Hurst and Max Norris wait for an "elevator" in the McClatchy paper's newsroom—but it'll never arrive. McClatchy's chief building designer, Dunbar Beck, the same fellow who tried silencing the din of teletypes by suspending egg cartons from the ceiling [GR, June 14, 1974], decided to hide telephone switching frames behind sliding doors. Struck by the similarity to a service elevator, employees pasted up a false floor indicator and push-buttons for "up" and "down." Cynics compared the go-nowhere elevator to McClatchy's approach to bargaining renewal of the Sacramento Guild's Bee contract, which expired last April. *

Commercial Telegraphers' Union (now the United Telegraph Workers). He was Memphis chairman of a nationwide strike against Western Union and later was chairman of the CTU's United Press chapter in the South and on the CTU's national UP bargaining committee.

When he was elected to the IEB he was a member of the Memphis CIO Council's executive board, chairman of its war activities committee, it representative on the Office of Price Administration Labor Advisory Council and one of two CIO representatives on the Memphis Manpower Commission.

In 1947 he was elected president of the Tennessee CIO Council. In 1952 he received an award from the Veterans of Foreign Wars for his work against left-wing influences in "Mid-South" unions.

Copeland also is credited with

being one of the first labor leaders in the South to "dare" to hold integrated union meetings.

"Once when the meeting was in a hotel that wouldn't let Negroes use the front door, 'Red'—he had a lot of guts—just told everybody to come in the side door and he had one meeting for all the workers, Negroes and whites," according to William J. Farson, former TNG executive vice president.

Copeland is survived by his wife, Thelma; two daughters, two sons, nine grandchildren and one great-grandchild.

Fresno trio wins stay from Justice Douglas

U.S. Supreme Court Justice William O. Douglas has ordered a California Superior Court judge to halt at least temporarily proceedings against three Fresno Bee newsmen threatened with long jail terms and heavy fines for refusing to disclose a news source.

They now will seek a full hearing before the High Court.

William K. Patterson and Joe Rosato, Guild members at the Bee, and George Gruner, the paper's managing editor, were cited for contempt a total of 62 times Jan. 27 for refusing to say how they obtained a sealed grand-jury transcript connected with indictment of a Fresno councilman and two others on bribery and conspiracy charges.

Lawyers for the three—who could be sentenced to five days in jail and fined up to \$500 on each count against them—asked the Supreme Court for a stay of proceedings on March 20, the day after the California Supreme Court refused to hear their appeal. The stay was granted the next day.

In citing the three for contempt—Rosato 27 times, Patterson 25 and Gruner 10—Superior Court Judge Denver C. Peckinpah said California's reporter-privilege law did not apply to courts trying to find out who violated the secrecy of court proceedings.

Before the State Supreme Court turned down the three's request for a hearing, imposition of sentence by Peckinpah had been delayed three times—once by Peckinpah himself, once by the California District Court of Appeal and once by the State Supreme Court.

Peckinpah first delayed sentencing on Feb. 13 by announcing that a courthouse key he had confiscated from Patterson on Jan. 27 opened up new avenues he wished to explore. Without asking Patterson why he had the key, the judge told Patterson and Gruner he would no longer entertain refusals to answer questions on First Amendment or

reporter-privilege grounds, but would only accept Fifth Amendment pleadings against self incrimination.

The State District Court of Appeal granted a temporary stay, but on March 4 rejected a bid by the three to have Peckinpah's "new-avenues" hearing stopped or confined to the issue of reporters' disclosure. It did, however, question the judge's ethics in holding a news conference for broadcast reporters after court.

Fresno Bee attorneys likened Peckinpah's actions in the matter to "star chamber" proceedings and charged that he had virtually convicted the three of stealing the transcripts.

The State Supreme Court issued a temporary stay of the proceedings on March 6, the day before Peckinpah was scheduled to resume his hearings.

Meanwhile, in reporter-privilege cases elsewhere:

Indictments against two reporters for the Indianapolis Star accused of conspiracy to bribe a policeman were dismissed by the county prosecutor who said he found insufficient evidence to support the charges and found them technically defective.

William E. Anderson and Richard E. Cady had testified, but refused to name their sources, before grand juries twice about the Star's investigation of corruption in the Indianapolis police department.

In St. Louis, a federal judge ruled Feb. 19 that Globe-Democrat reporter Harry B. Wilson, Jr., and publisher G. Duncan Bauman did not have to respond to a subpoena issued in a civil suit alleging fraud and other law violations in a government subsidized hotel-construction project.

U.S. District Judge John F. Nangle said the subpoenas raised serious constitutional issues and that the information they sought had no bearing on the case.

And in Washington, U.S. District Judge John J. Sirica denied a request by former White House aide H. R. Haldeman to subpoena a member of the Watergate cover-up trial jury and reporters for the Washington Star.

Haldeman's attorney said he wanted to determine if jurors had improper access to news reports about the trial during its deliberations. He cited a Star story that said one juror "hinted" they might have. Sirica, however, said other newspaper stories conflicted with the Star's.

Safety questions okay

Under the Occupational Safety and Health Act of 1970, workers have the right to request information from their employers concerning hazardous or toxic substances in the places they work, according to the U.S. Dept. of Labor.

Canada's price elevator

The following table shows the steep ascent of the Canadian Consumer Price Index over a 26-month period following a 1.4-point rise, to 178.0 in February. 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
February 1974	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
February	178.0	11.8	24.2

LOCAL ELECTIONS

Bay City

President, Ann M. Gager; vice president, Thomas Bleau; secretary, Irene Portnoy; treasurer, Karen Rivard; sgt.-at-arms, Clarence Snover.

Youngstown

President, Larry Quinn; vice president, William Nief; secretary-treasurer, William Wirts.

Group in Port Huron votes 'no' on Guild

Port Huron, Mich.—Advertising, accounting, editorial, inside circulation and maintenance employees of Gannett's Port Huron Times Herald voted 47-to-30 against representation by the Detroit Guild in a National Labor Relations Board election Nov. 21. There also were three challenged ballots.

The election followed an intensive anti-Guild campaign that included management-paid dinners for groups of employees and attacks upon the credibility and character of organizers from TNG and units of the Detroit local.

Hampton Roads

President, Cammy Sessa; vice president, Craig Walker; secretary, Ruth Walker; treasurer, Mike Smith.

Mountaineer

President, John M. Carlock; vice president, John Tennant; secretary, Sarah E. Stevenson; treasurer, David Poling.

Pueblo

President, Harry Hoffman; vice president, Phillip Ruegg; secretary, Margaret Rose; treasurer, Neal Perkins.

Salem (Mass.)

President, David Matt; vice president, Robert Hurley; secretary-treasurer, Henry Collins.

Top administrative officer wanted

Philadelphia Newspaper Guild seeks applicants for number one spot as administrative officer. Individual willing to accept challenge of 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

A STARTLING EXPOSÉ

'Great Pumpkin' is unmasked as secret force behind initial Monterey contract

Monterey, Calif.—If cartoonist Charles Schulz's "Peanuts" character, Linus, decides to seek the 'Great Pumpkin' and its bag of goodies again next Halloween he should be told not to look in a pumpkin patch, but here, at the Peninsula Herald.

At least that's where it's been the last two years on Oct. 31 while Linus has been shivering through the night in a fruitless vigil.

And the 30,000-circulation daily's advertising, business office, circulation, maintenance and news department employees have the goodies he left behind last year to prove it.

Marcie Rasmussen, a reporter, for instance, has had a new home since not long after The Pumpkin's last visit. Nine days later she got a \$25-a-week raise, to \$275, all of it retroactive to the day after Halloween and a good bit of it retroactive over 10 months. Ever since then she's known that her weekly wage will go up at least another \$50 by May 1, 1977, in \$10 increments beginning this May 1.

Another reporter, Sanford Chambliss, has a Jaguar sedan he didn't know he'd have before last Halloween. He also makes \$241 a week now, \$51 more than before The Pumpkin's visit, and a good bit of his raise was retroactive to Jan. 1, 1974, too. And he knows now, too, when he'll be getting a series of raises that will take him to \$325 a week by May 1, 1977.

A circulation department employee has had a new sub-compact car since about the same time Chambliss took title to his Jaguar. Same circumstances.

Louis Hidas, an advertising artist, has a good supply of pictures and memories of the trip he took to his native Hungary shortly before Halloween, confident that The Pumpkin would be here and leave him the wherewithal to pay for the vacation. His faith was rewarded with a \$77 a week raise, to \$275, too, and the same sort of retroactivity to Nov. 1 and Jan. 1 as the others. He will be paid at least \$325 by May 1, 1977, too.

A copy editor will have an upcoming baby's birth paid for under a health plan covering him and his family at no out-of-pocket expense since late last fall. Previously, he had to contribute to a plan that did not provide maternity benefits.

It's all spelled out in a small booklet with a Halloween-orange cover. It contains the first Guild contract ever to cover Peninsula Herald employees.

Agreed to last Nov. 9 and effective Nov. 1, it



Symbol of unity
A better life in Monterey

establishes and guarantees the minimum weekly wages Rasmussen, Chambliss, Hidas and the rest of the Peninsula Herald employees it covers are receiving now and will be receiving when it expires after running its three-year term. It also provided retroactivity.

When it went into effect it provided immediate raises as high as \$99 a week—to a fully experienced outside classified sales person who had been paid only \$176. By the time it expires he will have received raises totalling at least \$149 a week, just \$27 less than his weekly pre-contract salary.

Other immediate increases produced by the contract include: \$65, to \$190, for the chief ad makeup clerk; \$70, to \$170, for a house-accounts clerk; \$54, to \$275, for one display sales person; \$54, to \$219, for another.

Also, \$65, to \$230, for a senior bookkeeper; \$69, to \$219, for a circulation district manager; \$47, to \$275, for five other district managers; \$40 a week, to \$170, for a switchboard operator; \$43, to \$170 for a classified phone solicitor; \$75, to \$275, for a photographer; the same for a reporter; \$50, to \$275, for the copy editor whose wife is

going to have a baby under the new health plan with maternity benefits.

Average initial raise—to bring everyone up to the appropriate contract minimum or under the contract's general increase provision for those who were already earning that much and more—was \$39.13. Lowest initial raise was \$13 a week.

Average raise per fulltime covered employee over the contract's three-year term by the time the contract's last scheduled raise goes into effect will have been \$77.38 a week.

Average weekly wage among covered employees before the contract was \$174.77 a week. When the contract became effective, that average went to \$213.90. On May 1, 1977, it will be \$252.15.

Highest average departmental initial increases were \$45.80, in the business office, and \$41.65, in the advertising department.

Eight ad employees' wages will have increased by \$90 or more by the time the contract's last raise is paid; four of them will have had increases of \$100 or more a week.

Eleven editorial employees will have had raises putting them \$90 or more ahead of their pre-contract rates; five of them will be \$100 ahead.

And what's the 'Great Pumpkin' got to do with it all?

It's become the symbol of unity in the Peninsula Herald Guild unit.

Employees in the unit voted 74 to 17 for Guild representation in a National Labor Relations Board election on Halloween, 1973.

As Halloween, 1974, approached it became the target date for achieving an initial contract or launching a strike to get it for many of the unit's members. When Halloween arrived last year, members had voted 68 to 0 to strike then if there was no settlement.

Ad-department member Laura Sansom carved a jack-o'-lantern with teeth spelling "G-U-I-L-D" (see Page 1) and brought it in to the office. The sculptor then turned painter and began turning out decals, buttons and badges for members and friends (center above). The first ones were smiling. As Halloween approached the expression became more serious, and finally a rare few began to say "S-T-R-I-K-E."

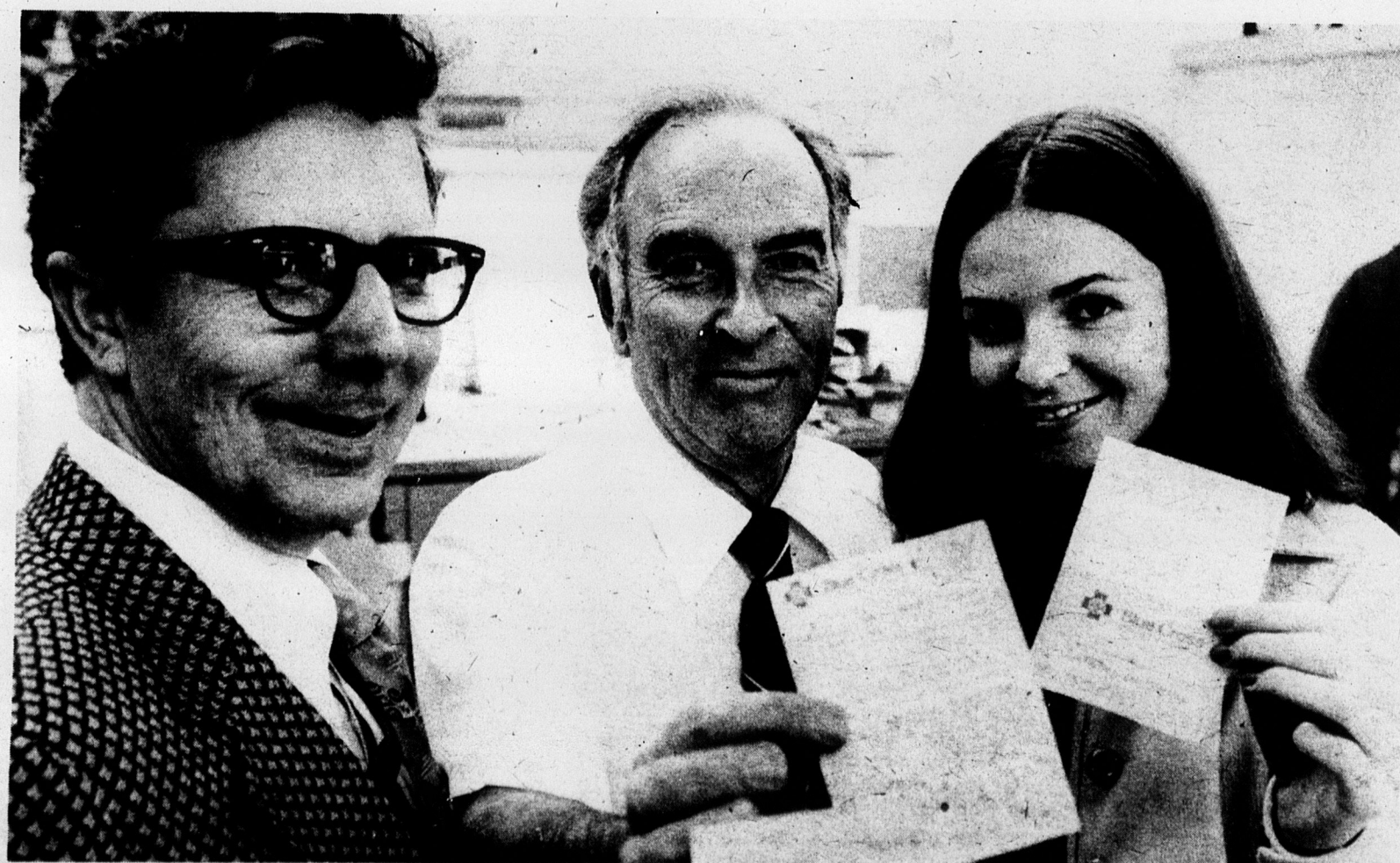
The contract agreed to without a strike nine days after Halloween expires in 1977—on October 31. Whose patch will the 'Great Pumpkin' visit then?



Marcie Rasmussen bought a new house
Retroactivity made the reporter's down payment



Louis Hidas visited his native Hungary
Ad artist was confident he could afford it, retroactively



Sanford Chambliss, a reporter, says his raise—\$51 a week in the first bite—and retroactivity helped him make up his mind to take the plunge and buy this Jaguar. A circulation employee used his retroactivity to buy a sub-compact.

The trio at left—Gene Mumford and John George, both ad sales persons, and Kathleen Nevin of copy service—show cards for the new top-line health plan negotiated in the initial settlement in Monterey. It's fully paid by the publisher, including for dependents, and includes prescription drugs.

Photos by Russ Cain, Monterey unit



Madison members are telling editors 'all' in memos

(Continued from Page 1)
one shrimp dish, two egg rolls, soup, green tea and fortune cookies.

"Our conversation for the most part covered the discovery of mutual friends we have in Madison. We laughed and considered dessert, but I declined while he ate a dish of vanilla ice cream.

"The bill came to around \$14, which he paid with the understanding that I would pick up the tab for our next dinner together. Should you need any further information, you are welcome to contact Crosby at 257-6307."

A memo from Howard Cosgrove was less detailed, but with an explanation.

"This is to inform you," he wrote, "that I had a luncheon date on Thursday with a public figure-politician. The date was at Crandall's, and we discussed both public and private business. "As soon as I receive your

offer of overtime, I will provide you with further information on this and other dates you may find interesting."

Local President Diane Woodstock, the paper's library chief, told of "dinner with a news source at a well-known motel in Chicago."

"I provided by own transportation and the gentleman paid for the dinner," she wrote. "We talked politics and ethics. . . . The gentleman is employed in Washington, D.C., and is married."

(Editor's note: Though Woodstock's memo did not identify "the gentleman," in the interest of full disclosure we can reveal that it was TNG President Charles A. Perlik, Jr.)

A memo from Fred M. Milverstedt, with copies to a list that included Earl Wilson and the CIA, included the following tidbits:

"There was dinner at the home

Meloon: 'No code if must bargain

East Brunswick, N.J.—The Capital Times would rather have no ethics code at all than one bargained with the Guild, according to Managing Editor Robert Meloon.

"If the ultimate decision (before the National Labor Relations Board and the courts) goes against us," he told the New Jersey Press Assn., "I think we would just withdraw the code rather than submit it to collective bargaining."

of the philosophy professor—shrimp creole, salad, French bread and wine and a brief run-down on the absurdities of life.

"There was the chance meeting with the mayor and his wife in a bar on University Avenue.

The mayor was both uncommutative and slow to reach for his wallet, but his wife bought me a Jack Daniels on the rocks and talked about what a drag it is to be married to a public figure.

"There was the conversation with the Take Over people that was worth a 40-cent tap beer and the exclusive tip that John Kennedy was killed in a conspiracy. . . .

"Finally, there was an evening with the wife of a public figure. Through expenses incurred by myself, I learned fascinating details about the sex lives of other public figures."

Veteran newsman Irv Kreisman indicated that his social life had been lagging but did his best:

"Haven't been dating much lately," he reported, "but thought I'd start now that Jackie O. is available again. She seems to go for older men, you know. Anyway, she might have some new leads on Watergate, which we

covered rather sketchily, don't you think?

"My wife says its okay with her if it's okay with you. Or should I have asked you first?"

The bosses were not entirely appreciative of the free flow of information.

"Your memos to Bob Meloon concerning your recent dates illustrate again the snide attitude of Guild members toward the development of a code of ethics, while piously mouthing agreement with the code," McMillin wrote two of his informants. "You both know he was not referring to casual dates at which you incidentally might get a news tip but referring to development of a close personal relationship with a source on a news beat."

But Guild President Woodstock dubbed it "Operation How's Your Love Life?"

"The issue is no longer 'freebies,' she said. No it's sex."

Legislative-political parley will hear Nader and others

(Continued from Page 1)

try's economic crisis and related social and political problems," Crocker wrote.

The conference will be held at the Quality Inn—Capitol Hill. It will be preceded by an opening

reception on the evening of May 5 and will include breakfast and luncheon meetings on all three days. The registration fee is \$20.

Other unions, reacting to the economic crisis, are also moving to exert pressure for Congressional action.

The AFL-CIO's Industrial Union Department is calling on its 58 affiliates, including the Guild, to participate in a "rally for Jobs Now!" at Washington's Kennedy Stadium April 26. The IUD is hoping for a turnout of 50,000 unionists, most expected to come to Washington by chartered buses.

Top labor and civic leaders and members of Congress will address the rally. IUD officers said it is intended to "impress upon the White House and Congress that our people are desperately concerned with the plight of the economy" and "to make government aware that it must not conduct its affairs on a 'business-as-usual' basis."

State AFL-CIO federations have been conducting state legislative conferences in support of the AFL-CIO's action program to turn the economy around. Con-

Bill seeks to ban over 65 job bias

Taking particular aim at mandatory retirement, U.S. Rep. Paul Findley and Sen. Hiram Fong have introduced bills to extend present prohibitions against employment discrimination based on age to cover persons older than 65.

Findley decried the fact that many workers are forced to give up their jobs "not because of incompetence, not because they cannot keep up, not because they are too feeble to attend to their duties, but simply because they have reached the magical—some say 'doomed'—age of 65."

The bills have 42 co-sponsors.

Bay Area, Seattle locals face bias charges

San Francisco, Calif.—All the unions with contracts with the San Francisco Newspaper Printing Co., including the San Francisco-Oakland Guild, have been charged with a "pattern or practice" of race and sex discrimination "alone . . . or . . . with" Printco, joint operating company for the Chronicle and Examiner.

The Equal Employment Opportunity Commission's regional office here also has notified the Pacific Northwest Guild, the Seattle Typographical Union and the Seattle publishers' association that they have been included in discrimination charges against the Seattle Times.

The charges in both instances were "commissioner's charges," filed by John H. Powell, EEOC chairman from late 1973 until March 18.

Under Title VII of the amended Civil Rights Act of 1964 EEOC commissioners are empowered to file charges of bias against employers and/or unions on their own or on behalf of persons who believe they have been discrimi-

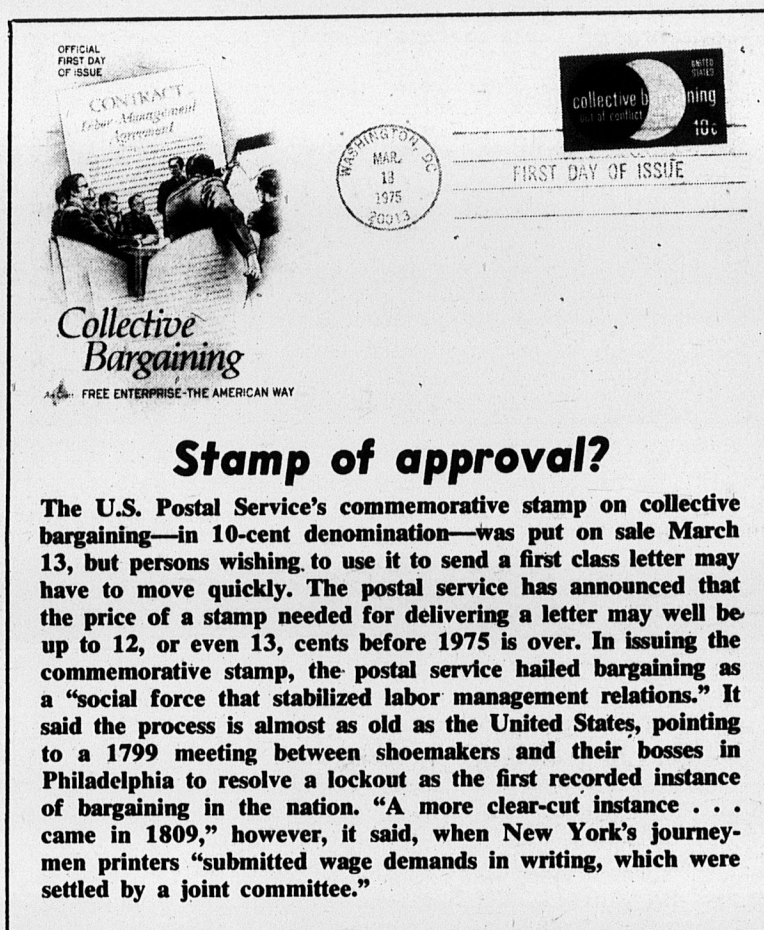
nated against and need not indicate the charge's source.

The San Francisco unions are charged with past and continuing illegal discrimination against "blacks, females, Spanish-surnamed Americans, Asians and other minorities on the basis of race, sex and national origin with respect to hiring, training, job assignments, pay, seniority, promotion and other terms and conditions of employment" at Printco, SFONG Executive Secretary Fred Fletcher told the representative assembly March 19.

No specifics are cited, Fletcher noted, and speculated that the charge may have arisen from one filed against Printco more than two years ago by a white male rejected for employment because he had a beard and long hair.

The EEOC has had a proposed voluntary settlement before Printco for a year. It would commit the company to elimination of all discriminatory employment practices based on dress, sex, race and national origin.

In its latest round of bargain-



The U.S. Postal Service's commemorative stamp on collective bargaining—in 10-cent denomination—was put on sale March 13, but persons wishing to use it to send a first class letter may have to move quickly. The postal service has announced that the price of a stamp needed for delivering a letter may well be up to 12, or even 13, cents before 1975 is over. In issuing the commemorative stamp, the postal service hailed bargaining as a "social force that stabilized labor management relations." It said the process is almost as old as the United States, pointing to a 1799 meeting between shoemakers and their bosses in Philadelphia to resolve a lockout as the first recorded instance of bargaining in the nation. "A more clear-cut instance . . . came in 1809," however, it said, when New York's journeymen printers "submitted wage demands in writing, which were settled by a joint committee."

ferences, rallies or other activities have been held in 17 states and are scheduled in 19 more.

Nine hundred delegates attended an all-day legislative con-

ference in St. Paul, 2,500 rallied at the California state capitol building in Sacramento and 1,000 attended a two-day conference in Albany.

Guild seeks 300 at CP

(Continued from Page 1)

The drive netted membership applications and bargaining-agent designations from "a substantial majority" of the affected employees, McLeman said.

The Canada labor board may at its discretion certify a union as bargaining agent for a group without a representation election if a substantial majority is demonstrated, McLeman said.

The CP unit, if certified, would just about double the size of the CWSG, which presently has contracts with the CBC and UPI of Canada.

The CP group is the fifth seeking Guild representation for which petitions for certification have been filed in the past two months. The others are at the Calgary Albertan, Saskatoon Star-Phoenix, CHAN-TV in Vancouver and LaPresse in Montreal. In addition the Guild recently has been certified for new groups at the Montreal Star, Kelowna (B.C.) Courier, Richmond (B.C.) Review and the Coquitlam (B.C.) Herald and Haney (B.C.) Gazette.

Newspapers' score is worst in media on minority hiring

U.S. newspapers have a poorer minority employment record than the nation's advertising broadcasting and magazine industries, according to a study by the Journalism Council.

The council, an adjunct of the Association for Education in Journalism, reports that its study of the employment of media "image makers" shows that minorities' portion of employment in management and professional jobs on newspapers now stands at but 3.2 percent, up from 2.1 percent in 1969.

The number of women employed in the same kind of jobs on newspapers increased from 32.6 percent to 37.3 percent during the same period, the council reported.

The broadcasting industry, meanwhile, increased the proportion of minorities among its managers and professionals from 3.2 percent to 8.6 percent, the highest minorities "image-maker" proportion among the industries studied.

and the Seattle Post-Intelligencer in September 1973 to reopen its contracts to eliminate any provisions that might conflict with EEOC regulations.

The 1973 proposal was made after the Guild and Typographical Union locals were named as parties to sweeping discrimination charges against the Post-Intelligencer.

Those charges grew out of a complaint two years previously by an apprentice machinist charging the paper with discrimination against men because it did not provide them break periods and lounges as it did females.

The EEOC presently has on appeal a federal district court dismissal last fall of all the EEOC's charges against the paper and unions based on racial discrimination and sex discrimination against females.

The district court said an action brought by a male for discrimination against males was not a proper basis for charges of discrimination against females and racial minorities.

ing with Printco, SFONG kept on the table to the end a proposal that the company sign that conciliation agreement in return for a Guild pledge to correct anything in its contract that might contribute to continuation of any discriminatory practices. The company refused to agree.

In Seattle, the charges against the Times allege discrimination against blacks, women, Spanish-surnamed, Asian and other minorities in recruitment, hiring, job assignments, advancement, training and promotion opportunities. It also charges sex discrimination in benefits available during sickness and disability stemming from pregnancy.

The Guild and ITU locals are accused of maintaining discriminatory membership-admission and work-referral procedures and practices and with being parties to contracts with the Times that discriminate.

Kirk Smith, the Guild's administrative secretary, said the local is renewing the proposal it made unsuccessfully to the Times

10 years after decertification

'Stupidest thing ever done'

(Reprinted From the Bay Guildsman, publication of the San Francisco-Oakland Guild)

And how is it at the Napa Register ten years after its editorial and advertising employees dumped SFONG [the San Francisco-Oakland Newspaper Guild] in a decertification election?

Well, there's no current move to bring back the Guild. But Napa employees don't get what Guild members do, either.

In 1965, the Guild contract in the northbay city was regarded as the best of any in the country for newspapers of less than 25,000 circulation, and the Register had half that.

And that was only eight years after the editorial and advertising staffs had voted unanimously in a National Labor Relations Board election to be represented by the Guild.

That Guild victory had been followed by the negotiations of whopping pay increases and other classic contract benefits, which eventually brought conditions on the little Napa paper up to those in all of SFONG's suburban units.

Then the paper was bought by Scripps League Newspapers (not to be confused with Scripps-Howard). That chain sent in as its resident labor relations man, one Adam Llewellyn. Quite possibly no smaller pond ever had so large a frog. Llewellyn had been manager of the Portland (Ore.) Newspaper Publishers Association at the start of the 1959 strike that broke all of that city's newspaper unions.

The makeup of the Napa Guild unit began to change. An anti-Guild effort emerged, led by new employees imported from Oregon, Idaho, Washington and, in one case, Florida.

At the time of the 1965 decertification vote, conducted by the NLRB, just half of the members who had voted for the Guild in 1957 were still there. So the Guild was ousted 10 to 9.

(Strangely, a couple of the anti-Guild imports have since voluntarily joined the Guild elsewhere. But, that's another story.)

And how is it in Napa now?

Employees there shy away from discussing the subject, even among themselves. One employee rarely knows what the other is paid.

But most seem to believe their employer has "kept up with the Guild" in pay and other

conditions. They couldn't be more mistaken.

Schedule "A" pay [outside ad salespersons, photographers, reporters, etc.] in Napa is about \$40 to \$70 per week below the SFONG contract rates. Recent careful inquiries failed to turn up any employee paid more than \$300 a week, and some top-experienced pros get \$285.

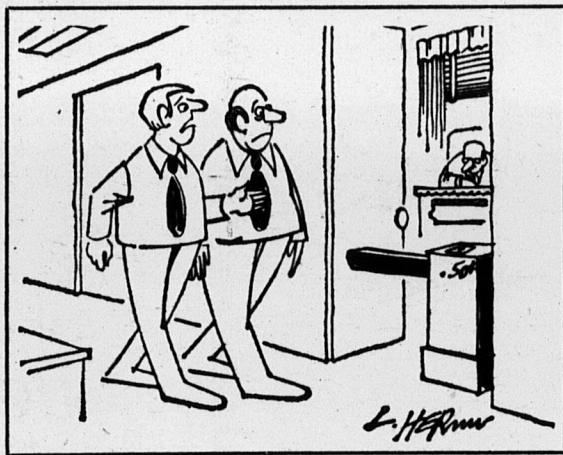
Some Napa employees get 11¢ mileage, 26 percent below Bay Area Guild rates. Some or all still need ten years of service to get a four-week vacation—or, if they don't nobody has told them otherwise, a common problem on non-union papers.

The medical-hospitalization plan is lousy. And employees must pay to have their dependents covered. (Their payroll deduction for this, alone, exceeds what some would be paying in Guild dues.) And so on.

About a year ago, during a Guild organizing campaign in another city, a potential Guild member spontaneously telephoned the Napa Register editorial department to ask why they'd voted out the Guild.

The unidentified Napa voice said: "I don't know why. I wasn't here then. But it was the stupidest thing we've ever done."

And that's how it is in Napa.



From the Wall Street Journal

"One thing about the boss—his door is always open!"

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Sun: 'drive and park'; arbiter: 'pay up, Sun'

Baltimore, Md.—Is a publisher required to reimburse reporters assigned to suburban bureaus for the cost of parking their cars at or near the bureau?

Even though the Guild has tried unsuccessfully to bargain a contract clause to require the publisher to pay for employees' parking?

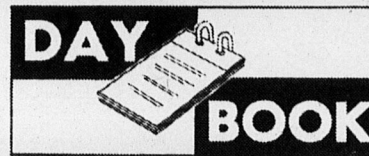
The answers are "yes" to both questions according to arbiter Seymour Strongin, provided the reporters are required to have their cars available at the bureaus "as a condition of employment at that location" and the contract obliges the publisher to pay expenses "incurred . . . in the service of the publisher."

The questions were posed to Strongin by the Washington-Baltimore Guild and the Baltimore Sunpapers after the papers refused to pay \$15-a-month fees the county government began charging for parking in a government-owned lot near the papers' bureau in Towson. Until fall, 1973, they had parked there without charge.

Strongin pointed out that thereafter there was no free parking within a reasonable distance of the Towson office and that the city editor advised employees assigned to the bureau that they would be assigned elsewhere if they didn't have their cars available there.

The unsuccessful Guild proposal for free parking for all employees has no bearing, Strongin held, because it was proposed and rejected at a time when all parking except that at the papers' Baltimore plant was free and therefore really had no application outside the city.

"It is the publisher, and not the employee, who insists that as a condition of work at Towson the employee have his car available," the arbiter said. "The Towson employee . . . has no choice . . . and must pay for parking his car at some location reasonably close to his office."



International Executive Board, spring meeting, April 28-May 2, TNG Headquarters, Washington.
Southern District Council, spring meeting, May 3, 4, Ramada Inn, Morgantown.
Western District Council, spring meeting, May 10, 11, Stockton.
Great Lakes District Council, spring meeting, May 17, 18, Erie.
Middle Atlantic District Council, spring meeting, May 17, 18, Hilton Inn, 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.

Top computer minimum is \$486

Highest top minimum among 90 for a wide variety of computer jobs in 35 Guild contracts is \$486.74, a week; lowest is \$137.80.

The highest is the flat minimum for "analysis and programming supervisor" at the Washington Post. The lowest is for a "computer operator" with a year's experience at the Brockton Enterprise & Times.

More than 87 percent—all but 11—of the 90 top minimums listed in the latest bi-monthly tabulation by TNG's Collective Bargaining Dept., are at or above \$200 a week. Nearly 25 percent—22—of the tops are at or above \$250, and an even dozen are at or above \$350 a week.

Five minimums, in addition to that for "analysis and programming super-

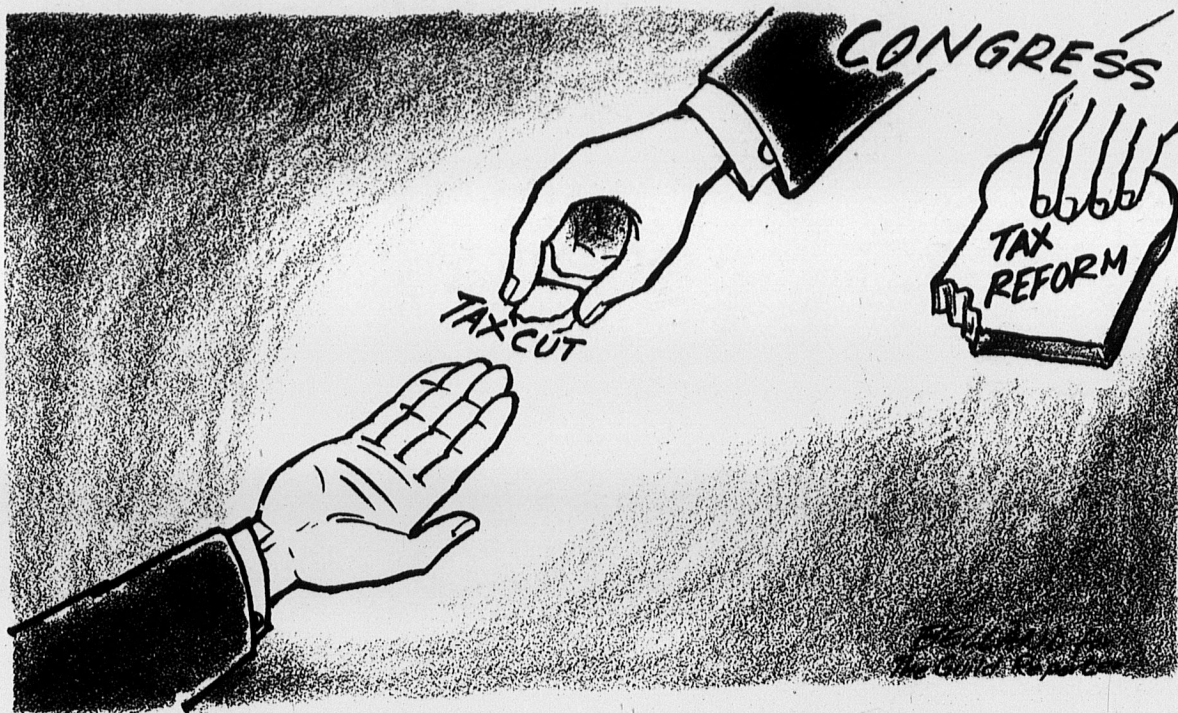
visors" at the Post, are higher than \$400. Two of them also are at the Post (\$465.57 flat for "computer operations supervisor," and \$423.25 for "data processing programmer analyst" with four years' experience); two are at the New York Times (15 percent more than "system analyst" for the "systems analyst supervisor," and \$404.86 for the "systems analyst"), and one is at

the New York News (\$404.70 for "senior programmer," "computer operations manager" and "systems analyst" with a year's experience).

Below are the top minimums for the 90 computer job classifications covered by 35 Guild contracts with newspapers and wire services as of Feb. 1, as tabulated by TNG's Collective Bargaining Dept.:

	Minimum	After		Minimum	After		Minimum	After
Washington Post			Cincinnati Post & Times-Star			IBM machine operator/junior programmer/control clerk	237.11	3 1/2 yrs.
Data processing programmer analysts	\$423.25	—4 yrs.	Head computer programmer	308.25	—flat	Providence Journal and Bulletin		
Senior data processing machine operator	272.50	—1 yr.	Computer programmer	293.25	—4 yrs.	Programmer	263.50	—3 yrs.
Data processing machine operator	236.00	—3 yrs.	Head computer operator	235.30	—1 yr.	Machine-computer operator	233.00	—3 yrs.
Data processing programmer	317.50	—3 yrs.	Computer operator	209.00	—5 yrs.	Computer room supervisor	247.50	—2 yrs.
Analysis and programming supervisor	486.74	—flat	United Press International			New York Post		
Computer operations supervisor	465.57	—flat	ADP programmer	298.17	—4 yrs.	IBM machine operator	261.84	—3 yrs.
New York Times			ADP operator	242.84	—3 yrs.	San Juan: El Mundo		
Systems analyst (programmer)	404.86	—6 yrs.	Cleveland Press			EDP systems analyst	258.00	—5 yrs.
Computer operator	350.60	—4 yrs.	Senior programmer, systems analyst	297.00	—2 yrs.	Programmer	200.00	—4 yrs.
IBM tabulating machine operator	278.31	—3 yrs.	Programmer	244.00	—2 yrs.	Computer operator	190.00	—2 yrs.
Tape librarian	293.85	—3 yrs.	Software programmer	320.00	—1 yr.	St. Paul Dispatch and Pioneer-Press		
Supervisors	15% over above rates		Junior programmer trainee	190.00	—flat	Programmer-operator	241.55	—4 yrs.
New York News			Assistant computer operator	190.00	—2 yrs.	Computer operator	177.29	—4 yrs.
Senior programmer, computer operations manager, systems analyst	404.70	—1 yr.	Computer operator	224.00	—2 yrs.	Seattle Post-Intelligencer		
Programmer, senior computer operator	377.98	—6 yrs.	Senior systems analyst	350.00	—2 yrs.	Computer operator	237.00	—2 yrs.
Data control supervisor	341.93	—3 yrs.	Data processing manager	347.00	—flat	Philadelphia Inquirer and News		
Computer operator	310.79	—3 yrs.	Boston Herald-American and Sunday Advertiser			Programmer, computer operator	238.38	—4 yrs.
Assistant computer operator	289.50	—3 yrs.	Programmer	291.75	—3 yrs.	Memphis Commercial Appeal and Press-Scimitar		
EDP control clerk	266.72	—2 yrs.	Computer operator	239.50	—3 yrs.	Computer programmer	228.15	—5 yrs.
St. Louis Post-Dispatch			Toronto Star			Computer operator	206.07	—3 yrs.
Senior programmer, senior systems analyst	367.66	—5 yrs.	Senior programmer	277.00	—2 yrs.	San Diego Union and Tribune		
Junior programmer, junior systems analyst	274.66	—5 yrs.	Junior programmer	219.07	—2 yrs.	Programmer, computer operator	222.06	—5 yrs.
Machine operator (computer)	255.41	—4 yrs.	Programmer trainee	175.41	—1 yr.	Denver Post		
San Francisco Chronicle and Examiner			Data processing machine operator	188.00	—4 yrs.	Computer operator	218.00	—3 1/2 yrs.
Computer programmer	355.52	—6 yrs.	Data processing assistant supervisor	209.32	—flat	San Mateo Times		
Computer operator	222.65	—2 yrs.	Data processing supervisor	269.50	—flat	Computer operator	211.84	—3 yrs.
EDP machine room supervisor	270.89	—2 yrs.	Data processing senior supervisor	276.00	—flat	Columbus Dispatch		
San Jose Mercury and News			Vancouver Sun and Province			Circulation data processing system operator	207.44	—1 yr.
Data processing	355.52	—6 yrs.	Programmer	273.50	—5 yrs.	Baltimore Sun and Evening Sun		
Computer operator	222.65	—2 yrs.	Senior programmer	320.00	—flat	Programmer	200.00	—3 yrs.
Senior computer operator	265.70	—2 yrs.	Systems analyst	215.65	—3 yrs.	Mr. Clemens: Macomb Daily		
Associated Press			Senior systems analyst	270.35	—flat	Data processing operator	187.50	—2 yrs.
Programmer	349.07	—5 yrs.	Computer operator	241.90	—3 yrs.	Salem (Mass.) News		
Computer maintenance controller	250.76	—2 yrs.	Data processing control clerk	220.15	—2 yrs.	Computer operator	168.70	—3 yrs.
Washington Star			Operations supervisor	286.35	—flat	Albany Knickerbocker News-Union-Star and Times Union		
Computer programmer, senior data processing machine operator	345.18	—4 yrs.	Toledo Blade and Times			Computer operator	153.25	—3 yrs.
Data processing machine operator	268.78	—3 yrs.	Programmer	273.29	—4 yrs.	Portland Press Herald, Express and Telegram		
Detroit Free Press			Operator-keypunch	232.58	—3 yrs.	Computer operator	147.00	—1 yr.
Programmer/analyst	319.60	—3 yrs.	San Juan Star			Brockton Enterprise-Times		
Data processing machine operator	263.40	—3 yrs.	Data processing supervisor	273.00	—flat	Computer operator	137.80	—1 yr.
			Honolulu Star-Bulletin and Advertiser					
			IBM senior programmer	269.41	—flat			

Next, the whole slice



Editorial

On taxes and justice

The following is excerpted and adopted from a statement by the AFL-CIO Executive Council at its meeting last month.

While an emergency tax cut is needed to stimulate the economy and create jobs, it must be followed promptly by a program of tax justice:

- To put an end to the loopholes and privileges that rig the tax structure against wage earners and consumers;
- To help restore the balance needed to permit the nation to recover from the present economic crisis in a sustainable fashion;
- To help rebuild public confidence in government and the economy;
- To enable the federal government to raise equitably the revenue needed for essential public investments and to maintain government operations.

The President, however, has proposed a permanent reduction in the corporate income tax rate from 48 to 42 percent, retroactive to Jan. 1. That alone would result in an immediate annual revenue loss of six billion dollars—the amount the President would cut from the budget through ceilings on such programs as social security, food stamps, school lunches and benefits for coal miners suffering from black lung disease.

Congress must move as quickly as possible to enact a comprehensive program of tax justice.

Such a program would raise some 20 to 30 billion dollars by loophole-closing reforms and provide sufficient revenue to permit permanent tax reductions, which would, in fact, lower the share of the tax burden and increase the real purchasing power of low- and middle-income Americans.

The corporate income-tax must be thoroughly overhauled.

In the 1960s corporations bore about one-third of the nation's income-tax load. In recent years the corporate share has slipped to about 25 percent.

If corporations were bearing the same share of the load as in the 1960s, federal revenues in fiscal 1975 would be some 20 billion dollars higher.

The corporate income tax should be fully reinstated.

In addition, the AFL-CIO urges prompt enactment of the many reforms needed to assure that the wealthy bear their fair share of the tax burden. We call for:

- Closing the capital gains loopholes. It could raise as much as eight to ten billion in annual revenue.
- Disallowing the tax exemption for interest income from state and local bonds. This provision benefits only banks and the very wealthy.
- Eliminating the maximum-tax provision, an uncalled for bonanza to top corporate executives and others whose income comes from very high fees and salaries. The yearly revenue gain would be over 200 million dollars.
- End the opportunities for the wealthy to shelter otherwise taxable income through investments in mineral exploration and oil drilling, real estate, hobby farms and the like. Revenue losses from these total over one billion dollars annually.
- Overhaul federal estate and gift taxes. An effective and equitable estate and gift tax structure could generate about three billion dollars in additional annual income.

'Nuff said.

DATELINE: WASHINGTON

Galloping 'Big-Brotherism,' even a glimpse is sobering

By WILLIAM J. EATON, Chicago Guild



THE EVIDENCE IS NOW overwhelming that Federal agencies which once enjoyed popular trust have been abusing their powers since long before the Nixon-Watergate horrors began. It follows that Congress must not relax its vigilance but increase the pressure to end the outrageous Big Brother spying.

Nearly everyone in government, it seems, has found it necessary to poke into political associations and compile files on those persons that someone did not like. Not only does this violate fundamental concepts of civil liberties, it is almost invariably a big waste of our money.

Take the FBI's ridiculous hounding of the Trotskyite So-

cialist Workers' Party, a small band of radicals who have been infiltrated, smeared and sometimes taken over by FBI informants. This is an obscene use of taxpayers' funds and certainly is utterly without redeeming social value. Yet it went on for 31 years, in peace and war, without a quibble from anyone in authority.

THE CENTRAL INTELLIGENCE Agency for 20 years opened and read mail between U.S. citizens and people in certain Communist nations. Rep. Bella Abzug, one of the victims of this snooping, drew a reluctant admission from current CIA Director Wil-

liam E. Colby, that it might not have been a good idea.

The U.S. Postal Service, which helped the CIA play postman, still has 4,400 Americans under a "mail cover" to let other federal agencies know who is sending them letters.

The Internal Revenue Service, which is supposed to collect taxes, kept special files on organizations that somebody felt were "extremist," little realizing that its own actions fit the label.

In Miami, the IRS allegedly ran a spy network that allegedly monitored the sex lives and drinking habits of 30 prominent citizens. Unluckily for the IRS, but happily for the public welfare, one of the targets was Dade County State's Attorney Richard Gerstein and he is investigating the tax snoops.

In Washington, the CIA helped the police spy on civil rights leaders who were involved mainly in asserting the long-ignored rights of blacks.

In Chicago, the police also kept watch on the activities of movers-and-shakers and, not so incidentally, outspoken critics of Mayor Richard J. Daley. One of the victims was the current state's attorney for Cook County, Bernard Carey.

IT'S A MOCKERY of the Bill of Rights that those who sought to petition their government for redress of grievances about Vietnam, racial oppression and other injustices are given police-state treatment.

One way to start curing this mess is to sack FBI Director Clarence Kelley, who defends the federal government's disruption of lawful political activity. The head of that powerful agency should show more respect for the Constitution and less for J. Edgar Hoover's dubious legacy.

Without some action, a grim warning by Columnist Mary McGrory may prove prophetic.

"Where we are now," she wrote, "is that the land of the free and the home of the brave is being turned into a finks' paradise."

Documents reveal how FBI misused the press

New disclosures about the FBI's misuse of the press are contained in internal documents of the agency released under a Federal District Court order in New York City.

The documents show that the agency had planted stories with derogatory information on the personal life of left-wing political candidates and that it sought to have a reporter removed from his job because of alleged political affiliations.

The court ordered the documents released to the Socialist Workers Party in a civil suit by the party against the agency. The papers—internal reports, memos, cables—were all related to a counter-intelligence program of disruption of leftist political activities called Cointelpro.

In one instance, the bureau documents reveal that the FBI wrote an anonymous letter to the management of the now defunct Paterson (N.J.) Morning Call. The letter alleged that reporter, Murray Zuckoff, now with the Jewish Telegraphic News Agency in New York, had once been an SWP member. Later references in the FBI files alleged that Zuck-

off was told to sever ties with the SWP if he wanted to retain his job, a report Zuckoff said was exaggerated, according to the New York Times.

A suggestion by the Newark FBI office that it mail a letter attacking Zuckoff's personal mores to the father of a woman friend was turned down by FBI headquarters in Washington, the Times reported, with the notation that the idea might be resubmitted later for reconsideration.

In another instance, the internal papers showed that the New York field office of the FBI claimed it was responsible for a story in the New York Daily News in 1961 on the alleged police record of John Clarence Franklin, an SWP candidate for Manhattan Borough President.

Letters were mailed to other New York papers and the television networks to discredit other SWP political candidates, the documents revealed, but there was no indication that any of the other material was used, the Times said. Letters were also used to transmit allegations that the party was exploiting a Southern Civil Rights case.

The Guild Reporter

JAMES M. CESNIK
Editor

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