IEB proposals, Bevis talk await delegates

Denver, Colo.—Proposals to beef up the Guild's job-security and wage bargaining muscle, increase benefits for striking and locked-out members and speed legal recognition for newly organized groups are among key items facing delegates to TNG's 42nd Annual Convention, opening here July 7.

Delegates also will be addressed by International Typographical Union President A. Sandy Bevis, on July 9, and receive a report from the Guild half of a TNG-ITU presidents' task force appointed last November to shape common bargaining policies and explore "other areas in need of coordinated activity" as the first step in examination of the possibility of further unity between the two unions.

About 240 delegates from 65 to 70 Guild locals are expected to participate in the five-day convention, to be held at the Denver Hilton Hotel. TNG had received credentials for 227 delegates and five alternates from 60 locals a week before the opening session.

Nominations for TNG office—International Chairperson, President, Secretary-Tresaurer, six at-large and seven regional vice presidents—will be on the convention's final day.

Announcements of candidacies by Faye McCracken of Memphis and David M. Mulcahy of New York late in June brought to eight the number of persons running for election or re-election as at-large vice presidents and set the stage for Guild-wide post-convention elections.

Earlier announcements set up contests for regional vice-presidencies from Eastern Canada and the U.S.'s Northeast.

Among recommendations to the convention from the International Executive Board are those that would:

- Add to TNG's Collective Bargaining Program a provision for banning dismissals for economy, with any employee in a job affected by economy offered retraining and transfer to a suitable job at no reduction in pay, and require that any economic reduction in force be accomplished through attrition.
- Add another provision to the Bargaining Program to guarantee Supplemental Unemployment Compensation Benefits (SUB) to any employee dismissed after a publisher has established that survival of the property is at stake and all other economies have been exhausted.
- Boost TNG's wage-bargaining goals to $610 a week, from $550, for top minimums in key advertising, business office, circulation and editorial jobs; to $407 for key starting minimmums, and to $305 for top minimums in all other classifications.
- Endorse a move to seek U.S. legislation to provide for union certification for newly organized groups through membership-application card checks, as is the case in Canada.
- Increase weekly benefits from TNG's In-

(Continued on Page 2)

The TNG GUILD REPORTER

OFFICIAL ORGAN OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

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2 more announce for at-large veeps

A Guild-wide, post-convention election for TNG's six at-large vice presidencies was set up late in June when leaders of the Memphis and New York Guilds became the sixth and seventh persons to announce their candidacies for one of the spots.

- Faye McCracken, secretary-treasurer of the Memphis Guild, was endorsed in her bid for at-large vice president by her local's executive committee and a membership meeting.
- David M. Mulcahy, chairperson of the New York Guild's Standard and Poor's unit and a member of the local's executive committee, was endorsed by his local's executive committee.

At the same time, Betsy Wade, treasurer of the New York Guild's New York Times unit, received the New York executive committee's endorsement for the regional vice presidency from New York City and three neighboring counties, an action historically tantamount to election.

Vice President Philip J. Brennan, who has represented the New York region since 1969, announced in May that he will not seek re-election.

Mulcahy and McCracken will vie with the five incumbents at

(Continued on Page 2)

Star strikers launch new weekly paper

Montreal, Que.—The Guild's 500-plus members at the Montreal Star marked the fifth week of their strike against the paper by getting out the second edition of the local's new weekly strike paper — Montreal Extra — while Guild and company bargainers met separately with provincial mediators.

Face to face talks were broken off June 24 after each side modified its salary-increase proposals for the first time since the strike started May 30, and each rejected the other's movement as inadequate.

The Guild said all major issues

(Continued on Page 6)

'Stag' goes Guild

Unit leaders and New York Guild organizers toast 40-to-27 vote for Guild representation June 17 by editorial and business office employes of Magazine Management Co., publisher of Stag and 30 other magazines. From left: David Pearl and Eileen Haas of the unit, Robert Kuss and Michael Crumrine of the Guild staff, and Carl Ann Friedman and David Ivins of the unit.

'Economy' firings overturned

Minneapolis, Minn. — A publisher cannot claim "economy" to discharge four district managers and at the same time hire eight summer interns to do their jobs, an arbitrator has ruled in ordering the four kept on their jobs at the Minneapolis Star and Tribune.

Robert F. Grabb, associate dean of the University of Minnesota law school, also upheld the Twin Cities Guild's right under its contract to challenge the validity of company assertions of economic necessity for discharges.

And "the company must justify its position" in the face of such a Guild challenge, he said. It need not, however, establish that it is in a "loss" situation nor that survival of the property is at stake when such requirements are absent from a contract, as in Minneapolis, he added.

Accepting company arguments that it is in "a depressed profit period," Grabb, however, denied a Guild contention that two promotion department employes cannot be dismissed for economy because the action might result in violation of the contract's ban on "an excessive amount" of work for remaining employes.

The challenge to dismissal of the district managers is "an en-

(Continued on Page 6)

Bias held in Times's all-male shifts

New York City—The New York Times violated the sex discrimination ban in its contract with the New York Guild last year when it put all its femal summer copy persons on day shifts and all its male summer copy persons on less favored night shifts, an arbitrator has ruled.

Milton Friedman made the ruling in a case brought by the Guild on behalf of three part-time male copy persons who for several years before last summer had worked regularly on weekends during the school year and an additional three weekdays during summers.

Until last summer, Friedman noted, all their work assignments had been on day shifts, often invloving work above copy person level.

When the three applied for the extra three days' work for last summer, however, they were told they would be assigned to night shifts on the weekdays.

Each was unhappy, Friedman reported, "particularly as it became known that new and returning summer copy girls were uniformly given day shifts."

Friedman noted the report of Guild stewards that management had expressed concern about women being in the Times Square area after dark when questioned about the shift assignments.

"There certainly is nothing malicious in an

(Continued on Page 2)

ITU, IPGCU sign pact for co-operation

The governing bodies of the International Typographical Union and the International Printing and Graphic Communications Union (pressmen) have approved a six-point agreement to foster "a closer working relationship" and "create an atmosphere" for "harmony and unity."

The pact, released jointly by

(Continued on Page 2)

McCracken, Mulcahy, Wade are running for IEB

(Continued from Page 1)
large vice presidents who said in May they will seek re-election: John J. Breed of Boston, Louis M. Calvert of San Jose, Harry S. Culver of Wire Service, James A. McGill of Gary and Dorohy Sain of Cleveland.

The sixth at-large incumbent, Harry E. Ryan of New York, is not seeking a fifth term.

McCracken, a newsprint inventory bookkeeper at the Memphis Commercial Appeal and Press-Scimitar, has been on the Memphis Guild's executive committee since 1971. She was third vice president in 1972, 1973 and 1974 before being elected to her present office.

She also has been chairperson of the local's membership and organizing committees and a member of its awards, contracts, and bargaining committees and of its advisory committee on women and minorities.

She is vice president of the Southern District Council, was a delegate to TNG's 1974 Convention and attended TNG's wage and legislative-political conferences during the past year.

FAYE McCRACKEN

Mulcahy, an associate editor with Standard & Poor's daily news, was first vice chairperson for two years before being elected to both the New York Guild executive committee and the top spot in his unit last fall.

He is a member of the local's organizing subcommittee and chairperson of the unit's grievance and job evaluation committees.

DAVID M. MULCAHY

He, too, was a delegate to TNG's 1974 convention and attended TNG's legislative-political conference this spring. Mulcahy also was a local delegate to TNG's minority-employment conference in 1971.

BETSY WADE

Wade, head of the Time's foreign copy desk, is one of four Guild trustees of the Guild-Times pension plan in addition to being unit treasurer.

She is a former unit vice chairperson and has served on three unit bargaining committees, including the present one.

She is one of four Guild members on the National Coordinating Committee of the Coalition of Labor Union Women, where she serves on its organizing task force and education committee.

Going into TNG's 1975 Convention, election contests were on tap for two of TNG's seven regional vice presidencies.

Jim Robinson, immediate past president of the Toronto Guild, and Sterling Taylor, Montreal Guild president, announced earlier that they will seek the seat from Eastern Canada.

Eugene B. Jones, president of the Philadelphia Guild, said in May that he will challenge Vice President Edward J. Schrode of Wilkes-Barre in his bid for a fourth two-year term.

ITU's Bevis to speak at Denver convention

(Continued from Page 1)
ternational Defense Fund to striking and locked out members by $10 a week across the board. The benefits scheduling, unchanged since 1964, is a graduated, dependent-based one ranging from $35 a week for a member with no dependents to a maximum of $75 a week for a member with five dependents in a long strike.

Bevis will be the first ITU president to address a Guild convention since 1960 when the late Elmer Brown did so.

Allan J. Heritage, assistant to Bevis, and Robert L. Wartinger, director of the ITU's Bureau of Contracts, Bevis's task-force representatives, will be observers.

TNG President Charles A. Perlik, Jr., will speak to the ITU's Convention Aug. 30-Sept 5 and his task-force representatives. TNG Director of Field Operations J. William Blatz and International Representative Charles Dale, will attend as observers.

Bevis and Perlik set up the task force last November during a meeting between the two presidents at ITU headquarters.

Bevis took office as ITU president last July 15, after retirement of John J. Pilch. Bevis had previously served as ITU first vice president for eight years and second vice president for 10 years. He came to ITU headquarters in 1951, from five terms as president of the Vancouver Typographical Union, to head the ITU's then-new Union Label and Public Relations Bureau. He served simultaneously as ITU delegate to Canada's Trades and Labour Congress and represented the ITU at the merger convention that produced the Canadian Labour Congress.

Bob Considine, King Features Syndicate "On the Line" columnist, also is scheduled to speak.

Joan M. Goodin, assistant director of international affairs with the Brotherhood of Railway and Steamship Clerks union, an advisor to the U.S. delegation to the World Conference for International Women's Year, also will speak to delegates.

TNG has scheduled clinics for the evening of the convention's opening day on pensions and local administration, collective bargaining, and contract enforcement and steward's training.

Publisher offers jackets of lead

New Brunswick, N.J.—North Jersey Guild bargainers proposed that a new contract with the Home News provide for detection of and protection against possible hazards in operating new equipment.

If Guild members are fearful of radiation from malfunctioning video display terminals, responded publisher spokesman David Winkworth, "we'll give you lead jackets . . ."

Bargaining continues. The old contract expired March 31.

Toronto's delegates back 'amalgamation'

Toronto, Ont.—Toronto delegates to the Guild Convention in Denver have been instructed by the local to support "the principle of amalgamation with other unions in the newspaper and broadcast industry" and to urge TNG to take steps to "expedite such mergers."

The Toronto local also is calling on the convention to amend TNG's constitution to provide for biennial, rather than annual, conventions; to provide for an elected Canadian director who would be a voting member of the International Executive Board and to remove the salary ceiling in the constitution's Minimum Dues Schedule.

A proposal for biennial conventions was rejected last year.

The local said its proposal for an elected Canadian director is "in keeping with the Canadian Labour Congress's guidelines for international unions in Canada."

In its merger recommendation, the local pointed to that part of TNG's constitutional statement of purpose which commits it to "promote industrial unionism."

A. SANDY BEVIS

ITU and IPGCU sign pact pledging more co-operation

(Continued from Page 1)
ITU President A. Sandy Bevis and IPGCU President Sol Fisko on June 12, provides for a no raiding agreement and pledges the two international unions to:

- "Discourage adverse publicity generated by either union against the other.
- "Adopt a formula for resolving jurisdictional disputes without recourse to arbitration or governmental agencies.
- "Encourage unity and joint bargaining where possible, or in the alternative, (where the employer refuses) coalition bargaining.
- "Encourage meetings of area representatives of both unions to explore and implement co-operation, joint bargaining, organizing and communications.
- "Re-establish the 'Hot Line' between ITU and IPGCU officers for the purpose of avoiding embarrassing situations and facilitating discussions between parties prior to a strike by either union which would affect the other."

Details of the no raiding agreement are to be worked out.

Earlier this year the ITU and TNG signed a no raiding agreement in a move toward eliminating "all possible sources of conflict" between the two unions "as a necessary prerequisite to any further steps toward unity."

That agreement, signed February 5 by TNG President Charles A. Perlik, Jr., and Bevis, provides that "neither union shall organize nor attempt to represent employes where the other union has an established bargaining relationship."

Since the ITU-TNG agreement was signed a task force of two representatives of each international union has conducted a series of seven meetings with local union leaders and field staff members to explore and encourage coordinated activity.

The ITU-IPGCU agreement came out of a meeting in New Orleans, La., on May 27 and 28, 1975. Representing ITU at that meeting were Bevis, Vice Presidents Joe Bingel, Robert S. McMichen, Robert F. Ameln and Secretary-Treasurer James S. Schell.

The pressmen were represented by Fishko, Vice Presidents Raymond J. Boland, William C. Torrence, Leo I. Vohsen and Secretary-Treasurer Burton F. Riley.

The meeting was called to broaden the scope of previously held merger talks and define common objectives of the two international unions, according to the ITU.

The ITU and IPGCU have held a series of top level meetings to explore the possibilities of closer co-operation and eventual merger over the past several years.

Male-only night shifts ruled biased at Times

(Continued from Page 1)
employer's belief that young women, even more than young men, should not be exposed to the street dangers that lurk in many areas of the city, especially at night," he said.

"For good or ill, however, acting in response to such motivations is barred" by the contract because "it constitutes special treatment attributable solely to sex," he said.

The statistics of copy-persons shift assignments alone show that "a sharp distinction by sex did exist," he pointed out.

"Among those given additional work for the summer, three of the four males were assigned to nights. The fourth, originally assigned to nights as well, was retained on days because he was needed for a particular function with which he was familiar. . . .

"On the other hand, of the four regular part-time copy girls who were given additional temporary work for the summer, all were assigned to day shifts."

Each of six males hired just for temporary summer work was assigned to night work while all four females hired were assigned to day work, he added.

"Distributions of this kind do not appear to be accidental or coincidental," he observed. "The nature of the distribution does not justify management's suggestion at the hearing that one might produce similar divisions if, for example, day and night employes were arranged alphabetically.

One reason advanced for assigning certain women to days was "their interest in journalism as a career," Friedman said. "Yet men with a similar interest were assigned at night."

Citing management's contention that the young men were assigned to nights because more experienced employes were needed there, the arbiter pointed out that "inexperienced men also were put on the night shift, while experienced copy girls were retained on day assignments."

"There seems to be nothing wrong with the Times's willingness to abide by the insistence of the parents of two prospective employes that they not work on a night shift," he said.

"If management wanted these women as copy girls, they naturally had the right to assign them to the day shift—although the same privilege necessarily must then be extended to males should similar circumstances be present," he added.

He ordered the Times to quit making sex the basis for assignments and to compensate the grievants for any pay the Times and Guild determine they lost because of working nights.

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Strike closes Pittsburgh's two dailies

Pittsburgh, Pa.—Guild members at the Pittsburgh Post-Gazette were not immediately affected by a Teamsters strike against the Pittsburgh Press that caused both papers to "indefinitely" suspend publication.

Pittsburgh Guild President Ed Bell said all editorial employes of the Post-Gazette, a Block paper published by the Press under a joint operating agreement, have been scheduled to work day shifts, at least for the present.

The Teamsters struck the the Press June 27 in what the Press said was a dispute over work reassignment.

In what it described as an "economy measure," the Press said it had shut down operations at one warehouse two nights a week and reassigned five drivers, who regularly handled newsprint deliveries, to other work then.

Efforts by the Press to gain court orders to stop the strike were twice denied.

Congress votes backed for D.C.

TNG President Charles A. Perlik, Jr., has called on the House of Representatives to approve an amendment to the U.S. Constitution to grant full voting representation for the District of Columbia in the Congress.

Pointing to resolutions by several TNG conventions favoring the action, Perlik said it is "unconscionable that residents of our nation's capital should be the only citizens of the United States lacking a voice in the government that lies at their doorstep."

Perlik, addressing his remarks to the House Subcommittee on Civil and Constitutional Rights, said approval of the amendment would finish the job started when Congress voted District residents local home-rule.

Correction

The top increase in the Washington-Baltimore Guild's settlement with the Baltimore Sunpapers is $81.40, rather than $82.40 as reported in the June 13 Guild Reporter. The top increase goes to editorial writers, political cartoonists, critics, slot and make-up persons, assistant foreign and national editors and late cable editors, and takes them to $440 per week, as reported.

Toes (thumbs, too?) up in Berkeley

Independent-Gazette Photo by James Pease

Berkeley, Calif.—Things are changing at the Berkeley Gazette, long deservedly regarded as one of the San Francisco Bay Area's more staid publications. Witness this picture used to illustrate a feature about two coeds' sex question and answer column—"Between the Sheets"—in a University of California student newspaper. According to the Northern California journalism review, "feed/back," the picture also illustrates the changes in direction taking place at the Gazette since it came under the guidance of a new executive editor a little over a year ago. The feet in the middle belong to San Francisco-Oakland Guild member Catherine Schultz, the Gazette's new city editor. At left are those of another SFONG member, Richard Ramella, Gazette feature editor, and at right are those of the paper's campus reporter, Keith Harmon, also a SFONG member, who did the story. The picture was posed at the YMCA.

Guild out for 3 groups at Her-Ex

Los Angeles, Calif.—The National Labor Relations Board has revoked the certification of the Los Angeles Guild as bargaining agent for editorial, circulation and most advertising employes of Hearst's Los Angeles Herald-Examiner.

The action came more than 7½ years after the Guild struck the paper that then boasted the largest evening circulation in the United States. Hearst has published it with strikebreakers every day but one since a thousand Guild members struck and the printing craft unions were locked out on Dec. 15, 1967.

The June 23 revocation was a month and a day after the Guild disclaimed interest in defending its bargaining rights in the three departments against a decertification petition filed by an unaffiliated group calling itself "Employes for Better Working Conditions, an Independent Union," which is seeking bargaining rights for itself.

G. Richard Pattison, TNG International Representative working in the Los Angeles area, said that "it didn't make much sense for us to be on the ballot when the only ones voting would be strikebreakers."

One of the organizers of the new group, Raymond Bragen, who previously had initiated, then withdrawn, efforts to secure bargaining rights for the Teamsters, told Los Angeles Times labor writer Harry Bernstein that wages at the paper "are far below union scales" in the area.

Bernstein reported that top scale for reporters at the Herald-Examiner is $228.20 a week. Under the Los Angeles Guild's contract at the nearby Long Beach Independent and Press-Telegram top reporter minimum is $298.23.

Herald-Examiner circulation was about 725,000 before the strike. It was just under 420,000 last Sept. 30.

Herald-Examiner employes today number about 1,000, Bernstein reported, down from about 2,000 before the strike.

The Guild withdrew its picket lines from the paper early in 1973 and TNG suspended strike benefit payments that spring.

The NLRB's action appears not to affect the Guild's certification as representative of the paper's classified advertising and ad-dispatch employes, the Guild's old Hillbro unit.

The Better-Working-Conditions group said in its petition that there are about 230 full- and part-time employes in the three departments it seeks to represent.

Hearst, which earlier had contested the appropriateness of the three departments as a single bargaining unit, is now seeking to have the NLRB exclude part-time employes from it.

Perlik is back on job

TNG President Charles A. Perlik, Jr., hospitalized June 10 for tests of a chronically painful condition in his lower back, was released from the hospital June 19 and returned to work at his office in TNG headquarters June 23.

Canada's price elevator

The following table shows the steep ascent of the Canadian Consumer Price Index over a 29-month period following a 1.5-point rise, to 181.3 in May. 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.

	Index*	Percentage over: Same month prior year	Percentage over: December 1972†
May, 1975	164.6	10.9	14.9
June	166.7	10.5	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
March	178.9	11.3	24.8
April	179.8	11.1	25.5
May	181.3	10.1	26.5

* 1961 = 100 † Index = 168.8

Philadelphia papers back after strike

Philadelphia, Pa.—A Philadelphia Guild spokesman accused the city's two Knight-Ridder-chain newspapers of contract violation when Guild members were among nearly 3,000 employes ordered to not report for work during a four-day strike by mailers that ended June 26.

Willard Hatch, administrative officer of the Philadelphia Guild which represents about 900 workers at the Inquirer and Daily News, said the local views the layoffs as economic dismissals and will seek severance pay and penalties for failure to give adequate notice, as provided in the Guild contract with the papers.

The mailers, members of the unaffiliated Newspaper and Magazine Employes' Union, walked off their jobs June 20. They have been working without a contract since Dec. 31.

The papers' general manager, Sam McKeel, blamed the mailers for the situation, saying the company "had no alternative" in the face of the strike.

A temporary injunction issued June 21 ordered the mailers back to work but they did not comply.

They agreed to return to their jobs June 25 after a federal judge extended the injunction and ordered bargaining.

Federal mediator Robert L. Kyler said talks were recessed for four days because of what he termed "serious problems." He said the union is demanding that the Knight-Ridder papers and the Philadelphia Bulletin drop a million dollar lawsuit seeking damages for work stoppages during the past two years. The Bulletin was not struck and published throughout the strike.

Hatch hired for post in Philadelphia local

Willard W. Hatch, TNG international representative the past three and a half years, has been appointed administrative officer of the Greater Philadelphia Guild. He began his duties on June 20.

Hatch's appointment was confirmed by the Philadelphia Guild's representative assembly upon recommendation of the local's executive committee.

The local had received applications for the position from more than 30 persons since it became vacant several months ago with the resignation of William M. Brown, who on March 31 joined TNG's field staff.

Hatch, who was president of the San Jose Guild when appointed to TNG's field staff in January, 1972, is taking a leave-of-absence from TNG to fill the Philadelphia position.

In his three and a half years as an international representative Hatch worked as an organizer and bargainer primarily in the Midwest. At the time of his appointment to the Philadelphia post one of his principal assignments was to the Detroit Guild's bargaining for an initial contract for editorial-department employes of the Detroit News.

Hatch, who directed the News editorial organizing effort last year, will continue to bargain for the group under an arrangement between TNG and the Philadelphia Guild.

WILLARD. W. HATCH

Earlier he bargained initial contracts for newly organized groups at the Wayne Eagle and Macomb Daily in Mt. Clemens, Mich., having directed the latter group's organizing effort as well.

Hatch joined the Guild in 1964 in Erie where he was wire editor of the Morning News. He went to San Jose in 1969 after working on papers in Santa Fe., N.M., and Ontario, Calif. He was assistant copy desk chief on the San Jose Mercury when first elected president of the San Jose Guild in 1971.

ANPA's 47th production conference

Papers eye bigger systems, profits

By DAVID J. EISEN
Director, Research and Information

Houston, Texas—Publishers and executives saw the face of the fast-approaching newspaper future at the ANPA Research Institute's 47th annual production-management conference here the week of June 15:

- Full-page makeup by computers.
- Electronic ad composition.
- Keystroke-to-printing-plate production.
- Plateless printing.

Exhibitors—132 of them—filled the vast floor of Houston's Astrohall with equipment now or soon to be available, occupying almost twice the space of last year's production conference. And executives whose newspapers are pioneering in applications of the systems told assembled thousands of their colleagues what the new machines will bring them.

In a word, profits.

There was Willmot Lewis, Jr., vice president and business manager of the Washington Star, who said the title of his subject, "Directions of Mailroom Auto-Mechanization," might better have been "Mailroom Profit Center."

"A versatile mailroom can truly be a profit center," he declared—a contention he said has been demonstrated by a new inserter installed no farther away than the Houston Chronicle.

There was Paul A. Tattersall, director of data processing and systems research for the Washington Post, who took issue with a report that "money is no object" in the development of full-page computer makeup by papers constituting the Newspaper Systems Development Group.

"Money is the whole object," he asserted.

Stating that development of the system would produce "an entirely new level of labor displacement and production control," Tattersall said, "We anticipate the long-term return on our investment to be substantial."

And there was Socrates (Chick) Butsikares, news-department production editor at the New York Times, explaining the Times's use of new portable video display terminals.

Recalling the expression "That's where the money is" and apologizing for "an outrageous pun," he summed it up thus: "That's where the Times-savings is."

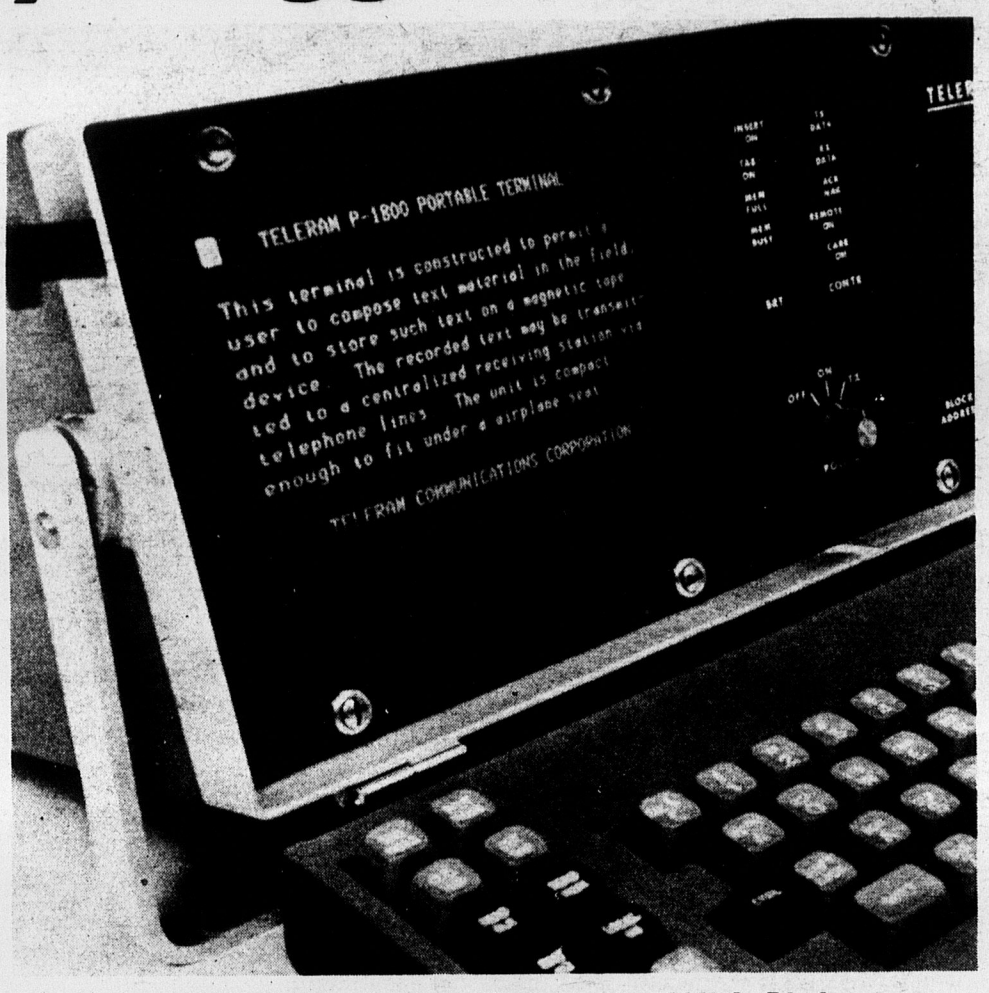
The dimensions of "labor displacement," in Tattersall's phrase, ran like a thread throughout the conference.

"The Hendrix 6500 System is designed to eliminate copy boys, paper tape and stacks of paper on editors' desks," boasted the designer of one computer editing system.

Some saw the process being accomplished gently, by attrition.

"You can count on a constant rate of attrition," Richard A. Ahlstrom, production vice president of Gannett's Westchester-Rockland Newspapers, told executives attending a panel discussion on new newsroom equipment.

Declaring that retraining "can work as well in a union environment as in a nonunion environment," he told how displaced Teletypesetter operators had gone to jobs in other departments, one becoming personnel manager.



Portable VDT-typewriter displayed at ANPA/RI show
300 words a minute via telephone to typesetting computer: $4,825

But another panelist, John L. Stone, managing editor of the Muskogee (Okla.) Phoenix and Times-Democrat, displayed scant patience for word-mincing about the object of automation.

"Some say we don't want to cut the people off," he said, "but that's the name of the game as far as we're concerned."

Stone said quick payroll savings are necessary because the equipment going into plants like his "becomes obsolete as soon as you put it in" and must be paid for swiftly—in three years at Muskogee.

But costs of the new electronic equipment are coming down all along the line, others indicated.

R. E. Palmer, editor and production director of the Baton Rouge Advocate and State Times, reported "a drastic cut in the cost of computer memory"—to 25 percent of what it was two years ago. And while computer prices are coming down, he reported, their capacity is increasing. The one in use at Baton Rouge can store up to 472 billion "bites" of data, he said—"every word in every newspaper column, 13 papers a week, for 800 years."

The cost of video display terminals is also plummeting, Palmer said, and the development of microtechnology will bring all costs down even more, he added.

Robert Giles, executive editor of Knight-Ridder's Akron Beacon Journal, noted that automation had an unadvertised fringe benefit—the ability to publish more readily in a strike.

"Without scanners," he said, "we couldn't have succeeded in publishing during the Teamsters' strike" (in May 1974). The Beacon Journal accomplished it with a news staff of 15 and three secretaries retyping scanner copy, he reported.

But the new machines are not without their vulnerabilities, said another Knight-Ridder editor, Larry Allison, of the Long Beach Independent and Press-Telegram.

"We need to improve security on VDTs," he said. "When you're in the middle of Guild negotiations and things start to disappear on you, you get a little bit paranoid."

Among the items to disappear, he said, was one 3,500 word story—"a lot of words in any system."

The conference showplace was a demonstration of plateless printing, "on display for the first time anywhere." Unveiled with a burst of fanfare on the meeting's final day, it produced a near-stampede across the Astroarena floor by eager newspaper executives.

What they saw was the application of ink-jet printing by the Mead Corp. to one column of a simulated front page of Media General's Richmond Times-Dispatch. An image bar hurled millions of microscopic, electrically charged ink droplets onto the page at speeds straining the capacity of the latest generation of computers to match, forming words at a rate of 48,000 characters per second.

The ink-jet system, in which there is no contact between paper and printing source, makes it possible to make over pages instantaneously, without interrupting the press run. Even single copies of the newspaper can be individualized, with the subscriber's name and any other personalized information it is deemed practicable to feed into the computer.

Newspapers won't be printed by this system the day after tomorrow, however. As yet, one of the demonstrators explained, the maximum width it can print is two columns—a limitation imposed by the computer's ability to keep up with it. He held forth hope that it would be ready for practical application in as little as three years, perhaps overcoming the problem by using four image bars, each with its own computer, instead of a single eight-column one.

Closer to the front door, the conference discussion and exhibits made clear, is what the industry calls "pagination"—the makeup and production of entire newspaper pages by computer, eliminating every step of the normal production process between newsroom and pressroom.

One system, developed by the Laser Graphic Systems Corp., churned out plates on the exhibit floor under the rubric "From keystroke to printing plate." And several systems that make up pages with varying degrees of assistance from computers were on display.

The one with the greatest degree of computer initiative wasn't actually there, however. Developed at Brown University for a consortium consisting of the Chicago Tribune, New York Times, Detroit News, Providence Journal-Bulletin and Sweden's Dagens Nyheter, its unique feature is the submission of suggested page formats by the computer.

Slides of the system were shown at a special presentation by its developer, Prof. Hans Andersin of the Helsinki University of Technology, who invited executives to see the prototype model go through its paces at Brown.

Under Andersin's system, the computer, fed a menu of pictures and text for a given page, proposes a format for it on the VDT screen. If the editor doesn't like it, he can either make alterations electronically or ask the computer to try again.

Other systems leave greater initiative to the editor—in the words of Joe M. Ungaro, managing editor of the Westchester-Rockland Newspapers, by "reproducing the editor's dummy sheet on the VDT screen," where it is operated on with an electronic pencil and a keyboard. Some reproduce actual "type" and graphics on the screen, as they will look on the printed page; others are as yet unable to incorporate graphics, which must be stripped into the otherwise completed page.

Ungaro said the electronic dummy-sheet system, with a number of inexpensive editing terminals, is necessary to make "pagination" practical for smaller newspapers. He predicted that the one being developed for Weschester-Rockland will be ready in three years.

Tattersall said the Newspaper Systems Development Group expects to have its system ready for pilot operation earlier, in late 1977, and H. Doyle Harvill, managing editor of Media General's Tampa Times, said still a third system, being developed by Media General and the Mead Corp., should be operational in from 2½ to three years.

Electronic ad composition, already beginning to be introduced, drew considerable interest on the exhibit floor as demonstrators shifted graphics and type with electronic pencils, wrapping type around art with a push of the computer key.

Introduction of the new electronic gear has encountered fewer obtsacles than was anticipated, several speakers reported. Butsikares said the acceptance of portable VDTs by Times reporters was "fantastic," stating that "people just can't wait to get to it." And Allison said the Independent and Press-Telegram scrapped an elaborate VDT training program, complete with dry run, when it found that "everyone became an expert in a few days."

With all this, what more can there be?

Houston, Texas—With electronic copy writing, editing, makeup, ad composition, circulation handling and accounting here or on the horizon, what is left to come?

The electronic camera, according to R. E. Palmer, editor and production director of the Baton Rouge Advocate and State Times.

It will transmit pictures to an electronic darkroom to be dispatched electronically to wire service clients ANPA/RI production conference here.

And then the dinger blips the whamus

"The NEPS configuration will be based on existing and proven page makeup, ad makeup, character generator, font library and Laser-Graph plate making components as well as appropriate interfaces to Worcester's existing data base and between system components.

"The system will also include off-line handling (analog processing) of graphics in real time with on/line (digital processing) handling of alphanumerics and to simultaneously merge both with Laser-Graph at the plate."

—From a June 28 Editor & Publisher description of a new "system"

CLUW caucus

TNG members of National Coordinating Committee of the Coalition of Labor Union Women attending committee's meeting in Houston last month. From left: Betsy Wade, treasurer of the New York Guild's Times unit; TNG Vice President Dorothy Sain of Cleveland, and Yetta Riesel, TNG Research & Information Associate. Absent is the Guild's fourth representative, Anna Padia.

$67 gives maids parity with janitors in Detroit

Maids at the Detroit News have been upgraded to parity with janitors under a new three-year contract which raises top minimums for both to $239.86.

To achieve parity maids received an initial $34.30 a week raise, retroactive to June 18, 1974.

Both classifications got a $17 a week raise on this June 18, boosting the top minimum to $222.86, currently the highest in any Guild newspaper contract.

Over the life of the Detroit Guild contract maids' minimums are raised $67.90 at the starting level and $68.30 at the top, paid to maids with six months' experience. Janitors get a $51 hike over the term of the contract.

The agreement also provides for cost-of-living adjustments in the second and third years.

A cost of living increase will be retroactive to this June 18 if the Detroit Consumer Price Index for April 1975 exceeds that for April 1974 by more than eight per cent. Another cost of living hike will be paid in the third year if the Index for April 1976 over April 1975 exceeds seven percent.

Justice says end sex bias in rental ads

Newspapers must cease printing classified housing rental advertisements that state preference for one sex or the other, the U.S. Justice Department has informed 100 of the nation's largest daily newspapers.

In a letter to the ANPA and about 100 daily newspapers with circulations of over 100,000 each, Assistant Attorney General J. Stanley Pottinger said the advertisements violate the 1968 Fair Housing Act.

The law, originally enacted to prohibit racial discrimination in housing, was amended last August to prohibit sexual bias in newspaper advertisements as well.

Pottinger urged newspaper publishers to comply voluntarily with the law by taking "affirmative action" such as printing a warning to readers that newspapers can't carry sexually discriminatory housing ads.

A Justice Department spokesman said the letter was aimed only at papers, not at landlords. He said the ban probably will not apply to ads for rooms in private homes "since the law allows roommates to be chosen by sex. . . ."

NLRB vote is July 11

San Antonio, Texas—The National Labor Relations Board has set for July 11 an election among some 30 circulation-department office employes of Hearst's San Antonio Light on bargaining representation by the San Antonio Guild.

The local presently has contracts covering editorial and business office employes, circulation drivers and district managers at the paper.

Waukegan gets political leaves

Waukegan, Ill.—Leaves of absence for Waukegan News-Sun employees campaigning for public or political office are provided in a new two-year contract negotiated by the Chicago Newspaper Guild.

One such leave will be granted at a time for three months to a year for an employe who becomes a candidate for political office or with a political party, or who serves in public office with a party organization.

The agreement raises minimums by $12.05 to $22 a week in the first contract year, retroactive to March 1, with a reopener in the second year on wages, vacations, health and welfare provisions.

The reporter top minimum is raised by $22, to $295.25, with the starting rate up $12.75, to $171.25. Other raises include: city editor, up $22, to $309; telegraph editor, up $22, to $301.25; copy editor, up $22, to $298.25; clerk-typist, up $12.40, to $166.40.

The agreement also adds a fifth vacation week after 23 years of service.

Highest minimum up $37 in Joliet

Joliet, Ill.—A new two-year contract between the Chicago Guild and the Copley chain's Joliet Herald-News increases the flat minimums for assistant-city and telegraph editors $37 a week, to $317 and $307, and hikes the top minimum for reporters and photographers the same amount, to $289.

The first $20 of the increases are retroactive to last July 1, with the remaining $17 effective this July 1.

The settlement also boosts the mileage rate three cents, to 15 cents a mile.

A new clause defining the Guild's jurisdiction as the work performed by editorial department employes and any that may be assigned to them is added.

A new classification, darkroom technician, is added to the contract, with the top minimum of $210 this July 1.

Top minimum for clerks is increased $14, to $145 a week.

TNG-ITU task force draws 40 in No. Jersey

New Brunswick, N.J.—More than 40 leaders of area Guild, Typographical Union and ITU-Mailers locals and International Representatives of the unions attended the seventh of a series of meetings conducted by the TNG-ITU presidents' task force since early in March (GR, June 13, page 6).

The meeting here was the last scheduled until after the two unions hold their conventions, according to task-force member J. William Blatz, TNG's director of field operations.

HE WOULD WINCE

New Broun biography a disappointment

By LOUISE D. WALSH
Wire Service Guild

The second Heywood Broun biography is a disappointing collection of cacaphonic anecdotes. Its author, the late Richard O'Connor, lurches nonstop through Broun's life with flip, bombastic remarks and just plain lousy writing.

The unrelenting run of superfluous and gratuituous comments, slick sentencing and posturing distracts the reader from the full life of this remarkable man, a noted columnist and founding president of The Newspaper Guild.

The author seems to compete with Broun for 228 pages trying to upstage his subject. The biography moves through a series of sensational news leads, each trying to out-dazzle the other.

It is a disappointing work because there is such a need for a strong, fair and unembroidered book about Broun—a man who lived to excess but who wrote simply and clearly. The man described by a friend (not mentioned in the biography) as "the greatest literary stylist of that era" would have winced at his latest biography.

O'Connor's book published by Putnam's Sons in June is called simply *Heywood Broun* and comes 26 years after Dale Kramer's biography of the same title.

In the rare moments when it works, O'Connor's style belongs more to broadcast than to the print media. The book is full of energy and carries lots of information about Broun, but it suffers from an overdose of journalese. O'Connor was a former newsman and although the style works sometimes, its rock 'em-sock 'em passages exhaust the reader in the opening chapter.

Louise D. Walsh, assistant administrator of the Wire Service Guild, is the 1975 recipient of the Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program. During the 12-week residential course at Harvard this spring she undertook a study of Broun, concentrating on impressions of and recollections by his surviving co-workers, associates, friends and family members.

An example of a tasteless passage comes after the author tells of a party Broun's friend and attorney Ernst has planned to buoy Broun's spirits on January 8, 1940. O'Connor writes:

"Broun would probably have loved that party more than any ever given for him, but he was unable to appear because of a prior, involuntary but ultimate commitment."

Broun had died December 17, 1939.

The passage is worsened by the following irrelevent and cliched line:

"Death, like Sandburg's fog, often comes on mat's feet."

The book is filled with these editorial intrusions.

O'Connor passes out personal insights as thoughtfully as street people pass out massage parlor ads. His descriptive overkill shuts off the reader. Words like "aloes," "minnesinger," "droles," "trepanning," "persiflage" and "calefactory" have no business being thrown around a conversational biography like O'Connor's.

It's pure affection. Cute remarks like, "Many of its members (N.Y. World's editorial board) thought Broun, as the spoiled darling of the uptown literati, had suffered an inordinate expansion of his hatband," run throughout the book.

Here is an inexcuseable passage:

"Behind the facade of a man who as he said, 'regarded a typewriter as a sort of barracade' there was a yearning for recognition, provided it came without soiling himself too obviously in the market place. Inside the fat man larded with self-deprecation was a small sinewy and more aggressive fellow who silently clamored for attention."

What this biography lacks was Herbert Bayard Swope, an editor.

While the reader should have little argument with the quotes or source material in general, the major omission in this work is, ironically enough, material on The Newspaper Guild.

For a man who describes his role in The Newspaper Guild as "the only important work I ever did in my life," it is surprising that his biography contains only ten pages on the subjejct.

Guild members would blanche to read how O'Connor explains some of those early struggles. The author tells the reader that impossible Guild demands caused strikes and put publishers out of business in New York and other cities. He cites, "the failure of Broun's highest hopes for the Guild movement: that it would provide more employment." O'Connor makes it even worse with this remark: "For many a Guild member, his last membership card from the organization signifies joblessness; he will never again work in the profession or craft for which he was trained."

The book, unfortunately, does not rise to its subject.

Heywood Broun, A Biography. By Richard O'Connor. G. P. Putnam's Sons, New York. 1975. 249 pages. $8.95.

TNG'S FISCAL '75 AUDIT

Below is the report of TNG's financial standing and General Fund operations for the fiscal year ended March 31, 1975, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants:

Balance sheet—General Fund, March 31, 1975

ASSETS	
Cash in banks and on hand	$ 97,907
Advances receivable	16,342
Loans receivable	20,249
Exchanges receivable	4,578
Due from organizing program	32,282
Prepaid insurance and transportation expenses	27,943
Deposits	1,375
Investments	100
Accounting equipment (nominal value)	1
Total assets	**$ 200,777**
LIABILITIES	
Exchanges payable	$ 6,755
Due to Defense Fund	390,073
Payroll taxes payable	7,273
Total liabilities	**$ 404,101**
RESERVES	
Reserve for severance pay	$ 132,218
Reserve for convention	27,140
Total liabilities and reserves	**$ 563,459**
Deficit	**362,682**
Total liabilities, reserves, and surplus	**$ 200,777**

Balance sheet—Defense Fund, March 31, 1975

ASSETS	
Cash in checking account	$ 66,414
Savings accounts and certificates of deposit	456,717
Investment account (at cost)	503,065
A.T.A. bond	500
Loans receivable	421,572
Scripps Howard Investment Corp. stock (market value)	41,448
Due from General Fund	390,073
Other investment (at cost)	8,028
Total assets and net worth	**$1,887,817**

Income and expense, General Fund, year ended 3/31/75

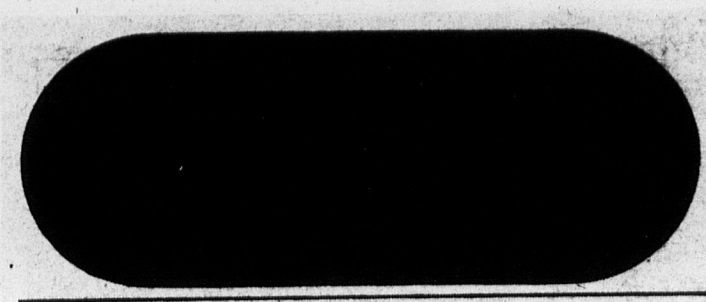
INCOME	
Membership Income—Per capita taxes	$1,277,017
Initiation fees	15,606
Reinstatement fees	773
Agency fees	10,606
Servicing salaries and expenses paid by locals	14,649
Guild Reporter income	1,703
Research Department sales	1,314
Expenses paid by Defense Fund	13,716
Charter fees	5
Other income	1,164
Total income	**$1,336,553**
EXPENSE	
Per capita taxes	$ 60,764
Field operations	576,900
Administrative operations	205,554
Office management	332,765
Executives	70,007
Other expenses	148,097
Total expense	**$1,394,087**
Operating deficit	**$ 57,534**

General Fund, budget and expense, year ended 3/31/75

	Expended year ended 3/31/75	Budget year ended 3/31/75	(Over) or under budget
1. Per-capita taxes	$ 60,764	$ 58,600	($ 2,164)
2. Field Operations			
A. Director—Salary	$ 28,133	$ 27,595	($ 538)
Expenses	7,191	2,500	(4,691)
B. Organizing and Servicing			
IRs' salaries	201,909	237,900	35,991
IRs' expenses	118,750	97,500	(21,250)
Secretary—stenographers	5,603	5,700	97
Miscellaneous organizing and servicing	127,007	50,000	(77,007)
Organizing servicing program subsidies	13,700	22,800	9,100
C. Collective Bargaining			
Salaries—Executive Secretary—			
Contracts Committee	38,348	21,850	(16,498)
Pension consultant	1,706	4,000	2,294
Secretary—stenographers	5,603	5,700	97
Bargaining and Research Assistant	22,178	26,430	4,252
Economic consultant (pay board)	5,168	2,000	(3,168)
Expenses—personnel	1,604	1,200	(404)
	$ 576,900	$ 505,175	($ 71,725)
3. Administrative Operations			
A. Director—Salary	$ 28,132	$ 27,595	($ 537)
Expenses	795	1,000	205
B. Research and Information			
Salaries—Director	13,911	11,215	(2,696)
Associate	17,963	17,550	(413)
Assistant	7,521	8,345	824
Secretary—stenographers	5,603	5,700	97
Expenses—Personnel	852	750	(102)
Books and periodicals:			
Legal and bargaining services	1,121	1,200	79
Subscriptions	1,382	1,500	118
Other printed material	1,031	800	(231)
Publications and literature:			
Contracts survey	—0—	200	200
Constitution	5,053	5,500	447
Organizing and other literature	2,405	1,500	(905)
Institutes and seminars	2,911	2,500	(411)
Miscellaneous	57	500	443
C. Guild Reporter			
Salaries—Editor	13,853	11,215	(2,638)
Associate editor	16,040	20,940	4,900
Assistant editor	5,555	8,345	2,790
Clerical	10,076	10,290	214
Expenses—Personnel	1,278	1,200	(78)
Printing	46,760	44,500	(2,260)
Postage	11,984	11,500	(484)
Addressing	8,253	7,500	(753)
Pictures and special material	2,591	2,500	(91)
Miscellaneous	427	600	173
	$ 205,554	$ 204,445	($ 1,109)
4. Office Management			
Salaries—Office manager	$ 16,570	$ 16,255	($ 315)
Secretary—stenographers	16,809	17,100	291
Bookkeeping	30,083	27,615	(2,468)
General clerical	10,076	10,290	214
Rent and maintenance	39,291	39,900	609
Stationery and supplies	19,350	16,000	(3,350)
Equipment	31,692	5,000	(26,692)
Telephone and telegraph	19,461	20,000	539
Repairs and improvements	4,136	500	(3,636)
Postage	7,580	7,200	(380)
Auditing	3,607	6,500	2,893
Insurance and bonding	2,400	2,400	—0—
Employe pension	28,860	26,685	(2,175)
Employe health and welfare	27,042	26,560	(482)
Directly billed transportation costs	63,241	70,000	6,759
Miscellaneous	4,314	7,500	3,186
Data processing	8,253	7,500	(753)
	$ 332,765	$ 307,005	($ 25,760)
5. Executives			
Officers' salaries	$ 57,538	$ 56,980	($ 558)
Officers' expenses	12,469	15,000	2,531
	$ 70,007	$ 71,980	$ 1,973
6. Other Expenses			
Legal	$ 18,613	$ 25,000	$ 6,387
Payroll and personal property taxes	28,179	25,100	(3,079)
Contributions and tickets	7,258	8,000	742
Delegates and committees	2,685	4,000	1,315
IEB meetings	31,253	28,500	(2,753)
Severance-pay provisions	19,803	25,895	6,092
Convention reserve	32,000	32,000	—0—
Broun Award	1,000	1,000	—0—
Broun Award expenses	1,264	1,300	36
AFL-CIO, CLC Conventions	480	500	20
IFJ-IAFWNO Convention	3,862	3,000	(862)
Guild Service Award	700	3,000	2,300
Irving Leuchter Scholarship Fund	1,000	1,000	—0—
	$ 148,097	$ 158,295	$ 10,198
Totals	**$1,394,087**	**$1,305,500**	**($ 88,587)**

Income and expense, special organizing, 7 months ended 3/31/75

INCOME	
Estimated portion of special assessment	$ 102,081
Interest income	3,078
Total	**$ 105,159**
EXPENSE	
Salaries	$ 57,189
Expenses	34,504
Directly billed transportation costs	8,831
Employe benefits	9,025
General organizing expenses	8,769
Professional fees	5,322
Total	**$ 123,640**
Deficit for period	**$ 18,481**



Ten cents — Weekly

Medicare dropouts likely to spread

see page 2

MNA messenger for Viet re-entry

By Sheila Arnopoulos and Josh Freed

AN MNA and deputy-speaker of the Quebec National Assembly flew to Thailand recently to facilitate the re-entry into Canada of Nguyen Doi, who was admitted to Canada May 25.

Nguyen Tan Doi was a member of the Vietnamese lower house, a millionaire, and president of the Tin Nghia Bank the largest bank of South Vietnam. He was imprisoned by the Communists for 18 months.

Government officials said that following the decision to allow Tan Doi back into Canada, he and Blank were carrying around "a plastic bag containing more than $50,000" from which they doled out money for drinks, meals, airline tickets, and was considered a powerful figure.

Doi first came to Montreal with his wife and five children in 1969 when he was granted landed immigrant status. He shuttled back and forth from Canada to Vietnam where he had sizeable interests.

An Ottawa immigration official said yesterday that any landed immigrant who went home and became an MP would normally not be readmitted as a permanent resident.

Nonetheless, immigration officials in Thailand apparently not

Volume 1, Number 1, Montreal Extra—Page One

Montreal Guild's weekly strike paper sold out in four hours

Montreal launches new weekly

(Continued from Page 1)

except salaries have been tentatively settled.

The local charged that the new money offer from the F.P.-chain paper was less than it had offered before the strike.

Management accused the Guild of being "impossible" to deal with.

The company, which had offered a one-year contract providing wage increases averaging 12.5 percent, proposed an 18-month pact with increases averaging 17.7 percent over its duration.

The Guild, pointing out that the company offer provided only 11.8 percent on average in its first 12 months, proposed instead 12-percent-plus-$20 for a one-year contract.

The first edition of the local's strike paper, published June 25, sold out by noon, less than four hours after it was made available to the city's news stands.

A 20-page tabloid, the paper carried about 13 pages of advertising. Advertisers had to be turned away, Montreal Guild President Sterling Taylor reported. It cleared about $2,500, which will be used to help the local meet strike costs.

Besides its profit and strong ad linage, the first edition was notable for a "scoop," the report that a Montreal member of the Quebec National Assembly had gone to Indochina to help return a central figure in a Vienamese bank scandal.

Toronto Globe and Mail reporter Richard Cleroux described the tabloid in the Globe and Mail's June 26 editions as looking like "a dull, serious version of the Toronto Sun." The Sun is a splashy tabloid daily established after the Toronto Telegram was closed.

Cleroux reported that Montreal's only English-language daily other than the Star, the smaller-circulation Gazette, has increased its circulation from about 120,000 to 130-140,000 and has been running its presses at full capacity—64 pages opposed to its usual average of 50.

The second issue of the Extra, a 28-pager with more than 17 pages of advertising, was published July 2.

The Montreal Guild, meanwhile, reported receiving contributions to its local defense fund from 14 Guild locals and units, seven French-language newspaper employe groups and others. Initial contributions totalled $5,934.

Arbiter sees no 'economy' in hiring 8 while firing 4

(Continued from Page 1)

tirely different picture," though, Grabb said.

The company "may not," he said, "attempt to hide behind a screen of 'management prerogative' when, at the same time it dismisses four employes it would hire eight other new employes to perform the same functions at a greater cost."

Testimony revealed that the district managers each are paid $204.25 a week (a total of $817 a week for all four) while the interns each would receive $120 to $140 a week (a total of $1,120 maximum weekly for all eight).

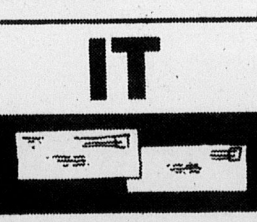
The company attempted to "justify this discrepancy in 'economy' by the fact that the proposed interns' salaries have 'already been included in the budget'," Grabb noted.

"In the instant case, the Guild's contention that the company's proposal cannot be sustained on grounds of 'economy' is clearly correct as a simple matter of mathematics, at least for the immediate future," Grabb said.

He ordered the four retained in their jobs at least through "the period projected for the employment of the eight interns, 'late September or early October'."

All six employes were kept on the job during the arbitration proceedings after the Guild invoked the "status quo ante" clause in its contract. That clause mandates that affected employes be kept on the payroll until any contested dismissal is resolved.

IT SEEMS TO US



Buffalo clarifies a point in story on COL waiver

BUFFALO, N.Y.

Editor:

As secretary of the Buffalo Newspaper Guild, I have been instructed by the local membership to call to your attention an inaccuracy in a story in the May 30 Guild Reporter, "Buffalo waives COL at the Courier" (page 6).

The article concerned the Buffalo Newspaper Guild's agreement to waive cost-of-living increases at the Courier-Express in an effort to avert layoffs there. The article erroneously states: "Robert Litzenberger, Courier-Express unit chairperson, and unit member Richard Batzer, representing Buffalo President Paul MacClennan, appeared before the IEB April 28 *to ask it* (my emphasis) to overrule the Contracts Committee's refusal of permission to submit the earlier agreement to a ratification vote."

The earlier agreement referred to was one which the Contracts Committee and IEB disallowed.

Buffalo Guild representatives did not appear before the IEB to ask for anything. Quite the contrary, as a telegram made clear, they were summoned (rather arbitrarily, in the opinion of some Local members) to explain their position. The local membership never authorized, and the Buffalo representatives never attempted, an appeal to the IEB to overrule the Contracts Committee's rejection of the earlier agreement.

DAVID G. STOUT
Secretary
Buffalo Guild

Middle-Atlantic Council asks merger discussions

ELIZABETH, N.J.

Editor:

The Middle Atlantic District Council at its regular quarterly meeting on May 17 and 18, at Scranton, adopted a motion recommending that locals support the merger of The Newspaper Guild and the International Typographical Union at the earliest possible time.

The council further urged that the question be discussed by locals prior to the convention in Denver, Colo., where the question is scheduled to be considered.

The secretary was directed to write to all the district councils. This has been done.

JEAN-RAE TURNER
Secretary
Mid-Atlantic Council

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.

Letters relating to elections or referendums to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the end of voting shall contain no new charges.

Publishing bosses' income little affected by recession

Deepening recession, while cutting into the salaries of top executives in such seriously affected industries as auto and airlines, failed to keep publishing executives' income from continuing to rise.

Publishing executives' total compensation—salaries, bonuses, profit-sharing and incentive payments—climbed by 7.1 percent during 1974, according to Business Week magazine's annual survey of executive compensation. Salaries alone were up 4.9 percent.

"For the most part," Business Week said in reporting salary trends in 31 key industries, "compensation moved in the same direction as profits."

Few newspaper executives were forced to take cuts, and some enjoyed handsome increases—as high as 50 percent—a compilation by the Gallagher Report, a media newsletter, demonstrates. In descending order of total renumeration, it listed [18] top executives and their total compensation, nine receiving over $200,000 a year and nine more over $100,000 [among them were]:

• Franklin D. Murphy, chairman of the **Times Mirror Co.**—$322,347, up 21.3 percent. Forbes magazine lists him as the 139th highest-paid of 826 top executives.

• Robert F. Erberu, **Times-Mirror** president—$235,731, up 51.5 percent.

This text is taken from the Industry section of the 1975 TNG Officer's Report to the Convention.

• Paul Miller, chairman of the **Gannett Co.**—$230,000, including deferred compensation, the same pay he received in 1973.

• William F. Kerby, chairman of **Dow Jones & Co.**—$228,584, up 1.1 percent. He was 231st on Forbes's list of highest-paid executives:

• Allen H. Neuharth, **Gannett** president—$225,000, including deferred compensation, an increase of 20 percent. He is 318th on Forbes's list of highest-paid chief executives.

• Larry H. Israel, president of the **Washington Post Co.**—$225,000, the same compensation he received in 1973.

• Stanton R. Cook, president of the **Tribune Co.**—$222,006, including deferred compensation. His 1973 salary was not available.

• Arthur Ochs Sulzberger, president of the **New York Times Co.**—$193,365, up 6.6 percent.

• Lee Hills, chairman of **Knight-Ridder Newspapers** — $185,417, up 12.4 percent. Forbes lists him as the 437th highest-paid executive.

• Katherine Graham, **Washington Post** chairman—$180,000, up 36.1 percent.

• Warren H. Phillips, president (now chief executive) of **Dow Jones**—$162,630, including deferred compensation, an increase of 17.8 percent.

• Alvah H. Chapman, **Knight-Ridder** president—$154,583, up 10.4 percent.

• James H. Ottaway, Sr., chairman of **Dow Jones's Ottaway Newspapers**—$150,776, the same remuneration he received in 1973.

• Lloyd G. Schermer, president of **Lee Enterprises**—$135,218, up 19.7 percent.

• Robert G. Marbut, president of **Harte-Hanks Newspapers** — $120,000, a 20-percent increase.

• J. Kelly Sisk, chairman of **Multimedia Inc.**—$113,190, up 19.9 percent.

Gallagher added . . . [a] . . . list of [23] of vice presidents and other second-tier executives in descending order of total remuneration; five receiving $200,000 or more and 18 others over $100,000 [including]:

• Otis Chandler, **Times-Mirror** vice chairman—$273,308, up 19.4 percent.

• Harold F. Grumhaus, executive-committee chairman of the **Tribune Co.**—$222,111 (1973 compensation not available).

• Frederick A. Nichols, finance-committee chairman of the **Tribune Co.**—$219,174 (1973 compensation unavailable).

• Winfield H. James, **Tribune Co.** vice president—$200,000 including deferred compensation (1973 remuneration unavailable).

• Robert M. Schmon, **Tribune Co.** vice president—$200,000 (1973 remuneration unavailable).

• Osborn Elliott, **Washington Post** vice president—$135,000, up eight percent.

• Gibson McCabe, president of the **Washington Post's Newsweek Inc.**—$135,000, up eight percent.

• Mark J. Meagher, **Washington Post** vice president—$122,500, including deferred compensation.

• Bernard H. Ridder, Jr., **Knight-Ridder** vice chairman—$122,225, up 13.4 percent.

• Walter T. Ridder, **Knight-Ridder** vice president—$121,150, down 1.5 percent.

• John S. Prescott, Jr., **Washington Post** vice president—$120,000, up 9.1 percent.

• Harding F. Bancroft, **New York Times** vice chairman—$116,730, down 9.8 percent.

• Fred D. Thompson, **New York Times** vice president—$115,154, down 26.8 percent.

• J. Warren McClure, **Gannett** vice president—$114,690, including deferred compensation, an increase of 14 percent.

• Byron B. Harless, **Knight-Ridder** senior vice president—$106,250, up nine percent.

Magazine executives enjoyed pay as high as those of newspaper executives. Among those on the Gallagher list:

• Andrew Heiskell, chairman of **Time Inc.**—$259,185, up 6.9 percent. He ranks 206th on Forbes's list of highest-paid executives.

• James R. Shepley, **Time** president—$229,285, up 8.5 percent.

• Shelton Fisher, chairman of **McGraw-Hill, Inc.**—$175,000, up 9.4 percent. He is 460th on Forbes's list.

• Harold W. McGraw, Jr., **McGraw-Hill president** — $115,646, up 25 percent.

Salaries of other newspaper executives included the following:

Booth Newspapers — Gordon Craig, chairman, $87,500, up 10.7 percent; James E. Sauter, president, $87,500, up 16.7 percent; Marvin L. Huston, vice president, $69,563, the same as in 1973.

Speidel Newspapers — Rollan D. Melton, president, $102,167, up 18.9 percent; Robert B. Whittington, vice president, $94,904, up 20.2 percent, and John K. Koll, treasurer $49,717, up 15.3 percent.

And this year looks like an even better one for publishing bosses. The Gallagher Report said a survey of executive salaries early in 1975 showed newspaper chairmen and presidents averaging $53,818, up 14.4 percent, and their magazine counterparts receiving $61,611, an 8.2-percent increase.

The average pay of other officers ranged from $28,500 for newspaper vice presidents in charge of sales, up 16.3 percent, to $55,667 for magazine vice presidents in charge of marketing, up 9.2 percent.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

From the Wall Street Journal

"Now, let's talk about this suggestion of yours on how to save the company $100,000 a year by eliminating my position."

Most distinctive?—Diarrhea

Study details hazards of working nights

Working night and overnight shifts can wreck employes' lives, according to a University of Chicago sociology researcher who formerly worked the shifts in hospitals as a nurse.

Drawing on her own experiences and study plus other published studies, Lola Jean Kozak points out that persons who work nights (3 p.m. to 10 p.m., 4 p.m. to 11 p.m., etc.) and especially those who work overnights (10 p.m. to 6 a.m., 11 p.m. to 7 a.m., etc.) have their entire lives "shaped" by the fact they work different hours than the majority.

This leads to "many difficulties" in health and in social and personal relationships she says in a study published in "Summation," journal of the Michigan State University Dept. of Sociology.

The workers' health often suffers because daytime sleeping is difficult, she notes.

"Think about it. You are awakened about three hours into a sound sleep by the whine of a neighbor's electric drill, pounding hammers and loud talk.

"If it is 3 a.m. you can march over in righteous indignation and demand quiet. The police will even come and back you up.

"If it is 11 a.m. you are helpless. All you can do is slug your pillow, swear at the clock, and become so angry that even if the noise stopped, you couldn't sleep."

Night and overnight workers frequently "abuse" their sleep opportunities themselves, however, she points out: to baby sit, to attend classes, to go to the beaches, or to see their family and friends on holidays.

Digestive difficulties are common to many overnight workers, she says. Others suffer from loss of appetite. Some snack constantly.

Kozak said she asked one worker what he found "most distinctive" about working the hours he works. The reply: "diarrhea."

If the workers try to coordinate their eating with spouses, friends or roommates, she notes, they face "roast beef and mashed potatoes . . . when their stomachs would prefer toast and coffee."

Smoking and drinking are "commonly increased with night work," she said.

"The most troublesome situation of all," she reports, can be the disruption of social and personal relationships. New night workers can lose contact with outside friends and become loners, she noted. Marriages become strained and normal sex lives difficult to maintain.

Kozak points out that a study of English night workers, published in 1971, found that young husbands and wives were apt to be quite unsympathetic to their night-working spouse's trials, acting as though spending their nights at home alone is a violation of their marriage contract.

"This," Kozak writes, "points out some particular problems of the married. They had difficulties not only in coordinating daily activities, a problem for all night workers with any kind of roommates, but in fulfilling two important, intimate aspects of the marriage relationship: sexual activity and protection of the female from harm.

"Sex at the 'normal' hours of the night was, of course impossible," she writes. "Sex in the morning would likely not appeal to the exhausted night worker or the still sleepy spouse. Sex during the day was likely to be interrupted by the same enemies that disturbed sleep."

"This issue," Kozak continues, "was stressed by unmarried night workers, who tended to be more verbal about the difficulties they had coordinating their sexual relationships. This group saw these difficulties as part of the larger social problem of meeting and interacting with others."

And, she says, "married or single, both I and the other women with whom I have discussed night work have felt especially vulnerable [to violent physical harm] while making the nightly trip to work," and women whose husbands worked nights "seemed to experience the same kind of discomfort at home after their husbands left for work."

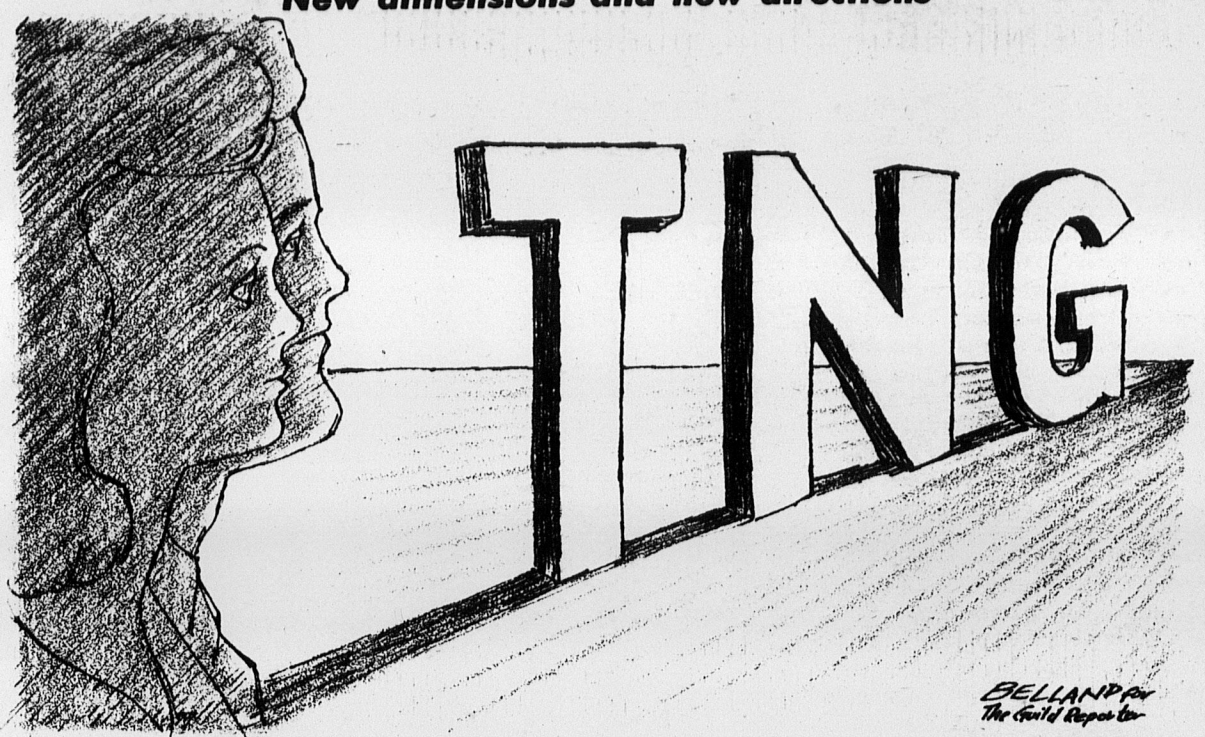
Night differential

Extra pay for night work

Premium pay for night work is provided in more than 80 percent of all Guild contracts—more than 95 percent of Guild newspaper contracts—according to a new study of night differential clauses by TNG's Collective Bargaining Dept. Night work premium pay ranges as high as 10 percent in newspaper contracts, like those at the Chicago Sun-Times and Daily News and at the Salem (Mass.) News. Highest night differential in any Guild contract is 20 percent, at Newsweek, for hours worked after midnight or for shifts that begin between midnight and 7 a.m. The table below shows the distribution of night differential provisions in various categories of contracts as of June 25.

Total Guild contracts	218
With night differential	182
Without night differential	36
Newspaper contracts	146
Night differential	140
No night differential	6
Newspapers covered by these 146 contracts	172
Night differential	166
No night differential	6
Morning papers	56
Night differential	55
No night differential	1
Evening Papers	111
Night differential	106
No night differential	5
24-hour papers	4
Night differential	4
No night differential	0
Separate Sunday papers	1
Night differential	1
No night differential	0
Wire & news service contracts	9
Night differential	8
No night differential	1
Miscellaneous contracts	63
Night differential	34
No night differential	29

New dimensions and new directions



DATELINE: WASHINGTON

Some thoughts on the NLRB as it begins its 41st year

By **WILLIAM J. EATON,** *Chicago Guild*

Forty years ago this month the nation passed a true milestone with the signing into law of the National Labor Relations Act by President Franklin D. Roosevelt.

This major achievement of the New Deal was named after its chief Congressional sponsor, Sen. Robert F. Wagner of New York, and hailed by organized labor as its "magna carta."

For the first time, the federal government guaranteed nearly all workers the right to form unions to deal with their employers. Company spying, intimidation, firing of union adherents and refusal to bargain were outlawed.

At first, however, it was merely a paper victory. The reactionary corporate barons of that depression era were sure that the Supreme Court would strike down the measure as unconstitutional. Many corporations refused to comply with the new law.

Their confidence was based on the high court's consistent voiding of New Deal measures which increased federal regulation of the economy. Roosevelt was so frustrated by the conservatism of the justices that in 1937 he proposed his infamous "court-packing" plan to circumvent them by enlarging the size of the court.

Roosevelt's plan was rejected, of course, but only after swingman Supreme Court Justice Owen Roberts supported the constitutionality of the Wagner Act in a 5-4 decision. "A switch in time saved nine," the scholars quipped.

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THE DECISION came in a time of industrial turmoil. The infant United Auto Workers was then occupying General Motors plants in Flint, Mich., using a new technique celebrated in a labor song:

When they tie the can to a union man,
Sit down! Sit down!
When the boss won't talk, don't take a walk,
Sit down! Sit down!

The key issue in the strikes of the turbulent 1930s was not wages, pensions, health or welfare. It was simply union recognition.

So the first task of the new National Labor Relations Board was to substitute secret ballots for the striker's brick and the policeman's billy club.

Gradually, the NLRB gained respect from both management and unions for its professionalism and integrity in deciding unfair labor practice charges. After World War II, the Taft-Hartley amendments to the Act put curbs on union conduct and additional restrictions were approved in the Landrum-Griffin amendments of 1959.

Today it's hard to imagine the swirl of controversy and the charges of bias that greeted the NLRB in its early years.

This is not to say the agency is without flaws. It moves far too slowly and its five members have been reluctant to impose anything but powder-puff penalties against the most notorious union-busting employers.

On the other hand, Congress has moved recently to reduce confrontation and increase negotiations between private hospitals and their employes by placing them under NLRB jurisdiction.

And, unlike the Central Intelligence Agency, the FBI and the Internal Revenue Service, the NLRB has avoided scandals and abuse of power during most of its lifetime.

●

SUCCESS STORIES are not news, the cynics say. Maybe so. But this columnist agrees with NLRB Chairman Betty Southard Murphy in her appraisal of the impact of the law signed on July 5, 1935.

"This act brought the rule of law to American labor relations—with overwhelmingly successful results," Murphy said.

"Over these 40 years, union membership has grown six-fold and there are now more than 160,000 collective bargaining relationships, covering some 23 million workers. In great measure, the promotion of industrial democracy, under law, has been a national triumph."

NLRB aide dismisses move to cut 125 from Guild unit

A National Labor Relations Board regional director has dismissed a request by the Washington Post to exclude 125 persons in 90 job classifications from coverage under the Washington-Baltimore Guild's contract.

The Post is appealing the dismissal to the full NLRB. In its petition to the NLRB the Post contended that the jobs are managerial or supervisory and proposed that they be excluded despite their coverage under the current agreement, which expires next March 31.

In his June 13 ruling, NLRB Region 5 Director William C. Humphrey said "it would be disruptive of the bargaining relationship voluntarily entered into by the parties to clarify the unit at this time."

The Guild, which represents about 1,150 editorial, news, advertising, circulation and business department employes at the Post, had made the same point in seeking the petition's dismissal.

Humphrey also upheld the Guild's contention that the jobs in question were not newly-created and had not been altered in content since the contract was signed May 2, 1974.

Two other U.S. newspapers have attempted to exclude sizable numbers of jobs from Guild jurisdiction in the past year.

The St. Louis Post-Dispatch has demanded in current bargaining that 117 jobs be excluded from contract coverage. Last summer the Philadelphia Inquirer and News filed a petition similar to the Post's which sought to exclude 133 workers.

The Inquirer withdrew its petition under terms of a contract settlement with the Philadelphia Guild which included agreement on exclusion of five jobs.

Oregon legislature clears antiscab bill

Salem, Ore.—Oregon will become the 18th state to make it illegal for employers to hire professional strikebreakers if Gov. Bob Straub signs a bill passed by the state legislature in June.

The legislation provides fines of $1,000 for those who hire persons who have offered themselves for work twice within five years during a strike or lockout.

Editorial

A more responsive union

This is a time of new dimensions, and new directions, for The Newspaper Guild.

During the past year, since the last Convention in St. Louis:

● The two-year decline in the average two-year money gain negotiated in wages and welfare at the reporter top minimum level was halted and reversed when the average gain in Fiscal '75 exceeded that of '74 and '73 (but not the record gain of '72).

● TNG held its first Guild-wide Wage Conference since 1962, and its largest ever, to restore—and accelerate—the Guild's wage bargaining momentum (interrupted in the United States by the imposition of wage controls in 1971) in the face of declining economies and continued inflation. One recommendation: More coordinated bargaining with the other unions in our industry.

● Despite the continued economic health of our industry (20 of 26 U.S. and Canadian publishing companies that disclose such data reported fatter profits in 1974 than in pre-recession 1973), the Guild faced the most concerted demand in its history for economic dismissals not related to newspaper mergers or suspensions, and the International Executive Board developed new policy to prevent them (and cushion the impact of any that cannot be prevented).

● TNG initiated an expanded organizing program with an enlarged staff, financed through the special organizing fund authorized by the St. Louis Convention, that enabled it to embark on more substantial organizing campaigns in the past six months than at any other time in recent years.

● TNG and the International Typographical Union entered into a no-raiding agreement and established a joint task force to coordinate the unions' bargaining and other activities as the first step in the exploration of further unity between them.

● TNG sponsored, jointly with the Graphic Arts International Union, its first national legislative and political conference on the United States economy and related social legislation. The consensus: Union members must become more active politically, and Senator Cranston (a former newsman himself) told Guild members to stop being so apologetic about doing so.

● And, as the new fiscal year began, TNG established a new staff position in its Collective Bargaining Department to coordinate Guild activities in three major expanding areas of union concern: human rights, retirement, and health and welfare.

The past year was a productive one for the Guild in other areas, too.

Fiscal '75 produced a record dollar increase in the average reporter top minimum, and on the first day of the new fiscal year the highest reporter top in effect in a newspaper contract reached $475. Wage gains in Canada, which so far has escaped wage controls, exceeded those in the States, with the average first-year increases at the reporter top level twice that in the U.S. The monthly average of per-capita payments to TNG reached an all-time high (dues-paying membership was just short of an all-time high) and so did income to the General Fund, in which a deficit was attributable principally to more money being needed for organizing than had been anticipated. The IEB is presenting a balanced budget for the coming year to the Convention.

Given this base on which to build, we can look forward to a year of new dimensions and new directions that will make the Guild more responsive, in more ways, to the expanding needs and interests of its members than ever before in its history.

—From the Introduction to the 1975 TNG Officers' Report

The Guild Reporter

JAMES M. CESNIK
Editor

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