

1st Detroit News news-pact ok'd



VOTING FOR FIRST DETROIT NEWS EDITORIAL CONTRACT
Aubrey Banks, Gloria Sneed and, right, Helen Fogel, local Guild executive officer.



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August 8, 1975

Crises bargaining nets \$85 raises, \$361 top

Detroit, Mich.—Immediate raises of more than \$85 a week and top minimums of \$361.80 for reporters and photographers—\$385.80 next June 18—are provided in an initial contract ratified by Guild members at the Detroit News Aug. 1.

The settlement, reached six days after the Detroit Guild extended a midnight-July 25 strike deadline, also provides \$14 a week for a new employer-paid pension plan, a cost-of-living escalator, an \$11 a week copydesk and rewrite differential, a general increase and a full Guild shop for all present members and new hires.

The contract's term is 22 months and 13 days, giving it a common expiration date with those of all others at the News, including the Guild's for maintenance, and with those of the Guild and the other unions at the Detroit Free Press: June 17, 1977.

News Guild members in April had voted local bargainers authority to call a strike if necessary to secure a contract. News editorial employees voted for Guild representation Aug. 8, 1974, by 190 to 50, with 35 challenged ballots.

The Guild's bargaining committee included William Croteau, president of the Detroit Council of Newspaper Unions and of the Detroit Typographical Union, and

'Unity spreading rapidly at grass roots,' Page 5.

Elton Schade, secretary-treasurer of the council, representing Teamsters International Vice President Robert Holmes.

Holmes also was at the bargaining table during the final week in federal mediation.

More than 60 issues remained unresolved as the Guild's strike deadline approached, a local (Continued on Page 4)

Wires' noise is 'deadly,' Hill unit told

TNG Secretary-Treasurer Robert M. Crocker labelled the problem of noise in wire service news bureaus "a deadly serious one" during a Senate hearing on proposed occupational noise standards July 25.

"Decibel levels in the 80s and 90s have been recorded in wire service bureaus," Crocker told the Subcommittee on Government Regulations chaired by Sen. Thomas McIntyre, D-N.H. It is investigating the social, physiological and economic effects of noise in the workplace.

Crocker testified on behalf of both TNG and the Wire Service Guild. He based his testimony on 22 years' experience as an Associated Press newsman and on Wire Service Guild reports by Adolphe Bernotas, local vice president, and Dan Berger, WSG member in Los Angeles, the local's authority and researcher on noise.

The reports also were introduced at earlier hearings before the Labor Department's Occupational Safety and Health Administration (OSHA) by Sheldon Samuels, Director of Health and (Continued on Page 7)

Modesto signs, Bees a matched set

Modesto, Calif.—Editorial-department employees of the third of McClatchy's three Bee newspapers—the Modesto Bee—rounded out the Sacramento Guild's apirary late in July when they ratified an initial contract providing the same minimums won earlier at the Sacramento and Fresno Bees.

The initial Modesto contract, like that ratified July 10 in Fresno [GR, July 25], provides immediate raises as high as \$120 a week and takes the top minimum for reporters, photographers, copy readers and artists to \$359.02 a week now and to \$371.33 in October.

The contract—again like those in Fresno and Sacramento—is retroactive to April 12, 1974, six days before Modesto employees voted for Guild representation, and provides a reopener on wages and vacations for its final year.

Modesto Guild unit members late in May had voted the Sacra-

mento local authority to call a strike if necessary, and, like Fresno, had set up a strike-preparations headquarters.

All three Bee contracts—the initial ones here and in Fresno

Memphis files at WREG-TV

Memphis, Tenn.—The Memphis Guild has asked the National Labor Relations Board to certify it as bargaining agent for all 37 news and production employees of television station WREG.

About 90 percent of the group has applied for Guild membership and representation, according to Memphis Guild President Orville Hancock.

The station was purchased by the New York Times Co. earlier this year.

and the renewal in Sacramento—share common reopening and expiration dates as well as minimums.

As in Fresno, the immediate \$120 raise goes to the librarian, putting the flat minimum for her job at parity with that for the other key jobs. Retroactivity for librarians here and in Fresno totals nearly \$7,000 before taxes.

The Modesto settlement also includes a 37½-hour week, a modified Guild shop, up to 40 weeks' severance pay, up to \$2.50 a shift night differential, eight holidays, four weeks' vacation, sabbatical leave after each five years' service and maternity leave of up to six months.

A fair-employment-practices clause provides for hiring without regard to age, sex, race, creed, color, marital or parental status or national origin and states the employer's intent to strive toward a work force reflecting "the proportionate per-

centage of minority-group representation in the local work force, at the earliest feasible time."

Identical to a provision in the Fresno contract, modeled on that at the Sacramento Bee, the (Continued on Page 4)

Stockton ups tops \$58, fringes hiked extra \$12

Stockton, Calif.—Top minimums for persons in key newsroom and outside advertising and circulation jobs are raised \$56.62, to \$367.93 a week, in the first two years of a new three-year Stockton Guild contract with the Spiedel-chain's Stockton Record.

In addition, the publisher's weekly contribution to health, welfare, or pensions is increased \$12.87 during the contract's term.

There is a reopener on wages,

mileage and vacations for the contract's third year.

The pact also increases mileage payments by three cents, to 15, extends a guarantee of an hour's overtime pay for Saturday night work to nights before holidays, cuts district managers' Sunday shifts by a half-hour, to 5½, and improves sick-leave by providing that five-year employees may bank unused annual entitlements up to a maximum of (Continued on Page 4)

TNG, ITU battle change in reporters' status

TNG has joined the International Typographical Union in opposing a publisher's move to persuade the National Labor Relations Board to reverse more than 25 years of labor-law history and reclassify newspaper employees engaged in "assimilation, compilation and editing of news" as "professional employees" under federal labor law.

Such a reversal could have a "devastating impact" on the Guild and could "virtually destroy" its longstanding "bargaining relationships and practices"

in the industry, TNG says in an amicus curiae brief to the NLRB.

A board finding that reporters, columnists, editorial writers, editors, copy editors, cartoonists, photographers, photo clerks and librarians are professionals—as sought by the San Antonio Express & News—would severely complicate both bargaining and organizing.

It could, for example, force separate representation elections for "professionals" and "nonprofessionals" in an editorial department. If a majority in only one group voted for the Guild, the

other could provide an "in-house" strikebreaking crew.

It could also force locals to bargain separate contracts for "professionals" and "nonprofessionals" that have for years been covered by single agreements.

TNG formally joined the case after the full labor board agreed to a request by the Express & News that it review an NLRB regional director's rejection of the paper's assertion of professional status for most of its news room workers, as had the NLRB in a series of

cases in the late 1940s and early 1950s. The question had not been raised seriously since.

NLRB Executive Secretary Mario Lauro told the ITU that the board agreed to review the June 13 decision by Regional Director Louis V. Baldwin, Jr., because "it raises substantial issues."

At the same time the NLRB postponed indefinitely Baldwin's direction of one election on representation by the ITU among the 115 employees in the (Continued on Page 2)

TNG, ITU fight change in reporters' status

(Continued from Page 1)

paper's editorial department.

The Express & News from the beginning of the representation proceedings has based its case for reclassifying newsgatherers on a contention that dramatic changes in journalism education have resulted in the last of four criteria established for "professional employees" in the law being met.

That criterion: That an employee be "engaged in work . . . requiring knowledge of an advanced type in the field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning . . . as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes."

Chief authority for the Express & News is DeWitt C. Reddick, retired dean of the University of Texas School of Communication. He is in his final year of 48 as a journalism teacher.

Company attorneys used as the concluding argument in their request for review Reddick's contention in the regional hearing that "if you don't give it the status of professionalism and then demand of it the standards of professionalism, we are not going to satisfy the needs of our country."

"The complexity with which the media ought to be handling things is much greater than it's ever been before," Reddick said.

TNG's brief points out that the publisher's position is "premiered on two fallacies:"

- "That this case should be decided on what 'ought to be' about the occupation of reporting and newsgathering and news dissemination.

- That the company established in the regional hearings a record to support its position.

"Virtually the entire case of the employer is based upon the philosophizing of Dean Reddick and his personal and social views as to what ought to be the nature of the publishing industry and what ought to be the status of the occupations which support the media industry," the brief continues.

However sincere, well moti-

vated and well-intentioned Reddick may be, it says, the law is specific in its criteria, and they do not include the "predictions or philosophies of witnesses."

The ITU's brief points to the law's distinction between "specialized intellectual instruction" and "general academic education" and notes that while the educations of Express & News employees are diverse they fall into the second category.

The ITU also accuses the company, owned by Australian K. R. Murdock, of manipulating its own employment statistics in an effort to establish the educational level of its news room employees.

The employer's own chart, it points out, shows that 81 of 92 employees do not have journalism degrees and that "only a bare majority (58 percent) have any college degree whatsoever."

TNG points to a photographer with two years of college physics and to a sports writer with a degree in history and government and asks how either was required for their present jobs.

The Guild also points to a study of "editorial-help wanted" ads in Editor & Publisher magazine in 1956 and 1957, published in the Montana Journalism Review in 1958. It showed that only 6.8 percent of 515 ads during the period stated that a journalism school degree was an employment qualification.

A comparable study by TNG's staff for 1975's first six months shows that only 3.4 percent of 119 ads stated a journalism degree as a hiring prerequisite.

A study of "the professional values of American newsmen" that appeared in the winter 1972-73 issue of Public Opinion Quarterly noted that while 86 percent have attended college, only 58 percent are college graduates, only 18 percent have attended graduate school and only 8 percent hold graduate degrees.

The NLRB regional director ruled that while a reporter may now be required to "obtain, on the job, a specialized interest in various fields" that doesn't make him a professional employee under federal labor law.

"Rather, it demonstrates an adaptability of people today to assimilate a great deal of information and become knowledgeable in a number of areas," he said.

Canada's price elevator

The following table shows the steep ascent of the Canadian Consumer Price Index over a 30-month period following a 2.7-point rise, to 184.0 in June. 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	December 1972†
June, 1975	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
March	178.9	11.3	24.8
April	179.8	11.1	25.5
May	181.3	10.1	26.5
June	184.0	10.4	28.4

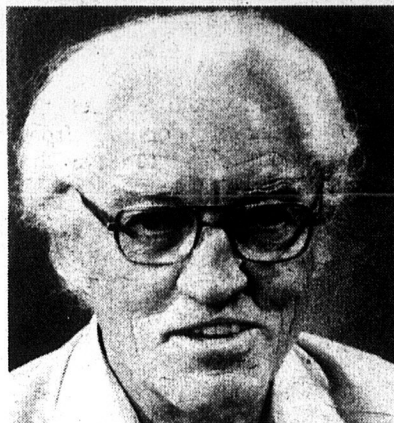
* 1961 = 100

† Index = 143.2

ELECT THE UNITY COMMITTEE

TNG ELECTION SEPT. 18-23

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San Francisco

VICE PRESIDENTS AT LARGE



HARRY S. CULVER
Wire Service Guild



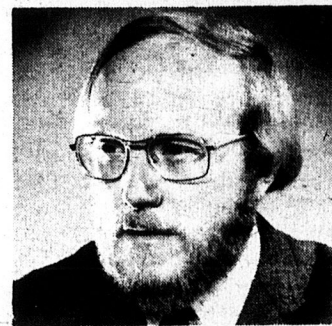
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Merger . . . Organizing . . . Collective Bargaining . . . Human Rights . . . Automation . . .

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Swift, rational decisions will have to be made.

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A vote for all guarantees you the kind of effective leadership necessary to handle the "hot ones" of the next two years.

'ON THEIR SIDE'

Delegates to the 1975 Guild Convention from the following Locals either seconded the nomination of each of the seven Unity Committee candidates at the convention or subsequently announced endorsement of them: Bakersfield, Boston, Brockton, Chicago, Cincinnati, Cleveland, Columbus, Denver, Detroit, Gary, Los Angeles, Manchester, New York, Pawtucket, Philadelphia, Portland, Puerto Rico, San Francisco-Oakland, San Jose, Twin Cities, Vancouver-New Westminster, Wilkes-Barre, Wire Service Guild.

The Unity Committee is the official name of the slate adopted by the seven candidates. Contributions, made payable to The Unity Committee, should be sent to its treasurer, Edward S. Gilbreth, 300 N. State St., Apt. 3634, Chicago, Ill. 60611.

Diane M. Woodstock, Madison, Spokesperson

Allbritton says FCC won't do in the Star

Washington Star publisher Joe L. Allbritton says Federal Commission-ordered hearings on his bid to buy the financially strapped newspaper's broadcast affiliates won't stop him from pursuing plans to keep the Star from folding.

In a notice posted on the Star's newsroom bulletin board Aug. 1 Allbritton said he soon hopes to announce a plan to solve the paper's financial problems, the Washington-Baltimore Guild reported.

Allbritton, a Texas millionaire who bought a controlling interest in the Star last fall, had asked the FCC to waive its cross ownership rules to allow him to buy the Star's lucrative broadcast outlets.

He also has a 10 per cent share of the newspaper's parent company, Washington Star Communications, Inc., which owns WMAL AM-FM-TV in Washington; WLVA AM-TV in Lynchburg, Va., and WCIV TV in Charleston, S.C.

An FCC regulation, adopted January 28, forbids creation of new newspaper-broadcast joint ownerships in the same metropolitan area and the continuation of old combinations through voluntary transfers.

Allbritton requested a waiver of the cross-ownership regulation seven months ago, insisting that he needs the profits from the broadcasting properties to sustain the newspaper until it can become viable.

Instead of waiving the regulation the commission voted 6-to-1 on July 28 to hold a full round of hearings on Allbritton's request.

The decision brought widespread criticism from those who fear the Star may be closed because the hearings will postpone a decision on Allbritton's request for at least a year. But the ruling was applauded by local groups opposed to the arrangement and John P. McGoff, president of the Michigan-based Panax newspapers.

McGoff commended the FCC for its action saying it "gives the Washington community a chance to be heard on the important issue of cross-ownership of the Star and its affiliated broadcast outlets."

Also opposing the Allbritton arrangement are Concerned Citizens for Balance in News Media, the Adams Morgan organization, local chapters of the National

Organization for Women, and the D.C. Media Task Force.

McGoff reaffirmed his interest in purchasing the Star and "operating it as a strong, independent alternative voice in Washington."

He has been trying since last summer to buy the newspaper without its broadcast outlets, but the Star's Board of Directors rejected his 25 million dollar offer saying it was "inadequate."

When informed of the FCC's decision to hold hearings on his eight-month-old application for relief Allbritton said he was "distressed" but would not let the "shocking news" stop him from working out plans to save the Star.

"I came to Washington to produce a quality newspaper and maintain a competitive voice in the nation's capital," he said.

FCC officials said hearings on the case could take a year, even with an expedited schedule.

The commission said it would seek to find out whether the Star's owners made good faith efforts to sell the newspaper independently of the stations; whether the rules should be waived and, if so, whether the waiver should be limited.

The FCC also would seek to determine whether the Perpetual Corp., the corporate entity through which Allbritton seeks to buy the Star, is financially capable of the transaction.

Although FCC member Abbott M. Washburn voted with the majority he had called for a "less time-consuming method of getting at the facts."

"We are told that the Star is losing \$600,000 a month," said Washburn pointing out that the long delay without a decision creates "more risk the newspaper will die."

Treasury Secretary William E. Simon called commission members a "bunch of regulatory Pontius Pilates" and said the FCC had taken "a coward's way out" in delaying its final decision.

Simon said he wasn't passing judgment on whether Allbritton should be granted a waiver, but called the commissioners "damned unfair" for not making a decision on the matter.

"The inability of the FCC to grasp the urgency of the situation and respond to it demonstrates anew the encrustations that have turned much of the government's regulatory efforts into night-



New home for history

TNG Secretary-Treasurer Robert M. Crocker, left, and Dennis East, Wayne State University labor-history archivist pose in front of display honoring the late Auto Workers president, Walter P. Reuther, during ceremonies dedicating new library of labor and urban affairs to him. TNG's archives will be

housed in the new four-story building on Wayne State's campus. Other labor collections housed there include the UAW's, the Air Line Pilots', State, County & Municipal Employees', Teachers' and United Farm Workers'. Also civil rights and liberties and labor-related church groups'.

mares," the Washington Post said in an editorial on July 30.

Should the Star fold, the Post, a morning paper, would be the only daily published in Washington.

"We believe in a freely competitive press . . . that is precisely why we also believe that the nation's capital needs at least two competing newspapers," the Post editorial continued.

Responding to the adverse reactions the FCC decided to expedite the hearings and set a pre-hearing conference for Aug. 8.

"Mr. Simon's criticism made the commission realize that this is an unusually important case," an FCC official said.

But Commissioner Glen O. Robinson defended the FCC's handling of the Star matter. Robinson, in a five-page public statement, described Simon's criticism and the Post editorial as "an unfair assessment" of the commission's action.

Expediting the hearings probably won't save much time, according to Commissioner Robert E. Lee, the lone dissenter in the agency's initial decision.

"I haven't seen an expedited hearing that made it in under a year," said Lee, who favored waiving commission rules in the Star case.

The FCC decision also generated reaction on Capitol Hill. Sen. J. Glenn Beall, Jr., R-Md., introduced a resolution urging the FCC to expedite its decision on Allbritton's request.

Objecting to the resolution, Sen. William L. Scott, R-Va., said "I believe a hearing is often desirable. How do you know the facts without hearing evidence?"

Scott's opposition blocked immediate consideration of the Beall measure until the lawmakers return in September.

Councils' conference elects Stell and Binks

Denver, Colo. — Jose Stell of San Jose was elected to his third consecutive term as president and Porter Rinks of Chattanooga was elected secretary at the annual meeting of the Conference of [District] Councils, held in conjunction with the Guild convention here.

Members in, papers out after Teamsters settle

Pittsburgh, Pa.—Sixty-one Guild members at the Pittsburgh Post-Gazette returned to their jobs July 27 after Teamsters at the Pittsburgh Press ended a month-long strike that had halted publication of both papers.

The Post-Gazette, a Block newspaper, is published by the Scripps-Howard Press under a joint publishing arrangement.

The city had been without a daily newspaper since June 27 when members of Teamsters Local 211 walked off their jobs in a reassignment dispute.

The Teamsters charged the Press with violating their contract, which doesn't expire until December 31, 1976.

Most Guild employees at the Post-Gazette were idled July 3 as the Teamsters strike went into its sixth day. But 30 other Guild members, and about a dozen executives, were kept on to maintain records and files, according to Guild President Ed Bell. The 30-plus work week was cut to four days July 21.

A strike-ending agreement was reached shortly after midnight July 23 following two days of intensive talks between local and international Teamster representatives, negotiators for the Press and federal mediators in Washington.

Mediators had been called into the dispute on July 21 after the Press failed to obtain a court injunction to force the drivers back to work.

Under the interim-pact the Press secured the right to reassign workers and to limit overtime. The Teamsters won a cost-of-living adjustment of \$1.28 a week, retroactive to January 1, 1975, and a guarantee against layoffs through 1975.

The Post-Gazette resumed publication on July 28.

Davis leaves staff, is back at paper

San Jose, Calif.—William T. Davis, a member of TNG's field staff under the Guild's special two-year organizing program since Jan. 13, returned to the San Jose News Aug. 3 as an assistant wire editor.

Davis had been on leave from the News for 21 months, working for both the San Jose Guild and TNG during the period. Among his assignments: chief negotiator of the initial contract with the Monterey Peninsula Herald and organizing at the Fresno and Modesto Bees and at the Detroit News.



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FOR AT-LARGE VICE PRES.

"My only commitment is to the membership"

FAYE McCRACKEN IS . . .

• a dedicated Guild member (for 16 yrs.), experienced in human rights, organizing, finance, negotiations and contract research.

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Bring Experience, Dedication, Impartiality & Dignity to The Newspaper Guild

ELECT
PHILLIP M. KADIS

International Chairperson
The Newspaper Guild

"The International Chairperson shall preside over Conventions and IEB meetings. He or she shall be a delegate to conventions of any organization with which TNG is affiliated." (Article VII, Section 2, TNG Constitution)



Other unions assist, 1st-contract at News

(Continued from Page 1) spokesperson said. The deadline was extended at the mediator's request after progress began to be made.

The "hot line" re-established between TNG and ITU headquarters last November by TNG President Charles A. Perlik, Jr., and ITU President A. Sandy Bevis proved especially productive during the critical bargaining period, according to Detroit Guild bargainers.

One unresolved issue—the company's refusal to agree to contract coverage for 14 positions, including assistant city editor—will be decided through unit-clarification hearings before a National Labor Relations Board representative.

The contract, signed Aug. 4, provides an immediate flat minimum of \$397.80 for positions such as assistant sports, wire and picture editors; going to \$421.80 next June 18.

The cost-of-living clause provides for additional increases the same day by any percentage over seven that the Consumer Price Index increases between April 1975 and April 1976.

The employer-paid pension plan replaces one to which employees contributed about \$30 a month and which had a length-of-service eligibility requirement.

General increases range from \$13.55, for those earning \$150 or less a week, to \$25.55, for those earning \$225 or more.

Immediate minimum for beginners in the reporter-photographer classification is \$218.95 a

week; going to \$234.95 next June 18.

Initial top minimum for clerks is \$186.27; going to \$202.27; that for messengers is \$143.60, going to \$155.60.

Several employees who had been classified as "interns" despite two and three years' experience are reclassified as reporters and given experience credit. Highest initial raises in the settlement go to them.

The contract does establish a "student intern" classification, with a minimum of \$197.55, going to \$213.55, and restricts employment in that position to a maximum of 12 months.

Maternity leaves of up to six months are provided for employees with 90 days' service. Three-day funeral leaves are provided for those with six months' service.

The contract also establishes a "General Review Meeting" procedure in which the Guild and employer will meet to take up matters that are "related to employment but are not alleged violations" of the contract.

A five-day work week of 40 hours, inclusive of lunch periods, also is established and overtime is specified after 37½ weekly hours. It formerly had been after 40 hours.

A mileage rate of 15 cents is established along with a daily minimum guarantee of \$4.80. Provision is made for increases based on the automobile index of the Metropolitan Detroit CPI.

The contract also provides 26 weeks' severance pay.

Initial Modesto pact ups librarian by \$120

(Continued from Page 1) clause also provides for aggressive recruitment and training of minority-group members.

Advance notice to the Guild of introduction of new equipment and technological change and retraining of affected employees to the extent practicable also is provided, as is maintenance of conditions as they were prior to a dispute that goes to arbitration.

A \$333.17 top minimum for reporters, photographers, copy readers and artists, and a like flat minimum for librarian, is established retroactive to April 12, 1974. The rates go up \$9.85 retroactive to August 15, 1974, \$16 retroactive to April 17, to \$359.02, and another \$12.31 on Oct. 9, to \$371.33.

Minimum for beginners in the editorial jobs is set at \$200.20, retroactive to April 12, 1974, and goes to \$206.65, \$217.13 and \$225.19.

The April 12, 1974, top minimum for library clerk is \$212.35, going up \$7.03, \$11.42 and

\$8.78, to \$239.58; that for copy clerks is \$148.26, going to \$165.77.

Immediate flat position minimums range from \$376.52 a week for farm editor to \$384.02 for makeup editor; going to \$396.33 for the latter and \$388.83 for the former on Oct. 9.

A mileage rate of 15 cents and weekly minimum car allowances of \$18.50 for photographers and \$13.50 for suburban and night beat reporters also are provided. Motorcycle messenger rate is set at five cents a mile.

Stockton tops upped \$58, fringes hiked extra \$12

(Continued from Page 1) 50 days available for one year.

Top minimum for reporters, photographers, outside display and classified sales persons and circulation district managers is increased \$18.46 retroactive to April 30, 1974, another \$9.85 retroactive to last Sept. 2, \$16

Embezzling charged to bookkeeper

New York City—Frank Bongiorno, office manager at the Wire Service Guild's headquarters in New York since last October, has been charged with embezzling \$25,000 from the local over the past eight months.

WSG Administrator Norman Welton said he discovered the funds were missing on July 1. First indications were that Bongiorno had cashed \$7,000 in checks made out to himself.

But a preliminary audit on July 9 disclosed that an additional \$18,000 had been diverted, mostly in the past four months, the WSG said.

Federal criminal charges were filed against Bongiorno, 38, for "tampering with union funds," WSG said. Bongiorno's principal duty was bookkeeping.

WSG's loss was covered by insurance it, like other locals, carries through TNG.

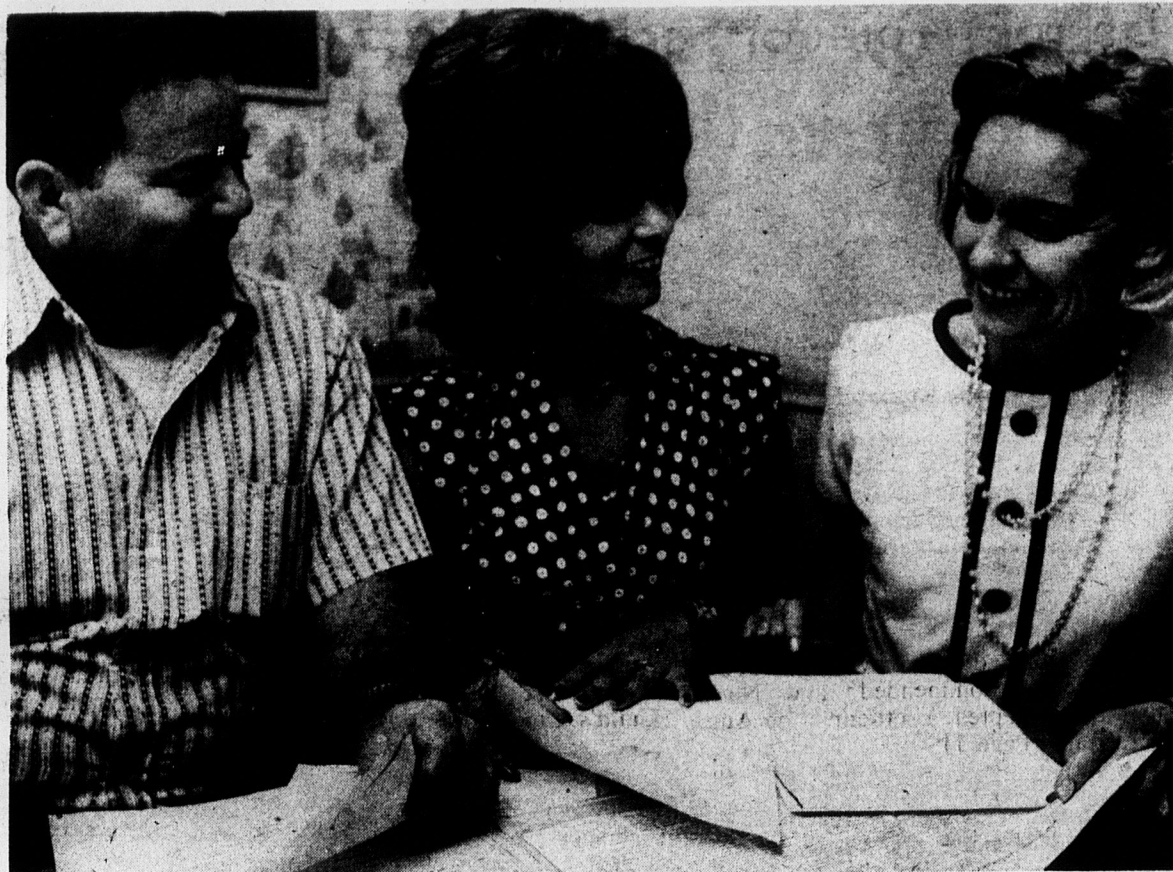


Photo by Paul Toppelstein, Cleveland Guild

Cleveland's interunion stewardship

Dan Condol, left, past chairman of the Typographical Union chapel at the Cleveland Press, joins lunch-time meeting of Guild stewards at the Press. Press Guild-unit stewards have been inviting leaders of other unions at the paper to their month-

ly meetings since June. Next to Condol is Judy Robinson, circulation-department steward and Condol's daughter. At right is Dolly Kaczor, commercial art-department steward. Guild leaders from other local units also are invited.

Convention denies pair of appeals

Denver, Colo.—The Guild's 42nd Annual Convention here July 7-11 denied appeals that it overturn actions by the Chicago and Buffalo locals.

In the first instance, the convention affirmed a local trial board's verdict of \$1,500 fines and expulsion from membership for 36 Guild members who crossed printers' picket lines and ignored a local executive committee directive to not handle struck work at the Hammond Times during a workstoppage that began in August, 1973.

In the second instance, the convention upheld the Buffalo local's denial of a member's challenge to the propriety of the local's election of convention delegates.

In both cases the convention action, recommended in the report of its Appeals Committee, headed by Robert E. Bruner of Boston, also upheld earlier IEB actions on the appeals.

The Hammond appellants contended that the Chicago executive committee had acted "im-

properly and without authority" in issuing its struck-work directive. They described the directive as "contrary to the needs and desires" of Hammond unit members.

They also maintained that the fines were excessive.

The IEB, in a decision handed down Nov. 14, 1974, after a two-hour hearing, upheld the decisions of a Rockford Guild trial board, to which the IEB had sent the case in a change of venue requested by the Hammond group.

The IEB said it found the Chicago executive committee's directive "consistent with law and TNG's Constitution;" that the appellants had been properly notified of the charges, and that the fines were "reasonable and appropriate to the offense committed."

The convention, affirming the IEB and Rockford trial board's actions, said the evidence "does not substantiate" the appellants in either "this or previous appeals."

Buffalo Guild member William L. Ball contended that the local's convention-delegate election procedures did not give all members equal opportunities for nomination and that some persons he had nominated had been harassed and withdrew from the ballot as a result.

All three Buffalo convention

delegates withdrew from the convention floor during consideration of Ball's appeal.

The IEB, in considering Ball's appeal at its pre-convention meeting, said it found no evidence to support his charges and that the election had been held in accordance with local, TNG and federal regulations.

The board said nominees' names either appeared on the ballot or they "withdrew in accordance with procedures customarily followed by the Buffalo local."

The local called nominees not present when their names were placed in nomination and who had not previously indicated in writing whether they were candidates and would serve if elected, the IEB explained.

"This practice did not constitute harassment," the convention said in voting to deny Ball's appeal.

Canadian Wire Service Guild delegates abstained from the vote.

In related actions the convention amended TNG's constitutional provisions governing trial-board procedures to allow for a 15-day extension of the 30 days a trial board has to deliver its decision after completion of a trial and to provide that appeals from change-of-venue trials go directly to the IEB rather than first to review by local membership.

Street picketing not illegal in Miami, NLRB tells local

The National Labor Relations Board has dismissed a complaint by the Miami Herald against the Wire Service Guild for refusing to confine picketers to a fourth floor hallway during the Guild's 1974 strike against UPI.

The NLRB voted 3-2 on June 30 in favor of the WSG's appeal from an August 1974 decision by an NLRB administrative law judge in Florida that the union was guilty of unfair labor practices in refusing the Herald's order.

At issue was whether the newspaper could limit picketing to the specific area of the building where the struck UPI bureau was located.

Herald management had insisted that the WSG could picket only in the 5-foot by 30-foot corridor outside the UPI bureau on the fourth floor.

The WSG said it had stationed pickets at the newspaper's main entrance because UPI employees frequently went to other floors in pursuit of their duties.

Detroit, Toledo, Sacramento . . .

Unity spreading fast at grass roots

THE GUILD HAD been seeking an initial contract for editorial-department employees of the Detroit News for more than 10 months.

As a July 25 strike deadline drew near more than 60 issues remained unresolved.

Two fresh faces appeared at the bargaining sessions: Elton Schade, secretary-treasurer of the Detroit Council of Newspaper Unions, representing Teamsters International Vice President Robert Holmes; and William Croteau, president of the Council of Newspaper Unions and of the Detroit Typographical Union.

The strike deadline was extended. Bargainers recommended, and News members accepted, a settlement on Aug. 1 [Details, Page 1].

• In St. Paul, the Guild and the Typographical Union agreed that a leader of each would be at the table with the other during current bargaining at the Knight-Ridder Pioneer Press and Dispatch.

Management shied but didn't balk when Guild Executive Secretary John Carmichael first appeared across the table alongside the ITU local's committee on Aug. 5.

• Guild, Typographical and ITU-Mailers leaders from Sacramento, Stockton, Modesto and Fresno met and formed an ad-hoc Central Valley Newspaper Unions' Unity Council.

They agreed to seek formation of interunion plant councils and to explore joint contracts and grievance committees and other areas of co-operation.

These are the kinds of steps toward "unity at the grass roots level" since last November that TNG President Charles A. Perlik, Jr., referred to and praised as making newspaper unions a more effective force for their members in his opening address to the Denver Convention [GR, July 25].

Many were summarized in a report to delegates as the convention opened. Others are too recent to have been included.

IN TOLEDO, Charles A. Phillis, president of the ITU local, is a member of a special Toledo Guild committee seeking to ease the impact of the sudden closing of the Toledo Times.

Earlier the Toledo Guild and ITU locals formed a local unity task force, agreed that a member of each union would serve on the other's bargaining and grievance committees, and opened the membership and executive committee meetings of each to representatives of the other. The Guild entered six subscriptions to the Guild Reporter for the ITU local, while it ordered six of the ITU Review for the Guild.

The Memphis Guild and ITU local each have named a member of the other union to their bargaining committees at the Commercial Appeal and Press-Scimitar.

Local Guild and Typographical Union leaders also have been appointed to each others' bargaining committees in Sioux City, Great Falls, Madison and Massillon, where the "cross-pollination" includes the Printing and Graphic Communications Union (pressmen), the report noted.

In Buffalo and Long Beach, ITU leaders have joined Guild bargaining committees. Also in Huntington Park, where the ITU-Mailers' president is included, as well. And the pressmen's president, Sam Garcia, is included in Long Beach.

What the report on "interunion co-operation" termed "unified negotiating" has been launched in recent months in Brockton, Salem, Ore., and Indianapolis.

The Guild and seven other unions at Pulliam's Indianapolis Star appointed a member of the other unions to their bargaining committees.

The Typographical Union was first

Perlik will address GAIU's convention

TNG President Charles A. Perlik, Jr., will speak to the Graphic Arts International Union's convention, to be held Aug. 18-22 in Toronto.

GAIU President Kenneth J. Brown and Perlik exchanged convention talks in 1973. Earlier this year TNG and GAIU co-sponsored a legislative-political conference in Washington.

Perlik also will address the International Typographical Union convention Aug. 30-Sept. 5 in Honolulu. ITU President A. Sandy Bevis addressed the Guild's Convention July 9.

to the table with the enlarged committee. The company refused to deal with it. The National Labor Relations Board issued a complaint for refusal to bargain and has scheduled a hearing for Aug. 21.

Joint bargaining, the co-operation report pointed out, has already demonstrated its effectiveness in Vancouver, Victoria, New Westminster, San Francisco-Oakland, San Jose, Honolulu and Long Beach.

"A melding of bargaining efforts short of joint bargaining has been implemented by the Guild and the ITU and other unions in Seattle," the report said.

It also credited the Central Valley Newspaper Unions' Unity Council with helping win initial Guild contracts in both Fresno and Modesto.

"A unique joint certification" was won by the Vancouver-New Westminster Guild and the Typographical Union at Thomson's Kelowna (B.C.) Courier, the report noted.

"Organizing co-operation short of a bid for joint certification produced representation petitions in Saskatoon and

Calgary" earlier this year, it added. The Guild was certified in Saskatoon July 18 [GR, July 25].

In what the report termed "a signal departure from long-standing practice," the ITU has agreed to let the Guild seek to organize printers on a number of newspapers and the Guild has referred bids from several groups to the ITU.

The report also noted that "Ontario locals of both the ITU and the Printing and Graphic Communications Union [have] recommended that closer relationships be cemented between them and the Guild through sending of representatives of each union to attend all Canadian meetings held by either of the others."

Meanwhile, leaders of the North Jersey Guild have held a series of meetings in recent weeks with leaders of the Newark Typographical Union in which discussion has ranged from enrolling Guild units in the ITU local's health-and-welfare fund for medical insurance to the feasibility of seeking common contract expirations.

THE NORTH JERSEY executive committee adopted a resolution, by a 10-to-3 vote, after the Guild's Denver Convention supporting the "concept of merger" with the ITU and asking the ITU-TNG task force to "provide details" of a merger format "that would be necessary for the membership to vote intelligently."

Earlier, the Pennsylvania Allied Printing Trades Council reorganized itself under the name Pennsylvania Association of Printing Trades Unions for the express purpose of encompassing all local unions and councils in the graphic arts industry in the state, including the Guild.

Pat Rushton of the Wilkes-Barre Guild was elected to one of four vice presidencies of the reorganized group.

In April, Edward S. Sullivan, Jr.,

Boston Guild treasurer, was elected vice president from Massachusetts by the Northeast Allied Printing Trades Assn.

In May, TNG Vice President and Boston Guild John J. Breed was elected president of the Boston Allied Printing Trades Council.

IT WAS THE FIRST time Guild members were elected to the offices in each instance.

At about the same time, the two top officers of the Portland Guild and Typographical Union posted a joint statement on bulletin boards at the Press Herald, Express & Telegram, pledging to seek common goals and improved wages and working conditions through "co-operation on the local level."

And, the more usual forms of interunion support continue, as well.

The Youngstown Guild on June 26 voted to observe ITU-Mailers' picket lines, should they go up, posting notices of the action on bulletin boards and giving extra copies to the mailers.

And on July 31, Philadelphia Guild members at the Delaware County Times in Chester honored ITU picket lines in a walkout that lasted less than a day.

Noting that several Guild locals have "called for an early merger of TNG and the ITU," the report to convention delegates pointed out that the international unions' task force "has not yet dealt directly with this question."

"Up to this point," the report said, the task force "has been concentrating on resolving the problems that have divided the two unions in the past and on cementing a strong working relationship in the unions' most important area of activity—collective bargaining."

"Task force members, in their meetings with locals," the report concluded, "have found increasing sentiment for merger."



Best feet forward

Key figures in Detroit News Guild bargaining head for one of final sessions leading to initial editorial-department contract. From left: Lou Mleczo, News editorial-unit chairperson; William Croteau, president, Detroit Council of Newspaper Unions and Detroit Typographical Union; Willard Hatch, former TNG International Representative, now Phila-

delphia Guild administrative officer, who directed the organizing drive at the News a year ago; Helen Fogel, Detroit Guild executive secretary, and Elton Schade, secretary-treasurer, Detroit Teamsters local 372 and the Council of Newspaper Unions and representative of Teamsters International Vice President Robert Holmes.

15.5% raises are won at Racing Form

Toronto, Ont.—Guild-covered employees at the Toronto Racing Form get 15.6 percent wage increases, raising top minimums by \$27.19 to \$39.31 a week under a new one-year contract.

The highest increase goes to the assistant statistical editor whose top minimum is raised \$39.31, to \$291 a week.

The top minimum for senior clerk is up \$37.68, to \$279.25; that for intermediate clerk is up \$32.25, to \$238.97, and the top jumps \$27.19, to \$201.51, for file clerks, stenographers and teletype operators. The flat rate minimum for janitors goes up \$25.15, to \$186.40.

All are retroactive to Jan. 1.

A new provision in the contract is the first negotiated employee pension plan. Racing Form employees had been covered under a unilateral employer plan, with benefits based on those at the Toronto Star.

The agreement also changes the service requirements for vacations, provided temporary suspension of the publication is no longer than eight weeks. The newspaper furloughs employees during the winter when it does not publish.

Under the new vacation provisions employees get seven weeks after 10 years' service, reduced from 15; six weeks after seven years, instead of eight; and five weeks after four years, rather than five.

Other new provisions include a full day's overtime pay for work on scheduled days off, and up to three days' paid bereavement leave.

Tops up \$41 in Lynn

Lynn, Mass.—Top minimums for persons working in key classifications and wages of those earning more than the minimums are raised \$41 a week in a new two-year agreement with the Lynn Item.

The contract produces top minimums of \$289.50 for reporters, photographers, display and outside classified salespersons, with \$22.50 retroactive to Oct. 1. The top minimums for copy, society and sports editors and the direc-

IT SEEMS TO US

Water better than Coors, Bakersfield member says

BAKERSFIELD, CALIF.

Editor:

It's surprising after all this time that our fellow Guildpersons can forget the Herald-Examiner strike that is still functioning in Los Angeles. Coors beer, which continues to support that offensive publisher and his bucket of scabs, attempted to infiltrate the international convention in Denver. It didn't work—well, ah, not exactly.

Our delegates returned with reports that several unprincipled delegates to that otherwise fine congress "loaded up" with orders of Coors jazz—justifying such an action they can't get it where they live.

Here, we can—but we don't.

What the hell's-amatter with water—if you have to resort to Coors? Damn it, what's the hell's-amatter. Damn it!

BOB JONES (damn it!)
Bakersfield Guild

VP Howard backs Kadis as calm, logical, thorough

WASHINGTON, D.C.

Editor:

Few times in one's life are we privileged to support the candidacy of one in whose capabilities we absolutely believe.

One such time is now with the candidacy of Phillip M. Kadis for International Chairperson.

As one of the most calm, reasoned, logical and thorough per-

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.

sons I know, Phil is well qualified to conduct the duties of the office he seeks, and, at the same time, upgrade the image of the Guild.

Having watched as he conducted unit meetings involving ticklish subjects such as ratification of the four-day work week, I feel certain that he will not only be fair but capable in leading the IEB through its deliberations, offering solutions rather than problems.

Wilkes-Barre Sunday pact hikes news, ad minimums \$40

Wilkes-Barre, Pa.—Top minimums for reporters and display salespersons are increased \$40, to \$329.75 a week, in a new two-year agreement at the Wilkes-Barre Sunday Independent.

The contract provides general increases ranging from \$24.40 to \$40, and adds a provision to maintain differentials above top minimums as well.

Top minimums for reporters and display salespersons go up \$20 immediately, with \$10 retroactive to Dec. 29 and the other \$10 retroactive to June 29. Two additional \$10 increases are provided at six-month intervals.

Provision for equal pay for equal work is added to the agreement, and a "status quo" clause is added to the grievance machinery to provide that conditions prevailing prior to actions or circumstances giving rise to a grievance will be maintained pending settlement.

Mileage is increased three cents, to 14 for most employees, and a weekly minimum guarantee goes up \$1, to \$13.50.

The fact that he has never been a member of the IEB should not weigh against him since—as a former TNG staffer—he is familiar with the board's procedures.

I have never known Phil Kadis to say "I don't know" when asked about a project he was working on. His positions have always been reasoned, fair, well thought out and in the best interest of the majority, rather than merely a hard line based on past practice or some other such rule of thumb.

WARREN E. HOWARD
Vice President
Region 2

WSG VP thanks Crocker for testimony on noise

CONCORD, N.H.

Editor:

TNG Secretary-Treasurer Bob Crocker today [July 25] appeared

before a Congressional committee to testify on behalf of the Wire Service Guild, Local 222, about noise in wire service bureaus.

Crocker, a former AP staffer in Augusta, Me., actually spoke for his own local in which he still holds a membership. He also spoke from two decades of experience with wire service noise when he testified before the noise subcommittee of the Senate Small Business Committee headed by Sen. Thomas J. McIntyre, D-N.H.

Crocker recommended, in behalf of his local, that noise levels be reduced and that employees get annual employer-paid hearing tests.

His most important recommendation was that corporations such as AP and UPI, which can eliminate noise at their prestigious New York headquarters, should be able to do the same for the grunts out in the boonies.

On behalf of every one of the 1,500 Wire Service Guild members, I want to thank Crocker from the bottom of our gratitude for his help against the battle of noise. I also want to thank Chuck Perlik and Ellis Baker for their role in setting up Crocker's appearance before the McIntyre subcommittee.

ADOLPHE BERNOTAS
Vice President
Wire Service Guild

Distance problem is eased for locals with remote units

Denver, Colo.—The Guild's Denver Convention amended TNG's Constitution to ease the operation of locals with widely separated membership units.

The convention did so by reducing from four to two the number of annual membership meetings required in locals with units "separated by 75 miles or more," provided the locals have both executive committees and representative assemblies and members approve the move.

The action, recommended by

the International Executive Board, was in response to a request by the Twin Cities Guild which is considering a merger with Lake Superior.

There are about 200 miles between Minneapolis and St. Paul, where Twin Cities' units presently are located, and Duluth, where Lake Superior has its sole unit at the Knight-Ridder chain's Herald and News-Tribune.

Holiday pay is increased in Waterbury

Waterbury, Conn.—Double time and a half for scheduled work on holidays is provided in a new one-year Waterbury Republican and American contract.

Minimums are increased by \$5.45 to \$15.46 a week with the top for reporter, photographer and assistant society editor going up \$13.38 to \$236.38, retroactive to last Sept. 1. The starting minimum is raised by \$9.70, to \$171.40 a week. Top for dictation clerk is raised \$6.93, to \$122.39; that for social writer is up \$15.46, to \$189.84 a week.

The Connecticut Guild also won a provision forbidding the publisher from using any written criticism of an employee to try to make a case for discharge or suspension if the criticism is not provided the Guild too.

Mileage is increased a cent, to 13 cents, and provision is made for additional raises if the average price at three designated stations goes up.



Photo by Larry A. Bretts, Gary Guild

Automation . . . workload . . . human rights

John B. Mitchell, background, standing, Gary Guild vice president and chairperson of its Human Rights Committee, leads discussion during third and latest of series of "seminars" the local has been holding to examine problems created by automation in the newsroom, work practices, human rights and relations and other matters of con-

cern to members. As many as 30 of the local's 65 members have turned out for the meetings, held May 29, June 11 and July 27. Another is tentatively set for September. Mitchell and David Fryer, chairperson of the local's Ethics and Standards Committee, are responsible for the agenda.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

GOAL IS \$407

Reporter-start average \$182

The average minimum being paid beginning reporters and photographers under Guild contracts at 166 U.S., Canadian and Puerto Rican papers on Aug. 1 was \$182.12 a week, \$5.24 more a week than the U.S. Bureau of Labor Statistics said was necessary to sustain an urban family of four on a "lower" budget last fall.

The starting minimums at 82 papers were higher than the BLS "lower"-budget average of \$176.88, were lower at another 82 papers and were right on the button at two, the St. Paul Pioneer Press and Dispatch.

None was very close, however, to the wage goal for key starting minimums established by the Denver Convention last month: \$407 a week.

Highest minimums for beginning reporters and photographers, according to a table prepared by TNG's Collective Bargaining Dept., were \$375.86 a week, at the New York Times, and \$313.81, at the New York Post. Starting minimums at 40 other papers were at or above \$200 a week.

Lowest starting minimums were \$116.93, at the Massillon Independent, and \$117.32, at Hearst's San Antonio Light.

Following are the minimums for beginning reporters and photographers in effect in Guild newspaper contracts Aug. 1:

New York Times	\$375.86	St. Paul Dispatch & Pioneer	176.88
New York Post	313.81	Press	175.00
New York News	271.42	Peoria Journal Star	175.00
Honolulu Advertiser	267.25	Lynn Item	174.65
Honolulu Star-Bulletin	263.75	Rochester Democrat &	
Chicago Sun-Times and News	247.17	Chronicle & Times-Union	173.00
Madison Capital Times	246.29	Buffalo Courier-Express	172.55
Washington Star	238.61	Waterbury Republican and	
Washington Post	238.25	American	171.40
Long Island Press	235.44	Waukegan News-Sun	171.25
Seattle Post-Intelligencer	224.50	Monterey Peninsula Herald	171.00
Seattle Times	224.50	Montreal Star	171.00
Mt. Clemens Macomb Daily	223.04	San Juan: El Mundo	170.00
Manchester Union Leader		Fall River Herald-News	169.59
and Sunday News	222.50	San Diego Union and Tribune	169.27
Oakland Tribune	219.87	New Brunswick Home News	169.00
San Francisco Chronicle and		Knoxville News-Sentinel	168.87
Examiner	219.87	Long Beach Independent &	
Malden News, Medford		Press-Telegram	168.59
Mercury and Melrose		Bakersfield Californian	167.43
News	219.55	Toronto Globe & Mail	167.55
Fresno Bee	217.18	York Daily Record	167.25
Modesto Bee	217.18	Yakima Herald-Republic	166.50
Sacramento Bee	217.18	Woonsocket Call	165.35
Detroit Free Press	216.95	Kingston Daily Freeman	164.40
Stockton Record	214.03	Memphis Commercial Appeal	
Richmond Independent and		& Press Scimitar	164.40
Berkley Gazette	213.44	Pawtucket Times	162.81
San Mateo Times	213.44	Youngstown Vindicator	162.74
Santa Rosa Press Democrat	213.44	Tonawanda News	162.70
Vallejo Times-Herald	213.44	Portland Press Herald,	
San Jose Mercury and News	213.02	Express & Telegram	162.25
Wilkes-Barre Sunday		Salem (Mass.) News	162.00
Independent	212.45	Columbus Citizen-Journal	162.00
Victoria Colonist and Times	209.49	Erie Times & News	161.44
Philadelphia Inquirer and		Elizabeth Daily Journal	160.50
News	207.85	Wayne Eagle	160.00
Pontiac: Oakland Press	207.55	East St. Louis: Metro East	
Harrisburg Patriot and News	207.00	Journal	159.20
Denver Post	200.00	Canton Repository	158.45
Denver Rocky Mountain		Rockford Star & Register-	
News	200.00	Republic	157.50
San Juan Star	200.00	Great Falls Tribune	156.00
Vancouver Sun and Province	199.00	Sioux City Journal	155.85
Toronto Star	198.61	Albany Knickerbocker News-	
Providence Journal and		Union Star & Times-Union	155.75
Bulletin	198.50	Allentown Call & Chronicle	155.40
Eugene Register-Guard	198.00	Pottstown Mercury	155.28
Bay City Times	195.50	Indianapolis Star	155.15
Jersey City: Jersey Journal	193.92	Salem (Ore.) Statesman &	
Wilkes-Barre Times-Leader		Capital Journal	151.50
News, Record	193.75	Charter: Delaware County	
Toledo Blade	192.30	Times	149.90
St. Louis Post-Dispatch	191.64	Scranton Tribune &	
Minneapolis Star and Tribune	190.50	Scrantonian	148.45
Cincinnati & Ky. Post &		Scranton Times	148.32
Times-Star	188.97	Lowell Sun	145.99
Sacramento Union	188.10	Duluth Herald and News-	
York Dispatch	188.00	Tribune	145.70
Ottawa Citizen	187.75	Huntington Park Signal	143.44
Cleveland Plain Dealer	187.50	Haverhill Gazette	143.20
Cleveland Press	187.50	Utica Observer-Dispatch &	
Tacoma News Tribune &		Press	142.00
Ledger	186.85	Lansing State Journal	141.25
Waltham News Tribune	186.10	Levinton Herald & Leader	141.00
Kenosha News	186.00	Hazleton Standard Speaker	138.88
Hilo: Hawai Tribune-Herald	185.33	Oshawa Times	136.43
Pittsburgh Post-Gazette	185.00	Brantford Expositor	135.93
Royal Oak Tribune	185.00	Brockton Enterprise-Times	134.70
Winnipeg Tribune	185.00	Terre Haute Tribune & Star	134.41
Baltimore Sun and Evening		Battle Creek Enquirer &	
Sun	183.00	News	134.00
Woodbridge (N.J.) News		Chattanooga Times	133.46
Tribune	182.00	Bridgewater (formerly	
St. Louis Globe-Democrat	181.64	Plainfield) Courier-News	132.50
Norfolk Virginian-Pilot	181.00	Morgantown Dominion-Post	132.49
Akron Beacon Journal	180.00	Sudbury Star	132.00
Iollet Herald-News	180.00	Coos Bay World	130.67
Sheboygan Press	179.60	Pueblo Star-Journal &	
Buffalo News	179.30	Chieftain	129.90
New Westminster Columbian	178.42	Monessen Valley Independent	128.00
Gary Post-Tribune	177.83	San Antonio Light	117.32
		Massillon Independent	116.93

Crocker: wire noise is 'deadly'

(Continued from Page 1)
Safety Engineering for the AFL-CIO's Industrial Union Department.

A recommendation by OSHA, to set the noise standard at 90 decibels for an eight-hour day has drawn strong objections from labor unions across the country. They have termed that level "dangerously and unnecessarily" high and a danger to the hearing and health of workers.

Noise is measured in decibels. At the level OSHA has proposed, it would assault the ears of workers as if they were standing within 20 feet of a roaring subway train for eight hours a day. (See chart at right).

Unions, including the Guild, the AFL-CIO, United Auto Workers and Communications Workers of America, have supported the Environmental Protection Agency which wants the noise standard set no higher than 85 decibels.

Industry is backing the OSHA proposal claiming it would cost them 31 billion dollars to implement the 85-decibel noise standard, compared with 13.5 billion dollars to meet the 90-decibel regulation.

Medical experts have described excessive and prolonged exposure to noise as "a slow agent of death," according to the Guild's testimony.

It can cause "heart attacks, high blood pressure, damage to unborn babies, disorders of the nerves and glands, irritability, tensions and hearing loss," according to medical experts quoted in the Wire-Service Guild reports.

Noting that certain noise problems in the newspaper industry—such as those involving high-speed presses—are well known, Crocker pointed out that "wire service employees suffer from noise trauma more than other news personnel."

He said the noise problem is

particularly acute in small bureaus of the AP and United Press International where employees must share "cramped quarters which crank out their copy and noise incessantly."

The "Huh? What'd ya say" syndrome is one of the cumulative effects of noise on veteran wire service employees, the Guild pointed out.

"Every wire service employee who must bear the brunt of noise eight hours a day will tell you that his or her hearing isn't what it used to be," Crocker said.

Labor unions, solidly opposed to 90 decibels as a permanent occupational noise standard, testified at hearings which began June 23 before OSHA, the Labor Department's enforcement arm.

"The proposed regulations for occupational noise exposure will not adequately protect the noise-exposed worker from hearing impairment," Dr. Alvin F. Meyer, Jr., EPA Administrator for Noise Control, testified.

"We reject going deaf to verify that exposure at 90 decibels for eight hours is hazardous," the Communications Workers testified.

In calling upon the wire services to eliminate noise at all of its bureaus as it has done at corporate headquarters and larger bureaus, the Guild said excessive noise is unnecessary and "contributes to our early deaths."

Crocker made the following recommendations to the McIntyre Committee:

• "That consideration be given to basing permissible noise levels on the World Health Organization study which recommended 60 decibels as the maximum in any environment in which employees must work for prolonged periods.

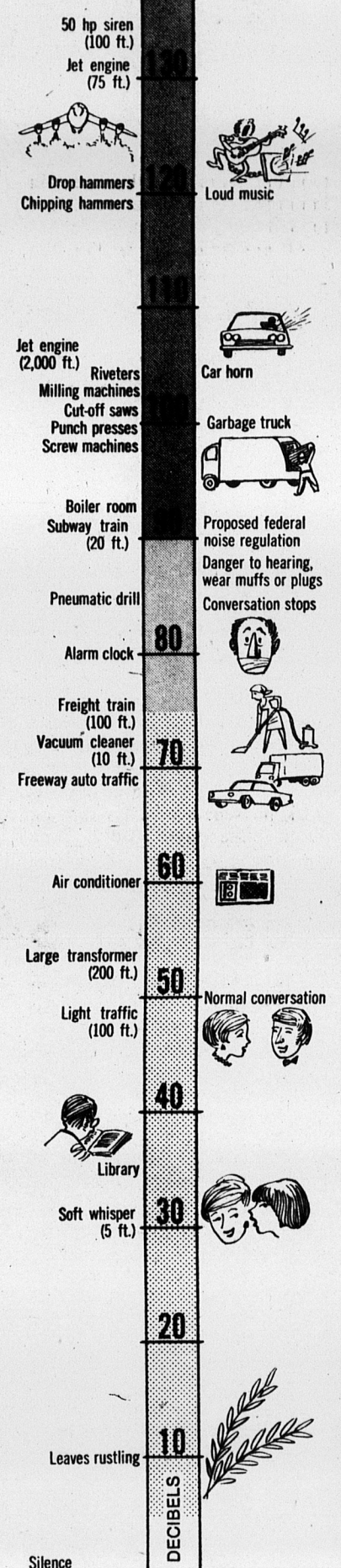
• "That employees working on a daily or hourly basis in areas having a noise level of 70 deci-

bels be given employer-paid hearing tests annually.

• "That an employer demonstrating the ability to upgrade health and safety standards in any of its facilities be required to apply its highest standards throughout all of its facilities."

The Wire Service Guild represents more than 2,000 employees at 200 AP and UPI bureaus.

Noise meter



Talk stops at 85

Noise levels in wire service bureaus have been measured in the 80- and 90-decibel ranges, TNG Secretary-Treasurer Robert M. Crocker told a Senate subcommittee. Alarm clocks, pneumatic drills, subway trains and boiler rooms fall into the same noise range, according to the chart above, developed by and reprinted from The Machinist, publication of the International Association of Machinists. Newspaper presses come in at about 97 decibels, according to U.S. News & World Report. A one-ton truck registers 70 decibels and a locomotive in an open-pit mine, 85.



In your window?

Jackqueline King of the Wire Service Guild's AP-Los Angeles unit displays TNG decal available singly or in quantity to locals and members. They may be used on the inside, or underside, of glass surfaces such as car windows, office doors or clear glass ashtrays, Secretary-Treasurer Robert M. Crocker pointed out in a letter to locals announcing their availability for prices covering TNG's cost of purchasing, handling and shipping: 15 cents each, 12 cents each for 6 to 25, 11 cents each for 26 or more, plus postage in the latter two instances. The decals are about four inches square.

LOCAL ELECTIONS

Rochester

President, Vicki R. Brown; secretary, Angelika Kane; treasurer, James Sykes.

Utica

President, Joseph Tierno; secretary-treasurer, John Feeley.

Wilkes-Barre

President, John J. Wallace; vice president, Carl Pesavento; secretary, Paul L. Gollas; recording secretary,

William DeRomer; treasurer, Carl B. Schwab. Interim election: Vice president, Paul Gollas; secretary Bernard Gallagher.

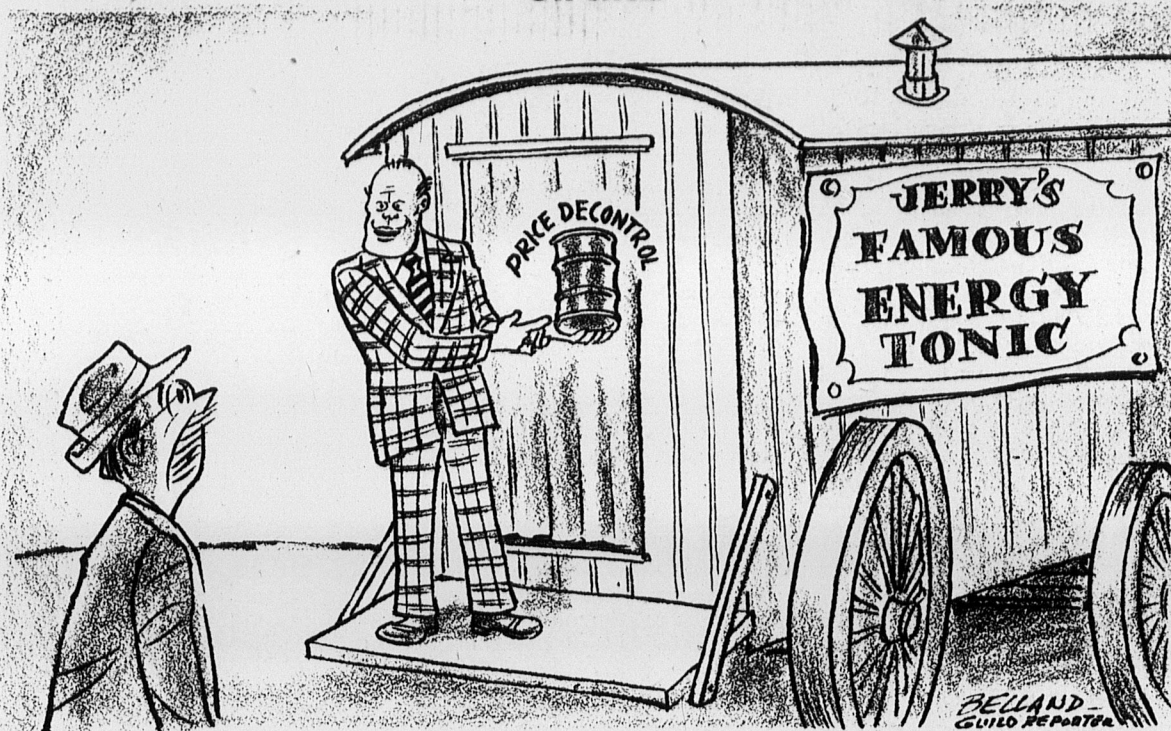
Winnipeg

Interim election: Vice president, Mary Lueyk; treasurer, Katie Fitz-Randolph.

Woonsocket

President, Frank S. Visgatis; treasurer, Raymond Hurteau; secretary, Denise Landry.

Oil slick



DATELINE: WASHINGTON

Ford's free-market doctrines founder on oil cartels

By WILLIAM J. EATON, Chicago Guild



A TEST OF PRESIDENT Ford's devotion to Big Oil is fast approaching. Ford must decide whether to stick by his guns and allow all price controls over U.S. oil to expire Sept. 1.

If he does, the nation is in for another double whammy of inflation-recession. Prices of gasoline, home heating oil, natural gas, coal and every product made with oil would cost more. Some employers, unable to pass on the added costs, again would resort to layoffs to remain in business.

This would be the worst possible development just when the economy is showing the first signs of recovery from the last oil-induced decline, the worst since World War II.

HOW CAN FORD, this good and decent man, even consider such a drastic move? It's not easy to explain. The President has advanced his justification for higher oil prices in terms of Adam Smith freemarket doctrines that simply do not apply to the cartelized, monopolistic oil industry.

First, Ford says, if the price of most domestic oil is no longer kept down by a \$5.25-per-barrel cap, domestic exploration and production would increase.

It ain't necessarily so. The average price of domestic oil has more than doubled since 1972, yet domestic production

has decreased from 9.5 million barrels a day in 1972 to 8.2 million barrels a day in the first quarter of 1975.

In fact, it is in the interest of the major oil companies to keep their oil in the ground on the theory that decontrol would more than double its value. Without any effort on their part, the end of the \$5.25 ceiling doubtless would send the price of this oil to the world cartel price of \$11.50.

Ford has given no guarantee, and he cannot, that higher prices would raise output. He and his advisers, however, have given assurances that the higher costs to Americans would amount to peanuts since a "windfall profits tax" on the oil firms and a tax rebate for consumers would offset the inflated costs of gasoline and other products.

This is a suspicious promise. Despite seven months of agitation for an end to oil price controls, Ford has yet to propose any specific plan for recapturing the multi-billion dollar windfalls, much less a plan that would work effectively. The likelihood is that the major oil firms would be able to juggle their accounts and take advantage of "plow-back" provisions to tighten their control of the industry and minimize any return to the U.S. Treasury from their bonanza.

Finally, Ford insists that high-

er oil prices will reduce consumption and thus reduce imports from the Arab states and other countries that have quadrupled their prices in less than two years and threaten to raise them again this fall.

AGAIN, THIS IS A handful of smoke. When gasoline prices averaged 39.1 cents a gallon in 1973, the total U.S. demand was 8.5 billion gallons. In March of 1975, with the pump price rising to 53.4 cents, the total demand was still 8.3 billion gallons. Imports actually rose from 163 million gallons in 1973 to 195 gallons last March, despite the four-fold increase in price.

It seems ironic that Ford denounces the cartel price as "blackmail" and yet is working hard to allow American-produced oil to be sold at the same price.

Congress is as confused as most Americans about the right energy policy. But it knows in its gut that Ford's plan for the sky-is-the-limit oil prices is wrong and will not work for anyone except those selling the oil.

If Ford decides in favor of instant decontrol on Labor Day, it would confirm Ralph Nader's contention that the Administration's energy program is "marinated in oil."

NLRB counsel: Guild 2, UPI 1

The National Labor Relations Board's general counsel has ordered a complaint issued against UPI for withholding 23 days of experience credit from employees who participated in the Wire Service Guild's 1974 strike and for refusing to arbitrate grievances.

The action, by NLRB General Counsel Peter Nash, came in a Guild appeal of a regional direc-

1-in-10 injured at work

About one of every ten workers in U.S. private industry covered by the Occupational Safety and Health Act (OSHA) suffered job-related injuries or illness during 1973, according to the Labor Dept.'s Bureau of Labor Statistics.

tor's decision to dismiss charges WSG filed against UPI in a wage dispute and the other two matters.

Nash said "the employer's denial of experience credit to striking employees for those days in which they engaged in protected strike activity presented credibility issues" under labor law's prohibition against refusing to bargain.

He reached the same conclusion about UPI's refusal to arbitrate grievances.

If the complaint on the 23 days experience credit is upheld, appropriate adjustments in salaries will entitle some employees to as much as \$281.00 in retroactive pay.

Nash, however, denied WSG's appeal of dismissal of a charge

that UPI had refused to sign and implement a contract calling for a single wage scale for newsmen and telephoto engineers.

Nash said although UPI's April 6 offer contained a single wage scale for newsmen "the employer intended to propose a dual scale." He said because of the history of collective bargaining between the parties "the union had reason to know that the employer could only have intended such meaning."

WSG denied it was aware that UPI intended to propose a dual scale.

"Every documented wage offer from March 8, 1974, to April 6, 1974, had one wage scale" which management confirmed "was arrived at by compressing the two scales into one," the local said.

Editorial

Sense on oil and cents

The following is taken from a statement by AFL-CIO Secretary-Treasurer Lane Kirkland:

The AFL-CIO strongly supports the oil pricing provisions in the bill sponsored by Rep. Bob Eckhardt and urges the House to reject all efforts to decontrol oil prices or any of the variations which would grossly increase oil prices.

The Ford Administration and the oil companies want to remove all oil price controls over the next 30 months—a plan destined to cause havoc with the economy. It is a plan for inflation and recession, costing every American family hundreds of dollars every year plus the loss of untold thousands of jobs.

The dollar-and-cents tag for American consumers for decontrol of oil prices and the oil tariffs combined with a conservative ripple effect on all goods and services, will be more than 30 billion dollars per year in 1978—or more than \$600 for every family of four. If the OPEC nations carry out their threat of a price increase this fall, the cost will be even higher.

Workers will not soon forget that it was the oil price hikes of the last two years that robbed their paychecks of buying power and plunged the country headlong into the worst recession since the 1930s.

Workers see through the sham arguments of the proponents of decontrol.

- It will not result in free market pricing; rather it would legalize price fixing by a foreign cartel, supported by the big oil companies and aided and abetted by the American government.

- It would increase the profits of the big oil companies at the expense of the rest of American business and consumers, sapping the meager strength that exists for economic recovery.

- It would not foster energy independence; instead it would make the American economy even more dependent on the multinational oil companies.

The Administration claims decontrol is essential for increased exploration and for conservation. Yet it offers not one shred of evidence, not one scintilla of proof.

The Eckhardt pricing provisions of \$7.50 per barrel are more than sufficient to cover legitimate production cost inflation, while maintaining the reasonable controls the American government must have over such a vital segment of industry. The cartel price of \$13.50 a barrel is not necessary to increase production.

Oil production would be maximized, with long-term price stability, under the provisions of the Eckhardt bill. Additional price increases would be windfall profits to the oil companies and encourage them to further delay oil production pending even higher prices in the future. This vicious cycle must stop now, and it is up to the Congress to stop it.

The Eckhardt bill provides for auto, industrial and appliance energy-use efficiency programs which are more effective and less disruptive than rationing by price. The alternative is the Ford program with its prescription for more inflation and more recession. We choose the Eckhardt bill.

The Guild Reporter

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