

TNG fights Bulletin columnists' segregation

Philadelphia, Pa.—Columnists and critics are no more "professional employees" under U.S. labor law than reporters are, three expert witnesses testified at a National Labor Relations Board hearing here Oct. 2 and 3.

Any NLRB holding to the contrary — to allow columnists, critics or other news workers to be segregated in separate bargaining units—would undermine the newspaper industry's collective-bargaining structure and disrupt

Times's Baker, professors testify

organizing efforts, Richard J. Ramsey, executive secretary of TNG's Contracts Committee, warned.

The experts—New York Times columnist Russell Baker, William L. Rivers, professor of communication at Stanford University, and Curtis D. MacDougall, professor emeritus of journalism at North-

western University—were among six witnesses who took the stand on the Philadelphia Bulletin's attempt to exclude 24 columnists and critics from a 265-member unit of editorial employees for whom the Philadelphia Guild is seeking bargaining rights.

Baker described journalism as "a curious kind of work" that

"defies the application of any professional criteria."

The Bulletin's only witness in four days of hearings was its executive editor, B. Dale Davis, who was cross-examined for nearly two days by TNG counsel David S. Barr on his contention that the Bulletin's columnists and critics have "professional" qualifications

that its reporters lack.

The Bulletin is attempting to knock a total of 91 employees out of the bargaining unit, including the 24 columnists and critics—increased from 23 at the end of the hearing—plus 59 it claims are supervisors and eight editorial-page employees it contends are managerial.

Among Guild witnesses during four days of testimony on the professional issue Sept. 30 through (Continued on Page 7)



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TNG urges unit to honor lines in 3 unions' strike against Post

TNG has joined the Washington-Baltimore Guild in calling upon the Washington Post Guild Unit "as a whole" to "quickly take its proper place outside" the picket lines of the pressmen, mailers and engravers striking the paper.

Saluting "the many Guild members at the Post" who have been observing the lines since the first went up Oct. 1, TNG President Charles A. Perlik, Jr., said TNG "endorses," and has from the beginning, the directives of the Guild local that its members at the Post observe each of the striking union's picket line.

Perlik, in a statement issued

Oct. 9, said TNG "deplores" the votes by Post Unit members "contrary to the local's directives."

The actions, he pointed out, "undercut the bargaining position of its sister unions... undermine the unit's own bargaining strength" and "poison the brightening atmosphere surrounding" relations between the international unions and their locals in other cities.

The Greater Washington Central Labor Council, meanwhile, called upon the Federal Aviation Administration and the District of Columbia government to investigate the possible safety and health hazards posed by numer-

ous daily helicopter flights to and from the roof of the Post's plant in midtown Washington. They have been flying offset printing plates to smaller papers' non-union plants in Virginia, Maryland and Pennsylvania where the Post has been printing 24-page editions since the strike's second day.

Washington Star publisher Joe L. Allbritton reportedly turned down a request that the Star help publish the Post and another that he close the Star in sympathy with the Post.

The labor council also endorsed the strike and called on the 335- (Continued on Page 6)

10%-12% increases won in reopener at St. Paul papers

St. Paul, Minn.—Top minimums for key advertising, circulation and editorial jobs are raised \$34 a week in a one-year reopener between the Twin Cities Guild and Knight-Ridder's St. Paul Dispatch & Pioneer Press.

The agreement, reached several hours before an October 1 strike deadline, produces minimum increases of more than 12 percent for inside classified sales, classified counter and clerical classifications. Increases for other jobs exceed 10 percent.

Top minimums for reporters, photographers, outside display and classified sales are increased \$25 retroactive to September 1 and an additional \$9 next March 1 to push the tops for the jobs to \$368. Top minimum for circulation country and city supervisors is increased by the same amounts to go to \$317.75 on March 1.

The settlement puts top minimums for key editorial and circulation jobs ahead of those provided by the local's contract with the Minneapolis Star and Tribune for the first time since 1948.

Split shifts for city circulation supervisors are eliminated by inclusion of these employees into an "eight within nine" workday pro- (Continued on Page 2)

Pottstown Unit votes to strike on ethics code

Pottstown, Pa.—In a 4-to-1 vote, the Pottstown Guild Unit has authorized its bargainers to call a strike against the Pottstown Mercury unless its management agrees to an acceptable ethics code and elimination of a set of unilateral office rules.

The action came on Oct. 4, a week after publication of a National Labor Relations Board administrative law judge's finding that the paper cannot impose (Continued on Page 2)

The winners: Unity slate, Jones, Robinson

Incumbent TNG International Chairperson Barney Peterson and the rest of the Unity-Committee slate of candidates—for the Guild's six at-large vice presidencies—have been certified victors in TNG's Sept. 18-23 elections by the International Election and Referendum Committee.

Peterson defeated challenger Phillip M. Kadis of Washington by about 5 to 3.

Jim Robinson of Toronto and Eugene B. Jones of Philadelphia also were certified victors in the only races for regional vice presidencies; Robinson by but 22 votes after the IERC disallowed 398 of 603 challenged Toronto Guild ballots.

A spokesperson for Robinson's Eastern Canada opponent, Sterling Taylor of Montreal, said

they are considering appealing the IERC's certification of the other 205 challenged votes to the 1976 Guild Convention.

Jones defeated incumbent Northeastern U.S. Vice President Edward J. Schrode of Wilkes-Barre.

Official election results, as certified by the IERC on Oct. 8 show a total of 11,217 valid ballots cast and counted, representing 36.1 percent of the 31,035 eligibles. In 1973 slightly less than 32 percent of those eligible voted.

Front runner in the official tabulation was Dorothy M. Sain of Cleveland, who collected 7,147 votes in the race for the at-large vice presidencies.

Running second among the seven candidates for the six at-



BARNEY PETERSON

large seats was James A. McGill of Gary, followed in order by David M. Mulcahy of New York,

Louis M. Calvert of San Jose, Harry S. Culver of Wire Service, John J. Breed of Boston and Faye McCracken of Memphis, who was defeated.

The official tallies for International Chairperson as certified by the IERC:

Peterson	5,662
Kadis	3,891

Official totals in the race for vice presidents at large:

Sain	7,147
McGill	7,124
Mulcahy	6,802
Calvert	6,705
Culver	6,636
Breed	6,447
McCracken	5,019

In the race for vice president from Region 1, Jones got 1,308

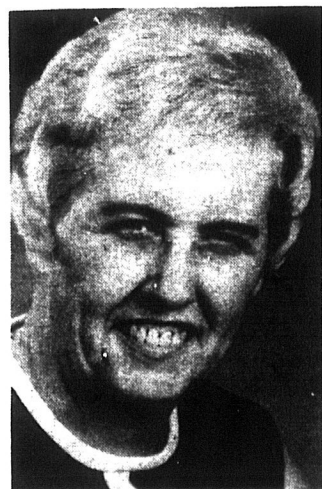
votes and Schrode had 804. Schrode was seeking his fourth term.

The certified results in the Eastern Canada race were Robinson, 419, Taylor, 397.

Re-elected to two-year terms without opposition at TNG's Convention in July were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Robert M. Crocker and Regional Vice Presidents Warren E. Howard, from the South; Roger L. Stonebanks, Western Canada, and Hugh H. Harrison, the U.S. West.

Elected to first terms without opposition at the same time were Diane Woodstock of Madison, from the Midwest, and Betsy Wade, from the Region that is New York City.

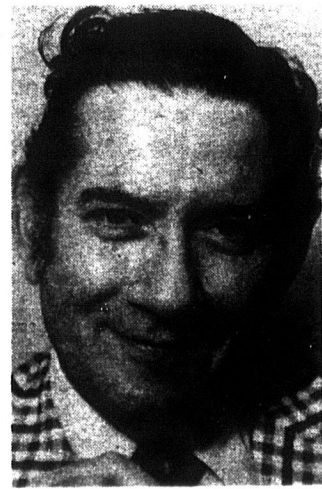
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DOROTHY SAIN



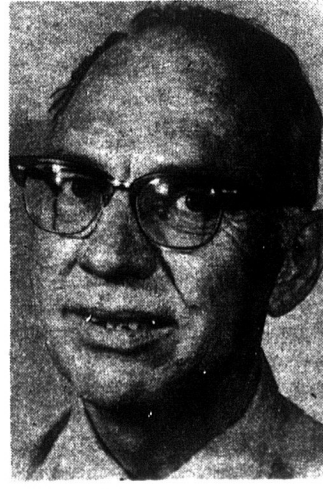
JAMES MCGILL



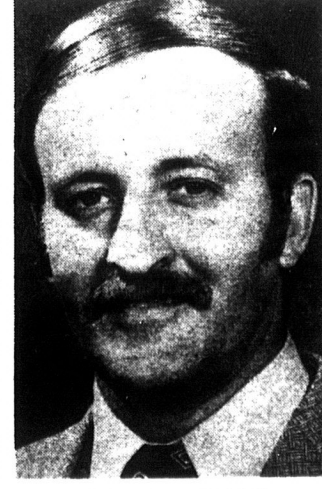
DAVID MULCAHY



LOUIS CALVERT



HARRY CULVER



JOHN BREED

Pottstown votes strike in ethics-code dispute

(Continued from Page 1)

rules to govern its employees' conduct and ethics without first bargaining with the Guild.

The decision, by Samuel M. Singer, is similar to one issued in January against the Capital Times by NLRB Judge Nancy M. Sherman on unfair-labor-practices charges by the Madison Guild.

Singer, in dismissing virtually every defense raised by the Mercury against a refusal-to-bargain charge by the Philadelphia Guild, held that both the company's ethics code and its office rules affect employees' terms and conditions of employment.

Philadelphia Guild Administrative Officer Willard Hatch said the Guild unit's strike vote does not mean it is against ethics, but that it is against unilateral action in the area by the publisher and that it wants to bargain on it.

Pointing out that both sets of rules carry the threat of discipline for their violation, Singer said that "since they go to the very roots of the employment relationship, it is only natural and reasonable" that there be bargaining on them.

"If an employer could properly issue 'rules' of the scope here involved in the presence of a collective agreement, he could override and supersede the collective agreement itself by his unilateral action," Singer said.

"That finding is the heart of TNG's insistence that employers throughout the news industry must recognize their legal obligations to bargain over fundamental working conditions dealing with ethics and integrity," TNG President Charles A. Perlik, Jr., commented.

Of the Mercury's contention that formulation and promulgation of an ethics code is purely a managerial prerogative, Singer pointed out that the "integrity" of the product is not the "exclusive managerial interest of a newspaper manufacturer."

"Reporters, too, have an interest in objectivity, accuracy, judgment, imagination and other 'intangibles' going into the articles they prepare and write for publication," he said.

Singer, like Sherman in the Madison case, also held that the obligation to bargain on rules of ethics in no way impinges on the Mercury's First Amendment rights.

"I must assume that the duty to negotiate about mandatory bargaining subjects is no less constitutional when imposed on newspapers as on others," Singer said, pointing to the U.S. Supreme Court's 1937 holding that the "business of the newspaper is not immune . . . merely because it is an agency of the press."

The Mercury should "rescind,

in writing," the code of ethics, Singer said, and should on request bargain with the Guild on the "terms and conditions of employment embodied" in both the ethics code and its general office rules.

He held that the ethics code, issued for news workers on April 15, 1974, is merely an amplification of the more general office rules, first issued on July 1, 1968, for Guild-represented advertising, circulation and maintenance employees as well as news workers.

Among what Singer called the "more substantive" general office rules are those forbidding drinking, drunkenness or gambling on company property, use of profanity or "indecent language," "carelessness or neglect of duty in carrying out assignments or instructions," insubordination, free-time conduct that would "reflect adversely on the newspaper or cause loss of business or patronage," breach of confidentiality of information prior to publication.

Work stoppages or slowdowns are among those specifically listed as dischargeable offenses, Singer noted.

He dismissed the argument that the Guild waived the right to bargain on the general rules when it did not request to do so when they were issued. He pointed out that the Guild did object to and disavow them during regular bargaining shortly after they were promulgated.

The Guild also rejected company attempts to gain a "management rights" clause in 1970 and 1973 negotiations, he said. It included a provision to give management the unrestricted right to "make or change rules," Singer noted.

He also pointed out that the waiver of the right to bargain, under a number of previous cases, "must be clear and unmistakable" that "the union must have 'knowingly waived' its interest in the matter," and that "even a past failure by a union to assert a statutory right does not estop subsequent assertion."

But, whether or not the Guild had waived its rights under the general office rules, the waiver was "nullified or withdrawn" when it protested the ethics code promulgation, Singer said, for the ethics code "wrought substantial changes" in the office rules " . . . all under penalty of discipline in the event of noncompliance."

Noting Mercury publisher Ellis Rietzel's testimony that he "formulated" the code of ethics from that adopted by the Society of Professional Journalists (SDX) in November, 1973, Singer pointed out that the code itself states it is "a part of the posted office rules."

Two of the code's four sections—"fair play" and "pledge"—involve "general principles and



The last step in joint bargaining

The presidents of the Central Valley (Sacramento) Typographical Union and the Sacramento Mailers Union join Sacramento Guild leaders at the signing of the Guild's new contract with the Sacramento Union (settlement details, GR Sept. 12). The pact was the first bargained by a Sacramento Guild committee that included members from the two

International Typographical Union locals. Signing is Ed Horst, Guild-unit chairperson at the Union. Seated is William Hoffer, Union operations manager. Standing, from left, are: Bob Forsyth, Sacramento Guild president, Don Gergen, Mailers' local president, and Dave Pike, Typographical Union local president.

platitudes," Singer said, adding, however, that the two others—"ethics" and "accuracy and objectivity"—appear to be directly relevant."

The code's outside activities provisions are "in effect a restatement or particularization" of provisions of the office rules, he stated.

Among the code's provisions are prohibitions against secondary employment, holding public office and service to community organizations "if it compromises the integrity of newspaper people or their employers." It also admonishes employees to "conduct their personal lives in a manner which protects them from conflict of interest, real or apparent," he noted.

The code also prohibits acceptance of gifts and favors "of value," Singer pointed out, but does not define what constitutes a gift "of value."

Rietzel testified that he stopped an advertiser from distributing four or five bottles of liquor to employees at Christmas because one was to go to the person doing makeup and he was in a position to give an ad "better position."

Before the ethics code was posted, Singer said, free admissions and tickets were readily available for a wide variety of events—sports events, flea markets, home shows, "Miss America" contests, travel, etc.—with some being "work connected" and others not.

The Guild's contract provides for repayment of "authorized necessary expenses . . . in the service of the company," Singer noted. But its business manager testified that "except in unusual circumstances" the company is "only obligated to reimburse people covering a specific assignment given in advance."

No reporter would be reimbursed for expenses incurred in

pursuing a story on his own, Robert Kurtz told the hearing. Even if the reporter later is authorized to follow up a story he initiated, his expenses would be paid only from the time of the authorization, he said.

Bargaining on restrictions on gifts and favors may not be necessary, Singer observed, "if an appropriate alternative is offered, such as advance payment of admissions to sports events."

To the Mercury's objection that provisions of the code dealing with accuracy and objectivity are not appropriate for bargaining, Singer noted that there is "at least some evidence" that the paper has already done so, pointing to the "employee integrity" and "privilege against disclosure" provisions of its present contract with the Guild.

The Mercury's pointing to its willingness to resolve disputes under the rules and code through grievance and arbitration is hard-

ly equivalent to bargaining, Singer said.

Bargaining is concerned with "formulating" an agreement "fixing the rights and obligations of employer, union and employees." Grievance and arbitration deals with interpreting and applying a bargained agreement, he said.

Singer said bargaining "on rules of this sort" could cover such ground as "the mechanism for regulating them, the severity of the discipline for a breach, and the question whether a particular rule be issued at all."

The publisher's expression of concern that bargaining will take too much time, Singer said, "sounds hollow" when it is recalled that Rietzel did not publish the ethics code, derived with "insignificant modifications" from the SDX code, until five months after SDX adopted it. Rietzel himself testified that it took more than a year for him to draw up and post his office rules.

St. Paul wins 12% raises

(Continued from Page 1)

vision. Circulation hours was the only issue open other than wages.

Top minimum for classified phone salespersons is increased \$22.18, to \$202, with \$14.43 retroactive to September 1 and \$7.75 effective March 1.

Top minimum for switchboard operators goes up \$19.36, to \$175.50; that for stenographers is up \$18.55, to \$168; that for janitors is up \$14.75, to \$159.50, and that for office boys and girls is up \$14.36, to \$132.50.

The highest minimum increase, \$37.40, brings the flat minimum for chief photographer, news, city, sports, makeup and telegraph editors to \$404.80.

The reopener increases combined with those effective the first 15 months of the contract produce total increases over the

27-month contract term of \$64 in the top minimum for reporters, photographers and display sales; \$72.20 in the top minimum for circulation supervisors; \$94.75 in the top minimum for outside classified sales and \$46.39 in the top minimum for classified sales phone.

The president of the St. Paul Typographical Union joined Guild bargainers in their meetings with management of the two papers through the last two months of bargaining. The printers' leader and John Carmichael, Guild executive secretary, also held a pair of meetings with the inter-union plant council as the Oct. 1 strike deadline approached. Carmichael will continue to sit with Typographical Union bargainers in their quest for a new contract.

Interest in conflict turns up green

Pottstown, Pa.—A month after issuing his ethics code Mercury publisher Ellis Rietzel sent a reporter and a copy editor a letter warning them that their sideline advertising and public relations agency involved "conflict of interests" with their jobs at the paper.

Rietzel testified at the hearings on the validity of his unilateral office rules and ethics code that he did not object to their outside activity until he learned they had provided a developer with advertising-rate data from newspapers circulating in the area without including the Mercury's rates.

He testified that they had not violated the ethics code, however, but the office rules' prohibition against outside "conduct" that might "reflect adversely on the newspaper or cause loss of business or patronage."

Kirkland asks new approach to labor news

San Francisco, Calif. — U.S. newspapers' coverage of the nation's unions and labor movement is shot full of errors, misrepresentations and misinterpretations, AFL-CIO Secretary-Treasurer Lane Kirkland said Sept. 29.

"The journalistic trespasses . . . are both sins of omission and sins of commission. They are both flagrant and unwitting," he said in delivering the seventh biennial A. J. Liebling Memorial Lecture before the International Labor Press Assn.'s 20th anniversary convention.

Kirkland, who offered his criticisms "in a spirit of kinship" since both the press and labor movement owe their freedom to the First Amendment, said he believes, however, that "much" of labor's poor treatment by the press is "plain ignorance."

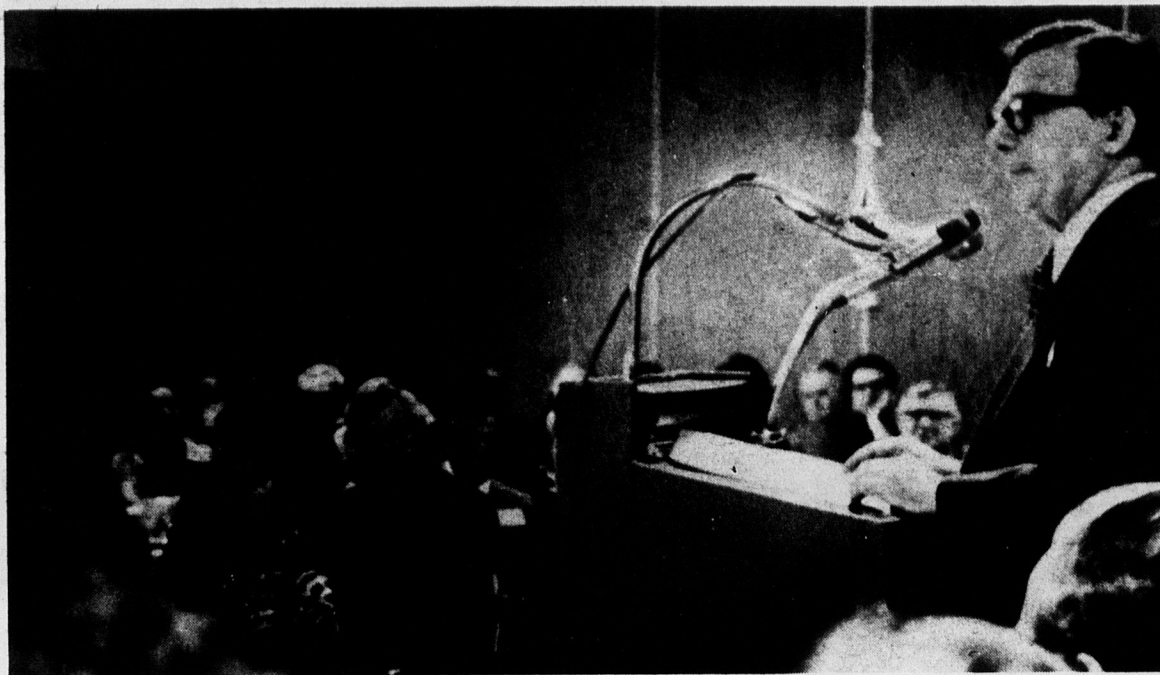
He offered a series of "suggestions" for correction of the more serious and consistent inaccuracies, including one that reporters receive some training in the rudiments of labor-management relations, economics and labor history.

Kirkland was especially critical of publishers, editors and editorialists assuming the status of defenders of the public interest when expressing themselves on labor and labor-management issues.

"They proclaim the commandments of labor relations: Thou shalt not strike; Thou shalt not be greedy; Thou shalt not injure the public interest; Thou shalt honor thy employer," he chided.

"A newspaper publisher," he said, "is nothing more than a businessman whose business happens to be publishing a newspaper."

"There is nothing wrong in that, but somehow it seems to



AFL-CIO SECRETARY-TREASURER LANE KIRKLAND, LIEBLING LECTURER
Guest at Int'l Labor Press Assn. event, TNG President Charles A. Perlik, Jr., left center

embarrass publishers and editors. For some reason, they try to hide this fact with a cloak of newprint.

"Admitting their natural and inherent prejudice as businessmen would, in my opinion, lend some credence to their criticisms of the labor movement," Kirkland said.

One reason for the success of the labor press, he said, is that "there is no mistaking your point of departure—you are advocates" for workers "in their struggle for social and economic justice."

"The soapbox, okay—the pedestal, no," he said. "There is a danger, in my opinion, of an imperial anything—be it president, publisher or unionist."

Kirkland said he views "objectivity" as "unobtainable by fallible human beings."

"What we seek is fairness, bal-

ance, accuracy," the kind of treatment "too often denied" labor by the press, he said.

Stating that "simple, factual errors are the most irritating," Kirkland said he detects "an unwillingness to learn, to be confused by the facts," among some.

"Reporters write and copy editors edit that the AFL-CIO is a union. It is not. It is a federation. And if reporters and editors knew or appreciated what constitutes a federation and how it operates, then much of the confusion would disappear."

"We might see an end to this silly conspiratorial stuff. You know, George Meany snaps his fingers and an AFT [American Federation of Teachers] bargaining committee in Butte, Mont., snaps to attention."

Factual errors cause "the most mischief" in reporting on collective bargaining, he said, with reporters "inclined to blame labor for the errors," accusing it of not being forthcoming enough.

There is "rarely" time during bargaining to "teach a class of reporters the mechanics and art of collective bargaining" nor is it often possible to announce tentative, partial or conditional agreements or fall-back positions "without exploding them," he pointed out.

In editorials on labor disputes, Kirkland said the "doctrine" identified as "unilateral original sin" by Liebling in 1960 appears

still to be "part of the catechism of every editorial writer."

Liebling wrote that "What newspapers call pigheadedness in a railroad conductor is what they call devotion to principle in a railroad president," Kirkland noted.

If you substitute "teacher" for "railroad conductor" and "school board" for "railroad president"—"you have 1975," he said.

"Every union proposal is a 'demand'; every management proposal an 'offer,'" he added.

He called on those who direct editorial policies to remember that "unions are an expression of freedom of association and the strike is an expression of freedom of speech . . . and if but one of the fragile components of the First Amendment is permitted to be destroyed, that grouping of freedoms is destroyed."

Reporting the results of bargaining in terms of "added purchasing power and improvements in the lives of residents of

the community" might not be "evil," Kirkland suggested. "After all, if people have more to spend, then advertisers have more to advertise."

Kirkland also said he detects a "weakening of the definition of fact," a growing reluctance to question statements of organizations or prominent persons.

He pointed to Treasury Secretary William Simon, "leading a crusade against food stamps," saying in a recent speech that the program is riddled with "fraud."

The statement, he said, has gone unchallenged, even though the Agriculture Dept. found but 0.08 percent fraud in the program. Simon's charge "has been repeated and repeated," he said.

"It is now gospel—false gospel, but gospel nonetheless," he said.

He said newspapers gave prominent play to industry's "cries of wolf" over the cost and jobs to be lost if it had to protect workers from vinyl chloride.

Jobs were not lost and prices did not go up when the standards went into effect, he said, but the only stories about it he has seen were in the labor press.

The Washington Post bannered the industry jobs-lost claims, but did not report United Rubber Workers' President Peter Bommarito's response to them—"workers have to be alive to have jobs," Kirkland added.

He called on editorial writers to "get off your high horse, admit your prejudices." After all, he said, "a pulpit that anyone with enough money can buy speaks for financial rather than moral authority."

Expressing the hope that his remarks would be taken in the "Liebling tradition of constructive criticism," Kirkland pointed out labor is "in no sense indifferent to the absolutely vital necessity of a free press, warts and all, in a free society." He called for a greater understanding of the "equally vital role" of unions "to a free and humane society."

GR wins 'award of merit'

San Francisco, Calif. — The Guild Reporter was named Award of Merit (second place) winner for work in 1974 by International Labor Press Assn. papers with less than 100,000 circulation. First went to the Seafarers' Log, a monthly publication with a nine-member staff.

Judges said the Guild Reporter sustained "its usual high quality performance in eight pages twice a month. . . . The paper reports regularly, in clear tightly written prose, on contract settlements,

strikes and organizing campaigns; merger negotiations; dangers to a free press; publishers' profits and other staples of the newspaper world with pictures, apt cartoons and on-target editorials."

Ten present or former Guild members were elected or re-elected to ILPA office during its convention, including Albert K. Herling of the Bakery and Confectionary Workers' B & C News, president, and Guild Reporter Editor James M. Cesnik, a vice president.

Clyde Beals, GR's first full-time editor

O'Fallon, Ill.—Clyde Beals, the first full-time editor of the Guild Reporter and a charter member of the New York Guild, died in a nursing home here Sept. 12 of an apparent heart attack. He was 79.

Beals, a native of Portland, Ore., had been retired as an active journalist since 1952.

His newspaper career began while he was a student at Reed College in Portland. Later, while attending Columbia University School of Journalism, Beals won a Pulitzer travel scholarship which took him to Europe.

Before becoming editor of the Guild Reporter Beals had worked in the Sunday department of the New York Times from 1928 to 1935 and helped to found the local there in 1933.

He was volunteer editor of the Guild Reporter from 1934 until Aug. 1935, when a paid editorship was approved.

While serving as editor from 1935 to 1940, Beals gained the reputation in labor circles as one of America's best labor editors, according to the Guild Reporter's report of his resignation from the position. He chaired the Guild's Labor Press Committee which won praise from trade unions and labor editors across the nation for its efforts to develop the labor press, particularly among CIO unions, the report said.

When Beals resigned from the editorship, Guild officers praised him for "devoted and unselfish efforts . . . to build the Guild."

After leaving the Guild he worked as editor of the Society Journal of the American Institute for Propaganda, the Office of War Information in Washington, D.C., and then for Fortune magazine.

Early in his career Beals worked for United Press in Lon-

don, New York and Washington, the Christian Science Monitor and the New York Herald in Dublin, during the Irish Civil War.

Beals retired at age 56 after a stint in public relations and an attempt to found his own newspaper.

A widower, he is survived by two sons, Lt. Col. Gordon Beals of Wilton, Conn., Stanley Beals of Chicago and five grandchildren.

Empire Council urges yes vote on state ERA

New York City—The Empire State District Council has called on the members of its member locals to vote for a proposed Equal Rights Amendment to the New York State Constitution in a referendum to be held Nov. 4.

Noting that the New York State AFL-CIO and the New York Guild have joined a statewide coalition working for its adoption, the council also called on leaders of its member locals and their units to "undertake to inform their memberships of the importance of the referendum" and to aid in efforts to turn out a strong vote.

Meeting here Sept. 20 at the same time as the Middle Atlantic District Council, the Empire State group also called upon TNG "to intensify its efforts" with the International Typographical

Union and other unions "toward organizing the effectiveness" of the Rochester Guild.

The Middle Atlantic Council, meanwhile, called upon TNG and the ITU to send information to memberships of both unions to dispell what it said is fear that the Guild may be swallowed up if the two merge.

In a joint meeting Sept. 21, the two councils heard Richard J. Ramsey, TNG Contracts Committee Executive Secretary, outline the issues posed by publishers' moves to have reporters reclassified as "professional employees" under the National Labor Relations Act.

TNG Human Rights Co-ordinator Hannah Jo Rayl also spoke to both groups on developments in employment-opportunity matters.

Miami Herald appeals NLRB picket ruling

Miami, Fla.—The Miami Herald is appealing to the U.S. Circuit Court for reversal of a decision by the National Labor Relations Board that Wire Service Guild pickets could not be confined inside the newspaper's building where UPI's bureau was located during its 1974 strike.

The NLRB on June 30 dismissed a charge by the Herald that the WSG had refused to confine its pickets to a fourth floor hallway during its strike against the wire service.

The Guild had appealed to the full labor board from an August, 1974, decision by an administra-

tive law judge in Florida that the union was guilty of unfair practices in refusing the Herald's order to limit picketing.

The newspaper has petitioned the 5th Circuit Court of Appeals for review of the NLRB's dismissal of its charge against the Guild.

Official IERC election tabulations

Local	Voters	Ballots	INT'L CHAIRPERSON		AT-LARGE VICE PRESIDENTS						REGIONAL VICE PRESIDENTS		
	Eligible	Cast	Peterson	Kadis	McCracken	Culver	McGill	Breed	Sain	Calvert	Mulcahy	Jones	Schroder
Region 1													
Albany	147	28	18	8	19	24	21	16	24	19	22	10	16
Boston	415	256	202	37	88	184	195	227	191	186	185	193	45
Brockton	94	50	46	2	5	47	47	45	45	45	46	47	1
Buffalo	570	134	47	79	71	65	83	66	67	79	111	79	48
Connecticut (Waterbury)	56	29	27	1	3	29	29	29	29	29	26	28	0
Erie	166	135	127	5	18	122	127	118	125	123	115	12	120
Harrisburg	63	59	13	43	19	45	54	53	47	48	46	10	45
Hazleton	18	15	14	1	12	14	14	12	13	12	12	1	14
Hudson County (Jersey City)	51	28	22	6	7	27	25	24	24	24	26	14	26
Kingston	42	26	21	5	22	23	25	20	27	20	10	11	5
Lehigh Valley (Allentown)	37	16	6	9	12	8	14	12	10	10	5	3	8
Lynn	33	13	8	4	6	6	8	12	5	6	5	5	2
Manchester	103	55	50	5	5	53	53	54	52	53	50	52	3
North Jersey	186	117	12	105	107	47	47	32	46	42	39	10	107
Pawtucket	52	27	21	6	12	19	22	25	21	21	23	25	2
Philadelphia	1045	598	371	136	308	365	373	359	392	356	360	513	81
Pittsburgh	108	61	38	23	39	48	55	42	57	45	43	37	23
Portland	225	134	115	12	22	119	124	122	124	120	115	120	12
Providence	337	87	46	38	50	53	66	66	58	57	59	49	35
Rochester	47	22	5	16	9	18	18	18	18	19	18	4	17
Salem	65	0	0	0	0	0	0	0	0	0	0	0	0
Scranton	90	60	21	28	42	24	36	29	32	21	20	29	29
Utica	28	27	13	13	18	20	27	17	20	18	19	14	11
Wilkes-Barre	153	151	42	98	119	62	124	112	119	114	113	31	113
Wire Service	155	—	—	—	—	—	—	—	—	—	—	—	6
Woonsocket	43	0	0	0	0	0	0	0	0	0	0	0	0
York	82	31	16	15	24	19	22	20	22	26	23	11	20
Region 1 Totals	4411	2159	1301	695	1037	1441	1602	1530	1568	1493	1500	1308	804
Region 2													
Chattanooga	51	47	7	39	45	12	17	16	17	13	10	0	0
Hampton Roads (Norfolk)	2	0	0	0	0	0	0	0	0	0	0	0	0
Knoxville	47	37	0	37	37	0	0	0	1	0	1	0	0
Lexington	22	11	9	2	11	2	11	0	6	1	2	0	0
Memphis	398	331	42	283	320	54	58	44	58	47	47	0	0
Puerto Rico	733	611	548	51	538	545	535	550	543	507	507	0	0
San Antonio	93	28	13	15	28	27	27	3	26	27	25	0	0
Washington-Baltimore	2254	765	73	657	601	202	247	200	277	198	229	0	0
Region 2 Totals	3939	1830	636	1084	1153	835	904	798	935	829	821		
Region 3													
Akron	116	37	3	34	10	13	33	10	33	30	27	0	0
Battle Creek	12	11	3	21	7	7	9	8	9	7	5	0	0
Bay City	64	47	26	28	29	32	41	37	38	38	41	0	0
Chicago	461	81	28	38	29	46	46	42	45	41	47	0	0
Cincinnati	320	201	144	56	143	151	169	154	159	155	134	0	0
Cleveland	718	523	294	189	173	329	342	307	436	307	319	0	0
Columbus	211	149	98	23	42	102	110	94	113	98	94	0	0
Detroit	675	119	52	38	63	68	71	56	64	66	59	0	0
Denver	799	90	63	24	53	62	69	59	76	62	61	0	0
Gary	66	62	51	7	15	51	59	48	52	50	47	0	0
Indianapolis	50	21	7	14	15	7	18	4	13	7	8	0	0
Kenosha	36	0	0	0	0	0	0	0	0	0	0	0	0
Lake Superior (Duluth)	88	37	5	28	10	11	32	28	29	10	31	0	0
Lansing	51	24	13	11	11	21	19	20	19	21	19	0	0
Madison	39	0	0	0	0	0	0	0	0	0	0	0	0
Mountaineer	90	24	9	13	15	9	15	14	16	13	10	0	0
Peoria	120	20	17	2	2	20	20	20	20	20	18	0	0
Pueblo	35	19	15	4	10	15	18	13	15	14	15	0	0
Rockford	1057	224	143	47	97	166	176	142	174	157	160	0	0
St. Louis	61	43	31	7	27	29	34	26	34	30	31	0	0
Sheboygan	22	20	18	2	8	18	17	16	18	16	15	0	0
Sioux City	106	38	20	17	28	25	23	31	26	29	32	0	0
Terre Haute	416	66	59	6	17	58	65	56	62	63	56	0	0
Toledo	634	285	63	158	126	139	149	89	150	131	146	0	0
Twin Cities (Minneapolis & St. Paul)	139	81	48	30	51	60	63	55	62	57	55	0	0
Youngstown	6624	2242	1110	777	986	1439	1598	1329	1663	1422	1430	0	0
Region 3 Totals	6624	2242	1110	777	986	1439	1598	1329	1663	1422	1430		
Region 4													
Bakersfield	112	43	37	5	15	36	36	33	37	33	33	0	0
Coos Bay	11	0	0	0	0	0	0	0	0	0	0	0	0
Eugene	28	8	4	4	7	4	7	5	7	8	4	0	0
Great Falls	32	17	9	11	13	13	13	11	12	10	13	0	0
Hawaii	428	97	48	15	32	53	52	47	53	47	44	0	0
Los Angeles	488	108	77	31	65	85	85	72	87	93	78	0	0
Pacific Northwest (Seattle, Tacoma, Salem, Ore.)	1000	285	219	65	112	254	259	241	245	260	245	0	0
Sacramento	412	53	39	12	32	33	35	27	29	35	29	0	0
San Diego	706	161	82	65	102	116	132	116	119	130	98	0	0
San Francisco-Oakland	1285	512	435	68	183	342	346	326	369	335	321	0	0
San Jose	595	210	155	35	75	146	145	129	147	187	132	0	0
Stockton	105	58	41	17	41	46	40	33	40	46	31	0	0
Yakima	40	0	0	0	0	0	0	0	0	0	0	0	0
Region 4 Totals	5420	1552	1146	324	673	1129	1150	1040	1145	1184	1028		
Region 5													
New York City	6097	1496	939	477	617	990	1044	993	997	953	1300	0	0
Canadian Region—West													
Vancouver-New Westminster	905	143	80	46	89	88	97	91	100	88	91	0	0
Victoria	174	61	52	8	20	55	56	49	53	53	51	0	0
Canada West Totals	1079	204	132	54	109	143	153	140	153	141	142		
Canadian Region—East												Robinson	Toy
Canadian Wire Service	357	223	31	162	50	175	179	174	180	180	175	54	135
Montreal	472	239	170	25	40	173	171	171	179	170	160	42	190
Northern Ontario	19	11	9	4	9	4	9	5	9	9	9	9	1
Ottawa	294	152	25	91	106	97	100	92	95	93	37	101	17
Toronto	1784	746	93	131	162	97	114	80	115	126	102	213	55
Canada East Totals	2926	1371	319	418	367	546	573	522	578	578	483	419	397
Members At Large, Armed Forces	9	0	0	0	0	0	0	0	0	0	0	0	0
Wire Service (U.S.)	1386	363	79	62	77	113	100	95	108	105	98	0	0
Grand Totals	31,035	11,217	5,662	3,891	5,019	6,636	7,124	6,447	7,147	6,705	6,802		

* All 53 votes cast in Salem were disallowed because the official return bore a postmark later than the official Sept. 27 deadline.

* No official return was received from the Woonsocket, Hampton Roads, Mountaineer, Coos Bay or Yakima Guilds.

* Kenosha's 27 cast votes were not tabulated because they were counted before the official counting dates, Sept. 24 or 25.

* Thirty ballots cast in Ottawa were disallowed because they included those of two persons' not on the official election list who were permitted to vote.

* A total of 398 ballots cast in Toronto were disallowed because they were cast in procedures the IERC found to be in violation of TNG's Constitutional provisions and the IERC's rules specifying permissible balloting methods and seeking to protect against all potential for violation of ballot secrecy.

Unity slate, Jones, Robinson win

(Continued from Page 1)

The Montreal Guild protested the Toronto ballots during the voting period, charging that the local's method of distributing and collecting them violated election rules set down by IERC and TNG's Constitution.

In testimony before the IERC, George Light, Montreal's executive secretary, charged that the Toronto Guild had not carried out the election by secret ballot; no ballot boxes were used; Guild stewards passed out and collected ballots and no precautions were taken against either the loss or altering of ballots during the polling period.

A Toronto delegation, headed by local President John Adams, told the IERC that the Local Election Committee had used three methods of balloting: through the mail, hand delivery with pick up by stewards; and dropped in ballot boxes by voters who received ballots from stewards.

Toronto said it used stewards rather than the mail for distribution and collections of ballots because of a threatened postal strike. A spokesperson said ballot boxes were fashioned after IERC Chairperson Robert Steinke called the local on Sept. 19 and ordered them to follow proper election procedures for the remainder of the voting period.

The Toronto Guild said four ballot boxes were set up in workplaces for voters but, because of the attitudes of employers, most of them were kept out of sight.

The IERC disallowed 398 of the Toronto ballots, it said, because "they were handed by voters to stewards who, in turn, gave them to members of the Local Election Committee, a procedure which violated Article XX, Section 6(f) of TNG's Constitution, as well as IERC rules."

The IERC said TNG's Consti-



EUGENE B. JONES



JIM ROBINSON

tution provides only two methods of balloting, "at a designated polling places or by mail.

"The steward method utilized by Toronto was clearly subject to potential abuse, both as to the ballots themselves and the secrecy of the ballot which the Constitutional and IERC rules were designed to avoid," it said.

The IERC certified and counted 205 Toronto ballots delivered to voters by stewards, then sealed in inner and outer envelopes and dropped in ballot boxes by the voters themselves. The IERC noted that a sealed envelope with a slit in it had been designed by the Toronto local as a substitute box.

"It was our view that although the procedure did not technically comply with all the rules for voting in person, sufficient compliance had been achieved to safeguard the sanctity and secrecy of the ballot," the committee said.

The IERC said its decision was based on admonishments in Article XX, Section 6(f) of TNG's Constitution which says, "This section shall be interpreted and applied literally to ascertain the

TNG adds voice to call to honor Post pickets

(Continued from Page 1)

000 members of its affiliated unions to boycott the Post and its advertisers for the duration of the strike.

The council's actions were announced during press conferences called by leaders of striking unions and the Washington-Baltimore Guild during the strike's first week to try to correct what they termed the "one-sided picture" being published and broadcast of the strike and the issues that precipitated it.

James A. Dugan, president of the Printing and Graphic Communications (pressmen's) local, pointed out that neither he nor the union approved or had anything to do with the damage done to the Post's presses by local members when they left the plant to launch the strike in the pre-dawn hours Oct. 1. He also disavowed incidents between strikers and Guild members.

But, he said, he could understand the emotion and frustration that might have led to the outburst of violence against the machines. For the past two years, since Lawrence Wallace took over the paper's labor relations, it has been nearly impossible to resolve even minor grievances, he said. Wallace, he said, also appeared totally disinterested in good faith negotiations.

Brian Flores, the Guild's administrative officer, and Jack Greer, president of the Graphic Arts International Union local that represents the Post's engravers who struck the Post Oct. 7, affirmed his charges. The ITU-Mailers struck the Post on Oct. 6.

Flores passed out an inch-plus thick sheaf of documents dealing with grievances he said the Guild has attempted to resolve over the past two years. Included was a seven-page "summary."

Dugan, who said Post bargainers had for some time been telling the pressmen the company had trained others to operate the presses if they struck, said the Post has been trying to eliminate the pressmen's cost-of-living protection, the status-quo-ante provision of its arbitration clause, a provision for overtime pay when there is less than a four-hour interval between workshifts, and to reduce manning provisions that have been unchanged for 20 years—and more.

Dugan also told Robert Pear of the Washington Star that recently pressmen have been receiving written threats of discharge for accidents that are commonplace in a pressroom, such as the spilling of ink.

With that sort of violence to them and their contract, Dugan said, while he could not approve it, he could understand some members' violence toward the Post's machinery.

Post withdraws editorial freebies

One member of the Washington Post Guild Unit urging members to observe strikers' picket lines during the unit's meeting on Oct. 3 observed that he's "never seen bowls of fruit in the newsroom before; or free coffee and sandwiches."

"We can expect the same in April" when the Guild's contract is up, he said—"a banana and a cup of coffee."

The "freebies" were withdrawn from the newsroom a couple of days later.



Police escort for Washington Post's 'extra guards'

Washington Police clear the way for men with suitcases on their way toward the Post plant on the strike's first day. The men told observers they had been hired as 'extra guards.' Prone strikers in the foreground were wrestled to the street and handcuffed when they stepped off the sidewalk, witnesses reported. The new guards subsequently were

taken from the scene when one's suitcase came open and a pair of revolvers spilled to the street, witnesses said. Some of the new arrivals told bystanders they were from West Virginia, had not been told they were coming into a strike situation and were to be paid \$300 a week. A Wackenhut official said 16 men had come from Charleston.

The damage to the presses was constantly referred to by Post Guild members arguing against honoring picket lines at the unit's three meetings in the strike's first week.

After defeating a motion for support of the strike, by 244 to 186, at their second meeting on Oct. 3, unit members adopted a resolution deploring destruction of Post property and intimidation of unit members and "disavowing the bad-faith negotiation tactics" of the Post's Wallace.

William R. Mackaye, who made the picket-line support motion at the meeting, said he was especially disturbed to see and hear reports of persons in Guild jurisdiction performing other unions' work.

Following the unit's third meeting, at which a motion to honor the lines was defeated 266 to

251, a spokesperson for the Guild local said that somewhat more than half of the 840 members at the Post were honoring the picket lines while the Post said more than half were crossing them, including more than 90 percent of the editorial department.

During the three days between the unit's second and third meeting the Post said it withdrew lay-off notices given about 60 Guild members, including 35 parttime telephone salespersons.

By Oct. 8 the Post said it had repaired two of its presses and had printed some 200,000 copies of its 500,000 daily run on them. A spokesperson for the paper said nonunion machinists and engineers were brought in to do repair work after its employees, members of the Machinists' union, refused to cross the picket lines.

Nonunion and supervisory personnel ran the presses, the Post said.

New York Times columnist James Reston reported bitterly on Oct. 3 that Allbritton, publisher of the financially troubled Star, had turned down a request from publisher Katherine Graham that the Star print the Post.

Railing against the damage to the Post's presses, Reston acknowledged that to have done so would undoubtedly have expanded the strike to the Star. "The tragedy is that the Post and the Star could not get together, even if they had to go down together, on this issue," he concluded.

Jimmy Breslin, in a column published alongside Reston's in the Star, reported that on Oct. 2 Times publisher Arthur Ochs Sulzberger and Times Washing-

ton Bureau chief Clifton Daniel asked Allbritton to lunch during which they sought to persuade him to suspend publication of the Star—"and to drop dead financially," Breslin added.

By the end of the strike's first week the Star's circulation and advertising were both reported up substantially with its classified ads more than doubled.

Bargaining was resumed between the Post and the pressmen's union on Oct. 7, with the federal mediator reporting afterward that "good progress was made," according to the Star. There was no prediction of an impending settlement, however.

And on Oct. 8, Flores told a press conference that the Guild local is seriously considering filing charges of violating TNG's Constitution against members working for the struck paper.

Post prepared for the strike for months

The Washington Post began preparing to publish in the face of "trouble" from its pressmen several months ago, according to an interview with the paper's operating services director published in the Oct. 5 Charlottesville, Va., Daily Progress.

The Daily Progress is one of six papers that have been publishing quantities of the Post's press run for it since the second day of the strike. Charlottesville is about 150 miles from Washington.

"We knew we would have trouble with the pressmen" and several months ago began purchasing and setting up special offset equipment, John Tancill told Daily Progress reporters Douglas Pardue and Ben Critzer.

The equipment originally was set up "out of Washington," but recently was moved to a management area on the nine-story Post plant's seventh floor.

Tancill told the reporters that the equipment was purchased to enable the paper's management to produce, without assistance, cut-down, 40-page editions of the

paper in the face of a strike.

Some 125 of the Post's management employees were trained to set copy and run the presses, Tancill said.

The Post, however, hadn't counted on the presses being sabotaged, Tancill said.

The damage to the presses and the decision to go elsewhere to have the paper printed resulted in further reducing the size of the paper, from the planned 40, to 24 pages, Tancill said.

Tancill said he believes the damage to the presses "definitely" was done because the pressmen knew management had the capability to produce the paper, the Daily Progress reported.

The Washington pressmen's president, James A. Dugan, has repeatedly accused the Post of forcing the strike and of seeking to break the union with it. He points to the union having lost bargaining rights during strikes in Kansas City, Shreveport, Dallas and several other cities under similar circumstances.

Post officials, however, have repeatedly denied that that is

their goal in present bargaining.

An unsigned article in the Post's Oct. 8 edition said that the paper's mechanical equipment is being run by nonunion personnel "who have been specially trained for this work in recent years."

"Many," it said, "received training at the Southern Production Program, Inc., facility in Oklahoma City, Okla., which was set up in part to help newspapers in

this way."

On Sept. 8 the Washington-Baltimore Guild asked the Post for information about employees in Guild jurisdiction the paper had "succeeded in convincing" to be "cross-trained in the specialties normally performed in traditional mechanical-union jurisdictions."

Noting that "the cross-training could involve serious conflict with many portions" of the Guild's Post contract, Brian L. Flores, local administrative officer, said the local needed the information for the "proper execution of our obligation to fully and fairly represent all employees in Guild jurisdiction."

The Guild sought the identities of all who had been trained, the time spent at training, the place, salary paid, and the "contemplated use or purpose for such training," and more.

When the Post refused, the Guild on Sept. 16 filed an unfair-labor-practice charge with the National Labor Relations Board based on the refusal.

... Correction

The Sept. 26 Guild Reporter's story ["Amicus was seeking 'proper case,' page 6] on the Southern Production Program, Inc., and the training school operated by its Newspaper Production and Research Center division contained an incomplete identification of the issue of Editor & Publisher magazine from which some of the information was drawn.

The attribution was to E&P's June 10 issue. It should have read: June 10, 1972, issue.

TNG fights Bulletin columnists' segregation

(Continued from Page 1)

Oct. 3 was TNG Administrative Operations Director Ellis T. Baker. He introduced into evidence a thick portfolio of quotations by journalism authorities and luminaries from H. L. Mencken to the Alsop brothers, all decrying the idea that journalists should be considered "professionals."

Rivers, MacDougall and Russell Baker all testified that journalism, while a highly demanding calling, does not qualify as a profession under the National Labor Relations Act definition.

That definition says a "professional employee" is one who does work that, among other things, requires "knowledge of an advanced type in a 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."

There is no general requirement in the newspaper industry that columnists and critics, much less reporters, have journalism degrees, the three experts agreed.

Of the 23 columnists and critics whose names originally were submitted by the Bulletin for segregation as "professional employees," only two hold journalism degrees. Fourteen others have degrees in areas ranging from business administration to Greek, three others attended college without receiving degrees and four others never went to college at all.

Russell Baker, who holds a B.A. degree in English literature himself, testified that he knows of very few newsmen who have the specialized education.

"In the street sense of the word, we are craftsmen," the columnist said earlier. "I don't mean to suggest that we have such skills as plumbers. We may not be as skilled, actually."

Columnists differ from reporters "only to the extent that they've had a lucky accident," Baker said. "Basically what it takes is an apprenticeship," he added later.

Asked by Bulletin attorney Robert Kleeb whether he calls himself a professional, Baker replied, "No, I, as a matter of fact, am rather resentful of being called a professional in that sense."

Pressed as to why, he explained:

"Because I'm always sensitive that I do not have the economic freedom that that what I conceive to be a professional has."

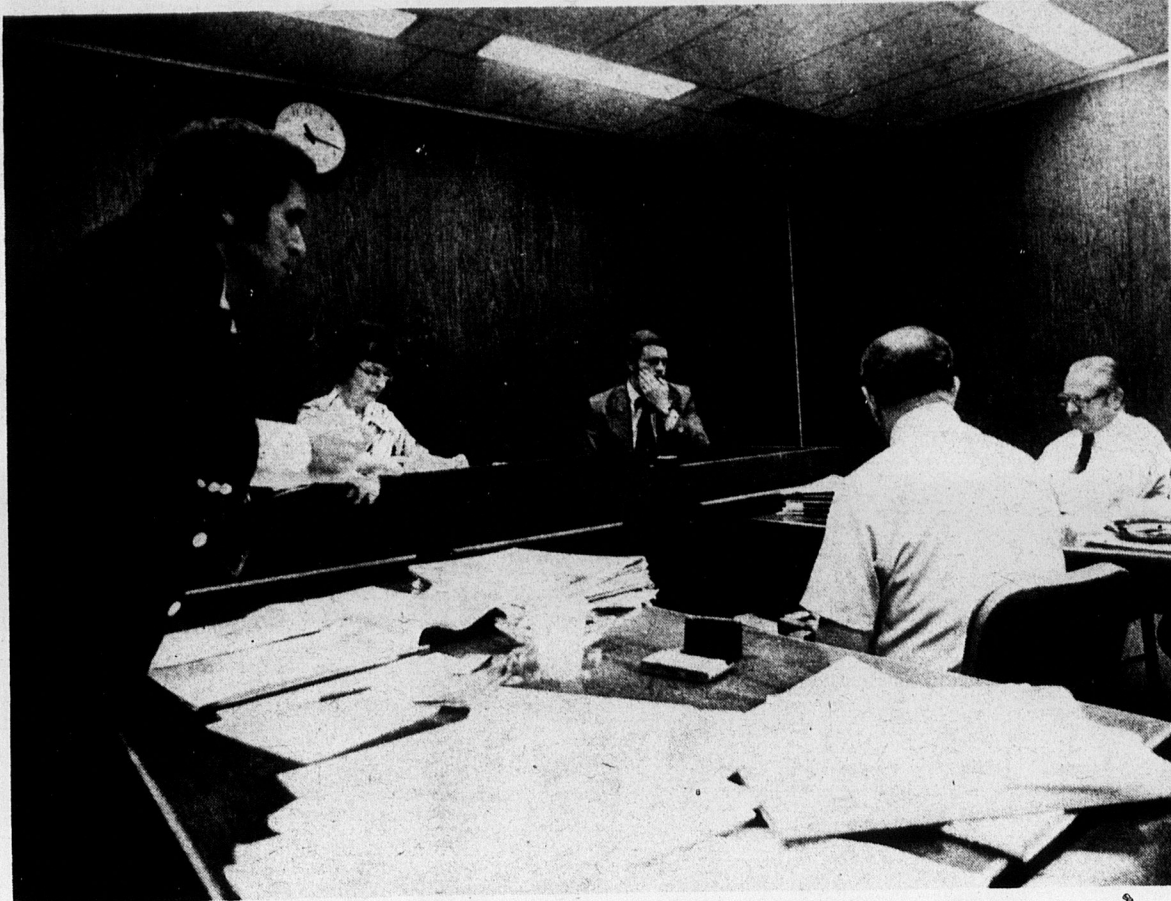
Amplifying under further cross-examination, Baker declared that "professional" is "a term that essentially deceives me about the reality of my position."

A professional man, he said, "is responsible for his own economic fate," can't be fired and "has a great deal of economic freedom."

He can hang out his shingle and go to work," Baker said. "I'm not in that position. I can't hang out a shingle and go to work as a newspaperman. I am at the mercy of somebody who owns a press to pay me."

Baker's criteria were essentially similar to those of Rivers, a widely known journalism authority. In a statement submitted at the opening of his testimony, Rivers said journalism lacked two necessary attributes of a profession.

"First," he said, "there must be an indispensable intellectual



TNG COUNSEL DAVID BARR (LEFT) MAKING A POINT
Others, clockwise from left, NLRB Hearing Officer Sarah Parker, Contracts Committee Sec'y Richard J. Ramsey, Bulletin Counsel Robert J. Kleeb

training. Second, it must be that those who are classified as professionals must offer their services directly to individuals.

"Journalists are serving thousands, or even millions, at one time, but they work for publishers."

Elaborating under questioning, Rivers said there was no "meaningful basis" for distinguishing between columnists and reporters as far as "professional" status is concerned. Many, he noted, are reporters half the time and columnists the other half.

As for educational requirements, said Rivers, of all the Washington correspondents he surveyed for his book on the capital press corps, "The Opinion Makers," the late Edwin A. Lahey of the Chicago Daily News, a man with an eighth-grade education, was "the best of them."

Rivers insisted that "no kind of newspaper columnist" can be considered a professional. Even a lawyer writing a column on the law is not a professional insofar as requirements for the writing job are concerned, he said.

Columnists usually undergo a period of apprenticeship as reporters, he noted, stating that the only persons hired directly as columnists are "those who get their renown in another field."

Philadelphia, Pa.—The Philadelphia Bulletin is prepared to see its claim that columnists and critics are "professional employees" lose rather than submit payroll information that might throw light on the question.

So said Robert Kleeb, the Bulletin's attorney, when TNG counsel David S. Barr asked executive editor B. Dale Davis about the salary of one of the 24 employees it is seeking to segregate into a "professional" unit.

Kleeb objected to the question. Before hearing officer Sarah Parker could rule, he announced that the Bulletin would refuse to disclose salary data even if the objection were overruled.

Davis, the Bulletin's executive editor, had undergone close cross-examination by Barr earlier on the professional qualifications of three celebrities who have been Bulletin columnists—David Eisenhower, former President Nixon's son-in-law; baseball star Richie Ashburn, and football star Steve Van Buren.

MacDougall, like Rivers the author of numerous books on journalism, testified that neither reporters nor columnists can be considered "professionals" because "there is no organized preparation, scholastic or other, which all journalists must obtain."

Columnists don't have to prepare themselves over their journalistic careers to be columnists, he said, terming the jobs of columnist and reporter interchangeable.

A newperson "can be a reporter one day and a columnist the next," he pointed out.

MacDougall disagreed sharply with DeWitt C. Reddick, retired Dean of the Texas University School of Communication, on whose testimony the San Antonio Express & News largely based its recent contention, that all reporters are "professionals."

The Bulletin is not making any such claim, and Davis, asked by Barr whether he thought reporters were profes-

sionals, replied no.

Among the factors Reddick cited in asserting that reporters ought to be considered "professionals" were changes in journalism education. But MacDougall said that, far from getting "better and better," journalism schools "in my opinion . . . are getting worse and worse."

Reddick, he said, "is building a utopia and a dream world," MacDougall said, stating that many students now attending journalism school are doing so not with the idea of becoming journalists but in order to "get a fast degree."

The documents introduced by Ellis Baker included the report of a 1969 survey indicating that less than half of U.S. dailies over 10,000 circulation required four-year college degrees as a hiring requirement for reporters and deskpersons. Only 4.5 percent required a journalism degree, according to the survey, made by Edward J. Trayes, a journalism professor at Temple University.

Davis conceded under cross-examination by Barr that the Bulletin has no requirements of a college degree for either its reporters or its columnists.

Asked specifically whether the newspaper required, in the words of the law, "knowledge of an advanced type in a field of science

or learning customarily required by a prolonged course of specialized intellectual instruction and study in an institution of higher learning," he responded with an invariable, "Not customarily."

Davis testified that a number of the Bulletin's columnists also write news stories. One, he conceded, works only one day a week as a columnist; another, he said, spends most of his time writing stories or working on the copy desk.

Davis, in a person-by-person review of the critics and columnists the Bulletin claims are "professionals," listed their awards as well as their educational backgrounds. But the Bulletin refused to disclose information on the degrees and awards held by its reporters, forcing the Guild to subpoena the information.

The list of reporter award-winners was subpoenaed after Kleeb objected to Barr's introduction of photocopies of clippings from the Bulletin morgue listing the awards won by reporters as well as columnists. Kleeb demanded to know how the photocopies were obtained.

Barr, interpreting the question as a threat, responded by warning that unfair labor-practice charges would be filed if there were any retaliation against Bulletin staffers. Then he withdrew the exhibit and called on the company to produce the identical clippings.

When Kleeb refused, Barr had a subpoena served for the information. Neither the clippings nor the list of reporters holding degrees had been submitted when the hearing was adjourned to Oct. 15.

Ramsey's testimony on the detrimental effects of a holding that newsmen are professionals was challenged vigorously by Kleeb, who contended it was "irrelevant."

Sarah Parker, the NLRB's hearing officer, allowed Ramsey to testify on the effects it would have on established bargaining units but upheld Kleeb's objection when Ramsey sought to explain the blow it would deal to Guild organizing.

Ramsey said the splitting-off of columnists and critics into separate bargaining units would weaken the remaining editorial employees in the event of a strike while creating small groups of "professional" employees for whom it would be virtually impossible to negotiate a contract.

In addition, Ramsey said, the division would produce "almost hourly" jurisdictional disputes between the two units.

Parker halted the line of questioning when it turned to organizing and upheld Kleeb's objection to the introduction of a resolution by TNG's 1975 Convention citing undue NLRB delays in the handling of union representation petitions.

But Ramsey cited the delays in reply to cross-examination by Kleeb, stating that person-by-person litigation over the "professional" status of columnists and critics would aggravate such delays.

The Guild will ask that the issue of the columnists' and critics' status go directly to the full NLRB, by passing the regional director, Barr said after recess of the hearing. The board is already weighing the San Antonio Express's claim that all its reporters, copy editors, columnists and others are "professional employees," and similar claims are pending in two other cases.

Bulletin: Better to lose than tell

"If that information is deemed sufficiently relevant" for the NLRB to determine the "professional" issue, he said, "then we may fail on that issue."

Barr, terming the information essential to the showing of a community of interest between reporters on the one hand and columnists and critics on the other, promptly moved to subpoena the data.

Kleeb, confronted with the demand, offered at the close of the hearing to supply limited salary figures rather than specific payroll information.

He entered into the record a statement that the top minimum for Bulletin reporters ranges from \$210 for beginners to \$340

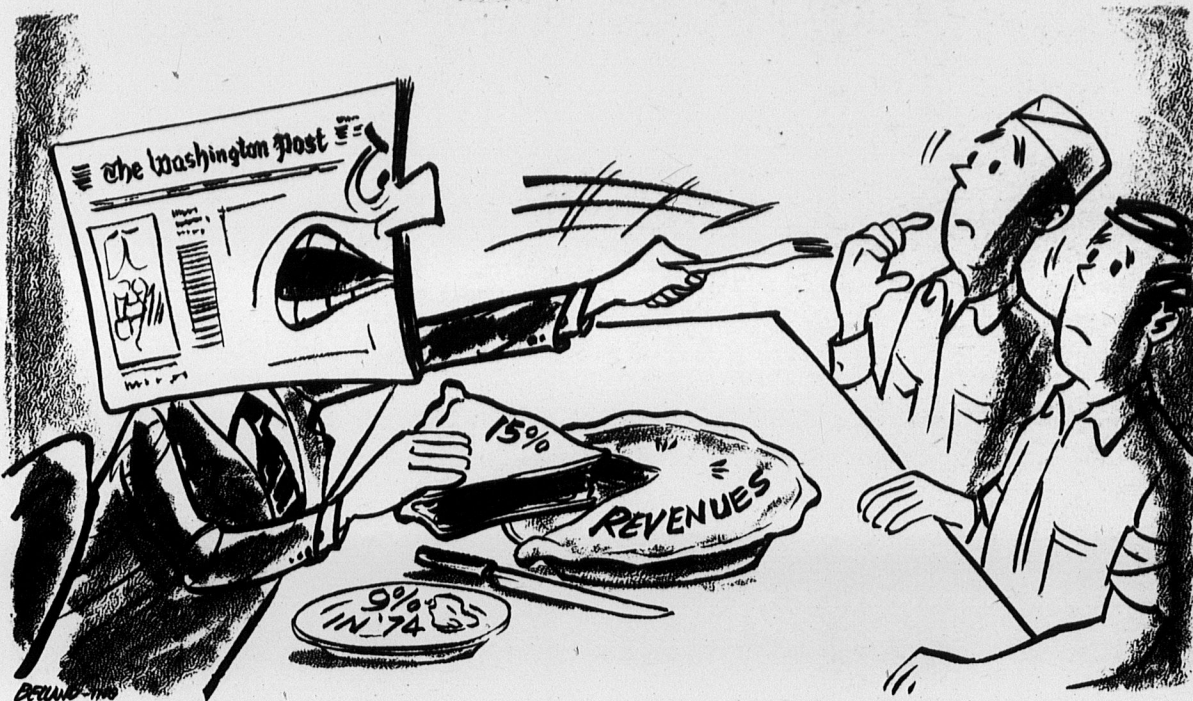
for those with five years' experience, with "almost automatic" progression. Some, he said, receive more in merit pay. Four of the 24 columnists and critics the paper claims are "professional employees" receive less than \$340 and one receives that exactly.

Barr declined to accept the salary-range figures since no information was being supplied on how many reporters actually receive more than the \$340 top.

The Bulletin asked the NLRB's regional director to quash the subpoena after adjournment.

Kleeb, while refusing to give payroll information, stipulated that fringe benefits for the columnists and critics are the same as those received by reporters.

Just have to have a bigger slice!



DATELINE: WASHINGTON

Could it be that he runs best who stands and waits?

By WILLIAM J. EATON, Chicago Guild



SAN FRANCISCO, CALIF.—Democratic contenders for the Presidency began heavy wooing of organized labor at the AFL-CIO convention here Oct. 6, 13 months in advance of the 1967 elections.

Sen. Hubert H. Humphrey of Minnesota, the eternally happy warrior, continued his lifelong affair with the labor movement with blazing passion. Plucking every emotion in one of the best speeches of his career, Humphrey received in return the full affection of the delegates. It was truly an hour of political ecstasy.

"It's really too bad that Hubert's not running," smiled AFL-CIO President George Meany after the tour de force by Humphrey.

HUMPHREY'S STRATEGY is to stay out of the treacherous primaries, yet remain available for a draft if no front-runner emerges by next summer. It has its risks and there is a large question of whether the man who first ran for the White House in 1960, then had the Vietnam War albatross as vice president to Lyndon B. Johnson, can win the support of younger voters.

Coming off second-best in the

AFL-CIO's presidential sweepstakes was Sen. Birch Bayh of Indiana, who had the ill luck to follow the irrepressible Humphrey to the speaker's platform. "A good friend," pronounced Meany of Bayh, a clean-cut, young liberal who is about to declare his interest in the Democratic Presidential nomination.

Bayh was a bit more bashful in his courtship, since it was his first date at an AFL-CIO convention, but he made an impressive showing under the circumstances. He already has attracted the support of several AFL-CIO political activists who regard Bayh as the most likely to succeed of the liberal contenders for the nomination.

It may not be fair to report that Sen. Henry M. (Scoop) Jackson of Washington bombed out at the convention, but he came close. He had a speech full of promises to nearly every segment of the labor federation and lines that almost demanded applause. What approval he got was mild, and Jackson himself seemed distracted by the reaction, or lack of it.

Despite the fervent support by the AFL-CIO for Jackson's candidacy at the 1972 Democratic convention, Meany limited his

introduction to a terse: "the junior Senator from Washington." With friends like Meany, Jackson does not need enemies. He does have support within the AFL-CIO hierarchy but there is little solid enthusiasm for his lagging campaign.

Sen. Lloyd Bentsen of Texas was the fourth Democrat and second declared candidate to address the delegates. Any chance for his endorsement, slim at best, dwindled to zero when he announced he would oppose the building trades bill to expand picketing rights on construction jobs.

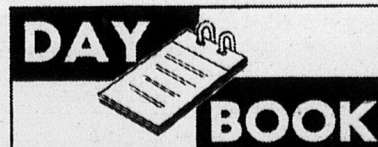
SOME AFL-CIO political veterans believe unions should try to elect as many labor delegates as they can to the Democratic convention, see how the contenders stand on the first rollcall or two, then swing union backing to put their choice over the top.

Others within the federation favor an earlier move to get behind one contender, possibly Bayh, to assure his survival in the rugged primary election contests before the Democrats convene in New York City next July.

"It will be either Humphrey or Bayh," said one union official here. "We might as well face that now."

Some older heads are inclined to agree with Rep. Phillip Burton of California, the chairman of the Democratic Caucus in the House, reminded the AFL-CIO delegates:

"We could beat Jerry Ford with nobody. Our problem is, when we pick somebody, we really may be in some trouble."



Knight-Ridder Council, fall meeting, Oct. 25-26, St. Paul.
International Executive Board, fall meeting, Nov. 3-6, TNG headquarters, Washington.
Western District Council, fall meeting, Nov. 8-9, San Diego.
Midwest District Council, fall meeting, Nov. 8-9, Rockford.
Great Lakes District Council, fall meeting, Nov. 15-16, Marriott Inn, Indianapolis.
Southern District Council, fall meeting, Nov. 15-16, Regency Hyatt House Hotel, Memphis.
43rd Annual Convention, June 28-July 2, Shoreham Americana Hotel, Washington.

Editorial

The Post and its strikes

Few, if any, newspaper strikes in recent history seem to have generated the national attention that has surrounded the ones that started in the predawn hours of Oct. 1 when the pressmen's local of the International Printing and Graphic Communications Union walked out of the Washington Post.

Much of it obviously is the product of the damage to the Post's presses; much also because of the Post's location at the seat of the U.S. government.

It often has been difficult not to lose sight of matters of prime importance to keeping in perspective the strikes against the Post, first by its pressmen, then by its ITU-Mailers and then by its Graphic Arts International Union engravers.

Recall, for example, the words of Post Co. board chairman Katherine Graham to the company's 1974 annual stockholders' meeting, as reported in the Washington Star's business pages:

"To be very blunt about it," she said, "in past years this newspaper developed a reputation for avoiding a strike at almost any cost—and when we said last year that those days are gone forever, I'm sure people just did not believe it."

The Guild's strike against the Post in April, 1974, marked a significant change in the Post's labor negotiations, she said.

The Post decided the "right thing to do was to offer a fair contract and to stand by that offer—and to be willing to take a strike, if necessary, to demonstrate our determination to keep our costs under reasonable control."

This year's offer to the pressmen, however, can be considered a "fair" one only by some obverse standard. It is perhaps singular only because it is so larded with retrogressions. In fact, by the Post's own data, it demands that the pressmen take a pay cut by seeking to emasculate their overtime provisions and eliminate their cost-of-living protections.

Why? The Post's executive vice president and general manager, Mark J. Meagher, made it pretty clear in an interview published in the Sept. 30 Washington Star:

He is determined to boost the Post's profit margin to 15 percent. The newspaper earned \$10.7 million on a nine percent return last year. He termed this year's negotiations "very significant" in terms of turning toward that goal.

Consider that against the report of the interview with the Post's operating services director in which he recounts the Post's training of personnel to be able to do the work of the pressmen and other printing tradesmen because they expected "trouble."

And then there is Lawrence A. Wallace.

In January, 1958, he became industrial relations director for the San Jose Mercury and News after 7½ years with the California Newspaper Publishers Assn. The San Jose papers locked-out their pressmen and stereotypers for two-and-a-half months a year later, then the Guild struck for a month and a half.

In October, 1962, he went to Detroit to be executive secretary of the city's publishers' association. In June, 1965, he moved over to the Detroit Free Press as labor relations manager. Beginning in mid-November, 1967, both the Free Press and News were shut for nearly nine months by a combination of strikes and lockouts involving every union with members in their employ.

He came to the Post in May, 1973.

The industrial relations manager for the News in the '67-'68 citywide shutdown, Roger Hildenbrand, our Detroit sources tell us, now directs purchasing for the company cafeteria.

The Guild Reporter

JAMES M. CESNIK
Editor

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The U.S. price elevator

The following table shows the steep ascent of the United States' Consumer Price Index over a 32-month period following a 0.5-point rise, to 162.8, in August. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

	Index *	Same month prior year	December 1972 †
August, 1974	149.9	11.0	17.8
September	151.7	12.0	19.2
October	153.0	12.0	20.2
November	154.3	12.1	21.2
December	155.4	12.2	22.1
January, 1975	156.1	11.7	22.6
February	157.2	11.1	23.5
March	157.8	10.3	24.0
April	158.6	10.2	24.6
May	159.3	9.5	25.1
June	160.6	9.3	26.2
July	162.3	9.7	27.4
August	162.8	8.6	27.9

* 1967 = 100

† Index = 137.3