



Photo by Bill Schulhoff, Frontpage

The 'ayes' have it in strike vote at the Times

John Laine, a vice chairperson of the New York Guild's Times Unit, left, counts members' upraised arms during Oct. 16 vote authorizing unit and local leaders to call a strike against the paper if

necessary to obtain a contract that meets members' "legitimate needs." Also counting, at upper right, is Pat Scuotto, first vice chairperson, also a unit bargainer. The tally: 1,042, yes; 70, no.

N.Y. Times and News members vote for strike by big margins

New York City—Guild units at the New York Times and the Daily News have voted overwhelmingly to authorize strikes against the two papers following nearly seven months of what New York Guild leaders characterize as totally fruitless bargaining.

In day-long balloting on Oct. 16, members of the Times Guild Unit authorized local and unit officers to call a strike by a vote of 1,042 to 70.

The day before, members of the Daily News Unit voted the same authority to their leaders by 505 to 21.

Neither of the Guild units, nor the photoengravers at the Times, News and Post who voted their union the same authority earlier, set a strike deadline, however.

The Newspaper and Mail Deliverers Union, whose leaders had said it would strike the News Oct. 22 unless it had a new contract by then, continued bargaining with both papers past the deadline under Federal Mediation & Conciliation Service aegis.

As the deadline approached, the Guild's executive committee voted to cancel Guild contracts with the papers if the drivers strike and to direct the units' members to respect picket lines.

Earlier New York leaders had wired the Washington-Baltimore Guild to urge Guild members crossing picket lines at the Post to join those who are not. Crossers are having an "unfavorable" effect on New York bargaining, they said. (Usery asks union chiefs meet on Post, Page 2.)

Eight unions in addition to the Guild are in bargaining with New York's papers for contracts to replace those that expired March 30.

TNG President Charles A. Perlik, Jr., and International Representative Charles Dale were in New York to confer with local leaders on Oct. 21; Dale in his capacity as TNG's joint bargaining specialist.

At the Guild's first meeting with News representatives follow-

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Strike closes San Juan Star

San Juan, P. R.—More than 230 Puerto Rico Guild members on Oct. 18 struck and closed the San Juan Star for the second time this year.

Key issue, in addition to wages, Guild bargainers reported, is the Scripps-Howard paper's refusal to agree to guarantees against dismissals in the event the company's off-set plant is further automated.

The Guild has been seeking a new contract for nearly a year at the English-language daily, where it represents all employees—those in the production departments as well as in the advertis-

Canada's leaders alerted to session on wage control

Ottawa, Ont.—Guild leaders throughout Canada have been alerted to prepare for a national conference "to chart ways" to "best cope" with the strict wage and price controls program Prime Minister Trudeau announced via nationwide television on Oct. 13, Thanksgiving Day.

In an Oct. 17 message to presidents of all Guild locals in Canada, TNG's two Canadian vice presidents and the Guild's Canadian Director, TNG President Charles A. Perlik, Jr., said the conference should be held as soon as possible after Trudeau's legislation clears Parliament.

"The history of such economic propositions makes pretty clear that under them working men and women come off second best,"

Secrecy in controls' apparatus betrays disdain for citizenry.
Dateline: Ottawa—Page 8

Perlik said. "There is no reason to believe this occasion will be other than an additional footnote to that history."

Stating that the Guild and its leaders "should be doing all we can to bring about a fair shake for the people we represent," Perlik called for each local to send as many representatives to the conference as it can afford.

"Back-up support" will be provided conferees by TNG headquarters personnel "who helped us fight our way through the various Nixonian economic phases," Perlik said.

The Toronto Guild wired Perlik that it "welcomes" his proposal and suggested the conference be held in Toronto.

Calling his controls—expected initially to last three years—the toughest since World War II, Trudeau said they are necessary to "knock the wind out of inflation," which has been running 10 to 11 percent annually. The government's goal is four percent within three years.

The wage controls are applied to employees of firms with more than 500 workers, to employees of smaller firms who are covered by contracts bargained "in association" with employees of other firms when the total tops 500, federal employees, some provincial and municipal workers, and others.

The controls apply directly to 45 percent of Canada's workforce, the government said. If they do not work to quickly bring inflation under control, Trudeau said, they will be applied directly to the whole economy.

Increases in employees' wages and fringes essentially are limited to a "basic protection factor"

(Continued on Page 6)

WREG-TV group goes Guild 3-to-1

Memphis, Tenn.—News and studio production employees of WREG-TV voted 29 to 10 for representation by the Memphis Guild Oct. 10.

The new Guild unit includes reporters, photographers, film processors, producers-directors, announcers, productions assistants, artists and projectionists.

The Memphis Guild's organizing effort at the New York Times Co. station was led by Bill Gibson and assisted by temporary TNG International Representative Marshall Schieve and, in its final week, by Don Barker, Times Guild Unit head.

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Baker: reporters not professionals, but 'amateurs'

David Barr (TNG Counsel): I assume that during your experience . . . and currently, you are in constant touch with the work of columnists and reporters, are you not?

Baker: Yes. As a part of the business, I make it a point to read them closely, and I know a number of them.

Q: Are you familiar with the definition of "professional employee" as it appears in the National Labor Relations Act?

A: I have read that definition, yes.

Q: And, in particular, I have brought to your attention that portion of the definition that says, "Any employee engaged in work (and I'll skip the first three standards and go to the fourth) . . . work requiring

Printed here is the transcript of testimony by Russell Baker, New York Times columnist and former Times and Baltimore Sun reporter, during National Labor Relations Board hearings in Philadelphia Oct. 3 on the contention by the Philadelphia Bulletin that columnists should be segregated as "professional employees" from others on its editorial staff. It has been edited for sense and space considerations.

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 or a hospital,

as distinguished from a general academic education," and so forth.

A: Yes, I have a copy of that wording with me.

Q: The question I want to pose to you now is—in your view and in your experience and understanding of the work of newsmen, both columnists and reporters, does that work require the kind of knowledge that is specified in this portion of the definition?

A: I know of very few people who have had such preparation for journalism.

Q: And do you feel that the work involved in writing a column or a news story requires this kind of knowledge?

(Continued on Page 4)

Usery asks union chiefs meet on Post

Presidents of international unions with members involved in the strike against the Washington Post have been invited to meet Oct. 28 with W. J. Usery, Jr., director of the Federal Mediation & Conciliation Service, and several of his top aides.

Usery, in telegraphed invitations to the international-union presidents Oct. 21, said he was seeking the meeting because of "a deep interest in the adverse impact of the dispute" at the Post. He asked that representatives of the local unions that represent Post employees accompany the presidents.

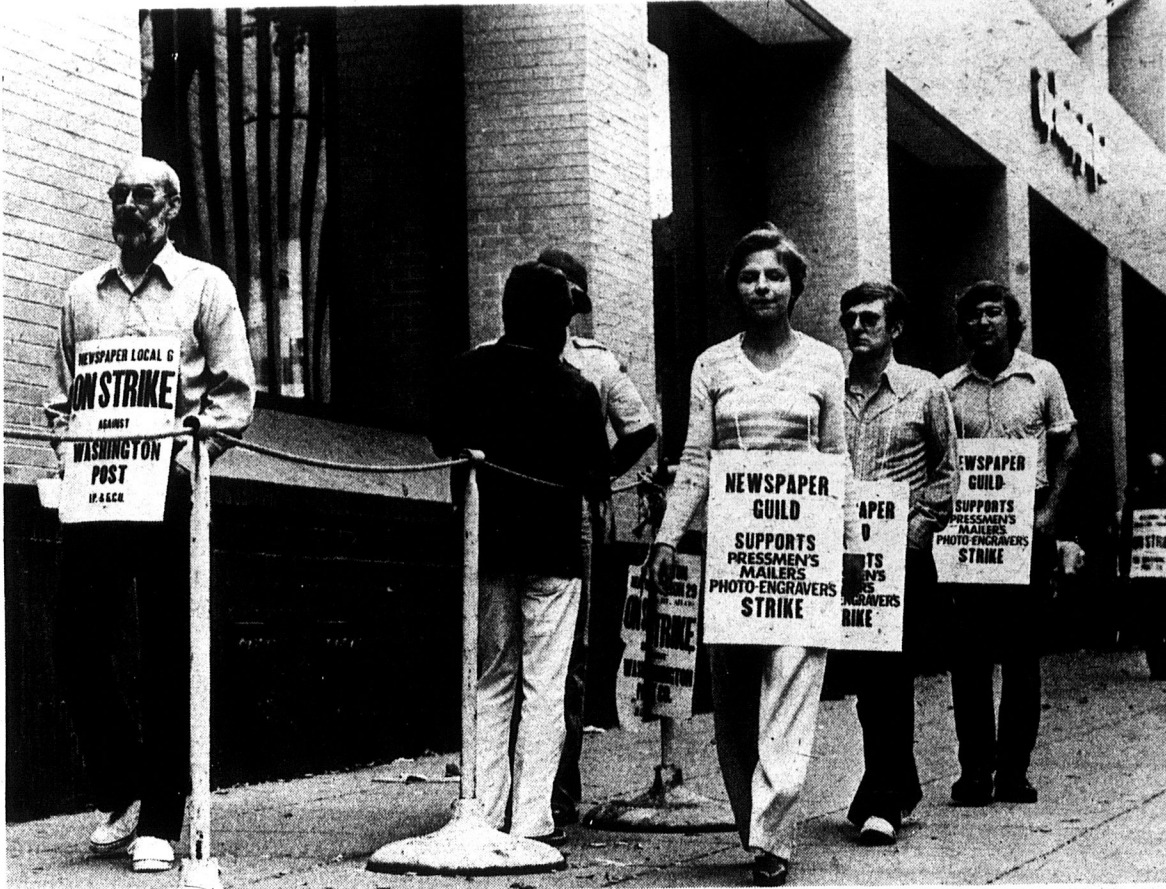
At least four union presidents had indicated by Oct. 24 that they would attend the session themselves or send personal representatives: Sol Fishko of the International Printing & Graphic Communications Union, whose pressmen's local was the first union to strike the paper; A. Sandy Bevis of the International Typographical Union, whose mailers' local was the second; Kenneth J. Brown of the Graphic Arts International Union, whose engravers' local was the third, and Charles A. Perlik, Jr., of TNG.

Bargaining sessions between the striking unions and others that are honoring the picket lines were few through the strike's first 3½ weeks, with none of them kindling any hope for rapid settlement of the dispute.

Meanwhile, the Post has been printing all copies of abbreviated daily editions in its own plant since Oct. 13, when its executives announced that four of its nine presses were again operable. Special daily and Sunday sections continued to be printed at small nonunion plants in surrounding states from offset negatives produced in the Post's plant and flown out by helicopters.

A management spokesman reportedly said that no more than 40 pages could be printed at the Post itself because there were not enough trained employees working to do it.

The Washington-Baltimore Guild reported that it has paid weekly benefits to some 200 of its Post Unit members who have



Carrying their message

Three members of the Washington-Baltimore Guild's Post Unit carry the local's message of support for the unions striking the paper to the sidewalk in front of the plant. From the front:

Nancy Augustin and Keith Hiline, both from the classified department, and Michael Dresser, from inside circulation. Striking pressman at left is Thomas Henry.

been refusing to cross the picket lines.

The local will conduct a referendum Oct. 28-31 among members of all its units seeking the full membership's endorsement of the local executive committee's directing members to not cross the picket lines and to not work for the struck paper.

The referendum question, moved by Star Unit Chairperson Phillip Kadis, states that the endorsement is necessary to maintain the local as an effective union with bargaining capacity, "to maintain faith" with the other unions "who must be able to depend on us as much as we must be able to depend on them," to "help prevent" the Post "driving all unions out of its plant," and, "to protect, above all . . . those many Post Guild members

who have refused to cross the picket lines."

One piece of literature bearing the names of two members working behind the lines urged rejection of the referendum question on grounds that the actions of unit members in three times vot-

ing against honoring the picket lines and then working behind them are "issues involving only" the Post Unit.

The Washington Metropolitan Area Coalition of Labor Union Women, meanwhile, voted its support for the strikers.

Printers vote down request for raise freeze at the Star

Typographical Union members at the Washington Star got their scheduled \$28-a-week pay raises on Sept. 30 after rejecting publisher Joe L. Allbritton's proposal that unions freeze wages for a year to help the financially stricken newspaper.

Allbritton recommended a one-year moratorium on wages in a Sept. 19 letter to 13 unions, including the Washington-Baltimore Guild, which represent 1,800 Star employees.

The printers, whose current contract with the Star runs until Sept. 30, 1979, voted Sept. 28 not to change or modify existing contract wage scales. The members felt they already had contributed millions of dollars to aid the Star, Columbia Typographical Union President Bob Mason said.

The printers have given up 100 jobs in the composing room, the right to reproduce type set

outside the plant, and agreed to "almost unlimited use of automated equipment" in the composing room, he explained.

None of the other 12 unions, whose contracts with the Star expire before the end of the year, has acted on Allbritton's wage-moratorium proposal.

Star Guild Unit Chairperson Phillip Kadis said discussions between the Star and the unions about the wage freeze proposal have been suspended. The Guild's contract with the Star expires Dec. 7.

Newsroom votes for ITU by 24-13

Parkersburg, W.Va.—Editorial department employees of the Ogden chain's News and Sentinel here have voted 24-to-13 for representation by the International Typographical Union. There were two challenged ballots.

The News, a morning paper, has a daily circulation of about 20,000 and sells about 37,000 Sunday papers. The evening Sentinel has a circulation of about 19,000. The ITU also represents the papers' composing room employees.

Meanwhile, TNG has charged management of the chain's flagship papers, the Wheeling Intelligencer and News-Register, with violating federal labor law by firing a reporter for his support of an effort to organize those papers' advertising, business, circulation and editorial employees into a Guild unit.

... Correction

The Oct. 10 Guild Reporter incorrectly reported the portion of TNG's Constitution cited by the International Election and Referendum Committee in counting 205 of 603 protested Toronto Guild votes from TNG's Sept. 18-23 elections.

The IERC cited Article XXI, Section 6(1) of the Constitution which says, "This section shall be interpreted and applied liberally [emphasis added] to ascertain the actual intent of the voter and the true result of any election . . ."

Members at Times, News vote to strike

(Continued from Page 1)

ing the unit's strike vote, also on Oct. 21, both agreed to continue bargaining with the assistance of a federal mediator. Another meeting was set for Oct. 24.

The Guild's first post strike-vote meeting with the Times was scheduled for the same day.

Times publisher Arthur Ochs Sulzberger and News publisher W.H. James on Oct. 15 traded public pledges that if the drivers strike only one of the papers, the other "will assess the situation and, if necessary, will suspend publication," as Sulzberger put it.

A Guild spokesman said that there has been no meaningful response from the News, Times or Post to its proposals for new contracts since they were advanced last spring.

Bargaining at the Post, he noted, has been in "limbo" since two key company executives were suddenly taken ill.

Key Guild proposals at all three papers include substantial improvements in job and union security, general pay levels, including monthly cost-of-living adjustments, pension, health and medical benefits, hours, holidays and night differentials.

Terming the Times's approach to bargaining "inexcusable non-balance," Guild bargainers said the company's chief spokesman, Howard Bishow, told them that "we are lucky" they have not proposed retrogressions.

The News, however, has, unit bargainers reported: 18 of them, including weakened union security, overtime, scheduling and sick-leave provisions. Also mandatory retirement and elimination of notice pay in economic dismissals and of job posting requirements.

Five days after the Guild unit strike vote, the New York Times Co. reported that its consolidated after-tax profits for the third quarter were off 33.7 percent from 1974, to three million dollars, and off 29.2 percent, to 11.3 million, for 1975's first nine months.

It reported a pre-tax loss of \$491,000 on the Times newspaper's operations for the quarter, compared with a pre-tax profit of \$802,000 in 1974. The loss cut a penny from the company's third-quarter per-share earnings, which were off a total of 15 cents from last year, to 26 cents. A sharp fall-off in newsprint profits also contributed to the earnings drop. For the nine months, the paper contributed 18 cents a share toward earnings of \$1.02, compared with 41 cents in 1974.

Sulzberger, in a memorandum to the Times staff, said that while part of the profits decline was due to "the depressing impact of the recession" it is "obvious that our costs are out of hand."

"I want to re-emphasize my determination," he said, "that the Times is not to become dependent for survival on the earnings of our subsidiary companies and newsprint interests. We must run the Times as a profitable newspaper. Otherwise, there is no economic security for anyone who works here," he said.

Great Moments in Art or Give \$2 to COPE

ST. GEORGE AND THE DRAGON: Raphael



"No, Dragon, I'm not here to rescue the fair maiden, I just want \$2 for COPE."



Brockton Guild, ITU—a joint pause

Brockton Guild and Typographical Union bargaining leaders pause during preparations for joint bargaining with the Enterprise & Times. Seated, from left: Donald Waterman and Larry Rochon, respectively presidents of the Brockton Guild and Typographical Union; Pat Crowley, the Guild; Robert

E. Bruner, director, the Guild's New England Servicing-Organizing Program; James White, International Typographical Union representative, and Joel Nickerson, Typographical Union. Standing: Francis Stackpole, Typographical Union secretary-treasurer, and Gerald Faxon, the Guild.

Veterans' Day again fixed on Nov. 11

A new federal law restoring Veterans' Day to November 11 beginning in 1978 has been passed by Congress.

Veterans' groups had urged that the holiday be changed back to the date it had been observed prior to enactment in 1968 of legislation designating Mondays for observance of Veterans' Day, Memorial Day, Columbus Day and Washington's Birthday.

The veterans' organizations said they would work to get the three other Monday holidays restored to their original dates, too, if they succeeded in having Veterans' Day put back. TNG's International Executive Board had noted in calling upon Congress to reject the bill.

The IEB pointed out that both business and labor supported the Monday holiday designations.

"The opportunity for working people to enjoy the sustained periods of relaxation from their jobs is too limited to allow erosion," the IEB said in a resolution passed in May.

Opposition by veterans' groups to Veterans' Day on the fourth Monday in October also has resulted in 46 state legislatures re-establishing November 11 as the state holiday.

WSG sets election

Members of the Wire Service Guild will elect local officers for the coming year during voting to take place Nov. 5-20.

Results of WSG's 1974 local elections were inadvertently included among "Local Elections" reported in the Sept. 26 Guild Reporter.

D. Emme, labor press leader, at 54

Duane A. Emme, senior associate editor of Press Associates, Inc., a news service for labor publications, a former chairperson of the Washington-Baltimore Guild's Labor Press Unit and member of the local's executive committee, died Oct. 13 following a heart attack. He was 54.

Before joining PAI in 1970, Emme had been on the staffs of the AFL-CIO News, for three years, and of Labor, the railroad

A look at a weekly's profits

A glimpse of the profitability of small-town weekly newspapers was provided in a letter-to-the-editor in the Sept. 6 Editor & Publisher magazine.

Wrote Thorne Lane of Hogansville, Ga.:

"I bought a 51-percent interest in a 500-circulation weekly in this little Georgia town of 2,000 population, increased its circulation 140 percent in a circulation drive the first two months, and in five years not only bought but paid for a house and acre of land covered by pines, oaks, fruit trees, shrubbery, grapes, lawns, the biggest holly tree I ever saw, and, of course a magnolia tree in which mocking birds sing—something I was never able to do in seven years as a daily newspaper editor, twelve years in daily newspaper advertising (local and national)."

Smith resigns Seattle post

Seattle, Wash.—Kirk Smith, administrative secretary of the Pacific Northwest Guild since June, 1971, has notified the local's executive committee that he is leaving the position to return to the Seattle Post-Intelligencer's news staff.

Smith, who was labor reporter at the paper before being named to the local position following the death of George Lambert, said he will remain through mid-January if the local does not find a replacement before then. He said his resignation is for "purely personal" reasons.

Smith in 1972 helped organize the advertising, business, circulation, editorial and proof-room employees of the Salem, Ore., Statesman and Capital Journal into a unit of the Guild local, then called the Seattle-Tacoma Guild. Afterward it was renamed the Pacific Northwest Guild. He also was active in defense of Guild representation rights at the papers' earlier this year as well as in other organizing efforts in the local's area. He also assisted the Yakima Guild in its bargaining and in contract enforcement measures.

unions' newspaper, for 13 years. Son of a Minot, N.D., railroad-union leader, he was a reporter for the Mankato (Minn.) Free Press before coming to Washington.

Survivors include his wife, Marguerite, and two children, Matthew, 8, and Kristina, 5. Services were from St. Mark's Catholic Church in Hyattsville, Md., with burial in Ft. Snelling National Cemetery, St. Paul.

A delegate to Guild conventions in 1972, '73, '74 and '75, Smith was chairperson of the '73 convention's Appeals Committee.

He was assistant executive secretary for the San Francisco-Oakland Guild from 1962 to 1965, when he went to Guam as a special assistant to the island's governor. He published a weekly for three years in Snoqualme, Wash., before joining the Post-Intelligencer staff in October, 1971.

TNG, ITU join on joint bargaining

TNG and the International Typographical Union have joined forces to seek to co-ordinate joint bargaining by local unions and to encourage more of it.

The undertaking was made TNG International Representative Charles Dale's "prime assignment" by TNG President Charles A. Perlik, Jr., in his address to the Guild's Denver Convention.

Subsequently, ITU President A. Sandy Bevis gave the same assignment to Allan Heritage, assistant to Bevis.

In announcing Dale's assignment, Perlik described it as "part of our efforts to keep in step at headquarters" with steps toward interunion unity being undertaken at the local level with increasing frequency.

In announcing Heritage's assignment, Bevis said there has been "increasing enthusiasm" in many ITU locals "to join in co-operative efforts at the bargaining table."

AFL-CIO Convention votes women's agenda

San Francisco, Calif.—The AFL-CIO's 1975 Convention, ended here Oct. 7, pledged a continued fight for women's rights in the workplace, including passage of the Equal Rights Amendment and an end to wage differentials based on sex.

The pledges were contained in a six-part program calling for full participation of women in union activity, equal job opportunity, and fully adequate child care legislation in addition to passage of ERA and further bargaining gains.

Besides abolition of wage differentials, the convention called for bargainers to continue emphasis on sickness and accident benefits for pregnancy and maternity leave paid on the same basis as any other disability, job posting, upgrading and expansion and inclusion of men under state laws that now protect only women.

The convention also amended the AFL-CIO Constitution to make clear that women's rights fall within the jurisdiction of its Dept. of Civil Rights in the federation.

It declined formal endorsement of the Coalition of Labor Union Women, however, because of the large number in CLUW from nonaffiliated unions and referred to the Executive Council the question of making ratification of ERA a condition for any states considered as sites of future AFL-CIO conventions.

The constitutional change came in response to a proposal that the AFL-CIO institute a separate standing committee on women's affairs. "It could represent duplication to establish a separate committee on women," the convention said.

In keeping women's rights within the Civil Rights Dept. structurally, the convention recommended "that the President of the AFL-CIO expand the Civil Rights Committee by adding persons who are knowledgeable about the problems of women workers."

It also recommended that efforts be continued to encourage full and active participation by women and minorities at all levels of union activities.

Delegate Myra Wolfgang, a

vice president of the Hotel & Restaurant Employees, termed the convention action a "half a loaf," and said women will continue to be heard from in organizing and other efforts. She urged full participation in the CLUW convention to be held in Detroit Dec. 6-7.

The decision to non-concur in formal endorsement of the Coalition of Labor Union Women "in no way should be construed as critical of CLUW," the convention said, and noted that "CLUW is clearly in the trade union tradition that people with common problems and common goals should work together in a common organization."

At all levels, the AFL-CIO and its affiliates will continue to cooperate with CLUW, it said, but noted that CLUW itself had not sought formal endorsement because it includes many members of nonaffiliated organizations, like the Auto Workers.

The convention resolution on women workers said "a good union contract is not only the most effective guarantee against economic exploitation, but is also the basis upon which true equality can be built."

The convention also recommended stepped-up publicity for the AFL-CIO position on the ERA to help gain ratification in the four states still needed for the required total of 38, an action proposed by TNG delegates to the sessions.

Among its other actions, the convention also voted to increase by three cents, to 13, the per-capita payments by affiliated unions to the federation. It is the first increase in the levy since 1969 and becomes effective Nov. 1. TNG in its fiscal year ended March 31 paid \$31,601 in per capita to the AFL-CIO.

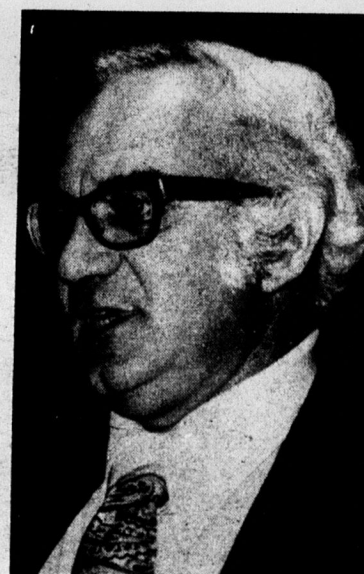
TNG's delegates were International Chairperson Barney Peterson, President Charles A. Perlik, Jr., Secretary-Treasurer Robert M. Crocker and Vice President Hugh H. Harrison.

Bevis will swear in IEB

International Typographical Union President A. Sandy Bevis will swear in TNG's newly International Executive Board Nov. 3.



ALLAN HERITAGE



CHARLES DALE

Both Heritage and Dale continue at the same time to serve, as they have since last November, on a four-member task force Bevis and Perlik set up to shape common bargaining policy and explore other areas in need of

co-ordinated activity. Other task force members are J. William Blatz, TNG's director of Field Operations, and Robert L. Wartinger, director of the ITU's Bureau of Contracts and assistant to Bevis.

Times's Baker says newpeople not professionals, but 'amateurs'

(Continued from Page 1)

A: No, I don't—no.

Q: Could you elaborate as to why?

A: Well, it seems to me that columnists, if we're talking about columnists, differ from reporters only to the extent that they've had a lucky accident happen to them and they became columnists. The qualifications that go into making a columnist are as various as there are columnists.

My own qualifications for doing a column would be nil, educationally. I—

Q: For example, when you went to London as a correspondent, what sort of background did you have for political writing?

A: Well, my formal education, as I say, was in English literature. I had read some Chaucer, and I knew the metaphysical poets and the romantic poets.

Johns Hopkins, at that time, was a very formal university. English literature stopped at the end of the 19th Century. So I'd done very little reading in the 20th Century—20th Century letters. I had had a half-year course in English history and that covered England up through the Middle Ages.

I really knew nothing of England. I had never been there. Even after I was assigned I was not sent to any special schooling to learn anything about it. I had no notion how English politics worked. And, as a matter of fact, was not very interested in it.

You might say, why did they send me? It was the year of coronation. I think the management of the Sun at the time thought of the coronation as a feature story. And I, at that time, had acquired a mild reputation for being a feature writer. So I went to London and spent two years learning about British politics and government on the basis of having been considered a feature writer.

And that's fairly typical, I think, of how these things happen to journalists, how promotions come about.

Q: Then you see no meaningful basis, I take it, for distinguishing between columnists and reporters in relation to the definition that we're speaking about?

A: I really don't. As I say, a columnist is in many cases a reporter who has been involved in a lucky accident.

We have three—we have a local column now that is done in New York that appears in the Times, about New York subjects. And it's done—it's rotated among three reporters on the metropolitan staff—Dick Shepard, John Corry and Tom Buckley. When they're not doing the local column, when it's not their turn, they take assignments from the metropolitan desk.

Q: And what about Scotty Reston—is he a columnist-reporter?

A: Well, I think most of the Times columnists have done, at one time or another, some reporting. I have—on special occasions I have also written for the news pages. I have covered inaugurations, at the time I was doing the column, as news stories. I have been to conventions and written news stories about the convention.

Reston is the most conspicuous example. He writes for the news columns with some regularity, in addition to doing the column.

Bill Safire has had one or two stories that appeared on Page 1 as news stories since he started the column.

Krock, a Lewis Institute grad

While the custom among the editorial page, or the Op-Ed, columnists on the Times is not to function as reporters, they do on occasion—and have that capability.

Q: What does it take to be a columnist, what sort of background would you say is essential?

A: If we're talking in terms of this definition, in terms of education, it says "... customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning ..." as distinguished from an apprenticeship. It seems to me that basically what it takes is an apprenticeship.

In preparation for this, I did some hasty research on the Times's first editorial-page columnist—who was Arthur Krock—and on the last one who was hired, who was Bill Safire, who was hired a couple of years ago.

Krock died a couple of years ago, shortly before Safire was hired. In reading his memoirs I find his education was limited to one semester at Princeton and a year and a half at the Lewis Institute of Chicago, in the years 1905 and 1906. According to his account, while he was at the Lewis Institute, a dotting professor thought that he had a talent for English and hired him part-time to correct papers and teach a small freshman class in English poetry. After a year and a half there, he was given his certificate; it was a two-year college.

Police beat to columnist

New York Times columnist Russell Baker's first newspaper job after graduating in English literature from Johns Hopkins University was as a nonwriting police reporter in 1947 for the Baltimore Sun, where he first joined the Guild.

After two years and a brief stint on general assignment, then rewrite, he became the Sun's London correspondent in 1952, returning to the States in 1954 to cover the White House.

From January, 1955, until last December he worked in the Times's Washington Bureau, as a columnist since 1962. He covered the White House, Senate, State Dept., national politics, including conventions, and overseas trips by Presidents Kennedy and Eisenhower as a Times reporter.

He has had five books published: three collections of columns and two original works: *An American in Washington* and *Our Next President*.

And he went to Louisville and started work on the Louisville Herald, as he says, feloniously pretending that he was a seasoned reporter; in fact, he knew so little of the business that the first day at work he sat down at his desk to write a story, and he had to look over, glance at the desk-mate at the next desk to see how the thing was done.

Which would not surprise any of us, the year being 1906.

So I called Bill Safire yesterday. He was the last columnist he hired. I asked him about his education. He told me he had dropped out of Syracuse University after two years and at the age of nineteen had come to New York to work for the New York Herald-Tribune syndicate, ghost-writing a column four days a week.

It seems to me that we really haven't made much progress from—

Q: From 1906?

A: We're about where ... in deciding qualifications, we're at the same place we were to begin with.

Cross-Examination

Robert Klee (Bulletin attorney): ... I suppose you know that in 1975, to become a journeyman plumber, you take an apprenticeship program. Do you know that?

A: I really don't know much about the plumbing (laughter).

Q: You stated that to become a columnist, you sort of serve an apprenticeship—didn't you say that?

A: Well, some people do—not necessarily.

Q: And what did you mean by your statement that—

A: I think that's generally the way it happens. However, there are enough exceptions that I wouldn't want to lay that down as a general rule.

Q: Well, am I correct, are you saying then that columnists, such as yourself, Reston, Buckley, are craftsmen that serve an apprenticeship to acquire a craft? Is that what I understand you to be saying?

A: Yes—well, all right—I would say that in the street sense of the word, we are craftsmen, yes. I don't mean to suggest that we have such skills as plumbers. We may not be as skilled, actually.

Q: Of course, you've made reference to a definition in a statute the language of which was enacted almost thirty years ago. You have related that language to the columnist of today, correct?

A: Yes.

Q: Outside of that definition—I mean forgetting applying that definition to a columnist such as yourself or Reston or a Buckley—would you say that, not applying that definition, you are a professional craftsman as a columnist?

A: No. I, as a matter of fact, am rather resentful of being called a professional in that sense.

Q: Now yesterday, a Guild official identified quite a few documents, books and writings by people—and there's testimony that there are several schools of thought over men like yourself. Why is it that you resent being called a professional? That's what you said. What's the reason for this?

A: Because I'm always sensitive that I do not have the economic freedom that I conceive a professional man has. That while I'm in a very comfortable position in the hands of a benevolent publisher—as I surely have at the Times—if there were a change in the ownership of the paper and we fell into the hands of a malevolent publisher, I could be very well sent back to covering the police beat.

Now anybody in that position is not, in my definition of the term, even in an exclusive sense, a professional. And it seems to me that there's a great tendency among newspapermen that I've seen for a

long time to loll in the conceit that they're professional men.

And the reason for this, it seems to me, is the status connected with the word "professional"—which it's natural that a man may yearn for, perhaps, if he's upwardly mobile and striving. And often he pays a very high price for this. You see it particularly among older newspapermen.

It seems to me that the newspaper business is not an easy business to grow old in. Old newspapermen, as a rule, do not come to happy ends. It tends to be a young man's business. Aggression, energy, curiosity, a lively spirit, pay big rewards.

When a man reaches middle age, he begins to look around and say: "What am I doing here? I spend my years sitting outside in marble halls waiting for people like you—lawyers, doctors, politicians—to come out and tell me something. But I'm basically just a footman."

I think this happens to a lot of people in middle age. And when that happens their utility to the publisher drops off very rapidly. And they tend to get pushed back into lesser jobs, and they become thought of as deadwood. And you see them hanging around the city room, waiting to be retired, the city editor trying to think of something for them to do.

That's not my definition of what a professional man is.

Now if you mean do I think of myself as being excellent on the job—yes. Am I a "pro"? Sure. Yes—I like to think of—

Q: Let me explore this. You used the words "malevolent employer" and "benevolent employer." What difference would it make whether the employer was malevolent or benevolent if you're a professional, and so classified? I don't understand that answer.

What has puzzled me is there seems to be a desire on the part of you people not to want to be known as or called professionals. I'm lost as to why.

A: Well, I have no great passion not to be called a professional, but I realize that it's a term that essentially deceives me about the reality of my position.

Q: Why?

A: It deceives me about the economic reality of my position.

Q: Why? How?

A: Yes. Well, in this Webster's Third definition of the professional man that we're talking about, the professional man, in that sense, to me, is a man who is responsible for his own economic fate.

My dentist is a professional man, and he really can't be fired. My doctor is; you are, as a lawyer. And it seems to me that the professional man, in this sense, is a man who has a great deal of economic freedom. He can hang out his shingle and go to work.

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. I think that's an important distinction.

Q: Let me explore that. I suppose you agree that, under the [statutory] definition, I'm a professional as a lawyer?

A: I would assume that to get a law degree, yes, you must go through this—yes.

Q: Assuming that Mr. Barr and I are professionals, and I trust you're conceding that under the definition—

A: I respect you for that.

Q: Thank you, sir. If Mr. Barr or I would go to work for the New York Times, give up general practice and go to work for the New York Times, because they wanted somebody to write a legal column twice a week, three times a week to give legal advice—when I go on the payroll of the Times, do I lose my mantle as a professional lawyer—as a professional?

A: Certainly not if you're working for the Times as a lawyer. We have a large body of lawyers who work for us. I would concede that they are professional men even though they may be employed by the publisher. And if he chooses to let them go, they can go into independent practice of law.

A 'professional at 11'

Philadelphia, Pa.—B. Dale Davis, the Philadelphia Bulletin's executive editor, conceded under cross-examination by TNG Counsel David Barr during hearings on columnists' status as "professionals" that the paper once had a column written by a pre-teenage girl.

"The column was written by 'Dear Angel,'" he said. "Thirteen years of age, or 12," asked Barr.

"I think she was younger than that," Davis responded, 11 or 12.

He did not claim that she had fit the qualifications for a "professional employee."

Q: And that's so whether the Times is malevolent or benevolent?

A: Yes.

Q: Now, then, if instead of being on the legal staff of the Times I write a legal column for the Times—answer legal questions in a column, five days a week. Now I'm not a professional?

A: You're a journalist.

Q: So I change?

A: Yes, I think so.

Q: So I leave my professional status under the statutory definition, and I'm no longer a professional under that statute? That's what you're saying, is it?

A: Yes, I'd say you're a journalist when you're performing that function.

Q: Why—in your opinion?

A: Well, you have no training in journalism.

Let's go back and let's see what it says. Merely because you know the law does not mean that you have knowledge of an advanced type customarily acquired by prolonged study in journalism—and, in fact, you may be a dreadful columnist about the law.

Q: To write that column, I must have that learning, must I not—a legal column?

A: Well, we have had people who write about the law, without legal training.

Q: That isn't my question.

Barr: I think he has answered your question.

Klee: That isn't my question.

Baker: Well, no, then I must say no, you need not have legal training to write a legal column.

Q: And is that the same thing to write a medical column?

A: Yes—if you push me to it—I'd say yes.

Q: Are you saying, Mr. Baker, that if a doctor on the staff of the Times, in their dispensary or clinic, if they have such a place, is a professional, is an MD—and if the Times puts him on as a columnist, to write a medical column, to give medical advice, in the New York Times, his mantle changes from a professional man to a journalist?

A: When he's performing the journalistic function, most certainly I would say so. We had such a writer—

Q: Well, I'm asking—

'Dilettantish, at best'

Barr: Let him answer your question.

Klee: Go ahead—and answer my question.

Baker: Dr. Howard Rusk is one of the distinguished doctors in physical rehabilitation, as you may know, and was associated with the Times for a long time and wrote a regular piece on the problems of physical rehabilitation, which was very useful, and functioned as a journalist, on a part-time basis—primarily, I think, to promote public interest in these very difficult problems of rehabilitation that he was interested in medically.

But I should not think it was any imputation on Rusk's medical competence to suggest that when he was writing that material—which, in fact, in my estimation, was not very well written, technically—he was not functioning as a professional journalist. It was a dilettantish thing, at best.

And to go to the question of the law, Arthur Krock, whom I discussed earlier, constantly pronounced on the law and on the Constitution in his column, with no formal legal training.

We have Anthony Lewis, who is now a columnist, and writes a great deal about the law, some people think knowledgeably. He had no formal training in the law. But long after he had been in journalism, it was decided in the Washington Bureau that he would be the next Supreme Court reporter. James Reston arranged to get him a Nieman appointment at Harvard, and he used his one year at Harvard in the Law School. He did have one year of training—but this was long after he had established his qualifications for doing the job.

Q: I understand what you're saying, Mr. Baker. So that the knowledge that a columnist possesses, such as a Krock or a Reston, to write the column that they do, the knowledge that they have to write learned columns—is obviously acquired over the sort of apprenticeship program that you have identified—whether it's five years, ten years, four years, isn't that so?

A: Such knowledge as you might get from that is almost always acquired in working—

Q: In working, yes.

A: —after the job has been—

Q: It might be supplemented by going to school or it might not; by going to a university or it might not?

A: Sure.

Klee: That's all I have.

Oh, one other question—I do want to pursue this. Will you elaborate on your statement that a columnist is there because it's "a lucky accident." Those were the words you used, "a lucky accident."

Will you relate that to the many columnists all of us know who are profound writers? You said "lucky accident." What do you mean by that?

A: What I meant—I think we were talking about how you got to become a columnist. And it's almost an unanswerable question because almost every columnist has gotten to be a columnist in a different fashion.

Let's take the case of Art Buchwald, whom I happen to know rather well. Art writes a humor column. I don't know how you could ever become a professional in humor. Art's a man who didn't graduate; he finished college at USC but they wouldn't give him a diploma—because he had never gone to high school. (Laughter.) He dropped out of high school in World War II to volunteer for the Marine Corps, and when he came back he was grown up.

He wanted to go to some night classes at the University of Southern California. He went over and got in line, and when he got to the head of the line he found out that he was being signed up for the university. So they went ahead and signed him up. And he finished the course. And when the time came to graduate him, they discovered that he hadn't gone to high school, so they wouldn't give him a diploma.

'People began laughing'

So he went to Paris, and he cadged around and he found a job writing about restaurants and food. And from that, he began submitting funny pieces in lieu of the food column. And the Herald-Tribune began running them, and people began laughing—and he became Art Buchwald with a syndication of 400 columns, or whatever—a concatenation of luck.

Almost every columnist is a story. Safire happened to be in the White House as a presidential speechwriter at the time the New York Times wanted a conservative columnist. He was there—and there he is.

Joe Kraft had been a speechwriter for John Kennedy in the campaign of 1960—and there seemed to be enough cachet, enough connection, to rub off for people who were interested in hiring columnists at the time.

There's no route; it's an accident—and because the job is highly regarded in the business, I said "lucky." You're lucky if you're not run down in most newspaper accidents. (Laughter.)

Klee: That's all I have.

Hearing Officer: I have one, Mr. Baker, which is rather out of line of the questions you have been asked, and I'm asking simply because we all consider you an expert—what really are the traits, talents and abilities that go to make up a reporter?

Baker: They are almost indefinable. I would say that education is the least of them. I have known wonderful reporters who could not write a literate sentence—and you shuddered when they approached the typewriter. (Laughter.)

When I was in the Washington Bureau of the Times, I did a little work on the desk—and this is one of the apexes of journalism—and I saw the copy that was coming in. Much of the copy was

unfit to print—and had to be completely reprocessed.

But these men were brilliant at getting facts. There are other men who are not very good at getting facts, but they are good at sorting them out, and solving puzzles, as it were, and putting things together.

There are other men who are just good at writing. They are fast. They have a facility for writing rapidly—whereas some people write agonizingly. We had reporters—one in the Washington Bureau—who would sit at the typewriter for five hours to produce three pages of copy. And then we had William S. White, who could write a whole magazine piece in an hour and a half on his way home from a football game. (Laughter.)

So it's a curious kind of work. It defies the application of any professional criteria.

Hearing Officer: Are you saying in one sense that it is almost a matter of one given individual's particular accumulation of talents and abilities?

Baker: Well, I hate to bring up this word because we're talking about professionalism in a rather narrow, legal sense here, but one thing I learned while I was in London was about the British amateur. The British have always given great social value to the amateur, in the most precise sense of the word, from the French "lover"—the man who is committed to a work because he loves it; he likes it—but he's not necessarily trained for it.

For a long time, the British government was a government of amateurs. Ours is, of course, a government of professionals, I suppose.

But the British system began with a couple of very good schools where people had rather generalized, often highly classical—what we would think of as irrelevant education.

When they came out of those schools they entered government or politics or service. And then they'd go down to the House of Commons and somebody took an interest in them. They were expected to move all over the government.

'Only by marrying'

A man on the rise would be expected to serve time at the War Office, at the Exchequer, at the Foreign Office, at the Board of Trade. And to really know everything—the exact antithesis of the American view of how you become good at running things. And if he was good enough, if he had proven himself at enough points in government, he had a chance to become a prime minister.

Now journalism is pretty much like this. In this rather precise sense of the word "amateur," it is a business of amateurs. And you come into it rather like that, with a generalized, odd-ball, or sometimes nonexistent education. And you go from place to place, you bounce around in it. You're looking for what you can do. You try out at several points, as a rule—and you acquire it as you go along.

The prime minister in journalism would be the publisher. You can only get there by marrying these days. (Laughter.)

You can get to be managing editor and to make that it's usually because you've shown a terrific competence in a number of fields that have helped push you up.

Hearing Officer: Thank you, Mr. Baker. You're excused.



COLUMNIST RUSSELL BAKER (UPPER RIGHT) ON THE STAND AT 'PROFESSIONALISM' HEARING
Guild attorneys at the left, management's at the right, NLRB hearing officer Sarah Parker, center.

Pay control meet planned

(Continued from Page 1)

plus a national productivity increase "share," with both adjustable administratively by the government at any time.

The "initial" set of "basic" numbers will be eight percent for a contract's first year, six percent the second and four the third, the government said. "Initial" productivity "share" is two percent.

The second year's "basic" number could be increased to compensate for living-cost increases exceeding the first year's "basic" limit.

Maximum annual dollar-amount increase permitted under the percentage "guidelines" is \$2,400, about \$46 a week. Under the 10 percent raise-limit ("basic" plus "share"), a person would have to be earning \$24,000 a year—about \$460 a week—before the \$2,400 would become a limiting factor.

At the same time, no one is to be prevented under the percentage "guidelines" from receiving an increase of at least \$600 a year, about \$11 a week. A person would have to be making less than \$6,000 a year—about \$115 a week—before that exception would take effect.

Among other instances in which exceptions to the "guidelines" may be permitted are those in which contracts, signed before last January 1, expired before Oct. 14 and bargaining was underway; employers demonstrate that workers cannot be attracted or held without increases in excess of the limit; larger increases are necessary to maintain long-established historical relationships between closely related groups, and those necessary to eliminate sex discrimination in pay.

Bargaining was in progress on two Guild contracts that had expired before the controls were announced; five more contracts expire before the end of the year, and 12 will be open for renegotiation during 1976. In addition the Guild is seeking initial contracts for four groups of employees and is awaiting certification as representative of two more.

Price increases by directly affected firms are to match operating cost rises.

A new regulatory agency with sweeping powers, the Anti-Infla-

'Great Pumpkin' returns to Monterey



Monterey, Calif.—With Oct. 31 approaching once more, the Great Pumpkin, its teeth spelling T-N-G, has reappeared on buttons worn by employees of the Monterey Peninsula Herald.

And this year it has a twin—one with teeth spelling I-T-U—and the buttons are being worn by members of the Typographical Union as well as by Guild members.

The Great Pumpkin, its teeth first spelling G-U-I-L-D and later S-T-R-I-K-E, first appeared here last fall on buttons, badges and decals as the symbol of Guild members' determination to obtain a satisfactory initial contract from the 30,000-circulation Peninsula Herald (GR, March 28). The settlement was reached without a strike nine days after last Halloween.

This year, teaming with its ITU twin, the

Great Pumpkin has become a visible symbol of Guild support for the Typographical Union as it seeks a new contract with the paper. To demonstrate its backing, the Guild pumpkin is positioned just behind the ITU's on the new buttons and badges, again hand rendered by ad-department Guild member Laura Sansom.

And since Aug. 10, the Monterey Guild Unit's backing of Typographical Union bargaining has also been demonstrated by the membership of the unit's chairperson, Russ Cain, and vice chairperson, Alice Burton, on the printers' scale committee.

The Monterey Guild group, a unit of the San Jose Guild, also plans another Great Pumpkin party this Halloween. And Typographical Union members have been added to the guest list.

Wire Guild charges AP harassment

Los Angeles, Calif.—The Wire Service Guild has accused the Associated Press of harassing a local officer, refusing to bargain with him and prohibiting normal Guild activity in its bureau here in charges filed with the National Labor Relations Board.

The Guild said Paul Finch, Los Angeles AP Bureau chief, denied a staffer the right to have a Guild representative present during an interview she felt might jeopardize her job security.

The employee was one of four suspended for two days earlier this year after bureau personnel files allegedly were entered without authorization. The local is taking the suspensions to arbitration.

In a notice to bureau employees, Finch said he was barring all union activity on company premises, claiming he had received complaints from staffers he said were interrupted at work to answer questions about union matters.

"This is not a union meeting hall and no Guild activity is permitted other than the authorized bulletin board in the lunchroom," Finch's notice read.

WSG's petition to the NLRB further charges Finch with attempting to discredit, disparage and harass a Guild officer in the presence of others and refusing to recognize and deal with him in his capacity as a union officer.

... San Juan

(Continued from Page 1)

The Star Guild Unit struck for three weeks last spring before being ordered back to their jobs May 22 by a federal judge.

In issuing the order, U.S. District Court Judge Juan R. Torruella upheld a contention by the National Labor Relations Board that the Star Unit had struck May 1 without the Federal Mediation & Conciliation Service having been given the required 60-day notice.

IT

SEEMS TO US

Canada's price elevator

The following table shows the steep ascent of Canada's Consumer Price Index over a 33-month period following a 0.3-point rise, to 141.5, in September. The first column shows the index figures for each of the last 13 months, with a 1971 base. The second shows the percentage increase over the same months of the preceding year, and the third the increase over December, 1972. Index figures are those released by Statistics Canada in August when it converted the CPI from a 1961 to a 1971 base.

	Index*	Percentage over	
		Same month prior year	December 1972†
September, 1974	127.9	10.8	19.1
October	129.1	11.6	20.2
November	130.5	11.9	21.5
December	131.8	12.5	22.7
January, 1975	132.4	12.1	23.3
February	133.4	11.8	24.2
March	134.1	11.3	24.9
April	134.8	11.0	25.5
May	135.9	10.1	26.5
June	137.9	10.3	28.4
July	139.8	11.0	30.2
August	141.2	11.1	31.5
September	141.5	10.6	31.8

* 1971 = 100

† Index = 1972

Culver thanks the voters for own, slate's victory

OKLAHOMA CITY, OKLA.

Editor:

I want to thank Guild members for their votes for me and other members of the Unity Committee in the recent international election. I look forward to working with all Guild members the next two years.

HARRY S. CULVER
At-Large Vice President

Chicagoan's 'trepidation' blurs his view of merger

CHICAGO, ILL.

Editor:

President Perlik did little in his address to the International Typographical Union [GR, Sept. 12] to ease my trepidation in contemplating its merger with the Guild.

It is not the merger itself that causes concern—after all, the ITU is an old friend—but a seeming lack of appreciation for its being a terminally ill old friend.

Unseen in President Perlik's

vision was any image of the devices that soon will eliminate the jobs, as we know them, of many ITU members.

Perhaps we may be able to delay the arrival of these devices, but it is inescapable that they hover over mechanical tradesmen like angels of death.

It is unrealistic to pretend that for the first time in history any device that does work more eco-

nomically can be driven into oblivion.

It is unfair to ITU members to lead them to believe a merger with the Guild can grant them immortality. And it is unfair to Guild members to stir the passions inherent in battle cries of union solidarity.

More likely, what we will be called on to perform are the unpleasant, painful and costly tasks of assisting an old friend to pass on humanely and with dignity.

ART GORLICK
Chicago Guild

Calvert keeps it 'simple,' says 'thank you' voters

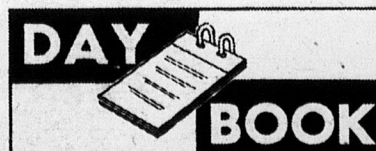
SAN JOSE, CALIF.

Editor:

In looking for appropriate words to express my gratitude to members for re-electing me to the International Executive Board, simple seems to come out best: Thank you.

I shall endeavor to see that your faith and trust was not misplaced.

LOU CALVERT
Vice President At Large



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, Quality Inn/Midtown, 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.

IT SEEMED TO BROWN

'The copy reader... sharpened 7 pencils'

THERE SEEMS to be a standing assignment in the office of every high school paper which reads: "Send somebody out to interview a columnist." F.P.A.,¹ I believe, keeps a gun and so many come this way.

This is not said plaintively. Interviewing is a form of flattery and I'm very fond of flattery. But I am conscious of doing badly at the business and up to date there has been no improvement. In the beginning, about a year ago, I used the first fifteen minutes of an old lecture and that didn't seem to boil down into much of an interview. I'm still using the same source and the broth grows weaker. Moreover these high school papers probably exchange with each other and in time the discovery will be made that it's always the same talk, the same anecdotes, the same hopeful philosophy. After that the student reporters won't come any more and I shall be sorry. But it does seem to me that only the brilliant should be expected to acquit themselves well in this ordeal. Who can give a clear or interesting account of himself in five minutes? Or when it comes to that in a whole life time?

"Tell me some thrilling and dangerous experience that came to you in newspaper work," was one opening fired at me the day before yesterday.

I couldn't remember anything like that. If I ever crawled into the hold of a burning ship to ask a dangerous murderer what he thought of the younger generation the episode has by now escaped me. There were no trips to opium dens or dashes down the bay in the teeth of hurricanes. At least none that I could recall. Looking back across the years it seemed to me that practically all my assignments consisted of being sent to the annual Boot and Shoe Manufacturers' banquet to get a list of the guests. And once I was detailed to the yearly conference of the trustees of the Museum of Natural History to bring back a copy of the treasurer's report.

Fortunately, I can boast that I was a reporter who never failed to get his carbon and with the precious flimsy clutched to my chest I would rush through the night back to the office where the hungry presses waited. And that tense city room would grow tenser as I ran, or at least walked rapidly, to my desk crying.

Heywood Brown, the Guild's founding president, wrote this column for the New York World, where he worked from 1921 until 1928. The original typed and pencil-marked copy was given to the New York Guild earlier this year by Betty Nassauer from the effects of her late husband, Edgar W. Nassauer. He had been given the manuscript while working as editorial assistant at the World in the late '20s. Date of the column's publication is unknown. The slug-line on the copy says it is "for Friday's World." It is reprinted by permission of Heywood Hale Brown.

ing for scissors and a pot of paste and throwing off my coat with the same gesture.

How could I make anyone else appreciate the throes of composition, the fierce pangs which followed as I settled down to my machine playing it as some of the masters play Chopin. And the click of the flying keys seemed to sing a song which ran "Clickety-rush-clackety-hurry." And sometimes they varied the theme into "Accuracy, terseness, accuracy." Seldom would I ever trust my copy to a boy even if it had been possible to get one and with my own hand I would place the "story," as we newspaper men call it, right at the elbow of the night city editor.

Nor was that the end of my agony. At the right hand of the responsible person now in charge of my manuscript there stood, ominously, a spike. And this night it had already tasted blood. Straight through the heart it had pierced a story headed by the press agent "(Exclusive to The Morning World)—Hipodrome Chorus Girls Form Anti-Necking Club." From a little distance I watched and waited. Was my story to live or die? Would my dash through the night from 79th Street and Columbus Avenue to Park Row be all in vain? According to the stern tradition of the craft I was not allowed to plead personally with the editor for my little masterpiece. The power of life and death lay in his hands and there was no appeal.

And all this time the hands of the big clock crawled slowly forward. Very soon it would be too late for the first edition which catches the trains for Chicago and other points west. If I failed to make this edition my triumph would be, at best, merely local. Finally the big man at the desk tossed my three sheets of introduction and pasted matter to a copy reader in front of him. The copy reader took out a long, keen knife and sharpened seven pencils. The clock continued to tick and even tocked a little while this whittling process went on. After that the oaf got up to drink some water and lighted a corn cob pipe. Yawning slightly, he got to work.

I watched him to see if he would betray excitement, interest or amusement at the introductory sentence which I had conceived. It ran, "The annual meeting of the Trustees of the Museum of Natural History was held last night at the Museum of Natural History." Although the copy reader betrayed no emotion, he lingered over this opening sentence. I wondered why. Could it be that he saw something libelous in the statement which had escaped me? I regretted that I had not taken the precaution to throw in an "alleged" or two and perhaps one "it is said on reliable authority."

Finally, the man drew his thickest pencil and throwing all the power of his back and shoulders into the stroke he slashed my copy. Probably it was my ear alone which heard the horrid sound of blood



Brown in 'the throes of composition'

dripping to the floor from where he cut the story. I had tried to give the thing a narrative value, a flow, a continuity. For a moment it was my notion to tap the copy reader firmly on the arm and to say, "You may use all of that or none. There is no alternative."

Again I remembered the tradition of the Fourth Estate. We have a saying which runs, "Don't give up the ship." I would be a good soldier. And still I could not quite repress a groan as the ogre took the second sheet of the story, crumpled it between thumb and forefinger and dropped it on the floor. Twice the copy writhed like a truncated snake. Then the peace of sundown descended and this thing to which I had given life was now so much waste paper. Back it would go to the Button Moulder and someday words and ideas would again be written on its surface. Better words, possibly, and more enduring. At least it was so that I sought to comfort myself with the hope that by some turn of fate the transmutation of that same paper might come under my hand once again.

What happened to the third sheet I never saw. Perhaps the copy reader palmed it, but at any rate his hand was quicker than my eye. All that was left of my story went upstairs where, after an elaborate process which need not be discussed here, it was printed in the paper. I did not find it on the first page with the earthquakes, the better divorces and the bigger murders. It was near the bottom of page 17 that my story and I at last made reunion. I could still recognize it and now I was somewhat reconciled to the copy reader for he had put upon it the snappy one line head, "Nat. History Museum Deplores Deficit."

"I did it for The World," I murmured and fainted quietly upon my desk.

¹ Franklin P. Adams, also a columnist with the World.

Copy editors paid premium under 53 pacts

Copy editors—the modern counterparts of the "ogre" of Heywood Brown's column above—get special recognition in 60 Guild newspaper contracts. In 53, the copy-editor top minimum is higher than reporters'. In seven, the tops are the same, but less experience is required for copy editors.

Fifteen contracts provide a higher top minimum for rewrite as well as copy-desk work.

Highest copy-desk differential is \$27 a week, under the Winnipeg Guild's initial contract with the Tribune

and under the Kenosha Guild's contract with the News. Lowest is \$1.70 a week, at the Victoria Colonist and Times.

The newest Guild contract—the Detroit Guild's initial one for editorial department employees of the Detroit News—provides \$11 a week more for both rewrite and copy desk work.

Highest rewrite differential, \$23.75, is in the Washington Post contract. Lowest, \$3 a week, is in the Battle Creek Enquirer & News contract.

Under Guild contracts with the New Westminster British Columbian, the New York News, Post and Times, the Philadelphia Inquirer and News, the Seattle Post-Intelligencer and the Vancouver Sun and Province, top minimums for reporting, copy desk and rewrite work are identical but reached in a shorter period for rewrite and/or copy desk.

Below are comparisons of the top minimums in effect Oct. 1 for reporters, copy editors and rewrite in contracts containing differentials.

	Top Minimums		Differentials			Top Minimums		Differentials		
	Rewrite	After	Copydesk	After	Reporter	Rewrite	After	Copydesk	After	Reporter
Allentown Call and Chronicle	\$266.40—4 yrs.		\$275.29—1 yr.		\$270.83—4 yrs.	\$ 4.43		\$ 4.46		
Baltimore Sun and Evening Sun	358.05—1 yr.		358.05—1 yr.		341.00—5 yrs.	17.05		17.05		
Battle Creek Enquirer & News	270.00—5 yrs.		270.00—5 yrs.		267.00—5 yrs.	3.00		3.00		
Brantford Expositor	270.53—2 yrs.		270.53—2 yrs.		262.10—6 yrs.	8.43		8.43		
Bridgewater Courier-News	225.00—3 yrs.		225.00—3 yrs.		210.00—4 yrs.	15.00		15.00		
Brockton Enterprise & Times			257.60—1 yr.		251.80—4 yrs.	5.80		5.80		
Buffalo Courier-Express	360.75—4 yrs.		360.75—4 yrs.		351.80—5 yrs.	8.95		8.95		
Buffalo Evening News	369.84—5 yrs.		369.84—5 yrs.		365.17—6 yrs.	4.67		4.67		
Chicago Sun-Times and Daily News	391.15—5 yrs.		391.15—5 yrs.		378.13—5 yrs.	13.02		13.02		
Denver Post	351.00—5 yrs.		351.00—5 yrs.		341.00—5 yrs.	10.00		10.00		
Denver Rocky Mount News	346.00—5 yrs.		346.00—5 yrs.		341.00—5 yrs.	5.00		5.00		
Detroit News	372.80—4 yrs.		372.80—4 yrs.		361.80—4 yrs.	11.00		11.00		
Elizabeth Daily Journal	288.00—3 yrs.		288.00—3 yrs.		277.50—4 yrs.	10.50		10.50		
Eugene Register-Guard	300.75—5 yrs.		300.75—5 yrs.		288.75—5 yrs.	12.00		12.00		
Fall River Herald-News	274.84—1 yr.		274.84—1 yr.		269.00—4 yrs.	5.84		5.84		
Jersey City: Jersey Journal	295.95—flat		295.95—flat		288.30—4 yrs.	7.65		7.65		
Kenosha News	327.00—5 1/2 yrs.		327.00—5 1/2 yrs.		300.00—5 1/2 yrs.	27.00		27.00		
Lansing State Journal	282.50—5 yrs.		282.50—5 yrs.		272.50—5 yrs.	10.00		10.00		
Lowell Sun	251.98—1 yr.		251.98—1 yr.		236.70—4 yrs.	15.28		15.28		
Lynn Item	295.15—1 yr.		295.15—1 yr.		289.50—5 yrs.	5.65		5.65		
Manchester Union Leader and Sunday News			289.00—6 mo.		279.00—3 yrs.	10.00		10.00		
Monessen Valley Independent			205.00—2 yrs.		185.00—5 yrs.	20.00		20.00		
Monterey Peninsula Herald			292.50—6 yrs.		285.00—6 yrs.	7.50		7.50		
Montreal Star			327.00—5 yrs.		317.00—5 yrs.	10.00		10.00		
New Brunswick Home News			257.00—flat		249.50—4 yrs.	7.50		7.50		
NY: Long Island Press	322.21—2 yrs.		322.21—flat		314.03—3 yrs.	8.18		8.18		
Ottawa Citizen			289.90—2 yrs.		276.10—5 yrs.	13.80		13.80		
Pawtucket Times			289.83—1 yr.		285.43—4 yrs.	3.40		3.40		
Pittsburgh Post-Gazette	324.00—3 yrs.		324.00—3 yrs.		320.00—4 yrs.	4.00		4.00		
Portland Press Herald, Express and Telegram			239.00—3 yrs.		234.00—4 yrs.	5.00		5.00		
Pottstown Mercury			323.77—flat		303.86—5 yrs.	19.91		19.91		
Providence Journal and Bulletin			326.50—2 yrs.		317.00—5 yrs.	9.50		9.50		
St. Louis Post-Dispatch			380.16—5 yrs.		367.66—5 yrs.	12.50		12.50		
Salem (Mass.) News			260.83—flat		247.44—4 yrs.	13.39		13.39		
San Antonio Light			237.40—2 yrs.		236.01—5 yrs.	1.39		1.39		
Scranton Times			327.76—flat		315.26—4 yrs.	12.50		12.50		
Sioux City Journal			231.10—2 yrs.		222.75—4 yrs.	8.35		8.35		
Tacoma News-Tribune and Tribune & Ledger			354.10—3 yrs.		346.10—5 yrs.	8.00		8.00		
Toledo Blade	327.99—flat		327.99—2 yrs.		313.23—5 yrs.	14.76		14.76		
Toronto Globe & Mail	285.00—5 yrs.		285.00—5 yrs.		275.00—5 yrs.	10.00		10.00		
Toronto Star			327.00—5 yrs.		322.00—5 yrs.	5.00		5.00		
Victoria Colonist and Times			317.78—2 yrs.		316.08—5 yrs.	1.70		1.70		
Washington Post	498.75—flat		498.75—flat		475.00—4 yrs.	23.75		23.75		
Washington Star	468.01—flat		468.01—flat		451.90—3 yrs.	16.11		16.11		
Waterbury Republic and American			246.46—1 yr.		236.38—4 yrs.	10.08		10.08		
Waukegan News-Sun			298.25—flat		295.25—5 yrs.	3.00		3.00		
Wilkes-Barre Times-Leader-News Record			319.50—1 yr.		311.75—4 yrs.	7.50		7.50		
Wilkes-Barre Sunday Independent			317.25—1 yr.		309.75—4 yrs.	7.50		7.50		
Winnipeg Tribune			308.00—4 yrs.		281.00—4 yrs.	27.00		27.00		
Woodbridge News Tribune			266.00—3 yrs.		253.00—5 yrs.	13.00		13.00		
Woonsocket Call			257.00—5 yrs.		254.00—5 yrs.	3.00		3.00		
York Dispatch			256.75—flat		245.75—4 yrs.	11.00		11.00		
York Daily Record			250.25—flat		241.50—5 yrs.	8.75		8.75		

I once was a professional strikebreaker, myself

Editorial

Growing their own

The evidence is accumulating—snowballing in the last month or so—that the professional strikebreakers traditional to the newspaper industry are passé.

They used to assemble in and around a city where one or another printing craft union was being confronted by a publisher hell bent to retain or regain whatever he had decided were divinely ordained to be his prerogatives. Often there would be a jump in robberies, assaults and just plain bar-room brawls wherever a crew was located.

The target union or unions and their members usually knew the strikebreakers were there, but their cups would fill and overflow with the harassment and humiliation passed off as bargaining and one or more unions would strike.

The professional strikebreakers would pour into the composing room, the pressroom, the mailroom, the engraving and stereotype departments.

The paper often would not miss an edition, unless lead pots and ducts somehow became fouled on the linotypes, or the machines' magazines of matrices had somehow been pied.

Much of the time the strikebreaker crews would eat and sleep inside the plant for days or weeks on end.

Between strikes the old-time professionals usually worked at unorganized newspapers, many in the South and Southwest—always ready, however, to respond immediately to their crew boss's call to another "emergency."

Their travel, room and board and incidental expenses were paid and they worked only for premium, premium pay. For the first week of the Guild's strike at the Los Angeles Herald-Examiner, started Dec. 15, 1967, a strikebreakers' paycheck stub, published in the Guild Reporter, showed earnings before taxes of \$890.38. Weekly scale for the locked-out printers was \$144.50 at the time.

The strikebreakers were called "scabs" and "rats," the men and women who recruited them for publishers, "scab herders" and "rat herders."

Their whole sordid story is well documented by the International Typographical Union and in public hearings by an agency of New York State a few years ago.

But the old-style professional scabs aren't much in evidence in recent years. In fact, the Los Angeles Herald-Examiner strike was the last time the Guild was directly involved with them.

But newspapers have continued to publish behind printing craft unions' picket lines, as the Washington Post has been doing since Oct. 2 after missing only the strike's initial day.

And Post executives have described how it's accomplished: by using the new automated, electronic production systems and by cross-training other employees to operate them and to perform the traditional jobs of craft union members not yet under the mantle of the new systems—like the pressmen's.

Post executives have spoken openly in interviews reported in the Washington Star, the Wall St. Journal, Time magazine, and elsewhere of the Post's cross-training noncraft employees for the last two to three years—at the Newspaper Production and Research Center in Oklahoma City and in the nonunion production departments of other Southern newspapers, schools for scabs.

So what can you do if you're a publisher these days and are inclined to take on the craft unions in your plant without the expense and notoriety associated with the old-style strikebreakers? Grow your own.



DATELINE: OTTAWA

Secrecy in controls' apparatus betrays disdain for citizenry

By HUGH WINSOR, Toronto Guild

THE MASSIVE SHIFT in administrative power that will be accorded to the government by the Anti-Inflation Act will create a fundamental change in the style of Canadian government and equally massive new responsibilities for journalists.

Not only has the government's pre-emptive strike on the economy dramatically changed the balance of power in the country but it will be accompanied by the first organized attempt at the "big sell" in recent memory.

In a major assault on the national consciousness, there will be a co-ordinated program orchestrating Prime Minister Trudeau, his Cabinet and some of the most effective image makers the government could lay its hands on to convince Canadians the new powers and the guidelines are necessary.

ALTHOUGH THE federal government has been deeply involved in adjudicating economic decisions since the Second World War, the past involvement has always been on a piecemeal basis.

There was lots of scope in the past for arbitrary decisions taken in the secrecy of the Cabinet Room on such things as permitting or rejecting takeovers of Canadian companies by foreign controlled interests or on deciding which groups or corporate interests in the country would get grants or tariff protection.

But taken as a proportion of the total economic activity which eventually determines wealth, poverty, lifestyles, direct govern-

ment involvement in specific decisions was relatively minimal.

All that is now changed. The government has virtually declared a state of economic emergency, without providing any convincing reason for the timing and is seeking wartime powers.

As it is currently written, the Anti-Inflation Act, being debated in principle in the House of Commons as this is written, gives the three agencies it will establish the power to investigate and regulate virtually every facet of everyday life.

The power to do the investigating and enforcing will be permanent and backed by legislation, but the standards the Anti-Inflation Board will apply are in the form of guidelines drafted by the Cabinet. These can be changed at the government's whim without returning to Parliament for additional approval.

To start with, the bill will put collective bargaining into limbo for three years. The government has denied this and there will still be negotiations on conditions of work. But on monetary decisions, the limits are firm.

Secondly, the chairman of the Anti-Inflation Board has indicated that it will be looking at every aspect of prices, dividends, and profits ranging from the mark-up charged by supermarket chains to the salaries paid to professional athletes.

Not only does the new legislation give the board and the enforcement apparatus under the direction of an administrator that

power but bolsters it with that other scaffolding of power—secrecy. Much of the looking and administering will be done in private surrounded by the same curtain of official secrecy which surrounds income tax investigations.

THE JUSTIFICATION of all this is that much of the information the Anti-Inflation Board and the administrator will require will be obtained on a confidential basis. Therefore the investigations will be conducted in private to protect the competitive positions of those being investigated.

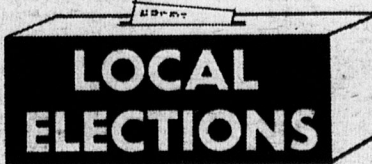
In the case of income tax investigations, it is a noble principle since income tax is supposed to be a confidential affair between the citizen and his tax collector.

To apply the same standards to a process that affects everybody is a gross distortion of the income tax principle. It does reflect the penchant of the government to believe it knows what is best for Canadians without believing the governed have a right to know what is being done on their behalf.

True, there are provisions for the Anti-Inflation Board to submit its reports to Parliament and the appeal procedure can be held in public if the Appeal Board agrees but in both cases the commissioners can decide what to make public and what to conceal.

If journalists and the news organizations they represent are to fulfill one of their principal mandates as a check on arbitrary government, it is going to take courage, time, hard work and a lot more resources.

They will have two major tasks—to ferret out the decisions that take place behind the administrative screen and to prevent the big selling job from becoming the big snow job.



Cincinnati

President, Ben Schilmeister; vice president, Eldon Phillips (Phillips, 144, Charles Powell, 98); secretary, Barry Horstman; treasurer, Thomas J. Wall.

Province late after discharge

Vancouver, B.C.—Members of the Vancouver Typographical Union at Pacific Press stopped work for nine hours Oct. 15 after a printer was fired for refusing to handle copy fed through the company's new video-display-terminal system.

Pacific Press publishes the city's two dailies, the Sun and the Province. The Oct. 16 morning Province was seven hours late off the presses, according to Lorraine Shore, Vancouver-New Westminster Guild president.

Composing room operations

were down from 5 p.m., October 15 until 2 a.m., the next day when temporary settlement was reached after an all-night session with a provincial mediator.

Under that settlement the printer was restored to his job and the Typographical Union agreed to handle all copy pending final resolution of questions surrounding the new system's use. The questions are to receive priority treatment in joint bargaining by the craft unions and the Guild with the companies for contracts to replace those expiring Oct. 31.

The Guild Reporter

JAMES M. CESNIK
Editor

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