

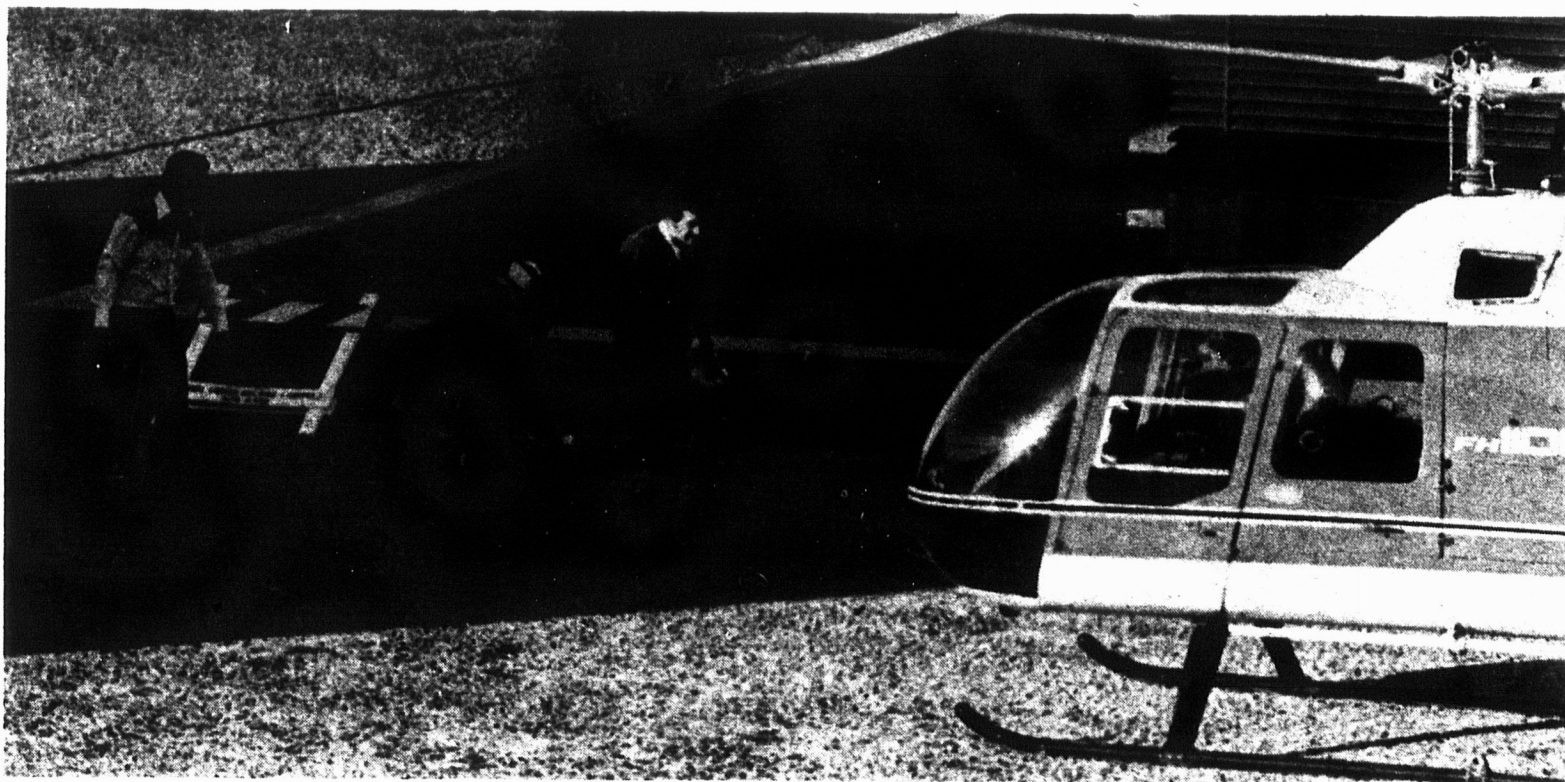
New York settles at the Daily News



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Subtle shuttle from the Post

A pair of suitcase toting men hurry across the roof of the Washington Post's plant toward helicopter waiting to whisk them away without having to confront striking engravers, mailers and pressmen on the

streets nine stories below. Helicopters have also been used to ferry offset printing plates to nonunion plants as far as 150 miles away for production of preprint sections.

Tentative pact averts strike; keys up \$79

New York City—New York Guild bargainers have reached tentative agreement with the second of the city's three major dailies, the Daily News, again within hours of a strike deadline.

The News settlement was announced late in the evening of Nov. 16. The Guild had set a strike deadline for 8 a.m. the next day. Like that at the Times, the tentative agreement with the News was reached in mediation with Theodore W. Kheel.

News Unit members will vote to accept or reject the pact on Dec. 2. The Times Unit is expected to vote its package up or down about the same time.

The New York Council of Newspaper Unions had pledged its support to the Guild if it struck the News. It made the same pledge after the Guild had set a deadline at the Times.

After the Guild and the Times reached tentative agreement, Times publisher Arthur Ochs Sulzberger had restated the pledge he and News publisher W. H. James had traded earlier: that if the News were struck, the Times would "follow developments closely and take whatever action" it deemed "appropriate."

Minimum and general increases in the proposed contract range from \$29.20 to \$84.92 (Continued on Page 2)

Post unions take to air, streets in quest for settlement pressure

Post Unions United, the coalition of 11 unions involved in the strike against the Washington Post, began taking the quest for progress toward settlement to the public in and around the nation's capital the week of Nov. 23.

They did it through paid radio spots during rush hours, advertising panels on the sides of 500 street-corner trash receptacles, hand carried banners at bridges separating Washington from its Virginia suburbs, a speakers bureau of more than 20 pressmen, mailers and Guild members and an aerial advertising message over Kennedy Stadium during the Redskins Nov. 23 game.

The first bargaining session between the pressmen and the Post since Nov. 10 was called for the 26th by a federal mediator. Neither said their positions had changed.

PUU "graduated" its first class of striking and locked-out union members from a short course on

de-advertising techniques.

The D.C. area Coalition of Black Trade Unionists and the AFL-CIO's Public Employee Department added their voices to others in the labor community condemning the Post's intransigence and calling upon their constituents to boycott the paper.

The Post unions' coalition set for Dec. 13 a public rally in a square near the Post. Cesar Chavez of the United Farm

Workers said he would attend.

At least four more Guild locals joined those that had previously condemned Post Guild Unit members who are working behind the picket lines and praised those who are refusing to cross them.

The Madison Guild's membership declared those who have "endured hardship to help fellow newspaper workers" have contributed to the "best hours in (Continued on Page 6)

Sheboygan wins parity, \$114 for society writers

Sheboygan, Wis.—Top minimum for society reporters at the Sheboygan Press is raised a total of \$114.45, to \$300.65 a week and parity with other reporters, display and outside classified salespersons, artists, and copywriters in a new two-year She-

boygan Guild contract.

Parity for society reporters is achieved with the first of two raises provided in the settlement, giving them increases of \$92.20 a week at the top-minimum level and \$59.10 at the starting level, both retroactive to Jan. 1.

The other key tops are raised a total of \$42.85—\$20.60 retroactive to January 1, 1975, and \$22.25 next January. Their starting minimums go up \$29.85 to \$209.45 in steps of \$14.35 and \$15.50 at the same intervals. The start for society reporter jumps a total of \$73.45 a week, also to \$209.45.

Mileage improvements include guaranteed flat weekly increases of \$4, to \$24.50, for auto use in the city and \$5, to \$27.50, for regular travel outside the city. Mileage rates for casual car use go up two cents to 15 for the first 150 miles and 13 cents a mile thereafter. The contract also provides a formula for additional increases in mileage and auto expenses as the price of gasoline (Continued on Page 4)

Dec. 1 'full regular dues' revoked

There will be no "full regular dues" for Guild members in the United States, Canada or Puerto on Dec. 1.

TNG Secretary-Treasurer, Robert M. Crocker, on Nov. 17 revoked his notice 10 days earlier that the higher schedule of monthly payments would go into effect in the face of bargaining crises then existing at the New York Times and Daily News and at the Philadelphia Inquirer and News.

The New York Guild's tentative settlement Nov. 16 with the News, coupled with its tentative agreement Nov. 11 at the Times and the Philadelphia Guild's Nov. 8 settlement with the Inquirer and News, removed the immediate threat to TNG's 1.5-million-dollar Defense Fund floor.

Initial El Vocero pact provides \$70 raises

San Juan, P.R.—General increases ranging from \$47.50 to \$70 are provided in the Puerto Rico Guild's initial contract with El Vocero (The Voice), a tabloid Spanish-language daily started after El Imparcial suspended publication two years ago.

The El Vocero contract covers all 100-plus employees of the paper in the Guild's traditional jurisdiction following management's voluntary recognition of the Guild as representative of its five ad salespersons. The Guild

initially had sought a labor-board election for them.

In addition to the general increases the contract provides a full Guild shop, weekly dues deduction and prohibits discrimination because of "political feelings or other conditions of law" as well as age, sex, race, religion, color, and national origin.

It guarantees four weeks' notice to the Guild before installation of new processes or equipment and provides for retraining (Continued on Page 2)



Torch of unity

Figurine atop cake at Guild, Typographical Union, pressmen party in Monterey holds high her torch of unity as Guild side of three-faced pumpkin looks on from background. Teeth of the pumpkin's other faces spell "printers" and "pressmen." Party preceded stand-up votes of support for printers' strike vote by Guild and pressmen and hefty settlements by both printers and pressmen. (Story, Page 3.)

New York settles at Daily News

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over its three year term.

Top minimum for reporters, display advertising salespersons and circulation sales representatives goes up \$79.30 over the contract's term, to \$457.28 a week, in increments of \$30.50 retroactive to April 1, and \$24.40 each on the same date in 1976 and 1977.

The top for classified telephone solicitors is raised \$52.16, to \$300.79, in bites of \$20.06 and \$16.05.

The top for classified display solicitors is raised \$71.75, to \$413.68; \$27.59, \$22.08 and \$22.08.

The \$29.20 goes to those in the messenger classification, taking them to \$167.08.

The \$84.92 goes to those included in the classification covering various editors and subeditors, circulation supervisors and advertising managers, taking their minimum to \$489.62 a week.

The increases are the equivalent of 8.07 percent the first year and 5.97 percent in the second and third.

The settlement also provides for cost-of-living increases in the second and third years by any percentage increase of more than six percent in the consumer price index.

Length of service required for coverage under the contract's guarantees against reduction-in-force discharges is reduced from 20 years to 10, as in the Times proposal.

The News also agreed to a full Guild shop for all new hires, except for ad solicitors and "sales development men." Any employees transferring to those jobs, however, now must retain their membership.

Several jobs are reclassified, mileage provisions are improved



Photo by Bill Schulhoff, Front page

Before settlement

Bargainers for the New York Guild's Daily News and TNG President Charles A. Perlik, Jr., (holding the sign) at mediator Theodore Khel's offices shortly before tentative agreement for a new con-

tract is reached with the New York Times. At left is Bob Vann, local representative for the News. Others are News Unit bargaining committee members Chauncy Head and Bob McDonald.

and the duration of paid maternity leave is increased one week, to five, as at the Times.

The News also will begin paying for half the worktime needed by the Guild's grievance and unit chairpersons to perform their duties.

Another new clause provides for rescheduling vacation time if an employee is disabled three or more days during his or her vacation.

Distribution of wage increases in the Times settlement were not yet available pending resolution of a disagreement over utilization of restaurant and part-time employees in their computation.

Times Unit bargainers reported that reduction of eligibility for protection against reduction-in-force discharges from 20 to 10 years' service will cover an additional 607 employees immediately and 212 more by the contract's expiration, for a total of 1,310 of the approximately 2,100 covered by the contract. They said 491 employees were covered under the 20-year provision.

Meanwhile, a strike threat by the Photoengravers Union against the Times on Nov. 20 was withdrawn Nov. 21 when the union's bargainers reported that "meaningful advances" had been made toward a new contract.

5 contracts extended in Victoria

Victoria, B.C.—The Victoria Guild along with the four other unions representing employees of the Colonist and Times have signed seven-month "economic necessity" extensions of their contracts with the papers' publisher who, at the same time, has guaranteed to publish both papers at least through the end of June.

The extensions provide for continuation of minimums and scales and most other provisions of the unions' contracts that were due to expire Nov. 30 while relaxing provisions governing reductions in the size of the work force.

The papers' publisher, Victoria Press, Ltd., a subsidiary of the FP publishing chain, maintained that financial difficulties it is experiencing in Victoria would result in its eliminating either the morning Colonist or afternoon Times unless concessions were forthcoming from the unions. It opened its books to the unions.

The Guild's extension agreement provides for a maximum reduction of 11 in its bargaining unit of 175 employees. Voluntary resignations are to be sought before economic discharges are undertaken, with those resigning eligible for a minimum four weeks' and a maximum 20 weeks' severance pay.

The company said a general economic decline on the island coupled with the heavy increase in the cost of newsprint and other material, plus the cost of the wage increases contained in the contracts that ended a six-month strike in May, 1974, were responsible for Victoria Press's financial straits.

The unions—the Printing & Graphic Communications Union pressmen and stereotypers, the Typographical Union printers and mailers and the Guild—bargained jointly, for the third consecutive time since 1971, through the Victoria Joint Council of Newspapers Unions.

Guild top minimums at the Colonist and Times range from \$154.22 to \$316.88.

El Vocero increases reach \$70

(Continued from Page 1)

of affected employees at company expense and on company time. Affected employees may opt to transfer to other open positions or to go onto a rehiring list and receive severance pay.

Doubletime for overtime is provided in the contract's second year; four hours at overtime is guaranteed for those called back to work after a full day and for work on a day off.

The contract also provides that each employee be given an equal chance to share in necessary overtime, with volunteers first to be sought in rotation according to seniority and assignments of overtime to go to those available with least seniority, if there are no volunteers.

Eleven full and four half holidays are provided along with doubletime pay for a minimum of eight hours for work on a full holiday and for four hours' minimum on a half day.

Fourteen days' vacation for employees with one year's service is provided in the first year of the contract; 16 days in its second year, and 18 in the third year of the agreement.

Eight weeks' paid maternity leave and five days' paid paternity leave, to start on the day of birth, also are provided.

The employer is forbidden to have anything written, processed, or prepared in a manner that distorts facts or creates an impression the employee knows to be false.

District managers outside the metropolitan area are provided a flat car-use rate of \$60 a week the contract's first year, \$70 the second and \$80 the third; \$55 a week the first year, \$65 the second and \$75 the third inside the San Juan metropolitan area.

Photographers required to use their cars regularly are provided \$140 a month the first year, \$150 the second and \$165 the third; reporters, \$125, \$135 and \$145. Reporters who irregularly use their cars get \$12 a month plus 12 cents a mile.

Reporters and photographers ticketed for speeding up to 10 miles an hour over the limit or for parking in unauthorized areas when instructed to do so are to be reimbursed for fines.

Photographers receive \$20 a week for the use of their equipment and reporters and photographers required to cover fires and floods are to be provided raincoats and boots by the company.

The wage settlement provides for all to receive \$10 raises retroactive to June 1 and \$15 on Dec. 1. Those in the three highest-paid classifications are to get another \$10 next May 1, Dec. 1, 1976, and May 1, 1977, plus a \$15 raise on Dec. 1, 1977. Those in the lower-paid classifications are to receive an additional \$5 on next May 1, Dec. 1, 1976, May 1, 1977, and \$7.50 on Dec. 1, 1977.

Top minimums in the contract's first year range from \$90 a week for janitors and messen-

gers to \$170 a week for the sports and social editors and electricians. The top minimum for reporters and photographers, two years' experience also, is \$165. The minimums reach \$105, \$205 and \$200 on Dec. 1, 1977.

El Vocero first voluntarily recognized the Guild as its employees representative April 26, 1974, following a check of membership application cards. The paper began publishing April 29, 1974. Most of its initial work force had formerly worked for El Imparcial.

All tops upped \$27 at Slovene paper

Chicago, Ill.—All top minimums are up a total of \$27 at the Slovene National Benefit Society under a new two-year contract negotiated by the Chicago Guild with the publisher of the weekly paper, Prosveta.

Chief clerk, bookkeeper, senior IBM operator and associate editor are increased \$14 retroactive to May 1, 1975, with a \$13 hike due next May, pushing their weekly minimum to \$244.50.

Minimums for senior checkers, junior IBM operators, secretaries, switchboard operators and translators go up in the same amounts at the same intervals to \$204.50; those for keypunch operators, junior checker go to \$199.50 and those for circulation and general office clerks to \$197.50.

San Juan Star admits tardy funds transfer

San Juan, P.R.—Scripps-Howard's San Juan Star, struck and closed by the Puerto Rico Guild since Oct. 18, has admitted to the Commonwealth Senate's Labor Committee that it has delayed by as much as 2½ months transmitting savings checked off from employees pay checks to their bank accounts.

At the same time the company pledged to make employees' accounts whole for any interest they have lost through its delays and said that in the future it will relay the funds to the Workers' Bank of Puerto Rico within the allotted 15 days.

Meanwhile, the Puerto Rico Guild reported a total lack of progress toward settlement of the strike against the Star.

Key issue, in addition to wages, is the paper's refusal to guarantee that any staff cuts in any department due to further automation will be accomplished through attrition. The Guild represents all 230 of the Star's employees. The company has insisted that attrition apply only to production employees.

The Puerto Rico Guild also has appealed to all Guild locals on the mainland for contributions to help it meet \$8,700 in medical and hospitalization insurance premiums for November for the strikers and their families. The local raised about \$5,000 from individuals and other unions on the island. The company cancelled its participation in the insurance plans 10 days into the strike, the local reported.

In testimony before the Puerto Rican Senate Labor Committee, Star spokesmen said they had been on time with deposits of employees' checked-off savings to the bank only six weeks in all of 1975. The delays, they said, ranged from a week to 2½ months.

The Criminal Investigations Division of the Commonwealth Justice Dept. reportedly is investigating the situation for possible misdemeanor charges.

Members need CLCs, IEB says

Guild locals' fulfillment of their responsibilities to the rest of organized labor and protection of their own members, require that each become "an active member" of local and state or provincial labor federations, the International Executive Board said Nov. 6.

And locals not belonging to either or both should "act quickly to remedy the omission," the board said.

Noting the 1975 Guild Convention's statement that "we cannot expect support from others unless we give support to them," the board said while most locals surveyed belong to local federations, little more than half belong to state or provincial organizations.

"In this area, nothing less than 100 percent is a passing grade," the board declared.

It pointed out that the new structure of the AFL-CIO's Organizing and Field Services Dept. enabling its regional staff to work more closely with state and local federations now.

Jointly bargained St. Louis pacts could net \$115

St. Louis, Mo.—Key top minimums were increased by as much as \$11.03 a week as of Sept. 1—and could go up by as much as \$115.88 a week by July, 1978—under 44-month contract settlements by the St. Louis Guild with the Post-Dispatch and the Globe-Democrat.

The Post-Dispatch settlement was bargained jointly by the Guild and the nine other unions representing employees of the paper and provides a common expiry date for all but the Teamsters: Aug. 31, 1978. The Guild's contract with the Globe-Democrat, printed by the Post-Dispatch under a joint operating agreement, expires the same day.

The Sept. 1 increases boosted the top minimum for all in the classification that includes reporters, photographers and outside ad salesperson at the Post-Dispatch to \$378.69 a week, and for those in the reporter-photographer-copy editor classification at the Globe-Democrat, to \$365.19.

Additional increases of three percent on Jan. 1, 1976, 1977 and 1978, also are provided as well as quarterly cost-of-living adjustments of up to six percent, calculated on the amount in excess of three percent that the St. Louis Consumer Price Index may increase over the previous December's index figure.

Both the Jan. 1 and cost-of-living increases at the Post-Dispatch are to be calculated from a "weighted average" of union scales existing Dec. 31 of the previous year.

The Globe-Democrat settlement provides that the three-percent Jan. 1 increases there be adjusted if necessary to maintain the differentials between each Globe-Democrat minimum and those at the Post-Dispatch and that each Guild-covered Globe-Democrat employee will receive a nonrecurring \$75 bonus this Christmas.

Other Sept. 1 increases include:

- \$7.66 for circulation district representatives, taking their top to \$263.07 at the Post-Dispatch and to \$211.36 at the Globe-Democrat.
- The same for classified telephone salespersons, taking their top minimum to \$263.07 at the Post-Dispatch and to \$234.97 at the Globe-Democrat.
- \$5.21 for stenographers and key-punch operators, taking their top to \$179.03 at the Post-Dispatch and to \$172.03 at the Globe Democrat.
- \$4.88 for maintenance per-



Leadership line-up in St. Louis

Local and international leaders of nine St. Louis Post-Dispatch unions meet with federal mediators before discussing joint economic bargaining with the paper's management. Among those pictured: Robert A. Steinke, St. Louis Guild executive secretary and president of the city's Council of Newspaper Unions, at the head of the table, right; Steve Martunek, Robert L. Wartinger and Virgil March of the International Typographical Union, on Steinke's left; Harold J.

Gibbons, International Teamsters second vice president, upper left; federal mediators Michael O'Reilly and Gayle Wineriter, at the opposite end of the table from Steinke; Ed Dorsey, president of the Missouri Teamsters, to the right of the mediators; Robert Callahan of the International Printing & Graphic Communications Union, to the right of Dorsey; Charles Dale of TNG on Steinke's right, and Thomas McGrath of the ITU, on Dale's right.

sonnel, taking their top minimums to \$167.62 at the Post-Dispatch and to \$160.62 at the Globe-Democrat.

- \$3.44 for copy and other messengers, taking their tops to \$118.26 at the Post-Dispatch and to \$115.26 at the Globe-Democrat.

Other improvements in the Post-Dispatch settlement include:

- A ban on discrimination in hiring because of race, creed, sex, age, color, marital status or Guild membership or activity and the addition of marital status to previously forbidden bases of discrimination against employees.
- A maternity leave entitlement increase, to 12 months from six, and an increase in the publisher's payment of medical and hospitalization insurance premiums for employees' dependents, from 50 percent to all but \$2.48 each month.
- Minimum weekly car-use guarantee increases ranging from \$3.50 to \$4.95, pushing them as high as \$28.50, for photographers.

Minimum daily car-use guarantees are raised 70 cents, to \$4.20. Mileage rates are boosted three cents, to 16. Both minimum allowances and mileage are to be adjusted quarterly from the Consumer Price Index figure

from this September.

Other improvements in the Globe-Democrat settlement include:

- Addition of 30 days to the notice required to the Guild before new processes affecting Guild members are introduced, making it 120 days.
- Elimination of a three-year service requirement, and one that employees be married, for maternity-leave eligibility.
- A former provision that leave begin at least three months before expected childbirth and last at least a year afterwards is changed to provide that maternity leave begin when an employee's doctor says it should and end when the doctor says the employee is able to resume work. Longer leave is possible at the publisher's discretion.
- Full payment by the publisher of the cost of dependents' medical and hospitalization insurance premiums, rather than 50 percent as previously.
- A \$1.01 increase in the daily auto-use reimbursement, to \$5.38, with additional mileage payments increased by 2.1 cents, to 6.35. Rates will continue to be adjusted quarterly based on a private auto-use-cost survey firm's rates for the St. Louis area.

The Guild and other unions entered joint economic bargaining with the Post-Dispatch late last summer after it had been suggested by federal mediators.

The Guild, ITU-mailers and Printing and Graphic Communications Union pressmen had been seeking renewal of expired contracts for varying amounts of time. Post-Dispatch publisher Joseph Pulitzer, Jr., had asked all the unions to agree to a one-year moratorium on wage and cost-of-living increases early in March. He had cited the "depressed economy" generally and particularly that of the St. Louis area.

Some of the unions, including the Typographical Union printers, reopened their contracts to enable the joint expiry date finally established.

The Teamsters, while participating in the joint bargaining, did not reopen their contract, which expires next August. The pressmen, too, participated in the joint bargaining, but settled later than the other unions after returning to individual bargaining.

The pressmen's settlement provides the same economic package as that bargained jointly by the Guild and other unions and provides for reduction of pressmen's

manning by a total of 45 jobs.

Before the settlement, the Post-Dispatch laid off 20 pressmen and 13 flymen it said were working "in excess of the manning tables" in the union's expired contract. An additional 12 positions will be lost through attrition under the settlement.

There also are to be incentives offered for early retirement of 33 position holders. They will be replaced, however, by persons in the first group, who have been serving as "extras" since being laid off.

Alex T. Primm, Post-Dispatch general manager, told the Guild and other joint bargaining unions after their settlements were reached that the company was "grateful for the responsible cooperation" they and their members had shown in the face of "severe business conditions."

The Post-Dispatch reportedly had sent several persons to Oklahoma City to learn newspaper production techniques at the Newspaper Production and Research Center's school there. And the paper had had all its street-level windows covered with boards.

The unions bargained jointly through the St. Louis Council of Newspaper Unions.

Canada's price elevator

The following table shows the steep ascent of Canada's Consumer Price Index over a 34-month period following a 1.3-point rise to 142.8 in October. The first column shows the index figure 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	% over 1971	% over Dec. 1972
October 1974	142.8	11.4	20.3
November	143.2	11.8	21.3
December	143.5	12.1	21.7
January	143.8	12.4	22.0
February	144.1	12.7	22.3
March	144.4	13.0	22.6
April	144.7	13.3	22.9
May	145.0	13.6	23.2
June	145.3	13.9	23.5
July	145.6	14.2	23.8
August	145.9	14.5	24.1
September	146.2	14.8	24.4
October	146.5	15.1	24.7

Monterey printers credit Guild, pressmen votes in \$59 pact

Monterey, Calif.—The Monterey Typographical Union and the Peninsula Herald have agreed to a new 28-month contract raising printers' weekly scale at the paper by nearly 26 percent following a strike vote and overwhelming stand-up votes of support by Guild members and pressmen at the paper.

Len Jones, chairman of the Typographical Union scale committee, credited the 54-to-6 secret-ballot vote by the Monterey Guild Unit and the unanimous vote by the pressmen, both to support printers' picket lines if they struck, with a major role in producing the settlement and in avoiding a strike.

The printers' Nov. 7 settlement of \$59.20 was \$16 higher

than the company had offered before the votes of support.

The Printing & Graphic Communications Union pressmen, who were in bargaining on a one-year wage reopener, five days later agreed to a 16-month extension of their contract for the same wage settlement.

All three unions' contracts with the Peninsula Herald now will expire on Oct. 31, 1977.

Jones said that the fact that the three unions' memberships "stood up to be counted not only persuaded the publisher to put a fair money offer on the table, it helped avoid a strike."

"Without the support of the Guild and the pressmen, the Herald might have been tempted to take us on," he said.

From Aug. 10, the Monterey Guild Unit had had two representatives sitting on the printers' bargaining committee—Chairperson Russ Cain and Vice Chairperson Alice Burton.

The pressmen also were represented on the printers bargaining committee.

As Halloween approached, buttons with twin pumpkins with teeth spelling T-N-G and I-T-U (GR, Oct. 24, page 6), began to appear on the clothing of Guild and Typographical Union members at the plant.

The printers and pressmen both were guests of the Guild at a Halloween party marking the Guild's 1973 representation election victory and a first contract shortly after Halloween 1974.

Sacramento, Stockton Central California now

The Sacramento Guild has changed its name to the Central California Newspaper Guild and merged into the newly named local.

The actions, voted by the two former locals, were capped by the first membership meeting of the new, enlarged local on Nov. 23.

The Central California Guild stretches more than 150 miles from Sacramento on the north to Fresno, in the heart of the San Joaquin Valley, on the south. Stockton is about 45 miles south of Sacramento, Modesto 65.

Members of the old Sacramento Guild approved the merger by 202 to 42 in balloting tabulated on Nov. 14. Stockton members voted 77 to 4 for the merger on Nov. 18 and 19.

TNG's International Executive Board had approved the merger, along with the name change, subject to approval of the memberships, during its fall meeting.

The Sacramento Guild sought its new name so to — more accurately reflect its expansion to

include units in Fresno and Modesto, as well as those at Sacramento's two daily newspapers.

The name change is part of a general structural reorganization of the local approved at a membership meeting Oct. 27. Under the revised structure a representative assembly is created and provision is made for the local to hire an administrative officer.

Acting on another recommendation of its Constitution Committee, the IEB voted to recommend to the 1976 Convention that the Constitution's designation of the Guild Reporter as TNG's "official organ" be changed to "official publication," as recommended by the board's Guild Reporter Committee, "in keeping with the vernacular of the times."

In a third action the IEB recommended that the next convention also change the Constitution's direction that published convention proceedings contain a verbatim report of all occurrences except "messages of greetings" and "general communication" to exclude only "routine announcements" instead. The action would conform to practice and eliminate ambiguity, the IEB said.

Pregnancy no bar to benefits

The U.S. Supreme Court has struck down a provision of Utah's unemployment compensation act making women workers ineligible for benefits during their last three months of pregnancy and the six weeks following delivery.

At least 14 other states have laws almost identical to Utah's.

Utah law said a woman was ineligible for benefits "during any week of unemployment when ... her total or partial unemployment is due to pregnancy" and almost blanketly disqualified them for benefits in the 18 weeks before and after childbirth.

The Supreme Court, in an unsigned, three-page ruling said that "it cannot be doubted that a substantial number of women are fully capable of working well into their last trimester of pregnancy and of resuming employment shortly after childbirth."

A presumption of incapacity, it said, violates the 14th Amendment.

The Utah Supreme Court had suggested, perhaps tongue in cheek, that the woman who challenged the state's law should instead "work for the repeal of the biological law of nature. She should get it amended so that men share equally with women in bearing children," it said.

Type-slip misquotes Barr

Three paragraphs were misplaced in the excerpts from National Labor Relations Board hearing testimony by Curtis D. MacDougall, Northwestern University emeritus journalism professor, published in the Nov. 14 Guild Reporter. The testimony was given during hearings on the Philadelphia Bulletin's contention that columnists should be segregated as "professional employees" from others on its editorial staff for bargaining purposes under U.S. labor law.

The misplacement made it appear as though TNG counsel David S. Barr engaged in an exchange with MacDougall about Sinclair Lewis's novel, "The Work of Art." In fact, it was Bulletin attorney Robert Kleebe who engaged in the exchange with Mac-

Dougall.

Said MacDougall to Kleebe, after stating he considers law, medicine and theology to be "the traditional professions:"

"Are you familiar with Sinclair Lewis's novel, 'The Work of Art?'"

Responded Kleebe: "You see, I am the one that asks the questions."

Then said MacDougall: "I will make it a positive statement."

"Sinclair Lewis wrote a novel, which was 'Work of Art,' which was an account of a hotel manager who considered producing the most perfect, the best hotel, as his lifetime activity. Now, he had a professional attitude. Now, you can find a professional attitude anywhere and everywhere ..."



In Debs's footsteps

Ruben Levin, left, editor of Labor, newspaper for the 17 U.S. railroad unions, and a longtime member of the Washington-Baltimore Guild's Labor Press Unit, receives the 1975 Eugene V. Debs Award from President Al H. Chesser of the United Transportation Union. The award, presented in Debs's restored home in Terre Haute, Ind., was given Levin for helping shape "a more equitable, humanitarian world" in the tradition of Debs, a railway labor leader in the late 19th Century. Debs also edited a railway-union paper. Ned A. Bush, Sr., a former Terre Haute Guild president, is executive vice president of the Debs Foundation, sponsor of the award.

Brazilian reporter a suicide?

The reported "suicide" of Brazilian newsman Vladimir Herzog while being held in a Brazilian army prison "shocked and horrified" American journalists, TNG President Charles A. Perlik, Jr., said in an appeal to the Brazilian government for the immediate release of at least eight other detained journalists.

Perlik's Nov. 10 letter to Brazilian President Ernesto Geisel denounced "the campaign against Brazilian journalists" of which, he said, Herzog's death was an apparent part. He also expressed concern for the continued existence of press freedom in Brazil.

Journalists reportedly are the targets in a recent wave of arrests by Brazil's government. Among those who have been arrested and taken to "unknown destinations" are Marinalda de Cavalho Marchi of the weekly Vega, Jose Vidal Pola Gale of the news agency Folja, and Rodolfo Konder of the Magazine Visao, Perlik noted.

"On behalf of 33,000 members of The Newspaper Guild in the United States, Canada and Puerto Rico, I ask that you take steps to effect the immediate

release of these detained journalists in the absence of any publicly announced charges against them," Perlik wrote.

Yugoslav-born Herzog, 38-year-old news chief at the Cultura television station, was found dead in a prison cell in Sao Paulo Oct. 25, the day after he was detained by the government for questioning. The army said he committed suicide.

Perlik agreed with a Sao Paulo newspaper that called the contention that Herzog committed suicide "absurd." The paper went on to say that "the suicide of a man under interrogation is as grave as the killing of a prisoner."

The continued imprisonment of journalists in the wake of Herzog's "mysterious death can only generate the gravest alarm, both for their personal safety and the continued existence of press freedom in your country," Perlik warned.

News of Herzog's death sparked protests at the University of Sao Paulo where professors and some 15,000 students went on strike Oct. 28, according to the International Federation of Journalists.

The Sao Paulo Journalists' union denounced the police action against journalists and called on its members for a three-day mourning period.

SDC elects McCracken

Memphis, Tenn.—Faye McCracken of Memphis was elected president of the Southern District Council during its Nov. 15-16 meeting here which included a symposium on laws governing organizing and discrimination.

Also elected were Porter Binks of Chattanooga, vice president; Harold Julian of Knoxville, treasurer, and Micky Carlock of Morgantown, secretary. Outgoing council president Reed Stafford of Memphis and secretary Emily MacDonald of Chattanooga did not seek re-election.

The Council approved a \$200 contribution to the Washington-Baltimore Guild after endorsing a resolution adopted Nov. 6 by

... Sheboygan

(Continued from Page 1) increases from 54.9 cents.

There is a \$1,000 increase in life insurance coverage to \$6,000 and medical benefits for maternity are increased along with other improvements in medical and hospitalization coverage.

The pact improves job security by providing for notification of the Guild 90 days prior to introduction of new or modified equipment and processes and for retraining of affected employees at company expense and time.

TNG's International Executive Board supporting the strike and praising Guild members honoring the picket lines. A \$100 contribution was approved for the Puerto Rico Guild's San Juan Star strike fund.

Among guests at the meeting were Gene Jett, president, and John Fisher, of the Memphis Typographical Union and Matt Pommer, president of the Midwest District Council.

Great Lakes sends \$200 to Washington Post unions

Indianapolis, Ind.—During its fall meeting here Nov. 15-16 the Great Lakes District Council voted \$200 to Post Unions United, the coalition of unions with members either striking the Post or observing picket lines.

We "commend those Guild members at the Washington Post who are honoring the picket lines," the Council said.

It called on "misguided" Guild members crossing Post picket lines to "discontinue a practice that can only do great harm to the principles of trade unionism" at the Post and in the entire newspaper and broadcasting in-

Police 'bug' reporter in Sacramento

Sacramento, Calif.—The Sacramento Police Department's reported eavesdropping operation aimed at Sacramento Bee reporter Wayne Wilson last June has been denounced by the Central California Guild as a repugnant act which "seriously jeopardizes" freedom of the press.

The Oct. 31 Sacramento Bee reported that detectives had recorded a telephone call from Wilson to a witness in a murder trial on orders of the chief of the department's homicide bureau, and had made arrangements to eavesdrop electronically on a subsequent meeting to be held at the home of the witness.

"Freedom of the press is seriously jeopardized when police agencies surreptitiously inject themselves in the often delicate activities of gathering news," the executive board of the Central California Guild President Robert T. Forsyth said in a letter Nov. 12 to Police Chief William J. Kinney.

Copies of the letter, which described the police department's methods against Wilson as "deplorable," were sent to Mayor Phillip Isenberg and other city officials, TNG President Charles A. Perlik, Jr., U.S. Rep. John E. Moss, U.S. Sens. Alan Cranston and John Tunney and others.

Kinney defended police action, saying the investigative techniques used are "standard procedures which are legally employed to obtain supportive evidence to substantiate possible criminal violation," according to the Bee.

Police said they had information that during the trial Wilson had contacted the mother of a witness. They charged that the context of Wilson's questions and his tactics could be in violation of the California Penal Code, the Bee article said.

"The price you and your department demand for investigative technique is outrageously high and will not be paid in a free society," Forsyth said in writing Kinney on behalf of the Guild's executive committee.

Meanwhile, the mayor fired off a memo to Kinney, with a copy to the Guild, seeking clarification of the situation.

"Would you please furnish me a memo as to just what the hell this is all about," Isenberg said.

Printers struck first

Earliest strike of workers in a single trade in the United States was in 1786 when Philadelphia printers won a minimum wage of \$6 a week, according to the U.S. Labor Dept.

dustry.

The Council also approved a \$100 contribution to San Juan Star strikers.

A panel on mediation, arbitration and collective bargaining featured Edward Archer, professor of Law at Indianapolis University, federal mediator Jack Preston, labor attorney Edward Fillenwarth, Jr., and James Wallihan, Indiana University labor studies professor.

The council's winter meeting was set for Feb. 22-23 in Lansing. Tentative plans call for TNG's "Automation Updated" institute to be presented.

WORST WHEN FORCED OUT

Retirees' 'golden years' can be fatal

By JOHN KELLY

MENTION RETIREMENT to the average American and the image that usually springs to mind is that of a handsome, vigorous elderly couple like the ones who keep turning up in advertisements for airlines and "sunshine" communities. And that certainly is enticing—imagining yourself finally able to enjoy the fruits of a lifetime's work by, say, flying around the world or lolling about in the sun. Unfortunately, this picture of the golden years is decidedly distorted.

Make no mistake: there are some Americans who are healthy, creative and rich enough to benefit from the leisure provided by retirement. But the majority of retirees find it a nightmare—composed of boredom, poverty and insecurity.

Take a look at these harrowing statistics:

- The average white male dies 30 to 40 months after retirement.
- Men over 65 account for one-fourth of U.S. suicides.
- One-third of all marriages decline after retirement according to a National Institute of Mental Health study.
- Alcoholism and mental illness plague a disproportionately large number of retirees.

Not all of these woes can be blamed solely on retirement, of course. The debilities that come with increasing age, for instance, obviously play a major role in both the high death and suicide rates. Yet, many authorities, among them Dr. Frederick C. Swartz, chairman of the American Medical Association's Committee on Aging, think that retirement hastens the normal physical and emotional decline which accompanies advanced age.

"After retirement," says Dr. Swartz,

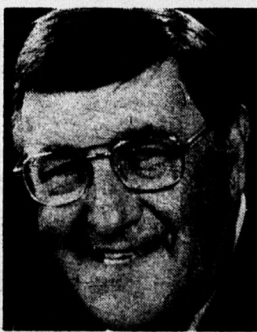
Sunpapers have 'Gardina plan'

The Washington-Baltimore Guild's contract with the Baltimore Sunpapers, ratified last June 6, contains the first provision for gradual retirement in any Guild contract.

Under the provision employees may opt to work a four-day week the year before they retire.

Their weekly pay is reduced proportionately, the local reports, but their pension entitlement computation assumes they had been receiving a full five days' pay during the period.

The provision is called the "Gardina plan," for Frank R. Gardina, veteran photographer and Guild member, who secured scores of signatures from employees of all age levels in support of the proposal.



Frank R. Gardina

Publisher demands that Guild locals accede to mandatory retirement—long contrary to TNG policy and prohibited by TNG's Collective Bargaining Program since 1972—have become more and more frequent in recent years. At the same time, according to J. William Blatz, TNG director of field operations, the demands have become increasingly difficult to resist, in large part because other unions have acceded to them as part of their effort to reduce the number of members cut adrift by the new production processes. This article, which concentrates on the impact of mandatory retirement on those forced to retire, is reprinted from the Sept. 28 Family Weekly, a Sunday supplement.

"many men collapse into a state of lethargy and boredom. And once this happens, they start down the road to bad health."

Psychiatrist Robert Butler agrees. In his new book, "Why Survive? Being Old in America," Dr. Butler defines what he calls the "retirement syndrome." Men and women who are otherwise perfectly healthy will suddenly develop headaches, gastrointestinal disorders; they will oversleep, become irritable and lethargic; they'll suffer from mental confusion and nervousness.

"More often than not, these symptoms appear after the person retires," adds Dr. Butler, "but sometimes they manifest themselves before retirement, heightening the confusion that accompanies the retirement process."

Just how this sense of lethargy and purposelessness is able to cause physical harm is still not known precisely. But Dr. William Reichel, vice president of the American Geriatrics Society, suspects that the same subtle "giving-up" mechanism that affects the relatives of the recently deceased may work on retirees as well. Studies have shown that the newly bereaved have a far higher mortality rate in the first year of their bereavement than the general population.

"Perhaps," says Dr. Reichel, "the loss of a job, which gives their lives purpose, proves equally traumatic for retirees."

Whatever the cause, the American Medical Association (AMA) is so convinced of retirement's baleful effects that it has labeled retirement a health hazard. In a new booklet called "Retirement: A Medical Philosophy and Approach," the AMA declares flatly that "arbitrary retirement and the denial of work opportunity—whether the work is for pay or for the pleasure of giving—seriously threatens the individual concerned."

But there's a big distinction between voluntary and enforced retirement.

"Usually those who are able to make their own decision to retire fare better than those forced out by a mandatory policy," says Dr. Butler, citing a National Institute of Mental Health study on retirees. "We found that disorganized behavior—that is, the lack of structure or goals—was a major risk factor among the elderly. And we found more of this type of behavior among those forced to retire."

Dr. Butler thinks that those who retired voluntarily were looking forward to the leisure which retirement provided so they were equipped financially and emotionally to put it to creative use; while those who were forced out had no idea what to do.

Unfortunately, more and more Americans are going to find themselves in this second category because a growing number of firms have an enforced retirement policy. At the turn of the century, only a handful of workers were affected but today 50 percent are forced to retire. The result has been a steady decline in the number of over-65s in the work force. In 1900, two-thirds of them worked, but now only one-third do.

Of course, not everybody who's affected by mandatory retirement is necessarily unhappy. But in a recent study of the attitudes of retirees—done for the National Council on Aging by pollster Louis Harris—74 percent of the respondents said they missed the money their job brought in, 73 percent missed the people at work, 62 percent missed the work itself and 59 percent just missed the feeling of being useful.

That money ranked first on the list is hardly surprising. About 55 percent of retirees enter retirement in debt. The average Social Security benefit for an elderly couple is now \$341 per month, or \$4,092 annually. This amounts to a little more than half the money needed to live on what the Bureau of Labor Statistics calls an Intermediate Budget—a budget which allots only \$30 a week for groceries, \$170 per month for housing costs and \$27 a month for clothing costs.

Pensions don't help much either. According to the Social Security Administration, the median monthly pension benefit is \$200 for those people who work till 65 and \$224 for those who retire early because of a disability. And many people don't have pensions.

What all this means is that an estimated 4.8 million people aged 65 or over are living in poverty. That makes the elderly the fastest growing poverty group in America.

The consequences of this penury on the health of the aged can be gauged by the results of a study by Duke Uni-

versity gerontologist Eric Pfeiffer. He found that financial well-being was one of the major factors in predicting the longevity of a retiree. In other words, the better off a person is financially, the greater his chances of living longer.

Supporters of compulsory retirement contend that without it, men and women would remain in jobs long after they passed their physical and mental prime, blocking the advancement of younger, more aggressive employees.

But, in Dr. Butler's opinion, this argument overlooks one very important fact. "Chronological age," he says, "is an inaccurate measure of how old someone is. Aging occurs unevenly—one may be at very different ages at the same time in terms of mental capacity, physical health, endurance, creativity and emotions. Thus, while one man may be 'old' at 60 or 65, another may be vigorous into his 70s."

An alternative to the present system of compulsory retirement might be a system of flexible retirement. There are a number of ways such a system could work. One method might require workers to take certain standardized physical and mental tests on an annual basis, beginning at age 65. As long as they could pass the tests, they would be "safe" another year.

A system of flexible retirement would have a number of marked advantages. It would allow the nation to tap the skills and experience of the elderly, reduce Social Security costs and, even more important, increase retired people's happiness and, perhaps, longevity. But adoption of flexible retirement is only part of the answer.

"More must be done to prepare people for retirement," says Dr. Adrian Ostfeld, Lauder Professor of Epidemiology and Public Health at Yale.

As an example of what can be done, he cites the Bell System, which runs courses on retirement for its employees.

Dr. Butler agrees that more should be done. But he thinks preparation should begin as early as grade school. "Children should be taught that old age is not something to dread but a very special time of life. And as part of this training, we should show them how to use their time more creatively, how to enjoy art and music, for example. These are not only marks of a cultivated man or woman, but ways to fill leisure time with real meaning."

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TNG-ITU merger nipped in Seattle straw vote

Seattle, Wash.—Slightly less than 55 percent of 498 Pacific Northwest Guild members who participated in a local "straw ballot" on merger of TNG and the International Typographical Union indicated they would not support it.

Just under 45 percent indicated they would.

About a quarter of the ballots

'More information is necessary,' negatives comment

cast contained comments in a space provided for them.

The most common reason given for favoring the merger was added bargaining strength, according to Kirk Smith, PNNG administrative secretary.

Lack of sufficient information

about a merger's effect on individual members, dues, structure and other areas was the most common comment of those who voted negatively, he said.

The straw ballot asked members to express their support or nonsupport of merger "assuming

all dues, financial and membership obligations were settled in a way that caused no hardship to Guild members."

The tally was: yes, 221; no, 273; no opinion, 4. Among members at the Seattle Times it was: yes, 111; no, 123; no opin-

ion, 3. At the Post-Intelligencer it was: yes, 65; no, 105; no opinion, 1. At the Tacoma News-Tribune it was: yes, 45; no, 45.

In September's TNG elections, 285 of 1,000 eligible PNNG members voted.

A straw ballot posing the same question was taken by the Seattle Typographical Union whose members voted: yes, 510; no, 70.

Post unions take to air, streets in quest for settlement pressure

(Continued from Page 1)
newspaper union history." Post members crossing the lines "are contributing to its sorriest."

The San Jose Guild membership pointed out that it is in "a unique position to understand the frustration of nonbargaining that led to the strike" since its only strike took place when Lawrence Wallace, the Post's labor relations director, was representing the San Jose papers.

San Jose voted a \$200 contribution to the Washington-Baltimore Guild's efforts in support of the strike, and pledged more.

The Gary Guild voted \$50 a month to PUU and \$25 to the Guild local.

The St. Louis Guild voted \$250 each to PUU and the Guild local.

Meanwhile several Post spokespersons made reports on the Post's financial operations during the strike that appeared to be at least somewhat contradictory.

The Washington Post Co. late in October reported to its stockholders that the company's profits for the quarter ended just before the strike began were off 1.02 million dollars, to 1.07 million, and that they were off 2.5 million, to 6.5 million, for 1975's first nine months. The company reported that it expected the strike "to have a substantial adverse effect" on fourth quarter earnings.

Then on Nov. 19, Mark J. Meagher, general manager of the Post newspaper, told reporters that it has been making a steadily increasing profit since the strike's fourth week.

While noting that there were special strike costs that could not be fully tabulated, Meagher said the Post is saving about \$600,000 a week in craft-union salaries.

Then Martin Cohen, controller and financial vice president, told a group of financial analysts that for the five weeks ended Nov. 2, the Post's advertising fell about 4.2 million lines, about 50 percent from a year earlier, and that its market share fell to 40.4 per-

Puerto Rico withdraws at Telemundo

San Juan, Puerto Rico—The Puerto Rico Guild has withdrawn a petition to the National Labor Relations Board for recognition as bargaining agent for some 150 employees of the broadcast stations owned by El Mundo, the island's largest Spanish-language daily where the Guild represents all employees.

The withdrawal followed an AFL-CIO Executive subcommittee's upholding a ruling by an umpire that the Guild was raiding in trying to organize the group. The charge was brought by the Associated Actors and Artists of America.

The Guild last November helped win severance pay and job restorations for seven of the stations' employees who put up a picket line after they were fired for what the company said was economy. Guild drivers, district managers and some editorial employees refused to cross the picket lines, resulting in a three-day shutdown of the paper. The union holding the broadcast employees' contract at the time was not affiliated with any international union.

cent from 67.3 percent, the Wall Street Journal reported.

Post President Larry H. Israel told the group that while the paper "reached a break-even level of operations for the week ended Oct. 26, there will be a major adverse effect on company profits and earnings for the quarter."

Cohen said the lineage decline for the week ended Nov. 16 was 318,000, compared with 338,000 for the week ended Nov. 9 and a high of 1.2 million for the week ended Oct. 12.

Meagher told reporters on Nov. 19 that about 40 Guild members are working outside Guild jurisdiction, including advertising personnel helping run the presses. He also said the Post

Vote set for Dec. 2 in Light circulation

San Antonio, Texas—The National Labor Relations Board has rescheduled for Dec. 2 a representation election sought by the San Antonio Guild among 37 inside circulation employees of Hearst's San Antonio Light.

The election was postponed from July 11 when the full NLRB agreed to consider the publisher's appeal of a regional ruling that part-time student employees are eligible to vote.

The full board agreed earlier this month that they are.

has offered legal counsel to reporters being charged with violating TNG's Constitution by working behind the picket lines. None have accepted, however, he said.

Two days previously Katherine Graham, chairman of the Post Co. board, in a two-page letter covering 11 pages of answers to questions posed to her by a group of Guild members still working, said that she does not consider a settlement with the pressmen "a sure thing."

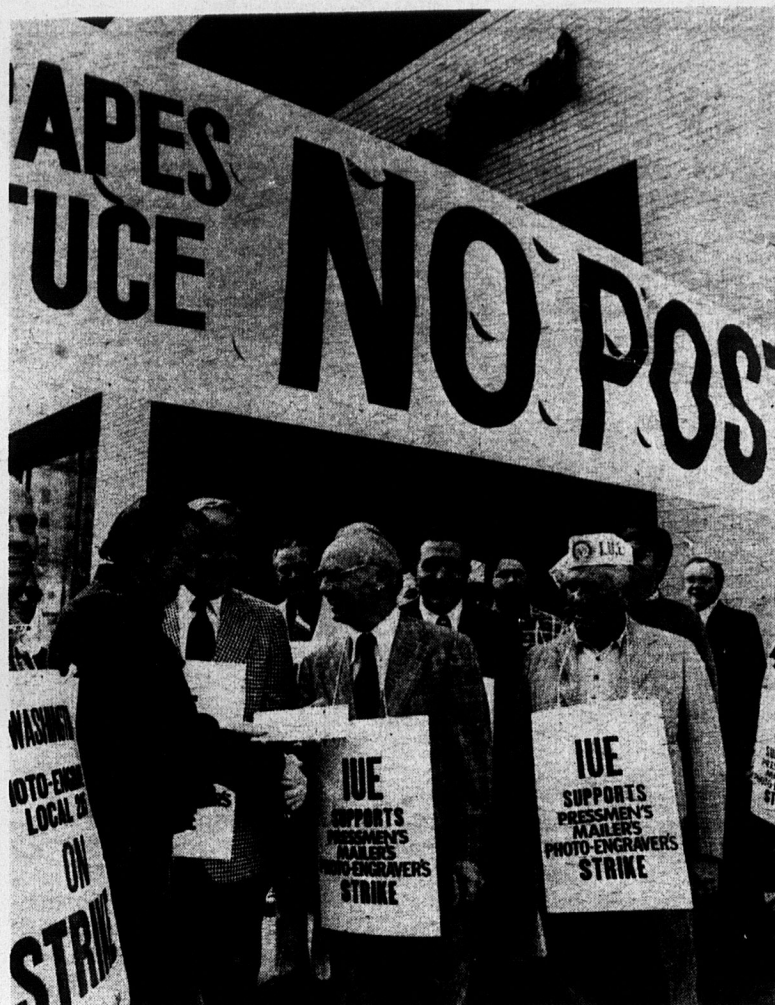
She gave an unequivocal "no" to a question asking if the Post would submit its dispute with the Pressmen to binding arbitration.

The group of working Guild questioners then sent a series of questions to the pressmen's leadership.

The group, which includes former Washington-Baltimore Guild President Robert Asher, said it posed the questions to Graham because "for many of us it is more difficult to cross the line now than it was at the outset of the strike."

They said they were searching for "real signs that the company is acting to settle the dispute."

A group of 13 Guild members observing the picket line began distributing daily mimeographed reports taking issue with several management positions and seeking to persuade picket line crossers to join them outside.



IUE to PUU

Paul Jennings, president of the International Union of Electrical Workers, presents \$1,000 check for Post Unions United to James A. Dugan, president of the striking Printing & Graphic Communications Union pressmen. Jennings and other officers and members of the IUE's International Executive Board recessed their fall meeting to join the Post picket lines Nov. 15 in a demonstration of support for the strike. Full slogan on the banner is "No grapes, no lettuce, no Post, on strike!"

IT SEEMS

TO US

Northwest retiree dislikes Baker's 'amateurs' label

DES MOINES, WASH.

Editor:

Russell Baker's labeling of newspaper people as amateurs and not professionals [GR, Oct. 24] is too all-inclusive. Most newsmen are dedicated professionals, although some (who escaped the weeding-out process) will forever be amateurs.

Every profession has "amateurs" who fall short in principles, ethics or capabilities. Some medical doctors bungle operations and some lawyers are guilty of shady practices, yet the majority in those professions are reputable people whom we hold in esteem.

Baker demeans himself in calling himself an amateur. But let's give him his due. He should be his own best judge.

Today's journalism schools, and those editors who have the time and patience to train promising beginners, do a pretty good job of turning out professional journalists. And the amateurs who can't achieve professional status rarely stay on; the professionals squeeze them out.

WALTER D. RUE

Retired

Pacific Northwest Guild

Editor's note: Russell Baker, in his testimony during the National Labor Relations Board hearing in Philadelphia, did not use the term "amateur" in any demeaning sense, nor to characterize newsmen as lacking in dedication, principles, ethics or capabilities. Quite the contrary, he was most explicit in stating that he was using the term as do

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

the British. They, he pointed out, "have always given great social value to the amateur, 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."

Honolulu Stars & Stripes veterans seek others

CHICAGO, ILL.

Editor:

Would The Newspaper Guild help me locate former members of the Pacific edition (U.S. Army) of Stars & Stripes newspaper? We were based in the Honolulu Advertiser building in World War II.

George Chaplin, editor of the Honolulu Advertiser, has asked me to contact former members of our staff to see if they would be interested in a Bicentennial "reunion" in Honolulu next summer. Chaplin was the captain of our staff.

Those interested, including their wives, should contact me at the International Office, Public Relations Dept., Shrine of North America, 323 N. Michigan Ave., Chicago, IL 60601. Some of the former S&S staffers may still be in the newspaper field. They included reporters, photographers, cartoonists, circulation specialists and drivers.

ROBERT E. SCONE

Hoover name besmirches FBI building, Herling says

WASHINGTON, D.C.

Editor:

The revelations of the shameful malpractice and illegal activities of J. Edgar Hoover, former FBI director, add up to one monumental fact: he abused his power and turned his office into an obscene machine of harassment of American citizens. He sought to goad Martin Luther King, Jr. to suicide and we don't know how many less prominent citizens he frightened to death.

Such a one does not deserve to have his name placed on a government building. Hoover's name should be removed at once from the newly dedicated FBI headquarters.

A skilled building craftsman could commit the necessary surgery with little cost to the taxpayer. It would lead, however slightly, to an improvement in our national peace of mind. Hoover's name does not belong on a building which ostensibly stands for law and order.

JOHN HERLING

Correspondents' Unit

Washington-Baltimore Guild

Editor's note: Brother Herling writes the "Herling Labor Letter" and articles and columns for various periodicals and newspapers.

MAD Council secretary inquires after checklist

ELIZABETH, N.J.

Editor:

I feel like poor Jeannie one-note.

In San Juan, I spearheaded a

resolution, which was adopted, for a checklist for collective bargainers. The list still is missing.

Meanwhile, I understand that San Juan was prevented from a strike because it had failed to do all the things it was supposed to do.

The Middle Atlantic Council at its September meeting directed me to remind you that the checklist is still missing, but still wanted and needed.

How much longer must we wait?

JEAN-RAE TURNER

Secretary

Mid-Atlantic District Council

Editor's note: Sister Turner may be referring to a U.S. District Court last May 22 ordering members of the Puerto Rico Guild's Star Unit back to work after they had been striking the paper for three weeks. The court said there was "reasonable cause to believe" the local had failed to give the required 60-day notice of a management-labor dispute to the Federal Mediation & Conciliation Service before striking. The Guild said it had filed the notice.

Retired member suggests see-through address labels

YEADON, PA.

Editor:

Why not put transparent address labels on the Guild Reporter so that members can read what is under them.

Suggestion.

JEAN PHILLIPPE

Retired

Philadelphia Guild

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

CLERK TOPS

Modesto's \$230 tops 'em

Top minimums for the lowest-paid clerical classifications in 29 Guild contracts with U.S. newspapers exceed the \$176.88 average weekly wage the U.S. Dept. of Labor says was necessary a year ago for an urban family of four on a "lower" budget.

None of the 122 newspaper contracts covering clerks, however, provides them a top minimum within shooting distance of TNG's wage goal of at least \$305 a week for all classifications.

Average clerk top minimum on Oct. 1, when TNG's Collective Bargaining Dept. compiled the table reprinted below, was \$157.74 a week.

The highest Oct. 1 minimum on the table—\$230.80 a week at the Modesto Bee—was increased by \$8.78, to \$238.58, on Oct. 9.

Other clerk top-minimums also have increased through implementation of scheduled deferred contract increases since Oct. 1. Among them: Akron, up \$15, to \$186; Wilkes-Barre Times-Leader, up \$6.85, to \$189.55; Cleveland Press and Plain Dealer, up \$11.20, to \$181.60; New Westminster, up \$9.57, to \$173.48; Providence, up \$7, to \$163; Sacramento Bee, up \$7.26, to \$198.09; and Monterey, up \$5, to \$145.

Others also are increased under new contracts won by locals since Oct. 1. Among them: the New York Time and News, Boston Herald American and Herald Advertiser, Sheboygan Press, St. Louis Post-Dispatch and Globe Democrat, and the Philadelphia Inquirer and Daily News.

Following are top minimums for the lowest paid clerical jobs in newspaper contracts in effect on Oct. 1:

Minimum	After	Minimum	After
Modesto Bee	\$230.80—4 yrs.	Ottawa Journal	159.46—2 yrs.
Washington Post	222.00—2 yrs.	Pontiac: Oakland	159.46—2 yrs.
New York Times	213.44—2 yrs.	Press	158.38—1 yr.
Washington Star	205.40—3 yrs.	Toronto Star	157.30—3 yrs.
Wilkes-Barre Sunday	201.40—2 yrs.	Denver Post	157.00—3½ yrs.
Independent	201.16—3 yrs.	Gary Post-Tribune	156.66—2 yrs.
Vallejo Times-Herald	199.55—3 yrs.	Providence Journal	156.00—2 yrs.
San Mateo Times	199.03—3 yrs.	and Bulletin	156.00—3 yrs.
Long Island Press	197.39—4 yrs.	Wayne Eagle	155.74—3 yrs.
Stockton Record	195.19—3 yrs.	St. Louis Globe-Democrat	155.74—3 yrs.
Honolulu Advertiser	195.04—2 yrs.	Indianapolis Star	155.20—3 yrs.
New York News	194.55—3 yrs.	Bay City Times	154.60—2 yrs.
New York Post	194.55—3 yrs.	Winnipeg Tribune	154.00—3 yrs.
Toledo Blade	193.30—3 yrs.	Columbus Citizen-Journal	153.50—2 yrs.
Honolulu Star-Bulletin	192.89—1½ yrs.	Columbus Dispatch	153.36—3 yrs.
Sacramento Bee	190.83—4 yrs.	Denver Rocky Mountain News	153.00—3 yrs.
East St. Louis: Metro-East	190.40—5 yrs.	Pawtucket Times	152.73—2 yrs.
Journal	188.85—4 yrs.	Lansing State Journal	151.00—4 yrs.
Woodbridge News	186.40—3 yrs.	Royal Oak Tribune	150.00—1 yr.
Tribune	186.27—3 yrs.	Minneapolis Star	150.00—4 yrs.
Kingston Daily Freeman	184.65—2 yrs.	and Tribune	149.25—2 yrs.
Detroit News	184.65—2 yrs.	Seattle Times	148.17—3 yrs.
Lynn Item	184.65—2 yrs.	Scranton Times	145.88—3 yrs.
San Jose Mercury and News	184.65—2 yrs.	Lowell Sun	145.00—2½ yrs.
Victoria Colonist and Times	184.61—2 yrs.	Joliet Herald-News	143.90—4 yrs.
Woonsocket Call	184.55—3 yrs.	Haverhill Gazette	143.47—4 yrs.
Detroit Free Press	184.27—3 yrs.	Albany Times-Union	143.25—4 yrs.
Wilkes-Barre Times-Leader-News	182.70—2 yrs.	and Knickerbocker News-Union-Star	143.17—2 yrs.
Record	180.72—2 yrs.	Fall River Herald-News	142.40—2 yrs.
Oakland Tribune	180.72—2 yrs.	Brantford Expositor	142.04—flat
San Francisco Chronicle and Examiner	180.72—2 yrs.	Scranton Tribune	142.04—flat
Seattle Post-Intelligencer	180.25—3 yrs.	Toronto Globe & Mail (editorial)	141.40—2 yrs.
Boston Herald American	180.00—3 yrs.	York Daily Record	140.50—3 yrs.
Herald Advertiser	178.35—2 yrs.	Monterey Peninsula Herald	140.00—2 yrs.
Mt. Clemens Macomb Daily	176.00—3 yrs.	San Juan: El Mundo	139.20—2 yrs.
Baltimore Sun and Evening Sun	175.50—3 yrs.	Oshawa Times	139.11—4 yrs.
Chicago Sun-Times	174.98—15 mos.	Chattanooga Times-Public Star-Journal	138.30—3 yrs.
Hilo: Hawaii Tribune-Herald	174.00—4 yrs.	Utica Observer-Dispatch	137.50—4 yrs.
Elizabeth Daily	173.80—3 yrs.	Press	137.50—4 yrs.
Cincinnati Post and Kentucky Times-Star	173.80—3 yrs.	Brockton Enterprise & Times	134.76—2 yrs.
Long Beach Independent and Press-Telegram	171.82—3 yrs.	Toronto Globe & Mail	134.40—3 yrs.
Akron Beacon Journal	171.00—3 yrs.	(circulation)	133.80—3 yrs.
Pottstown Mercury	170.75—4 yrs.	Sheboygan Press	133.00—2 yrs.
Manchester Union Leader	170.50—3 yrs.	Peoria Journal Star	133.00—2 yrs.
Cleveland Plain Dealer	170.40—3 yrs.	Memphis Commercial Appeal and Press-Scimitar	131.65—2 yrs.
Cleveland Press	170.40—3 yrs.	Youngstown Vindicator	131.50—2 yrs.
San Diego Union and Tribune	169.47—3 yrs.	Portland Press Herald, Express	131.50—3 yrs.
Ottawa Citizen	169.06—2 yrs.	and Telegram	130.00—2 yrs.
Erle Times and News	168.52—3 yrs.	Montreal Star	130.00—2 yrs.
Battle Creek Enquirer & News	168.00—3 yrs.	Sudbury Star	130.00—4 yrs.
Tacoma News-Tribune	167.10—1 yr.	San Juan Star	130.00—4 yrs.
Tribune and Ledger	166.75—3 yrs.	Yakima Herald-Republic	127.50—4 yrs.
Buffalo News	166.75—3 yrs.	Eugene Register-Guard	127.00—4 yrs.
Wilmington News and Journal	166.74—3 yrs.	New Brunswick Home News	123.20—1 yr.
Waukegan News-Sun	166.40—flat	Norfolk Virginian Pilot	123.00—3 yrs.
Hawaii Newspaper Agency	165.43—1½ yrs.	Allentown Call and Chronicle	122.10—2 yrs.
Vancouver Sun and Province	165.15—1 yr.	Massillon Independent	121.15—4 yrs.
Pittsburgh Post-Gazette	164.00—2 yrs.	Sioux City Journal	120.50—4 yrs.
New Westminster Columbian	163.91—1 yr.	Great Falls Tribune	120.00—1 yr.
Chester: Delaware County Times	163.65—4 yrs.	Lexington Herald and Leader	120.00—4 yrs.
St. Louis Post-Dispatch	162.74—3 yrs.	Duluth Herald and Star	118.80—1 yr.
Salem (Mass.) News	162.00—3 yrs.	Canton Repository	118.49—3 yrs.
Sacramento Union	161.51—1½ yrs.	Coos Bay World	113.18—6 mos.
Philadelphia Inquirer and News	161.50—4 yrs.	Knowlton News-Sentinel	111.00—3 yrs.
		Terre Haute Tribune	110.44—2 yrs.
		San Antonio Light	108.67—1 yr.
		Salem (Ore.) Statesman and Capital Journal	106.50—4 yrs.
		Monessen Valley Independent	97.00—1 yr.
		Morgantown Dominion-Post	88.32—flat

The American Worker 200 Years of Progress

"The fact that newspaper editors and owners are genial folk should hardly stand in the way of the organization of a newspaper writers' union. There should be one. Beginning at nine o'clock on the morning of October 1, I am going to do the best I can to help in getting one up."
—Heywood Broun, 1st TNG president, in his column on Aug. 7, 1933

THE NEWSPAPER GUILD, 1125 Fifteenth St., Washington, D. C. 20005

Bicentennial calendar

Calendars for the U.S.'s bicentennial year, marking key events in the history of the nation's unions, are being made available to Guild locals and members by TNG. They are individualized with TNG's seal and a quotation from Heywood Broun's column announcing his intention to organize a newspaper union. The date of the

Guild's founding, Dec. 15, 1933, is among those marked on the calendars. Each month features a full-color reproduction of an original painting depicting working men and women and their unions. Locals and members may obtain the calendars from TNG's Research & Information Dept. for \$1.50 each.

Newsprint strikes hit E. Canada

Montreal, Quebec—Strikes by Canadian paperworkers continue to cut the nation's ten-million-ton per day newsprint production by more than half as they spread through the Eastern provinces.

In British Columbia, meanwhile, where the walkouts began, paperworkers were about half through a 90-day government imposed back-to-work period.

Canada exports 90 percent of its output to the U.S. where it accounts for two-thirds of the consumption.

In British Columbia 13,000 workers represented by the Pulp, Paper and Woodworkers of Canada and the Canadian Paperworkers' Union had 22 mills shut down from mid-July until ordered back to work for 90 days by the provincial government early in October.

Among the plants most recently struck in the East are those in which the Washington Post and the New York Times hold major interests.

The CPU has been formally asking for a \$2 an hour increase in the first year of new contracts for the 44,000 workers it represents. Under its contracts which expired April 30 the average hourly rate was \$5.60; the base rate was \$4.82 an hour.

CPU members work at mills which turn out 90 percent of Canada's newsprint capacity.

So far, however, the strikes appear to have had little impact on most U.S. newspaper publishers who had stockpiled large inventories, according to Editor and Publisher.

But in Western Canada publishers have had to seek new newsprint sources in the United

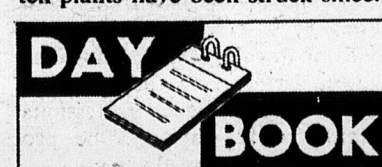
States and Eastern Canada. And they have had to pay higher shipping charges, reportedly as much as \$100 a ton, in order to maintain production.

Vancouver's dailies, the Sun and the Province, early in September announced they were cutting press runs and dropping some features and comics to conserve their dwindling supplies.

The Sun cut its press runs 20 percent, dropped travel pages and reduced the size of the comics, but they came "back up" well before the government's back-to-work order, according to Lorraine Shore, president of the Vancouver-New Westminster Guild.

"They seemed to be scrounging newsprint from somewhere," she reported.

The strikes, some now entering their third month, first hit Abitibi—Canada's largest newsprint producer—when workers shut down its Thunder Bay plant on July 10. Eight more of Abitibi's ten plants have been struck since.



Empire State District Council, Dec. 6-7, Towne House Inn, Rochester.
Guild Service and Heywood Broun Awards entries deadline, Jan. 16.
International Executive Board, winter meeting, Jan. 26-29, TNG headquarters, Washington.
Western District Council, winter meeting, Jan. 31-Feb. 1, Sacramento.
Middle-Atlantic District Council, winter meeting, Feb. 7-8, Philadelphia.
Great Lakes District Council, winter meeting, Feb. 22-23, Lansing.
International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.
TNG-GAIU 1976 Legislative-Political Conference, May 3-7, Washington.
43rd Annual TNG Convention, June 28-July 2, Shoreham Americana Hotel, Washington.

The CPU says the company is attempting to break the practice of a single contract covering nine of the plants.

The companies maintain pulp and paper workers are paid more and produce less than their U.S. counterparts, who receive an average of \$5.25 per hour. They contend that the unions' proposals would be "ruinous" and would widen the gap, seriously weakening Canada's ability to keep its lead over the U.S., its principal rival in the industry.

Industry observers predict that newsprint companies won't go back to the bargaining table until almost all the industry is idle so they can justify boosting the current \$260-a-ton newsprint price at least another \$10.

Prior to the July strike U.S. supply inventories stood at 59 days and rose to 70 days by the end of July, the American Newspaper Publishers Association reported.

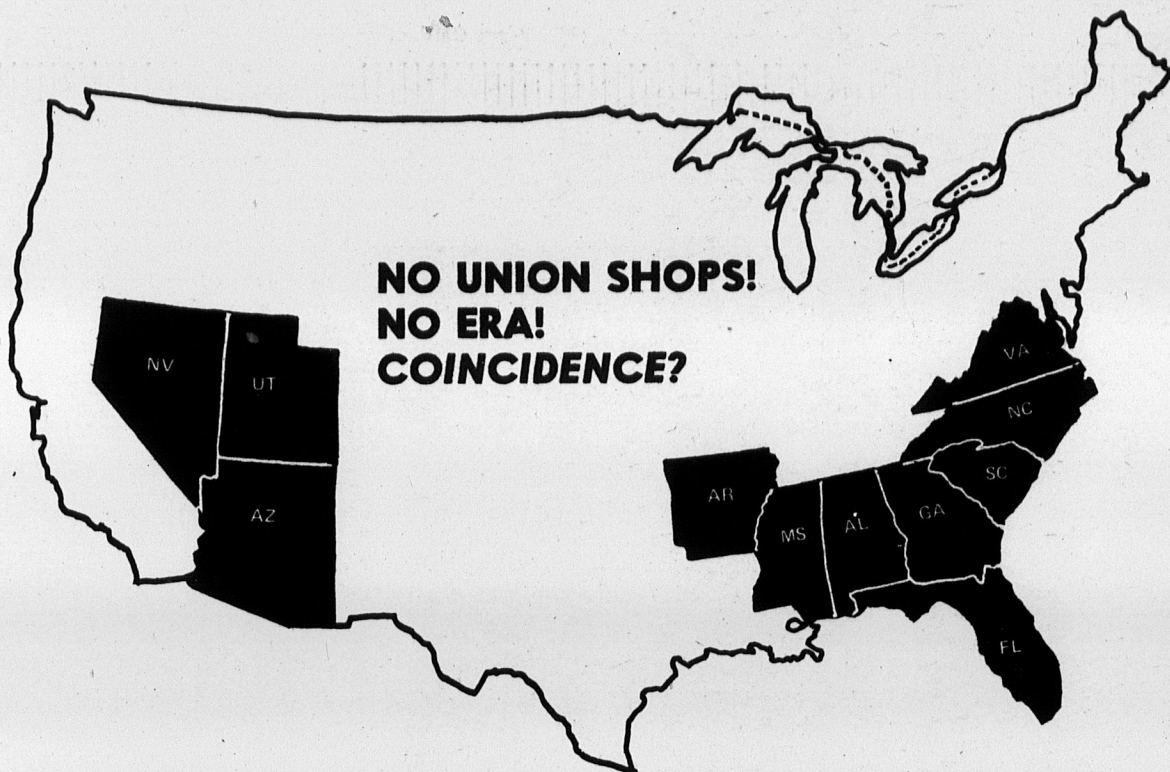
Inventories remained relatively high into mid-November, the Wall St. Journal reported.

The Gannett chain's purchasing arm, for example, had enough newsprint on hand at one point to supply its 50 papers for three months and the New York Times had a 49-day inventory on Sept. 30, according to Business Week magazine.

The record high inventories in recent months have forced many producers to close mills for weeks or more, Dow Jones said.

S.S. top is hiked \$70

Persons earning \$15,300 in the United States next year will pay Social Security tax of \$895.05, a boost of \$70.20 from the 1975 maximum.



DATELINE: WASHINGTON

Stench from FBI, CIA exposés proves secret power corrupts

By WILLIAM J. EATON, Chicago Guild



THE ROT WITHIN the Central Intelligence Agency and the FBI has been exposed in full at last, thanks to the Senate Intelligence Committee.

Its report on CIA assassination plots, aided and abetted by the Eisenhower, Kennedy and Nixon Administrations, is more chilling than the Manson Family murders because it was our "best and brightest" in the CIA and not society's outcasts who planned to kill.

Nearly every reporter in Washington was aware of the FBI's vendetta against Dr. Martin Luther King, Jr., because he dared criticize J. Edgar Hoover and refused to submit to racial injustice. Yet few suspected the FBI would dare to send King an invitation to take his own life—the most audacious blackmail attempt in history.

THE EVIDENCE continues to mount that the CIA and FBI were repealing the Bill of Rights, one by one, with virtually no check by Congress, the Executive Branch or the Courts.

While Hoover piously proclaimed his opposition to a national police force, he was policing the anti-war movement, the civil rights forces, political dissenters and anyone he did not happen to like.

The CIA used its cloak of secrecy to open Americans' mail and test dangerous drugs on unsuspecting citizens, just to name two examples of violations of law and morality.

In the final analysis, however, it may be ridicule rather than outrage which curbs the CIA and FBI powermongers. The CIA's efforts to bump off Fidel Castro sound like a chapter from Damon

Runyon's "Guys and Dolls," complete with poison cigars, exploding seashells and a chemical to make Castro's beard fall out.

The mighty FBI was reduced to forging letters that would keep Communists out of office in New York City PTAs, monitoring the women's liberation movement in Baltimore and breaking up marriages of radical couples.

We cannot rely on laughter alone, despite the folly of much of the CIA-FBI misconduct. We must recognize that these agencies responded to pressures from Presidents and White House aides as well as their own obsessions.

It is pretty clear, for example, that Dwight D. Eisenhower got so annoyed over turmoil in the Congo in 1960 that he put Patrice Lumumba at the top of the CIA's hit parade.

John F. Kennedy, embarrassed by failure at the Bay of Pigs, became so fanatical about Cuba that he began a private, little PT-boat war against the island. CIA officials may have detected approval for their anti-Castro plots when Kennedy's White House agreed to set up, with gruesome bureaucratic language, an "assassination capability."

Robert Kennedy, as attorney general, authorized a wiretap on Martin Luther King on vague suspicion of Communist influence. That violation of civil liberties opened the door to Hoover's saturation, peeping-Tom hotel room bugging of the black leader.

The Watergate bugging and campaign dirty tricks which caused the downfall of Richard Nixon were pale imitations of the FBI's black-bag jobs and "COINTELPRO" actions, after all.

For far too long, Congress was guilty of idolatry toward Hoover and unwilling to examine what the CIA was doing with its uncounted millions and unchecked authority. At last, with the Senate Committee and its counterpart in the House, that is changing for the better.

NOW THAT enough facts are on the record, President Ford could regain some of his fast-fading popularity with a few overdue actions:

1. Fire Clarence M. Kelly as FBI director for venerating Hoover's memory instead of the Bill of Rights, shake out the top-level Hooverites and start fresh without further abuses.

2. Withdraw the nomination of politically ambitious George Bush to be CIA director and put forward someone who will place the emphasis on intelligence, not high crimes and misdemeanors.

As a related move, bounce Richard Helms as U.S. Ambassador to Iran for deceiving his superiors more than he did the Soviets while he was CIA director.

The lesson we must learn, to paraphrase Lord Acton, is that power corrupts and the secret exercise of power can corrupt absolutely.

Too few hands slowing NLRB, Murphy says

National Labor Relations Board Chairman Betty S. Murphy has told Congress that the NLRB's efforts to shorten case-processing time are being hampered by the board's being 15 administrative law judges short of its authorized 92.

With only six labor specialists eligible for hire on the board's civil service register, the Civil Service Commission has agreed to let the NLRB try to hire a dozen retired judges for nine months.

The board also may hire as judges attorneys without extensive labor law experience, according to the Wall Street Journal.

Editorial

Open shops and the ERA

That's not a very stirring piece of art across the top of those three columns next door to these, where there usually is a cartoon.

In fact its not a piece of art at all except in the sense the term is used around newsrooms to describe everything that gets printed and isn't words, or at least the symbols we use to form words.

That's an example of the draftsman's (draftperson's?) craft. But it may explain the screeching halt that has come to what seemed like as sure a thing as there can be these days: the nation's female citizens would get a simple, clear declaration of the equality of the sexes before the law into the nation's basic legal document, the Constitution.

There are 16 states that have not ratified the Equal Rights Amendment and 11 of them are so-called "right-to-work" states—more properly called "open shop" states. To be sure there are other states with open-shop laws, eight of them. The legislatures of two of the eight voted to rescind ratification of the ERA.

Consider then for a moment the tactics used by those who war against making it legal for managements and unions to agree that all who benefit from a union contract should help support the instrument that bargains it and that is charged by law with seeing to it that its provisions are carried out.

Chief tactic is fear. Films are made and carted around for showing to any group of two or more persons that pauses near a slightly darkened room. Union leaders are outsiders. Goons, etc., etc., etc.

If the union comes in we'll have to pay you union wages and we really don't think you're worth all that much do we?

Fear. Fear of the unknown, the unfamiliar, your own abilities and capabilities. Of those of your friends and companions.

Then consider the tactics employed against the ERA. Mothers will have to go to work. There'll be no more separate toilets. The army will have to be coed from the trenches to the latrines. Like it or not.

Again. Fear.

Check the map again.

The establishments in those states have long ago learned to play a fine tune on the strings of fear.

Sixteen states have not ratified the ERA. Eleven of them also outlaw the union shop. Coincidence?

As the IEB said during its fall meeting:

State legislatures will reconvene in January and in the spring and that brings another opportunity for Guild locals and members to renew demands for a speedy passage of a new bill of women's rights, the Equal Rights Amendment.

The measure needs only four more 'yes' votes by March, 1979, to become law.

There are enough states yet to act on the measure that are Guild states and are not open shop states to put it over the top. There's Illinois. And Indiana. And Missouri. And Oklahoma, if we use wire service bureaus and members in the equation.

Proponents of the ERA must do as much, and more, than its opponents.

Again, as the IEB said, Guild locals and members in those states that have not ratified it and where legislatures will meet should join others working to achieve favorable action on the measure.

The Guild Reporter

JAMES M. CESNIK
Editor

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