

Joint effort for best possible contracts pledged during controls in Canada

Toronto, Ont.—Guild locals across Canada and TNG will coordinate efforts to get the best possible contracts under new federal wage controls, a two-day Guild Conference on Canadian Wage-Price Controls decided here Jan. 11.

More than 40 Guild leaders from Victoria to Halifax were told that TNG will provide locals with legal and economic services to cope with the government program, announced Oct. 13 and enacted in December.

The conference was the first by any

union in Canada for both fulltime and parttime local leaders. TNG President Charles A. Perlik, Jr., told delegates it was "a genuine tribute to your concern" over the controls' impact on members' well being that so many attended the sessions, some from more than 2,000 miles away.

The controls, part of a package of wage and price measures billed as a program to fight inflation, will limit wage increases to between 8 and 12 percent in the first year of the program, 6 to 10 percent in the second year and

4 to 8 percent in the third.

The controls are scheduled to remain in effect at least through 1978.

Wage increases in Canadian Guild contracts have outstripped those of U.S. units in recent years, with settlements of 15 to 18 percent per year compared with about 8 percent in the United States.

"We're going to have to ensure that the maximum that we're entitled to under the regulations is the minimum that we settle for," Canadian Director William McLeman told the seminar at

Toronto's new Chelsea Inn hotel.

"The Guild is prepared to provide the services necessary but the program has got to be accepted Canada-wide by every local," he said. (TNG controls assistance outlined, Page 3.)

Delegates spent a day and a half pouring over detailed regulations under the wage control program. They learned it covers almost every kind of payment and benefit in Canadian Guild contracts.

The annual limits on increases apply
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TNG'S CANADIAN WAGE CONTROLS CONFERENCE IN SESSION
In the foreground, part of the reams of documents provided delegates

1976 brings more of same at Post

The strikes against the Washington Post moved through the first weeks of 1976 with no visible sign that the new year holds any more hope for speedy and equitable settlements than did the final days of the old year.

The Post and the pressmen met Jan. 5. The Post rejected a revised contract proposal. They discussed training and fringe benefits for persons hired to replace the pressmen.

The Post and the mailers met Jan. 6 and 9 in talks mediators said were "cordial" and "friendly" but steered clear of indicating

there was progress toward settlement.

On New Year's Eve the Post flatly rejected an appeal from about 100 national and local religious, professional, political and union leaders that settlements be sought through mediation, fact-finding or binding arbitration.

A group of Post Guild Unit members, including former unit and local officers, expressing the hope that a decertification move can be avoided, discussed with

TNG's president the possibility of the unit becoming a separate local to avert it. They also denied that the members' working behind the picket lines are "management patsies" or "elitists." (See story, Page 4.)

There was at least one bright spot in the longer view, however: a report by Post Unions United, the coalition of 11 unions involved in the strike, that the Post's total advertising lineage for
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GOING PUBLIC IS 'CRUCIAL'

Bagdikian on 'maximizing' Post profits

The Washington Post strike is an example of a "crucial change" in newspapering: the transformation of the daily newspaper in the United States from a family enterprise to a corporation with an obligation to its stockholders to "maximize" profits.

And the "most hopeful outcome" to the labor troubles at the Post and elsewhere in the industry would be One Big Union of newspaper employees.

This is the conclusion of press analyst Ben H. Bagdikian in an article entitled "Maximizing Profits at the Washington Post" in the January issue of the Washington Monthly magazine. A Pulitzer Prize winner, Bagdikian is a former assistant managing editor of the Post (1970-72), author of *The Information Machines: Their Impact on Men and the Media* (1970) and director of a current Newspaper Survival Study at American University.

Bagdikian says that a statement made to him four years ago by the late chairman of the Washington Post Company, Frederick Beebe, during a debate on whether to publish the Pentagon Papers, helps explain the "management anxiety" that produced the current strike at the Post and is transforming American journalism.

"You may feel responsible for freedom of the press, and I'm committed to that,"
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THE GUILD REPORTER

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

Vol. XLIII, No. 1 Washington, D.C. January 16, 1976

Long Beach tops up \$56 in 27 months

Long Beach, Calif.—The Los Angeles Guild has won minimum and general increases ranging from \$27.31 to \$59.11 in a new contract for employees at the Long Beach Independent & Press-Telegram.

The contract is for 27 months and five days, expiring at the same time as those of printing trades unions with the Knight-Ridder papers, on Feb. 28, 1977.

The agreement raises the top minimum for reporters, photographers, copyreaders, artists and rewrite persons by \$56.69, to \$354.82 a week, in increments of \$23.86 retroactive to Nov. 23, 1974, \$25.77 from Nov. 23, 1975, and another \$6.96 on Nov. 23, 1976.

Top minimum for circulation clerks is raised by \$32.74, to \$205.29, with increases of \$13.80, \$14.91 and \$4.03 at the same intervals; and that for telephone operators is up \$33.49, to \$202.95, in installments of \$14.12, \$15.25 and \$4.12.

The settlement raises the flat rate for circulation district and area managers by \$59.11, to \$330.30, closer by \$2.42 to parity with reporters: \$21.70 is retroactive to Nov. 23, 1974, \$23.43 from last Nov. 23, \$7.50 on signing and \$6.49 on Nov. 23, 1976. Drivers' flat minimum is hiked \$47.59, to \$271.55, with the final \$5.32 due three months and five days before the contract expires.

Salaries of employees paid above minimums are increased by the same amounts as the minimums.

The contract provides an additional \$12 a week increase as position differential for employees in seven "editor" positions and increases night differential for copy persons by \$2.74 to \$7 a week.

Starting minimum for the reporter classification goes up \$31.99, to \$200.59 a week.

Bay Guardian, union staffs select Guild

Employees of the Bay Guardian, a San Francisco "alternative" weekly, have voted by a nine-to-one margin for joint bargaining representation by the San Francisco-Oakland Guild and the Bay Area Typographical Union.

And the membership of the Illinois Organizers Union, a 20-member organization of employees of the Illinois Federation of Teachers, has voted unanimously to affiliate with the Chicago Newspaper Guild.

The tallies at the Bay Guardian, where production employees voted as one group and nonproduction employees as another, were 6 to 0, with 2 challenged ballots in the first group, and 22 to 3, with 7 challenges, in the second.

A total of about 70 persons, including 14 discharged for economy after the union-representation petition was filed, are included in the Bay Guardian group. Low voter turnout was attributed to the election being held the day after Christmas.

Harrison off IEB, takes local post

TNG Vice President Hugh H. Harrison of the Pacific Northwest Guild, the most senior member of the International Executive Board, has resigned the office to become his local's new administrative secretary. Details, page 7.

Best possible settlements are pledged in Canada

(Continued from Page 1)

to improvements in health plans, vacations, statutory holidays, overtime, pensions, hours of work, incentive plans and a host of other items in addition to wages.

"The Anti-Inflation Board is going to see its function as holding down the rate of inflation and they're going to give you no edge at all," said J. William Blatz, TNG director of field operations, who, along with McLeman and Richard Ramsey, executive secretary of TNG's contracts committee, conducted the weekend's sessions.

The trio spent hours leading delegates through the complicated, sometimes conflicting, language of the new wage regulations, aided by charts and reams of government documents.

Basic limits on wage increases under the program, which began Oct. 14, are 8 percent in the first year, 6 percent in the second year and 4 percent in the third.

These limits are adjusted in each year by adding a further 2 percent for "national productivity" and by then adjusting the resulting total up or downward by as much as 2 percent, according to the employees' previous bargaining gains in comparison with changes in the cost of living.

Thus, in the first year, the basic 8 percent ceiling on increases would first be raised by 2 percentage points to 10 percent. If the employees' contracts for the two years (longer if contracts were longer) before the program began, had fallen 2 per-

centage points or more behind the cost of living, they would be allowed an additional 2 percent in the first year of the wage control program, bringing them to 12 percent.

On the other hand, if employees had done better than the cost of living in the two years prior to the wage program, their wage increase in the first year of the program would be cut from 10 percent to as little as 8 percent.

Bargainers will have to contend with "program years," "base years" and "guideline years"—all covering different overlapping periods—in determining what they're eligible for in new contracts.

Sheldon Turcott, president of the Canadian Wire Services Guild, who broke the news of the regulations on the CBC television network last month, said some interpretations given Guild leaders by the inflation board differed from those he received.

McLeman said some control measures are unworkable and board officials have already acknowledged they will have to alter them.

Louis Lenkinski of the Ontario Federation of Labor told the conference's opening session that the federal government's anti-inflation program will not effectively control prices, profits or professional fees—only wages.

The three main areas of consumer spending—food, energy and housing—will not be held down, he said, nor will imported items or interest rates on consumer spending.



WILLIAM McLEMAN, TNG CANADIAN DIRECTOR, ADDRESSES WAGE-CONTROL SESSION

Others, from left: Richard J. Ramsey, TNG, Louis Lenkinski, Ontario Labour Federation, J. William Blatz, TNG, and TNG President Charles A. Perlik, Jr.

The wage controls, which apply to companies with 500 or more employees, will also cover smaller Guild units which are part of a chain having more than 500 employees overall, in all subsidiaries, the Anti-Inflation Board says.

This would include papers such as the Victoria Times and

Victoria Colonist, about 165 Guild members but part of F. P. Publications; the Oshawa Times, about 50 Guild members but part of the Thomson chain; and the Ottawa Citizen, about 220 members but part of Southam Press Ltd.

Perlik said all world experience with wage and price controls, including the recent U.S. program, proves that working people are hurt by them.

The Guild found ways to "escalate the value of settlements" under U.S. controls and will apply its knowledge to the present Canadian program, he said.

"You can depend on the international to provide the expertise necessary, whether it be economic assistance or legal assistance, to see our way through this."

Jim Robinson, Eastern Canadian vice-president and a member of the host Toronto local, said it was shocking that the government of Prime Minister Pierre Trudeau had brought in wage controls months after winning an election against a party which had advocated them.

"By the time we realize the true effects of this legislation, the standard of living of wage earners will have been set back 10 years," Robinson said.

Roger Stonebanks, regional vice-president for Western Canada and one of three delegates from Victoria, said he found the program's full impact "frightening in its total economic impact on working people."

"Probably the only reason there is not a wholesale outcry is that the controls are worded in such complicated legalese and bureaucratese that they defy simple comprehension," he said.

Other Guild locals represented included Vancouver-New Westminster, Northern Ontario (Sudbury), Ottawa and Montreal. One Canadian Wire Service leader came from Halifax.

Seminar leaders said the federal regulations leave it unclear whether employer-initiated payments such as merit pay and unilateral pension improvements will be considered by the board in its total allowable pay package.

Inclusion of such items in the maximum would leave less money

for Guild-bargained improvements in basic wages and fringes.

Ramsey said step-up wage increases, paid to employees as they move from one year of experience to another, would probably be included in the total allowable package.

Hugh Peacock, Toronto Guild executive-secretary, told delegates they owe it to their members to tell them how the federal program will hurt them and not control inflation.

Most Guild members in Canada are still apathetic to the program's effects and some even support it, he said.

"We have to awaken them to the fact that their purchasing power is going to be hurt," he stated.

Delegates were told the federal Anti-Inflation Board will consider only signed contract documents in deciding whether or not to permit a wage settlement. And it will only allow renegotiation on those items which it rejects.

This means that employees who bargain for certain improvements and have them rejected will not be able to go back to the bargaining table and seek other, non-economic gains instead.

Ramsey said the federal legislation does not even require employers to give their employees' unions the basic payroll and benefit cost information necessary to determine what they can bargain for.

A demand for such information should be the first Guild proposal in bargaining, McLeman said, and model language is being drafted.

Employers will be required to file wage and benefit information with the board but employees and their unions will have no right to a copy, the seminar was told.

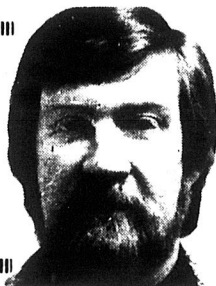
Noting that limits of 6 and 4 percent in the second and third years of the control programs will be adjusted according to actual rises in cost of living, McLeman warned that Guild contracts must include a provision that upward adjustments will be paid.

Without a specific reference to these adjustments, employers would not be required to pay more than the basic 6 and 4 percent, he said.

DATELINE: OTTAWA

Trudeau flattered by charges he has an economic scheme

By HUGH WINSOR, Toronto Guild



Those people who see in Canada's attempts at wage and price controls and in Prime Minister Pierre Trudeau's year-end musings about a new kind of society the surfacing of some coordinated, insidious design are paying Mr. Trudeau a compliment.

They at least give him credit for having a coherent over-all policy and for working out detailed plans to implement it.

The evidence that has surfaced so far indicates the opposite is true—that Mr. Trudeau's government has stumbled into its present policies because it ran out of other options.

The conspiracy theory is held, and has recently been espoused, by such disparate representatives as W. Earle McLaughlin, chairman of Canada's largest bank, and Joe Morris, president of the Canadian Labour Congress.

MR. McLAUGHLIN's call for an election (when one is not due for another 2½ years) is a Pavlovian reaction to any questioning of untrammelled free enterprise—a notion that is frequently enshrined in bank presidents' speeches but not in practice. Banks have done quite nicely, thank you, in a very regulated environment conveniently protected from foreign competition by the Bank Act.

Mr. Morris's analysis deserves more consideration because he has been the target of much of

the government wooing, first for the voluntary and then for the mandatory restraint program.

Both Mr. Morris and Mr. McLaughlin have been deceived by the recent developments because they don't really understand the nature of power in Ottawa.

Regardless of Mr. Trudeau's views on the future style of economic relations in Canadian society there is just not the capacity in the federal system to bring about such wide-scale change in the controlled fashion people think they perceive.

The integrated planning and implementation machinery doesn't exist nor is there sufficient political support to create it. Moreover, real decision making is fragmented over several governments not to mention the other elements in society. It is the difference in saying real changes are taking place and saying they are all part of a grand design.

To accept the grand design theory we have to reject the part played in the recent political developments by the resignation of Finance Minister John Turner, which resulted more from a conflict between two political ambitions than from policy differences.

It is also clear that the cabinet backed into the controls project. What they got was not what they wanted but a hastily patched scheme that had been circulating in the Department of Finance. Cabinet accepted the package be-

cause it was the only one available.

Mr. Morris sees a conspiracy to centralize power because of the government's attempt to change collective bargaining. It has created a new labor relations council and the intention is to reduce confrontation in return for giving labor a bigger say in management, particularly in essential industries.

THE THRUST for this has different roots than the wage and price control program, but when read together from Mr. Morris's position, it appears more ominous than I think it really is.

He concludes that our democratic political system is at stake because collective bargaining is threatened and collective bargaining is an essential part of the democratic system.

But collective bargaining was already being threatened because of the concentration of power in some sectors of society. In some instances big labor and big industry in concert had acquired immunity from the traditional checks and balances that regulate a freer market system.

The government argues it has only set the outer framework within which both pricing and collective bargaining are to take place. In order for organized labor to effectively discredit the current policy, it will have to show there was no need for this framework.

Joint venture perils Cincinnati Guild jobs

Cincinnati, Ohio—The Cincinnati Post & Times-Star and the Cincinnati Enquirer are discussing the possibility of a joint operation that would imperil the jobs of up to 200 Guild-covered employees at the Post.

The two papers announced a week before Christmas that they have been discussing an arrangement under which the Enquirer would take over production, distribution and sale of the Post.

Karl Eller, president of the communications company that owns the Enquirer, said the joint operation was "a failing-news-paper-act matter," apparently referring to the federal Newspaper Preservation Act. He said the talks were initiated by the Post, which claims it is in financial trouble.

The two newspapers said they were making the announcement on the eve of contract negotiations with their unions to obtain the unions' "input" before any final decision is made.

The Typographical Union reported that Post management told it at a Jan. 6 bargaining session that "if all unions fail to agree to make drastic changes" in their contract proposals, the Post will have no alternative but a joint operation.

Early last year Enquirer Publisher Carl Lindner told shareholders that the American Financial Corp., the Enquirer's former owner, bought the Post building in 1974 with the idea of combining the two papers' production facilities.

"The putting-together" of newspaper production facilities is "the coming thing," Lindner said, adding that "the idea in the back of our minds is that we might do some of that."

American Financial sold its

Enquirer stock to the Combined Communications Corp. of Phoenix, Ariz., late last year for 55 million dollars, 23 million more than it paid for the controlling interest it bought from Scripps-Howard and other shareholders in 1971. But American Financial retained operating control of the newspaper, obtaining 9.5 million dollars in Combined Communications stock and warrants as part of the deal and keeping Lindner, its president, as publisher.

Scripps-Howard was forced to sell its Enquirer holdings under terms settling a Justice Department antitrust suit against it. Scripps continues to own the Post.

Under the Newspaper Preservation Act, two newspapers can enter into a joint operation without fear of prosecution for profit pooling, price fixing and market splitting only if at least one of them can demonstrate that it is in "probable danger of financial failure." Although the act requires that such a joint agreement obtain the prior approval of the U.S. Attorney General, the Justice Department has issued regulations that would allow such agreements without prior approval. It has been enjoining from enforcing them, however, under a court suit brought by TNG. The government is appealing the ruling. The case was argued before an appellate court in Washington in December.

The Cincinnati papers said that separate editorial departments would be maintained under any joint arrangement.

Merger of other departments would imperil the jobs of some 200 Guild-covered employees working in noneditorial jobs at the Post, the Cincinnati Guild



Cincinnati Guild Christmas cheer

Mildred Moncrief fills the cups as the local holds open house for Cincinnati Post employees the Friday before Christmas. Others, from left, Eldon Phillips, vice president; Ben Schilmeister, local president; Jim Schaber and Dick Gajus, executive committee

members. The day before managements of the Post and the Cincinnati Enquirer told leaders of the Guild and their employees' other unions that they are seriously considering entering a joint newspaper operating arrangement.

said. Craft-unions' jobs would also be eliminated.

"What a cruel piece of saberrattling in the midst of the year's most joyous season," TNG President Charles A. Perlik, Jr., said in a message to the local.

Perlik promised that TNG would assist the local in assuring

that any merger proposal meets the requirements of the Newspaper Preservation Act and called on Post management to "come to the bargaining table in good faith and with the intention of inviting its employees through the Guild to help solve whatever problems it thinks it has."

A Justice Department spokesperson said the two papers have not applied for approval of a joint agreement under the act, but the Cincinnati Guild said there are indications they are holding "informal and confidential discussions" with the department's antitrust division.

TNG pledges experts' aid against wage controls

Toronto, Ont.—TNG will provide both general and technical assistance to Canadian locals faced with a three-year program of controls on wages and fringe benefits.

This will encompass legal and economic expertise as well as specific contract language to assure Guild members in Canada that they will obtain the maximum during the control period.

TNG's assistance, to be pro-

vided through the Canadian Region office in Ottawa, was outlined Jan. 10-11 at a conference of Guild leaders on the wage and price controls.

The federal government's three-year controls program restricts not only wage increases but also a wide variety of fringe benefits—such as overtime, holidays, bonuses, commissions and sick leave—just about every kind of compensation that can be

measured except expense reimbursements.

William McLeman, Canadian Director of the Guild, called on locals to co-operate with each other and to co-ordinate their efforts with TNG.

The Guild will provide the services of an economist "to make sure we will maximize what we achieve," he said. This person will handle the calculations necessary under the regulations once locals have obtained the necessary payroll information from their employers, he added.

McLeman said general rules for collective bargaining will have to be established in each local and these rules must not be modified without TNG permission.

"We will prepare contract language to give management to have it provide all the information needed to compute our entitlement," he said.

"Receiving that necessary information should be the primary goal of each local prior to discussing any economic area of the contract," said McLeman.

"If we can't get the information, TNG will foot the bill for any legal procedures necessary, that have a chance of success, to force the employer to provide the information," he added.

If necessary, the Guild will publicize an employer's refusal to provide the information needed "to allow us to bargain intelligently." In addition, the

Anti-Inflation Board will be advised of the employer's refusal, he said.

"Our membership must be told why we are emphasizing the need for information," he said, adding that there can be no realistic bargaining without it.

When the payroll information necessary to calculate the average hourly rates for salaries, fringe benefits, direct incentive plans and indirect incentive plans, is obtained, he said, it must be fully evaluated.

"And before we bargain on economics we must bargain harder than ever before to achieve improvements in the non-economic areas. We must maximize our settlements in the non-economic areas," he said.

When locals get into the area of negotiating economic benefits, TNG will provide the services of an economist.

He urged a policy of negotiating only one-year contracts during the period of wage controls.

The Canadian Region office will provide locals information on interpretations and rulings from the Anti-Inflation Board in Ottawa and McLeman urged locals to proceed to the AIB only via the Canadian office.

"If any one of us takes a wrong procedure it could affect us or be used against us in other areas," he said.

TNG President Charles A. Perlik, Jr., said TNG's response in Canada parallels that in the United States when it labored under wage controls there.

But he warned that if the costs of technical assistance become too great, then, as it did in the U.S., TNG will have to institute shared-cost arrangements with locals.

Canada's price elevator

The following table shows the steep ascent of Canada's Consumer Price Index over a 35-month period following a 1.3-point rise, to 144.1, in November. 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*	Same month prior year	December 1972†
November, 1974	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
October	142.8	10.6	33.0
November	144.1	10.4	34.2

* 1971 = 100

† Index = 107.4

Some fringes controlled, some not

Toronto, Ont.—Canada's "wage" controls extend to many, but not all, fringe benefits. The following are among those included in controls:

Salaries, vacation pay, statutory holiday pay, sick leave, travel time, cleanup time, rest periods, overtime, shift differentials, call-back pay, improvements to hospital and medical insurance plans, indemnity, life insurance, salary increments, bonuses and commissions, profit sharing and stock option plans.

Not included in controls are payments for reducing the effects of technological change, maintenance of pension plans, severance pay, elimination of differences in benefits based on sex, marital status or age, payments to reduce or eliminate restrictive work practices, mileage and company cars, work clothing.

Post insiders deny 'elitists,' 'patsies' charge

Fourteen Guild members at the Washington Post have denied that they and the rest of the majority of the Post Guild Unit working behind craft unions' picket lines are either "management patsies or elitists."

In a 2,600-word statement to the Guild Reporter, the 14 said that despite such charges—"sometimes in the Guild Reporter"—the working Post Unit majority is made up of "the same telephone operators, clerks, accountants, classified and retail advertising people, circulation personnel, reporters, artists, photographers and editors who have loyally supported trade unionism throughout the years."

While "on its surface" their action "may seem a simple case of strikers versus workers," the 14 said, "in reality" the Post strike posed "profound moral choices" for members "loyal both to their trade and to trade unions."

The choices "that have bedeviled the Post Unit," they said, have been clashes between journalistic and trade union principles, with the former "including defense of the very means of publication against attack," and clashes between union democratic procedures and labor alliances.

The 14 said they "are convinced that the great majority" of Guild members at other papers, "faced with the same difficult choices, would have made decisions not much different from ours."

Severely critical of the Washington-Baltimore Guild's leadership, particularly Administrative Officer Brian L. Flores, the 14 said that Post Unit members on both sides of the picket lines are "alarmed that the bitter dispute between the Post Unit and its parent body, Washington-Baltimore Local 35, could result in the decertification" of the Guild at the Post "only a few weeks from now."

"If common sense is not restored and a new path taken, decertification is likely," they said.

The statement was signed by a former local president, Charles Puffenberger; a former local secretary, Bill Raspberry; four former unit chairmen, Mike Causey, Murrey Marder, Morton Mintz and Lawrence Laurent; two charter members of the local, Arthur Ellis and Al Lewis, and the seven members of the "steering group" of an organization called the Washington Post Guild Majority, put together to defend unit members against charges that they have violated TNG's Constitution by working for the struck Post—David Taylor, Jeannette Smyth, Norman Saunders, Don Oberdorfer, Tom Martin, Versie Epps and Don Baker, the groups chairman.

[Warren E. Howard, president of the Washington-Baltimore Guild and TNG vice president from the South, said that neither he nor the local would respond to or comment on the statement. Flores said that "they've said nothing they haven't said before."]

In a chronicle of "how we got to where we are today," the 14's statement began with Sept. 30 when nine craft unions' contracts with the Post were due to expire at midnight:

"There was no indication either of early agreement or of an immediate strike. Chief Guild Shop Steward Nancy Gonzalez affirmed these facts in a written [bulletin board] notice and added, 'Keep

in mind any action taken by this Guild unit must be preceded by a vote by the members."

About 4 a.m. Oct. 1, the 14 continued, as the strike by the pressmen's union began, some pressmen "damaged every one of the 72 component units of the Post's nine presses, some severely." There was a fire in the pressroom. The automatic fire extinguishers were damaged and did not work. A foreman was beaten and said he was "threatened with death if he told what he had seen," the statement said.

At 6 a.m. the executive board of Local 35 endorsed the strike and called upon us to honor the picket line," it continued, adding that the "directive was careful to state that this decision was 'subject to review of the members of the Post Unit.' This set the stage for lengthy debates and repeated votes among us."

At its first meeting that afternoon, Flores appealed to the Post Unit to endorse the pressmen's strike, "making it clear in his remarks that the decision was ours to make. He reviewed the pre-strike events in slanted fashion," the 14 said, adding that the NLRB's regional director has since held that bargaining was in process when the pressmen suddenly struck. He "attempted to slide over the violence with a vague reference to 'trouble in the pressroom,'" the 14 charged.

Many unit members were "outraged" at destructive actions that had "silenced the presses and endangered our jobs," they said, adding that "many were outraged at the Guild's knee-jerk plea to support this strike, which had begun in such a way that successful bargaining was improbable if not impossible."

"No Washington Post could be published this day. There was no way to tell how long it would be silenced. A heavy majority voted by show of hands against honoring the pressmen's strike."

Many members were concerned when the unit met a second time on Oct. 3 that the Post the day before had begun printing an "emergency" 24-page paper at small, nonunion plants, but "the majority" felt the damage to its presses left it "no alternative," the statement continued. "After listening to the pressmen's union president and a lengthy debate,

we voted 244-186 by secret ballot to continue working."

The unit met a third time, on Oct. 7 after the mailers' and photoengravers' unions had struck. After hearing the president of the mailers' union and lengthy debate it voted again, 266-251, to continue working, the statement said.

"The majority concluded that the two new picket lines did not change the fundamental issues," it said, adding that Post Unit Chairman Calvin Zellars, who has been honoring the picket lines throughout, said "you can go back to work" after he announced the tally.

At this meeting Flores "stunned some of us by suggesting we had no right to make our own decision about the Post strike," the statement said. "But the Local 35 attorney, Alan Eisenberg, told us that as a practical matter this was our decision to make."

[Eisenberg told the Guild Reporter that the key word was "practical."]

The statement continued: "Shortly after the third vote went against the union leadership, Flores began denouncing us as a 'cancer' on the Guild and suggesting we be fined 100 to 125 percent of all our pay and expelled from the union for our decisions."

"Individually such fines would amount to thousands of dollars over a period of months; collectively they would range into the millions of dollars and be among the highest penalties sought against a rank-and-file in trade union history."

The Guild Majority group, which has 505 paid members, "nearly two-thirds of the total unit membership," was formed to defend members against the threatened charges, the 14 said, noting that they subsequently were filed "by a few of our colleagues who had been observing the picket line."

"The claim was that we had no right to make our own decision about the strike, even though the Local 35 executive board had permitted us to do so until we proved unwilling to bend to its will," the 14 said.

Post Unit members also voted "about 2-to-1 against the strike" in a local-wide referendum late in October, "despite a loaded referendum question," the 14 said.

"We were overwhelmed by a heavy prostrike vote at other units, including the Washington Star, where a conflict of interest mars fair assessment of the troubles at the Post," they said.

The unit met a fourth time, on Dec. 15, five days after the Post announced that because it had reached an impasse in bargaining with the pressmen it would hire replacements for them. Again after "extensive and many-faceted debate" the vote was to continue to work, by 361-216, the 14 said.

"While many of us engaged in frequent re-examination of our decisions, we were being denounced" by leaders of the Guild local and striking craft unions, they said.

"We were, perhaps unsurprisingly, subjected to routine verbal abuse crossing the picket lines," they said.

They also said that since the strike began at least seven unit members have been beaten, one's car was "sabotaged so the wheels would have sheared off without warning at turnpike speed," many have received "obscene and threatening" phone calls and tires have been slashed at home and at work.

They criticized Flores, who, they said, "draws one third of his \$35,000-plus salary from the dues of our unit," for taking on the "extra task of heading Post Unions United, which regularly denounces us in press conferences."

They also complained that payroll information used by Flores in a citywide bulletin titled "the price of scabbing" was "grossly inflated . . . for some of us (actually including expense accounts and vacation advances as pay.)"

[The bulletin listed monthly and "annualized" salaries for 38 persons. They ranged from \$2,326.30 (\$27,000 annually) to \$5,674.50 (\$67,000 annually). Flores said "gross compensation" figures were supplied him by the company for the period Oct. 5 to Nov. 2 and that he had annualized them.]

The 14 said Flores's "conduct in the local has been reminiscent of the U.S. officer in Vietnam who said, 'We destroyed the town in order to save it.'"

They continued: "We were denounced for not caring for craft

union workers because of class difference, even though Post pressmen, who averaged \$22,500 in 1974, have higher wages than most of us."

"We were denounced for devotion to our careers as journalists and professionals. Yet critics do not think it odd that the pressmen's leader, James Dugan, said his men have no identity with the newspaper business. He said they might as well be making hubcaps."

[Dugan, in extensive treatment of the Post strike in the Jan. 5 Washington Star, was quoted in the first person singular.]

"We were charged with being insensitive to craft union problems, yet in 1974 we struck the Post without putting up a picket line after our leaders told us picketing would endanger the jobs of printers," the 14 continued.

Stating that while "our opinions about the issues in the strike and our reasons for continuing to work are varied," they said that they all "deplore unequivocally the assaults on persons, the vandalism and threats and the trashing of presses."

"Some of us, however, feel these were in some degree reactions to Post management actions. Some of us also believe that the company, by rejecting a recent citizens' proposal for round-the-clock mediation, independent fact-finding or arbitration as a last resort, opened itself to charges it is willing to trash the lives and jobs of innocent unionists."

"Some of us tried repeatedly to convince the unit to go on strike. Others felt from the beginning that in these circumstances we should continue to work. Whatever our personal view, we bowed to majority votes taken in a democratic way after full debate," they said.

They also said there is "clear consensus" that "unless the present course is quickly changed, the future of The Newspaper Guild at the Post is dim."

They pointed out that January is the first period for a decertification petition and that while "many of us prefer to make our decisions, as in the past, within the Guild . . . others have lost confidence."

They said they consider it "inconceivable" that Flores and the leadership of the local "be permitted to take part in negotiation" of a contract to replace that expiring March 31.

They said the "most broadly supported plan" among those in the unit who want to remain in the Guild is for the Post Unit "to leave Local 35 and become a separate local."

"We believe in majority rule, even those of us who disagreed with some of the majority's decisions," the 14 said. "We aren't going to cave in to threats of fines or expulsion. We will not abandon what we believe is right."

They said that the present local leaders, "when they lose a fair fight, change the rules until they can claim they won."

"We want to determine our own destiny within the guideline of honest unionism and collective bargaining. We believe Guild members everywhere should have the same right."

"If we leave the Guild—whether by expulsion or decertification—we want our colleagues across the land to know it is because we have stuck with our principles," they said.



Santa on the Post lines

Santa Claus makes a stop at the Washington Post picket lines to distribute gifts to children of striking mailers, photoengravers and pressmen and of other

Post unionists honoring the strike. Santa's bag was filled with gifts purchased by the Machinists union's national headquarters staff.

Bagdikian on Post strike and perils of going public

(Continued from Page 1)

too," Beebe told Bagdikian. "But I have a responsibility that you don't. I have to worry about stock in a 193-million dollar corporation."

Bagdikian recalls that when workers fought the mechanization of the English textile industry early in the last century, Earl Fitzwilliam, Lord-Lieutenant of Sheffield County, wrote of the organized workers:

"They are tyrants of the country; their power and influence has grown out of their high wages, which enable them to make deposits that put them beyond all fear of inconvenience from misconduct. They are, however, an order of men not necessary to the manufacture, and if the merchants had firmness to do without them, their consequence would be lost."

The new industrialists eventually defeated the organized workers, Bagdikian notes, and "marched forward into the Industrial Revolution." Similarly, he says:

"The Washington Post is presently marching forward into a revolution of its own. Facing pressure from stock market analysts to increase profits, Post publisher Katharine Graham has taken a hard line on her unions, which she believes are endangering the future economic health of the Post. She seems to have welcomed the strike, believing that the newspaper craft unions, like Fitzwilliam's textile workers, are 'an order of men not necessary to the manufacturer.' More important, she appears to have 'the firmness to do with them'."

After describing the opening weeks of the strike, and the Post's preparations for it, Bagdikian says:

"Such a decisive attack on unions by the most celebrated liberal paper in America has been ironic. But the strike has little to do with ideology. It has to do with the balance sheet of a modern journalism conglomerate, which is what the Post has become in recent years."

"The big change came in 1971, when the Post Company, of which Mrs. Graham is board chairman, issued stock and became publicly traded. . . .

"Post stock was issued at \$24 a share, and to the surprise of many, it did poorly. Compared to most big-city papers, especially ones with competition, the Post was a lavish money-maker, returning over ten percent on sales. (Smaller papers average something like 20 percent, but big papers with large revenues still make abnormally high profits compared to other industries.) The poor showing of Post stock had to do with Wall Street's aversion to risk, rather than the Post's politics. . . .

"Market analysts noted that the newspaper was the Post company's chief source of revenue, and that the paper itself was dependent on one city's economy. Newsweek whose revenues were intended to offset any local Washington losses, was not doing well that year. The company's television stations, controlled by Nixon's Federal Communications Commission, were vulnerable to White House attack. The week some Nixon friends challenged Post television licenses, Post stock dropped 25 percent. . . .

"Katharine Graham told a meeting of security analysts in January 1972 that the company planned diversified acquisitions and other changes:

"The first order of business at the Washington Post is to maximize the profits from our existing operations. . . . Management does not intend to overlook any reasonable means of improving profit. We are doing it by cutting costs and by generating new sources of income. Some costs resist more stubbornly than others. The most frustrating kind are those imposed by archaic union practices that deprive the company of savings we ought to achieve from modern technology. This is a problem we are determined to solve; we hope it can be solved in an amicable, constructive spirit. In any even, we fully intend to deal with it."

"In early 1972 the new maximization philosophy was apparent in the newsroom, especially in the gratuitous, tough-guy behavior of news executives. 'Controlled tension' and 'productivity' became ritualistic editorial incantations, based on the strange notion that insulting reporters who performed well would make them so insecure they would be moved to produce even more to avoid further humiliation."

Newsroom anger at the "imposition of insulting treatment," Bagdikian says, led to what he calls the "disastrous" Guild strike of 1974, which, he says, left Guild members severely divided. Meanwhile, as maximization of Post profits continued a new contract was negotiated with the printers "permitting vast labor savings in the future."

"The chief obstacle to cost reduction was now in the press room," Bagdikian continues.

"If the pressmen could have looked at the Post's de-ailed budget, they would have known that management was already reducing production costs. Even the newsroom, which one would expect to receive favored treatment at a paper like the Post, was losing out in the new regime. In 1971 news operations of the Post cost \$9 million, or 10.75 percent of the newspaper's total budget. In 1972 it dropped to 10.45

percent, in 1973 to 10.2 percent, and in 1974, to 9.7 percent. Dollar amounts increased, but less than the paper's rising revenues. The paper's revenues went from \$84 million in 1971 to \$122 million in 1974, an increase of 47 percent. The newsroom budget in 1974 was less than \$12 million, an increase of only 30 percent.

"It is interesting to note where the 47-percent increase in Post revenues did go in the years from January 1, 1971, to January 1, 1975. Clearly, it did not go to the newsroom, nor, in fact, to advertising, circulation, newsprint and ink, or production—all of which either dropped or remained unchanged in relation to revenues. Production costs, complained of so bitterly, rose slower than revenues. The most spectacular increase in Post spending was for "Administrative," that is executives. In the same period their portion of the Post budget increased 105 percent, from \$5,985,000 to \$12,294,000. The ultimate in executivism had been reached: a newspaper was finally paying more for "administration" than it was for journalism."

"In reply to a question by some newsroom Guild members, Mrs. Graham defended high incentive pay for top executives as 'an excellent way of recognizing and rewarding good work when a person's contributions to profitability can be readily measured.' If operating income is a measure of executive 'contributions to profitability,' then Post executives seem not to have deserved their productivity rewards. Despite a 47-percent increase in revenues, the executives produced only a 29-percent increase in profits, while their own income rose 105 percent. The productivity of the pressmen, in contrast, does not look so bad. In the three years preceding the strike, they increased their work hours five percent, far less than the eleven-percent increase in the paper's lineage, a measure of pressroom work done."

"The growth in size, power, and remuneration of the corporate hierarchy at the Post after 1971 is one sign of the importance Mrs. Graham attached to the business side of her company. Her hiring of the hard-line Lawrence Wallace as her labor negotiator and her secret preparations for the October strike are two more. These developments are symptomatic of a basic change in most papers like the Post—the submersion of the individual newspaper in a conglomerate



ate complex, with the resulting imperative for corporate growth and stock market performance."

Turning to what the Washington Monthly calls the "fallacy of the dying newspaper," Bagdikian states:

"In the popular view, the struggle at the Post is based on the conventional wisdom about daily newspapers: they are dying and the cause of death is primarily rigid unions that are killing their employers with resistance to modern automation. It is not true."

Noting that the number of dailies has remained constant since World War II, Bagdikian says that the chief reason for the collapse of those big-city competitive papers that have failed is the economics of advertising, which leads merchants to concentrate their advertising with the largest circulation.

"The impact of unions on this process is real but grossly over-stated," he says. Of the 1,700 dailies in the United States fewer than 25 percent have any unions at all. The most powerful and widespread union, the ITU, is in fewer than 470 papers. Dailies with any kind of union, including weak company ones, are 402 with pressmen's unions, 173 with editorial

and commercial, 145 with stereotypers, 136 with mailers, and 83 with photoengravers.

"Unions have objected to new procedures that reduce jobs and pay, but the blame heaped on them is unfair. Managements, too, have been reluctant to innovate even where there are no unions, because of the expense of conversion."

But, says Bagdikian, automation is proceeding nonetheless, thanks to large newspaper-owning conglomerates, with savings in production costs that will accelerate the trend toward "corporate giantism."

"Conglomerate owners are under no pressure to reinvest profits from the local paper to improve quality because they already have a stable and profitable production. Instead, they are under pressure to siphon off local profits to the parent corporation for expansion into other product lines."

"The Post and many large American papers operate under this dynamic. So do the hundreds of papers in newspaper chains. It is a constraint on journalism that has nothing to do with journalistic need or even with newspaper profitability."

Although it sounds paradoxical, Bagdikian says, "newspaper publishers need strong unions to preserve the quality of their product from tampering and to maintain their position relative to other media. Reliable newsroom quality depends primarily on one thing—spending money on high-caliber people whose work is immunized from business influence. The primitive level of reporting on American newspapers in the 19th and early 20th centuries was the result, largely, of miserable pay—attracting mostly miserable journalists."

"Heywood Broun started the American Newspaper Guild in 1933. It was a major factor in raising the level of American journalism. Bosses had always told reporters they were too refined to belong to a union and in a line of work that should not concern itself with grubby things like money. Not until there were unions to do the bargaining did reporter and editor salaries reach levels that attracted and kept the best minds. It was a raising of standards essential to survival of newspapers . . . but it was done against the overwhelming objection of publishers everywhere."

"The strength of reporters' unions depends on unity with other newspaper workers—ad salespeople, clerks, and production and circulation staffs. Executives can always paste up wire copy or make telephone calls or clip news releases that come over the transom. . . .

"With automation, the power of craft unions is diminishing. . . . Reporters have a stake in this development, not out of any academic devotion to unions, but out of a practical need to protect independent journalistic performance from arbitrary budget-cutting and capricious firing."

Newspapers, Bagdikian notes, "are entering a difficult period of transformation, when the nature of jobs, the size and composition of the work force, and the capital requirements of the industry will change drastically. During this period, the best safeguard for quality journalism will be the integrity of management. But this is a slender reed. Developments at the Post suggest that even good papers, where executives are sensitive to quality, may respond not primarily to their own communities, but to the stock market analysts."

While declaring that there is no "magic" in newspaper unionism by itself, and asserting that "rigid and wasteful" union practices have sped the decline of many weak papers, Bagdikian suggests that as newspaper unions come closer to the "core product"—working with content rather than manual operation of machines—they will evolve into the kind of "systematic internal force" that is needed to preserve good journalism in the face of management's obsession with short-term demands of the market.

And he concludes:

"The most hopeful outcome to the labor troubles of the Post and the rest of the journalism business would be the development of One Big Union at each paper, minimizing the squabbles of each craft."

Journalists, Bagdikian says, have feared One Big Union because of their "understandable concern" that they will be outvoted by non-journalists. But, he points out, that industrial unions like the Auto Workers represent whole industries and still are able to contract effectively for jobs as diverse as professional engineers and assembly line workers.

"Perhaps it would be better if newspaper workers and managers did not have to look to mass production industries for guidance," he says. "But newspapers are a business like any other, subject to the same pressures of technological change and competition. As the Luddites learned, smashing the machines is no answer. . . .

"The danger is short-sighted managements that embrace conglomerate business practices uncritically, and in the process destroy the fragile balance between a newspaper's corporate and professional imperatives—an equilibrium that permits quality journalism to endure."

1976: more of same at Washington Post

(Continued from Page 1)

the quarter ended Dec. 31 was off 27.3 percent from the year before.

The Post's lineage as "percent of the field," the coalition reported, was 52 percent, compared to 66 percent in the same quarter a year before.

The coalition said it saw this as an indication that the effort it undertook in November to dissuade merchants from buying space in the Post is beginning to take effect.

At the same time, it reported that the Washington Star's total lineage for the quarter was up 29.4 percent and its "percent of the field" was 48 percent, compared to 34 percent a year earlier.

For the first seven days of the new year, PUU reported, the Post's national display lineage was up 58.9 percent, while the Star's was up 132.9 percent.

The split of the classified field between the two was even from October through December, the coalition said. The year before the Post had been on the long end of a 69.6 percent-30.4 percent division.

A federal mediator reported that the Jan. 5 meeting with the pressmen had been sought by the Post because the replacements it has hired are technically represented by the union.

A news story in the Dec. 31 Post said that "in a year's time the Post's new pressmen will have an opportunity to vote on whether they want Local 6" of the International Printing & Graphic Communications Union "to continue to represent them."

The mediator said that the pressmen's Jan. 5 revised contract proposals did not meet all the Post's demands.

The Rank & File Strike Support Committee of Post Guild members honoring the strikes reported that revised pressmen's proposals also were rejected in mid-December because "they were short moves in the right direction," according to a Post spokesman. The pressmen proposed exempting foremen from union membership and reducing their cost-of-living formula.

The appeal for the Post and the striking unions to seek agreement through one or all of three means was made by an ad-hoc Committee for a Fair Settlement headed by Msgr. George W. Higgins of the U.S. Catholic Conference.

It was printed as an open letter in the Washington Star. Higgins stressed in a press briefing that the group was not taking sides, but only seeking to bring the parties together for meaningful



Unveiling Post settlement plan

Msgr. George W. Higgins, chairperson of an ad hoc Committee for a Fair Settlement, tells press conference of committee's proposal to seek settlement of the strikes against the Washington Post. The unions involved immediately endorsed the proposal, but Post management rejected it. Among

other committee members present were Francis B. Francois, seated left, of the suburban Prince Georges County (Md.) Council, and Leon H. Keyserling, former chairman of the President's Council of Economic Advisers. More than 100 other public figures are on the committee.

discussion in hopes of ending the strike.

Citing the adverse economic and psychological impact on Post employees, their families and the community, the committee—whose members included 33 members of Congress and TNG President Charles A. Perlik, Jr., outlined a four-step course of action:

- Intensive round-the-clock bargaining mediated by W. J. Usery, Jr., the government's chief conciliator.
- If that fails, fact-finding with recommendations for settlement.
- As a last resort, binding arbitration.
- Leave all questions of criminal guilt and civil damages to the courts for decision.

The unions quickly accepted in a response issued by AFL-CIO President George Meany who said he was authorized to accept "without reservation."

The Post's Mark Meagher, however, said the Post would not accept the plan because it "would only raise unjustified, false hopes of a settlement" by reopening "sterile debate" with the pressmen. It would "result in an even longer strike," he said.

An earlier proposal that the pressmen's strike be arbitrated

was rejected in almost identical language by Post publisher Katharine Graham.

The ad hoc committee was organized by the Rank & File Strike Support Committee.

Meagher said the Post is concentrating on getting contracts with the other craft unions whose contracts also expired Sept. 30.

Post paperhandlers began to return to work shortly before Christmas after their local union, affiliated with the same international union as the pressmen, agreed to a new contract. The Post reported the paperhandlers had accepted nearly all the work-rule and union-security changes the pressmen have said are the chief issues in their strike.

It was also reported that several pressroom and composing room foremen and machinists also had returned to work.

The Rank & File Strike Support Committee reported that the paperhandlers had received no strike benefits while they honored the picket line.

Meanwhile, eight Post Unit members met Jan. 6 with Perlik, Secretary-Treasurer Robert M. Crocker and Director of Field Operations J. William Blatz and asked their assistance "to find solutions" to the split between

the Washington-Baltimore Guild leadership and the majority of the Post Unit who are working behind picket lines at the paper.

The eight, who are among the 14 who issued the statement reported on page 4, said that a meeting had been organized to set a decertification petition "in motion."

The session was reportedly to have been held Jan. 15 with an attorney reputed to have guided a group that severed its affiliation with the Airline Pilots Assn.

The 14, in their statement to the Guild Reporter, said that the "most broadly supported plan is for the Post Unit to leave Local 35 and become a separate local."

They pointed out that the Post Unit—more than 807 full time and parttime members, is larger than all but 10 of TNG's locals.

They called the proposal "clearly workable, despite the political problems involved."

Under TNG's Constitution, the International Executive Board "under special circumstances . . . may charter a second local in one territory, but not without the written consent of the first."

Perlik said he will ask the IEB to accede to a request by the eight that they meet with the board during its winter meeting,

scheduled for Jan. 26-29 at TNG headquarters in Washington.

Hearings by the Washington-Baltimore Guild's trial board on disciplinary charges brought against more than 300 working Post Unit members have been delayed until after Jan. 27.

They had been scheduled for Jan. 5-14, at the rate of 45 a day, from 9 a.m. to 11 p.m., six days a week.

Attorneys for the Washington Post Guild Majority, a group formed to defend working members against Guild disciplinary action, on Jan. 3 sought a temporary restraining order against the trials beginning as scheduled.

The group charged that the trials would be "kangaroo" courts, that they had not been given enough time to adequately prepare their defenses and that the whole procedure was an attempt to convict them and deny them the right to participate in elections for unit and local office scheduled to get underway after the hearings.

Judge Charles R. Richey on Jan. 6 issued a temporary restraining order against the trial board proceeding until another judge could hold a full hearing on the matter, scheduled for Jan. 15, the day after the hearings were originally to end.

The group had also asked the IEB's Appeals Committee to order the trial-board hearings postponed while it appealed the propriety of the whole procedure to the IEB body.

The Appeals Committee denied the request on grounds that sufficient evidence had not been presented it "to warrant" this extraordinary relief.

The IEB unit, however, directed the local to segregate "and retain in an identifiable fashion" all ballots cast by the accused in the local and unit elections and to see to it that no accused member running for office is denied candidacy until the charges are finally decided.

On Jan. 13 the local and representatives of the Post Majority signed a stipulation postponing all further disciplinary action before Jan. 27, when the local and unit election ballots are to be tallied, withdrawing the motion for a permanent injunction, withdrawing the group's appeal to the IEB and withdrawing an appeal by the local against the temporary restraining order.

Post members who have been working during the strikes were nominated for three of the unit's four offices Jan. 14.

Post members working during the strikes are vying with members who are not for three of the unit's four offices: chairperson, editorial vice chairperson and commercial vice chairperson.

Working Post Unit members also are contesting for local vice president, and two of five at-large seats on the executive committee. Three others who were nominated either withdrew or declined the nomination.

Correction

Patrick Owens, the Newsday columnist whose analysis of the Washington Post strike was reprinted in the Dec. 19 Guild Reporter from the journalism review [MORE], is a member of Local 406 of the International Printing & Graphic Communications Union. The local union, which represents Newsday editorial as well as press room employees, was incorrectly identified in the Dec. 19 Guild Reporter.

Reopeners up Denver key tops to \$367

Denver, Colo.—Wage and pension reopener settlements covering the final year of two-year contracts at the Denver Post and the Rocky Mountain News have produced minimum increases ranging from \$8 to \$35 and general raises of \$9 to \$26.

At both the Post and the News the top minimum for reporters, photographers, artists, librarians and display sales persons is raised \$26, to \$367, that for outside classified sales persons, circulation district advisers, district managers and roadmen is up \$26, to \$338, and that for telephone operators, key tape operators and dispatch clerks is up \$14, to \$200.

Janitors, custodians and garage helpers are raised \$13, to \$183 a week at the Post and \$181 at the News, with the top minimum for

phone adtaker up \$13, to \$182 at the News, and \$14, to \$200 at the Post. Classified phone salespersons and solicitors are raised \$14, to \$202 at the News, and \$17, to \$235 at the Post.

There are \$27 boosts in the flat rates for women's department director, sports editor, assistant sports editor, columnist, telegraph editor, assistant city and assistant news editor, to \$386 at the News and \$392 at the Post.

General increases range from \$10 to \$23 at the News and \$9 to \$26 at the Post.

All increases are retroactive to Oct. 1 at the Post and Oct. 25 at the News.

Under the pension reopener in the Guild's contract with the News, the publisher's contribution to the pension plan is raised \$1, to \$13.38½ a week, and the

salary ceiling on which the pension is computed is increased \$100, to \$1,100.

The Post's reopener sets up a joint study committee to review and recommend changes in the pension plan and eliminates provision that retired participants must forfeit severance benefit payments while receiving pay for employment in the newspaper or printing industry in the area by the company.

In the reopener at the News minimums are raised \$8 to \$27 for a total increase of from \$17 to \$62 over the two-year contract term. General increases range from \$22 to \$52 over the contract span. Increases at the Post are from \$8 to \$35 in the reopener for raises totaling from \$18.25 to \$59.75 over the life of the pact.

Starting minimums at the News go up \$20, to \$300, for telegraph editors, copy desk heads and makeup; up \$15, to \$215, for reporters, photographers, artists, and librarians and to \$220 for copyreaders; \$13, to \$200, for district manager, roadman; \$11, to \$154, for telephone operators, to \$167 for classified telephone ad sales persons, to \$162 for senior clerk and to \$161 for custodian and garage helpers; up \$10 to \$150 for classified telephone ad taker and up \$8 to \$123 for copy carrier.

At the Post, starting minimums are raised \$35, to \$265, for assistant librarians; \$17, to \$226, for copyreaders, reporter-photographers; \$16, to \$216, for reporters, photographers, display sales persons and librarians; \$15, to \$202, for outside classified.

Harrison and Young hired for locals' executive posts

Hugh H. Harrison, TNG vice president from the U.S. West since 1966, has been hired as the Pacific Northwest Guild's administrative secretary and James Young, a former at-large TNG vice president, is the Vancouver-New Westminster Guild's new executive secretary.

Harrison, re-elected to his sixth International Executive Board term at the Guild's 1975 convention, resigned from the IEB following his appointment to the local position. TNG's constitution bars any vice president being a salaried officer or employee of TNG or any local.

The West Coast vice presidency will remain vacant until this year's Guild convention or a subsequent election, if more than one person is nominated for the post.

Harrison, who is taking a leave from his job as Seattle Times telegraph editor, replaces Kirk Smith who held the local position 4½ years. Smith has returned to the Seattle Post-Intelligencer as a reporter.

Harrison has been a member of the Pacific Northwest (formerly Seattle-Tacoma) Guild's executive committee 11 years, three of them as local president.

He was chairperson of the IEB's key Collective Bargaining Committee since fall, 1973, and previously had headed the board's Appeals, Constitution, Human Rights and Guild Reporter Committees.

Young, who took leave from his city circulation zone manager job with Pacific Press, publisher of the Vancouver Sun and Province, fills a Vancouver-New Westminster Guild position open since vacated by Jack McKim last July.

One of the founders of the Vancouver Council of Newspaper Unions, Young served three terms as president of the local Guild and resigned after being elected to a fourth term in 1972 when promoted to his zone-manager job.

He first served on the local's executive committee in 1961 and was elected a vice president in 1968. He served on local bargaining committees in 1964, 1967, 1969 and 1970.

He chaired TNG Convention Canadian caucuses three years and, during his term on the IEB, was a member of the board's Constitution and Research & Information Committees.



HUGH H. HARRISON



International Executive Board, winter meeting, Jan. 26-29, TNG headquarters, Washington.

Western District Council, winter meeting, Jan. 31-Feb. 1, Sacramento Inn, Sacramento.

Middle-Atlantic District Council, winter meeting, Feb. 7-8, Philadelphia.

Empire State District Council, winter meeting, Feb. 14-15, Hyatt House, Albany.

Telly owes severance, Appeal Court decides

Toronto, Ont.—The Ontario Court of Appeal has ruled that the Toronto Telegram's severance-pay obligation to employees thrown out of work by its closing in 1971 was not relieved by its granting of 16 weeks' notice pay under provincial law.

The appellate court, reversing a lower-court ruling, awarded ex-Telegram reporter Mark Zwelling, a former Toronto Guild president, \$1,254 in severance pay. Zwelling's was one of two test cases litigated in the wake of the Telegram's closing. In the other case, the court

upheld a Divisional Court ruling that machinist Gottlob Essig had forfeited his right to notice pay under the Ontario Employment Standards Act by accepting a company offer to resign in return for severance pay.

Some 500 former Telegram employees are affected by the decision. Approximately 100, like Zwelling, received notice pay but not severance; the remaining 400, like Essig, received severance but not notice pay.

The Telegram, which kept Zwelling on the payroll until 2½ months after the paper's closing to comply with the notice-pay law, maintained that its severance-pay obligation had ceased because the Guild's contract was no longer in effect when he was terminated.

But a tribunal that heard the case held that the Telegram's obligation continued nevertheless under implicit individual contracts. The Divisional Court ruled that a notice by Publisher John Bassett stating that the company would pay either severance or notice pay but not both altered those contracts, but the appellate court overturned that ruling.

Essig had resigned as the result of another Bassett announcement that employees who did so would receive severance pay. The Telegram maintained that the resignation canceled its notice-pay obligation under the act.

The tribunal disagreed, holding that Essig's resignation was induced by the threat of deprivation of severance-pay should he remain on the payroll until expiration of the notice period. But both the divisional and appellate courts overturned that holding.

Both cases were taken to court by the Toronto Guild, which has spent more than \$30,000 on the litigation.

IT SEEMS TO US

GR 'baffles' its readers, member at Post charges

WASHINGTON, D.C.

Editor:

From reading the Guild Reporter, many readers are understandably baffled at the behavior of colleagues at the Washington Post. Almost overnight, once normal reporters, ad salesmen and clerical workers become elitists and management patsies. A complex labor dispute becomes a "class war," a cliché that is a lot easier to peddle than a serious study of the Post and its tortured labor relations.

Consider how you would respond to this situation:

Without warning, pressmen strike after trashing the presses and beating up a coworker. Your unit is summoned to meet and decide what to do. When your leadership makes a totally unconvincing case for striking, your unit votes to continue working.

Distrust of your local's leaders is rampant because of their increasingly arrogant, undemocratic tactics. Now you are told by them that your democratically exercised vote was meaningless because they want you out on strike. When you stand firm, they call a local-wide referendum in which you are outvoted by employees of other publications. Meanwhile, coworkers are assaulted outside the building and your leaders threaten you with fines equivalent to 125 percent of your salary. All of which makes you an elitist.

HELEN DEWAR

Post Unit

Washington-Baltimore Guild

Post worker responds to 'canards' about the strike

WASHINGTON, D.C.

Editor:

In the three months of misreporting and misunderstanding of the labor problems at the Washington Post there have been two oft-repeated canards which

have been particularly difficult for those of us who are working to put up with.

The first of these two fabrications is that those of us who have placed conscience above knee-jerk unionism are simply a bunch of anti-union scabs. The group inside the building includes, among others, four unit chairmen, several past vice chairmen and numerous past shop stewards. It is likely that these men and women, with long histories of staunch unionism would suddenly turn scabby? Or is it more likely that they thought carefully before they voted, and, even if they disagreed with the vote, followed the will of the majority?

The second point is that we hear that the conflict at the Post is a "class war." While pressmen may wear blue shirts, they make more money than hundreds of Post Guildpersons. The average reporter makes over \$400 a week. But the guild is not just a reporter's union, it is a newspaper union, and is also made up of clerks who earn \$209.50 top. Class war? Where? Certainly not here.

B. D. COLEN

Post Unit

Washington-Baltimore Guild

Vandalism, lack of notice are cited by Post worker

WASHINGTON, D.C.

Editor:

Along with abhorrence of the vandalism, a factor in this member's refusal to honor the pressmen's picket line was the absence of any advance warning of their intention to strike.

If the local leadership had routinely advised us that the strike was coming, and routinely directed us to honor the line, it might have made a difference in the members' response.

And the members' response surely would have been different if, as a result of our being rallied

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.

to the pressmen's cause ahead of time, a sense of union solidarity had been generated that prevented the vandalism from occurring at all.

HUGH CRAIG

Post Unit

Washington-Baltimore Guild

Leaders were 'insensitive,' member at Post charges

WASHINGTON, D.C.

Editor:

We left our desks the evening of Sept. 30, 1975, unaware of any serious issues between the pressmen and the Washington Post. An upbeat report was on the Guild bulletin board.

The next morning we learned:

- That a foreman's head had been opened in the press room;
- That the presses had been severely damaged and a fire set, and,

- That the pressmen had thrown a picket line around the building.

Upon arrival at the building, we were handed a mimeographed statement that said the executive board of the local had met at 6 a.m., long before the fire had cooled, to endorse the pressmen's strike "subject to approval of the Post Unit." There and then the game of union solidarity was lost.

You might say our response was emotional when it should have been analytical, that we should have ignored the violence to a newspaper many of us have come to love and respect and that we should have been governed by class considerations.

None of us is ignorant of or insensitive to our obligations to our fellow workers. This strike failed because our union leaders and some of our fellow workers were insensitive to their obligations to the rest of us.

ROBERT C. MAYNARD

Post Unit

Washington-Baltimore Guild

'Class' stories 'tiresome,' member at Post writes

WASHINGTON, D.C.

Editor:

It has become exceedingly tiresome to read, as I have again and again since the pressmen's lamentable strike at the Washington Post began Oct. 1, that the refusal of the Post Guild Unit to march lockstep onto the streets signals a split along class lines—white collars in the building and blue collars outside. The repetition of that theme has become a key piece of pro-strike propaganda, suggesting that the Post Guild majority is composed of lavishly paid aristocrats who chose to look down their noses at the hairy apes in the pressroom.

Nonsense. If there are class distinctions, they are in the eyes of those who perceive them and write about them. If a white-collar union, or key member thereof, had destroyed another part of the Post building as the debut to a strike over questionable work rules, be assured that most members of the Post Guild Unit would have refused to go along with them, too.

The unit chose, instead, to judge the strike on its merits, just as most Americans finally did in regard to the war in Vietnam. My-country-right-or-wrong is, clearly, a recipe for disaster. So is blind, indiscriminating "union solidarity."

GEORGE LARDNER, JR.

Post Unit

Washington-Baltimore Guild

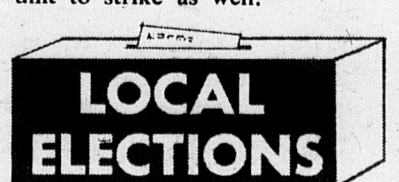
CWA unit strikes after day outside

After a day honoring an office workers' picket line, the Washington-Baltimore Guild's 14-member unit of employees of the research department at the Communications Workers of America headquarters launched their own strike Jan. 15.

The Guild unit struck in the face of a wage offer calling for no increases in minimums and elimination of quarterly cost-of-living adjustments provided under a contract that expired Dec. 31.

The office workers, members of the Office and Professional Employees International Union, had received the same offer in bargaining under a wage reopen in their contract.

The Washington-Baltimore Guild executive committee first endorsed the office workers' strike then authorized the Guild unit to strike as well.



Connecticut

Jack Kadden, president; Mary Kane, vice president; Jack Goldberg, treasurer; Suzanne Simoneau, secretary.

Chester strikers launch interim paper

Chester, Pa. — Philadelphia Guild members on strike against the Delaware County Daily Times launched their own newspaper Jan. 7, announcing that it will be published for the duration of the strike.

"The Reporter of Delaware County," a tabloid, is being published initially as a weekly, but will increase in frequency as advertising grows, Chester Guild Unit leaders said.

Advertising to news ratio in the second issue, published Jan. 14, was about 60-40. Advertising in the Times, which has been publishing abbreviated editions since the 80-member Guild Unit struck Nov. 24, is off an estimated 65 percent, unit leaders said.

The company, which has been bringing in replacements for Guild-covered employees since the early days of the strike, met with Guild negotiators Jan. 12 for the first time since Dec. 10.

Management told the Guild all its members have been replaced and said it would be willing to talk about other issues only if the Guild agreed that the permanent replacements would be kept and Guild members put on a rehire list following a settlement.

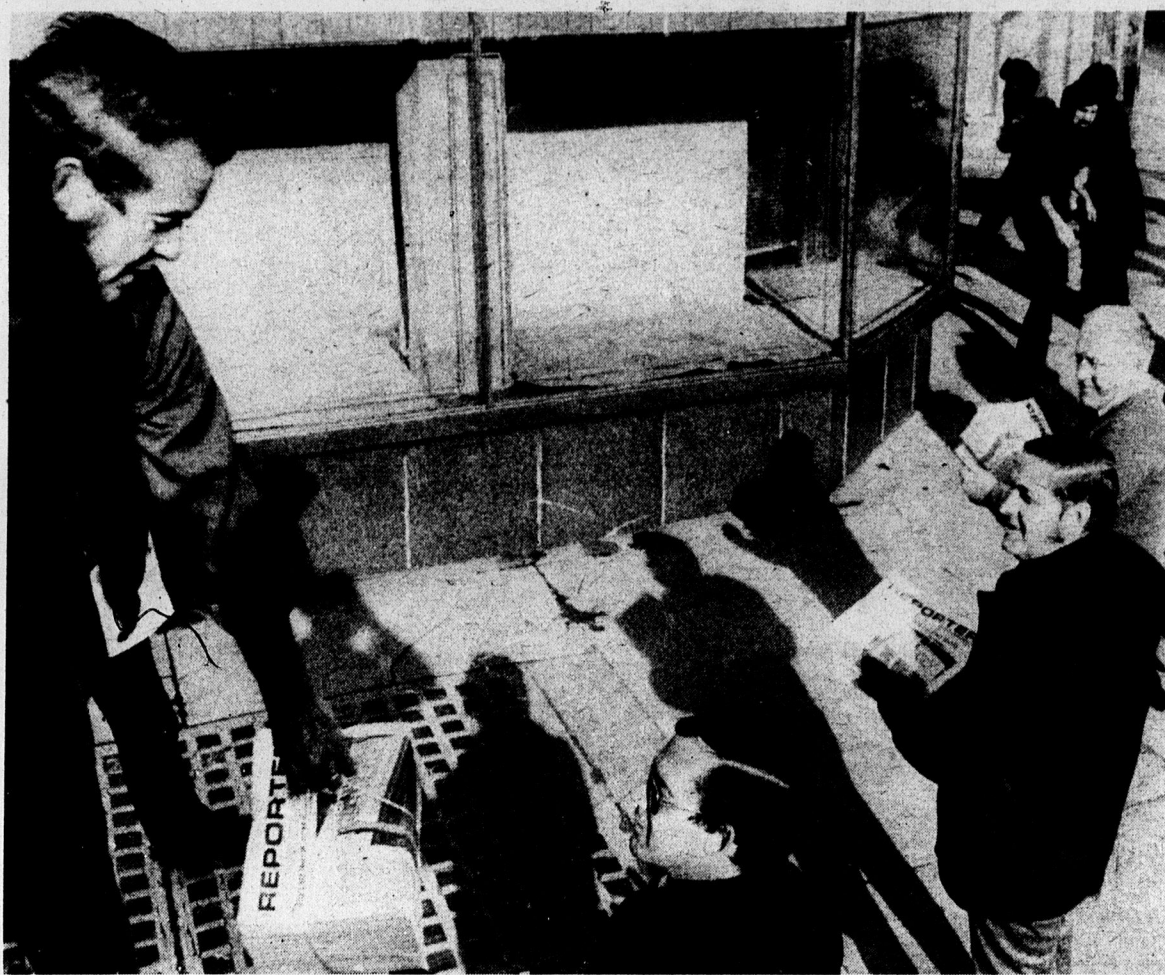
"There will be no settlement until everybody goes back to work," Guild Administrative Officer Willard Hatch said.

The National Labor Relations Board, meanwhile, continued its investigation of unfair-labor-practice charges filed against the company by the Guild on Dec. 10. The Guild alleged that its striking members had been offered promotions, better work shifts and assignments as inducements to abandon the strike.

The NLRB, however, has dismissed charges by the company against the Guild filed the same day alleging it had threatened persons crossing the picket lines and illegally picketed advertisers.

"Newspaper people must do more than walk a picket line while out-of-state cars with club-carrying guards bring newcomers to our jobs," an editorial in the premiere edition of the Reporter said.

"We exist to fill a need—a need



'THE REPORTER OF DELAWARE COUNTY,' VOL. 1, NO. 1, MAKES ITS DEBUT
Chester Guild Unit members unload the strike paper at their headquarters

for an honest local newspaper," the editorial continued.

Circulation for the first two editions of the strike paper was 25,000 copies but is expected to go to 35,000 when the third edition comes out Jan. 21, Hatch said.

Home delivery of the 10-cent tabloid on a voluntary-pay basis was started Jan. 7 the day after it was on the newsstands.

"This is not a money-making venture, although we do expect to show a profit," the Reporter editorial said. Any profits will go into the union strike fund, said local officials.

"We are in business in order to go out of business. Nothing will make us happier than the successful settlement of the strike and a return to our former em-

ployment," the editorial continued.

Meanwhile, the company announced Jan. 9 that Cove Hoover had resigned as editor and publisher of the Times. He had been the Ingersoll-chain daily's chief bargainer, Hatch reported.

Edward St. John, from the Ingersoll corporate offices, and Ray Schoonhoven, an attorney, represented the company at the Jan. 12 bargaining meeting, Hatch said.

Joseph Burt, formerly with two nearby Ingersoll weeklies, was named editor and publisher of the Times on Jan. 12.

Hoover, 54, has been free on \$5,000 bond since being charged with aggravated assault and inciting to riot on Dec. 27. He allegedly struck J. Edward Geb-

hart, former Times city editor, during a college basketball game.

The incident occurred after Hoover and a half dozen Times security guards sat in a row of bleachers behind Gebhart, who was covering the game as part-time Widener College sports information director, the Philadelphia Inquirer reported.

After the two men exchanged words, the paper reported, Gebhart was struck twice in the face and his glasses knocked off, cutting him below the eye.

Hoover had fired Gebhart as Times city editor in October. Gebhart had worked for the paper 27 years, the Inquirer said.

FCC okays Allbritton stations buy

The Federal Communications Commission has waived its regulation against media cross-ownership to permit Washington Star Publisher Joe L. Allbritton to buy the newspaper's six broadcast outlets on a temporary basis.

The FCC agreed to relax its rule because of concern that the Star will not survive unless Allbritton also owns its lucrative broadcast affiliates, officials said.

The regulation prohibits common ownership of a newspaper and broadcast station in a single market. Star Communications, the newspaper's parent company, also owns WMAL-TV, AM and FM in Washington, WLVA-TV and AM in Lynchburg, Va., and WCIV-TV in Charleston, S.C.

In its landmark Dec. 17 ruling the FCC accepted Allbritton's pledge to sell the stations within three years, noting that if the Star failed the nation's capital would be left with only one daily newspaper.

On Dec. 16 Allbritton's attorneys petitioned the Commission for a speedy decision in the case saying there was an urgent need to remove all doubts about the future ownership of the Star and its subsidiaries. Because of this uncertainty, the lawyers said, financial institutions had withheld 7 million dollars in loans to the Star, causing it to fall several months behind in its payments to newsprint suppliers.

Two days after the FCC waived its cross-ownership rule, John McGoff, head of the Panax chain, said he would abandon his efforts to purchase the Star alone, without the broadcast outlets, though he expressed a belief he could win on appeal, Broadcasting magazine reported.

Concerned Citizens for Balance in Media also said it was satisfied with the divestiture pledge portion of the waiver rule.

N.Y. Post bargaining at recess

New York City — A Guild strike deadline at the New York Post was cancelled and further negotiations with the paper postponed indefinitely Jan. 5 when a majority of the unit's bargaining team voted to await a mediator's recommendations on the "best procedure to achieve a settlement."

Members of the New York Guild's Post Unit voted 110-to-32 on Jan. 12 to support the resolution the negotiating committee had approved on an 8-to-7 vote a week earlier. The resolution, from the Post's management, asked that the strike be delayed "in view of the complexities involved in negotiating a contract

that will fairly take into account the needs of the employees and the financial problems of the Post."

The Guild, which represents some 400 editorial, advertising, circulation and clerical employees at the Post, is seeking the same basic wage increases achieved in recent settlements at the New York Times and the Daily News.

The Post claims recent losses in advertising and circulation made it impossible to match the other agreements (GR, Nov. 28, Dec. 19).

At the local's insistence the company allowed Guild auditors to examine its books to check its

claims that the newspaper would be unable to match the Guild's citywide pattern.

Post management said it expected to be able to meet the first year increases but not those in the second and third years.

According to the auditors' findings the company "is not in any financial trouble in the second year, and the third year is hard to predict," Guild leaders reported. The Guild said it would consider a formula to reduce salaries in the third year if an outside party determines such relief is "necessary to the survival of the Post."

Also at issue are company proposals for retrogressions in the Guild's contract, including mandatory retirement and additional exemptions from jurisdiction.

This is the second time a strike against the Post has been postponed since negotiations began for a contract to replace one that expired last March 31. Unit members voted 168-to-9 Dec. 8 to authorize a strike. A deadline was first set for Dec. 18, then pushed back to Jan. 5.

Mediator Theodore W. Kheel, expects recommendations to be ready in several weeks.

Administrative Officer Sought

The Newspaper Guild of Detroit (TNG Local 22) is accepting applications for the position of Administrative Officer. Salary negotiable. Please send resumes, postmarked no later than Feb. 15, 1976, to:

Administrative Officer Steering Committee
Newspaper Guild of Detroit
1720 David Stott Building
Detroit, Michigan 48226

The Guild Reporter

JAMES M. CESNIK
Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published, advance notice), except monthly in July and December.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XLIII, No. 1

January 16, 1976

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005
Area Code 202-296-2990

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