

Industry looks to a new boom in the new year

The U.S. newspaper industry, coming off an upbeat final six months of 1975, will—like the rest of the business side of the economy—boom through '76, according to industry leaders' and analysts' projections.

Newspapers' total receipts last year were about 9.7 billion dollars, four percent higher than in 1974, the U.S. Dept. of Commerce estimates in its new "U.S.

Industrial Outlook" publication.

Ad revenues alone are estimated to have reached 8.5 billion, also a gain of about four percent. Linage as well as revenues showed an increase beginning in October, according to the tabulations run in Editor & Publisher.

The Commerce Dept. says newspapers weathered the recession of 1974-75 better than most industries and in-

cludes it among 100 it expects to show gains of 10 percent or more this year.

Mostly more, according to a sampling of published prognostications. Only the most cautious seem able to look no higher than 10 percent.

The Commerce Dept. looks for the industry's total receipts to increase by 12 percent, to about 10.9 billion dollars.

Advertising revenue will go up at least 10 percent, with some seeing it rising as much as 14 percent, according to Media Industry Newsletter.

And, even more encouraging, new lineage is expected to account for as much as three percent of the revenue increase.

Circulation revenues, too, are ex-
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New Haven staffs vote Guild 74-62

Editorial employees of the New Haven (Conn.) Register and Journal-Courier voted 74 to 62 for representation by the New York Guild in a National Labor Relations Board election Jan. 22, two months and a day after the NLRB was asked to conduct the poll.

On Jan. 15, however, advertising employees of the Joliet (Ill.) Herald-News voted 6 to 21 against representation by the Chicago Guild.

And on Jan. 23 the Guild was finally counted out in a bid for bargaining rights for advertising employees of the Minneapolis Star and Tribune that had stretched over 15½ months, eight of them consumed by pre-election hearings and decision drawing by the NLRB.

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IEB finds Post charges defective; aids strike

In a series of actions following petitions and appearances by groups of Guild members from the struck Washington Post and the Washington-Baltimore Guild, TNG's International Executive Board at its winter meeting Jan. 26-30:

- Interpreted two sections of TNG's Constitution as providing "alternative ways" a local may proceed when confronted by another union's strike or lockout and that "once a local embarks on one . . . it may not thereafter resort to the other."
- Concluded that the Washington-Baltimore

Guild "did in fact act in a manner contrary to this interpretation" in the Post situation.

• Declared its judgment for guidance of all parties that if members of the Post Unit charged with violating TNG's Constitution for crossing picket lines are convicted and the convictions are appealed to the IEB, it will "have no alternative but to reverse the convictions and dismiss the charges." More than 300 members have been charged.

It said it was advising the parties of its action "in the belief that such action may avert the

unnecessary expense and exacerbation of tensions within, the Washington Post Unit and the Washington-Baltimore local, and vitiate the current threat to the local's rights at the Post."

• Pledged TNG's continued support for those members of the Post Guild Unit who are observing the picket lines and reaffirmed TNG's support for the unions striking the Post.

The board also called upon the Washington-Baltimore Guild to "give highest priority" in utilizing TNG loans funds to supplement TNG strike benefits and establish a loan fund to alleviate Guild sympathy strikers' financial hardships.

• Authorized TNG President Charles A. Perlik, Jr., to designate the chief Guild negotiator in upcoming bargaining with the Post, describing the move as
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Group files to replace Guild at Post

A petition seeking to replace the Washington-Baltimore Guild as representative of the Washington Post's advertising, business, editorial, inside circulation and other employees was filed with the National Labor Relations Board Jan. 28 by a group called the Washington Newspaper Union.

The petition, signed by Sharon Isch as secretary, said there are 1,196 in the unit. The New York Times reported that the group had signed cards from 427.

Flat ban on layoffs won at El Diario

New York City — Economic dismissals are banned under the New York Guild's new three-year contract for employees of El Diario-La Prensa, a Spanish language daily. The provision is believed to be the strongest of its kind in any Guild contract.

The settlement also provides minimum and general increases of seven percent and upgrades outside advertising salespersons, bringing them within \$14.25 of parity with reporters.

Increases range from \$24.14 to \$77.77 over the term of the contract.

The \$77.77 goes to the starting minimum for outside advertising salespersons, pushing it to \$200.09, in increments of \$51.69 retroactive to Jan. 1, 1975, \$13.09 on Jan. 1, 1976, and again on Jan. 1, 1977. The outside-sales is
(Continued on Page 3)

Full dues set for March 1

Benefit payments required to sustain Guild members striking and observing picket lines will have dropped TNG's Defense Fund below its \$1,500,000 floor by mid-February and "full regular dues" will go into effect March 1.

They will stay in effect until the fund's assets again reach \$2,000,000, as provided in TNG's Constitution, Secretary-Treasurer Robert M. Crocker said in noti-
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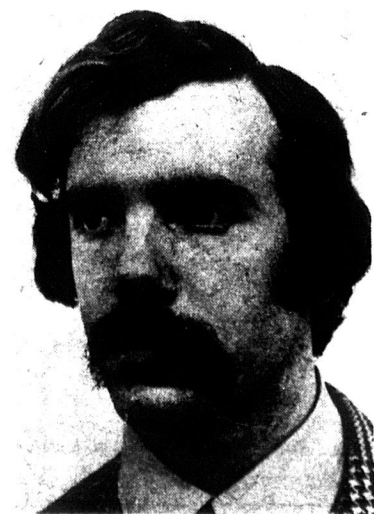
Pollock, Broun winner with series in Inquirer

Kent Pollock received TNG's 1975 Heywood Broun Award for a three-part series in the Philadelphia Inquirer documenting the extent and spread of police brutality in the City of Brotherly Love.

The 35th Annual Broun Award, which includes a citation and a \$1,000 prize, was presented at a luncheon with TNG's International Executive Board at the National Press Club Jan. 26.

Pollock's entry was selected from a record 114.

It was the second time in three years that the award went to reporters for work for the Philadelphia Inquirer. Donald L. Bar-
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KENT POLLOCK



Photo by Bert Hodge, Chester Guild Unit

Rallying in Chester

Frank DiGiacoma, chairperson of the Philadelphia Guild's striking Chester Unit (left), Willard Hatch, the local's administrative officer, and TNG President Charles A. Perlik, Jr., lead some 450 area union members in march to support Guild's strike against the Delaware County Times on its two-month anniversary, Jan. 24. No bargaining has

been scheduled since a Jan. 12 session in which the company said all strikers have been permanently replaced and again demanded that more persons be excluded than covered in any new contract. Some 400 members of the Philadelphia County Building and Construction Trades Council joined the picket lines for more than five hours on Jan. 15.

IEB finds Post charges defective; aids strike

(Continued from Page 1)

"essential to alleviate existing tensions and conflicts" within the unit and between the unit and the local. Director of Field Operations J. William Blatz subsequently was given the assignment.

- Approved the assignment of an international representative—Harry McCormick—to "advise and assist" the local in the conduct of the strike.

- Granted the Washington-Baltimore Guild a \$50,000 loan from the Defense Fund "to help meet financial needs stemming from" the strike, with an initial payment of \$15,000.

- Said it is "unable to accede" to a request by 240 Post Guild members that the unit be chartered as a local because the constitutional requirements for such an action "have not been fulfilled."

- Deferred action on the same group's request that the board recommend to the 1976 Convention that it delete the section of the Constitution making it possible for a local governing body to order members to honor a picket line as an alternative to the other procedure, requiring a vote by the members.

Internal local tensions were mentioned repeatedly to the IEB in representations to it during the week and undoubtedly played a role in what may have been the defeat of TNG Vice President Warren E. Howard in a bid for another term as local president.

Uncertified results of the local elections had Tom Grubisich who has been observing picket lines at the Post since Oct. 3, ahead of Howard by 13 votes, 560 to 547.

Howard, at a local meeting the day after the votes were counted, announced that he was demanding a recount.

The IEB's actions all flowed from a series of motions introduced by Perlik Jan. 29 and 30 after the board had spent much of the first three-and-a-half days of its meeting hearing representations from the local, Post Unit members who are honoring the picket lines and those who are not.

The IEB approved the loan to the local, the assignment of an international representative to assist it and the reaffirmation of support for the strikes and Guild members honoring it on voice votes. But it split 10 to 5 and 9 to 6 in roll calls on the motions to designate the bargainer at the Post and finding that the local had acted contrary to constitutional provisions governing picket line observance.

The lineup on appointing the chief bargainer was:



Photo by Craig Herndon, Post Guild Unit

Post unions' message—'Don't Buy!'

Ernest Campbell (right), a striking Washington Post mailer, passes an advertising-Boycott leaflet to a prospective customer of a discount drugstore that has been advertising in the struck paper. Advertised-

product picketing is part of Post Unions United campaign to encourage the Post to seek settlement of the four-month strike. With Campbell are Joseph Weldrick (left) and Thomas Starke, also mailers.

In favor: International Chairperson Barney Peterson, Perlik, Secretary Treasurer Robert M. Crocker and Vice Presidents John J. Breed, Louis M. Calvert, Harry S. Culver, James A. McGill, David M. Mulcahy, Dorothy M. Sain and Betsy Wade.

Opposed: Vice Presidents Warren E. Howard, Eugene B. Jones, Jim Robinson, Roger L. Stonebanks and Diane M. Woodstock.

The lineup on the constitutional interpretation, all contained in a single motion, was:

In favor: Peterson, Perlik, Crocker, Breed, Calvert, Culver, McGill, Mulcahy and Sain.

Opposed: Howard, Jones, Robinson, Stonebanks, Wade and Woodstock.

Howard, Robinson and Stonebanks also asked to be recorded voting against reaffirmation of the board's strike support.

Board debate on the principal motions was conducted in executive sessions because, as Perlik explained, "matters of a judicial nature" and involving the attorney-client relationship would be discussed. Stonebanks asked to be recorded as opposed. He earlier urged that the debate be closed only to the working press.

After the meeting reopened and the record of actions taken was entered in the minutes, Phillip M. Kadis, chairperson of the Washington Star Unit, told the board he was "shaken to the core" by those actions.

"If I did not understand the behavior of the Post Guild members who crossed the picket lines, I can understand that they are untutored in the ways of unions," he said. "I feel betrayed and others do, too, and there are numbers of them" he concluded.

The board was asked to designate a bargainer at the Post in a petition signed by 240 members working at the Post and another signed by 21 members honoring the lines, as well as in appearances by representatives of both groups and in a letter from Post Unit officers.

The IEB said it is "convinced on the basis of such representations that affirmative action . . . is essential to alleviate existing tensions and conflicts" within the Post Unit and between the unit and the local "which currently threaten the representation rights of the local."

The board had earlier received a petition signed by about 50 Post Unit members observing the picket lines requesting an international representative. They pointed to the division between Post members inside and outside the plant, the move to decertify it at the Post and the "critical importance" of the strikes to "the entire newspaper industry and its workers" as justifying "immediate professional assistance."

The proposal that TNG separate the Post Unit as a separate local from the Washington-Baltimore Guild was advanced during an appearance by eight members of a group, calling itself the Post Guild Majority, organized to defend those charged with constitutional violations.

It was opposed, however, in a later appearance by representatives of the Rank & File Strike Support Committee, a group of those who have been honoring the picket lines.

Don Oberdorfer, speaking for the first group, said they also were asking the board to appoint a bargainer and to recommend deletion of the section of the constitution giving locals the option of ordering picket line observance without a vote of the members.

He, Murrey Marder and Morton Mintz, who also spoke, repeatedly said they made the proposals in the interest of trying to preserve the Guild at the Post.

William MacKaye, chief spokesman before the board for the Rank & File Committee, said he felt there would be "considerable support" within it for the constitutional amendment.

But, he said, he felt there would be "virtually no support" for a separate local and little for a separate negotiator, though he, himself, favored it.

The request for interpretation of the constitution came in a formal request from the Post Guild Majority's attorney. It asked that the board assume full jurisdiction over the charges, declare them procedurally defective and dismiss them.

The two portions of the Constitution the board was asked to interpret are Article XIX, Section 2(a) and Section 2(c).

The first provides that "a strike may be called by the governing body of a local if the unit involved has voted approval."

The second says that if "a union other than a TNG local strikes . . . or if such a strike appears imminent, or if such a union declares itself locked out and pickets, then as an alternative to proceeding under Art. XIX, Sec. 2(a)," the local's governing body "may endorse the strike, or recognize the lockout, and direct its members not to cross the picket lines . . . nor to work in or for the shop."

When the pressmen struck the Post before dawn Oct. 1, the Washington-Baltimore executive committee invoked Section 2(c) in directing members to not cross their picket lines but added that its action was "to be subject to review of the members of the Post Unit."

Meeting that afternoon, the unit voted down a motion to endorse the executive committee's action.

The unit met again Oct. 3 and again voted down a motion to endorse the executive committee's action.

When the mailers and photoengravers struck a few days later the executive board directed members to honor those strikes but did not append the words providing for membership review.

The Washington-Baltimore Guild's attorney argued, during an IEB hearing on the Post Guild Majority requests, that there was "substantial justification" for taking a different course when the mailers and photoengravers struck, pointing out that the pressmen's began with "considerable violence" while the others did not.

He said he would "welcome" an interpretation of the two provisions and that the local was appearing "only to that extent," cautioning the board that it had no "power" beyond interpretation.

The IEB said that "in light of legislative history and the specific language of Sec. 2(c) . . . the two sections provide alternative ways in which a local may proceed . . . and that once a local embarks on such course of action it may not thereafter resort to the other."

"Applying this interpretation to those facts that are undisputed," the IEB said, it "finds and concludes" that the local acted "contrary to this interpretation."

In subsequently reiterating its support for the strikes and those supporting them, the IEB said it is "now even clearer" than when it first endorsed the strikes in November that the strikers and their coalition, Post Unions United, "are engaged in a critical struggle."

That struggle, the board said, will "determine whether their unions—or any union—can long endure at the Post—or, indeed, at newspapers anywhere."

Noting that other publishers have since taken similar hardlines in bargaining, the board called it "everyone's fight."

The IEB also called upon Guild locals and members everywhere to "make generous and continuing contributions to help ensure its successful prosecution."

Culver replaces Harrison at head of bargaining unit

TNG Vice President Harry Culver was appointed chairperson of the International Executive Board's Collective Bargaining Committee early in the IEB's Jan. 26-30 meeting at TNG headquarters.

Culver, of the Wire Service Guild, replaces Hugh Harrison who resigned from the IEB to become administrative secretary for the Pacific Northwest Guild (GR, Jan. 16).

Vice President Louis M. Cal-

vert of San Jose was named to succeed Culver as chairperson of the IEB's Constitution Committee. Vice President Roger Stonebanks of Victoria replaces Harrison as head of an ad hoc committee on TNG officers salaries.

The IEB also named Canadian Region Director William McLeman and Vice President Jim Robinson of Toronto as delegates to the 11th convention of the Canadian Labour Congress to be held in Quebec City in May.

Second union at Post has tentative pact

A second union, a local of the International Brotherhood of Electrical Workers, has reached a tentative settlement with the struck Washington Post, according to Post Unions United, the coalition of unions involved in the strike.

And the Post has announced that it has made what it called a "complete" contract offer to the Typographical Union Mailers, one of three unions striking the paper.

A second striking union, the Graphic Arts photo engravers also has met with the company's bargainers again, though with no apparent result.

Another nonstriking union was scheduled to meet with the company for the first time since its members refused to cross strikers' picket lines at the Post on Oct. 1: the Operating Engineers.

But the Post made no move in the meantime towards meeting again with the Printing & Graphic Communications Union pressmen, the first to strike the paper. They have not met since Jan. 6 when the company sought agreement on medical insurance for the replacements it has hired to replace the strikers.

A representative of the Post unions said that the offer to the mailers is essentially the same as that the company had on the table before the mailers struck. One important difference, he said, is that it would permit the company to farm out mailers' work for 12 weeks of the year.

The union was not expected to submit the offer to its membership until a full offer is forthcoming for mail-room helpers as well.

The pressmen, meanwhile, filed a 20 million dollar suit against the Post accusing it of conspiring to "ultimately destroy the union entirely."

The Post filed a 15 million dollar suit against the pressmen at the end of October, claiming that the union and some of its members damaged its presses Oct. 1.

The pressmen accuse the Post of trying to "blacklist" its members "to forever prevent them from obtaining gainful employment in occupations of their choice."

On Jan. 16 the Committee for a Fair Settlement, a group of public office holders, clergy, labor leaders and educators seeking to persuade the strike contestants to undertake intensive efforts to reach a settlement, wrote again to Post publisher Katharine Graham urging that she reconsider her earlier rejection of the committee's proposals.

"We again urge you to agree

to outside participation in the negotiation process in order that the community's stake in this dispute may be better represented."

The committee urged her to "accede at least to fact-finding by outsiders with recommendations for settlement."

All three striking unions agreed to the committee's initial request to explore different bargaining avenues. Graham, however, refused.

Acceptance of arbitration or fact-finding would be more in keeping with a Post editorial of last July 16, the letter to Graham said.

The editorial, commenting on a building trades dispute over hiring rules, said that "in terms of collective bargaining difficulties these differences—and the efforts to settle them—are not extraordinary."

The editorial went on: "None of this is to say that the unions—or the contractors—should simply capitulate. The concerns of both sides are legitimate items for collective bargaining."

"The disputes at the Post over manning and over union-versus-management control of the various stages of the production process seem to us to be almost precisely analogous to the situation to which the editorial addressed itself, and the position which the editorial took, one with which most reasonable persons would agree," the letter continued.

"We hope that the Post will follow this editorial advice in its own strike, and thus indicate that it is not seeking the capitulation of the unions," it concluded over the signature of the Rt. Rev. John T. Walker. The committee has not reported if it received a reply.

The executive council of the International Labor Press Assn. on Jan. 16 also called upon the Post to reconsider its initial rejection of the fair-settlement committee's appeal for intensive mediated bargaining.

It also deplored the violence of the strike—including "the violence committed by the Post management against the collective bargaining process" and voted a \$100 contribution to Post Unions United.

The Washington-Baltimore Guild reported \$3,622 in additional contributions to its Post Unit Strike/Lockout Fund and \$4,955.75 from special collections taken up among local members to provide a "Christmas bonus" to Post members honoring the picket lines. Among the contributors:

Boston Guild	\$ 910.00
Portland Guild	200.00
Wilkes-Barre Guild	150.00
Twin Cities Guild	100.00
Pacific Northwest Guild	300.00
Peoria Guild	50.00
San Jose Guild	150.00
San Francisco-Oakland Guild	500.00
Columbus Guild	50.00
Providence Guild	100.00
Cincinnati Guild	50.00
Vancouver-New Westminster Guild	350.00
Victoria Guild	100.00
St. Louis Guild	250.00
Denver Guild	100.00
Chicago Guild	200.00
Washington Star Unit	1,328.75
CWA Unit	70.00
National Catholic News Service Unit	165.00
IUE Unit	245.00
AFL-CIO Unit	2,100.00
Sunpapers Unit	335.00
Merkle Press Unit	110.00
AFT Unit	162.00
New Republic Unit	48.00
BNA Unit	118.00

Contributions received through Jan. 24 total \$13,611.77, the local reported.



'Frontpage' photo

El Diario-La Prensa bargainers

Guild and company sign contract barring all economic discharges at El Diario-La Prensa, Spanish-language daily published in New York City. Seated, from left, Cesar Viruet, Guild unit chairperson; Harry Solowey, El Diario vice president; Bill

Montes, New York Guild representative. Standing are six members of the unit's bargaining committee, from left: Priscilla Fores, Victor Calderon, Aida P. Marticorena, Mario Gonzalez, Carmen Matos and Gilberto Fleitas.

Layoff ban is won at El Diario

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raised \$65.05, to \$249.85, in increments of \$32.35, \$16.35 and \$16.35 at the same intervals.

The top minimum for reporters, artists and rewrite persons is raised \$54.30, to \$312.80, in three increments of \$18.10. Their starting minimum is up \$41.22, to \$237.47, in installments of \$13.74 each.

Employees with ten or more

years service are to receive \$5 a week longevity increases July 1, 1977.

The service requirement for four weeks paid maternity leave is reduced from 18 months to nine, with the duration of unpaid leave limited to a year. The new contract also provides an employer-paid dental plan for employees and their dependents.

Employees are guaranteed at

least \$15 a week extra for higher-classification work.

The day after Thanksgiving is added as a holiday, bringing the total under the contract to 11.

Service time for five weeks' vacation is cut to 10 years, in three annual installments, from 13.

The probation period for new hires is cut in half, to 30 days.

The agreement's flat ban on economic dismissals states that no employee having completed the probationary period may be terminated for economy reasons. Reductions in force may be accomplished, however, through attrition, i.e., not filling positions opened through resignations, retirements or discharges for just and sufficient cause.

The publisher's initial demands for a new contract had included a 20 percent staff cut, five days' work for four days' pay and a moratorium on all wage increases.

Chief Guild negotiators were Cesar Viruet, Guild unit chairperson, and New York Guild Local Representative Bill Montes.

Other increases in the settlement include \$38.37, to \$221.12, in the top minimum for classified telephone solicitors, photographers and key punch operators in three increments of \$12.79 each. Their starting minimum is up \$33.45, to \$192.70, in equal installments of \$11.15.

Also getting increases are telephone operators, voluntary ad takers and advertising clerks whose top minimum goes up \$33.81, to \$194.81, in increments of \$11.27, \$11.18 and \$11.36. To Copy boys and girls, top minimum is raised \$26.15, to \$150.40, in installments of \$8.75, \$8.70 and \$8.70.

The flat minimum for sports editor and night editor is up \$56.40, to \$324.90.

WPIX-TV pact increases assignment editors by \$54

New York City—Top minimums are raised by \$17.95 to \$54.05 a week at WPIX-TV in a new three-year New York Guild contract that also improves job security, vacations, and mileage payments.

The biggest increase goes to assignment editors, pushing their top minimum to \$360 in the contract's third year.

The top minimum for news writers is raised \$50.42, to \$330;

that for assignment-desk assistants is raised \$45.37, to \$230; for graphics assistant, up \$31.57, to \$174, and for production and copy assistants, up \$23.57, to \$166.

Improvements in job security include reduction of the probationary period from six months to three; tightening of recognition of the right of an employee dismissed through reduction in force to bump into his or her previous job, and expansion of the time an employee is retained on a rehiring list to equal the time employed, up to a year.

The contract's paid dismissal-notice requirement also is extended to provide one week after three months' service, two weeks after six months', three weeks after a year and four weeks after three years' service.

Premium pay for employees temporarily working in a higher classification also is raised: \$4, to \$12 per shift and \$15 on week-ends for assignment editor work; \$2, to \$7 for artists in charge, and \$2, to \$10 for news editor work.

A travel allowance of \$2.50 per shift is added for employees required to work between 12:30 a.m. and 5:30 a.m.

Reporter top hiked \$22 in Gary pact

Gary, Ind.—The top minimum is raised \$22.58, to \$345.08, for reporters, copyreaders, photographers and artists at the Gary Post Tribune under a wage reopener settlement increasing weekly minimums seven percent in the final year of the Gary Guild's existing contract.

The agreement raises the top minimum \$14.37, to \$219.65, for librarians and senior clerks; \$10.97, to \$167.63, for clerks and \$9.45, to \$144.50, for copy persons.

Over the two-year term reporter top minimums are increased a total of \$46.58. The reporter top was raised \$24 in the first year of the contract.

Under the reopener, starting minimums are increased \$12.45, to \$190.28, for reporters, copyreaders, photographers and artists; \$10.30, to \$157.47, for librarians and senior clerks; \$9.83, to \$150.28, for clerks and \$7.73, to \$118.22, for copy persons.

The flat rate is boosted \$12.55, to \$191.90 a week, for janitors and \$11.50, to \$175.72, for maids. Night differential is up 25 cents to \$3.25 per shift.

Minimum wage up, some in Guild, too

The January 1 hike in the U.S. minimum wage to \$2.30 an hour means increases of from \$2 to \$8 in the weekly minimums for copyboys and copygirls at three newspapers covered by Guild contracts.

The new minimum wage boosts the pay of affected employees to \$92 for a 40-hour week, producing increases of \$8 at the Norfolk Virginian Pilot, \$6 at the Knoxville News-Sentinel and \$2 at the Monessen Valley Independent.

Administrative Officer Sought

The Central California Newspaper Guild is seeking applicants for its first administrative officer. Thorough knowledge of union-management relations and experience in negotiation and administration must be indicated in applications. Salary in the \$20K range, plus fringes. Resumes should be postmarked no later than March 15, 1976.

Central California Newspaper Guild

AO Committee

927 10th St.—Suite 314
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THE SHORT OF IT

The press is the only major U.S. "institution" whose credibility has risen in the public's eye "in recent times," according to pollster Louis Harris. He told the Republican governors conference that since 1966 confidence in business has slipped from 55 percent to 18; in the White House, from 41 percent to 14; in Congress, from 42 percent to 14, and in the Supreme Court, from 51 percent to 28. Some 300 college students at a conference on "Business and Government Face to Face" in Washington ranked journalists second to doctors in terms of "honesty and ethical standards." Business executives were ranked third. . . . North Carolina's dailies gave extensive news coverage to a University of North Carolina professor's recommendation to the state government that it change its traditional anti-union attitude. Emil Malizia pointed out that North Carolina workers' average wages are the lowest in the nation. While one state paper editorially compared the report to the writings of Karl Marx, most used the report to urge that the state treat workers better in order to prevent their unionization, the state AFL-CIO reported. Malizia's study was one of several commissioned in preparation for a new state growth-policy plan. The pro-union recommendation is not expected to be included in the plan. . . .

The Minneapolis Star's two-week series on the print and broadcast news industries in the Twin Cities that won a special Broun Award citation was an "attempt to treat the media as an institution which ought to be subject to the same scrutiny as government, business and religion," according to managing editor David Nimmer, a former Twin Cities Guild treasurer. The series, by legislative reporter Peter Ackerman, business editor Richard Gibson and business reporter Jim Jones, Guild members all, ranged over the news gathering processes (and weaknesses therein), profitability (the Star and Tribune Co. cleared 8.4 million in its fiscal-year 1975), cross ownerships, advertiser pressures on news and the political, religious, financial and philosophical positions of reporters and editors. The series, six months in the making, must be some sort of journalistic first. Twelve-page reprints are available for 25¢ each from the Minneapolis Star, zip code 55415.

Forty-three Los Angeles Times circulation dealers have charged in a federal suit that a change in the paper's sales system will eliminate their "independent businessmen" status and illegally fix its prices. The Times was to switch from a "dealer" system to an "agent" system Jan. 1 when a repeal of the federal fair-trade laws took effect. After the repeal, "dealers"—independent contractors—are free to set their own prices on papers they offer to the public. . . . Thomson Newspapers Ltd. has talked to Time Inc.'s Canadian subsidiary about buying an interest in the company that publishes the Canadian edition of Time magazine. Legislation by the Canadian government will force Time Canada to be 75 percent Canadian owned to retain a special tax status. It must also increase the magazine's Canadian content. . . . The Detroit News will probably spend 22.6 million dollars for an Oklahoma City television station owned by the company that publishes the Times and Oklahoman. . . . Field Enterprises, publisher of the Chicago Sun-Times and Daily News, is planning a 25-million-dollar, 56-story apartment complex just north of the city's Loop. . . . Media General and Knight-Ridder are studying a joint project to build an 80-million-dollar recycled newsprint mill in the Southeastern U.S. Each would invest 10 million. . . . The Lee newspaper chain has purchased Blackhawk Films, producer and mail-order distributor of home entertainment movies; among them Charlie Chaplin, Laurel & Hardy and documentaries prepared from Movietone News and other film libraries. . . . Gannett is growing to a 53-daily chain with purchase of the Kensington-Tarentum (Pa.) News Dispatch and the Fremont News-Messenger and Port Clinton News-Herald, both in Ohio. The Ohio deal is a \$3.5-million stock exchange. No terms are available for the Pennsylvania transaction. . . . Toronto Star Ltd., has purchased the controlling interest in Harlequin Enterprises, publisher of romantic-fiction paperback books for cash and stock valued at \$30.3 million. Harlequin promptly opened a \$650,000 U.S. TV ad blitz on weekday game and soap opera shows seeking to boost sales of novellas to housewives and widows seeking mental escape, according to the Wall Street Journal.

When the Sacramento Bee was getting ready to institute an "ombudsman" program last summer it had its promotion department prepare a series of ads to announce it. One ended up filling a one-column hole among the movie-ads:

THREE EROTIC FILMS X X X

FANTASY

HEADS & GIRLS

TAILS?

Also "WIFE PLAYGROUND"

WESTIANE

MUST BE 18

ID REQ.

954-4451 Open 8:30

Full Frontal Road

• PRIVACY OF YOUR AUTO • VERY EXPLICIT

• SACRAMENTO'S ONLY ALL ADULT DRIVE-IN

THE OMBUDSMAN COMETH TO THE BEE

See Sunday's Bee for details

The ad was moved for the second edition.



For Women's Year

The postal services of both the United States and Canada marked International Women's Year (1975) with special commemorative stamps. The U.S. stamp, the larger and more elaborate,

is white, yellow, light blue and dark blue. The Canadian stamp is white, yellow-brown and gray. The U.S. stamp has to be coupled with a 3-center now to mail a letter, however.

Industry leaders see '76 boom

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pected to be up again, by as much as eight percent.

And here, too, projections are for part of that growth to come from the first increase in the number of papers sold in three years—about a one percent increase in circulation numbers.

Advertising revenue growth—for all media, including newspapers—is expected to outstrip the general economy's growth rate this year, thanks at least partly to the expected expenditure of about 100 million dollars for campaign advertising in this Presidential election year.

Promotion ads for the Bicentennial and the Olympics are expected to help boost ad revenues a little bit extra, too, according to a Standard & Poor's industry survey.

Magazine ad revenues and pages, less buoyant during the past year than newspapers' are expected to improve in '76, too, though somewhat less vigorously than newspapers'.

The Publishers' Information Bureau saw a three percent dip in ad revenues and a nine percent drop in pages in 1975.

The Magazine Publishers' Assn. predicts an eight percent increase in ad dollars in 1976 and a four percent gain in pages.

Media Industry Newsletter reported that analysts are more bullish than the magazine publishers about the new year, however, with some of the former predicting a revenue increase of as much as 15 percent.

The majority feel revenues could gain 10 percent provided the second half of the year looks as good as the first half. Predictions on page gains range from five to eight percent, MIN reported.

Fifty-eight of the 100 leading consumer magazines registered revenue gains averaging 17.8 percent, the Gallagher Report said. Time, Inc.'s, People led the field of gainers at 138.6 percent. Time, itself, and Newsweek were the second and third highest respectively in terms of most revenue. Time had 117.5 million; Newsweek, 88.3. People also led the field of largest page gainers, going up 74.2 percent, Gallagher reported.

Advertising Age reported that one speaker at a conference on the media outlook sponsored by Paine, Webber, Jackson & Curtis in New York City waxed so warm that he "even told magazine publishers not to get too excited over postal rates."

"So rosy were the forecasts—ad volume passing the \$30 billion mark, print and broadcast rev-

enues up, paper supplies up, profits up—that it came as no surprise," AA said.

Despite publishers' complaints about postal rates, Gilbert Chapman of Esquire told a magazine seminar, they are still only about five percent of a publisher's total costs, AA reported.

Newspapers, meanwhile, might look toward the rising postal rates for some of their advertising growth, John T. Condon, Knight-Ridder retail advertising vice president, told E & P in a survey of leading ad executives on the outlook for the new year.

The escalating rates could help push some advertising to newspapers from direct-mail, he said.

The ad executives surveyed by E & P all said they expected newspapers' revenues from retail advertising to increase appreciably in '76, while their estimates of lineage movement ranged from slightly down to steady to a bit higher.

Kenneth T. Carlson, Detroit News ad-director and new president of the International Newspaper Advertising Executives, told E & P he sees both retail and classified picking up in the new year. And real estate lineage, too.

The summary of expenditures for newspaper advertising compiled by E & P from Media Records' 64 Cities Report showed an increase of 11.3 percent in retail advertising revenue through 1975's first 11 months while classified was up only half of one

percent.

Total advertising for the 11 months was up 6.4 percent; 20.4 percent for November. For the five months July through November total advertising revenue increased at a 9.4 percent annual rate.

While forecasters see market to market variations in the 1976 outlook, there is agreement from at least two that smaller papers are steadier earners than big ones.

Money magazine, in a look at "Industries Wall St. Likes for '76" in December quotes an analyst high on smaller papers:

"After mid-1976, big-city newspapers will look less interesting than smaller chains, says Kendrick J. Noble of Paine, Webber, Jackson & Curtis. Smaller papers have had much more stable earnings . . . because small dailies depend less on recession-sensitive classified ads, have few competitors and are located in growing areas instead of 'stagnant cities'."

A Standard & Poor's industry survey of Nov. 27 notes that "on a relative basis, the chains with the larger-city dailies . . . will likely show the most impressive earnings swings in 1976. The newspaper groups made up of small and medium-size dailies (which have lower exposure to classified advertising) are expected to show more moderate profit gains in 1976, since most were able to increase earnings during 1975."

Full dues to start March 1

(Continued from Page 1)
fying locals of the dues change Jan. 28.

It will be the first time full dues have been in effect in 35 months.

"There seems to be no likelihood" that this dues-change notice will be cancelled as was one that had been scheduled to take effect Dec. 1, Crocker said. That one was revoked upon resolution of bargaining crises at the Philadelphia Inquirer and News and the New York Times and Daily News that could have almost instantly taken the fund below \$1,500,000.

Benefits since then for the San Juan Star strike (ended Dec. 8 after 52 days), the Delaware County (Chester) Times strike (begun Nov. 24), the strike of research staffers against the Communications Workers (begun Jan. 15) and payments to Guild members honoring Washington Post picket lines since Oct. 1 had drained the fund to \$1,601,531

by Jan. 27, Crocker said.

As recently as last Sept. 30, Defense Fund assets stood at more than 1.8 million dollars.

Full dues add amounts ranging from one to 14 dollars to the monthly per-member payments locals are required to remit to TNG. The amounts increase on a graduated basis according to \$24.99-weekly-salary brackets listed in TNG's Constitution. The dollar applies to those paid less than \$50 a week. The 14 dollars to those paid more than \$450 a week.

Crocker reminded locals that they may elect either to collect the additional amounts from members or make the payments from local defense funds.

Exempt from the additional amounts under TNG's Constitution are associate, inactive, retired and unemployed members plus new members during their first 60 days or, at the secretary-treasurer's discretion, longer during an organizing campaign.

Youngstown tops go up by \$63.50

Youngstown, Ohio—Weekly salaries of reporters, photographers, outside classified sales and circulation district managers at or above the minimums at the Youngstown Vindicator are raised \$63.50 in a new three-year contract won by the Youngstown Newspaper Guild.

The reporter and photographer top goes up \$25 retroactive to March 1, \$10 retroactive to Sept. 1 and \$9, \$10 and \$9.50 at six-month intervals thereafter to reach \$333.00 on Sept. 1, 1977.

Top minimum for outside classified sales goes to \$303, that for circulation district managers to \$311 and that for society reporter to \$286.00, with raises in the same amounts and at the same intervals.

Telephone solicitors' top minimum is raised \$31.84, to \$167.25, in installments of \$12.55, \$5.00, \$4.55, \$5.00 and \$4.75 at the same six-month intervals. Top minimum for editorial library clerk goes up \$30.95, to \$162.45, in increments of \$12.20, \$4.85, \$4.40, \$4.85 and \$4.65 at the same intervals.

Salaries higher than the minimums are raised the same amounts on the same dates.

The contract also provides increases in the publishers' contribution to the pension fund of



TNG-ITU Task Force report

TNG Director of Field Operations J. William Blatz, standing, reports on activities of TNG-International Typographical Union Task Force on unity and co-operation at quarterly meeting of Guild's Empire State District Council in Rochester. Meeting was attended by repre-

sentatives of Rochester Typographical and Mailers' Unions and Utica Typographical Union in addition to Guild locals in Rochester, Albany, New York City and Jersey City. Allan Heritage of the ITU and Charles Dale of TNG also attended.

\$1.73, to \$10, retroactive to March 2, 1975, and another \$3.27, to \$13.27, effective next March 1.

The mileage rate is boosted one-half cent to 14, and the minimum guarantee for regular car use is increased 50 cents to \$11.50 a week.

The contract also provides a formula for adjusting mileage payments whenever there is a 10-cent fluctuation in the cost of gasoline from 57 cents a gallon.

The service requirements for four weeks vacation is cut a year to nine effective next March 1 and to eight March 1, 1977.

The starting minimum for reporters and photographers is raised \$37.26 over the term, to \$200, that for outside classified sales, \$36.74, to \$193, and for circulation districtman \$28.03, to \$151.70. Telephone solicitors' start is raised \$26.89, to \$141.50, and the editorial library clerk is increased \$26.02 to \$136.70.

New Haven staffers vote Guild

(Continued from Page 1)

The New Haven group brings to 16 the number of employee units that have chosen Guild representation since last April 1, the beginning of TNG's '76 fiscal year. The 16 groups contain more than 800 employees. A total of 13 groups containing 685 employees voted for Guild representation during all of fiscal '75.

The Register and Journal-Courier are a single ownership, morning-afternoon-Sunday combination, with the Register's afternoon circulation topping 103,000 and the Journal-Courier's morning sales exceeding 32,000.

An organizing committee of Register and Journal-Courier employees was assisted throughout the effort by TNG International Representative Leo Ducharme and, as the election neared, by International Representative Charles Dale.

Others who assisted included TNG Vice President Betsy Wade, head of the New York Times's foreign copy desk; New York Guild Executive Vice President Harry Fisdell; Local Representative Michael Crumrine; Tom Lask, former New York Guild president who is an assistant cul-

tural editor with the Times; Gerald Eskenazi, a Guild member in the Times's sports department, and Tom Stevens of the Providence Guild.

Robert L. Asher, a former president of the Washington-Baltimore Guild working behind picket lines at the Post, wired the New Haven group to urge its members to not be swayed from voting for the Guild by the "differences in the positions" of the local and a majority of its Post Unit members.

Expressing his belief in the Guild's "ability to settle its internal problems in a democratic fashion," Asher said he knows of no organization "better equipped" than the Guild "to continue the campaign for improved working conditions throughout our industry."

The Chicago Guild, which represents editorial employees of the Joliet Herald-News, had filed a petition for the paper's 30 advertising workers on Nov. 24 after more than two-thirds had applied for membership.

The Twin Cities Guild was declared loser in the Star and Tribune representation election after 20 of 32 challenged ballots from

the election last June 11 were opened. Seven of the 20 were for the Guild, pushing the tally to 96 for "no union" and 72 for the Guild and making the remaining challenges immaterial to the election's outcome. Sixty-five votes for the Guild and 83 for "no union" were tallied last June.

Most of the challenged ballots were cast by ad-department clerical workers whom the NLRB's regional office had ruled to be "inappropriate" members of an ad-department Guild unit. The Guild challenged the holding and the NLRB in Washington on Jan. 22 ruled that the clerical workers are properly a part of the unit since they "share a community of interest with the advertising department" rather than with some 350 other unorganized office workers in the plant. The NLRB had been considering the appeal for nearly 7½ months.

The company had sought to split the ad department into four groups: outside sales, telephone sales, creative services and clericals.

Had the Guild received 14 of the 20 ballots opened Jan. 23 additional proceedings would have to have been undertaken to determine the eligibility of 11 other challenges made on bases other than, or in addition to, clerical-employees status.

The 32nd challenged ballot was not allowed after the Guild and the company agreed that the person who cast it was a supervisor.

Meanwhile, the NLRB's regional office for New Jersey has dismissed the third petition in six months seeking to sever about 20 mailer-drivers from the North Jersey Guild's unit at the Elizabeth Journal. The board again found that the group was inappropriate.

4th at Philadelphia? rooms, party are ready

Philadelphia, Pa.—Delegates to TNG's 1976 Convention planning to go to the Philadelphia Guild's Bicentennial party over the July 4 weekend, the one after the Washington meeting, are being asked to make hotel reservations immediately through the Philadelphia Guild.

Oscar B. Teller, the local's Bicentennial chairperson, said a block of 50 rooms is being held for the Guild at the Philadelphia Hilton Inn. "If there's a chance you'll be a delegate . . . make your reservations now," he said, suggesting that those who can't make it "turn over" their reservations to another delegate who can.

Rates are \$28 per night for a single and \$34 for a double, plus

six percent tax, he said.

The celebration planned by the Guild includes an all-night buffet and candlelight dance at a private club near Independence Hall. And TNG delegates will have special seats for Philadelphia's 6-hour Bicentennial parade.

"Just being in Philadelphia during the Fourth of July weekend this year will be a never-to-be forgotten experience for everyone," Local 10 President, Eugene B. Jones, says.

Persons wishing to make hotel reservations should send a check for at least one night's accommodations to Teller at 401 N. Broad Street, Suite 1016, Philadelphia, Pa. 19108. Checks should be made payable to the Philadelphia Hilton Inn.

Wilmington gets \$24 in a year

Wilmington, Del.—The Philadelphia Newspaper Guild has won minimum increases ranging from \$9.98 to \$24.50 in a new one-year contract for circulation department employees at the Wilmington News and Journal.

The agreement raises the flat minimum for supervisor \$24.50, to \$345.47, and the top minimums for country representatives and city representatives by the same amount, to \$305 and \$300 respectively.

The settlement also increases the publisher's weekly health and welfare contribution \$2, to \$17 per employee, and hikes the minimum weekly guarantee for auto use the same amount, to \$39 to \$43, based on the amount of use.

Top minimum for bookkeepers and secretaries is raised \$16.16, to \$197.84, and that for bookkeeping clerks is up \$15.46, to \$189.28; clerks' top minimum is raised \$14.83, to \$181.57.

The settlement also maintains

the differential for employees earning above minimums.

Increases are retroactive to March 1, 1975.

W-B early leader, D. Delaney, at 64

WILKES-BARRE, PA.—Daniel J. Delaney, Sr., the Wilkes-Barre Guild's first secretary-treasurer and recipient of its Stanley Kupstas Award for Guild service in 1966, died Nov. 20. He was 64.

He had worked as librarian, sportswriter, reporter and in other positions for Wilkes-Barre's daily papers during a career that spanned more than 30 years. He was telegraph editor of the Times-Leader-News Record when he retired in 1970.

Survivors include his widow, Marguerite B. Delaney, a son, Daniel J., Jr., and a daughter, Eileen Rinker, all of the Wilkes-Barre area.

San Jose Guild, ITU File

San Jose, Calif.—The San Jose Guild and the Bay Area Typographical Union on Jan. 19 jointly petitioned the National Labor Relations Board for bargaining rights for about 95 presently unorganized employees of Suburban Newspaper Publications, Inc., a chain of eight weeklies.

The group works in the papers' advertising, business office, composing room, editorial and inside circulation departments.

It is the second joint organizing effort by the Guild and Typo-

graphical Union in the Bay Area in recent months. Employees of the Bay Guardian on Dec. 26 voted 6 to 0 and 22 to 3 for the Typographical Union and the San Francisco-Oakland Guild in twin elections under a joint representation petition.

Since then SFONG and the Typographical Union filed unfair-practices charges against the Guardian, an "alternative" weekly, charging it with several actions against employees in retaliation for union activity, including firing five.

Bremerton news room votes in ITU

Bremerton, Wash.—Editorial employees of the Bremerton Sun, a John P. Scripps paper, have voted 12 to 9 for bargaining representation by the Typographical Union. There was one challenged ballot.

The paper's advertising, busi-

ness, editorial and inside circulation employees voted against representation by the Pacific Northwest Guild by 21 to 35 in July, 1974.

The Guild local assisted the Typographical Union in its organization of the editorial employees.

Pollock's police brutality series wins Broun Award

(Continued from Page 1)

lett and James B. Steele won the 1973 award for a series exposing uneven sentencing and discrimination by judges and prosecutors.

The judges said Pollock's work was selected "on the basis of Heywood Broun's traditional sympathy for the underdog—in this case the targets of Philadelphia police abuse—plus the reporter's initiative and his effort to correct a situation that was undermining people's confidence in the men who were supposed to protect them."

"It was in the same spirit," the judges said that they selected for honorable mention:

- "Disclosures of police spying on civic groups" by Larry Green and Rob Warden, reporters for the Chicago Daily News.

- A "sensitive and perceptive series on homeless children" by William Heffernan and Stewart Ain, reporters for the New York, Daily News.

- A "courageous series . . . on the callous treatment" of indigent maternity cases in a county hospital by Melinda Gassaway and Michael Master-son, reporter and editor with the Hot Springs (Ark.) Sentinel-Record.

The judges also took "special note" of the "unique contribution to public understanding of the media" made through an "incisive examination of 'The News Machines' that provides news and entertainment to readers and listeners in the Twin Cities area" by Peter Ackerman, Richard Gibson and Jim Jones in the Minneapolis Star.

"A similar commendation" was given to Stanley Forman of the Boston Herald American for his "dramatic news pictures" of the



Passing judgment

Heywood Broun Award judges pour over record 114 entries under the eyes of contest chairperson Tom Lask (standing) and Broun's portrait in library/board room at TNG headquarters. Seated,

from left: Grant Dillman of United Press International, George Beveridge of the Washington Star and Ben Bagdikian, president of the Mellett Fund for a Free and Responsible Press.

fall of a young woman and her godchild when a fire escape collapsed during a fire, plunging the woman to her death.

The judges, pointing to the

"generally high quality" of entries in the contest for work published in 1975, said they "believe this reflected, in part at least, a trend among U.S. newspapers

toward more in-depth reporting of critical social issues."

The judges also were impressed with the "care, intelligence and concern for giving voice to the

voiceless" exhibited by the entries overall, persons attending the award luncheon were told by one of the judges, Ben Bagdikian, president of the Mellett Fund for a Free and Responsible Press.

Pollock's entry was submitted for him by the Inquirer and accepted on his behalf by William Vance, Inquirer Washington correspondent. Pollock left the paper for a farm house near Santa Cruz, Calif., after his series was published last February, an Inquirer spokesperson said. He could not be reached in time to attend the award luncheon himself.

The judges found the "systematic brutality" laid bare by Pollock's articles "chilling," Bagdikian said.

Judges in addition to Bagdikian were George Beveridge, ombudsman for the Washington Star, and Grant Dillman, United Press International vice president and manager of its Washington Bureau.

Thomas Lask, assistant cultural editor of the New York Times, was chairperson of the 1975 award competition.

Both Lask and Bagdikian were high in their praise of TNG for the manner in which the contest was conducted.

"Neither by deed, word or gesture" did any one in TNG indicate "any wishes as to the direction or indirection of the award," said Lask, adding that leaving the judging so totally in the hands of the judges "assures the integrity of the award."

Bagdikian said he wanted to "re-emphasize" that the judges "had a totally free hand" and received "no indication of predisposition or preference" from any one in TNG.

IT SEEMS

TO US

What would Broun think? Chicago retiree wonders

BARRINGTON, ILL.

Editor:

Don't get me wrong: I was a Guildsman from 1935 (Omaha, Neb., Bee-News unit, which Jonathan Eddy helped us form) until I retired from the Chicago Daily News in 1971 (on a sub-grade pension).

However, I was among the minority who thought the Guild should have remained a professional unit for newspaper people—and not for all other departments on the paper. Reading the account in your Dec. 19 issue of the great new contract at The New York Times (let us hope the Times can survive it), I wondered what Jon Eddy, Broun and some of the pioneers might think if they were alive today about the \$261.35 top minimum for "head salad maker" at the Times, or the \$351.26 top for "morgue indexers."

Yep, I was a newspaper man myself once. But, my how times have changed.

VAN ALLEN BRADLEY
Retired
Chicago Guild

Editor's note: Said Broun to the Guild's 1939 Convention: "I feel the vitality of the American Newspaper Guild lies with the new people, the men and women coming in from the business

offices, the circulation department and the advertising department. I feel our strength is in broadening that base, in founding a good solid, vertical industrial union. . . . I would like to live to see it—that some day we will have a union in newspapers in which we will have complete organization up and down the line, everybody in the city room, in the mechanical departments, and in the business office as well."

SFONGer fails to 'buy' Post staffers' arguments

SAN FRANCISCO, CALIF.

Editor:

I, for one, fail to buy the arguments advanced by Post staffers [GR, Jan. 16] that they, among other things, were unaware of the difficulties the pressmen were having in their efforts to deal with Post management. Since interunion co-operation has been TNG policy for a number of years, I refuse to believe that there were no bulletin board notices, no local or international mailings, no discussions at representative assembly, executive board or membership meetings.

It has always been a mystery to me, why writers and other ink-stained wretches with one or more degrees to their credit, who write passable prose and can discuss esoteric subjects with great élan, are incapable of identifying the

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.

battered side of their bread. It is not a phenomenon confined to Washington; it seems to be a national epidemic.

Thanks in part to those letters, SFONG's RA [representative assembly] meeting killed a motion to send the usual monetary relief to those who are honoring the line. Now that the Post's management knows it can pick off its unions, one by one, it will be interesting to see what salaries, pensions and other benefits those who cross the line will enjoy when they no longer have Guild negotiators.

REBECCA HARMON
Printco Unit
San Francisco-Oakland Guild

Member at Post attacks local's leadership in strike

WASHINGTON, D.C.

Editor:

The leaders of the Washington-Baltimore Newspaper Guild, Local No. 35, appear to have sur-

rendered entirely to the hired help, Administrative Officer Brian Flores.

Good leaders tell the truth. Brian Flores described sabotage, arson and assault in the Post pressroom only as "trouble." Good leaders explain to their followers why certain actions are in their interests. Brian Flores told a membership of professional skeptics only that he expected them to support the pressmen, not why.

Good leaders, having lost a fair fight, acknowledge their mistakes and try to repair the damage. Brian Flores, through miscalculation and poor generalship, lost a fair fight, but then declared the contest invalid and indicted his opponents on charges of opposing him.

Good leaders do not permit the hired help to forget that it is hired help. Warren Howard, the elected leader, the local president, has forgotten that, and is destroying his local because of that.

It is the wrong war at the wrong time at the wrong place, and the majority knows it. The leaders have yet to learn.

DOUGLAS B. FEAVER
Post Unit
Washington-Baltimore Guild

Editor's note: As the boldface box that here and regularly accompanies the GR's letters col-

umn states: ". . . Members subjected to personal attack shall be given opportunity to reply. . ." Flores's reply to Feaver's letter follows.

Flores, in response, says 'union' people outside

WASHINGTON, D.C.

Editor:

If I didn't see the signature at the bottom of this letter, I would have supposed it was written by Ms. Graham or Larry Wallace for the attitudes expressed toward the "hired help" certainly are the same.

Perhaps this is the problem, when people think of themselves as "hired help" they can't quite shake that feeling and stand up and do something about it.

I am proud of holding a Guild card for 23 years and the contributions which I have made to our local and our international and try as he might Mr. Feaver is not going to make me into a Junky.

So far as any majority is concerned, I am afraid Feaver looks into the wrong end of the telescope for the majority of Post union employees are on the outside trying to save the institutions which protect his cheese.

BRIAN FLORES
Administrative Officer
Washington-Baltimore Guild

'WHAT \$12.50 BUYS'

Company offers day's parking

What's to use other than a few choice expletives when your employer makes a totally inadequate wage offer during bargaining for a new contract?

A little elementary arithmetic sometimes helps put things into perspective. The following—headed, "What \$12.50 Buys—is taken from the Pittsburgh local's Guild Newsletter of Dec. 29:

"The company has offered an average weekly wage increase of \$12.50—\$10 in January and another \$5 in July. This would have been a generous offer in the 1950s but consider what that buys today.

"First Uncle Sam would take \$2.50 off the top with the present income tax rates.

"Social Security is expected to increase \$80 next year for our income group for an average added cost of \$1.50 per week.

That brings the company's proposal down to \$8.50.

"City school taxes will increase 6 mills next year which means a \$105 cost to a person owning a \$35,000 home, which is the average price of a home today. That cuts the wage hike to \$6.50. School taxes in most suburbs are much higher.

"Reinstatement of the city's one percent wage tax will cut the average wage for an employee who lives in the city by \$3.10.

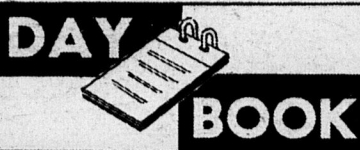
"That leaves \$3.40 out of the company's \$12.50 offer.

"You could park your car in a downtown garage once a week for that amount."

The company upped its wage offer on Jan. 14 to \$13 in January and \$5 in July in each of three years. That's an average of \$15.50 per week per year—\$3 more than before. Almost enough for another

days' parking in that garage.

The Pittsburgh Guild's Post-Gazette Unit on Jan. 20 voted its bargaining committee authority to call a strike if an adequate offer is not forthcoming. The strike motion passed by more than 18 to 1.



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

Midwest District Council, winter meeting, Feb. 7-8, TNG "Automation Updated" Institute, Holiday Inn, Merrillville, Ind.

Empire State District Council, Winter meeting, Feb. 14-15, TNG "Automation Updated" Institute, Hyatt House, Albany.

Great Lakes District Council, winter meeting, Feb. 21-22, TNG "Automation Updated" Institute, University Inn, Lansing.

New England District Council, winter meeting, Feb. 28-29, Cranston, R.I.

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.

Personnel files open

Sacramento, Calif. — A new state law in effect since Jan. 1 in California establishes for non-government employees examination of their personnel files as a basic right.

Dues deductible, locals reminded

Guild dues and assessments paid in 1975 can be deducted by members filing itemized U.S. income tax returns and strike-lockout benefits must be listed as taxable income under the federal Internal Revenue Code, TNG

Secretary-Treasurer Robert M. Crocker has reminded locals in a memo to presidents, treasurers and executive secretaries.

TNG's Canadian regional office has been asked to prepare a similar memo explaining tax laws

as they apply to locals in Canada and on tax regulations applicable to dues paid by individual members, Crocker said.

"It is my understanding that regular Guild dues are deductible under Canadian law but that any portion of dues specifically earmarked for defense funds are not. Whether the organizing assessments of 1975 are deductible in Canada is uncertain and should be investigated in that country," Crocker said.

Organizing assessments are deductible under U.S. tax law, however, he said. Two such assessments, ranging from a minimum of \$1.00 to a maximum of \$11.75, were collected by TNG last March and April, Crocker said.

Full regular dues were not in effect at any time during 1975, he pointed out.

Some employers are taking a double-edged approach to the U.S. Freedom of Information Act when it comes to labor and fair-employment-practices matters, the Bureau of National Affairs says.

On the one hand corporations, including General Motors, U.S. Steel and Westinghouse, are trying to prevent federal agencies from disclosing information in equal-employment-opportunity reports and about affirmative action plans, the industrial relations service said.

On the other, however, companies are seeking to force release of information the National Labor Relations Board contends is exempt from the FOI Act's disclosure provisions.

The firms are seeking to block disclosure of FEP data by asking the courts to hold it exempt under the "business-confidentiality" provision of the FOI Act. In arguing against disclosure they have raised the question of whether an employer can claim a FOIA exemption on behalf of the government if a federal agency fails to do so.

Meanwhile, there have been two divergent opinions on NLRB exemptions claimed under the FOI Act. In supporting the board's claims, the U.S. District Court for Colorado ruled that statements made by witnesses during an NLRB investigation are exempt from disclosure because they are "investigatory records compiled for law en-

The U.S. price elevator

The following table shows the steep ascent of the United States' Consumer Price Index over a 36-month period following a 0.7-point rise, to 166.3 in December. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

	Index*	Percentage over	
		Same month prior year	December 1972†
December, 1974	155.4	12.2	22.1
January, 1975	156.1	11.7	22.6
February	157.2	11.1	23.5
March	157.8	10.3	24.0
April	158.6	10.2	24.6
May	159.3	9.5	25.1
June	160.6	9.3	26.2
July	162.3	9.7	27.4
August	162.8	8.6	27.9
September	163.6	7.8	28.5
October	164.6	7.6	29.3
November	165.6	7.3	30.1
December	166.3	7.0	30.6

* 1967 = 100

† Index = 127.3

DISTRICT MANAGERS

Parity battle gains

Parity with reporter top minimums is provided for circulation district managers in 27.7 percent of the 65 Guild contracts that cover both employee groups, figures compiled by TNG's Collective Bargaining Dept. show.

As of last Dec. 1, when the data was compiled, 18 contracts provided district manager-reporter parity, a goal of TNG's Collective Bargaining Program.

District managers will achieve parity during the next four months under three additional contracts: those with the Seattle Post-Intelligencer and Times and the Ottawa Citizen.

Highest district-manager tops at parity are also the highest being paid under any Guild contract as of Dec. 1—\$404.86 at the New York Times and \$377.98 at the New York News. (Settlements since the list was compiled have pushed the Times minimum to \$436.76 and that at the News to \$404.48.)

Smallest circulation among the 24 papers covered by the parity-providing contracts is 12,500, at the Wayne Eagle.

Highest district manager minimum not at parity or about to reach it is eighth on the Dec. 1 list: \$319.50 at the Montreal Star. (A deferred increase of \$26.25—to \$328—on Jan. 1 under the Boston Guild's contract at the Herald American, however, nudges the district manager top at that paper ahead of the Montreal Star figure.)

Following are the top minimums for district managers or equivalent jobs in 65 Guild contracts as of Dec. 1:

Minimum	After	Minimum	After
New York Times ¹	\$404.86—4 yrs.	Youngstown	272.50—5 yrs.
New York News ¹	377.98—6 yrs.	Vindicator	
Stockton Record ¹	367.83—5 yrs.	Long Beach	
Seattle Post-Intelligencer	339.00—4 yrs.	Independent and	
Seattle Times	339.00—4 yrs.	Press-Telegram	271.19—flat
New Westminster		Peoria Journal Star	269.00—5 yrs.
Columbian ¹	326.31—5 yrs.	Bay City Times	265.00—5 yrs.
Vancouver Sun and		St. Louis Post-Dispatch	263.07—4 yrs.
Province ¹	320.00—5 yrs.	Wayne Eagle ¹	260.00—4 yrs.
Montreal Star	319.50—4 yrs.	Elizabeth Daily	
Buffalo News	319.17—3 yrs.	Journal	258.00—4 yrs.
East St. Louis: Metro-East		Yakima Herald-Republic ¹	255.00—4 yrs.
Journal ¹	318.00—5 yrs.	Eugene Register-Guard	254.00—4 yrs.
Wilkes-Barre Times-Leader		Great Falls Tribune	252.00—5 yrs.
Record	316.75—3 yrs.	Columbus Dispatch	243.92—3 yrs.
Victoria Colonist and Times ¹	316.08—5 yrs.	Hilo: Hawaii Tribune-Herald	241.63—5 yrs.
Cincinnati and Kentucky Post ¹	316.00—4 yrs.	Kingston Daily Freeman	239.35—3 yrs.
Toledo Blade ¹	313.23—4 yrs.	Duluth Herald and News-Tribune	234.86—5 yrs.
Denver Post	312.00—4 yrs.	Manchester Union Leader and New Hampshire News	231.00—3 yrs.
Denver Rocky Mountain News	312.00—4 yrs.	Albany Times-Union and Knickerbocker	219.00—10 yrs.
Toronto Star	311.50—4 yrs.	News-Union-Star	
St. Paul Dispatch and Pioneer Press	308.75—5 yrs.	Pueblo Star-Journal and Chieftain	216.55—2 yrs.
San Diego Union and Tribune	304.46—4 yrs.	Salem (Mass.) News	216.40—2 yrs.
Minneapolis Star and Tribune	304.00—5 yrs.	Sioux City Journal	215.55—4 yrs.
Pottstown Mercury ¹	303.86—5 yrs.	Terre Haute Tribune and Star ¹	215.00—5 yrs.
Boston Herald American & Herald Advertiser	302.75—3 yrs.	Brockton Enterprise & Times	212.80—3 yrs.
New York Post	301.57—3 yrs.	St. Louis Globe-Democrat	211.36—4 yrs.
Bakersfield Californian ¹	301.12—5 yrs.	San Juan: El Mundo	210.00—4 yrs.
Scranton Tribune and Scrantonian	298.97—3 yrs.	San Juan Star	210.00—4 yrs.
Buffalo Courier-Express	295.71—3 yrs.	Canton Repository	209.26—5 yrs.
Monterey Peninsula Herald ¹	295.00—6 yrs.	San Antonio Light	199.80—5 yrs.
Erie News and Time ¹	290.00—5 yrs.	Morgantown Dominion-Post ¹	198.80—4 yrs.
Chester: Delaware County Times	285.20—5 yrs.	Fall River Herald-News	194.24—2 yrs.
Portland Press Herald Express and Telegram ¹	281.00—4 yrs.	Salem (Ore.) Statesman and Capital Journal	190.00—5 yrs.
Wilmington News and Journal	275.50—4 yrs.	Monessen Valley Independent	160.00—4 yrs.
Ottawa Citizen	274.12—5 yrs.	York Daily Record	133.25—flat
Ottawa Journal	274.12—5 yrs.	Coos Bay World	121.20—6 mos.

¹ Parity with reporter top minimum.

² Plus commission.

³ \$5 to \$25 per week additional for designated bonus districts.

⁴ Eleven in group paid "senior classification" rate, \$10 per week higher.

⁵ Parity with reporter top minimum after 20 years' service.

Joint bargaining brings \$39 hikes in Elizabeth

Elizabeth, N.J.—The top minimum for reporters, photographers and display sales persons at the Elizabeth Daily Journal is raised \$39.70, to \$317.20, in a new contract bargained jointly by the North Jersey Newspaper Guild and the Newark Typographical Union.

Guild minimum increases range from \$22.24 to \$42.88 over the 23-month, eight-day contract which has a common expiration date with the Typographical Union's, June 30, 1977.

The printers' agreement, also reached in the joint bargaining, provides \$30 raises over 18 months.

The Guild settlement also provides that the Journal pay \$12 a week on behalf of each Guild-covered employee to the Newark Typographical Welfare Fund which will buy comprehensive medical-hospitalization insurance to replace a plan formerly carried by the company that the local considered inadequate.

The arrangement, believed to be the first of its kind by a Guild and ITU local, also will provide \$4,000 in additional life insurance for each employee and sickness and accident disability payments for a year.

Minimums are increased 5.8 percent retroactive to July 1, \$5

across the board retroactive to Jan. 1, the same dollar amount as the initial raise next July 1 and \$2.50 across the board next Sept. 1. Differentials are maintained for those earning more than the minimums.

Top minimum for outside classified salespersons goes up \$33.92, to \$261.67, while their starting rate goes up \$24.62, to \$172.12.

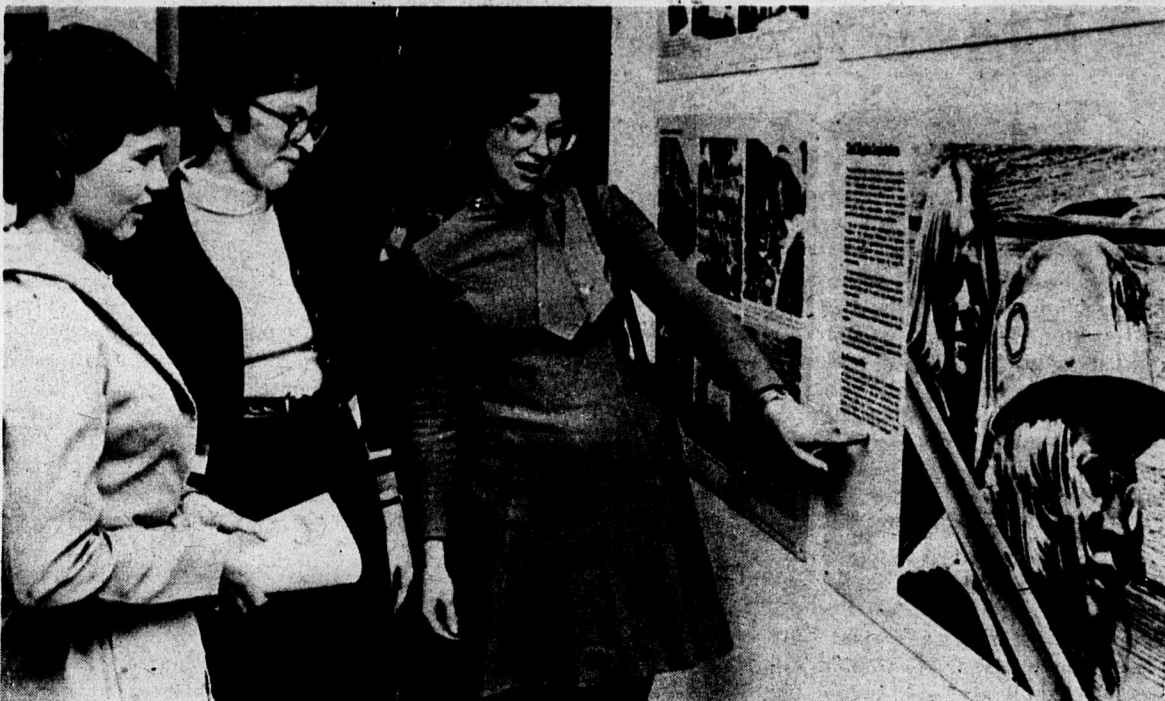
Top for district managers, mailers and drivers is raised \$37.42, to \$295.42, while their start goes up \$28.46, to \$209.61.

Top for telephone ad solicitors is raised \$29.16, to \$213.41, with their start up \$24.18, to \$167.93.

Minimum for starting reporters, photographers and display salespersons is raised \$26.12, to \$186.62.

Up to \$5 of the increases can be directed toward pensions at the unit's options.

The contract, ratified 49-to-27 Jan. 9, also pushes minimums for copyreaders and editorial writers up \$40.90, to \$328.90 at the top, and \$32.38, to \$246.88 to start; upgrades bookkeeping machine operators and account receivable bookkeepers' minimum \$40.05, to \$226.80, at the top, and \$26.60, to \$170.44, at the start. The flat minimum for telegraph, night and sports editors



Women's roles in unions

The active role of women in the U.S. union movement from colonial times to the present is depicted in a Smithsonian Institution traveling exhibition being displayed in cities throughout the nation.

Viewing the exhibit while at the AFL-CIO Labor Studies Center in suburban Washington are, from left, AFL-CIO intern Patricia Thomas and center staffers Pamela Schnierle and Bonnie Rouse.

is raised \$42.88, to \$347.88, and that for canvassers is upped \$22.24, to \$149.24.

The settlement also prohibits Hagadone Newspapers, Inc., which bought the Journal during negotiations, from transferring an employee to any of its other papers without his or her consent. The newspaper was formerly part of the Ingersoll chain.

Maternity provisions are improved to provide paid sick leave during the period of pregnancy disability and up to a year's unpaid leave.

Up to five days unpaid paternity leave also is provided.

Provision is made for an employee facing economic dismissal to bump into a lower or equal classification or resign and receive a minimum of five weeks severance pay.

In addition, employees gained the right to file written responses

to reprimands, criticisms or appraisals.

The mileage allowance is raised two cents, to 15, and a formula is established for increasing it one-half cent for each five-cent rise in the average price of a gallon of gasoline.

The Guild settlement was reached with the assistance of TNG International Representative Charles Dale; the Typographical Union was aided by ITU Representative Thomas McGrath.

DATELINE: WASHINGTON

On crimes and punishments, Kleindienst and Robeson

By WILLIAM J. EATON, Chicago Guild



A SOCIETY CAN be judged, in part, by the rewards and punishments it dispenses. On that basis, historians of the future doubtless would have a harsh view of the United States as it began its bicentennial year.

Consider a ceremony at the Justice Department, where carved on one side of the building is a reminder: "The Place of Justice is a Hallowed Place." A recent ceremony honored former Atty. Gen. Richard G. Kleindienst, whose portrait was hung at a cost of \$5,000 to the taxpayers and at far greater cost to the official standard of morality.

KLEINDIENST is a friendly, good-natured conservative who is hard to dislike as a person. As a public servant, however, he abused his office and the public's trust. While still deputy attorney general, he lied under oath to a Senate committee considering his confirmation.

In a weird bit of plea bargaining, Kleindienst was allowed to confess guilt to failure to testify "fully and accurately" instead of the more serious perjury he clearly committed. Federal Judge George L. Hart, praising Klein-

dienst's integrity, spared him from jail and even suspended a \$100 fine. The Court of Appeals for the District of Columbia, citing his "repeated misrepresentations," suspended his license to practice law for 30 days, or about the length of a summer vacation.

No one wants to be vindictive about official misconduct. But is it really necessary for Atty. Gen. Edward H. Levi and two other top officials of the Justice Department to pay tribute to a man who became the nation's chief legal officer on the basis of false and misleading testimony?

Deception was at the heart of what we call "Watergate" and our memories are far too short if we honor someone who brought dishonor to his office.

On the same day that Kleindienst was placed in the Pantheon, another man died in Philadelphia. He was Paul Robeson, an outstanding athlete, actor, singer and public figure.

Consider Robeson's standing with the Washington Establishment. Although never convicted of any crime, Robeson was pilloried for his left-wing ideas and denied a passport because he had exercised his Constitutional right

to say nice things about the Soviet Union. His career was shortened, if not destroyed, by the atmosphere of paranoia in Washington during the 1950's.

Robeson was an outspoken black man and perhaps that made it easier for the pooh-bahs of organized college sport to keep him out of the All-America listings even though he earned the honor as a Rutgers defensive end. The super-patriots tried to make Robeson an un-person so far as football honors were concerned, much as the Soviets have tried to erase the memory of citizens who came into disfavor.

THERE ARE other examples of disproportionate rewards and punishments. While most car thieves and pickpockets go to jail, virtually none of the corporate executives who pleaded guilty to illegal political contributions went behind bars.

Corporate critic Ralph Nader noted the light penalties for the corporations who confessed to the Watergate prosecutor.

"Since the companies . . . paid an average fine of \$7,000, and earned an average \$77,000 a minute, it took each about six seconds to pay their debt to society," Nader calculated.

On the reward side, the beneficiary of those contributions, Richard M. Nixon, is quietly collecting his Presidential pension and hoping, no doubt, that post-Watergate morality will vanish even faster than it seems to be doing.

And yet, as Sen. Lowell P. Weicker (R-Conn.) so correctly put it: "They almost stole America."

Craft unions settle Kelowna strike

Kelowna, B.C.—A strike by Typographical Union printers and Printing & Graphic Communications Union pressmen against the Thomson chain's Kelowna Courier has ended after 8½ months and agreement on new contracts.

The settlement also provides that the three Guild members observing the craft unions' picket lines at the strikes' end be re-

turned to their jobs without reprisals and at higher wages than before they began observing picket lines last June 6.

It also includes an agreement under which the Vancouver-New Westminster Guild withdrew from joint certification with the Typographical Union for all the paper's employees except those in the pressroom. The joint certification had been issued last Jan. 29.

The Guild Reporter

JAMES M. CESNIK
Editor

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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