

Maui pact nets 32% in 20 months



Vol. XLIII, No. 5

Washington, D.C.

March 12, 1976

Lower paid raised 49%; tops up \$74

Waituku, Hawaii—Minimums and salaries are increased by \$68 to \$74 a week—32 to 49 percent—in the first 20 months of a new 27-month Hawaii Guild contract with the Maui News.

All wages for reporters, artists and inside and outside ad-sales employees—on the first rung of the contract's step-ups, at the top experience level and at each step in between—are raised by \$74 at four four-month intervals of \$12, and two of \$13, with the final increase scheduled seven months before the contract expires on June 28, 1978.

All wages for the contract's other classifications, covering clerks, drivers, janitors and maintenance workers, are increased by \$68 in four increments of \$11 each and two of \$12 at the same intervals.

Other gains in the settlement include a reduction in the work-week from 40 hours to 38½, extension of company-paid life insurance to retirees, an increase in the employer payment for medical insurance and establishment of a contractual pension plan.

The Maui News is a tri-weekly paper of about 11,700 circulation.

The \$74-a-week increases take the top minimum for reporters, outside ad sales and artists to \$302.20 a week, their starting minimum to \$225.30; the top minimum for inside ad sales to \$280.80 a week, their starting

(Continued on Page 2)



Photo by Sharon Young, Oshawa Unit, Toronto Guild

EASTERN CANADA GUILD MEMBERS STUDY 'ELECTRONIC NEWSPAPERING' AT OTTAWA CITIZEN PLANT
Ottawa President Jim McCarthy demonstrates VDT operation to TNG 'Automation Updated' institute participants

Automation shields under attack

Ottawa, Ont.—Negotiation of contractual safeguards is only the first step in protecting Guild members and their jobs against the introduction of automation.

The second, and often more difficult, step is the retention and implementation of such safeguards once automation actually arrives.

Co-ordinated bargaining right upheld

A publisher cannot legally refuse to bargain with a union because it adds leaders of other unions to its bargaining committee after the publisher has refused to bargain with all the unions at once, a National Labor Relations Board administrative law judge has held in an unfair-labor-practice charge against the Indianapolis Star and News.

There is a difference between "joint bargaining" — bargaining with a single committee representing all the unions in—

(Continued on Page 2)

This was the lesson that emerged from TNG's regional "Automation Updated" institute held here March 6 and 7 and attended by 40 representatives of five Eastern Canadian locals.

In current negotiations in both Toronto and Vancouver, delegates were told, newspaper management is demanding the elimination or weakening of long-standing contractual protections so that it can have a freer hand in automating after all.

One example: the Toronto Star is seeking to undo a provision in the Guild contract that prohibits it from transferring an employee from one job to another without the employee's consent.

Star industrial relations manager Chris Davies told the Toronto Guild's *New Lead* that existing contract language is the "biggest obstacle" to the changes the Star feels it must make in order to remain competitive. Management, he said, must "be free to manage."

"The lesson is clear," TNG Administrative Operations Director Ellis T. Baker told the delegates. "We must not be lulled

into a false sense of security by the fact that we were able to negotiate contractual protections when there was little or no automation to protect against.

"When full automation comes—and it's coming with a rush in our jurisdiction now—we must be prepared to fight harder to retain, and extend, our contractual protections than we

(Continued on Page 2)

'Systems' headed for Globe, 2 others

Participants in TNG's automation institute in Ottawa barely had time to return home before the issue of Editor & Publisher delivered to subscribers March 8 reported sale of "electronic publishing systems" to three Canadian papers: the *Hamilton Spectator*, *Windsor Star* and *Toronto Globe & Mail*.

Largest of the System Development Corp. installations will be at the *Globe & Mail*. It will include 130 VDTs and five computers connected to two phototypesetters and provide capacity for classified-ad taking, credit checking, billing and wire-service and other news functions.

CBC pact hikes basic top to \$367

Toronto, Ont.—Top minimums and salaries are increased \$36.82 to \$99.44 under a new two-year Canadian Wire Service Guild contract with the Canadian Broadcasting Corp. that includes major restructurings of writers' and reporters' classifications agreed to and signed before Canada's federal wage-controls went into effect last Oct. 14.

The settlement, submitted to Canada's Anti-Inflation Board jointly by the company and the Guild, raises the top minimum for the basic reporter-editor classification by \$71.95, to \$367.74

a week — \$38.52 retroactive to Dec. 1 and \$33.43 next Dec. 1.

The new contract also includes increased employer payments for medical, hospitalization and life insurance, also agreed to and signed prior to Oct. 14.

And the settlement includes a cost-of-living adjustment provision contained in the AIB regulations. It calls for a point-for-point increase next Dec. 1 by whatever amount the Consumer Price Index may increase in excess of eight percent in the contract's first year.

Top minimum for the restructured classification that includes senior writers and news-magazine editors goes to \$400.08 next Dec. 1, up \$74.70 over the top for those jobs as they were previously classified.

Top minimum for the restructured classification that includes legislative reporters and program editors goes to \$413.03 next Dec. 1, up \$87.65 over the top for those jobs as they were previously classified.

Top minimum for the restructured classification that includes

national, parliamentary and news magazine reporters goes to \$424.82 next Dec. 1, up \$99.44 from the top for those jobs as they were previously classified. The progression schedule for those jobs also is cut by a year, to two years.

Top minimum for the highest (Continued on Page 2)

New England body backs IEB on Post

The New England District Council on Feb. 29 became the third of the Guild's regional organizations to support the actions taken on the Washington Post strike by the International Executive Board at its winter meeting (GR, Jan. 30).

The council's action, passed 25 to 7 on a roll-call vote by delegations from member locals, also called upon the Washington-Baltimore Guild to co-operate (Continued on Page 6)

'ONLY CHANCE TO BE A CAPITALIST'

Woodstock loses company-board race

Madison, Wis.—The Capital Times Co. has avoided becoming perhaps the only publisher of a conventional daily newspaper in the United States to have on its board of directors the president of one of the local unions that represents its employees.

The losing candidate was Diane M. Woodstock, president of the Madison Guild. She also is a vice president of TNG, elected from the Midwestern region.

She would have been the only woman among the seven directors of the Capital Times Co.

She lost her bid for a company directorship when all but about 15 of between 13,674 and 59,900 shares were voted for the slate of candidates nominated by the incumbent directors during the company's annual stockholders' meeting Feb. 10.

A more precise report of the margin of her (Continued on Page 6)

Maui contract nets 32% in 20 months

(Continued from Page 1)

minimum to \$223.30. The \$68 increases take the top minimums for job-printing, ad-sales and billing clerks and receptionists to \$247.40 a week, their starting minimums to \$216.30; the top minimums for drivers, janitors and maintenance workers to \$236.30 a week, their starting minimums to \$207.90.

Retirees get 50 percent life insurance coverage during the first year of their retirement, reduced by five percent each subsequent year to a minimum of 25 percent coverage.

Effective March 1, 1977, the company with pay 85 percent of the cost of medical insurance for all employees and their dependents, up from 80 percent.

The new pension plan is to provide a minimum benefit of \$6 a month for each year of service and a 100 percent survivor's benefit.

The new contract also provides another holiday—each employee's hiring anniversary—for a total

of nine full and two half holidays, and it forbids observance of any two holidays on a single calendar day.

Service requirement for a fourth week's vacation is reduced to 15 years, from 17, the weekly mileage guarantee is increased \$2, to \$10, and each employee on the minimum additionally is guaranteed a full tank of gas each week.

Maximum sick-leave accumulation is increased 10 days, to 60, the limit on severance pay is doubled and a clause is added guaranteeing that a Guild representative shall have access to the News's plant during all hours of work.

The new contract also adds a guarantee against any reduction in force or hours until the Guild is given "sufficient" notice and "it is proven that such action is necessary and justified." It also adds a guarantee that any "necessary and justified" reduction-in-force be accomplished according to seniority.

Judge affirms right to coalition bargaining

(Continued from Page 1)

involved — and "co-ordinated" or "coalition bargaining", the NLRB's Maurice S. Bush noted in his decision on the charges brought by the Indianapolis Typographical and Mailers Unions.

While an employer may decline to participate in "joint bargaining," Bush pointed out, "it is well established that a union, like an employer, has the right to choose whomever it wants to represent it" in bargaining.

The "appointees from other in-plant unions on the printers' and mailers' co-ordinated scale or negotiation committees were and are bona fide representatives of such committees, dedicated to bargain for and in behalf of these respective bargaining unions, each of which sought a contract only for itself," Bush said.

Dismissing a company contention that the unions were attempting to establish joint bargaining through "a subterfuge," Bush said that "the fact that the evidence shows" that the "outside appointees" would be "primarily interested in bargaining . . . on items of common interest to their own unions and other in-plant

unions does not detract from the bona fides of their representation" for the printers and mailers.

He cited a 1969 ruling against Minnesota Mining & Manufacturing Co. in which the NLRB said that "whatever may be the company's fears, and howsoever accurate its prognostication, and its discernment of the union's ultimate aims, the company here and now is under a duty to bargain with whatever representatives the union chooses to send."

"The mere possibility of future abuse . . . is no justification for an anticipatory refusal to bargain."

That case is "essentially on all fours" with the Indianapolis case, Bush said.

He dismissed as "entirely devoid of any genuine degree of relevance" publisher arguments that the other unions' members were not bona fide members of the printers' and mailers' committees because of such "factual differences" as their not being able to vote on the printers' and mailers' proposals.

Management's own transcript of one meeting with the enlarged printers' committee had Thomas K. Crowe, the papers' general

Basic CBC top is up \$71

(Continued from Page 1)

paying classification in the contract — covering national affairs reporters and national assignment editors—is increased \$87.82, to \$443.72, over the contract term. The progression schedule is reduced by two years, to one.

Top minimum for copy clerks is increased a total of \$36.82, to \$167.53, over the contract's term.

The employer will pay the full cost of provincial medical-hospitalization insurance premiums, up from 66⅓ percent, in provinces where the premium represents the full cost of coverage. In other provinces CBC will now pay 50 percent, instead of 33⅓ percent. CBC will also pay the full premium for extended and supplementary medical and hospitalization plans, up from 50

percent.

Service time for four weeks' vacation is cut three years, to 12, and five weeks' vacation after 25 years' service is added to the contract.

Mileage is increased by four cents, to 16 a mile, and the maximum allowance for taxi fares to and from work when public transportation is not available is increased by \$1.50, to \$5.

Documents submitted to the AIB state that the settlement's total cost for its first year is 13.4 percent and for the second year is 9.9 percent, a CWSG representative said. He said the classification restructurings and eight percent of the first year's raises have been implemented with the remainder to be paid upon AIB approval.

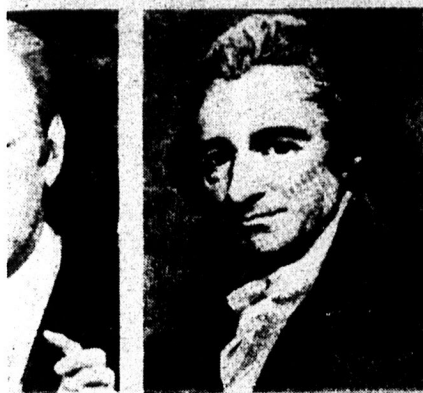
San Francisco Examiner

777-2424

TUESDAY, JANUARY 20, 1976

DAILY 20¢

CITY EDITION



777-2424

TUESDAY, JANUARY 20, 1976

DAILY 20¢

STREETS EDITION
CLOSING STOCKS

Growth up 6.5%

Economy takes a healthy jump

United Press International

WASHINGTON — The nation's economic recovery continued in 1975's final three months at an estimated 6.5 per cent growth

cent of their capacity in the fourth quarter, up from 6.9 per cent in the third quarter. Machinery use hit bottom when only two-thirds was utilized in the April-June quarter when the recession off-

quarter. Administration officials said GNP increased about 6.5 per cent in the fourth quarter. The growth in personal income was estimated at a 7.4 per

n sense



191

777-2424

TUESDAY, JANUARY 20, 1976

777-2424

DAILY 20¢

FINAL EDITION
COMPLETE STOCKS

A record loss for the economy

United Press International

WASHINGTON — The nation's Gross National Product declined a record second straight year in 1975 despite signs of solid economic recovery in the autumn, the Commerce Department said to-



ense



Economy rallies —year-end gain

Economy improving—2 to 1

Page One play headlines on three successive editions of the Jan. 20 San Francisco Examiner came up for an improving U.S. economy by a

2 to 1 count. To the left of the headline in each is Tom Paine, the U.S. Revolutionary-era political and religious writer.

manager, telling the "outside appointees": "You guys thought that #1 [the printers' local] wasn't going fast enough, or #1 thought they weren't going fast enough and asked the big guns to come in and help."

This shows that "the real reason" the company refused to bargain with the printers' and mailers' "co-ordinated negotiation committees" was "its fear that the 'big guns,' that is, the outsiders . . . by combining their bargaining strength with that of the regular members could help the bargaining unit to get better deals from the company than a scale committee composed exclusively of union members of the bargaining unit," Bush said.

Bush also pointed out that any new benefits the "outsiders" helped the printers and mailers bargain "would serve as a precedent for the granting of the same benefits to all other unions" at the Star and News.

The printers and mailers filed refusal to bargain charges against the papers last spring after the company had refused to bargain on four separate occasions with

the printers and three with the mailers when their bargaining committees contained members of other unions.

The other unions involved were the pressmen, the Indianapolis Guild, the machinists, the stereotypers and, in the printers' bargaining, the mailers and, in the mailers' bargaining, the printers.

Both the printers and mailers concluded new contracts with the papers when they reduced their bargaining committees to members of their own unions after filing the refusal-to-bargain charges.

Eight of the unions at the Star and News last March asked the company for joint bargaining on items of "mutual concern": cost-of-living protection, hospitalization and life insurance, sick pay and vacations.

The company flatly refused, contending in identical letters to all eight that "to do so would be both unwise and unlawful."

Six of the unions then decided

to employ the second of two strategies they had been discussing "for weeks and months" prior to the rejection: co-ordinated bargaining, Bush noted.

Through co-ordinated bargaining the unions sought "for themselves . . . the same advantage the company had in bargaining with any particular union of knowing in advance what had transpired in preceding negotiations with other unions" and they sought "to gain for their unions the bargaining skills and experience of representatives from other in-plant unions on their negotiation committees or to give such outside representatives experience . . . which would be helpful to their own unions" in bargaining.

The publisher's representatives not only refused to bargain with the mailers' and printers' committees while the other unions' leaders were on them but, on at least one occasion, while the "outsiders" were even in the room.

Automation shields are hit

(Continued from Page 1)

did to get them in the first place."

Delegates to the institute, the fourth in TNG's 1976 series, saw United Press International's film on the use of video display terminals, visited the Ottawa Citizen's new, automated plant and participated in a panel discussion of Guild experience with electronic systems in both editorial and commercial departments.

Panelists included Carolyn James of Canadian Press, Paul Gainer of the Detroit News,

Adeline McCormick of the Toronto Star and James McCarthy, Ottawa Guild president who also conducted the delegates on the tour of the Citizen plant.

Canadian Director William McLeman reported on automation developments in Western Canadian locals and joined Baker in leading a discussion of jurisdiction and bargaining.

An "Automation Updated" institute for Western Canadian and Northwestern U.S. locals will be held in Vancouver April 3-4.

Puerto Rico petitions for drivers at El Dia

San Juan, Puerto Rico—The Puerto Rico Guild has petitioned the National Labor Relations Board for certification as representative of the dozen drivers who are employed by El Nuevo Dia, 100,000-circulation Spanish-language tabloid daily here.

All other employees of the paper are represented by the Steelworkers.



Photo by Reynold R. Paniccia, Providence Guild

Tuning up in Providence

Providence Guild members Clyde (Fingers) Harrington and Cory Dean warm up for the local's 'Follies of '75,' its third annual show satirizing news events and personalities. The show, written and performed by the local's members, was

presented to an audience of about 900 on Feb. 28. Before the show the annual Guildsperson of the Year Award was presented to Brian C. Jones, local vice president and executive committee member for several years, as well as grievance chairman.

Detroit hires Hatch as executive

Detroit, Mich. — Willard W. Hatch, who directed the organizing efforts of two and bargained the initial contracts for three units of the Detroit Guild, was appointed the local's new executive secretary Feb. 26.

Hatch, former TNG international representative who early in February resigned as administrative officer of the Philadelphia Guild after about 8½ months in

the post, will begin his duties in Detroit April 7.

A former San Jose Guild president, Hatch directed Detroit Guild organizing campaigns at the Macomb Daily in Mount Clemens and the editorial department of the Detroit News during 3½ years on TNG's field staff.

He also bargained the local's initial contracts with the Daily Eagle in Wayne, the Macomb Daily and for the News's editorial employees, completing the latter after taking the Philadelphia position under special arrangement between that local and TNG.

The initial contract in Wayne was won after a 28-day strike that also closed the jointly owned Mount Clemens paper for several hours. Hatch also assisted the Detroit local in a six-day strike

in November 1973 by its unit at the Oakland Press in Pontiac.

Henry Teutsch, former chairperson of the local's Pontiac Unit, has been serving the Detroit local in the executive secretary position since it was vacated last Oct. 1 by the resignation of Helen Fogel. For about six months previously Teutsch had been working as a local representative and plans to return to the Pontiac paper's staff.

Lou Mleczo, chairperson of the Detroit News editorial-department unit and president-elect of the local, said its leaders are confident that in Hatch they have hired an experienced professional who "knows the local."

Hatch has been a Guild member since 1964 when he was wire editor of the Erie Morning News.

BACK TO COLLECTING COINS

New York's Kaminsky is tilting at Tiffany's

New York City—It all began with Dona Fowler Kaminsky of the New York Guild collecting a large envelope of nickels, dimes and quarters from members of the local's Scholastic magazine unit.

Kaminsky, then the unit's leader, and the members were happy with a settlement negotiated by the local's Harry Fisdell and wanted to show their appreciation.

Kaminsky went to Tiffany & Co., where she found a cup suitable for engraving and plunked the bag of coins on the counter to pay for it.

"Wouldn't you rather open an account," the sales clerk asked, eyeing the coins like so much chaff. So Kaminsky became a Tiffany-card carrier.

When the posh retail establishment decided to observe Lincoln's birthday this year it took an ad in the New York Times to display 10 quotations it attributed to the nation's 16th president. But he never made them, as the store admitted in a second ad nine days after Feb. 12. One was: "You cannot help the poor by destroying the rich."

Kaminsky, now editor of the local's publication, *Frontpage*, says she thought the first ad demonstrated an "antilabor, antiworking-people

philosophy and wrote to Tiffany Chairman Walter Hoving:

"Do I want to be seen in a store that encourages the worst sort of snobbery, economic elitism and contempt for the wage earner in its advertising? I am a wage earner, and I'll think twice before I enter Tiffany's again."

Hoving wrote back:

"I think you are right. I do not think you should be seen in Tiffany's, so I'm going to do you a favor. I have closed your account."

Kaminsky says she was shocked that Hoving would demonstrate such arrogance and has sought assistance from—among others—U.S. Rep. Bella Abzug, the Coalition of Labor Union Women, *Ms* magazine and the Federal Trade Commission seeking to have her account reopened. She says she is fearful Hoving's action will damage her credit rating.

The FTC said it couldn't do anything to help her if it wanted to. The others were sympathetic, she says.

Once again Kaminsky is collecting nickels, dimes and quarters. This time for her own ad in the Times. It'll cost \$75 per column inch. She says it will include authentic Lincoln quotes on workers and labor.

High Court does flip on picketing access

The Supreme Court has overturned a landmark free speech decision and ruled that the right to picket at a privately owned shopping center isn't based on constitutional guarantees.

Its 6-2 decision March 3 demolished a 1968 ruling that business firms could not "immunize themselves" against pickets by a barrier of parking lots and state trespass laws.

The new majority, which included all four justices appointed by former President Nixon, disagreed only as to whether the 1968 decision was being overturned for the first time now or whether in fact it had been nullified by a 1972 decision that allowed a shopping center to bar protesters against the Vietnam war from distributing handbills.

In its current decision, the Supreme Court did not deal with the question of whether the right of peaceful picketing at a shopping center in a legitimate labor dispute is guaranteed by federal labor law even if it isn't a constitutionally protected right.

It ordered the case, stemming from an Atlanta shopping center's denial of access to striking members of the Retail, Wholesale & Dept. Store Union, returned to the National Labor Relations Board for consideration solely in terms of labor law.

The New York Times, in an editorial, said the High Court's action "gives shopping center owners much broader powers to curtail speech than governments have."

"It is ironic," the Times continued, "that the court of 20 years ago crafted a rule more suited to life, as it is lived in the '70s than did the current majority." It was referring to a decades-old ruling that company-town owners can not interfere with free expression under guise of regulating conduct on private

property.

Justice Thurgood Marshall, who wrote the 1968 free speech decision, and Justice William J. Brennan, Jr., who was part of the majority in that case, dissented strongly from the reversal.

Marshall said the Supreme Court did not even have to get into the constitutional question since both the National Labor Relations Board and the U.S. 5th Circuit Court of Appeals found ample grounds in federal labor law for finding the denial of reasonable access to union pickets an unfair labor practice.

Thus, the dissenters said, the court should not have gone into the constitutional issue. But since the court majority did so, the dissenters reiterated their belief that the free speech aspects of the 1968 decision are "sound" and that the First Amendment can't be denied in the "walkways of the modern shopping center" anymore than the streets and sidewalks of "a company-owned town."

The union's brief to the Supreme Court had stressed the argument that federal labor law clearly must take precedence over a state trespass law and had sought to demonstrate that the free speech claim had added strength in this case because it was directly related to a business located in the shopping center and there was no other feasible way of bringing the union's message before potential customers.

Marshall said that the court majority was refusing to recognize that "the owner of the modern shopping center complex, by dedicating his property to public use of a business district, to some extent displaces the 'state' from control of historical First Amendment forums and may acquire a virtual monopoly of places suitable for effective communication.

Engineers strike St. Louis stations, Guild backs them

St. Louis, Mo.—The St. Louis Post Dispatch's television and radio stations here were struck by their International Brotherhood of Electrical Workers broadcast engineers March 4 and two days later the St. Louis

Guild's KSD Unit voted to honor the strikers' picket lines.

The company has kept the stations on the air despite about 60 Guild members and its 50 engineers being out, however, by flying in strikebreakers from its television station in Albuquerque and employing students from Southern Illinois University in Carbondale, Ill., the Guild said.

Initial attempts to enjoin use of the strikebreakers under St. Louis's antistrikebreaker ordinance were unsuccessful.

The engineers struck for renewal of a contract that expired Nov. 15. Major issues, in addition to wages, the Guild reported, are company attempts to weaken staffing and seniority protections of the old contract in preparation for introduction of new, automated equipment in the engineers' jurisdiction.

Bias charged to AP for refusing scores

St. Paul, Minn.—Associated Press has been charged with sex discrimination for allegedly refusing to take scores of women's athletic events in a complaint filed with the Minnesota State Human Rights Dept.

Arleen Boyd, co-ordinator of women's athletics at Inver Hills Community College filed the action.

Irish arrest Philly man, local objects

Philadelphia, Pa.—The arrest of Philadelphia Daily News reporter Jack McKinney by the Republic of Ireland while he was there researching a book has brought a strong protest from the Philadelphia Guild.

McKinney, on leave from the Daily News where he has worked for 14 years, was arrested March 2 without a warrant, detained for several hours without being charged and interrogated without the right of legal counsel, the local's president said in a letter to Britain's National Union of Journalists.

"We're sure that you find this kind of treatment as appalling as we do. Certainly when these practices continue so blatantly, it jeopardizes the role of journalists everywhere," Philadelphia Guild President Eugene B. Jones wrote in requesting the NUJ to lodge an official protest to the Irish Republic on McKinney's behalf.

McKinney, a Philadelphia Guild member, was doing research for a book about the troubles in Northern Ireland when he was arrested by the Free State Special Detective Branch, Jones said.

Rockford editors are raised \$42

Rockford, Ill.—Assistant editors at the Rockford Morning Star and Register-Republic are raised \$42.19, to a top minimum of \$333.57 a week, in a new two-year Rockford Guild contract that also provides a fully paid medical plan and improvements in job security in the face of automation.

Top minimums for reporters, copyreaders and photographers are up \$38 over the term, to \$300.50, with an initial increase of \$18.50 retroactive to May 1, 1975, and a second hike of \$19.50 coming this May 1. Their starting minimum goes up \$11.10 and \$11.70 to \$180.30 over the term.

Copy assistants are raised \$19 at the top, to \$150.25, in installments of \$9.25 and \$9.75 at the same intervals. Their start rises a total of \$15.20, to \$120.20, by next May 1.

Maximum benefits under a comprehensive medical expense plan are increased by \$5,000 to \$25,000, coverage is raised from \$400 to \$1,200 and the company

now pays the full cost for employees and their dependents.

The contract sets up a formula for increasing mileage payments as the cost of gasoline goes up, and raises the minimum daily guarantee for car use 50 cents, to \$2.00.

The settlement also provides for on-the-job training or retraining at company expense for employees affected by the introduction of modified processes or new equipment. Retraining also is provided for those who may decide to seek employment outside the newspaper industry, with the company underwriting the cost of tuition, fees, books and supplies, employee-selected testing and career counseling, and the employee's salary for two weeks for each full year of service, to a maximum of 30 weeks pay.

Insurance to a maximum of \$200,000 is provided for employees exposed to hazards during travel and "sojourn" on company business, to a maximum liability of two million dollars for each accident.

Eugene desk top hiked \$24

Eugene, Ore.—Minimums are increased \$12 to \$24 in a wage reopener settlement covering the final eleven months of the Eugene Guild's 35-month contract at the Register-Guard.

The top minimum for copy editors is up \$24, to \$324.75, while that for reporters, photog-

raphers and artists is up \$23, to \$311.75; that for display salespersons and circulation supervisors is up \$20.25, to \$274.25, and that for classified telephone salespersons is up \$15, to \$184.

Over the full term, minimum increases range from \$27.75 to \$62.75.

The reopener also maintains differentials for employees earning above the minimums and adds coverage for a computer operator job, establishing a top minimum of \$221.50 and starting minimum of \$175.

Starting minimums in the reopener are boosted \$16.50, to \$226.50, for copy editors; \$15.50, to \$213.50, for reporters, photographers and artists, and \$15.00 to \$186.50 for display sales and circulation supervisor and \$138.25 for classified telephone sales persons.

NLRB sets hearing on petition in Dover

Dover, N.J.—A hearing is set for March 16 before the National Labor Relations Board on the North Jersey Guild's petition to become bargaining representative for the 26 editorial employees of the Dover Daily Advance.

The Advance is a five-day paper with about 20,000 circulation.



Small's big in Rockford

Rae Small, left, founding president of the Rockford Guild, receives a framed copy of a resolution passed by the local which cites him for service and dedication to both newspapering and the Guild. The resolution was presented to him during special ceremonies at the Guild's annual meeting honoring him for both. The resolution also makes him a life member of the local. Other memorabilia presented him included copy of the April, 1934, Guild Reporter front page announcing formation of the Rockford Guild under his leadership and a gold Guild membership pin. The city's mayor also proclaimed January as "Rae Small Month," in honor of the 50 years he spent covering Rockford's city hall. At right is Ben Rubendall, present Rockford Guild president. The Rockford local is the third oldest presently active in the international.

Review Unit gets contract in St. Louis

St. Louis, Mo.—Wages are raised at least 12 percent over four years in a new St. Louis Guild contract with the St. Louis Review.

The pact also provides quarterly cost of living adjustments, two more holidays, and a fifth week's vacation.

A one-cent-per-hour quarterly cost of living adjustment, based on the Consumer Price Index for September of each year, will be paid for each three-tenths of a point rise between 4 and 12.1 points in the St. Louis CPI.

Initial increases, retroactive to Nov. 1, include \$8.37 for reporters, writers, editors, advertising layout personnel and display advertising representatives, taking their top minimum to \$287.50 and their starting minimum to \$207.30.

Initial increases for classified telephone solicitors, ad takers, telephone operators, circulation clerks and messengers are \$4.23, taking phone solicitors and ad takers to \$145.21 at the top and to \$136.71 to start; telephone operators and circulation clerks to \$136.18 at the top and to \$130.68 to start, and messengers to \$127.68 at the top and to \$121.18 to start.

Subsequent three percent hikes come each Nov. 1 through 1978.

The contract also changes the titles of "advertising layout men" and "display advertising salesmen" to "advertising layout personnel" and "display advertising representatives."

Holidays are increased to ten with the addition of the Friday before the legal observance of Washington's Birthday and the day after Thanksgiving.

Two weeks' paid maternity leave also is added. (Provision for a total of three months' leave is retained.)

Unions launch drive for Long Beach circulation

Los Angeles, Calif. — Union members at the Long Beach Independent and Press-Telegram and throughout the Los Angeles area are being asked to put their money where their bread and butter is—in collective bargaining—by subscribing to the Long Beach dailies.

The Los Angeles Guild and five craft unions—backed by the Los Angeles County Federation of Labor—are launching a drive to help boost circulation of the Independent and Press-Telegram, the only major dailies in the metropolitan area not on labor's unfair list. They are part of the Knight-Ridder chain.

The Los Angeles Times has been on the unfair list since the list was established and the Los Angeles Herald-Examiner since

it was struck by the Guild eight years ago, the county federation noted in endorsing the drive.

"We feel we can tell those persons that their faith in the collective bargaining process ought to be evidenced by subscribing to the only major metropolitan daily newspapers that practice it," said Bob Sanders, chairman of the Los Angeles Guild's Long Beach Unit.

Guild President George Laine has been placed on company-paid leave from his editorial job at the papers to co-ordinate the circulation drive with the county labor federation and union leaders throughout the area.

The circulation dropped when the afternoon Press-Telegram went to an adult carrier program and laid off its junior news car-

riers last April. At the end of January circulation for the morning Independent was about 61,670 and that for the Press-Telegram was 87,295.

He said management suggested the project at a meeting Jan. 21 with leaders of the Guild, the Coast Valley Typographical Union, the Graphics Arts International Union, the Los Angeles Paper Handlers Union, Long Beach Printing and Graphic Communications Union, and Los Angeles Mailers' Union.

Leaders of all six unions endorsed a resolution, subsequently adopted by the federation, commending the Press-Telegram for its "long and impressive history of collective bargaining..." and calling upon trade unionists throughout the county to aid in the subscription campaign.

The company has authorized a \$2 return to each participating union for each subscription it obtains, as well as a discount for each subscribing employee.

Laine said in the project's first week at least two dozen Guild members had signed up. With the discount an employee pays only \$2.25 of the regular \$4.00 a month subscription rate.

A proposal to endorse all rebate checks over to the Los Angeles County Federation of Labor's COPE program for 1976 is still under discussion by the Guild. Laine said he is hopeful that if the idea is approved other

AFL-CIO locals will be prompted to do the same thing to help elect pro-labor candidates at all levels of government.

Circulation Manager Al Lowdermilk told Laine he would consider the program a success if it produces at least 3,000 more subscribers before it ends in June. "So far it looks like we will

be able to better that. We've already made significant inroads," Laine said.

He said the campaign, which soon will be introduced in Orange County, is not confined to AFL-CIO unions. "We've met with the Teamsters and Longshoremen and a mailing is going to 16,000 Auto Workers."

Canada's price elevator

The following table shows the steep ascent of Canada's Consumer Price Index over a 37-month period following a 0.8-point rise, to 145.1, in January. 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.

	Percentage over		
	Index*	Same month prior year	December 1972†
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
December	144.3	9.5	34.4
January, 1976	145.1	9.6	35.1

* 1971 = 100

† Index = 197.4

Haverhill employees decertify Guild

Haverhill, Mass.—Advertising, business and editorial employees of the Haverhill Gazette voted 14 to 10 to decertify the Boston Guild as their bargaining representative in a National Labor Relations Board election March 5. There was one blank ballot.

The Guild had been unable to secure a satisfactory new contract for the group since last April when the paper was purchased by the Hagadone chain. Chief issue, in addition to wages,

was the company's insistence on replacing an unlimited "past practice" sick-leave guarantee with a limit of 10 days a year, cumulative to 40 days.

Since Hagadone bought the paper the number of employees in Guild jurisdiction was cut by nearly a third, to 26, while Teamster-represented circulation workers were being reduced more than two-thirds, from 24 to 7. The company has declared an impasse in bargaining with the Typographical Union.

CLUW wants ERA in criteria for endorsement



Move is part of new push on measure

The Coalition of Labor Union Women is asking its members to demand that their local unions, internationals and state and local labor federations "carefully scrutinize" legislators' positions on the Equal Rights Amendment "before endorsements and political support are given."

The effort is part of a far-reaching campaign to mobilize unions and their women members to greater efforts for ERA ratification adopted by CLUW's national executive board March 6-7 in Washington.

It was the CLUW board's first meeting since its members were elected at and after CLUW's constitutional convention early in December in Detroit.

The CLUW board, whose 60 members include five from the Guild, set up a task force to shepherd its intensified push for ERA ratification.

The task force will develop a handbook of facts for local chapters to use to attempt to counter what the CLUW board called the "misinformation, emotional rhetoric and distortion" being used by those opposing the ERA. It also is to guide pro-ERA fundraising efforts within CLUW and participate in the ERAmerica coalition on CLUW's behalf.

The CLUW board also set up task forces to support national health-security legislation, occupational health and safety, apprenticeship programs, full employment measures, for organizing and to develop model contract provision for benefits of particular interest to women workers.

The board also endorsed the Bakery & Confectionery Workers' boycott of Russell Stover candies. The union mounted the boycott as part of its effort to secure an initial contract for the workers at one of the company's five plants. More than 75 percent of Russell Stover's employees are women, CLUW noted.

Guild-ITU caucus on CLUW national board?

The five Guild members and one Typographical Union member on the Coalition of Labor Union Women's national executive board huddle March 6 in Washington during the body's first meeting since CLUW's constitutional convention early in December. Seated, from left, TNG International Vice President Dorothy M. Sain, who represents TNG on the CLUW board, Anna M. Padia of the Pacific Northwest Guild, who represents CLUW's Northwest region, Sarah Lovell

of New York, who holds the International Typographical Union's CLUW board seat, and Diane S. Curry, a Chicago Guild member elected to the CLUW board from the Brotherhood of Railway and Airline Clerks for whom she is publications director. Standing is Yetta Riesel, TNG research associate, named to a nonvoting seat on the CLUW board during the meeting as co-chairperson, with Curry, of CLUW's publications and public relations committee.

Chattanooga wins a shorter work week

Chattanooga, Tenn.—The first Guild contract in Tennessee with a work week of less than 40 hours has been won by the Chattanooga Guild in a one-year renewal of its pact with the Chattanooga Times.

The agreement, retroactive to last Oct. 5, six weeks before expiration of the local's old contract with the paper, will expire the same day as the printing-crafts' unions' contracts with the Times.

The settlement reduces the work week by 2½ hours, to 37½. The only other Guild contracts in the South providing a work week of less than 40 hours are with the Morgantown Do-

minion-Post, the Washington Post and Star and New Republic magazine.

The settlement also increases all minimum and above minimum salaries by \$10 a week, the same

amount won by the craft unions at the paper.

Top minimum for reporters, photographers and copy editors is raised to \$273.52 a week; that for clerks and secretaries, to

\$149.11; that for wire photo operators to \$164.95, and that for librarians to \$185.31.

Mileage payments are set at 16 cents for each of the first 100 miles a week, 15 cents for the next 100 miles and 14 cents thereafter. It had been a flat 13 cents a mile.

Photographers' credit lines are added to the contract provision forbidding use of bylines over employee objections.

And a provision for paid leave for National Guard and military reserve members called for training or duty in the face of emergencies such as riots, explosions, floods, fires or storms is added to the contract.

Tops go up \$28 in Waltham

Waltham, Mass. — Reporters, copy and wire desk workers at the Waltham News Tribune get \$28-a-week raises under a two-year contract boosting the minimums for the contract's single classification to \$264 at the top and \$214 to start.

The minimums go up in two \$14 increments, the first retro-

active to Jan. 12, 1975 and the second on Jan. 1, 1976.

The contract, negotiated by the Boston Newspaper Guild, also increases the mileage allowance one cent, to 15, with the weekly minimum for regular use going up 50 cents to \$7.50 and the daily minimum for casual use up ten cents to \$1.50.

CLC holds 1st women unionists' conference

By CLAUDIA KAVANAGH
HANAFIN
Ottawa Guild

Ottawa, Ont. — Cross-your-heart bras? Why not cross-your-crotch jock straps?

These supportive words, spoken by Laura Sabia, one of Canada's leading women activists, and aimed at the advertising media, opened the first Canadian Labour Congress Conference on Women Trade Unionists in Ottawa the weekend of March 5-7.

Women trade unionists from across Canada and some from the United States met to discuss the discrimination that still exists in collective agreements and in our lives.

A series of workshops on collective bargaining, women and the law, affirmative action and the role of women's committees were preceded by a panel discussion aimed at illustrating the scope of the problems to be dealt with.

Joyce Langon, a former Guild member from Vancouver, who is now a Typographical Union member, served as panelist for the women's committee caucus. Langon, in her capacity as chairperson of the British Columbia Federation of Labour's committee on women's rights, spoke of the role women's committees must play in educating women in the basics of union participation.

CLC women back protest on 22nd

Ottawa, Ont.—Participants in the Women Trade Unionists' Conference here March 5-7 left no doubt where they stand on the Canadian government's economic controls program.

In a series of resolutions passed by shouted "ayes," conference participants called for all the nation's unions, union members and the Canadian Labour Congress to support:

- A demonstration against the controls continuation planned for March 22 before Parliament.

- A national, one-day general strike that would be aimed at revoking the legislation implementing the Trudeau

government's controls.

One resolution which referred to "the wage and price control law" was passed only after "and price" was stricken.

The conference charged that the administration of wage controls by the Anti-Inflation Board can only "aggravate" the "present disparities between the wages of men and women."

The controls, the conference said, "attack the basic right of Canadian working women and men to collective bargaining" by limiting the amounts of increases that can be paid workers and "shift the burden of the economic crisis onto the backs of the workers."

Parliamentary procedure, labour law, contract analysis and running for office are areas in which women need training in order to share equally in the responsibilities as well as in the benefits of trade union membership, she said.

Resolutions emerging from the workshops dealt with closing the widening gap between male and female wages, equal pension benefits, paid maternity leave, child care, the reform of family law and the need for affirmative action

by women in their own locals, assisted by women's committees which identify and organize around issues that perpetuate discrimination.

Couched in general terms, these resolutions did no more than reaffirm many resolutions that already have been passed by other bodies. The conference was not a policy-making body, but each recommendation will be presented to the CLC Executive Committee which will recommend a program

for action at the 11th Constitutional Convention of the CLC May 17-21 in Quebec City.

What is of paramount importance to women trade unionists is that the conference was held. It brought together women workers for the first time on a have made more progress than others.

Hannah Joy Rayl, TNG Human Rights Co-ordinator, observed during the conference that it appeared to her that women in Canada are not yet angry enough, but that anger when it comes must be used as a catalyst to action.

The feeling emanating from the conference as it ended was that women have got to learn to contribute to their proposed collective agreements, not only in areas of so-called women's issues, but in areas that affect them as workers and full members of the bargaining unit. Serious consideration must be given to upgrading job classifications that have become ghettos of underpaid females, to job training and promotion programs that will facilitate entry into higher paid jobs.

The thrust to end discrimination must be made by women at the local level by full participation in all aspects of union activity, their needs and interest pursued not only as women but as members of a union actively engaged in meeting the needs of all its members.

New England Council backs board on Post

(Continued from Page 1)

with TNG in every effort to keep the Post Unit within the Guild.

Earlier, the Western and Midwest councils had voted their support for the IEB's actions, the Middle-Atlantic council tabled discussion of the subject (GR, Feb. 13) and the Great Lakes Council voted its condemnation of efforts to attribute political motivation to the IEB's actions and called for a "calming of the atmosphere" as essential to realization of the objectives of the IEB's actions (GR, Feb. 27).

The Boston and Manchester Guild executive committees have voted support of the IEB actions, the New England council was told.

Meanwhile, the North Jersey Guild reported that its executive committee voted its "strong exception" to the IEB's actions, particularly its finding defective charges of violating TNG's Constitution brought against Post Guild Unit members for crossing picket lines and the IEB's authorizing TNG President Charles A. Perlik, Jr., to designate the chief Guild bargainer at the Post.

The council's vote, on motion by Robert E. Bruner of Boston, seconded by Frank Visgatis of Woonsocket, was taken after it heard reports from Perlik and TNG Vice Presidents John J. Breed of Boston, Eugene B. Jones of Philadelphia and David M. Mulcahy of New York. Breed and Mulcahy voted with the IEB majority on the IEB's two controversial actions, Jones with the minority.

Only the Providence delegation voted against the motion.

Meanwhile at the Post, the company has withdrawn the invocation it made Sept. 30 of a clause in its contract with the Machinists' union calling for compulsory arbitration of contract renewal, the Washington Star reported March 3.

The Post had invoked the clause "in an apparent effort to block a move by its 26 machinists to strike at that time," the Star said, in the expectation that other unions would honor a machinists' picket line.

The Post's general manager, Mark J. Meagher, said that eight fulltime editorial department employees continued to honor the

pressmen's picket lines, the New York Times reported in its Feb. 29 issue. A Guild representative said a total of 33 Post Unit members, full- and parttime Post employees, continued to honor the lines.

The Post at the end of February began offering two months' home delivery of the paper for half price to "people who have not subscribed to the daily edition for the past 30 days."

The Post of Sunday, Feb. 29, devoted six of the eight pages of its "Outlook" section to a "description and explanation" of the strike by Robert G. Kaiser, the paper's labor reporter, stating that Post editors had assigned him on Oct. 1, the day the pressmen struck, "to gather material" for a strike analysis "that would appear when it ended." Kaiser, a Guild member, spoke in favor of crossing the picket lines at a Guild meeting Oct. 1 before he was given the assignment, the paper said.

Included in the "material" reported by Kaiser:

- The Post began cross-training employees in craft union skills in the first half of 1972, upon a decision by John Prescott, then Post president, "to develop the capacity to print a newspaper without union labor."

- In addition to having people trained by the Southern Production Program, Inc., facility in Oklahoma City, the Post set up its own facility in suburban Virginia.

- The Post first told James A. Dugan, president of its pressmen's union, of the cross training in mid-1972.

- The refusal of a majority of Post Guild Unit members to honor picket lines was one of three "crucial advantages which enabled the Post to prevail in the long strike." The second was its "public relations initiative" when some pressmen damaged

Perlik and Bevis meet with council

Cranston, R.I. — TNG President Charles A. Perlik, Jr., and International Typographical Union President A. Sandy Bevis discussed the efforts of the two unions toward closer relationships between their unions' locals with some 30 representatives of Guild locals at the New England District Council's winter meeting here Feb. 28.

Twelve leaders of ITU locals having contracts with the same papers as the Guild locals also attended the session.

The next day Elwood B. (Woody) Bigelow of Portland and David Chmielewski of Pawtucket were re-elected president and vice president respectively of the council.

Edward F. Sullivan, Jr., of Boston, was elected secretary-treasurer, replacing Donald Waterman of Brockton, who did not seek re-election.

VDT training begins in Post's newsroom

Some 150 Washington Post newsroom staffers began training Feb. 23 in the operation of a 22-unit video-display terminal system it expects to begin using this month to process copy for several of its advance-print sections.

Sixteen of the VDTs are to be on movable stands for use in the news room, Editor & Publisher reported, with one in the data processing department and the other five in the "composing area."

Midwest Council re-elects Pommer

Merrillville, Ind.—Matt Pommer, former president of the Madison Guild, was re-elected president of the Midwest District Council without opposition during the council's winter meeting.

Also re-elected were Terry Koper of Rockford, vice president, and Jim Meyers of Kenosha, treasurer; Koper uncontested,

Meyers 15 to 12 over James A. McGill of Gary, an at-large member of TNG's International Executive Board.

Barbara Henkel of Kenosha was elected secretary, replacing Diane M. Woodstock of Madison, TNG's Region 3 vice president, who did not seek re-election.



Photo by Ken Winn, St. Louis Guild

St. Louis honoree

Angie Kloepper is kissed by daughters Terry, left, and Cheryl upon receiving St. Louis Guild's Page One Civic Award for her work with senior citizens, including establishment of a hot-meals program, preparation of a newsletter that goes to about 900 senior citizens in 23 municipalities and the scheduling of transportation to concerts, plays and athletic events. The award is given annually to a person whose service is inadequately recognized by the news media.

the Post's presses at the strike's start. The third was its ability to publish without the craft unions.

- Present and former Post executives and friends of publisher Katherine Graham "all insist . . . that the Post never thought seriously of busting a union before Oct. 1," but then things changed.

Graham told AFL-CIO President George Meany she would have "slit my throat" if the pressmen had voted in Decem-

ber to accept the company's "final offer," after which it began hiring permanent replacements, according to what Kaiser described as "one credible source in the labor movement. Graham refused to comment, he said.

Kaiser said it is "a possibility, though by no means a certainty," that the Post's "victory over its pressmen may presage a fundamental change in the power of newspaper unions in the United States," as some in the industry believe.

Newhouse buys 8% more of Booth

Ann Arbor, Mich.—Newspaper publisher S. I. Newhouse has acquired another eight percent of the stock in Booth Newspapers, Inc., giving him a total of 25 percent of the chain's stock and causing Booth officials to undertake a series of steps aimed at assuring the company's ability to retain control of its operations.

Newhouse acquired the eight percent for about 16 million dollars from the Cranbrook Educational Community, a charitable foundation which supports a group of private secondary schools in Bloomfield Hills, Mich.

Booth, which publishes eight Michigan daily newspapers, two weeklies and Parade magazine, had attempted to prevent Newhouse from increasing his interest in the company by offering to buy the Cranbrook stock for \$4 more than the \$36 per share Newhouse first bid. Newhouse matched the offer.

Earlier in February Newhouse bought 17 percent of Booth for 30 million dollars from Whitcom Investment Co. In announcing that transaction Newhouse said he had no plans to buy additional stock in Booth papers. (GR, Feb. 27.)

In a March 3 letter to stockholders, Booth President James E. Sauter and Board Chairman Gordon Craig said Newhouse had assured Booth he was not seeking control of the company and that his purchases had been made as an investment. They said Newhouse also volunteered to work out legally binding agreements to guarantee Booth's independence for "25 to 50 years."

Despite these assurances Booth has begun to study several alternative courses if Newhouse's assurances cannot be satisfactorily

guaranteed, Sauter and Craig told stockholders, noting that Booth directors at a Feb. 17 meeting had reviewed "Newhouse's history of aggressive takeover including his unsuccessful attempts to take over newspaper companies."

Booth directors are exploring acquisition of other companies by Booth as well as the feasibility of combining with another company, Craig and Sauter said. In addition, further studies will be made to help the board determine whether Booth should liquidate rather than continuing the company as an independent enterprise. Company officials said the

Woodstock left at the post in race for company board

(Continued from Page 1)

defeat is not possible since Capital Times Board Chairman Miles McMillin did not respond when asked the number of shares represented by the dozen or so persons who attended the meeting. It was announced that a quorum of 13,674 shares was present in person or by proxy. A total of 59,990 shares is outstanding.

Woodstock's votes came from shares held by Irv Kiesman, a former Madison Guild president, Art Marshall, a retired member of the local and former New York Guild member, and the "handful" of shares held by the Madison Guild itself and voted by Woodstock.

Kriesman, who nominated Woodstock, berated the company after the election for not having a woman on its board.

McMillin "clouded over," as

TNG, 30 more join suit on food-stamps

TNG and more than 30 other organizations have joined a suit filed by the Food Research and Action Center challenging Ford administration cuts in the Food Stamp program which would eliminate between 5½ and 7 million persons and reduce aid to another five million.

The center, a New York based organization, called the administration's regulations the "biggest assault on any major social program for the poor in the history of our country" and said Ford's decision to instruct the Department of Agriculture to issue them was a political one designed "to capture votes from Ronald Reagan."

The regulations would increase food stamp purchase prices from 24 to 30 percent of income; base income on gross rather than take home pay; cut off eligibility at poverty line income of \$5,050 per year, make it very difficult to receive aid during the first 90 days of unemployment and set up an assets test, the center said.

"The persons hit hardest by these regulations are the working poor and people who recently joined the ranks of the unemployed," it said in inviting labor and other organizations to participate in its suit.

Among the other organizations which are joining in the suit, in addition to TNG, are the Teamsters, American Federation of Teachers, United Mine Workers, National Congress of Hispanic Americans Citizens and the International Typographical Union.

board believes Booth could be liquidated for at least \$60 a share.

Newhouse has a history of building his publishing empire by getting "a toehold in a company and gradually assuming controlling interest," according to the Wall Street Journal.

The Booth officials also reported that "a major company" had offered to pay \$45 per share for the Cranbrook stock if members of the Booth family, who own approximately 38 percent of the stock, would agree to sell theirs at the same price. "Various" family members rejected the offer as inadequate, they said.

one observer put it, and responded that the trustees of the foundation that holds controlling interest in the company would have been friendly to Woodstock's candidacy under ordinary circumstances, adding that the majority of stock had been committed to re-election of the incumbents before the meeting.

Woodstock said it was the first election she has lost since she ran for president of the Guild local the first time in 1973.

Kriesman reminded McMillin, who also is the Capital Times' editor and publisher, that after that Guild election he had written the local berating it for never having elected a woman to its presidency.

Commented Woodstock: "I lost my chance at becoming a real capitalist."

Movement asked on Health Security jam

Expressing outrage at what he termed President Ford's "callous disregard for the nation's health needs," TNG President Charles A. Perlik, Jr., has called on Democratic Congressional leaders to break the logjam that has blocked enactment of National Health Security bill.

Perlik urged Congress to speak out strongly against retrogressions Ford has proposed in existing health programs and Medicare.

"I know you don't have to be told that his proposals to turn existing health programs over to the states can only make inadequate programs more inadequate and his proposal to revise Medicare would shift more . . . of the financial burden onto the shoulders of the elderly," Perlik

said in a letter to House and Senate leaders.

In his State of the Union address Ford proposed "catastrophic insurance" for Medicare recipients. The program would cost the government an additional 538 million dollars (later revised to double that), Ford said.

But Medicare beneficiaries would pay 1.8 billion dollars in higher deductibles and for hospitalization and physician services, AFL-CIO President George Meany pointed out afterward.

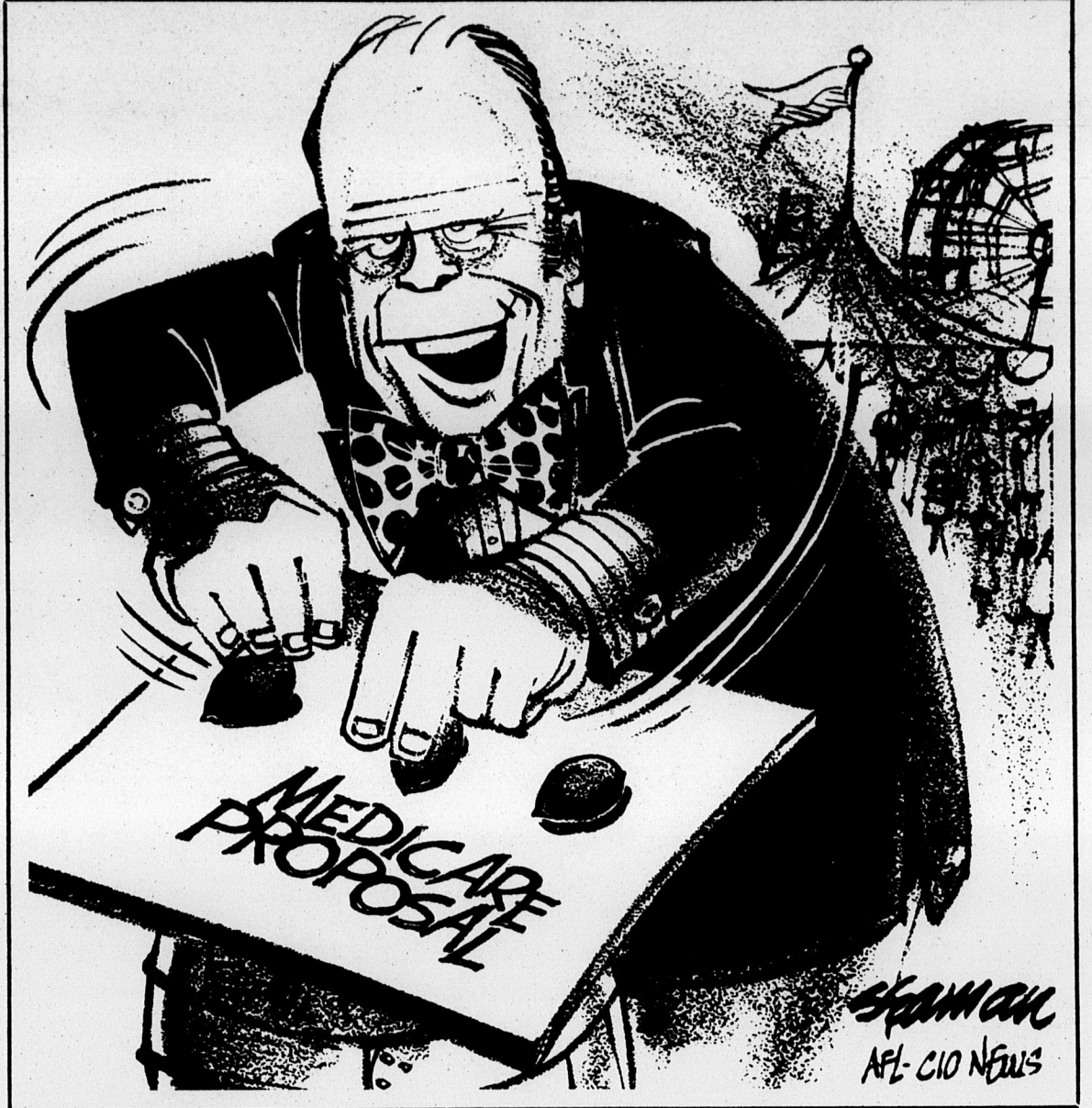
He said Ford's proposal would cut the Medicare program by 26 billion dollars over the next five years forcing the nation's elderly to absorb the costs out of their own resources.

He said Ford did not tell the people that only one of every 300 hospitalized Medicare beneficiaries would reach the hospital "catastrophe" level the President would set. The other 299 would pay more for hospital care under Ford's plan.

Beneficiaries of the present program pay for the first day in the hospital (now an average of \$104), then Medicare pays for the next 60 days' hospitalization expense. Under Ford's plan the first day payment would continue, but the individual would pay 10 percent of the hospital bill for every additional day, Meany explained.

Each individual would pay \$250 before being eligible for doctors fee reimbursements under the program, he added.

The President also wants to increase the Supplementary Medical Insurance deductible by the same amount as Social Security



benefits increase, he added—"he takes with one hand what he gives with the other."

"There is a critical need for leadership in Congress to counterbalance the President's appalling

insensitivity to the crying problem of inadequate health care," Perlik wrote.

Judge will lift gag—for a price

Trenton, N.J.—A county judge here has ordered the Trenton Times to limit its coverage of a murder trial to evidence taken in the jury's presence.

He did so after sequestering the jury when the paper published a remark he made in court outside the jury's presence after he asked it not to do so.

Explaining that sequestering a jury is costly, Judge Harvey S. Moore indicated that he might rescind the order if the paper would pay the sequestered jury's bills for the duration of the trial.

IT SEEMS

TO US

Stonebanks closes quotes on government financing

VICTORIA, B.C.

Editor:

The report [GR, Feb. 13] of the IEB decision regarding foreign union activities financed by a U.S. government agency quotes me as objecting to "exporting ideas and policies of the United States."

That is certainly correct—as

far as it goes. But I emphasized to the IEB that I would certainly oppose the same kind of program were it to be financed by an arm of the *Canadian* (or any other) government.

ROGER L. STONEBANKS
Vice President
Western Canada

'Enough,' Washingtonian writes on Post situation

SILVER SPRING, MD.

Editor:

Enough, already.

The frustration of the leadership of the Washington-Baltimore Guild is understandable. The Washington Post majority obviously is not made up of dedicated trade unionists who would rather see an arm wither off than cross a picket line.

Dedicated people, thankfully, make up a high percentage of the Guild's leaders and most active members. But they are only a minority of the Guild's total membership. Without them, there would be no Guild worthy to be called a union. But neither would there be a Guild if it welcomed only those who consider the union cause somewhere between God and family.

Leadership in the Guild must come through persuasion. And if persuasion fails, intimidation, name-calling and revenge serve no purpose other than to vent frustration.

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.

I found Chuck Perlik's rationale persuasive. I am sorry that my local's paid administrative officer—so effective at the bargaining table and on the picket line—is leading an attack on the newly elected president of the local. He may be trying to purify the Guild, but doctors discovered long ago that bleeding was more likely to kill a patient than hasten his recovery.

Let's try to put things together.

DAVID L. PERLMAN
AFL-CIO Unit
Washington-Baltimore Guild

IEB 'acted appropriately,' Wanek of Denver writes

DENVER, COLO.

Editor:

Although some Guild members rushed to judgment of the IEB in the Washington Post case, reading of commentary from both sides leads me to conclude the board acted appropriately.

The IEB was "between a rock and a hard place," subject to

membership fury from one angle or another if they slapped the scabs hard, if they "forgave" them or if they did nothing. *Something* had to be done and so it was.

In my opinion the Washington Guild board made the fateful decision to allow the Post Unit membership a choice of honoring the picket lines or not. When decision was to cross the lines, the local was stuck with its own officers' decision. The Guild Constitution is clear. It doesn't need changing.

The scabs unfortunately have won, to their everlasting shame as union members. I do not condone what they did. But I couldn't vote to fine them. Management should not smile over this incident. It shows the Guild respects the legal rights of all members even though we may disagree with their actions. Let's not allow this trauma to destroy the Guild. Let's all work a little harder for full local cooperation between all newspaper unions.

RICHARD E. WANEK
Administrative Secretary
Denver Guild

IEB lauded for 'wisdom and courage' on Post

DENVER, COLO.

Editor:

I applaud the IEB's wisdom and courage in attempting to save the Washington Post Unit.

Many of us who have followed newspaper and magazine accounts of the Post strike felt there were serious problems because of the violence and vandalism. We also felt the strike was lost when the Post Guild Unit voted three times not to honor the picket lines.

Patrick Owens, in [MORE] [GR, Dec. 19], and Ben Bagdikian, in the Washington Monthly [GR, Jan. 16] provide some insight into why the unit acted as it did. Owens noted that Guild people were indeed in a tight spot: without their support, the strike had almost no chance of success; with their support, success by no means was assured. Bagdikian talked of the "disastrous" Guild strike of 1974 which left Guild members severely divided.

In any event, despite all the gallant efforts of the Rank & File Strike Support Committee and others, the pressmen were doomed.

What remained was to decide whether to allow the Post Unit to follow a similar path. I believe the IEB made the only decision responsible leaders could.

I regret the mud being slung at both Perlik and Flores—Brian made some tactical errors but there was little he could do.

JUDITH BRIMBERG
Post Unit
Denver Guild

DAY BOOK

Western District Council, TNG "Automation Updated" Institute, March 27, Holiday Inn, San Jose.

U.S. Northwest-Southwest Canada Locals, TNG "Automation Updated" Institute, April 3-4, Holiday Inn, Vancouver.

Southern District Council, spring meeting, April 24-25, St. Anthony Hotel, San Antonio.

International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.

Western District Council, spring meeting, May 1-2, Edgewater Inn, Seattle.

Middle-Atlantic District Council, spring meeting, May 1-2, TNG "Automation Updated" Institute, Allentown.

TNG-GAIU 1976 Legislative-Political Conference, May 3-7, Washington.

Midwest District Council, spring meeting, May 15-16, Ramada Inn, Pueblo.

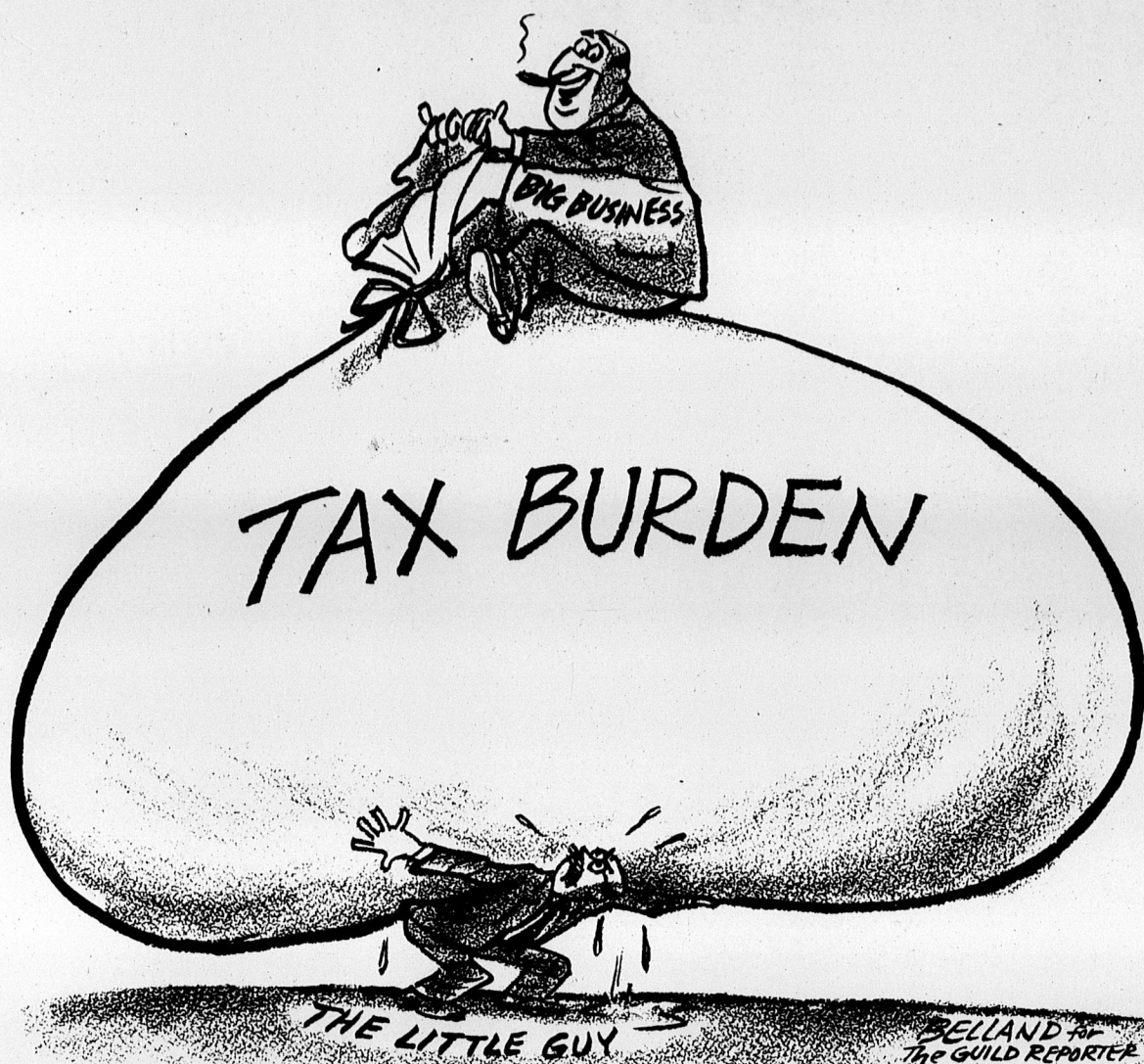
Great Lakes District Council, spring meeting, May 22-23, Pittsburgh.

New England District Council, spring meeting, May 22-23, Kings Grant Motor Inn, Danvers, Mass.

Empire State District Council, spring meeting, June 5-6, Jersey City.

43rd Annual TNG Convention, June 28-July 2, Shoreham Americana Hotel, Washington.

I'm holding up my end



DATELINE: OTTAWA

Controls program bares teeth, draws surprised yowls

By HUGH WINSOR, Toronto Guild



THERE WAS a definite air of incredulity in all the wounded cries produced by the first teeth marks of the Canadian government's controls program late last month.

Canadian Labour Congress President Joe Morris termed the penalty levied against the Irving Pulp and Paper Company "vindictive" while the redoubtable Tommy Douglas, former leader of the New Democratic Party, said the decision was "tinged with revenge."

The remarkable aspect of the pained reaction, however, was the fact that virtually all of the labor or NDP spokesman seemed to be surprised that the administrator had levied a fine.

THE FACT that the government's controls program has real teeth has been obvious since it was first introduced last October. It was just a matter of time until they were applied.

Given that the controls are a fact of life, it is then worth taking a look at the merits of the actual decision. The Irving Company was fined \$100,000 which was the amount the administrator calculated it had paid its employees over the 14 percent in-

crease permitted by the Anti-Inflation Board in a December ruling, plus a \$25,000 penalty.

The significant fact overlooked by labor is that all the teeth were clamped onto the company—the administrator could have confiscated the overpayments to the employees right back to the beginning of the contract last May, but didn't. Instead, the Irving workers will keep both the 14 percent increase approved by the AIB plus an additional 9.8 percent for nine months of their contract.

The implicit factor of the administrator's decision, however, is the assumption that the company and not the union involved must take the legal responsibility for contravening controls.

With hardly a sideways glance at the specific contents, the CLC is proceeding full steam ahead in its opposition to all controls. It is planning a mass demonstration in front of Parliament March 22 while the Canadian Union of Public Employees will attempt to challenge the controls legislation in the Supreme Court.

I wonder how many of the demonstration's organizers have read a fascinating interview with Harvard economist John Kenneth

Galbraith which appeared in the NDP research department's "Viewsletter."

Controls, Galbraith said, are inevitable. There is a great future, he said, in debating the choice between egalitarian and non-egalitarian controls. But there is no future for the Left in opposing per se.

"There is every opportunity for debate as to how the controls are designed and administered and whether exclusions are wise or unwise.

"That I distinguish sharply from the lack of wisdom, indeed I would say the insanity, of the Left getting into a position where it is attacking controls qua controls," he writes.

GALBRAITH GOES ON to say that it should be possible to come up with a matching tax structure whereby "the screams of the rich drown out the complaints of the trade unions."

Applying the Galbraith theory to the Canadian situation, it seems that Canadian labor rather than engage in a blind all-or-nothing confrontation with the government could have acquired a big say in how the controls were going to be implemented.

One of the winnable goals would have been much more flexibility with regard to catch-up settlements and provisions to maintain historical parity between groups of workers.

If labor had been willing to take up the positions offered them within the controls machinery, it is possible they might have been co-opted and their ideological purity strained. On the other hand, they could have gained an influential hand on the control levers as they apply to corporate profits as well as labor incomes.

As they see it

Tax reform vs. gimmicks

The following is excerpted from a statement on tax justice adopted by the AFL-CIO Executive Council last month:

Despite years of rhetoric, campaign promises and some small improvements recently adopted by Congress, the federal tax structure continues to be riddled with injustices.

Recent government reports present some dramatic illustrations:

- In 1973, according to the Internal Revenue Service, 22 individuals reporting incomes of \$500,000 and over paid no federal income taxes whatsoever—seven of these reported that their incomes were over a million dollars.

- Eight large corporations with profits totaling 844 million dollars paid no income taxes in 1974, according to a congressional study. The effective average corporate tax rate for 142 of the nation's largest companies was only 22.6 percent—less than half the statutory 48 percent rate.

- U.S. Treasury data show that U.S.-based multinational corporations earned 53.6 billion dollars abroad in 1974 and paid U.S. corporate taxes of 1.7 billion dollars—an effective tax rate of only 3.2 percent.

As a result of these and other injustices, working families pay much more than their share of the tax load.

In 1969, a small step was taken toward eliminating and curbing some of the major tax loopholes, despite the Nixon Administration's attempts at sabotage.

But by 1971 those small steps were completely reversed under the Nixon Administration's tax giveaways to business.

Early last year, as part of the emergency tax cut to stimulate the economy, some additional small steps toward tax justice were taken. The oil depletion allowance was substantially eliminated and limitations were put on some of the loopholes available to U.S.-based multinational corporations.

The emergency tax cut and its extension to mid-1976 prevented a further downward spiraling of the economy and made a modest contribution to tax justice. In light of continued high unemployment and the need for consumer purchasing power, the tax cut cannot be allowed to lapse in June.

The Ford Administration has now proposed an array of new tax giveaways designed to benefit corporations, banks and wealthy individuals. The Administration forecasts a huge 32 percent increase in corporate profits for 1977 and admits its tax giveaways would save corporations 12.2 billions in taxes in 1977 alone.

In the 1960s, corporations paid about one-third of the nation's income taxes. In recent years, the corporate share has slipped to about 25 percent. By 1981 the Administration wants the corporate share of the nation's income tax load to be cut to less than 20 percent.

Obviously, that would mean the workers' share of the tax burden would increase even more.

The President's proposal of a so-called 28 billion dollar income tax cut, linked to an equal slash in the budget, is pure politics. There would not be a 28 billion dollar tax cut, in fact, and it is an excuse to dismantle vitally needed social programs.

We call upon the Congress to reject the President's political gimmick.

We urge the Congress to extend the present payroll tax withholding rates now scheduled to expire.

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. \$7.50 per year. Single copies, 35 cents.

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. 5

March 12, 1976

The Newspaper Guild

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

INTERNATIONAL CHAIRPERSON: BARNEY PETERSON
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Eugene B. Jones, 306 Monroe St., Philadelphia, Pa. 19147; Region 2—Warren E. Howard, 503 2nd St. N.E., Washington, D.C. 20002; Region 3—Diane M. Woodstock, 620 W. Wilson St., Madison, Wis. 53703; Region 4—Vacant; Region 5—Betsy Wade, 96 Park Terrace West, New York, N.Y. 10034; Canadian Region: East—Jim Robinson, 109 Spadina Rd., Toronto, Ont.; West—Roger L. Stonebanks, 407-1571 Mortimer St., Victoria, B.C.

AT-LARGE VICE PRESIDENTS: John J. Breed, 1754 Commercial St., East Weymouth, Mass. 02189; Louis M. Calvert, 2709 Sutter Dr., San Jose, Calif. 95124; Harry S. Culver, 4625 N.W. 32nd St., Oklahoma City, Okla. 73122; James A. McGill, Rte. 7, Box 134, Valparaiso, Ind. 46383; David M. Mulcahy, c/o Standard & Poor's Corp., 345 Hudson St., New York, N.Y. 10014; Dorothy M. Sain, 24801 Lake Shore Blvd., Euclid, Ohio 44123.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.

CANADIAN DIRECTOR: William H. McLeman.

DIRECTOR OF RESEARCH AND INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Hannah Jo Rayl.

INTERNATIONAL REPRESENTATIVES: Edna Berger, William M. Brown, Charles Dale, Leo J. Ducharme, Harry L. McCormick, Luis Montanez, Jr., James H. Orcutt, G. Richard Pattison, George C. Randol, Marshall W. Schiewe.

Executive Director Sought

The Chicago Newspaper Guild is seeking applicants for executive director. Experience in negotiating, organizing and contract enforcement. Challenging opportunities. Salary in mid-\$20,000 range, plus excellent fringes. Applications should be post marked no later than April 15 to:

Chicago Newspaper Guild Search Committee
c/o Kathryn Christensen
3520 N. Lake Shore
Chicago, Ill. 60657