

Bee signs wide-ranging anti-bias pact

Sacramento, Calif.—The Sacramento Bee has pledged to "make every effort" to have a workforce made up at least 36.7 percent of women and 21 percent of minorities by April 17, 1979, in a wide-ranging conciliation agreement between the paper, the Central California Guild and the U.S. Equal Employment Opportunity Commission.

The agreement is the end result of a charge of sexual discrimination in reporting assignments

filed against the Bee by the Guild five years ago.

The paper had sent a male reporter to cover an event at the males-only Sutter Club after a woman reporter had been turned back at the door. It then became the paper's policy not to assign women to events at men's clubs.

The Bee agreed to eliminate that policy, and another of utilizing sex-segregated help-wanted ads for positions at the Bee, in

interim agreements with the EEOC in 1971 and 1973.

The hiring goals section of the new agreement expands on a Guild contract provision won in 1972 committing the company to minority recruitment and training efforts "geared toward a goal of developing a work force in Guild departments at the earliest feasible date which will reflect the proportionate percentage of minority-group representation in the community."

The Bee, while stipulating that it is not admitting that it has ever violated any provision of the employment-practices section of the 1964 Civil Rights Act, also pledges that it will:

- Eliminate sex as a consideration in recruitment, hiring, promotion, transfer, economic dismissal, bumping, shift assignments and other areas, except in "job situations which require physical characteristics necessarily possessed by only one sex."

- Consider pregnancy leave in the same category as leave for any other temporary disability, a concept the company has refused to include in the Guild's contract.

- Increase "the female distribution rate in job classifications in which they are statistically under represented," giving priority to "office managers, professionals, technicians, sales workers and blue-collar workers."

- Distribute \$25,000 among

(Continued on Page 6)



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

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Buffalo News tops up \$25 in a year



WASHINGTON STAR PUBLISHER JOE L. ALLBRITTON (STANDING) AND UNION LEADERS MEET MARCH 25.
Seated at far end of the table, Kenneth E. Moffett, federal mediation service director

DMs' \$344 is 4th highest in the Guild

Buffalo, N.Y. — Artists, copy editors, district managers, photographers and reporters at or above top minimums have received \$25-a-week raises under a one-year Buffalo Guild settlement with the Evening News.

The increase puts the top minimum for artists, photographers and reporters at \$390.17 a week; that for district managers at \$344.17.

The new reporter top minimum is the fifth highest presently in effect under any Guild newspaper contract; the highest outside of New York City and Washington.

The new district-manager top is the fourth highest presently in effect, topped only by those at the Times and Daily News in New York and the Record in Stockton.

Other minimum and over-minimum increases range from \$11.18 to \$21.05.

The new reporter top minimum also triggers an increase in the maximum monthly benefit under the Guild's pension plan at the paper, taking it to \$807.87 a month, up \$54.17. It also automatically boosts life insurance coverage to \$64,000, up \$4,000.

A newly won provision mandates an extra week's vacation pay for any 62- or 63-year-old employees who opt for early retirement during 1976 or the following three years.

The settlement also includes

(Continued on Page 2)

Allbritton, unions meet to renew talks

Washington Star publisher Joe L. Allbritton and representatives of Star employees' local and international unions met most of the day March 25 with the U.S. government's number-one mediator at Federal Mediation & Conciliation Service headquarters.

Afterwards, Kenneth Moffett, director of mediation services,

made a two sentence statement reporting that the FMCS had called the meeting "in an effort to get negotiations resumed between all Washington Star unions and the company."

"The FMCS explored with both sides the possibility of joint bargaining and further exploration of this proposal will con-

tinue," he concluded.

The contracts of 12 of the 13 unions representing Star employees have expired. The paper has been in financial difficulty for several years.

Guild representatives at the meeting were Phillip M. Kadis, Star Unit chairperson, Brian L. Flores, Washington-Baltimore administrative officer, J. William Blatz, TNG Director of Field Operations, and International Representative Charles Dale.

The Guild's contract with the paper expired Dec. 7 but was extended on Dec. 12 pending the outcome of bargaining. Only union without an open contract is the Columbia Typographical Union. Its agreement runs until Sept. 30, 1979.

As part of the Guild's contract-extension agreement its Star members returned to a five-day work-week on Dec. 21, a year and a day after they had cut back to a four-day week for four days' pay to help the financially troubled paper and to avoid economic discharges of 140 Guild-covered workers. There were

about 600 in the Guild's Star Unit at the time. Now there are about 540, local leaders said.

Last September Allbritton wrote to all 13 of the local unions to propose a one-year freeze on all raises and wage bargaining in the hope, he said, of forestalling long negotiations that could interfere

(Continued on Page 2)

Anti-Inflation Board okays full 15.3% at Globe & Mail

Toronto, Ont.—Canada's Anti-Inflation Board has approved full implementation of one-year, 15.3 percent increases in the minimums in the Toronto Guild's contracts with the Globe & Mail, won more than a month after wage and price controls were announced last October.

The AIB, enforcer of the controls which generally limit wage increases to 12 percent for '75-'76, 10 percent for '76-'77 and 8 percent in '77-'78, said in addition that the Guild has available "a further experience-adjustment

factor" of 2 percent and 0.7 percent for any increases it might bargain in contracts to succeed this one, which expires May 31.

This apparently means that the Guild can bargain increases of at least 12 percent for '76-'77 and at least 8.7 percent for '77-'78 without fear of the AIB rolling the gains back.

Twelve percent of the '75-'76 settlement—to a maximum of \$33 a week—had been put into effect retroactive to last May 31, expiration date of the Guild's

(Continued on Page 6)

28 in Guild jurisdiction cross-trained by Post

A total of 28 Washington Post employees in Guild jurisdiction were "cross-trained" prior to last Oct. 1 to be temporary replacements for craft-union employees who might strike the paper or honor another union's picket lines, the Post's vice president for labor relations has informed the Washington-Baltimore Guild.

Thirteen of them were trained in "some composing room operations" at an unidentified location in Virginia.

Nine of them were trained at the Newspaper Production and Research Center facility in Oklahoma City and three each in Baton Rouge and Miami in the operations of other departments: pressroom, stereotype and photo-engraving.

The Post's Lawrence A. Wallace provided the information to the Guild as part of a negotiated settlement of unfair-labor-practices charges the Guild brought

(Continued on Page 2)

28 in Guild jurisdiction cross-trained by Post

(Continued from Page 1)
against the Post Sept. 17 after Wallace refused to furnish information the Guild requested as "reasonably necessary to the proper execution of our obligation to fully and fairly represent all employees in Guild jurisdiction."

Wallace had refused the information in a Sept. 15 letter to Brian L. Flores, the local's administrative officer, on grounds it could "subject these persons to harassment, vilification, slander, possibly libel, threats to them and/or their families, and, quite possibly, actual assaults or violence to them and/or their property."

Copies of the settlement agreement—in which the Post pledges to provide seven categories of information to the local "upon request"—must be posted "in conspicuous places" in Guild work areas at the Post for 60 days.

The 28 were paid their normal salaries during their training periods, Wallace wrote, with the Post also paying transportation, lodging and incidental expenses for the 15 who were "sent out of town."

Their lodging, he wrote, "averaged \$13.50 per day."

"Incidental expenses averaged \$70.00 per day, including meals, laundry, local transportation, entertainment, etc.," he added.

All 15 who went away from the Washington area were men; six of the 13 who trained in Virginia were women.

The Virginia training "generally" consisted of "several hours for two or three days," he said, and there were no expenses involved other than regular salaries.

"Training time periods" in Oklahoma City, Baton Rouge and Miami "did not exceed normal work days or work weeks," five 7½-hour shifts per week, Wal-

lace wrote. "Normal salaries" were paid.

Training periods in Baton Rouge and Miami were one week each. Two who went to Oklahoma City trained for one week, seven for three weeks.

Sixteen of the 28 trained were from one part or another of the Post's advertising department. Three were from employee relations, two each from accounting, promotion and data processing, and one each from the operating service, insurance and personnel departments.

Wallace also wrote that no "additional compensation" was contemplated for any of those cross-trained when they worked in the jobs for which they were newly trained.

All cross-training assignments "were made on a voluntary basis," he wrote, and no disciplinary action has been nor is anticipated against any person who declined to participate in the training "or the performance of work outside Guild 'jurisdiction' . . . no one declined."

Other unfair-practices charges involving the Guild and the Post that were filed after the strike began have been withdrawn from the National Labor Relations Board, including one filed by the Post Unit Guild Majority against both the local and company over release and use of information on the payroll in Guild jurisdiction during one week of the strike.

Meanwhile, the local has been notified of 185 dues checkoff authorization withdrawals during the 15-day "window" for such action in the first half of the 30 days before expiration of the Post contract, March 31.

And TNG Director of Field Operations, J. William Blatz, assigned as the chief Guild bargaining representative at the Post, in a newsletter to Post Unit members called upon the Washington Newspaper Union to withdraw its petition for representation rights for the unit.

The petition is delaying bargaining for a new contract at the Post, Blatz wrote, suggesting that the petition be withdrawn without prejudice, preserving the right to file a new one.

Withdrawal would also end all doubts about whether the Guild contract will be in effect on April 1 by allowing bargaining before then, activating language automatically extending the pact, he said.

TNG meanwhile was preparing to distribute to all Guild locals the resumes of 10 Post Guild Unit members still honoring the sole remaining picket line at the Post, that of the pressmen. Locals will be asked to assist them in finding employment. Among the 10 are four members of the Washington-Baltimore Guild's executive board: Patricia A. Wert, treasurer; Michael T. Dresser, secretary, and Nancy Gonzalez and Ralph O. McMillan.

Washington Post Guild Unit members crossing picket lines to be defective.

Providence Secretary Frank Prosnitz made the motion to resume the payments and state to the Guild Reporter the local's disappointment in both the IEB's actions and in the Washington Post Unit's voting not to support the picket lines.

Providence board frees per capita

Providence, R.I.—The Providence Guild's executive board voted unanimously March 11 to resume payment of the local's monthly per capita to TNG.

It had voted Feb. 18 to hold them in escrow until it received what it considered a satisfactory explanation of the International Executive Board's actions in January in finding charges against



Sisters in the CLC

TNG Human Rights Co-ordinator Hannah Jo Rayl, right, Claudia Kavanagh Hanafin of the Guild's Canadian Region office, left center, Joyce Langan, former Vancouver-New Westminster Guild member, now the Vancouver Typographical Union's first woman apprentice, and Dorothy Power Law-

son, first woman president of the ITU's local in Moncton, N.B., far left, at the Canadian Labour Congress's Conference of Women Trade Unionists March 5-7 in Ottawa (See GR, March 12, Page 5). Langan is chairperson of the British Columbia Federation of Labour's women's committee.

Star owner, unions, mediator meet

(Continued from Page 1)
with efforts to revitalize the paper. It was reported to be losing a million dollars a month.

Typographical Union printers on Sept. 28 rejected his request that they forego \$28-a-week raises due them on Oct. 1. Opponents of the raise freeze said the printers had already contributed heavily toward the paper's economy efforts, giving up 100 jobs and the right to reproduce type for ads set in other shops and by allowing almost unlimited composing room automation.

The Typographical Union rep-

resents the third largest group of Star employees, about 270 printers and 50 mailers.

The Teamsters Union represents the largest group, about 650 in outside circulation.

The pressmen's union represents about 150.

Allbritton took over operating control of the Star on Nov. 22, 1974, after purchasing 10 percent of the stock in the company that owns it and six broadcasting stations, including a television and AM and FM radio combination in Washington.

At the time the paper had lost

nearly 15.5 million dollars during the previous five years. Broadcast earnings, however, had offset more than 11 million dollars of the losses. It had had operating losses of 4.9 million dollars in 1973, with broadcast earnings covering all but about 1.5 million.

Last August, Allbritton made a bid to buy the remaining 90 percent of Star Communications, Inc., stock in an effort to speed action on his 8-month-old request that the Federation Communications Commission waive its rule banning purchase of more than one broadcasting station or a newspaper and station in the same market. He said he needed the waiver to retain the ability to offset the paper's losses with broadcasting profits while revitalizing it. The paper reportedly was then losing a million a month.

In December Allbritton was granted a three-year waiver of the cross-ownership rule after his attorneys had petitioned the FCC to act quickly. They said seven million dollars in loans was being withheld from the paper because of uncertainty about the FCC's action and the paper was several months behind in its payments to newsprint suppliers.

Sunpapers mum on training, charged

Baltimore, Md.—The regional National Labor Relations Board office has issued a complaint charging the Baltimore Sunpapers with unfair labor practices for refusing to give the Washington-Baltimore Guild some of the information it has requested about Guild-covered employees being cross-trained for other union members' jobs.

The Sunpapers and the pressmen's union are bargaining for a new contract. The pressmen voted on Feb. 29 to "receive" the

company's "final" contract offer and to make a counterproposal on March 12. Additional meetings were scheduled for March 25 and 26.

The Sunpapers have refused to tell the Guild if those cross-trained would receive "extra compensation" if called upon to utilize their new skills and whether anyone in Guild jurisdiction has been disciplined for refusing cross training or would be if they refused to use the training for the company.

Courier tops raised \$39, \$25 is deferred

Buffalo, N.Y.—Minimums and above-minimum salaries are increased by as much as \$39.95 under a one-year Buffalo Guild contract with the Courier-Express, but the largest raise to be immediately implemented is \$14.95 pending agreement by the publisher and the local that the paper is able to pay the remainder.

Representatives of both are meeting monthly to determine when all or part of the deferred increases should be put in effect.

The portion of the increases that has been implemented is the equivalent of a 3.8 percent cost-of-living increase waived last May 1 in the face of the paper's deficit operation and a threat by the publisher that he would lay off 32 Guild-covered employees.

Effective Jan. 5, the top for reporters, photographers and artists was raised \$13.35, to \$365.15; that for district managers was raised \$11.29, to \$307; that for copy editors and rewrite was

raised \$13.70, to \$374.45, and the flat minimum for editorial writers, makeup and sports editors and cartoonists went up \$14.95, to \$408.75.

Deferred raises for the editorial workers are \$25, which would put them at parity with their counterparts at the Buffalo News; for the district managers, \$21.05 has been deferred.

Implemented increases for others covered by the contract include \$8.90 in the top minimum for telephone operators, dictation clerks and library assistants, taking it to \$186.70; \$11.56 in the top for dispatch and national-ad clerks, putting it at \$134.96. An additional \$12.83 was deferred for the former, as was \$6.30 for the latter.

An initial contract covering the paper's ad-dispatch and creative-art department employees, organized in 1974, is incorporated into that covering editorial and circulation employees in the settlement.

The settlement also provides an extra week's pay for employees electing early retirement at age 62 or 63 during 1976 and through 1978.

... News

(Continued from Page 1)

recognition that employees will receive the same paid sick leave for pregnancy, miscarriage, abortion, childbirth and recovery from childbirth as for other disabilities.

Other top minimums increases include \$15.11, to \$196.66 a week, for inside classified-ad employees; \$15.66, to \$182.41 a week, for inside circulation telephone clerks; \$14.83, to \$204.41 a week, for telephone operators, and \$13.18, to \$162.61 a week, for copy aides.

The flat minimum for news and picture editors, editorial writers and cartoonists is up \$25, to \$429.72. The top for copy editors, rewrite and columnists is up the same amount, to \$394.84.

Illegal strike ruled no bar to food aid

San Francisco, Calif.—Striking workers are eligible for food stamps whether the strike is legal or not, Federal District Judge William T. Sweigert has ruled in a case involving some Santa Clara County employees.

The employees, who struck last year, were denied food stamps under a U.S. Dept. of Agriculture regulation banning illegal strikers from receiving stamps.

Sweigert pointed out that in passing the federal Food Stamp Act Congress provided that stamps could not be denied any person "not working because of a strike or lockout at his place of employment."

Congress didn't distinguish between lawful and unlawful strikes but the Agriculture Dept. regulation "presumes to make a distinction" and "is engaging in legislation beyond its powers," Sweigert said in his decision.

But food stamps could be a thing of the past for many, strikers and others, under proposed new regulations published by the Agriculture Dept. at President Ford's instruction and under a bill approved by the Senate Agriculture Committee.

TNG President Charles A. Perlik, Jr., denounced both as "heartless" in a letter to senators urging the bill's defeat unless its impact is softened by amendments.

U.S. set to charge Chester paper

Chester, Pa. — The National Labor Relations Board's regional office is drafting an unfair labor practices complaint against the Ingersoll chain's Delaware County Times, struck by the Chester Unit of the Philadelphia Guild since last Nov. 24, the Guild's attorney has been informed.

The complaint, based on charges filed by the Guild early in the strike, will convert the strike from an "economic" one to an "unfair practice" action and make moot one of the remaining obstacles to settlement: the company's insistence that the 80 strikers have been permanently replaced and will be placed on a rehiring list instead of returning to work if the strike is settled. It is illegal for an employer to hire permanent replacements for employees engaged in an unfair-

practices strike.

The unfair-practices charges leveled by the Guild include allegations that the company has offered striking members promotions, better work shifts and assignments as inducements to abandon the strike.

Guild and company bargainers met for the fifth time in as many weeks on March 24. TNG International Representative William Brown reported that little progress was made and that the parties adjourned without setting a date for another session.

At a March 17 meeting, the company told the Guild it has decided to move its plant out of the city of Chester to nearby Promis, where it has leased space, Brown said.

The Philadelphia Guild, meanwhile, reported \$4,500 in addi-

tional contributions to its Chester Unit strike fund, including:

Albany Guild	\$ 50
Bay City Guild	50
Buffalo Guild	50
Boston Guild	100
Chicago Guild	200
Central California Guild	100
Cincinnati Guild	100
Cleveland Guild	100
Columbus Guild	50
Denver Guild	125
Detroit Guild	25
Erie Guild	25
Gary Guild	50
Harrisburg Guild	100
Honolulu Guild	100
Los Angeles Guild	25
Middle Atlantic District Council	25
Mountaineer Guild	25
New York Guild	350
North Jersey Guild	75
Pawtucket Guild	75
Pittsburgh Guild	200
Portland Guild	50
Providence Guild	100
Puerto Rico Guild	50
Rockford Guild	50
St. Louis Guild	50
San Diego Guild	100
San Francisco-Oakland Guild	600
San Jose Guild	250
Scranton Guild	50
Terre Haute Guild	25
Toronto Guild	500
Vancouver-New Westminster Guild	100
Victoria Guild	250
Washington-Baltimore Guild	100
Wilkes-Barre Guild	50
Wilmington Guild Unit	50
Youngstown Guild	175

The additional amount brought total contributions to the Chester Unit from other Guild Groups to more than \$8,600 through March 8, including \$2,500 from an assessment voted by members of other Philadelphia units.

Building trades pickets block paper

Philadelphia, Pa.—The final edition of the March 19 Philadelphia News and the first of the March 20 Inquirer were missed when an estimated 200 construction-union demonstrators blocked entrances to the papers' plant for about 11 hours.

Two Inquirer photographers who attempted to enter the plant were injured, neither seriously, before federal marshals dispersed the demonstrators under a federal judge's restraining order.

The Inquirer charged that the demonstration was a conspiracy among the Philadelphia Building

Trades Council, Mayor Frank L. Rizzo, the police commissioner and the city solicitor.

The paper and the mayor have been feuding for years and the mayor had filed a six million dollar libel suit against it for a satirical column about him in the March 14 Inquirer. He reportedly denied knowledge of the demonstration.

Thomas J. Magrann, Building Trades Council leader, said it had not sanctioned the picketing but that members of member unions had been unhappy with articles about nonunion building firms.

TYP-NG COURSE

Rockford Typographical-Newspaper Guild Official Newsletter

Vol. 1 No. 1

Feb. 1976

SERVING NORTHERN ILLINOIS

PRESIDENT'S REPORT

This is the first issue of a new venture on behalf of the members of Local 213 and TNG No. 5.

We would ask that if you may know of any other individual who may be interested in receiving a copy of this monthly bulletin to please submit that person's name and address to the editors of this bulletin.

At the monthly union business meeting a proposal was brought up for study, that the Local 213 Charter placed on display in the Rockford Museum, the oldest are

Joint publication in Rockford

Vol. 1, No. 1, of a jointly published Rockford Guild - Typographical Union newsletter has gone to some 270 members of the two unions. Neither local had a membership publication before, though the Guild membership authorized launching one a couple of years ago. The arrangement, according to Guild President Ben Rubendall, "is very simple . . . they'll get

it printed if we'll provide the copy." The local unions share costs on a per capita basis. Both Rubendall and Typographical President Larry Warne said the newsletter—half printer news, half Guild news—will help members of both unions know and understand each other better. The first issue had four 9-inch by 7-inch pages. Work is underway on the second issue.

Hill hears more on bill for 'sunshine'

A subcommittee of the House Judiciary Committee is considering a "sunshine" bill that would open most meetings of 47 government agencies to the public following two days of "representative" testimony by opponents and proponents of the measure.

The measure, H.R. 11656, earlier was approved 32-to-7 by the full House Government Operations Committee. A similar measure was passed by the Senate 94-to-0 last November.

The bill would require transcripts of agency meetings to be made available and scheduled meetings would have to be announced a week in advance.

Meetings could be closed by majority vote of agency members to discuss national security subjects, internal personnel, trade secrets, matters that would invade individual privacy and other limited items.

The Government Operations Committee rejected several attempts to exempt the Securities and Exchange Commission, the Federal Reserve Board and the Export-Import Bank from disclosure provisions. Republicans cast all seven votes against the bill in the committee.

Canada's Media 76 to open on May 27

Montreal, Que.—Media 76, the sixth annual conference on news media in Canada, will be held at the Sheraton Mount Royal Hotel in Montreal May 27 through 30.

Billed as an international conference, Media 76's "umbrella topic" will be the "role of media in national development," according to mediaconference, inc., (cq) the nonprofit organization organizing it.

Chattanooga's Gibson dies

Chattanooga, Tenn.—Springer M. Gibson, president of the Chattanooga Guild for four years during the 1950s and the local's chief bargainer for many more, died March 17 following a lengthy bout with heart disease and cancer. He was 63.

Gibson, whose career at the Chattanooga Times spanned 40 years, had been the newspaper's city hall reporter for 29 years.

"His working day at the Times in the last several years began with an outburst of 'St. James Infirmary Blues' as he walked into the newsroom," a colleague wrote affectionately

upon Gibson's death. It ended with Gibson's "wailing" his version of "Sixteen Tons," he added: "... cause I owe my dadburn soul to the company store."

He started at the Times as a "walk on" in the sports department in 1934 during a strike at a textile mill where he was working. Gibson, asked the sports editor to "let me fool around in sports work;" landed a full-time job on the sports staff in 1935 and was named sports editor five years later.

In 1969, Gibson was named "Guildsman of the Year" by his local in recognition of his years of official and unofficial leadership.

The Chattanooga Education Association named Gibson its Citizen of the Year in 1968, and last December he was honored by the Chattanooga Board of Education for his "unique ability as a writer to tell the story in a way to promote the cause of education and human relations."

Gibson was named city hall reporter in 1947, a beat he held up to the time of his illnesses. Early this year the City Commission gave him a plaque and adopted a resolution citing him for serving "the citizens of our community in the finest traditions of a free and responsible press."

Gibson is survived by his wife, Helen, a son, two daughters, two sisters and four grandchildren.

The U.S. price elevator

The following table shows the steep ascent of the United States Consumer Price Index over a 38-month period following a 0.4-point rise, to 167.1 in February. 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*	Same month prior year	December 1972†
February, 1975	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	28.3
October	164.6	7.6	29.3
November	165.6	7.3	30.1
December	166.3	7.0	30.6
January, 1976	166.7	6.8	31.0
February	167.1	6.3	31.3

* 1967 = 100 † Index = 157.2

Ex-member in Saskatoon wins round on Thomson

Saskatoon, Sask. — A former member of the year-old Saskatoon Guild has won the first round in a battle against the Thomson newspaper chain for reinstatement to a job she charged she lost because of her Guild connections.

The Saskatchewan Labor Relations Board (SLRB) early in March ordered reporter Lorna Bratvold reinstated at the Prince Albert Daily Herald because her dismissal last November was illegal under provincial labor law.

However, management of the Daily Herald said it will appeal to the courts and has refused to reinstate her pending the outcome.

The unfair practice charge arose after Bratvold was dismissed from the Prince Albert newspaper just three days after beginning to work there.

Under questioning by Bratvold's counsel at the SLRB hearing in February, John Drabble, also a former Herald reporter, said the Herald's managing editor told him at the time of Bratvold's dismissal that Herald publisher Clarence Wiseman was "frightened of" or "concerned about" unions.

Bratvold testified that she had been called to the publisher's office shortly after her arrival at the Herald where he casually discussed a number of things with her and at one point asked her if she knew Barry Wilson, president of the Saskatoon Guild.

She said she had met Wilson when employed at the Star-Phoenix as a correction typist.

Minimum wages rise in Canada provinces

Ottawa, Ont.—Canada's federal minimum wage goes to \$2.90 an hour April 1. Ontario's provincial rates went to \$2.65 on March 15 and that in British Columbia goes to \$3 an hour on July 1.

Minimum wages in Quebec and Saskatchewan are \$2.80 an hour.

Ex-president in San Diego, Glenn Moon

La Mesa, Calif.—Former San Diego Guild president Glenn F. Moon died here at age 63 following a brief illness. A native of



Moon

Twin Falls, Idaho, Moon served five terms as local president between 1958 and 1965 and was a member of the local's executive board for 11 more years.

Moon, a 27-year employee in the circulation department of the Union-Tribune Publishing Co., was working as a street sales representative at the time of his death Feb. 21. He also had worked as a district manager for the newspaper.

Moon is survived by his wife, Ruth, two daughters, five grandchildren and a great-grandson.



Refresher for TNG's staff

TNG Counsel David Barr, far end of table, holds the attention of TNG field and administrative staff during March 9-12 meeting at TNG headquarters. Right foreground is International Representative

Harry McCormick; left is IR G. Richard Pattison. Among topics covered were developments in labor law, organizing, bargaining, equal employment opportunity and inter-union relations.

Bratvold testified the managing editor informed her she was being dismissed under a new Thomson-chain policy of only hiring staff with at least two years' experience.

A letter of recommendation from the managing editor praised Bratvold's work on several reporting assignments and went on to say that "sometimes editors lose out to publishers and head offices when it comes to personnel juggling under the guise of departmental 'upgrading'."

The company maintained that there was no evidence indicating Bratvold had been fired because of union activity.

Under the Saskatchewan Trade Union Act, the onus is on the employer to prove that an employee was dismissed for reasons other than trade union activity when a charge is made.

Saskatoon Guild members have voted \$200 toward costs of Bratvold's case and local leaders are asking other Guild locals also to contribute.

LOCAL ELECTIONS

Detroit

Lou Mieczko, president; Charles Thomas, vice president (Thomas 176, Ralph Kingzett 146); Paula Averbach, secretary (Averbach 182, Michael Murphy 100, Rip Collins 67); Thomas Raymond, treasurer.

Great Falls

Stuart S. White, president; Mark Stewart, vice president; Merla Warden, secretary-treasurer; Barbara Mittal, assistant secretary.

Mountaineer

David Poling, president; Larry Tennant, vice president; Vickie Clarke, secretary; Marcella Williamson, treasurer.

Peoria

Richard Schneider, president; Larry Harper, vice president; Michael Roeder, treasurer; Judy Howard, secretary.

Rockford

Ben Rubendall, president; Dan DiLeo, vice president; John Bryan, secretary; Dwight Conrad, treasurer.

San Antonio

Ogden Chamberlain, president; Olene Stone, vice president; David Manley, secretary; Bruce Beal, treasurer.

San Francisco-Oakland

Robert Gilles, president; Fran Dauth, Alfred Frankenstein, Terry Link, vice presidents (Frankenstein 309, Link 251, Dauth 223, Robert Keely 199, Jackie Butler 149, Arno Raessler 146); Ed O'Connor, treasurer; Zena Susoev, recording secretary; Fred D. Fletcher, executive secretary.

Scranton

Daniel Orr, president; Victor Alfano, 1st vice president; Thomas Casey, 2nd vice president; Joseph X. Flannery, treasurer; Christine G. Vanston, secretary.

St. Louis

Robert C. Hermann, president (Hermann 193, Victor E. Jaeger 174); Charles Owen, 1st vice president; Ronald Duckworth, 2nd vice president; Jim Marquis, treasurer; Arbie Baker, secretary.

Terre Haute

Tom Reck, president; Melony Stoneking, vice president; Charles J. Maloof, secretary-treasurer.

Toledo

Sidney Goldberg, president; Thomas James, vice president (James 168, Jeanne Walker 89); William Lee, secretary; Robert Dalley, treasurer.

Toronto

John Lowe, president (Lowe 474, Ross Miller 209, Walter Kowal 51); Eileen Carter, 1st vice president; Jeff Sallot, second vice president (Sallot 308, Gerry Huntley 204, Duncan Sinclair 164); Margaret Daly, secretary; George Barrell, treasurer.

Vancouver-New Westminster

Lorraine Shore, president; Ed McGurin and Dan Scott, vice president; Reg Pinniger, treasurer; Marlene Anderson, recording secretary.

Victoria

Bridget Petersen, president; Nancy Brown, 1st vice president; Roger Stonebanks, 2nd vice president; John Hutchinson, secretary; Margaret Thomson, treasurer.

Washington-Baltimore

Tom Grubisch, president (Grubisch 560, Warren E. Howard 547); Greg Kenefick, vice president (Kenefick 670, Leroy Blount 382); Michael Dresser, secretary (Dresser 638, Michael Arian 404); Patricia Wert, treasurer.

Wilkes-Barre

Paul Gollas, president; Charles Gregg, vice president (Gregg 66, Neil Corbett 34); Bernard Gallagher, secretary; Carl Schwab, treasurer; Bill DeRemer, recording secretary.

Winnipeg

Steve Riley, president; Kati Fitz-Randolph, vice president; Doug Hallett, secretary; Robert Matas, treasurer.

Wire Service (U.S.)

Michael Kaeser, president; Adolphe Bernotas, AP vice president; Ira Miller, UPI vice president (Miller 188, W. LeRoy Adams 77); Philip Cannaday, secretary-treasurer (Cannaday 292, Ed Grosswiler, 283).

Youngstown

Lawrence D. Quinn, president; William Neif, vice president; Jack Kennedy, secretary-treasurer.

3-year Sioux City pact raises some by \$56

Sioux City, Iowa—Minimums are increased by \$25.78 to \$56 a week at the top and by \$18.98 to \$52.59 at starting levels under a new three-year contract at the Sioux City Journal.

The \$56 takes the news editor's top minimum to \$304.95, while the starting minimum is increased \$52.59, to \$286.39, over the term of the contract.

Minimums for desk persons are raised \$51.98, to \$283.08, at the top and \$50.67, to \$275.87, for beginners.

Top minimum for reporters and photographers is raised \$50.10, to \$272.85, in increments of \$17.82, retroactive to April 1, 1975, \$16.84 this March 31 and \$15.44 next March 30. Their start goes up \$35.05, to \$190.90.

The top for city district persons is boosted \$48.49, to \$264.04, in installments of \$17.24, \$16.30 and \$14.95 at the same

intervals, while their starting minimum is raised \$33.97, to \$185.02.

Stenographer-clerks get weekly increases of \$27.11 in their top minimum, to \$147.61, in increments of \$9.64, \$9.11 and \$8.36, and \$18.98 in their starting minimum, putting it at \$103.33. Janitors' top is raised \$25.78, to \$140.38, in steps of \$9.17, \$8.66 and \$7.95, while their starting minimum goes up \$21.73, to \$118.33.

Librarian-clerks go to a top minimum of \$150.62 with a \$27.67 raise and a starting minimum of \$127.15 with a \$23.35 increase.

The contract also maintains differentials for those employees paid above minimums and increases the mileage allowance two cents, to 15 for the first 100 miles and to 13 cents thereafter.

Massillon pensions up 15%

Massillon, Ohio—Pensions are raised 15 percent for employees with from ten to 25 years service at the Massillon Evening Independent under a new two-year contract that also increases weekly minimums \$12.43 to \$25.

The \$25 hike goes to reporters and advertising salespersons, taking their top minimum to \$244 a week in equal installments of \$12.50, retroactive to Feb. 23, 1975, and on Feb. 22, 1976. The top minimum for circulation solicitors is raised \$20.60, to \$184.60, in two increments of \$10.30, that for society reporter goes up \$15.97, to \$142, in steps of \$7.97 and \$8.00, and janitors' are increased \$16.40, to \$147.80, in equal payments of \$8.20.

Differentials are continued for employees paid above minimum.

The IEB Contracts Committee cited the Massillon Guild Unit for constitutional violations for ratifying the contract without having the terms approved and for having a chief bargainer from the unit without Contracts Committee approval.

The new pension plan provides

Ideas welcomed—one at a time

San Jose, Calif.—Paul Conroy, executive editor of the Mercury and News, has rejected a request by the San Jose Guild's new Newsroom Feedback Committee for meetings to exchange "ideas, proposals and viewpoints."

He said his door is open to all staffers but that he sees no need to meet with the committee.

The committee had suggested the meetings would be "an effective step in adding to the quality" of the papers.

Task force proposes bill against gags

New York City—Safeguarding the right to a fair trial under the Sixth Amendment is the courts' proper province, but some judges have gone "to unnecessary extremes" by attempting to restrain reporters from covering criminal cases, according to the Twentieth Century Fund's independent Task Force on Justice, Publicity and the First Amendment.

"The conflict between the courts and press has intensified in the past two or three years in ways that seriously endanger the traditional freedom of the press," the 13-member task force of lawyers, journalists and jurists noted in its report, "Rights in Conflict," published March 16.

The task force agreed that the First and Sixth Amendments are indispensable to political liberty, but stated opposition to attempts by courts to protect the rights of defendants to a fair trial by imposing press gags.

Orders aimed directly at the press are unconstitutional, the task force suggested, and reporters should not be punished for ignoring restraints that higher courts subsequently rule invalid.

The 112-page report specifically criticizes court orders issued directly against the press, excessive use of orders issued against attorneys and witnesses, excessive reliance by the courts on secrecy, and the lack of an immediate method of appealing press gag rules.

"The task force believes that . . . careful use of the voir dire (questioning of witnesses), severe limits on courtroom secrecy, continuance or change of venue of the trial, relinquishment of a jury trial, and sequestration of a jury . . . can protect the rights of criminal defendants without infringing on the freedom of the press and the public's interest in the administration of justice," the task force said.

And it recommended a model state statute to limit restrictive court orders. Under it a state's



TNG-ITU task force on the coast

TNG's Director of Field Operations, J. William Blatz, standing right, addresses score of San Diego Guild and Typographical Union members at last of three-stop swing down West Coast by TNG-ITU Task Force for closer ties between the two unions. Other task force members, from left, TNG International Representative Charles Dale, Robert L. Wartinger, director of the ITU's Contracts Bureau, and Allan J. Heritage, assistant to the ITU's pres-

ident. Task force also conducted sessions with Guild and ITU members in Long Beach and San Francisco. The San Francisco meeting was set up after 203 San Francisco-Oakland Guild members had petitioned for more information on the future course of Guild-Typographical Union relations following an October task-force session in San Francisco which drew only 29 Guild members. This time there were 46—including 20 petitioners.

supreme court would appoint a nine-member, tripartite advisory committee to formulate rules to govern dissemination of materials related to criminal proceedings to the press by persons under the court's control.

The committee would be made up of two state criminal court judges, at least one criminal lawyer, a prosecutor and no fewer than two journalists.

No restraining orders could be issued against the press, but the Act would enable reporters to obtain prompt judicial review of restrictive orders that might be issued against others involved.

Task force member Stephen Barnett, University of California-Berkeley Law School, took exception to inclusion of members of the press on the advisory committee and questioned the constitutionality of the proposed model legislation.

"I question whether such legislation would not violate the constitutional independence of the judiciary, and perhaps freedom of the press as well, by co-opting members of the press to serve as an arm of government," Barnett

said in a written "exception."

He said the formulation of judicial orders restricting dissemination of information to the press and devising procedures for issuing and testing those orders "is the business of the courts; it is no part of the business of the press."

Barnett pointed out that the voting participation of journalists also might undermine fair-trial interest.

Abraham Goldstein, former dean of the Yale Law School, was chairman of the task force. Other members besides Barnett, included Judge John R. Bartels of the U.S. District Court for Eastern New York; Joseph A. Califano, Jr., counsel for the Washington Post and former counsel to the late President Johnson; Lenora Carter, editor and publisher of Forward Times, Houston; Stanley H. Fuld, former Chief Judge of the State of New York; Stephen Hess, senior fellow of the Brookings Institution; Nathan Lewin, Washington attorney.

Also: C. K. McClatchy, editor of the Sacramento Bee; Michael

J. O'Neill, editor of the New York News; Abraham D. Sofaer of the Columbia University Law School; Carl Stern, reporter for NBC Television; and Tom Wicker, columnist for the New York Times.

Alan Barth, author and former editorial writer for the Washington Post, prepared the background paper for the task force report, which has been published by the McGraw-Hill Book Co.

Olympic Committee rapped on RFE credentials action

New York City—The New York Guild and several West European journalists' organizations have protested the International Olympic Committee's withdrawal of accreditation of Radio Free Europe reporters during the recent Winter Olympics in Austria.

Harry Fisdell, executive vice president of the New York Guild which represents several hundred RFE employees, wired the committee that its action displayed "intolerable discrimination against working journalists" seeking to do their jobs.

The International Olympic Committee revoked RFE reporters' credentials for the games after complaints from East European countries based on RFE's being funded by the U.S. Congress. RFE, which broadcasts news and commentary into Eastern Europe, has been subject to renewed attacks by the Soviet Union in recent months for alleged Central Intelligence Agency ties.

More recently another dispute—one described as a "clash

Newhouse puts Booth stock in voting trust

New York City—In a move to reassure Booth Newspapers, Inc., that he has no plans to take control of the company, S. I. Newhouse has placed his 25 percent interest in the Michigan newspaper chain in a voting trust for 10 years.

Booth has been unhappy with earlier assurances by Newhouse, who acquired the stock from Whitcom Investment Co. and Cranbrook Educational Community in separate transactions last month.

A spokesman said Booth has been studying several possibilities designed to protect the company from a takeover bid by Newhouse and had asked the newspaper magnate to relinquish his voting rights "under most circumstances."

In an announcement here March 19, Newhouse said voluntarily putting his interest in a voting trust with the Detroit Bank & Trust Co., "provides tangible confirmation" that he doesn't seek to control Booth's operations or participate in its management.

The voting trust has been referred to the company's attorney to determine whether it "furnishes a basis for an agreement incorporating assurances previously given by Mr. Newhouse," president and chief executive officer James E. Sauter said in a separate announcement the same day in Ann Arbor, Mich.

Buckley loses again on union shop

Another challenge to the union shop by conservative commentators William F. Buckley, Jr., and M. Stanton Evans has been thrown out—this time by the National Labor Relations Board.

The board refused to grant the pair an administrative order declaring unlawful a contract provision they said required them to

be members in good standing of the American Federation of Television & Radio Artists.

The board said that since they have not tested the union membership requirement their petition is not "justiciable," that is, capable of being judged.

Lengthy federal court litigation by the pair culminated more than a year ago in the Supreme Court

refusing to consider their claim that AFTRA's union shop agreements imposed an "unreasonable restraint" on First Amendment rights.

The pair had sought to have the High Court overturn an appeals court finding that held, in part, that there is no abridgement of First Amendment rights in the congressional authorization for a union to collect dues from employees in a union shop.

Meanwhile, the National Right-to-Work Committee has called for Congress to act quickly on a bill to allow each "columnist, broadcast journalist, commentator or critic on public issues" to individually decide whether to be covered by a union contract covering his or her coworkers.

Introduced in the Senate by Arizona Republican Paul Fannin, the bill would allow them to opt to bargain their own terms and conditions and to be exempt from any union-security provisions their employer might agree to include in a union contract.

The bill, labelled the "Journalists' Freedom of Choice Act," has been referred to the Senate's Judiciary and Labor Committees.

UPI goes after NLRB data in Guild case with FOI Act

New York City—UPI has brought suit against the National Labor Relations Board under the Freedom of Information Act seeking affidavits filed by the Wire Service Guild in its case against the company for docking strikers 23 days service time—the length of the 1974 strike.

The Wire Service Guild took the case to the NLRB, which has issued a complaint against the company, on grounds that UPI's action in taking away the time the employees were on strike favors nonstrikers.

WSG struck UPI from March

18 to April 9, 1974.

UPI claims it has the unquestionable right to dock the strikers because there is no agreement with the Guild forbidding it.

The Guild says UPI agreed in the strike settlement to not penalize strikers.

On March 22, Guild negotiators rejected a company proposal during bargaining for a new UPI contract that the Guild settle the docking dispute by agreeing to less than full payment to docked employees. The experience-docking cost some staffers more than \$300, the local says.

Waterbury minimums rise

Waterbury, Conn.—Minimums are increased by as much as \$34.49 a week in a new two-year Connecticut Guild contract with the Waterbury Republican and American.

Top minimum for reporters, photographers and the assistant society editor goes up \$32.34, to \$268.72 a week, with \$14.18 retroactive to last Sept. 1 and the remaining \$18.16 to be paid next Sept. 1.

The \$34.49 increase goes to the flat minimum for copy desk

chief, wire, sports and state editors, putting it at \$286.56 at the beginning of the contract's second year.

The new pact also increases the amount of sick leave that can be accumulated by 25 days, to 75.

Other increases include \$25.98, to \$215.82, for social writers' top minimum, to \$139.13, for dictation clerks' top, to \$108.45 a week for copy boys' flat rate.

The mileage rate is increased one cent, to 14.

Bee signs sweeping anti-bias agreement

(Continued from Page 1)

115 present or former female employees who have been promoted recently or who may be promoted within two years, with the amount to any one calculated on a seniority formula and limited to \$1,000.

Eighteen women were declared to be immediately eligible to share in the awards. Any of the \$25,000 not distributed in two years will be distributed among those among the 115 who have not been promoted by that time.

Guild attorney William P. Smith, Jr., who directed the Guild's efforts throughout the five-year action, said the definition of promotions is "not simply pay raises within a classification," but "in most cases . . . moving to a classification with a higher pay scale."

In the section of the seven-page, affirmative action agreement dealing with minorities, the company also agrees that it will:

- Establish continuing relationships for recruitment with the Urban League, NAACP "or other minority community organizations as may exist."

- Continue to notify the State Employment Service of each job that becomes available, qualifications required and starting pay.

- Retain a record of the reason for rejection of any applicant referred by any agency.

- Maintain a file of all minority group applicants not hired or rejected who are "qualified for any position within the company."

- Solicit applications from all minority persons contacting the company whether vacancies exist or not and review all applications to determine if a position other than that applied for is available "either presently or prospectively."

- Continue to employ "objective and reviewable procedures for the evaluation of applicants and for assignment, promotion and transfer of employees."

The agreement also requires written reports to the EEOC "of any proposed demotions, suspension or discharge to be taken against" any of the 115 women eligible for a share of the promotion kitty.

Among the areas to be covered in the written reports are the names of any of the 115 women who have requested transfers, the reasons any request is not granted and the amount of money paid any of the 115 women from the kitty during the reporting period.

The reports also are to contain lists of persons hired, by name, race, national origin, sex, job assignment and wages; the same for persons transferred, promoted and discharged, with the latter to include the reason.



Labor judge sees duty to sue on bias

Unions have a duty to file lawsuits against employers who discriminate against workers because of their race or sex and are therefore entitled to detailed information about an employer's workforce, a National Labor Board law judge has ruled.

The decision stems from a long-standing dispute between the Electrical, Radio & Machine Workers and Westinghouse Electric Corp. over efforts by the IUE to obtain data showing whether the company was hiring

and promoting minorities and women on the same basis as white males.

The union argued that because it might be legally liable for failure to correct discriminatory practices in contracts with employers, it needs the information to represent its members.

"Filing of charges with EEOC of lawsuits addressed to alleged sex or race discrimination . . . is a legitimate function of the union's collective bargaining obligation," the NLRB judge said.

15.3% raises ok'd at Globe

(Continued from Page 1)
previous contracts for the Globe & Mail's delivery, editorial, inside-circulation and maintenance employees.

The Guild and company had jointly petitioned the AIB for approval of the remainder, stating that it was necessary to maintain the historic relationship between Guild and pressmen's settlements. The pressmen's union had settled with the paper before the controls were imposed.

Implementation of the full amount of the negotiated increases takes the reporter top minimum to \$317 a week, that for rewrite and deskman to \$327, the flat minimum for editorial writers, cartoonists and senior parliamentary correspondents to \$352 and the top for electricians and machinists to \$301.

Other increases range from \$17.23 in the top for circulation office boys—taking them to \$129.83—to \$30.51 in the flat rate for garage mechanics—taking them to \$229.91.

Correction

There are four Guild members and one member of the International Typographical Union on the national executive board of the Coalition of Labor Union Women. A cutline on a picture of the four-plus-one in the March 12 Guild Reporter erroneously reported that there are five Guild members on the board.

IT SEEMS

TO US

No. Jersey leaders detail exception to IEB on Post

UNION, N.J.

Editor:

Our executive board voted Feb. 22 to take strong exception to the recent IEB action in the Washington Post strike.

We feel the IEB betrayed trade union principles in a misguided fear of possibly losing the Washington Post Unit.

A more serious concern would be: What happens to a union which seeks to compromise with scabs and penalizes the loyal minority of a unit to appease the strike-breaking majority?

The answer is that unity, cohesion and morale are seriously weakened.

The "cure" offered by the IEB may be worse than the disease.

By attempting to compromise with the sickness, the IEB has not contained it, but allowed its disease-bearing germs to spread through the whole body.

The internal solidarity of the Guild and the understanding and solidarity of its sister newspaper unions hopefully will overcome the IEB action.

Candy boycott is supported

TNG President Charles A. Perlik, Jr., has urged Guild locals and members to "give . . . any help they can" to the boycott of Russell Stover Candies by the Bakery and Confectionary Workers' Union.

The boycott, endorsed by the AFL-CIO Executive Council, was launched after the firm failed

In the meantime, those in the Guild who honor picket lines had better count their votes carefully, because they could find themselves out in the cold.

ELIAS HOLTZMAN
President
DON LAZARE
Executive Board
North Jersey Guild

Editor's Note: The North Jersey executive board's action was reported in the March 12 Guild Reporter.

Situation at Post likened to Newark 1934-35 strike

BOWIE, MD.

Editor:

Not since I walked in the Bank Street snow in support of the Newark Ledger strikers more than 40 years ago has anything as agonizing as the Washington Post issue confronted our union. Joy must be unconfined in publishers' offices everywhere.

For our team this was a no-win situation from the start and a series of blunders made it worse. Who blundered the most is irrelevant now. What I can't

to bargain meaningfully at one plant and refused to comply with National Labor Relations Board orders to remedy unfair practices committed in a representation election at another.

The company's candies are sold in stores it owns and franchises as well as in drug and department stores.

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.

forget is the TV sight of honorable men urging others to join them in rationalizing immorality. It could have been Virginia in 1861.

Perlik and the IEB were right, of course. In our trade above all others, zealotry must be isolated from conviction. Freedom is the badge we wear, and to deserve it we must recognize that our "stamp acts" are as odious as the other fellow's.

I am sorry I can no longer offer any support but my own in what will be a most difficult time. The despicable course of the Post management will strengthen those who take the other view, but I hope that for the Guild's sake, our wounds can also be bound up.

KENNETH FIESTER
At-large
Washington-Baltimore Guild

Romer Fund put \$1,400 into Harvard scholarships

MINNEAPOLIS, MINN.

Editor:

The Newspaper Guild of the Twin Cities set up a fund a number of years ago as a memorial to the late Sam Romer, a longtime Guildsman and one of the

leading labor reporters in the nation.

For the record, that fund has paid \$1,400 into the Harvard trade union scholarship program set up by The Newspaper Guild. [The Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.]

The fund is set up in such a way that it will contribute \$300 a year to the Harvard scholarship fund from here on in.

We would urge all other locals to make contributions to the fund.

JOHN CARMICHAEL
Executive Secretary
Twin Cities Guild

AP member likes table, but sees major omission

BOSTON, MASS.

Editor:

The top minimum scale table on page 7 of the Feb. 27 Guild Reporter provided some gratification in that it showed how far the Guild has gone in some cases. It was inspiring in that it showed how far the Guild must reach in other situations. But it was disappointing in one major respect.

How could such a wage table omit AP and UPI scales paid to members of the Wire Service Guild, one of the union's largest locals?

Hope this error is rectified in a future issue.

WILLIAM GLASGALL
AP Branch
Wire Service Guild

Editor's Note: The table referred to is one prepared by TNG's Collective Bargaining Dept.

that lists top minimums for reporters under Guild contracts with newspapers. Another periodically issued table compares top minimums under newspaper contracts with those for reporters under AP and UPI Guild contracts. The Guild Reporter appreciates the suggestion and henceforth will insert, when appropriate, AP and UPI minimums in tables it carries.

Pontiac member's verse 'without cost, comment'

PONTIAC, MICH.

Editor:

Wish to offer the attached for publication without cost or comment:

*Wage slaves
by June Elert*

*If you can pass a battery
of tests of perspicacity,
intelligence, experience, proficiency and trust;*

*If you can claim fair education
and complete a computation
in an interval allowable and just;*

*If you are delicately charming,
speech and manners unalarming
so 'maturity' is granted when
your fitness is discussed;*

*If lusty effort you've expended
—or you're highly recommended,
—or your attributes outweigh another's bust;*

*You may be thrilled to be
selected
to swell the misdirected
host that struggles for a green
and bitter crust.*

JUNE ELERT
Oakland Press Unit
Detroit Guild

OPENINGS ARE FEW

First assignment is toughest

This spring's journalism school graduates are faced with tough first assignments—finding jobs in the field.

A continuing journalism education explosion is partly to blame.

So is the disproportionately small number of available job openings.

Journalism schools across the country are attracting more honor students and others who view journalism as a high-status vocation, according to educators and editors.

As a consequence, the schools are graduating far more students than the journalism job market can absorb, according to the Wall Street Journal.

College journalism and communication department enrollments reached more than 64,000 in 1975, an increase of 16.5 percent over the previous year, 93 percent above 1970 enrollments and 481 percent over the 11,000 journalism enrollees in 1960, according to Paul Peterson, journalism professor at Ohio State University, who keeps track of

such things.

"Students want to prepare for some kind of a vocation when they graduate. They feel that traditional liberal arts disciplines like English or history just don't prepare them for any kind of a job," said Edward Bassett, director of the University of Southern California's journalism school.

Some 20,000 journalism graduates will be scrambling for only 5,600 media jobs in 1978, according to estimates by the Newspaper Fund.

Last year the Wall Street Journal's New York office alone received 1,000 job applications but only 10 news people were hired by the paper, managing editor Frederick Taylor reported.

That's the same number of reporters and editors the Washington Post says it will hire this year, according to its managing editor, Howard Simons. He said the Post was swamped with applications from 1,600 hopeful journalism students for 15 summer internship slots.

The job picture for journalism graduates won't improve much over the long term. The U.S. Labor Dept. says openings for newspaper reporters and public relations workers will average 7,600 annually until 1985.

Another complication is the reluctance on the part of most major metropolitan dailies to hire people straight out of school, the Wall Street Journal reports.

Although the New York Times will hire beginners as news clerks, even here the outlook is "bad," according to Peter Millones, assistant managing editor. In 1975 the Times hired just six reporters and two copy editors, half the number hired annually during the 1960s.

And the hiring picture is even more dismal at news magazines and in television news.

A spokesman for Time magazine says hiring is "tight," and CBS news says it can offer no encouragement at all.

But even with a glutted market a high percentage of 1975 graduates from the University of Missouri's school of Journalism found jobs, according to the school's annual placement report. Of the 364 graduates responding to the survey, 84.9 percent of those entering the job market found journalism-related jobs, ten percent accepted other jobs and five percent are still looking.

Average entry level salaries for those Missouri graduates with bachelor's degrees ranged from \$137.86 a week for those employed in radio to \$184 a week for those in corporate advertising. Weekly salaries for master's degree holders ranged from \$287.50 at magazines to \$125 in a weekly newsroom.

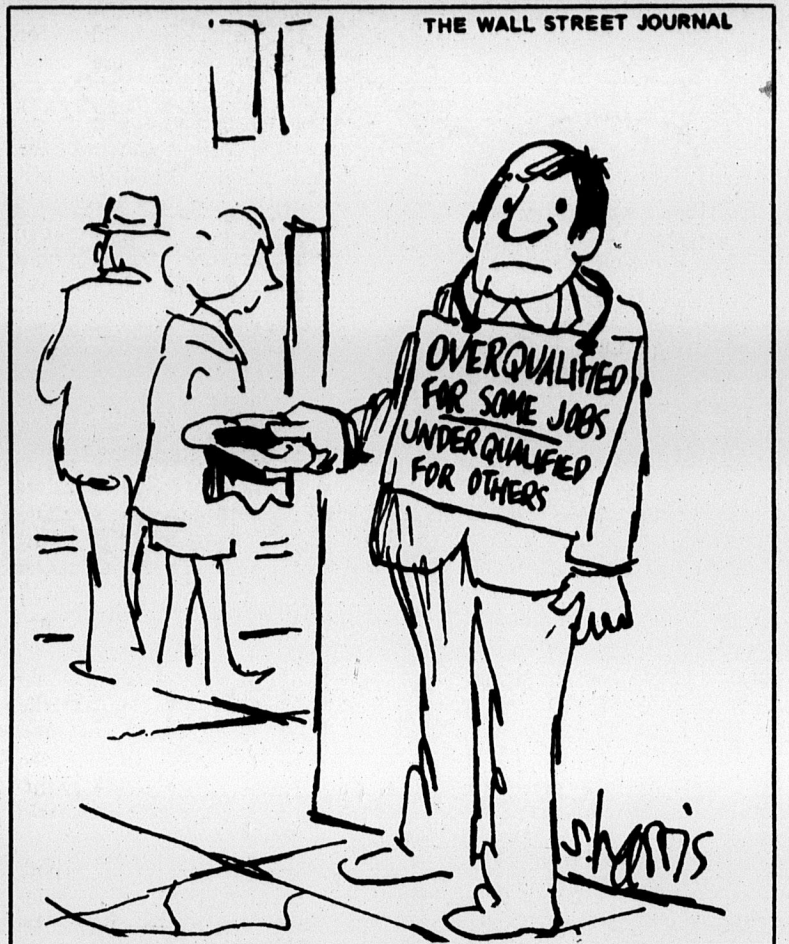
One ray of hope for those seeking to enter the media market is community newspapers. A survey compiled by the Newspaper Fund shows that 42 percent of the 437 weeklies responding hired beginning newsroom staff from colleges in 1975. Of that percentage, 34 percent majored or minored in journalism with another eight percent coming from colleges without journalism.

1,222 dailies offset

There were 1,173 U.S. dailies and 49 in Canada printed by the offset process at the end of 1975, a gain of 63 over 1974, according to the ANPA Research Institute.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS



Copy runner opening draws 125 applicants

Victoria, B.C.—When the Victoria Times advertised for a "bright, energetic person" to fill a single opening for a "copy boy or girl," 125 applicants responded, including 25 college graduates, 21 with some college education, 61 high school graduates and 18 high school dropouts.

The position, which pays \$4.10 per hour and is the lowest rung on the newsroom job ladder, includes such chores at filling glue pots, sorting mail, toting coffee, maintaining the wirephoto machine, sorting comics and writing meeting notices, according to Al Forrest, Times business editor and Victoria Guild member, who wrote about the flood of applicants for the Times.

Ideally the person hired in the position would be about 18 years old, fast on his or her feet and quick to respond to shouts of "copy" or "Hey, you!" Forrest wrote.

Applicants ranged in age from

16 to 62 and all but 20 were unemployed. Six of the employed were working part time.

One of the 93 female job seekers explained that she had worked hard in her previous position "keeping two sets of books" for her employer, and another listed "nine years as a Brownie," as evidence of her early responsibility.

"I have no criminal record," one applicant volunteered. Another said he quit his job because "the company I worked for kept issuing NSF [non-sufficient funds] cheques."

A retired Australian policeman was among the 32 males who applied for the position which "in normal times" interested only youngsters who hoped to become journalists or other young people not quite sure what they wanted to do, Forrest wrote.

Many applicants said they could speak more than one languages besides English, including French, Japanese, Greek, Chinese, Spanish and Filipino.

One of the sixteen 18-year-old applicants landed the job: Carol Speller, a high school graduate who says she hopes to attend classes at a university after her shift ends at 2:30 p.m.

Tight job market boon to 'freedom'

Seattle, Wash.—"Give your employees a great deal of freedom," Stephen McNamara, publisher of the non-Guild Pacific Sun in Marin County, Calif., told the University of Washington's Newspaper Institute last year.

"If one of them blows something get rid of him . . . there are enough good people to choose from these days."

FOR REPORTERS

Start tops '70 top

The average minimum paid beginning newspaper reporters and photographers under Guild contracts this Feb. 1 was higher than the average top minimum for those same jobs six years ago.

The average Guild starting minimum for newspaper reporters this Feb. 1 was \$189.51 a week; the average top minimum for newspaper reporters on Feb. 1, 1970, was \$188.82. The difference: 69 cents. The average top minimum this Feb. 1 was \$303.88.

Highest Feb. 1 starting minimum was 76 cents greater than the wage goal for starting minimums for key-classification jobs established by last year's Guild Convention in Denver: \$407 a week. The \$407.76 starting minimum was at the New York Times, where it will go up \$24.24, to \$432 a week, on March 31.

The Feb. 1 starting minimum at the Times was higher than the top minimums at 162 other papers under Guild contract.

Starting minimums at the New York Daily News and Post were the only others to top \$300. Those at 56 other papers were between \$200 and \$300 a week.

Starting minimum at Hearst's San Antonio Light held down the bottom of the list at \$122.78 a week.

Following are the minimums for beginning reporters and photographers in effect in Guild contracts with newspapers and with Associated Press and United Press International on Feb. 1:

New York Times	\$407.76	York Dispatch	\$188.00
New York News	\$341.69	Lynn Item	\$187.60
New York Post	\$312.81	Baltimore Sun and Evening Sun	\$187.00
Honolulu Advertiser	\$267.25	Rochester Democrat & Chronicle	\$186.06
Honolulu Star-Bulletin	\$263.75	and Times-Union	\$186.00
Chicago Sun Times and News	\$250.44	Kenosha News	\$185.00
Madison Capital Times	\$246.27	Pittsburgh Post-Gazette	\$185.00
Washington Star	\$238.61	Royal Oak Tribune	\$185.00
Washington Post	\$238.25	Woodbridge News Tribune	\$182.00
Long Island Press	\$235.46	Norfolk Virginian-Pilot	\$181.00
Malden News, Medford Mercury	\$227.55	Joliet Herald-News	\$180.00
and Melrose News	\$225.19	Peoria Journal-Star	\$180.00
Fresno Bee	\$225.19	Buffalo Courier-Express	\$179.45
Modesto Bee	\$225.19	York Daily Record	\$178.25
Sacramento Bee	\$225.19	Youngstown Vindicator	\$177.75
Seattle Post-Intelligencer	\$224.50	Monterey Peninsula Herald	\$177.00
Seattle Times	\$224.50	San Diego Union and Tribune	\$176.31
Philadelphia Inquirer and Daily News	\$223.85	Elizabeth Daily Journal	\$174.81
Mount Clemens	\$223.04	Bakersfield Californian	\$174.78
Macomb Daily	\$223.04	Waterbury Republican and American	\$171.40
Manchester Union Leader and New Hampshire News	\$222.50	Waukegan News-Sun	\$171.25
Stockton Record	\$222.18	Woonsocket Call	\$171.20
Oakland Tribune	\$219.87	San Juan: El Mundo	\$170.00
San Francisco Chronicle and Examiner	\$219.87	Fall River Herald-News	\$169.59
San Mateo Times	\$219.87	Columbus Citizen-Journal	\$169.00
Santa Rosa Press Democrat	\$219.87	Great Falls Tribune	\$169.00
Willits-Barre Sunday Independent	\$219.30	New Brunswick News News	\$169.00
Detroit News	\$218.95	Knoxville News-Sentinel	\$168.87
Sacramento Union	\$217.50	Rockford Star and Register	\$168.60
Detroit Free Press	\$216.95	Pottstown Mercury	\$168.23
Denver Post	\$216.00	Yakima Herald-Republic	\$166.50
Denver Rocky Mountain News	\$215.00	Kingston Daily Freeman	\$164.60
Harrisburg Patriot and News	\$214.75	Memphis Commercial Appeal and Press Scimitar	\$164.40
Associated Press	\$214.45	Pawtucket Times	\$162.81
Waltham News-Tribune	\$214.10	Tonawanda News	\$162.70
St. Louis Post-Dispatch	\$214.05	Erie News and Times	\$162.55
Eugene Register-Guard	\$213.50	Salem (Mass.) News	\$162.08
Richmond Independent and Berkeley Gazette	\$213.44	Wayne Eagle	\$160.00
Vallejo Times-Herald	\$213.44	East St. Louis: Metro East Journal	\$159.20
San Jose Mercury and News	\$213.02	Canton Repository	\$158.45
Victoria Colonist and Times	\$209.49	Scranton Tribune and Scrantonian	\$157.82
Sheboygan Press	\$209.45	Scranton Times	\$157.63
Pontiac: Oakland Press	\$207.55	Sioux City Journal	\$155.85
Providence Journal and Bulletin	\$207.50	Albany Times-Union and Knickerbocker News	\$155.75
Tacoma News-Tribune and Ledger	\$204.10	Union-Star	\$155.40
St. Louis Globe-Democrat	\$204.05	Allentown Call and Chronicle	\$155.15
Winnipeg Tribune	\$204.00	Indianapolis Star	\$155.15
United Press International	\$203.29	Salem (Ore.) Statesman and Capital Journal	\$151.50
Montreal Star	\$202.50	Lansing State Journal	\$151.00
Willits-Barre Times-Leader	\$200.60	Chester: Delaware County Times	\$149.90
San Juan Star	\$200.00	Utica Observer-Dispatch and Press	\$149.50
Cleveland Plain Dealer	\$199.08	Lowell Sun	\$145.99
Cleveland Press	\$199.08	Duluth Herald and News-Tribune	\$145.70
Vancouver Sun and Province	\$199.00	Chattanooga Times	\$143.44
Toronto Star	\$198.61	Huntington Park Signal	\$143.44
Hilo: Hawaii Tribune Herald	\$197.33	Lexington Herald and Leader	\$141.00
Ottawa Citizen	\$196.70	Hazleton Standard Speaker	\$138.88
Long Beach Independent and Press-Telegram	\$196.65	Oshawa Times	\$136.43
Akron Beacon Journal	\$196.00	Brantford Expositor	\$135.93
Bay City Times	\$195.50	Brookton Enterprise-Times	\$134.70
Portland Press Herald, Express and Telegram	\$194.00	Terre Haute Tribune and Star	\$134.41
Sheboygan Press	\$193.95	Battle Creek Enquirer & News	\$134.00
Jersey City: Jersey Journal	\$193.92	Morgantown Dominion-Post	\$132.49
Toronto Globe and Mail	\$193.18	Sudbury Star	\$132.00
Toledo Blade	\$192.30	Coos Bay World	\$130.67
Buffalo News	\$192.13	Pueblo Star-Journal and Chieftain	\$129.90
New Westminster Columbian	\$191.62	Monessen Valley Independent	\$128.00
Minneapolis Star and Tribune	\$190.50	Massillon Independent	\$124.25
Gary Post-Tribune	\$190.28	San Antonio Light	\$122.78
St. Paul Dispatch and Pioneer Press	\$190.25		
Cincinnati and Kentucky Post	\$188.97		

*Pending Anti-Inflation Board approval.

'Safety standards? . . . Unjustified harassment of citizens!'



BELLAND for The Guild Reporter

DATELINE: WASHINGTON

A cheer for Dan Schorr, contempt for Congress

By WILLIAM J. EATON, Chicago Guild



THE REAL MEANING of the First Amendment, when you boil it down, is that the Government shall not tell newspapers what to print or tell broadcasters what to put on the air.

This basic principle seems to have been forgotten in the moaning and groaning over the actions of Dan Schorr in transmitting the final report of the House Intelligence Committee to the Village Voice for publication in its Feb. 11 issue.

Consider the over-reaction on all sides since that simple event occurred. The House of Representatives, which had ordered its own committee report sealed until the President had censored it, voted an appropriation of \$150,000 to find out how the Village Voice got the word.

President Ford, during a campaign appearance in Florida, sounded as if he personally wanted to strangle the person who made the document available for public scrutiny.

THE NEW YORK TIMES, which had boldly defied former President Nixon to publish excerpts from the classified Pentagon Papers, chastised Schorr for "selling of secrets" because he hoped to get a Village Voice contribution to the Reporters' Committee for Freedom of the Press.

CBS News, which had not flinched when Nixon's men ordered a full FBI investigation of Schorr and placed his name on the notorious "enemies' list," promptly flinched. It pulled Schorr off the story of the House Intelligence Committee and then put him out to pasture, with full pay, because he had become involved in a controversy.

Members of the Washington Press Establishment sniffed at the outlet Schorr had chosen—the Village Voice—and cattily recounted the bloopers Schorr may have made in the past.

Even the National Press Club's board of governors' denunciation of the House "witch hunt" carried a paragraph stipulating that it took no position on Dan Schorr's conduct.

This is all bosh and nonsense. Imagine the reaction if the New York Times had "suspended" the editors and reporters who had written the Pentagon Papers stories because they were suddenly controversial. Of course, the Times stuck by its foot soldiers in that war with the Nixon regime and won a significant, if partial, victory in the Supreme Court.

There was no claim by the Executive Department this time that national security was at stake if the House Intelligence panel's report were printed. In fact, the committee approved it for publication by a 9-to-4 vote and one-third of the House seemed to agree with the majority's judgment.

Even more to the point, the highlights of the report had been published in the New York Times, broadcast by Schorr over the CBS network and distributed under the byline of Jim Adams over the Associated Press wires before the House decided to lock the barn door on the document.

Schorr, having exhausted his network's demand for the document he alone seemed to have, decided to make it available to the public.

You can criticize Schorr for being secretive about his trans-

mittal of the report to the New York publication. You might say it was a tactical error, at least, to try and divert any profit from his action to the highly respected Reporters' Committee.

BUT IT IS impossible—or should be—for any one who cherishes the First Amendment to say that Schorr should have sat on his secret document because the House declared that its copies should not be made public.

Of course, Schorr will not reveal his source on that inevitable day when he is summoned before the House Ethics Committee inquiry. His silence could lead to contempt of Congress proceedings and a prison term.

"The theoretical peril of jail today is one of the hazards of our profession," Schorr says. "We must face it—or we would be like soldiers who say: 'I don't want to go into battle—I might get shot.'"

I say three cheers for Schorr. He did what reporters are supposed to do—get out the news—and if Congress tries to nail him for that we should hold them in perpetual contempt.

Arbiter won't buy 'new' sales job

Union, N.J.—An arbitrator has awarded some \$2,100 in back pay to an Elizabeth Journal advertising salesperson who was paid less for doing the same work after he was rehired after a three-month economic dismissal.

Arbitrator Harry Stark ruled that Dolph Hintze, rehired by the paper last May, was underpaid when rehired and called a classified-display salesman because he was doing the work of a display salesman, the North Jersey Guild reported. Stark ordered the Journal to pay Hintze ten months' back pay at \$49.75 a week.

Stark's ruling was against the Ingersoll chain, owner of the Journal when Hintze was rehired. Hagadone Newspapers bought the Journal last July.

Guild leaders report that Hagadone has agreed to make good the award by paying Hintze.

As they see it

The politics of job safety

The following is excerpted from a "Washington Window" column by Press Associates, Inc., a labor-news service.

Working people and their families have been getting maimed, killed and diseased ever since the industrialization of the nation.

It took a 10-year legislative struggle to win passage in 1970 of the law creating the Occupational Safety & Health Administration. But Nixon Administration officials in 1972 saw the fundraising potential in lax enforcement.

The Watergate Committee flushed a confidential memo written by Asst. Labor Secretary George C. Guenther.

Guenther wrote that, while he had discussed with a White House fundraiser "the great potential of OSHA as a sales point for [campaign] fundraising and general support by employers, I do not believe the potential of this appeal is fully recognized. Your suggestions as to how to promote the advantages of four more years of properly managed OSHA for use in the campaign would be appreciated."

Enter the Ford Administration, which the President promised would try to restore the confidence of people in their government. In January, 1976, the New York Times published a printed draft of part of the Economic Report soon to go to Congress. It charged that OSHA seemed to have had "an insubstantial effect on accident rates" while requiring employers to spend two to four billion dollars to make plant conditions safer.

Experts pointed out it was quite premature or even wrong to make such a judgment. The first systematic effort by government to gather data on accidents and disease might be expected to swell the toll of the already estimated 14,000 deaths and more than two million disabling injuries each year. It was also noted that the Administration made no reference to the human benefit and social savings that result from safer workplaces.

The shocker, however, was a statement in the draft report that said: "The most important cause of accidents appeared to be behavioral problems of workers and momentary physical hazards not susceptible to correction by inspection."

The outraged reaction from organized labor and others caused the Council of Economic Advisors to delete the attacks not only on OSHA but also on the Environmental Protection Agency. The excuse was that the analysis "was not of publishable quality."

But President Ford continued his attacks on the federal regulatory role. He told a business audience during the New Hampshire primary campaign that he knew they would "like to throw OSHA into the ocean." He referred to protective standards as "unnecessary and unjustified harassment of citizens."

The latest evidence that the Administration is persisting was a New York Times report that an OSHA memo dated Feb. 23 disclosed that new standards on cancer-causing materials and excessive noise levels might be postponed until after the November elections. The given reason for the delay is an inflationary-impact statement required by a Ford executive order.

AFL-CIO President George Meany demanded a public explanation from Labor Sec. W. J. Usery, Jr. Usery denied any political interference in OSHA's work, pledging prompt issuance of standards and vigorous administration of the law.

It will take vigilance by men and women in the workplace and by their unions to demand safer and more healthful conditions.

The Guild Reporter

JAMES M. CESNIK
Editor

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