

NLRB: reporters not 'professionals'...

Stating that "journalism is primarily a field of generalists," the National Labor Relations Board has reaffirmed that newspaper reporters, writers, and editors are not "professional employees" within the narrow definition of the National Labor Relations Act.

Acknowledging the "intellectual demand," the "special responsibilities" and the "challenging and diverse" nature of the jobs, the board said, however, that the "critical issue" under the labor law is whether the work requires the kind of advanced, specialized knowledge delineated in the law. (Full text of the law's

definition, Page 2.)

"In our opinion, it does not," the board stated, adding that while the kind of knowledge "might be desirable for a journalist to have, it seems clear his work generally does not require it."

"The employer's own testimony shows that in hiring journalists it looks for those with a broad education" and the law "specifically distinguishes knowledge acquired from a general education from that required for professional work," the board pointed out.

The 3-to-1 ruling, announced

April 6, caps a year-long effort by the San Antonio Express and News to persuade the board to reverse a 28-year-old precedent and segregate employees engaged in "assimilation, compilation and

...and...

editing of news" from others in its newsroom in the face of an effort within the entire group for bargaining representation by the San Antonio Typographical Union.

TNG joined the International Typographical Union in opposing the papers' move as an amicus in hearings before the full NLRB late last summer (GR, Aug. 8 and Sept. 26).

U.S. labor law bars those who fall within its definition of "professional employee" from inclusion in a collective bargaining unit with other employees unless a majority of the professionals vote to be included. TNG and the ITU argued before the board that its accession to the publisher's arguments would create a serious potential for disruption of historic bargaining relationships

throughout the industry.

Since the San Antonio case arose at least five other publishers have made similar moves in the face of organizing efforts among their papers' editorial-department employees—four involving the Guild and the other the ITU.

Three of the Guild cases—at the Wilmington News-Journal, the Steubenville Herald-Star and the Philadelphia Bulletin—are awaiting action by the full NLRB following hearings in their respective NLRB regions (GR, Oct. 10, Oct. 24, Nov. 14). The ITU's (Continued on Page 2)

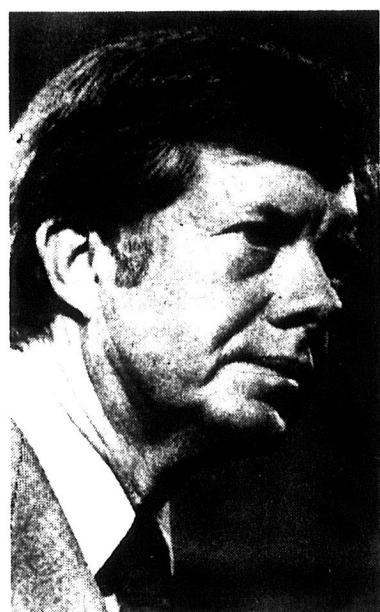
...ethics penalty must be bargained



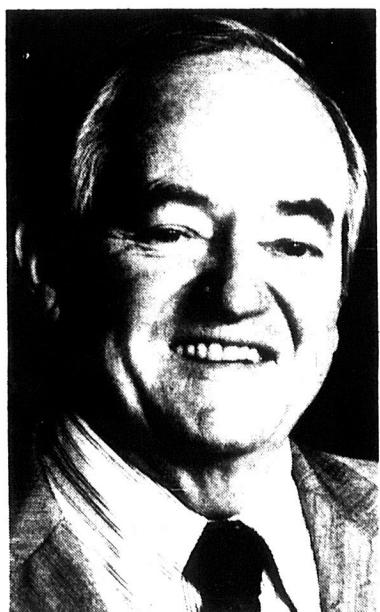
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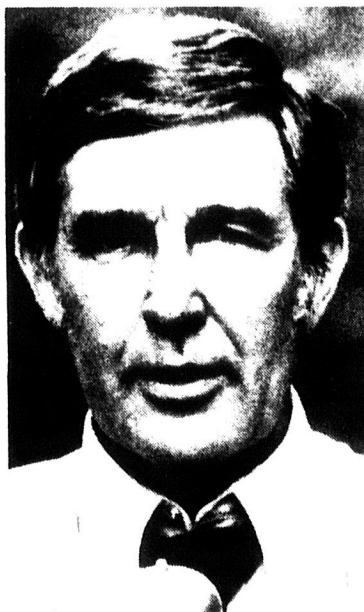
JIMMY CARTER



HUBERT H. HUMPHREY



HENRY M. JACKSON



MORRIS K. UDALL

Hill meet to hear 3 candidates, plus 1

Three official candidates for the Democratic Party's presidential nomination—Jimmy Carter, Henry M. Jackson and Morris K. Udall—and one official non-candidate—Hubert H. Humphrey—will speak at the 2nd annual legislative-political conference TNG and the Graphic Arts International Union are co-sponsoring May 3-6 in Washington.

Other speakers at the conference, to be held at the Quality Inn-Capitol Hill, within walking

distance of the Capitol, will include economist Leon Keyserling and consumer advocate Ralph Nader.

The state of the economy—still the nation's No. 1 problem—will be a prime topic of discussion during the four-day conference, which will open with a reception at 6 p.m. May 3, TNG President Charles A. Perlik, Jr., wrote in an April 2 letter urging U.S. locals to send delegations.

"It should not be necessary to

belabor the critical importance of such a conference in this election year. The direction of governmental policies of vital concern . . . will be determined by the choices made at the ballot box next November," Perlik wrote.

"The nature of that choice will be determined by the nationwide political debate taking place in the seven months between now and then," Perlik continued, adding, "We cannot hope to play our role in that debate and in the decisions . . . unless we equip ourselves with the necessary information."

He reminded locals that last year's Guild convention described the 1975 legislative conference as a signal success and urged even greater participation by locals in this year's conference.

During the working sessions May 4-6, Humphrey will discuss the Humphrey-Hawkins Full Employment Bill and Keyserling

will talk about the economy in general.

Udall is scheduled to speak at 9 a.m. May 5 and Jackson and Carter tentatively a half-hour before and a half-hour after Udall, respectively.

Perlik said the "critical nature of the current economic debate was spelled out in a recent statement by the AFL-CIO Executive Council.

The statement points, on the one hand to the "trickle-down" (Continued on Page 4)

Madison code content left to publisher

It's okay for a publisher unilaterally to issue an ethics code like the one by Madison's Capital Times for his employees, but he can't establish penalties for violation without bargaining with the Guild, the National Labor Relations Board has ruled.

The 3-to-1 decision, released April 9, came on an appeal by the Capital Times from an NLRB administrative law judge's finding on Jan. 16, 1975, that the regulations in its ethics code as well as the penalties are mandatory bargaining subjects because they affect working conditions and compensation, as charged by the Madison Guild.

The board majority, however, while finding the Capital Times guilty of refusing to bargain on the penalties, said it could not agree that the gifts the code prohibits are a form of compensation nor that its requirement for reporting outside activities which might involve a conflict of interest affect terms and conditions of employment.

John H. Fanning, the NLRB member who would have upheld the earlier findings by Law Judge Nancy M. Sherman, stated that "as a practical matter" requiring the employer to bargain on the code's penalties but not its rules "is simply unworkable."

The penalty provision "has meaning only insofar as it is infused with meaning by its relation to the rules as a whole, of which it is but a constituent part," he said.

TNG Secretary-Treasurer Robert M. Crocker said that "while it is unfortunate that the NLRB saw fit to overturn a closely reasoned administrative law judge's (Continued on Page 6)

Four seek nominations for IEB's western seat

Leaders from four Guild locals in the western United States have announced their intention to run for the region's seat on TNG's International Executive Board, vacant since Hugh H. Harrison of the Pacific Northwest Guild resigned in January to become his local's administrative secretary.

The four are:

- Shirley Caldwell, president of the Pacific Northwest Guild.
- Ed Horst, chairperson of the Central California Guild's unit at the Sacramento Union.
- Phil Mayer, treasurer of the Hawaii Guild.

• Gerald L. Schultz, immediate past president of the San Diego Guild.

Nominations to fill the remaining half of the vice presidency's two-year term will be made at TNG's Convention, June 28-July 2 in Washington.

Under TNG's Constitution, when more than two persons are nominated for a regional vice-presidency convention delegates from the region, via roll-call votes at the convention, choose two to be the nominees in a subsequent referendum election among all Guild members in (Continued on Page 2)

Record average-pay hike sends per capitas up \$.39

With the average newspaper-reporter top minimum being paid under Guild contracts April 1 up a record \$23.65 a week over last year, per-capita payments by Guild locals to TNG are scheduled to go up 39 cents, to \$5.21 a month, on May 1 under a constitutional formula linking the two.

The 39-cent increase is the same as was produced by application of the formula last year, but is a smaller percentage increase than a year ago. This year's increase is 8.1 percent, last year's was 8.8 percent.

Under the apportionment for-

mula contained in TNG's Constitution, 31.2 cents of the increase will go to TNG's General Fund, which had a cumulative deficit of \$343,080 on Dec. 31, the end of the fiscal year's third quarter, \$19,602 less than the cumulative short-fall at the end of fiscal 1974-75.

The remaining 7.8 cents will go into the International Defense Fund.

The amounts of the increase apportioned to the two funds, like the amount of the increase itself, are the same as last year.

But, unlike last year, the in- (Continued on Page 6)

Star unions meeting on proposals

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second case, at the Binghamton Sun-Bulletin and Press, also is before the full board. The Guild's fourth case, at the Dover (N.J.) Daily Advance, is before the NLRB regional director.

TNG Counsel David Barr said that "we can only deduce" that the NLRB's finding in the San Antonio case should signal its actions in the others, "though it is not a certainty."

TNG Secretary-Treasurer Robert M. Crocker expressed the belief that the San Antonio ruling should "mark the end of a publisher attempt to drive a wedge between newsmen and other newspaper employees," calling the effort "a tactic clearly designed to weaken the bargaining positions of both."

"It is not without significance that the very publishers who seek to segregate reporters and other editorial employees as 'professionals' are usually the ones who keep their newsrooms salaries on a level below that of jobs requiring far lower skills," Crocker noted.

"We do not question the intellectual demand of the modern journalist's job, nor the special responsibilities inherent in his position," the board majority said in its ruling.

"Certainly reporters, staff writers, editors and copy editors and columnists must possess superior writing skills and use initiative in approaching the variety of tasks in which they are involved."

"We recognize that in the performance of their duties these employees must of necessity exercise judgment . . . and that the story which ultimately appears in a newspaper is often the result of rigorous intellectual work."

"However," the board stated,

"the critical issue . . . is whether the work . . . meets the requirements" of the labor law's criterion that the work require "knowledge of an advanced type . . . customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning . . . as distinguished from a general academic education or from an apprenticeship . . ."

"The general college education, which appears increasingly possessed by journalists, does not satisfy the standard" of the statutory definition, the board majority stated.

The board's holding was by members John H. Fanning, Howard Jenkins, Jr., and John A. Pennello. Its chairman, Betty Southard Murphy, a reporter for United Press in Washington in 1955 and 1956, issued a dissent covering 16 pages, one more than the board majority's decision. The NLRB's newest member, Peter D. Walther, did not participate. He was a member of a law firm representing the Philadelphia Bulletin when it raised the "professionalism" issue during Guild organizing there last fall.

Murphy said she would find that reporters, writers and editors are professional employees because of the nature of their work, the skills and training required for effective performance and the employees' and their publishers' "unique responsibilities" under the First Amendment.

The board majority, however, said her dissent "failed to distinguish between 'professionals' within the meaning" of the labor law the board administers and "the term 'professional' as used to denote a person or persons doing admirable and challenging work."

Law's definition of 'professional'

Section 2(12) of the National Labor Relations Act contains the definition of "professional employee" that the National Labor Relations Board must apply in determining employees' bargaining-unit status.

Section 2(12) reads, in full:

"The term 'professional employee' means—

"(a) any employee engaged in work

"(i) predominately intellectual and varied in character as opposed to routine mental, manual, mechanical or physical work;

"(ii) involving the consistent exercise of discretion and judgment in its performance;

"(iii) of such character that the output produced or the result accomplished cannot be standardized in relation to a given period of time;

"(iv) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual or physical processes; or

"(b) any employee, who (i) has completed the courses of specialized intellectual instruction and study described in clause (iv) of paragraph (a), and (ii) is performing related work under the supervision of a professional person to qualify himself to become a professional employee as defined in paragraph (a)."

Murphy responded by quoting Gertrude Stein's statement that "A rose is a rose is a rose," then saying that "under the facts in this case a professional is a professional is a professional."

She concluded a three-page discussion of news workers' First Amendment responsibilities by stating that "the broad spectrum of knowledge, the ability to probe into the meaning of an event and the ability to write clearly and concisely in newspaper style are the essence of professionalism exercised by employees who . . . carry the constitutional burden of keeping citizens informed on all manner of subjects around the

world affecting their lives."

Earlier, in a footnote, she said she would not maintain that everyone hired as a reporter "is thereby automatically rendered a professional employee" since some newly hired employees may have had "neither formal nor informal training as journalists" and they might not perform work requiring "advanced knowledge."

The majority noted that the law "requires a prolonged course—or equivalent experience—of specialized instruction" and said that even if a publisher required advanced degrees in journalism or communications it would "not necessarily" be "conclusive" evi-

dence that the employees are "professionals" since the degrees might be "unnecessary to accomplish the work in question."

Since many "with limited academic training in journalism or limited journalistic experience perform well," the majority said, the work of journalists is not "professional" within the meaning of the law.

Nor, the majority said, can the fact that persons with "backgrounds and advanced knowledge in fields such as engineering, law, medicine, economics, etc., write for newspapers . . . confer professional status" under the labor law "on all journalists."

"Though many journalists have performed important, laudable and even unique functions in our society, it does not necessarily follow that journalists should be regarded as 'professionals' within the strict limits" of the labor law," the majority said.

The NLRB, it noted, is "not endowed with the responsibility of evaluating the past and present contributions to society of various fields of endeavor and somehow rewarding or commending those fields where service has been outstanding. . . . We do not have the latitude to confer this status [professional employee] on individuals other than those satisfying the strict criteria set forth" in the National Labor Relations Act, the majority concluded.

The board said a single election should be held within a bargaining unit covering all full- and part-time news department employees, "including reporters, columnists, staff writers, editorial writers, cartoonists, editors, copy editors, photographers, photo-clerks, librarians, CRT operators, typists and copy carriers."

Caldwell, Horst, Mayer, Schultz seek seat on IEB

(Continued from Page 1)
good standing in the region.

The western region (Region 4) is composed of locals in Wyoming, Montana, California, New Mexico, Arizona, Nevada, Utah, Washington, Oregon, Idaho, Hawaii and Alaska plus members of the Wire Service Guild working in Associated Press and United Press International bureaus in those states.

Caldwell is serving her second term as president of the Pacific Northwest Guild and is also second vice president of the Western District Council.

Previously she served two terms as chairperson of the local's unit at the Seattle Times, where she works as an artist. She recently was appointed to the Washington State Labor Council's women's committee.

Horst is in his fifth year as chairperson of the Guild unit at the Sacramento Union and in his fourth year as a local delegate to the Western District Council.

He also has been head of the local's grievance committee at the Union, where he is an ad salesperson, and was active in the organizing efforts at the Fresno Bee and the Modesto Bee.

Mayer, presently treasurer of the Hawaii Guild, has previously held every other office in the local save that of secretary.

He also presently is chief steward in the editorial department at the Honolulu Star-Bulletin, where he works as a general assignment reporter and television writer and reviewer.

Schultz, San Diego Guild pres-



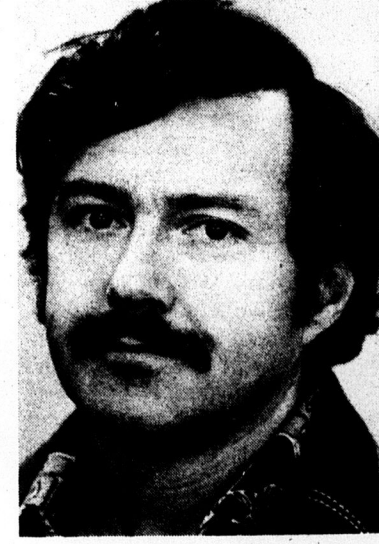
SHIRLEY CALDWELL



ED HORST



PHIL MAYER



GERALD L. SCHULTZ

ident for the four years ended this January, presently is on the local's executive committee as a representative of the local's members at the San Diego Tribune, where he works as an assistant city editor, the same local post he held for two years before being elected president.

He was elected first vice president of the Western District Council in January.

All four candidates have served on their locals' bargaining committees and all have been delegates to TNG conventions. Mayer was one of the architects of the joint bargaining arrangement in Hawaii under which, since 1961, all the newspaper unions in the state have come to the bargaining table together with both joint and separate demands.

Six in Elizabeth collect \$44,000

Union, N.J. — More than \$44,000 in severance has been paid in lump sums to six Guild-covered employees of the Elizabeth Daily Journal who were dismissed in staff reductions by the paper last summer before it was sold to the Hagadone chain.

Meanwhile, in February and March the 60,000-circulation Journal furloughed 12 more Guild-covered employees, including seven from the newsroom, reducing the editorial staff to 26. Three additional dismissals were averted when two staffers opted to resign and under a new Guild contract provision and collected full severance pay, while a third

successfully applied for a vacant assistant city editor position.

Six of seven laid off last June and July were still owed severance because they had agreed to receive it in installments, under an arrangement worked out by the Guild, and had been paid monthly through the end of 1975.

Under the Guild's recently signed contract, most of the seven, who averaged 22 years service, would have been allowed to bump those with less seniority. The Guild was seeking to have them reinstated and arbitration hearings had been scheduled for February and March.

Publisher John McGaugh, who

came to the Journal after Hagadone bought it from the Ingersoll chain, had refused to pay the balance of severance due the six in the face of the arbitrations, arguing that the paper would have little chance of recovering the severance if reinstatements were ordered.

The six received the balance of the severance owed them in lump sum payments Feb. 24 after the Guild agreed to drop the arbitrations in return for the payments, placement of the seven on a rehiring list and vesting of all their prior pension credits.

Paper loses bid for 2Gs in arbitration

Cleveland, Ohio—The Cleveland Plain Dealer has failed in an attempt to force a reporter to pay it more than \$2,000 under an arbitrator's award ordering him reinstated and reimbursed for earnings lost during the year-plus he was off its payroll.

At issue was whether the publisher, in computing back pay, was entitled to claim \$1,960 J. Stephen Hatch earned while working at a supermarket during a seven-week strike by the Cleveland Guild's Plain Dealer Unit late in 1974.

The company claimed Hatch, who was paid severance upon dismissal, owed it a total of \$2,064.49.

"I fail to find any plausible basis for crediting that amount [\$1,960] to the employer," arbitrator Maurice E. Nichols said in a March 25 ruling upholding the Guild's contention that the publisher improperly claimed salary earned during the seven weeks.

Nichols reasoned that if Hatch had not been discharged at the time of the strike, he probably would have received either strike benefits or wages for working elsewhere.

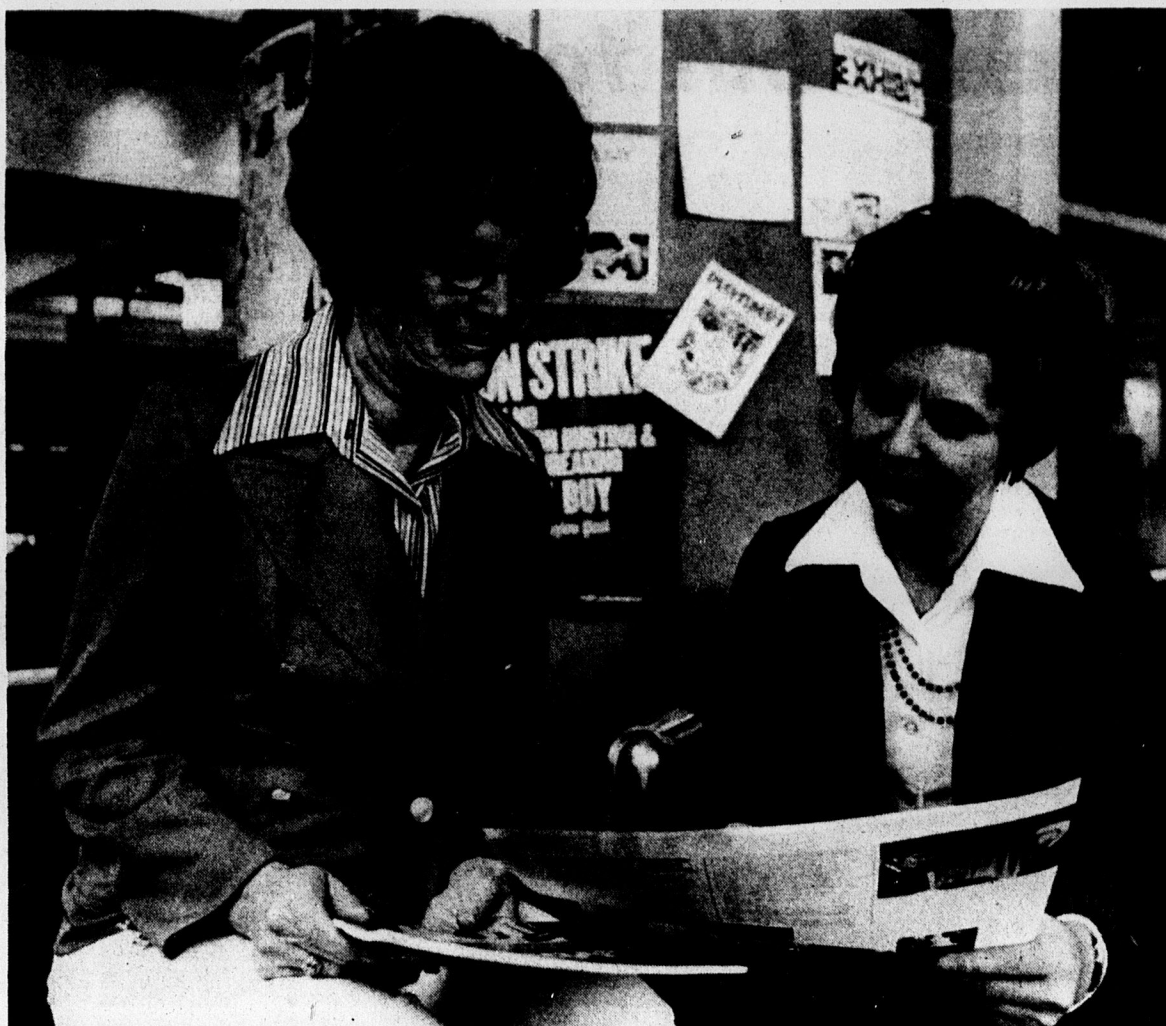
"In any event, he would have had the free choice to work, or not to work [for another employer] and the publisher would have had no legitimate concern as to which course he followed," Nichols said.

Hatch had been suspended from the Plain Dealer for 11 days, then fired Dec. 21, 1973, for alleged misconduct in urging Guild members at the Plain Dealer to attend a meeting to consider a dispute with the newspaper over the reassignment of a reporter-columnist to desk work. Hatch, a local and unit officer, was off duty on the day of the meeting but went to the city room with the local's executive secretary, Jack F. Weir, to ask members to stop work to attend.

Arbiter Harry J. Dworkin on Jan. 8, 1975, ordered Hatch reinstated, terming his firing "excessive, arbitrary, unduly severe and wholly inconsistent with the principles of just cause." Dworkin ordered Hatch "made whole" for the time he was off the payroll except for a 30-day suspension Dworkin imposed for what he said were actions "inconsistent with the obligations he (Hatch) owed his employer."

The Guild's claim before Nichols that the paper owed Hatch either four weeks' vacation pay for 1974 or the time off was disallowed, however, with Nichols citing a clause in the local's contract with the paper forbidding carrying vacation time from one year to another.

Under Nichols's ruling Hatch will reimburse \$104.49 to the Plain Dealer, rather than the \$2,064.49 it sought.



Up with women!

Betty Brown of the Graphic Arts International Union, left, and TNG Human Rights Co-ordinator Hannah Jo Rayl put their heads together while attending an institute on Women in the Labor

Force March 21-26 at the AFL-CIO Labor Studies Center. Brown is co-ordinator of a pilot program to train and upgrade women bookbinders under a \$250,000 grant from the U.S. Labor Dept.

LOCAL ELECTIONS

Denver

Irvin Moss, president; Jack Shannon, 1st vice president (Shannon 23, Clarice Shaffer 13); William Payne, 2nd vice president; B. Barclay Johnson, secretary; James Anderson, treasurer.

Twin Cities

Jim Babin, president; Jack Coffman, editorial vice president; Carl Huston, commercial vice president; Spence Hollestadt, secretary; George McCormack, treasurer; John Carmichael, executive secretary.

Connecticut local returns to table on bias measures

Waterbury, Conn.—The Connecticut Guild is seeking improvements in five areas of a proposed two-year settlement with the Waterbury Republican and American. Four of the five improvements would correct discriminatory practices or tighten protections against them.

The Guild Reporter erroneously reported the proposed settlement as a new contract in its March 26 edition.

In addition to larger wage and minimum increases, the local, at the direction of TNG's Contract's Committee, is seeking elimination of discriminatory minimums for the assistant society and women's editors and "social writers," extension of fair-employment-

Tonawanda wins contract

Tonawanda, N.Y.—Weekly minimums are increased \$11.21 across-the-board under a one-year contract at the Tonawanda News, taking the top for reporters and photographers to \$271.76 and the start to \$173.91, all retroactive to May 21, 1975.

The contract also increases life insurance coverage by \$13,000, to \$25,000, and extends three-days' paid bereavement leave to include grandparents.

With the across-the-board

raises, the flat minimum for city editor goes to \$334.01 and that for town, sports, swing and family page editors to \$295.71. Editorial assistants' weekly minimum is raised to \$157.59 at the top and \$134.31 to start. The night differential is boosted one percent, to six. The contract also maintains differentials for those employees paid above the minimums.

The publisher's contribution to health and welfare benefits is increased by \$2.29 a week and a publisher contribution to a prescription drug plan—93 cents a week for families and 50 cents a week for individuals—is added.

The probationary period is reduced from six months to three.

A new privilege provision protects employees from forced disclosure of information or surrender of notes, documents, films or other material to courts, as long as the advice of the publisher and his attorney is followed.

Central California hiring Randol

Sacramento, Calif.—George C. Randol, a member of TNG's staff of international representatives the past 19 months under a specially funded organizing program, will become the Central California Guild's first administrative officer early this summer.

The local's membership last October provided for the employment of an administrative officer as part of a general structural reorganization that also included changing its name from the Sacramento Guild to the Central California Guild. The change was made to reflect its expansion to include units at the Modesto Bee, in the autumn of 1973, and at the Fresno Bee, in the spring of 1974. The Stockton Guild subsequently was merged into the renamed local, giving it a membership of more than 600. Randol was instrumental in or-

ganizing the Fresno Bee Unit and was serving as its chairperson when he joined TNG's staff in August, 1974.

Before going to the Fresno paper, where he was telegraph editor, he had spent 10 years at the San Francisco Chronicle, where he headed the Guild unit and was a member of the San Francisco-Oakland Guild's representative assembly.

While Fresno Bee Unit chairperson, Randol had assisted in the organizing effort that brought the Detroit News's editorial department into the Detroit Guild in early August, 1974.

During his tenure with TNG, he assisted the Twin Cities Guild in a major organizing effort among advertising employees of the Minneapolis Star and Tribune Co., is assisting the Los Angeles Guild in the organizing effort at the Van Nuys Valley

Press council grows in size and in scope

New York City—The National News Council, acting upon the recommendations of an independent evaluation committee, has voted to enlarge its membership to 18 and to broaden its scope to include cases of national significance anywhere in the United States.

The council, which began operating Aug. 1, 1973, receives, examines, and reports on complaints about the accuracy and fairness of news reporting. Up to now it has dealt only with complaints against the major and supplementary wire services, national news magazines and broadcast networks.

At its regular bimonthly meeting here March 30 the council agreed to examine news reporting in all media, national and local, if the matter is of national significance, and to add three new members, two from the news industry and one from the public.

Both actions were recommended by a six-member Committee to Evaluate the National News Council which has been studying the council's operations for the past six months.

The additions will bring council membership to ten persons chosen from the public and eight from the news industry. Broadcasting magazine reported that representatives of the broadcast networks will be invited to fill the new news-industry posts.

In a published report of its findings the committee said that during the two years of operation to July 31, 1975, the council processed a total of 61 complaints. Of that number, 33 were dismissed as unwarranted, five were upheld, 2 are pending and in 21 cases the complaints were dismissed outright, it reported.

The committee unanimously agreed that the need exists for a national news council, despite contentions by some publishers and news workers that any kind of "watchdog" function tends to infringe on First Amendment rights and that there is no need for either inquiry or a complaint-handling mechanism.

If the council continues to operate as it has in the past, the committee said, "it should strengthen the press in its already well demonstrated capability of resisting now and in the future any governmental infringement upon its First Amendment rights."

DAY BOOK

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 Update" Institute, Allentown.

TNG-GAIU 1976 Legislative-Political Conference, May 3-7, Quality Inn-Capitol Hill, 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.



GEORGE C. RANDOL

News & Green Sheet and assisted the Sacramento Guild in bargaining at the Fresno and Modesto Bees and at the Sacramento Union.

Winnipeg seeks bill to impose 1st contract

Winnipeg, Man.—The Winnipeg Guild again is pressing the Manitoba Legislature to enact legislation that would enable the province's labor minister to impose a first contract when bargaining becomes stalled.

In a brief to the legislature's Industrial Relations Committee the Guild noted that occasionally one of the parties at the bargaining table "will exhibit an authoritarian, intransigent, dehumanized approach" to arriving at a meaningful first contract.

"And despite the constant efforts of the party on the other side of the table to make progress, these archaic attitudes will remain the same or become even more regressive," it said, adding: "Our union has had such an experience with the Winnipeg Free Press."

The Guild was certified in July, 1973, as the bargaining agent for editorial, classified and display advertising employees of the Free Press, an F.P.-chain paper.

The Guild and the Winnipeg Tribune, the city's competing Southam-chain daily concluded an initial agreement more than a year ago. The local was certified at the Tribune on Feb. 19, 1974.

Winnipeg Guild President Stephen Riley told the legislative committee that neither he nor any executive committee member has been able to come up with a reason why the Free Press appears to not want a contract.

He noted that there had been a tough struggle with the Free Press from the day the Guild applied for certification in May, 1973. The company's attitude at the bargaining table seems to be simply a continuation of that battle, he said.

The local asked for similar legislation in a brief to the committee in 1974. Such a law, now in effect in British Columbia, would allow the labor minister to impose a compulsory first contract upon both parties within a specified period of time should all other means of reaching a settlement appear to be failures, said the brief.

Riley said that while the labor minister apparently is not in favor of such legislation, the ma-

Three candidates plus one to speak at Hill conference

(Continued from Page 1)

theory represented by the economic policies of the Nixon-Ford Administrations. It is based on "more wealth for the few and hardship and even poverty for the many," the council said.

It has brought "back-to-back recessions, the highest deficits in peacetime, the highest unemployment since the Depression, the highest interest rates since the Civil War and raging inflation," it continued.

On the other hand, there is an economic philosophy of full employment, general prosperity, full production, a balanced economy and "a government with a social conscience," the council noted.

The conference will explore these diverse economic philosophies and their legislative manifestations in order to "arm us with the facts needed to make this year's critical political and legislative judgments," Perlik said.



Ottawa Citizen Photo by Bill Brennan, Ottawa Guild

Raises, yes! . . . Controls, no!

An estimated 25,000 union members gather on Parliament Hill to demand an end to the government's wage controls in the biggest labor demonstration in Ottawa for 40 years. Inside, Canadian Labour Congress President Joe Morris debated wage-controls with Prime Minister Pierre Trudeau for 1½ hours. TNG Canadian Director William McLeman and Claudia Hanafin of the Guild's Canadian office were

among a delegation of 300 union leaders who accompanied Morris. A day later, March 23, the CLC executive council pulled its representatives off two government advisory bodies, the Economic Council of Canada and the Canada Labour Relations Council. The CLC council called membership on the latter irrelevant and the former an embarrassment under controls.

majority of the committee members seem to feel it would be worthwhile.

"Unfortunately, the proposals to the legislature will come from the minister," said Riley. "Our only hope is that perhaps one of the members could propose our suggestion on an individual basis and leave it up to the House to

decide."

The Manitoba Federation of Labor has given its general approval to the principle of compulsory first contract legislation.

Riley also told the committee that the Guild asked a provincial-government conciliation officer to seek a renewal of recessed talks with the Free Press.

Tops to rise \$26 in a year under Oshawa settlement

Oshawa, Ont.—Minimums are increased by \$14.37 to \$26.62 in the Toronto Guild's new one-year contract with the Oshawa Times.

The increases, which the company says average 11.96 percent,

come in two stages. Raises ranging from \$8.91 to \$16.50 a week are retroactive to Sept. 9, with the balances to be paid retroactive to March 3 upon approval by Canada's Anti-Inflation Board.

The settlement was won in bargaining co-ordinated with simultaneous negotiations by the Typographical and Printing & Graphic Communications Unions. They won similar settlements.

The \$26.62 goes to the top minimum for reporters, photographers and deskmen, taking it to \$249.12, to the top for wire editors, taking it to \$255.42 and to the editorial page editor's flat minimum, taking it to \$255.42 as well.

The starting minimum for reporters, photographers and deskmen is up \$15.46, to \$144.65, and that for wire editor is raised \$20.70, to \$193.65.

Weekly minimums for display salespersons are increased \$25.68, to \$240.34, at the top and \$15.46, to \$144.67, to start. Those for circulation representatives go up \$19.12 at the top, to \$178.93, and \$15.46 at the start, to \$144.68.

The top minimums are raised \$16.65, to \$155.85, for classified salespersons and clerks, while their starting minimums go to \$134.58, with a \$14.41 increase for classified salespersons and a \$14.37 hike for clerks.

The mileage rate is increased two cents, to 14.

Strikes ended at CWA

The Washington - Baltimore Guild's 14 members in the research department of the Communications Workers of America and CWA employees represented by the Office and Professional Employees Union returned to work March 29 after ratifying strike settlements the previous week.

The Guild's new 21-month contract calls for increases on Aug. 1 equal in dollars to the average cost of living and productivity increases to be received by CWA's Bell system members this year, estimated by a Guild spokesman to produce about \$20 a week across-the-board.

The office workers' wage-reopener settlement, based on cost-of-living increases for comparable jobs under the Bell contract, is expected to produce average across-the-board increases of ap-

proximately \$14, also Aug. 1.

Raises for both employee groups are contingent on the CWA's convention approving an increase in per-capita payments to the CWA, a Guild leader said.

The Guild pact also reduces from 84 to 60 months the scheduled progression in the top classification, economist-statistician.

Under both settlements, another week of vacation and a floating holiday are added in 1976 and a fully-paid dental plan is included in the already fully-paid medical and life insurance coverage.

The Guild's CWA unit struck Jan. 15 after honoring the office workers' picket lines for a day. Both groups struck over a wage offer which would have provided no increases in minimums and eliminated quarterly cost of living adjustments.

Canada's price elevator

The following table shows the steep ascent of Canada's Consumer Price Index over a 38-month period following a 0.5-point rise, to 145.6, in February. The first column shows the index figures for each of the last 13 months, with a 1971 base. The second shows the percentage increase over the same months of the preceding year, and the third the increase over December, 1972.

	Index *	Percentage over	
		Same month prior year	December 1972†
February, 1975	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
February	145.6	9.1	35.6

* 1971 = 100

† Index = 1974

Joint session is scheduled in Chester

Chester, Pa.—The Philadelphia Guild and three other unions at the Delaware County Times are scheduled to begin bargaining jointly with the company on April 14 in an attempt to end the nearly five-month-old strike against the newspaper by the Guild's Chester Unit.

The Federal Mediation & Conciliation Service, after meeting with the ITU-TNG task force, invited the unions and the company to enter joint talks.

The company, the Typographical Union, Teamsters and pressmen's unions agreed to reopen contracts now in force, local leaders said. Task force members and Kenneth E. Moffett, head of mediation services, will sit in on the talks.

Local officials said the four unions will bargain jointly on economics, but each will negotiate separately on noneconomic issues.

The company, which hired permanent replacements for the strikers, has insisted on keeping them on the payroll and placing Guild members on a rehire list once the strike is settled.

Early in the strike the Guild filed unfair labor practice charges against the newspaper for al-



Typographical Journal Photo

ITU wall-to-wall in Sherbrooke

Representatives of the Jacques-Cartier Typographical Union and La Tribune in Sherbrooke, Quebec, sign the union's initial contract covering all 130-plus employees of the French-language daily, organized a little more than a year ago as ITU associate members. Seated, from left: Arsene Mayrand, the local's secretary-treasurer; Jean-Guy Farah and Aime Dube, company treasurer and president;

Andre Bealieu, local president. Standing, from left: Felix Couture, ad sales representative; Marcel Rancourt, La Tribune chapel chairman, representing production employees; ITU Representative Claude Theriault; Bernard Prud'homme, company attorney; Yvette Gaudet, office employee representative, and Yvon Rousseau, editorial department representative on the bargaining committee.

legedly offering some strikers promotions, better work assignments and shifts as inducements to cross the picket lines and return to work.

The National Labor Relations

Board's regional office is preparing a complaint based on those charges which when issued, would convert the strike from an economic one to an unfair-practice action (GR, March 26).

NLRB hearing on Post is set

The National Labor Relations Board has set for April 26 a hearing on the petition filed by the unaffiliated Washington Newspaper Union seeking to replace the Washington-Baltimore Guild as representative of the Washington Post's advertising, business, editorial, inside circulation and other employees.

The petition, filed Jan. 29, puts the number in the unit at 1,196. The New York Times reported at the time that the WNU had signed cards from 427.

Meanwhile, Post management on April 1 notified the Guild local that it had terminated the Guild-Post contract when it expired at midnight March 31.

At the same time, Lawrence A. Wallace, the Post's vice president for labor relations, wrote that the company has no intention of reducing Guild-jurisdiction employees' salaries, increasing their hours or otherwise "diminishing" any of their existing employment benefits.

Guild, others at Star meet on proposals

Members of the Washington-Baltimore Guild's unit at the Washington Star were voting April 9 on a proposal that the local's negotiations for a contract to replace one that expired Dec. 7 be confined to noneconomic issues.

The proposal, recommended by local and unit leaders to a series of four membership meetings April 8, also calls for a moratorium on wage increases through the end of the year and a \$14-a-month increase in the publisher's contribution to medical and life insurance to maintain benefit levels.

The proposal is the result of a series of sessions with the Star following a March 25 meeting between Star publisher Joe L. Allbritton and representatives of Star employees' local and international unions under the auspices of the Federal Mediation & Conciliation Service (GR, March 26).

The other unions also had scheduled membership meetings to act on proposals emerging from their sessions with the Star since March 25. The Guild and the other unions also met jointly with the Star several times during the two weeks.

The proposals all are designed to ensure the paper's economic health and include reductions in the number employed in several unions' jurisdictions, including the Guild's, some almost immediately and others over a longer period of time.

Contracts of 12 of the 13 unions that represent Star employees have expired, the Guild's since Dec. 7.

Only union without an open contract at the papers is the Columbia Typographical Union. Its agreement runs until Sept. 30, 1979.

As part of the Guild's contract-extension in December its Star members returned to a five-day week after a year on a four-day week agreed to to help the financially troubled paper and to avoid economic discharges of 140 in Guild jurisdiction. There are about 540 in Guild jurisdiction now, about 60 fewer than in December, 1974.

Wire Service names Olive to post

New York City — The Wire Service Guild's executive committee has named Richard J. Olive, chairperson of the local's Associated Press National Committee, the local's interim administrator at least through next Feb. 28, the end of its current fiscal year.

Olive, who is taking a leave of absence from AP's Kansas City bureau to fill the position, was chairperson of the local's bargaining committee that negotiated the three-year settlement ratified by AP Guild members in mid-January.

He also has served on the local's representative assembly for the past three years.

Louise Walsh, who was named acting administrator of the local

when Norman Welton left the post last August, returned March 22 to the position of assistant administrator she had held from July, 1973, until last August.

On April 1 Walsh became the local's administrative assistant, a new, lower paying position established by the executive committee early in February as part of what Michael Kaiser, local president, described as an action to "restructure" the local's operations. At the same time, the executive committee, expressing general dissatisfaction with Walsh's performance, asked her to resign effective April 1. She quit on the spot instead, then a few days later sought reinstatement and an apology for the criticism of her work.

On March 1 the executive

committee offered her reinstatement as assistant administrator and the administrative assistant job after March 31.

Several Wire Service Guild members and the UPI National Committee severely criticized the executive committee majority for its firing of Walsh.

Walsh, after unsuccessfully seeking to persuade the executive committee to keep her as assistant administrator past March 31, on March 29 filed a complaint with the New York State Division of Human Rights against the local, its executive committee and its members charging them with sex discrimination for offering the administrative assistant job to an inexperienced man while she was off the staff for a higher salary than offered to her.

'MOVEMENT' REPORTERS ARE OVER 30

The Chicago J-Review, gone with 1968's dreams

By DIANE MONK

Chicago Guild

THE Chicago Journalism Review managed to outlive the movement that spawned it—but not by much.

The CJR, the granddaddy of anti-establishment press reviews, was seven years old when its demise was ordained last September.

There will be one more issue—the "October"—or "farewell"—edition, publication date still uncertain.

And something vaguely resembling CJR may surface as an insert in some future edition of [MORE], the New York City journalism review, or Focus/Midwest, a St. Louis-based magazine primarily devoted to liberal thought.

But the CJR, as it once was, is as dead as the dreams of '68.

It was born in the fall of that year, in a crowded upstairs room at Riccardo's bar and restaurant, a room packed with reporters.

Many of those reporters' heads still were scrambled by the experience of

It's been nearly seven months since it was announced that the Chicago Journalism Review would close its doors at the age of seven years—after just one more issue, in October, 1975. The type was set. It was just awaiting enough money to pay the man that owns the printing press. It's still waiting. Its founding and closing editor has just taken a new job with Chicago Magazine. Diane Monk was one of the few who attended the meetings that got the CJR off the ground and the one that put it back down again.

seeing friends beaten by cops in the streets, of reporting the story and then reading in the next day's papers that it never happened.

The decision to fold CJR was made in founding editor Ron Dorfman's apartment during a meeting attended mainly by students from Chicago area colleges.

At least one of those students, there to "save CJR," asked if somebody older could explain just what made the Democratic National Convention in 1968 so important to reporters who were there.

It's hard to save something many of the would-be saviors don't even

understand.

And it's hard not to be sentimental about a publication whose origins were rooted in the idealism of your own youth.

But the truth is that the CJR has outlived its time.

No longer are there young reporters torn between reporting on "The Movement" while being part of it. Those reporters are irrevocably over 30 now, and The Movement, as we knew it, is dead.

No longer are dozens of contraband "killed" stories—deemed too hot to handle by establishment editors—readily available.

In today's Chicago market, there's a place somewhere for almost every story—and dozens of free-lance writers prove that every day.

Those "killed" stories probably provided CJR's most consistent appeal—the appeal of the insider's chance to read what editors felt was too controversial to print.

In CJR's waning years, a gossip column became its most popular feature. The column was mostly tired tidbits gleaned from two bars where some reporters drink. People who didn't frequent those bars seemed to think the column was "inside" stuff—and, however shopworn, at least it was alive.

Nothing else CJR was doing was lively at the end, and that's why it was time to pull the plug.

If there still is a need for a journalism review based in Chicago, it is a new need, generated by a new community—and it will have to be a different type of review.

NLRB rules unilateral ethics code penalty unfair

(Continued from Page 1)

opinion upholding the Guild's position in its entirety, the practical effect of the decision is little different.

"Under the board's ruling, a unilaterally promulgated code of ethics is no more than an expression of the publisher's position, unenforceable by penalties until management bargains on those penalties," he said, pointing to Fanning's dissent and adding:

"It is difficult to conceive of bargaining over penalties without bargaining over the provisions for violation of which those penalties are to be imposed.

"A number of publishers have, over the years issued codes as standards of ethical conduct, and that is all the board has said management can do," he continued.

"The board's decision is a narrow one, limited to the matter of gifts and the disclosure of outside activities that might constitute a conflict of interest.

"The board's decision does not, for example allow the unilateral imposition of a ban on outside employment, which the board said the Capital Times had specifically conceded it was obliged to bargain about.

"Nor does it free management from the responsibility of bargaining over any matter adversely affecting employee integrity, which the board said constitutes a term and condition of employment," he concluded.

Crocker was referring to the board majority's rejection of

Sherman's statement that if a publisher can unilaterally impose "higher" ethical rules it also can compel "lower" ones.

"We believe regulations appearing to undermine employees' integrity would normally affect terms and conditions of employment since it could strike at the heart of the individuals' reputations," the majority said.

The board majority was made up of Howard Jenkins, Jr., John A. Penello and Peter D. Walther. Its chairman, Betty Southard Murphy, did not participate.

The board has yet to rule on an appeal by the Pottstown Mercury from an NLRB judge's finding last Sept. 26 that it is required to bargain with the Philadelphia Guild before issuing an ethics code and office rules.

While similar in many respects to Sherman's decision, the Pottstown case differs in several procedural aspects.

Like the one in Madison, the Pottstown code contains penalty provisions. The Capital Times's code states that "any violation will result in a suspension, multiple infractions . . . in discharge."

Stating that it is "compelled by board precedent" to conclude that the Madison penalty provision "must be bargained over" the NLRB majority said however that that finding "in no way converts the code as a whole into a mandatory [bargaining] subject."

Stating that the gifts to news workers forbidden in the code cannot be considered "wages" because wages "represent a benefit flowing from the employer to

the employee," the board also said they could not be considered in the same light as tips to waiters since they are not provided by third parties "for good service in an industry where it is a recognized part of . . . compensation."

"A more accurate analogy," the majority said, "would be gifts to a politician or a police officer."

The code does not forbid social contacts with news sources nor gifts from friends who "also happen to be news sources," the board said. It also noted that the company has committed itself to repayment of legitimate expenses and disagreements are subject to grievance procedures.

Fanning, stating that the majority's reasoning in separating the rules from the penalties "is beyond me," pointed to earlier

rulings that "rules with penalties, expressed or implied, are conditions of employment."

"If an employee does not conform to the rules, his employment will either be suspended or terminated; and the rules will be the cause" and as such are "inescapably terms and conditions of employment," he said.

He noted that the publisher "concedes" that bargaining "might well" result in a better code.

The board majority ordered the Capital Times to rescind the code's penalty provisions in writing, bargain with the Guild on them upon request, cancel and withdraw from employee files any disciplinary action for violations and make employees "whole" for any loss suffered.

Average-top up record, per cap \$.39

(Continued from Page 1)

creases in reporter top minimums during the past year have not produced a change in the ceiling on full-regular-dues payments since the highest reporter top minimum in effect under a Guild newspaper contract was the same this April 1 as the last—\$475 a week at the Washington Post.

Locals were notified of the prospective increase in the per-capita payment in an April 5 letter from TNG Secretary-Treasurer Robert M. Crocker.

The per-capita formula, adopted by TNG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in effect each April 1 under Guild contracts at newspapers published at least five times a week.

The new top-minimum average, computed from 134 contracts, was \$309.16, an 8.3 percent increase over 1975's average of \$285.51.

Compilations made in determining the new per-capita rate showed that 49 of the 134 reporter top minimums in effect April 1 had increased by more than the increase in the average; 29 of them by \$30 or more; 13 by more than \$40, seven by more than \$50 and four by more than \$55.

The same compilation showed that there are now four contracts with reporter top minimums of more than \$400 a week, up one over last year; 67 with the minimums falling between \$300 and \$400, up 21 from a year ago; 62 with reporter tops between \$200 and \$300, 20 fewer than a year ago, and only one contract with

Verna Hill, center right, was named Citizen of the Year by the Madison Guild during its biennial Page One Ball, attended by more than 400 persons March 27. Congratulating Hill are, from left: Madison Guild President Diane M. Woodstock, Wisconsin Lt. Gov. Martin Schreiber, who presented the award, and Madison Mayor Paul Soglin,

a reporter top minimum of less than \$200 a week, compared to three a year ago.

The new top-minimum average was multiplied by .0165, producing a figure of \$5.10114, rounded off to \$5.11, the next higher cent, under the Constitutional formula. A special 10-cent increase voted by the 1969 Convention was added to produce the \$5.21.

In establishing the formula in 1964, TNG determined that the then-existing per capita of \$2.30 represented .01625 percent of the 1964 top-minimum average of \$141.83. The Guild's 1967 Convention changed the formula to .0165.

The per capita formula is designed to provide TNG with an increasing level of income to meet rising costs, geared to the increase in members' income.

The per-capita increase does not affect members' dues, applying only to the monthly payments made by locals to finance TNG's operating costs.

The TNG Constitution provides that the new per capita take effect May 1 unless revised by the International Executive Board.

The General Fund will receive \$4,188 of the new \$5.21 per capita and the Defense Fund \$1,022.



Photo by Carmie A. Thompson, Madison Guild

Madison's 'Page One' citizen

master of ceremonies. Before the ball, Woodstock and local trustee Matt Pommer sponsored a cocktail party for U.S. Rep. Morris K. Udall, Democratic presidential nomination candidate, attended by about 100, plus Udall who was in the state campaigning for its presidential primary election on April 6.

IT



One Post Unit member asks others '\$64 question'

BOWIE, MD.

Editor:

When if ever will the Post Unit bring itself together and put its house in order? That is the \$64 question.

I hope that these few lines will help Post Unit members like myself who are not involved in the feuding among the local and international and the group that threatens the future of us all, called the Washington Newspaper Union, which asks Post Unit Guild members to support decertification.

We all know we have problems that need to be solved within the Guild and which I feel will be solved.

All I can suggest to members of the Post Unit is to read your present contract and then decide if it is worth maintaining and improving.

Respect other members for what they feel, but put trust in your own convictions for they

SEEMS TO US

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.

are the only ones that can convince you what is right.

GEORGE A. KESSLER
Post Unit
Washington-Baltimore Guild

IEB acted 'wisely' on Post WSG member concludes

ATLANTA, GA.

Editor:

Looking at the Post situation as dispassionately as possible, one cannot help but reach the conclusion that the IEB acted wisely and responsibly in voting not to take action against those who crossed the picket line of

the printers. The IEB decision should lead, eventually, to a healing of the wound.

Surely, there must be many Guild members across the country, revolted by the vandalism of the printers, who would have done exactly what the Post Guildsmen did; cross those picket lines.

It is passing strange, to me, that I have seen virtually no condemnation of the printers' vandalism in the Guild Reporter. It is as though it did not really happen.

CHARLES S. TAYLOR
Wire Service Guild
UPI Department

Editor's note: As has been reported repeatedly in the 11 issues of the Guild Reporter published since the Washington Post was struck, some of the pressmen at the Post, members of local 6 of the Printing & Graphic Communications Union, have been accused of damaging the Post's presses at the strike's outset on Oct. 1.

Technology, problems have arrived in West

San Jose, Calif.—The technological revolution sweeping newsrooms and commercial departments across the country has arrived—with its problems—at the newspapers of the West.

This was the general conclusion reached by 61 members from six Guild locals who attended a day-long "Automation Updated" institute here March 27, cosponsored by TNG and the Western District Council and hosted by the San Jose Guild.

The institute, conducted by Ellis T. Baker, TNG's director of administrative operations, included both panel and floor discussion. In addition, participants toured the fully automated San Jose Mercury and News plant and heard a detailed explanation of how the San Jose system works from Ben Phillips, former San Jose Guild president who now is in charge of the system

as it applies to editorial operations.

Phillips predicted that optical character recognition devices—scanners—soon will be gone from the scene and that most papers eventually will go to all-video-display-terminal systems. The San Jose system presently uses both scanners and VDTs. "The best of scanners are very poor; they read fly specks, thumb prints," and more, Phillips said.

Guild delegations from papers using VDTs reported that the main problems connected with their use appear to be human ones. Eye strain, headaches, and fear of long-term radiation effects were cited as on-going problems. In the shorter range, they said frustration in adapting to electronic editing was fairly widespread but seemed to dissipate after a time.

Phillips acknowledged there is



Ben Phillips, center, of the San Jose News explains the paper's electronic newsroom.

a glare problem and complaints of eye strain with the San Jose VDTs, but said he understands the paper, part of the Knight-Ridder chain, intends to tackle it through several methods, including modification of overhead

lights, better adjusted chairs, new paint jobs on the walls and hoods over the VDTs.

Panel members who discussed VDT experiences where they work were Lois Giesea of the San Francisco-Oakland Guild's

Printco Unit, Del Lane of SFONG's Oakland Tribune Unit, Ed Gallardo of the Long Beach Unit of the Los Angeles Guild, and International Vice President Lou Calvert of the San Jose Guild's Mercury and News Unit. Giesea works in circulation, the others in editorial.

Locals represented at the institute were SFONG, Bakersfield, San Diego, Central California, Los Angeles, and San Jose.

In the end, institute participants concluded that the new electronic editing systems probably will produce problems not yet experienced, as well as continue the current ones, and that Guild locals will have to tackle them all at the grievance and bargaining tables.

Guild Members' Automation Special

Members of The Newspaper Guild from the Western states toured the plant of the San Jose Mercury and News as part of the "Automation Updated" institute, Saturday, March 27.

Here's how the electronic system works.

Reporters now type their stories on *IBM Selectric II* typewriters using a Courier 12 type ball with letter characters that are specially designed to be read by an *Optical Character Reader (OCR)* called a scanner.

Each story is assigned a special, unique number from a reporter's list of available numbers which becomes that story's "address," or, if you will, slug line. This story's number is dt4499. The dt means "disk, temporary."

When the typewritten story is fed through the scanner, the story becomes stored on a computer disk, a stack of phonograph-like plates that spin rapidly in a cabinet.



An editor then may "call up" the story on a *Video Display Terminal (VDT)*. This machine looks like a television screen with a typewriter keyboard attached to it.

Every time a writer or an editor depresses a key on the VDT keyboard, an

electronic impulse is created and sent into the machine's small computer. The VDT searches its memory for an identical impulse. When it finds it, the memory tells the VDT what letter or number should be shown on the television screen. It does this so rapidly that there appears to be no delay at all.

Classified ads are entered into that department's own computers, also by the scanner method. VDT operators there make corrections, deletions or additions in the same manner employed by editors.

Wire service stories come in directly to the news system computer and after being stored on a disk are automatically printed out on a *Versatec* facsimile machine. Currently, the wire editor makes story selections from these "hard copies."

An editor also is able to

Write Headlines

or have individual letters or words written in *italic* or *boldface type*, to have the type appear in

different

sizes or fonts,

to remove or add words, to create ★ ★ ★, •, ② or many other symbols.

ALL an editor needs to know are the numerous codes for type fonts, sizes and length of lines. Lines of type may be flush left

centered, flush right, all the way across or, as in the next paragraph, ragged right or left.

When the writer or editor decides that the story is just the way he or she wants it, all of the impulses stored in the VDT's computer are sent to a larger computer by touching a special combination of keys. Here, the larger computer, called a "buffer" or "allotter," keeps stories waiting in line until yet another computer, called a "hyphenation and justification" unit, is no longer busy. The stories are fed one at a time to the H&J. It determines how many letters will fit on each line of type of a specified size and width decided earlier by an editor.

If the number of words on a line is too long, the H&J computer will create an impulse which later will tell another machine to insert spacing between each word or hyphenate the last word that will fit on each line.

When that process is complete, the impulses are then stored on a black disk which resembles a phonograph record. It is now possible to recall the story from the disk either for additional editing, for a *Versatec* printout or to a machine called an *Automatic Photocomposition System (APS)* which interprets the impulses and causes a photographic record of them to be printed on a sheet of special lightsensitive paper. This is the story as it will appear in its final form. It is taken to a printer who will trim the waste paper away and paste the headline and story onto a thin piece of cardboard that is the same size as the page in your newspaper.

When the printer has put all of the stories and all of the advertisements that are planned for that page on the cardboard, the page is taken to the engravers. With big, special cameras, they take a picture of the entire page and the image is transferred to a lightweight plastic plate which easily can be bent into a half-circle and placed on the metal cylinders of the printing press.

When you look at this plate, you will see that all of the printing surface is higher than the base of the plate. When the printing press cylinder goes around, black ink from a roller much like a paint roller is pressed against the raised printing and then paper is pressed against the plate, causing the ink to transfer to the paper.

Then it's up to the Mailers and Teamsters.

TNG 98

Each San Jose 'Automation Updated' institute participant received an explanation of the San Jose 'system' from the 'system'.

A bomb threat delays plant tour

San Jose, Calif.—When 61 Guild members from throughout California showed up at the San Jose Mercury and News plant March 27 for a prearranged tour, they were turned away at the door.

The reason: A telephoned bomb threat—against the plant, not the Guild people.

The tour, part of a day-long TNG "Automation Updated" institute, was okayed three hours later after local police conducted a thorough, and unproductive, search of the premises.

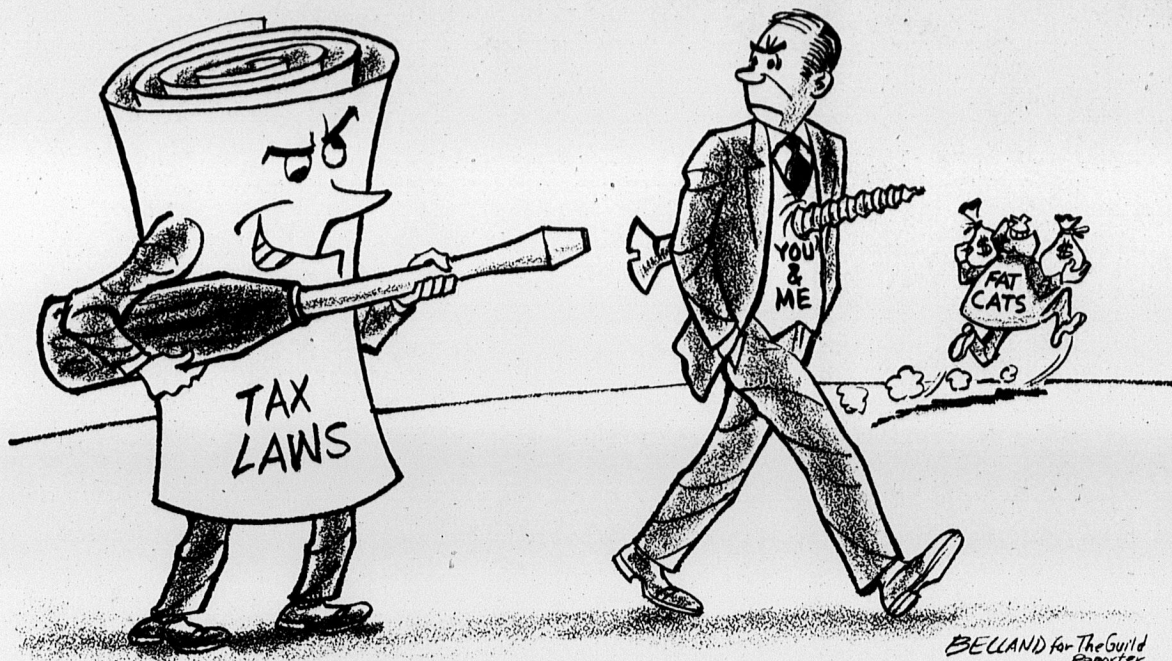
More signers on all checks backed by IEB

All checks issued by all Guild locals will have to carry at least two signatures if the Guild's 1976 Convention adopts an amendment to TNG's Constitution being recommended by the International Executive Board.

The IEB says the action would be in keeping with TNG's longstanding policy of following "fiscal procedures designed to assure integrity of our members' funds."

The change was recommended to the IEB by its Finance and Constitution Committees after they undertook examination of the circumstances surrounding the embezzlement of Wire Service Guild funds by a bookkeeper and the discovery of an apparent shortage in Youngstown Guild funds upon the departure of the local's secretary-treasurer last year. Any losses sustained are covered by insurance the locals, like others, carry through TNG.

Happy April 15th!



QUILL EDITOR PLAYS SEER

1985: Is this the way it'll be?

By CHARLES LONG

Editor, "The Quill" *

WHILE EDITORIAL writers continue to ponder Capitol Hill, Angola and Daniel Schorr, let's momentarily break away from the heavy mold of hard news and turn our clocks ahead.

The time is 1985. The place: The living room of a typical American household. The man of the house, a recently retired newspaperman, has just settled into his favorite chair when he hears the front door.

Father: Is that you, son?

Voice (from the outer hallway): Yeah.

Father: Good. Could you come in here for a minute?

Son (enters): Sure Dad. What's up?

Father: I've been thinking about your future. You'll be graduating from high school soon. Have you given any thought to a career?

Son: Sure, Dad. I want to go into journalism. That should make you happy.

Father (leaning forward): Happy? Why, son, I . . . I . . . couldn't be prouder! Let me assure you, you couldn't have chosen a finer . . .

Son: Yeah, so you've told me.

Father: Well, then. Let's be thinking of a good journalism school. One I would recommend is . . .

Son: Uh, Dad—I would rather you recommended a good school of business administration.

Father: Business school? (pause) I thought you said you wanted to

Doctor grounds Eaton, column

William J. Eaton, who writes the "Dateline: Washington" column that regularly appears in this space, has been ordered by his physician to take a week's respite from all work. He expects to be able to resume the column for the next issue of the Guild Reporter, to be published April 23.

go into journalism?

Son: I do. But, you see, I was talking the other day with our high school counselor, Mr. Maggod, and . . .

Father (puzzled): Maggod? Hmmm. Isn't he the guy who took that poll at your school cafeteria to see if the students wanted cotton candy served in place of meat and potatoes?

Son: Yeah, that's him. McHugh Maggod. He was telling me that if I really was serious about journalism, I should study market research and become a newspaper consultant. It's the wave of the future, he said.

Father (perturbed): What's wrong with being an editor?

Son: Dad, you're just not with it anymore. Editors are becoming obsolete, didn't you know? Why, before long, they'll be extinct just like those guys in TV. What did they call them? News directors? There's simply nothing for editors to do anymore. Consultants are running the show now. Mr. Maggod told me.

Father (pounding his fist on the arm of the chair): My god, what's this world coming to? (His face reddens, then he takes a deep breath.) Let's discuss this later, O.K.? (He shakes open the

evening paper.) I wonder what's happening in the legislature?

Son: I don't think there's a story on that, Dad. But there is a terrific two-page feature about runaway grandmothers. And you won't believe what it says in part six of the "Dieting for Divorcees" series. It's on page one.

Father (slowly rising out of his chair): Junk! It's the same old junk. Tell your Mom I'll be home later. I'm going to the library to check out that book I've been intending to read.

Son: Oh yeah? What book, Dad?

Father: It's called "That's the Way It Was."

Son (laughing): Sounds like a rare edition.

Father: I'll have you know, it's a new book about the life of Walter Cronkite.

Son: Cronkite. I think I've heard you mention him before. Didn't he play third base for the Mets?

Strike settled at St. Louis stations

St. Louis, Mo.—Members of the St. Louis Guild's KSD Unit returned to work March 26 after International Brotherhood of Electrical Workers broadcast engineers and the St. Louis Post Dispatch's television and radio stations reached agreement on a new contract.

The engineers had struck the stations for a new contract March 4. The strike ended March 25 when the 50 engineers ratified a new three-year pact increasing their weekly wages by \$56, to \$423, over its term, according to Robert A. Steinke, the Guild executive secretary.

A majority of the Guild's 80-member unit voted March 6 to honor the strikers' picket lines. Steinke said charges are being brought against about 40 who crossed the picket lines during the three-week strike; some for only one day, some several times and others throughout.

Correction

The top minimum for reporters and advertising salespersons at the Massillon Evening Independent, effective since Feb. 22, is \$224 a week, not \$244 as reported in the March 26 Guild Reporter.

As they put it

No time for malcontents

The following is taken from COPE MEMO, a twice monthly newsletter of the AFL-CIO's Committee on Political Education:

Any working person who complains about the tax structure is just a bad sport.

There is no reason for a worker to be surly about paying his full share-plus of the tax load while corporations and coupon clippers and the super rich don't. After all, it's exhausting dodging taxation. It takes a lot of energy and/or a good high-paid tax consultant. And clipping coupons gives you scissors cramp.

What's to be grumpy about, after all, over little things like:

- In 1973, according to Internal Revenue Service, 22 individuals who had incomes over \$500,000 paid no federal income taxes at all. Seven made over a million dollars that year.

- Eight corporations with profits totaling 844 million dollars paid no income taxes in 1974, a congressional study reveals.

- The effective corporate tax rate for 142 of the nation's largest companies is only 22.6 percent—less than half the statutory 48 percent rate.

- U.S. Treasury data shows that multi-national firms based here paid an effective tax rate of only 3.2 percent on 53.6 billion dollars earned abroad.

- A coupon-clipper pays nothing on \$10,000 in unearned income, while a wage-earner with three dependents, earning \$10,000, pays about \$900.

- Ten years ago corporations paid about one-third of the nation's income taxes. That share of the load has dropped to 25 percent. By 1981, if the Ford Administration has its way, it will sink to less than 20 percent.

If you're one of those malcontents who doesn't grasp how severe the shock would be to corporations and the rich if they had to pay their fair share, you're probably thinking of some ways to get a pound of flesh out of them:

1. Elimination of three types of tax subsidies for overseas operations of U.S.-based multi-nationals, subsidies that encourage them to ship out U.S. jobs and technology. Potential federal revenue—9 billion dollars.

2. Elimination of across-the-board depreciation speed-up enacted in 1971. Potential federal revenue—1.5 billion dollars.

3. End to capital gains loophole which provides for half-tax on unearned income from profit on sale of stocks and property and no tax when gains are passed on at death. Potential federal revenue—8-10 billion dollars.

4. End to tax shelters like mineral exploration and oil drilling, real estate, hobby farms and others. Potential federal revenue—1 billion-plus dollars.

5. Overhaul of federal estate and gift tax loopholes which minimize or postpone taxes for generations. Potential federal revenue—3 billion dollars.

6. Strengthening the provision requiring a minimum tax payment from the wealthy. (No dollar figure available.)

Total federal revenue possible from changes like these hits about 25 billion dollars, and there are other areas where fresh revenue could be sprung from corporations and the rich.

Such funds could help finance a lot of programs now getting axed by President Ford's vetoes, like job-creating measures.

But only chronic grippers would look at it that way.

Right?

The Guild Reporter

JAMES M. CESNIK
Editor

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