The GUILD REPORTER

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

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Reopeners add $35 to Seattle tops

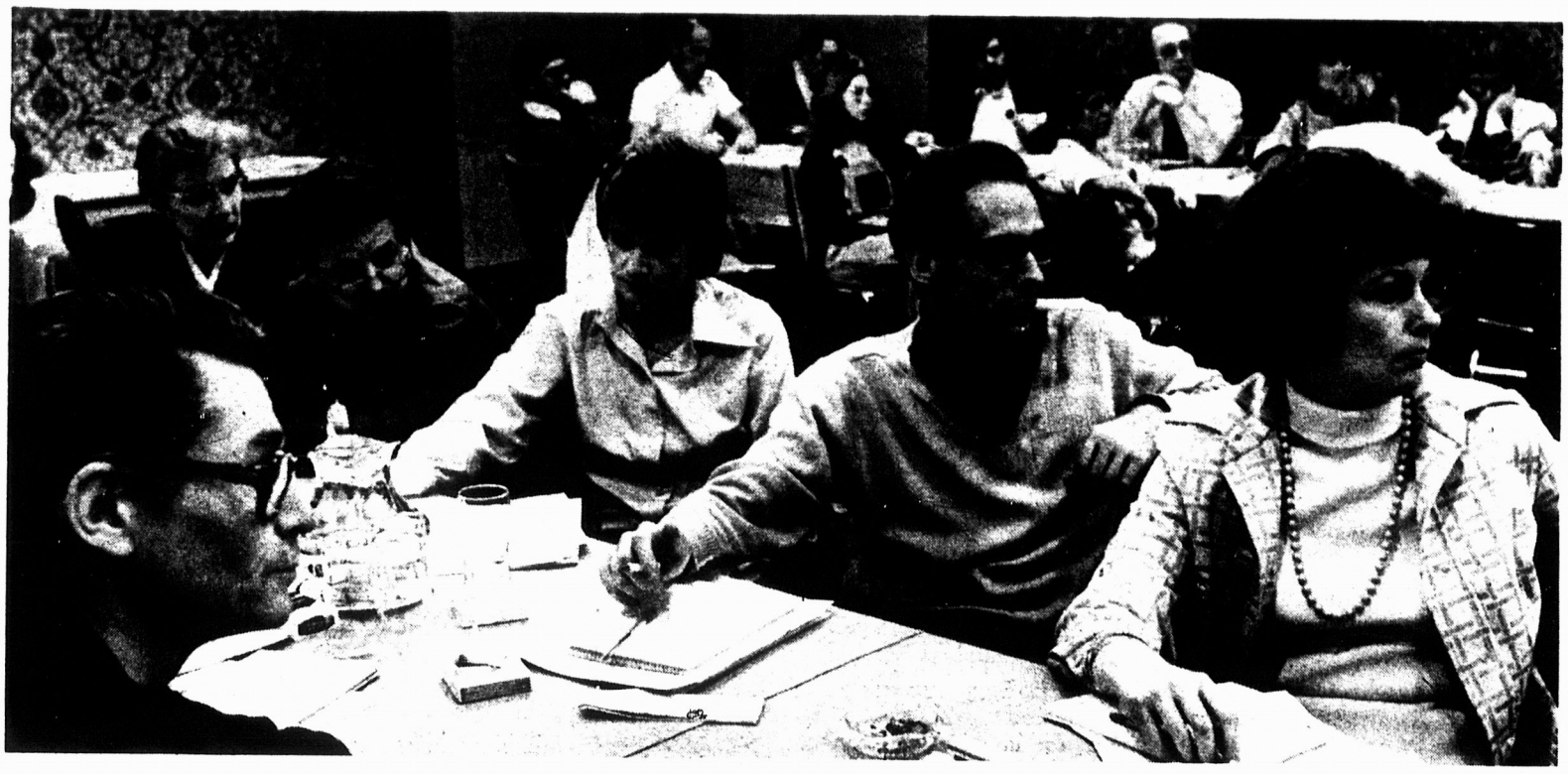


Photo by Dan Scott, Vancouver-New Westminster Guild

Object of their attention? . . . Page 2

Two tables are surrounded by Guild members giving their undivided attention to someone or something outside the range of the photographer's lens. In the foreground is a group of members of the Victoria Guild, including TNG Vice President Roger L. Stonebanks, right center holding a cigarette. At the far table are several Pacific Northwest Guild members.

Raises total $89 in pacts' 40-month life

Seattle, Wash.—Key outside ad sales, circulation and editorial top minimums are increased $35.85 in twin 16-month wage-reopener settlements by the Pacific Northwest Guild with the Seattle Times and the Seattle Post-Intelligencer.

The settlements, ratified by Guild members at the two papers on April 19, take the top minimum for classified and display outside salespersons, circulation district advisers, copy editors, reporters and photographers at both papers to $377.35 a week.

Top minimum for classified telephone salespersons is pushed to $277.50 a week at the Times and to $274.75 at the Post-Intelligencer, reducing the differential with outside sales by 40 cents a week at the former and 35 cents at the latter.

The settlements, bargained in the face of strike votes and preparations by both Guild units and with the assistance of TNG International Representative Charles Dale, extended the 36-month contracts at both papers by four months, providing a common expiration date with the Seattle Typographical Union and moving the Guild contracts' end closer to those of the other printing crafts unions.

With increases of $54 in the photographer, reporter, copy editor and outside sales top minimums in the contracts' first two years, the reopener settlements

(Continued on Page 6)

Star unions OK raise freeze, job cuts

The memberships of all six key unions at the Washington Star, including the Guild, have approved a series of drastic economy measures — including wage freezes and cuts and a 214-employe reduction in the paper's workforce—to keep the Star from closing its doors.

Last of the key unions to act was Local 6 of the International Printing & Graphic Communications Union whose members on April 22 voted their agreement to economies in the pressroom and stereotype department.

The unions' leadership recommended acceptance of the cost-cutting measures after a series of intense bargaining sessions following a March 25 meeting of local and international leaders with Star publisher Joe L. Allbritton under the auspices of the Federal Mediation & Conciliation Service (GR, March 26 and April 9).

During the sessions representatives of the unions examined three sets of financial documents, including an independent audit of the paper's 1975 performance and its internal ledgers for 1976's first quarter, opened to them to substantiate Allbritton's warning that without immediate action to pare just under six million dollars from the Star's operating costs he would be forced to close it.

Members of all but one of the Star employes' unions, the printers', have been working under expired contracts since late last year.

Members of the key unions, except the pressmen's voted acceptance of the economy measures, which vary in nature and impact from union to union, during a four-day period at the end of the first full week of April.

The Washington-Baltimore Guild's Star Unit, which represents the paper's 540 editorial and commercial-department employes, voted 318-to-12 on April 9 to accept proposals imposing a moratorium on all wage increases for the rest of the year and restricting bargaining for a new contract to noneconomic issues.

The size of the Guild-represented workforce also will be pared by 37; 13 in the news and photo departments and 24 elsewhere. Voluntary resignations and early retirements are being

(Continued on Page 6)

Big daily's profits soared 20% in '75

Before-tax profits were increased 20.4 percent in 1975 by the anonymous U.S. big-city daily whose financial performance has been analyzed annually since 1960 for Editor & Publisher magazine.

And the 262,000-circulation paper will reap "banner" profits in 1976, the president of Newspaper Analysis Service reported in the magazine's April 10 issue, if the ad-volume increase that started late in 1975 continues.

The morning-evening-Sunday paper netted $21.80 on each $100 in circulation, advertising and other revenue last year, nearly triple the 7.4 percent before-tax profit rate for all U.S. manufacturing industries as computed by the Federal Trade Commission. (The E & P analysis does not report the paper's after-tax profits.)

The paper's 1975 profit was $6,876,082, up a record $1,162,708 over 1974 when its rate of return was 21.1 percent. Its 1974 net was 13.4 percent higher than in 1973, one of two only years in the last 16 that saw its profits off somewhat from the year before. The 20.4 percent 1975 profit increase was second only to the 1966 increase of 20.9 percent (table of paper's 16-year performance, page 6).

Its 1975 profits came on total revenues of $31,566,966, up $4,525,854 and 16.7 percent over 1974's revenues. Nearly 26 cents (25.7) of every "new" revenue dollar ended up as profit.

Sixty-seven percent of the rev-

(Continued on Page 6)

Schorr of CBS joins lineup for Hill session

CBS News correspondent Daniel L. Schorr will review the issues involved in his suspension by the network as part of a panel on "Press Freedom: The Triple Threat" at the TNG-Graphic Arts Union legislative-political conference in Washington May 3-6.

Appearing with Schorr will be Jack Landau of the Reporters Committee for Freedom of the Press and Charles Morgan, Jr., director of the Washington office of the American Civil Liberties Union until 5 p.m. April 23.

Landau, a leader of the Washington-based organization, will discuss court gag orders.

Morgan, who resigned after four years as director of the ACLU Washington office in a dispute over the right to voice his personal political views, will discuss related threats in Senate Bill 1 and President Ford's proposed secrecy legislation.

Schorr, a charter member of the New York Guild while working for the Jewish Telegraphic Agency, was suspended by CBS pending investigation by the House Select Committee on Intelligence of his leaking a copy of the Pike Committee Report to the Village Voice, which published the "secret" document.

Democrat Don Edwards of California, chairman of the House Subcommittee on Civil and Constitutional Rights, and

(Continued on Page 2)

. . . or whisper into your martini olive

A suburban Washington firm wrote to TNG offering its services as "the world's most advanced private organization in technical eavesdropping *countermeasures*."

After three paragraphs raising the specter of electronic "bugs" permeating TNG headquarters and extolling its expertise in finding and eliminating them, Dektor Counterintelligence and Security, Inc., concluded by urging:

". . . give us a call (from an outside telephone) . . ."

Minimums, budgets in step
Story, page 7

$70 added to Pittsburgh tops
Story, page 3

2-year UPI pact nets $43
Story, page 5

Electronic newspapering 'practicalities' explored

Vancouver, B.C.—The "practicalities" of the age of electronic newspapering were thoroughly explored by participants in a TNG "Automation Updated" institute for Guild locals in Canada's Southwest and the U.S. Northwest.

Participants—44 of them April 3 and 4 from the Pacific Northwest, Vancouver-New Westminster and Victoria Guilds—asked, and answered, questions on automation's effects on the way members do their jobs, on psychological and physical problems that have arisen and on the fallibility of the new machines and systems.

"I've learned things here that you'd never read about in books," said one delegate. "Like what do you do when there's a lightning storm?" (You get everything off the screen, quickly, before the lightning erases it.)

The sessions, conducted by Ellis T. Baker, TNG's director of administrative operations, also dealt with jurisdiction and job security.

Three panelists, Emmett Murray of the Seattle Times and Mike Hughes of the Tacoma News Tribune, both Pacific Northwest Guild members, and Tom Dodd of Pacific Press and the Vancouver-New Westminster local, described their papers' experiences with automation.

Baker said that when he conducted a previous round of seminars on technological change in 1973, Canada was lagging behind in automation.

"It may still be true, but it won't be for long," he said, noting the existence of systems in Montreal, Ottawa and Vancouver and plans for installations at the Toronto Globe & Mail, Hamilton Spectator and Windsor Star.

Baker said the aim of the current round of institutes—the Vancouver session was the sixth—is to look at the Guild's actual experiences with automation.

He said that when newspapers first started introducing scanners and video display terminals there was great concern, but those "fears have largely been allayed."

But, he and the delegates emphasized, problems remain.

Delegates expressed concern over the longer time it takes to edit stories on VDTs and to process classified advertising using scanners, and the possibility of "speed-ups." The possibility of eyestrain was raised and Baker emphasized the necessity of regular maintenance to alleviate it.

Linda Daniel, assistant city editor of the Seattle Times, said she was concerned with the "psychological" impact of the VDTs and the decrease in direct communication with reporters.

"Before, my job was 90 percent editing and 10 percent technical. Now it's 50 percent technical," she said.

Daniel said the installation of 31 editing terminals, which are linked to a scanner system for reporters, has also produced a very practical problem in the Times' crowded newsroom. The terminals, she said, have taken up so much room in the aisles that employees are getting "a permanent ring of bruises" from bumping into them.

While the systems used at the papers represented by the three panelists varied, each recounted problems with the unperfected machinery.

Hughes told delegates that wiring for the new equipment in Tacoma got crossed with the wiring for presses in the paper's new building. Every time the presses ran at 65,000 papers an hour, the composing room had to shut down, he said.

Dodd said there had been a lot of problems in Vancouver, where 32 video display terminals are not always operational.

He said this was primarily because Pacific Press wanted a system which was still in the development stage. There will ultimately be 72 terminals in the editorial departments of the Vancouver Sun and Province.

Dodd said a lot of copy has been lost and that the programs are changed almost daily.

"But from talking to people here, I think that we are going to be happy in the end," he said.

Dodd said he has found some editors have refused to use a VDT after one bad experience—but a few days later they are back using them.

"When it works, it is the best thing ever used—but when it doesn't, it's devastating," he said.

Murray told delegates that the Seattle Times had used a formal training system for editors who would be using the VDTs. He said that he and two other editors had been sent to study another installation, then they had trained other users on a one-to-one basis. Reporters who wished to take typing lessons, for using the new electric typewriters, were given the opportunity at company time and expense.

Baker said he had found that formalized training was the exception among most papers, but the happiest users were those who had complete instruction.

Baker said the Guild has been generally successful in preventing dismissals because of technological change and has generally achieved provisions requiring a notice period for introduction. He noted that the New Westminster Columbian contract prohibits introduction until agreement has been reached with the Guild.

The seminar began with a tour of Pacific Press, where delegates saw the VDT system, the scanner operation used for processing classified ads and the data processing center.

TNG President Charles A. Perlik Jr., Canadian Director William McLeman and International Vice-President Roger Stonebanks also spoke.

The Vancouver institute followed an automation institute presented for Western District Council locals in San Jose the previous weekend. The two were attended by more than 100 delegates from nine locals.

While on the West Coast Baker also conducted evening shop steward seminars in Fresno, Stockton, Sacramento and Seattle.

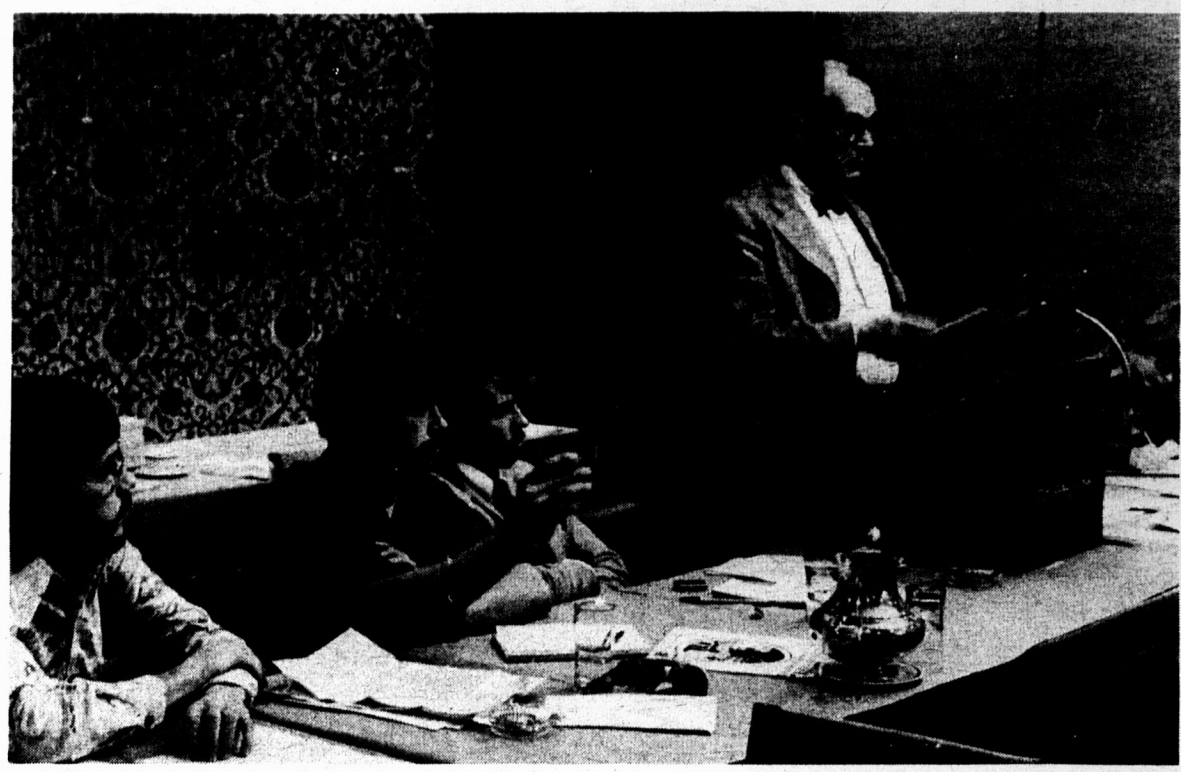


Photo by Dan Scott, Vancouver-New Westminster Guild

. . . 'Ye olde director' presiding!

TNG Director of Administrative Operations Ellis T. Baker conducting "Automation Updated" institute for members of Guild locals in Canada's Southwest and U.S. Northwest is the object of the attention of members pictured on page 1. Seated are panelists who described "electronic newspapering" systems at the papers where they work, from left: Tom Dodd of Vancouver-New Westminster, Michael Hughes, Tacoma, and Emmett Murray, Seattle, both members of Pacific Northwest Guild.

'Visiting fireman' saves head(line)

Vancouver, B.C. — One red-faced makeup editor at the Vancouver Sun is thankful TNG "Automation Updated" institute participants toured Pacific Press's plant April 3.

John Jones, a copy editor and former Victoria Guild president, spotted "exorcising" spelled "exorcizing" in a headline on a camera-ready editorial-page pasteup.

Jones brought it to a printer's attention and it was corrected.

The makeup editor, though choosing to remain anonymous, passed along his thanks.

Schorr will join Hill session on free press issues

(Continued from Page 1)

author of a liberal alternative to S.1, will open the May 6 half-day session on problems of the press with a discussion of the dangers of the original bill.

Frank Mankiewicz, former columnist, McGovern campaign director and press secretary for the late Sen. Robert F. Kennedy, is running for Congress in Maryland's 8th District and will wind up the morning with "Talking Back to the Boys on the Bus," a discussion of campaign coverage.

Other issues to be examined during the second TNG-GAIU legislative-political conference include national health insurance, the food stamp program, the state of the nation's economy and the functioning of the National Labor Relations Board.

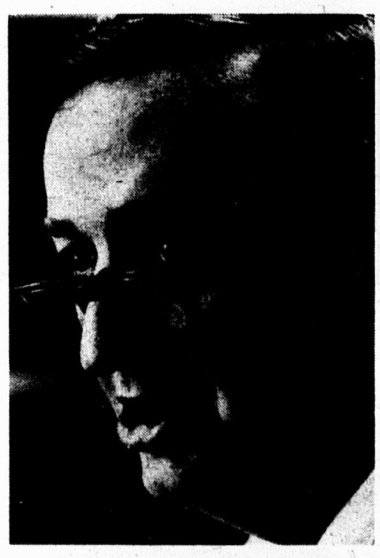
Participants in the four-day conference at the Quality Inn-Capitol Hill also will hear from three Democratic presidential contenders—former Georgia Gov. Jimmy Carter, Sen. Henry M. Jackson of Washington and Rep. Morris K. Udall of Arizona—and, the man in the wings, Sen. Hubert H. Humphrey of Minnesota.



DANIEL L. SCHORR



JACK LANDAU



CHARLES MORGAN, JR.

Others scheduled to speak include: Sens. Birch Bayh and Edward M. Kennedy, members of the Senate Subcommittee on Constitutional Rights; Rep. Patricia Schroeder of Colorado and the House Subcommittee on Employe Political Rights and Intergovernmental Programs, Rep. Bob Bergland of Minnesota, Rep. Yvonne B. Burke, president of the Congressional Black Caucus, and Rep. Frank Thompson, chairman of the Subcommittee on Labor-Management Relations, which has been holding hearings on the effectiveness of the National Labor Relations Board.

Andrew Biemiller, the AFL-CIO's legislative director, also will speak.

The conference opens with a reception at 6 p.m., May 3. "It would be a mistake of major proportions for Guild locals to stay away from this conference in a critical election year," TNG President Charles A. Perlik, Jr., wrote to U.S. locals April 20. The conference is our chance to help make the decisions of 1976 which we will have to live with for four years, he said.

The April 19 deadline for guaranteed reservations has passed, but the hotel has agreed to hold rooms open as long as possible, Perlik added. A $20 registration fee includes the reception and breakfast and lunch each succeeding day.

At the conference's first working session, May 4, Humphrey, chairman of the Joint Committee on Economics, will discuss the Humphrey-Hawkins Full Employment Bill.

During Tuesday's session Burke will address conference delegates on civil rights and the election campaign, Bergland will discuss food stamps, and Thompson will talk about the National Labor Relations Act and the NLRB's administration of it.

The three presidential candidates are scheduled to speak May 5, before a session on national health security, with Jackson leading off at 8:30 a.m., followed by Udall and Carter. Actor E. G. Marshall is scheduled to speak on health care during lunch that day and Kennedy will speak just before delegates take an early recess to keep appointments with their members in Congress.

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Member in Toronto faces jail for silence

Toronto, Ont.—Toronto Globe & Mail reporter Loren Lind faces sentencing May 3 on a contempt conviction for refusing to turn over notes and records of interviews with two Toronto health board members involved in a dispute with two lead-smelting firms over allegations of air pollution.

Canada Metal Co., Ltd., and Toronto Refiners and Smelters say they are seeking the information as evidence in their efforts to have the health board's decisions on lead pollution set aside. The companies claim three of the board's members were biased.

Lind, 38, was found guilty of contempt by the Divisional Court of the Ontario Supreme Court on April 5, but sentencing was postponed to give him another chance to comply with the court's order four months ago that he produce notes, notebooks, articles and other documents relating to the interviews.

Lind, who has worked at the newspaper since 1967, said his refusal to disclose the information was solely his decision. He said he's in a dilemma because of his desire to be a law abiding citizen and his conviction that disclosing things said to him in trust would violate journalistic ethics and damage his reputation as a journalist.

The court told Lind the issues involved transcend his interest and that of the parties in the case. "The whole system of the administration of justice depends on people obeying court orders," Justice Thomas Callon said.

Meanwhile, Allied Chemical Corp. of Morristown, N.J., has subpoenaed about 45 Virginia news organizations for reporters' information about the company's Kepone pesticide.

Allied has been named defendant in three multimillion dollar lawsuits stemming from the poisoning of chemical workers and their families by Kepone produced in Hopewell, Va.

Most of the news organizations named in subpoenas issued by U.S. District Judge Robert R. Merhige, Jr., Richmond, were asked to supply materials printed or broadcast about the Kepone controversy, which came to public attention last July when the Hopewell plant was shut down by state health officials.

But two subpoenas issued by Merhige ordered a Richmond radio station and a Petersburg television station to turn over materials broadcast as well as those not shown to the public, dating back to Jan. 1, 1973.

Merhige exempted the stations from having to disclose confidential news sources.

The owner of WXEX-TV and WLEE radio had argued that the sweeping disclosure Allied sought would jeopardize confidential news sources.

The Reporters Committee for Freedom of the Press, which joined the stations in opposing issuance of the subpoenas said Merhige's order is "perhaps the broadest disclosure order enforced against a news organization in recent years."

Meanwhile, the Minnesota Supreme Court has reversed a lower court order barring reporters from the jury selection process in the trial of 19-year-old James Stewart, accused of first-degree murder and aggravated robbery.

Local group acts to clear the air

San Francisco, Calif.—Smoke filled meeting rooms are a thing of the past for the San Francisco-Oakland Guild's representative assembly.

As the March issue of the local's publication, the Bay Guildsman, put it:

"After a little hacking around, the last meeting of SFONG's representative assembly voted to ban smoking at its future meetings.

"There was little vocal opposition . . . Even some hard-core smokers spoke for the motion."

$70 being added to Pittsburgh tops

Pittsburgh, Pa.—Top minimums for key newsroom jobs are raised $70 a week, taking reporters, photographers and artists to $390, in a new three-year Pittsburgh Guild contract with the Post-Gazette.

The settlement also increases the publisher's pension-fund payments by $2.80 per employe per week, to a total of $21.12, and provides a maximum of $15 a month for a new dental insurance program.

The $70 increase takes the top minimum for copyreaders, rewrite and editorial writers to $394 a week, the flat minimum covering assistant city editors and department heads to $405 and the flat minimum for assistant news editors to $424.

The $70 comes in increments of $22 retroactive to Jan. 1, $3 on July 1, $19 on next Jan. 1, $5 on July 1, 1977 and 1978, and $16 Jan. 1, 1978.

Lowest increase in the settlement is $27, taking the copy messenger's starting minimum to $145 and their top, for those with a year's experience, to $150.

General increases, for those earning more than the contract's minimums, range from $27, for those earning less than $150 a week, to $57, for those earning $250 or more a week.

Increases of $35 take the top minimums for secretaries to $230, for editorial and library clerks to $199 and for interns to $205 a week. Starting minimum for reporters, photographers, artists and copyreaders is raised $45, to $230 a week.

Top minimum for librarian is raised $41, to $269 a week.

The settlement also increases the weekly mileage allowance for employes using company-leased cars by $1, to $5.75, and provides additional 50-cent increases for each five-cent boost in the price of gasoline above 55.9 cents a gallon.



GAIU swearing

Officers of the Graphic Arts International Unio are sworn in by Machinists President Floyd E. Smith, as the GAIU's top leadership undergoes its first change since the union was born of the merger in 1972 between the Bookbinders and the Lithographers & Photoengravers unions. From left are Smith, Secretary-Treasurer Joseph Hellman, President Kenneth J. Brown and Recording/Financial Secretary Daniel A. Streeter, Jr. The union's executive council was reduced from 50 to 32 members.

NLRB orders one unit in Van Nuys, sets vote

Van Nuys, Calif.—The National Labor Relations Board has scheduled for April 28 and 29 a representation election among the nearly 400 advertising, business, circulation and editorial employes of the Valley News & Green Sheet.

The election will be held nearly 11 months after the Los Angeles Guild petitioned the board for recognition as the group's bargaining representative.

In the interim, the NLRB's regional office held 14 days of hearings spread over July and August and finally ruled on Nov. 25 in favor of a company request that circulation employes be split from the others for the election.

The Guild appealed the finding in December and on April 2 the NLRB in Washington agreed with the Guild and ordered a single election.

Noting that "traditionally" it has "found units consisting of all nonmechanical employes to be optimal in the newspaper industry," the NLRB said the company had put forth "no basis . . . that would require us to abandon our traditional policy" and said it could "see no reason" why an election should not be directed in the single, overall unit requested by the Guild.

In December several nearly identical petitions circulated among employes in the group drawing more than 200 signatures and asking the Guild to withdraw its appeal to the NLRB and abandon the organizing effort.

The petitions, 18 of them identical, said a new management group brought into the paper since June was "not only responsive to our needs, but apparently more concerned for the welfare of its employes and the future of our newspaper than even the Guild professes to be."

The Van Nuys paper is owned by the Tribune Co. which also publishes the Chicago Tribune and the New York Daily News.

Garden Grove votes to leave L.A. Guild

Garden Grove, Calif. — Employes of the Orange County News voted 15 to 28 on April 7 and 8 to decertify the Los Angeles Guild as their bargaining representative.

About half the editorial, business office and circulation employes of the paper are part-time workers, a local spokesman said. They had been without a contract since Sept. 30.

The U.S. price elevator

The following table shows the ascent of the United States' Consumer Price Index over a 39-month period following a 0.4-point rise, to 167.5 in March. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

	Index*	Percentage over: Same month prior year	Percentage over: December 1972†
March, 1975	157.8	10.3	24.0
April	158.6	10.2	24.6
May	159.3	9.5	25.1
June	160.6	9.3	26.2
July	162.3	9.7	27.4
August	162.8	8.6	27.9
September	163.6	7.8	28.5
October	164.6	7.6	29.3
November	165.6	7.3	30.1
December	166.3	7.0	30.6
January, 1976	166.7	6.8	31.0
February	167.1	6.3	31.3
March	167.5	6.1	31.6

* 1967 = 100 † Index = 127.3

Pressmen elect Fishko, boost strike benefits

Sol Fishko has been elected to his first full, four-year term as president of the International Printing and Graphic Communications Union (pressmen), defeating William Cernera by more than three to one.

Fishko was first elected to the post without opposition two years ago following the retirement of Alexander J. Rohan in mid-term.

Burton F. Riley was re-elected secretary-treasurer without opposition.

The union's members also voted 24,292-to-7,747 to increase strike benefits from the international defense fund by $20 a week, to $70, and to eliminate a 26-week limit on their payment to strikers.

Students learning organizing pays

Iowa City, Iowa—Student editorial staffers on the campus newspaper at the University of Iowa — the Daily Iowan — have learned first hand that it pays to organize.

Photo editor Larry Frank says he got a $200 a month pay increase, to $300, and "five or six" other student writers and editors also got raises after they began to organize.

About 30 of the 35 staffers are members of a new unaffiliated union, known as "The Union," which is completing negotiations with Student Publications, Inc., for better wages, job security and fringe benefits.

Capital Times to ask to bargain on code penalty

Madison, Wis. — Management of the Capital Times has, as requested by the Madison Guild, formally rescinded the penalty provisions of its ethics code in keeping with the National Labor Relations Board's ruling that they, unlike the code itself, cannot be established without bargaining with the Guild (GR, April 9).

At the same time, Robert Meloon, the paper's managing editor, told Guild President Diane M. Woodstock that the company does want to enforce the code and will ask the Guild to bargain on penalties.

Also in response to an inquiry from the Guild under the ruling, Meloon told the local that the paper had not disciplined any of its editorial-department employes for violating the code in the two years since it was unilaterally issued.

An NLRB administrative law judge had found both the code and its penalties to be mandatory baragining matters in January, 1975, holding that both affect working conditions and employment compensation, as charged by the Madison Guild.

A majority of the full board, however, said it could not agree that the gifts the code prohibits are a form of compensation nor that the code's requirement for reporting outside activities that might involve a conflict of interest affects terms and conditions of employment.

Capital Times Publisher Miles McMillin, in a statement published in the paper along with the news of the NLRB ruling on April 8, a day before the board's action was scheduled for release, hailed the ruling as "a heartening victory for a free press."

Had the board not altered the administrative judge's finding, "the newspaper business would have been drastically altered in ways that would jeopardize the guarantees of the First Amendment," McMillin charged, though he did not elaborate.

He said the board's position on bargaining on discipline under the code seems an "affirmation" of the company's "position from the beginning" that "all disciplinary proceedings are subject to grievance and arbitration procedures."

Woodstock said the decision "mystifies" the local.

"Apparently we are supposed to design punishments to fit crimes without ever mentioning the crimes," she said, adding:

"This is the sound of one hand clapping and it is difficult to see how it can work in collective bargaining.

"If the decision really means to exclude Guild members from deliberations which will decide their professional conduct, the result will be newspapers with a dictated 'integrity' and a degraded craft," she said.

On April 9 Meloon and TNG President Charles A. Perlik, Jr., appeared together on a three member panel to discuss "ethics, unions and the media" during a regional convention of the Society of Professional Journalists, Sigma Delta Chi at Ball State University in Muncie, Ind.

Perlik pointed out that the NLRB ruling in the Madison case was a very narrow one.

"According to the board's majority . . . what a publisher may do, without prior bargaining, is paste up on the wall an unenforceable opinion—or guideline that gifts should not be accepted and outside activities that may conflict with regular employment should be reported," he said, adding: "The holding is as narrow as that."

Perlik pointed out that the Guild has had a code of ethics since 1934 when "freebies and many of the other current concerns weren't an issue," and added that code "is currently in the process of revision."

"When it emerges," he continued, "I think you'll agree that it is one of the most far-reaching and thorough-going in the industry—and it will cover ethics for newspaper publishers, an area most of the present company codes strangely avoid, as well as for the hired hands."

But he said, the problem in the Madison case and another at the Pottstown Mercury "is not whether there should be an ethics code for newspapers but whether management has the right to impose one unilaterally, at its employes' expense and without their participation."

"Some of the codes we have seen go far beyond the normal bounds of ethical considerations and seek to deprive employes of some of the basic rights of citizenship, such as involvement in political and community activity, while imposing no such restrictions on the publishers themselves. We think this is an appropriate area for negotiation," he said.

Meloon said the issue in the Madison case was power—an issue of who shall run the newspaper, the editor or the union.

Central to the Madison dispute, he said, is the power of management to control the staff or the power of the staff to control privacy.

Appearing on another panel during the Ball State meeting—one dealing with journalism as a "profession"—was David Barr, TNG counsel. Also on that panel was Mary Matthies, the attorney who represented Southern Production Program, Inc., as an amicus for the San Antonio Express and News in its effort to have news workers classified as "professional employes" under the narrow definition of the term in the National Labor Relations Act.

The NLRB, in a ruling three days before the Madison ethics code decision, said that journalism is primarily a field of "generalists" and reaffirmed that reporters, writers and editors are not "professionals" under federal labor law (GR, April 9).

Forbes Scott, president of the Gary Guild, participated in a third panel during the meeting, discussing "newsmen, dilemmas, present and future."

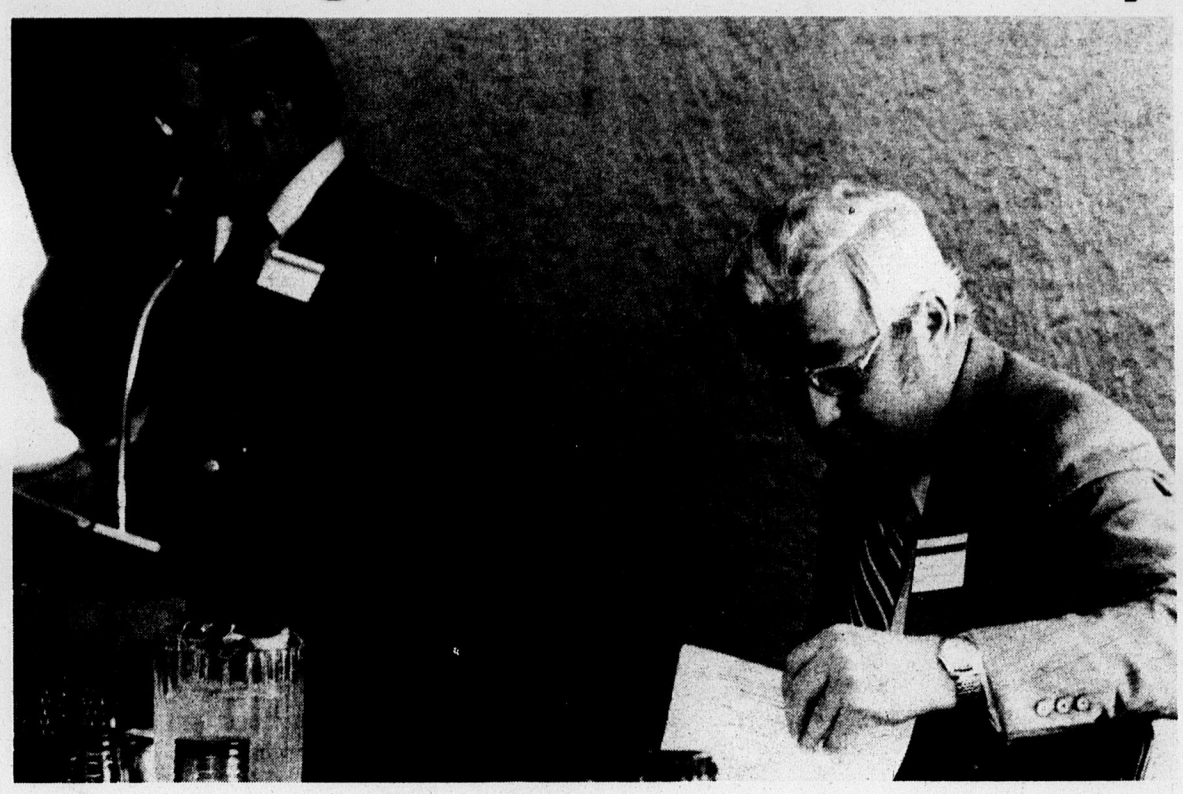


Photo by Larry Mead, Ball State University

'Ethics, unions and the media'

That was the subject of a panel composed of Capital Times managaing editor Robert Meloon, standing left, TNG President Charles A. Perlik, Jr., right, and Casey Bukro, environmental reporter for the Chicago Tribune, during Society of Professional Journalists, Sigma Delta Chi regional convention at Ball State University in Muncie, Ind., April 9. Perlik and Meloon discussed the National Labor Relations Board ruling on the Capital Times's unilateral ethics code.

'All the President's . . .' freebies

Reporters and members of Washington "society" and officialdom by the hundreds paid $25 each for seats for the world premiere of the movie version of "All the President's Men" at the Kennedy Center April 4.

It was a benefit for the Fund for Investigative Journalism and every one of the Eisenhower Theater's 1,150 seats was occupied. So was the center box permanently held by the White House, though not by President Ford or anyone else from 1600 Pennsylvania Ave. The White House said it turned the presidential box over to Washington Post publisher Katharine Graham for the evening.

"Conflict of interest" guidelines issued by the Post in 1963 and 1969, unlike some papers' ethics codes, do not forbid acceptance of free tickets to movies, according to the record of the hearings held in the Madison Capital Times's ethics code case.

About 200 striking Post pressmen and sympathizers demonstrated outside the Kennedy Center before the premiere and inside its lobby afterwards.

Stay off NBC, N.Y. urges

New York City—The New York Guild has advised its members that appearing on NBC-TV "in any capacity at any location" is no different from crossing National Association of Broadcast Employees and Technicians' picket lines at network studios.

NABET members struck NBC on March 31 in a contract-renewal dispute, then were turned away from network studios around the nation by armed guards on April 7 when they attempted to return to work after NABET leaders ordered them back, saying they would continue to bargain for a new pact.

The New York Guild said it was asking all its members voluntarily to refuse invitations to serve as panelists on interview or talk shows and to avoid any appearance on the struck network until the dispute is resolved.

The ethics code decision: a reporting sampler

The National Labor Relations Board's ruling that a publisher may unilaterally issue an ethics code for his employes like the one by Madison's Capital Times but must bargain on penalties for violation received widespread coverage in U.S. dailies April 9, the decision's release date. A sampling of leads:

The NLRB ruled Thursday that unionized news organizations cannot fire or suspend reporters for violating management codes against "freebies" unless the enforcement provisions have been subjected to collective bargaining.—*Associated Press.*

Newspaper publishers can establish codes of ethics for their reporters without consulting the reporters' unions, the NLRB ruled. [The obligation to bargain on penalties was first reported in the third paragraph.]—*The Wall Street Journal.*

The NLRB ruled Thursday that a newspaper can institute a code of ethics forbidding reporters from accepting "freebies" without submitting it to union bargaining.

The board held, however, that any disciplinary provisions for violations of the code must be negotiated.—*United Press International.*

The NLRB, reversing a ruling by an administrative judge, has decided that newspapers, without bargaining with a union, may institute codes of ethics that prohibit their employes from accepting so-called "freebies," such as tickets to athletic events or other gifts from actual or potential news sources. [The penalty bargaining-obligation was first mentioned in the fourth paragraph.]—*The New York Times.*

The NLRB has partially overturned an administrative law judge's decision making a newspaper ethics code a matter subject to collective bargaining. [The penalty bargaining-obligation was reported in the third paragraph.]—*Wisconsin State Journal.*

The NLRB ruled Thursday that newspapers can legally adopt codes of ethics for their reporters without bargaining over the contents with any labor union that represents employes. [The penalty bargaining-obligation was reported in the fifth paragraph.]—*The Milwaukee Journal.*

The NLRB ruled today [April 8] that newspapers may institute codes of ethics which prohibit their employes from the acceptance of so-called "freebies" without bargaining such codes with the union representing its employes.

But the board also held that any disciplinary provisions included in the code must be negotiated with the union.—*The Capital Times.*

DAY BOOK

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

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

TNG-GAIU 1976 Legislative-Political Conference, May 3-6, 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, TNG human rights seminar, Howard Johnson Motor Inn, Boston.

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

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

NLRB says 'no' to delay Post sought

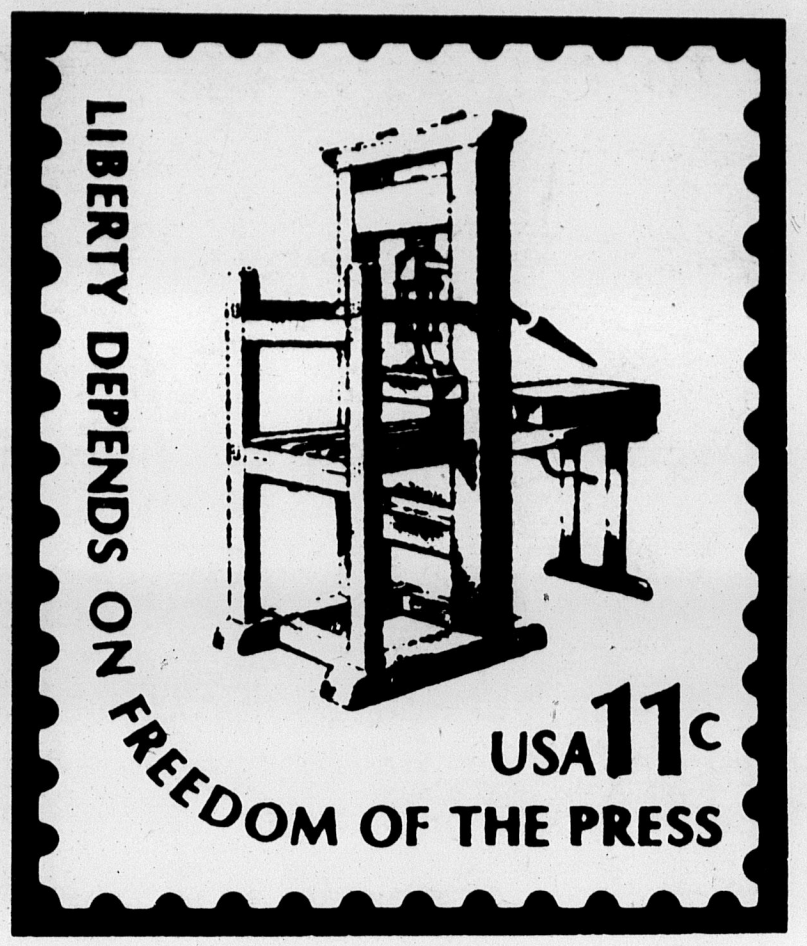
The National Labor Relations Board has refused a request by the Washington Post to delay for two days an April 26 hearing on a petition by the unaffiliated Washington Newspaper Union to displace the Washington-Baltimore Guild at the paper.

The Post has indicated that it again will try to exclude about 120 persons in 90 jobs from the bargaining unit of some 1,150-plus. The NLRB turned down an attempt by the Post to exclude them from coverage under the Guild's contract last year.

Among those the Post then sought to exclude as supervisory or managerial were Tom Martin of its accounting department, co-chairman of the WNU steering committee, and July Nicol, a Virginia editor, who was steering committee co-chairman.

Meanwhile, more than 77 percent of the Guild members in the Post Unit have remained on dues checkoff, TNG Field Operations Director J. William Blatz reported in a bulletin to all in Guild jurisdiction. The Guild's contract was terminated upon expiration March 31 by the Post. It has also refused to bargain on a new one pending the outcome of the WNU challenge.

"Despite all the heat of the moment, despite all the help you were getting from 'neutrals' who were sending you road maps showing you the easy way to travel off the checkoff, out of the Guild and out from under your contract, nearly four out of five of you decided your contract was worth keeping and improving," Blatz wrote April 20.



Press Freedom—'Americana'

The U.S. Postal Service, as part of its new "Americana Series" of stamps, has issued an 11-center heralding Freedom of the Press. It depicts an early printing press while down its left side and across the bottom appears the slogan "Liberty Depends on Freedom of the Press." It is printed in orange ink on gray paper. A month and a half after it was issued, first-class postage went up to 13 cents an ounce.

About a week earlier the WNU issued a general appeal for contributions to its treasury, warning that "without an immediate showing of support" it "may have to fold."

To that point, it said, it had received contributions "working out to $1.76 per employe in the jurisdiction."

Expressing surprise at the time and expense of representation proceedings, the WNU asked "at least $100" from each employe in the jurisdiction. "If not that, give us at least $1.76," it added. "We'll call it your fair share."

Pact to take Indianapolis over $300

Indianapolis, Ind. — Increases totaling $56 take the top minimum for reporters, photographers, copyreaders and artists at the Indianapolis Star and News to $311.95 in a new 31-month Indianapolis Guild contract with the Pulliam papers.

The raises are in increments of $31, retroactive to last June 27, and $25, next Sept. 27.

The settlement also boosts the mileage rate two cents, to 16, for the first 100 miles a week, three cents, to 14, for the next 100, and one cent, to ten, thereafter.

Paid personal leave of up to five days a year is provided for the first time with employes to be paid cash for unused leave at the end of each year.

The top minimum for library clerks is increased $30.60, to $184.75, while their starting minimum goes up $17.90, to $129.15. Top minimum for secretaries goes up $36.95, to $210.65, and their start goes up $24.25, to $155.40.

Top minimums are raised $24.65, to $162.65, for stenographers, and $163.15 for custodial personnel, in installments of $13.50 and $10.75.

The starting minimum for reporters, photographers, copyreaders and artists goes up $30.60, to $185.75, with increases of $17 and $13.60.

Top minimum for the editors' and managing editors' secretaries is raised $36.95, to $210.65.

The flat minimum for copy messengers is increased $17.90, to $123.65.

Tempers fly in Elizabeth over big bunny promotion

Elizabeth, N.J.—A veteran advertising salesman for the Elizabeth Daily Journal was ordered to walk through the streets of nearby Rahway with a five-foot tall, stuffed rabbit in tow. Unlike the mythical Harvey, this rabbit wasn't invisible and so began the bunny brouhaha.

Management was using the great bunny in connection with an Easter advertising sales promotion. The rabbits were to be given to advertisers to give to customers through a drawing.

It is "an unconscionable indignity" for an employe to be asked to carry a stuffed, oversized rabbit to prospective advertisers, thus subjecting the employe "to utter ridicule," North Jersey Guild Administrator Donald Rosselet wrote in a letter protesting the sales scheme.

Salesman Bob Fath had complained that it would be embarrassing to walk around with the rabbits and told management he didn't need a prop to sell the promotion. The company told Fath it was either the rabbits or the job.

Publisher John McGaugh called the Guild's protest "indicative of provincial, narrow and fuzzy thinking" and suggested that in the future the Guild's efforts be confined "to whatever other skills you may possess."

Faced with the choice posed by the company, Fath resigned from his job of 18 years. And, when the fur stopped flying, Mike Balint had given up his position as retail advertising manager and returned to the bargaining unit as a salesman under a fall-back provision of the Guild's contract.

Seniors' council seeks halt in Medicare hikes

The National Council of Senior Citizens has announced its support for legislation by Sens. Frank Church and Edward M. Kennedy to halt Medicare rate increases.

Since Jan. 1, Medicare patients have had to pay $104 for the first day of hospital care, up $12.

William R. Hutton, the council's executive director, noted that less than 10 years ago the cost was $40. "The elderly are being asked to bear an unfair part of the nation's inflation burden," he said.

Walsh drops charges against local

New York City—Wire Service Guild staff member Louise Walsh has withdrawn a complaint of sex discrimination against the local following agreement with its executive committee on her rate of pay for the number two position.

She had filed the complaint with the New York State Human Rights Division on March 29 charging that the local had refused her as much money as it had offered an inexperienced male while she was off its staff for most of February and March (GR, April 9).

UPI keys up $43 in 2-year contract

New York City—Top minimums are increased by as much as $47.65 a week—with that for newsmen and newswomen going up $43, to $392.07—in a new two-year contract ratified by a 72 percent vote of Wire Service Guild members at United Press International.

The membership ratified the settlement—proposed by the company late in March—in a referendum coupling rejection with authorization for Guild bargainers to call a strike if the UPI offer were not subsequently improved. Both the local's bargaining committee and TNG's Contracts Committee recommended rejection.

The two-year term of the settlement will bring bargainers back to the table at UPI 9½ months before the next round at Associated Press where Guild bargaining has for several years preceded and set the pattern for UPI negotiations.

AP members in January ratified a three-year contract raising the reporter top minimum by $37.93, to $387, in its first two years and another $23, to $410, for its third year.

Under the new UPI contract the top minimum for newsmen, newswomen, photographers and artists is increased $17 retroactive to March 16, $4.50 on Sept. 16, $18 on next March 16 and $3.50 on Sept. 16, 1977.

The $18 increase will put the reporter minimum at UPI $1.57 ahead of that then in effect at AP and the final UPI-contract increase of $3.50 will put its reporter-top $5.07 ahead.

The UPI settlement, like that at AP, also provides for a cost-of-living increase in its second year if the Consumer Price Index for next February is more than eight percent higher than that for February, 1976.

The UPI settlement also ads a ninth holiday, a personal one, increases UPI's contribution to health insurance, improves vacations for persons with 25 to 29 years' service, restores 23-days' experience credit and reimburses employes docked for striking in 1974, eliminates a dual minimum schedule and extends the 37½-hour work week to the last five of the nine News Centers in the UPI system by June 12, 1977.

Other increases in the new contract include $42 in the top minimum for photoprinters and color technicians, taking them to $373.56 in installments of $17, $4, $16 and $5.

The $47.65 goes to the top minimum for ADP programmers, taking it to $345.82. Their start is raised $20.75, to $216.65, and that for newsmen, newswomen, photographers and artists is raised the same amount, to $244.04.

The top minimum for telephone operators and stenographers is raised $35.60, to $212.32, in increments of $19.60, $3.50, $9 and $3.50. That for office aide is boosted $22, to $152.51, in steps of $7, $4, $7 and $4, and that for copyroom aides goes up $23.20, to $193.21.

Increases of $25 take the top minimums for service mechanics to $220.11, for payroll clerks and keypunch operators to $216.83 and for dictationists to $208.50.

General increases for employes below top minimum range from $10.25 to $34.15, and for those at or above top from $22 to $43. The flat minimum for librarians goes up $27 to $286.61.

The agreement also provides for inclusion of night and overnight differentials in vacation, holiday and sick-leave pay, the latter for a maximum of 10 weeks, and in severance pay in dismissals to reduce the staff.

The employer's monthly contribution to health insurance is increased a total of $21, $6 immediately, $10 effective Nov. 1, and $5 next March 16, to a total of $57.50, a dollar more than AP. Dental plans will be explored and the Guild may divert up to $5 to an acceptable one.

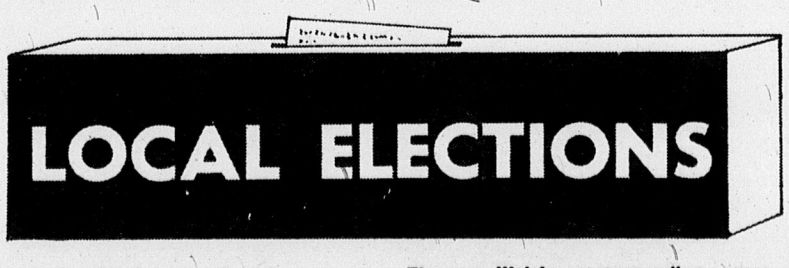
Under the agreement each employe's contribution to group life insurance is reduced two-thirds, from $1.20 to 40 cents for each $2,000, in two steps.

A death benefit is added to the pension plan to provide a maximum $3,500 in the first year and $7,000 in the second for employes affected by the UPI-initiated phaseout of a company program under which retirees can continue half their group life insurance, to a maximum $20,000.

The new contract also boosts the severance-pay ceiling by five weeks, to 72, increases the mileage rate one cent, to 16 for the first 125 miles a week and 14 thereafter, cuts service time for five weeks' vacation five years, to 25, adds a month, for a total of four, to the notice requirement before installation of new equipment that would reduce the staff and provides for employer-paid retraining for those remaining.

The settlement also does away with a six-year minimum-progression schedule, retaining a five-year one, and provides that more than 100 staffers hired under the longer one since March 16, 1972, receive associated raises. The company estimated the cost will be about $100,000, according to the Guild.

Another 175 UPI employes will share in a $27,000 reimbursement for money lost when they were docked 23 days' experience credit after the Guild's 1974 strike and, as a result, had scheduled experience-based raises delayed.



Hampton Roads

Michael Smith, president; **Danne Smith**, vice president; **Carol Mather**, secretary; **Donald Hunt**, treasurer.

Pawtucket

David M. Chmielewski, president (Chmielewski 23, Joseph Van Den-Bossche 7); **Robert Campbell**, 1st vice president (Campbell 16, Raymond Lacaillade 15); **Susan Sampers**, 2nd vice president; **Ronald Moreau**, treasurer; **Thomas Walsh**, corresponding secretary; **Linda Wright**, recording secretary; **Lyn Nerney**, asst. treasurer.

Pueblo

Interim election: **Phil Ruegg**, president.

Yakima

Jack Richards, president; **Steve Macke**, vice president; **Virginia Lewis**, secretary-treasurer.

Job cuts, pay freeze OK'd by Star unions

(Continued from Page 1)
encouraged before application of the contract's economy dismissal provisions, calling for layoffs in inverse order of seniority, according to Phillip Kadis, unit chairperson. Five of the Guild jobs to be pared will be retained until July.

The Guild agreement provides for an increase of up to $14 a month in the employers' health and welfare insurance payments in order to maintain benefits.

Proposals accepted earlier by the Graphic Arts Union also provide for the wage-increase moratorium and for a reduction of about a third in the 37 engravers employed by the Star.

Teamsters voted 213 to 0 on April 10 to accept the wage-raise moratorium, a reordering of all the paper's delivery-truck routes with an attendant reduction in the number of delivery employes and cuts in wages until the route reordering takes place.

Typographical Union Mailers voted 47 to 2 to accept the wage moratorium, a reduction of eight in their number and manning changes tied to further automation of the mail room.

Columbia Typographical Union printers, only organized Star employes with a contract in force, voted April 11 to modify their contract to provide early retirement incentives to reduce the composing room work force by 100, to 172, with 50 to have resigned by 4 p.m. April 23 and the rest by Oct. 1, 1977.

In addition, on April 25 the remaining composing room printers are to begin working a four-day week for four days' pay until the second 50 printers have left, or Oct. 1, 1977, whichever comes first.

There is no moratorium on the raises called for under the printers' contract.

The economy measures approved by the pressmen, on recommendation of their scale committee, include a reduction in their number in return for severance pay for those pared, changes in their manning table and the wage-increase moratorium.

Only Star employes other than the printers not asked to accept the wage-increase moratorium were maintenance employes represented by the Service Employes Union. They have not had a raise in more than a year, Kadis said.

Kadis also said that the unions' examination of the Star's financial data showed that the paper had been "in the black" only one month in the last six years. That month was last October, the first of the strike against the Washington Post.

The paper's losses in 1975, its first full year under Allbritton's management, totalled about 9½ million dollars, Kadis said, and it lost about a million dollars in each of the first three months of this year. The losses were jeopardizing continuation of a 29 million dollar loan from the Chemical Bank of New York that Allbritton had used in buying the ailing Star.

Several of the local unions were assisted by international representatives during the bargaining that produced the economy agreements, including TNG International Representative Charles Dale.



Stam for the AFL-CIO News

Time-Life Books heads for Washington

New York City—Time, Inc.'s books division will move its New York editorial and business offices to the Washington, D.C., area sometime before December and will take with it about 20 percent of the New York Guild's largest unit.

The move will affect the book division's entire New York staff of 300 employes, including about 200 in Guild jurisdiction. All have been invited to relocate and have been given until Oct. 1 to notify the company of their intentions, Guild Unit leaders said.

The Guild has been in negotiations for a new contract with Time since January and members of the unit have voted the local strike-call authorization by more than 40 to 1.

Time-Life Books is relocating primarily for tax benefits, the lower cost of doing business in the Washington area and for the "potential improvement in economic benefits and lifestyles that could be realized by the employes," company officials explained.

Another major factor in selecting the Washington area "is access to editorial resources, including proximity to an important library system," they said.

Employes who don't relocate with the company can resign and will get from four to 20 weeks notice pay and can collect profit sharing. In addition, they will get severance pay.

Or employes who don't make the move with the book division, which creates and sells hardcover books mainly by direct mail to subscribers, will get first preference for openings in the other Time, Inc. operations in New York, Guild leaders said.

Tops are up $35 in Seattle

(Continued from Page 1)
bring the contracts' overall increases to $89.85 over 40 months. Total increases for telephone salespersons are just 50 cents less and for district advisers, who were brought to key-minimum parity in the first two years, the 40-month increases total $94.85 a week.

Initital raises in the key tops under the reopeners are $30, retroactive to March 22, with the final $5.85 due next Jan. 1.

The initial $30 raise takes the circulation district adviser tops to $369 a week, which ranks third among circulation top minimums presently in effect, behind only the New York Times and New York Daily News.

The initial raise takes the telephone sales top at the Times to $271.75, fifth among all Guild contracts covering the job, and to $277.50 on Jan. 1.

The telephone sales top at the Post-Intelligencer goes first to $268.75, sixth among current minimums, and to $274.75 on Jan. 1.

The initial phone-sales top minimums are exceeded only by those being paid under contracts at the New York Times and Daily News, the Washington Post and the Detroit Free Press.

Top minimums for copy persons at both papers are increased a total of $19, $16 from March 22, to $177 a week.

Lowest increase under the reopeners is $18.50, in increments of $16 and $2.50, for those paid less than $150 a week.

The $35.85 is the highest raise under the reopeners and takes desk editors at the Times to $386.35 on Jan. 1 and at the Post-Intelligencer to $386.15 on the same date.

The publishers also agreed to pay for any increase in dental insurance premiums that might occur before the extended contracts expire.

Big daily's profits soared 20% in 1975

(Continued from Page 1)
enue increase came from advertising despite a drop in linage from 1974. The ad-revenue increase resulted from higher prices instituted late in 1974, "proving once again that rate is more important than volume," Scott D. Timmerman, Newspaper Analysis Service president, wrote in E & P.

Largest 1975 expense increase was for newsprint and ink—up more than a million dollars and 15.9 percent to $9,306,095. At the same time, however, the portion of the paper's total revenues consumed by the two items dipped to 29.5 percent, from 29.7 percent in 1974.

Only two of the paper's expense categories increased the size of their bite into revenues: "building" costs, by one-tenth of one percent, to two percent, and "administrative" costs, 2.1 percent higher at 10.6 percent of revenue.

Editorial cost was 7.8 percent of revenue, down 1.1 percent; advertising, 4.3 percent, down 0.1 percent; "mechanical," 13.9 percent, down 0.9 percent, and circulation, 7.2 percent, down 0.4 percent.

Largest increase in average wages in Guild-jurisdiction departments at the paper was 7.8 percent, to $188.28 a week, in the business office. Average wage increase in national advertising was 6.6 percent, to $229.42; 5.8 percent, to $167.41, in classified; 4.9 percent in editorial, photo and art, to $237.60 in the former and $242.70 in the latter two; 4.9 percent in retail advertising, to $240.09, and 4.6 percent in circulation, to $186.27.

Average wage increases in other departments included: 6.8 percent in the composing room, to $258.73; 5.8 percent in stereotyping, to $265.20; 5.5 percent in the pressroom, to $256.32, and 5.2 percent in the mail room, to $237.30.

Timmerman wrote that "increased automation and application of modern techniques are among" the paper's "goals for 1976."

Big-city daily: the profit producer

Profits before taxes*

Year	Annually in $	% of revenue**	% increase over prior year	% increase over 1960	Cumulative since 1960
1960	2,263,122	19.2			
1961	2,334,338	19.6	3.1	3.1	$ 4,597,460
1962	2,614,082	20.7	12.0	15.5	7,211,542
1963	2,473,571	19.1	—5.4	9.3	9,685,113
1964	2,554,278	19.3	3.3	12.9	12,239,391
1965	2,726,938	19.5	6.8	20.5	14,966,329
1966	3,296,197	22.0	20.9	45.6	18,262,508
1967	3,529,811	22.6	7.1	56.0	21,922,319
1968	3,692,625	22.4	4.6	63.2	25,684,944
1969	4,401,482	23.1	19.1	94.4	30,086,426
1970	4,647,249	23.5	7.2	105.3	34,733,675
1971	5,039,644	23.2	8.4	122.7	39,773,319
1972	5,467,133	23.7	8.5	141.6	45,240,452
1973	5,038,365	21.5	—7.8	122.6	50,278,817
1974	5,713,374	21.1	13.4	152.5	55,992,191
1975	6,876,082	21.8	20.4	203.8	62,868,273

* Profits after taxes not disclosed.
** Revenue rose from $11,752,254 in 1960 $31,566,966 in 1975, an increase of 168.6 percent.
Source: Editor & Publisher

BLS budget rise slows, minimums keep up

Minimums being paid under Guild contracts increased by record amounts last year (GR, April 9) and managed to just about hold their own, even gain a bit, against the rising costs of the U.S. Labor Dept.'s Urban Family Budgets.

The latest budgets, updated to reflect costs as of last fall for goods and services for a mythical family of four at three levels of living, were up by less than 10 percent for the first time in three years, however.

The new "lower" budget requires $9,838, or $189.18 a week —up $640 ($12.31 a week), or 7 percent over the year before.

The new "intermediate" budget requires $15,479, or $297.67 a week — up $1,146 ($22.04 a week), or 8 percent.

The new "higher" budget requires $22,476, or $432.23 a week — up $1,699 ($32.67 a week), or 8.2 percent.

The budgets rose 12.4, 13.5 and 14.2 percent at the lower, intermediate and higher levels, respectively, between fall 1973 and fall 1974, and went up 10.8, 10.3 and 9.9 percent between fall 1972 and fall 1973 after never previously having risen more than 4.3 percent since they were first issued in 1967.

When the 1975 budgets were released on April 11, the average reporter top minimum in Guild contracts with U.S. newspapers—$312 a week on April 1—was $2.21 farther ahead of the average "intermediate" budget than it was a year earlier when the 1974 budget was released. But its $14.33 margin was still a long ways from the $25.11 a week advantage it held over the 1973 budget.

The average U.S. top minimum for district managers for the third consecutive year, however, fell farther below the average "intermediate" budget figure.

The district-manager average top, which in 1973 had exceeded the middle budget, came up $21.80 a week short at $275.87 this year. It was $20.04 short in 1975 and off $7.05 in 1974.

The average U.S. clerk top minimum, however, moved closer to the "lower" budget figure for the second year in a row, drawing within $22.69 a week and cutting the margin by $1.20.

The April 1 average clerk top was $166.50 a week, with 21 percent of U.S. contracts exceeding the average "lower" budget, up from 17 percent last year. Clerk top minimums ranged from $97 to $243.04.

Janitors' average U.S. top minimum April 1 was $171.33, $17.86 below the "lower" budget, but $2.54 closer to it than it was a year ago. Janitors at top minimum under 24 percent of U.S. contracts were paid enough to meet the average lower budget, up from 20 percent in 1975 and nearly back to 1974's 25 percent. U.S. janitor top minimums ranged from $113.74 to $254.26 a week.

U.S. district-manager top minimums ranged from $146 to $461 a week, with 3.6 percent exceeding the average "higher" budget and 41 percent topping the "intermediate" budget figure, up from 1.9 and 39 percent a year ago.

April 1 reporter top minimums ranged from $185 to $475 a week, exceeded the average "higher" budget in 3.4 percent of U.S. contracts and were above the "intermediate" budget in 56 percent, up from 2.5 percent and 54 percent in 1975. More than 80 percent had topped the middle budget in 1974, however; nearly six percent the "higher" budget.

Average top minimum for classified telephone solicitors under U.S. contracts was $210.92 a week on April 1, $21.73 higher than the average "lower" budget, an increase of $4.05 in the margin over 1975.

This year's phone-room top minimums ranged from $129.50 to $334.60 a week, with 5.5 percent exceeding the "intermediate" budget and 62 percent the "lower" one. In 1975, 65 percent exceeded the lower budget while 5.5 percent topped the middle one.

The average top minimum for inside classified telephone solicitors under U.S. contracts this April 1 was 8.4 percent higher than the year before; the district manager top was 7.9 percent higher; the janitor top, 9.5 percent higher; the clerk top, 8.8 percent higher, and the reporter top, 8.4 percent higher.

The BLS budgets are based on a "precisely defined" urban family: a 38-year-old husband employed full time, his unemployed wife, a son of 13 and a daughter of 8. The couple is assumed to have been living together about 15 years; the family is settled in the community and has "average inventories" of clothing, furniture, appliances and "other equipment."

The BLS takes care to point out that the budgets do not represent "how families of this type do or should spend their money" but reflect "assumptions" about "the manner of living at each of the three levels.

Among the "assumptions" in the latest budget:

At the lower level, the family will spend $56.76 a week for food (up 6.8 percent in a year), $154.75 for rented housing (up 5.2 percent), $64.25 a month for clothing, $68.16 a month for medical care (up 10.8 percent) and $19.53 a week for income taxes (up 11.6 percent).

At the "intermediate" level, they will spend $73.59 a week for food (up 7.9 percent), $294.41 a month for housing (up 9.2 percent), $91.83 a month for clothing, $68.50 a month for medical care (up 10.8 percent) and $42.61 a week for income taxes (up 10.2 percent).

At the "higher" level, expenditures will include: $92.67 a week for food (up 8.2 percent), $446.08 a month for housing (up 9.2 percent), $134.41 a month for clothing, $71.41 a month for medical care (up 10.7 percent) and $82.92 a week for income taxes (up 10.6 percent).

BLS said the higher income taxes are the result of changes in state tax laws and of the federal income tax structure which calls for higher tax rates as income rises.

COL ups budget 1.2% since Oct.

The Labor Dept.'s intermediate family budget's costs increased 1.2 percent through March since they were calculated last fall, according to AFL-CIO researchers.

The lower budget is up 0.9 percent and the higher 1.3 percent, according to their calculations, which apply the consumer price index and changes in taxes.

The increases would put the lower budget at $190.86 a week, the middle at $302.28 and the higher at $437.96.

MW Council to visit ITU in The Springs

Colorado Springs, Colo.—Delegates to the spring meeting of the Guild's Midwest District Council May 15-16 will spend the afternoon of the first day touring the International Typographical Union's headquarters here.

Bus transportation for the ITU visit will be provided by the Guild local in nearby Pueblo, which is hosting the two-day meeting.

Site for the rest of the meeting will be the Ramada Inn in Pueblo.

Newspapers, 3rd largest employer

Newspapers are rated the third largest employer, behind steel mills and auto parts and accessories makers, in the U.S. Commerce Dept.'s 1976 "U.S. Industrial Outlook" publication.

Newspaper - industry employment in 1975 totalled about 385,000 (excluding carriers), up about one percent from 1974, the department reports. Production workers totalled about 176,300, also up about one percent.

Newspaper employment will grow about two percent in 1976, to about 393,200, with production workers increasing about one percent again, to about 178,100, it predicts.

BLS budgets vs U.S. minimums

The following tables compares the highest clerk and reporter top minimums and the highest reporter starting minimums in 22 areas as of April 1, 1976, with the weekly cost of the Bureau of Labor Statistics' lower, intermediate and higher family budgets for those same urban areas. The BLS budgets are for autumn, 1975, and do not reflect cost increases since.

Area	Clerk Top*#	Lower Budget	Reporter Start*	Middle Budget	Reporter Top*	Higher Budget
U.S. average	$166.50	$189.19	$194.40	$297.67	$312.00	$432.23
Boston	213.25	207.25	335.50**	352.21	385.50**	524.53
Buffalo	182.41	192.30	192.13	316.03	390.17	458.03
New York	243.04	201.67	432.00	339.92	461.00	524.71
Philadelphia	174.25	194.25	223.85	304.80	373.94	440.40
Pittsburgh	164.00	182.32	185.00	283.25	320.00	407.19
Portland, Me.	158.00	195.09	194.00	304.34	281.00	421.44
Chicago	175.50	195.61	250.64	305.23	378.13	437.94
Cincinnati	173.80	176.96	188.97	284.76	316.00	397.36
Cleveland	181.94	187.05	199.08	302.13	341.84	430.42
Detroit	186.27	187.57	218.95	305.19	361.80	444.92
Indianapolis	171.15	185.15	172.15	292.90	286.95	414.15
Minneapolis-St. Paul	150.00	191.63	190.50	305.23	362.00	445.61
St. Louis	172.65	181.96	214.05	287.71	390.05	411.46
Baltimore	180.00	194.21	187.00	296.11	348.00	430.67
Washington	222.00	198.75	238.61	308.65	475.00	447.73
Bakersfield	155.16	180.38	174.78	272.88	301.12	384.11
Denver	169.00	184.30	216.00	286.25	367.00	413.15
Los Angeles-Long Beach	201.26	196.84	196.65	294.78	347.86	438.78
San Diego	176.51	190.73	176.31	292.36	338.25	428.84
San Francisco-Oakland	191.98	206.17	233.57	319.01	388.75	465.94
Seattle	180.25	200.44	224.50	303.59	341.50	430.42
Honolulu	206.90	238.53	290.75	359.65	364.00	544.42

Lowest-paid clerical classification.
* Highest minimum in cities where there is more than one contract.
** Outside ad-sales minimum. Editorial department not covered by Guild contract.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

OUTSIDE SALES

Ad parity is the rule

More than seven out of 10 Guild contracts that cover both kinds of jobs now provide wage-parity between display and outside classified advertising sales at the top minimum level. Of 68 such contracts, 50 provide parity.

In the two years ended April 1, parity was achieved in contracts covering the jobs at the New York Daily News, the Vallejo Times-Herald, the Royal Oak Tribune, the Allentown Call and Chronicle, the Honolulu Star-Bulletin and Advertiser, the Victoria Colonist and Times and the St. Paul Dispatch and Pioneer Press.

Following is a comparison of display and outside classified advertising sales top minimums in effect April 1, prepared by TNG's Collective Bargaining Dept.:

	Ad Sales Display	Classified Outside Sales	Classified Behind
Washington Post	$475.00	$475.00	0
Washington Star	451.90	451.90	0
New York News	432.88	432.88	0
St. Louis Post-Dispatch	390.05	390.05	0
San Francisco Chronicle and Examiner	388.75	388.75	0
San Jose Mercury and News	388.75	388.75	0
Philadelphia Inquirer and News	373.94	373.94	0
Sacramento Bee	371.33	371.33	0
Sacramento Union	370.87	370.87	0
St. Paul Dispatch and Pioneer-Press	368.00	368.00	0
San Mateo Times	367.83	367.83	0
Stockton Record	367.83	367.83	0
Vallejo Times-Herald	367.83	367.83	0
Detroit Free Press	364.70	364.70	0
Honolulu Advertiser and Star-Bulletin	364.00	364.00	0
Tacoma News-Tribune and Tribune & Ledger	346.10	346.10	0
Providence Journal and Bulletin	343.00	343.00	0
Seattle Post-Intelligencer	341.50	341.50	0
Seattle Times	341.50	341.50	0
San Diego Union and Tribune	338.25	338.25	0
Mount Clemens: Macomb Daily	337.10	337.10	0
Royal Oak Tribune	326.00	326.00	0
Vancouver Sun and Province	320.00	320.00	0
East St. Louis: Metro-East Journal	318.00	318.00	0
Victoria Colonist and Times	316.08	316.08	0
Cincinnati & Kentucky Post	316.00	316.00	0
Toledo Blade	313.23	313.23	0
Toronto Star	311.50	311.50	0
Chester: Delaware County Times	308.35	308.35	0
Pottstown Mercury	303.86	303.86	0
Sheboygan Press	300.65	300.65	0
Baltimore Sun and Evening Sun	300.50	300.50	0
Monterey Peninsula Herald	295.00	295.00	0
Erie News and Times	290.00	290.00	0
Lynn Item	289.50	289.50	0
Manchester Union Leader and New Hampshire News	289.00	289.00	0
Pawtucket Times	285.43	284.43	0
Eugene Register-Guard	274.25	274.25	0
Great Falls Tribune	273.00	273.00	0
Kingston Daily Freeman	270.85	270.85	0
Allentown Call & Chronicle	264.32	264.32	0
Woonsocket Call	263.00	263.00	0
Wayne Eagle	260.00	260.00	0
Pueblo Star-Journal and Chieftain	259.00	259.00	0
San Juan Star	258.00	258.00	0
Yakima Herald Republic	255.00	255.00	0
Brockton Enterprise-Times	251.80	251.80	0
Lowell Sun	251.20	251.20	0
Salem (Ore.) Statesman and Capital Journal	240.00	240.00	0
Massillon Evening Independent	224.00	224.00	0
Winnipeg Tribune	224.00	214.00	—$ 10.00
Fall River Herald-News	281.15	269.00	— 12.15
Bay City Times	280.40	265.00	— 15.40
Boston Herald American and Herald Advertiser	385.50	366.00	— 19.50
Wilkes-Barre Times-Leader-News Record	321.75	295.00	— 26.75
Denver Post	367.00	338.00	— 29.00
New York Post	379.81	349.27	— 30.54
Portland Press Herald, Express and Telegram	281.00	250.00	— 31.00
Montreal Star	319.50	285.00	— 34.50
Cleveland Press	341.84	296.14	— 45.70
Monessen Valley Independent	185.00	136.00	— 49.00
New Westminster Columbian	328.25	275.96	— 52.29
Elizabeth Daily Journal	298.60	245.96	— 52.64
Memphis Commercial Appeal and Press Scimitar	309.25	256.20	— 53.05
Albany Times-Union and Knickerbocker News-Union-Star	235.50	178.85	— 56.65
New York Times	461.00	399.22	— 61.78
Canton Repository	260.00	193.47	— 66.53
Duluth Herald and News Tribune	286.96	178.21	— 108.75



DATELINE: WASHINGTON

Attacks on 'The Final Days' are missing central issue



By **WILLIAM J. EATON**, *Chicago Guild*

YOU CANNOT GO anywhere in the Media Village of Washington without running into controversy over "The Final Days," the account by Bob Woodward and Carl Bernstein of how Richard M. Nixon's stonewall crumbled into dust.

Most of the anger directed at the authors, it seems to me, stems from the over-sensationalized version of the book exploited by Newsweek magazine. With its gossipy theme and details of the Nixon's sleeping and drinking habits, this version turned a national tragedy into a treat for voyeurs.

But the heart of the book goes to the heart of the case against Nixon and the last of the President's men who did their best to keep the stonewall intact for more than a year in 1973-74.

Gen. Alexander Haig, who is now our NATO commander, apparently adopted a view of "My President, right or wrong" as Nixon's chief of staff until the very final hours.

•

AS WOODWARD and Bernstein tell the story, Haig was behind the firing of Watergate Prosecutor Archibald Cox to block court-ordered turnover of the infamous Nixon tapes. In fact, Haig was aware of the secret taping system months before its existence was accidentally disclosed but kept it to himself.

Confronted with an 18½ minute gap on one of the vital tapes that even Nixon's lawyers knew was no accident, Haig concluded airily that a "sinister force" might have been responsible.

A sinister *farce!*

While Haig at first refused to listen to tapes or read transcripts, according to the book, he then helped to butcher the President's conversations to fit the feeble Nixon defense.

Even when Nixon lawyer J. Fred Buzhardt discovered the "smoking pistol" tape of June 23, 1972 that eventually led to Nixon's resignation, the book says Haig was not certain it was all that damaging.

"The Final Days" raises the gravest questions about the conduct of Haig and others close to Nixon who could have, and should have, blown the whistle on this deceitful chief executive. Instead, they chose to keep their damning evidence to themselves, or go along with transparent deceptions.

No doubt Nixon's lawyers were bound by an attorney-client privilege not to reveal what they knew. But there is nothing in the canons of legal ethics to prevent a lawyer from resigning if his client tries to stonewall him and conceal facts. In fact, the book says, Nixon once offered to manufacture evidence for use in court!

•

THESE ARE THE issues that should be on everyone's lips and not whether Nixon had a prayer tantrum or drank too much when The Good Guys began closing the noose on his outlaw regime.

So far the attacks on the book's reporting have not centered on the real issue—the cover-up and how it became unstuck. The endless discussion of the narrative point of view should be reserved for a convention of historiagraphers.

After all, Woodward and Bernstein are reporters. They are not writing on stone tablets, but the first, rough draft of history. And to me their story has the ring of truth in it.

Rayl: *Tote up the women!*

"Where are the women?"

That's the question TNG Human Rights Co-ordinator, Hannah Jo Rayl has posed in a letter asking local presidents, executive secretaries and human rights chairpersons to tabulate the number of males and females in each bargaining unit and submit the data to TNG.

The tabulation is imperative, she said, "to exert woman power" at the bargaining table.

Rayl suggested that locals copy the section of their contract listing minimum wages and classifications, then designate the number of males and females at each level.

A separate report is sought for each employer.

Rayl also suggested locals use payroll data from the employers to complete the tabulation.

Mail code boycott is over in Canada

Ottawa, Ont.—The Canadian Union of Postal Workers has lifted its three-year boycott of Canada's postal code, similar to the U.S.'s zip code.

"The boycott was a protest against automation without negotiation," explained Joe Davidson, CUPW president. "We have succeeded in negotiating good protection from automation in our new collective agreement," he added.

---------- Clip & Mail ----------



Guild Reporter
1125 15th St. NW.—#835
Washington, D.C. 20005

My copy of the Guild Reporter for

April 23 arrived **1976**

Name .....

Street & No. .....

City .....

State or Province .....

---------- Clip & Mail ----------

Editorial

Of newsroom walls . . .

Many of the ethics codes that have appeared in U.S. newspaper offices in the last few years have obviously been modeled on the revised code adopted in 1973 by the Society of Professional Journalists, Sigma Delta Chi.

The SPJ,SDX code, however, contains no penalty or threat of penalty for its breach. And now it appears that the leaders of SPJ,SDX may have been as startled as the Guild when some publishers, like those at the Capital Times in Madison and the Pottstown Mercury, attempted unilaterally to attach penalties to their codes' breach.

Witness the comments on ethics code enforcement by Charles Long, editor of SPJ,SDX's monthly magazine, ***The Quill,*** in its April issue:

"Well, is ours a mandatory code? Is it to be stuffed down our throats? Are journalists to be drummed out of the corps for not following it?

"Of course not. Better to have no code of ethics at all if it were ever implemented as some sort of law. Such a suggestion shouldn't enter into the discussion. Enforcement of a code of ethics smacks up against the First Amendment.

". . . When SPJ,SDX adopted a revised code in 1973 . . . there was no decision to force it on anyone. . . . The emphasis was on *voluntary* [emphasis Long's] observance and positive affirmation to journalists and the public of the standards to which we all should aspire.

". . . We can all use a statement of professional standards—a code of ethics. Voluntarily, of course. A list of suggestions, if you will, on how to conduct ourselves—to serve, if for no other purpose, as reminders."

Long also pointed out that one of the "principal goals this year" for SPJ,SDX President Robert McCord, executive editor of the Little Rock Arkansas Democrat, is to see the society's code "placed on a wall in every newsroom and journalism school in the country."

We think the Guild's code of ethics ought to be placed there too. The Guild's code should be there not only to remind news workers how we should conduct ourselves but also to remind management how it ought to conduct itself, a subject most of the codes that have emanated from bosses' offices somehow manage to overlook.

. . . and hickory limbs

One waggish Guild member suggests that the National Labor Relations Board majority was following the logic of his favorite nonsense rhyme when it ruled that the Capital Times doesn't have to bargain on the provisions of its unilateral ethics code but does have to bargain its penalties:

Mother, may I go out to swim?
Yes, my darling daughter:
Hang your clothes on a hickory limb
And don't go near the water.

The Guild Reporter

JAMES M. CESNIK
Editor

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