

# Papers can't veto co-ordinated bargaining—NLRB

**Indianapolis**—A three-member panel of the National Labor Relations Board has upheld an NLRB administrative law judge's ruling that a publisher cannot refuse to bargain with "cross-pollinated" union committees.

The decision, handed down in Washington, came in an unfair labor practices case brought by the Indianapolis Typographical Union and the Indianapolis Mailers Union against Pulliam's Star and News.

The papers had appealed the law judge's ruling of Feb. 24 to the full board.

Maurice S. Bush, the administrative law judge who heard the case here, said there was a difference between joint bargaining and co-ordinated bargaining.

An employer may decline to participate in joint bargaining, in which a single committee negotiates for several unions, he said.

But he may not refuse to engage in co-ordinated bargaining, in which members of one union committee are also members of another union's committee.

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

"Whatever may be the company's fears, and howsoever accurate its prognostication, and its discernment of the union's ultimate aim, the company . . . is under a duty to bargain with whatever representatives the union chooses to send," Bush said, quoting an NLRB ruling on a 1969 case involving the Minnesota Mining & Manufacturing Co.

The company had claimed that the co-ordinated bargaining attempt was a subterfuge designed to accomplish joint bargaining.

The printers and mailers filed refusal to bargain charges with the NLRB in spring of 1975 after the papers refused on four occasions to bargain with the cross-pollinated committees.

The committees had representatives from the Indianapolis Guild, the Machinists, and the Printing & Graphic Communications (pressmen and stereotypers) Union.

Finally, the printers and mail-

# Tax revision exempts cost of legal plans

**Washington**—One barrier to publishers agreeing to enrollment of Guild-covered employees under group, prepaid legal-services plans at publisher expense is removed by the federal income-tax revisions passed Sept. 17 and signed Oct. 4.

Under the revisions employers may deduct premiums for employees' prepaid legal services from taxable income just as they do for group medical insurance premiums. Previously employers could not deduct legal services premiums, but had to include them in taxable income, according to the Wall Street Journal.

TNG's bargaining goals include coverage of employees under group legal plans at employers' expense.

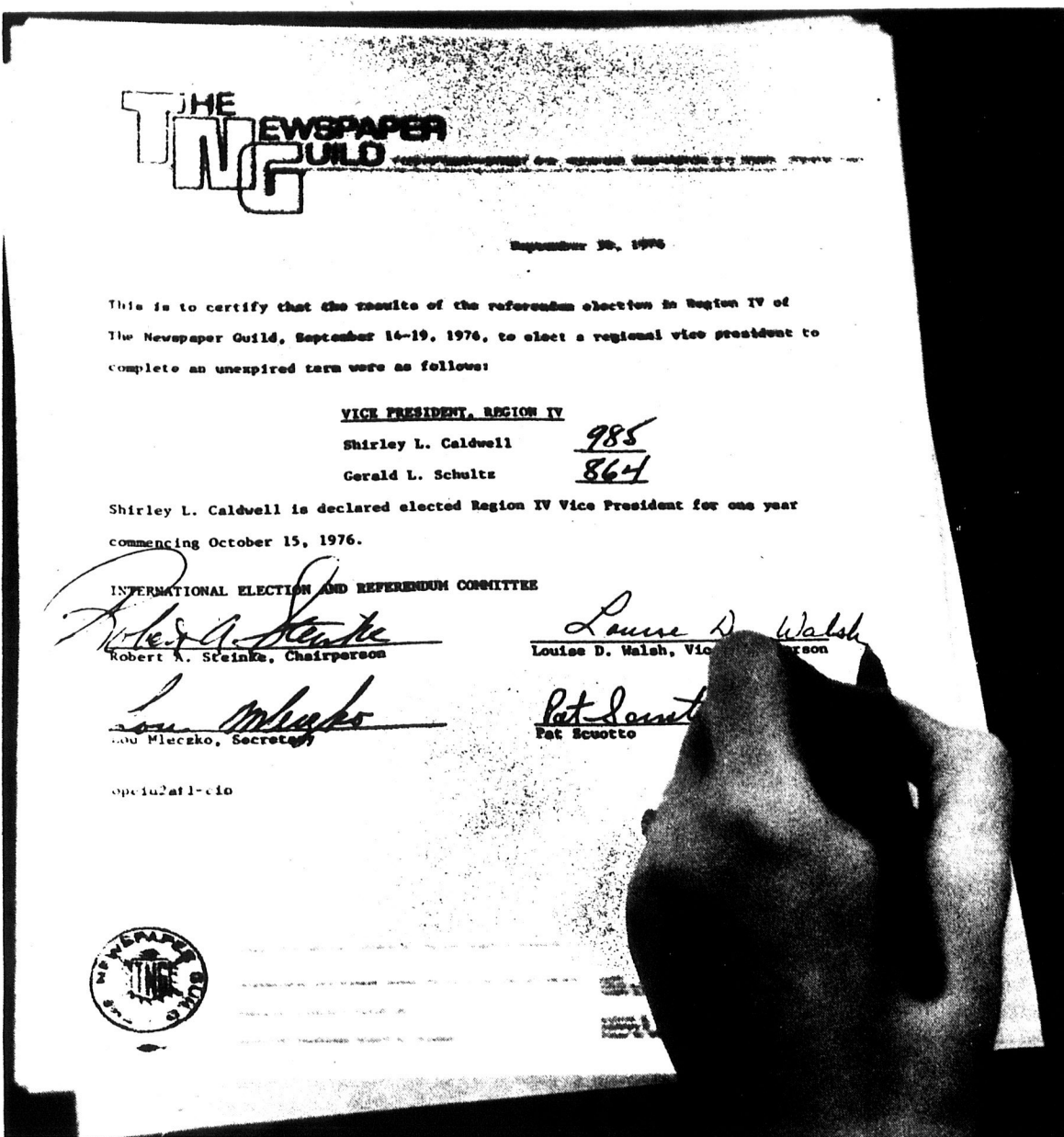
Among other provisions of the tax revisions:

- ✓ Child-care costs as an itemized deduction are liberalized and extended to more persons, retroactive to Jan. 1.

Previously taxpayers could deduct costs of caring for a child under 15, to a limit of \$4,800 a year.

Under the revisions, the deduction is converted to a 20 percent tax credit which is subtracted directly from taxes owed, thus making

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## It's official—Caldwell won

Shirley L. Caldwell of Pacific Northwest is officially certified the winner over Gerald L. Schultz of San Diego in election for TNG Vice President from Region 4 at conclusion of the International Election and Referendum Committee's meeting Sept. 30. Official tally, as seen above, was 985 to 864 in the Sept. 14-19 balloting by Guild members in the U.S. West. Caldwell fills the remaining year of the office's two-year term. It was vacated in January by Hugh H. Harrison, also of the Pacific Northwest Guild, who resigned to become the local's administrative secretary. Last to sign IERC certification was Louise D. Walsh of the Wire Service Guild. Caldwell will take office on Oct. 18, at the opening of the IEB's fall meeting. (Official vote tabulation, Page 6.)

# '76 ad surge biggest in years

**New York** — Advertisers' expenditures in all U.S. media through the first six months of 1976 leave "little doubt" that this will be the year of "the largest advertising activity gains since the end of World War II," according to Robert J. Coen of the McCann-Erickson agency.

While the "expanded activity" first appeared in television, "it has become apparent that the expansion in schedules is broad-based and covers all media," according to Coen, who tracks advertising trends for Advertising Age.

His "national advertising index" shows the following gains over the first six months of 1975, in descending order:

- Spot television, 30 percent;
- newspapers, 24 percent;
- weekly magazines, 21 percent;
- women's magazines, 20 percent;
- network television, 18 percent, and general monthly magazines, 14 percent.

Magazines, Coen said, began to pick up some of the ad-page volume lost last year in this year's first quarter and by the second quarter "began to realize an improvement. . . better than any experienced for many years."

Now magazines are beginning to realize even more growth "as a result of the soaring prices in the broadcast media," Coen said, adding that 1976 will be one of their "best in recent history" and

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# Reporter top up \$70 in Harrisburg

**Harrisburg, Pa.**—The top minimum for reporters, copyreaders and artists rises \$70, to \$376 a week, over the three-year term of a contract bargained by the Harrisburg Guild at Newhouse's Patriot and News.

Flat minimum for news, sports, city and Sunday editors rises \$91.75, to \$431.25.

Assistant city, state, wire, Life-style and chief copy editors' minimums rise \$76.75, to \$412.75.

The top minimums for reporters, copyreaders, and artists is raised in six increments—four of \$11 and two of \$13. The raises are at six-month intervals. The flat minimum for news, sports,

**BARGAINING**

**Pawtucket: \$64**  
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**Sacto: \$20**  
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city and Sunday editors rises in increments of \$27, \$12.25, \$12, \$12, \$14.25, and \$14.25.

Telephone operators' top minimum rises \$37, to \$199, in increments of \$5.75, \$6, \$5.75, \$5.75, \$7, and \$6.75.

Employees who make more than the minimums will maintain their dollar differentials over the minimums.

Paid maternity leave is added, as is bereavement leave which provides three days with pay in the event of death of mother, stepmother, mother-in-law, father, stepfather, father-in-law, children, stepchildren, sister, brother, spouse, daughter-in-law, son-in-law, grandchildren, and adopted children.

The Guild shop provision is improved to provide that 75 percent, instead of 70 percent, of new employees must become and

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# 'Right-to-Work' lobby seeks support at SDX convention

**Washington**—The National Right to Work Committee is spearheading a campaign for adoption of a resolution opposing the union shop for news workers by this year's convention of the Society of Professional Journalists, Sigma Delta Chi.

The convention is scheduled for Nov. 10-13 in Los Angeles.

The Right to Work Committee has spearheaded the drive for laws to ban union-shop contracts across the United States. It is inserting a full-page ad promoting the resolution in the October issue of Quill, the society's official publication, and has sent letters to society members soliciting their signatures on a statement of support for the resolution.

A federal judge early this year

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## North Jersey vote okays N.Y. merger

Union, N.J.—Members of the North Jersey Guild have voted 106 to 39 to merge their local's five units into the New York Guild.

About 83 percent of North Jersey members eligible to vote in the Sept. 27-28 referendum did so.

The New York Guild's executive committee had approved the merger on Sept. 21. New York's representative assembly voted its approval on Sept. 29, the night the ballots were counted in North Jersey.

TNG's International Executive Board will be asked by both locals to approve the merger during its fall meeting, Oct. 18-21.

One member of North Jersey's executive committee, however, said he will come to the IEB meeting to urge it to not approve it. George Dawson, the local's first vice president and a former local president, said he will urge that instead the IEB authorize a subsidized servicing program for the North Jersey, Hudson County and Lehigh Valley Guilds. Dawson was the only member of North Jersey's executive committee to vote against recommending the merger.

Under the merger approved by North Jersey's members each of the local's five units will be eligible for proportional representation on the New York Guild's representative assembly. New York Secretary-Treasurer Ray Mann estimated that present membership figures would give the Elizabeth Unit five assembly seats, New Brunswick and Woodbridge two each, and the Alco-Gravure Unit one. The recently organized Dover Unit would probably be entitled to two seats.

New York staff members will be assigned to service the units after the merger is completed, he said. New York Executive Vice President Harry Fisdell and Local Representative Bill Montes, along with TNG International Representative Charles Dale, joined North Jersey bargainers for bargaining with the New Brunswick Home News on Oct. 1 in the face of a strike deadline there. Tentative agreement was reached Oct. 6.

North Jersey's part-time administrator, Donald Rosset, told the local's leaders last spring that he plans to seek other employment. That prospect, together with the leaders' concern about coping with increasingly complex, time-consuming and expensive bargaining and organizing, led to the merger recommendation, according to the local's publication.

### Connecticut slates vote on N.Y. merger

Waterbury, Conn.—Members of the Connecticut Guild will vote Oct. 19 on whether to merge the local with the New York Guild.

Connecticut Guild President Jack Kadden said the local's executive committee unanimously endorsed merger when it sent the question to membership referendum.

The Connecticut local represents editorial employees on the morning and Sunday Republican and the evening American here. It has 56 members.



Photo by Ellsworth Davis, Washington-Baltimore Guild

**WASHINGTON-BALTIMORE'S REPRESENTATIVE ASSEMBLY MEETS FOR THE FIRST TIME**  
At the mike, TNG Vice President Warren E. Howard, elected a delegate from the local's Washington Star Unit

## Washington-Baltimore members okay representative body, elect delegates

Washington—A representative assembly has begun functioning in the Washington-Baltimore Guild after the local's membership approved the idea, 426-47, in a referendum Sept. 17-23.

Establishment of an assembly was part of the compromise reached on the WBNG-Post Unit controversy at this year's TNG

Convention. But the membership referendum was necessary to change the by-laws. All units voted heavily in favor.

At its first meeting Sept. 29, the assembly voted to defer any recommendation on the appointment of a permanent administrative officer. The convention compromise provided that the assembly

recommend a permanent officer. Dorothy Struzinski has been serving as interim administrative officer since the resignation of Brian L. Flores on July 22.

Flores was elected to the assembly from the At-Large-Labor-at-Large Unit. Former Local Representative Michael Stuart was elected an alternate from the

same unit.

The Sept. 29 meeting also approved initial proposals and the bargaining committee for talks on a new contract with the Post.

Elected temporary chairperson was Weyman Swagger of the Baltimore Sunpapers Unit. Jeanette Brown and Rufus Irondi, both of the Post Unit, were elected vice chairperson and secretary, respectively.

Total assembly membership is 84, with each unit having delegates and alternates in accordance with a formula based on membership in good standing. There are as many alternates as there are delegates from each unit.

The Post has the largest representation on the assembly—24 delegates and 24 alternates—followed by the Sunpapers, with 20. The Washington Star has 17.

Other units are Bureau of National Affairs, 7; At-Large-Labor at-Large, 3; AFL-CIO, 3.

Units with one delegate and one alternate are National Catholic News Service, Canteen Corp., AFL-CIO Industrial Union Dept., Communications Workers, New Republic, Electrical Workers, Merkle Press, AFL-CIO Labor Studies Center, Labor Newspaper, and American Federation of Teachers.

## Rally marks anniversary

Washington—About 400 press operators and their supporters marched in front of the Washington Post Oct. 2 in observance of the first anniversary of the pressmen's strike against the paper.

The demonstrators—who gathered in a nearby park before the march and at a church afterward—called for a subscriber boycott of the Post and for exoneration of the 15 members of Pressmen's Local 6 who have been indicted on charges stemming from damage to the Post's presses at the strike's start.

## Tax revisions remove barrier to prepaid group legal plans

(Continued from Page 1)

ing it available to those using the standard deduction. The credit is \$400 for one dependent and \$800 for more. The tax break also is extended to couples where one works part-time or is a full-time student, and to divorced or separated parents who have custody of a child. A "grandma" clause makes the credit available for payments to relatives.

✓ A tax break that permitted an employee to exclude up to \$100 a week in sick pay from his or her income is repealed. Retirees under 65 who are permanently and totally disabled, however, may exclude up to \$5,200. The exclusion is reduced dollar-for-dollar for income over \$15,000.

✓ The maximum deduction for house-hunting, house selling and similar costs incurred in a job change is increased \$500, to \$3,000, for a move of more than 35 miles, down from 50 miles. All direct moving expenses remain deductible.

### Legal plans' cost put at 1c an hour

San Francisco—Prepaid group legal services cost about \$20 a year per participant—about a cent an hour—according to estimates given to a public employees conference here.

They cost less than other employee-benefit plans, speakers said, because participants use them less and inflation's impact is less than on group plans, such as health care, the Bureau of National Affairs reported.

✓ Taxpayers using the standard deduction are now able to take credit for alimony payments, whereas previously only those who itemized deductions could make an adjustment for the payments.

✓ Deductions for rent, utilities, and other expenses of an office at home are now allowable

only for a part of the home used exclusively and regularly as the taxpayer's principal place of business or as a place for meeting patients, clients or customers. Deductions may not exceed the income produced in that office. The changes are retroactive to Jan. 1.

The revisions also include a provision to allow publishers to continue to deduct costs of research and other prepublication expenses, until the Internal Revenue Service issues new regulations. In 1973, the IRS ruled that such expenses must be capitalized and could be depreciated, but then suspended the rule pending further study.

The revisions also provide a bigger tax break for companies that install pollution-control equipment in plants in existence on Jan. 1, 1969.

The AFL-CIO described the tax revisions as a "mixed bag," with some "revenue-draining loopholes" tightened, but others loosened.

## Co-ordinated bargaining is upheld

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ers concluded new contracts when they reduced their commitments to members of their own unions after the charges were filed.

Monte I. Trammer, president of the Indianapolis Guild, reported that the six unions have formed a unity council "for the

purposes of interunion relations and co-ordinated bargaining" in the next round of negotiations.

The Guild's contract expires Jan. 27, 1978. The pressmen, however, will begin bargaining next Jan. 1 to renew a contract which expires next March. The Teamsters' contract expires soon

afterward.

Dale M. Tumey, pressmen's president, was elected president of the unity council. Robert A. Williams, a Teamsters shop steward, was elected vice president, and Francis N. Biggs, the printers' president, was elected secretary.



# Pawtucket tops increased by \$64

**Pawtucket, R.I.**—The flat minimum for sports editor rises \$65.73, to \$357.94, and the top minimum for copy editor \$64.97, to \$353.80, in a new, three-year contract at the Pawtucket Times.

The Pawtucket Guild bargained a \$64.21 increase, to \$349.64, for reporters, photographers and ad sales representatives.

Increases come in three steps, the first retroactive to Dec. 22, 1975.

The reporter, photographer and ad sales top minimum, goes up in increments of \$17.13, \$22.69 this Dec. 22, and \$24.39 on Dec. 22, 1977.

Among other classifications, new top minimums and increments are:

**Stenographers, classified ad schedulers and cashiers**—Up \$36.37, to \$198.03, in increments of \$9.70, \$12.85, and \$13.82.

**Telephone operators, typists, classified ad takers**—Up \$34.35, to \$187.08, in increments of \$9.16, \$12.14, and \$13.05.

**Maintenance employees**—Up \$37.46, to \$203.96, in increments of \$9.99, \$13.24, and \$14.23. This is a flat rate.

**Messenger**—Up \$28.55, to \$155.45, in increments of \$7.61, \$10.09, and \$10.85.

The top for librarians goes up \$36.37, to \$198.03. Top for display ad schedulers rises \$48.70, to \$265.23.

A \$250,000 Blue Cross major medical plan is added. Also added is four months' maternity leave on request and evidence of pregnancy.

Discharges to reduce the force must be made on the basis of seniority within classifications. No employee may be discharged because of new equipment or processes.

## \$20 over year is won at Sacramento Union

**Sacramento, Calif.**—A wage reopener bargained by the Central California Guild for the third and final year of its contract at the Sacramento Union has produced a raise of \$20.92 for key classifications.

Minimums rose to \$391.79 Sept. 7 for reporters, photographers, display and outside classified ad sales, artists and copy readers.

Persons in these and other classifications, except telephone sales people, also will receive a 46-cent raise next Sept. 6, a day before the contract expires.

That will bring the top minimum to \$392.25, with the increases over the term of the contract totalling \$77.54.

The 46 cents was bargained as part of the original three-year contract renewal.

Telephone sales people receive a complex series of increases to

bring their top minimum to \$258.39 this Sept. 7 and \$265.20 next Sept. 6. That represents a \$14.99 increase under the reopener and a \$67.63 increase over the three-year contract term.

Among improvements in top minimums of other classifications are these:

**Switchboard operators**—Up \$12.61 in reopener and \$46.73 over the contract term, to \$214.91.

**Maintenance**—Up \$14.63 in reopener and \$54.23 over term, to \$249.41.

**Copy clerks, messengers, library clerks**—Up \$10.48 in reopener and \$38.83 over term, to \$178.62.

**Circulation intermediate clerks** go up \$12.37 in the reopener, to \$210.41.

**Senior bookkeepers** go up \$15.95 in the reopener, to \$271.32.

## NLRB orders 2 elections at 11 San Jose suburbans

**Cupertino, Calif.**—The National Labor Relations Board has ordered a Guild representation election at the 11 weeklies published by Suburban Newspaper Publications, Inc., in the Santa Clara Valley—eight months after the proceeding was first sought.

A three-member NLRB panel

in Washington ordered the election within 30 days in a decision issued Sept. 28. The board in Washington had had the case since April 13, when the NLRB regional director in San Francisco transferred it there.

The San Jose Guild and Bay Area Typographical Union No. 21 filed a joint petition for bargaining rights for approximately 100 Suburban employees on Jan. 19.

At a hearing on Feb. 11, the company sought two voting units, one of which would include the outside circulation department and the mailroom. The employer also sought a large number of exclusions on the basis that the employees were supervisory or management.

The full board's three-member panel approved the two units, but disallowed the great majority of the proposed exclusions.

One unit will include advertising, editorial, business office and inside circulation employees. Excluded are outside circulation and the mailroom.

The other unit will include all composing room employees.



Detroit Guild photo by Bob Scott

## Seminar for contract cops

Detroit Guild members listen to Ellis T. Baker, TNG's administrative operations director, at a seminar for shop stewards Sept. 25. From left are Judy Smallwood of the Free Press Unit, Frank Martin of the News Unit, and Dorothy Wilson of the Free Press. Willard Hatch, executive secretary of the Detroit Guild and a former TNG international representative, helped conduct the sessions. At right is an illustration of the kinds of problems shop stewards are called upon to solve. It's from the Guild Memo, Detroit's new local publication, and accompanied a story announcing the seminar, which was titled: "You Can't Fire Jones Without Firing Smith—or Can You?"



## Schorr resigns at CBS News; House panel quits source probe

**New York**—Daniel Schorr resigned from CBS News Sept. 28, the day before a House of Representatives committee that had tried to get him to name his source for a secret report on the CIA ended its probe by saying that it cannot name who Schorr's source was.

Schorr, 60, had been suspended with pay since last February when he admitted leaking a copy of a House Intelligence Committee report on the CIA to the Village Voice, which published it.

He will continue on the CBS payroll through 1978, receiving full benefits and salary, variously reported at \$50,000 to \$70,000.

The House Ethics Committee spent \$200,000 and interviewed more than 400 persons in an effort to find Schorr's source. Its final report on the matter, approved Sept. 29, suggested the source was someone connected with the disbanded Intelligence Committee.

Schorr, in a dramatic appearance before the Ethics Committee on Sept. 15, refused to identify his source nine times and nine times was threatened with a contempt citation [Guild Reporter, Sept. 24].

Schorr's resignation from CBS after 23 years with the network followed a day-long meeting with its president, Richard S. Salant, who said he was "spared . . . having to make any decision" about re-instating Schorr by his resignation.

Schorr, in his letter of resignation, said he was "aware of the polarizing effects within CBS News of the controversy involving me" and that he doubted his "ability to function effectively if

reinstated" to his CBS job.

The controversy was reported to stem from a speech two years ago which was interpreted as an accusation that coworkers had acquiesced to orders to "go easy" on Richard M. Nixon the night he resigned the presidency, as well as events surrounding the CIA report's publication.

## Boycott of store chain asked after warehouse picket dies

**Washington**—TNG President Charles A. Perlik, Jr., has urged all U.S. West Coast Guild locals to ask their members to boycott the chain of Handyman stores after a striker was slain while picketing one of the firm's warehouses.

Perlik acted after an appeal to all unions by the International Longshoremen's & Warehousemen's Union.

The ILWU said a company supervisor killed ILWU picket Norman Ray Lewis in Tracy, Calif., on Aug. 6 by driving over him with a 27-foot truck. The union has been on strike against the chain's Tracy warehouse since Aug. 3.

"The murder of a peaceful union picket is intolerable and is a crime which the entire labor movement must answer," Perlik wrote. "If the trade union movement doesn't mean all for one, it doesn't mean anything."

Enclosed with Perlik's letter was a sworn statement by a former Handyman supervisor that supported the ILWU's charges.

Handyman stores are owned by Edison Brothers Stores, Inc.,

which also owns Leed's Shoe Stores, Chandler's Shoe Stores, Baker's Shoe Stores, Size 5-7-9 Shops, The Wild Pair, Joan Bar: Boutiques, and United Sporting Goods.

Schorr said he plans to lecture, write a book and accept a visiting professorship.

## Hazleton wins \$33 at the top

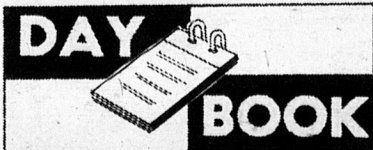
**Hazleton, Pa.**—Reporters and photographers are raised \$33 a week at the top minimum over the two years of a new contract at the Standard-Speaker.

The new top, bargained by the Hazleton Guild, will be \$252.71. The top for editorial assistants rises \$20.63, to \$153.

Employees paid over the minimum maintain their differentials. Vacations are improved to four weeks after 11 years of service, instead of 12; five weeks after 30 years, instead of 32, and after 28 years effective next Jan. 1.

Maximum accumulation of sick leave is increased one year, to a five-year total.

Mileage rate increases three cents, to 15.



International Executive Board, fall meeting, Oct. 18-21, TNG Headquarters, Washington.

Western District Council, fall meeting, Oct. 23-24, Towne House Hotel, San Francisco.

Mid-Atlantic and Empire State District Councils, joint fall meeting, Oct. 30-31, Town & Campus motel, Union, N.J.

Great Lakes District Council, fall meeting, Nov. 6-7, Terre Haute, Ind.

New England District Council, fall meeting, Nov. 6-7, Sheraton Council Wayfarer Hotel, Manchester, N.H.

Knight-Ridder Council, semi-annual meeting, Nov. 13-14, Pontchartrain Hotel, Detroit.

International Executive Board, winter meeting, Jan. 24-27, TNG Headquarters, Washington.

International Executive Board, spring meeting, April 25-29, TNG Headquarters, Washington.

44th Annual TNG Convention, June 27-July 1, Ilikai Hotel, Honolulu.





# Where Carter, Ford stand on labor's issues

## Carter

## TAX REFORM

Calling the present tax structure "a welfare program for the rich," Carter calls for a "complete overhaul" and simplification of the tax system to "lower taxes on middle income and low income families" and to discourage tax breaks for corporations that expand overseas "while people who want work are begging for jobs back home."

He says loopholes in present tax laws let the "total tax burden shift more and more toward the average wage earner," noting that the "average family earning \$10,000 a year pays a higher proportion of its income in taxes than a family with an annual income of a million dollars or more" and that some corporations with high profits pay no taxes at all.

"There aren't any hidden tax loopholes for people who draw a paycheck, but a lot of loopholes for people who are rich," he says. "What I want to do is not to raise taxes but to eliminate loopholes."

"All my life, I have heard promises of tax reform, but it never quite happens. We are going to make it happen," he says.

Ford calls for cutting taxes for both individuals and corporations as federal spending is reduced.

Among his proposals for doing so then are raising personal exemptions from \$750 to \$1,000, cutting the corporate income-tax rate, easing taxes on capital gains and deferring taxes on funds invested in stock-purchase plans.

Asserting that Congress has been "controlled" by the Democrats "and they wrote all the tax bills," Ford says "the way to get tax equity . . . is to give tax relief to the middle-income people who have an income from roughly \$8,000 up to \$25,000 or \$30,000."

The AFL-CIO, calling tax justice "a phrase foreign to Ford's vocabulary," points out that late in 1975 he proposed a tax program that would have cost families with incomes of \$5,000 or less a year as much as \$400 a year in added taxes while calling for tax cuts for others, with the highest cuts going to the highest wage earners. Also that last December he vetoed a bill to extend anti-recession tax cuts.

## Ford

## Carter

## INFLATION

Carter calls jobs one of the most effective weapons against sharply rising living costs and says "our first task" in fighting inflation "must be to reduce unemployment."

He says that "every one percent we can cut from the unemployment level will produce about 16 billion dollars in federal revenue," cut about 2.5 billion dollars from unemployment compensation and related benefits and "help forestall the kind of budget deficits that feed inflation."

With eight or nine million persons looking for jobs and another two to three million who have "given up hope," there is "a long way to go in getting people to work before we have the inflationary pressures," he says.

Carter deprecates monetary restrictions and high interest rates as anti-inflation weapons and calls for "increased attention to the supply side of our economy" and for "strict enforcement of anti-trust and consumer protection legislation."

## Ford

Ford points to the reduction of the double-digit inflation of the Nixon years to "under 6 percent" since he took office.

He says it has come about because "what we have done is to hold the lid on spending." He says the most effective way to curb inflation is to hold down government spending, reduce taxes and encourage business to increase production and create new jobs.

Inflation must be solved before the general economy can prosper, he says, blaming inflation for "instability and disruptions" and increased unemployment.

Free market forces will produce fair price levels if free from what he calls excessive government interference.

The AFL-CIO says the reduction in the inflation rate under Ford "only looks good in comparison to the 10 to 12 percent" that preceded it and that the "modest cut" has come "at the highest cost, joblessness for millions."

## JOBS

Carter says that "our country's single most important priority must be a job for every American who wants to work. Every person has a right to a decent job."

He says he is "committed to the goal of full employment" and is "dedicated to positive programs to achieve that goal."

Supporting the basic goals of labor-backed proposals on unemployment, Carter holds that joblessness can be cut substantially "without reviving double-digit inflation." He says he hopes "the private sector can produce enough decent jobs for all" but that when it cannot, federal programs should be triggered to "provide funds for useful and productive public employment in the cities and neighborhoods of the jobless."

Ford says that the "best way to get jobs is to expand the private sector" and the way to do it is by "reducing federal taxes" and giving "tax incentives to business."

He has vetoed four proposals which, their sponsors said, would have created 2.25 million jobs directly and potentially 1.5 million spin-off jobs, calling the measures "inflationary." Permanent jobs in the private sector are better than "make-work jobs under the program recommended by the Congress," he says.

Unemployment under Ford's Administration has been at its highest levels since the 1930s—seven, eight and nine percent according to official figures, which do not include part-time workers and those who have given up looking.

These summaries of the positions and records of Jimmy Carter and Gerald Ford on selected issues have been compiled from analyses by the AFL-CIO's Committee on Political Education as well as accounts and analyses that appeared in newspapers and magazines through the first month of the campaign for the U.S. Presidency.



## HEALTH CARE

Carter calls for "a nationwide, comprehensive health program for all our people," saying that too often "serious illness means financial ruin for a family and too often a limited income means limited access to quality care."

He also calls for "reform of health delivery service" and advocates making "quality health care available to all our citizens on a regular basis" under a "workable, efficient and fair system . . . that would provide needed preventive medicine."

Ford rejects a national health insurance plan that would protect all Americans. His major proposal has been for a "catastrophic illness" plan for the elderly.

Under the plan he has advocated only one of 300 elderly persons hospitalized under medicare would qualify for any payments. Meanwhile, all under medicare would have to pay an additional \$70 a year for medicare coverage and their out-of-pocket medical costs would be more than doubled, the AFL-CIO says.

## WORKERS' RIGHTS

Carter says he favors repeal of 14(b), which permits state open shop laws, and that he would sign a repealer if Congress enacts it.

He also says that "as president, I would have signed the common situs (equal picketing rights for construction workers) bill that Ford vetoed."

And, Carter says, "I will vigorously enforce laws protecting the safety of workers on the job," calling for a "guarantee to every working man and woman [of] a clean, safe place to work."

As a member of the House of Representatives, Ford voted "wrong" on three key votes on 14(b) repeal, according to the AFL-CIO's scorecard, and he told Reader's Digest recently that "I am today, always have been and always will be against" repeal.

Ford promised building trades unions more than once that he would sign a common-situs picketing bill if Congress passed one. It did. Ford vetoed the bill.

Ford has supported constant efforts by conservatives to weaken basic job safety laws, the AFL-CIO reports.

## Differences great on jobs, inflation

By SYLVIA PORTER

As the Republicans in Kansas City move toward the countdown, it is becoming abundantly obvious that on the two giant economic issues of our generation—how to achieve high employment while holding the annual rate of inflation within a tolerable range—the Republican and Democratic parties in 1976 offer you a clear choice.

Their positions on these most basic of all bread-and-butter issues are dramatically different; each of the opposing philosophies is fervently supported by respected economists; each policy carries definable risks as well as definable rewards.

While the following dialog may seem oversimplification to an expert, it is my best effort to clarify the opposing stands and thus assist any voter in reaching a choice in November.

### Republicans:

The best way to achieve the twin goals of high employment and a slower rate of price rise is to continue moving along with our current steady, gradual, "unexciting" recovery. This will reduce the rate of unemployment only slowly but with this policy, unemployment will move down from today's rate of 7.8 percent to under 7 percent in 1977, then back to 6 percent and lower as the decade progresses.

A moderate expansion also will not re-ignite double-digit inflation.

This is the only responsible approach, even though the projection for unemployment may mean that millions in the labor force will not be able to find the jobs they want.

### Democrats:

This approach puts the jobless on the first line of defense against inflation—

This "Your Money's Worth" column by Sylvia Porter was published during the Republican National Convention in mid-August which nominated Gerald Ford for president and Robert Dole for vice president.

penalizing the unfortunate without justification. There is plenty of unused capacity in our economy and this alone will help prevent another price upsurge.

Jobs can and must be found for our growing labor force among private enterprises. What is needed is an approach that centers on this goal and recognizes that the risk of another double-digit inflation spiral soon is remote.

### Republicans:

We cannot afford even to contemplate that risk, not with the annual rate of inflation still running at 6 to 7 percent a year (compounded, meaning each year's rise is piled on top of the previous year's rise). If inflation accelerates again, the boom-bust cycle will be repeated and be even more vicious than in 1972-75. The White House's economic policies since 1974 have slashed the inflation rate in half. Let well enough alone!

### Democrats:

These are dismally wasteful, unimaginative policies on every count. We cannot be indifferent to the work that must be done to improve the quality of life in the U.S. We cannot throw away productive workers as we are now doing.

And most important, the forces that set off the wild inflation of 1973-74 are not now operating. There is no danger of another great oil price spiral; crop surpluses have replaced enormous crop shortages; world demand for our prod-

ucts has become more tolerable; surpluses of basic raw materials have developed to curb price increases here; unit labor costs are rising only modestly, etc. The Republicans overstate inflation risks.

### Republicans:

The fundamental cause of inflation lies in year-after-year federal budget deficits—which flood the U.S. economic stream with excessive dollars and lead to inflationary demands. The federal budget must be brought into balance.

This balance can be achieved only by curbing spending for social-welfare-education programs which, no matter how desirable, we can no longer afford. Republican policies would bring the federal budget into balance before the end of this decade.

### Democrats:

On the fundamental cause, agreed. But the way to achieve a balanced budget is through expanding revenues which would offset spending on social welfare programs so desirable they must not be cut. Higher employment will create the taxes to provide adequate income to offset the U.S. government's outgo.

That's the only decent, socially acceptable way to a balanced budget—which we, too, pledge to reach before 1980.

### Republicans:

There is no room in a free society for wage-price guidelines or any form of "incomes" policy.

### Democrats:

A form of incomes policy which would focus public attention on inflationary price or wage increases and would permit suspension of increases found to be dangerously inflationary belongs in the government's anti-inflation arsenal.

Choice? You haven't had one as clearly defined in many, many years.

## THE U.S. ECONOMY

"Viewed in perspective, the economic record of the past 7½ years is a vulnerable record and the Democrats do have an economic issue" in this year's presidential election, Frederick L. Deming, president of the National City Bank-corporation of Minneapolis, concluded in a "Point of View" article in the Sun-

day, Aug. 29, New York Times. That issue "for the general electorate and also for those who claim to be issue oriented" is "conviction and the sense of will to accomplish more for all the people," he wrote. Data for the table below was compiled by Deming. The table accompanied his Times article.

### AVERAGE ANNUAL CHANGE

|                                     | 1952-60 <sup>1</sup> | 1960-68 <sup>2</sup> | 1968-76 <sup>3</sup> |
|-------------------------------------|----------------------|----------------------|----------------------|
| Real Gross National Product         | 2.27%                | 4.81%                | 2.32%                |
| Industrial production               | 2.06%                | 7.13%                | 2.57%                |
| Plant & equipment expenditures      | 4.72%                | 8.15%                | 7.26%                |
| Real disposable income              | 2.81%                | 4.68%                | 3.07%                |
| Real disposable income (per capita) | 1.02%                | 3.35%                | 2.40%                |
| Corporate profits (after tax)       | 4.50%                | 7.87%                | 10.48%               |
| Stock prices                        | 12.70%               | 9.44%                | 1.93%                |
| Consumer prices                     | 1.39%                | 2.22%                | 6.49%                |
| Employment (1,000 persons)          | 4,539                | 11,412               | 11,761               |
| Unemployment (1,000 persons)        | 2,925                | 2,052                | 5,237                |

<sup>1</sup> Eisenhower Administration <sup>2</sup> Kennedy-Johnson Administrations <sup>3</sup> Nixon-Ford Administrations

## 59 vetoes praised, damned

President Ford is being both praised and damned for his vetoes of 59 bills during two years in office—a yearly average greater than any previous president.

Twelve of his vetoes have been overridden by the Congress, tying him with Harry Truman for second place behind Andrew Johnson in that category. One of the first of the 12 was his veto after two months in office of amendments to the federal Freedom of Information Act.

His proponents point to the vetoes as demonstrations of sound economic policy.

His opponents point to them as exhibiting economic and social negativism.

Among the vetoes both sides cite:

✓ Four jobs bills which, advocates

said, would have directly produced 2.25 million jobs.

✓ An emergency housing bill aimed at reducing mortgage rates.

✓ A bill for financial aid to day-care centers.

✓ A pair of bills for strip mining controls and another pair for oil price controls.

In vetoing the Freedom of Information Act amendments Ford called some of them "unconstitutional and unworkable" and a threat to "military intelligence secrets and diplomatic relations."

He proposed a series of amendments of his own which were characterized at the time as "encouraging subversion" of the act as it then stood.

## Survey shows parties poles apart

The popular wisdom that the two major political parties offer the electorate a choice between Tweedledum and Tweedledee appears to be seriously challenged by the results of a survey of party workers and officials by the Washington Post and the Harvard Center for International Affairs.

The study, part of a larger survey that the paper and center call an examination of "Elites in America," shows that Republican and Democratic workers—Post reporter Barry Sussman calls them "the nuts and bolts of the party organizations"—agree on hardly anything.

The study showed, for example, that:

Republican workers believe by more than four to one that the poor are almost always to blame for their poverty.

Democratic workers believe by more than five to one that the American system is to blame by not giving all persons and even chance.

Republican workers by more than three to one feel that justice is administered equally to all, while the Democratic workers by more than four to one say that justice favors the rich.

Republican workers by nearly four to one oppose public financing of elections; Democratic workers favor it by more than five to one.

The survey analyzed responses to lengthy questionnaires from what Sussman reported was "a national cross-section of 155 Republicans and 128 Democrats" with half being city or county party officials and half members of the parties' national committees.

"On domestic social programs, on handling of the economy, on approaches to foreign affairs—on matters ranging from what the role of government should be to whether homosexuals should be allowed

to teach in public schools, these groups are poles apart," Sussman wrote.

Similar disagreements were found earlier in polls of delegates to the parties' national conventions this summer, he reported.

While the parties may be poles apart, however, Sussman wrote, "the electorate stands almost midway between the poles" with Republicans less conservative and Democrats less liberal than the party organizations. That conclusion came from a telephone poll of 1,521 adults who were asked many of the questions the party workers responded to in the questionnaires.

For example: Democratic workers by 85 to 15 percent, Democrats by 58 to 36 percent, Republicans by 53 to 38 percent and Republican workers by 50 to 48 percent said they disagreed with the statement that "all except the old and the handicapped should have to take care of themselves without social welfare benefits."

## 'The score' on Mondale, Dole

The records of the Republican and Democratic parties' candidates for vice president are distinctly different, according to the AFL-CIO's Congressional voting record score card.

Robert Dole, former chairman of the Republican National Committee, had a voting record while in the House of Representatives of 3 "right" and 45 "wrong" votes. In the Senate, he cast 15 "right" votes and 71 "wrong" ones, demonstrating that with the exception of food stamps he has an "unbending opposition to social legislation," according to the AFL-CIO.

Asked whether whites should be permitted to refuse to sell their homes to blacks—it's against federal law—Democratic workers said no by 72 to 25; Democrats said yes by 46 to 43, Republicans said yes by 53 to 36 and Republican workers said yes by 61 to 35 percent.

Asked whether the federal government should see to it that everyone has a job, Democratic workers said yes by a 6-to-1 majority and Democrats by 5 to 4. But Republicans were against it by more than 2 to 1 and Republican workers by nearly 10 to 1.

The party workers also were divided in the importance assigned to the achievement of equality for women and blacks. Asked to rank 10 major problems in order of importance, Democratic workers list equality for blacks 5th and for women eighth. Republican workers ranked equality for blacks 9th, ahead only of equality for women (see table, Page 8).

Walter Mondale, the Democratic-Farmer-Laborite from Minnesota, by contrast has cast 109 "right" votes and 9 "wrong" ones during his time in the Upper Chamber. He did not serve in the House of Representatives.

When the Senate and House on Sept. 30 voted to override Ford's veto of a \$6.6 billion dollar appropriation for the Labor and Health, Education and Welfare Depts., Mondale voted to override while Dole did not vote. On Ford's FOI Act amendments veto in 1974 Mondale voted to override, Dole against.



# 'Right-to-work' lobby seeks support at SDX meet

(Continued from Page 1)

ruled that the Right to Work Committee's legal arm is a front for employers who want to weaken unions. The ruling was handed down in Washington in January by U.S. District Court Judge Charles Richey in a suit brought by 10 unions against the National Right to Work Legal Defense and Education Fund.

The resolution, labeled the "Journalists' Freedom of Choice Resolution," holds that "journalists should not be required to join or support any labor, fraternal, professional or any other private organization in order to report or interpret the news."

When a company agrees to a union-shop provision in its contract with a union, new employees are required to join within a specified period after being hired, most often 30 to 90 days in Guild contracts containing the provision, and to remain members.

The resolution is apparently intended to breathe life into a bill of the same name introduced in the current Congress by Sen. Paul J. Fannin (R-Ariz.). It would exempt "journalists" from the exclusive-representation provisions of the National Labor Relations Act.

The bill, which would undermine the ability of the Guild and other media unions to effectively represent news employees, has been languishing in the Senate Labor Committee. Fannin, in inserting a long list of those supporting the SPJ/SDX resolution into the Congressional Record, said his bill "incorporates the principle" of the resolution.

The resolution will be presented to the resolutions committee of the SPJ/SDX convention. A similar resolution failed to emerge from the committee last year, but a more intensive campaign is being waged to push it through this time.

## Right to work—for less, Mr. Dooley says

Finley Peter Dunne, editor of the old *Chicago Journal* early in the century, wrote a number of brief essays in Irish dialect as the sayings of "Mr. Dooley." Published in book form, the essays of Mr. Dooley were on the best-seller lists of that day.

"What's all this talk that's in th' paper about this open shop?" asked Mr. Hennessy.

"Why, don't you know?" said Mr. Dooley. "Really, I'm surprised at yer ignorance, Hinnissy. What's th' open shop? Sure, 'tis a shop where they kape the door open t' accomodate th' constant stream of min comin' in t' take jobs cheaper thin th' min that has th' jobs."

"'Tis like this, Hinnissey. Suppose one av these free-born citizens is wurkin' in an open shop for th' princely wage av wan large iron dollar a day for tin hours. Along comes another free-born son-av-a-gun, an' he sez ta th' boss,

'I think I kin handle th' job for 90 cints.'

"Sure, sez the boss an' th' wan-dollar man gets th' merry jingling can an' goes out into the crool world t' exercise his inalienable roights as a free-born American citizen t' scab on some other poor devil. An' so it goes, Hinnissy."

"An, who gets th' benefit? True it saves th' boss money, but he don't care no more for money thin he does fer his roight eye. It's all principle wid him. He hates t' see th' min robbed of their indipindince. They must have their indipindince, regardless of anything else."

"But," said Mr. Hennessy, "these open-shop min ye menshun say they are fer th' unions if properly conducted."

"Sure," said Mr. Dooley, "if properly conducted. An' there you are. An' how would they have thim conducted? No strikes, no rules, no contracts, no scales, hardly any wages an' damn few mimbers."

Fannin's "Journalists' Freedom of Choice Bill" would allow "journalists" to bargain and grieve individually with their employers and to negotiate their own contracts "without the participation or intervention of the bargaining representative." Under the National Labor Relations Act, a union has the exclusive right to bargain once a majority of employees have selected it as their representative.

The bill, as drafted, defines the "journalists" cited in its title as "any individual employed as a columnist, broadcast journalist, commentator, or critic on public issues."

But Fannin, in his Senate statements on the bill, has spoken of it as applying sweepingly to "news personnel" and "employees of newspapers, radio and television stations and other media." And the Newspaper Fund, sponsored by Dow Jones & Co., in a letter seeking to rouse support for the bill among journalism professors

earlier this year, suggested that "it might favorably permit interns to negotiate salaries directly with newspaper management rather than be included under mandatory union job classifications."

Asked to explain the discrepancy between the bill's limited language and Fannin's public pronouncements on its scope, one of the senator's aides told a TNG staff member that the bill as drafted would only cover those who contribute opinion.

Queried on whether this would include reporters, rewrite persons or copy readers, he said no but added:

"It would be nice if we could. What we're trying to do is get the foot in the door."

Fannin's assistant said the bill was prompted by a federal Appeals Court decision rejecting the claim of commentators William F. Buckley and M. Stanton Evans that their First Amendment rights were violated by a requirement

that they pay dues under union-shop agreements negotiated by the American Federation of Television and Radio Artists (AFTRA).

Buckley and Evans are among 144 sponsors of the Sigma Delta Chi resolution listed in the Right to Work Committee's Quill ad. Other signers include such prominent conservatives as columnists James J. Kilpatrick, Ralph de Toledano and Max Rafferty, as well as CBS commentator Eric Sevareid and Theodore A. Serrill, executive vice president of the National Newspaper Assn., which represents publishers of weekly and small daily newspapers. Kilpatrick will be the keynote speaker at the SPJ/SDX convention.

The more extensive list of over 325 sponsors inserted into the Congressional Record by Fannin consists largely of publishers and editors. It includes relatively few rank-and-file staff members—except at the Santa Ana Register

in Orange County, Calif., flagship paper of the right-wing Freedom Newspapers chain, which contributed no fewer than 14 signers—four percent of the grand total.

The covering letter accompanying the Right to Work Committee's mailing to SPJ/SDX members said the resolution being submitted to the convention "is not intended to discourage voluntary membership in any union." But among an assortment of enclosed columns and editorials supporting the bill was one from the Centralia-Chehalis (Wash.) Chronicle entitled, "Press, unions do not mix."

The columns and editorials appear to be ground from a common mill. Both an editorial from the Lynchburg (Va.) News and a column from the Dallas News cite the 1972 endorsement of George McGovern by the Guild's International Executive Board and AFTRA's support of the United Farm Workers' lettuce and grape boycotts.

"From urging," intones Dallas News staff writer William Murchison, "it is but a step to forcing."

"When journalists can be forced to join unions, they can be forced to do—meaning write—what unions tell them," asserts the Lynchburg editorial.

Neither of them cites a single instances in which that has occurred. Nor do they bother to mention the "Heywood Broun Clause" of TNG's Constitution—put there at the Guild's birth at the request of the Guild's founder and first president.

It guarantees that Guild membership is "open to every eligible person without discrimination or penalty" and that no one "be barred from membership or penalized by reason of age, sex, race, national origin, religious or political conviction or anything he or she writes for publication."

## Largest ad gains seen since WWII

(Continued from Page 1)

"continued improvement in 1977 appears more certain as time unfolds."

For newspapers, he said, cuts by national advertisers in 1975

have been restored by many this year while lineage rates have continued to rise.

"The higher volume and higher rates will continue to account for the largest surge in national

ad dollars ever recorded" by newspapers, he said.

While a "significant portion of the upturn" is due to the improving economy, political activity, the Olympics and the Bicentennial, there are "indications that many" advertisers' budgets are rising at a "greater rate than can be explained by these factors," he said.

"The latest tally indicates that advertising growth in 1976 will be far above the levels posted by most industries and the economy in general," he concluded.

## 8-months' ad revenue up 20 percent

New York—Daily newspapers' advertising revenues for the first eight months of 1976 were 20.1 percent greater than in the same period of 1975 and running at a 9.8-billion-annual rate, according to the Newspaper Advertising Bureau, Inc.

August ad revenues were 20.3 percent higher than the same month last year, the bureau reported, with national-ad revenues up the most, 36.0 percent. Classified revenues were up 26.9 percent over classified revenues for August of 1975.

## Harrisburg reporter top up \$70

(Continued from Page 1)

remain Guild members in good standing.

A fifth week of vacation will be earned after 20 years, instead of 23 years of service.

If a byline or credit line is used, substantive changes in the material must be brought to the employee's attention before publication.

A formula based on the aver-

age price of regular gas is established to reckon the mileage allowance. It ranges from 13 cents, when gas costs between 48 and 52.9 cents, to 15.5 cents a mile when gas costs from 75 to 79.9 cents, and 16 cents per mile for 80 cents or more a gallon. The old rate had been 13.5 cents for the first 100 miles and 10 cents per mile thereafter. An auto club's figures will be used for determining gas prices.

## Mrs. Crocker, 90; mother of officer

Lewiston, Me.—Eva Eudora Crocker, 90, the mother of TNG Secretary-Treasurer Robert M. Crocker, died here Oct. 4. She had been in a nursing home.

Mrs. Crocker was born in

Auburn, Me., in 1886. Services were held Oct. 8 in Auburn.

Besides Crocker, survivors include several nephews and nieces, two grandchildren and a great-grandchild.

### IT



### SEEMS TO US

### The Fresno Four say 'thanks' to the Guild

FRESNO, CALIF.

Editor:

In expressing the thanks of the Fresno Four to various groups and individuals for assistance given us in our battle with the courts, we do not want to overlook the great support provided by The Newspaper Guild and

many individual members.

Unfortunately, some of the basic issues involving the role of the free press—particularly the right of newsmen to hold fast in the matter of confidential relationships between reporters and sources—have not been resolved. We have shown only that newsmen mean it when they give a pledge of confidentiality and that they are willing to back it up by going to jail if necessary. We hope we have demonstrated that, at least, to judges and the American people.

The Newspaper Guild joined us early in our 21-month legal battle. We are sure Guild members will be in the forefront when the fight is joined anew.

On behalf of myself and the other members of the Fresno Four—Joe Rosato, Bill Patterson and Jim Bort—our thanks for your support.

**GEORGE F. GRUNER**  
Managing editor  
Fresno Bee

## Region 4 election table

Below is the International Election & Referendum Committee's local-by-local tabulation of eligible voters, ballots cast and for whom in the Sept. 14-19 special election for TNG vice president from Region 4, the U.S. West. Candidates were Shirley L. Caldwell of the Pacific Northwest Guild and Gerald L. Schultz of the San Diego Guild.

| Local                                                      | Voters Eligible | Ballots Cast | Results Caldwell | Schultz |
|------------------------------------------------------------|-----------------|--------------|------------------|---------|
| Bakersfield                                                | 85              | 24           | 12               | 12      |
| Central California (Fresno, Modesto, Sacramento, Stockton) | 627             | 201          | 70               | 128     |
| Coos Bay*                                                  | 6               | —            | —                | —       |
| Eugene*                                                    | 53              | —            | —                | —       |
| Great Falls                                                | 27              | 19           | 18               | 1       |
| Hawaii                                                     | 411             | 108          | 45               | 40      |
| Los Angeles                                                | 403             | 101          | 37               | 52      |
| Pacific Northwest                                          | 989             | 522          | 441              | 76      |
| San Diego                                                  | 729             | 383          | 37               | 341     |
| San Francisco-Oakland                                      | 1,255           | 356          | 199              | 153     |
| San Jose                                                   | 606             | 153          | 109              | 41      |
| Wire Service                                               | 176             | 34           | 13               | 20      |
| Yakima                                                     | 35              | 4            | 4                | 0       |
| Total                                                      | 5,403           | 1,905        | 985              | 864     |

\*No official return was received from the Coos Bay or Eugene Guilds. Unofficial returns from Eugene were 2 votes for Caldwell, 1 for Schultz.

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.



# Obey award, court orders papers

**San Jose**—A federal judge in San Francisco has thrown out a petition by the San Jose Mercury and News to vacate an arbitration award on the basis that a typing error in the arbitrator's decision added 29 years to a past practice he cited.

The action means a total of \$2,228 in back pay for four San Jose Guild members whose wages were cut improperly when they were assigned to lower classifications.

The company's petition was "an unprecedented action," the San Jose Guild said.

The dispute involved the opinion of Howard Durham, the arbitrator, who ruled that the company violated the contract by paying an employee 23 cents an hour less as an editorial-department copy clerk than he earned when he was a part-time general clerk in the circulation department.

Durham noted that the company failed to obtain the Guild's permission to lower an employee's pay classification—a practice followed since 1968.

But in his written opinion, Durham referred to the practice

as dating back to 1939.

It was on this error that the company refused to obey the arbitrator's award and petitioned the U.S. District Court for Northern California to vacate it.

But Judge Robert H. Schnacke said that Durham "made a decision. There are facts. The facts apparently support the decision. Now, how can I go beyond that?"

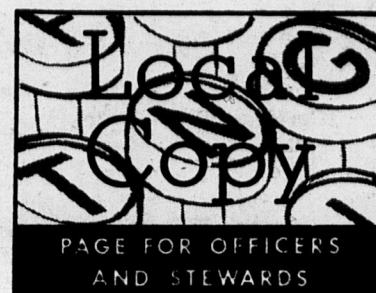
He added:

"As counsel for the Guild points out, the defense is plainly adequate to support the award as made. It's as if, I suppose, a trial judge found that there were eight

witnesses that had testified to a given matter and that he believed them, and then in some fashion it was determined that there were really only two or three or four.

"If there was any witness that was worthy of belief to support the fact, the factual determination would have to be supported . . . I think it's precisely the same position here. I think the arbitrator may have overstated the state of the defense, but there was more than ample evidence to justify the award that he made."

David W. Leahy, the Guild's attorney, argued that the error



was "nothing more than clerical," and that past practice of whatever length was insignificant to the case.

Affirmation of the arbitrator's award means the copy clerk will receive \$944 in back pay and the three others \$1,284 in back pay among them.

## Nearly half stenos' tops exceed \$200

Highest stenographer top minimum among the 57 Guild newspaper contracts covering them on Oct. 1 was \$272.59 a week—at the New York Times—according to a tabulation by TNG's Collective Bargaining Dept. Lowest was \$123, at the Norfolk Virginian-Pilot.

Nearly half (47.4 percent) provided top minimums higher than \$200 a week. Nearly six of every

10 (57.9 percent) provided top minimums higher than \$190 a week. The calculations do not include top minimums at Associated Press (\$194.33) and United Press International (\$199.82).

Two years ago only 5.1 percent of Guild contracts covering stenographers provided top minimums higher than \$200 a week while only 8.4 percent provided top minimums of more than \$190.

Four contracts provided stenographer top minimums of less than \$150 a week this Oct 1, however, whereas two years ago 26 of them did.

Even the \$272.59 top minimum at the Times, however, falls short of the wage goal for such jobs established by the Guild's Washington Convention this summer—\$325 a week.

|                            | Minimum  | After      |
|----------------------------|----------|------------|
| New York Times             | \$272.59 | 3 yrs.     |
| Washington Post            | 254.75   | 2 yrs.     |
| Boston Herald American     | 252.75   | 3 yrs.     |
| and Herald Advertiser      | 241.58   | 3 yrs.     |
| New York Post              | 241.06   | 3 yrs.     |
| New York News              | 237.73   | 2 yrs.     |
| San Jose Mercury and       | 237.07   | 4 yrs.     |
| News                       | 236.33   | 4 yrs.     |
| Sacramento Union           | 236.33   | 4 yrs.     |
| Fresno Bee                 | 236.33   | 4 yrs.     |
| Sacramento Bee             | 229.58   | 3 yrs.     |
| Washington Star            | 229.42   | 3 yrs.     |
| Detroit Free Press         | 219.53   | 3 yrs.     |
| Toledo Blade               | 219.02   | 3 yrs.     |
| Oakland Tribune            | 219.02   | 3 yrs.     |
| San Francisco Chronicle    | 219.02   | 3 yrs.     |
| and Examiner               | 211.50   | 2 yrs.     |
| Seattle Times              | 211.00   | 3 1/2 yrs. |
| Denver Post                | 209.41   | 2 yrs.     |
| Seattle Post-Intelligencer | 209.37   | 3 yrs.     |
| Honolulu Star-Bulletin     | 209.37   | 3 yrs.     |
| and Advertiser             | 209.37   | 3 yrs.     |

|                            | Minimum | After  |
|----------------------------|---------|--------|
| Tacoma News-Tribune and    | 209.35  | 3 yrs. |
| Tribune & Ledger           | 207.25  | 4 yrs. |
| Chester: Delaware County   | 207.25  | 4 yrs. |
| Times                      | 206.87  | 4 yrs. |
| Philadelphia Inquirer and  | 206.87  | 4 yrs. |
| News                       | 206.26  | 3 yrs. |
| San Diego Union and        | 206.26  | 3 yrs. |
| Tribune                    | 206.00  | 3 yrs. |
| Baltimore Sun and          | 204.89  | 3 yrs. |
| Evening Sun                | 202.27  | 3 yrs. |
| Toronto Star               | 202.27  | 3 yrs. |
| Detroit News               | 201.91  | 5 yrs. |
| Buffalo News               | 201.50  | 3 yrs. |
| Montreal Star              | 199.82  | 3 yrs. |
| United Press International | 199.82  | 3 yrs. |
| Wilkes-Barre Times         | 196.90  | 1 yr.  |
| Leader-News-Record         | 194.33  | 4 yrs. |
| Associated Press           | 194.33  | 4 yrs. |
| Memphis Commercial         | 192.50  | 5 yrs. |
| Appeal and Press-Scimitar  | 192.50  | 5 yrs. |

|                          | Minimum | After      |
|--------------------------|---------|------------|
| Cleveland Press          | 191.96  | 3 yrs.     |
| Ottawa Journal           | 191.26  | 2 yrs.     |
| Ottawa Citizen           | 190.95  | 2 yrs.     |
| Cleveland Plain Dealer   | 190.21  | 3 yrs.     |
| Victoria Colonist and    | 189.00  | 1 yr.      |
| Times                    | 187.00  | 2 yrs.     |
| Manchester Union Leader  | 187.00  | 2 yrs.     |
| and New Hampshire        | 187.00  | 2 yrs.     |
| News                     | 186.65  | 1 1/2 yrs. |
| Vancouver Sun and        | 186.30  | 3 yrs.     |
| Province                 | 186.30  | 3 yrs.     |
| Kingston Daily Freeman   | 184.40  | 3 yrs.     |
| St. Louis Post-Dispatch  | 184.40  | 3 yrs.     |
| Chicago Sun-Times and    | 183.50  | 3 yrs.     |
| Daily News               | 183.50  | 3 yrs.     |
| Providence Journal and   | 179.00  | 2 yrs.     |
| Bulletin                 | 177.40  | 3 yrs.     |
| St. Louis Globe-Democrat | 177.40  | 3 yrs.     |
| Erie News and Times      | 175.39  | 3 yrs.     |
| Minneapolis Star and     | 175.00  | 4 yrs.     |
| Tribune                  | 175.00  | 4 yrs.     |

|                         | Minimum | After  |
|-------------------------|---------|--------|
| Cincinnati and Ky. Post | 173.05  | 3 yrs. |
| Toronto Globe & Mail    | 172.26  | 3 yrs. |
| Pawtucket Times         | 171.36  | 2 yrs. |
| Great Falls Tribune     | 170.00  | 4 yrs. |
| Battle Creek Enquirer & | 168.00  | 3 yrs. |
| News                    | 168.00  | 3 yrs. |
| St. Paul Dispatch and   | 168.00  | 4 yrs. |
| Pioneer Press           | 162.65  | 3 yrs. |
| Indianapolis Star       | 162.65  | 3 yrs. |
| Peoria Journal-Star     | 157.00  | 3 yrs. |
| Albany Times-Union and  | 155.75  | 3 yrs. |
| Knickerbocker News-     | 155.75  | 3 yrs. |
| Union-Star              | 155.75  | 3 yrs. |
| Duluth Herald and       | 155.43  | 3 yrs. |
| News-Tribune            | 155.43  | 3 yrs. |
| San Juan Star           | 147.00  | 4 yrs. |
| Pueblo Star-Journal and | 145.95  | 3 yrs. |
| Chieftain               | 145.95  | 3 yrs. |
| Sioux City Journal      | 139.25  | 4 yrs. |
| Norfolk Virginian-Pilot | 123.00  | 3 yrs. |

## Star's owner sells stations in capital

**Washington**—Joe L. Allbritton, publisher of the Washington Star, has agreed in principle to sell the Star's AM and FM radio stations here to the American Broadcasting Companies (ABC).

The 16-million-dollar price for WMAL and WMAL-FM makes the deal the highest-priced single-transaction radio purchase ever, Broadcasting magazine said.

Allbritton is under orders from the Federal Communications Commission (FCC) to divest himself of most of the Star's broadcast properties by 1979 to avoid violating the commission's cross-ownership rules.

He also must sell WMAL-TV if he keeps the Star and either WLVA (AM) or WLVA-TV in Lynchburg, Va. But he'll keep WCIV-TV in Charleston, S.C.

Allbritton bought the stations and paper for a total of about 33 million dollars during 1974 and 1975. The FCC allowed the purchase of the stations and the paper provided he got rid of most of the broadcast properties.

WMAL-AM is the Washington area's leading radio station.

ABC sold its KQV (AM) and WDVE (FM) stations in Pittsburgh to Taft Broadcasting for 3.5 million dollars to clear the way for the WMAL purchase. FCC regulations set a limit on the number of stations a network can own.

WMAL already was affiliated with the ABC network.

Meanwhile, Allbritton purchased the Westfield (Mass.) Evening News, a Monday-Saturday operation with a circulation of 8,000.

# MING

## CONTRACT & HANDBOOK

### MEMPHIS NEWSPAPER GUILD

LOCAL 91-The Newspaper Guild-AFL-CIO-CLC

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CONTRACT BETWEEN MEMPHIS PUBLISHING COMPANY AND MEMPHIS NEWSPAPER GUILD JUNE '75 TO JUNE '77

MEMPHIS LOCALS' BY-LAWS AND LETTERS OF AGREEMENT

### Memphis goes by book(let)

A one-stop information center — that's the Memphis Guild's "contract and handbook." In addition to the local's collective bargaining agreement with the Press-Scimitar and Commercial Appeal, the booklet includes a history of the local, a listing of officers and executive committee members, the local's by-laws, and other information. The title page carries a quotation from Edward J. Meeman, the late editor of the Memphis Press-Scimitar: "I certainly would join the Guild if I were eligible."

## Toronto appeals board cut of Oshawa wage package

**Oshawa, Ont.**—The Toronto Guild has appealed an Anti-Inflation Board reduction of percentage wage increases at the Oshawa Times.

When it reported the settlement to the AIB, the Times included experience step-ups as part of total compensation paid to employees. That brought the percentage increase to 17.17. Without the step-ups the increase was approximately 11.9 percent at the reporter key top, the local said.

The Guild contends the step-ups should not have been included.

The AIB cut the increase to 11 percent and also provided that employees would get either the

increase in the minimum or the step-up increase.

Hence, for example, an employee going from three-and-a-half years' experience to four between the time of the first and second increase would get only the new rate for three-and-a-half years' experience, rather than the second-increment rate for four years' experience.

Meanwhile, the one-year contract expired in September and the local has asked that a mediator assist in bargaining for a new one.

If the AIB reverses its previous decision, Times employees would be made whole retroactively.

## The U.S. price elevator

The following table shows the ascent of the United States' Consumer Price Index over a 43-month period following a 0.8-point rise, to 171.9 in August. 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.

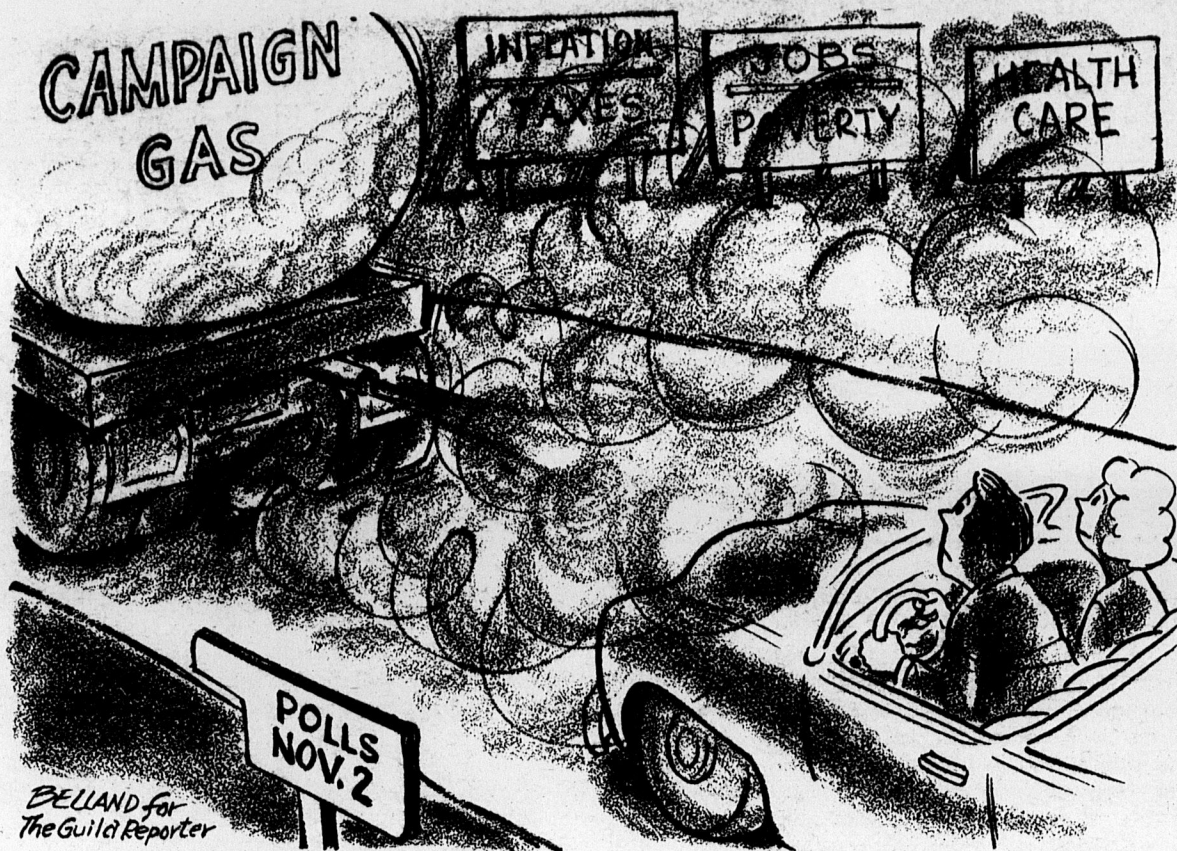
|               | Index* | Percentage over<br>Same month<br>prior year | December<br>1972† |
|---------------|--------|---------------------------------------------|-------------------|
| August, 1975  | 162.8  | 8.6                                         | 27.9              |
| September     | 163.6  | 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              |
| April         | 168.2  | 6.1                                         | 32.1              |
| May           | 169.2  | 6.2                                         | 32.9              |
| June          | 170.1  | 5.9                                         | 33.6              |
| July          | 171.1  | 5.4                                         | 34.4              |
| August        | 171.9  | 5.6                                         | 35.0              |

\* 1967 = 100

† Index = 171.3



Don't lose sight of the issues!



DATELINE: WASHINGTON

## An 'AFL-CIO' for women? Carter's record better

By WILLIAM J. EATON, Chicago Guild



IT WAS 1787 when Abigail Adams delivered a feminist declaration of independence in a letter to her husband, John.

"In the new code of laws," she wrote to the rebel who would become president, "I desire you would remember the ladies, and be more generous and favorable to them than your ancestors . . .

"If particular care and attention is not paid to the ladies, we are determined to foment a rebellion, and will not hold ourselves bound by any laws in which we have no voice, or representation."

John Adams, true to his time, gave the letter a quick brushoff. Abigail Adams did not follow through on the promised rebellion of women and they suffered for 144 years without even getting the right to vote for those who made the laws that kept them subordinate to men.

Today the women's movement has become one of the strongest forces for social change in politics, the workplace, the family

and schools. Feminists now get more respect than resentment or ridicule, even if they are short on results.

One sign of the new mood was the increased attention paid to women's issues at the 1976 conventions of both major political parties. Even the ultra-conservative delegates to the Republican meeting at Kansas City approved the Equal Rights Amendment by a narrow margin, acting at President Ford's urging. Democratic presidential candidate Jimmy Carter promised to work actively for its adoption by the legislatures of four additional states.

But beyond the ERA, there is a need for a new national organization to speak up for women just as the AFL-CIO is the voice of union members in Washington and across the nation.

A RECENT CONFERENCE on the National Women's Agenda addressed this need. The Agenda is an 11-point Bill of Rights for women that was approved by representatives of 106 women's organizations last year.

Organizers of the conference hope to get backing in 1977 for a coalition that would let women speak with one voice on basic issues and mobilize for the inevitable political and legislative battles over Agenda items.

President Ford and his challenger, Jimmy Carter, both were invited to the conference. It may say something in this puzzling political season that Ford declined and Carter appeared to give a major speech.

"I have long recognized the need for strong action to guarantee total equality to women in the areas of politics, education, employment, health care, housing and justice," Carter said, accusing Ford of offering nothing but vetoes, indifference and empty rhetoric.

CARTER SHOWED he can be specific by declaring his support for comprehensive child care programs, appointment of women to the Equal Employment Opportunity Commission, promotion of more women to top federal jobs, changes in law to help homemakers in Social Security benefits and a better break for women in college scholarship programs.

Carter did not mention his position on abortion, which calls for an end to federal payment for abortions under the Medicaid program. Such a policy would deny to poor women what their more affluent sisters could obtain from a private physician. Hardly equal protection of the law.

But Carter's record on women's issues is superior, overall, to his opponent's. And this is important for men as well as women. As Carter put it at the Agenda conference:

"The women's movement can do as much for men as for women . . . by enabling us to overcome our old prejudices and stereotypes, and to move toward richer, fuller, more rewarding relationships with one another.

"What you are teaching us is that we should treat people as people."

## ANPA issues booklet on ANPA

The American Newspaper Publishers' Assn. has issued a new booklet describing what it does for its members, the newspaper business and for all journalists, according to Editor & Publisher.

Among the ANPA efforts "to advance the cause of a free press" described in the booklet are its "research, training, government relations, labor relations, professional meetings . . . libel insurance strike insurance and management tips and tools," E&P reports.

Copies are available from the ANPA Public Affairs Dept., P.O. Box 17407, Dulles International Airport, Washington, D.C. 20041.

## Editorial

### What's the difference?

As James J. Kilpatrick, the conservative columnist wrote recently:

"The fiction persists, encouraged by those who haven't done their homework, that there isn't 'a dime's worth of difference' between the two major parties. In point of fact, the differences are sharp, significant and pervasive. The conflicting platforms offer abundant contrast."

Indeed they do. Consider for a moment their respective planks on a couple of matters of concern to many.

The Democrats "pledge . . . a complete overhaul of the present tax system, which will review all special tax provisions to ensure that they are justified and distributed equitably among our citizens. A responsible Democratic tax reform program could save over five billion dollars in the first year with larger savings in the future."

The Republicans "support economic and tax policies to insure the necessary job-production expansion of our economy. These include hastening capital recovery through new systems of accelerated depreciation, removing the tax burden on equity financing to encourage more capital investment, ending the unfair double taxation of dividends, and supporting proposals to enhance the ability of working and other citizens to own 'a piece of the action' through stock ownership."

The Democrats say they are "committed to the right of all adult Americans willing, able and seeking work to have opportunities for useful jobs at living wages."

The Republicans warn that "sound job creation can only be accomplished in the private sector of the economy. Americans must not be fooled into accepting government as the employer of last resort."

There's more in like vein. And there are other subjects for the homework Kilpatrick mentions. Try Sylvia Porter's column on the differing economic philosophies of the two parties (Page 4). Heed the words, and deeds, of the top-of-the-ticket candidates of both (Pages 4 and 5). Check the positions and priorities of those who make the parties function as revealed in the Washington Post-Harvard survey of U.S. "elites" (Page 5 and below).

### HOW PARTY OFFICIALS VIEW THE IMPORTANCE OF 10 NATIONAL GOALS

Party officials were asked to rank, in order of importance, solutions to 10 major problems

#### REPUBLICANS

1. Curbing inflation
2. Reducing role of government
3. Maintaining strong military defense
4. Developing energy sources
5. Reducing crime
6. Reducing unemployment
7. Protecting freedom of speech
8. Giving people more say in government decisions
9. Achieving equality for blacks
10. Achieving equality for women

#### DEMOCRATS

1. Reducing unemployment
2. Curbing inflation
3. Protecting freedom of speech
4. Achieving equality for blacks
5. Developing energy sources
6. Reducing crime
7. Giving people more say in government decisions
8. Achieving equality for women
9. Maintaining strong military defense
10. Reducing role of government

Based on a survey by the Washington Post and the Harvard University Center for International Affairs.

Indeed, the two major parties do offer a clear choice. Those who don't vote Nov. 2 and help make that choice will deserve what may result. But the rest of us might not.

## The Guild Reporter

JAMES M. CESNIK  
Editor

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