

'Professionals' claim falls in footnote

Vote ordered at Bulletin in Philadelphia

Washington—The National Labor Relations Board has dismissed a claim by the Philadelphia Bulletin that its columnists are "professional employees" under the U.S. labor law's narrow definition—in a footnote—and has ordered a Guild representation election by mid-November among about 270 news and editorial employees there.

At the same time, the NLRB rejected the Bulletin's contention that its editorial-page staffers are "managerial" employees and should be denied the right to vote in the election.

But the board upheld the Bulletin's claims that 25 of 48 others should be excluded as either "managerial" or "supervisory," or both, and that 14 "correspondents" should not vote. Four persons will be allowed to cast challenged ballots because the board said it couldn't make up its mind on their status.

The Philadelphia Guild petitioned the NLRB for bargaining rights for the Bulletin's news and editorial employees on Aug. 14, 1975. The board's regional office on Dec. 15, 1975, concluded 25 days of hearings on the Bulletin's efforts to exclude more than 90 from the bargaining unit, on grounds they are "managerial," "supervisory," "professional," "confidential" or "stringers." Four of the 25 days were taken up by "professional employee" arguments. The regional office transferred the case to the full board here on Dec. 19, 1975. A three-member panel of the board issued the board's decision on Oct. 13, 14 months after the petition was filed and 10 months after the full board took the case.

The paper's claim for "professional employee" status for its 24 columnists was dismissed in a two-sentence footnote on Page 3 of the 53-page decision.

"We note at the outset that the contention that journalists are 'professional' employees within

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Fall River contract wipes out \$82 women's writer disparity



'... faithful to the trust ...'

Newly elected TNG Region 4 Vice President Shirley L. Caldwell of Pacific Northwest is administered the oath of office at the opening of International Executive Board fall meeting Oct. 18 by International Chairperson Barney Peterson. Por-

trait is of Heywood Broun, the Guild's founding president. Caldwell was assigned to the IEB's Constitution, Guild Reporter and Research and Information Committees. She won election over Gerald L. Schultz of San Diego.

Fall River, Mass.—An \$82.40-a-week differential between general reporters and women's writers has been wiped out in a new, three-year Boston Guild contract at the Fall River Herald-News.

The upgrading of women's writers' minimums to the same schedule as that of other reporters gives the women's writers a \$147.40-per-week increase at the top minimum and a \$70.75 increase at the starting minimum over the contract's term.

In addition, the job title of women's news specialist is changed to family page reporter.

Top minimum for reporters, photographers, local display and classified sales rises \$65, to \$334, in steps of \$20.18 retroactive to Jan. 1, \$20.24 next Jan. 1, and \$24.58 on Jan. 1, 1978. The top for women's editor and copy editors rises \$66.40 over the three years, to \$341.24.

Among other classifications, the increases in the top minimums are as follows:

Outside circulation representatives, assistant mailroom supervisor—Up \$46.94, to \$241.18, in increments of \$14.57, \$14.62, and \$17.75.

Telephone operators—Up \$36.33, to \$186.68, in increments of \$11.28, to \$11.31, and \$13.74.

Janitors—Up \$35.33 in their flat rate, to \$181.55, in increments of \$10.97, \$11, and \$13.36.

Copy aides—Up \$32.35 in their flat minimum, to \$166.18, in increments of \$10.04, \$10.07, and \$12.23.

Employees paid more than the minimums in their classifications will continued to receive the same dollar amount in excess of the new minimums.

The employer's weekly contribution to the hospitalization plan rises \$1.50, to \$10.75.

The Guild shop provision is improved to provide that eight out of 10 new employees, rather than seven of 10, shall become Guild members.

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Labor minister enters dispute at CP

Ottawa—Canada Labour Minister John Munro told the House of Commons here Oct. 15 that he personally is seeking settlement of the bargaining dispute between the Canadian Wire Service Guild and Canadian Press, the co-operative news service of Canada's print and

broadcast press.

The Guild has been seeking an initial contract for about 275 CP editorial employees since last December. Guild members launched their third series of rotating strikes since late July against CP bureaus at noon Oct. 12, a time that coincided with

the opening session of Parliament.

The 30-plus members of CP's Ottawa bureau have been out every day since while members at other bureaus across the nation have been striking for one and two days at a time, then returning to work.

Prime Minister Pierre Elliott Trudeau turned away from the National Press Building, across the street from the Parliament Buildings, in the face of a Guild picket line there the day Parliament opened. He had scheduled a press conference there following delivery of the Speech from the Throne, but held it 40 minutes later in a Commons room instead.

All 10 CP parliamentary reporters launched a day-long work stoppage the night of Sept. 14 by walking out of a press conference called by Trudeau to announce sweeping changes in his cabinet. Both actions severely reduced the quantity and quality of CP's file to member papers and broadcasters as management personnel attempted to fill the gap.

Munro announced his intervention in the CP bargaining situation when he was questioned sharply on the government's role in the dispute on the Commons floor.

Progressive Conservative Rob-

(Continued on Page 2)

President election matters! Vote! IEB urges members

Washington—The U.S. presidential election will make a difference to Guild members "as citizens and consumers, as newspeople and unionists," the International Executive Board declared in calling on all members to vote during its fall meeting here Oct. 18-21.

The IEB urged Guild members "to study the records and platforms of the candidates on the key issues affecting labor and the general welfare and to make their decisions on the basis of an informed analysis of where their best interests as union members and citizens lie."

Noting that it has not endorsed a candidate, the board said lack of an endorsement "should not be construed as signifying indifference" to the election results.

Citing a recent study, the board said Democratic Party officials ranked reducing unemployment, protecting freedom of speech and achieving equality for blacks in the top half of their list, while Republican Party officials put all three in the bottom half. [GR, Oct. 8, 'What's the difference?']

President Ford, the IEB said, (Continued on Page 6)

Study of VDTs, vision sought, TNG tells IEB

Washington—TNG is seeking initiation of a definitive, controlled study of short- and long-range effects of video display terminals on users' vision, the Guild's International Executive Board was told on the opening day of its fall meeting Oct. 18.

Co-operation of publishers as well as locals concerned with possible hazards in the devices' use will be solicited.

The study would include both in-plant and out-of-plant testing and examinations.

TNG President Charles A. Perlik, Jr., and Ellis T. Baker, administrative operations direc-

tor, said plans for the study were begun in the wake of a growing number of complaints of eye-strain, headaches and the like from Guild members working with VDTs.

Baker recently completed a series of regional "Automation Updated" institutes during which he toured seven automated newspaper plants and heard from members working with VDTs.

In addition, Adolphe Bernotas, Associated Press vice president of the Wire Service Guild, wrote TNG recently outlining problems being experienced in the wire (Continued on Page 2)

Study of VDTs, vision sought, TNG tells IEB

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services, emphasizing the need for such a study and offering the co-operation of Wire Service Guild members in it.

Robert Dudnick, TNG's assistant research and information director and assistant Guild Reporter editor, who worked with VDTs on the San Jose Mercury copy desk, has been assigned to develop plans for the study and ascertain its costs and how it can best be financed. The study's specific scope will be developed in consultation with locals with members experienced with VDTs.

A number of locals have arranged for radiation-emission tests of VDTs, but there have been no definitive tests of visual effects.

Dudnick told the IEB that very little research has been done on VDTs and vision and associated problems.

He said he has been able to discover only three studies—two of them quite general and the other dealing with backlighting of devices used by air traffic controllers.

Preliminary investigation indicates that a study might be undertaken free of charge by a large Eastern hospital, a West Coast hospital, or the federal National Institute of Occupational Safety and Health (NIOSH), Dudnick said.

Perlik and Baker told the board that TNG will continue its discussions with occupational-medicine experts with an eye to selecting an agency that will conduct as comprehensive a study as possible.

The study probably would involve ophthalmological examinations of Guild members using VDTs and—if possible—a parallel examination of those who

work in the old manner. But the latter control groups are becoming scarce, the board was told.

Another aspect of the study would involve the examination of work places with VDTs to see what factors contribute to any vision or other problems which may be isolated.

Available literature indicates these factors could range from screen- and back-lighting through layout of desks and desk and chair heights, Dudnick said.

Baker stressed that if it is to work the study must be conducted centrally and be co-ordinated by TNG. If the study is to be a valid one "we cannot proceed piecemeal," he said.

In a related development, the board learned that Mt. Sinai Hospital in New York has offered to check the validity of radiation-emission tests that have been conducted at several newspapers.

Test data from manufacturers, employers and/or Guild locals would be checked by Mt. Sinai as to the correctness of the method of testing, Dudnick said.

More than raw results would have to be supplied, however. It would be necessary to give the hospital the methodological data as well, the IEB was told.

Perlik and Baker said Dudnick also has been assigned to co-ordinate the radiation checks.

Perlik first announced TNG's plans for the VDT study to delegates to the joint meeting of the Southern and Midwest District Councils in Knoxville on Oct. 9. The following day Southern Council delegates passed a resolution calling upon TNG to proceed. The Washington-Baltimore Guild executive committee had done so previously, after receiving a copy of Bernotas's letter to TNG.



'AUTOMATION UPDATED' FOR SOUTHERN DISTRICT COUNCIL IN KNOXVILLE
Oct. 8 institute participants guided by News-Sentinel managing editor Harold Harlow, standing left; copy editor Bob Smith, foreground

Councils hear pension-plan plans

Knoxville, Tenn.—Delegates to a joint meeting here Oct. 9 of the Southern and Midwest District Councils heard TNG President Charles A. Perlik, Jr., describe progress toward a portable, Guild-wide pension plan and plans aimed at a thorough study of the effects of video display terminals on users' vision (story Page 1).

Perlik also repeated TNG's intention, reported at other district council meetings since the Guild's 1976 Convention, to fill the remaining two special organizing positions on TNG's staff with minorities and women.

Both councils held elections in separate meetings the next day.

Southern Council delegates elected Porter Binks of Chattanooga president over Faye McCracken of Memphis, who was seeking re-election. Joyce Hotchkiss of San Antonio was elected vice president, the position previously held by Binks. Emily McDonald of Chattanooga and Harold Julian of Knoxville were re-elected secretary and treasurer.

Midwest Council delegates elected Norma Roth of Rockford vice president to fill the unexpired term of Terry Koper also of Rockford, who had resigned.

The two councils also passed resolutions of support for mem-

bers of the Memphis Guild's WREG-TV Unit, who have been seeking an initial contract for the past year.

The Midwest Council will hold its winter meeting in Chicago at which TNG will present an institute on the theme "Back to Basics," which is the topic of its 1977 regional weekend institute series.

The two councils will hold another joint meeting in the spring, in St. Louis, and will invite the ITU-TNG unity task force to attend. The Great Lakes District Council also will be asked to attend, the host Midwest Council decided, to make the meeting a "mini-convention."

Baker conducted the last in the series of TNG's "Automation Updated" institutes for Southern Council delegates the day before the joint meeting. Panelists during the session were Dean Bortoff of Gary and Harold Julian of Knoxville, plus Baker.

Labor minister enters dispute at CP

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ert Muir of Cape Breton-The Sydneys called it a "shocking disgrace" that CP has refused to agree to a contract "even though the Guild has been willing to submit to arbitration."

Munro said he would inform CP that Muir asked that publishers be reminded that "this is 1976, not 1926 or even 1936 when we had to fight for union recognition."

... Fall River

(Continued from Page 1)

Brothers- and sisters-in-law are included in a list of relatives on whose death employees shall receive a day off with pay to attend the funeral.

Employees temporarily working in an excluded position shall be paid \$2 extra for each day so worked.

Mileage rates for photographers, suburban reporters, advertising salesmen, dispatch desk and road employees is improved to 16 cents per mile or \$14 a week, whichever is greater. Other employees' mileage rates increase one cent, to 16. This replaces a system in which the mileage rates varied by number and location of miles driven.

Effective Jan. 1, 1978, the mileage rate shall be increased by a half cent for each five-cent increase in the average cost of regular gas in Fall River.

Munro said that he has assigned Guy de Merlis, director of the federal mediation and conciliation service, to the dispute. The labor minister said he also expects to meet with both parties, as he had already done once. "We are doing everything possible to resolve" the dispute, he said.

New Democrat David Orlikow of Winnipeg North Centre asked Munro if he was "aware that the proceedings of this House are being reported for Canadian Press by scab newsmen and, in view of the prime minister's quite proper refusal to cross a picket line arising from this dispute, will the minister look into what can be done to stop this deplorable situation in this House of Commons?"

Later that day the Parliamentary Press Gallery at a special meeting voted overwhelmingly to suspend temporary access cards that had been issued to two Guild-exempt CP employees from Toronto and to not issue such cards to any others sent in by CP until a three-member committee recommends "how to resolve the current situation involving a legitimate labor dispute and temporary membership so that any such future situation can be treated consistently."

A delegation of publishers from CP-member papers met with Speaker of the House James

Jerome of Sudbury Oct. 19 to protest the gallery's action, but he declined to take action to reverse it.

Meanwhile, the Guild accused CP of having raised a special 1.1-million-dollar fund through assessments on its members "to combat establishment of a union at the Canadian Press."

While CP denied the charge, the Guild said that the CP board of directors set up the fund last April "primarily to pay for past and future purchases of labor-saving communications gear."

That "gear," it said, included sending and receiving equipment in bureau chiefs' homes, an alternative communications center with computerized sending and receiving facilities and standby operators from outside CP. The fund also covers moving head office personnel to sites of potential work stoppages, the Guild said.

Chief issues in the contract dispute include union security, with CP having rejected a conciliation commission's recommendation for a modified Rand formula to resolve it. His recommendation would require all new Guild-covered employees to pay the equivalent of Guild dues whether they join the Guild or not.

There have been no face-to-face bargaining sessions since Aug. 20.

Steve Murdock, a founder of San Jose local, at 63

Ashland, Ore. — Steve Murdock, one of the founders of the San Jose Guild, died at his home here Oct. 3. He was 63.

Murdock retired last year as editor of The Dispatcher, publication of the International Longshoremen's & Warehousemen's Union in San Francisco, and as administrative assistant to ILWU President Harry Bridges.

He joined the ILWU in 1973 after three years as editor of 1199 News in New York, publication of the National Union of Hospital & Health Care Em-

ployees.

Murdock was one of the San Jose Guild's three founders and was its second president in the early 1940s. He was a delegate to the Guild's 1941, 1942, and 1943 conventions.

After leaving the San Jose papers, he was legislative director of the California State CIO from 1946 to 1949. He later was on the staff of a union of agricultural and tobacco workers. Murdock was an at-large member of the San Francisco-Oakland Guild for 20 years.

A memorial meeting will be held at 2 p.m. Saturday, Oct. 30, at the ILWU Ship Clerks Hall, Barry Street and The Embarcadero, San Francisco.

Among survivors are his wife, Evelyn, and daughter, Stefani.



Murdock

Million unionists protest Canada wage controls

Ottawa—While most organized newspaper workers heeded the Canadian Labour Congress's call for them to work on the CLC's National Day of Protest Oct. 14, an estimated million unionists took the day off and tens of thousands of them joined demonstrations in more than 150 cities against continued wage controls.

Five British Columbia dailies with Guild contracts did not publish that day, however, as their printing craft union employees joined the nationwide protest, held on the first anniversary of the federal government's imposition of economic controls. Guild members at the Vancouver Sun and Province, Victoria Colonist and Times and New Westminster Columbian did work, however.

The Victoria papers announced a week in advance that they would not publish and told subscribers they would get a 15-cent rebate on their monthly bill.

The CLC had called on newspaper and broadcast union members to work the day so that

coverage of it would not be limited to reporting "by non-union or anti-union management or employees."

Most Guild members at Canadian Press, who have been conducting a series of rotating strikes in an effort to secure an initial contract, stayed away from CP bureaus across the country for the day.

Five Guild locals, alone or in conjunction with other industry unions, took ads in the papers employing their members to declare their support for the CLC's protest of the inequity of the wage controls and to announce contributions to the fund the CLC has established to continue to fight against controls.

Locals that participated in the ad program, recommended by the Guild's Canadian office here, were the Montreal, Northern

Ontario (Sudbury), Toronto, Vancouver-New Westminster and Victoria Guilds. Similar ads also were run in non-Guild cities by councils of printing craft unions. Most ads ran on Oct. 14, earlier in papers not publishing that day.

Only reported management action against individual Guild members who chose to participate in the Day of Protest was in Winnipeg where the Tribune docked four persons a day's pay and the Free Press did the same to two persons.

The Free Press also transferred one of the two, Cecil Rosner, vice president of the Winnipeg Guild, from the labor beat to general assignment when he informed city editor Barry Mullin that he would not cover the day's events because he would be participating in them.

Both Rosner and copy editor

Eric Mills were given to understand that their jobs would be in jeopardy if they participated in the protest, a local representative reported. The Winnipeg membership voted Sept. 21 to advise members to follow their consciences about working or not.

The Ontario Labour Relations Board and a Nova Scotia court ruled on Oct. 13 that walkouts on the Day of Protest were illegal under the provinces' labor laws, but the British Columbia Labour Relations Board said that province's labor law did not forbid participation.

The CLC said that more than 450,000 in Ontario, 30,000 in Nova Scotia, 189,000 in British Columbia, 230,000 in Quebec, 48,000 in Alberta, 30,000 in Manitoba, 18,500 in Newfoundland, 27,000 in New Brunswick, 27,000 in Saskatchewan and 1,900 in Prince Edward Island took part in the day.

Newspapers reported that the largest demonstrations took place in Toronto and here in Ottawa where more than 1,000 marched

in front of the Parliament buildings. Several thousand marched at the Ontario legislature's grounds in Toronto.

Among the industries hit hardest by the walkout were pulp and paper, automobiles and mining, with major auto makers reporting all their plants closed for the day. The Canadian Paperworkers Union reported that nearly half its 55,000 members stayed out.

The day of the protest, federal Finance Minister Donald MacDonald introduced a "working paper" in Parliament proposing a formal process for discussion with all society's elements, including labor, on the federal governments future programs.

Prime Minister Trudeau was variously reported as condemning the protest and as stating his acceptance of "peoples' right to protest government measures in a democratic society." He also said that controls may not be lifted at the end of 1978 and that they "could damn well" be reimposed if they are lifted and "inflation shoots up again."

Ottawa PMs 'bargaining' in lock step

Ottawa—This city's two afternoon dailies suspended publication Oct. 15 and 19 in the midst of a bargaining dispute with the Ottawa Council of Newspapers Unions over new contracts for members of the Guild, Typographical, Mailers' and Pressmen's unions.

The unions are bargaining jointly through the council. Members of all the unions worked during the suspensions.

In addition to the suspensions, the F. P. chain's Ottawa Journal has been late off the press eight days over a three-week period and the Southam chain's Citizen has delayed its press run to within a half hour of the Journal's on three of the eight days.

Chief issue in the dispute is the Typographical Union's demand for adequate protection for its members in the face of the Journal's announced plans for automation. The Journal was expected to present a new seven-page proposal on the issue by Oct. 23.

The Canadian Broadcasting Corp. reported that the federal government is investigating the possibility that the Combines Act has been violated by the papers' joint suspension of publication depriving advertisers of the papers' service.

A representative of the unions' council accused the two publishers of trying to goad the unions into striking the papers but pledged that the unions would not do so. "If the public is to be deprived of the papers, it's the publishers' doing, not the unions," he said. All the unions are free to strike either or both papers.

Detroit local allocates \$100 to Leuchter Fund

Detroit—The Detroit Guild's Representative Assembly has voted unanimously to include in the local's budget a \$100 annual appropriation to TNG's Irving Leuchter Memorial Scholarship for the Harvard Trade Union Program.

The Public has a right to know.

The Canadian Labour Congress believes in that right.

The Council of Toronto Newspaper Unions representing employees working at this newspaper are therefore working on October 14th, The National Day of Protest. In order that you will be able to read a full report of the activities of this, the day Labour has designated to make manifest our continuing struggle against the injustice of wage controls.

The Newspaper Unions representing employees working at this newspaper support labour's fight against the inequality of wage controls.



Our members are supporting this fight by contributing financially to the C.L.C. fund established to continue the battle against the inequity of controls.

Affiliated with the Council of Toronto Newspaper Unions:
The Toronto Newspaper Guild Local 87, Phone 362-2571
Printing and Graphic Communications Union No. 1
International Brotherhood of Electrical Workers 353
International Association of Machinists & Aerospace Workers
Graphic Arts International Union Local 35-P
Photo Engravers Division

NEWSPAPER UNIONS' COUNCIL AD IN TORONTO STAR

Similar ads were run by interunion councils or Guild locals alone in other cities

Paper union asks more talks before merger

Hollywood, Fla.—The Paperworkers' Convention here voted unanimously Oct. 15 to direct the union's executive board to continue merger talks with the International Printing & Graphic Communications (pressmen's) Union and to call a special convention when a merger pact is reached.

The IP&GCU's convention in September instructed that union's executive board to "complete" merger talks with the Paperworkers and submit a merger agreement to a referendum (GR, Sept. 24).

The Paperworkers' convention had been expected to approve the merger upon recommendation of the union's executive board. The board, however, on the convention's final day recommended instead the action

approved by the delegates:

A call for expanding merger discussions with other unions in the paper and printing industries and the directive to continue negotiations with the IP&GCU with any merger agreement to be submitted to a special Paperworkers' convention. Both unions' regular conventions are held every four years.

Both IP&GCU President Sol Fishko and Paperworkers' President Joseph P. Tonelli repeated their commitment to the unions' merger they first voiced publicly at the IP&GCU's convention, held in New York.

Tonelli predicted the same sort of benefits to the unions' members as from the 1972 merger of the Papermakers & Paperworkers and the Pulp, Sulphite & Paper Mill Workers to form

the union he now heads.

Fishko, noting that the two unions have contracts with a number of common employers, called for "immediate attention" to the merger to bring together "all of the forces which will permit us to achieve economic justice for our members."

Tonelli said merger discussions also will be held with at least four other unions in the coming months, but did not name them.

The Paperworkers has about 240,000 members, all but about 2,800 in the United States since 1974 to form the Canadian Paperworkers Union.

The IP&GCU has about 110,000 active members in the United States and Canada, about 18,000 of them in the newspaper industry.

Montreal petitions for editorial at Weekend

Montreal—The Montreal Guild petitioned the Quebec Labour Relations Board Oct. 18 for certification as bargaining representative for the 20 editorial employees of Weekend magazine, weekly supplement for about two-dozen Canadian papers from coast to coast.

A Guild representative said a membership drive the previous three days produced membership

applications and bargaining designations from more than 60 percent of those eligible.

Certification by the provincial labor board usually is automatic when more than 60 percent of affected employees sign up.

Weekend's offices are in the same building as the Montreal Star. Both are part of the F. P. chain. Weekend's circulation totals about two million.

S&P group votes by mail, chooses New York Guild

New York—The New York Guild won a representation election Oct. 13 in a bargaining unit of 20 out-of-town Standard & Poor's employees.

The victory brings the Guild's S&P unit to approximately 415 members.

Results of the election, which was conducted by mail by the National Labor Relations Board, were 11 votes for the Guild, six for no union and one challenged. Two employees did not vote, said David M. Mulcahy, a TNG vice president who conducted the organizing campaign.

Covered are sales, clerical and some other office employees in Los Angeles, San Francisco, Chicago, Detroit, Cleveland, Philadelphia and Boston.

The election victory follows voluntary recognition of the Guild as bargaining agent for 100 employees in the accounting, circulation fulfillment, financial, sales support, and special orders departments earlier this year.

That group had been represented by an association, which voted to disband and assign administration of its contract to the Guild. Its former members also joined the Guild.

Deadline is set for two awards

Washington — Deadline for receipt at TNG headquarters of entries for the 1976 Heywood Broun Award and the 1977 Guild Service (Bade) Award is Jan. 15, it was announced during the IEB's fall meeting here.

Nominations for the Service Award, for outstanding work by a member in his or her local, must be made by a local's membership, executive committee or representative assembly.

The Broun Award, for outstanding journalistic work in the spirit of Heywood Broun, the Guild's founding president, may be entered by individuals on their own initiative.

NLRB orders vote at Bulletin after 14 months

(Continued from Page 1)

the meaning of the [National Labor Relations] Act has been fully litigated and rejected by the board in The Express-News Corporation, 223 NLRB No. 97 (1976). We find nothing in the employer's brief or in the record in the instant case that would lead us to a different conclusion," the board said.

In its San Antonio Express and News decision, announced April 6, the NLRB stated that "journalism is primarily a field of generalists" and reaffirmed that newspaper reporters, writers and editors are not "professional employees" under the labor act's definition.

Acknowledging the "intellectual demand," the "special responsibilities" and the "challenging and diverse nature" of the jobs, the board pointed out, however, that the "critical issue" under the labor act is whether the work requires the kind of advanced, specialized knowledge delineated in the law.

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

TNG joined the Typographical Union in opposing the San Antonio papers' effort to persuade the NLRB to reverse a 28-year-old precedent and segregate employees engaged in "assimilation, compilation and editing of news" from others in the news room for bargaining purposes.

"Professional employees" as defined in the labor act can be included in a bargaining unit with "nonprofessionals" only after they vote in a separate election: 1) for union representation, and 2) for inclusion in a larger bargaining unit.

TNG argued in the San Antonio and Philadelphia cases—and in two other Guild cases still pending before the labor board—that segregation of news room employees into "professional" and "nonprofessional" units would undermine the news-

paper industry's bargaining structure and disrupt organizing.

During the four days of hearings on the Bulletin columnists' status three expert witnesses—New York Times columnist Russell Baker, William L. Rivers, Stanford University communications professor, and Curtis D. MacDougall, Northwestern University journalism professor emeritus—testified that columnists are no more "professional employees" under the labor act than reporters are. The Bulletin's only witness was its executive editor, B. Dale Davis, who contended that columnists and critics have "professional" qualifications that reporters lack.

In denying the Bulletin's claim that its editorial-page employees should be excluded from the bargaining unit as "managerial," the board pointed to "the uncontroverted testimony of Editorial Editor [John C.] McCullough that the editorial page, in effect, 'belongs' to Editor-Publisher [William L.] McLean [III]."

The NLRB defines "managerial

employees" as those who "formulate and effectuate management policies by expressing and making operative the decisions of their employer, and those employees with discretion in the performance of their jobs independent of their employer's established policy."

The record "clearly demonstrates" that McLean himself or through McCullough "directs and oversees on a regular daily basis the preparation and publication of the Bulletin's entire editorial page" with most topics originating with McCullough and "major" topics "cleared with McLean . . . prior to the editorial department's morning conference," the board said.

"No editorial is published without McLean's final approval of the editorial and the editorial page and op-ed page as a whole," the board said.

And the "discretion" exercised by the employees who handle the letters-to-the-editor and syndicated columns for the op-ed page "is so circumscribed by existing

Bulletin policy and by the need for final clearance from McCullough and McLean as to negate a finding that either . . . is a true representative of management."

The board also ruled that part-time employees who have worked at least 15 days in the last three months are eligible to vote in the election, but rejected the Guild's claim that 14 "correspondents" also be included, holding that they are not employees within the definition in the labor act.

NLRB member John H. Fanning dissented, however, saying they should be allowed to vote subject to challenge since he believes that "at least some of these correspondents possess a sufficient relationship with the employer to be deemed employees."

One of the positions claimed as "supervisory" by the Bulletin and ruled to be so by the board—editor of the Bulletin's annual almanac—was eliminated soon after the first of the year and its former occupant is now working as a copy editor, a Philadelphia Guild representative said.

Bulletin claims of supervisory status for four bureau chiefs—New Jersey, Delaware, Harrisburg and City Hall—were denied while that for the chief of its Washington bureau was upheld.

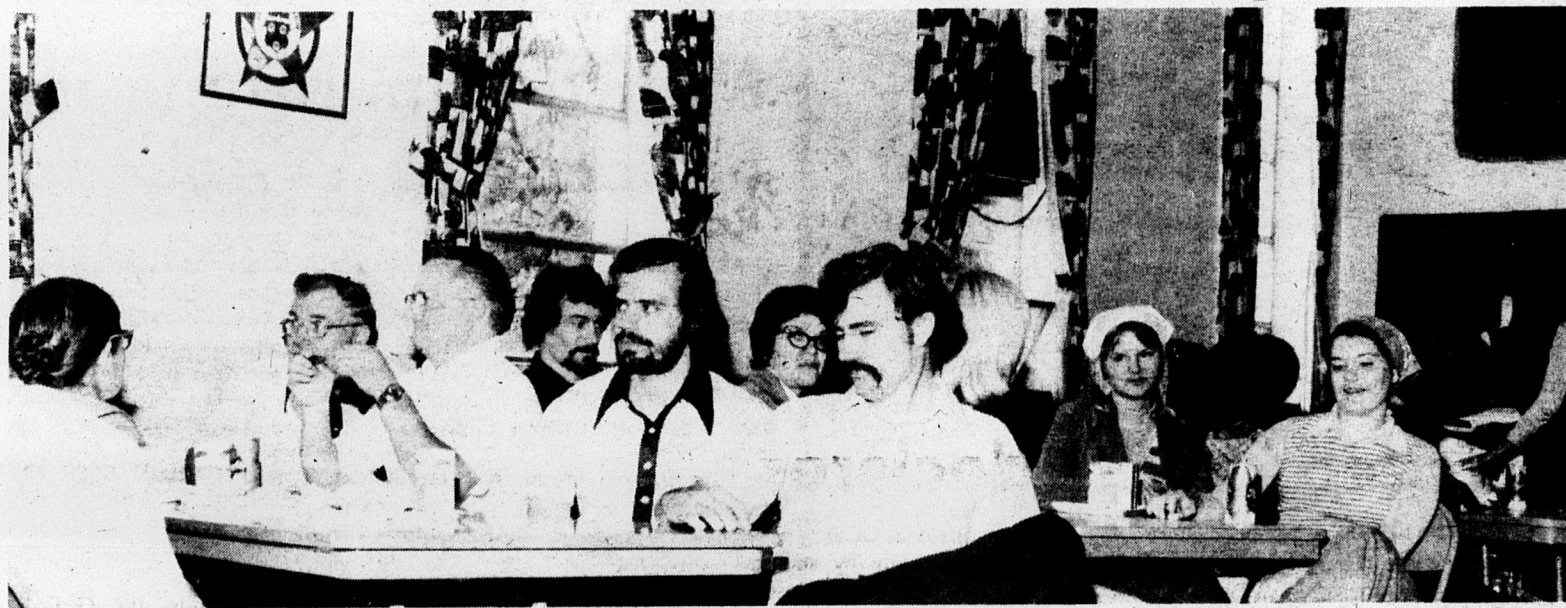
The paper's "makeup editor," fashion and food editors and the managing editor's secretary will vote challenged ballots.

SFONG files for unit of 30 at 6 weeklies

San Mateo, Calif.—The San Francisco-Oakland Guild petitioned the National Labor Relations Board Oct. 8 for certification as bargaining agent for about 30 advertising, business and circulation employees of the South San Francisco weeklies group.

The papers, two published once a week and four twice a week, are owned by the Industrial City Publishing Co., and have total weekly circulation of about 100,000.

They are the South San Francisco Enterprise Journal, the San Bruno Enterprise Journal, the Daly City Record, the Pacifica Record, the Brisbane Bee and San Francisco Today.



Rained in in Lexington

Rain washed the Lexington Guild's first annual inter-union picnic from its scheduled location on a private farm into the Fraternal Order of Police building but didn't prevent about 70 Guild and Typographical Union members, their families and friends from attending. Spe-

cial guests included Joe Hurd, president of the Central Kentucky Labor Council. The Guild and Typographical Union locals are appointing members from each to the other's bargaining committee. They also are opening their meetings to representatives of the other.

AP balks at arbiter's stricture on 'variables'

New York—The Wire Service Guild is expected to go to court to enforce an arbitration award against the Associated Press after the news agency refused to show up at the hearing and then said it would not comply with the decision.

Bertram T. Kupsinel, an arbitrator assigned by the American Arbitration Assn., ruled that the AP must restrict "variables"—persons used as extras—to its New York national broadcasting desk.

He found that the wire service

violated the contract by extending the use of "variables" to other departments.

Kupsinel ordered the AP to pay Edwin O. Bailey \$3,990.15 in back pay and interest. The Guild had contended that Bailey was in fact a full-time employee.

When the AP cut his hours, the Guild said, it was a reduction in force. The arbitrator agreed and said that if a reduction in force was to be made, it should have been made pursuant to contractual language providing for economic dismissals on a seniority basis.

AP first said that the matter was not arbitrable. The arbitrator held a hearing and accepted evidence with only the Guild participating, a procedure allowed by AAA rules. The contract provides for arbitration by the AAA and according to its rules.

Shortly after Kupsinel's decision came down, the AP notified the Wire Service Guild that it would not comply with the award because the arbitrator exceeded his authority.

It was not clear from the AP letter whether the company contends that Kupsinel exceeded his authority in ruling that the matter was arbitrable or in his award.

Under the award, the AP also was to have provided the Guild with lists of all "variables" employed by it no later than Sept. 10. The company did not.

Nor did it reinstate Bailey to full-time, regular status by Sept. 23. The arbitration award provides for further back pay and interest.

Restriction of the use of "variables" to the broadcast desk here is in line with a previous agreement between the Guild and the company. The Guild presented testimony that it never agreed

to any other use of the extras.

One of the "variables" was Susan Ford, but she is no longer employed by the Associated Press.

Canada's price elevator

The following table shows the ascent of Canada's Consumer Price Index over a 44-month period following a 0.7-point rise, to 150.7 in September. The first column shows the index figures for each of the last 13 months, with a 1971 base. The second shows the percentage increase over the same months of the preceding year, and the third the increase over December, 1972.

	Index*	Percentage over	
		Same month prior year	December 1972†
September, 1975	141.5	10.6	31.8
October	142.8	10.6	33.0
November	144.1	10.4	34.2
December	144.3	9.5	34.4
January, 1976	145.1	9.6	35.1
February	145.6	9.1	35.6
March	146.2	9.0	36.1
April	146.8	8.9	36.7
May	148.0	8.9	37.8
June	148.7	7.8	38.5
July	149.3	6.8	39.0
August	150.0	6.2	39.7
September	150.7	6.5	40.3

* 1971 = 100

† Index = 197.4

Administrative officer

TNG's second-largest local, the Washington-Baltimore Newspaper Guild, is seeking a permanent administrative officer. Salary: \$34,000 range. Please submit applications and resumes to:

Bill MacKaye
Screening Committee Chairperson
Washington-Baltimore Newspaper Guild
3408 Wisconsin Ave. NW
Washington, D.C. 20016

For further information from MacKaye: 202-223-7585



'Not on our tables, J. P. Stevens'

Bundles of tablecloths manufactured by J. P. Stevens & Co. are dumped into the hall after being stripped from tables in meeting room of the Missouri AFL-CIO Auxiliary in Kansas City. The state labor federation meeting at the same time called for full support of the Clothing & Textile Workers Union in their efforts to secure contracts from

the company. The Guild's 1976 Convention took similar action. Stevens early in October was for the third time found guilty of contempt of court for disobeying court orders that it bargain with the union in Statesboro, Ga. Stevens has been found guilty of unfair labor practices in 15 cases during the last 13 years.

New Brunswick pact nets \$57 at key top

New Brunswick, N.J.—The top minimum for reporters and photographers rises \$57, to \$306.50 a week, in a 39-month New York Guild contract at the Home News.

The contract succeeds one held by the North Jersey Guild. North Jersey's membership voted Sept. 27-28 to merge its five units with the New York local, and the International Executive Board approved the merger at its Oct. 18-21 meeting in Washington. New York Guild bargainers entered bargaining at the Home News Oct. 1 with a strike deadline approaching. Tentative agreement was reached with the paper Oct. 6.

New minimums at the Home News are retroactive to April 1, 1975.

A flat minimum for editors, copyreaders and editorial writers is changed to a top after one year, producing an increase of \$57, to \$314, over the contract's term.

Reporters and photographers reach their new top of \$306.50 in three stages—\$16.50 retroactive to April 1, 1975, \$22 retroactive to April 1, 1976, and \$18.50 on July 1, 1977.

Library clerks' top minimum rises \$33.35, to \$178.40 over the term of the contract, with the same retroactivity and increment dates.

A general increase of the same amount as the increase in the minimums is provided to those employees who are paid more than the minimums.

Added to factors for which the paper pledges not to discriminate in hiring are marital or parental status and sexual preference. The publisher pledges also to pursue a positive-action program to recruit women and members of minority groups to positions covered by the contract.

Mileage rate increases one cent, to 14, supplemented by an additional half-cent increase for every five-cent increase in the average price of regular gas at three named stations.

Within a month after the contract is signed, the employer will provide full-time photographers with sufficient equipment to perform their jobs. Until then, the \$18.75 a month payment for rental of their own equipment will be continued.

York Record settlement adds \$36 over 18 months

York, Pa.—Top minimum for reporters, photographers, display salespersons, and engravers rises \$36, to \$277.50, in an 18-month York Guild contract at the Daily Record.

Flat minimum for wire editor goes up \$39.25, to \$303.25. The flat minimum for assistant city editor, sports editor, social editor, and assistant circulation manager rises \$37.75, to \$291.75.

District managers' flat rate increases \$31.25, to \$164.50. Circulation clerks' top minimum goes up \$23.50, to \$181, and the top rate for clerks rises \$21, to \$161.50.

There are two increments in the raises, the first retroactive to Jan. 1, while the second was paid Oct. 1. At the reporter top, they are \$16 and \$20.

Those paid more than the minimums will keep the same dollar differential over the new minimums.

Dental insurance is added, with employees paying \$9.60 per month to cover dependents.

A sixth week of vacation is added after 40 years of service. Paid maternity leave is increased to at least three weeks, from at least two.

A percentage night shift differential (3.1068 percent per shift) replaces the old \$1.60 per shift, but cannot be less than \$1.60.

Meanwhile, the Guild continued its informational picket line at the York Dispatch, where it is seeking to bargain a contract to replace one expired June 30, 1975.

The Guild and the paper had agreed on wages in June and management said it would pay the new rates before the contract was signed. Shortly thereafter, however, it reneged on the agreement, a Guild representative said.

The back-pay question remains in contention, along with a company proposal that sick leave be limited. Pensions and job security and jurisdiction in regard to automation also are at issue.

Arbitrations 'open,' court declares

Toronto—An arbitration board cannot close its hearings to press and public simply because one party to the arbitration wants it to, the Ontario Supreme Court has ruled in a Guild case.

Although the court did not order the arbitration board to open the proceedings, it sent the matter back to the arbitrators and told them to vote again in light of the ruling.

The arbitration concerns Clare Hoy, a reporter who was fired by the Toronto Star after he publicly criticized its news coverage policies.

The Toronto Guild asked the three-member arbitration board to allow reporters into the hearing, but the company objected. The panel voted, 2-1, to close the hearing on the grounds that it must do so if one party objects. The Guild took the issue to court.

The Supreme Court, in a unanimous opinion, cited Section 37 of the Ontario Labour Relations

Act, which provides that every collective bargaining agreement shall provide for final and binding arbitration of any dispute without work stoppage.

Since arbitration is required, the board was "a quasi-judicial body and was required to conduct its proceedings accordingly." A 1913 decision, the court said, holds that "the fundamental rule is open court," and a 1972 ruling provides that although an arbitration panel is not a court, it is a tribunal within the meaning of the law and, as such, "must not depart from principles established as essential ingredients of the judicial process."

The arbitration was not "consensual," the court held. The parties were compelled to arbitrate by provisions of a public law "and the public has an interest in the functioning of such a tribunal."

"If both parties consented to privacy," the judges said, "it would be an important factor to consider and perhaps persuasive in some circumstances, but where only one seeks privacy it is only as important in the determination of the question as the reasons for the request."

If the law is silent as to whether such a proceeding by such a tribunal should be open or closed, the hearing should be public unless there is some good reason to close it, the decision said.

The judges remitted the matter to the arbitration panel to "exercise its discretion in the light of the interest of the parties and of the public as those interests should then appear" if the two-member majority "had not considered themselves bound to exclude the public at the request of one party."

The Star is considering an appeal. The arbitration board has not met since the decision. It has not heard the Hoy case pending the court decision.

ILPA warns of 'correspondent'

Washington—The International Labor Press Assn. has alerted its 450 member publications that an employee of the National Right-to-Work Committee is "breaching journalistic ethics" by representing himself as a Washington correspondent for weeklies in soliciting recent issues of union papers for a "story on your union."

Nelson Pryor is not a reporter, but a "propagandist for far right-wing causes" who submits "canned editorial features" to weeklies and who has "written articles for some of the most extreme right-wing publications," ILPA Secretary-Treasurer Alan Y. Zack wrote Oct. 19.

In his contracts with unions, Zack said, Pryor leaves a mailing address of 8316 Arlington Blvd., Suite 600, Fairfax, Va. "He does not identify this address for what it is: the headquarters of the National Right-to-Work Committee,"

Zack added in his letter.

It is "false and misleading" for Pryor to represent himself as a reporter, Zack said, especially considering the Right-to-Work Committee's leading role in a campaign for adoption of a resolution opposing the union shop for news workers at next month's Society of Professional Journalists, Sigma Delta Chi convention (GR, Oct. 8).

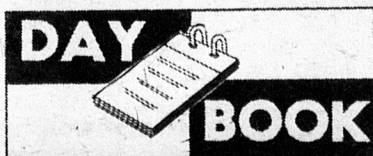
If the Right-to-Work Committee "had a legitimate interest in labor papers and asked for them in a straightforward manner" they would find most labor editors "happy to oblige," Zack pointed out. "After all, all of us are proud of our publications and none of us has anything to hide."

But the committee has a long record of "distortions" and "secrecy," Zack charged, pointing to its refusal to name its financial backers.

The Guild Reporter was one of the papers Pryor called. He said he was Washington correspondent for several papers and that the Ozark Sunbeam of Seligman, Mo., was the largest of them.

The news editor of the American Sunbeam in Seligman (the Ozark Sunbeam until three weeks previously) said Pryor provided the paper a column "out of the Center for Federal Policy Review" in Washington. The telephone company has no listing for this organization in the Washington metropolitan area. The Sunbeam editor suggested that if the Guild Reporter was interested in contacting Pryor, he could be reached at the National Right-to-Work Committee—"that's where he works."

Asked if he was interested in any particular area of Guild activity for his story, Pryor replied "the election."



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

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

New England District Council, fall meeting, Nov. 6-7, Sheraton 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, Ilika Hotel, Honolulu.

Detroit members assess selves extra one percent

Detroit—A one percent local assessment to bolster the Detroit Guild's defense fund has been approved in a membership vote.

The local's regular monthly dues are 5.5 percent of a week's salary.

The assessment, which will run through early next summer and be reviewed then, will not be applied next March and April, when a special TNG assessment for organizing will be levied.

British panel explores automation at Guild

Washington—Five members of Britain's Royal Commission on the Press met with TNG President Charles A. Perlik, Jr., and Guild staffers Sept. 29 to explore Guild policy and experience with new technology, worker participation, ethics codes, reporters' privilege and the union shop.

The session at TNG headquarters was one of a series of commission members scheduled with organizations involved with U.S. newspapers and periodicals. Others included in their ten-day tour ended Oct. 6 were the American Newspaper Publishers' Assn., the Justice Department's Antitrust Division, the Federal Communications Commission, the Reporters Committee for Freedom of the Press.

Also, Associated Press, Baltimore Sun, New York Times, Newsday, Christian Science Monitor, Washington Star, Wall Street Journal, the National News Council, More magazine, and the Newspaper Advertising Bureau. TNG was the sole union on their itinerary.

Ellis T. Baker, TNG's director of administrative operations, led the discussion of new technology and its impact on editorial and commercial department employees. David J. Eisen, director of research and information, led the discussion of worker participation and journalism reviews.

The commission was set up in 1974 to study and make recommendations on, among other things, improving the economic strength of Britain's newspaper and periodical industry; employment conditions and security, the concentration of ownership, and the function of Britain's national press council.

In its interim report of this March, the commission found the United Kingdom's national press is, in fact, in bad shape financially.

But it said that new technology and resultant economic dismissals and induced retirements would save the publishers a great deal of money.

All the British national papers are a.m. operations, but the commission also considered the two London evening papers because they are published in conjunction



BRITAIN'S ROYAL PRESS COMMISSION BRINGS ITS ENQUIRY TO TNG HEADQUARTERS

From left, foreground: Airllys Roberts, Consumers' Assn. deputy director; Sir George Bishop; Ian Richardson, Birmingham Post city editor; background: David J. Eisen of TNG's staff; Nicholas Hartley of the commission's staff; Lord Hunt, and Paul Johnson, former editor of the New Statesman

with two of the morning nationals.

There are eight national dailies and seven national Sunday papers. Four of the dailies are "qualities" and four are "populars." The Sunday split is three "qualities" and four "populars."

The distinction is important in Britain because the cost and income patterns of the two classes are at sharp variance. There are similar distinctions between daily and Sunday papers.

The commission figured it would cost the national papers 20 million pounds over four years to buy new technology. Adding "socially acceptable" lay-off and retirement costs, the total outlay might go to between 50 million and 55 million pounds, plus 5 million pounds from the government-administered Redundancy Payments Fund.

The redundancy fund is employer-funded in a manner similar to that of state unemployment compensation funds in the United States.

An employee who has worked for a company for a specified

length of time and whose job disappears because of technological or other change can receive benefits from the redundancy fund.

Each employer pays a percentage of wages into the fund, created by legislation in 1965 and 1969.

When all equipment is on-line and redundant workers gone, annual labor savings would be an estimated 35 million pounds. In fewer than two years, the industry's conversion costs would be amortized.

Even though existing technology in the composing room "is not generally regarded as being much overmanned, given the aims of producing several editions a night and of achieving national distribution," the commission reported that the industry estimated that new technology would cut the composing room staff by about 50 percent, and produce the quickest and highest return to the industry.

Other production departments could be cut by from 6 percent to 30 percent. And there would be some (unspecified) job losses in clerical and allied areas.

Approximately 35,000 persons in all departments and classifications are employed by the national papers. Of these, somewhat more than 20,000 are in production departments. It is expected that 7,000 of these jobs would be lost by introduction of new technology, layoff and retirement

plans, and reduction in manning. Other money savings would result in renegotiation of work rules, the commission said.

Although the new technology can be applied to other production departments, it is in the composing room where it really pays off, the report said.

"... in the machine [press] room there are faster and larger presses with automated control of tension and ink flow; and in the publishing [mail] room there are new kinds of conveyors, counterstackers and tiers to eliminate existing manual functions, as well as computers to control the sorting and labelling of bundles," the report commented.

Some publishers have installed new machines in these areas, it continued, "but the national newspaper publishers are generally proposing to concentrate new investment in the composing, process [camera] and platemaking areas and it is in those areas that what is generally known as the new technology has most to offer."

"The publishers already have substantial investment in existing presses and publishing [mailing] equipment. In addition, new machinery to replace it is both expensive and offers a smaller financial return than can be obtained from new composing machines," the report said.

Britain's provincial press, which is further along in automa-

tion than the national press, is an instructive guide to new technology, although the economic circumstances of provincial publishing are different, the commission noted.

It estimated that a paper could spend 150,000 to 200,000 pounds for new technology and gain a 25-percent increase in productivity.

Photocomposition by on-line computers is 30 percent to 40 percent cheaper than hot-metal composition on provincial dailies, the commission reported.

Much of the commission's interim report was hedged by notations that practices — and, therefore, costs — vary widely in the national press.

In general, however, the industry and the commission considered that production is the only place real savings can be realized.

The commission recommended private financing for the publishers in meeting the costs of new equipment and job buy-outs. If a paper was unable to meet the requirements for private financing — and there are a couple that apparently cannot — the commission recommended government loans.

In any event, it said that merger should be considered only as a last resort. "A healthy, independent and diverse press is an indispensable feature of democratic society."

IT

**SEEMS
TO US**

Chicago human rights unit not new, president writes

CHICAGO, ILL.

Editor:

I am glad to see by the most recent issue of the Guild Reporter [Sept. 24] that so many Guild locals have appointed human rights committee since the Washington Convention. However, the Chicago local should not be included on the list of those who have just done so.

We have had an active human rights committee in the Chicago local for the last four years. The committee has been involved in information gathering and grievances and even now is documenting a possible EEOC case. Two years ago, the committee sponsored a "day-on-the-job" program that resulted in the hiring of a minority student as a summer reporter trainee at the Chicago Sun-Times. The committee has also been fairly successful in increasing sensitivity to minority

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.

coverage at Chicago newspapers where the Guild is represented.

We hope we can continue our record of activity in the next four years.

KAREN HASMAN PETITTE
President
Chicago Guild

Editor's note: The human rights committees listed in the story were those whose existence was reported to TNG after the Washington Convention made it mandatory that each local have such a standing committee and inform TNG. The Guild Reporter's story could have stated so more clearly.

Vote! IEB urges U.S. members

(Continued from Page 1)

has promised continued opposition to repeal of the Taft-Hartley Act's provision allowing states to ban the union shop, while Democratic nominee Jimmy Carter has said he would sign a repealer.

"On matters affecting the press," the IEB said, "President Ford vetoed amendments strengthening the Freedom of Information Act; Carter has announced he would do everything he could to protect the secrecy of news sources."

The board, in the same resolution, also issued a voter turnout appeal.

What Guild members and others "do in the voting booth... will do much to determine the character of their working lives for the next four years," the IEB

said in that appeal.

"Guild locals, whatever stand they may or may not take on the candidates... should devote their best efforts... to making sure that their members... and their families go to the polls Nov. 2. Their interests as union members, as well as their duty as citizens, demands it."

IEB backs California farm worker initiative

Washington—Proposition 14, a California initiative on the Nov. 2 ballot to guarantee continued funding of the Agricultural Labor Relations Board, has been endorsed by TNG's International Executive Board.

The Agricultural Labor Relations Board conducted five

months of representation elections in which the United Farm Workers of America made major gains.

Then the growers succeeded in cutting off funds for the ALRB. The Farm Workers gathered enough signatures to put the initiative on the ballot.

A recent poll indicates the measure is in serious trouble. The growers have mounted a major campaign against it, the IEB said.

Farm workers are not covered by the National Labor Relations Act, which provides for representation proceedings for most other classes of workers.

The IEB urged California locals to work for passage of Proposition 14. TNG's 43rd Convention in Washington this summer also endorsed Proposition 14.

A journalism that truly appreciates oil barons

By RUSSELL BAKER

Now that Barbara Walters has broken the million-dollar-a-year salary barrier which has kept journalists economically depressed for so long, there should be better days ahead for Republicans.

Republicans have constantly complained of a Democratic bias among journalists, without showing much understanding of why such a bias was to be naturally anticipated. It should have been obvious to them all along that in a craft in which everyone was making less than a million dollars a year, there would be no great outpouring of sympathy for Republican economics.

Nothing does so much to promote Republicanism, however, as a check for \$19,230.77 at the pay window every Friday night. Now that Miss Walters has broken through to that sweet green Elysium, it will doubtless be but a short time before dozens, then hundreds, then thousands of other journalists pour through, just as basketball players, hockey-puck slappers and football performers followed Joe Namath into the vale of higher capitalism.

In anticipation of the great day, I have already begun to practice thinking like a Republican. It suddenly occurs to me, for example, that my million-a-year is not going to make me as happy as I once thought it would.

In the first place, an agent will take 10 percent off the top, leaving me only \$900,000. Federal taxes will take maybe half of this, paring me down to \$450,000. Heaven only knows what the State of New York and the City of New York will carve out, but I shall probably be lucky if I am left with \$365,000 after those vicious exponents of big government finish.

Merely thinking about it is enough to make a

New York Times columnist Russell Baker wrote this column earlier this year when it was announced that Barbara Walters was leaving NBC and the Today Show to become co-anchorman of ABC's evening news for a salary reported to be a million dollars a year. Walters started on her new job Oct. 4, a month and a day before the Nov. 2 U.S. Presidential election.

person despise Democrats with their constant demands for more taxes, bigger government and hand-outs. Why should a hard-working journalist have his million cut down to \$365,000 while shiftless idlers snuffle at the public trough?

A press of millionaire journalists will be quite different from the press of threadbare entrepreneurs struggling for a \$10 raise, which is the press of American mythology. Imagine how different "The Front Page" would have been if Hildy Johnson had been a million-dollar-a-year man.

I see the drama opening with Hildy's arrival at the Chicago jail after a dinner at the White House during which he had advised the President about new legislation for the stock market. He would wear custom-made spats and a homburg, be accompanied by his personal barber and arrive at the jail in a limousine provided by his boss as part of his contract.

The cops would mob Hildy to get his autograph. The Mayor and the hangman would pose for news photos with him. Hildy would urge the Mayor to get the hanging over with early so he could make a midnight talk-show appearance with Zsa Zsa Gabor and Xavier Cugat and get back to New York the

next day in time for a luncheon at "21" with his tax lawyers.

I can't believe Hildy would be anything but horrified by the news that the innocent anarchist scheduled to hang at midnight had escaped. I would be surprised if Hildy—who was never long on morality—didn't agree with the authorities that anarchists deserved to be hanged whether they were innocent or not.

I strongly suspect that instead of hiding the poor fellow in his roll-top desk, Hildy would triumphantly hand him over to the warden and stay over in Chicago another day to receive a medal from the Mayor and a citation from the Chamber of Commerce.

This is the sort of thing we can probably anticipate in the coming age of journalistic millionaires. There was a slight hint of it in the wind, in fact, during the 1972 Presidential campaign of Senator McGovern. People who aided Mr. McGovern in that campaign were startled at the time by the vehemence with which the press criticized his famous proposal to "give everybody \$1,000," a crude shorthand description of a negative income-tax plan.

After the debacle, one McGovern aide observed that what they had overlooked was the fact that the press by 1972—when \$30,000 a year was not an uncommon salary for Washington reporters—had become part of the higher income group which resents having its salary egregiously redistributed by government.

Thirty thousand a year is still a far cry from Miss Walters' millions. When we all cross over into that palmy bracket the Republicans should be very close to realizing their ancient dream of a journalism that truly appreciates the oil corporations of the world.

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Carter endorses 'privilege' in Playboy interview

In interviews with Playboy, Reader's Digest and TV Guide, Democratic presidential candidate Jimmy Carter has endorsed protection of newsgatherers' sources and pledged frequent press conferences if elected.

"I would do everything I could to open up the government to the people" and "hold frequent cross-examination-type press conferences," he said in an interview published in the Digest's October issue.

He said the press conferences would be held "every two weeks with a minimum of 20 full-scale

news conferences per year," in an interview in the mid-October TV Guide, where he also said he intends "to restore the format of the fireside chat, using television or radio or both . . . maybe once a month." He held weekly news conferences while governor of Georgia.

In his interview with Robert Scheer appearing in the November Playboy, Carter said he "would do everything I could to protect the secrecy of sources for the news media" when asked how he feels about "the right of journalists to keep their sources

secret." He did not elaborate and Scheer did not ask him to do so.

In the same interview he said local reporters are more inter-

ested in campaign issues than "the national news media." He said the latter "have absolutely no interest in issues at all. . . .

What they're looking for is a 47-second argument between me and another candidate or something like that," Carter said.

AFT, NEA are among Carter's endorsers

Conventions or executive boards of at least 40 AFL-CIO-affiliated unions had endorsed the Carter-Mondale ticket by Oct. 20, as had several unaffiliated ones.

Among them: Communications Workers, International Typographical Union, International Printing & Graphic Communica-

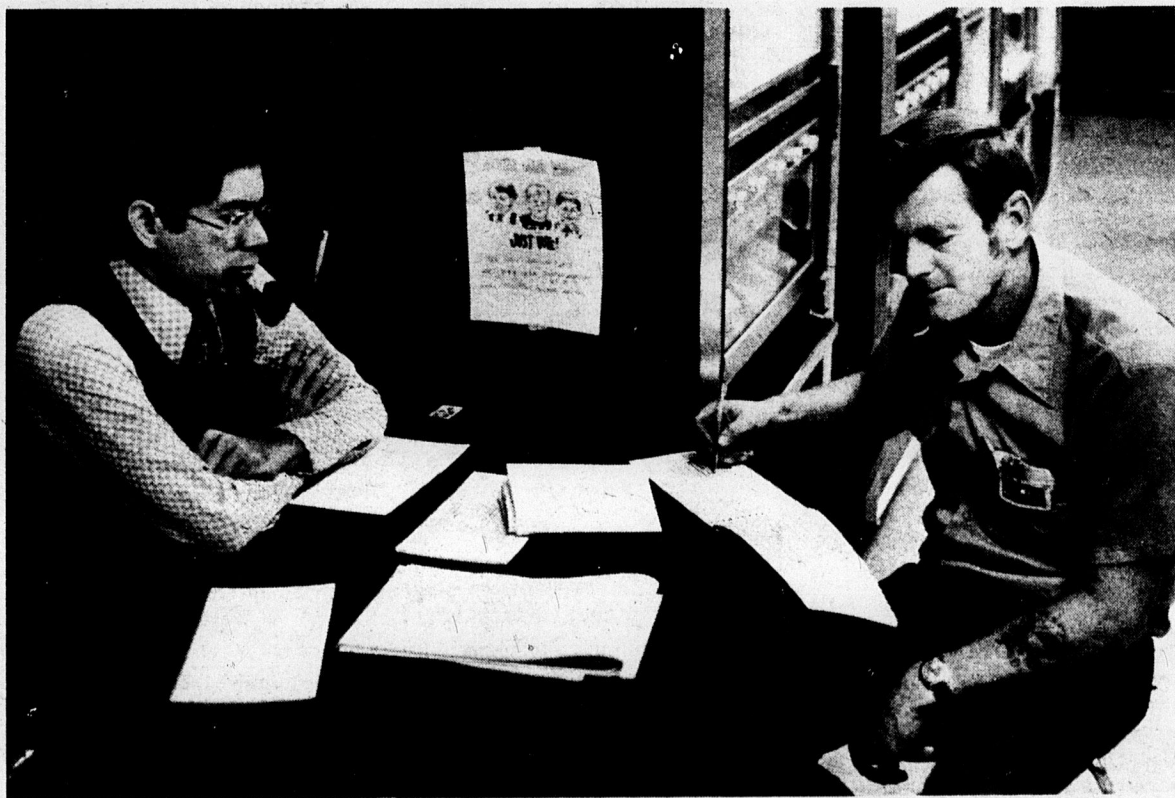
tions (pressmen's) Union, United Auto Workers and American Federation of Teachers.

The 1.8 million member National Education Assn. also endorsed Carter in mid-September, the first such action in its 119-year history.

A poll of the principal officers of the nation's 500 largest industrial firms by Fortune magazine, meanwhile, showed them favoring the Ford-Dole ticket by 85.2 percent to 10.4 percent. The

same group went 91.7 percent for Richard Nixon in 1972 and 83.8 percent for him in 1968.

The Teamsters union, however, which endorsed Nixon in 1972, is not endorsing any candidate this year. Its president said that a 17 percent return in a mail preference poll of the union's 1.7-million members was too low. The tally: 182,333 for Carter, 92,174 for Ford, 8,909 for Eugene J. McCarthy and 5,566 for Lester G. Maddox.



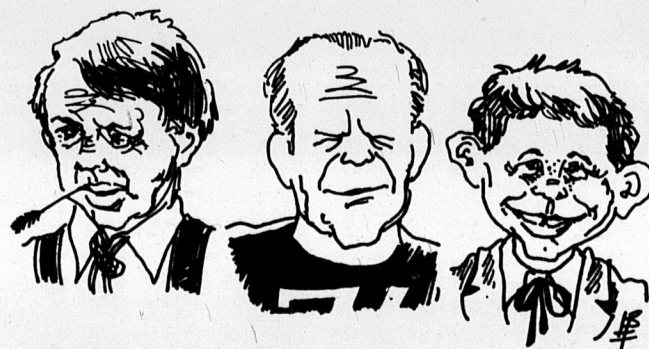
Memphis Guild photo by William L. Leaptrott

In-plant registration in Memphis

More than 30 Memphis Commercial Appeal and Press-Scimitar employees insured their eligibility to vote Nov. 2 by registering or correcting previous registrations during drive conducted by the Memphis Guild with assistance from the Typographical Union. Free-hand posters on Guild bulletin boards (right) by Guild member Henry Bailey announced registration location and times—in the papers'

snack bar Sept. 28 and 29. Bailey, above left, also was one of several volunteers who manned registration table in two-hour shifts and during lunch. Jim D. Ray, above right, is filling out registration form. Several mail-registration forms were taken home for use by employees' family members. Jim Willis, Memphis Guild second vice president, spearheaded the effort.

NEVER MIND WHO



JUST VOTE!

VOTER REGISTRATION TABLE

WHEN: 10 A.M. -- 6 P.M., TUESDAY-WEDNESDAY
SEPT. 28-29

WHERE: PRODUCTION BUILDING SNACK BAR

'Wake up! Yours could be the one!'



DATELINE: OTTAWA

Oct. 14? Not a 'general strike,' but a turning point for labor

By HUGH WINSOR, Toronto Guild



THE CANADIAN LABOUR CONGRESS's Day of Protest on the anniversary of the imposition of wage and profit controls didn't really merit some of its advance billing. But while it may not have shown that organized labor is a political force to be reckoned with in 1976 in terms of immediate policy decisions (the controls will stay), it marked a turning point within the labor movement itself.

The protest demonstrations themselves were for the most part orderly, quiet and saw much smaller turnouts than had been expected. A much larger number of workers stayed off the job than took the second step of going to a demonstration.

The term "general strike" con-

jured up memories of a Winnipeg General Strike in 1919 when mounted policemen charged the crowds and several people were killed. In 1976, the white heat of revolutionary confrontation was just not present and, in retrospect, it's hard to understand what all the editorial harumphing about absentee workers' "gross defiance of law and order" was all about.

It is true that a number of employers sought injunctions to prevent walkouts which may have affected the total numbers, but legal interpretations of whether workers would be liable for employers' damages differed from province to province.

The subways, trains and planes ran on time although the automobile assembly lines and steel foundries were stilled. The protest didn't make the political impact CLC leaders were hoping for and one had the impression CLC officials were straining to get the number of protesters over the million mark—the "official" estimate was made from a combination of actual counts and estimates based on previously stated intentions.

THE LIBERAL government and the head of the government's Anti-Inflation Board, Jean 'Luc Pepin, pooh-poohed the demonstrations and dismissed them as signs of "frustration and impotence."

But the longer-range implication of the Day of Protest for the labor movement itself is significant. Even if we are skeptical about the CLC figures, it still means that around half of the total organized labor force in the country responded to a political appeal from the CLC. That can't help but have an impact on the overall level of political consciousness within labor, provid-

ing a plateau for more militancy in the future.

The Day of Protest certainly didn't win the CLC friends beyond its own ranks. Its unpopularity was demonstrated by some people who wore buttons saying "I'm working for Canada on Oct. 14." A representative of small businessmen told a recent meeting of Liberals that "nine million decent, law-abiding, hard-working people will go to work on Oct. 14 while a greedy minority take the day off."

THE LIBERAL GOVERNMENT appears to have taken the view that organized labor is not popular enough at the present to require it to make any substantial concessions. The speech opening the new session of Parliament was supposed to contain new overtures to labor as part of the Liberals' attempt to reassemble its traditional coalition of blue-collar and white-collar support. Prime Minister Trudeau also got into the spirit and refused to cross a picket line thrown up by strikers from Canadian Press.

When the speech was delivered, however, the few squibs on labor dealt with industrial safety, a center for data on contract interpretations and some vague references to reducing confrontation in labor-management negotiations. Labour Minister John Munro says he still wants some of form of advisory council involving labor, management, co-operative societies and credit unions, but the official government line not only rejects any formal sharing of power between business, labor and government as sought by the CLC, but takes the opposite view that the free market system should be given new emphasis in deciding future investment and other economic decisions. So much for labor power.

As George put it . . .

Vote . . . for somebody

The following is taken from the text of a radio broadcast by AFL-CIO President George Meany, sponsored by the AFL-CIO's Committee on Political Education for airing on the Mutual network Oct. 21 and on NBC Oct. 25. CBS, after initially agreeing to carry it, refused, saying that whatever Meany said would be interpreted as supporting Carter-Mondale.

On Nov. 2, the American people will choose the President and the Vice President of the United States for the next four years. They will elect the 435 members of the House of Representatives, one-third of the Senate as well as governors, state legislators, county and city officials and even judges.

No other people any place in the world at any time in history have had a greater opportunity to decide their own future.

And what will a majority of Americans do with that right in this election? Well, according to responsible predictions, they won't vote; they will throw away their most precious right; they will allow others to make their decisions for them.

That would be a disaster—the worst calamity for American democracy in our 200 years.

To us in the labor movement, the right to vote is the most precious of all rights. Voting is not only the highest privilege but the highest responsibility of citizenship. Upon that right and that duty to vote rests the whole foundation of democratic freedom. If . . . a majority fail to vote, democratic freedom becomes rule by the minority, not the majority.

Because we feel so strongly about this principle of majority rule and democratic freedom, we are making this non-partisan appeal to union members, their families and all fellow Americans.

It is a simple plea: Vote as you please, but please vote.

On Nov. 2, vital issues are going to be decided. Will you have a job, or not; will you be able to purchase a decent home at a price you can afford, or not; will your children get a decent chance for quality education, or not; will those who become ill have a chance for good medical care at a price they can meet, or not; will the poor, the aged, the disadvantaged have the help they need, or not; will our cities have the money to provide protection against crime, the ability to fight fires, collect garbage, repair pot holes in the streets, or not; will housewives be able to purchase food in supermarkets at prices they can afford, or not; will farmers know their dawn-to-dark labor in the fields will bring them a decent, livable income, or not; will America move forward again, or not.

All of those who vote on Nov. 2—no matter how they vote—will be making that decision. Those who abandon their right and their duty as citizens, will be letting someone else make their decision for them.

And there are tremendous differences between the candidates and the things they stand for. Those differences, spelled out by the platforms and the records of the candidates, are clear cut.

With the issues so critically important, with the differences so sharp and distinct, it is up to every American to have a hand and a voice in deciding America's future.

If a minority makes the decisions, then the future of this land—the greatest democracy in history—is in grave danger.

So we in the labor movement counsel, urge, plead with our fellow citizens: Vote on Nov. 2. Vote as you please, but—for your country's sake—please vote.

The Guild Reporter

JAMES M. CESNIK
Editor

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