U.S. sues Cleveland Press on discrimination

Cleveland — The U.S. Equal Employment Opportunity Commission (EEOC) filed suit against the Cleveland Press in U.S. District Court here Nov. 19, charging that the Scripps-Howard daily discriminates against women in jobs in Guild jurisdiction.

The suit is a result of complaints the Cleveland Guild brought to the EEOC in 1971 and is one of the first brought against a daily newspaper by the EEOC since the agency was given authority for such suits in 1972.

Jack F. Weir, executive secretary of the Cleveland Guild, said the local is contemplating a possible intervention in the suit since it cannot simply attach itself to the EEOC action.

District Court Judge William Thomas will hear the case, which is based on the EEOC's determination of Aug. 18, 1975, that there is "reasonable cause to believe" that Press's "hiring and job classification systems discriminate against females as a class" in violation of the 1964 Civil Rights Act and the 1972 Equal Opportunity Act.

Of the 1971-73 hires, the EEOC's determination said, only 32 percent were female and none was hired into jobs paying more than $300 a week, while three percent of the males hired were put into that pay group.

Sixty-one percent of the Press's 88 female employes in the classifications the EEOC studied are bunched in the lowest pay groups while only 22 percent of the 237

(Continued on Page 7)

2-year pact yields $402 top in Akron

The TNG GUILD REPORTER

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

Vol. XLIII, No. 21 **Washington, D.C.** **November 26, 1976**



Photo by Russ Carmack, Tacoma Guild Unit

Interunion council is launched in Tacoma

TNG International Representative Charles Dale, speaking, and International Typographical Union Vice President Allan J. Heritage, right foreground, outline "hows" and "whys" of joint and co-ordinated bargaining to about 30 leaders and members of newspaper unions in Tacoma. All five unions representing employes of Tacoma News-Tribune—Pacific Northwest Guild, Typographical, ITU-Mailers, Pressmen and Teamsters—formed the Council of Tacoma Newspaper Unions following Nov. 14 session with the two members of TNG-ITU unity task force. Among others pictured: Tom Jowett, Tacoma Pressmen's president, behind Heritage; Mike Hughes, PNNG executive committee member from the Tacoma Guild Unit, holding cup; Tom Mustin, Tacoma ITU-Mailers president, right at table; Ken Prairie, ITU representative, and Darrell Glover, former PNNG president. Union leaders from Seattle also attended the session.

Reporter key goes up $56 in two stages

Akron, Ohio—A $56.50 increase in the top minimum for reporters, photographers and the chief librarian, to $402 a week, has been bargained by the Akron Guild in a new, two-year contract at Knight-Ridder's Beacon Journal here.

In a separate contract covering the maintenance department,

Outside classified up $101 in Albany . . . Page 3

the mechanics' top is raised $40, to $292, during the same two-year span.

The new agreements are retroactive to Nov. 1. The increases come in two increments, one this Nov. 1 and the second next Nov. 1.

The **reporter-photographer-chief librarian** top minimum increases $28 this Nov. 1 and $28.50 next Nov. 1.

The **mechanics'** top minimum is raised $20 a week on each of the two dates.

Among other classifications, the increases and resulting top minimums include:

Library clerks—Up $13 and $13, to $212 a week, a total increase of $26.

Secretaries and news clerks—Up $15.20 and $15, to $208, a total increase of $30.20.

Copy runners—Up $10 and $10, to $148, a total increase of $20.

Assistant maintenance mechanics—Up $22.70, to $202.70, and **janitors,** up $16.65, to $176.65.

Life insurance coverage in both contracts is increased $5,000, to $25,000.

The maternity benefit under hospitalization insurance is raised $200, to $390 in the editorial contract, and vision care is included for the first time in both contracts.

Major medical coverage in both contracts is changed from $10,000 with $100 deductible to $100,000 with $50 deductible, and orthodontic services are added to dental care provisions.

A 100 percent Guild shop was won in the maintenance depart-

(Continued on Page 2)

Mixed feelings over sale of N.Y. Post

New York—The 450-plus employes of the New York Post represented by the New York Guild greeted the Nov. 19 announcement of the paper's pending sale to Australian publishing magnate Rupert Murdoch with a combination of relief, exultation and trepidation.

Relief and exultation at the prospect of Murdoch's pumping new money into the paper they saw going downhill financially under what some have termed ineffective leadership from publisher Dorothy Schiff in recent years.

Trepidation over the direction Murdoch will take the paper after the purchase is completed around the first of the year, despite his assurance that the Post will "maintain its present policies and traditions" when he and Schiff announced the sale agreement.

For the 44-year-old Murdoch in a later interview with the Wall Street Journal spoke of making the paper "more energetic" and "more provocative," reminding some of his "boobs and bums" formula for reviving newspapers in Australia, New Zealand and England.

Others measured his statement that the Post's "political policies will remain unchanged"—it has a reputation as one of the more liberal U.S. papers—against reports out of Australia last December that reporters at his The Australian, Daily Mirror and Daily Telegraph conducted a 36-hour conscience strike against his ordering "repeated and continuing" biased coverage against the Labor Party in national election campaigns then being conducted.

And they pointed to reports last August of Murdoch's own testimony in the corruption trial of six politicians that he secretly gave $96,000 to the Labor Party's election fund in 1972.

The trial, centered on allegations of bribe offers in an effort to rezone land owned by a Murdoch subsidiary, was heavily reported by Murdoch's Australian competitors, but given little attention by his own papers, according to the Manchester Guardian.

Murdoch's international publishing empire encompasses more than 80 newspapers, including the San Antonio Express and News, purchased for 19.7 million dollars in 1973, and the National Star, nationwide U.S. weekly he founded in 1974. Some in San Antonio labelled the News the "rape register" in honor of the changes in its content and format after he bought it.

His Australian holdings include papers in each of the nation's states, largely popular tabloids with the exception of The Australian, the country's only national daily, launched in 1960.

His holdings in Britain include the Sunday News of the World, the sensationalist tabloid Sun, which he is credited with saving from financial ruin, 34 provincial and dozens of suburban papers.

Murdoch's other holdings include seven broadcasting stations,

(Continued on Page 4)

Reporter not professional, labor board decides again

Washington—The National Labor Relations Board once again has held that journalists are not "professional" employes within the meaning of the nation's basic labor law.

This time, the board included photographers as non-professionals. In previous cases, the employers had not contested the inclusion of photographers within an overall bargaining unit.

The newest decision arose when an NLRB regional director transferred the case to the full board here after a hearing in which the hearing officer referred to the board the employer's motion to dismiss the union's representation petition.

Involved were the Binghamton (N.Y.) Typographical Union and the Binghamton Evening Press and morning Sun-Bulletin.

The union sought to represent all newsroom employes, including reporters, columnists, editorial

(Continued on Page 4)

Anti-union shop drive falls flat at SDX meet

Los Angeles—The National Right to Work Committee's effort to line up the Society of Professional Journalists, Sigma Delta Chi against the union shop for news workers was rejected decisively at the society's annual convention here Nov. 10 through 13.

The resolution was turned down with only one dissenting vote by the society's board of directors and unanimously by the convention resolutions committee. It never reached the convention floor.

The resolutions committee voted with little discussion after hearing TNG President Charles A. Perlik, Jr., and a representative of the Right to Work Committee. The Guild gave the resolutions committee a five-page memorandum rebutting the Right to Work argument that a union shop for news workers violates

(Continued on Page 6)

Reporter top goes up $56, to $402, in Akron

(Continued from Page 1)

ment, and the editorial contract's Guild shop provision was improved to 90 percent of full-time employes, from 80 percent.

In the editorial contract, the Guild won a provision requiring the employer to monitor and/or inspect new or modified equipment at intervals recommended by the manufacturer to insure continuous compliance with laws and regulations. The employer also is required to perform special inspections at intervals agreed to by the Guild, with the results reported to the Guild.

Video display terminals are scheduled to be introduced next year.

Added in the editorial contract to those jobs for which employes are paid at least an extra $15 for the first three months and 10 percent over the reporter top minimum thereafter are the magazine editor, national editor and assistant national editor.

The Washington correspondent will receive a 10 percent increase in salary, or 20 percent over the reporter top, whichever is higher, instead of the 10 percent increase or 15 percent over the reporter top.

The Columbus bureau chief and the photo editor are added to those jobs for which employes receive at least five percent over the reporter top.

Three hours at the overtime rate are guaranteed to employes called back and double time is provided for employes who have fewer than 12 hours between shifts or fewer than 36 hours between their last working hour and return from a holiday or day off.

Night differential rises 15 cents, to 90 cents per hour.

The mileage rate is improved from a flat 15 cents to from 16 cents to 18 cents, depending on the distance travelled.

A provision that the Guild and the employer adhere to a code of professional ethics to be jointly published and distributed to editorial employes is eliminated. Provision is added that an employe is not required to use his or her position for purposes other than performing the duties of the position.

In the maintenance contract, the service requirement for disability pension is reduced from 55 years of age and 15 years of service to 45 years of age and 15 years of service.

Also in that contract, a vacation bonus of $10 for each year of service for employes with 20 or more years is added, payable when the employe takes the first week of vacation. An $8 bonus for each year of service for those with eight or more years of service is continued.

Pensions also are improved.

The Guild kept the other unions in the council of unions at the paper informed of its progress during bargaining and provided the Typographical Union with the Guild's contract research data. The printers provided the Guild with copies of their contract and health plan.

Board gives retyping to printers

New York—A three-member panel of the National Labor Relations Board in Washington has awarded retyping of mailed-in classified ad copy that is not scanner-ready to members of the Typographical Union at the New York Times.

The panel decided against the jurisdiction claims of the New York Guild in a case heard by a board hearing officer in April and May.

The work in question comprises approximately 7.5 percent of the total involved in classified advertising, testimony showed.

Local 6 of the Typographical Union won the work, the NLRB said, because of long practice, efficiency and economy of the operation, and the employer's preference.

Another factor, the board said, was that Local 6's contract was specific as to keyboarding, while the Guild's was not.

The three-member panel noted that since the Times is the only New York City paper using the scanner for advertising copy, there is no area practice on which to rely. Although weight of industry practice appears to favor the Guild, the panel added, the other factors "more than outweigh" that.

The case arose under Section 10 (k) of the National Labor Relations Act.

The Times had assigned the work to Local 6. The Guild demanded arbitration and the company asked the printers to participate in any such arbitration. The Typographical Union refused, saying that it had the jurisdiction properly, that the matter was not arbitrable, and expressed a readiness to strike over its position.

In order to move the dispute to a party that could resolve it, the Times charged the printers with engaging in proscribed activities to force the paper to continue to assign the work to them, rather than to the Guild.



Retirees honored by Manchester

Three former long-time members of the Manchester Guild, now retired from the Union Leader's editorial department, are honored by the Guild during a social gathering after a New England District Council meeting Nov. 6. TNG President Charles A. Perlik, Jr. (left) presents membership pins to (from left) Leo Dery, Frances Mullally and John Clarey. Dery and Clarey are former presidents of the Manchester local. Dery's pin was for 25 years of Guild membership.

Printers settle Canton strike; staff returns in Steubenville

Canton, Ohio—Cleveland Guild members at the Canton Repository have returned to work after the Canton Typographical Union on Nov. 15 ratified a new contract with the Thomson paper, ending a two-week strike.

But there were no settlements in printer strikes at other Thomson papers in the region—the Steubenville Herald-Star, Marion Star, East Liverpool Review, Portsmouth Times and the Times and West Virginian in Fairmont, W. Va.

In Canton, the printers won a "buyout" provision under which incentives will be offered to reduce the composing room force in the face of automation to settle the paramount issue in their strike.

Guild members in Canton honored the ITU picket lines.

In Steubenville, the Typographical local tentatively was to meet with management on Nov. 29 and an ITU representative said there were 30 issues still on the table, including job security.

The printer's picket lines at the Herald-Star initially were observed by all but 20 of 110 persons who had been waiting 15 months for the National Labor Relations Board to conduct a Guild representation election. But when pressmen returned to work after agreeing to a new contract, most other departments did so too, while 11 continued to observed the picket lines.

Twenty-three circulation drivers and two mailroom employes, however, were dismissed by the Herald-Star while observing the picket lines and TNG International Representative Harry McCormick filed unfair-labor-practice charges with the NLRB Nov. 19 on grounds that the employes' rights to organization and concerted action were violated by the company's actions.

Yakima secretaries—$58 hike

Yakima, Wash.—The merging of two classifications has given some secretaries at the Herald-Republic a $58.50-a-week raise over the two years of a new contract bargained by the Yakima Guild.

There were a number of other reclassifications and upgradings in the new agreement, which is retroactive to April 1.

Among them are these:

Newspersons—To $306 a week, up $35 at the top over the former special reporter classification.

Accounting clerk—To a top of $194 over the contract's term, a $4 increase over the old Accounting Clerk C, $22 over the old Accounting Clerk B classification, and $37.50 over the old Accounting Clerk A slot.

The **secretaries'** new single classification results in a top minimum of $215, increases of $25 over the minimum for the former Secretary B classification and $58.50 over the former Secretary A classification.

Among other classifications, the new top minimums and increases over the life of the contract are:

Reporter, photographer, ad salesperson, district manager—Up $33, to $288.

Classified sales clerk — Up $21.50, to $153.50.

Copy couriers — Up $15, to $134.

A new classification, **department editor,** is added at a flat minimum of $318.

Heavy vote to hire AO in Memphis

Memphis — Members of the Memphis Guild have voted overwhelmingly to authorize the local to hire its first paid administrative officer.

Eighty percent of the local's 440-plus members voted and 69 percent of them approved a proposal from the local executive committee that included raising monthly dues from six percent of one week's pay to eight percent. The Nov. 19 vote was 263 to 119.

Local President Brown Alan Flynn said the idea of a paid administrator had been under discussion for more than 10 years but that this was the first time it had gone to a vote.

"This is probably the most important vote we've taken since the 1930s, when those courageous people voted to found the (Memphis) Guild," Flynn was quoted as saying in the Memphis Guildsman, the local's publication.

The Guildsman also reported that top local officers have said they must work 20 to 25 hours a week to maintain the local's daily business because there is no administrative officer.

Flynn said the local formed a special research committee which made contacts with locals which have administrative officers and with locals which do not.

Results of the research were communicated to Memphis members in a series of six bulletins giving all sides of the question, Flynn added.

Memphis hopes to hire an administrator within a "few months," Flynn said, but is concentrating on selecting the best person rather than meeting a deadline.

The increase in dues will not take effect until the administrator is hired so members will not be paying for something they have yet to receive, Flynn said.

The local's executive committee was to form a search subcommittee on Nov. 27.

The executive committee, Flynn said, will recommend a candidate and his or her salary for ratification by the membership.

The administrator's salary will be tied to the average of all salaries in the local's contracts, he added.

Memphis represents advertising, business office, editorial, inside circulation, maintenance and transportation employes at the Commercial Appeal and the Press-Scimitar. It also has a unit at WREG-TV, where bargaining is in process for an initial contract.

DAY BOOK

Great Lakes District Council, winter meeting, Feb. 12-13, Toledo.

Western District Council, winter meeting, Feb. 19-20, Great Falls.

Mid-Atlantic and Empire State District Councils, joint winter meeting, Feb. 19-20, Philadelphia.

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

Printed in U.S.A. 2nd-class postage paid in Washington, D.C., and additional mailing offices. Issued semimonthly, except monthly in July, Dec., at 1125 15th St. N.W., Wash., D.C. 20005. $7.50 a year.



Photo by Don Eddie, former Lima Guild member

Reunion of the Lima brigade

Four former presidents of the old Lima (Ohio) Guild gather at reunion of former staffers of the Lima Citizen, which closed early in 1964. From left are Gene Perine, Lee Carey, Ted English and Tom Brunk. The reunion was put together by a Guild-craft union committee. The Citizen was started in 1957 after Hoiles's Freedom Newspapers bought the struck Lima News. Employes of the News staffed the Citizen. Olin Zurfluh, still president of Lima Typographical Union 296, said at the reunion that the "craft unions and the Guild, moving ever closer internationally these days, can look back to the Lima experience to get a lesson in co-operation and good feeling."

$101 Albany hike for outside class

Albany, N.Y.—Increases of as much as $101.25 a week have been bargained by the Albany Guild in a new, three-year contract with Hearst's Times-Union, Knickerbocker News-Union Star.

The $101.25-a-week increase goes to the top minimum for **classified outside solicitors,** putting it at $280 a week for the final six months of the contract. Initial increase in the top minimum, retroactive to May 2, is $71.75 a week, putting the rate at $250.50.

The new contract also upgrades the top minimum for the **head librarian** by $97.25 a week, taking it to the same $280, with an initial increase of $67.75 a week, also retroactive to May 2.

Key top minimum for **display sales** also is upgraded, by $66.50, to $302 a week, with an initial increase of $30.50 a week retroactive to May 2.

Key top minimum for **reporters** and **photographers** is increased $52, to the same $302 a week, with $16 a week retroactive to May 2.

The flat minimum for a **"master" reporter, copy reader** and **photographer** classification is increased $66.50, to $321.50 over the contract's term.

Top minimum for **district managers** is increased $44.50, to $280, and the experience required to reach to top is halved to 10 years.

Experience necessary to reach the top in the key reporter, photographer and display sales classification is cut two years, to four.

Top minimum for **inside classified solicitors** is increased $46.15, to $216.65 a week, with $10 retroactive to May 2.

Flat minimums for **"slot man"** and **chief photographer** are raised $66.50, to $322.50 a week, while tops for **news, sports** and **city editors** go up the same amount, to $333.50.

The contract also provides that those paid more than top minimums under the old contract will maintain their dollar differentials in the new one.

A $50-deductible provision in health and hospitalization coverage is to be eliminated next May 2, under the settlement. At the same time coverage will be provided for contraceptives for females enrolled in the plan and for enrollees' unmarried children between 19 and 25 years old and attending school.

The publisher's weekly pension contribution is increased $4 a week over the contract's term, mileage is increased and effective April 15, 1978, service time for a fourth week's vacation is cut a year, to 11 years.

Among those elected to membership on the Guild bargaining committee that produced the new contract were John E. Day, president of the Albany Typographical Union, and Michael Cipollo, president of the ITU-Mailers' local.

Reporters, photogs to get $329 in Vancouver contract at weekly

Vancover, B.C.—Top minimums for reporters and photographers rise $62.89, to $329.89 a week, in a new 27-month contract bargained by the Vancouver-New Westminster Guild at the weekly North Shore Citizen.

Display sales staff's top minimum rises $77.09, to $302.09, and the new contract continues a guarantee that wage and commission averaged over a year will be no less than minimums for reporters and photographers of the same experience rating.

The new contract is retroactive to Aug. 1.

Reporters and **photographers** at the top minimum will receive their $62.89 raise in three increments — $26.70 retroactive to Aug. 1, $23.50 next Aug. 1, and $12.69 on Aug. 1, 1978.

Accounting, payroll and **cost clerks'** top minimums rise $62.56, to $231.66 over the life of the contract. **Receptionists, accounts receivable clerks, circulation clerks** and **general clerks** are upgraded into this group, giving them a $76.56 increase at the top minimum.

Classified sales staff top minimum rises $43.20, to $198.30, over the term. They are also paid commissions.

Job security language is improved to provide, among other things, that if no agreement is reached between the Guild and the employer on the necessity for and number of economic dismissals, the dispute will be arbitrated.

A 37½ workweek of seven and a half hours within eight per day is reduced to 35 hours a week of seven hours within eight per day for advertising and business office employes.

The employer will pay 100 percent of the health plan premium, up from 50 percent. Cost of the dental plan will be 75 percent employer-paid now and 100 percent on Aug. 1, 1977. It was 50 percent.

The mileage rate increases seven cents, to 25, with a weekly minimum of $18 (up $6) for reporters and $22 (up $10) for photographers and salespersons.

Struzinski named executive by Washington-Baltimore

Washington—Dorothy A. Struzinski, interim administrative officer for the Washington-Baltimore Guild since July 22, was named to the position permanently Nov. 17 by the local's representative assembly and executive committee.

She had been a full-time local representative for four years befor being named to fill the spot temporarily when Brian L. Flores resigned on July 22, the day after Washington Post employes voted to retain the Guild as their bargaining agent.

Struzinski's permanent appointment was recommended unanimously by a representative assembly screening committee on Nov. 10, then approved by the representative assembly and executive committee a week later, the former by acclamation, the latter unanimously.

A former classified-ad telephone salesperson at the Baltimore Sunpapers, Struzinski was vice president of the Baltimore Guild when it was merged with the Washington local in the mid-1960s.

Previously she had been Baltimore's secretary. She was elected secretary of the merged local in 1967 and served as the local's office manager from mid-1970 to June, 1972, when she became a local representative.



DOROTHY A. STRUZINSKI

While serving as a local representative she attended week-long sessions on labor law and bargaining at the AFL-CIO's George Meany Labor Studies Center and was sent by the local to a pair of the ANPA Research Institute's annual production conferences.

She also has been a delegate to the Baltimore Council of Newspaper Unions, the Metropolitan Baltimore Council of AFL-CIO Unions and the Greater Washington Central Labor Council.

Guild challenges tie at Bulletin

Philadelphia—The Philadelphia Guild Nov. 19 petitioned the National Labor Relations Board to set aside a tied representation election and order a new one in the editorial department of the Evening and Sunday Bulletin here.

The Guild said it was seeking the action because the company's pre-election conduct destroyed the "laboratory conditions" the NLRB seeks in representation elections.

Results of the Nov. 12 election were 119 for the Guild, 119 for no union and five challenged ballots.

A Guild representative accused the company of employing a "McCarthy-like tactic" during an "in-plant captive audience meeting—waving a piece of paper in the air, saying 'we have proof that' " the Guild-bargained pension plan at the Philadelphia Inquirer and Daily News was in serious financial shape. But no one in the captive audience saw what, if anything, was written on the paper, the representative said.

The company also alleged that most union-bargained pension funds are in bad shape. During the campaign, the paper ran several front-page stories about the Teamsters' Central States Pension Fund.

At the eleventh hour, the company came out with a costly, slick, 44-page booklet containing management attacks on the Guild as well as some anti-Guild statements made during the pressmen's strike at the Washington Post.

The Guild filed for bargaining rights on Aug. 14, 1975, but the proceeding was repeatedly delayed, not least by the company's petition to the NLRB that its 24 columnists be excluded from the bargaining unit because they are "professionals." It also asked that more than 90 other persons be excluded because they are "managerial," "supervisory," "professional," "confidential" or "stringers."

There were 25 days of hearings, concluded on Dec. 15, 1975. The case was transferred to the full board in Washington on Dec. 19, 1975, and on Oct. 13, 1976, 10 months later, a three-member NLRB panel rejected the professionalism claim while upholding some of the other proposed exclusions [Guild Reporter, Oct. 22].

Date set for election at WAPA-TV

San Juan, P.R.—One hundred technical and documentary film employes at WAPA-TV, the NBC affiliate here, will vote Dec. 7 on whether they want to be represented by the Puerto Rico Guild or APATE, an actors and technicians' union.

APATE intervened in the election after the Seafarers International Union (SIU) and the Congreso de Uniones Industriales de Puerto Rico (CUI) pulled out.

The Seafarers held bargaining rights which were challenged by the CUI. SIU invited the Guild to intervene.

IUE top up $1,700 over two years

Washington — The top minimum rises $1,700, to $18,655 a year, in the single classification of a new, two-year contract bargained by the Washington-Baltimore Guild at the publicity department of the International Union of Electrical, Radio & Machine Workers (IUE).

That is the equivalent of a $32.69 a week raise, to $358.75.

Five weeks of vacation will be earned after 18 years of service instead of 20, and a sixth week is added after 22 years. Out-of-town per diem is set at $15. The mileage rate is 15 cents.



Pacific Northwest Guild Photo by Tom Barlet

Scholarship winner

Andres Fernando, winner of one of two $500 Pacific Northwest Guild scholarships for aspiring newspaper employes, and Judi Hunt, member of the local's scholarship committee at the local executive committee meeting where the awards were made. Fernando will attend the University of Washington. The other winner of this year's PNNG scholarship was Sandra Lee Catt. She was unable to attend the meeting because of job responsibilities.

Murdoch's Post purchase raises series of questions

(Continued from Page 1)

an airline service and 11 magazines, including one, MBA, sent free to graduates of graduate schools of business, another, Juris Doctor, for young lawyers, New Engineer and Medical Dimensions, for new physicians.

Schiff, 73, bought the paper in 1939 and revitalized it by converting it to a tabloid and putting a strong emphasis on human interest, sex and expose reporting, losing nearly two million dollars in two years before the paper became profitable. It reportedly has remained so since, though to a lesser degree recently.

Schiff is the eighth publisher of the Post, the oldest continuously published daily in the United States. It was founded in 1801 by Alexander Hamilton, as a Federalist Party paper, and has been directed by many others with prominent names in and out of journalism since, including William Cullen Bryant, Carl Schurz, E. L. Godkin, Oswald Garrison Villard, Cyrus H. K. Curtis and J. David Stern, who sold it to Schiff.

While there have been rumors of the Post's impending sale for several years, Post employes were surprised by the announcement of Schiff's deal with Murdoch when it was made.

Barbara Yuncker, Post Guild Unit chairperson, pointed to Murdoch's "reputation for investing time, talent and money to make his publications successful" and said Post Guild members "have a deep commitment" to the paper's "prosperous continuity," according to the New York Times.

One Post reporter was quoted anonymously by Time as observing that Murdoch "can't make the paper any worse" than it has been recently. "It has to get better."

In a panel discussion at the Liebling Counterconvention, held the day after announcement of the sale, New York News columnist Liz Smith quoted a Post staffer as telling her that upon the announcement, "everyone over 40 had cardiac arrest and everyone under 40 cheered."

Murdoch told Time that "newspapers must live for the particular community they serve," pointing out that he publishes the Sun "in London for London," but would "never do something like that (the Sun) in New York."

He said he plans to "widen and strengthen the Post and to add to the editorial staff."

"But our first job is to make the paper viable. I wouldn't be buying the Post if I didn't think I could do it," he said.

The New York Guild's contract with the paper expires March 30, 1977. The Guild represents the paper's advertising, business, circulation, editorial, maintenance and miscellaneous employes.

Board again turns down plea on professionalism

(Continued from Page 1)

writers, copy editors, photographers, secretaries, library staff, copy carriers, receptionists and clerks.

Management contended that the reporters, columnists, editorial writers, copy editors and photographers were professionals from the standpoint of the National Labor Relations Act.

But the NLRB, in a 3-2 vote, said that its April 6 decision in a San Antonio Express and News case "disposes of the issue." The board directed that an election be held in the unit sought by the Typographical Union.

In the San Antonio case, the board rebuffed the company's attempt to segregate employes engaged in "assimilation, compilation and editing of news" from others in the newsroom. That case also involved a Typographical Union local. TNG joined in opposing the paper's move as an amicus in hearings before the full NLRB last year.

"Journalism is primarily a field of generalists," the board held in the San Antonio case, and long and rigorous educational preparation is not necessary to enter the field.

The law's narrow definition of a professional employe is that his or her work must require, among other things, "knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education. . . ."

Concerning photographers, the board majority said their occupation was "more of an art than a profession," not requiring an advanced degree.

The board's majority was composed of members John H. Fanning, Howard Jenkins, Jr., and John A. Penello. Dissenting were chairperson Betty Southard Murphy and member Peter D. Walther.

Murphy had also dissented in the San Antonio case, in which Walther did not participate. He was a member of a law firm which represented the Philadelphia Bulletin when it raised the professionalism issue during the Guild's organizing drive.

The board rejected the Bulletin's position [GR, Oct. 22], citing its San Antonio decision.

An NLRB regional director in Newark, N.J., ruled in the spring that reporters and desk persons at the Dover Daily Advance were not professionals within the law's meaning.

There are two more Guild cases involving management claims that some employes are professionals. They are at the Steubenville (Ohio) Herald-Star and the Wilmington (Del.) News and Journal.

UNESCO stalls action on press and politics

Nairobi, Kenya—A controversial declaration on use of the mass media has been shelved for at least two years by the U.N. Educational, Scientific & Cultural Organization (UNESCO).

Meeting here, the world agency sent the draft declaration back to committee on a 78-15 vote with six abstentions. The matter won't come up until UNESCO's next general meeting.

The declaration urged that international news agencies "act in conformity with the principles of the Charter of the United Nations and of this declaration."

Among other things, it also asked that "any incitement to racial discrimination which may lead to threats of acts of violence . . . against any group . . . be shunned," and that nations consider taking legislative action.

The International Federation of Journalists, of which TNG is an affiliate, opposed the declaration at its meeitng in Vienna in May.

And TNG President Charles A. Perlik, Jr., the IFJ's North American vice president, also condemned the declaration in a letter to the U.S. representative to UNESCO.

In seeking changes in the declaration, Perlik wrote that as it stands it would "make the press essentially responsible to government."

"It is inconceivable to us that a directly or indirectly controlled press can struggle against the evils the draft declaration seeks to eradicate," he wrote.

Back ERA in Illinois, locals urged

Washington — TNG President Charles A. Perlik, Jr., telegraphed presidents of Guild locals in Illinois Nov. 17, urging them to work for ratification of the Equal Rights Amendment during this month's session of the State Legislature.

"The Labor Committee for ERA, on which the Guild is represented, is calling on all union members in Illinois to emphatically register their support," Perlik said.

He reported that President-elect Jimmy Carter personally asked Chicago Mayor Richard J. Daley to endorse ratification, but that Daley replied that he sees "no support from the working women of Illinois" for ratification.

Election slated at magazines

New York—The New York Guild is seeking representation rights for 36 employes of Sterling's Magazines in a National Labor Relations Board election set for Dec. 3.

The company publishes Daytime TV, TV Picture Life, Movie Mirror, TV-Movie Screen, and Photo Screen.

Involved are the editorial, art, clerical and mailroom department employes.

New Englanders back VDT study

Manchester, N.H.—The Guild's New England District Council, meeting here Nov. 6-7, passed an oral resolution supporting TNG's efforts to initiate a study of vision problems associated with video display terminals, council president Elwood B. Bigelow, Jr., of Portland said.

The VDT study plan was announced after last month's meeting in Washington of the International Executive Board [GR, Oct. 22].

Canada's price elevator

The following table shows the ascent of Canada's Consumer Price Index over a 46-month period following a 1.0-point rise, to 151.7 in October. 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.

		Percentage over	
	Index*	Same month prior year	December 1972†
October, 1975	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
October	151.7	6.2	41.2

* 1971 = 100 † Index = 107.4

Board certifies Montreal for Weekend editorial unit

Montreal—The Quebec Labour Relations Board Nov. 19 certified the Montreal Guild as collective bargaining representative for 14 editorial employes of the FP chain's Weekend magazine.

The Guild had petitioned for representation rights on Oct. 18 and the board certified the local after checking the number of signed authorization cards the union had collected.

A Guild representative said more than 60 percent of the unit had signed cards. Labor board certification usually is automatic when more than 60 percent of the unit signs cards.

Weekend is carried by more than a score of papers with a circulation of approximately two million.





Toledo unions tell it like it should be

Toledo Guild counsel Ted Iorio, at left, also the attorney for the Toledo Typographical and pressmen's unions, conducts seminar on union leadership for shop stewards and other members, at right. The seminar held on three evenings was sponsored by the Guild, the Typographical Union and the Council of Newspaper Unions and attended by members of the Guild, Typographical Unon, Printing & Graphic Communications Union (pressmen, stereotypers and paperhandlers), electricians, engravers, Teamsters and International Mailers' Union. The sessions drew up to 50 persons. Among topics covered: Why a union is necessary, how a union functions, what it can and can't do.

Labor board urged to speed process

Washington — A blue-ribbon panel of labor law attorneys studying ways to speed the handling of National Labor Relations Board cases has submitted its interim report to NLRB Chairman Betty Southard Murphy.

The report, containing 69 recommendations aimed at streamlining the agency's procedures, represents the completion of the first year of work by the Chairman's Task Force on the NLRB.

While the proposals are marginal and technical in nature, they could pave the way for reform. TNG and organized labor have been critical of the NLRB for the lengthy delays and confusion frequently experienced in the handling of unfair labor practice charges and representation elections.

To help solve the problem of excessive delays in holding elections, the task force recommended that an election be held on schedule, even if some challenges are unresolved. Ballots would be impounded for later counting in those situations where an election is challenged.

After cataloguing a number of NLRB delays in representation proceedings, TNG's 1976 Convention said in a resolution that "the continuation of such delays, sapping the ability of the Guild and other unions to organize successfully, is intolerable. Congressional action is imperative to dry up the quicksands of NLRB administrative procedures."

Among reforms the convention urged were holding all elections within 45 days of the filing of a petition and compensatory remedies for employes who suffer losses through an employer's refusal to bargain.

The vote-and-impound recommendation would involve about 20 percent of representation elections, the panel estimated. Under present NLRB procedures, it observed, prompt and final determination of the outcome of an election may be delayed either by the necessity for passing upon challenges at the time of balloting or after the election.

"It is evident that the present procedure has built-in opportunities for delay which, when invoked, require the regional office or the board to expend their resources determining what frequently turn out to be non-meritorious and even frivolous objections," the task force said in its report.

By holding a scheduled election on the designated date, and resolving pending issues after it has been held, employes would be able to register their choice "at the time interest and momentum in both the union and employer camps are at their peak," the panel said.

The task force, which will terminate its study on Feb. 18, 1978, also recommended a variety of technical changes to expedite the processing of unfair practices and urged tougher enforcement procedures, including a greater use of court injunctions to enforce board rulings.

Other significant recommendations of the panel urged the NLRB to take a good look at its internal practices and personnel policies. Noting that the backlog of cases pending for hearing and decision by NLRB administrative law judges has mounted in recent years and is "seriously delaying justice for the parties," the task force recommended that the agency's budget be increased to provide for the employment of 130 administrative law judges. The NLRB's budget currently provides for 103.

The panel proposed that the board hire recent law school graduates as full-time clerks to perform many of the "time-consuming research and ministerial tasks that keep ALJs from efficient attention to their judicial function." But the panel pointedly recommended, too, that the judges "be prodded to increase production."

While the average number of decisions issued annually by an ALJ is 13 or 14, the task force noted "extreme variations between the high and low producers." Some issued fewer than 10 decisions while others issued between 20 and 29 decisions.

K-R council votes to back merger steps

Detroit—The Guild's Knight-Ridder Council, meeting here Nov. 15, unanimously endorsed TNG efforts toward a possible merger with the International Typographical Union.

The council, made up of locals which hold contracts with papers in the Knight-Ridder chain, said that preliminary steps toward any proposed merger "have thus far been highly successful."

"We have seen joint organizing and unified bargaining. It is clear the Guild and ITU could benefit from a combined, single union. Any reservations we have about merger relate to the content of such a proposal and not [to] merging itself," the council's resolution said.

The resolution added that recent straw votes in some locals "demonstrate that the issue is clouded by myths and misunderstandings."

"We believe that our identity and ability of our locals to continue to decide their own destiny need not be compromised by merger," the council said.

"There are questions to be answered for sure, but we urge Guild members who harbor doubts about merger to withhold judgment until the answers are provided."

The council's resolution followed a similar statement approved by a meeting of Western Canadian Guild and ITU locals in Banff, Alta., which urged the two internationals' unity task force to negotiate proposed merger terms "as soon as possible."

Approximately 15 persons from six Guild locals attended the Knight-Ridder Council meeting.

Bay Guardian publisher rejects union bid to return, arbitrate

San Francisco—The Bay Guardian has refused to arbitrate remaining issues in the 23-week-old strike by members of the San Francisco-Oakland Guild and the Bay Area Typographical Union against the "alternative" paper.

The unions had proposed by letter to management that all strikers return to work and that an arbitrator decide union security, job security and promotion and hiring issues.

But the Guardian replied with a one-paragraph letter Nov. 9 stating that it would not put the paper's "editorial integrity" and "survival" up to a "disinterested party."

The unions had offered the Guardian the opportunity to select the arbitrator unilaterally from a list of those used by the Western Newspaper Industrial Relations Bureau during the past five years. The bureau negotiates for various managements on the West Coast.

Arbitration of outstanding issues was offered to management contingent upon agreement that there would be no reprisals or legal actions by either party.

In addition to rejecting this arbitration, the Guardian previously had rejected proposals by federal mediators, the Rev. Cecil Williams of Glide Memorial Church, and Cesar Chavez, president of the United Farm Workers of America, to which the Guardian, as a liberal paper, had given strong support.

The Guild and the Typographical Union are striking for an initial contract after they won representation elections late last year.

The paper has refused to bargain since Aug. 9.

The unions' advertising boycott campaign continues, meanwhile, with the Guardian held to about half of its normal local display linage.

Just before the November general election, the unions made contact with all Bay Area candidates and, as a result, not one line of political advertising was carried by the paper, Doug Cuthbertson, the Guild's assistant executive secretary, said. The Guardian normally carries heavy political linage before an election.

The Guild reported $1,648 in new contributions to the Guardian Strike Fund, including the following:

Victoria Guild	$100
Hawaii Guild	50
Denver Guild	50
Wilkes-Barre Guild	200
Pacific Northwest Guild	200
San Jose Guild	300
Central California Guild	150
Detroit Guild	150
International Executive Board	100
Individuals, including $258 collection at Western District Council meeting	398

This brings to $5,357 the total contributed so far, including proceeds from collections among several ITU chapels.

Tops to hit $380 in Kenosha pact

Kenosha, Wis.—The top minimum for reporters and photographers increases $80 a week, to $380, in a new, three-year Kenosha Guild contract at the Kenosha News.

Top minimum for **area, copy, sports, wire** and **women's editors** and **chief photographer** rises $87, to $414, a week.

The contract is retroactive to April 26 and the increases come in four increments.

For **reporters** and **photographers,** there are $20 increases retroactive to April 26, and on Jan. 26, 1977, Oct. 26, 1977, and July 26, 1978.

For the editors and chief photographer, the increases on the same dates are $22, $22, $21, and $22.

Top minimum for **librarians** and **darkroom technicians** rises $20.10, to $185 a week, in increments of $5 on each date.

The publisher's payment for dependent group health insurance coverage rises $23 per person over the term of the contract and group life insurance is increased from $2,000 to $5,000.

The International Executive Board's Contracts Committee cited the Kenosha Guild for violating TNG's Constitution by ratifying and signing the agreement after having been denied permission to do so by the Contracts Committee. The committee pointed to severe weakenings in several areas of the settlement, including job security, jurisdiction, holiday pay and fair-employment practices.

First state pay floor

Washington—Massachusetts was the first state to enact a minimum wage for women and minors—in 1912—according to "Important Events in American Labor History, 1778-1975," published by the U.S. Dept. of Labor.

Bargaining starts on El Vocero pact

San Juan, P.R. — Bargaining has begun for an initial Guild contract for 19 production and maintenance employes of El Vocero, Spanish-language newspaper here where the Guild won a first contract for business, circulation, editorial and inside ad employes on June 1, 1975.

The paper voluntarily recognized the Puerto Rico Guild as bargaining agent for the new group July 30, the day there was to have been a National Labor Relations Board hearing on the Guild's petition for bargaining rights for them.

Drive against union shop falls apart at SDX meet

(Continued from Page 1)

the First Amendment.

The Right to Work proposal, labeled the "Journalists' Freedom of Choice Resolution," sought to put SPJ/SDX on record in support of the following proposition:

"Whereas no journalist should be required to contribute either his loyalty or his money to any private organization in order to fulfill his (her) First Amendment rights and professional obligations, be it resolved 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."

The Right to Work Committee promoted the resolution through a full-page ad in Quill, the SPJ/SDX magazine, and in at least three mailings to society members and others in the news media.

Perlik, in a preconvention letter to SPJ/SDX chapter officers, said it seemed clear that the resolution was intended to muster support for a dormant bill introduced by Sen. Paul J. Fannin of Arizona. The Fannin bill, he noted, would exclude journalists from exclusive-representation provisions of the National Labor Relations Act, "weakening media unions and undermining their ability to effectively represent their members in collective bargaining with employers."

Outright support for the Fannin bill was one of several alternative courses suggested by the Right to Work Committee to a committee appointed by SPJ/SDX President Robert McCord to study the resolution. And the study committee, in its report to the board of directors, quoted leaders of the Right to Work Committee as conceding that if the society adopted the resolution, "they will undoubtedly make use of it in lobbying for the Fannin bill."

Reed Larson, president of the Right to Work Committee, has admitted in a legal deposition that the committee helped draft the Fannin bill.

The special SPJ/SDX committee, consisting of Steven R. Dornfeld, statehouse reporter for the Minneapolis Tribune, and Frank Sutherland, Jr., a reporter for the Nashville Tennessean, recommended that the resolution be rejected on two grounds: that no First Amendment issue was involved in the union shop and that the resolution would be "highly divisive" in the society, appearing to indicate "SPJ/SDX support for management over labor on an issue of intense concern for both."

The committee report and the motions subsequently adopted by the board of directors and the resolutions committee all said the resolution would violate the society's by-laws. The by-laws provide for inclusion of both employer and employes in SPJ/SDX membership and affirm that it is the society's "constant endeavor . . . to improve the relationship between them without committing the society to the policies of either."

Some members of the board of directors sought to order the resolutions committee not to consider the resolution on that ground. Not a single member of the board, which includes several in media-management positions, spoke in favor of the resolution, and it appeared that the single vote cast against the motion might have been in objection to its failure to contain such a directive.

The Right to Work Committee had conducted an extensive campaign for its resolution from almost the day that a similar resolution was rejected by the board of directors last year. In addition to the Quill and mailings to SPJ/SDX members, the committee sent a letter to more than 5,000 publishers and editors, its public relations consultant, Hugh C. Newton, told the resolutions committee.

By the start of the convention, it claimed 364 signers on a statement of support for the resolution. The overwhelming majority on a list of more than 324 inserted in the Congressional Record by Sen. Fannin were publishers and editors.

The Guild launched a counterattack in October with Perlik's letter to officers of 273 SPJ/SDX chapters. Terming the Right to Work campaign "a gross intrusion into the affairs of SPJ/SDX," Perlik said the resolution had "no place in an SPJ/SDX Convention, presented though it may be in the protective coloration of the First Amendment."

"Its supporters," he said, "have not—and cannot—present a single example of the Guild's attempting to influence the content of what goes into the nation's press. Indeed, the Guild's Constitution . . . specifically forbids barring anyone from membership or disciplining any member by reason of political conviction or what he or she writes for publication."

Perlik noted that while many Guild members, including himself, are SPJ/SDX members, "the Guild has never tried to use the society as a vehicle to further the interests of its members against the employers with whom it bargains."

"We don't think the Right to Work Committee should be allowed to put SPJ/SDX on the other side of the bargaining table," he declared.

TNG reproduced the constitutional clause cited by Perlik in a full-page ad in the convention journal, headlined "Is freedom the choice?" Listing 138 newspapers, news services and magazines on which more than 27,000 employes work under contracts providing a full or partial Guild shop or maintenance of membership, it said:

"Ask any one of them whether that guarantee has ever been violated. By anyone. Anywhere. At any time.

"Like other American journalists, they write what they—or their employers—please."

Several SPJ/SDX chapters adopted motions opposing the resolution, some on the initiative of Guild members belonging to the society. Only one chapter was reported as supporting it.

A number of Guild members were among delegates and alternates who came to the convention prepared to oppose the resolution if it should reach the convention floor. Two—Dorothy Lewis of Twin Cities, and Henry A. Bailey, Jr., of Memphis—were among 14 members of the resolutions commitee.

The Wire Service Guild executive committee sent SPJ/SDX national officers a Mailgram message urging defeat of the resolution.

"Right-to-work laws hurt all journalists, not just union members," the executive committee said. "Doing away with union shops eventually would decimate the salaries and working conditions of all journalists by weakening what is often the reporter's only tool for self-betterment."

TNG's statement to the resolutions committee noted that the right to work campaign was but the latest in a series of efforts to invoke the First Amendment against media unions.

It cited the Associated Press's effort to have the news industry exempted form the National Labor Relations Act in the 1930's, publisher efforts to have the industry exempted from the Wage and Hours Act, opposition to the War Labor Board's granting the Guild maintenance of membership during World War II, and a suit launched by commentators William F. Buckley, Jr., and M. Stanton Evans against the American Federation of Television and Radio Artists in 1971.

The Supreme Court rejected the contention that application of the NLRA to newspapers violated the First Amendment, the War Labor Board rejected the argument that maintenance-of-membership clauses violated it, and a federal appeals court rejected the Buckley-Evans argument that union-shop requirements violated it, the statement noted. The Right to Work Committee was a moving force in the Buckley-Evans suit.

Citing provisions of the law as well as the Guild's Constitution as guarantees that union membership cannot lead to infringement of press freedom, the Guild declared:

"The union has no power whatsoever to silence a journalist because of his point of view, but the publisher or broadcaster has the power to do just that and does not hesitate to use it. It is the media owner, not the union, that stands at the gateway to the press in our society and determines who shall be granted entry and under what circumstances."

The same point was made in a strikingly similar fashion in the special study committee's report to the board of directors.

"While the Right to Work Committee is hard-pressed to come up with examples of union influence on reporters' work," the report said, "there is little doubt as to the role of management in killing or changing stories for a variety of reasons, ranging from economic to political. Examples are easily found in journalism reviews and discussions with peers.

"The question is: For whom is freedom of the press a right? Freedom of the press in individual cases belong to those who own one.

"A publisher of a newspaper has the last say as to what does or does not go in his newspaper. If the employe does not like his publisher's decision, he has the right to quit but not the right to invoke a constitutional privilege."

The committee said the issue raised by the Right to Work Committee "does not appear to be an issue of burning concern within our profession." It said it had contacted staffers in "a dozen or more newsrooms around the country" but that "the only voices we have heard have been those of journalists (a substantial number of whom are from the ranks of management) contacted by the Right to Work Committee."

Sutherland reiterated at the board's convention meeting that there was no indication whatsoever that the union shop was "a burning issue" among journalists.

"The only place you find any flames," he said, "is where the Right to Work Committee has lit the match."

A report opposing the right to work resolution was also submitted to the board by David Offer, chairman of the society's professional-development committee. Assailing the Right to Work Committee for its conduct in connection with the controversy, he termed some of its correspondence with society officers "downright insulting."

The study committee's report also cited the friction between the Right to Work Committee and society officers after rejection of the resolution last year. It said McCord and Russell E. Hurst, the society's executive officer, were "disturbed by Newton's belligerent and demanding attitude."

Is freedom the choice?

ARTICLE II.

Eligibility

SECTION 1. Guild membership shall be open to every eligible person without discrimination or penalty, nor shall any member 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.

That's the "Heywood Broun Clause" of The Newspaper Guild's Constitution.

Twenty-seven thousand employes on the newspapers, news services and magazines listed below work under contracts requiring them to join the Guild or maintain their membership in it.

Ask any one of them whether that guarantee has ever been violated. By anyone. Anywhere. At any time.

Like other American journalists, they write what they—or their employers—please.

Akron Beacon Journal
Albany (N.Y.) Times-Union
Bakersfield Californian
Baltimore Sunpapers
Malden (Mass.) News
Manchester Union Leader
San Francisco Examiner
San Jose Mercury

TNG's advertisement in SPJ/SDX convention program

SDX urges fair shot for minorities

Los Angeles—A resolution calling on news organizations to consider fairly women and members of minority groups for management positions "without departing from the principle of promotions based on merit" was adopted by the Society of Journalists, Sigma Delta Chi convention.

The resolution noted that, according to the National Assn. of Black Journalists, only three white-owned daily newspapers have black managing editors and only one television station has a black general manager. Women, "while having gained great opportunities in journalism, are still under-represented in management," the resolution added.

The convention said women and minority-group members should "have equal opportunity for promotion to executive and policy-making positions for the purpose of completeness and fairness in news coverage."

Journalists' group honors Fresno Four, Schorr, Farr

Los Angeles—Society of Professional Journalists, Sigma Delta Chi has honored Daniel Schorr, the Fresno Four and William Farr for "outstanding defense of the First Amendment."

The awards were made at the organization's convention here.

The Fresno Four were honored after spending 15 days in jail for refusing to reveal how the Fresno Bee obtained a sealed grand jury transcript.

Schorr was cited for his refusal to reveal the source of a secret House committee report on the CIA which was published in New York's Village Voice. Schorr appeared before another House committee, refused to reveal the source, escaped contempt proceedings, and finally resigned from CBS.

Farr was honored for refusing to identify the sources of a secret court transcript he received while covering the Charles Manson trial here. He now works for the Los Angeles Times.

SPJ/SDX also honored the Nebraska news media for opposition to a judicial gag order in a murder case, the Medford (Ore.) Mail-Tribune for its campaign against a privacy law that would have prohibited any name from being used in a crime story, and Raymond Spangler, retired publisher of the Redwood City (Calif.) Tribune, for his defense of the First Amendment throughout his career.

'Reporter should shield source from editor'

New York City—A reporter's obligation not to disclose confidential sources extends to shielding them from editors, panelists at a Liebling Counter-Convention forum Nov. 20 agreed.

Nicholas Gage, investigative reporter for the New York Times; Sam Roberts, chief political correspondent for the New York News, and Dan Dorfman, financial reporter for New York magazine, agreed that they "would never tell an editor my source."

"If I say a story is true," Roberts said, "the editor either has to have confidence in me or fire me."

Gage, whose sources include a number in the Mafia, said he would not even identify one of them to a company lawyer.

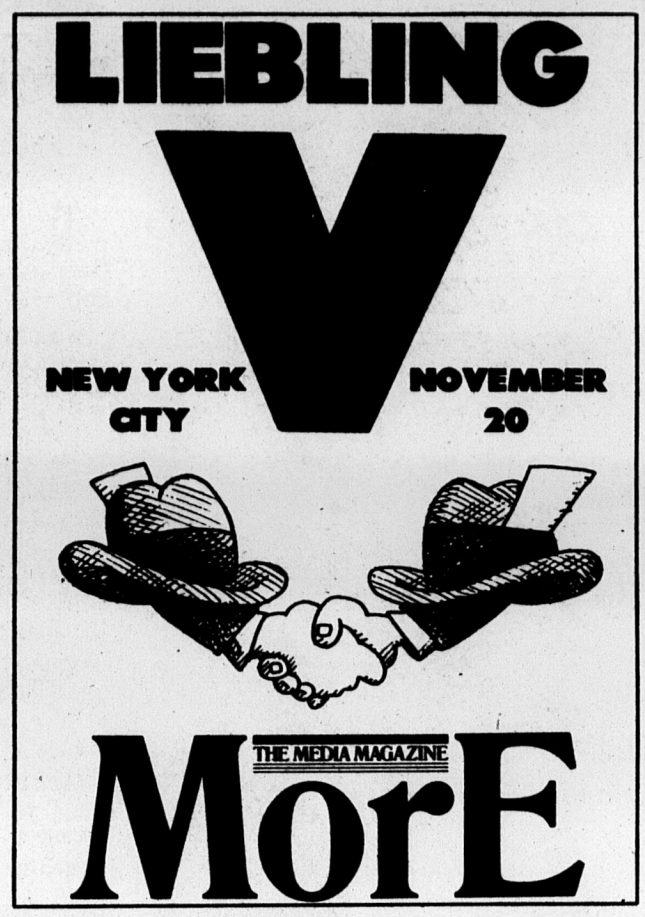
If that ever becomes a problem, columnist Nat Hentoff of the Village Voice interjected, "get your own lawyer."

(The Guild's Model Contract clause on reporter privilege would guarantee an employe the right to "refuse, without penalty or prejudice . . . to disclose any knowledge, information . . . or the source thereof . . . which relate to news, commentary, advertising or the establishment and maintenance of his or her sources, in connection with employment" and to "refuse, without penalty or prejudice, to authenticate any material.")

Gage, Roberts, Dorfman and Hentoff were participants in a panel on sources and their protection at the Fifth A. J. Leibling Counter-Convention, sponsored by MorE magazine. Other panel members were Jack Newfield, senior editor of the Village Voice, and Gabe Pressman, news staffer for WNEW-TV here.

Hentoff, while stating that the Fresno Four should not have been sent to jail for refusing to disclose the sources of stories on grand-jury testimony, said "I don't think they're heroes."

Hentoff maintained that secret grand-jury testimony should not be disclosed but said the fact that one of the Four had a key to courthouse offices "raises the question of whether there should have been an indictment for burglary or larceny."



TNG Research and Information Director David J. Eisen took issue with Hentoff from the floor.

"Lest you leave here thinking that those 15 days the Fresno Four spent in jail was a short term for burglary rather than a long term for protecting their sources," he told the delegates, "you should know that the reporter involved was not the only one to have such a key and that he has said under oath that he did not use it to obtain the information."

The forum on sources was one of six at the one-day counter-convention, attended by some 800 newspersons. Others were on television programming, gossip columns, recent court decisions on obscenity, private detectives' techniques and "The Art of the Interview."

The counter-convention's Annual A. J. Liebling Award went to CBS's news program, "60 Minutes." Mike Wallace, Morley Safer and executive producer Don Hewitt were on hand to receive it.

Attendance was a far cry from the 2,000 who attended the first counter-convention in 1972 and considerably below last year's turnout of 1,300. Previous counter-conventions were two- or three-day affairs.

Noticeably absent from this year's sessions were both representatives of the counter-culture and most of the broader journalistic concerns that had permeated past gatherings. Most of the panels were journalistic "tool" discussions, a fact that MorE took cognizance of in notifying participants that convention costs were tax-deductible as "expenses incurred . . . for education or improvement of professional skills."

The Liebling Group, organized at the first counter-convention to seek a greater voice in the product for journalists, disappeared from this year's gathering entirely after dwindling to a handful at last year's session.

MorE Publisher Michael Kramer said it was largely due to MorE's change in ownership last spring that the counter-convention was held in November instead of in its usual springtime slot and reduced to a single day. He said MorE hopes to hold next year's gathering in the spring and perhaps return it to a two-day format.

Senate panel's staff report opposes press gags

Washington—Prior restraints on the press "are never justified in the fair trial context," a Senate subcommittee's staff report declares.

Free press coverage of criminal trials has several advantages, including protection of the defendant from prosecution intimidation, the staff of the Judiciary Committee's constitutional rights subcommittee said.

The staff's report was endorsed by the subcommittee chairman, Sen. John V. Tunney (D-Calif.).

Some disadvantages also were noted, "primarily the prejudicial effect such publicity may have on a defendant's right to a fair trial," the report said.

But it added that "a careful administering of the traditional methods of combating prejudicial publicity should allow both these freedoms"—free press and fair trail—"to flourish."

The First and Sixth amendments "are not incompatible," the report said.

Sometimes, however, there arises a need to restrict the speech of those involved in a trial, the report said, to protect the rights of the accused.

One of the report's two proposed standards would require that before restricting the speech of a trial participant, the judge must find that prejudicial publicity would reach the jury, create an impermissible level of prejudice and that alternative procedures to prevent such prejudicial publicity were insufficient.

Under the second proposed standard, a judge could close a proceeding or seal a document only if it was found that failure to do so would injure the defendant's fair trial rights and that, again, alternative safeguards are insufficient.

The judge also would be required to state for the record his or her reasons for ordering secrecy. And the press, under both proposed standards, would be given standing to challenge the order.

The staff believes that self-policing by the press is the best procedure rather than intervention by a trial judge.

Contempt procedures subsequent to publication also were opposed in the report because they provide the press "with no guidelines whatsoever as to which publications are permissible and which are not," thereby encouraging self-censorship.

Among traditional alternatives to prior restraint and subsequent contempt the courts might employ, the report said, were continuance of the trial, sequestration of the jury, severance of defendants, and changes of venue or venire.

The proposed standards would apply to federal courts.

Tunney, in endorsing the report, said he would introduce legislation in the next Congress to write the standards into law.

The senator, however, was defeated for re-election. A spokesperson in his office said Nov. 16 that some other subcommittee member might take on the job if he accepted the staff report. But if another senator wanted to start all over, it might take up to two years to obtain legislation, she said.

The subcommittee's composition for the 95th Congress, which takes office Jan. 3, is not known and the matter remains up in the air, the senator's spokesperson said.

Cleveland Press is sued; anti-female bias charged

(Continued from Page 1)

males are so grouped. In the top three classifications, the male-female ratio is 3-1, the EEOC said.

"This historical staffing pattern has not been diluted by more recent hiring and staffing patterns, and thus continues to have a chilling effect on the hiring and staffing of females as a class," the determination said.

Weir said the Guild had told the EEOC of more recently evidence that discrimination was continuing, but that the commission had replied that it would litigate on its 1975 determination.

Directly involved in that determination are 118 female Press employes.

When the EEOC reached its determination, it drafted a conciliation agreement, which the Press rejected. The paper drafted a counter-proposal, which the EEOC rejected.

Among the provisions of the commission's draft conciliation agreement were that one female be hired for each male hired until representational parity was reached, and that the paper pay each affected female employe the difference between her present pay and the present average pay for males in the same classification for all periods worked retroactive to Feb. 17, 1969. The paper's counter-proposal did not include any back pay.

Ex-Guild members elected

Three former Guild members have been elected or re-elected to public office in the United States and Canada.

In Canada, René Lévesque became premier of Quebec when his Parti Québécois upset the Liberals in National Assembly elections. Lévesque was a member of the Canadian Wire Service Guild at CBC from 1952 to 1953.

In the United States, two former Guild members will return to the Senate and the House when the 95th Congress convenes in January.

Sen. William Proxmire, a former member of the Madison Guild, won a new term, defeating his Republican opponent 73 percent to 27 percent.

And Lionel Van Deerlin, a former president of the San Diego Guild, won re-election to the House from California's 42nd District. He beat the Republican by 76 percent to 24 percent.

IT SEEMS TO US

Years on World important to Murdock, member says

LOS ANGELES, CALIF.

Editor:

One of the main reasons I have been proud to be a member of TNG is its progressive character and its acceptance of the role radicals have played within the U.S. labor movement.

Nevertheless, anti-communism rears its divisive head within our ranks from time to time. Such must have been the case when, in the Oct. 22 issue of the Guild Reporter, the union's newspaper staff omitted an important ingredient in the obituary of one of our staunchest members, Steve Murdock.

As the house organ noted he had been a founder of San José's local. Our paper wrote of Murdock's career during the early 1940s and the mid-1970s. The gap could not have been inadvertently dismissed. It was during most of those years that Murdock wrote for the People's World, a West Coast socialist weekly controlled by the Communist Party.

Regardless of how union officials or members feel about socialism and/or the Communist Party, it is petty and dishonorable to the man whom you eulogize to excise from his life a significant and, for him, proud part of it—his socialist politics and reporting. That is not editing, that is political butchery better left to the bosses.

RON RIDENOUR
At-large
Los Angeles Guild

SFONG member shocked at Murdock obit omission

BERKELEY, CALIF.

Editor:

I was shocked to read in the obituary on Steve Murdock [Guild Reporter, Oct. 22] not a word about the 20 years he spent as political writer for the People's World.

How ridiculous can the rewriting of history get? Steve was widely known — nationally and statewide — for his coverage of California politics for the People's World.

Please correct this omission.

PELE deLAPPE
At-Large
San Francisco-Oakland Guild

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.



DATELINE: WASHINGTON

Carter shows principle, guts in church integration fight



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

PLAINS, GA.—Jimmy Carter passed an important test of leadership in this picturesque South Georgia hamlet. He persuaded a deeply divided congregation of the Plains Baptist Church to say that blacks are welcome to worship and to become members.

It may not sound like much of an achievement in 1976, a decade after the civil rights revolution toppled racial barriers in public facilities and voting booths across the South.

After all, the cynics can say, very few if any blacks from this socially segregated community are expected to apply for membership in the "white" Baptist church.

And it is clear the church's creation of a screening panel to review membership applications was designed to keep out the black minister from Albany, Ga., the Rev. Clennon King, who challenged the white-only rule adopted in 1965.

Even so, it was critically important for Carter—both as a president-elect and as a lifetime churchgoer—to win this battle. It is also a tribute to his record on racial matters that he took the same pro-integration stand eleven years ago with a handful of others in the church.

•

FOR THE ISSUE is not whether the Rev. Mr. King, a bizarre figure with a prison record for not supporting his children, is allowed to join the Plains Baptists.

The issue is whether the hometown church of a U.S. president—or any church—should have an apartheid policy.

By a vote of 120 to 66, the Plains Baptist Church decided against apartheid. The importance of Carter's stand is underscored when you consider that a switch of 28 votes in the congregation could have reversed the outcome.

Defeat would have been devastating for President Carter. How could he make a claim for U.S. moral leadership in Africa, for example, if his own church followed a policy of segregation? Politically, Carter's solid black constituency would have demanded that he take the personally unpleasant step of renouncing his hometown Baptists if the church persisted in its exclusionary stand.

It is important also to examine Carter's style of leadership. From accounts of others who were in the closed meeting, the President-elect tried to play peacemaker between the pro-integration pastor and the segregationist leanings of the church deacons. He explained how the screening committee would protect the church from exotic publicity seekers and yet allow blacks with sincere motives to gain admission. Afterward, he tried to reconcile the warring factions.

The reaction from Baptists in other Southern states has been entirely favorable. Leading Baptist groups immediately adopted "open door" resolutions to encourage acceptance of black worshipers.

This is not to say that race relations are idyllic in this town of 700. Racial epithets are still heard and blacks claim they are the last hired and first fired by local employers, including Carter's peanut warehouse. But the President-elect has thrown his influence on the right side of a moral issue and that is contagious.

•

CARTER ALSO HAS decided to send his nine-year-old daughter, Amy, to public schools in Washington, where blacks comprise 95 percent or more of the students.

In this way, Carter is dramatizing his support for public education. He is also embarrassing the white liberals and upper-class blacks in the nation's capital who send their children to private schools rather than fight to improve the public classrooms.

In his positions on church and school integration, Carter is displaying the kind of determination and integrity that help to explain why he was elected with the overwhelming, nearly unanimous support of black voters.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

to: Guild Reporter, circulation, 15th St. N.W., #835, Washn, D.C. 20005.

e

Address

State/Province

ostal Code Guild Local

ATTACH OLD MAILING LABEL HERE

If you are receiving duplicate copies, please attach both labels.

XEROX UNIV MICROFILM
300 N ZEEB ROAD
ANN ARBOR MI 48106

COM 910002+8 7

Want best? You gotta pay

Ottawa—Privately owned radio and television stations cannot expect to produce quality news and public affairs programs unless they pay their staffers a decent wage, Al MacKay, managing editor of CJOH-TV told a Central Broadcasters' Assn. meeting here.

Failing to do so, he said, actually is expensive since staffers now leave as soon as they have been trained to write and use film and know the community and the mayor.

News staffers at CJOH are covered by an Ottawa Guild contract.

A former broadcaster now a Liberal Member of Parliament, Jim Fleming, told the group that station owners play on news staffers' egoes rather than pay them good salaries.

The two appeared on a panel.

As they put it

Troubles in transition

The following editorial appeared in the Nov. 20 AFL-CIO News, the union federation's official weekly publication.

The 80 days between Election Day and Inaugural Day is normally a time for relaxation, a period of good feeling as the contention and bitterness of the election fade and the winner and loser cooperate to affect a smooth transition of administrations.

This is essentially true this year as President Ford and President-elect Carter demonstrate intelligent understanding of the problems of the transfer of power in a peaceful, democratic way.

But the transition period is being marred, and the nation troubled as the economy generates a flow of bad news.

The general thrust of the reports and an analysis of the key indicators and trends is that the nation's economic situation will probably worsen in the 80-day period between the election and the inauguration. This is the legacy of the Nixon-Ford economic policies and the economic philosophy of Dr. Arthur Burns, chairman of the Federal Reserve Board.

Since the Carter victory on Nov. 2 the government has reported a rise in unemployment to a rate of 7.9 percent of the labor force—a 10.7 percent figure by the more precise formula used by the AFL-CIO.

There has been a drop in industrial production as measured by the Federal Reserve Board, a drop in housing starts and a rise in inventories, reflecting a drop in business activity.

With no indication of a meaningful rise in spending for new plant and equipment and housing continuing in a depressed state, the two basic elements to keep the recovery of early 1976 going are missing and the Administration's "pause" may in all likelihood become a downturn.

Many economists look forward to no improvement in the gross national product for the last three months of 1976, and the expectation is that the GNP will drop below the insufficient 3.8 percent rate for the third quarter of the year.

The Ford Administration is reportedly waiting for mid-December and a look at the relative standing of economic indicators before making any further statements about the economy.

President-elect Carter has been made thoroughly aware of the deteriorating economic situation. He told a recent press conference that he and his advisers are working up plans to put into effect after Jan. 20, 1977, aimed at reduced unemployment, stimulating the economy through job programs, a possible tax cut and other measures.

The state of the economy and the policies of the Nixon-Ford administrations were key issues in the 1976 election. The AFL-CIO warned throughout the year that the recovery was weak and likely to run out of steam quickly.

It is unfortunate that the full impact of the "pause" is being felt in the transition period between administrations when decisive action is not possible. But it underscores for the incoming Carter Administration the need to move quickly and effectively to put America back to work and to invigorate a slack economy.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published, advance notice), except monthly in July and December. $7.50 per year. Single copies, 35 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XLIII, No. 21 November 26, 1976

The Newspaper Guild
1125 Fifteenth St. N.W., Washington, D.C. 20005
Area Code 202—296-2990

INTERNATIONAL CHAIRPERSON: BARNEY PETERSON
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Eugene B. Jones, 306 Monroe St., Philadelphia, Pa. 19147; Region 2—Warren E. Howard, 503 2nd St. N.E., Washington, D.C. 20002; Region 3—Diane M. Woodstock, 620 W. Wilson St., Madison, Wis. 57303; Region 4—Shirley Caldwell, 2514 W. Dravus, Seattle, Wash. 98199; Region 5—Betsy Wade, 96 Park Terrace West, New York, N.Y. 10034; Canadian Region: East Jim Robinson, 109 Spadina Rd., Toronto; Ont.; West—Roger L. Stonebanks, 407-1571 Mortimer St., Victoria, B.C.

AT-LARGE VICE PRESIDENTS: John J. Breed, 1754 Commercial St., East Weymouth, Mass. 02189; Louis M. Calvert, 21755 Virdelle Dr., Los Gatos, Calif., 95030; Harry S. Culver, 4625 N.W. 32nd St., Oklahoma City, Okla. 73122; James A. McGill, Rte. 7, Box 134, Valparaiso, Ind. 46383; David M. Mulcahy, c/o Standard & Poor's Corp., 345 Hudson St., New York, N.Y. 10014; Dorothy M. Sain, 24801 Lake Shore Blvd., Euclid, Ohio 44123.

DIRECTOR OF FIELD OPERATIONS: J. William Bletz.
DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.
CANADIAN DIRECTOR: William H. McLeman.
DIRECTOR OF RESEARCH AND INFORMATION: David J. Eisen.
HUMAN RIGHTS CO-ORDINATOR: Hannah Jo Rayl.
INTERNATIONAL REPRESENTATIVES: Edna Berger, William M. Brown, Alice L. Burton, Lee Clifford, Charles Dale, Leo J. Ducharme, Bob Forsyth, Harry L. McCormick, Luis Montanez, Jr., James H. Orcutt, G. Richard Pattison, Marshall W. Schiewe.