

Perlik: Get maternity pay in contract

Washington—The U.S. Supreme Court's ruling that employers don't have to provide disability benefits to pregnant employees is "disgraceful," but won't diminish the Guild's efforts to obtain and improve such benefits at the bargaining table, TNG President Charles A. Perlik, Jr., said Dec. 8.

Speaking a day after the major ruling was handed down, Perlik stressed that the decision "reinforces what the Guild has long stressed—that more emphasis is required on collective bargaining to achieve paid leave for disability resulting from pregnancy."

"The Guild hopes that employers will not take the disgraceful decision of the court as allowing unfair and unequal treatment of women in the workplace, particularly with respect to pregnancy," Perlik said.

"In no way does the court decision make unlawful or negate the Guild's Collective Bargaining Program with respect to paid maternity leave, or other aspects of maternity leave in the program," he added.

"Likewise," Perlik said, "the court decision leaves intact the bargaining program mandates with respect to full

payment for obstetrical care."

The court has laid down a challenge to the Guild, Perlik said.

"We will have to redouble our efforts to ensure that all forms of sex discrimination in the workplace are ended. We will have to become increasingly attentive to achieving and enforcing contracts in order to eradicate sex discrimination," he said.

The tools to do that "have long been in the Collective Bargaining Program" and it is time to make greater use of them, Perlik said.

The Supreme Court's ruling came on

an interpretation of Title VII of the 1964 Civil Rights Act and the Equal Employment Opportunity Commission's (EEOC) 1972 guideline on it.

The court, in a 6-3 decision, held that exclusion of maternity benefits from disability plans doesn't violate the act.

In its 1972 guideline, the EEOC said that disabilities caused or contributed to by pregnancy are to be considered as temporary disabilities for all job-related purposes and that benefits are to be applied in such cases in the same manner as they are applied in cases of other

(Continued on Page 6)

Victoria pact hikes key tops by \$75



Vol. XLIII, No. 22

Washington, D.C.

December 10, 1976

Three named to judge Broun Award

Washington—Fred P. Graham, CBS News legal correspondent, Jack W. Germond, Washington Star assistant managing editor, and William V. Shannon, New York Times editorial board member, have been selected as judges for TNG's 1976 Heywood Broun Award contest.

The announcement came from contest chairperson Tom Lask, assistant cultural editor of the New York Times and a past president of the New York Guild.

The Broun Award is presented each year for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president.

The contest is open to persons in the Guild's jurisdiction who are employed at newspapers, wire services, magazines and broadcasting stations in the United States, Canada and Puerto Rico. The winner, to be announced Jan. 24, when the International Executive Board starts its winter meeting in Washington, will receive \$1,000 and a citation.

Deadline for entries is Jan. 15 at TNG headquarters here.

Shannon was a national affairs



WILLIAM V. SHANNON

columnist for the New York Post before he joined the Times, where he is a Guild member. Before that, he was a Post correspondent. He is the author of three books, co-author of another, and associate editor of a fifth. Shannon received the New York Guild's Page One Award for na-



FRED P. GRAHAM

tional coverage in 1951, when he was a freelance writer.

Germond joined the Star as a political reporter in 1974 and was named an assistant managing editor later that year.

He worked as a reporter for the Jefferson City (Mo.) Post-Tribune, the Monroe (Mich.)



JACK W. GERMOND

Evening News, the Rochester Times-Union, where he was a Guild member, and three bureaus of the Gannett Newspapers. He was Gannett's Washington Bureau chief from 1969 to 1973.

Graham was a Nashville Tennessean reporter from 1956 until 1958, when he became press secretary to Memphis Mayor Edmund Orgill in his unsuccessful campaign for the Tennessee governorship.

Graham earned a law degree from Vanderbilt Law School in 1959 and was awarded a diploma in law by Oxford in 1960. He practiced in Nashville from 1960

(Continued on Page 6)

Joint talks up crafts' scales same amount

Victoria, B.C.—Top minimums for key advertising, circulation and editorial employees are increased \$75.59, to \$391.67 a week, in a new, 29-month Victoria Guild contract with the F. P. chain's Colonist and Times here.

The settlement was bargained jointly with the four other unions representing the papers' employees. Day scales for journeymen printers, mailers, pressmen and stereotypers also are increased \$75.59, to \$389.47 a week, under simultaneous settlement by their unions.

The Guild settlement, which along with the others is subject to approval of the federal Anti-Inflation Board, provides the same percentage increases for those making more than the minimums as for the minimums: eight percent retroactive to July 1, four percent Dec. 1, next July 1 and Dec. 1 and two percent July 1, 1978, five months before the contract expires.

The settlement also includes a written commitment from the publisher to advocate approval by the AIB and to provide the unions copies of correspondence with the AIB.

The new contracts replace seven-months' "economic extensions" of those that expired Nov. 30, 1975. The extensions provided for continuation of minimums and scales and most other provisions of the old contracts, while relaxing provisions governing reductions in the size of the work force. The papers' publisher, at the same time, guaranteed publication of both the Colonist and Times through the extension period. The publisher had opened his books to the unions.

(Continued on Page 6)

Ottawa unions settle at Citizen

Ottawa—A new, two-year Ottawa Guild contract with the Southam chain's Citizen raises reporters' and district managers' top minimums by \$56.61, to \$357.73 a week.

The tentative agreement at the Citizen was bargained jointly by the city's five newspaper unions and raises the day scales for journeymen printers, pressmen, stereo-

typers and mailers by and to the same amounts.

At the F. P. chain's Ottawa Journal, meanwhile, a lockout of members of the same unions went through its sixth week with no progress toward settlement in sight. The paper continues to publish.

The tentative agreement at the Citizen provides for across-the-

board increases of ten percent the first year and eight percent the second, with two percent each year being held in reserve pending approval by the federal Anti-Inflation Board.

The company has implemented increases of eight percent for the first year, retroactive to July 20. If the AIB approves the other two percent, it also would be retroactive to that date.

For reporters and district managers, the full negotiated increase of ten percent would put them at \$331.23 now, a raise of \$30.11. Among other classifications, ten percent and eight percent increases would be as follows:

Assistant news editor, chief parliamentary writer, night city editor, cartoonist—Up \$33.84 now, to \$372.23, and up another \$29.78, to \$402.01 in the second year, a total increase of \$63.62.

Copy editors—Up \$31.62 now, to \$347.77, and up another \$27.82, to \$375.59, in the second year, a total increase of \$59.44.

(Continued on Page 6)

WAPA-TV staffers' votes go to Puerto Rico Guild

San Juan, P.R.—The Puerto Rico Guild swept to a heavy victory Dec. 7 in a representation election among technical and documentary film employees of WAPA-TV, the NBC affiliate here.

The vote was 68 for the Guild, 17 for the WAPA-TV Independent Union, one for no union and none for APATE, an actors and technicians' unions.

The independent union intervened in the election a half hour before the National Labor Relations Board's pre-election hearing.

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

SIU had held the bargaining rights for the 100 employees and was challenged by CUI. SIU invited the Guild's intervention.

Printers in St. Paul get OCR copy, \$250,000

St. Paul—An arbitrator has awarded the St. Paul Typographical Union jurisdiction over making copy ready for optical character readers at the Pioneer Press and Dispatch and ordered the Knight-Ridder papers to pay the union \$250,000 in damages for having had others do it the last two years.

The company subsequently told the union it would like to try to bargain a less sweeping settlement of the dispute and that if it is unable to do so it will probably appeal the award to federal court.

Arbiter George Jacobs on June

6, 1975, had ruled that the company had violated the printers' contract by assigning Guild members to the typing of copy "primarily" to make it "scanner ready" rather than primarily to create copy as such.

But he said he had insufficient evidence to arrive at a remedy and sent the matter back to the parties to try to negotiate one, retaining jurisdiction if they failed.

They failed and Jacobs got the case again. The company attempted to have him disqualified, but that motion was denied.

(Continued on Page 4)

Local leaders and TNG staff examine VDT study

Washington—Guild members from eight locals in the United States and Canada met with TNG staff here Nov. 30 to review Guild and other experience in preparation for a TNG study of vision and related problems associated with video display and cathode ray terminals.

The group also reviewed what already is known—or suspected—generally about VDT/CRT effects on vision, and heard an update on the search for an institution or institutions to conduct the study [GR, Oct. 22].

Meeting at TNG headquarters were Helen S. Palter of San Francisco-Oakland, an inside classified advertising employee at the San Francisco Newspaper Printing Co.; Ed Gallardo of Los Angeles, a copy editor on the Long Beach Independent and Press-Telegram; Henri Wittenberg of Detroit, a reporter who now is a CRT supervisor at the News.

Also, Adolphe Bernotas of the Wire Service Guild, an Associated Press staffer in Concord, N.H.; Brian Jones of Providence, a reporter on the Bulletin; Andy Burkhardt, a copy editor on the Bulletin; Eileen Carter of Toronto, a data processing employee at the Star; John Lowe of Toronto, the local's president and a classified advertising employee at the Star.

Additionally, Bob Kanasola of New York, a copy editor on the Times foreign desk, and John McClintock of Washington-Baltimore, a copy editor on the Baltimore Sun.

Representing TNG were Ellis T. Baker, director of administrative operations, and Robert Dudnick, associate director of research and information, who is co-ordinating plans for the study.

Participants were chosen as representative of classifications and departments with VDT/CRT experience and of locals which have sought to deal with vision and related problems—especially Los Angeles, Providence and Wire Service. Providence and Toronto each sent a second representative at the locals' own expense.

Each local representative reported on the state of automation and related vision complaints for all departments at his or her paper, including inside circulation departments in SFONG, Toronto and Detroit.

Sheldon Samuels, occupational safety and health expert for the AFL-CIO's Industrial Union Department—and a former newspaper worker—attended the one-day meeting as an adviser.

Dudnick reported that the Mt. Sinai School of Medicine in New York is reviewing material sent it by TNG with the perspective of possibly conducting a study. TNG also has had preliminary discussions with a West Coast institution and is contemplating an approach to a third institution, he said.

Bernotas, in reporting results of a Wire Service Guild survey of working conditions and CRT/VDTs at the two major wire



WORKING GROUP ON VDT STUDY MEETS AT TNG HEADQUARTERS

Clockwise from near left: Bob Kanasola, New York; Eileen Carter, Toronto; John Lowe, Toronto; Helen S. Palter, San Francisco-Oakland; Ellis T. Baker, TNG; Robert Dudnick, TNG; Henri Wittenberg, Detroit; Andy Burkhardt, Providence; Brian Jones, Providence; Ed Gallardo, Los Angeles; John McClintock, Washington-Baltimore, and Adolphe Bernotas, Wire Service

agencies, said that 50 percent of Associated Press respondents complained of vision and related difficulties, and 33 percent of United Press International respondents complained of difficulties.

Jones and Burkhardt reported that the Providence Guild and the Journal and Bulletin had agreed that anyone who thinks he or she needs new glasses or a new examination can obtain them with the company picking up the cost.

The Providence local also had sought medical opinions about eye trouble and headaches possibly associated with VDTs, but with little success, they reported.

In Long Beach, the Los Angeles Guild had attempted to get its own ophthalmologists to study conditions at the Long Beach papers, but management would not agree and instead assigned its own doctor to study the situation, Gallardo said. The company's doctor said there was nothing wrong, Gallardo added.

A Guild-commissioned study or studies would probably be the first in the world insofar as newspaper applications of VDTs and CRTs are concerned, Samuels said.

The little that has been published on the devices' effects in general office use was reviewed by Dudnick, including a survey by Dr. Olov Ostberg of the National Board of Occupational Safety and Health in Stockholm, and a report by David J. Hart, director of the research arm of the International Federation of Newspaper Publishers.

Ostberg, who reported on his survey in the International Journal of Occupational Health & Safety, noted that the precise origin of eye problems is not easy to determine and that it is not easy to separate eye fatigue from general fatigue.

Headaches stemming from the eyes are impossible to separate from those stemming from the neck muscles, he said.

Among the factors contributing to general fatigue, Ostberg added, is the motivational factor—decreased job involvement increases the likelihood of discomfort, especially now that VDTs have become common enough that they are operated by persons who have no special interest in computer sciences.

The routine use of CRTs is difficult to fit into the modern office environment, Ostberg continued, noting "intricate problems of spacing and location of equipment."

Other factors external to the machines include room lighting, furniture design, glare, and the fact that what's good lighting for working with words on paper isn't necessarily good lighting for working with words on screens, he said.

Within the machine itself, the rate of which the image flickers (all VDTs and CRTs must flicker to operate), and contour sharpness of the image are considered of prime importance, Ostberg said.

Dudnick said it was obvious that Hart's report was delivered to a management group, and many of its conclusions are heavily hedged.

But, he added, Hart did note that "working performance tends to deteriorate after periods at work [before the screen] of between four and six hours," and that there is "some evidence" suggesting "temporary" visual afflictions after four continuous hours before the screen.

Hart suggested adjustable chairs and desk heights, or a VDT screen that tilts, which some machines have.

Contractual protections so far are rare in the Guild, the meeting learned.

In SFONG's San Francisco and Oakland contracts, the publisher is required to commission a study at least every three months to determine if the machines are

improperly tuned or focused "to a degree causing undue employee eye strain or fatigue," Dudnick said. The Long Beach contract requires maintenance of the machines.

The Printing Co., agency for the Chronicle and the Examiner, merely sent test results that showed the machines were within "specifications," but there was no indication as to what the specifications were or how they were reached, he added. The Oakland Tribune flatly said that it was impossible to reach any determination because what affects one set of eyes might not affect another in the same way, he said.

In Toronto, extended coffee breaks of 20 to 25 minutes are the practice in the data processing department, and management insists on at least 20 minutes of break time during the morning, Carter said.

In general, the meeting's participants agreed, most editorial department complaints are coming from copy desks, where VDT or CRT use is heaviest. Fewer

complaints were reported from inside circulation departments where operators work with a formatted screen. Experience is limited in most commercial departments so far, but Baker said the Guild expects that more of the machines will be installed there—especially in inside classified and circulation—within the near future on many newspapers. They are being installed or on order in classified ad departments in Baltimore, Long Beach and Printco.

At the suggestion of Providence, TNG also will explore the possibility of adding a further radiation study to the vision study or studies.

There have been a variety of radiation checks at newspapers and wire services in Guild jurisdiction and they have shown the machines to be within federal standards for emissions. But no one is quite certain if these general standards are relevant to the constant use to which VDTs and CRTs are put in newspaper applications or if the testing procedure is adequate, Baker said.

U.S. agency may sue to study pressrooms

New York—The federal government's National Institute of Occupational Safety and Health is considering court action to force two big newspapers and a publishers' association to co-operate with its probe of pressroom health conditions, according to the Wall Street Journal.

NIOSH is conducting industry-wide studies of mortality causes in letterpress, lithography, rotogravure and newspaper plants.

The only opposition seems to have come from the New York Times, the Daily News and the American Newspaper Publishers Assn. Research Institute in Easton, Pa.

"We've been negotiating with these papers for over a year now and received very little co-operation," said Bobby Craft, NIOSH director of surveillance, hazard evaluations and field studies.

"We plan to again solicit the co-operation of the ANPA and its members," he added, "and if that fails, the next step is to get

a court order to allow us to carry out our job under the law—to determine safe exposure standards to hazardous materials over the lifetime of workers."

The probe has been conducted with the assistance of Pressmen's Local 2 here. A team from the Mt. Sinai School of Medicine's Environmental Science Laboratory is tracing the histories of 1,700 journeymen pressmen under a NIOSH contract.

"It's common knowledge that pressmen have a higher percentage of cancer than anybody else," James Griffin, Local 2 secretary-treasurer, said. "We support the NIOSH work wholeheartedly. It's always been a problem—the contract says the publishers will provide us with a safe and reasonably clean place to work and they don't."

Several studies in the United States and Britain "make a strong case" for the possibility that past workplace conditions contribute to cancer, Craft said.

'Equal pay for equal value' asked in Canada

Ottawa—A new federal human rights bill introduced by Justice Minister Ron Basford contains a unique equal-pay section.

It mandates equal pay for "work of equal value" rather than for "equal work" as provided

ed in the U.S. Equal Pay Act and other similar laws.

Under the bill's "equal value" language it may be much easier to achieve wage parity for inside ad salespersons with outside salespersons than under the "equal

work" criteria, a Guild spokesperson said.

Until introduction of Basford's bill there have been only partial regulations on employment discrimination within the federal government's jurisdiction.

EEOC finds bias at Texas paper

San Antonio, Tex.—Race, sex and national origin are discriminatory factors in hiring at Hearst's San Antonio Light, the Equal Employment Opportunity Commission has determined.

The EEOC acted as the result of three charges filed by the San Antonio Guild on behalf of a female member of Mexican-American background who works in the display billing office.

EEOC District Director Alvaro Garza is attempting to have the matter conciliated.

The commission also found that the Light dumped a 20-day suspension on the employee, allegedly for refusing to work overtime but in fact for having filed a previous charge under Title VII of the 1964 Civil Rights Act.

The key charge by the employee and the Guild was that she was denied promotion because of her

sex and national origin.

A wide discrepancy between the percentages of Mexican-Americans, blacks and females in the San Antonio workforce and those employed by the newspaper was found by the commission.

Mexican-Americans make up 42.5 percent of the workforce, but the Light's workforce is only 23 percent Mexican-American. The figures for blacks are 6.7 percent and 3 percent, and for females 39.6 percent and 20 percent.

In addition, the EEOC said, "the distribution of minority groups within [the paper's] workforce shows concentrations sharply different from what would be true if there were no bias present."

Most of the minority-group employees are concentrated in lower-paying jobs, EEOC figures showed.



20 years, 7 months and out

Verda Flaherty, TNG employee who has been auditing locals' per-capita payments to TNG since TNG's headquarters came to Washington from New York in April, 1956, has a string of per-capita-report forms—called 108-Cs—draped around her neck by TNG Secretary-Treasurer Robert M. Crocker as her coworkers wish her well in the retirement she began Dec. 1. Literally hundreds of local Guild treasurers have known her well. Among

gifts presented her by TNG staff were a reclining easy chair and a plaque upon which is mounted a 108-C form bearing the following inscription: "To Verda Flaherty/TNGers will always remember/the relentless recorder/ of the 108-Cs." Helping Flaherty retire above, in addition to Crocker, are: Helen L. Coleman, Yetta Riesel, Eric A. Pohl, Dianne Severn, Alberta F. Padgett and Anita L. Davis.

Biggest boycott set to roll on Stevens

New York—The Amalgamated Clothing & Textile Workers Union has kicked off what may turn out to be the nation's largest-ever consumer boycott—that of the J. P. Stevens Co.

ACTWU, a merger of the old Amalgamated Clothing Workers and the Textile Workers, is zeroing in on what most labor observers say is the No. 1 anti-union employer in North America.

The old textile union had tried to organize Stevens plants in the U.S. South since 1963, but ran into a barrage of legal violations, phone tapping, discharges and like actions.

The National Labor Relations Board has found Stevens guilty of violating labor law 15 times since 1965. Eight of the cases were upheld by federal courts and three by the U.S. Supreme Court. Stevens has been forced to pay more than 1.3 million dollars in back wages to workers because of the cases.

Stevens is the second-biggest

textile company in the U.S., behind Burlington Mills. A Stevens boycott probably will turn out to be an even larger affair than the long boycott of Farah Manufacturing Co., which the old clothing workers union finally won.

As Christmas approaches, the ACTWU and the AFL-CIO's Union Label and Service Trades Dept. point to these as among Stevens brand names consumers are urged not to buy:

Fabrics—Stevens. **Woolens and worsteds**—Wool Press, Forstmann & Andover. **Cotton work fabrics**—Twist Twill, Academy. **Synthetics and blends**—Weftmatic, Lady Consort, Stevetex.

Sheets—Utica, Fine Arts, Beauti-Blend, Mohawk, Beauticale. **Blankets**—Utica, Fine Arts, Utica/Mohawk. **Towels, sheets and blankets**—Tastemaker. **Tablecloths and table sets**—Simtex.

Carpets—Gulistan, Tastemaker, Contender, Merryweather. **Hosiery and underwear**—Fruit of the Loom, Big Mama.

Women's pay falls farther behind men's, study shows

Washington—The earnings gap between men and women has nearly doubled since 1955, the government has reported.

The Labor Dept.'s Women's Bureau says that in constant dollars, taking inflation into account, the gap increased from \$1,911 in 1955 to \$3,433 in 1974.

Among year-round, full-time workers, men's earnings exceeded

women's by 56 percent in 1955 but by 1974 the differential had increased to 75 percent. The 1974 median earnings of women were only \$6,772, compared with \$11,835 for men.

The bureau cited two primary factors: continued concentration of women in low-skilled, low-paying occupations and the "dynamic" rise in women's labor force participation which has resulted in a larger proportion of women in or near entry level jobs.

Women's Bureau Director Carmen R. Maymi said the gulf indicates that the employment gains women have made recently in securing higher-level and better-paying positions have not been significant enough to start a trend toward closing the gap.

She stressed the need for "renewed action to open more training and employment opportunities to women in the high-paying professional, technical, managerial, and craft occupations."

One-year pact in Chattanooga hikes tops \$11 across the board

Chattanooga, Tenn.—A new, one-year contract bargained by the Chattanooga Guild in the Times editorial department raises wages \$11 across the board, resulting in a new top minimum of \$284.52 for reporters, photographers and copyreaders.

Clerks and secretaries go to a top of \$160.11 and copy persons to \$127.32.

The top for wirephoto operators goes to \$179.95; for librarian to \$196.31.

A \$10 weekly premium above the reporter top minimum is added for city, lifestyle, sports, news and tristate editors, and chief photographer and head copyperson.

Individuals paid more than the minimums under the old contract will maintain their differentials.

The new agreement also provides that a committee of Guild and publisher representatives be established to discuss matters not covered under the grievance procedure.

Top goes to \$400 at medical group

New York—Top minimum for copy editors and writers rises \$43 a week, to \$400, in a new, one-year contract bargained by the New York Guild at three medical publications.

The new minimums are the result of general increases of 5.5 percent retroactive to Jan. 1 and 6 percent this Jan. 1 at World Wide Medical Press, Physicians News Service and International Medical Press.

New top minimums in other classifications are:

Business-circulation assistant, editorial researcher—Up \$28, to \$262. **Production assistant, secre-**

tary—Up \$24, to \$223.

Switchboard operator, library clerk, typist—Up \$21, to \$196. **Mail clerk**—Up \$17, to \$163.

Employees will receive a health and welfare payment of \$300 upon delivery of a child, up from \$150.

A personal holiday is added, making a total of 14 holidays. Five weeks of vacation after 10 years of service is provided, up from four weeks. The severance pay ceiling rises two weeks, to 20.

Minimums up \$85 in Antiques pact

New York—A three-year New York Guild contract at Antiques magazine provides for general wage increases of 9 percent, 8 percent, and 7 percent plus cost of living adjustments.

Minimums will rise \$15.40 to \$85.15 a week over the term of the agreement.

The general increases are effective Oct. 1, 1975, 1976 and 1977.

Among increases in top minimums are these:

Senior associate editors—\$504.95 now, going to \$583.50 over the term, an increase of \$78.55.

Associate editors—Up \$42, to \$502.

Assistant editors—Up \$85.15, to \$402.40.

Advertising production assistants, accounting assistants—Up \$79, to \$373.20.

Secretaries, advertising clerks—Up \$68.40, to \$323.05.

Stenographers, circulation assistants, bookkeeping clerks, receptionists—Up \$50.25, to \$237.65.

Milliman, first president of Wire Guild, dead at 73

Oakland—Leonard G. Milliman, a founder and the first president of the Wire Service Guild, died here of cancer Nov. 30. He was 73.

Milliman, who worked for the Associated Press in the Bay Area for 42 years, became the Wire Service Guild's president



Milliman

after the local was chartered by the then-American Newspaper Guild's 1957 St. Louis Convention.

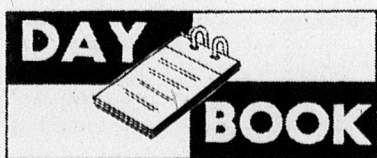
For many years previously, Milliman had been a leading proponent of a separate wire service local.

He first joined the Guild in the San Francisco-Oakland local during the early 1930s, and rejoined in 1969, a year after he retired from the AP. During his earlier membership, he had been a vice president and unit chairperson of SFONG.

After he left the AP, Milliman worked for the old Olympic Press, which published labor papers, and for the old East Bay Labor Journal here. He also headed the California Election Service, an election-returns cooperative.

During World War II, Milliman was the AP's Pacific war editor, writing daily roundups.

Milliman is survived by a daughter, Barbara Berrner, of Castro Valley, Calif., and a son, Michael, of Concord, Calif.



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

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, spring meeting, April 25-29, TNG Headquarters, Washington.

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



JUSTIN F. MCCARTHY, JR.



GERALD J. MINKKINEN

Chicago dismisses Justin McCarthy

Chicago—The Chicago Guild has fired its executive director of 13 years, Justin F. McCarthy, Jr., and hired Gerald J. Minkinen, Iowa organizing director for the American Federation of State, County and Municipal Employees, as his replacement.

McCarthy's discharge is effective Dec. 31. Minkinen began working with him in the Chicago Guild office after a membership referendum sustained the local executive committee's discharge action by a vote of 207 to 95. The referendum was tabulated on Dec. 2.

The local executive committee at its December meeting was to consider ways of making McCarthy's pension entitlement equal what it would have been had he worked for the local at least until he turns 65 in July.

The local executive committee voted 7 to 2 to fire McCarthy near the end of a stormy, three-hours-plus meeting Oct. 13 in which McCarthy declined to retire, according to the local's publication, Memo.

Local President Karen Hasman Pettite attributed the action to "a general lack of confidence," Memo reported. McCarthy also was accused of "lacking aggressiveness," Memo said. It said a move to replace McCarthy last January failed on an 8-to-8 vote in the executive committee.

McCarthy's conduct of his duties was defended by Steve Sarich of the local's Waukegan Unit and Herb Phillips of its Illinois (American Federation of Teachers) Organizers Unit. Phillips said his 20-member group voted to affiliate with the Chicago Guild last December "because of Justin."

The referendum question on McCarthy's discharge was whether to sustain the executive committee's action. It was initiated by a

petition. A second referendum petition, which sought to restrict McCarthy's discharge or other discipline to "just and sufficient cause" grounds and make any action against him subject to arbitration, was rejected by the executive committee on grounds that it had been received after the first petition. The executive committee's action on the two petitions was upheld by a membership meeting.

McCarthy came to the Chicago Guild post in August, 1963, after eight years as administrative officer of the Los Angeles Guild. From February, 1952, until February, 1955, he was an international representative for TNG. He ran for TNG secretary-treasurer in the fall of 1955, losing to now-TNG President Charles A. Perlik, Jr. He returned to his job as copy and makeup editor on the Chicago Sun-Times after the election, staying until elected to the Los Angeles post.

Minkinen, 32, spent the last three years as AFSCME Iowa organizing director after working as an AFSCME international representative in South Dakota and southern Minnesota. From 1964 to 1971 he was a survey party chief and senior highway technician for the Minnesota highway department. While in Iowa with AFSCME he also lectured on labor relations for a University of Iowa business class, served on a Supreme Court Day panel at Drake University and appeared before several groups interested in public sector labor relations.

He was involved in the early stages of an AFSCME organizing campaign that resulted early in November in a 1,308-to-71 representation election victory for the union among the state's Dept. of Transportation maintenance workers.

Guild takes merger rule suit to Supreme Court

Washington—TNG has asked the U.S. Supreme Court to hear an appeal of a lower court's rejection of the Guild's challenge to a Justice Dept. interpretation of the Newspaper Preservation Act.

The 1970 act provided that new joint publishing operations must be approved beforehand by the U.S. attorney general. But the Justice Dept. ruled that they need not be, and that the act's provision merely provided an option for publishers who wish to avail themselves of the act's exemption of joint operators from antitrust prohibitions against profit-pooling, price fixing, and market splitting.

Such mergers entered without prior clearance, however, would be subject to possible after-the-fact prosecution under the antitrust laws, the department said.

In a petition filed Nov. 3, the Institute for Public Interest Representation of the Georgetown University Law Center here, which is representing TNG in the case, said there are two central issues:

✓ Is the attorney general's express prior consent required?

✓ Did the U.S. Court of Appeals for the District of Columbia exceed the scope of its authority and misinterpret the act when it rejected TNG's position on July 1?

TNG's action was filed in District Court on Feb. 19, 1974. That court ruled the Justice Dept.'s interpretation to be erroneous and unlawful and enjoined implementation of administrative rules setting it forth.

The defendant—the attorney general—moved for a rehearing, which was denied, and then appealed to the Appeals Court.

Dissenting, Appeals Court Judge Edward A. Tamm said the "plain meaning" of the Newspaper Preservation Act should be followed and that a broad exemption from the anti-trust laws would result in loss of jobs, lessen competition and destroy separate editorial voices.

In the petition to the Supreme Court, TNG's attorneys said that the Appeals Court's majority decision "frustrates the effectuation of the act's overriding purpose of preserving a free and competitive press."

It noted that "the prior con-

sent requirement was adopted in order to ensure that the public interest would be effectively protected."

The petition also said that joint operating agreements "can be entered into secretly and put into effect overnight. Plants are closed, workers are discharged, facilities are merged, competition ends and substantial collaboration between two, or among several, previously autonomous papers begins."

"Necessarily," the petition continues, "this process results in substantial economic and social dislocation. Attempting to undo such arrangements after antitrust prosecution would inevitably protract and compound the dislocation and is not likely to be successful."

"The sanction of subsequent prosecution under the anti-trust law, with its illusory remedy of resurrection of the constituent papers, is clearly not the answer Congress explicitly provided. . . . Surely, congressional intent to protect this vital First Amend-

ment concern should not be so easily defeated."

The petition reminded the Supreme Court that in a previous case it suggested that imposition of an interpretation contrary to a statute's wording was justified only if such interpretation is supported by a "clear congressional intent expressly delineated in the legislative history."

The legislative history of the Newspaper Preservation Act, the petition said, "is, at best, ambiguous" and "hardly constitutes a sound basis for rejecting reliance on the plain meaning of the statute."

"This difficulty is further compounded by the [Appeals Court] majority's imposing an interpretation . . . precisely opposite to that suggested by a plain reading . . ."

The Appeals Court's reversal of the District Court said that the lower court was literally correct in upholding TNG's position, but that its finding was contrary to the "object and policy" of Congress in passing the act.

Arbiter gives printers keyboarding in St. Paul

(Continued from Page 1)

In a second opinion and award, issued Nov. 23, Jacobs granted the union's request for relief "in total."

It affirms the 1975 award and provides that "the keyboarding of text codes and command codes" for "each and every kind of copy" shall be done by Typographical Union members and that the keyboarding of codes for classified ad copy be assigned "forthwith" to the composing room.

Norman Hammink, the local's secretary-treasurer, said this means that all copy destined for the scanner will have to be retyped by printers, text as well as typesetting codes since "every keystroke is in fact a code" and "our contract clearly says we have all preparation of computer input" for typesetting.

Hammink also said that the local is not averse to bargaining a different settlement of the dispute with the company "if the ingredients are proper. But the proper ingredients have not been put on the table," he said.

Jacobs' damages award is based on the printers having lost seven

situations (jobs) from the time the scanner was introduced until the time the company officially assigns the work back to the composing room. Hammink said he calculates the damages at about \$250,000 "give or take \$20,000."

Hammink said the Dispatch-Pioneer Press Chapel intends to divide the money among its members according to their availability to work during the 25 or 26 months the issue was in dispute.

Company attorneys had moved to disqualify Jacobs because he refused to answer six questions posed by the attorneys during a hearing held a year after the original award.

Jacobs rejected the motion, saying that to have answered the questions "would have required the arbitrator to prejudge several significant aspects of the remedy questions without benefit of hearing the evidence the parties had to offer."

The company, upon Jacobs' refusal to answer the questions about the original award, refused to put on an affirmative case.

Jacobs said the original award was clear and that the union, at least, had understood it.

Canada voids monopoly case

Ottawa—Canada's Supreme Court has dismissed five-year-old monopoly charges against the Irving newspaper chain, which owns all the dailies in New Brunswick.

In a unanimous decision, the nine-member court said it was not enough that Irving companies owned or controlled all five papers in the province.

It must be proved that the control is against the public interest and the prosecutors failed to do so, the court said.

Prosecutors had contended that complete control produces a presumption that competition is thereby lessened and the public harmed thereby.

The court rejected testimony from several present and former newspaper people from outside New Brunswick called as experts by the prosecution. "They spoke theoretically," the court said.

Three ex-TNG presidents honored by Labor College

New York—The Labor College of Empire State College here has established scholarships for students in labor studies in the names of the three living former TNG Presidents: James B. Woods, Joseph F. Collis and Kenneth G. Crawford.

The college, part of the State University of New York, will award the scholarships to active union members enrolled in its four-year degree program. Similar scholarships were established simultaneously in the names of living former presidents of other national and international unions, as well, including David Dubinsky of the International

Ladies' Garment Workers, Jacob S. Potofsky of the Amalgamated Clothing Workers and P. L. (Roy) Siemiller of the Machinists.

Woods, of St. Louis, was TNG's president, then international chairman, from 1967 to 1973.

Collis, of Wilkes-Barre, was TNG president from 1953 to 1959.

Crawford was president in 1940, after the death of Heywood Brown, the founding president.

Vice President David M. Mulcahy of New York represented TNG at a dinner Oct. 29 at which the scholarships' creation was announced.

LOCAL ELECTIONS

Harrisburg

Donald C. Sarvey, president; Robert G. Gentzel, 1st vice president; Dale Davenport, 2nd vice president; Rodney Felix, treasurer; Mary O. Bradley, secretary.

Los Angeles

Linda L. Zink, president; Ronald R. Schroyer, vice president; George B. Laine, secretary; Allan R. Black, treasurer; Edward A. Gallardo, sergeant at arms.

New York

Thomas P. Murphy, president; Harry Ryan, first vice president; Cesar Viruet, second vice president; Carole Thielman, third vice president; Harry Fisdell, ex-

ecutive vice president; Ray Mann, secretary-treasurer.

Rochester

Paul Warren, president; Jim Rowley, vice president; Joy Hill, secretary; Stewart Elliott, treasurer.

San Francisco-Oakland

Larry Hatfield, president; Al Frankenstein, first vice president; Fran Dauth, second vice president; Jackie Butler, third vice president (Frankenstein, 326; Dauth, 275; Butler, 161; Joe Whitworth, 149; Arno Raessler, 148; Les Tusup, 147; Sonya M. Rilleau, 125); Zena Susoev, treasurer (Susoev, 375; Ed O'Connor, 191); Margaret Binkley, recording secretary (Binkley, 289; Knox Bronson, 209); Fred D. Fletcher, executive secretary.

IFJ condemns journalists' expulsion from Britain

Aachen, Germany—The International Federation of Journalists Bureau (executive committee) has called upon Britain's home secretary either to "rescind" or "justify . . . publicly" deportation orders issued against two U.S. writers working in London.

The IFJ body's action, taken at a meeting here Nov. 18-20, pointed to "the ease" which the British government was able to order the deportations under the nation's security laws and called it an "attempt to inhibit investigative journalism and to intimidate journalists."

One of those ordered deported was Mark Hosenball, a London resident for six years who has worked for the tabloid Evening Standard since July and previously for the counter-culture magazine, Time Out. Hosenball was given 14 days to leave the country in an order served on him on Nov. 16.

Philip Agee, a former U.S.

Central Intelligence Agency employee who revealed some of the agency's secrets in "Inside the Company: C.I.A. Diary," a book published in Britain two years ago, was served a similar deportation order on Nov. 17.

The National Union of Journalists, to which both men belong, charged that they were both being "victimized . . . for the crime of doing their job and doing it well."

TNG President Charles A. Perlik, Jr., the IFJ's vice president for North America, said that "we share the view of our NUJ colleagues that such casual and unsupported charges cannot go untested."

"The long traditions of British journalistic freedom demand that such chilling incidents cease," Perlik said.

Agee has been living in Britain about four years and was an associate editor of Counter-Spy,

a magazine published in Washington and devoted to uncovering intelligence activities, according to the New York Times. An upcoming issue was to contain an article by Agee about his book.

Hosenball, described by an Evening Standard editor as a "most diligent, prolific and intelligent reporter," had written articles about a defense communications center, the CIA and the troubles in Northern Ireland while with Time Out. One article listed names of purported CIA agents in Britain.

The two were ordered out of the country under a five-year-old immigration act allowing deportation of foreigners when their presence in Britain is incompatible with the public good.

Britain's Home Office would only say that Hosenball was considered a security risk.

It said that Agee had maintained regular contacts with foreign agents and had helped others obtain information that "could be harmful to the security of the United Kingdom."

The government would not elaborate on its accusations about

either Hosenball or Agee, however.

Other actions by the IFJ Bureau included an expression of support for the continuing difficulties the IFJ's French affiliates and their members are having as a result of the "economic attrition" being experienced by the press in that country. It noted that one of the French journalists' unions is protesting the sale of the Paris daily, France Soir, to a newspaper chain headed by Robert Hersant, a former Nazi collaborator.

The bureau also received a report from its two observers to the International Organization of Journalists' 8th Congress (convention) in Helsinki, Finland, Sept. 21-23. The IFJ observers attended in keeping with an IFJ decision in 1973 to explore areas of co-operation with other journalists' organizations despite "diverging basic conceptions." The East European-oriented IOJ had observers at the IFJ's convention last May.

The IFJ's representatives to the Helsinki meeting said the bulk of the IOJ convention's actions "consisted of statements—mainly

political—by the delegates of the countries and organizations represented" with the United States the butt of many of them.

Noting that most of the IOJ delegates had been transported by special trains from Moscow and Prague, the IFJ representatives said they were impressed with the monolithic structure of the IOJ sessions. An "orientation document" covering 29 points in eight single-spaced, typed pages was passed without alteration, they said.

The document covered subjects ranging from support for "the Arab peoples' . . . heroic fight against imperialism" through attacks on Radio Free Europe and Radio Liberty to support for the UNESCO declaration which would encourage governments to control news gathering within their borders.

IFJ Bureau members, meanwhile, said they were generally gratified that the UNESCO document was sent back to committee at the UNESCO meeting in Nairobi earlier in November. The IFJ's Congress in May had called for rejection of the measure.

The bureau also received an outline of the program for a workshop on organizing African journalists' unions conducted under IFJ auspices in Maseru, Lesotho, Nov. 26-Dec. 3. Robert A. Steinke, executive secretary of the St. Louis Guild, served on the faculty.

The bureau also set for May 2-6 in Brussels the next meeting of the IFJ Executive Committee. The committee is analogous to representative assemblies within Guild locals.

Grand jury seeks paper firms' data

Philadelphia—At least nine major paper companies and their trade association have been subpoenaed by a federal grand jury here seeking information on pricing and paper shortages.

The subpoenas, sought by the Justice Department's anti-trust division, are for a wide range of documents relating to alleged price-fixing and the shortage of paper products from the spring of 1973 until early 1975, according to the Wall Street Journal. Newsprint was among the paper products in short supply during the period.

Among industry giants receiving the subpoenas were Boise Cascade Corp., Crown Zellerbach Corp., Great Northern Nekeosa Corp., International Paper Co., St. Regis Paper Co., Union Camp Corp., Westvaco Corp., Weyerhaeuser Co., and Continental Group, Inc.

They have until Dec. 20 to produce the documents. Many of the companies said they would try to narrow the subpoenas' scope.

There have been several grand jury investigations of price-fixing allegations in the paper industry within the last year.

In a case unrelated to the present action, a Philadelphia grand jury last month returned an indictment charging five companies with conspiring since 1950 to fix the prices of some paper bags.

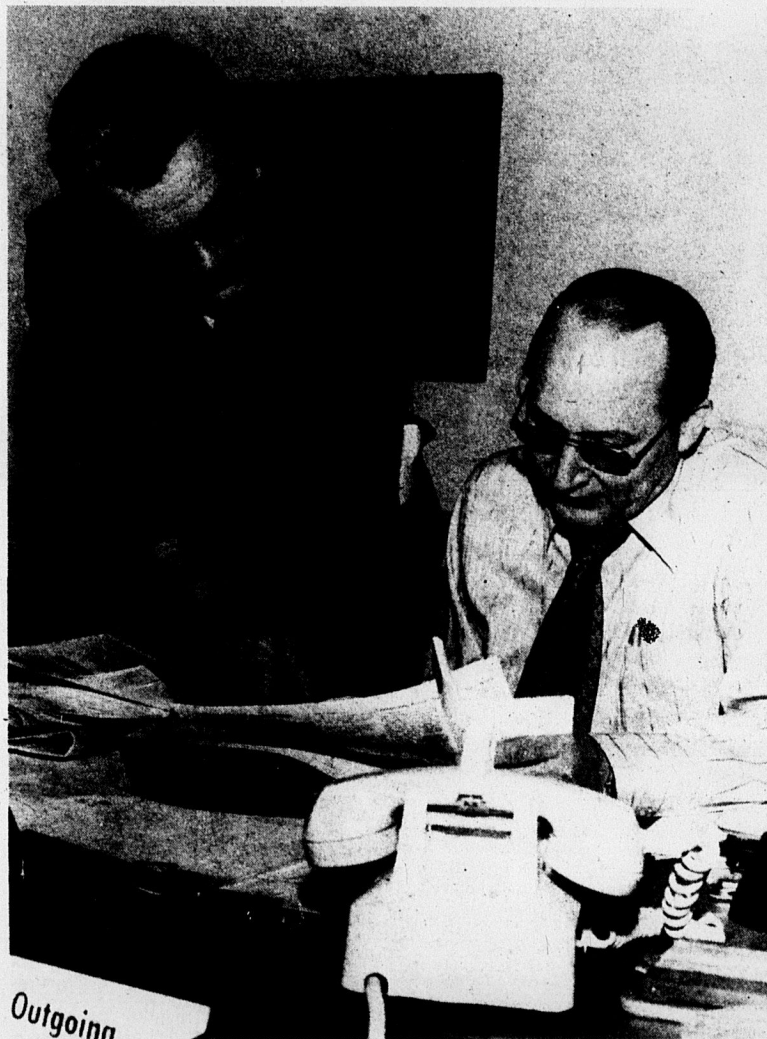
Earlier this year, a Chicago federal grand jury indicted 23 companies on charges of fixing the price of cartons, and 13 companies were fined.

In Canada, federal combines (anti-trust) investigators have been examining files at the corporate offices of most major Canadian pulp and paper companies, concentrating on newsprint pricing and marketing policies [GR, Nov. 12.]

In New York, meanwhile, St. Regis said it is ready to discuss terms of its possible acquisition of Southland Paper Mills, Inc., of Lufkin, Tex.

St. Regis already owns 37 percent of Southland stock. The Texas company, which wouldn't comment on the St. Regis announcement, is the nation's second largest newsprint producer, with sales of almost \$166 million.

It was started by several U.S. newspaper publishers to provide a domestic newsprint source.



Outgoing

A TNG-ITU news service?

James M. Cesnik, editor of the Guild Reporter, and Horst Reschke, International Typographical Union director of publications and public relations, examine a recent issue of the ITU Review during a recent visit by Cesnik to ITU headquarters in Colorado Springs. The two set up a system to keep each other informed of events involving co-operative activity by the two unions in bargaining and organizing.

ITU wins vote in editorial unit

Dubuque, Iowa—The International Typographical Union has won bargaining rights for approximately 40 employees in the editorial department of the Dubuque Telegraph-Herald.

The vote in an election conducted by the National Labor Relations Board was 21 for the ITU and 19 for no union.

The ITU already represents the composing and mail rooms at the family-owned, 40,000-circulation evening and Sunday paper.

A representation petition was filed in August and the election was held on Oct. 29.

Small increase

Washington—Workers' hourly earnings have increased by 73 percent since 1967. But, measured in dollars of constant purchasing power, earnings have advanced only 7 percent, according to the U.S. Labor Dept.

The U.S. price elevator

The following table shows the ascent of the United States Consumer Price Index over a 46-month period following a 0.7-point rise, to 173.3 in October. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

	Index*	Same month prior year	December 1972†
October, 1975	164.6	7.6	29.3
November	165.6	7.3	30.1
December	166.3	7.0	30.6
January, 1976	166.7	6.8	31.0
February	167.1	6.3	31.3
March	167.5	6.1	31.6
April	168.2	6.1	32.1
May	169.2	6.2	32.9
June	170.1	5.9	33.6
July	171.1	5.4	34.4
August	171.9	5.6	35.0
September	172.6	5.3	35.6
October	173.3	5.3	36.1

* 1967 = 100 † Index in 1972

Post to split stock, boost dividend

Washington—The Washington Post Co. will split its common stock two for one and pay a substantially higher dividend, the diversified company announced Nov. 10.

Meanwhile, the company's Washington Post showed a daily circulation drop in the face of strong gains by its evening competitor, the Washington Star.

Post directors expect to declare a 36-cent dividend on the split shares, on which the current payout is 50 cents per unsplit share, or an equivalent of 25 cents.

That's a 44 percent increase in

the dividend and will be paid "barring some unforeseen difficulty," a company officer said.

The Post Co., which also operates Newsweek magazine, a daily paper in New Jersey and broadcasting stations, announced a sharp increase in third-quarter profits on Oct. 26.

Net income was 3.5 million dollars, or 78 cents a share, up from one million dollars, or 23 cents a share, for the third period of 1975.

Across town, the Star reported that during the six months ended Sept. 30 it was the largest circula-

tion gainer among the nation's daily newspapers.

The Star gained 32,072 in daily circulation, bringing it to 385,240 Monday through Friday. Sunday circulation gained 38,180 over the like 1975 period, to 374,267. Saturday circulation also was up substantially, when the Star publishes in the morning.

The Post said it lost 4,369 in daily circulation in six months ending Sept. 30 as compared to the year-ago period, making its daily circulation 530,031. On Sundays, the Post gained 4,541, to 741,068.

Needn't pay pregnancy benefits, court says

(Continued from Page 1)

kinds of disabilities.

The high court's action puts this guideline in jeopardy, at least.

But it does not prevent unions from bargaining contractual maternity benefits applied in the same manner as other disability benefits, Perlik noted.

Nor does it prevent Congress from rewriting Title VII to get around the Supreme Court's decision. And there were indications that a campaign for such legislation would be started.

By ruling as it did, the Supreme Court overturned decisions of the six federal courts which had heard similar cases in recent years.

Writing for the majority, Associate Justice William H. Rehnquist said the plan under litigation—that of General Electric Co. — “is nothing more than

an insurance program which covers some risks, but excludes others.”

It doesn't provide benefits worth more to women than to men, the majority opinion said.

Nonsense, said the minority.

Associate Justice William J. Brennan, in a dissent joined by Associate Justice Thurgood Marshall, wrote that the majority opinion “simply disregards a history of General Electric practices that have served to undercut the employment opportunities of women who became pregnant while employed.”

Brennan also said that the GE plan covers other such “voluntary” disabilities as sports injuries, attempted suicides, venereal diseases and elective cosmetic surgery.

The third dissenter, Associate Justice John Paul Stevens, wrote in a separate opinion that by definition a plan which

excludes pregnancy benefits is sexually discriminatory because “it is the capacity to become pregnant which primarily differentiates the female from the male.”

GE's plan, Brennan and Marshall wrote, does cover disabilities which are exclusive to men — prostatectomies, vasectomies and circumcisions.

The majority, however, said that “there is no risk from which men are protected [by the GE plan] and women are not. Likewise, there is no risk from which women are protected and men are not.”

A disability benefits plan isn't discriminatory simply because it is “less than all-inclusive,” the majority held.

GE's plan provides that workers who must take time off because of disabilities are paid up to 60 percent of normal wages—unless they are pregnant.

Rehnquist's opinion for the majority

based the ruling in part on a 1974 high court decision which found that it was constitutional for California to exclude pregnancy-related benefits from its state disability program.

The female employees who brought the class-action suit with the support of their union, the IUE electrical workers, contended this was different because the issue was litigated under the Civil Rights Act, rather than the Constitution.

The Dec. 7 ruling may have serious consequences in other areas of anti-discrimination law.

One of the dissenters said that if the court could rule as it has on the pregnancy case, it could allow an employer to refuse to provide sick pay or other benefits for an employee who became ill with sickle cell anemia, which strikes only blacks.



'30' after 28

Paul Freye, left, former ANG (now TNG) vice president at large, California-Nevada (now Western) District Council president, Sacramento (now Central California) Guild president and treasurer, Guild convention delegate and Sacramento Bee Guild Unit chairperson, receives boutonniere from Al Larson during party marking Freye's retirement after 28 years on the Bee's copy, wire and

sports desks. Freye was on the International Executive Board from 1953 to 1955. For 22 years he was secretary-treasurer of the Sacramento Journalism Foundation, which awards annual journalism scholarships. In a letter read at the party, TNG President Charles A. Perlik, Jr., said “there isn't any ‘30’ for the high esteem and deep gratitude” TNG and the local hold for him.

Unions in Ottawa settle at Citizen

(Continued from Page 1)

Librarian—Up \$26.57 now, to \$292.27, and up another \$23.38, to \$315.65, in the second year, a total increase of \$49.95.

Proofreaders—Up \$28.83 now, to \$317.08, and up another \$25.37, to \$342.45, in the second year, a total increase of \$54.20.

Janitors—Up \$19.60 now, to \$215.60, and up another \$17.25, to \$232.85, in the second year, a total increase of \$36.85.

Senior clerks—Up \$23.67 now, to \$260.32, and up another \$20.63, to \$280.95, in the second year, a total increase of \$44.30.

Clerks—Up \$18.68 now, to \$205.43, and up another \$16.43, to \$221.86, in the second year, a total increase of \$35.11.

Bookkeepers—Up \$19.47 now, to \$214.17, and up another \$17.13, to \$231.30, in the second year, a total increase of \$36.60.

If AIB controls are lifted, the company agreed, there will be a reopener on wages.

Publisher payment for the dental plan and group supplemental health insurance rises to 100 percent, from 80 percent, the service requirement for a fifth week of vacation is reduced from 23 years to 20, and the anniversary of the employee's date of hire is added as a 10th holiday.

These provisions also are subject to AIB approval.

The differential for Guild members performing management work goes from \$4 a shift to \$5.

The mileage rate increases five cents, to 21, with an escalator that provides a cent increase for every dime increase in the price of gasoline up to \$1.25 per gallon. Thereafter, there will be a two-cent increase for the first dime increase.

Guild-covered employees will be advised of any letters to the editor critical of them and management will not unreasonably withhold the opportunity for the employee to respond on the same page as the letter appears.

The tentative agreement was reached in joint bargaining between the Citizen and the Ottawa Council of Newspaper Unions, which is composed of the Guild, Ottawa Typographical Union, the Printing & Graphic Communications Union pressmen and stereotypers, and the International Mailers Union local.

In the lockout at the Journal, meanwhile, the company told the Guild that it would not bargain

as long as Ottawa Guild President James McCarthy was in the room, allegedly because he is a Citizen employee.

The Guild committee responded that the membership had elected McCarthy and that he would stay.

A meeting was scheduled for Dec. 7, but it was doubtful if it would be held. In the past, the company has said it would meet if McCarthy wasn't present and if the other unions in the council were not present. The Guild has responded that both would be present or there would be no meeting.

A Guild representative said an advertising boycott was picking up steam.

On the circulation front, the French-language Le Droit announced it had picked up 8,000 copies daily and the Citizen was said to have increased its daily circulation by 14,000. The Journal, meanwhile, claimed that its daily press run was up 10,000 since the lockout started. All are evening papers.

The Journal and the Citizen had been bargaining together, but the Citizen pulled out of the arrangement, saying that it disagreed with the Journal's bargaining posture.

The Ottawa Guild reported \$4,075 in contributions to its lockout fund from other Guild locals as of Dec. 5. They included the following:

Montreal Guild	\$ 250
Wilkes-Barre Guild	50
Victoria Guild	550
Brockton Guild	25
Hudson County Guild	25
Puerto Rico Guild	50
St. Louis Guild	250
Toledo Guild	50
Denver Guild	100
Vancouver-New Westminster Guild	300
Boston Guild	100
Great Falls Guild	25
New York Guild	100
Twin Cities Guild	50
Washington-Baltimore Guild	150
Toronto Guild	2,000

... Broun judges

(Continued from Page 1)

to 1963, when he became chief counsel of the Senate Judiciary subcommittee on constitutional amendments.

Later, he was special assistant to Labor Secretary W. Willard Wirtz. He joined the New York Times as Supreme Court correspondent in 1965, and joined CBS News in 1972.

Graham is the author of two books. In 1974, he won three Emmy awards for his coverage of Watergate and the resignation of Vice President Spiro T. Agnew.

Victoria pact yields \$75 boost

(Continued from Page 1)

Upgradings in the new Guild contract provide increases of \$78.82, to \$322.18 a week, in the top minimum for assistant librarians, and \$56.26, to \$216.85, in the top for library assistants.

The first increase in the top minimum for reporters, photographers, display and classified salespersons and district managers is \$25.29, retroactive to July 1, while another increase of \$13.65 on Dec. 1, put their top at \$355.02 a week.

The assistant librarian top is currently at \$292.03, with a \$37.34 raise retroactive to July 1 and another \$11.23 effective Dec. 1.

Increases in other minimums include:

The flat for janitors: Up a total of \$46.48, to \$240.88, with \$15.55 from July 1 and \$8.39 Dec. 1, putting the present rate at 218.29.

Stenographers' top: Up a total of \$45.20, to \$234.20, with \$15.12 from July 1 and \$8.16 Dec. 1, putting it at \$212.28 now.

Flat minimum for deskpersons, magazine and features editors is up a total of \$76, to \$393.78; that for slotperson is raised

\$77.26, to \$400.30, and that for associate city editor is raised by \$77.53, to \$401.71 a week.

The settlement also adds a maternity-leave provision to the Guild's contract, improves its fair-employment-practices guarantees, adds an 11th holiday—British Columbia Day—and forbids editorial employees being required to write or produce “commercially oriented or advertising support copy.”

The mileage minimum for district managers is increased \$12.50 a week, to \$43 for those on the Colonist and \$42.50 for those on the Times. The minimum for ad salespersons is upped \$7.50, to \$27.50 a week. The mileage rate is raised a nickel, to 23 cents.

The contract's automation protections are improved to specify that retrained employees will not have their pay reduced and that the paper will provide sufficient time and adequate facilities for retraining without loss of pay.

Provisions are added for employees with five years' or more service who are 60 or older to elect early separation in the face of technological change and receive \$450 a month until they reach 65. Pension and health,

dental and other insurance premiums are to continue to be paid and pension benefits after 65 are to be as though the employees had continued working.

Higher than normal severance pay of three weeks pay for five years' employment and a week for each additional six months, up to 60 weeks, is provided for those under 60 who wish to leave in the face of new technology.

A provision is added for arbitration of jurisdictional disputes when technological change would eliminate a job function within Guild jurisdiction or transfer or combine it with a function in another union's jurisdiction. Two three-month periods are provided for the Guild, other unions and management to seek to resolve jurisdiction problems short of arbitration. The change may not be implemented during the two three-month periods unless the jurisdictional problem is resolved.

The unions—the Victoria Guild, the Printing & Graphic Communications Union pressmen and stereotypers and the Typographical Union printers and mailers — bargained jointly through the Victoria Joint Council of Newspaper Unions for the fourth time since 1971.

BOOTH PRICE 'REASONABLE'

\$307 million for cash license

S. I. Newhouse's purchase of the Booth chain for a record 307 million dollars—cash—47 million in February and 260 more in November—is a most graphic demonstration of one of the least understood facts about the newspaper industry today, according to at least one industry analyst:

"Small- to medium-sized newspapers with a monopoly are the Cadillac of newspaper stocks," as John Morton of Colin, Hochstein Co. put it.

"These are steady, reliable, profitable businesses and that is practically a license to print money," he told the New York Times.

And Booth fits Morton's criteria to a T: Eight dailies in eight cities. Each of them the only one in town. Only two of them, the Grand Rapids Press and the Flint Journal, with daily circulations exceeding 100,000—about 125,000 for the former and about 106,000 for the latter. Two of them in the 55,000-daily-circulation range—the Kalamazoo Gazette and the Saginaw News. The other four all under 50,000 circulation: the Muskegon Chronicle, Bay City Times, Ann Arbor News and Jackson Citizen-Patriot.

Booth's Parade magazine Sunday supplement is distributed by 113 newspapers with a total circulation of about 19.5 million. Its ComCorp chain of Cleveland-area weeklies, however, has been earning profits at a less than spectacular rate.

Morton said he believes Newhouse paid a "reasonable price" for the Booth chain in view of those being commanded by individual dailies.

The 307 million dollars Newhouse put out for the chain compares with a previous high of 173.9 million dollars involved in the merger of the Knight and Ridder chains in 1974, and that was in stock exchanges, not cash.

But, according to the newspaper pricing formula advanced by Rupert Murdoch, the publishing magnate from Australia who is buying the New York Post, Newhouse may not have paid enough.

Murdoch told Alexander Cockburn of the Village Voice that "you pay three times the revenue, because it's a monopoly and a license to steal money forever. Or you pay 50 times earnings, or 40 times earnings."

Booth has estimated that its

1976 revenues will reach 186.4 million dollars, which would produce a sale price of nearly 560 million dollars under Murdoch's formula.

Booth estimates its 1976 profits at 16.2 million, which would produce a sale price of 648 million dollars under Murdoch's more conservative formula.

Booth also estimates that its 1977 revenues will be 202 million dollars and its profits 19 million dollars.

Booth's has had a 16 percent annually compounded profit growth over the past five years.

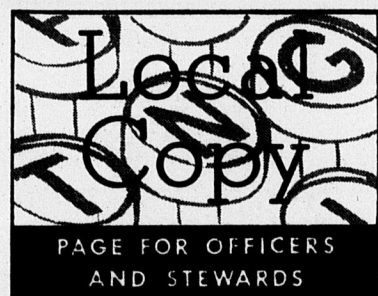
Morton said Newhouse would have paid about 20 million dollars more.

At least one chain besides the Times Mirror Co. of Los Angeles, which quit bidding at about 295 million dollars, dropped out of the bidding for Booth, according to Forbes magazine. Tom Murphy of Capital Cities Communications said that company, like "everybody else," is looking for "more exclusive franchise newspapers" and was outbid for Booth.

"There are a lot more Indians circling the wagon train these days—and all the Indians have a lot of money," he said.

Factors besides its papers' monopoly positions that made Booth an attractive buy, according to Morton, include the facts that Booth has nearly 50 million dollars in cash and no debt and that all the papers have been converted to the new electronic production processes.

With its purchase by Newhouse, Booth leaves the ranks of the publicly held publishing companies.



NAMIBIA vs. \$4.19 SCOTCH

Ads? They carry big news, too!

By TOM FESPERMAN

My old pals in the newsroom are going to think I've gone commercial on them, and I guess in a way I have.

I do know the 39-cent-a-pound chicken gets a bigger headline in my mind than the latest whoopedoo in Namibia.

And the \$4.19 full quart of Scotch is a big item, though I do not personally go for the stuff.

I used to spend all my awake time, and some sleepy time, in the newsroom weighing skirmishes in Africa against some defense spending hassle in Capitol Hill. Which was the bigger deal?

You didn't mention the ads to us news-editorial types without hearing a few unprintables. The ads just got in the way of our bringing you hot history.

But I've been away from the newsroom quite a while, and spend all by time out here (Phoenix, Ariz.) where the money is tighter than a new garter . . . where all the economics we know are those on price tags and withdrawal slips.

So, old buddies, the ads aren't the nuisance I used to think they were. The ads carry news that's going to make us sad or glad in the next few hours.

We figure the Middle East will still be there somehow next Tuesday.

The glassy-eyed bureaucrats will come out

Happy Birthday
JOHN EDGINGTON
(on Your 41st)
San Diego Newspaper Guild

Nov. 21, Page H-8

A few of the members of the San Diego Guild passed the hat among a few more and came up with \$132 to buy this ad in the San Diego Union to surprise the local's administrative officer, John Edgington, on his birthday Nov. 21. Edgington said he truly was surprised, especially since it was his 39th birthday, not his 41st. His first 39th birthday, he emphasized. The local's secretary, Michelle Davis, said they knew it all the time. She said it was pure coincidence that the ad ran next to one announcing a school's opening of modelling classes for males.

Bike riding case 'good' but boss's 'no' sticks

Seattle—Even though the Pacific Northwest Guild "made a very good case for the widespread use of bicycles," an arbitrator here has rejected the Guild's claim that a newspaper cannot prevent an advertising salesperson from making downtown rounds on two wheels.

The issue arose when William Aiken, a display representative with accounts within 100 square blocks of downtown Seattle, decided it would be a good idea to make his calls by bicycle to save himself and the Seattle Times a lot of trouble, including car hassles and bus fares.

No way, said the Times.

It's not dignified.

It's poor taste.

It's very poor taste.

And it's embarrassing.

Never mind that the Times itself had run several stories on what a good idea bikes were—quiet, non-polluting, healthy, efficient, inexpensive.

But not very dignified, apparently.

"The Guild's evidence tends to make the Seattle Times look a bit conservative," arbitrator Mary Ellen Krug wrote.

In a remarkable passage, however, she added:

"But when the Seattle Times hires a salesman to sell advertising, it has a right to have that employee demean himself as it thinks will make him most effective in selling, not in the advocacy of new styles, however meritorious they may be."

SINCE 1960

Phone top up \$151

Average increase in the top minimum for classified-advertising telephone salespersons covered by Guild contracts since 1960 has been \$151.02 a week, according to a new tabulation by TNG's Collective Bargaining Dept.

The tabulation, along with more than 30 others, is issued to locals every two months. It shows that the greatest increase between Aug. 1, 1960, and this Dec. 1 came under the Washington-Baltimore Guild's contract with the Washington Post: up \$240.50 a week from \$79 a week then to \$319.50 a week now.

The present telephone-sales top minimum at the New York Times is the highest among the contracts in the study: \$334.60 a week. The increase in the minimum at the Times over the 16-year period is the second highest: up \$229.35 a week, from \$105.25 in 1960.

Highest telephone-sales top minimum in 1960 was \$110.50 a week, at the St. Louis Post-Dispatch. It has risen \$163.71, to \$274.21, in the interim.

Forty-eight Guild newspaper contracts that currently cover telephone salespersons also covered them in 1960. Average top minimum among the 48 now is \$229.28. It was \$78.26 then.

Below is the table of the 48 contracts' telephone-sales top-minimum increases from Aug. 1, 1960, to this Dec. 1, in descending order of the increases:

Contract	12/1/76	8/1/60	Increase
Washington Post	\$319.50	\$79.00	\$240.50
New York Times	334.60	105.25	229.35
Detroit Free Press	307.45	79.96	227.49
New York News	331.55	105.55	226.00
Seattle Times	271.75	76.75	195.00
Seattle Post-Intelligencer	268.75	78.50	190.25
Washington Star	270.85	83.50	187.35
Philadelphia Inquirer	268.94	86.50	182.44
New York Post	284.05	101.90	182.15
San Jose Mercury and News	265.80	84.11	181.69
Philadelphia Daily News	268.94	88.00	180.94
Sacramento Bee	265.80	85.05	180.75
Sacramento Union	258.39	78.00	180.39
Stockton Record	253.70	77.50	176.20
Honolulu Advertiser	250.77	75.16	175.61
Boston Herald American & Herald	255.50	82.00	173.50
Advertiser	265.80	94.75	171.05
San Francisco Chronicle and Examiner	250.77	81.00	169.77
Honolulu Star-Bulletin	237.38	70.00	167.38
Toronto Star	274.21	110.50	163.71
St. Louis Post-Dispatch	224.00	64.25	159.75
St. Paul Dispatch and Pioneer Press	234.60	75.00	159.60
Tacoma News-Tribune & Ledger	235.00	77.00	158.00
Denver Post	240.11	84.50	155.61
San Mateo Times	228.99	75.00	153.99
Toledo Blade	227.50	71.50	146.00
Railtime Sun and Evening Sun	237.26	89.50	147.76
San Diego Union and Tribune	246.11	100.00	146.11
St. Louis Globe-Democrat	202.00	56.00	146.00
Denver Rocky Mountain News	218.80	74.50	144.30
Wilkes-Barre Times Leader-News-Record	224.45	86.50	137.95
Chester, Delaware County Times	215.91	82.50	133.41
Elizabeth Daily Journal	203.16	78.00	125.16
Cleveland Press	192.50	69.00	123.50
Memphis Commercial Appeal and Press-Scimitar	175.50	54.33	121.17
Vancouver Sun and Province	180.50	67.50	113.00
Albany Knickerbocker News	189.00	77.04	111.96
Great Falls Tribune	175.00	65.75	109.25
Portland Press Herald, Express and Telegram	180.95	76.00	104.95
Kingston Daily Freeman	177.30	72.50	104.80
Bay City Times	180.50	77.50	103.00
Albany Times-Union	177.30	74.75	102.55
Cincinnati and Kv. Post	168.52	66.04	102.48
Erie News and Times	161.20	60.48	100.72
Allentown Call and Chronicle	157.50	60.50	97.00
Youngstown Vindicator	156.05	62.60	93.45
Shelby Press	152.11	62.23	89.88
Duluth Herald and News-Tribune	145.95	74.00	71.95
Pueblo Star-Journal and Chieftain			

A Shepherd

The rendering of the legend of Amos reprinted below was written by Heywood Broun, the Guild's founding president, as his 1929 Christmas column for the old New York World-Telegram. It was published privately a bit later in a plain, limited-edition book, with but 250 copies run. In 1967 it was once again published in book form, this time by Prentice-Hall. The 1967 book was designed and illustrated in the manner of an ancient scroll by Gilbert Riswold, a prize-winning illustrator of children's books.

THE HOST of heaven and the angel of the Lord had filled the sky with radiance. Now, the glory of God was gone, and the shepherds and the sheep stood under dim starlight. The men were shaken by the wonders they had seen and heard, and, like the animals, they huddled close.

"Let us now," said the eldest one of the shepherds, "go even unto Bethlehem and see this thing which has come to pass, which the Lord hath made known unto us."

The City of David lay behind a far, high hill, upon the crest of which there danced a star. The men made haste to be away, but as they broke out of the circle there was one called Amos who remained. He dug his crook into the turf and clung to it.

"Come," cried the eldest of the shepherds, but Amos shook his head. They marveled, and called out: "It is true. It was an angel. You heard the tidings. A saviour is born."

"I heard," said Amos. "I will abide."

The eldest walked back from the road to the little knoll on which Amos stood.

"You do not understand," the old man told him. "We have a sign from God. An angel has commanded us. We go to worship the saviour, who is even now born in Bethlehem. God has made His will manifest."

"It is not in my heart," replied Amos.

And now the eldest of the shepherds was angry.

"With your eyes," he cried out, "you have seen the host of heaven in these dark hills. And you heard, for it was like the thunder when 'Glory to God in the Highest' came ringing to us out of the night."

And again Amos said, "It is not in my heart."

Another then broke in: "Because the hills stand and the sky has not fallen it is not enough for Amos. He must have something louder than the voice of God."

Amos held more tightly to his crook and answered, "I have need of a whisper."

They laughed at him and said, "What should this voice say in your ears?"

He was silent, and they pressed about him and shouted mockingly: "Tell us now. What says the God of Amos, the little shepherd of a hundred sheep?"

Meekness fell away from him. He took his hands from off the crook and raised them high.

"I, too, am a god," said Amos in a loud, strange voice, "and to my hundred I am a savior."

And when the din of the angry shepherds about him slackened Amos pointed to his hundred.

"See my flock," he said. "See the fright of them. The fear of the bright angel and of the voices is still upon them. God is busy in Bethlehem. He has no time for a hundred sheep. They are my sheep. I will abide."

This the others did not take so much amiss, for they saw that there was a terror in all the flocks; and they, too, knew the ways of sheep. And before the shepherds went away on the road to Bethlehem toward the bright star each one talked to Amos and told him what he should do for the care of the several flocks. And yet one or two turned back a moment to taunt Amos before they reached the dip in the road which led to the City of David. It was said, "We shall see the new glories at the throne of God, and you, Amos—you will see sheep."

Amos paid no heed, for he thought to himself, "One shepherd the less will not matter at the throne of God." Nor did he have time to be troubled that he was not to see the child who was come to save the world. There was much to be done among the flocks, and Amos walked between the sheep and made under his tongue a clucking noise, which was a way he had, and to his hundred and to the others it was a sound finer and more friendly than the voice of the bright angel. Presently the animals ceased to tremble and began to graze as the sun came up over the hill where the star had been.

"For sheep," said Amos to himself, "the angels shine too much. A shepherd is better."

With the morning the others came up the road from Bethlehem, and they told Amos of the manger and of the wise men who had mingled there with shepherds. And they described to him the gifts—gold, frankincense and myrrh. And when they were done they said, "And did you see wonders here in the fields with the sheep?"

Amos told them, "Now my hundred are one hundred and one," and he showed them a lamb which had been born just before the dawn.

"Was there for this a great voice out of heaven?" asked the eldest of the shepherds.

Amos shook his head and smiled, and there was in his face that which seemed to the shepherds a wonder even in a night of wonders.

"To my heart," he said, "there came a whisper."

'They say the child's father is a worker'

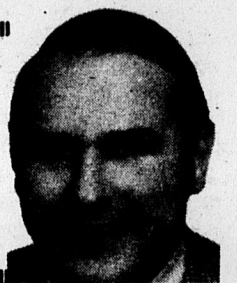


BELLAND
The Guild Reporter

DATELINE: WASHINGTON

Promise of new leadership brightens holiday gloom

By WILLIAM J. EATON, Chicago Guild



THIS THE SEASON to be jolly—but the realities intrude.

The year is ending with unemployment at 8.1 percent and heading higher. The U.S. economy is weak and getting weaker.

On the world scene, the picture is not much better. The United Kingdom, Italy and perhaps France will need artificial respiration to keep their governments alive. The newer, smaller nations have accumulated a mountain of debt with only foothills of resources to finance it.

As this is written, the industrialized nations are helplessly confronting the prospect of an increase in oil prices—a form of economic ransom imposed by the Organization of Petroleum Exporting Countries (OPEC). Within the United States, there is virtually nothing being done to conserve energy or develop alternative fuels. We are hooked on oil and have no choice but to pay the peddler's price.

Jimmy Carter, beginning his new presidency, is discovering the harsh economic problems but he is finding relatively few answers that command united support.

With a federal budget deficit of 50 billion dollars in prospect, does it make sense to cut taxes again in 1977 when the remedy may not stimulate the economy and only enlarge the deficit?

WILL FEDERAL JOB creation programs be adequate to cut sharply into unemployment, especially in the big cities where social chaos threatens the existence of some once-great urban areas?

There is more reason to be discouraged about the outlook for social change in 1977 and beyond. The Medicaid program is in a shambles, corroded by fraud, and national health insurance seems years away from reality.

The Pentagon's budget keeps climbing, although the nation is nominally at peace, and the price of a B-1 bomber has soared to an unbelievable 23 billion dollars.

But this is not the time for despair. A new president and a new, activist, super-Democratic Congress are coming to town.

Washington is ready for a new beginning on the old, familiar problems.

Speaker Thomas P. (Tip) O'Neill is going to make sure that the House gets off to a fresh, fast start. He is sure-footed and effective in contrast to the weak and faltering Carl Albert, his predecessor.

NEW LEADERSHIP is coming in the Senate, as well, that will harness the energies of the Democratic lawmakers.

Finally, after eight years of warfare with Republican Presidents Nixon and Ford, the Congress is ready to follow the lead of Jimmy Carter.

For his part Carter has moved

quickly and shrewdly to dispel the skepticism about his willingness to consult with Congress. He clearly has learned that he cannot win a series of confrontations and that the Senate and House are more willing to give him the benefit of their doubts than the Georgia Legislature might have been in 1970.

There are conflicting signals on how to deal with the economic mess he inherits from the Republicans. He may move too slowly for some of his supporters, especially from organized labor. But the cheerful thing about this Christmas season is that the country is going to be moving forward again, after too many dark days.

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. News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XLIII, No. 22

December 1

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 2
Area Code 202-296-2990

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

REGIONAL VICE PRESIDENTS: Region 1—Eugene B. Jones, 3 St. Philadelphia, Pa. 19147; Region 2—Warren E. Howard, 51 N.E., Washington, D.C. 20002; Region 3—Diane M. Woodstock, 621 St., Madison, Wis. 53703; Region 4—Shirley Caldwell, 2514 Seattle, Wash. 98199; Region 5—Betsy Wade, 96 Park Terrace, York, N.Y. 10034; Canadian Region: East Jim Robinson, 109 St. Toronto, Ont.; West—Roger L. Stonebanks, 407-1571 Montreal, B.C.

AT-LARGE VICE PRESIDENTS: John J. Breed, 1754 Commercial Weymouth, Mass. 02189; Louis M. Calvert, 21755 Virdelle Dr., Calif., 95030; Harry S. Culver, 4625 N.W. 32nd St., Oklahoma 73122; James A. McGill, Rte. 7, Box 134, Valparaiso, Ind. 46383; Mulcahy, c/o Standard & Poor's Corp., 345 Hudson St., New York, N.Y. 10014; Dorothy M. Sain, 24801 Lake Shore Blvd., Euclid, Ohio 44114; DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

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 Patterson, Marshall W. Schiewe.

COM 91000248
XEROX UNIV MICROFILM
300 N ZEEB ROAD
ANN ARBOR MI 48106