



TV REPORTER PREPARES TO INTERVIEW PRACTICE PICKETS AT SACRAMENTO BEE
Behind him, Don Gergen, ITU-Mailers' president; at left, George Randol of the Central California Guild

Paper practices with scabs; unions practice with pickets

Sacramento, Calif.—More than 100 printers, mailers and Guild members put up a practice picket line at the Sacramento Bee Dec. 12 to protest a strikebreaker-training session the paper was conducting that Sunday morning inside the plant.

Leaders of the practice-pickets' unions—the Central California Guild, the Central Valley Typo-

graphical Union and the Sacramento Mailers' Union (ITU)—said that the "Sunday school for potential scabs" being conducted that day was one of a series at the Bee, the Sacramento Union, the Modesto Bee and the Fresno Bee.

Supervisory and nonunion employees were being trained to do printers' work that morning, the

unions' leaders said. Training in other printing-craft unions' work was included in other sessions, they said.

The unions' leaders accused the papers' managements of "such a pessimistic view of the collective bargaining process" that they "begin strikebreaking preparations even before our current contracts expire and before we begin bargaining on new contracts."

The printers' and mailers' contracts expired Dec. 31 at all four papers. Guild contracts at the three Bees run until April and until September at the Union.

The unions' leaders pointed out that there has been but one strike in history against any of the papers—more than 40 years ago.

Calling the papers' scab schools "theatrics," the unions' leaders said their members will not be intimidated by them and declared that the unions, at least, "intend to bargain in good faith" in the hope that new contracts will again be achieved without strikes.

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David is named organizer; Jones rejoins TNG's staff

Washington—The vice chairperson of the New York Guild's representative assembly is being appointed a temporary TNG international representative and a veteran of 12 years on TNG's regular field staff is returning from a leave of absence, TNG President Charles A. Perlik, Jr., announced Jan. 7.

Janet David, who also is chairperson of the New York Guild's Amsterdam News Unit and a member of the local's executive committee, will become a tem-

porary field staffer under TNG's special organizing program on Jan. 31, Perlik said.

Fred W. Jones, a former president of the Toronto Guild on leave from TNG's regular IR staff for eight years, returned to TNG's payroll on Jan. 10.

David becomes the fourth person on TNG's staff under special assessments approved by last summer's TNG Convention to continue the special organizing program begun in 1974.

Toronto pact nets \$30 over year at Globe & Mail

Toronto—Minimums are increased by 9.5 percent, to a maximum boost of \$30 for most classifications, in three new, one-year Toronto Guild contracts at the Globe & Mail.

The three contracts, whose wage provisions are retroactive to July 1, 1976, cover the inside circulation, delivery and maintenance and editorial departments.

The wage settlement has not yet been submitted to the federal Anti-Inflation Board, but the Globe & Mail has indicated that it is prepared to implement the new minimums now, the Guild said.

A \$30 increase takes copy editors and copy takers (rewrite) to a top minimum of \$357 a week. The same increase takes the top for reporters and photographers to \$347 a week.

San Diego adds \$80 to tops for district managers, classified phone sales Page 3

City truck drivers go up \$20.54, putting their flat rate at \$236.79. The flat rate for cleaners is raised \$16.61, to \$191.41.

The top for stenographers goes up \$16.36, to \$188.62, and that for copy messengers \$12.10, to \$139.45.

The copy messengers received the 9.5 percent plus \$4. Electricians and machinists received the \$30—to a new top of \$331—without reference to the percentage increase.

The flat rate for editorial writers and editorial cartoonists rises \$30, to \$382. The slot editor, assistant city editor and assistant sports editor all go up to \$362.

The quarterly payment to photographers who are authorized to use their own equipment rises \$20, to \$100, and that for reporter-photographers \$20, to \$70.

A side letter provides that if the Guild proposes formation of a joint committee to examine health hazards, if any, posed by VDTs, the company will appoint its members and participate in committee deliberations.

The unit ratified the contract without first obtaining approval from the International Executive Board's Contracts Committee, a requirement of TNG's Constitution.

Guild hits Detroit News with sex bias complaint

Detroit—The Detroit Guild has charged in a class-action complaint filed with the U.S. Equal Employment Opportunity Commission that the Detroit News discriminates against women working in its editorial department.

Discrimination in hiring, equal pay for equal work, advancement opportunities and assignments are charged.

The paper also faces two other sex discrimination charges to the EEOC—one by one

Task force plan aims at policy meld

Washington—The joint task force assigned to move TNG and the International Typographical Union toward unity is preparing to recommend a dovetailed collective-bargaining and strike policy to the two unions' respective international executive bodies.

The task force met at TNG headquarters here Jan. 11, 12 and 13 to work out the details of a melded policy. Their initial recommendations are expected to go to the Guild's International Executive Board and the ITU's Executive Council at meetings during the last week in January.

[Meanwhile, the memberships of the Providence Guild and Typographical Union have voted to move toward merger of their locals, the Memphis Guild and Typographical Union have set up a local merger task force, the Baltimore Council of Newspaper Unions has endorsed "one big union" for newspaper workers (stories, Page 3), and the Guild and Typographical Union have won an election to jointly represent the employees of the Sacramento Legal Press (story, Page 4).]

TNG President Charles A. Perlik, Jr., and ITU President A. Sandy Bevis directed the task force last summer to examine the unions' respective constitutions, programs, policies, practices and procedures in the collective-bargaining area with a view toward codifying, dovetailing and meshing them wherever possible.

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woman reporter and another by five.

Of 56 women in the editorial department, the Guild said, 21 are classified as writer-reporters. Of that number, only four are on general assignment or beats, and one of the general assignment reporters works the mid-night shift.

The Guild discovered this and other statistics when it obtained payroll information as of Sept. 9, 1976.

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Task force molds a unified bargaining plan

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Perlik, in outlining the project to the Guild's 1976 Convention in June, said it would be "both a big stride toward merger and a big stride toward effective co-operation on the local scene." He said he foresaw it leading to proposals for constitutional changes at both unions' 1977 conventions.

The task force consists of Field Operations Director J. William Blatz and International Representative Charles Dale for the Guild and International Vice President Allan J. Heritage and Contracts Bureau Director Robert L. Wartinger for the ITU.

In preparation for its deliberations, the task force designated a subcommittee consisting of TNG

Research and Information Director David J. Eisen and ITU Representative Earl Jepperson, an expert on the ITU's laws, to document the unions' strike and bargaining policies.

The subcommittee, meeting twice in the past month in Washington and Colorado Springs, produced a documented statutory comparison and a 95-page point-by-point analysis of the unions' policies on bargaining proposals and procedures, international contract approval, defense funds, strike votes, strike sanction, strike-lockout benefits and bargaining goals.

It is presently drafting a joint task force report to the two unions' international governing bodies.



Laying the groundwork

TNG Research and Information Director David J. Eisen, left, and ITU Representative Earl Jepperson work over an analysis of the two unions' bargain-

ing and strike policies at ITU headquarters in preparation for TNG-ITU Unity Task Force recommendations to dovetail them.

Guild hits Detroit News with sex bias complaint

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The payroll information also showed that of 42 copyreaders, only five were female.

Reporter top minimum at the News is \$403 a week. Fifty-four percent of male employees so classified receive more than the minimum—up to \$528 a week, the Guild said the payroll data show.

But only 19 percent of the women—four of them—receive more than the minimum, with the highest at \$432 a week after 24 years on the paper.

Women who cover the news, therefore, are not receiving equal pay for equal work, the Guild said.

Among editorial areas in which there are no women, the Guild said, are the Sunday magazine, the rewrite bank, real estate, financial, travel, critics, Washington and Lansing bureaus, and investigative reporters.

Women fill the national edi-

tor's and Sunday editor's chairs, but they are excluded from the bargaining unit.

Meanwhile, the bulk of the reporter-classified women are concentrated in the Accent ("society") section. And there are a large number of women who are in classifications lower than reporter. Many of them have journalism degrees, the local said.

In one of the other complaints, a woman reporter charged sex discrimination after she was forced to transfer from the city room to the suburbs in order to get weekends off—after 11 years on the News. Her complaint, plus the one by five others, drew a statement of support from the Metropolitan Detroit Branch of the American Civil Liberties Union. The allegations by the five are similar to those by the Guild.

One of the results of the dispute has been the formation of a local-wide women's caucus, the idea for which started in the News Unit.

One big union down under?

Wellington, New Zealand—Discussions of the possible merger of the New Zealand Journalists' Union and the Printing Union are to continue, according to the New Zealand Journalist.

The Journalists' Union's national council was told in November that the Printing Union's president had been receptive to the idea in informal discussions, but had expressed caution about the prospect of a single union for newspaper employees when the printers have such a large membership outside newspapers.

MacDonald named executive of CWSG

Ottawa—Jerry E. MacDonald, servicing representative for the Guild's Eastern Canada-Canadian Wire Service Guild Servicing Program the past two years, has been named the CWSG's first executive secretary.

He began working for the local on Jan. 1.

The CWSG's membership has been nearly doubled—to about 600—since it was certified as bargaining agent for some 275 business and editorial employees of Canadian Press and won an initial contract for them early in November. MacDonald bargained the contract.

MacDonald, who will work out of an office the local is setting up in Toronto, continues on leave from his job as a television news editor for the Canadian Broadcasting Corp.

He was treasurer of the CWSG when he took the Eastern Canada-CWSG job in February, 1975. He previously had held every other office in the local, from unit chairperson to president after going to work for CBC in 1958.

He also resigned as TNG Vice President from Eastern Canada to take the servicing-program job after serving 16 months of a two-year term. He won over Eleanor



JERRY E. MacDONALD

Dunn of Ottawa for the post in TNG's international elections in 1973.

While working as a truck helper at the Toronto Star prior to 1958, MacDonald was a member of The Toronto Guild's executive committee and helped organize several departments at the Toronto Globe & Mail and the old Telegram.

Jones returns; TNG names David

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Earlier, Alice L. Burton of the San Jose Guild's Monterey Unit, Bob Forsyth of the Central California Guild and Lee Clifford of the Canadian Wire Service Guild were hired as temporary organizers under the program.

The convention-approved organizing assessments will be collected in March and April. In the meantime the program is being financed with a series of in-

terest-free loans from the AFL-CIO's Industrial Union Dept. They will be repaid after the assessments are collected. The same procedure was followed after the 1974 Convention approved special organizing assessments for March and April of 1975.

David, along with Burton, attended a two-week New Staff Institute at the AFL-CIO's George Meany Center for Labor Studies early in December.

An employee of the Amsterdam News's business office, David is serving her fifth term as unit chairperson and has been a member of every bargaining committee at the paper since 1957. She has been a Guild member for 21 years and a representative assembly delegate for 10 years.

Jones took a leave of absence from TNG's field staff in late 1968 to become executive secretary of the Toronto Guild. In 1972 he resigned that position to go into partnership with members of his family in a retail business.

A three-term president of the Toronto local before joining

TNG's staff in 1956, Jones served in numerous organizing, bargaining and administrative roles for the Guild in Eastern Canada and throughout the United States before going to work for the local.

A native of Aberdeen, Scotland, Jones worked for the old Toronto Telegram for 24 years, the last nine as labor reporter. He also has written numerous articles for Canadian labor publications.



FRED W. JONES

Torney joins Toronto staff

Toronto—Linda Torney, a field representative for the National Health & Welfare Program for the past two years, has been hired as local representative by the Toronto Guild. She started work Jan. 3.

She fills the post vacated by John T. Bryant when he became the local's executive secretary in November.

Torney was in charge of labor liaison under the government's New Horizons program for sen-

ior citizens. She also worked in organizing new groups and to train leaders under the program.

While with the government she was a member of the Public Service Alliance, serving her 850-member local as education committee chairperson and as a shop steward. She also was a member of the Toronto Mayor's Task Force on the Status of Women and has served as president of an organization of community groups in East End Toronto.



JANET DAVID



CARD READS: GUILD VOTE TO MERGE [WITH PRINTERS] FOR 264—AGAINST 33

From left: Frank Prosnitz, Guild secretary; Al Aleixo, Typographical president; Lee J. Dykas, Guild president, and Tom Daley, dayside Typographical chapel chairman

Providence Guild, ITU polls go heavily for local merger

Providence, R.I.—The members of the Providence Guild and the Providence Typographical Union have voted by overwhelming margins to authorize their local unions to "begin merger proceedings."

The Guild vote, in a referendum counted Dec. 14, was 264 "yes" and 33 "no." The local has about 350 members.

The printers' vote, in a referendum counted Jan. 7, was 98 "yes," 4 "no" and 6 "no opinion."

Guild membership meetings last spring and again in September without dissent directed that a referendum on merger of the locals be held.

First step toward effecting it will be a "federation" of the members of the executive boards

of both locals to work on problems common to both unions and their members, Providence Guild President Lee J. Dykas said.

Each local's executive board will continue to handle matters peculiar to its own local, he added.

The executive federation, also will be working on eliminating stumbling blocks to a final merger of the locals, Dykas said.

He emphasized that any plan for merger worked out would be taken to TNG's International Executive Board and the International Typographical Union's Executive Council for approval before being submitted to the local unions' memberships for final approval.

In the interim, he noted, the federation will "provide a vehicle whereby our common concerns

could be jointly expressed—at the bargaining table, for example." Both unions' contracts with the Providence Journal and Bulletin expire Jan. 1, 1978.

Frank Keane, immediate past president of the Guild local, in a letter to local members urging a "yes" vote said that as automation brings Guild and printers' union members' jobs closer together "doesn't it make sense that our interests also draw closer?"

"But the bottom line," he wrote, is that "together we'd be a lot stronger at the bargaining table than we would be apart."

Dykas said that in addition to letters from him and Keane the only campaigning before the referendum was he and local secretary Frank Prosnitz talking to members. There was no "vote no" campaign, he said.

Mini-task force set in Memphis

Memphis—The Memphis Guild and the Memphis Typographical Union have established a joint Memphis Merger Task Force to study the structures and operations of the local unions with an eye toward eventual merger.

The joint committee, co-chaired by Jim Willis of the Guild and John A. Fisher of the Typographical Union, was inspired by and is patterned after the International Typographical Union-TNG Unity Task Force that embarked on a study of the

international unions' structures, policies and procedures last summer.

The local unions' joint committee is made up of seven members plus the presidents of each of the unions. At its first two meetings, in November and December, it established seven "paired" subcommittees to study various aspects of the locals. Among them are dues and finances, by-laws, membership and organization, and bargaining, contracts and jurisdiction, Willis said. He said he expects the studies

will "last a while."

The Typographical Union also has again named a Guild representative to its scale (bargaining) committee. It began negotiations with the Commercial Appeal and Press-Scimitar the first week of 1977. The Guild also expects to again appoint a member of the printers' union to its bargaining committee at the papers this spring. Both unions did the same for the first time during bargaining in 1975. The printers' contract expires in March, the Guild's in June.

Baltimore unity council stepped up

Baltimore—The Baltimore Council of Newspaper Unions has voted to meet monthly, rather than quarterly, in order to work toward joint or co-ordinated bargaining by its 10 member unions.

Also at its December meeting, the council said it will explore merger of the unions to improve their ability to deal with the Sunpapers and Hearst's News-American and said it will invite

the presidents of the locals' internationals to send representatives to discuss greater unity.

The council also elected a Guild member its president for the first time in its 25 years of existence. He is John C. Rau of the Washington-Baltimore Guild's Sunpapers Unit. And it elected two members of the unaffiliated News Union of Baltimore—Don Otenesek and Earl Nost—vice president and secretary-treasurer.

The News Union represents employees in Guild jurisdiction at the News-American.

The council is composed of representatives of the Teamsters, Baltimore Typographical Union, Printing & Graphic Communications Union pressmen, stereotypers and circulation distributors, Graphic Arts Union engravers, ITU mailers and IMU mailers, in addition to the Guild and News Union.

San Diego: \$80 for DMs, class

San Diego—Circulation district managers and classified telephone sales employees will receive an \$80-a-week increase in their top minimums over the three years of a new San Diego Guild contract with Copley's Union and Evening Tribune.

The result will be weekly minimums of \$384.46 for district managers and \$317.30 for telephone sales personnel.

Reporters, photographers, display and outside-classified sales representatives will get a \$75 increase over the life of the contract, bringing their top minimum to \$413.25.

Increases in the minimums come in six increments—retroactive to June 7, upon the Dec. 27 signing, and on June 7 and Dec. 5, 1977, and June 5 and Dec. 4, 1978.

The increments for the district managers' top are \$19.79, \$19.76, three of \$10.11 and a final one of \$10.12.

For the telephone sales top, the increments are \$15.42, \$31.19, three of \$8.34 and a final one of \$8.37.

For the reporters, photographers, display and outside classified representatives' top, the increments are \$22, \$9, and four of \$11.

Among other classifications, increments and resulting top minimums are as follows:

Telephone operators—\$12.42, \$5.06, \$6.19, \$6.20, \$6.21 and \$6.20 to a top of \$233.30, a total increase of \$42.28.

Custodians—\$11.69, \$4.77, \$5.83, three of \$5.84, to a top of \$219.71, a total increase of \$39.81.

Senior bookkeepers, programmers and computer operators—\$15.51, \$6.33, \$7.73, two of \$7.75, \$7.74, to \$291.44, a total increase of \$52.81.

Senior clerks, bookkeeping machine operators, checkers, stenographers, keypunch operators, circulation draw sheet and insurance clerks, transient-advertising bookkeepers, report compilers—\$13.41, \$5.47, \$6.69, two of \$6.70 and \$6.69, to \$251.92, a total increase of \$45.66.

Copy persons—\$10.02, \$4.09, \$5, two of \$5.01, and \$5, to \$188.25, a total increase of \$34.13.

An existing bonus formula for classified and retail sales representatives is made part of the contract.

The Guild shop provision is improved from maintenance of membership and nine of 10 new employees to join the Guild to maintenance of membership with 10 of 11 new employees required to join.

The mileage rate is increased one cent, to 16.

Maternity-leave pay is linked to the sick leave system and may be taken on the same basis.

The publisher's maximum monthly per-employee contribution to dependent coverage under the medical plan rises \$25.53, to \$43.96. The health and accident plan's ceiling is raised \$30,000, to \$50,000. Psychiatric care is added to the Kaiser health plan. The publisher's contribution to the dental plan rises \$2.16, to \$15.96 per month per employee.

The Guild co-ordinated its bargaining with the San Diego Typographical and Mailers unions, with representatives of each union sitting in on the others' bargaining.

Neither the printers' nor the mailers is settled yet. Chief printers' issue is guaranteed jobs. The mailers are seeking protection of their manning clauses.

Citizen top to hit \$362 over 2 years

Columbus, Ohio—Top minimums are increased by as much as \$41 a week, to \$362, in new, two-year contracts bargained by the Columbus Guild at the Citizen-Journal and the Scripps-Howard Ohio Bureau.

General increases range from \$10 for those making less than \$159.99 a week to \$41 for those making \$300 or more a week.

There are two increments—one retroactive to Nov. 1, 1976, and the other this Nov. 1.

Reporters, photographers, rewrite men's and artists' top minimum goes up \$20 and \$21, to \$362, an increase of \$41 over the two years.

Librarians' and secretaries' top minimum increases \$9.25 and \$9.75, to \$192.25, a total increase of \$19.

Editorial clerks' top minimum rises \$8.25 and \$8.50, to \$180, a total increase of \$16.75.

The employer's maximum monthly payment for health, hospitalization and surgical insurance rises \$12.64, to \$57.76 for married employees and \$8.52, to \$25.20, for those who are single. The company's weekly contribution to the pension fund rises \$1.39, to \$15.95.

Employees become eligible for four weeks of vacation after eight years, instead of 10.

The mileage rate rises two cents, to 14.

TNG declares peace in Vietnam

Washington—TNG is declaring peace in the Mideast and Vietnam.

For dues purposes, that is, Secretary-Treasurer Robert M. Crocker has informed locals with members in the armed forces.

TNG's Constitution permits retention of membership without dues for those who enter their government's armed services or are drafted as conscientious objectors "during time of war or national emergency."

Crocker, in a letter to locals Dec. 20, pointed out that the latest national emergency in the United States occurred in 1973 "and lasted less than two months, during the Mideast war," while the Vietnam war, though "never officially declared, ended in August, 1973."

Unless locals inform TNG of "special reasons" any of the 317 carried on TNG rolls in the "armed forces" membership category should be retained, they will be dropped, Crocker said. They are entitled to honorary withdrawal cards.

'Professionals' claims rejected, election set

Washington—The National Labor Relations Board has rejected two more papers' efforts to segregate journalists from others in groups for which the Guild is seeking bargaining rights.

And a representation election has been set for Jan. 21 for one of the groups, the 112 editorial-department employees of the Wilmington News and Journal.

An election for the other group—about 110 advertising, business office, circulation, editorial and mailroom employees of the Thomson chain's Steubenville Herald Star—has not been scheduled pending resolution of Guild unfair-practices charges against the paper. They were filed with the NLRB after the paper discharged 20 persons who were honoring a Typographical Union picket line in November.

The NLRB's decision in the Wilmington case was issued Dec. 23, 20 months and 6 days after the Philadelphia Guild petitioned the board for the group and nearly a full year after the case was moved to the full NLRB here.

The board's Steubenville decision was issued Dec. 22, 17 months after the representation petition was filed and one year and 20 days after it was moved to the full NLRB.

Both the Thomson and Wilmington papers contested the Guild petition for bargaining rights on several grounds in addition to seeking to have reporters, photographers and editors segregated from the others as "professional employees" for bargaining purposes. They also sought, for example, to have several employees excluded from the bargaining units as supervisory and/or managerial employees, casuals, confidential employees and independent contractors.

In each of the cases the board dismissed the papers' claim of "professional employee" status for some editorial employees in the same two-sentence footnote with which in October it dismissed a similar claim by the Philadelphia Bulletin:

"We note at the outset that the contention that journalists are 'professional' employees within the meaning of the [National Labor Relations] Act has been fully litigated and rejected by the board" in a case brought by Rupert Murdoch's San Antonio Express and News, the board said.

"We find nothing in the employer's brief or in the record in the instant case that would lead us to a different conclusion," it said of both the Steubenville and Wilmington papers' efforts.

In its San Antonio decision last April 6, the labor board stated that "journalism is primarily a field of generalists" and reaffirmed a 28-year-old precedent that reporters, writers and editors are not "professional employees" under the labor act's narrow definition.

The "critical issue" under the labor act's definition, the board said, is whether the work requires the kind of advanced, specialized

knowledge delineated in the law.

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

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

The Wilmington papers sought to totally exclude 15 employees from the bargaining unit as supervisors, managerials, confidentials and/or independent contractors.

The board did exclude six of them—four assistant metro editors as supervisors and two secretaries as confidentials. It included seven of the 15: four bureau chiefs the company claimed to be supervisors and two photographers and a semi-retired col-

umnist it said were independent contractors. Occupants of two "editor" positions will be allowed to vote challenged ballots.

Board member John A. Penello dissented on the three independent contractor rulings.

Thomson's Steubenville paper sought to exclude more than 60 persons from the bargaining unit on grounds that they are supervisors, casuals, independent contractors or that they had no community of interest with the other employees.

It dismissed the company's claim that about 26 circulation drivers are independent contractors, with Penello dissenting on part of the group.

It ruled, however, that since it did find the circulation drivers to be employees, the paper's three district managers are the drivers' supervisors and excluded from the bargaining unit.

The board rejected company claims that inserters are "casual

employees" and that mailers and proofreaders have no community of interest with the rest of the unit.

It excluded the city editor as a supervisor, included the district and society editors, couldn't make up its mind about the sports editor and held that the Sunday editor is a "managerial employee" since he assigns stories on the basis of competency rather than availability and "has the authority" to "determine" which stories and pictures will go into the paper and "decide" where they will be placed in the paper.

The board also said it was denying a company motion to reopen the record of the Steubenville case to permit "submission of additional evidence relating to the professional issue." The hearings were reopened and five days of testimony taken on the professional issue just before the case was transferred to the full board.



Viva Guild at WAPA-TV

Leaders from the Puerto Rico Guild join new members among technical and documentary film employees of WAPA-TV celebrating Guild victory in representation election at the NBC-affiliated station Dec. 7. From left: Angel Baez, Puerto Rico Guild president; Neftali Cortes,

El Mundo Guild Unit chairperson, and, at the mike, Juan Raul Guzman, WAPA-TV Guild chairperson. The NLRB vote tally was 68 for the Guild, 17 for an independent union, one for no union and none for APATE, an actors' and musicians' union.

Guild, printers win joint election

Sacramento—Employees of the Press-Journal and Daily Recorder, publications of Sacramento Legal Press, Inc., voted 6 to 0 and 5 to 0 for joint representation by the Central California Guild and the Central Valley Typographical Union on Jan. 5.

The two unions petitioned the National Labor Relations Board for joint bargaining rights for the papers' employees late in August. The NLRB on Dec. 1 ordered separate elections among mechanical and nonmechanical employees on the question of joint representation by the two unions.

The 6-to-0 vote was by employees in the mechanical departments; the 5-to-0 vote by those in the advertising, business, inside circulation and editorial departments. The company challenged one ballot and one eligible employee did not vote.

It was the second joint Guild-

ITU representation-election victory in the past year. The other was at the Bay Guardian in San Francisco, where employees have been striking for an initial contract since June 15. In a third joint representation election, among employees of 11 suburban weeklies in San Jose, the Guild was voted in, but the printers' union lost.

The Central California Guild, the Sacramento Pressmen's Union and the Sacramento Mailers' Union (ITU) have pending representation petitions for separate groups of employees at the Roseville Press-Tribune, also the result of interunion organizing.

New York loses vote at magazines group

New York—Art department, editorial, clerical and mailroom employees of Sterling's Magazines

voted 21-to-14 against representation by the New York Guild in a National Labor Relations Board election Dec. 3. There was one challenged ballot.

The company publishes a variety of magazines, including Daytime TV, TV Picture Life, Movie Mirror, TV-Movie Screen and Photo Screen.

The New York Guild on Nov. 22 withdrew a petition to the NLRB for bargaining rights for about 110 editorial-department employees of the New Yorker magazine.

District manager vote goes against Toronto

Toronto—The Toronto Guild has lost a representation election among 60 Globe & Mail district managers. The vote was 19 for the Guild and 29 for no union.

John Bryant, the Guild's executive secretary, blamed heavy turnover in the year between the time the local petitioned for representation rights and the Dec. 20 election date.

The delay was caused by a dispute over whether the district managers—called service representatives here—were employees or managerial persons. The Ontario Labour Relations Board finally reversed its 1963 ruling that they were managerial.

Avg. reporter top goes to \$321.26

Washington — Average reporter top minimum in effect under Guild contracts at 162 newspapers on Dec. 1 was a record \$321.26 a week, according to TNG's Collective Bargaining Dept.

The \$321.26 was \$2.73 higher than on Oct. 1 and \$11.16 higher than on April 1, the start of TNG's current fiscal year.

Binghamton editorial says 'no' to printers

Binghamton, N.Y.—Editorial employees of the Gannett chain's Binghamton Evening Press and Sun-Bulletin voted 67 to 20 against representation by the Typographical Union in a National Labor Relations Board election Dec. 8.

The union had petitioned the NLRB for representation rights for the group about 14 months previously. The election was delayed, however, by company appeals to the NLRB, including the contention that its reporters and photographers should be segregated from the others for representation purposes as "professional employees" (Guild Reporter, Nov. 26).

Publisher told to bargain

Washington—G. P. Putnam & Sons, Inc., nationally known New York book publishing firm, and two of its subsidiaries have lost a two-year battle to prevent unionization of their office and editorial employees.

The National Labor Relations Board upheld an administrative law judge's finding that the company committed flagrant violations of federal labor law prior to a Jan. 22, 1975, representation election which the Office & Professional Employees International Union lost.

The board set aside the election and granted the OPEIU exclusive bargaining rights, ordering the firms to bargain "on request" for a contract retroactive to Oct. 1, 1974.

Among the employers' unfair tactics the OPEIU cited in its unfair-practice charges were the firing of six employees for union activities, a threat to move the plant if the union won the election, and a warning that union sympathizers would be blackballed if they sought jobs with other non-union book publishing firms.

The board ordered the six discharged employees restored to their jobs, or similar ones, without loss of seniority and with full compensation for lost time.

Boss's election beefs rejected

Dover, N.J.—The National Labor Relations Board has dismissed objections by the Daily Advance to the Guild's 19-to-8 victory in a representation election among the paper's editorial employees.

The board also certified the Guild as the group's bargaining agent on Dec. 7. The vote—last

June 3—was in favor of the North Jersey Guild, which since has merged into the New York local. The election was held after the NLRB regional director rejected a company motion to segregate 19 reporters, editors and deskpersons into a separate unit of "professional employees."

Organizing levy vote set by ITU

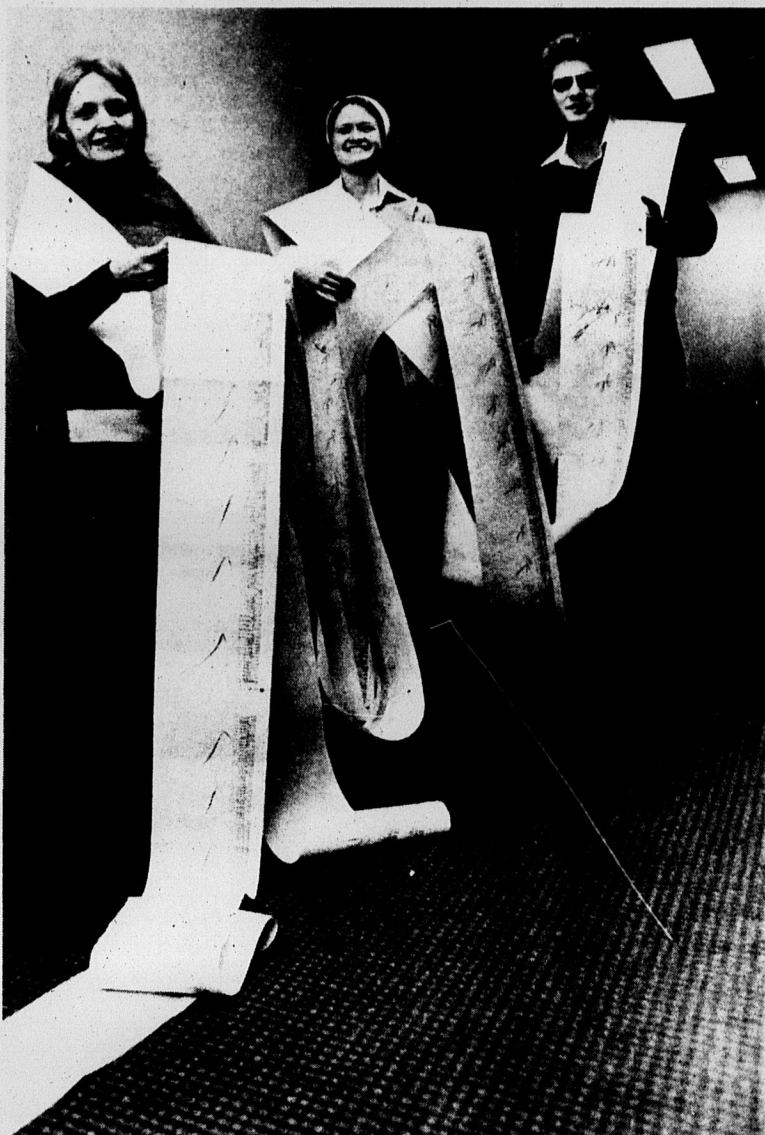
Colorado Springs—The International Typographical Union's Executive Council has set for Feb. 16 a membership-wide referendum on a series of special assessments of \$2 per member per month for 12 months to support an expanded ITU organizing program.

If the assessments are approved they are expected to raise a minimum of 1.2 million dollars for accelerated organizing for at least the next two years.

The assessments would begin in May, the month after a \$1-a-month assessment for the support of the ITU's Union Printers Home here is ended.

All five members of the executive council are recommending approval of the assessment. The ITU's 1976 Convention called for intensified organizing by the union and directed the executive council to seek funding for it through assessments.

The expanded organizing effort is being aimed both at mechanical and nonmechanical workers in the newspaper and printing industries.



'atsa lotsa legal ad

Penny Herbold of the Columbia Typographical Union, Donna Tapscott of the Washington-Baltimore Guild and Barry McVickers of the printers pose with cold-type proof of single District of Columbia legal ad that took up most of three 10-column pages in the classified sections of Washington's Dec. 18 daily papers. It listed D.C. property owners delinquent in their property tax payments. Herbold punched the ad, Tapscott marked up the proof and McVickers came along to help hold up the "galley" for the Guild Reporter's photograph. A recent study by Oregon State University showed that legal ads are among the items in newspaper that consistently command the highest reader interest. At least 13 percent of adults interviewed had read at least one the day or week they were interviewed.

Hampton Roads gets \$20 at top

Norfolk, Va.—A new, 25½-month Hampton Roads Guild contract at the Virginian-Pilot provides a \$20 increase in the reporter top minimum and a wage reopener in the second year, which falls on July 31, 1977.

Top minimum for reporters and desk employees rises \$20, to \$305, in the first year. The top minimum for stenographers, clerks and editorial assistants rises \$9, to \$132.

Night differential increases 25 cents, to \$1.25 per shift. The differential for shifts worked between midnight and 6 a.m. goes up 50 cents, to \$2 each.

Chicago bargains teacher contract

Chicago—An initial contract covering four office employees of the Illinois Federation of Teachers, AFL-CIO has been bargained by the Chicago Guild.

The Guild early last year bargained an initial contract for the IFT's professional staff.

The one-year office workers' contract provides a weekly wage of \$211.54 for one of the employees and \$170.50 for the others.

An employer-paid hospitalization and major medical plan is provided. Leave of up to one year for child care is provided upon the employee's request.

Labor asks renewed ERA effort

Washington—Calls for renewed efforts for ratification of the Equal Rights Amendment to the U.S. Constitution by state legislatures meeting in 1977 have been issued by TNG President Charles A. Perlik, Jr., and AFL-CIO President George Meany.

Perlik, in a Dec. 15 letter to local presidents and human rights committees, pointed out that the Labor Committee for ERA has targeted six states for an intensified push for ratification: Indiana, North Carolina, Nevada, Oklahoma, South Carolina and Florida.

He called upon Guild locals and Wire Service chapters in each of the states to join coalitions of women's groups, unions and others formed to push for ratification.

Meany, in a message to presidents of all state labor federations stressed that ratification of

the ERA "will depend in large part on the activities of the labor movement" and called upon union leaders "to make certain that every member of your state legislature knows of the AFL-CIO's wholehearted endorsement of ERA."

He also called upon state AFL-CIO leaders to "take the lead in opposing" resolutions introduced in several legislatures to rescind previous ratifications.

To date, 34 states have rati-

fied the ERA. Four more are needed. There have been no ratifications since early 1975. Two state legislatures—Nebraska and Tennessee—have passed rescission resolutions, but a number of constitutional scholars say a ratification cannot be undone by a subsequent legislature.

Ratification failed in the Illinois Senate in mid-December when a vote fell short of the three-fifths majority required there.

Arbitration seminar slated for local, international staff

Washington—TNG will present a three-day seminar on arbitration procedures and practices for local administrative officers and representatives and TNG staff here Feb. 28-March 2.

The seminar, to be conducted in the main by David Kuechle of Harvard University, is specifically designed for local executive officers who have expressed growing concern with the increasing number, cost and complexity of arbitrations, according to TNG President Charles A. Perlik, Jr.

Kuechle, who conducts courses on the subject for the Harvard Trade Union Program, is a practicing arbitrator, Perlik pointed out in a letter to locals outlining the seminar.

The core of the program will be the preparation and presentation of grievance arbitrations, Perlik said, with "little, if any, at-

tention to wage-reopener or contract-settlement arbitration as such."

Kuechle, who is working with Ellis T. Baker, TNG's administrative operations director, in developing the program, will use the case method of instruction and participants will engage in mock arbitrations.

Kuechle would like to work from actual Guild cases and deal with as many current trends in Guild grievances as possible, Perlik said, urging that suggestions be sent to Baker as soon as possible.

There will be a \$50 registration fee to offset, in part, the cost of instruction, materials and the meeting place.

The week before, TNG will hold its annual staff conference at the George Meany Center for Labor Studies in nearby Silver Spring, Md.

Two-front maternity battle seen by Perlik

Washington—U.S. Guild locals and members have been urged to join the legislative fight to void the Supreme Court's decision on maternity pay.

The call was contained in a Dec. 22 memorandum from TNG President Charles A. Perlik, Jr., who also urged increased pressure at the bargaining table to protect maternity pay provisions.

The court ruled on Dec. 7 that employers don't have to provide disability benefits to pregnant employees, holding that exclusion of such benefits from disability-insurance plans doesn't violate Title VII of the 1964 Civil Rights Act.

Diminished by the ruling was the Equal Employment Opportunity Commission's 1972 guideline that disabilities caused or contributed to by pregnancy be considered as temporary disabilities for all job-related purposes and that benefits be applied in such cases in the same manner as they are applied in other disability cases [GR, Dec. 10].

"Organized labor and other rights organizations are joining forces to call on legislators to expand Title VII to include maternity benefits, just as Congress expanded Title VII a few years ago to ban discrimination because of religion," Perlik said in his memorandum to presidents, administrative officers and human rights committees of U.S. locals.

But the immediate impact of the decision is minimal on U.S. Guild contracts, Perlik said.

It doesn't affect contracts with paid sick leave, paid or unpaid maternity leave, or obstetrical benefits in negotiated hospitalization plans, he said.

Of 216 contracts surveyed,

Perlik added, only nine relate paid maternity leave to EEOC guidelines and they do so in different ways.

David S. Barr, TNG's general counsel, has been asked for a case-by-case opinion on those nine agreements, Perlik said.

Despite the minimal immediate impact, there is still the danger that some employers may move to wreck maternity-pay provisions in Guild contracts, he warned.

"Guild locals are advised to contact TNG immediately should an employer seek to reopen contracts to discuss the maternity leave provision," Perlik said.

"Locals are further advised to contact TNG should an employer refuse to abide by existing provisions in Guild contracts, or existing practices," he added.

Perlik called upon locals and members to do the following:

✓ Write U.S. legislators "urging speedy action to correct this injustice."

✓ Research state and local laws that ban discrimination because of sex.

✓ Increase pressure at the bargaining table "to achieve equality for all our members."

✓ "Enforce the contract provisions you now have and guard against any attempt to weaken them."

Also useful to the federal legislative effort would be statements by heads of state human rights commissions or other state officials responsible for equal rights, Perlik said.

Some states have legislation providing that pregnancy-related disabilities be treated the same as other temporary disabilities, Perlik noted.

Such a law takes effect in California this month.

The New York State Court of Appeals ruled on Dec. 20 that employers who are covered by the state's Human Rights Law must provide wage maintenance to pregnant women.

And the executive director of Pennsylvania's State Human Relations Commission said private employers there are required to provide benefits to pregnant workers despite the Supreme Court ruling.

On Capitol Hill, meanwhile, it became clear that legislation will be introduced to counter the court ruling.

Sens. Birch Bayh (D-Ind.), Edward W. Brooke (R-Mass.) and Charles McC. Mathias (R-Md.) said they would introduce bills.

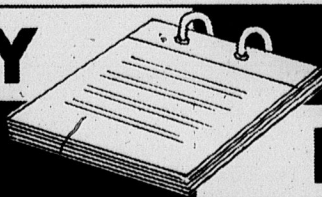
So did Reps. Augustus F. Hawkins (D-Calif.), chairman of the House Subcommittee on Equal Opportunities, and Elizabeth Holtzman (D-N.Y.).

Memphis Seeking Administrative Officer

The Memphis Guild is seeking applicants for administrative officer of the local, a new position approved by membership referendum in November. Duties include bargaining, organizing and grievances. Salary in the \$18-19,000 range. Resumes, stating experience and background, should be sent to:

Search Committee
Memphis Newspaper Guild
33 N. Cleveland
Memphis, Tenn. 38104

DAY



BOOK

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

Midwest District Council, winter meeting, Feb. 5-6, TNG "Back to Basics" Institute, Chicago.

Great Lakes District Council, winter meeting, Feb. 12-13, TNG "Back to Basics" Institute, Sheraton Westgate, Toledo.

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

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

19-20, TNG "Back to Basics" Institute, Philadelphia.

TNG staff conference, Feb. 23-26, George Meany Center for Labor Studies, Silver Spring, Md.

Arbitration seminar for local administrative officers and representatives, Feb. 28-March 2, TNG headquarters, Washington.

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

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

Merger to widen Gannett profit margin

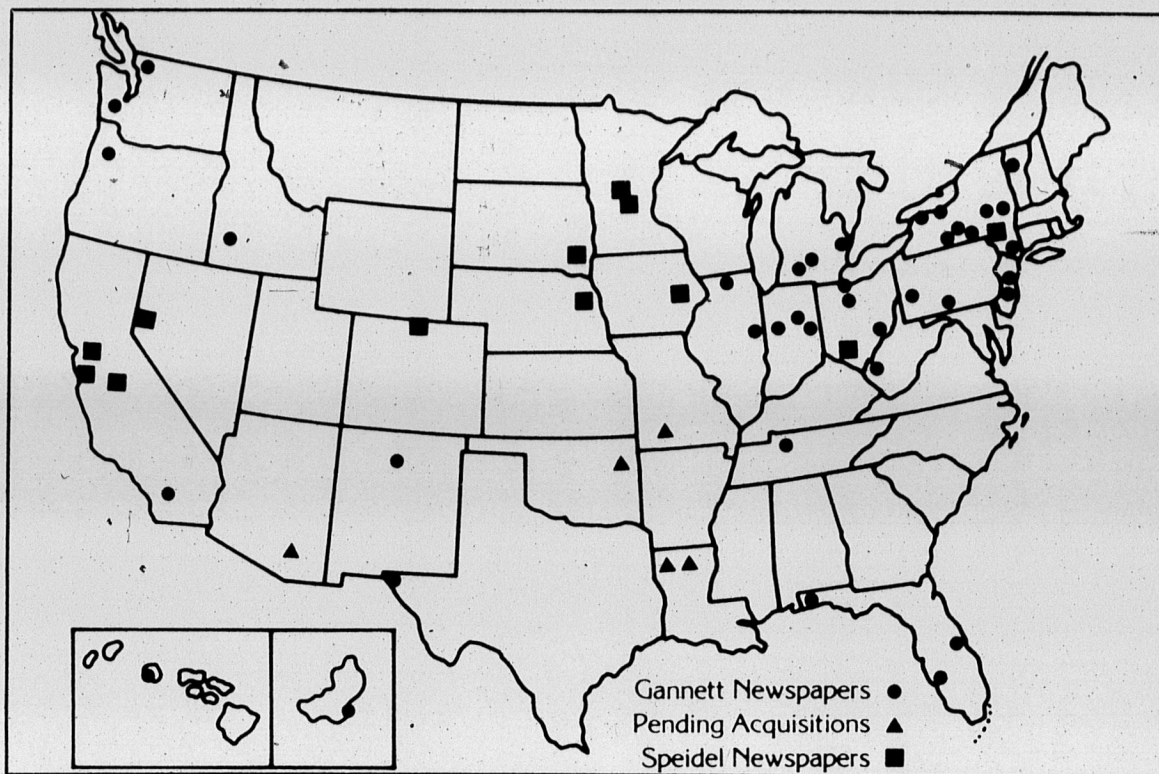
Rochester, N.Y. — When the merger of Speidel newspapers into the Gannett chain is completed in May or June it will be one of the few times in U.S. newspaper history that the profit margin of the surviving company is improved, rather than reduced, by an acquisition, according to one analyst of the business of newspapers.

The merger of Speidel and its 13 dailies in nine states into Gannett, already owning or buying 60 dailies in 21 states and Guam, was announced by the two companies on Dec. 20.

The value of stock shares to be exchanged in the deal, plus 5.5 million dollars paid by Gannett for 6.8 percent of Speidel's stock in 1974, put the total price paid by Gannett for Speidel at 178.3 million dollars, 20.9 times Speidel's earnings.

And, says John Morton Newspaper Research of Colin, Hochstin Co., the purchase should improve Gannett's already high profit margin because "Speidel enjoys by a considerable distance the highest profit margins of any publicly owned newspaper company."

While Gannett earned 10.9 percent after taxes in 1975, for example, Speidel kept 17.2 percent of its revenues after taxes. For the first nine months of 1976 Speidel kept 17.3 percent after



GANNETT—73 DAILY PAPERS IN 28 STATES AND GUAM

Map reproduced from Gannett promotion ads heralding itself as "a world of different papers"

taxes and Gannett 11 percent. Adding Speidel to Gannett would improve the latter's 1975 performance to 11.6 percent and nine-months-1976 results to 11.8 percent, both after taxes.

The merger also will boost total daily circulation of Gannett-

owned newspapers to just under 2.8 million, behind the circulation totals of only the Newhouse, Knight-Ridder and [Chicago] Tribune Co. chains. More than one of every five of the 61 million papers sold daily in the United States is produced by one

of those four companies.

Guild locals represent employees of Gannett papers in six cities: Honolulu, Lansing, Rockford, Battle Creek, Rochester and Utica. Employees of Speidel's Stockton Record are represented by the Central California Guild.

Pact awards reporter post to copy clerk

Long Beach, Calif.—A Chicano copy clerk has been advanced to permanent status as a reporter at the Independent, Press-Telegram in the wake of a grievance by the Los Angeles Guild and an action before the state's Fair Employment Practices Commission.

An agreement by the employer, the Guild and grievant Joseph Segura also provides that his probation period has been completed as provided in the contract, rather than the longer period the company at one point sought. He is credited with seniority for all time spent as a reporter.

Segura had been assigned as a summer-relief reporter in 1975 and was returned to his copy clerk position at the end of the summer. But the company then hired two persons of lesser experience as reporters.

The Guild filed a grievance.

Dissatisfied with the pace of the grievance procedure, Segura filed a complaint with the state FEPC and with the federal Equal Employment Opportunity Commission, charging the company and the Guild discriminated against him because he was a Chicano.

Last April, Segura again was assigned to summer relief work as a reporter, but this time the Guild-initiated agreement kept the job for him.

The agreement also sets up a training program for all new newsroom employees.

Back to basics institutes set

The first three of TNG's 1977 regional weekend training institutes, titled "Back to Basics," will be presented in February.

They will be held in Chicago Feb. 5-6, sponsored by the Midwest District Council; in Toledo Feb. 12-13, sponsored by the Great Lakes Council, and in Philadelphia Feb. 19-20, sponsored by the Empire State and Middle Atlantic councils.

TNG Secretary-Treasurer Robert M. Crocker will join Administrative Operations Director Ellis T. Baker in conducting the sessions, which will deal with such basics as organizing, bargaining, contract enforcement, communication and participation, and local administration and finances.

New company roadblock in Ottawa hassle

Ottawa — The lockout of 160 newspaper union members, including 50 Guild members, at the Ottawa Journal went into its 13th week with no prospect of settlement, William McLeman, the Guild's Canadian director, said.

Management of the F.P. chain's evening daily, which continues to publish, placed more obstacles in the way of settlement at a meeting arranged by a provincial mediator on Jan. 5 despite concessions by all the unions, McLeman said.

The five unions had agreed to meet separately with the Journal, instead of as a joint council, and also agreed to the company's demand that Guild members who are employees of the rival Ottawa Citizen not attend Journal bargaining meetings.

That provision applies to, among others, Guild President James McCarthy [GR, Dec. 10].

When the Guild met with management on Jan. 5, however, the paper insisted that no talks could

begin until the unions cancelled their advertising and circulation boycott efforts.

"Ironclad evidence" of this was demanded by management, including union efforts to sell advertising and subscriptions. McLeman said the unions rejected the ultimatum.

The lockout came after the unions and the company deadlocked on the Ottawa Typographical Union's effort to retain job security in the face of automation.

Pressmen, stereotypers and mailers were offered a three-year

contract by the paper—but with no job security provisions, the unions said.

Meanwhile, boycott efforts gained.

Within a seven-day period, McLeman said, the unions were able to get dealers to cut Journal sales by 3,600 copies daily. He estimated that the Journal's daily circulation was down 20,000 and that the Citizen and the French-language Le Droit have substantially increased their circulations.

In a Dec. 16 bulletin, the Guild said that of 221 adver-

tisers contacted personally, only 12 refused to support the boycott. Thirty cancelled outright and others indicated they are watching circulation figures closely, the favoring the Citizen or Le Droit more than before, or intend to ask the Journal for lower rates.

Agreement was reached last month on a new contract with the Citizen, which earlier had withdrawn from joint bargaining with the Journal, saying it disagreed with the F.P. paper's bargaining posture.

The Guild reported \$1,895 in new contributions to its lockout fund, including the following from Guild locals:

Wilkes-Barre	\$ 100
Columbus	20
Central California	50
Providence	50
Victoria	200
Montreal	250
St. Louis	125
San Jose	100
Canadian Wire Service Guild	
Canadian Press Unit	1,000

This brings total contributions to the fund since the lockout began to \$6,345.

Toronto wins major element of Oshawa rollback appeal

Oshawa, Ont.—The Toronto Guild has won the major point of its appeal to the federal Anti-Inflation Board against reduction of percentage wage increases at the Oshawa Times.

The AIB originally had ruled that experience steps-ups should be included in the computation of the settlement's cost—as reported by the company—thus raising the increases to 17.17 percent from 11.9 percent. The AIB cut the increase to 11 percent.

Last month, however, the AIB agreed with the Guild that the step-ups should be excluded from the percentage.

The board, however, kept the increase at 11 percent.

But exclusion of the step-ups avoids cases in which employees going from, for example, three-

and-a-half years' experience to four between general increases would receive only the new minimum for the old experience rating rather than the new minimum for the higher rating, the Guild said.

IT



'Rage' fills Philadelphian over McCarthy's firing

CHALFONT, PA.

Editor:

The GR story [Dec. 10] of the Chicago Guild's firing of Justin McCarthy filled me with rage—rage that a veteran front-line Guild warrior could be so shamelessly maligned, humiliated and discarded by some of the very people who enjoy—and take for granted—the benefits he helped win. And we call publishers heartless!

The facts and motives behind the firing I don't know. But this I do know: Accusing Justin of "lacking aggressiveness" is inso-

SEEMS TO US

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.

lent, preposterous prattle. He was battling for the Guild when some of his detractors were probably still in diapers—and when Guild activity required far greater risk, courage and personal sacrifice than now.

Long before I met Justin, I heard him praised by the late

Arthur Riordan, who practiced aggressiveness himself—remember the Philadelphia Record strike in 1946?

So the present Chicago leadership and their supporters "lack confidence" in Justin, eh? Perhaps they lack other qualities as well.

To Justin: Keep your head high, brother! Those of us who know you and struggled with you to advance the Guild's cause will never believe the slur. You still have our confidence, respect and gratitude.

MICHAEL CASINO
Former President
Philadelphia Guild

Retirement ruling

Washington—The National Labor Relations Board has ruled that compulsory retirement policies cannot be unilaterally established by employers for organized workers, according to the Wall Street Journal's Labor Letter.

The NLRB ordered the Louisville office of Pinkerton's Inc. to revoke a mandatory age-65 retirement rule for security guards and to bargain with the guards' union on the matter.

Practice on the picket line

(Continued from Page 1)

The practice picket line was covered by one area television station, but there was nary a line in any of the four papers.

The printers' and mailers' unions, with Guild representatives on their bargaining commit-

tees, held their first sessions with representatives of the Sacramento papers on Dec. 28. They have scheduled initial bargaining sessions at the Fresno and Modesto Bees for late January. The Guild also is represented on the printers' and mailers' bargaining committees at the Stockton Record.

AIB cuts 270 million in increases

Ottawa—Canada's Anti-Inflation Board asked corporations to wipe out 9 million dollars in excess revenues and rolled back bargained wage increases totalling 270 million dollars in the first year of controls, according to figures made public at a news conference here.

The AIB released the 9-million-dollar figure, but said it couldn't put a value on wage rollbacks.

But Steelworkers' Union researcher Paul Brennan announced he could: 270 million dollars.

He later was ordered out of the room—after AIB staffers discovered he wasn't one of their own—but no official or staffer contested the accuracy of his figures.

Settlement at Racing Form ups key tops \$88, to \$460

New York—Key minimums rise \$88, to \$460.15 a week, in a new, three-year New York Guild contract at the Daily Racing Form's Eastern Edition.

Increases in top minimums over the life of the contract are as follows:

Reporters, photographers, advertising deskmen, and "A" handicappers—Up \$88, to \$460.15.

Roadmen, senior statistical clerks, circulation inspectors, paymasters—Up \$69, to \$363.90. Junior statistical clerks are upgraded and get an increase of \$85.50, to \$286.15.

Telephone operators, stenographer-typists, subscription clerks—Up \$51.30, to \$268.40.

File clerks, stock clerks, head copyperson—Up \$40.05, to \$209.65.

The old Guild shop clause—requiring maintenance of membership and 13 of 15 new employees becoming members—is improved to require that all new employees

become members.

Advance notice to the Guild of economic dismissals is increased two weeks, to six. Advance notice to the Guild of intent to introduce new or modified equipment which may create new jobs or alter existing ones also is increased two weeks, to eight.

Employer-paid life insurance coverage increases \$2,000. The coverage had ranged from \$4,000 for employees with annual salaries of less than \$10,000 and fewer than 15 years of service, to \$22,000 for those with annual salaries of \$15,000 or more.

The employer's weekly contribution to the pension fund rises \$2.50, to \$15, retroactive to April 7, 1976, and goes up another \$1.25, to \$16.25, this April 7, and another \$1.25, to \$17.50, next April 7.

A tenth holiday is added and employees become eligible for a fifth week of vacation after 15 years, rather than 20.

The mileage rate increases three cents, to 15.

Jury duty payment—salary minus juror pay—is extended from 10 days to 15 days.

Representatives of the New York Typographical Union sat in as observers at Guild bargaining sessions.

Women workers

Washington—Nearly a third of all women workers were 45 or more years old in 1975, according to "Mature Women Workers: a Profile," publication of the U.S. Labor Dept.'s Women's Bureau.

Arbiter: No 'freebie' turf coverage

San Jose—The Mercury and News violated the San Jose Guild's contract jurisdiction clause when it ran turf material prepared by race tracks' public relations operation rather than assigning the work to a staff member, an arbitrator has ruled.

In expanding its racing coverage, the Knight-Ridder papers published handicaps, exactas, long-shots and other information

from Pacific News Service, a public relations service operated by Golden Gate Fields and Bay Meadows race tracks.

The features were run under the fictitious byline of "Bill Fetzter," and a sports department staff member was assigned to edit the material.

Testimony showed that other major area papers employ turf writers who gather information

York Dispatch tops rise \$34

York, Pa.—A \$34, across-the-board increase takes reporters and cartoonists to a top minimum of \$279.25 a week in a new, two-year York Guild contract at the Dispatch here.

Top minimum for librarians goes to \$260.25 and for proofreaders to \$247.75.

The Guild earlier reached agreement on a \$36 hike at the top across 18 months in a new contract at the York Daily Record, producing a key reporter top of \$277.50.

Bargaining at the Dispatch was prolonged when management

agreed, then refused, to pay agreed to new minimums before the contract was signed.

The settlement, however, does contain retroactivity—at the reporter top, \$19 to July 1, 1975, and \$15 to July 1, 1976, for example. The old contract expired June 30, 1975.

Another issue which held up settlement was job security. The new agreement provides that economic dismissals be made by seniority within each classification, rather than by seniority without regard to classification.

Holiday language is improved to provide a full day's pay in addition to regular weekly salary when an employee is called to work on a personal holiday.

Payment for travel time is added to a provision for a minimum of three hours pay at the overtime rate for employees called back to work after their shifts have ended.

The mileage rate is increased to 15 cents, from 12 cents for the first 300 miles in a week and 9 cents thereafter. An escalator clause provides for a half-cent increase for each five-cent hike in the average price of regular-

grade gasoline.

An employee who, with the publisher's consent, refuses to surrender or authenticate documents or disclose the identity of a source, shall suffer no loss of wages, employee status or contractual benefits if legal proceedings are instituted.

The previous contract's protection of employees against monetary loss from fines and damages in such instances is continued.

A prohibition against any employee being dismissed because of the introduction of new or modified equipment is added, with a provision that displaced proofreaders be relocated in the editorial department as news clerks.

Retroactive to Jan. 15, 1976, the publisher will contribute \$5 per employee per week to a pension program, with the contributions to be deposited in a joint Guild-Dispatch savings account until The Newspaper Guild International Pension Plan becomes effective. Then the payments shall be made directly to that plan.

The publisher also agreed to pay the full cost of employees' coverage under the existing Blue Cross-Blue Shield plan.

Tops go to \$295 at Catholic paper

Detroit—Top minimum for reporters, photographers, copyreaders and the women's editor rises \$36.89, to \$295.13 a week, in a new, two-year contract bargained by the Detroit Guild at the Michigan Catholic.

In other classifications, the increase and resulting top minimums are as follows:

News editor (flat, rate)—Up \$38.90, to \$324.90. Advertising salespersons—Up \$30.09, to \$257.34, plus 25 percent commission on any size ad and 10 percent commission on preprinted inserts.

Chief circulation clerk (flat)—Up \$30.71, to \$203.51.

Telephone operators, typists, stenographers, clerks—Up \$29.81, to \$190.04.

Secretaries—Up \$30.71, to \$203.51. Bookkeepers—Up \$31.75, to \$218.90.

Increases are retroactive to June 1.

The company's monthly contribution to Blue Cross-Blue Shield coverage rises \$10.21, to \$66.96, and a prescription benefit is added.



'Murdockery' in New York?

The cover on the Jan. 17 issue of Newsweek (above), done after the manner of several of the U.S., Australian and British papers owned by Rupert Murdoch, seemed to encapsulate the new year's running story of Murdoch adding the New York Post to his string on Jan. 1 and then winning control of the commonly owned Village Voice and New York and New West magazines.

Among the associated occurrences: the federal Justice Department said it would look into the takeover actions and results, the Post got a new editor, Edwin Bolwell, a member of the Canadian Wire Service and Toronto Guilds while working for the Canadian Broadcasting Corp. and the Toronto Globe & Mail in the late '50s and early '60s, and the Post began to reflect its new owner's journalistic style.

During the paper's last week under Dorothy Schiff its front page headlines included such as: "Amnesty? Ford Backing Off," "Carter Raps Bell's Critics" and "Yunich Quits Transit Post." The post-Schiff Post hit the streets with banners like: "Mob War Shapes Up Over Drugs," "A Talk with the Playground Killer," and "Bust Brooklyn Bomb Factory." And "Page Six," a daily dose of gossip under heads like "All About Liz" and stories on subjects like "Killer Bees."

It was Murdoch's San Antonio Express and News that first sought to have the National Labor Relations Board reclassify reporters as "professional employees" under U.S. labor law.

"Murdockery" is a word coined by Griffin Smith, Jr., in an article on the style and substance of most of Murdoch's newspapers in November's Texas Monthly magazine.

Canada's price elevator

The following table shows the ascent of Canada's Consumer Price Index over a 47-month period following a 0.5-point rise, to 152.2 in November. The first column shows the index figures for each of the last 13 months, with a 1971 base. The second shows the percentage increase over the same months of the preceding year, and the third the increase over December, 1972.

	Index*	Percentage over Same month prior year	December 1972†
November, 1975	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
November	152.2	5.6	41.7

* 1971 = 100

† Index = 1971

Four more to go

Editorial

The NLRB and statistics

National Labor Relations Board Chairman Betty Southard Murphy's task force of labor-law attorneys has turned in a lengthy interim report on how NLRB procedures might be streamlined [Guild Reporter, Nov. 26].

On at least one point, it misses the mark by a country mile. Pointing to labor board statistics, it notes that a representation election "takes place in a median of 75 days from the filing of the petition" and says that "it is probably true that a few 'horror' cases in excess of the median are responsible for most of the criticism of the delay in obtaining an election."

Just in this issue of the Guild Reporter alone there are stories involving a "few."

Twenty months and six days from filing to election order in Wilmington—12 of those months before the full board.

Seventeen months from filing to decision in Steubenville—a year and 20 days before the full board.

Fourteen months from filing to election order at the Philadelphia Bulletin—10 of those months before the full NLRB in Washington.

Fourteen months from filing to election order in Binghamton, N.Y.

A few horror cases? Come on, you guys, this is just one issue of one union newspaper.

Who needs the Guild?

Every so often TNG hears of a journalism prof here and there that gets to the few lines in a journalism-history text that report the founding of the Guild and informs the class that the Guild was a good thing for those working for newspapers "back then." In this "enlightened age," however, nobody competent needs it.

Oh, yeah?

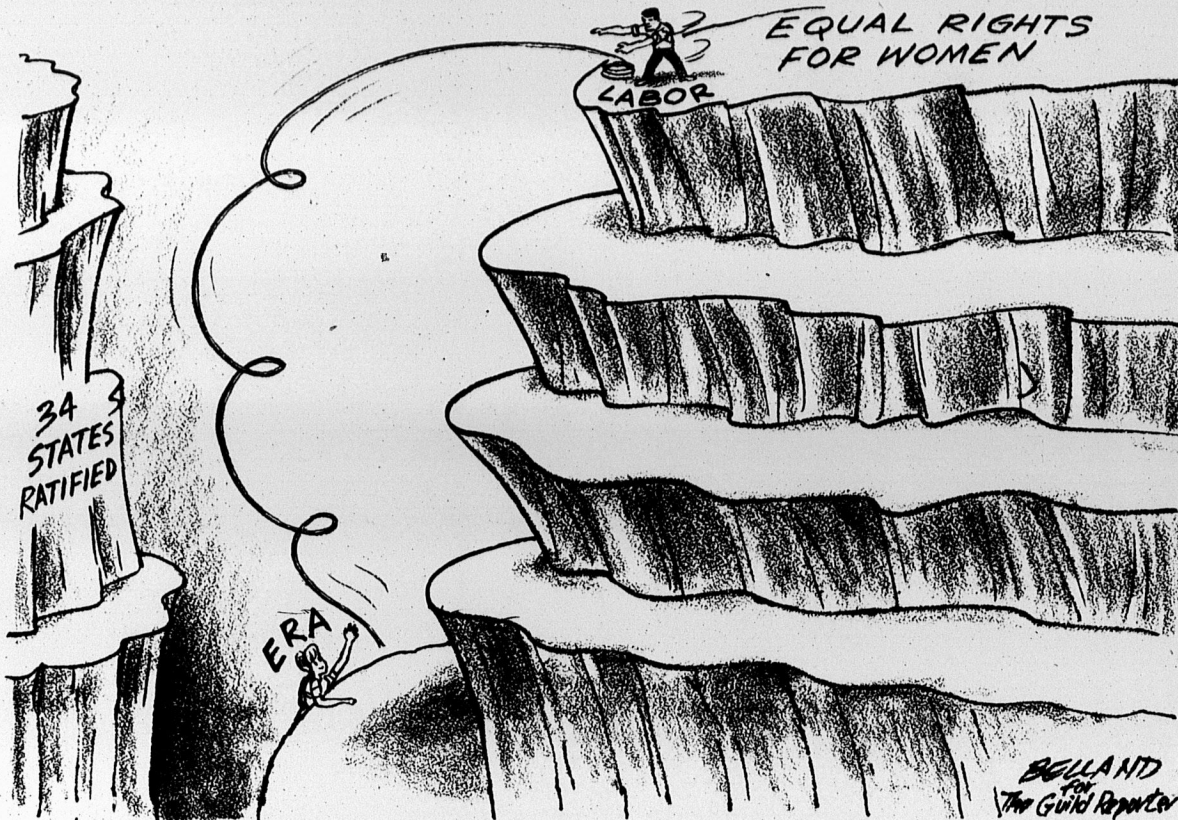
Consider the Jan. 1 report in Editor & Publisher of Gannett's Saratogian in Saratoga Springs, N.Y., firing Kathy O'Brien, 23, because she "gave the finger" to a group of firefighters demonstrating against city budget cuts there after several shouted, "Hey, baby," and commented about her legs as she walked by.

They called the managing editor, Ralph J. Soda, and complained. Soda said things about her gesture casting "a reflection on the objectivity of the newspaper" and a lack of "feminine control" and irrevocable damage to her credibility as a reporter.

Or consider the case of Michael Krawetz, fired from his reporting job with the Thomson chain's Newburgh (N.Y.) Evening News after the local Republican Party chairman complained of Krawetz's "scurrilous and scandalous attacks" on the local party and threatened to encourage candidates to withhold campaign advertising from the paper. It's laid out in great detail in a complaint against the paper's actions by the National News Council.

Guild contracts forbid dismissals without "just and sufficient cause." It'd be interesting to see a publisher try to establish the justness of either O'Brien's or Krawetz's dismissals in an arbitration.

But there's no Guild contract at either paper. Who needs one?



DATELINE: OTTAWA

Labor leader's NDP blast points up party's problem

By HUGH WINSOR, Toronto Guild



NEW DEMOCRATIC PARTY leader Ed Broadbent denies there was any connection but it does seem more than coincidence that he announced his application for a formal review of the wage and profit control legislation within a week of a major attack on the NDP by a prominent spokesman for organized labor.

Regardless of how much was design and how much was coincidence, the two events do underline the dilemma now being faced by the NDP in its relationship to the union movement.

The labor spokesman was Dennis McDermott, Canadian director of the United Auto Workers, a labor leader with one of the highest political profiles in the Canadian Labour Congress who has in the past been at the forefront of NDP politics.

MR. MCDERMOTT put it bluntly in an interview that has received a lot of attention. The NDP, he said, has failed to appreciate the fundamental and total abhorrence of the labor movement to the controls program. Unless there is a dramatic awakening, the CLC will have to reconsider its formal alliance, he warned.

The scorn was directed equally at the NDP provincial governments that have gone along with the anti-inflation regimen and the national party, which has been somewhat muted in Ottawa.

The pressure on the labor movement is two-fold. On the

one hand, labor is convinced that wage controls have bitten harder than profit controls. Secondly, during the consultations between the CLC and the government, Prime Minister Pierre Trudeau has held out something of a carrot. It would be much easier for the government to talk of formal co-operation and planning with labor if the CLC weren't so closely tied to the NDP.

As a tactical maneuver, the Broadbent call for a review of the controls legislation shows considerable imagination. On the one hand it is a gesture toward the CLC while embarrassing the government and the Conservatives.

It forces the Conservatives to put their signatures where their mouths are since they now say they oppose controls. The Conservatives, however, have been attempting to avoid specific policy pronouncements and now they will have to squirm a bit.

But the most important aspect to the strategem is that it moves political debate off the subjects of Quebec separatism (on which the NDP has little to say) and onto national economics.

As a party committed to democratic socialism, the NDP is in favor of more central planning of the economy, including the location and type of new investment, job creation and so on. Some form of price, profit and income control are an essential element of any central planning. Hence the NDP finds it difficult to oppose controls as

such, only the unfairness in applying them.

Although union spokesmen seldom come right out and say it, they are free enterprisers at heart. They believe they should be able to win and keep the wage increases their organized power can extract from employers. Employers must be able to make higher profits to provide the base on which higher wages can be won.

It is this simple psychology that Mr. Trudeau is trying rather naively to break. Mr. Broadbent's strategy has been to sidestep this fundamental contradiction between himself and labor and try another tack.

INFLATION IS NO LONGER the problem, unemployment is, Mr. Broadbent argues. It is time to turn on the expansionary taps and that means dropping controls which have been inhibiting investment and new jobs. Businessmen will not give him an argument on that.

Whatever the merits of the individual party positions, the use of the parliamentary strategem to force a formal review will be a healthy move. Maybe in the ensuing debate, somebody will notice that three of the Organization for Economic Co-operation and Development countries which have a better record than Canada in containing price rises do not have wage and profit controls.

Howard confab gets backing

Washington—Guild locals have been urged to remind employers of Howard University's sixth annual communications conference here Feb. 17-20.

"The conference provides an excellent opportunity for employers to meet and interview minority-group job applicants," Hannah Jo Rayl, TNG's human rights co-ordinator, wrote to local presidents, administrative officers and human rights committees.

The conference, to be held at the Mayflower Hotel, will deal with several aspects of the media in addition to hiring.

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