

Sun-Times ordered to restore job, column

Chicago—The Chicago Sun-Times has been ordered to reinstate a black sports reporter to his job and resume a weekly column by him in one of the most sweeping arbitration decisions of its kind in Guild history.

For while it is common for an arbitrator to order a person's job restored, few, if any, have ever before ordered that a column be resumed.

The arbitration was brought by the Chicago Guild.

The decision could climax a case in which Lacey J. Banks's column was killed by a new sports editor, charges of racism were printed in a black daily

and Banks was fired from the Sun-Times.

Arbitrator Clair V. Duff of Pittsburgh said in his decision that Banks suffered "a series of shocking setbacks administered with brutal lack of consideration" by the new sports editor.

The Sun-Times has paid Banks his back wages and reinstated him to his classification.

But it has refused to obey that part of the March 1 decision calling for it to reinstate Banks's column.

And it has assigned Banks to work on the sports rim rather than give him back his Chicago Bulls basketball beat.

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Post's picking outside intern violated pact, arbiter rules .....Page 5

~~~~~  
Sex, race bias charged in San Diego pay casePage 3
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Gerald J. Minkinen, the Chicago Guild's executive director, said the local was consulting its counsel and that of TNG about steps possible to enforce full compliance with the arbitration award.

Duff conducted four days of hearings into the case here last fall.

It came out in testimony that Banks

"is a proud and talented member of the black race," Duff wrote in his opinion and award.

Banks went from a modest background into journalism despite the lack of job opportunities for blacks on white-owned papers, Duff added.

Three years after declining a reporter's job at the Sun-Times, Banks was hired by the paper's editor, James Hoge, as a sports writer with the understanding that he would cover a big-league team and have a weekly column, Duff noted.

Shortly after he was hired in August, (Continued on Page 6)

## Denver Post contract raises some \$84

### Library job is upgraded, to go to \$354

**Denver**—Top minimums are increased by as much as \$84 and over-minimum wages by as much as \$78 a week in a new three-year Denver Guild contract with the Denver Post.

The settlement also increases publisher-paid life and accident insurance, raises the publisher's monthly health insurance payment, and cuts the service time for four weeks' vacation by a year, to seven.

The \$84-a-week increase comes in an upgrading of the top minimum for assistant librarians, taking it to \$354, with \$47 of the total retroactive to Oct. 1, \$17 due Oct. 1, 1977, and the final \$20 on Oct. 1, 1978.

Other minimum increases under the new contract include:

**Reporters, photographers, display salespeople and librarian**—Top minimum up \$78, to \$445, with \$26 retroactive to Oct. 1, 1976, and the same amount the same date this year and next. Starting minimum up \$48, to \$264, in three \$16 increments.

**Classified outside salespeople and circulation district advisors**—Top minimum raised \$77, to \$415, in increments of \$25, \$26 and \$26.

**Classified telephone solicitors** (called contract adtakers), **secretaries and computer operators**—Top minimum up \$46, to \$281, in increments of \$17, \$13, and \$16.

**Rewrite people, copyreaders and assistant business-news editor**—Top minimum up \$78, to \$455, in three increments of \$26.

(Continued on Page 6)



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### Ready to vote 'aye' at Washington Star

Members of the Washington-Baltimore Guild's Star Unit meet and ratify new contract (GR, March 11). The contract provides a \$20 a week economic package in each of its second and third years, but no wage increase in the first year because of the paper's financial difficulties. All other unions except the photoengravers ratified at about the

same time. The photoengravers, after rejecting the settlement, have now also ratified it. At microphone is Guild Local President Philip M. Kadis. The new top minimum for key classifications under the Guild's contract will be \$490.37 a week in 1979, its third year. The amount was incorrectly reported in the March 11 Guild Reporter.

## 103 introduce pregnancy-pay bill in Congress

**Washington** — Ninety-two House members and eleven senators have joined to introduce a labor-endorsed bill to assure that women unable to work because of pregnancy will receive the same benefits their employer pro-

vides for other workers temporarily disabled.

The legislation is intended to counteract the Supreme Court's decision in December that the ban on sex discrimination in the federal Civil Rights Act does not

require coverage of pregnancy and childbirth in fringe-benefit plans.

In its ruling, the Supreme Court rejected the claim of the International Union of Electrical Workers (IUE) that General Electric illegally discriminated with it excluded pregnancy-related conditions from an otherwise comprehensive list of disabilities covered by an insurance program.

TNG, the IUE and the AFL-CIO were among more than 40 organizations—unions, women's

and civil rights groups—that joined in supporting the bills introduced March 15.

Chief sponsor in the Senate, where it is Senate Bill 995, is Sen. Harrison A. Williams of New Jersey, who heads the Senate's Human Resources Committee and its Labor subcommittee. Chief House sponsor, where it is H.R. 5055, is Rep. Augustus F. Hawkins of California, who heads the subcommittee on Employment Opportunities. The bill was referred to Hawkins' and Wil-

(Continued on Page 6)

## Forced retirement is ruled age bias

**Oshawa, Ont.**—An arbitration panel has ordered the Oshawa Times to reinstate an advertising sales representative it had forced to retire because he was 65 years old.

The panel, headed by R. H. McLaren of the University of Western Ontario's law faculty,

said the Toronto Guild's contract prohibiting discrimination because of age or other factors barred compulsory retirement at age 65.

McLaren said that while the company had a right to establish unilaterally a compulsory retirement policy, any such policy

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Forced retirement being forced out?Page 4
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couldn't be based exclusively on age.

The panel ordered the paper to reinstate Wilfred Rigler and pay him six month's back wages. Unit members welcomed him back with a party on March 17.

Murray Tate, the Guild's nominee on the panel, voted with McLaren. Allan J. Clark, the company nominee, dissented.

The panel's majority found that the forced retirement was, in effect, a discharge and, therefore, was subject to the contract.

The contract prohibits discrimination because of "race, creed, sex, age, color, national origin, marital or parental status."

(Continued on Page 4)

## Printers and Guild strike, Massillon Independent shut

**Massillon, O.**—Typographical Union printers struck the Massillon Independent March 18 and the Cleveland Guild's Unit at the paper joined them several hours later.

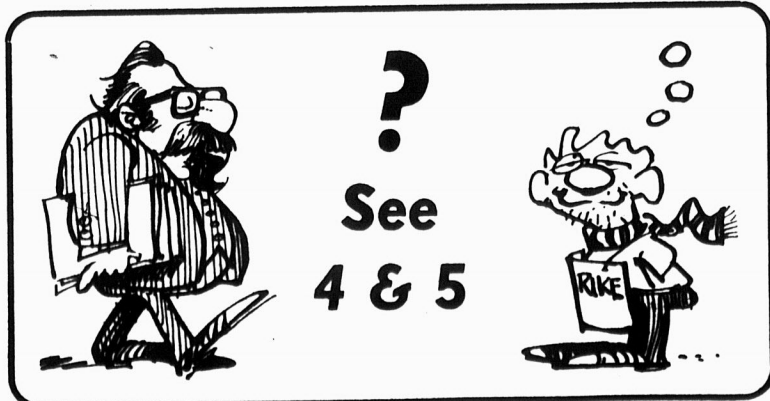
The pressmen were locked out the next morning and the locally owned paper suspended publication.

All three unions agreed to joint bargaining from the strike point on. They had been bargaining separately.

The Typographical Union printers were the first to strike. They walked out after months of fruitless bargaining.

Jack F. Weir, executive secretary of the Cleveland Guild, said the publisher had attempted to institute unilaterally a new vacation policy even while the contract was open and also fired the foreman and assistant foreman. That was the last straw for the printers, he said.

(Continued on Page 6)





## Bay Area papers: 'yes' on vacations

**San Francisco**—The Bay Area's five metropolitan employers finally — and reluctantly — have agreed to abide by an arbitrator's decision that means an additional week of vacation this year for Guild-covered employees.

Their agreement on March 9 came after Sam Kagel, the arbitrator, issued a clarifying decision applying to the Oakland Tribune two days earlier.

Managements at the San Francisco Chronicle, San Francisco Examiner, San Francisco Newspaper Printing Co., and San Jose Mercury and News decided to follow Kagel's Tribune decision and drop their court action to rescind his earlier award.

But "they said they'd see us at the bargaining table about taking the additional week away from us after this year," San Francisco-Oakland Guild President Larry D. Hatfield and Executive Secretary Fred D. Fletcher said in a bulletin.

SFONG and the San Jose Guild are in bargaining now.

Kagel's March 7 Tribune ruling held that Guild-covered employees there would get the full additional week and most of the retroactive money from a mid-1976 wage increase which was withheld pending settlement of the 1976 vacation improvement dispute.

Kagel's original decision, on Jan. 12, said the Guild could have an additional week of paid vacation across the board in all three cities for \$3 per week per employee diverted from the still-

unpaid \$4.29 per week pay increase of June 28, 1976.

Management said the cost figure was far too low and that Kagel had exceeded his authority. They went to court to overturn the January decision.

A Superior Court judge, however, upheld Kagel and management attorneys were thought to be considering further court action. That course is now dropped.

In the dispute with the Tribune — which did not go to court — the Guild said Kagel's award permitted an additional week of vacation for everybody this year and all of the June 28-Dec. 31, 1976, money in a lump-sum retroactive payment as wages.

The Tribune contended it meant two and a half days of additional vacation this year and withholding of \$3 a week of the retroactivity for the second half of the year.

Kagel's clarifying decision provided that:

✓ Guild-covered employees will get an additional vacation week in 1977. Those who would have received two weeks under the old contract will get three, and so on up to a new entitlement of five weeks.

✓ The \$3 per week will be diverted from the \$4.29 retroactive to June 28, 1976. The remaining \$1.29 will be applied as per the complicated "Guild formula," which translates craft dollars into Guild money, for the July-December, 1976, period only and be paid in a lump sum.

✓ For the period after Dec.



### AFL-CIO radio show off Mutual

The AFL-CIO's weekly public-service radio program, Labor News Conference, has been taken off the Mutual Broadcasting System in the face of the strike/lockout of AFTRA and IBEW members at the network. The program is taped at AFL-CIO headquarters. Here Sara J. Fritz of UPI and Tom

Joyce of Newsweek question Glenn E. Watts, center, Communications Workers president, about the CWA's upcoming bargaining for 500,000 telecommunications workers. Job security, an end to sex-related wage inequities and pensions are among the union's key goals, he said.

31, 1976, the same \$1.29 per week per employee will go into the pension plan, as originally planned by the Guild.

The Guild said that for Tribune employees, the July-to-December lump sum will amount to from \$15 to \$40, not counting refigured overtime.

## 2 unions in strike-lockout at Mutual radio networks

**Arlington, Va.**—Two unions are on strike—and also locked out—at Mutual Broadcasting System, Inc., and Mutual Reports, Inc., headquarters in this Washington suburb.

The International Brotherhood of Electrical Workers struck after its members rejected a company proposal on a new contract. Later, the company refused to negotiate and an IBEW spokesman said he considered that tantamount to a lockout.

Meanwhile, members of the American Federation of Television & Radio Artists (AFTRA) struck when three members were fired by MBS President C. Edward Little.

The first to be fired was a tape editor when she asked that a union steward accompany her to an interrogation by Little. She said she feared that disciplinary action would be discussed.

She has that right under the National Labor Relations Act.

The other two fired employees were the shop steward and a member of the executive board

of AFTRA's Washington-Baltimore local.

Mutual Reports, Inc., which provides news and features to 100 black stations, has separate executives. They told AFTRA that its members would be protected if they returned to the black network.

But they were refused admittance when they sought to do so and AFTRA said they were locked out.

MBS provides programs to 700 stations.

Broadcasting magazine, meanwhile, reported that John McGoff, the Michigan and California publisher, has been talking to MBS about the possibility of buying the network. Whether the talks are continuing was not known, the magazine said.

## Jewish agency settlement produces raise

**New York**—A one-year contract between the New York Guild and the Jewish Telegraphic Agency raises newsmen's top minimum \$10.86, to \$321.25 a week.

**Bookkeepers' and librarians'** top minimum goes up \$9.74, to \$288.08. The top for secretaries, assistant bookkeepers and production clerks rises \$6.41, to \$189.68, and for stenographers, telephone operators and library assistants' \$5.77, to \$170.55.

The severance pay ceiling goes up three weeks, to 69. Severance pay is obtainable upon voluntary termination after age 60, instead of 62.

The contract was ratified and signed before its terms were submitted to the International Executive Board's Contracts Committee, a violation of TNG's Constitution.

## Maids' disparity wiped out in Gary

**Gary, Ind.**—A \$16.18-a-week differential between maids and janitors at the Knight-Ridder chain's Post-Tribune is wiped out in a new, two-year Gary Guild contract with the paper that establishes pay-parity for the two jobs.

The flat minimum for maids is increased by \$27.86 a week retroactive to Oct. 23, putting it at \$203.58, and by \$12.23 on Oct. 23, 1977, to \$215.81. Simultaneous raises of \$11.68 and \$12.23

to the janitors gives them identical top minimums.

Other increases provided by the new contract include:

**Reporters, photographers, and artists**—Top minimum up a total of \$43, to \$388.08, with \$21 retroactive and \$22 next Oct. 23.

**Senior clerks and librarians**—Top minimum up \$27.37, to \$247.02, with \$13.37 retroactive and \$14 next Oct. 23.

Increases of \$1 in the differentials over reporter minimum for several "editor" and "chief" jobs raise their minimums by \$44 a week over the contract's term. Four of them will go to \$422.08, six to \$411.08, and two of the jobs to \$400.08 a week.

The new contract also adds a requirement that employees be

trained in the operation of new or modified processes or equipment to the previous contract's prohibition against automation dismissals.

The settlement also increases the publisher's pension contribution by \$1, to \$8.50 per employee per week.

The new contract also adds "matters affecting human rights or journalistic ethics" to areas to be dealt with under grievance procedures. Matters arising from the contract or affecting employee-publisher relations continue as other areas to be dealt with under the procedures. A new Guild-management committee is to meet at least quarterly to take up problems arising from automation.

## Guild, Citizen settle copy dispute

**Ottawa**—The Ottawa Guild and the Southam chain's Ottawa Citizen have negotiated a settlement of the company's claim that the Guild owed it \$7,421.79 for Guild members' refusal three days last summer to handle Canadian Press copy in the face of a series of ministrikes at the wire service by Guild members there.

The settlement came during lunch after a half-day's hearing in which an arbitrator had heard the company's side of the case. The Guild was to have been up that afternoon.

The settlement provides that the "parties are agreed: 1) that there was a strike [by Guild members] on Aug. 9, 10 and 11,

1976," and "2) that as a result, the Guild will pay to the Citizen without prejudice the amount of \$1,500."

The \$7,421.79 the company sought was made up of \$4,100 it claimed as alleged "damage to the product" during the three days, and \$3,321.79 for travel to hearings in Toronto, salaries of management personnel while they handled CP copy and legal fees.

Ottawa Guild President Katie FitzRandolph said that in the settlement the local admitted "neither damages nor costs . . . nor do we admit the company's ludicrous formula whereby each news item in the paper was worth one-tenth of a cent to each subscriber."

The company had claimed that each CP story a supervisor handled represented a loss of a local story that might have been written instead. The local had pointed out that its members had continued to produce local copy during the three days.

TNG's International Executive Board in January had authorized TNG's sharing the Ottawa Guild's costs in defending itself against the Citizen's monetary claims.

FitzRandolph said that before the arbitration hearing the Citizen's editor, Russ Mills, had said that management knew its claim for "damage to the product" lacked legal validity since the damages didn't exist.

**Washington** — Legislation to give the Equal Employment Opportunity Commission (EEOC) authority to issue cease and desist orders in discrimination cases has been introduced in the House of Representatives.

The legislation, sponsored by Rep. Don Edwards of California and co-sponsored by Rep. Robert F. Drinan of Massachusetts, would provide for fines of \$1,000 a day against violators of such orders. It is House Bill 3504.

EEOC's promise has remained "essentially unfulfilled," Edwards said, noting that it has a backlog of 130,000 cases and that about half of the charges filed are closed without investigation, while only one in eight is resolved.

Edwards blamed defects in the original 1964 legislation, "unstable leadership, poor administration and insufficient resources."



# Locked-out unions accuse Journal of bad faith

Ottawa—Refusal of the Ottawa Journal to accept the recommendations of a provincial Industrial Inquiry Commission to settle the paper's five-month lockout of members of five unions, including the Guild, has brought charges from the unions that the Journal has failed to bargain in good faith.

And the unions are asking the

## Ottawa in, out, back in at CKOY

Ottawa—The Ottawa Guild within less than a month has been decertified by the Federal Court of Appeal as bargaining agent for CKOY-radio employees and then recertified by the Canada Labour Relations Board.

Four days after the March 4 recertification, the station appealed again to the Federal Court of Appeal.

The local was first certified to represent all the station's technical, on-the-air, news administrative and sales employees in September, four months after petitioning for them.

The company appealed the certification and on Feb. 16 the court set the certification aside and instructed the Canada Labour Relations Board to "review" whether a majority of CKOY's employees still favored the Guild in September, as they had in May.

On March 4, the CLRB said it had done as the court asked and reissued its order certifying the Guild at the station. On March 8, the same day it received notice of the CLRB's recertification action, the station petitioned the court to review it.

The CLRB said that in complying with the court's Feb. 16 action it had determined that "a majority of the employees wished to have the applicant trade union represent them" despite turnover and contrary statements by some employees.

CKOY did not state the basis on which it sought the review.

Meanwhile, representatives of the Guild local appeared before the Canadian Radio, Television & Telecommunications Commission to oppose sale of the station to the Winnipeg-based Moffat Communication, Ltd.

The local expressed concern that CKOY is the last Ottawa

Ontario Labour Relations Board to correct the situation by ordering the Journal:

✓ To agree to contracts under terms proposed by Industrial Inquiry Commissioner Dean D. L. Johnston.

✓ To pay their 160 locked-out members for wages and other benefits lost from the date new contracts would have been reached had the Journal bargained in good faith and "made every reasonable effort" to reach settlements

as required by provincial law.

The provincial labor board scheduled hearings on the charges and proposed remedies for March 29, 30 and 31.

The Guild represents about 60 circulation employees at the paper.

Johnston, in a report to Ontario Labour Minister, Bette Stephenson on Feb. 24, recommended that new contracts for four of the locked-out unions be settled for the same terms contained in settlements reached with

the Ottawa Citizen in December.

For the fifth union, the Ottawa Typographical Union, Johnston recommended that a new contract encompass much of what the Journal said it needs for the introduction of a new electronic production system. In return jobs would be guaranteed, at their "skill rate," for all printers who were working for the paper on Jan. 1, 1974. A representative estimated that would safeguard the jobs of about 70 of the 84 printers working when the lock-out began on Oct. 25, 1976.

All five unions told Stephenson on March 11 that each of them would accept Johnston's specific proposals despite his recommending "on the most contentious issue" that the publisher's position be accepted. The unions, operating through the Ottawa Council of Newspaper Unions, in addition to the printers and Guild, are the IMU mailers and the Printing & Graphic Communications pressmen and stereotypers.

The Journal, however, said before it could consider resumption of bargaining the unions would have to reverse their circulation and advertising boycott campaign and instead urge people and businesses to buy them.

Johnston recommended that the unions halt their boycott campaign after bargaining resumes and that after new contracts are reached they call publicly for purchase of the paper and its advertising space.

Johnston met with the unions and Journal on Feb. 3 and 4 and Feb. 18 before issuing his report and recommendations. He was appointed to conduct the inquiry on Jan. 24.

He said it appeared to him that the Journal has operated at a loss throughout the dispute.

Meanwhile, the Ottawa Guild reported the receipt of additional contributions to its Journal lock-out fund, including the following from other Guild locals:

|                    |       |
|--------------------|-------|
| Central California | \$ 50 |
| San Antonio        | 20    |
| Toronto            | 4,000 |
| Cleveland          | 100   |
| Cincinnati         | 100   |
| Wilkes-Barre       | 100   |
| Akron              | 100   |
| Toledo             | 25    |
| Pawtucket          | 50    |
| San Diego          | 50    |
| Pacific Northwest  | 50    |
| St. Louis          | 100   |
| San Jose           | 100   |

The contributions brought the total received to \$14,640, the local said. The Toronto Guild, it reported, is contributing \$1,000 weekly. About \$2,000 was raised for the unions' council at a bean supper.



Tom Barlet, Pacific Northwest Guild

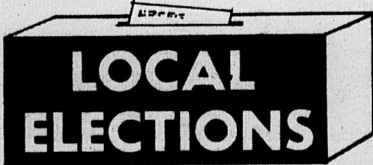
## Gold to Sea-Tac activists

Rose Ellison, above right, longtime Pacific Northwest Guild leader, receives gold Guild pin from Shirley Caldwell, TNG vice president and

PNNG president, as the local honors longtime local activists at a reception. Ellison held several local offices from 1959 through 1969, including local treasurer and chairperson of the Guild unit at the Times. Other honorees included Mabel Riedel Berglund, left, and Ed Honeywell, right. Berglund was the local's president in 1955 and its secretary in 1949. She was on its executive committee

for most of the years between 1948 and 1961, and was a candidate for the International Executive Board in 1955. Honeywell joined the Guild in 1937 and received card #2 in Tacoma. He was on the local's executive committee in 1953 and 1958.

station that is locally owned and said it also is concerned about Moffat's proposal to reduce news time. Ottawa already is "more than adequately served by rock stations," Guild President Katie FitzRandolph said.



### Akron

Terry Oblander, president; Bruce Larrick, 1st vice president; John Dunphy, 2nd vice president; Geraldine Coleman, secretary; Charles Montague, treasurer.

### Bakersfield

Andrew Millich, president (Millich, 45; Janet Newton, 28); Bob Jones, vice president (Jones, 52; Rick Benson, 22); Gail Williams, secretary-treasurer; Joyce Bridges, recording secretary.

### Canadian Wire Service

Hal Jones, president; Catherine McKercher, secretary; Mary Somers, treasurer; Carolyn James, Jake O'Donnell and Bob McConachie, vice presidents.

### Lexington

Steve Anderson, president; Gary Yunt, secretary-treasurer.

### Salem

Peter H. Homan, president; David R. Matt, vice president; Nelson K. Benton, secretary; Henry J. Collins, treasurer.

### Winnipeg

Rosalee Woloski, president; Cecil Rosner, vice president; Glen MacKenzie, secretary; Graham Parley, treasurer.

### Wire Service (U.S.)

Patrick Sherlock, president (Sherlock 461, Drew Von Bergen 356); Melinda S. Eden, AP vice president (Eden 301, Adolphe Bernotas 173 in runoff election after three-candidate election tally of Eden 171, Bernotas 170 and Michael Gross 64); Ira Miller, UPI vice president (Miller 220, Richard Boggs 189); Philip Canaday, secretary-treasurer.

## Peter Reilly, ex-member of Parliament, TNG staff

Toronto—Peter Reilly, a former TNG international representative and member of the House of Commons, died of a heart attack at his home here March 15. He was 44 years old.

Reilly was a producer on the Canadian Broadcasting Corp.'s "90 Minutes Live," a late-night talk show.

Before that, he was a reporter at large on CBC's "Fifth Estate," a program similar to CBS's "Sixty Minutes."

Reilly was beginning his second term as president of the Canadian

Wire Service Guild—before that he had been its secretary-treasurer—when he was appointed an international representative in 1957.

He took a leave of absence the next year to become assistant executive secretary of the Toronto Guild and returned to the international staff two years later for a two-year stint.

Reilly was elected to Commons as a Progressive Conservative representing Ottawa West in 1972. When he was defeated for re-election in 1974, he rejoined CBC, for which he had worked previously.

He also worked for CJOH-TV in Ottawa and the old Toronto Telegram. He was also news and public affairs director of the Canadian Television Network.



## Sex, race bias charged in San Diego pay case

San Diego—The San Diego Guild has filed a complaint with the federal Equal Employment Opportunity Commission and the state's Fair Employment Practices Commission, charging Copley's Union and Evening Tribune with sex and race discrimination in their pay practices.

The complaints, filed March 14, are based on the local Guild's 1976 male-female pay survey.

Also cited in the complaints were instances of unequal pay for equal work and refusal to promote women.

Elsewhere, meanwhile, a federal judge in New York City decided that a complaint of sex discrimination by six women at the New York Times can proceed as a class-action suit on behalf of more than 600 women.

John Edgington, the San Diego Guild's administrative officer, said that in some instances women at the Union and Tribune trained new male employees but were paid less than the men.

The 1976 study, compiled by San Diego Guild Vice President Rita Gillmon, showed the following:

✓ While more than 55 percent of all male employees were paid more than \$300 a week, only 12 percent of female employees were paid that much.

✓ While 67 percent of all male employees were paid more than

\$250 a week, fewer than 18 percent of all female employees were at that level.

✓ While more than 82 percent of all male employees were paid more than \$200 a week, only 55 percent of all female employees were paid at that level.

Putting it another way:

✓ More than 82 percent of all female employees make less than \$250 a week, but only 33 percent of all male employees make less than \$250 a week.

✓ More than 44 percent of all female employees make less than \$200 a week, but only 17 percent—fewer than one in five—of all male employees make less than \$200 a week.

The suit against the New York Times, originally filed in November, 1974, alleges that the Times has denied women promotions because they are women and that women also have been paid less than men performing similar clerical, editorial and reportorial jobs.

The "class" now covered in the suit includes "all women currently working for the Times who are covered by the Guild collective bargaining agreement, including correspondents and reporters in domestic and foreign bureaus, as well as women excluded from the Guild jurisdiction who occupy posts to assistants to ranking executives."

## Ringling circus makes labor's 'list'

Washington—Forget the circus this year if the only one in town is Ringling Brothers-Barnum & Bailey!

That's the message from the American Federation of Musicians, the AFL-CIO Executive Council and AFL-CIO President George Meany.

Ringling Brothers, a subsidiary of Mattel, Inc., the toy maker, has been bargaining in bad faith for a new contract with the Musicians and has arranged for music from a group known as Cas-Pet, "an avowed bitter enemy" of the Musicians, the AFL-CIO said in endorsing the boycott of all circus performances at which Cas-Pet provides the music.

How do you know? Call the Union Label office at your local or state federation when Ringling Brothers hits your city.



## OPPOSITION SPREADING

## Forced retirement being forced out?

Washington — Forced retirement—at least at age 65—may itself be on the way to being forced out of the picture.

That's the conclusion of a survey of the opinions of several experts in the government and the private sector by United Press International.

Factors at work to do away with mandatory retirement—a practice long opposed by TNG and prohibited under TNG's Collective Bargaining Program since 1972—include, according to the survey:

✓ Growing "social opposition" by such organizations as the American Medical Assn. and the American Civil Liberties Union, as well as senior citizens' groups.

✓ A growing realization by employers that many older workers, even in their middle and late 70s, are as competent as younger workers and may be more productive, except at hard manual labor.

✓ And—most importantly to mandatory retirement's elimination—both employers and governments are growing more and more concerned about the high cost of supporting pension programs that are paying benefits to more and more people—a good many of them forced out of the workforce solely because they are 65.

Several surveys by the U.S. and Canadian Labor Depts., and by the New York Commission on Human Rights, point out that older workers generally have better attendance records and better safety records than younger employees, UPI reported.

Bills have been introduced in the New York, California and Montana legislatures to forbid mandatory retirement.

And there's a bill in Congress. That measure—H.R. 65—was the subject of hearings March 17 before the House Select Committee on Aging.

The bill, by Paul Findley (R-Ill.), now goes to the House subcommittee on employment opportunities. The subcommittee's chairman is Augustus Hawkins (D-Calif.), one of its co-sponsors.

The bill's main thrust is to outlaw mandatory retirement on the grounds that it is discriminatory, a Findley spokesperson said. But it would also extend protection of the Age Discrimination Employment Act to those older than 65. The act now applies to persons between 40 and 65.

UPI reported that the broadening trend against mandatory retirement also has reached the Social Security Administration.

Social Security is moving to

raise the age at which one can collect full benefits from 65 to 68, UPI said. The age level for early retirement partial benefits would be moved from 62 to 65.

It's necessary because early retirement is increasing Social Security costs too much, the wire service quoted former Social Security Director Robert Ball as saying.

A report by the International Foundation, of Brookfield, Wis., outlines some of the cost problems.

The foundation says that more than seven million persons are receiving retirement benefits this year.

That's costing 15 billion dollars a year, the report says, while pension-fund assets stand at about 407 billion dollars.

Another factor militating against mandatory retirement is the falling U.S. birth rate, according to J. Roger O'Meara, a retired senior researcher for the business-oriented Conference Board.

✓ If the birth rate keeps falling, there will be fewer people paying into pension funds and more drawing benefits, he says.

The social costs of mandatory retirement are too high, in the opinion of several authorities.

The speaker of the New York State Assembly says:

"The generally accepted view that a person should retire at 65 is arbitrary and intolerable in human terms and not affordable in economic terms."

Others say that older workers are just as efficient—if not more so—than their younger colleagues.

They point to loneliness, frustration, alcoholism, failing health "and even to suicide" among those forcibly retired, the UPI story says.

But not everybody wants to get rid of mandatory retirement.

Many employers see advantages in it, including the ability to promote younger workers, easier compliance with federal fair-hiring requirements, and creating jobs.

Larry Smedley of the AFL-CIO's Social Security Dept. said that the labor federation opposes a legislative end to mandatory retirement.

He said the AFL-CIO believes mandatory retirement is necessary in declining industries, or where there are a large number of economic dismissals, as a way of avoiding unemployment.

But he added that the federation doesn't oppose the negotiated end, or prohibition of, forced retirement by the collective bargaining process.

## Forced retirement voided under contract's bias ban

(Continued from Page 1)

Clark's dissent said it was clear that the parties had never intended the antidiscrimination clause to affect retirements.

He also noted the paper's retirement plan, part of a Thomson-chain plan, provides for compulsory retirement at age 65. McLaren and Tate did not agree.

Rigler, however, was not a member of the plan.

The Times argued that the issue was not arbitrable because

the Guild contract didn't cover retirement.

It also argued that its retirement plan was based on the Ontario Human Rights Code, which prohibits discrimination against persons older than 40 and younger than 65.

McLaren rejected these arguments. He held that the code restriction does not apply to a private contract.

The ruling was released March 11.

## Philadelphia's picket-line 'daily'

**Editor's note:** For 18 of the 23 days of the Philadelphia Guild's strike at the Philadelphia Inquirer and Daily News (Feb. 8-March 3) at least one edition of a "strike paper," The Guild News, was published by the local to keep strikers and others involved abreast of events in the dispute. The Guild Reporter asked the paper's staff to write a little story about how they put the picket-line paper out. Here's what we got:

THE QUESTION IS, how can a skeleton staff of 30 reporters and editors, four fulltime photographers and three fulltime artists manage to put out a two-page daily (legal size on heavy news days) during a strike?

On the fifth day of our 23-day strike, The Guild News was born.

Object: Report the strike news with as little bias as possible—and get everybody's picture published.

We succeeded in our first goal.

We had:

✓ Investigations—the story of how the judge who was hearing complaints against the Guild and supporting unions was a long-time friend of an Inquirer editor, written by award-winning investigative reporters.

✓ Humor—a fashion report on the latest in picket chic.

✓ Tear-jerkers—the reporter-turned-cabbie who made \$36 and got a \$35 traffic ticket.

✓ Trend stories—a business writer's interpretation of the cost of living figures.

✓ Comics—the strike as seen by a striking cartoonist, and lots of hard, breaking news.

Stories began: "At The Guild News 6 p.m. deadline . . ." The next day: "At The Guild News 10 p.m. deadline . . ." Then: "At The Guild News 2 a.m. deadline . . ."

How were we able to work such composing room, switches? Because one of our Guild members, Bob Epp, happens to have an inordinate amount of patience and a complete offset printing shop in his home. Doesn't everyone?

Our success came with masterful planning:

✓ We always had at least one two-graph story idea for the next day's issue.

✓ Oversight was not a word in our vocabulary. Underset was.

✓ The copy desk, which looked oddly the same as the reporting desk, the city desk, the operations desk, the graphics desk and the receptionist's desk, was able to put all 18 editions of The Guild News together without ever counting a head.

"That's why the Lord gave us printers," said the headline writers.

Then there was the composing room, provided by the Philadelphia Guild's vintage electric typewriter. One of our staff, a UPI veteran, "set" the type. This was done in a very complex fashion:

✓ First, you have to get a long piece of white paper and fold it to the size of your column width.

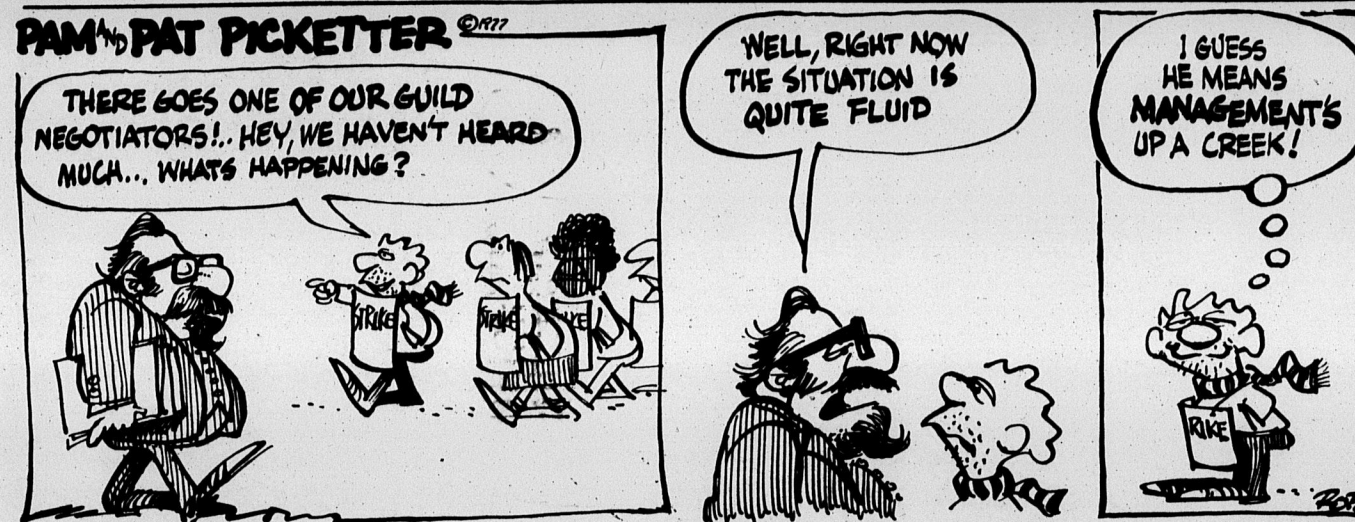
✓ Then, you have to try to type without making mistakes. This means that five-inch stories can be efficiently done within two hours.

✓ And you must never think of the phrase "justified lines" or you will become very demoralized and want to spend valuable strike benefits on Valium.

These innovative techniques, combined with the staff's effort, enabled us to put out a paper each day in the space of 14 hours. They also allowed us to say under the logo, with proper modesty, "Philadelphia's Best Morning Daily." That is like having a melody of one.

By the way, our zealous photographers managed to shoot more than 200 rolls of film during the paper's existence. Pictures of our strike can be purchased at \$1 each.

... complete with comics



## Post's picking outside intern violated pact, arbiter rules

Washington—An arbitrator has found the Washington Post guilty of violating its contract with the Washington-Baltimore Guild by hiring an outsider into a news intern program for minorities and women while rejecting a current employee's application.

Arbitrator G. Allan Dash also rejected a company contention that the matter was not arbitrable.

The Post, however, has told the Guild that it refuses to implement the arbitrator's award giving the grievant back pay.

The paper said it would try to overturn the decision in court but hadn't done so by March 23.

Dorothy Struzinski, the Guild's administrative officer, said that if the Post doesn't take the award to court the Guild would; it also disagrees with parts of it.

The grievant, Mario Schowers, had been employed as a copy aide for about six years. He had applied for the news intern program several times.

The program, established during Guild bargaining in 1971, is a two-year sequence leading either to a reportorial, photographic or editing job or termination from the program.

The Guild said that the Post agreed that the program would be a vehicle for "upward mobility" of current employees—especially minorities and women—who didn't have journalism degrees or enough newspaper experience to meet Post hiring standards.

As time passed, the Guild said, the company changed the program to exclude present employees.

Instead, the Post sought out persons with journalism degrees and enough experience to meet Post hiring standards for regular jobs, creating a cheap labor pool by paying them the lower intern wage, the Guild said.

It was that kind of person that the Post hired at the end of 1974 when it turned down the last of Schowers's applications, the Guild said. Both Schowers and the person hired are black males.

The company maintained that the parties had originally agreed that present employees would have to compete equally with nonemployees for the program.

## Philadelphia contributions total \$6,819

Philadelphia—The Philadelphia Guild reports that it received a total of \$6,819.50 in contributions to its strike fund during the 23-day strike by the 840 members of its Inquirer and Daily News Unit.

The contributions came from other Guild locals and unions as well as from Guild members and other individuals. Among the contributions reported were the following from Guild locals:

|               |        | Percentage over       |                |
|---------------|--------|-----------------------|----------------|
|               | Index* | Same month prior year | February 1975† |
| March, 1976   | 167.5  | 6.1                   | 6.6            |
| April         | 168.2  | 6.1                   | 6.9            |
| May           | 169.2  | 6.2                   | 7.6            |
| June          | 170.1  | 5.9                   | 8.2            |
| July          | 171.1  | 5.4                   | 8.8            |
| August        | 171.9  | 5.6                   | 9.4            |
| September     | 172.6  | 5.5                   | 9.8            |
| October       | 173.3  | 5.3                   | 10.2           |
| November      | 173.8  | 5.0                   | 10.6           |
| December      | 174.3  | 4.8                   | 10.9           |
| January, 1977 | 175.3  | 5.2                   | 11.5           |
| February      | 177.1  | 6.0                   | 12.7           |

Dash, the arbitrator, found that evidence and argument during three days of hearings in the spring and summer of 1976 showed that the "primary thinking" of the parties had been to create the kind of program the Guild described. There was "overwhelming evidence" that current employees would be given preference over persons from the outside, he said.

Although the company doubted Schowers's writing and reporting abilities—based on some features he did while temporarily working as a news aide—it never gave him the opportunity to develop as a hard news reporter because it excluded him from the very program designed to foster such development, Dash said.

Dash ordered the Post to pay Schowers the difference between his copy aide's wage and that he would have received as a news intern from Jan. 1, 1975, to August, 1976, when he was fired shortly after the hearings were concluded and before briefs were filed.

But Dash rejected the Guild's request that he order the Post to restrict the intern program to its original criteria and purposes. It wasn't part of the original grievance, he said.

Dash also turned down the Guild's proposal that Schowers be given the first intern opening. That would overturn Schowers's discharge and the parties had agreed that the firing would not be before the arbitrator in this case, Dash said.

The Guild, however, believes the discharge question should also be settled. Schowers was transferred from the metropolitan desk to the wire-room and then fired on a variety of company "last straw" charges, the local said.

The company claimed that the case was not arbitrable mainly because the contract does not refer to the program directly.

Dash held however, that the program is reflected in several sections.

Besides, he said, the company violated clear contract language providing that present employees be given "first consideration" for promotion or transfer to any job.

Dash said the Post gave Schowers "minor, if any," consideration.

## Perlik calls for responses to surveys on race, sex, pay

Washington — TNG President Charles A. Perlik, Jr., has called on all locals to respond to the international's surveys on women and minorities and their rates of pay.

He reported in a memo to locals March 11 that only 17 locals have responded to both surveys, as directed by TNG's 1976 Convention, while another 29 have completed the survey on women only.

"The indifference to these surveys has been vastly disappointing," Perlik wrote.

He said that "in a few short weeks," Hannah Jo Rayl, TNG's human rights co-ordinator, will report survey results to the International Executive Board, again as directed by the convention.

"The poor response will make it virtually impossible to determine meaningfully the extent and pattern of any discrimination," Perlik said.

Perlik pointed out that the 1976 Convention directed TNG to publish survey results "in time for review by the 1977 Convention."

Meanwhile, 54 of 80 locals have forwarded to TNG the names of their human rights committee chairpersons, Rayl said.

This puts the 54 in compliance with a constitutional mandate approved by last year's Washington Convention that locals create standing human rights committees and inform TNG of the chairperson's name and address.

Rayl said locals which have not done so are Akron, Battle Creek, Canadian Wire Service, Greensboro, Hampton Roads, Hawaii, Hazleton, Hudson County, Indianapolis, Kingston, Lansing, Lehigh Valley, Lexington, Montreal, Mountaineer (Morgantown), Northern Ontario (Sudbury), Ottawa, Portland, Rochester, Salem, Saskatoon, Scranton, Twin Cities, Utica, Winnipeg and Yakima.

## The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 1.8-point rise in the index in February, 1975, up 10.0 points from February, 1976. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over February, 1975.

|               | Index* | Percentage over       |                |
|---------------|--------|-----------------------|----------------|
|               |        | Same month prior year | February 1975† |
| March, 1976   | 167.5  | 6.1                   | 6.6            |
| April         | 168.2  | 6.1                   | 6.9            |
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| February      | 177.1  | 6.0                   | 12.7           |



## Restore job, column, Sun-Times ordered

(Continued from Page 1)

1972, Banks was assigned to cover the Bulls. He also got the column.

About half of his columns were moved on the Sun-Times news service wire and the column was featured in the paper's promotional advertising, Duff also noted.

Hoge complimented Banks on several of his columns and no one in management ever had any adverse criticism, Duff wrote.

Seeking to improve the sports pages, Hoge hired Lewis Grizzard as executive sports editor.

Grizzard testified that his understanding from Hoge was that he was to be a "strong" editor.

Grizzard and Banks clashed.

The second part of a two-part exclusive written by Banks was thrown in the wastebasket by Grizzard, who said nothing to Banks. This was not standard procedure at the paper, testimony showed.

Then one of Banks's columns was killed after the first edition and Banks told Grizzard he considered the action to be discriminatory. Grizzard hung up on him, Banks said.

Shortly afterward, Grizzard suspended the column and told Banks that he would be under close supervision for a "probationary" 30-day period.

Banks was unable to get Grizzard to say if everything was all right after the 30 days expired, Duff noted.

Late in 1975, while all of this was happening, Banks called Walter L. Howe, Jr., night editor and columnist on the Chicago Daily Defender, a black paper.

They had known each other several years and sometimes talked shop.

Banks told Howe of the situation, said that he was disturbed but did not ask Howe to do anything about it.

They spoke again a month later and a third time six days after that.

The day after the last conversation, Howe called Hoge to ask what was going on.

Testimony indicated that Hoge told Howe that Grizzard hadn't acted differently toward Banks than he would have toward anyone else. Hoge said he would stand behind Grizzard.

Howe called Grizzard, who wouldn't comment.

Howe then wrote a column entitled, "Dark Days at the Bright One" (the Sun-Times's promotional catch-phrase) in which he quoted Banks as having called Grizzard a racist.

The Defender column triggered a meeting among Banks, Hoge, Grizzard and managing editor Ralph Otwell.

Banks said the quote wasn't entirely accurate—he had told Howe that he thought Grizzard was "racially motivated," Duff reported.

Hoge said that the company wouldn't tolerate the public defamation of any of its supervisors and asked Banks to apologize to Grizzard—not for considering him a racist or racially motivated but for having gone public with the accusation.

But Banks said he wouldn't take responsibility for what someone else had written.

He said he offered to apologize if Grizzard wasn't prejudiced but that based on his experiences he didn't think Grizzard could deny prejudice.

Hoge said that wasn't good enough and fired Banks.

The Chicago Guild grieved the discharge, saying that it was made without good and sufficient cause.

Duff said in his opinion:

"When a caustic remark or serious accusation uttered by an employee receives publicity which could be severely damaging to the business interests of the employer, it is very difficult to ascertain whether any reprehensible conduct has taken place.

"Journalists in America have been among the true leaders in fighting restrictions upon free communication and the uninhibited expression of ideas and opinions.

"Particularly in the context of this industry, it is important that the private expression of opinion about personalities not be restrained except where, with full knowledge of the potential harm to his employer's legitimate business interests, a person deliberately misrepresents facts or inflicts abuse with callous indifference to whether there is any truth to the statements made."

To judge Banks's response "it is necessary to take account of the historical and racial realities of the situation," Duff said.



### First Milliman Award

Norman G. Welton, right, former administrator of the Wire Service Guild, is presented the local's first annual Leonard G. Milliman Award for outstanding service to the local. Milliman, first Wire Service Guild president and one of its founders, died Nov. 30. Making the presentation to Welton is Patrick Sherlock, WSG's present president. Welton was the local's administrator from 1971 through August, 1975.

Banks had a hard way to go to reach a prestigious position on a major newspaper, Duff said.

"But his recognition and progress came to a shattering halt on Nov. 10, 1975, when Lewis Grizzard, a young man three or four years [the] grievant's junior, became executive sports editor of the Chicago Sun-Times," Duff said.

Although Hoge thought the sports pages needed improvement, at no time did he think there was anything wrong with Banks's own work, Duff said in referring to Hoge's testimony.

"Despite that fact," Duff added, "immediately after Mr. Grizzard began, he had a series of confrontations with the only Black writer in the sports department."

The "lack of minimal courtesy or diplomacy" displayed by Grizzard toward Banks can't be ignored, Duff held.

It is difficult to understand, the arbitrator said, why one of Banks's columns would so displease Grizzard that he would have the entire column suspended when he was too new to the paper to know what previous

Banks columns were like.

"It is interesting to note that this same writing was then selected for transmission on the company's wire service for use by about 100 subscribing papers," he added.

In a strongly worded passage, Duff said:

"This arbitrator need not determine whether Lewis Grizzard was racially motivated, but only whether this young black journalist, who had previously earned recognition with his work and who sustained a series of shocking setbacks administered with brutal lack of consideration for no demonstrable good cause, could express his belief that Grizzard was racially motivated without losing his job."

Although Banks committed a "minor indiscretion" in talking to Howe—he should have known it might wind up in print—that was no ground for discharge, Duff held.

He added that there was no indication of racial motivation on Hoge's part. He was frustrated and saw no other way to back the executive sports editor he had hired, Duff said.

## Bill on pay in pregnancy is introduced

(Continued from Page 1)

liams' committees.

The bill would amend Title VII of the Civil Rights Act to specify that the prohibition against employment discrimination because of sex includes "pregnancy, childbirth, or related medical conditions, and women affected . . . shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work."

Efforts to persuade the full House and Senate to pass the bill are being guided by a coalition called the Campaign to End Discrimination Against Pregnant Workers. It is being headed by IUE attorney Ruth Weyand and Susan Deller Ross of the American Civil Liberties Union.

TNG's International Executive Board at its meeting in January endorsed enactment of legislation like that introduced with the coalition's backing. The IEB noted that the Supreme Court's ruling will have little impact on women working under Guild contracts, however, since the decision has no effect on contractual provisions for paid sick leave or paid or unpaid maternity leave, or on obstetrical benefits in negotiated medical and hospitalization plans.

The AFL-CIO's Executive Council at its meeting in February also called for legislation to reverse the Supreme Court's ruling.

Noting that the Supreme Court said that the Civil Rights Act's prohibition against sex discrimination doesn't bar discrimination because of pregnancy, the council said that while "the court may have ignored it . . . the facts of life are that discrimination against pregnant people is discrimination against women alone."

## Paper-broadcast ruling fought

Washington—The same company can't own a newspaper and a broadcasting station in the same city unless the cross-ownership is "clearly" in the public interest,

the U.S. Court of Appeals here has ruled.

The decision, which is being appealed, overturns a Federal Communications Commission ruling that exempted existing cross-ownership from a ban adopted two years ago and could affect newspaper-broadcast combinations in 79 cities. The FCC is appealing to the Supreme Court.

"Divestiture is required except in those cases where the evidence clearly discloses that cross-own-

ership is in the public interest," the March 1 ruling, written by Chief Judge David L. Bazelon, said.

The court didn't directly order papers to sell their stations, but told the FCC to adopt such a rule.

The FCC in 1975 had allowed renewal of broadcast licenses held by newspapers in the stations' cities, but forbade new newspaper-broadcast combinations.

## Sale rumors rife before Post pact

Denver—Some in the Denver Guild are wondering if there was any connection between speculation in a weekly paper on the possibility of the Denver Post

being sold and the Post's moving to a settlement with the Guild.

The story, in the Rocky Mountain (formerly Cervi's) Journal of Feb. 16, "immediately preceded"

the company's move toward a settlement, according to the Guild's administrative secretary, Richard E. Wanek.

The Journal said that the Times Mirror Co. "may be negotiating" to buy the Post and referred to "reports" that Otis Chandler "has been seen in the Post building."

Post editor Charles R. Buxton responded with a bulletin board notice saying that there "are no negotiations afoot or intended to sell the Denver Post to anyone."

Another weekly, the Straight Creek Journal, said on Feb. 24 that the reports of Chandler at the Post may have been one version of speculation about his presence in Denver after he was seen at the airport.

Times Mirror executives have been in touch with the Post about buying the paper "periodically for four or five years, as have representatives of several other large publishing companies," the Straight Creek Journal reported.

## Denver key tops up \$78

(Continued from Page 1)

Editorial writers, cartoonist, picture and assistant city editors, and others—Top minimum up \$78, to \$461, in three \$26 increments.

Women's department director, columnist, copy desk head, sports and makeup editors—Flat minimum up \$79, to \$471, in increments of \$27, \$26 and \$26.

The \$78 provided under the settlement's general increase goes to those who were making \$340 or more under the old contract. The general increase ranges down to \$30, for those making between \$130 and \$149.99 under the old contract.

Publisher-paid life and accidental death and dismemberment insurance coverage is increased a total of \$2,500, to \$10,000, during the contract's term.

The publisher's maximum monthly payment for dependent health insurance coverage is increased by \$15, to \$48, at the same time, while the mileage rate is increased 1.5 cents, to 15.5.

A provision for a standing safety committee is changed to provide for three representatives each from the Guild and management to make up the committee. The old contract had provided for three Guild members to sit on a company panel.

## Printers and Guild strike, Massillon Independent shut

(Continued from Page 1)

Both the ITU and pressmen's contracts have been open since last September. The Guild's contract expired in February.

Members of the Massillon Guild Unit finished their shift on March 18 and the paper issued a 12-page evening edition.

Then, at a unit meeting that afternoon, they voted, 24-1, to join the strike.

The pressmen completed their shift on March 18. The publisher told them not to report if the ITU picket line was still up the next day. It was, and the press-

men, in addition to honoring the picket line, consider themselves to be locked out.

Weir said Guild issues include money, union security (including dues checkoff), hospitalization and a wide range of other matters.

Sixty-four employees are either on strike or honoring the lines.

They include 28 Guild members, 24 ITU members and 12 pressmen.

The Guild represents the advertising, business, circulation, editorial, maintenance and proof-reading departments.



## DMs—parity for 1 in 3

Parity with reporter top minimums is provided for circulation district managers in one of every three Guild newspaper contracts that cover both groups of employees, according to figures compiled by TNG's Collective Bargaining Dept.

As of Feb. 1, when the data were gathered, 21 contracts—four of them in Canada—provided district manager-reporter parity, a goal of TNG's Collective Bargaining Program.

Highest district-manager top minimums at parity are also the highest under any Guild contract, according to a comparison of the parity table with another listing all newspaper district manager top minimums—\$461 a week at the New York Times, \$432.88 at the New York Daily News and \$393.67 at the Stockton Record.

Increases due March 31 under New York Guild contracts will push the top minimum at the Times to \$483.96 and that at the Daily News to \$457.28.

Highest top minimum not at parity is \$372.50, at the Toronto Star where the reporter top is \$383.

Following are the top minimums for district manager or equivalent jobs in 63 Guild contracts covering 78 newspapers as of Feb. 1:

| Minimum                                               | After           | Minimum                                                          | After          |
|-------------------------------------------------------|-----------------|------------------------------------------------------------------|----------------|
| New York Times <sup>1</sup> .....                     | \$461.00—4 yrs. | Kingston Daily Freeman <sup>1</sup> .....                        | 296.85—4 yrs.  |
| New York News <sup>1</sup> .....                      | 432.88—6 yrs.   | Columbus Dispatch .....                                          | 296.42—3 yrs.  |
| Stockton Record <sup>1</sup> .....                    | 393.67—5 yrs.   | Elizabeth Daily Journal <sup>1</sup> .....                       | 295.42—4 yrs.  |
| New York Post .....                                   | 383.65—2 yrs.   | Peoria Journal Star .....                                        | 291.00—5 yrs.  |
| Seattle Post-Intelligencer <sup>1</sup> .....         | 377.35—4 yrs.   | Erle News and Times <sup>1</sup> .....                           | 290.00—5 yrs.  |
| Seattle Times <sup>1</sup> .....                      | 377.35—4 yrs.   | St. Louis Post-Dispatch .....                                    | 284.47—4 yrs.  |
| Toronto Star <sup>2</sup> .....                       | 372.50—4 yrs.   | Bay City Times .....                                             | 283.30—5 yrs.  |
| Buffalo News .....                                    | 358.93—3 yrs.   | Youngstown Vindicator .....                                      | 282.50—5 yrs.  |
| Victoria Colonist and Times <sup>1</sup> .....        | 355.02—5 yrs.   | Portland Press Herald Express and Telegram <sup>1</sup> .....    | 281.00—4 yrs.  |
| Boston Herald American & Herald Advertiser .....      | 355.00—3 yrs.   | Great Falls Tribune .....                                        | 275.00—5 yrs.  |
| Montreal Star .....                                   | 352.50—4 yrs.   | Yakima Herald-Republic <sup>1</sup> .....                        | 271.50—4 yrs.  |
| Minneapolis Star and Tribune .....                    | 348.50—5 yrs.   | Hilo: Hawaii Tribune-Herald .....                                | 267.63—5 yrs.  |
| San Diego Union and Tribune .....                     | 344.01—5 yrs.   | Salem (Mass.) News .....                                         | 262.24—2 yrs.  |
| St. Paul Dispatch and Pioneer Press .....             | 343.25—5 yrs.   | Eugene Register-Guard .....                                      | 254.00—4 yrs.  |
| Toledo Blade <sup>1</sup> .....                       | 342.08—4 yrs.   | Albany Times-Union and Knickerbocker News-Union-Star .....       | 250.50—10 yrs. |
| Denver Post <sup>1</sup> .....                        | 338.00—4 yrs.   | Sioux City Journal .....                                         | 249.09—4 yrs.  |
| Denver Rocky Mountain News .....                      | 338.00—4 yrs.   | Brockton Enterprise & Times .....                                | 248.20—3 yrs.  |
| Chester: Delaware County Times .....                  | 332.70—5 yrs.   | Duluth Herald and News-Tribune .....                             | 247.78—5 yrs.  |
| Long Beach Independent and Press-Telegram .....       | 330.30—flat     | Terre Haute Tribune and Star <sup>1</sup> .....                  | 239.00—5 yrs.  |
| New Westminster Columbian <sup>1</sup> .....          | 328.25—5 yrs.   | San Juan Star .....                                              | 234.00—4 yrs.  |
| Buffalo Courier-Express .....                         | 328.05—3 yrs.   | St. Louis Globe-Democrat .....                                   | 232.76—4 yrs.  |
| Wilkes-Barre Times-Leader-News Record .....           | 326.75—3 yrs.   | Manchester Union Leader and New Hampshire News .....             | 231.00—3 yrs.  |
| East St. Louis: Metro-East Journal <sup>1</sup> ..... | 325.76—5 yrs.   | Morgantown Morning Reporter and Dominion Post <sup>1</sup> ..... | 224.83—4 yrs.  |
| Vancouver Sun and Province <sup>1</sup> .....         | 320.00—5 yrs.   | Fall River Herald-News .....                                     | 223.43—2 yrs.  |
| Cincinnati and Kentucky Post <sup>1</sup> .....       | 316.00—4 yrs.   | Canton Repository .....                                          | 222.07—5 yrs.  |
| Monterey Peninsula Herald <sup>1</sup> .....          | 315.00—6 yrs.   | Pueblo Star-Journal and Chieftain .....                          | 216.55—2 yrs.  |
| Pottstown Mercury <sup>1</sup> .....                  | 303.86—5 yrs.   | San Antonio Light .....                                          | 215.30—5 yrs.  |
| Bakersfield Californian <sup>1</sup> .....            | 301.12—5 yrs.   | San Juan: El Mundo .....                                         | 210.00—4 yrs.  |
| Ottawa Citizen <sup>1</sup> .....                     | 301.12—5 yrs.   | York Daily Record .....                                          | 164.50—flat    |
| Ottawa Journal .....                                  | 301.12—5 yrs.   | Monessen Valley Independent .....                                | 160.00—4 yrs.  |
| Wilmington News and Journal .....                     | 300.00—4 yrs.   | San Juan: El Vocero .....                                        | 140.00—2 yrs.  |
| Scranton Tribune and Scrantonian .....                | 298.97—3 yrs.   |                                                                  |                |

<sup>1</sup> Parity with reporter top minimum.

<sup>2</sup> Plus commission.

<sup>3</sup> Eleven are paid "senior" rate: \$10 per week more.

<sup>4</sup> \$5 to \$25 extra per week for designated districts.

## MOST HAVE EIGHT

# How about 17 paid holidays?

Washington—Seventeen paid holidays, plus those observed by the federal government?

That's what you'd get under the Washington-Baltimore Guild's contract at the American Federation of Teachers.

How about triple extra pay on holidays? That's in the Lynn Guild's contract at the Evening Item. And triple time for overtime on a holiday is contained in the New York Guild's contracts at WQXR, the New York Times and Scientific American.

These provisions were gleaned from a new holiday compilation by TNG's Collective Bargaining

Dept., issued as of Dec. 15.

The report covers 218 Guild contracts on newspapers, wire service, labor papers, magazines and other publications and related services.

The single biggest classification is contracts that provide for eight holidays. There are 50 of them.

Runner-up is provision for

seven paid holidays—in 43 contracts. Twenty contracts provide for nine holidays.

Seven contracts provide for 13 holidays. But at the San Juan Star, the Puerto Rico Guild's contract provides for 15 full holidays plus six half-holidays in the business department, the TNG report showed.

## Local Copy

A PAGE FOR OFFICERS AND STEWARDS

## Hawaii lists guest activities

Honolulu—The Hawaii Guild, host to TNG's 1977 Convention, has issued a special invitation to delegates and other Guild members, plus their families and other guests to several social events scheduled during the week of the

convention, June 27-July 1.

Vice President Mel Sakai and Secretary Patty Field, convention co-chairpersons, said the local will be host to a luau on June 26, the day before the opening session. Cost will be \$15 for guests

and members who are neither delegates nor alternates.

A cocktail reception will be held on June 28. The hosts will be the Gannett Pacific Corp. (publisher of the Honolulu Star-Bulletin), the Honolulu Advertiser, and the Hawaii Newspaper Agency, Inc.

A dinner is scheduled for June 29 on Oahu's windward side, Sakai and Field said. Those who are not delegates or alternates will be charged \$20, they said, but guests who want to attend both this and the luau on June 26 can do so for a package charge of \$25.

Jordan Leisure, Inc., of 2222 Kalakua Ave. here, is the local's official travel agency and has arranged package deals for delegates and others outside the convention week, the local said.

Sakai and Field said that a two-week package is available with less expensive accommodations at smaller hotels, but they warned that reservations made through firms other than Jordan Leisure might result in accommodations far from the convention hotel.

Officers of all TNG locals have received brochures from the travel agency.

## A \$324 lesson in Seattle—language outweighs 'intent'

Seattle—"Lesson learned: Cover every angle in contract language, regardless of what company negotiators say their intent is."

The advice comes from the monthly PNNG Bulletin of the Pacific Northwest Guild in its report on an arbitration loss.

A Seattle Times photographer had \$324 worth of police and fire radio scanners stolen from his car.

The gear was used on the Times's behalf and the paper had paid him \$10 a quarter for maintenance.

But arbitrator Al Gese held that the Times didn't have to reimburse him for the theft.

That's because the contract provides for reimbursement for "damage" of personal property used on company business—not if

it's "lost" or "stolen."

So, the bulletin adds, "when you feel a compelling urge to use your own equipment to do your job better, make damned sure the Guild contract covers it."

## Time lost to strikes is less than 1 percent

Washington—In 28 of the 30 years since the end of World War II, idleness due to strikes has totalled less than one percent of working time, according to the U.S. Labor Dept.

The department's publication, "U.S. Workers and Their Jobs: The Changing Picture," also reports that most of the strikes during the period were settled in two weeks or less.

# Bargaining & the rumor mill—a case history

Reprinted from the Bay Guildsman, publication of the San Francisco-Oakland Guild

What follows is the unvarnished truth and supports these propositions:

1—Rumors are more prevalent during collective bargaining.

2—They should be regarded with greater caution than at other times.

3—Some managements are not above falsely blaming the Guild, or some other union, for unpopular decisions made solely by management.

4—Management interpretations of the Guild contract should be checked directly with the Guild if you have the slightest question.

5—And it's never wise to blindly accept management's word as to the Guild's position on a contract point. The Guild speaks for itself.

One of SFONG's [the San Francisco-Oakland Newspaper Guild's] contract proposals to the San Francisco and Oakland newspapers is to change our contracts by providing overtime pay for any work performed after a certain hour on Christmas and New Year's Eves.

This is the second time we've pushed this proposal. It arises mainly from our editorial ranks for reasons understood by anyone who knows the newspaper business. It's necessary to have a few editorial (and some other)

employees on duty in the late afternoon and evening hours of Dec. 24 and 31.

Most other employees, in the newspaper and every other business, don't have to work at those times. We think our contract should say that those few who do have to work then must be paid extra, just as are those who work on holidays, days off, and so on.

About the time we submitted the Guild's contract proposals in October, several managements were telling employees they had to take all unused vacation and in-lieu days by the end of 1976.

That was simply incorrect. The Guild moved to correct it. Executive Secretary Fred Fletcher issued a bulletin which detailed members' rights to carry over unused vacation and in-lieu days. It later was learned that some management people were upset by being thus corrected on the Guild bulletin boards. Tough.

Still later, Guild negotiators explained their Christmas and New Year's Eve overtime proposal at the bargaining table. They pointed out that not only are most people at home on Christmas Eve—but most employees in office jobs get off early on that day and, for that matter, on New Year's Eve.

The early-off custom, which the Guild pointed out is so widespread it's

as American as apple pie, adds even more weight to the Guild proposal for overtime for those who must work. So the Guild negotiators argued.

Managements' negotiators didn't agree to the Guild proposal at that time, or since. There was no great stormy argument over it. The sad fact is that, as of this writing, the San Francisco and Oakland managements have not agreed at the bargaining table to any contract changes.

Then, early in December, a rumor broke out to the effect that Fletcher and Printco General Manager Duke Tully had had a shouting match over in-lieu days. As a result, the rumor had it, the company would not allow anyone to go home early on Christmas Eve.

The truth: Fletcher and Tully have never had a shouting match, have never discussed in-lieu days or Christmas Eve—or anything else.

A week or so later, however, Printco management people were spreading still another fairy tale:

Fred Fletcher, they said, had told members not to take their Christmas and New Year's (Saturday) in-lieu days on the preceding Fridays—because the company would be letting people off early on those days, anyway.

As a result of this, said the manage-

ment people, the company was going to require everyone to work until the end of his or her scheduled shift on Dec. 24.

While this was making the rounds, a Guild unit officer managed to confront one management spreader of the story about Fletcher's alleged advice, and told the company official he was spreading utter nonsense. The management person said he'd gotten it from his superiors.

At that point, Fletcher—who had never even hinted to anyone when employees should or should not take their in-lieu days—exposed the whole silly business at the bargaining table. Management negotiators said they would look into it.

Within 24 hours, Printco executives were reporting to their employees in all departments that:

While it was true that the company had ordered everyone to work a full shift on Dec. 24, that order had now been rescinded. Employees would be let off in the customary way—as and when the department head felt he could spare them.

And that's how it actually worked, as in earlier years.

So, Merry Christmas and Happy New Year.

And Nail That Rumor.

—ldf



## 'Clarifying' the First Amendment?



DATELINE: OTTAWA

## Silence loud as government hunts separatists at CBC

By HUGH WINSOR, Toronto Guild



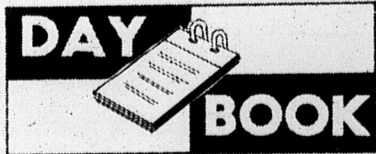
WITH THE EXCEPTION of a couple of blasts from the unions directly representing employees of the Canadian Broadcasting Corp., there has been no general civil rightist uproar about the investigation now being conducted into the alleged separatist bias of the French-language network of the state-owned broadcasting organization.

On the surface, the investigation is a blatantly political act—undertaken with reluctance by the Canadian Radio-Television & Telecommunications Commission after a specific request by Prime Minister Pierre Trudeau—not unlike Richard Nixon's apparent attempt to use the Federal Communication Commission's licensing powers against the Washington Post's broadcasting outlets.

If it does smack of McCarthyism, as alleged by the Canadian Union of Public Employees, and if it is a threat to free speech, as alleged by the National Assn. of Broadcast Employees & Technicians, how come in this enlightened post-McCarthy era the investigation is not a major national issue?

It is of major significance that there has been no comment of substance on the whole issue by Quebec Premier René Lévesque even though the CBC was where he first rose to mass attention both as a broadcaster and as a militant union leader.

THERE IS NO DOUBT in my mind that the inquiry does represent political interference with the supposedly neutral public broadcasting system which is supposed to have the same independence that the British Broadcasting Corp. has in the United Kingdom.



International Executive Board, spring meeting, April 25-29, TNG Headquarters, Washington.  
Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 14-15, St. Louis.  
Western District Council, spring meeting, May 21-22, Los Gatos Lodge, Los Gatos, Calif.  
Middle-Atlantic District Council, spring meeting, May 21-22, New York City.  
44th Annual TNG Convention, June 27-July 1, Ilika Hotel, Honolulu.

Ottawa—Canadian Prime Minister Pierre Trudeau on March 4 called on the Canadian Radio-Television & Telecommunications Commission to investigate the Canadian Broadcasting Corp.'s French-language service for separatist bias.

He said he and other Liberal leaders have received thousands of complaints alleging the bias, particularly in Radio Canada. Trudeau asked for a report by July 1.

The Canadian Union of Public Employees and the National Assn. of Broadcast Employees and Technicians denounced the investigation and the Canadian Wire Service Guild said it will support any of its members affected by Trudeau's action "100 percent."

On the other hand, it is naive to believe there wouldn't be interference on this particular issue. The catch is that the half-billion dollar subsidy to the CBC is justified on the basis that one of its major mandates is to promote national unity.

That could be interpreted as bringing live satellite broadcasts to the North so that area feels it is part of Canada and can see the National Hockey League playoffs at the same time as everybody else, or it could be interpreted as opposing separatism in Quebec. Herein the dilemma—does opposing separatism mean turning Radio Canada news programming into pro-federalist propaganda?

I suspect there are a number of reasons for the relative quiescence about the investigation. Starting in Quebec, the Parti Québécois is well aware of the favorable treatment it has received from the CBC. Indeed, several of the most ardent Lévesque admirers in the CBC have already left the organization to work for him.

Secondly, the PQ is well aware of the contradiction—the major communications facility in French-speaking Canada which has been of unquestionable benefit to its cause is massively subsidized by its enemy, the federal government.

In English-speaking Canada, the response is in keeping with a traditional Anglophone ambiguity towards Quebec. The War Measures Act, which allowed arrest without warrant, was tolerated in English Canada in 1970 because it really only was enforced in Quebec. Going back to the days of Maurice Duplessis, the authoritarian petit dictator who was premier of Quebec for almost two

decades, English Canadians have been convinced that politics marches to a different drummer there. They are also convinced that the French-language network is blatantly pro-separatist, although they never watch it, and they resent paying taxes to support the PQ which has become such a thorn in the flesh.

THE QUESTION IS NOT properly phrased. It should not be whether there are separatists in the CBC, but whether those separatists have been unfairly slanting the news. Even at that, it is a matter for judgment calls that should first be made by CBC management.

If the CBC management had been initially strong it could have resisted the inquiry. The need for the CBC management to be strong is even more important for the immediate future.

The Trudeau cabinet has called for the inquiry not to get a report-card reading, or in response to public pressure. (The only complaints that have been made about the CBC have been made by Liberal cabinet ministers who have not been able to produce any evidence of the widespread dissatisfaction they referred to when asking for the inquiry.)

The principal reason for the inquiry is intimidation—to make sure that every Radio Canada employee knows he or she is being monitored as he and she reports the developments leading up to the all-important referendum on Quebecers' desires to separate or stay in Canada.

It is an unseemly business, but direct evidence that those who pay the piper will sometimes want to call the tune.

## Editorial

## Terrorism and the press

As terrorism has occurred closer and closer to home—especially since the Hanafi Muslims' 39-hour siege of Washington—it has become increasingly more difficult to avoid a strong impression that terrorism may be one of the world's fastest growing occupations.

And it probably shouldn't surprise us that as this has occurred news coverage of terrorists' acts has elicited calls for some sort of governmental control of that coverage, on the theory that the coverage is the terrorism's cause.

At least some of these calls for controls aren't surprising—like from the Chicago police official quoted as saying that "overpublicizing" it brings "the kooks out of the woodwork." Minneapolis police have said the same thing about the first warm day of spring for years, but none has ever proposed controlling spring.

One of these calls, however, was a real surprise, even a shocker: that by U.N. Ambassador Andrew Young for the Supreme Court to "clarify"—read, "restrict"—the press's First Amendment freedoms. Coverage of terrorists, he is reported to have said, is "creating a climate of violence."

We were pleased to read later that he had backed away from the proposal, explaining that he had been "reacting rather emotionally."

In the future, we would hope Young and others in similar positions would remember that while the inherent risks of an open society are great, they are justified because the risks of a closed society are greater—and ultimately self-defeating.

And, as John Milton asked in *Areopagitica*: If there is to be censorship, who can we trust to be the censor?

## As goes Canada . . . No. 2

Back in September we suggested that the U.S. National Labor Relations Board might take a lesson or two from the Canada Labour Relations Board's refusal to allow Ottawa radio station CKOY to use the CLRB's procedures and cracks in labor law to frustrate its employees' desires to organize and bargain.

We still think that's a good idea, and now we've got a second candidate for the course: the Canada Federal Court of Appeal that decertified the Guild's CKOY Unit last month and told the CLRB to "review" whether a majority of CKOY's employees favored the Guild in September as they had four months previously when bargaining rights were first sought. (See story, Page 3.)

The CLRB did and recertified the Guild for CKOY's 40-plus employees. But now CKOY has appealed the recertification to the same federal court.

As one Guild leader at CKOY put it, there gets to be "a certain amount of disillusionment" as things are dragged out via legal sophistries while management runs around trying to dissipate the Guild's majority. The disillusionment is over the ability of the law to do what it's supposed to, namely protect employees' right to organize and bargain.

## The Guild Reporter

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