THE GUILD REPORTER

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'Bug' out too?

Amy Shriver, striking member of Cleveland Guild's Massillon Unit, enlists a handy automobile for aid in picketing Massillon Evening Independent, closed by three unions since March 18. The last bargaining session was held April 13. No progress was made as the company offered $10 in each of two years and kept regressive proposals on the table. Mayor Mark Ross tried to arrange a meeting in his office on April 15, but the company refused to attend. "Management consistently has refused to meet on a regular basis," Unit Chairperson Kevin Moriarty told the Associated Press.

Task Force urges all locals to form pre-merger units

The International Typographical Union-TNG Unity Task Force has issued a public statement roundly praising the Toledo Guild and Toledo Typographical Union for their steps toward increased local unity—and possible merger—and invited all Guild and ITU locals to do likewise.

"Clearly," the four-member task force said April 18, the two locals "listened and believed" when the international unions' presidents "launched" TNG and the ITU "on the road to merger with the concept that such a merger 'can only be built from the ground up and not from the roof down'."

A similar call was issued two weeks before by the Ohio Typographical Conference at a meeting attended by two members of the task force and leaders of the Toledo and Columbus Guilds, as well as Typographical Union leaders from across the state.

The Toledo Guild and Typographical Union "are co-operating in their bargaining . . . in preparing their proposals . . . in their handling of grievances; they are exchanging union publications . . . participating in each others' meetings . . . studying ways to harmonize their health and welfare programs, and they are studying ways to do more," the task force pointed out.

TNG members of the task force are J. William Blatz, director of field operations, and Charles Dale, international representative. ITU members are Allan J. Heritage, third vice president, and Robert Wartinger, contracts bureau chief and assistant to the president. The task force was appointed by TNG President Charles A. Perlik, Jr., and ITU President A. Sandy Bevis in November, 1974, and endorsed by conventions of both unions since.

Guild, pressmen win in twin organizing elections.....Page 2

The Toledo locals' own merger task force—formed in mid-1975—recently established five subcommittees to examine differences

(Continued on Page 4)

NLRB: Lies in campaigns don't matter

Washington—The National Labor Relations Board has decided that it no longer cares about the "truth or falsity" of statements by employers and unions during organizing campaigns.

In a 3-to-2 decision, the board said April 8 that henceforth it will consider setting aside representation-election results because of false or misleading statements only if those statements "involve the board and its processes" or involve forged documents.

The decision came in a protest by Shopping Kart Food Market, Inc., against an organizing-election victory by the Retail Clerks in Phoenix. The board certified the union.

The majority opinion was written by NLRB members John A. Penello and Peter Walther with NLRB Chairman Betty S. Murphy concurring.

Dissenting were members Howard Jenkins, Jr., and John H. Fanning.

Fanning on April 14 was designated by President Carter to become the NLRB's new chairman. Walther reportedly had submitted his resignation from the board at least a week before the decision came down.

While the NLRB no longer will act on campaign literature or oral statements, other practices—

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Peterson resigns, Culver announces

Barney Peterson, TNG's International Chairperson since 1973 and an international vice president for eight years before that, has resigned from the International Executive Board "effective upon acceptance" by the IEB during its April 25-29 meetings.

Almost simultaneous with Peterson's action, At Large Vice President Harry S. Culver of the Wire Service Guild announced that he will be a candidate for the International Chairperson position in the regularly scheduled TNG elections to be held later this year.

Peterson, in an April 22 letter to the IEB, said that he believes it "advisable to submit my resignation at this time . . . because of a combination of personal reasons and the fact that I do not plan to seek re-election."

TNG's Constitution provides for the "temporary succession" of TNG's President to the International Chairperson position when a vacancy occurs during a term. It also provides that when the vacancy occurs less than six months before a scheduled convention, the office not be permanently filled before the convention, and that normal nomination and election procedures take place at the convention—and afterward if there is a contest. The 1977 Convention will be held June 27-July 1, in Honolulu.

Peterson, a Guild leader since 1934 when he helped organize it in San Francisco, said he has been "privileged" in the 43 years since to "share in the birth, development and growth of a dynamic labor union."

"It has been a tremendously rewarding experience. I must express my gratitude to the Guild for all it has done for me and for all other working newspeople and for the opportunities it has given me to serve in so many Guild capacities."

Culver, a reporter with United Press International in Oklahoma City, has held various elected offices in the Wire Service Guild since 1955.

He has served on the IEB since 1973 and has been chairperson of its Collective Bargaining Committee since 1975. He headed its Constitution Commit-

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Post-Dispatch accused of sex bias by U.S., local

St. Louis — The U.S. Equal Employment Opportunity Commission has found "reasonable cause to believe" that the St. Louis Post-Dispatch discriminates against women in its news-room hiring, promotion, merit-pay and assignment practices and by maintaining "sex segregated departments, titles and working units."

And the St. Louis Guild has charged the paper with violating the fair-employment-practices provisions of its contract by hiring three men as outside advertising salespersons without first giving women in inside classified sales a chance at the jobs.

The EEOC finding, handed down April 12, is the result of sex discrimination charges filed more than 2½ years previously by Pamela Meyer, a reporter on the paper's business pages the past 3½ years.

Meyer also charged the paper with sex discrimination in a class-action law suit she filed against it March 29 after the EEOC's regional director said he could find "no reasonable cause to believe" that Meyer had been personally discriminated against in

(Continued on Page 6)

$20 average-pay increase sends per capitas up 33¢

Washington—With the average newspaper-reporter top minimum being paid under Guild contracts April 1 up $20.05 a week over that being paid a year earlier, per-capita payments by Guild locals to TNG are scheduled to go up 33 cents, to $5.54 a month, on May 1 under a constitutional formula linking the two.

The 33-cent increase is the lowest since 1974, when the amount was identical, and comes on the heels of 39-cent increases in 1975 and 1976.

TNG's General Fund will receive 26.4 cents of the 33-cent increase and the International Defense Fund the other 6.6 cents, TNG Secretary-Treasurer Robert M. Crocker said in an April 12 letter to all locals announcing the new per-capita amount.

Of the full new per capita, the General Fund will receive $4.452 and the Defense Fund $1.088.

TNG's Constitution contains the formula which determines the division of per-capita payments between the two funds, as well as the formula which provides for annual determination of the

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"Always, in any sort of kiss, just before the male's lips settle onto the lips of his partner, the female's lips should be parted . . . cherry-red lips serve as a charming frame for a row of gleaming, white, even teeth."

DETAILS PAGE 5

Illustration by Emanuel Schongut

Pregnancy-pay backed on the Hill by AFL-CIO

Washington—A woman who is absent from work because of pregnancy or childbirth should receive the same benefits her employer provides to persons unable to work because of other temporary disabilities, the AFL-CIO has urged at House hearings.

Special AFL-CIO counsel Laurence Gold asked Congress to write that principle into law through a strengthening amendment to the section of the Civil Rights Act that bans sex discrimination in employment.

The bill, which Gold termed essential to securing "equality for women in the workplace," is being pushed by a coalition of unions (including TNG), women's groups and civil rights organizations. Eighty-two House members joined in sponsoring it, including Rep. Augustus F. Hawkins (D-Calif.), chairman of the House Labor Subcommittee on Employment Opportunities which is considering the bill.

Employer groups, including the U.S. Chamber of Commerce, the American Council of Life Insurance and the Health Insurance Assn. of America, have attacked the measure as too costly. But three Carter Administration officials gave it a strong endorsement.

Testifying for the bill were Assistant Atty. Gen. Drew S. Days III, representing the Justice Dept.; Alexis Herman, director of the Labor Dept.'s Women's Bureau, and Ethel Bent Walsh, acting chairman of the Equal Employment Opportunity Commission.

Gold, who was joined at the witness table by AFL-CIO Assistant Legislative Director Kenneth Young, challenged the "inflated" cost estimates of the bill's opponents.

The added annual cost to employers nationwide, he said, would average about $1.50 a worker. "The critical public goal of equal treatment for women," he contended, "is worth far more than these relatively small amounts."

Gold said the bill should make clear that equality of treatment must not be achieved through reducing benefits already provided for temporary disabilities not related to pregnancy.

"Legislation designed to correct discrimination cannot achieve its objective if an employer who has been discriminating responds by decreasing benefits or compensation," he stressed.

A companion bill has been introduced by Senate Human Resources Committee Chairman Harrison A. Williams, Jr. (D-N.J.) with other co-sponsors, and Senate subcommittee hearings have been scheduled for Apr. 26 and 27.

Groups supporting the legislation had contended that the general ban on sex discrimination in the Civil Rights Act made exclusion of pregnancy benefits illegal, but the Supreme Court majority late last year held otherwise in rejecting a suit filed by the Electrical, Radio & Machine Workers against General Electric.

Member of Guild directs law push

Washington — Victor Kamber, director of research for the AFL-CIO's Building & Construction Trades Dept. since 1974 and an at-large member of the Washington-Baltimore Guild, has been appointed director of a special AFL-CIO task force on labor law reform.

The task force will work toward amending federal labor law to overcome what the AFL-CIO has called "a gross imbalance in favor of the employer" and to restore "equity and prompt justice" for U.S. workers.

A one-cent-per-member-per-month assessment on affiliated national and international unions from May through October will finance the campaign.

Employes vote for Guild, pressmen in twin elections

Roseville, Calif.—Employes in all departments except the pressroom of the Roseville Tribune voted 14 to 10 for bargaining representation by the Central California Guild in a federally supervised election March 20. There were eight challenged ballots.

At the same time, the 6,000-circulation daily's pressroom employes voted 7 to 1 for the Printing & Graphic Communications Union in twin National Labor Relations Board elections.

The new Guild group is composed of employes in the advertising, business, circulation, editorial, maintenance, mailroom and production departments.

George Randol, the Guild's administrative officer, called the twin election victories "a fruit of the Central Valley Newspaper Union Unity Council's work."

The Sacramento Mailers' Union withdrew a petition in order to expedite the election and the Typographical Union agreed to not contest Guild representation of employes normally under its jurisdiction, Randol said.

The Guild and pressmen's union filed representation petitions for the paper's employes simultaneously last November.

Stockholders vote Guild out at Hawaii shop

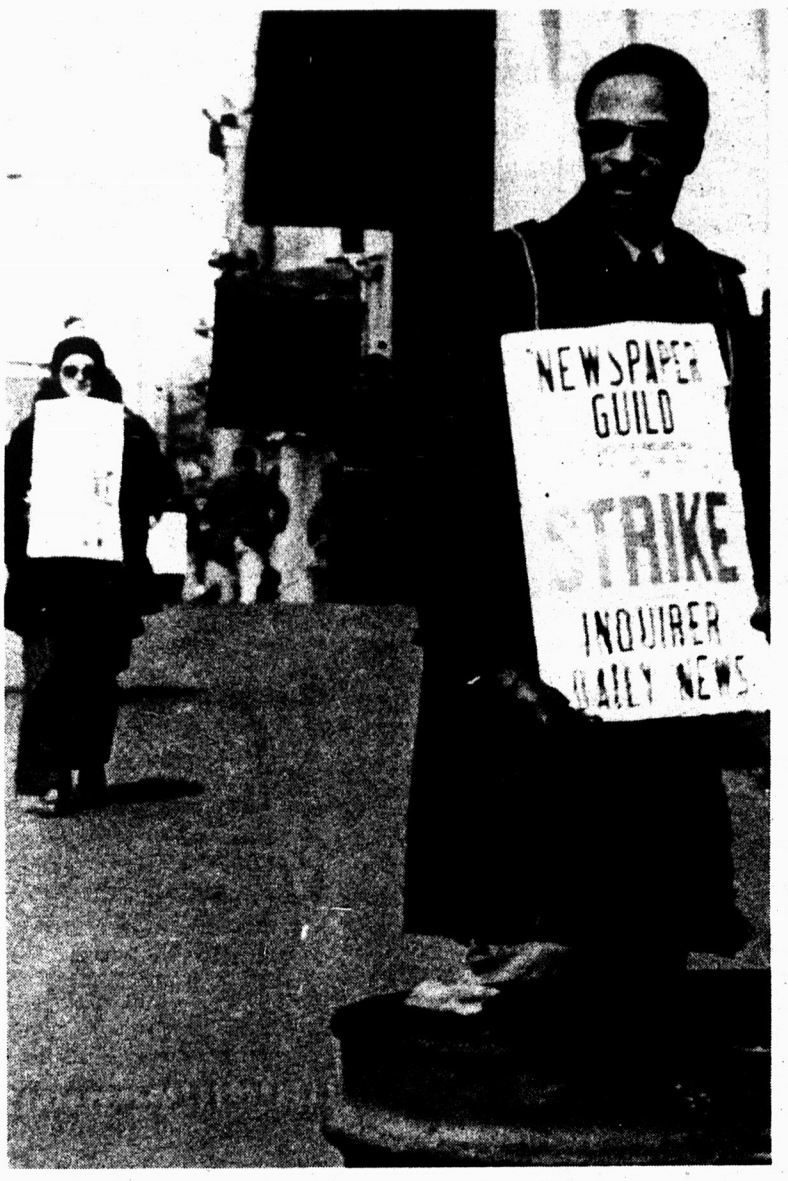
Honolulu—The Hawaii Guild has been decertified at a commercial printing shop here that was operated by the Star-Bulletin until 1972 when it was purchased by employes to keep it in business.

The vote at S-B Printers, Inc., was 2 for the Guild and 7 for no union. One ballot was challenged.

Group at teachers' union votes to leave Guild

Washington—The Washington-Baltimore Guild's representative assembly has voted to honor the request of the local's 14-member unit at the American Federation of Teachers headquarters to disaffiliate from the Guild.

Unit members voted early in February to seek to disaffiliate. The actions were described as amicable, with no animosity by either party.



Some of the best reporters . . .

. . . are picket captains. Acel Moore, pictured above while heading a picket line during the recent 23-day Guild strike against the Philadelphia Inquirer and Daily News, was named co-winner of the 1977 Pulitzer Prize for special local reporting April 18 for the same series for the Inquirer that earlier this year won TNG's Heywood Broun Award for him and Wendell Rawls, Jr. Rawls, who also shared the Pulitzer for the series on conditions at a state mental hospital, now is with the New York Times's Washington bureau. Two former Guild members also were among this year's Pulitzer winners—William McPherson of the Washington Post for criticism and Walter Mears of the Associated Press for national reporting.

15 Post ex-pressmen plead to misdemeanors in strike

Washington — Fifteen former Washington Post pressmen pleaded guilty April 14 to misdemeanors stemming from incidents inside the paper's pressroom at the start of their union's strike against the Post on Oct. 1, 1975.

The misdemeanor charges ranged from disorderly conduct to simple assault to destruction of property.

Felony charges were dropped by federal prosecutors at the same time. They included property destruction, assault with a dangerous weapon and rioting.

The misdemeanors carry sentences of 90 days to a year. Sentencing was scheduled for May 20 in Superior Court.

During a rally by supporters of the pressmen on April 16 the misdemeanor pleas were described as showing that the felony charges were without substance.

There was no comment from the Post.

Local 6 of the International Printing & Graphic Communications Union was decertified in the Post's pressroom and stereotype department in a March 23 election in which only persons hired to replace strikers voted.

Four of the 15 pleaded to simple assault, with two of the four pleading to attempted grand larceny as well. Four others pleaded to the destruction of property, six others to disorderly conduct and one other to attempted grand larceny.

Ward B. Melody, staffer in 1940s, at 73

Clearwater, Fla. — Ward B. Melody, a former international representative and a founder of the old New Orleans Guild, died at a hospital here March 11. He was 73 years old.

In the 1940s

Melody was an international representative for the then-American Newspaper Guild from 1944 to 1949, when he became administrative officer of the old Washington Guild.

In 1950, he joined the Economic Co-operation Administration as a labor information specialist.

Later he served in various media capacities for the State Dept.'s Agency for International Development (AID) in the Philippines, Laos, Korea, and Vietnam. He retired from AID in 1966.

Melody, then a news editor on the New Orleans Item, and some others formed the New Orleans Guild in 1942 after management dismissed several editorial staffers.

They bargained an initial contract in one seven-hour meeting. Melody became the local's first president.

When he joined the ANG staff he became a Guild representative on the War Labor Board's newspaper commission. Later, he was executive secretary of ANG's Texas District Council.

He was one of the international representatives assigned to the Philadelphia Record strike of the late '40s and later covered the South as an international representative.

He is survived by his wife, Avis M. Melody, of Largo, Fla., and a sister, Mrs. Russel P. Neuman, of Lansing, Mich.

Mellett Fund seeks aid for critic award

Washington—Officers of the Mellett Fund for a Free and Responsible Press expect to discuss soon with a newspaper foundation the possibility of its joining the fund in establishing an annual award for press monitoring and evaluation.

The fund's board of directors, at its annual meeting here April 16, authorized its president, H. Eugene Goodwin, and its secretary-treasurer, TNG President Charles A. Perlik, Jr., to proceed with the discussions. Goodwin, a former newspaper and wire service reporter, is professor of journalism at Penn State.

Perlik, in a letter earlier this year to media foundations, noted that since the Mellett Fund's sponsorship of six pilot community press councils ten years ago, media criticism, monitoring and evaluation has grown.

"Ombudsmen are proliferating; there's a national press council, several state-wide counterparts, a regional group (New England) is on the drawing board; journalism reviews come and go, some live on and at least one is in the planning stage," Perlik wrote.

He said that the Mellett Fund believes this is a "positive and constructive development" that should be encouraged, but explained that establishment of an annual award on a sustaining basis would require substantial financial assistance from others.

The Mellett directors authorized a grant of $500 to George Kennedy, at the University of Missouri School of Journalism, to assist him in completion of his doctoral dissertation on the history of the U.S. freedom of information movement.

Kennedy's was the fifth such grant by the fund to doctoral candidates to journalism. The directors decided, however, to suspend the grant program pending exploration of the establishment of its press monitoring award.

The Mellett Fund is an independent non-profit corporation established through a bequest to TNG from Lowell Mellett, Scripps-Howard editor and syndicated columnist, to pursue ways of increasing press responsibility without impairing press freedom.

Law spawns reports

Washington — As of Jan. 1, more than 1.3 million reports and forms of various kinds had been filed with the U.S. Dept. of Labor under the Employe Retirement Income Security Act of 1974 (ERISA), the department reports.

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

Udall raps 'chain store news,' seeks U.S. probe

Washington — Deploring what he called "chain-store news," U.S. Rep. Morris K. Udall has introduced legislation which would mandate a federal study of the effects of the concentration of newspaper ownership in the United States along with such other "critical, basic industries" as steel, automobiles and drugs.

Udall's proposed "competition review commission" would have three years to examine the industries' performance against such criteria as "efficiency, innovation, social impact, price and profit," he said at the National Press Club here April 5.

For those "not performing well," Udall said, the commission would prescribe remedies "tailored to specific conditions."

Those remedies could encompass such things as the tax code's "intentional bias toward centralization and conglomeration," the antitrust laws, tax incentives, temporary direct subsidies to new entrants and legislated divestiture, he said.

Udall, one of the sponsors of the Newspaper Preservation Act which exempts jointly published newspapers from antitrust prohibitions against profit pooling, price fixing and market splitting, said antitrust exemptions "may also need re-examination to see if they are meeting the intended purpose."

Stating that he has been concerned with the "stifling effect" of concentration on innovation and imagination for some time, Udall said it finds it "disturbing" that 71 percent of U.S. daily newspaper circulation is "controlled by multiple ownership publishers" with 25 chains controlling more than half.

He noted that "talk of regulation of newspapers is an area of special caution because of the First Amendment and the incompatibility of government control and the free press."

"But the business of publishing is also the business of selling advertising, which no one has contended is exempt from antitrust laws.

"It is true that one can drive out competition and do great damage to consumers with a newspaper cartel even as with an oil cartel," he said.

His concern, he also said, is "not founded on a fear that the big publishers are like William Randolph Hearst, Sr., or Col. McCormick in seeking personal political power."

"Today, what the titans of the chains want is profits—not power—just money.

"I fear that the quest for profits and higher dividends . . . will transcend their responsibility to maintain an independent and dedicated influence in the community.

"As the diversity of the American newspaper is lost—so is the diversity of America," he stated.

Udall pointed to Gannett's recent purchase of the Citizen in Tucson, his hometown. The paper is in a joint publishing venture with the Arizona Star, one of the Pulitzer properties.

Emphasizing that the Citizen purchase was "entirely lawful and I suppose quite profitable for the buyer as well as the seller," Udall said it is an example of an "increasingly prevalent pattern."

"The old owners will remain in charge for a while, but when this generation passes even that vestige of independence will be gone," he said.

The nation "succumbed" to chain food stores "without a whimper," patronizes chain drug stores "with perhaps just a fleeting memory of the corner drug store and the soda fountain," pumps its own chain store gas "leaving the oil unchecked" and "now, chain store news is upon us," he said.

U.S. drops probe of Murdoch's buys

Washington—The Justice Dept.'s Antitrust Division has shelved its investigation of whether Rupert Murdoch's purchase of the New York Post, the Village Voice and New York magazine early this year violated antitrust laws.

The probe—a preliminary one into whether single ownership of the three might diminish competition in sales of ads for films, plays and other entertainment—was to see if there were grounds for a full-fledged inquiry, an antitrust representative told the Reuter news service.

"We looked at the theories we were kicking around and decided the facts we'd turned up just didn't live up to them," the official said.

Ottawa unfair hearings resume

Toronto—The Ontario Labour Relations Board began conducting 12-hour-a-day hearings April 13 into bad-faith bargaining charges against the Ottawa Journal by the unions locked-out by the paper since last October.

The hearings were resumed after five days of mediation efforts collapsed. The hearings had been in recess during mediation.

The unions said the Journal on April 6 refused to continue to bargain with the Ottawa Council of Newspaper Unions unless it agreed to a new set of conditions for bargaining—a violation of a previous no-conditions agreement.

The council filed a second charge of bad-faith bargaining with the board, and sought the board's consent to prosecute Journal publisher L. A. Lalonde and R. S. Malone, head of F. P. Publications, which owns the Journal.

The Journal locked out members of the Ottawa Guild, Typographical Union, International Mailers Union, and the Printing & Graphic Communications Union's pressmen and stereotypers last Oct. 25.

Management's latest offer to the Typographical Union on the fifth day under mediation here contained no job guarantees although the paper previously had offered them, the unions said.

The proposal also failed to deal with technological change even though that had been the central issue of the dispute since bargaining began last July. And the paper's proposal contained clauses claiming damages against the unions for the dispute period.

"The company's offers to the unions also included back to work clauses which could mean [that] virtually no union members would be able to reclaim their jobs," a council statement said.

William McLeman, TNG's Canadian director, said April 18 that he expected the board hearings would take some time.

Toledo's Goldberg honored for his 'other career'

By SEYMOUR ROTHMAN
Toledo Guild

CIRCULATOR AND SPORTS PROMOTER

Toledo—Sid Goldberg, who stepped down this year after four years as president of the Toledo Newspaper Guild, was honored March 27 by more than 200 friends at a testimonial dinner.

The dinner was on the occasion of his 65th birthday and his 40th wedding anniversary. But neither was the primary reason for it being held. Nor was it primarily to mark his service to the Guild. Nor his 20 years as a circulation district manager at the Blade here.

It primarily was a tribute to Sid's "other" career—professional sports promoter, especially of basketball and boxing.

Among the highlight's of that "other" career:

✓ Being one of the first local sports promoters in the U.S. to book the Harlem Globetrotters, and later organizing a team that barnstormed the nation as the Trotters' opponent.

✓ A stint as field director for one of the forerunners of the National Basketball Assn.

✓ Booking seven nationally televised boxing matches in the heyday of that sport on the tube in the '50s.

Sports always has played a big part in Sid's life, he says, explaining that when he was too young to play, he was a mascot, when he was too slow to play, he was a coach, organizer, manager, concessionaire, administrator, or promoter—whatever role was available.

Forced by economics to drop his study of journalism at Ohio State University after a year, Sid took a $4-a-week job as circulation truck hopper at the old Toledo News Bee, becoming street sales manager in 1938, just in time to have the paper fold. He had just organized a local of the old AFL circulation and distributors union at the paper. He moved about the Scripps-Howard chain then—Youngstown, Cincinnati, Akron, Buffalo, Fort Worth—but always seemed to land on papers about to fold.

Back in Toledo in 1941, Sid had become deeply involved in the money side of sports and helped to found a semi-pro city basketball league that played Sunday afternoons, featuring the area's best players.

Later he was field director for the Midwest Professional Basketball League, a forerunner of the National Basketball Assn. It gave him contacts and friendships he still enjoys.

Meanwhile, he became involved in food concessions at sports events and soon learned that one could lose money on promotions and yet make money on concessions. Nonetheless, he embarked on a series of Toledo ventures in promotion, particularly of basketball.

He was among the first promoters to recognize the talent of the Harlem Globetrotters and first brought that team to Toledo to play in a church gym so small that despite a sellout, the Trotters got only $43 as their share.

This, however, led to a long and firm friendship with Abe Sapperstein, and years later, in 1942, and again from 1949 to 1956, Sid was invited to organize a team to barnstorm with the Trotters. Using the best Midwest talent he could recruit, Sid created the Toledo Mercurys.

It was an adventure, he says: one-night stands before capacity crowds all over the country. There were a lot of laughs and the paydays were good. Long after the Mercurys, and later the Toledo Jeeps of the National Basketball League, and many others of Sid's teams had disbanded, the players continued to identify themselves in a very informal organization as Sid Goldberg's "Neversweats."

Goldberg also became active in promoting boxing, at which he had both successes and failures. As the best of a number of fight promoters in the Toledo area, he gained valuable national contacts and earned a reputation as a gentleman and a good promoter in New York.

This opened the door for him to get seven lucrative fight shows on national television. Television in those days made almost any promotion loss-proof, with the promoter guaranteed enough to cover most expenses, while a good card and a good, live gate also were assured.

With his return to circulation work at the Blade on April 23, 1957, Sid promised that he would cease his boxing activities—a promise he says he has broken only four or five times.

Sid first became active in Guild affairs when he was elected to the Toledo local's executive board in 1968. He remained on the board until he became president in 1973. He was a delegate to the last six TNG Conventions. He led the local through some trying situations, including the folding of the Toledo Times.

And Sid is not retiring, not from the Guild (he is still an executive board member) or from the Blade, and his interest in sports has not waned.

His early journalistic ambitions, meanwhile, have been realized in his son, Albert, who is the Blade's business editor.

Don Strayer, Toledo Guild

SID GOLDBERG, CENTER, DISCUSSES HIS 'OTHER' CAREER
With him, at left, Toledo Guild's new president, Bill Lee, and Jim Richard, Local Guild president from 1952 to 1955, now in public relations

All locals urged to lay merger groundwork

(Continued from Page 1)
between the local unions and to recommend ways to resolve them.

The subcommittees are dealing with dues and finances, constitution and by-laws, contracts and enforcement, health and welfare and pensions, and general administration and communication.

The internationals' task force commended the leadership and members of the Toledo locals "for their commitment and dedication to the goal of unity at the local level."

"We say to all our locals everywhere," the task force concluded: "If Toledo can do it, why not you?"

Locals in at least three other cities have taken some degree of action toward increased local unity.

Members of the Providence Guild and Typographical Union voted overwhelmingly in December and January to authorize their locals to begin merger proceedings. First step is a "federation" of the executive committees.

Guild and Typographical locals in Memphis last fall established a task force to study the structure and operations of the locals with a view toward eventual merger.

And the Victoria Guild opened its meetings to rank-and-file Typographical Union members. Mailers Union meetings are open to Guild members.

The Victoria actions followed a call last fall by the Western Canada Conference of Guild and ITU Locals for speedier action toward international merger.

Five Toledo Guild leaders represented their local at the semi-annual meeting of the Ohio Typographical Conference April 2 and 3. The Columbus Guild sent four representatives.

Heritage and Blatz, who represented the internationals' task force at the meeting, told those present that the task force is well along on the second installment of its task of analyzing, dovetailing and meshing the two internationals' bargaining and associated policies. The first installment was approved by the unions' governing bodies in January.

Blatz and Heritage also told the conference that:

✓ A merger of the two internationals would be a true merger, not an absorption of one union by the other, with the best of both organizations preserved.

✓ The ITU is a changing union adapting to new technology.

In the process the ITU must accept change in its structure from that of a craft union to that of an industrial union.

✓ Understanding at the local level of differences between the unions will facilitate the changes necessary in each for merger.

✓ Merger will make it easier to avoid disputes over jurisdiction, which should be avoided in any event.

The Typographical Conference stated that the internationals' task force has shown that the "direction of merger . . . is from the ground up" and called for immediate action like that in Toledo "to assure the survival of both our unions through merger."

It also urged that:

✓ Representatives of each union attend executive, negotiating and grievance committee meetings and general membership meetings of the other.

✓ Toledo-style subcommittees be formed.

✓ Each local exchange international publications—the Guild Reporter and the ITU Review—with the other.

✓ After the above measures are taken each local, with the help of the international task force, "institute initiatives for merger."

✓ All ITU locals immediately form joint local merger task forces with Guild locals.

In another development, the Northwest Printing & Related Trades Conference, meeting in Tacoma on March 26, unanimously concurred with ideas on unity expressed by Aage P. Strand, secretary-treasurer of the Northwest Conference of Typographical and Mailer Unions.

He submitted a report stating that "amicable relationships on the local level are paramount as we work toward mergers, common activities and joint or coordinated bargaining. We must demonstrate to management that we have settled our differences and will use time and effort to achieve unity."

"Management continues to work in harmony," he added. "It is time for the unions . . . to do the same."

Ohio Typographical (& Guild) Conference

At meeting of the Ohio Typographical Conference are, from left, seated: Harold Claar, Jr., Springfield, OTC vice president; Sam McKnight and Sheldon Klimist, ITU attorneys; Robert Sweet, Toledo, OTC secretary-treasurer; Haven Combs, Cleveland, OTC president; Allan Heritage, ITU 3rd vice president; Jim White, ITU representative; J. William Blatz, TNG director of field operations; and Tom Ryan, president of the Springfield Typographical Union. Standing: Howard Burkhardt and Robert Speck, Toledo Guild; Robert Severance, Steve Hedges, David Whitmer and Raymond Voit, Columbus Guild; William Lee, Brady Abodeely and Gary Snyder, Toledo Guild.

LOCAL ELECTIONS

San Antonio

Bruce Beal, president; Jesse Salinas, vice president; Joyce Hotchkiss, treasurer; Ked Mullins, secretary.

Scranton

Victor J. Alfano, president; Thomas Casey, 1st vice president (Casey subsequently resigned); John Kelly, 2nd vice president; Christine G. Vanston, secretary; Joseph X. Flannery, treasurer.

Toronto

John Lowe, president; Ross Miller, 1st vice president (Miller, 194; Cliff Price, 108; Bill McQueen, 107); Jeff Sallot, 2nd vice president; Adeline McCormick, secretary (McCormick, 210; Paul Mallon, 97; Gerald Huntley, 89); George Barrell, treasurer (Barrell, 182; Andrew Wade, 175).

Yakima

Rob Tucker, president; Diana Gonzales, vice president; Nancy Garlington, secretary-treasurer.

Youngstown

William F. Nief, president; Timothy M. Yovich, vice president; John E. Kennedy, secretary-treasurer.

ITU and Paperworker leaders meet on unity

Colorado Springs—Leaders of the International Typographical Union and the United Paperworkers International Union met here in March and agreed that changing technology has drawn the two unions closer together and a closer working relationship would be to their members' advantage.

Host of the March 17 meeting was the ITU Executive Council, headed by President A. Sandy Bevis and including First Vice President Joe Bingel, Second Vice President Robert S. McMichen, Third Vice President Allan J. Heritage, and Secretary-Treasurer Thomas W. Kopeck.

The Paperworker delegation was headed by President Joseph P. Tonelli and included Secretary-Treasurer Henry Segal, and Vice Presidents Nicholas C. Vrataric and Arnold E. Brown.

UPIU representatives first visited ITU headquarters here last fall. During the most recent visit, representatives of both unions said further meetings would be held.

Last year the Paperworkers and the International Printing & Graphic Communications (pressmen's) Union each approved steps toward merger.

Tonelli told the UPIU convention last September that merger discussions would be held with four other unions besides the IPGCU, but he did not identify them.

Per capita to TNG raised 33¢

(Continued from Page 1)
amount of the per capita. It also provides that the rate be in effect from May through April unless changed by the International Executive Board or the convention.

Crocker also reported that an increase past $500 a week in the highest newspaper-reporter top minimum being paid April 1 triggered a third constitutional formula and extended the full-regular-dues schedule so that next time full dues are in effect, members making $475 or more a week will be liable for full dues of $14.75 a month, an increase of 75 cents.

The per-capita formula, adopted by TNG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in effect each April 1 under Guild contracts at newspapers published at least five days a week.

The new top-minimum average, computed from 133 contracts, was $329.21 a week, a 6.5 percent increase over 1976's average of $309.16.

Compilations made in determining the new per-capita rate showed that 71 of the 133 reporter top minimums in effect April 1 had increased by more than the $20.05 increase in the average. Twenty-six were up $30 or more a week, with 11 of the 26 up more than $40, five up more than $50, and one up more than $60 a week.

The same compilation showed that there are now four newspaper contracts providing reporter top minimums higher than $450 a week, with the highest being $504.25, at the Washington Post. There are nine above $400 a week, compared to four last year.

Seventy-nine contracts' minimums are between $300 and $400 a week, up 13 over last year. Forty-three provide reporter top minimums of between $200 and $300 a week, 19 fewer than last year, and only two contracts provide minimums of less than $200 a week.

The new top-minimum average was multiplied by 0.0165, producing a figure of $5.43197, rounded off to $5.44, the next higher cent, under the constitutional formula. A special 10-cent increase voted by the 1969 Convention was added to produce the $5.54.

In establishing the per-capita formula in 1964, TNG determined that the then-existing per capita of $2.30 represented 0.01625 percent of the 1964 top-minimum average of $141.83 a week. The 1967 Convention changed the formula to 0.0165 percent.

The formula is designed to provide TNG with an increasing level of income to meet rising costs, geared to the increase in members' income.

The per-capita increase does not affect members' dues, applying only to the monthly payments made by locals to finance TNG's operating costs.

The 75-cent increase in the full-regular-dues rate for those making $475 or more a week comes under a constitutional provision for extension of the regular-dues ceiling by 75 cents for each $25 wage bracket to the highest bracket that does not exceed the highest reporter top minimum in effect under any Guild newspaper contract each April 1.

The highest reporter top minimum in effect April 1 was at the Washington Post, $504.25 a week, Crocker reported.

It was the first increase in the full-regular-dues ceiling since 1975.

No member's dues rate is immediately affected by the increase, however, since TNG is now in a reduced dues period. Full regular dues are added to reduced dues when TNG's Defense Fund falls below 1.5 million dollars and applies until it is restored to 2 million dollars. The total amount by which full dues exceed reduced dues goes to the Defense Fund.

A fourth automatic-increase provision of the Constitution—setting the salaries of TNG's president and secretary-treasurer at 2.16 and 2.02 times the April 1 reporter top-minimum average—was not activated by the results of this year's per-capita computations, however. Their salaries remain the same — $721.91 and $675.12 a week as established when last year's convention added the proviso to the constitution that the secretary-treasurer's salary be at least $20 a week more than that of senior staff and the president's be higher by the 2.16-2.02 ratio.

Peterson resigns, Culver announces

(Continued from Page 1)
tee before that.

In announcing for International Chairperson, Culver said he is approaching the "opportunity with a sense of humility that demands I do my best to represent not only the majority, but minority, views in fulfilling the wishes of the membership of the most democratic of all unions, TNG."

Praising Peterson's "dedication and leadership," Culver said he sees the chief tasks immediately before the Guild as continued progress "in our work toward merger of the Guild and International Typographical Union, further advancement in human rights, collective bargaining, professional freedom and all the things the Guild stands for."

'THE ART OF KISSING'—CIRCA 1936

Madison vp's 25¢ find sparks revival

Madison—Dave Wagner, arts reviewer on the Capital Times here and vice president of the Madison Guild, has a "pop" publishing sensation of sorts on the paper-back market these days thanks to his chance discovery and purchase three years ago of a copy of a 1936 pamphlet on "The Art of Kissing."

The booklet, "The Art of Kissing," beefed up with a set of sensual line drawings and an afterword by Wagner, is into a second printing after hitting the bookstands March 18 and drawing an eight-inch mention in the New York Times Book Review, a two-page spread in the March issue of Playgirl as well as mentions in the London Daily Mirror, Glamour and New York Magazine. Plus a full-page feature in the Capital Times itself.

Doubleday was promoting the $1.95 volume from a "kissing booth" at its Manhattan outlet and men wearing sandwich boards were hawking it on Third Avenue.

Wagner bought a copy of the original for 25 cents at an antique fair in California in the summer of 1974.

In pulsating, purple prose it describes for the young man of the '30s how to approach a girl, how to kiss girls with different sizes of mouth, the "dancing" kiss, the "vacuum" kiss, the "nip" kiss, even the "spiritual" kiss.

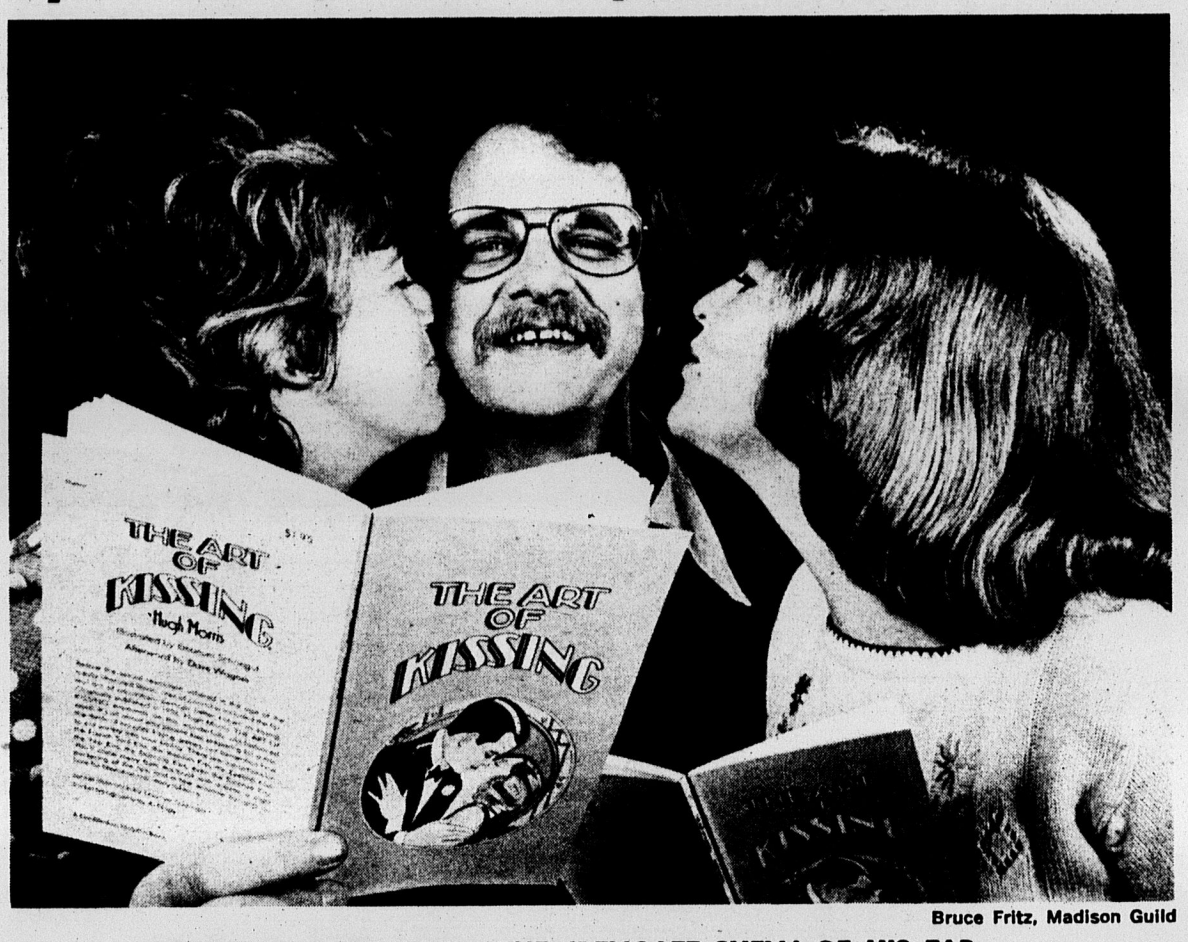
"It was so overwritten, I was totally charmed by it and I knew it would probably sell," Wagner told Whitney Gould of the Capital Times's staff.

Wagner could find no other trace of the author, Hugh Morris, learned that the original publisher was out of business and, for a search fee to the Library of Congress, discovered that the booklet was in the public domain. So he bought the rights for a small sum. Wagner's agent then peddled the work to Doubleday.

Wagner, in his afterword, calls "The Art of Kissing" "a piece of history, a scrap of time."

"It speaks to someone who could kiss a girl only in the parlour when the kiss was everything. Today kisses are the small change of love; back then they were the whole bank account."

Three days before the paperback went on sale a National Labor Relations Board law judge opened hearings on unfair-labor-practices charges against the Capital Times for suspending Wagner three days last spring when he refused to cross a picket line to review an opera at the University of Wisconsin. He wrote a story about the picket line instead.



Bruce Fritz, Madison Guild

BREATHING GENTLY INTO THE 'DELICATE SHELL' OF HIS EAR . . .

Madison Guild President Diane M. Woodstock, left, and Kathy Foster, local treasurer, demonstrate techniques described in the 1936 booklet republished by Doubleday after being "rediscovered" by Dave Wagner, the local's vice president, center.

Lynn pact raises some $50 a week

Lynn, Mass. — Fifty-dollar-a-week increases over three years will be received by persons in key classifications as the result of a new Lynn Guild contract with the Daily Evening Item.

Arriving in three steps, the increase in the top minimums will bring **copy, society** and **sports editors** to $345.15, and **reporters, photographers, display** and **outside classified salespersons** to $339.50.

The increments are $20 retroactive to Aug. 30, 1976, and $15 each this June 30 and next March 30.

Editorial and **advertising clerks'** top minimum will go up $32.07 in increments of $12.90, $9.59 and $9.58 to $216.92.

The flat minimum for **office persons** will rise $28.62 in steps of $11.53, $8.55 and $8.54 to $193.92.

The top for **librarian** rises $33.95, to $229.40.

Employes and the Guild will be furnished copies of material placed in personnel files and allowed to place responses. Employes and the Guild also will have the right to look at the files as often as twice a year.

Phone-sales disparity cut $33

New Westminster, B.C.—Classified telephone salespersons receive a $58.56 a week increase in their top minimum in a new, two-year Vancouver-New Westminster Guild contract at the New Westminster Columbian.

The increase reduces the disparity between the classified phone-sales top and that for reporters and display sales by $33.39 a week and that between phone-sales and classified outside sales by $37.41 a week.

Reporters, photographers and **display salespersons** receive a $25.17 increase at the top minimums; **classified outside sales** goes up $21.15.

The increases take the classified phone staffers' top to $232.54 in increments of $50.16 and $8.40, the reporters', photographers' and display salespersons top to $353.42 in increments of $12.40 and $12.77, and the classified-outside top to $297.11 in increments of $10.42 and $10.73.

The second increments are payable next March 1.

The flat minimum for **executive news editor** rises $15.27, to $422.69.

Voluntary ad takers' top minimum rises $14.26, to $200.21.

The monthly auto guarantee for district managers and salespersons rises $32.50, to $187.50, and now also applies to sports reporters.

The new contract also extends its coverage to the data processing department.

Tops up $58 in Pueblo

Pueblo, Colo.—Advertising sales representatives, reporters and photographers will receive a $58.29 increase in their top minimum in a new, three-year Pueblo Guild contract with the Star-Journal and Chieftain.

The increases—in three increments of $19.43 each—will bring the top minimum to $317.29 over the term of the contract.

The increments are payable retroactive to last Dec. 5 and on May 1, 1977, and April 30, 1978.

Increases and resulting top minimums among other classifications include:

District managers—Up $48.72 in three increments of $16.24 each, to $265.27.

Classified inside sales representatives, stenographers, keypunch operators—Up $32.85 in three equal increments of $10.95, to $178.80.

In addition, the flat minimum for **circulation city managers** rises $52.80, to $287.45; the top for **Chieftain mailroom leader** (foreman) goes up $54.36, to $295.96, and the top for **Star-Journal mailroom leader** rises $49.08, to $272.08.

The publisher's monthly contribution to hospitalization coverage rises $19.90, $20.38 or $21.84, to $54.70, $57.18 or $60.54, depending on the plan.

Added to maternity leave provisions is sick pay as provided in the contract for the period during which an employe is disabled as certified by a physician.

Eugene settlement brings circulators closer to key

Eugene, Ore.—District circulation supervisors at the Eugene Register-Guard get a $37.50 raise in their top minimum during the early part of a new, three-year contract bargained by the Eugene Guild.

This takes them to $311.75 a week and narrows the district supervisor-reporter gap by $13.75, to $23.75.

Reporters, photographers and **copywriters** receive a $23.75 increase, to $335, effective May 1.

An increment of $17.25 for the reporter group and $31.50 for the district supervisor group is retroactive to Dec. 12.

Two additional raises under the contract, on Nov. 1, 1977, and Nov. 1, 1978, will be determined through application of a complex formula based in part on changes in the Consumer Price Index.

For the period up to May 1, increases and resulting top minimums include the following:

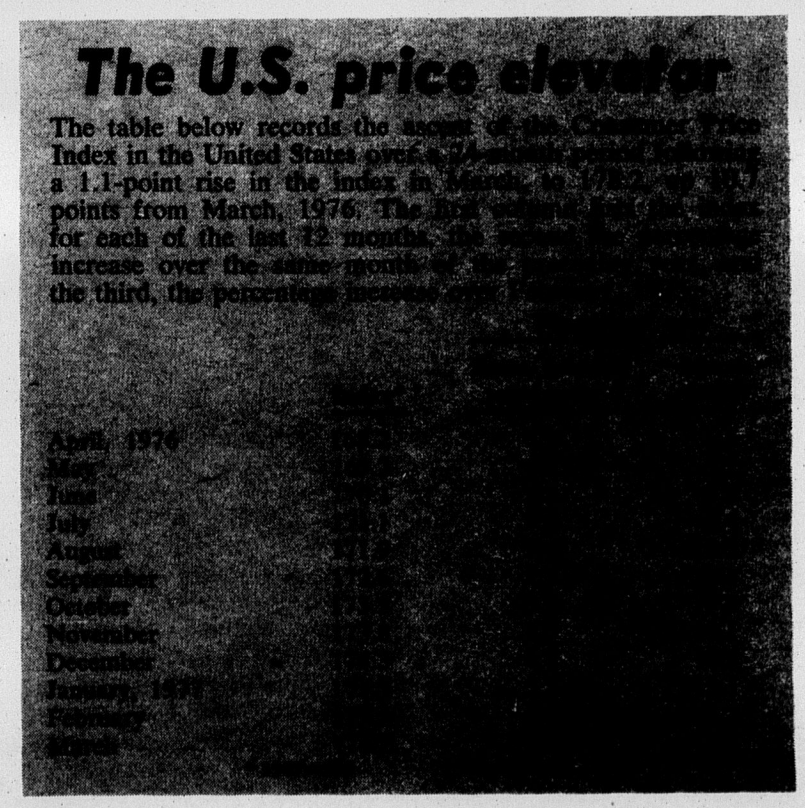
Outside salespersons — Up $27.50, to $301.75; **PBX receptionists**—Up $13.50, to $175.75.

Three new classifications are created with top minimums as of May 1. They are **classified counter sales** ($190.75), **news aide** ($198), and **maintenance technician** ($343.75).

Effective Jan. 1, 1978, there will be five weeks of vacation after 20 years of service. Employes may forego the fifth week until they have accumulated enough time to take eight weeks of vacation, including the current year's five weeks.

Two personal holidays are added, while a fixed holiday is dropped, resulting in a total of eight holidays, up one.

On April 1, 1978, the contract will be re-opened to bargain on the vacation period, health and welfare, leaves of absence, and job classifications.



Paper adds department, contract

Vancouver, B.C.—The weekly North Shore Citizen has established an outside circulation department and recognized the Vancouver - New Westminster Guild as bargaining representative for the part-timers employed there and the Guild and paper have concluded a contract covering them.

The series of events, spanning about a month, adds five members to the Guild's former 20-member unit at the suburban.

The contract is a supplement to that already covering advertising, business, editorial and inside circulation employes and running through Oct. 31, 1978.

Among its provisions are flat minimums of as much as $175 a week and weekly transportation allowances of as much as $75. On Aug. 1, when others in the Guild unit are due previously bargained raises, there will be a reopener on the distributors' minimums.

Truth-in-organizing abandoned by NLRB

(Continued from Page 1)

threats, improper interrogations, etc.—still will be subject to board action, although Fanning and Jenkins expressed doubt as to the majority's "ultimate purpose" in these areas as well.

The board historically has attempted to maintain "laboratory conditions" designed to assure that the voters' choice is made freely.

One of the laboratory conditions is the rule the board laid down in its 1962 Hollywood Ceramics case—a clarification of a rule promulgated in the 1955 Gummed Products decision.

Under the rule the board would set aside an election if one of the parties or its agents made "substantial misstatements of relevant and material facts within the special knowledge of the campaigner so shortly before the election that there is no effective time for reply."

The Shopping Kart decision kills the Hollywood Ceramics rule.

Hollywood Ceramics, the majority argued, was designed to assure employes a free choice, but the administration of the rule has "tended to impede the attainment of that goal."

Among the "ill effects," the majority said, were "extensive analysis of campaign propaganda, restriction of free speech, variance in application as between the board and the courts, increasing litigation, and a resulting decrease in the finality of election results."

The rule means that losing parties routinely object to the winners' campaign statements, the majority said.

"Our fundamental disagreement with past board regulation in this area," the majority said, "lies in our unwillingness to embrace the completely unverified assumption that misleading campaign propaganda will interfere with employes' freedom of choice.

The majority, pointing to surveys by academicians, said they feel that employes are "mature individuals . . . capable of recognizing campaign propaganda for what it is and discounting it."

Murphy, in her concurring opinion, said her only departure from the position of Penello and Walther was that she would want to set aside an election in which one of the parties made an "egregious [big, flagrant] mistake of fact."

At the same time, however, she said she would set an election aside under such a criterion only in the "most extreme situations" —but not on the grounds even of "gross errors."

Fanning and Jenkins dismissed all of the majority's reasoning. They called the statistical studies cited by the majority too small to be meaningful and said the statistics of the NLRB's general counsel showed precisely the opposite of what the majority said.

Rather than presenting the board with an awesome administrative burden, rerun elections amounted to only 25 to 27 a year out of an annual election load of 10,000, they said.

The board doesn't always rerun an election. Fanning and Jenkins said Hollywood Ceramics cases amount to perhaps 300-400 a year.

And while more charges are filed against unions, union charges against managements are upheld more often, they said.

The majority's standard is "almost anything goes," the minority said.

"As 'bad money drives out the good,' so misrepresentation, if allowed to take the field unchallengeable as to its impact, will tend to drive out the responsible statement," Fanning and Jenkins said.

"Unlike our colleagues, we are unwilling to permit the parties to campaign, without challenge, on the basis of misrepresentation and distortion of issues so directly related to [the] economic security of workers," they added.

They said they noted their colleagues' "free speech" position with "astonishment."

"The right of free speech guaranteed by the First Amendment has never been construed to our knowledge to leave the speaker unaccountable for the impact or effects of his speech," Fanning and Jenkins said.

Besides, they added, the other board members' free-speech argument "raises doubt of their ultimate purpose."

"Though they protest that they will continue to oversee 'employe free choice outside the area of misrepresentations,' their assurance is hardly pursuasive," the minority said.

"Setting aside elections on the basis of threats, promises, and coercive interrogation can also be labeled as requiring undue analysis of campaign propaganda, litigation that results in variance," and the other difficulties the majority raised in its decision, Fanning and Jenkins said.

Correction

TNG strike benefits to Los Angeles Guild members who struck Hearst's Herald-Examiner on Dec. 15, 1967, were ended April 24, 1973, in keeping with a decision by the International Executive Board that February. The time of the benefits' cessation was incorrectly reported in the April 8 Guild Reporter. International benefits to locked-out printers and pressmen had ended in December, 1972.

JAMES H. ORCUTT

Jim Orcutt is hired by Philadelphia

Philadelphia—James H. Orcutt, a TNG international representative and servicing-organizing staffer since 1969, was appointed administrative officer of the Philadelphia Guild April 13.

He takes office on May 1. Initially he will work three days a week for the local and two for TNG on pending assignments. Orcutt will begin working for the local full-time on Sept. 15.

Orcutt directed the local's bargaining during the recent strike against the Philadelphia Inquirer and Daily News.

The administrative officer's position has been vacant since the resignation of Willard W. Hatch early last year. Hatch now is executive secretary of the Detroit Guild.

Orcutt was a circulation district manager at the Brockton, Mass., Enterprise & Times and president of the Brockton Guild when he became a temporary international representative to assist in the 1969 strike against the Woonsocket, R.I., Call.

He returned to the Enterprise & Times afterward, but in 1970 became assistant director of TNG's New England Servicing-Organizing Program (NESOP).

In 1973 he went on the permanent staff.

During his NESOP and IR years, Orcutt handled assignments in New England—including the 1970 Brockton strike—St. Paul, Albany and elsewhere.

Fanning, new NLRB head, backed by both parties

Washington—John H. Fanning, designated by President Carter on April 14 to be the National Labor Relations Board's new chairman, is the first person named to the board by presidents of both major U.S. political parties and is the only member ever appointed to four five-year terms on the board.

JOHN H. FANNING

Fanning was originally named to the board by President Eisenhower in 1957 and reappointed in 1962 by President Kennedy, in 1967 by President Johnson and in 1972 by President Nixon.

A Democrat, Fanning has participated in more than 20,000 decisions handed down by the NLRB and is described by associates as one of the most active members of the board, with many of his dissents having been adopted by the courts on appeal.

He was one of three board members in April, 1976, who reaffirmed that newspaper reporters are not "professional employes" under the National Labor Relations Act's narrow definition of the term.

Fanning replaces Betty Southard Murphy, a Republican and former reporter for United Press, who was appointed to the board and its chairman by President Ford in 1975. She continues as a member of the NLRB.

Post-Dispatch accused of sex bias by U.S., local

(Continued from Page 1)

assignments, merit pay and other employment conditions, nor that that the paper had retaliated against her because she complained about actions she considered to be discriminatory. Meyer also repeated the retaliation allegation in her suit.

In its grievance charge on the outside sales jobs, the Guild noted that none of the men hired is fully experienced and said it feels the company discriminated against "minorities and/or females" in hiring them without first going to its inside sales staff.

"We do know that several members of the inside classified sales staff have applied for outside sales positions, but have not been given the opportunity for advancement," the local's executive secretary, Robert A. Steinke, wrote the company on April 14.

Similar action by the Guild several years ago resulted in the paper's putting the first women onto its outside sales force.

In its finding on discrimination in news-room hiring practices, the EEOC noted that in October women comprised about 16 percent of the paper's "professional newsroom workforce," about 44 percent of the nation's college graduates and about 45 percent of the national workforce.

"Lacking any explanation of the disparity between the availability of women and their representation" in the Post-Dispatch's news room, and "noting that Title VII had been in effect fully 10 years when this charge was filed," the EEOC said it found it reasonable to conclude that the paper's hiring practices discriminated against women "as a class."

It drew the same conclusion about the paper's promotion practices after noting that "women were virtually absent from responsible positions [in the news room] until well after this charge was filed."

"While evidence shows that women are now present in responsible positions," the agency said, its investigation showed that men were "routinely and subjectively evaluated by and promoted to a supervisory and managerial workforce comprised almost solely of men."

The agency said it found "no significant systemic variations" in starting salaries, but its discovery that about 90 percent of merit raises went to men and that only 3.2 percent of the women, but 64 percent of the men, received merit pay led it to conclude that the policy was discriminatory.

The agency also said it found that women were excluded from assignments "generally recognized as career-enhancing," that men were given travel assignments over women with expertise and experience and that women "receive a disproportionate share of stories considered mundane, routine or simply 'fluff'."

The agency, however, said it could find no reasonable cause for a charge that the Post-Dispatch discriminated in its recruitment practices for news room jobs.

"Women comprise a significant proportion" of the applicants from throughout the country, it said.

On Meyer's individual charges, the EEOC regional director said the agency found "no evidence" that she was treated differently in her terms and conditions of employment or assignments from any other reporter because of her sex. Her failure to receive merit increases, he said, was the result of "judgments made in the same manner as for male employes similarly situated."

Meyer recently has been named a Joseph E. Hughes Fellow, entitling her to two-weeks' study at Rutgers University, and previously was a Herbert F. Davenport Fellow in Economics Reporting, under which she studied for a month at the University of Missouri.

Meanwhile, in Washington the D.C. Court of Appeals has reversed a finding by the District's Commission on Human Rights that Newsweek magazine was guilty of racial discrimination when it fired Samuel F. Yette, a black, from its Washington bureau in 1971.

The court also threw out a commission order that the magazine pay $1,000 in damages and $20,000 in attorney fees and that it set up an affirmative action program and report regularly to the city.

The court's 30-page opinion said the commission's "findings of fact" were "incomplete and more importantly . . . not supported by substantial evidence."

Yette, now a journalism professor at Howard University, called the court decision an injustice based on "glaring misstatements of fact that could not possibly have been drawn from the testimony" at the commission's hearings on his charges.

In Lynn, Mass., in the meantime, TNG and TNG President Charles A. Perlik, Jr., have been dismissed as defendants in a sex discrimination suit filed in 1975 by a former member of the Lynn Guild against the Lynn Item, its publisher, advertising director and general manager, the Lynn Guild, and a co-worker as well.

The suit, by Elinor Stuart, is based on findings in October, 1974, by the EEOC's district director that there was reasonable cause to believe many of the charges she had brought against the local and the Item 22 months earlier.

She charged that she had been discriminated against in wages and assignments and other working conditions, had been harassed for filing the EEOC charges and that the Guild had not adequately defended her. She was an ad salesperson with the paper.

Bias rule is changed by the NLRB

Washington—The National Labor Relations Board, overturning a position adopted in 1974, has decided it no longer will delay certification of a union as bargaining agent because of discrimination charges based on race, sex, or national origin.

The board said it will proceed with certification and handle any such allegations through its unfair labor practice proceedings.

The new policy will give workers and union members full legal protection without denying or delaying their right to union representation, the board said.

The four-member board majority was made up of Chairman Betty Southard Murphy, John H. Fanning, John A. Penello, and Peter D. Walther, who filed a concurring opinion. Member Howard Jenkins, Jr., dissented.

E&P's medium and large dailies report earnings

Both the medium-sized and big-city dailies Editor & Publisher magazine tracks made money last year, although the metropolitan paper didn't make as much as in the previous two years.

Circulation was up a bit at the smaller paper, but off at the larger as it trimmed its "unprofitable" circulation deliberately, the trade magazine reported.

E&P keeps the identities of the papers secret, although it says that the big city paper is a morning-evening-Sunday combination with a circulation of 255,000 and the smaller one is a 34,000-circulation, seven-day paper that went offset in mid-1973.

The big paper

Advertising income was down 0.4 percent, circulation revenue was up 10.6 percent and expenses were up 3.7 percent, giving this paper a 1.4 percent decrease in total income and a 19.6 percent drop in before-tax profits (E&P doesn't report its after-taxes profit).

But that was still good for $5,530,133 in profits for 1976, realized on revenue of $31,130,827. The profit is 17.8 percent of revenue.

Retail advertising revenue declined 8.8 percent, national was down 0.3 percent, but classified was up 2.9 percent on a rate increase. Circular and insert revenue went up 14.8 percent.

Scott D. Timmerman, president of Newspaper Analysis Service of Cincinnati, who analyzed the paper for E&P, said management made plans when it realized that "the timetable for productivity gains from automation would not be met."

But it couldn't make plans for the sudden demise of a major advertiser "and a new form of competition," he wrote.

Building expenses went up 16.6 percent, the biggest percentage increase of any cost category. Total advertising costs were next, a 15.6 percent increase.

Editorial expenses rose by 12.5 percent, the mechanical departments were up by a tiny 0.9 percent, circulation department expenses rose by 12.3 percent, administrative costs by 5.4 percent, and newsprint and ink by 9.1 percent. Newsprint itself was up by 1.7 percent and its cost per ton by 9.8, although the paper's consumption was down 7.4 percent. The rest of the increase in the category was attributable to ink and storage and handling.

Wages rose in all but one department.

For those departments within the Guild's normal jurisdiction, the increases were as follows:

Circulation, 11.2 percent; business office, 12.9; classified, 14.4; dispatch and makeup, 17.7; retail, 11.8; national, 19.1; editorial, 12.7, and art and photo, 11.6.

In other departments, the increases were as follows:

Executive office, 10 percent; composing, 2.7; stereotype, down 38.3; pressroom, up 23.6.

While those figures are total wage costs, E&P also included some average monthly wages:

Circulation—Up 12.5 percent, to $908.21; business office—up 12.9 percent, to $921.53; classified—up 12.8 percent, to $818.54; dispatch and makeup—up 11.1 percent, to $667.05; retail—up 12.8 percent, to $1,174.12; national—up 19.1 percent, to $1,184.23; editorial—up 13.5 percent, to $1,168.97, and art and photo, up 11.6 percent, to $1,173.48 a month.

Also, mailroom, up 10 percent, to $1,131.14; composing, up 12.4 percent, to $1,260.38, and pressroom, up 8.1 percent, to $1,200.71.

The medium paper

This daily and Sunday paper made money again in 1976.

It wasn't a zapper on the order of 1975, but it was pretty good. And it was nearly double what it made after taxes in 1972.

In its third full year of photocomposition, the anonymous, 34,000-circulation paper increased its operating revenue 9.4 percent over 1975, its before-taxes net income 14.3 percent, and its after-tax profit by 8.1 percent.

After-tax profits in 1975 were up 34.7 percent over the previous year. And '76's 8.1 percent increase over '75 was nothing to be ashamed of, figures in the March 26 issue of E&P showed.

The pressroom cost the paper 1.8 percent less in 1976 than it did in 1975. The composing room cost 7.6 percent less.

The editorial department, however, had a cost growth of 4.4 percent, although it represented 18 percent of the paper's total costs in '76, down from 18.6 percent in 1975.

Costs in the advertising department went up 18 percent, and represented 10.4 percent of total costs. In 1975, it amounted to 9.5 percent of total costs.

In cold, hard cash the paper increased its after-tax take from $576,000 in 1975 to $623,176 last year.

This was done on revenues of $1,795,771 (up from $1,680,000 in 1975) and net income before taxes of $1,198,376 (up from $1,048,400 in 1975).

And it was done despite a 7.7 percent increase in total operating costs to $3,292,209 even after the press and composing cost declines.

And even though total payroll costs were up, they represented 42.5 percent of the total expenses, down from 44.2 percent in 1975.

Newsprint and ink expenditures continued to climb—up 15.9 percent. But that was no steeper an ascent than in some previous years. They went up 14.8 percent in 1972, 15.5 percent in 1973, 15.2 percent in 1974 and a fat 25.5 percent in 1975.

In addition to regular depreciation of equipment, capital (building) costs also can be charged off to depreciation. The paper once did this in a big way, taking off 31.9 percent in 1973, 41.6 percent the next year and sliding down to an increase of 11.6 percent in 1975. In 1976, this had simmered down to a decline of 5.6 percent from the previous year.

Advertising revenue, including preprints, rose to $3,027,638 from $2,742,000 in 1975. That's a 10.4 percent boost.

Although circulation was off somewhat in previous years, it showed a modest gain of a little more than 400 in 1976. But that translated into a 6.8 percent circulation revenue gain.

Size medium, profits big

Year	Profit after taxes	% increase over previous year	% increase since 1972	As % of revenue
1972[1]	$313,882	N.A.	N.A.	9.5
1973[2]	422,800	34.7	34.7	12.0
1974	428,000	1.2	36.4.	11.6
1975	576,600	34.7	83.7	14.4
1976	623,176	8.1	98.5	13.9

1. Last full hot-type year. 2. Went photocomp mid-year. N.A.—Not available.

Big-city daily: down, but hardly out

Profits before taxes*

Year	Annually in $	% of revenue**	% increase over prior year	% increase over 1960	Cumulative since 1960
1960	2,263,122	19.2			
1961	2,334,338	19.6	3.1	3.1	$ 4,597,460
1962	2,614,882	20.7	12.0	15.5	7,211,542
1963	2,473,571	19.1	—5.4	9.3	9,685,113
1964	2,554,278	19.3	3.3	12.9	12,239,391
1965	2,726,938	19.5	6.8	20.5	14,966,329
1966	3,296,197	22.0	20.9	45.6	18,262,508
1967	3,529,811	22.6	7.1	56.0	21,922,319
1968	3,692,625	22.4	4.6	63.2	25,684,944
1969	4,401,482	23.1	19.1	94.4	30,086,426
1970	4,647,249	23.5	7.2	105.3	34,733,675
1971	5,039,644	23.2	8.4	122.7	39,773,319
1972	5,467,133	23.7	8.5	141.6	45,240,452
1973	5,038,365	21.5	—7.8	122.6	50,278,817
1974	5,713,374	21.1	13.4	152.5	55,992,191
1975	6,876,082	21.8	20.4	203.8	62,868,273
1976	5,530,133	17.8	—19.6	144.3	68,398,406

* Profits after taxes not disclosed.
** Revenue rose from $11,752,254 in 1960 $31,130,827 in 1976, an increase of 164.8 percent.

Source: Editor & Publisher

Wire service reporters' tops higher in 23 of 33 cities

Top minimums paid newspaper reporters April 1 were less than those being paid newsmen and newswomen working for Associated Press and United Press International in 23 of the 33 U.S. cities in which at least one of the wire services maintains a bureau and at least one newspaper has a Guild contract covering reporters.

Conversely, according to a tabulation by TNG's Collective Bargaining Dept., top minimums for newspaper reporters were higher than those for their wire service counterparts in 10 cities with AP and/or UPI bureaus plus newspapers with Guild contracts covering reporters and photographers.

Average top minimum for newspaper reporters in the 33 cities was $366.20 a week, while nationwide Wire Service Guild contracts provided top minimums of $387 at AP and $388.57 at UPI.

Biggest wire-service lead was in San Antonio. There the top minimum at Hearst's San Antonio Light was $264.01, according to the table, $124.56 less than the top-minimum at UPI.

Smallest wire-service lead was in Detroit, where the $385.80 reporter top at the News was within $2.77 of the Wire Service Guild UPI top.

Largest newspaper-reporter lead was in Washington where the $504.25 top minimum at the Post was $117.25 a week more than the $387 top minimum at AP.

Smallest newspaper-reporter lead was in San Francisco where the $388.75 top minimum at the Chronicle and Examiner was 18 cents more than the UPI top minimum.

Following is the Collective Bargaining Dept.'s table comparing AP and UPI top minimums with newspaper-reporter top minimums in effect and being paid in the 33 cities on April 1:

WIRE SERVICE vs. NEWSPAPER REPORTER TOP MINIMUMS—APRIL 1

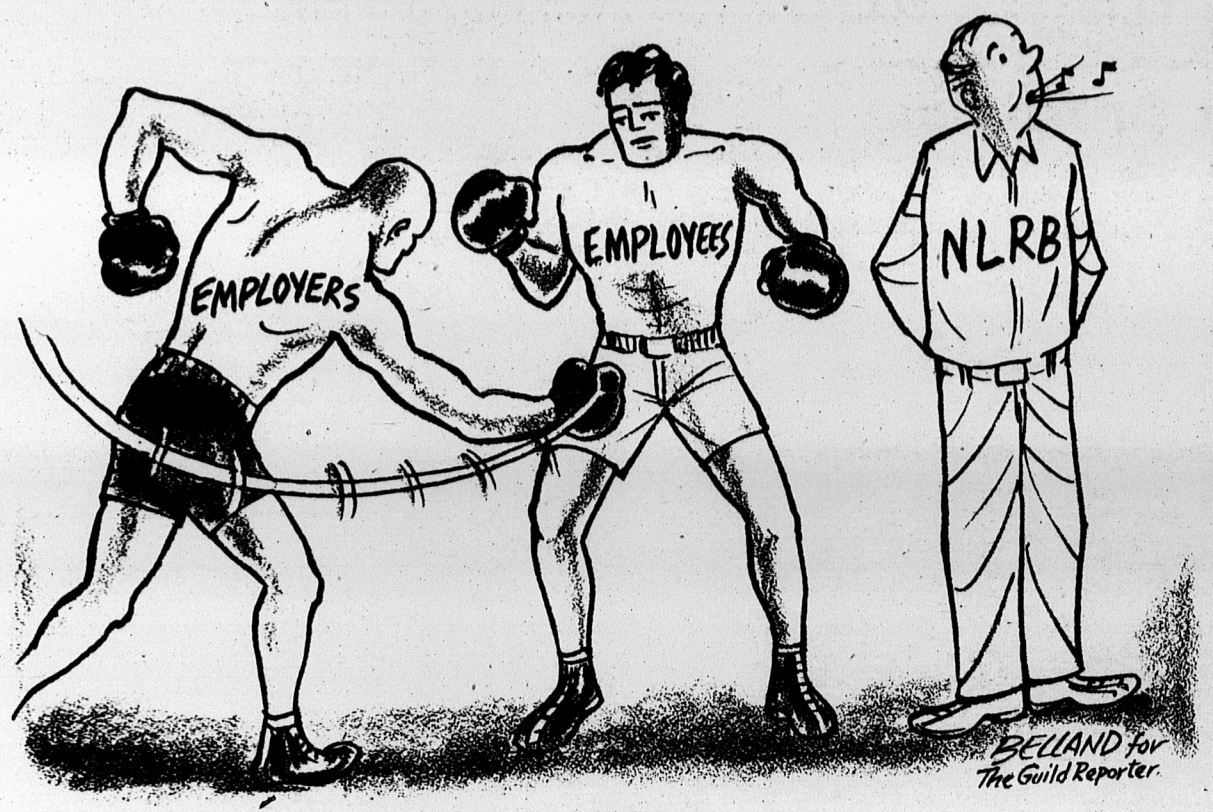
	AP Newsman/ Newswoman	UPI Newsman/ Newswoman	Newspaper Reporter
Albany	$387.00	$388.57	$266.00
Baltimore	387.00	388.57	372.00
Buffalo	387.00	388.57	406.91/390.15
Chattanooga	387.00	388.57	284.52
Chicago	387.00	388.57	406.13
Cincinnati	387.00	388.57	316.00
Cleveland	387.00	388.57	363.04
Columbus	387.00	388.57	341.00
Denver	387.00	388.57	393.00
Detroit	387.00	388.57	385.80/383.80
Harrisburg	387.00	388.57	328.00
Honolulu	387.00	388.57	364.00
Indianapolis	387.00	388.57	311.95
Knoxville	387.00	388.57	292.00
Lansing	387.00	388.57	302.00
Madison	387.00	388.57	343.79

Need an 'elevator' clause?

WIRE SERVICE vs. NEWSPAPER REPORTER TOP MINIMUMS—APRIL 1

	AP Newsman/ Newswoman	UPI Newsman/ Newswoman	Newspaper Reporter
Memphis	387.00	388.57	330.25
Minneapolis	387.00	388.57	393.50
New York	387.00	388.57	486.27/454.85/433.40
Norfolk	387.00	388.57	305.00
Philadelphia	387.00	388.57	393.94
Pittsburgh	387.00	388.57	364.00
Portland, Me.	387.00	388.57	281.00
Providence	387.00	388.57	360.00
Rochester	.....	388.57	282.55
Sacramento	387.00	388.57	392.25/391.79
St. Louis	387.00	388.57	409.49/395.99
St. Paul	387.00	388.57	368.00
San Antonio	387.00	388.57	264.01
San Diego	387.00	388.57	369.25
San Francisco	387.00	388.57	388.75
Seattle	387.00	388.57	377.35
Washington	387.00	388.57	504.25/451.90

Some referee!



STILL INTERESTED IN OTHERS

Mobil Oil won't revive L.I. Press

New York — Mobil Oil announced April 19 that it has given up the idea of buying and trying to revive the Long Island Press, but is "still interested in the possibility" of buying a newspaper so that it could "add a quality voice to the market."

"We just didn't feel that the Press would enable us to do the things we wanted to do," Herbert Schmertz, Mobil public affairs vice president told the New York Times.

The Press was closed March 25 by the Newhouse chain, putting about 600 persons out of work, including 108 Guild members. The erosion of the paper's economic base, rising costs and falling revenues were given as reasons for the closing.

Schmertz said that "the location, the logistics and the restructuring of the whole thing in Queens" made reviving the Press unfeasible.

Mobil, he also said, is "not actively negotiating with any newspaper at this time."

But it has considered buying several others, he told the Washington Post earlier. Among the others: the Oakland Tribune and the Denver Post.

Low pay blamed for bad reporting

Rochester, N.Y.—The quality of business and economic reporting in today's newspapers is "appalling," an associate professor of business administration told a New York State Publishers' Assn. workshop here.

Michael C. Jensen also said he knows why: largely because low reporters' salaries are keeping "high quality people out of the business," Editor & Publisher magazine reported.

Schmertz told the Washington Post that Mobil had "talked about" the other papers "in terms of availability," but decided "not to even pursue it" since it "didn't seem worthwhile."

Schmertz, who is in charge of the company's extensive point-of-view advertising campaign, said Mobil is interested in putting out a newspaper that would upgrade the quantity and quality of business news, that would practice good journalism about business and finance.

The ad campaign Mobil has been running—to the tune of about 1.5 million dollars a year—has consisted of "editorials" promoting the company's views on such matters as price controls, energy conservation and protection of the environment. Mobil is now offering the reprints of the ads in booklet form.

Schmertz said Mobil has "no place in particular" in mind for its newspaper and that it also has considered starting one from scratch, rather than buying an existing one.

He said Mobil has in mind a paper that would provide in-depth business coverage and features similar to those in the Financial Times of London.

"More and more newspapers have been coming to the conclusion that their treatment of financial news has been a second-class operation," he told the Washington Post.

Schmertz said that while Mobil would like any newspaper it might own to break even, it is not interested in the idea with profits in mind.

Mobil Oil is a subsidiary of Mobil Corp. whose other holdings include Montgomery Ward and the Container Corp. of America. Mobil's worldwide sales in 1976 totalled 25 billion dollars.

ITU wins editorial contract in Bremerton, Guild assists

Bremerton, Wash.—Tentative agreement has been reached on an initial Typographical Union contract covering 22 editorial employes of the Bremerton Sun, a John P. Scripps newspaper, following more than a year of bargaining.

The reporter top minimum would reach $335 a week in January, 1979, under the tentative agreement, Robert Aulerich, vice president of Typographical Union Local 99, said. Increases during the contract's term would be $15 a week on each of July 1, 1977, and April 1, 1978, with a $5 increase Jan. 1, 1979.

Aulerich said the average reporter salary before the unit was established was $256.86 a week. The average increase over the life of the contract would be $78, he added.

The Typographical Union won an election for the editorial unit alone a year after the Pacific Northwest Guild lost in an election for a unit covering the advertising, business, circulation and editorial departments. The Guild local assisted the Typographical Union to organize the newsroom group and to bargain the contract.

DAY BOOK

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 14-15, Clayton Inn, Clayton, Mo.

New England District Council, spring meeting, May 21-22, Portland.

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.

International Executive Board, pre-convention meeting, June 24-25, Ilikai Hotel, Honolulu.

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

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Editorial

A license to deceive

The Nixon-Ford majority on the National Labor Relations Board has just decided that it's okay for employers—and unions—to lie about just about anything one or the other chooses during organizing campaigns ("NLRB: Lies in campaigns don't matter," Page 1).

We sincerely hope, even pray, that we are wrong, but we fear that the new policy opens the door to a whole new, low level of anti-union, and anti-Guild, propaganda. It's been bad enough with employers constrained by at least the possibility that the NLRB might order an election re-run, or even order the union certified, if their last-minute campaigning plays too loose with the truth.

As one of the dissenting NLRB members, Howard Jenkins, Jr., points out, the same "authorities" relied upon by the board majority to conclude that campaign statements don't matter also say that threats, promises, discharges, other reprisals, grants of benefits and interrogation don't matter during organizing campaigns either.

The same "authorities" also find that union authorization cards in and of themselves are sufficiently reliable indicators of union support that elections are not really needed—but conclude, despite that, that elections are preferable to recognition by card check to allow the employer to present his campaign because, they say, campaigns are effective in switching voters' positions, Jenkins also points out. Fantastic logic, eh?

Along with Jenkins and John H. Fanning, the other dissenter, we find the board majority's encouragement of deception more than passing strange while every force in our society is moving away from it. Witness: truth in lending, truth in advertising, "sunshine" laws, freedom of information ("not misinformation," the two point out), truth in packaging.

Maybe that's what the Guild and other unions ought to look to now: truth in advertising or truth in packaging.

On 'compulsory unionism'

AFL-CIO Legislative Director Andrew J. Biemiller told members of the National Newspaper Assn. last month that while repeal of Section 14(b) of the National Labor Relations Act is "only one part of labor's overall" legislative program it will produce the most "emotion charged rhetoric" from labor's foes.

"You"—addressing the publishers of the weeklies and mostly small- and medium-sized dailies that are the NNA's members—"will be flooded with canned editorials from the so-called National Right-to-Work Committee and others," Biemiller said.

"The theme will be 'compulsory unionism.' And it is so much crap.

"First, there must be a vote of the workers whether to have a union or not.

"Then, they must decide whether or not to seek a union-security clause in the contract from their employer.

"Then, the employer must decide whether he is going to accede to the request or not.

"Finally, there must be a vote on accepting the contract."

Points well made and worth remembering as the flack begins to fly in the coming weeks and months over the repeal of 14(b).

The Guild Reporter

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