

Court: Post pact's terms viable

Washington—All the terms of the Washington-Baltimore Guild's expired Washington Post contract—including its arbitration provisions—remain in effect, a U.S. District Court judge ruled Nov. 14.

Judge John H. Pratt, in granting a seven-month-old Guild motion for a declaratory judgment, said the terms remain in effect under the contract's provision that they "govern during the continuance of negotiations."

J. William Blatz, TNG's director of field operations and the chief Guild bargainer at the Post, said he believes the case is the first time that kind of "continuation" provision has been litigated. The provision is contained in TNG's Model Contract and is quite common in Guild contracts.

The Post was considering whether to appeal the ruling in which Pratt rejected its contentions that "terms" means only wages, hours and working condi-

Profits return, Star moves for more staff cuts Page 4

tions, that the "continuation" clause does not apply because the Guild and Post were not bargaining when the contract expired and that an April 1, 1976, letter to the Guild terminated the contract's "continuation" provision.

"Consideration of the contract in its entirety, which we find clear and unambiguous," played a large

part in his rejection of the Post's claim that "terms" means only wages, hours and working conditions, the judge said.

Pointing to the 35-year Guild-Post bargaining relationship, the judge said that "it would do violence to the parties' scheme of coexistence if the Post were permitted to strip union members of their arbitration rights . . . by the simple expedient of prolonging negotiations regarding a successor contract."

"We believe that the word 'terms' was used to indicate only that the contract itself would no longer be viable so that the parties would be obliged to negotiate a new agreement," he added.

Noting that the Guild and paper were not bargaining on April 1 pending the outcome of a challenge to the Guild's representation rights, the judge said that "the doctrine of temporary impossibility" applied and that

(Continued on Page 4)



Vol. XLIV, No. 21

Washington, D.C.

November 25, 1977

Merger units meet, agree to procedure

Colorado Springs—TNG's and ITU's merger committees agreed in principle during their first joint meeting here Nov. 9 to tackle through subcommittees the major differences between the two unions that have to be reconciled enroute to drafting a blueprint for merger.

The committees also heard outlines of Guild members' concerns and questions about merger which, TNG President Charles A. Perlik, Jr., pointed out "must be met before any merger can occur."

ITU President A. Sandy Bevis told the committees that neither union will absorb the other—that "there is going to be a new union or there will be no merger."

The subcommittees, TNG's Special Merger committee said in a report to all Guild local presidents, will operate "within the framework and context of full merger committee meetings" so they can consult with and be guided by the full committees singly and jointly.

The Guild committee said it will meet Dec. 1-3 in order to have a list of suggested subcommittee areas ready for the two committees' next joint meeting, scheduled Dec. 19-20 at TNG headquarters in Washington. A third joint session was set for Jan. 11-13.

The two committees also agreed during their joint meeting to broaden the exchange of information between each international and the other's locals.

All International Typographical Union locals will receive the Guild Reporter. All Guild locals will receive the ITU's monthly magazine, the ITU Journal, as well as its biweekly tabloid, the ITU Review.

The joint meeting, at ITU headquarters here, started the day after TNG's committee held its second separate meeting to continue to "isolate those elements that might emerge as essential underpinnings for any merger blueprint." [Merger committee meets, Guild Reporter, Oct. 14.]

The ITU's Merger Negotiating Committee held its first meeting, separately, for two days before the joint meeting. It met again

(Continued on Page 6)



Clyde East, ITU Review

TNG AND INTERNATIONAL TYPOGRAPHICAL UNION MERGER COMMITTEES HOLD FIRST JOINT SESSION

ITU committee members are ranged along the far side of the table; most Guild committee members, along the near

Weekly chains' staffs vote for Guild

Detroit—Employees of two Detroit area suburban weekly groups voted for the Detroit Guild as their bargaining representative in elections conducted by the National Labor Relations Board on Nov. 16 and 22.

In the first election, at the Mellus weeklies, advertising, business, editorial and inside circulation employees voted for the Guild by 32 to 21.

Four ballots, challenged by the Guild, were not counted. Among them were ballots by the six

Mellus papers' advertising director and the circulation director.

In the second election, at the Observer & Eccentric papers, editorial employees voted for the Guild by 38 to 21. There was one blank ballot and two eligible employees didn't vote.

The Guild filed for recognition at the Mellus papers on Sept. 22.

The Mellus weeklies are published from Livonia, and are owned by the Panax chain. The local has a contract at Panax's Macomb Daily, also in suburban Detroit.

The Observer & Eccentric puts out papers in five suburban communities — Rochester, Birmingham, Plymouth, Farmington and Livonia.

The Guild petitioned the NLRB for recognition at the papers on Sept. 22.

TNG International Representative Edna Berger assisted the local and the new groups in the organizing efforts.

She said that the Observer & Eccentric management passed out raises of from \$15 to \$85 a week

seven days before the election.

The two elections brought the number of employee groups to vote for Guild representation since April 1 to ten. The ten groups contain a total of 457 persons.

Meanwhile, in Modesto, Calif., the NLRB scheduled a representation election among about 40 ad-

vertising employees of the Modesto Bee for Dec. 13. The Central California Guild, which now represents the McClatchy paper's editorial employees, petitioned the labor board for certification on Oct. 17. The local and the published agreed to a consent election, doing away with the need for a formal hearing.

1st Reuters Canada pact: \$469

Toronto—A \$469 per week flat minimum for senior editor-reporters has been bargained by the Canadian Wire Service Guild in its first contract with Reuters of Canada.

The three-year agreement is retroactive to April 1 and covers all editorial employees nationwide except the manager for Canada, his secretary and the news editor.

General increases are 8.5 percent retroactive to April 1, 8.0 percent next April 1, and 7.5 percent April 1, 1979.

Federal wage controls don't

apply because Reuters has fewer than 500 employees in Canada.

Weekly top minimums effective on those dates include:

Senior editor-reporters—\$405, \$437, \$469. Some employees in this classification, however, will receive much more because of the general increases. One, for example, will get \$605.61 in the final year, and another will get \$564.91 in the last year.

Reporter-deskmen — \$374, \$402, \$430. **Technicians**—\$250, \$269, \$288. One technician, however, will go to \$458.13 in the

final year because of the general increases.

News assistants—\$187, \$199, \$213. **News dictationists**—\$165, \$175, \$186. General increases produce \$217.10 in the final year for one dictationist.

Clerks—\$130, \$138, \$148—all flat minimums.

The normal work week is set at 35 hours. Work schedules will be posted three weeks in advance. Employees required to work on a day off will get time and one-half and double time for the second

(Continued on Page 6)

Inside . . .

Montreal petitions for 100 in Gazette editorialPage 3

Suburban chain editors balk at 'profiling' staff ..Page 3

Charges filed in Phoenix over organizer firing ..Page 2

IFJ asks automation health effects' probe

Angers, France — Comprehensive, independent research into the possible physical and psychological effects of working with the newspaper industry's new electronic technology was called for by the International Federation of Journalists' Bureau at its meeting here Nov. 3-5.

Adopting a series of recommendations from the IFJ's Commission on New Techniques, the bureau also called for "constant" monitoring of the health of employees operating the new devices by doctors not associated with the industry.

Other recommendations adopted include:

✓ Each journalist should be provided a "hard copy" of everything he or she produces on a

VDT-typewriter and hard copy of all material "reaching the screen," whether from a news agency or other outside source, also should be available.

✓ No one should be "compelled" to use the new devices and those who do should be trained or retrained "within working hours and at the management's expense."

✓ Journalists should participate in all stages of planning and introducing new technology and none should be introduced before full negotiation and agreement between unions and management.

✓ Journalists' unions should co-operate with "graphical unions," there should be adequate technical staff and no one presently employed should lose their job.

✓ There should be a new Standing Technical Committee of the IFJ "to study all problems arising from the new techniques which affect . . . journalists."

The bureau also appointed Ole Johan Ericksen, a former general-interest and labor journalist in Norway, to work in southern Africa for at least three months to help set up news workers' unions and help those that already exist to improve their operations.

Ericksen, 43, has been working in Africa since 1974 on several press projects of the United Nations Educational, Scientific and Cultural Organization, (UNESCO). The IFJ project is being financed in large part by the African American Labor Center.

In other action, the IFJ bureau accepted an application for affiliation from the Federation de In-

formacion y Artes Grafico, Spain's journalists' union, and deferred action on applications from the South African Union of Black Journalists and the Schweizerische Journalisten Union of Switzerland. An application from the Institute of Journalists in Great Britain was rejected. (The British National Union of Journalists has long been an IFJ affiliate.)

IFJ membership in the World Press Freedom Committee was approved. The committee, which describes itself as "a co-ordina-

tion group of national and international media organizations," was founded in 1973 by the International Press Institute and the Inter-American Press Assn.

The IFJ's Bureau is comparable to the executive committee of a Guild local which has a representative assembly. TNG President Charles A. Perlik, Jr., is a member of the bureau and participated in the meeting here. Next bureau meeting will be in April in Lisle. The IFJ's 14th World Congress will be Sept. 14-17 in Monte Carlo.

New York dailies end bar to pressroom hazard study

New York — The city's three major dailies finally will allow a government study of possible health hazards in their pressrooms.

The Times, Post and Daily News have agreed to a "walkthrough" of their pressrooms by

investigators from the National Institute for Occupational Safety and Health (NIOSH) and the Mt. Sinai School of Medicine's Environmental Science Laboratory.

Mt. Sinai is the NIOSH contractor and the publishers had fought the inspection and study on ground that Dr. Irving Selikoff, the laboratory's chief, was pro-labor.

NIOSH has been conducting studies of toxic agents in the printing industry and contracted with Mt. Sinai in 1975.

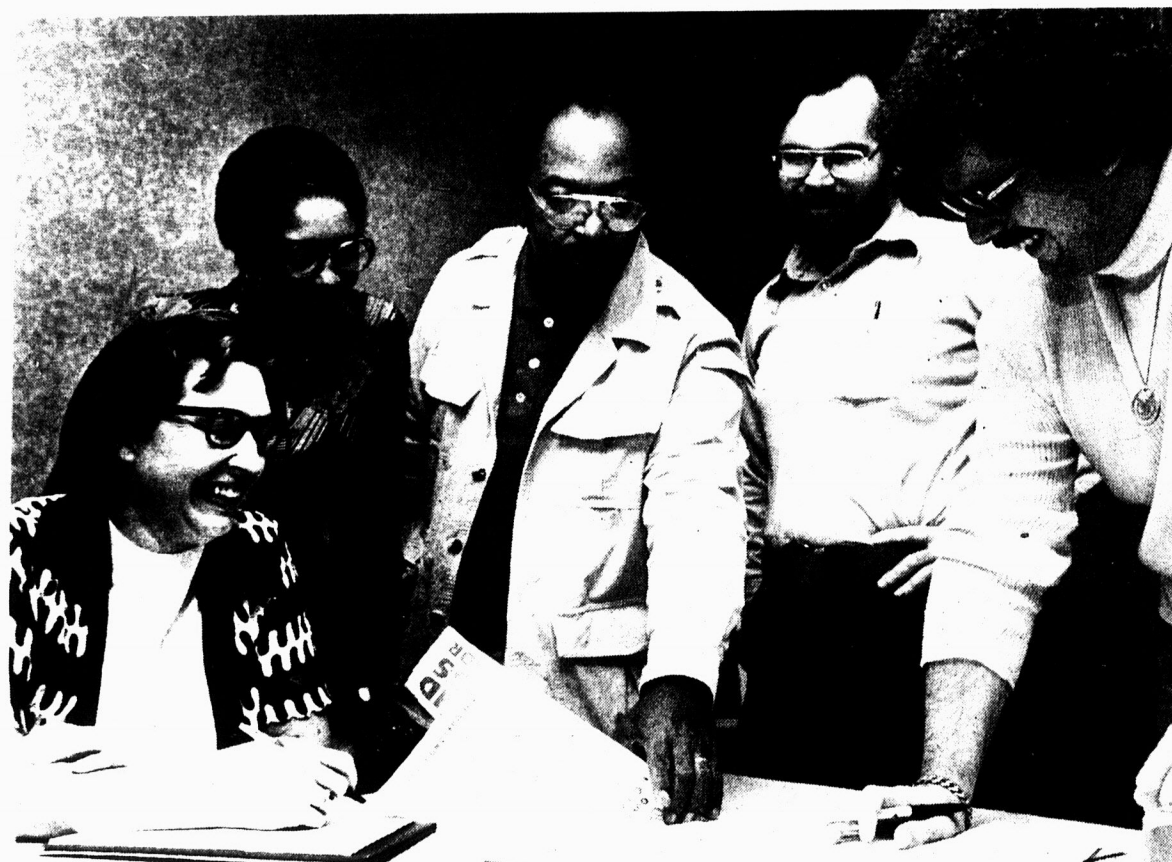
The papers agreed to the "walkthrough" after appointment of a consultant from the Harvard School of Public Health who will review study results as the investigation proceeds, the Wall Street Journal reported.

Mt. Sinai has traced the histories of 1,700 members of Printing & Graphic Communications Local 2 who worked as journeymen pressmen from 1959 to now or the time they died.

Their death rates according to cause are being compared with death rates by cause of the general population.

There is a fear that substances in the pressroom—ink mist, for example—may cause lung cancer.

NIOSH conducted a study of video display terminal radiation for the New York Guild at the Times, but found nothing. The Guild challenged the study and the matter is in arbitration, awaiting evaluation of a new study's results.



Dave Fryer, Gary Guild

K-R Council plans newsletter revival

Members of Guild's Knight-Ridder Council confer during meeting in Gary, where they made plans to revive the council's newsletter. From left are Harriett Agar of San Jose, council secretary; Dorothy L. Wilson of Detroit; John Mitchell of Gary, the council's president;

Dean Bottorff of Gary, and Frank Heick of Philadelphia. Bottorff will edit the newsletter. The Knight-Ridder Council meets twice a year—at TNG's convention and once between conventions. Jim McGill of Gary was elected council treasurer.

Phoenix organizer's firing draws charges

Phoenix — Pulliam's Arizona Republic and Phoenix Gazette have fired a circulation district sales adviser because, management said, he was drawing 11 more papers for his carriers than they had customers.

They didn't mention that he

was a leader in the Phoenix Guild's effort to organize the papers' circulation department, nor that he had signed several recruiting documents being used in the organizing campaign.

The Guild mentioned it, however, when it filed an unfair labor

practices charge with the National Labor Relations Board's regional director here Nov. 8.

(The new local on Oct. 6 filed for a representation election in the editorial department. TNG and Western Guild local representatives have been assisting editorial, circulation and other employees of the paper seeking Guild representation for more than seven months.)

The unfair-practices charge alleges that the Republic and Gazette are interfering with employees' rights under the nation's basic labor law, restraining and coercing them in the exercise of those rights, discriminating against them and engaging in harassment.

Two other district sales advisers are named in the charge as having come under pressure from the company.

Company representatives told the fired district adviser that there were irregularities in his district because of the 11 extra papers.

This is the first time any "irregularities" have been alleged, a Guild representative said.

The adviser had won numerous

awards and commendations for his work from the paper in years past.

He was a justice of the peace in Connecticut before joining the papers in 1973.

The Guild contends that carrying extra papers is common practice—known, condoned and encouraged by management.

District advisers, a Guild representative said, are told by management to keep carrying papers after subscribers have cancelled. The advisers are ordered to pay the carriers for the papers out of their own pocket for a time.

This keeps the paid circulation figures up, the Guild representative explained.

Therefore, he added, the discharge could only have been for union activity.

Meanwhile, the NLRB's regional office held hearings on the editorial department petition Nov. 22 and 23.

Pulliam challenged the appropriateness of the editorial group as a bargaining unit, maintaining that only the full nonmechanical jurisdiction is proper.

Wire Service ex-leader, J. Harley Murray, at 67

Washington — J. Harley Murray, a leader in the late 1950s in the formation of the nationwide (U.S.) Wire Service Guild, died here Nov. 15. He was 67.

Murray first joined the Guild in 1942 while a reporter with the Denver Post. He later went to work for Hearst's old International News Service and it was from there that he was elected a member of TNG's Wire Service Council, the body that drew up and promoted creation of the nationwide local.

He was one of 24 Guild leaders from INS, Associated Press

and United Press who on Dec. 7, 1957, met in a constitutional assembly and formally approved WSG's structure. Previously persons working for the wire services had been members of the Guild locals in the city in which they worked.

Murray subsequently was elected to one of three vice presidencies in the new nationwide local.

After INS was merged into United Press in 1958, to form UPI, Murray became editor of the Whaley Eaton newsletters here. They specialize in business and financial news.

Boycott J.P. STEVENS PRODUCTS

TNG's International Executive Board and the U.S. labor movement are calling on all consumers to stop buying J. P. Stevens Company products.

In addition to Stevens' own name, you'll find them hiding under these brand names, among others:



SHEETS & PILLOWCASES

Beauti-Blend
Beauticale
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia

CARPETS

Contender
Gulistan
Merryweather
Tastemaker

TABLE LINEN

Simtex

BLANKETS

Forstmann
Utica

HOSIERY

Finesse
Hip-Lets
Spirit

TOWELS

Fine Arts
Tastemaker
Utica



Bargaining 'morality play'

The San Jose Guild's Monterey Unit and the printers and pressmen hold what Administrative Officer Gene Bryant calls their "fifth annual Halloween party and morality play" as they go into bargaining for new contracts. The unit won its representation election on Hallow-

een and all contracts expired on Oct. 31, hence the tradition. From left are Sue Applewood as a VDT robot, Louis Hidas as a character somewhat similar to the Peninsula Herald's general manager, and Alex Hulanicki as a character resembling the managing editor.

Local action asked on S.1883

Washington — While the proposed Labor Law Reform Act (S. 1883) will not reach the floor of the Senate for action before late January, "it is imperative" that all U.S. locals "immediately begin mobilizing support for its approval and passage," David J. Eisen, TNG's director of Research & Information, has written to local presidents and labor law reform leaders.

This means, he wrote, letters from Guild members to their Senators, local resolutions, visits to Senators during their holiday breaks and designation of labor

law reform chairpersons "if your local does not yet have one."

Chairman of the subcommittee and committee considering the bill is Sen. Harrison A. Williams, Jr. (D-N.J.), cosponsor of the bill along with Sen. Jacob K. Javits (R-N.Y.), also a member of the subcommittee and full committee.

Other members of the subcommittee are Sens. Jennings Randolph (D-W.Va.), Claiborne Pell (D-R.I.), Gaylord Nelson (D-Wis.), Don Riegel (D-Mich.), Richard S. Schweiker (R-Pa.) and Robert T. Stafford (R-Vt.).

On the full committee, in addi-

tion, are Sens. Edward M. Kennedy (D-Mass.), Thomas F. Eagleton (D-Mo.), Alan Cranston (D-Calif.), William D. Hathaway (D-Me.), Orrin G. Hatch (R-Utah), John H. Chafe (R-R.I.) and S. I. Hayakawa (R-Calif.).

Suburban editors nix 'profiles'

Chicago—The managing editors of all but one of the 17 Pioneer Press suburban weekly newspapers here have refused to fill out two-page "profiles" of each of the papers' 60-plus editorial

staffers during a Guild reorganization drive.

They did so on grounds it would be an invasion of privacy, the Chicago Guild reported.

The Guild local on Oct. 4 filed

a representation petition for the editorial staffers after the papers, owned by Time, Inc., refused to resume bargaining for an initial Guild contract. The local won bargaining rights in a 49-to-8 NLRB-supervised election in November, 1973.

Among the questions on the "profiles":

- ✓ Previously worked in a union job? Where? What union?
- ✓ Anyone in immediate family who works in a union job? Who?
- ✓ More of a leader or more of a follower?
- ✓ Any family illness for which company insurance has been used in the last two years?
- ✓ What would appeal to him/her about a union?
- ✓ What do you think would discourage him/her from voting for a union?

✓ Is employee part of group that sticks together? If so, who else is in the group?

✓ Disciplined in the last couple of years? What for?

✓ Any indication of recent dissatisfaction with any of the following: a) job b) immediate supervisor c) wages d) medical insurance e) equipment f) working conditions g) professional ethical environment.

At a pre-election hearing Oct. 28, the company proposed splitting the papers' editorial employees into four voting units on grounds of geography, population and reader interest. But the board's regional director on Nov. 18 said a single unit is proper.

Time, Inc.'s annual report for 1976, the latest available, said the papers' revenues rose 16 percent while their profits before taxes were up 45 percent.

Reform would 'load dice,' say editorials, ANPA

Washington — While several prominent dailies, like the Chicago Tribune, New York Times, St. Louis Post-Dispatch and Los Angeles Times have editorially endorsed the proposed Labor Law Reform Act, most editorials on the legislation have opposed it.

And a large number of the "anti" editorials have declared publishers' opposition in identical language, according to a compilation by the AFL-CIO's Labor Law Reform Task Force staff.

One of them, distributed by the Copley News Service, had appeared in at least 23 dailies through October. It portrays the bill as one that "would load the dice for labor against business" and has been spotted in papers in Colorado, Oklahoma, Texas, Nebraska, California, Florida, New Mexico and Virginia—almost always as the inspired work of each paper's editorial writer, i.e. without identification of its source.

Most of the papers have stuck with some variation of the sug-

gested head—"George Meany can rejoice"—but the Jacksonville, N.C., News changed it to read, "Meany can now relax."

Meanwhile, the American Newspaper Publishers' Assn. Labor and Personnel Relations Dept. has warned the nation's publishers that it considers the proposed Labor Law Reform Act "the most sweeping revision" of U.S. labor law since the Taft-Hartley Act of 1947.

The ANPA analysis warns publishers that the bill's time limits on union representation elections, especially its 15 to 21 day limit for elections supported by a majority of affected employees, "would afford management almost no time to respond meaningfully to a union's campaign."

Another "threatening section," according to Editor & Publisher magazine's report of the ANPA study, is that providing double back-pay for employees fired for union activity during organizing or bargaining for an initial contract.

"This would undoubtedly result in an increased number of union discrimination charges being filed as well as enhancing the prospects of malingering and 'nuisance' cases," the ANPA said.

The bill's provisions for double back pay and to empower the award of compensation to newly organized employees victimized by an employer's refusal to bargain "could also be used in situations where there has been a simple

technical violation of some sort," the ANPA said.

"The 'chilling effect' on an employer trying to reach an initial agreement with a union could be serious," it warns.

Following its report of the ANPA analysis of the bill, E&P editorially warned that the legislation "obviously is designed . . . to give unions a bigger edge in collective bargaining—it almost amounts to a club."

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.6-point rise in the index in October, to 165.0, up 13.3 points from October, 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 increases over October, 1975.

	Index*	Percentage over	
		Same month prior year	October 1975†
November, 1976	152.2	5.6	6.6
December	152.7	5.8	6.9
January, 1977	154.0	6.1	7.8
February	155.4	6.7	8.8
March	157.0	7.4	9.9
April	157.9	7.6	10.6
May	159.2	7.6	11.5
June	160.3	7.8	12.3
July	161.8	8.4	13.3
August	162.5	8.3	13.8
September	163.4	8.4	14.4
October	165.0	8.8	15.5

*1971 = 100

†Index = 142.8

Perlik calls monopoly 'bad news'

Albany, N.Y. — Monopoly is bad news, TNG President Charles A. Perlik, Jr., told a forum at the State University of New York here Nov. 14.

Of the 1,500 U.S. cities with daily papers, he said, 97.5 percent have no newspaper competition. Sixty percent of U.S. news-

papers are chain-owned, he added.

But new technology makes it possible to start papers with relatively small capital investment, Perlik said.

"I think the next decade will witness a significant growth of such enterprises, particularly in the suburbs," he added.

Profits return seen, Star moves for more staff cuts

Washington—Expressing confidence that the paper will earn a small profit this year after years of losses, the chairman of the Washington Star has announced an additional 10 percent staff cutback for economy reasons.

The announcement by Joe L. Allbritton and Star President James H. Smith came just after the resignation of James G. Bellows as the paper's editor.

Nancy Ferris, chairperson of the Washington-Baltimore Guild's Star Unit, said in a bulletin board announcement that the Guild had told management it is "not willing to accept any further erosion of jobs . . . without a complete economic presentation . . . justifying in every case the need for lay-off."

She cited a year of four-day work weeks, two years without pay raises and "an ever-dwindling work force with which to produce a quality newspaper."

Ferris' memo was posted on Nov. 14 and predicted a 10 percent, across the board cutback.

It wasn't until Nov. 18 that Allbritton confirmed the figure.

A day after the Ferris memo, the Star itself quoted Allbritton as saying that:

Economy moves "are under review" to assure that the paper stays "in a profitable position" and that any economic dismissals "will be carried out intelligently, tactfully and, first and foremost, with a concern for the welfare of the individuals concerned."

On Nov. 19, the New York Times reported, Smith sent a memo to Sidney Epstein, the managing editor, asking him to decide how many editorial department employees should be dismissed and urging him to consider asking for voluntary resig-

nations with severance pay or early retirement.

Allbritton, in an interview with the Washington Post printed Nov. 19, said, that "all of this will be done within the framework of our unions and our contract."

Phillip M. Kadis, president of the Washington-Baltimore Guild and a Star staffer, said the dismissals would be "a disaster" for the paper and said the Guild would fight them.

The Wall Street Journal said that the Star in fiscal 1976 had a deficit of 12 million dollars, but that this had been cut to just less than 1.3 million dollars in fiscal 1977, which ended Sept. 30.

"We are going to make a profit this year," Allbritton told the New York Times.

The Star itself quoted him as saying on Nov. 15, "We are a newspaper that is making a profit."

Allbritton told Newsweek magazine the Star "still" has "too much overhead" and that he'd "like to cut back 50 percent if I could still produce a quality paper."

About 1,400 persons are employed by the Star. The Guild represents something less than 500. A 10 percent cutback in the editorial department, for example, would amount to about 25 jobs.

The dismissals would follow earlier such actions which trimmed the staff considerably.

Ferris, in her Nov. 14 bulletin, said four factors have contributed to falling morale:

✓ Use of freelancers in violation of the contract "to disguise how thinly reporters are spread."

(The Post quoted unidentified Star employees as saying that a recent Bellows memo mentioned "coming staff reduction" and the

end to freelance stories.)

✓ An increasing workload because departing employees haven't been replaced in editorial and commercial departments.

✓ "The Star continues to reap the benefits of dedicated employees who work hour after hour without watching the clock. Now the payoff—more layoffs."

✓ "A growing feeling among Star employees that they are being taken, not for the survival of the Star, which they probably could accept, but as pawns in a much bigger game of financial wizardry."

Allbritton, a Texas banker who also has large interests in Southern California mortuaries, bought into the Star in 1974 and later bought all of Washington Star Communications.

In a series of complicated sales and trades involving properties of the Evening Star Broadcasting Co., Allbritton "has doubled—at least on paper—the value of his 65-million-dollar personal investment in Washington Star Communications," the Wall Street Journal said.

The paper's deficits basically have been reduced by the cash flow generated by these maneuvers and by economies, including wage freezes and a lengthy period of four days' work for four days' pay agreed to by most of the unions, including the Guild early in Allbritton's tenure.

Twenty-dollar-a-week pay increases are scheduled for Jan. 1, and Allbritton says they will be paid—the first in two years.



'Input' on automation

Gunnar J. Borrevik (left), technology expert for Norsk Journalistlag, the journalists union in Norway, confers with Robert Dudnick, TNG's associate research director who handles video display terminal health and safety matters. They met at TNG headquarters in Washington during Borrevik's extended U.S. tour of newspaper plants and visits with persons involved with automation. Borrevik is foreign editor of *Fædrelandsvennen* in Kristiansand, Norway's first extensively automated daily.

They will raise the reporter top minimum to \$471.12 a week.

Bellows' resignation and the cutbacks stunned the Star's staff.

Bellows was reported to have clashed with Smith, whom Allbritton brought in from McClatchy's Sacramento Bee.

It was reported that they fought over staff cuts and the amount of money to be put into the news product.

Smith and Allbritton reportedly want a local-oriented paper and Bellows to keep what national and foreign news the Star has.

Bellows immediately was appointed editor of Hearst's Los Angeles Herald-Examiner with a promise of full editorial control and an infusion of cash to get the

paper moving once again.

Bellows takes over the Herald-Examiner on Jan. 1 and will be returning to the city where he was associate editor of the Los Angeles Times before coming to the Star nearly three years ago.

Before that, he was the last editor of the New York Herald-Tribune.

Jack W. Germond, a Star assistant managing editor, reportedly had threatened to quit if Allbritton reneged on the hiring of two national reporters.

Mary McGrory, the Star's top columnist, was reported by the Post to have met with Allbritton on Nov. 15 and then assured the newsroom staff that no staff reductions were planned.

D.C. agency sees bias in discharge by Post

Washington—There's probable cause to believe that the Washington Post discriminated against an employee because of his race and then fired him because he complained, the District of Columbia Human Rights Office says.

The office, noting that conciliation efforts had failed, ordered a public hearing, the date for which has not been set.

Mario B. Schowers, a black, had charged that the Post refused to admit him to its two-year news intern program and then harassed and fired him after he grieved.

An arbitrator agreed early this year, but the Post refused to obey the arbitrator's award that Schowers be given back pay.

The paper said Schowers' job

performance was poor and that it had gone to unusual lengths in trying to help him to improve.

The Human Rights Office, however, found that no reprimands had been issued to Schowers until after he grieved.

It therefore found "probable cause to believe that race was a factor" and that there was a "direct correlation" between the grievance and the chain of events which led to Schowers' dismissal.

Judge: Post pact terms viable

(Continued from Page 1)
even so "the absence of negotiations did not excuse" the Post "from its obligation to respect the contract terms."

"While the negotiations requirement was temporarily excused" during the representation proceedings, the judge said, "the parties were not excused from other responsibilities arising from the contract."

Pointing to the Post's notice to the Guild on April 1, 1976, that it was terminating the contract effective June 1, Pratt said that position is "untenable" because while the contract "by its terms" expired on April 1, its terms were effective beyond that date.

Even if the contract might have been "still viable," Pratt added, the Post did not comply with

federal labor law requirements for terminating it.

"The Post cannot be permitted to convert this dispute to its own advantage by attempting to alter the existing employment relationship," he said.

The Guild on Jan. 27, 1976, had requested negotiations for renewal of the contract. Two days later the Washington Newspaper Union filed a petition with the National Labor Relations Board seeking to displace the Guild as bargaining representative for more than 1,000 advertising, business, editorial and inside circulation employees of the paper. The Post then refused to open bargaining with the Guild until the representation dispute was resolved.

The Guild won an NLRB election on July 17, 20 and 21 and

was recertified on July 29. Bargaining got underway in October.

Before the NLRB election the Post notified the Guild that it was terminating the contract because there were no negotiations going on.

In August and September the Post fired four persons in the Guild unit and subsequently rebuffed Guild moves to move grievances on the firings to arbitration under the expired contract's terms. On March 25, the Guild asked the court to rule that the contract's terms are in effect and to order the Post to comply with its arbitration provisions.

Pratt ordered the paper to "resolve all grievances" with the Guild under the old contract's grievance and arbitration terms.

Two more papers blacklist Post strikers

Washington—Two more newspapers have been told to stop blacklisting pressmen who struck the Washington Post in 1975.

This time, a National Labor Relations Board administrative law judge told the Baltimore Sunpapers and Hearst's News American to offer employment and back pay with interest to two Post expressmen who were refused jobs as extras.

Within a few days of the Sept. 22, Baltimore ruling, the full NLRB, acting through a three-member panel, upheld another law judge's ruling that Newhouse's Newark Star-Ledger also violated federal labor law by refusing two Post pressmen extra jobs [Guild Reporter, Aug. 26].

One of the pressmen in the

Newark case was also involved in the Baltimore case.

When Local 31 of the International Printing & Graphic Communications Union referred the Post pressmen to the Sun and the News American, the papers invoked contract language allowing them to refuse the referrals, Jennie M. Sarrica, the law judge, noted.

The Sun made no attempt to discover if the men it refused jobs had any part in violence that occurred at the start of the Post strike, Sarrica pointed out. The News American called the Post and was told that no identifications could be made.

Evidence was presented that neither pressman took part in the violence at the Post, she said.

The papers had adopted policies against hiring anyone from the Post, she said.

They feared that the same thing might happen in Baltimore, especially since they were shortly to resume bargaining and the Baltimore local had taken a strike vote.

The papers asserted "that their target was the unlawful conduct, not the union activity, but this was not the thrust of their policy or its implementation," Sarrica said.

"The board and courts have held repeatedly, in a broad spectrum of cases too numerous to mention, that depriving employees of employment because of protected activity [engaging in a strike] goes to the very heart and

purpose of the act," she said.

"It would be difficult to identify conduct more destructive of . . . rights to join and assist labor organizations than that affecting employment status or tenure," she said.

She ruled that the labor relations act covers applicants for employment as well as employees in such cases as this.

It was not predictable that a strike or violence would break out in Baltimore if Post pressmen were hired, Sarrica held.

In upholding on appeal the law judge in the Newark case, the board changed his remedy to provide for back pay at seven percent, instead of six, reflecting an administrative decision by the board earlier this autumn.

Top minimum raised \$32 in Utica contract

Utica, N.Y.—Top minimum for reporters, photographers, copyreaders, rewrite and artists goes up \$32, to \$279 a week, in a two-year Utica Guild contract with the Observer-Dispatch and Press.

The first \$16 increment is retroactive to Nov. 6, 1976, and the second came this Nov. 6.

The local also won a penny increase in the mileage rate, to 12 cents.

Struck papers' 'security' bill is \$300,000

Madison, Wis.—An executive of the Madison Capital Times has revealed that the struck Madison Newspapers, Inc., spent \$300,000 on security in the first six weeks of the walkout.

John Hunter, the C-T's associate editor, made the statement during a debate with the Madison Guild's vice president, Dave Wagner, on Nov. 13. MNI, a joint operating company, also produces the Lee chain's Wisconsin State Journal.

The strike started Oct. 1 when the Typographical Union and State Journal Editorial Assn. walked out and the other unions supported them.

Pickets who have talked to strikebreakers report that those crossing the line say security inside the plant is "tighter than that

in a nuclear energy facility." Diane M. Woodstock, the Madison Guild's president and a TNG regional vice president, said.

Betsy Wade, a TNG regional vice president from New York, arrived on the picket line's 9 p.m.-midnight shift Nov. 19 and was "nudged" in the knees by a strikebreaker's car.

The previous night a picket reportedly had his toes run over by another strikebreaker's car.

Wade brought the strikers three dozen assorted bagels from Broadway.

She also helped Woodstock distribute 300 strike papers in the rain on Sunday, Nov. 20.

The Newspaper Unity Committee—printers, Guild, association, mailers and pressmen—has asked the Audit Bureau of Cir-

culations to check Capital Times and State Journal figures. The committee alleges they are inflated because the papers are not honoring cancellations.

A survey constructed by University of Wisconsin statisticians shows that more than 20 percent of the papers' circulations have been cancelled.

The figure is 20.6 percent for both papers, 28 percent for the Capital Times alone, and 15 percent for the State Journal alone, the survey showed.

It also showed that before the strike 76 percent of those contacted in the random-selection telephone poll bought a Madison paper, but that now only 60.4 percent do.

At the same time, 71.4 percent of survey respondents said they

receive the strikers' Madison Press Connection, a free Sunday paper.

In bargaining, meanwhile, a mediator suggested that no new dates be set immediately for the Guild, printers and association since no progress has been made.

The pressmen, which represent district managers and press operators in two units, were to meet with Madison Newspapers Nov. 21 and 22. The mailers were to meet with management on Dec. 7.

Community events in support of the strike continued and a party Nov. 18 raised \$1,000.

The unity committee established a speakers' bureau and several church and other groups have requested speakers.

All unions had unsuccessfully negotiated for several months for new contracts when the strike began.

A key issue is the firing of a number of printers out of seniority and the cutting by almost \$100 a week the wages of those who remained.

In Guild negotiations, the Capital Times is insisting on keeping as employees an increasing number of strikebreakers. It is also insisting on unilaterally choosing which Guild members may return to work.



Tale of the plates

Driver of car bearing Iowa license plates exchanges words with Madison newspaper unions strikers on way into Wisconsin State Journal and Capital Times plant. Headquarters of Lee chain, owner of State Journal, is in Iowa.

Eye exams won in Elizabeth

Elizabeth, N.J. — Employer-paid, periodic eye examinations for employees using video display terminals is provided in a 15-month New York Guild contract with the Elizabeth Daily Journal.

The Guild and the employer jointly will select the doctor and will decide on the frequency of the examinations in consultation with the physician.

Also, the examinations' methods will be furnished to the Guild.

The new contract raises the key top minimum — reporters, photographers and display salespersons — \$20.50 in two steps, resulting in a top of \$337.70 per week.

The first increase — \$15.50 — is

retroactive to July 1. The second — \$5 — comes next July 1.

Flat minimums for telegraph, sports and night editors rises \$12.69, to \$360.57. The flat for assistant city editor goes up \$22.13, to \$358.85, and that for editorial writers and copyreaders goes up \$21.56, to \$350.46.

District managers, drivers and mailers are upgraded to the roadman classification, giving them an increase of \$26.88, to a top of \$322.30, in increments of \$21.87 and \$5.01. The progression period to the top also is reduced to 18 months, from four years. The roadman's increase is \$19.62.

The top for custodians and firemen rises \$15.65, to \$264.48.

Among other classifications,

the increases and resulting top minimums are these:

Classified salespersons — Up \$16.60, to \$278.27, in increments of \$12.27 and \$4.33.

Telephone solicitors, telephone operators, classified copy editors — Up \$13.23, to \$229.14, in increments of \$9.66 and \$3.57.

Bookkeepers — Up \$24.77, to \$251.57.

Canada UPI pact hikes tops \$65

Toronto — Journalists and photographers' top minimum rises \$65, to \$365 a week, in a new, two-year Canadian Wire Service Guild contract with United Press International of Canada.

The contract, retroactive to Oct. 1, 1976, raises the top minimum for bookkeepers \$44, to \$228, over the two years.

For the journalists and photographers, the increases are \$39 retroactive to Oct. 1, 1976, \$11 this Oct. 1, \$8 next March 1, and \$7 next June 1.

Bookkeepers on the same dates

get \$19, \$9, \$10, and \$6.

Instead of paying two-thirds of hospital-surgical insurance, UPI of Canada will pay 75 percent in Ontario and British Columbia and will increase by 8.4 percent its payment for employees in Quebec.

UPI's per-week per-employee pension payment goes up \$1, to \$13.

All employees now are covered by the 37½-hour week, joining those in Montreal, Ottawa, Toronto, and Vancouver.

A floating personal holiday is added, making 11 holidays.

Vacation entitlement is improved to three weeks after two years, instead of three; four weeks after seven years, instead of eight, and five weeks after 20 years, instead of 25.

Bereavement leave of four days is provided.

Part-time and temporary employees won't replace full-time employees.

The employer will pay cab fare for employees going to and from work when public transportation isn't available, with reimbursement for trips of up to 15 miles.

LOCAL ELECTIONS

Boston

Kevin J. Kelly, president; Thomas R. Hiltz, vice president; Richard A. Solitto, secretary; Thomas A. Ritchie, treasurer.

Chattanooga

Dick Kopper, president (Kopper, 28; Charles Quinton, 15); Porter Blinks, vice president; Ruth Robinson, treasurer; Libby Wann, secretary.

Harrisburg

Mary O. Bradley, president; Don Sarvey, vice president; John M. Baer, 2nd vice president; Paul Welmar, secretary; Rodney Felix, treasurer.

Pawtucket

Robert Campbell, president; Raymond Lacaille, 1st vice president; Susan Samper, 2nd vice president; Nancy Gagnon, treasurer; Linda Wright, recording secretary; Paul Calderone, corresponding secretary; Randy Szyba, assistant treasurer.

Twin Cities

Jack Coffman, president; Bruce Nelson, editorial vice president; Carl Huston, commercial vice president; Dorothy Lewis, secretary; George McCormick, treasurer; John Carmichael, executive secretary.

Buffalo News's Sunday 'sampling' limited

Buffalo, N.Y. — The Buffalo Evening News can't give away more than two weeks' worth of its new Sunday edition pending trial of a Courier-Express antitrust suit against the News, a federal judge has ruled.

The injunction was issued by U.S. District Court Judge Charles Brieant, Jr., after the Courier-

Express told him that 61 percent of its revenue comes from its Sunday paper.

Brieant said the Evening News is engaged in a "predatory action, the purpose and effect of which is to attempt to monopolize."

"There are only two newspapers now," he added. "If the plan works as I find it is intended to

work, there will be but one left."

The Evening News outsells the morning Courier-Express, 277,600 to 124,100, daily. The Sunday Courier-Express sells 270,000 papers to the Saturday p.m. News's 294,000. The News has switched to Saturday morning publication along with introduction of the Sunday paper which it initially said would reach 280,000 subscribers.

Brieant ordered the News to withdraw its promise to advertisers that five weeks of free Sunday delivery would reach the 280,000 subscribers.

He also told the News not to sell its Sunday paper for less than 30 cents a copy. The Sunday C-E sells for 50 cents.

The Courier said it is seeking price stabilization rather than "predatory pricing," among other things.

Meanwhile, the local AFL-CIO council asked its 125,000 affiliated members to support the Courier on weekends.

Administrator Wanted

The Wire Service Guild is seeking applicants for the position of administrator of the local, which is the only U.S. nationwide local in TNG. Applicants should have a knowledge of wire service operations and union-management relations, and have negotiating, contract enforcement and administrative experience. The administrator will work out of WSG's New York office. Starting date is flexible. Salary: about \$30,000. Those interested should apply in writing to:

Executive Committee, Wire Service Guild
133 West 44th St.
New York, N.Y. 10036

Guild, pressmen certified

Roseville, Calif.—The Central California Guild and the Printing & Graphic Communications Union have been certified at the Roseville Press-Tribune.

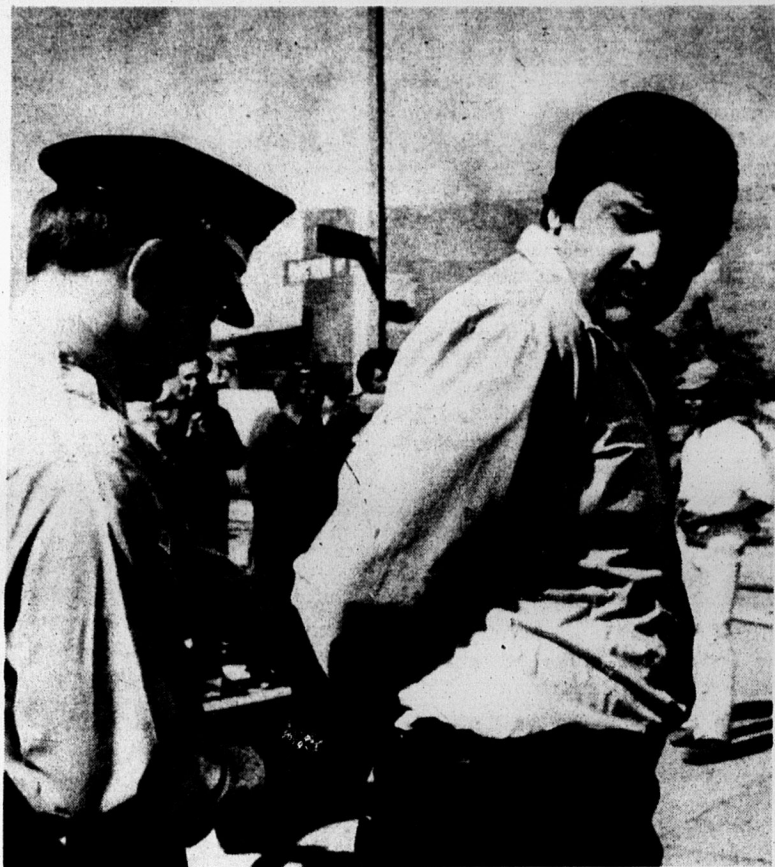
In certifying them, the National Labor Relations Board's regional director overruled employer objections to the conduct of elections on April 29.

The Guild won its election, 14-10, and the Printing & Graphic Communications pressmen won its, 7-1.

The Guild represents business office, inside and outside circulation, classified and display advertising, editorial, TTS operators, pasteup, and other non-mechanical employees.

The pressmen represent camera, platemaking, opaquing, pressroom and job-shop employees.

Earlier, the Guild had withdrawn a charge that the paper had interfered with employee rights by trying to get them to quit the Guild after the vote.



GLOBE-DEMOCRAT PHOTOGRAPHER CUFFED
Officer William Meyer handcuffs Theodore J. Vessell

Police to better procedures after photographer's arrest

St. Louis—The St. Louis police department says it is taking steps to "correct and avoid" repetition of procedures that resulted in the arrest of Globe-Democrat photographer Theodore J. Vessell at a fire here early in October.

The pledge followed an investigation by the department's internal affairs division upon receipt of protests from the St. Louis Guild and the paper's managing editor.

Vessell was taking pictures of a fire from the running board of a fire truck when Police Officer James P. Strantz told him to move behind a yellow line.

He did, but then noticed that others were taking pictures closer to the fire. He protested and

Strantz said, "That's it, you're under arrest." Officer William Meyer put the cuffs on.

Police Inspector Atkins Warren wrote to the Guild's executive secretary, Robert A. Steinke, that the department's investigation "reveals that the arrest . . . is certainly open to questions of judgment and some infraction of the rules took place." He cited "unrestrained language, loss of tempers and, most certainly, an apparent lack of communication."

The officers said Vessell had used profanity. He denied it.

Atkins suggested that a joint conference be held between department officials, the Guild and newspaper managements to develop guidelines for police and news people.

TNG, ITU panels meet

(Continued from Page 1)

the day after the joint session.

At its separate meeting, the TNG committee reported, it heard extensive reports of Guild membership "concerns, questions, apprehensions and misapprehensions" gathered during this fall's round of district council meetings, as well as a report on the Canada-wide meeting of Guild, ITU and pressmen's union leaders in Saskatoon in October [Guild Reporter, Oct. 28].

Perlik, speaking to the joint meeting, noted the impatience of many ITU members on merger, but said that "these concerns, the doubts, this need for more and considerably detailed information and explanation must be met . . . before one union can be created out of what is now the Guild and the ITU."

High among those concerns, the Guild committee said, are the voting structure of a merged union, including the questions retirees voting and contract and strike authorization voting, local dues, local mergers, local Guild pension plans and the ITU's negotiated plans, the ITU's structured two-party political system versus the Guild's "catch-as-catch-can" system.

Also, the fear of being "swallowed up" by the ITU's larger membership while simultaneously believing the ITU is "afflicted with a terminal case of spreading automation," the affect of the printers' home, and a concern that there will not be enough time to adequately study terms of a merger before being asked to vote.

Bevis told the two committees

that "if we are going to merge, it is going to be an honest and decent merger; it is not going to be absorption, it is not going to be the ITU swallowing the Guild or vice versa."

That, he said, "would be a sham . . . a fraud upon our members . . . an act of dishonesty, and no one in the ITU, no one in the Guild, would want that, nor would they do that."

"We are going to create a new union. There is not going to be an ITU, there is not going to be a TNG—there is going to be a new union or there will be no merger," Bevis declared.

Perlik called Bevis's remarks "very reassuring" to the TNG committee and all Guild members "for they demonstrate the ITU's awareness of the range of concerns and needs that must be met if merger is to succeed."

The Guild presented each member of the ITU committee

with copies of the proceedings of the Guild's 1977 Convention, TNG's Constitution, its Steward's Manual and other informational and historical documents along with a "profile" of the Guild's membership.

The ITU gave each member of the Guild committee a four-volume collation of the two unions' constitutional and policy expressions on all phases of their operation and structure. It is preparing a profile of the ITU membership.

The Guild committee's report was its second to presidents of all Guild locals. It decided at its first meeting that it would submit written reports to TNG's membership through the locals "as soon as practicable" following each of its meetings.

The Guild and ITU merger committees were appointed under authorization voted by the unions' 1977 conventions.

Top Set at \$469 in 1st Reuters pact

(Continued from Page 1)

day off worked in a week.

Eleven holidays are provided, one a personal day.

Three weeks of vacation after a year's service, four weeks after eight years, and five weeks after 20 are provided.

The company will pay premiums for employees eligible for coverage under provincial hospital and medical insurance plans, and the supplementary major medical and preventive dental plans.

The employer also will pay for group life insurance providing

coverage of not less than double the employee's annual salary. Air travel insurance also will be provided by Reuters.

Hiring will be without regard to age, sex, race, creed, color, national origin or marital status.

The settlement was reached after a strike vote. The New York Guild also reached settlement with Reuters in the United States after a strike vote [Guild Reporter, Nov. 11].

The Canadian Wire Service Guild was recognized as collective bargaining agent by Reuters-Canada in July, 1976.

Truesdale, Fanning on NLRB

Washington—John C. Truesdale, executive secretary of the National Labor Relations Board since 1972, has been named the fifth member of the NLRB, succeeding Peter D. Walther.

Truesdale's nomination by

President Carter, confirmed by the Senate without dissent Oct. 10, gives the Democrats a three-to-two edge over Republicans on the board. The board has traditionally been split three-to-two between the two parties with the edge to the party of the sitting president.

Walther, a Republican, was named to the board by Carter's GOP predecessor in October, 1975. He resigned earlier this year to return to Philadelphia where he formerly was a member of the law firm representing the Bulletin before the NLRB in a Guild organizing effort there. The firm since February also has

had the Washington Post as a labor-relations client.

Truesdale, 56, will fill a board term running to August, 1980. He has been on the NLRB's staff for 23 of the last 29 years.

John H. Fanning, meanwhile, was nominated and confirmed for a fifth term on the labor board and reappointed its chairman. He was sworn in Nov. 22.

Fanning, a Democrat and the first person named to the board by presidents of both major U.S. political parties, was first named to replace Betty Southard Murphy, a Republican and former Wire Service Guild member, as board chairman this spring.

EXCEPT FROM NOON TO 5 P.M.

Smokers outvoted in IEB role call

Washington—Operating rules adopted for 1977-79 by TNG's International Executive Board cover more than such routine matters as quorums, voting procedures and conditions for mail or telegraphic polls on emergency questions between regular meetings.

"For the health and safety of IEB members and guests," they ban smoking except during afternoon sessions. Smoking after 5 p.m. is banned, too.

The rule was adopted on an 11-to-4 roll-call vote at the IEB's opening session Oct. 17. There was one abstention, TNG President Charles A. Perlik, Jr., a two-to-three pack a day puffer until ten years ago.

Vice President Louis M. Calvert, who proposed the rule, said it contains the afternoon smoking period because "some accommodation is necessary" to IEB members who smoke. The after-5 p.m. ban coincides with the automatic cutback in the board room's ventilation system, he said.

Voting against the smoking ban were Vice Presidents Dorothy M. Sain, Roger L. Stonebanks, Floyd Tucker and David M. Mulcahy, smokers all, Mulcahy a pipe puffer.

Voting for it were Vice Presidents Elwood B. Bigelow, Richard V. Sabatini, Robert C. Holt, Jr., Calvert, Diane M. Woodstock, Betsy Wade, Carla Beck and John M. Lowe along with Sec-

retary-Treasurer Robert M. Crocker and International Chairperson Harry S. Culver. Culver is the only smoker among them.

After the vote, Tucker suggested "some nice brass spittoons."

IT SEEMS

TO US

'Flo' McCracken slighted Canadians, Torontonians says

TORONTO

Editor:

All Guild members should know of the lack of interest one candidate in the newly called election in Region 2 showed towards Canadian Guild members.

In Hawaii, during the Guild convention, the Canadian delegation understood Flo [sic] McCracken was running as an at-large IEB candidate. The Canadian locals caucused and announced from the convention floor that they wished to meet all at-large IEB candidates.

The only candidate who failed to show up or send apologies to the Canadian delegation for non-attendance was Flo [sic] Mc-

Cracken. By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Letters relating to elections or referendums to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

Cracken.

Presumably, she did not appear because she had decided to run in Region 2 instead of at large.

The Canadian Caucus would have appreciated notification that she was not running at large. By

not appearing or not explaining her nonappearance, McCracken slighted, wrote off, ignored (whichever word you want to choose) Canadian convention delegates because they could not vote for her in Region 2.

This appears to be the act of a political opportunist. Will Flo [sic] McCracken treat people in Region 2 the same way?

ANNE CAREY

Star Unit

Southern Ontario Guild

Editor's note: Faye McCracken of Memphis, who is a candidate for the Region 2 (U.S. South) seat on the International Executive Board held by Warren E. Howard of Washington-Baltimore, was given the opportunity to reply to Carey.

Must be someone else, Faye McCracken says

MEMPHIS

Editor:

She must be talking about someone else. My name is Faye. It reminds me of the old political saying: "Whatever you say about me, spell my name right."

More seriously, I was not aware of the Canadian delegates' meeting Sister Carey mentions. I was unable to attend two meetings of U.S. district council delegates when I became ill on the bus ride back from the convention outing. No slight was intended to Guild members in any region.

FAYE MCCrackEN
Secretary-Treasurer
Memphis Guild

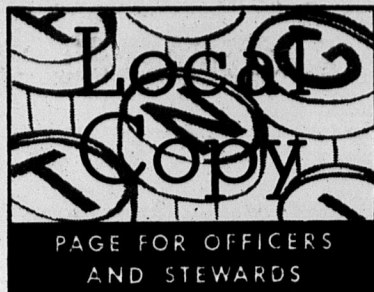
Short weeks in 20 of 29 initial pacts

Washington—Twenty (69 percent) of 29 initial Guild contracts for newly organized groups in the past five years provided work weeks of less than 40 hours, according to a tabulation by TNG's Collective Bargaining Dept.

That was just under the percentage of short work weeks provided under all Guild contracts—71.9 percent as of Oct. 1—according to the tabulation, an update of one last done as of Aug. 1, 1972.

The 71.9 percent is up from 66.7 percent of all Guild contracts in the 1972 tabulation.

Among 141 Guild contracts



covering employees of 167 newspapers, 68.8 percent provide a short work week, up from 62.7 percent in 1972. Eight of 10 wire services contracts provide it, up from seven of 10.

Sixty-six contracts covering 81 papers provide 37½-hour work weeks. Eleven contracts provide 35-hour weeks.

In all, 73.9 percent of Newspaper Guild members in the United States, Canada and Puerto Rico were working under contracts providing work weeks of less than 40 hours on Oct. 1.

Salem News ordered to sign pact

Salem, Mass. — The Salem News can't get away with refusing to sign an agreed-upon contract because signing would wreck its defense in an arbitration.

That's the decision of a three-member National Labor Relations Board panel in upholding a ruling by a board administrative law judge in an unfair labor practices case brought against the News by the Salem Guild.

At issue was the 1974-76 contract and an arbitration over the subsequent firing of the Guild's president.

Many months after the 1972-74 contract had expired, the parties reached agreement on the 1974-76 successor.

At the last minute, when the sides met to refine language, the publisher demanded two more ex-

clusions from the bargaining unit.

The Guild agreed since the NLRB, in an earlier unit clarification case, had excluded the positions from coverage.

But the Guild told the company a side letter preserving the parties' positions on the exclusions would have to be written.

When this was done both parties withdrew refusal to bargain charges.

Then the Guild submitted the contract and side letter to TNG's Contracts Committee for approval.

Management claimed that the Guild wasn't bargaining in good faith because of "delays" in Contracts Committee approval.

It claimed that it didn't have to arbitrate the firing of the Guild president at hearings scheduled for May and June, 1976, because no signed contract existed.

The News said the Guild was trying to get it to sign the contract in order to destroy the company's arbitration defense, but that no contract existed covering the firing because it had expired.

John M. Dyer, the administrative law judge, ruled, however, that the contract's terms extended beyond its expiration date because a clause provided for their extension while negotiations continued for a new contract.

He noted that the paper put into effect the wages and other items agreed to in the unsigned contract.

Meanwhile, the Guild tried to get talks started on the 1976-78 contract.

Dyer ordered the News to "sign, honor, apply and adhere to" the 1974-76 contract and to comply promptly with the Guild's requests for "relevant information needed by it for bargaining."

THE GUILD VOICE

NEWS ORGAN OF THE GARY NEWSPAPER GUILD

VOLUME 1 — NO. 1

SEPT. - OCT., 1977

Small local, big idea

The Gary Guild has started publication of the Guild Voice as a monthly which it is distrib-

uting to its 65 members in the Post-Tribune's editorial and maintenance departments.

Driving costs 30c a mile, Hertz says

New York — Owning and operating the typical new car cost 30.1 cents a mile in the 1977 model year—up seven percent—Hertz Corp.'s leasing division has reported here.

Hertz computed expenses for gas, oil, parts, service, repairs, licenses, fees, insurance, interest and depreciation.

Insurance went up the most—by more than 25 percent—to \$560 a year. Insurance costs as much as gas and oil for the average driver, Hertz said.

The typical car according to Hertz is a "normally equipped" two-door intermediate sedan driven 10,000 miles a year for three years.

Merit pay's the rule in Indianapolis

More than nine of every ten reporters, photographers, copyreaders, artists, columnists and desk heads at Pulliam's Indianapolis Star and News were being paid more than the minima for their classification and years of experience before the Indianapolis Guild's last contract settlement.

And the settlement raised over-minima salaries the same amounts as it increased the contract's minima.

One hundred four (94.5 percent) of the 110 full-time employees in the key editorial classification were being paid more than the minima and the 84 employees with six or more years' experience were being paid an average of \$30.52 a week more than the

top minimum, a TNG analysis of Aug. 1, 1975, payroll data from the papers shows.

Twenty (76.9 percent) of 26 on the step-ups in the classification were being paid more than the minima for their experience level.

Thirteen (65 percent) of 20 library clerks were being paid more than the minima, an average of \$9.12 a week more for the 16 at top experience level.

Five (83.3 percent) of six secretaries to the editor and managing editor were being paid more than their minima, an average of \$20.50 a week more for the five at top experience level.

Forty four (88 percent) of 50 cleaning and custodial employees were being paid more than their minima, with the 41 fully experienced averaging \$25.06 a week more than the classification's top minimum.

The Guild's new contract with the papers, signed Feb. 26, 1976, and running through Jan. 26, 1978, provided minimum and over-minimum increases ranging from \$17.90 to \$56 over its term.

Top minima presently are \$311.95 for the key editorial classification, \$184.75 for the library clerks, \$210.65 for the editor and managing editor's secretaries and \$163.15 for the cleaning and custodial employees.

Reporters, artists, photographers, copyreaders, columnists

Experience	8/1/75 Minima	8/1/75 salaries
0-1 year	\$155.15	None
1 year	162.65	1 @ \$202.25
2 years	179.70	2 @ 162.65 2 @ 197.25
3 years	197.25	1 @ 179.70 1 @ 197.25
4 years	220.05	1 @ 197.25 1 @ 236.35
5 years	236.35	1 @ 197.25 1 @ 236.35 1 @ 255.95
6 years	255.95	1 @ 281.10 1 @ 236.35 1 @ 246.35 4 @ 255.95
		1 @ 259.10 1 @ 260.95 1 @ 261.10
		3 @ 256.45 1 @ 257.50 15 @ 261.10
		1 @ 262.50 1 @ 264.10 1 @ 265.60
		6 @ 266.10 1 @ 266.35 6 @ 271.10
		1 @ 272.96 2 @ 274.10 2 @ 275.10
		7 @ 276.10 1 @ 276.60 1 @ 279.10
		1 @ 280.10 5 @ 281.10 1 @ 285.00
		1 @ 289.10 1 @ 291.10

Experience	8/1/75 Minima	8/1/75 salaries
0-1 year	\$155.15	None
1 year	162.65	1 @ \$202.25
2 years	179.70	2 @ 162.65 2 @ 197.25
3 years	197.25	1 @ 179.70 1 @ 197.25
4 years	220.05	1 @ 197.25 1 @ 236.35
5 years	236.35	1 @ 197.25 1 @ 236.35 1 @ 255.95
6 years	255.95	1 @ 281.10 1 @ 236.35 1 @ 246.35 4 @ 255.95
		1 @ 259.10 1 @ 260.95 1 @ 261.10
		3 @ 256.45 1 @ 257.50 15 @ 261.10
		1 @ 262.50 1 @ 264.10 1 @ 265.60
		6 @ 266.10 1 @ 266.35 6 @ 271.10
		1 @ 272.96 2 @ 274.10 2 @ 275.10
		7 @ 276.10 1 @ 276.60 1 @ 279.10
		1 @ 280.10 5 @ 281.10 1 @ 285.00
		1 @ 289.10 1 @ 291.10

Library clerks

Experience	8/1/75 Minima	8/1/75 salaries
0-1 year	\$111.25	None
1 year	127.40	1 @ \$127.40
2 years	136.40	None
3 years	154.15	3 @ 154.15 7 @ 154.15 1 @ 158.20 1 @ 158.90 2 @ 159.15 1 @ 159.45

Experience	8/1/75 Minima	8/1/75 salaries
0-1 year	\$155.15	None
1 year	162.65	1 @ \$202.25
2 years	179.70	2 @ 162.65 2 @ 197.25
3 years	197.25	1 @ 179.70 1 @ 197.25
4 years	220.05	1 @ 197.25 1 @ 236.35
5 years	236.35	1 @ 197.25 1 @ 236.35 1 @ 255.95
6 years	255.95	1 @ 281.10 1 @ 236.35 1 @ 246.35 4 @ 255.95
		1 @ 259.10 1 @ 260.95 1 @ 261.10
		3 @ 256.45 1 @ 257.50 15 @ 261.10
		1 @ 262.50 1 @ 264.10 1 @ 265.60
		6 @ 266.10 1 @ 266.35 6 @ 271.10
		1 @ 272.96 2 @ 274.10 2 @ 275.10
		7 @ 276.10 1 @ 276.60 1 @ 279.10
		1 @ 280.10 5 @ 281.10 1 @ 285.00
		1 @ 289.10 1 @ 291.10

Secretaries to editor, managing editor

Experience	8/1/75 Minima	8/1/75 salaries
0-1 year	\$131.15	None
1 year	156.15	None
2 years	161.15	None
3 years	173.70	1 @ \$173.70 1 @ 173.70 1 @ 182.70 1 @ 190.00 1 @ 209.55 1 @ 215.05
		6 @ \$190.78
		5 @ \$194.20
		\$ 20.50

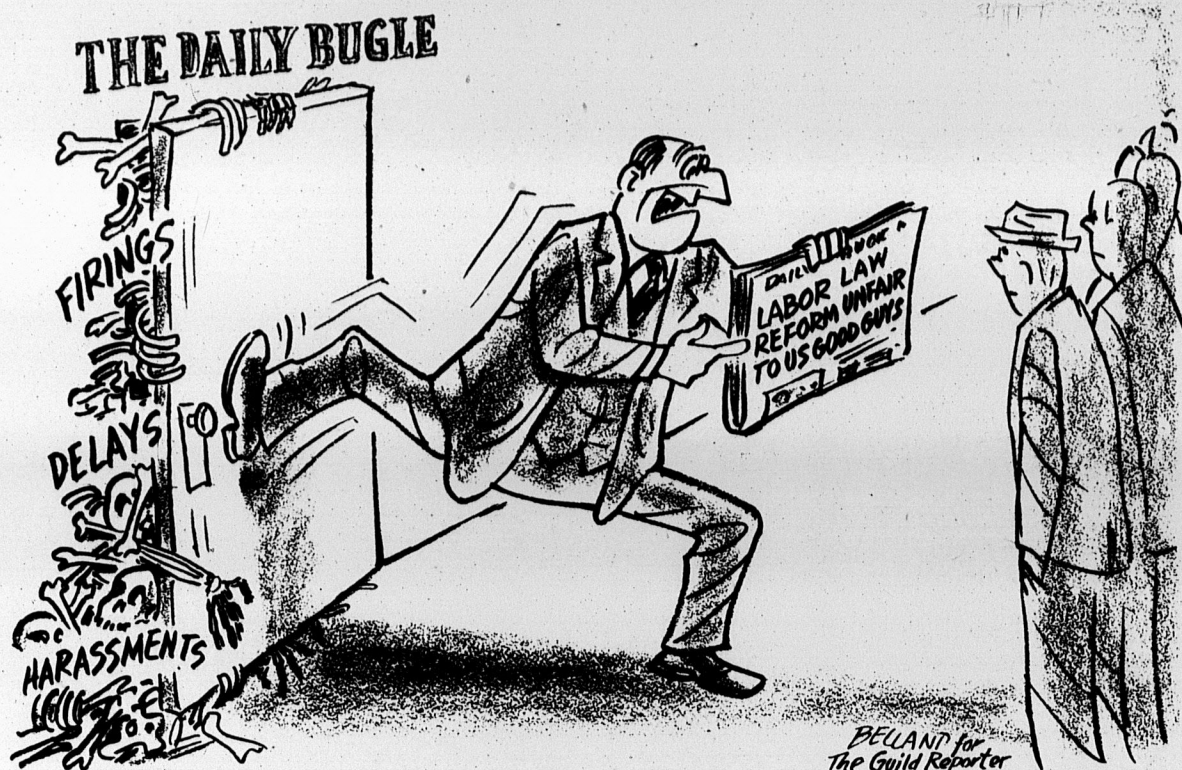
Custodial personnel

Experience	8/1/75 Minima	8/1/75 salaries
0-1 year	\$111.75	None
1 year	126.90	1 @ \$112.75 1 @ 126.90

Experience	8/1/75 Minima	8/1/75 salaries
0-1 year	\$155.15	None
1 year	162.65	1 @ \$202.25
2 years	179.70	2 @ 162.65 2 @ 197.25
3 years	197.25	1 @ 179.70 1 @ 197.25
4 years	220.05	1 @ 197.25 1 @ 236.35
5 years	236.35	1 @ 197.25 1 @ 236.35 1 @ 255.95
6 years	255.95	1 @ 281.10 1 @ 236.35 1 @ 246.35 4 @ 255.95
		1 @ 259.10 1 @ 260.95 1 @ 261.10
		3 @ 256.45 1 @ 257.50 15 @ 261.10
		1 @ 262.50 1 @ 264.10 1 @ 265.60
		6 @ 266.10 1 @ 266.35 6 @ 271.10
		1 @ 272.96 2 @ 274.10 2 @ 275.10
		7 @ 276.10 1 @ 276.60 1 @ 279.10
		1 @ 280.10 5 @ 281.10 1 @ 285.00
		1 @ 289.10 1 @ 291.10

Total in classification and avg. salary	50 @ \$157.87
Experienced employees and avg. salary	41 @ \$163.96
Avg. over minimum experienced employees	\$ 25.06

'It's a power grab, believe me . . . please?'



DATELINE: OTTAWA

Canada's Mountiegate scandal—idea was imported from U.S.

By HUGH WINSOR, Toronto Guild



AMONG THE THINGS that flow readily through the world's most permeable border are journalistic approaches and police methods. There is little doubt that the pressures for open government and for access to information produced by the Watergate era in the United States have had their echo amongst journalists in Canada.

In fact, the information that has recently become public about the activities of the Royal Canadian Mounted Police, vis a vis the separatist movement in Quebec, has been labelled as Canada's own Watergate scandal.

(A series of revelations traced back to a court case involving a dissident Mountie were the tip of an iceberg. Subsequent inquiries have begun to reveal that the rest of the iceberg includes a wide-scale and illegal assault by the federal police force against the groups, some legal and some underground, that have promoted the separation of Quebec.

(Perhaps the most sensational has been the admission in Parliament that the Mounties have been conducting illegal surveillance and thefts against the Parti Quebecois, now the government of Quebec.)

Whether or not the Watergate comparison is totally apt, the information that has surfaced so far has shown that the Mounties imported without any apparent qualms many of the dirty tricks of the trade developed by the

FBI under J. Edgar Hoover.

The Security Service of the RCMP went far beyond gathering information about dissidents and undertook a disruption-and-destruction campaign against the militant separatist groups similar to the Hoover campaign against the Black Panthers and antiwar groups.

THIS TRANSBORDER parallelism neatly came into focus when the Mounties learned (probably from the FBI) of a planned meeting between the Panthers and the Quebec Liberation Front and set fire to the building where the meeting was to take place.

Other Mountie tactics included planted letters, breakins and attempts to set one faction against another with false information.

Another common element in the two countries has been the attempt to both justify and conceal what actually happened under the much misused rubric of "national security."

In a series of landmark court cases and the national dialogue over such things as the Pentagon Papers, it appears that a more precise definition of national security and how it relates to the public interest has emerged in the United States.

It is the question that must still be addressed in Canada. The process by which it will be examined, however, is more amorphous and illusive here because

of the essential differences between the U.S. and Canadian systems of government. In the Canadian system the checks and balances on the executive become diffused in the parliamentary process and cannot be penetrated so easily by the courts.

It is clear by the position taken by the Mounties and Prime Minister Trudeau that the government would like to say that any information about the Security Service and its methods must be kept confidential because of national security.

From their point of view, any embarrassment to the Security Service is de facto a threat to national security, reflecting their extensive confusion between the interests of the individuals involved and the issue itself.

THE GOVERNMENT has attempted to use the Federal Court Act to prevent evidence of the Mounties' activities from coming out in separate inquiries being held by two provincial governments. In both cases the federal government cited national security without providing any explanation. But when some of the information came out anyway, it became apparent that the Mounties hoped to conceal some embarrassing skeletons in their closet.

What hasn't been established yet is whether Mr. Trudeau and several of his cabinet ministers also knew about the skeletons and whether they might have approved. If that is shown, they were also going along with the attempted cover-up.

If they didn't know, they should have.

GR will publish once in December

The Guild Reporter, generally published the second and fourth Fridays of the month, will be published only once in December, on the third Friday, December 16.

Regular publication will resume in January with issues off the press and into the mails on Jan. 13 and 27.

Editorial

Attention, you ombudsmen

There are those in and around the newspaper business who long have decried the industry's age-old practice of reporting about nearly everyone's trespasses but its own.

To meet these criticisms a few publishers have established full-time staff positions to explain, in print, their papers' real and not so real sins of commission and omission. It even is getting to be less uncommon to see stories of newspapers' profit performances on the business pages, along with the same kinds of reports on General Motors, Eli Lilly & Co., Anaconda Copper and the price of gold on the London market.

There appears, however, to be a void in these moves toward the industry covering itself: its coverage of its own employee-relations practices.

A case in point: TNG's testimony before the Senate Human Resources Subcommittee on Oct. 31 in which TNG President Charles A. Perlik, Jr., provided an exhaustive catalogue of the legal and extra-legal tactics of publishers to discourage employees in Guild jurisdiction from exercising their legal right to organize and bargain [Guild Reporter, Nov. 11].

Advance texts were distributed to all the major news organizations and to the industry's "house" press in Washington, along with summaries in press-release form. Additional texts and releases were made available, and picked up, at the hearing.

Yet, if the dailies and industry periodicals the Guild Reporter receives are a representative sample, not a word.

The only mention we could discover of that day's hearings was four paragraphs from Associated Press on the NFL Players' Assn. testimony in favor of the bill—in the Washington Post—in the sports section.

Editor & Publisher, "the oldest publishers and advertisers newspaper in America," did devote two-thirds of a page in its next issue to the bill—to the ANPA's analysis warning the nation's publishers of its potential "chilling effect" on them and stating that it would "undoubtedly result in an increased number of union discrimination charges being filed as well as enhancing the prospects of malingering and 'nuisance' cases" during organizing efforts and bargaining for initial contracts.

At the same time paper after paper has editorialized against the bill—in "canned" and "uncanned" prose—as a danger to the delicate balance in modern employer-employee relations.

But then, sometimes we almost forget A. J. Liebling's observation that "freedom of the press is guaranteed only to those who own one."

No mail's no joke

The need for major reforms in the operations of the U.S. Postal Service has been brought home to the Wire Service Guild to the tune of nearly \$150 and a voided election, according to the local's publication, WiReport.

It seems ballots mailed to voters were not only delayed but in the case of five UPI bureaus never even delivered.

The AFL-CIO, International Labor Press Assn. and TNG's International Executive Board think there might be some hope if Congress enacts the Postal Service Act of 1977.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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

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

POSTMASTER: "Notice to Publisher Form 3579" should be sent to The Guild Reporter, 1125 15th St. N.W., #835 Washington, D.C. 20005. Publication #231580.

Vol. XLIV, No. 21

November 25, 1

The Newspaper Guild

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

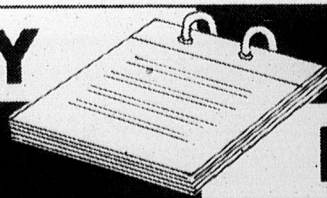
INTERNATIONAL CHAIRPERSON: HARRY S. CULVER
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: ROBERT M. CROCKER

AT-LARGE VICE PRESIDENTS: Elwood B. Bigelow, 28 Brentwood Cape Elizabeth, Maine 04107; Louis M. Calvert, 21755 Virdelle Dr., Gatos, Calif. 95030; Robert C. Holt, Jr., 433 Dickens Ave., St. Louis, 63122; David M. Mulcahy, c/o Strandard & Poor's Corp., 345 Hudson New York, N.Y. 10014; Dorothy M. Sain, 24801 Lake Shore Blvd., #2 Euclid, Ohio 44123; Floyd Tucker, 570 El Dorado Ave., Oakland, Calif. 94612.

REGIONAL VICE PRESIDENTS: Region 1—Richard V. Sabatini, 49 Hic Lane, Levittown, Pa. 19055; Region 2—Warren E. Howard, 503 2nd St. Washington, D.C. 20002; Region 3—Diane M. Woodstock, 620 W. W. St., Madison, Wis. 53703; Carla W. Beck, 520 46th St. S., Great Falls, N.Y. 12405; Region 5—Betsy Wade, 96 Park Terrace W., New York, N.Y. 10014; Region 6—John M. Lowe, 144 Broadview Ave., Toronto, M4M 2G2; West—Roger L. Stonebanks, 407-1571 Mortimer St., Vict B.C. V8P 3A7.

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

DAY



BOOK

TNG Special Merger Committee, 3rd meeting, Dec. 1-3, TNG headquarters, Washington.

International Election & Referendum Committee, voter eligibility and election rules for new Region 2 Vice President election, Dec. 9, TNG headquarters, Washington.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 2nd joint meeting, Dec. 19-20, TNG headquarters, Washington.

Region 2 Vice President election, six-day voting period, Jan. 2-7.

Locals count ballots cast by members in Region 2 Vice President election, Jan. 8 or 9.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 3rd joint meeting, Jan. 11-13.

Guild Service and Heywood Brown Awards, entries' deadlines, Jan. 14.

International Election & Referendum Committee meets to tabulate returns, certify result, etc., of Region 2 Vice President election, Jan. 17, TNG headquarters, Washington.

International Executive Board, winter meeting, Jan. 23-26, TNG headquarters, Washington.

Western District Council, winter meeting, Jan. 28-29, Woodlake Quality Inn, Sacramento.

Middle-Atlantic District Council, winter meeting, Feb. 18-19, Hilton Inn, Philadelphia.

Midwest District Council, winter meeting, Feb. 25-26, Radisson Hotel, Minneapolis.

New England District Council, winter meeting, Feb. 25-26, Colonial Hilton Inn, Wakefield, Mass.

COM 91000248 7
XEROX UNIT MICROFILM
300 N. ZEEB ROAD
ANN ARBOR MI 48106