

Unit of 225, \$400,000 into pension plan

Detroit—The Detroit News has dropped its efforts to reopen bargaining on pensions for its Guild-covered editorial employees and agreed to their coverage under the 16-month-old TNG International Pension Plan.

The 225-employee group becomes the largest to be covered to date under the portable, industrial plan established in March, 1977.

The News's action will result in an immediate infusion of well over \$400,000 from the paper into the plan on behalf of its editorial employees and continuing contributions of \$14 per fulltime employee per week through next June

18 when the amount will increase to \$15.75 a week. There will be prorated contributions on behalf of parttime employees.

The \$400,000-plus is produced by the \$14 a week retroactive to Jan. 1, 1976, as provided in the Detroit Guild's first contract with the paper for its editorial employees. A new three-year pact runs through June 17, 1980.

The Guild's industrial pension plan replaces a former unilateral, employer-controlled plan. Benefits under the former plan were frozen as of Dec. 31, 1975.

Under the New's old unilateral plan,

employees themselves paid about half the periodic contributions to fund it. Under the new Guild plan all contributions are fully paid by the employer.

In addition, employees were not eligible to participate in the old News plan until they were at least 35 years old and had at least three years' service with the News. Benefits were based only on years of service after employees reached age 35.

Under the Guild industrial plan, employees are covered from their first day of employment at the News.

Also, unlike the old News plan, benefits under the Guild plan are not af-

ected by Social Security benefits. Benefits under the old News plan were reduced as Social Security benefits were increased.

Under the new Guild plan and the initial \$14-a-week contributions, a covered News employee with 25 years' service who is 65 and retires as of Dec. 31, 1978, would receive a pension of \$245 a month.

Under the \$15.75 weekly contributions to begin June 18, an employee with 25 years' service who retires at 65 on June 18, 1982, would receive a monthly pension of more than \$275,

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Dates set to resume unity talks

Washington — TNG's Special Merger Committee and the ITU's Merger Negotiating Committee will resume their joint meetings here Sept. 6-8, the presidents of the two unions have announced.

The committees were authorized by the 1977 conventions of both the Guild and the International Typographical Union to draw up and negotiate terms for a possible merger of the unions. They held three joint meetings from October through February.

At the second they reached tentative agreement in principle on what they described as several essential elements, including local mergers, bargaining goals, annual conventions, officers' terms, minimum local dues, international per capita, assessment machinery and general and defense funds.

At the third meeting they examined closely the more difficult areas, such as dues structure, strike benefits, voting eligibility and officer structure, and reported "substantial progress" toward reconciliation of differences between the unions' present structures and practices in those areas.

Both TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel told TNG's 1978 Convention in late June that the committees would resume meetings and increase their frequency as soon as possible after the ITU's 1978 Convention, Aug. 5-11. Perlik will address the ITU convention on Aug. 8.

Under a schedule advanced by Perlik and endorsed by both the Guild convention and Bingel, a full proposal for merger of TNG and the ITU could be put to next year's convention [Guild Reporter, July 14].

Any final agreement reached by the two merger committees must subsequently be approved by the ITU's Executive Council and TNG's International Executive Board, by conventions of each union and then by referendum vote of the membership

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The

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Strikers in Madison protected from discharge, U.S. unit says

Madison, Wis. — The Capital Times and Wisconsin State Journal and Madison Newspapers, Inc., the joint operating company that publishes them, are a single "joint and/or co-employer" for bargaining purposes, the National Labor Relations Board's Advice Division has held.

And, therefore, the members

of all five unions that have been striking since last Oct. 1 are "engaged in sympathy strikes in protest of unfair labor practices" by their joint employer and threats to permanently replace them are illegal under federal labor law, according to the NLRB headquarters unit.

The determinations came in re-

sponse to unfair labor practices charges filed by the Madison Guild separately and jointly with the other four unions early this year.

The unions and papers were informed of the findings in July 24 letters from the NLRB's regional office in Milwaukee, which had sought assistance in evalu-

ating the charges from NLRB headquarters in Washington.

If challenged by the papers, as expected, and upheld through the labor law's adjudicatory processes, the determinations could have an impact far beyond the 10-month-old strike here since there are more than 20 other joint publishing arrangements around the nation and many of their component employers have maintained separateness in dealing with the unions that represent their employees.

The next step, initiated by its letters, will see the NLRB's regional office seek a negotiated settlement of the charges. If that fails, they will proceed to hearing before an administrative law judge. Beyond that any of the parties may appeal to the full NLRB in Washington, and thence, under some circumstances, to the courts.

In a related action, two weeks before its determination on the unions' single-employer charges, NLRB headquarters recommended that the regional office dismiss charges by the Capital Times that the Guild engaged in illegal coalition bargaining with the other unions before and since the strike started.

The strike was begun on Oct. 1 by members of the Typographical Union and the unaffiliated Wisconsin State Journal Editorial Assn. The Madison Guild, which represents Capital Times editorial employees, plus the Madison Mailers' Union and Printing & Graphic Communications Union pressmen and district managers honored the picket lines. All had open contracts.

The association, printers' and district managers' unions had filed separate unfair practices charges

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New York Times photo by Paul Hosefros, New York Guild

NEW YORK TIMES REPORTER MYRON A. FARBER

In the Hackensack, N.J., jail where he spent seven hours July 24

Perlik to judges: Honor 'shield' laws

Washington — Judges increasingly are placing themselves above the law in what appear to be attempts to "virtually nullify" the "plain intent" of state shield laws, TNG's president said July 26 in commenting on cases involving New York Times reporter M. A. Farber and Sacramento reporter John Hammerly.

Farber and the Times have been hit with civil and criminal contempt charges by a Hackensack, N.J., judge because Farber

won't turn over his story materials for use in a murder trial. Hammerly, too, faces jail for contempt.

Twenty-six states have shield laws, TNG President Charles A. Perlik, Jr., said, "but the courts increasingly have construed them so as to virtually nullify their plain intent."

"If the press is to continue to perform its essential functions in a free society, the courts, at the very least, must validate the state

shield laws the Supreme Court itself invited the states to enact."

Perlik noted that some argue that reporters who refuse to divulge sources are trying to place themselves above the law.

"On the record, however, it is the courts and judges, not reporters, who, all too often, assert the right to place themselves above the law," he said.

He quoted Farber as saying, "I have no such right, and I seek none."

State laws—New Jersey and California have them—should be shields, not sieves, Perlik said.

First Amendment rights should be recognized as protecting confidential sources, he said.

In a letter to Farber July 25, Harry Fisdell, executive vice president of the New York Guild, lauded his action as "a reaffirmation of the people's right to be informed through a free press."

Fisdell sent a similar letter to (Continued on Page 2)

U.S. calls talks on bias at AP 'a failure,' quits

Management rejects timetables, dooms conciliation . . . 5

Honor 'shield' laws, Perlik urges courts

(Continued from Page 1)

Arthur Ochs Sulzberger, publisher of the Times, who has supported Farber strongly.

Under the Guild's contract, the paper is paying for Farber's legal defense.

The Reporters' Committee for Freedom of the Press condemned the action against Farber as an "unconstitutional attempt to convert an independent newspaper and one of its reporters into an official arm of the courts."

Farber was convicted by Superior Court Judge Theodore W. Trautwein in Hackensack of refusing to obey a court order to surrender his materials to the murder trial judge.

Farber spent seven hours in the Bergen County Jail July 24 before the State Supreme Court freed him pending a hearing.

In the hearing on July 25, the court refused to speed the appeal process.

The reporter also was fined \$2,000, the Times \$100,000 and \$5,000 for each day of refusal.

Farber also was sentenced to jail until he produced the material and to a further, six-month term for criminal contempt.

In Newark, N.J., however, the Superior Court's Appellate Division stayed the criminal penalties but declined to stay the civil penalties.

Farber and the Times had until noon July 28 to appeal to the U.S. Supreme Court. Their attorneys won a stay from the state high court pending the federal appeal.

The stays don't erase the penalties; they delay them.

New Jersey's shield law allows newsmen to refuse to disclose "the source, author, means, agency or person" from which information was obtained.

This privilege is good "in any legal or quasi-legal proceeding or before any investigative body."

But it is limited by "Rule 37," under which the privilege is waived if a newsmen contracts with someone to do so or knowingly discloses part of the privileged matter.

There was testimony that Farber had shown the prosecutor a copy of a document that had been missing from the prosecutor's file.

The document had been instrumental in the prosecutor's decision to reopen the investigation of five deaths that had occurred in a hospital a decade before.

No one has sought to invoke Rule 37, however, on the basis of Farber's showing the document

to the prosecutors, reporters on the scene told the Guild Reporter.

Farber had been writing a series about the deaths.

The reopened investigation resulted in murder charges against a doctor and a trial that has stretched on for months.

When the defense sought to subpoena all Farber's materials on the case, Farber refused to comply, citing the First Amendment and the New Jersey shield law.

He was cited for contempt when he subsequently refused to turn over his materials to the trial judge, William J. Arnold, who said he would determine if the defense should have access to them.

To allow the judge to examine his materials also would violate privileged confidences, Farber said.

Turning the materials over to the judge, in camera or not, might be seen as a waiver of the statutory privilege under Rule 37, some observers noted.

The defense has been claiming that Farber already may have waived the statutory privilege under the rule if he showed any of the material to Warner Communications, Inc., during discussion of book rights on the case. And on July 20 the defense had a subpoena for any documents it might have served on the Warner firm. It moved to quash the subpoena the next day.

Neither the murder-trial judge nor the judge in the contempt proceedings against Farber and the Times has ever addressed the reporter and newspaper's assertions of statutory and constitutional privilege, reporters told the Guild Reporter.

The defense's subpoena for his materials "commands me to violate confidences that I received in my effort to learn, and report, the truth of this case," Farber said in a statement read to the court when he was sentenced.

He said he had been called as a witness and answered some questions, but none that would reveal the identity of his confidential sources.

"I cannot cast aside my obligations as a reporter simply because they are being contested," he said.

Times publisher Sulzberger said that "the Times will, of course, support Myron Farber as he maintains the confidentiality of his sources. This is what a free press is all about. And if Judge Trautwein decrees that the Times is to pay \$5,000 a day for this privilege, so be it. Bad law doesn't

last very long."

But, "the costs of contesting these sentences can be borne only by the most sturdy and affluent," the Times said in an editorial on July 25.

"So even vindication for the Times would not erase the damage that has been done to enterprising journalism," the editorial continued.

"Anything less than vindication, we feel certain, will cripple every newspaper's ability to search out the news the community should prize the most."

Everything the Times has reported is subject to independent inquiry, yet the defendant insists "that without all of the Times's files in this case he cannot properly contest the charge or prove what he calls a frame-up," the editorial said.

Arnold issued the subpoena for Farber's records in June and the case has been hard-fought ever since.

In California, meanwhile, two other reporters have been served with demands for their notes, tapes and photos.

John Hammerly was issued a subpoena for material he used for a story in the Sacramento Union about a murder case. The story led to four indictments.

He was ordered jailed when he refused to hand over the material, but the order was stayed for 30 days to allow an appeal.

Hammerly, who was a Central California Guild member when he worked at the Union, now is Sacramento correspondent for the Los Angeles Herald Examiner.

The Sacramento Union, however, is continuing to pay for his legal defense.

Hammerly said July 25 that he probably will file his appeal in the 3rd District Court of Appeals within a few days.

He is to return to Superior Court on Aug. 11, where the subpoena was issued.

In Berkeley, Mark Allen of the People's World was given a subpoena demanding his notes, tapes and photos of a strike he covered in 1976.

The subpoena was issued on

request of Brobeck, Flager & Harrison, a law firm representing the company in a suit seeking damages against Warehouse Local 6 of the International Longshoremen's & Warehousemen's Union for destruction of property allegedly by strike violence.

Allen, an at-large member of the San Francisco-Oakland Guild, said on July 25, however, that the violence he saw during the strike was from strikebreakers and that the local's response to them was "nothing unusual."

The People's World is a weekly supported mostly by the Communist Party. Its heaviest cover-

age is of labor, community, political and minority news.

Conn Hallinan, the paper's associate editor, said that the subpoena was an attack against a "working class newspaper and a progressive union."

"This attempt . . . could be used against every union by employers," he said. "It would mean no one would have anything to do with a reporter for fear that what one said would later be part of a court record."

California's press shield law, first passed in 1935 and amended in 1974, is similar to New Jersey's.



AFL-CIO News

500,000 a week

Pro-Labor Law Reform petitions bearing a million signatures were returned to AFL-CIO headquarters in the first two weeks of a national campaign by the union federation. The petitions, calling for return of the bill to the Senate floor and its passage "with the fewest possible amendments," are being sorted by states for relay to Senators by Janet Hyland, Mark Simon and John Siegler of the AFL-CIO Labor Law Reform Task Force staff. Earlier similar petitions by TNG and the International Typographical Union produced nearly 19,000 signatures.

Prospects dim for 'search' bill soon

Washington—While few witnesses were opposed to them during three days of hearings on the dozen bills in Congress to limit surprise searches of homes and offices of persons not suspected of crime, it appeared unlikely that any bill would be enacted before

Congress adjourns for the year.

The bills were introduced after the Supreme Court ruled May 31 in a case arising from a police search of the Stanford Daily's offices that police may conduct such unannounced searches of homes and offices armed only with warrants.

The Senate subcommittee on the Constitution heard representatives of the American Society of Newspaper Editors, American Newspaper Publishers' Assn., the Reporters Committee for Freedom of the Press and others urge enactment of a federal bill to cover all levels of government.

They appeared at hearings on July 13, the second day of Senate hearings. Much the same testimony was heard by a House committee on June 26.

At the same time, TNG's 1978 Convention in Detroit called upon Congress to correct the Supreme Court's ruling with legislation to restore to every citizen the protection against unreasonable search "that the Supreme Court says the Fourth Amendment no longer holds out."

Meanwhile, in Connecticut, the U.S. Attorney's office and the chief state's attorney issued widely different guidelines for obtaining

and using search warrants for newspaper offices.

U.S. Atty. Richard Blumenthal, a former Washington Post reporter and member of the Washington-Baltimore Guild, listed seven conditions to be met before any search warrant can be sought. He warned that if searches are not curtailed or barred the fear of them may well "deter or dry up" reporters' sources, "create reluctance to preserve notes" and interfere otherwise with "legitimate activities of the press."

The state's attorney, Joseph T. Gormley, Jr., however, said state police should not construe his weaker guidelines as discouraging the use of warrants to "discover contraband, fruits and instrumentalities of crime or other evidence" that might have been "purposefully or unintentionally" left with someone not involved in a crime.

The Supreme Court "fully supports the search of news media organizations," he said.

The U.S. Justice Dept. reported that it is preparing guidelines for all federal prosecutors. Blumenthal's guidelines were reviewed by the department before being issued.

Delegates urge true tax reform

Detroit—There is a "pressing need for a genuine tax reform at all levels of government" in the United States and Canada, but the sort represented by California's Proposition 13 is not it, TNG's 1978 Convention declared here June 30.

"While masquerading as tax reform, Proposition 13 is a tax revolt triggered by the reluctance or inability of legislatures to provide tax relief," the convention said in a resolution.

"This revolt amounts to an enormous tax break for the affluent and threatens to result in deep cuts in essential welfare and service programs," it added.

Earlier, the convention heard Detroit Mayor Coleman Young call for a "Watergate-type job of investigative reporting" on pro-

posals such as Proposition 13.

Reporters would find, Young predicted, the same people behind Proposition 13-type efforts as "hid behind" slogans and code words such as "law and order" and "busing."

Setting an arbitrary limit on just one form of taxation, especially the property tax as with Proposition 13, will not ultimately benefit working people, Young said, stating that in Michigan 50 percent of property taxes are paid by business and industry while 88 percent of income taxes are paid by individuals.

"It's no favor to the people to halve the property tax and double income taxes—it's a windfall for business and industry," the mayor charged.

The good sense of the Amer-

ican people "saw through" law-and-order and busing and will see through "so-called tax reform," too, he predicted. "The question is if they will do it in time."

The convention called for balancing property tax relief for persons on fixed and/or low incomes and home owners with enactment of more equitable taxes such as sharply graduated state income taxes or a fairer distribution of sales tax revenues.

And the federal income tax system, it said, "continues to place a heavy burden on working people while providing endless exemptions for the rich."

It called for closing the loopholes "so that necessary social programs and services can be funded and taxes levied equitably."



Robert C. Holt, Jr., St. Louis Guild

Joint bargaining begins at St. Louis Post-Dispatch

Bargainers for ten unions and the St. Louis Post-Dispatch meet with federal mediator Manuel Fernandez, facing camera right foreground, to set ground rules for joint bargaining between the paper and the unions, acting through the St. Louis Council of Newspaper, Broadcasting and Associated Industries

Unions. Contracts of the St. Louis Guild and the other nine unions expire simultaneously on Aug. 1. Chairperson of the unity council is the Guild's Robert A. Steinke, facing camera fifth from left at the table. Other unions represented are Typographical printers and mailers, Printing & Graphic Com-

munications pressmen and paperhandlers, Graphic Arts engravers, Teamsters, Machinists, IBEW electricians, Operating Engineers and Firemen & Oilers. The unions will bargain economics jointly and non-economics separately, Steinke said. The Guild also is opening bargaining at the Globe-Democrat.

FOI Act is not key to witnesses in unfair cases

Washington—The Freedom of Information Act doesn't give parties to unfair labor practice proceedings the right to an advance look at statements that prospective witnesses give to National Labor Relations Board investigators, the Supreme Court has ruled.

That's what the NLRB contended when it refused to let an Alabama employer see statements taken from his workers before the start of hearings on charges that the company used promises and threats to get workers to vote against the union.

A federal district judge and the 5th U.S. Circuit Court of Appeals disagreed with the NLRB and sided with the employer.

But writing for the Supreme Court majority, June 15, Associate Justice Thurgood Marshall noted that the late Sen. Hubert H. Humphrey had addressed that point when the Senate was considering a predecessor bill to the present Freedom of Information Act.

An amendment was then proposed, and subsequently included in the 1966 law, which Humphrey agreed "would take care of the situation."

Congress strengthened the law in 1974, but Marshall said the emphasis in the debate made it

apparent that there was no intent to undercut the concerns voiced by Humphrey.

A "profound alteration in the board's trial strategy in unfair labor practices cases" would be caused if, in each case in which witnesses' statements were sought, the NLRB had to show that release of the statements would interfere with the proceeding, Marshall wrote.

This would cause "substantial delays" and create the "special danger" of intimidation of employees, he wrote.

The Freedom of Information Act's purpose is to insure an informed citizenry, not to "function as a private discovery tool," Marshall wrote.

Therefore, witnesses' statements are exempt from disclosure "at least until completion

of the board's hearing," he added.

In another matter, two Supreme Court decisions have reinforced the right of unions to distribute leaflets or newsletters on company premises under conditions that do not interfere with production.

In one case, a Texas manufacturer had banned distribution of a union newsletter because it included articles opposing an attempt to write a "right-to-work" clause in a new state constitution and criticizing former President Nixon's veto of a minimum wage bill.

The other case involved refusal of a Boston hospital to allow distribution of union literature in a cafeteria that was used primarily by employees but was also open to visitors and some patients.

In both cases, the National Labor Relations Board held that the distribution of the union literature was a protected activity related to legitimate worker concerns. And in both cases, federal appellate courts backed up the NLRB findings.

At issue in the Texas case was the interpretation of the section of the National Labor Relations Act that protects the right of employees to engage in "concerted activities for the purpose of collective bargaining or other mutual aid or protection."

Writing for the 7-2 Supreme Court majority, Associate Justice Lewis F. Powell, Jr., found no cause to overturn the NLRB's finding that the subject matter of the newsletters was protected. The labor board termed union security "central to the union

concept of strength through solidarity." It noted that the minimum wage "influences wage levels derived from collective bargaining" and therefore a union's endorsement of persons supporting a higher minimum wage and opposition to those who oppose it falls in the area of "mutual aid or protection."

In the Boston case, a unanimous court noted that the areas to which the hospital sought to restrict distribution of union material were scattered and not accessible to all workers, that the employer had made anti-union statements in a hospital newsletter distributed to workers with their paychecks, and that the cafeteria was a natural gathering place that management frequently used for communicating with employees.

N.Y. Post 'hit list' firing is overturned

New York—An arbiter has overturned the New York Post's firing of a veteran outside classified sales representative who was on the company's economy "hit list" this spring.

Milton Klarman, the sales representative, was one of a large number of employees the Post had encouraged to resign as it sought to reduce its Guild-covered staff by more than 100.

When he refused to quit he was transferred to the inside classified phone room.

"From the evidence, it is apparent that [Klarman] had been a successful, productive outside salesman. . . . He had a spotless record in his [13] years with the Post," arbiter Milton Friedman said in his decision on the case, brought by the New York Guild.

On his first day in the phone

room, one of his calls was monitored by a new employee who said she overheard Klarman tell an advertiser to drop his ads "for a couple of Fridays until things straightened out."

Klarman was fired on the new employee's word although he denied having spoken to anyone named "Joe," as alleged.

The Post accepted the monitor's version of what had been said without any further knowledge or attempt to find further details, Friedman said.

"The Post was willing to base the discharge on the allegedly overheard fragmentary words, which were devoid of any context at all," he said.

More weight must be given to Klarman's denial because of his "long years of faithful service" and "the implausibility that such

a call would have been made over a line whose calls are regularly being monitored," the arbitrator said.

He ordered Klarman reinstated and made whole for any losses.

The case went to arbitration after the Guild backed the company off its position that the expired contract was no longer in effect and, therefore, the matter was not arbitrable.

The parties agreed in a memo-

randum to arbitrate the case on an ad hoc basis while maintaining their positions on the contract question.

Friedman's June 19 decision concerned events that occurred in May, when the Guild and the Post were in the middle of a heated dispute over the severance of scores of employees and the status of the contract.

The Guild continues to seek a successor agreement.

Post joins Times, News in Aug. 8 settlement aim

New York—Rupert Murdoch's New York Post has joined the New York Times and Daily News in telling the city's Pressmen's Union that Aug. 8 is their dead-

line for a new contract with the union.

The Post, like the News and Times earlier, did not say what might happen if the deadline is not met.

The Daily News and the New York Guild, meanwhile, continued meetings aimed at finalizing the tentative agreement that ended a four-day Guild strike against that paper on June 17. The Guild also was scheduled to meet again with the Times.

Guild contracts at all three papers expired March 30.

1,943 docked for age

Washington—The Labor Dept. found that 1,943 persons in the 40-65 age group lost a record \$10 million in wages and benefits because of age discrimination by employers during 1977.

Boycott J.P. STEVENS PRODUCTS

TNG's International Executive Board and the international 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
Beauticafe
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia

TABLE LINEN

Simtex

BLANKETS

Forstmann
Utica

TOWELS

Fine Arts
Utica
Tastemaker

CARPETS

Contender
Gulistan
Merryweather
Tastemaker

HOSIERY

Finesse
Hip-Lets
Spirit

SETTLEMENT ROUNDUP

Columbian top raised \$21, to \$375

New Westminster, B.C. — A one-year Vancouver-New Westminster Guild contract gives \$21.88 raises in the top minimum for reporters, photographers, display salespersons, artists and district managers on the Columbian.

Arriving in steps of \$14.59 retroactive to March 1 and \$7.29 on Sept. 1, the increase takes the minimum to \$375.30.

Increases and resulting top minima among other classifications include:

Classified outside salespersons—\$12.26 and \$6.14, total \$18.40, to \$315.51.

Phone room salespersons—\$12.26 and \$6.14, total, \$14.40, to \$246.94.

General accounting clerks, payroll machine operators, display billing clerks—\$9.45 and \$4.72, total, \$14.17, to \$243.05.

Editorial clerks are upgraded, getting a \$50.94 per week raise, to \$239.87.

Flat minimum for city editor, desk editor, sports editor and social editor goes up \$23.50, to \$403.02.

District managers' minimum monthly auto guarantee goes up \$36.60, to \$224.10, and that for sports reporters and salespersons rises \$15, to \$202.50.

Employees now will be required to join the Guild on date of hire, rather than within 30 days.

Anti-discrimination language is strengthened to prohibit refusal to hire an employee's spouse or relative because of the relationship.

Sunday editor raised by \$40 in Texas pact

San Antonio—Wages are increased by up to \$40.50 a week in two new San Antonio Guild contracts with Hearst's Light.

Top minimum for reporters, photographers and artists goes up \$36.75, to \$306.76, in the two-year contract that covers the business office, editorial department and truck drivers.

Top minimum for district managers goes up \$35, increasing to \$265.80, in a separate two-year agreement.

Flat minimum for Sunday editor rises \$40.50 to \$338.09. Flat for makeup editor and editorial writers goes up \$37.90, to \$316.39. Copy desk top rises \$36.97, to \$308.62.

Telephone operators' top rises

\$21.87, to \$182.55. Librarians' top goes up \$25.27, to \$210.90. Classified senior clerks' top rises \$21.87, to \$182.55.

Porters, paperhandlers, elevator operators, copypersons and filing clerks' top rises \$18.32, to \$152.95.

Truck drivers' flat minimum goes up \$21.77, to \$181.72.

Health and welfare, pension and vacation provisions also are improved.

Bay City wins parity for women's, sports

Bay City, Mich.—Sports writers on the Bay City Times got a \$116 a week increase and women's writers, circulation representatives and outside classified salespersons get \$94.70 raises as their top minima are upgraded to parity with other key classifications in a new, three-year Bay City Guild contract.

The reporter-display sales top minimum rises \$78.30, to \$378, in three steps—\$37.30 on May 1, \$20 next May 1 and \$21 on May 1, 1980.

For the circulation and outside classified representatives top minimum, the first increase is \$53.70.

Classified ad takers, switchboard operators and advertising clerks' top minimum goes up \$33.70, to \$211, in steps of \$10.70, \$11 and \$12.

The work week is shortened from 40 hours to 37½; the work day drops from eight hours to seven and a half.

Maternity leave of up to 90 days, two weeks of which are paid, is established for those with at least a year's service.

Discrimination because of sex, race, creed, color, national origin or Guild membership is prohibited.

Stockton settlement raises some by \$66

Stockton, Calif.—A three-year Central California Guild contract raises the key top minimum by \$66.41 at Gannett's Stockton Record.

The increase takes reporters, photographers, circulation district managers, display and outside classified sales representatives to \$460.08 a week in three steps.

Thirty dollars is retroactive to May 1, 1977, \$13 is retroactive to May 7, 1978, and \$23.41 is effective April 15, 1979.

Among other classifications, increases and resulting top minima include:

Inside classified sales—\$19.34, \$8.38, \$15.09 (total, \$42.81), to \$296.61.

Janitors (flat rate)—\$15.38, \$6.67, \$12 (total, \$34.05), to \$235.92.

PBX operators — \$18.92, \$8.20, \$14.77 (total, \$41.89), to \$290.22.

Editorial copy clerks, advertising proof clerks — \$15.38, \$6.67, \$12 (total, \$34.05), to \$235.92.

Flat rate for assistant city editor, sports editor and Sunday editor rises \$70.48, to \$488.27.

That for copy dealer and assistant sports editor rises \$68.85, to \$476.99.

Top minimum for voluntary ad taker and display ad counter sales clerk goes up \$38.01, to \$263.37.

The top for circulation clerical worker rises \$37.40, to \$259.12.

The company will maintain a plant safety committee that will meet monthly. It will be concerned with, among other things, proper VDT environment.

Union writers hiked \$3,000 in two years

Washington — Top minimums for the Washington-Baltimore Guild's single classification rises \$3,045, to \$21,700 a year, in a new, two-year contract covering the publicity department of the International Union of Electrical, Radio & Machine Workers (IUE).

This is equivalent to a \$58.56 a week raise, to \$417.31.

Dental insurance is increased from 80 percent of \$400 per year to 80 percent of \$700 per year.

Hospitalization is improved to provide maternity benefits for dependents equal to that for female employees.

Insurance and hospitalization continue for survivors for one year after an employee's death.

First year's raise is \$16 at church paper

Cleveland—A new, two-year Cleveland Guild contract with the Catholic Universe-Bulletin includes first-year minima increases ranging to \$16.93 a week in the first year and a cost-of-living adjustment in the second.

The \$16.93 goes to the top minimum for reporters, copy editors, photographers and artists, taking it to \$289.93.

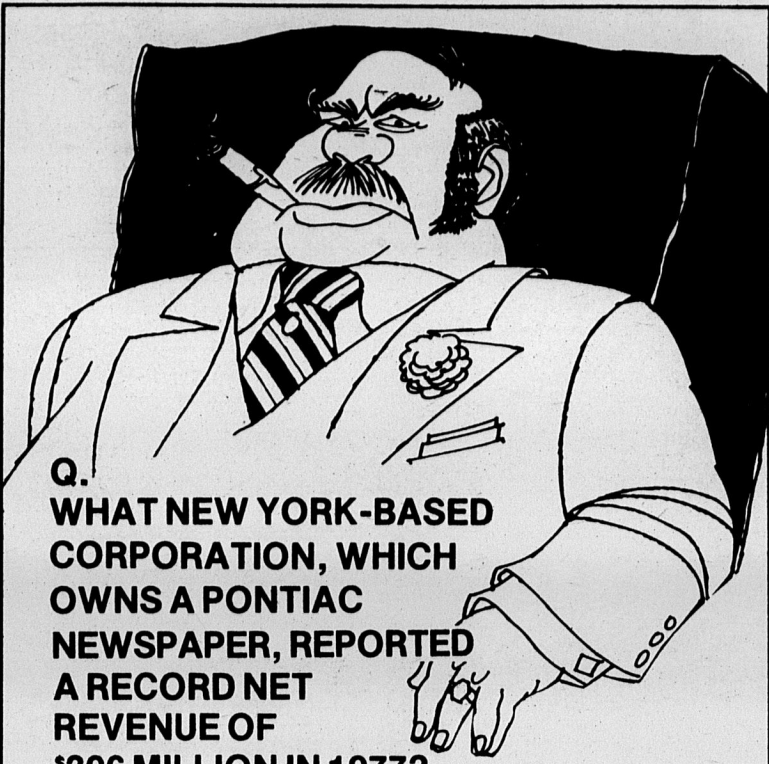
The second year increase will be at least four percent, depending on the percentage increase in the area price index between August 1977 and 1978, with a maximum raise of seven percent.

The publisher's monthly payment for health insurance is increased \$26.18 for family coverage, to \$79 per employee, and \$18.72 for single coverage, to \$40 a month. Each will be increased another \$10 on Oct. 1.

Lexington top raised by \$20 in 14 months

Lexington, Ky.—Reporters and photographers get a \$20 increase in their top minimum, taking them to \$270 a week, in a 14-month Lexington Guild contract with the Herald and Leader.

Top minimum for librarians rises \$14, to \$194. News clerks at the top get a \$12 raise, to \$167, and library and office clerks go up \$11 at the top, to \$143.



Q. WHAT NEW YORK-BASED CORPORATION, WHICH OWNS A PONTIAC NEWSPAPER, REPORTED A RECORD NET REVENUE OF \$306 MILLION IN 1977?

A. CAPITAL CITIES COMMUNICATIONS, OWNERS OF THE OAKLAND PRESS.

Unfortunately, 40 employees at Cap Cities' Oakland Press haven't been able to share the gains their labors helped produce. They've been on strike since Dec. 29.

They refused to give up job security, as The Press demanded.

They refused to give up cost-of-living, as The Press demanded.

And they will not go back until they get a fair contract. The employees on strike for nearly six months helped make The Oakland Press the best daily newspaper in Michigan in 1977.**

They wish they could do the same in 1978. They will, with your help. If you take The Oakland Press, cancel it. If you don't take it, call The Press at 332-8181 anyway, and tell Press management why. Send the publisher a message he can relay to the bosses in New York.

* Capital Cities Annual Stockholder's Report, 1977.

** Michigan Press Association.

Paid for by Newspaper Guild Local 22 and Pressmen's Local 13.

Ads push boycott

Above is one of several ads run in Pontiac, Mich., area weeklies and the Detroit Free Press by the Detroit Guild and Pressmen's Union as part of campaign to decirculate the Oakland Press, published behind the two unions' picket lines since Dec. 29. Ads were financed by the two unions and with contributions from other unions and supporters from throughout Michigan.

Employees of faiths other than the Christian may substitute their own religious holidays for Christian ones specified in the contract.

Protection against forced disclosure of news sources also is included in the agreement.

Women's editor gets parity in Sioux City

Sioux City, Iowa—Top minimum for reporters and photographers on the Journal is raised \$55.90 a week—to \$328.75—in a new, three-year Sioux City Guild contract.

Women's editor is upgraded to parity with state and sports editors, resulting in a \$66.19 increase to \$356.50.

The top is reached in increments of \$20.45 retroactive to March 29, \$19.10 next March 28 and \$16.35 in 1980.

Increases and resulting top minima among other classifications include the following:

City district persons—\$19.81, \$18.50 and \$15.85, to \$318.20, a total of \$54.16.

Stenographer-clerks — \$11.09, \$10.35 and \$8.85, to \$177.90, a total of \$30.29.

Janitors—\$10.52, \$9.85 and \$8.40, to \$169.15, a total of \$28.77.

News editor top goes up \$62.50, to \$367.45. Top for state editor and sports editor rises \$60.68, to \$356.50.

Top for desk persons rises \$58.02, to \$341.10, and for librarian-clerks \$30.88, to \$181.50.

A fifth week of vacation—after 30 years of service—is added; effective in March, 1979, the service requirement declines to 25 years.

An eye examination by an examiner of the employer's choice will be provided upon request to employees who regularly use VDTs and a second examination will be provided within a year for comparison.

Janitors go to \$289 in Detroit contract

Washington — Top minimum for janitors at the Detroit News rises \$52.15, to \$289.21 a week, in a three-year Detroit Guild contract.

A \$19.55 raise retroactive to June 18, 1977, put the minimum at \$256.61 and another \$14.60 June 18 took it to \$271.21. The final figure is reached next June 18 through an \$18 a week increase.

A cost-of-living increase will be triggered June 18 if the area price index has gone up more than eight percent the previous year. There will be another next year if the increase tops 10 percent.

The publisher's pension payment is increased a total of \$4.60 a week, to \$17 per employee.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.5-point rise in the index in June to 175.1, up 14.8 points from June, 1977. 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 June, 1976.

	Index*	Percentage over	
		Same month prior year	June 1976†
July, 1977	161.8	8.4	8.8
August	162.5	8.3	9.3
September	163.4	8.4	9.9
October	165.0	8.8	10.9
November	166.1	9.1	11.7
December	167.2	9.5	12.4
January, 1978	167.8	9.0	12.8
February	168.9	8.7	13.6
March	170.8	8.8	14.9
April	171.2	8.4	15.1
May	173.6	9.0	16.7
June	175.1	9.2	17.8

*1971 = 100

†Index = 148.7

EEOC rejects plan by AP to end bias

New York — The Equal Employment Opportunity Commission has rejected the Associated Press' proposed affirmative action plan and ended the conciliation conferences AP had requested to resolve discrimination findings growing out of charges filed by the Wire Service Guild.

EEOC Regional Director Arthur Stern broke off the talks June 27 and said the effort at conciliation "was a failure" because of AP's refusal to include in its affirmative action proposal a program of goals and timetables and enforceability of the agreement.

"Goals and timetables must be a prerequisite to any acceptance of an affirmative action plan," Stern said. "It has been made obvious that AP doesn't think it necessary."

Goals and timetables are programs designed to increase the number of women and minorities in the employ of a company, and to provide advancement opportunities over a given period of time.

Carter backs bias programs

Washington—President Carter expects heads of federal agencies and departments to not relax enforcement of affirmative action programs in federal employment in the wake of the Supreme Court's Bakke decision.

The decision upheld affirmative action efforts, but rejected a system of specific quotas in admissions to a medical school.

Carter pointed out to federal supervisors July 20 that the decision "indicates that properly tailored affirmative action plans... are consistent with the Civil Rights Act."

The EEOC on April 14 said it found "reasonable cause to believe" that AP was violating Title VII of the 1964 Civil Rights Act in four areas by failing to adequately:

- ✓ Recruit and hire women as newpersons.
- ✓ Hire blacks as newpersons.
- ✓ Recruit and hire Hispanics as newpersons.
- ✓ Promote women to correspondent, bureau chief and assistant bureau chief positions.

The agency rejected, however, Guild charges that the wire service also discriminated against blacks by failing to recruit them and against women audit clerks by not paying them as much as men audit clerks.

House passes pregnancy disability benefits bill

Washington—The House of Representatives on July 18 voted its overwhelming approval of a union-supported pregnancy disability bill. The vote was 376 to 43. A conference committee will work out differences with a version of the measure passed by the Senate last fall.

Both versions amend federal law to make clear that the Civil Rights Act's ban on sex discrimination in employment means that women unable to work because of pregnancy, childbirth or related conditions are entitled to the same benefits provided workers with other temporary physical disabilities.

Unions, including the Guild, and women's groups contended that this is what the equal rights law required all along, but a divided Supreme Court held otherwise in December, 1976, when it denied a suit brought by the Electrical, Radio & Machine Workers

(IUE) on behalf of a group of women employees of General Electric.

The bill was opposed by the U.S. Chamber of Commerce and other employer groups as too costly; the Carter Administration supported it.

The Senate passed the bill last September, 75 to 11.

In the House, a controversy over abortion coverage threatened for a time to sidetrack the bill, although there was general agreement that disability coverage for childbirth would reduce the number of abortions.

The House bill does contain a declaration that coverage of abortions would be optional and not required by law, though any medical complications stemming from an abortion would have to be covered.

Since the Senate bill does not differentiate between abortions and other pregnancy-related disabilities, that is the chief issue to

be resolved by the conferees.

Both bills allow six months for existing fringe benefit plans to be brought into conformity with the new law. They also specify that employers cannot reduce the

levels of benefits so as to minimize the added cost for at least a year after enactment of the law or until expiration of any collective bargaining agreement dealing with benefits.

Subscriber quits double in 5-union Vallejo strike

Vallejo, Calif.—At least 4,300 subscribers have cancelled the strikebound Vallejo Times-Herald, the five-union strike committee has reported.

The total represents a doubling of cancellations since early July. Approximately 100 advertisers also have cancelled their schedules, Doug Cuthbertson, San Francisco-Oakland Guild assistant executive secretary and the committee's strike director, said.

Chain and department stores are still advertising, but many have reduced their schedules.

Meanwhile, Vallejo Mayor Florence E. Douglas called on both sides to return to the bargaining table.

No bargaining dates have been set, Cuthbertson said.

The San Francisco-Oakland Guild and four craft unions struck the Donrey chain's paper June 20 after having tried to bargain for new contracts for more than 18 months.

The other unions are Bay Area Typographical, Graphic Arts, Mailers and Web Pressmen.

The Guild reported \$3,386 in contributions from Guild locals and others, including:

Central California	\$ 200
Los Angeles	25
Ottawa	100
Denver	50
Akron	50
New York	250
Victoria	50
Pacific Northwest	200
Providence	150
Hawaii	250
Wilkes-Barre	50
Other SFONG units	1,156
TNG Convention floor collection	650

Eugene reopener adds \$32 to tops

Eugene, Ore.—A wage reopener settlement has added \$32.50 to the top minimum for reporters, photographers and artists on the Register-Guard.

Their new top is \$368 a week.

Circulation district supervisors' top goes up \$35.75, to \$347.50. **Outside salespersons'** top rises \$34.50, to \$336.25. The top for **PBX receptionists** increases \$16.75, to \$192.50.

The raises are the result of a deferred increase in wages based on the percentage increase in the Consumer Price Index for October, 1977, over the previous October, plus two percent, and an additional increase of 0.85 percent.

Heads left since '28

New York—The old Morning Telegraph in 1928 became the first newspaper in the United States to set all lines of multi-line headlines flush left, breaking from the tradition of inverted pyramids, hanging indentions and box lines.

A joint publication of the Pacific Northwest Newspaper Guild and Northwest Typographical Union No. 99

Stonewalling a 'union' Bulletin

To casual readers of The "sick-out" on the 29th to protest wholly owns The U-B and whose Seattle Times and The Post- what they called Management's publisher, John A. Blethen, is June 1, it refused to negotiate with uncle to publisher Frank letter went, "We are not willing to begin against The U-B. McCoy did the only immediate June 29

A joint publication in Seattle?

Billing itself as "a test" and a "trial balloon," Newsprint, a four-page tabloid newspaper produced through the co-operative efforts of the Pacific Northwest Newspaper Guild and the Northwest Typographical Union, has been distributed to members of both unions in the

Seattle and Tacoma areas. Both unions are inviting both positive and negative responses to help them decide whether to continue the experiment. Content ranged from activities of each local union through community and national labor issues.

Delegates back most Canadian actions

Detroit—Guild locals in Canada have been called upon to demonstrate their opposition to any further wage controls with appropriate messages to the federal and provincial legislatures.

The action was called for in a resolution adopted by TNG's 5th annual Canadian Policy Conference and endorsed by the 1978 Convention here June 26-30. The policy conference met immediately before and during the convention.

It was the first time in its five

years of pre-convention meetings that the conference referred its resolutions to the convention for endorsement or enactment. Most of the conference's dozen referrals were voted up by the convention after being incorporated into reports of convention committees.

In opposing any new wage controls, the conference and convention pointed out that those just ending brought "suffering" to Guild members along with others because while wages were controlled, "no controls existed on

many essentials."

The convention also concurred with the conference's endorsement of the British Columbia Federation of Labor's "stand... against the misuse of the Combines Investigation Act by federal agents engaged in union-busting against the United Fishermen and Allied Workers Union."

It called upon all to support the B.C. Federation's Fishermen Defence Committee with contributions, with letters to Prime Minister Trudeau and Federal

Minister of Labour John Munro demanding full rights under the Canada Labour Code for the fishermen, and with messages to members of Parliament urging the dropping of charges laid against those involved in the fishermen's dispute.

Upon the conference's urging, the convention also reiterated TNG's policy that the initials "CLC," denoting affiliation with the Canadian Labour Congress, be used whenever the initials "AFL-CIO" are used.

Other conference recommendations adopted by the convention included calls for affiliation with the Canadian Assn. of Labor Media/Association Canadienne de la Presse Syndicale and the Canadian Civil Liberties Assn., and condemnations of police raids on newsrooms and the concentration of newspaper and broadcasting ownership.

Among those not endorsed by the convention was one calling for elimination of the mandatory nature of TNG's Collective Bargaining Program and another seeking voting rights for newly organized persons who have not yet begun to pay dues.

The conference voted to open its next meeting on the Sunday before TNG's 1979 convention after Southern Ontario delegates withdrew a motion calling for an earlier meeting.



'78 CANADIAN POLICY CONFERENCE OFFICERS

From right, Chairperson Stephen Riley of Winnipeg, Vice Chairperson Philip Needham of Vancouver-New Westminster, Secretary Katie FitzRandolph of Ottawa, plus Eric Mills of Winnipeg

225 in Detroit join pension

(Continued from Page 1)

assuming the contribution has not been increased in the meantime.

A covered employee with ten years' service at the News and who leaves the paper next Jan. 1 would be entitled to a \$98 monthly pension at age 65.

A ten-year employee who leaves after June 18, 1982, would be entitled to \$110.25 a month at 65.

Under the Guild plan's portability feature, if either of the two ten-year employees were to go to work for another participating employer anytime after leaving the News contributions by the second employer would increase his or her pension entitlements under the plan.

Regular pension benefits under the Guild plan are determined from the amount of weekly contributions made on an employee's behalf multiplied by the years of credited service, to a maximum of 25 years. Standard benefit under the plan is \$3.50 a month for each full and partial year of service per \$5 weekly contribution, with proportionately higher and lower amounts for higher and lower contribution levels.

The portability feature also provides for the achievement of a vested pension right under the plan through employment with

more than one participating employer—with as many as ten different participating employers during ten consecutive years.

The plan also provides for early retirement, disability pensions, deferred benefits and death benefits [full details, Guild Reporter, April 8, 1977].

Agreement on the News's participation in the plan came June 15 just before a second day of arbitration hearings on the Guild's contention that the paper had failed to abide by an agreement that it would participate in whichever pension plan the Guild might choose for employees in the editorial department.

The first day of the arbitration, three months before, had recessed after testimony by Detroit Guild Executive Secretary Willard Hatch and Richard J. Ramsey, executive secretary of TNG's Contracts Committee.

The News becomes the fifth employer participating in the young TNG industrial plan. Others are the Manchester Union Leader, El Vocero in San Juan, Puerto Rico, the York (Pa.) Dispatch and the St. Paul Union Advocate.

El Vocero's publisher, Gaspar Roca, is one of the plan's two management trustees. David J. Willett, publisher of the Affiliated Newspapers weeklies in the De-

troit area, is the other. Under an agreement with the Detroit Guild, Affiliated's Guild-covered employees at the Wayne Eagle will come under the plan next Jan. 1, replacing an existing plan.

In addition, members of the Detroit Guild's unit at the Macomb Daily have voted to direct \$6 a week in additional pension contributions by the paper to TNG's industrial plan to supplement an existing plan at the paper.

In Manchester, San Juan and New York it's the first pension plan, in Wayne it will replace a plan and in St. Paul another plan is being merged into the Guild's.



TRADING INFORMATION AT PUBLICATIONS' WORKSHOP
David Natale, 12, of the Cleveland Heights 'Weekly World'

NATALE OF THE WORLD

\$10, a 'ditto' and full staff control

Detroit—About a dozen people sat around three neatly arranged tables in a small meeting room the evening of the opening day of TNG's 1978 Convention here talking about the local publications they help edit, produce and distribute.

They were from San Antonio, Ottawa, Portland, Winnipeg, Seattle, Bakersfield . . . and Cleveland Heights.

Guided by Gerald Maraghy, editor of the Portland Guild's

1978 Schick Award winning *Backgrounder*, they traded information on their publications' content, production methods, layout, frequency, function and aims and the like. Those that had brought them, passed around samples.

After the session wound down and its participants began to disperse, at least one—the one from Cleveland Heights—said he thought he'd probably picked up some useful information.

In fact, offered David Natale, 12-year-old son of Cleveland delegate Anthony M. Natale, he'd picked up a few ideas he planned to try out in the next edition of the *Weekly World* he and several other young people have been producing for more than a year for the residents of their five-block neighborhood in Cleveland Heights.

He'd brought samples of the "dittoed" paper and shared them with other workshop participants.

He'd try out the ideas, that is, he said, if the others on the staff liked them, too, explaining that a majority of the staff has to approve all stories and "who we hire."

"Everybody's pretty equal" in the decision-making conferences, Natale said, except "sometimes, maybe" for the staffer whose father owns the ditto machine.

The World was started last year on the strength of a \$10 donation from one staffer's father and the availability of the ditto machine, he explained.

It carries neighborhood news "like when the pool's going to open—we called city hall"—and some sports—"one kid's on the baseball team."

The paper comes out every Wednesday . . . or Thursday . . . or Friday . . . or Saturday . . . or Sunday, Natale said, "whenever we've got it ready but almost always every week."

Most staffers help deliver issues to its 75 to 100 subscribers and after they're paid about a dollar a week, what's left goes into the paper's "savings" to buy paper and other materials.

He said he hadn't thought much about whether the staff ought to organize as a unit of the Cleveland Guild.

NLRB unit: Madison publishers are one

(Continued from Page 1)

against the papers before the strike.

Three days into the strike, the Capital Times notified Guild strikers that they would be permanently replaced if they did not return to work within a week and later maintained that the legal prohibition against permanently replacing unfair-practice strikers did not apply because the Capital Times was a separate employer and was not the direct object of

the printers' and association's strikes.

In January the NLRB issued complaints on the association's charges that the State Journal had bargained in bad faith and had interfered illegally in an election on Guild affiliation.

The NLRB subsequently issued additional complaints on charges that Madison Newspapers had illegally threatened to fire district managers for supporting a summer-1977 boycott against the

Sunday State Journal and on charges that MNI in spring 1977 had illegally laid off about half its printers out of seniority and attempted to deal individually with them on severance benefits.

In supporting its charge that the Capital Times was illegally threatening Guild strikers with permanent replacement, the Madison Guild pointed out that MNI actually owns both the State Journal and the Capital Times while the Lee Enterprises chain and the Capital Times Co. each own half of MNI, making the papers in effect "wholly owned subsidiaries of MNI."

This makes the Capital Times Co. and Lee "joint venturers acting through MNI" with the result that if any of the components in the publishing enterprise have committed unfair labor practices, all strikers are unfair labor practice strikers, the Guild said.

People on the Capital Times payroll are actually "jointly employed by the Capital Times and MNI," the union said.

More recently, on June 30 all five unions made unconditional

offers to return to work at the papers. And the Guild, pressmen's and printers' unions subsequently filed new or amended charges with the NLRB after their offers were refused. Under federal labor law, unfair-labor-practice strikers must be reinstated when they offer to return unconditionally, even if replacements must be fired to make room for them.

In recommending dismissal of the illegal coalition bargaining charges against the Guild, the NLRB's Advice Division pointed out that "a union may request coalition bargaining and may cooperate with other unions in order to enhance the unions' bargaining power," though it may not condition its settlement on other unions' settlements.

But, the NLRB memo continued, "in the instant case, although the union had engaged in strike preparations with the other unions for months before the Oct. 1 strike, there is no evidence to indicate that on Oct. 1 they were not striking in sympathy with a lawful unfair labor practice strike at their employer's premises."

TNG, ITU set talks

(Continued from Page 1)

of each union before a merger could take effect.

The ITU's merger committee consists of Bingel, 1st vice president Robert McMichen, 2nd Vice President Robert L. Wartinger, 3rd Vice President Allan J. Heritage, Secretary-Treasurer Thomas W. Kopeck, ITU Representative Earl Jepperson, Director of Canadian Activities Robert F. Earles, Hawaii Typographical President Jerry K. Ahue; Bay Area Typographical President Leon Olson, Columbia Typographical Secretary - Treasurer Robert E. Petersen, Chicago Mailers President John M. Philbin, Raleigh (N.C.) Typographical President Charles M. Boykin and Buffalo - Niagara Typographical

President Robert M. Russell.

A. Sandy Bevis retired July 1 after four years as ITU President and simultaneously left his post on the ITU merger committee.

TNG's merger committee is composed of Perlik, Secretary-Treasurer Robert M. Crocker, International Chairperson Harry S. Culver, TNG Vice Presidents Diane M. Woodstock of Madison and John M. Lowe of Toronto, Director of Field Operations J. William Blatz, International Representative Charles Dale, Robert E. Bruner, Boston, Fred Fletcher, San Francisco-Oakland, Harry Fisdell, New York, Paul MacClennan, Buffalo, Canadian Director William H. McLeman, Robert A. Steinke, St. Louis, and Linda Zink, Los Angeles.

IMU sets vote on merger with ITU

Des Moines, Iowa—A 17-point proposal for merger of the International Mailers' Union with the International Typographical Union was passed overwhelmingly by delegates to the IMU's annual convention here July 8-12.

The proposition, endorsed by the IMU Executive Council and sponsored by about three-fourths of the convention's delegates, will be voted on by the unaffiliated union's 3,000 members in a referendum scheduled for Oct. 18.

The merger proposal differs in but one minor respect from that

endorsed by the ITU's Convention and Executive Council last year, with the difference resulting from a change in the ITU's Mortuary Fund.

The ITU is expected to schedule a referendum on the merger among the ITU membership on the same day as the IMU's referendum.

The two unions' leaders have been working on the merger proposal for more than two years.

The IMU was founded in 1944, largely by former members of the ITU-Mailers.

Convention rejects 2 rules changes

Detroit—Two proposals that would have changed the rules governing procedures at TNG's 1978 Convention here June 26-30 were defeated by delegates on voice votes.

One, recommended by the convention's Rules Committee, chaired by Donald Waterman of Bruckton, would have changed previous years' rule on seconding nominations for international officers.

The other, proposed in a minority report by Jack Hopkins of Pacific Northwest, would have left it up to each convention committee to determine whether to admit working newsgatherers who might want to cover committee sessions.

Instead, delegates voted to re-

tain the longstanding rule that convention sessions are open, except executive sessions, and that "the working press . . . not be permitted to attend committee sessions."

Hopkins and his supporters argued that Guild conventions should set an example for governmental and other nonpublic organizations by being as open as possible.

Proponents of the traditional rule argued that the convention, not its individual committees, should set the rules to govern all facets of the convention uniformly and that opening committee sessions could well inhibit full and frank discussion of Guild policies, procedures and directions when they are being given

consideration in committees.

The Rules Committee's recommendation on nominations would have had nominations' seconders, after three two-minute seconding speeches record their names and locals "on a register" for publication in the proceedings, rather than announcing their support from the convention floor.

Retention of the latter, old rule, was moved by Henry Fisdell of New York, who maintained that to do otherwise would restrict delegates' participation in the political process.

Supporters of the change said it would save time.

There were no nominations at this year's convention, all incumbents having been nominated for two-year terms in 1977.

VDTs on your copydesk? More work or less?

Got VDTs? You'll need more copy desk staff, according to at least one study.

"Not so, the study has been widely disproved," said several newspaper production managers, without being specific, during a workshop at the ANPA Research Institute production conference June 3-8.

"Editing—on any system—is appreciably slower," according to Robert Ingle, managing editor of the Knight-Ridder chains Miami Herald.

Writing in Publishers' Auxiliary, Ingle said Herald research shows it takes 32 percent longer to edit a story electronically than with a pencil.

The Herald assigned a group of copy editors to ten common editing tasks on VDTs and in the old way. Each had 18 months of VDT experience and none was selected because he was especially fast or slow.

"Reviewing wire copy on a VDT is slower; reading a story

is slower; editing just for spelling and grammar is slower; combining copy is much slower," Ingle reported.

He said a 20 percent increase in editing staff is required with VDTs.

However, Dennis Schieck, production manager of the Donrey chain of smaller dailies, says VDTs are faster.

He was quoted in Editor & Publisher as saying that writing a story is faster electronically (Ingle, too, thinks this may be so), and that the "VDT advantage is also evident in the additional time editors have to edit copy."

Schieck said that with pencil editing, editors told him that "only the first paragraphs of wire stories were read and cutting of copy was left up to the editorial makeup man. This was because the virtual flood of wire copy made it impossible to fully peruse every story coming into the newsroom."

Donrey's largest paper is the Vallejo (Calif.) Times-Herald.

How long does it really take to edit copy on VDTs? The Guild Reporter asks the experts—our readers who work the desk. Please complete the coupon and mail to the GR, 1125 15th St., N.W., Washington, D.C. 20005.

I'd say that—

Reading local copy

Reading wire copy

Handling wire inserts,
new ledes, pickups

Combining wire copy

Is:

_____ % slower/faster/same than with pencil

_____ % slower/faster/same than with pencil

_____ % slower/faster/same than with pencil

_____ % slower/faster/same than with pencil

Desk staff has been increased/decreased _____ % since VDTs were introduced.

Wire editors: If your VDT operation has a queue system, please tell us if it's _____ % slower/faster/same to arrange packages with the queue than it was by ripping the wire and tossing stories into various baskets.

I work on: _____ Newspaper _____ Wire service _____ Magazine

Pay ordered for grievance time

New York—Consumers Union must pay members of the New York Guild's grievance committee their regular wages while they are attending an arbitration on company time.

The decision, which ordered back pay for five committee members, was made by Bertram T. Kupsinel, whom the parties selected as arbitrator.

The Guild contended that practice stretching back to 1951 supported its view that the committee members should be paid.

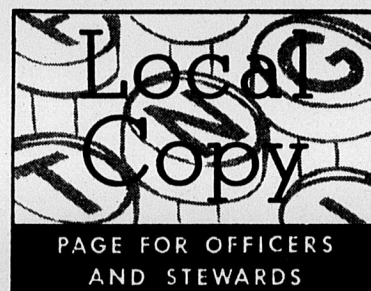
It also contended that the size of the committee had been held to five in exchange for management's agreement that those who attended Guild-management grievance meetings held on company time would be paid.

Consumers Union, which publishes Consumer Reports, argued that the contract's language didn't require it to pay the grievance committee members and that past practice was irrelevant.

The company also said that the contract's language provided for a Guild grievance committee to meet with the publisher or its authorized representative—and that an arbitrator was neither.

In response, the Guild held that arbitration was only the final step of a unitary grievance procedure and that grievance couldn't be separated from arbitration.

Kupsinel, the arbitrator, agreed with the Guild, finding that there was no question as to what the past practice was.



No lie—mistake not cause for layoff, arbitrator rules

Baltimore—The Baltimore Sun wasn't justified in suspending a reporter for two weeks because he got a story wrong and—according to the paper—lied to the city desk about it.

Arbitrator Howard G. Gamser said in a ruling that the story unquestionably was wrong but that the reporter didn't lie.

In an arbitration brought by the Washington-Baltimore Guild, Gamser ruled that the Sun must make the reporter whole for loss of wages during the suspension.

But he added that the paper could make a note of the incorrect story in the reporter's per-

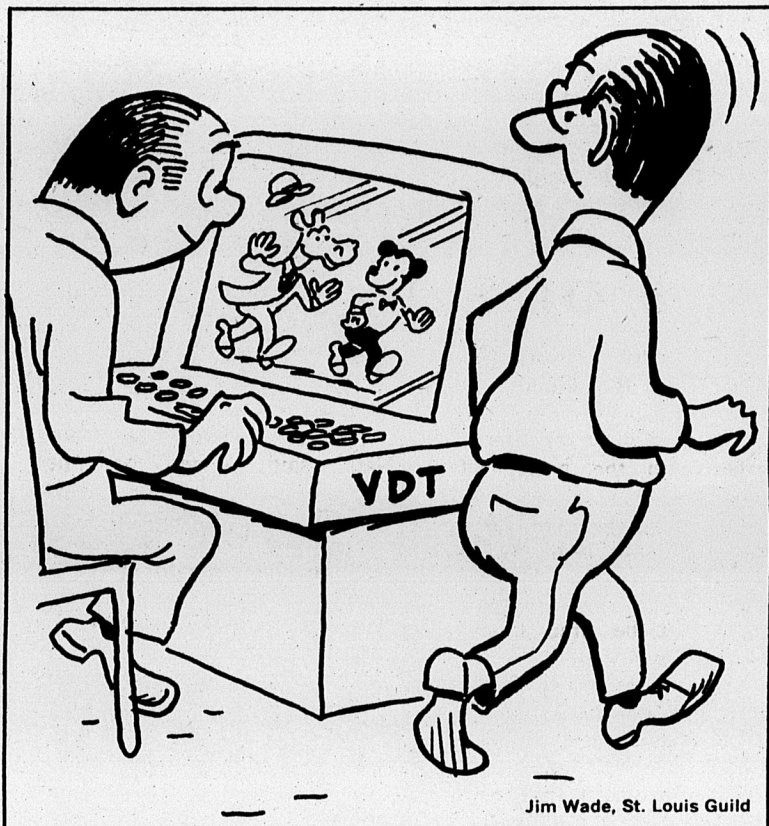
sonnel file.

The reporter, a 26-year veteran of the Sun, wasn't a Guild member when the grievance arose.

But now he's joined the Guild.

Union can file charge over bias, court says

St. Louis—A union, on behalf of its black members, can sue a company for racially discriminatory employment practices even though the union was a defendant in early stages of the case, the U.S. Court of Appeals here has ruled.



Seven make top 500, nine the second

SEVEN NEWSPAPER AND magazine companies once again made it into Fortune's listing of the top 500 publicly held industrial giants. All rose in rank.

✓ Time Inc. was ranked 198th in total sales, up from 217th in 1977. In total assets, it ranked 217th; in profits, 146th; in stockholders' equity, 169th; in return on sales, 94th, and in return on equity, 111th.

✓ Times Mirror ranked 219th in sales, up from 232nd; 216th in assets, 136th in profits, 171st in equity, 60th in return on sales, and 85th in return on equity.

✓ Knight-Ridder was 293rd in sales, up from 295th; 286th in assets, 197th in profits, 211th in equity, 68th in return on sales, and 196th in return on equity.

✓ McGraw-Hill was 314th in sales, up from 323rd; 291st in assets, 229th in profits, 269th in equity, 77th in return on sales, and 96th in return on equity.

✓ Gannett was 368th in sales, up from 426th; 299th in assets, 173rd in profits, 230th in equity, eighth in return on sales, and 68th in return on equity.

This text is excerpted from the Industry section of the Officers Report to TNG's 1978 Convention, held June 26-30 in Detroit. Prepared by TNG's Research & Information Dept., the section analyzes the business performance of the newspaper and magazine industries in the United States and Canada.

✓ New York Times Co. was 385th in sales, up from 394th; 409th in assets, 328th in profits, 360th in equity, 210th in return on sales, and 204th in return on equity.

✓ Washington Post Co. was 435th in sales, up from 452nd; 428th in assets, 286th in profits, 417th in equity, 69th in return on sales, and 14th in return on equity.

FIVE FIRMS were big enough to be listed in Forbe's tabulation of the 500 largest employers, two more than last year. They were Times Mirror, which had 19,400 employees and made a \$5,000 profit off each one (up from \$3,900 in 1976); Time Inc., 15,900 employees and \$5,700 profit per employee (new ranking); Gannett, 14,400 employees and \$4,800 profit per employee (up from \$3,600); Knight-Ridder, 14,000 employees and \$4,400 profit per employee (up from \$3,800); and McGraw-Hill, 11,900 employ-

ees and \$4,300 profit per employee (new ranking).

NINE NEWSPAPER and magazine companies made Fortune's list of the second 500 largest industrials.

✓ Dow Jones ranked 527th in sales, up from 555th; 64th among the group in assets, ninth in profits, 46th in stockholder equity, 26th in return on sales, and 17th in return on equity.

✓ Capital Cities Communications ranked 540th in sales, up from 641st; eighth in assets, third in profits, ninth in stockholder equity, 13th in return on sales, and 76th in return on equity.

✓ Combined Communications ranked 647th in sales, up from 702nd; 17th in assets, 52nd in profits, 59th in stockholder equity, 68th in return on sales, and 142nd in return on equity.

✓ Playboy Enterprises ranked 651st in sales, up from 674th; 102nd in assets, 359th in profits, 153rd in stockholder equity, 403rd in return

on sales, and 420th in return on equity.

✓ Media General ranked 659th in sales, up from 673rd; 74th in assets, 125th in profits, 50th in stockholder equity, 142nd in return on sales, and 322nd in return on equity.

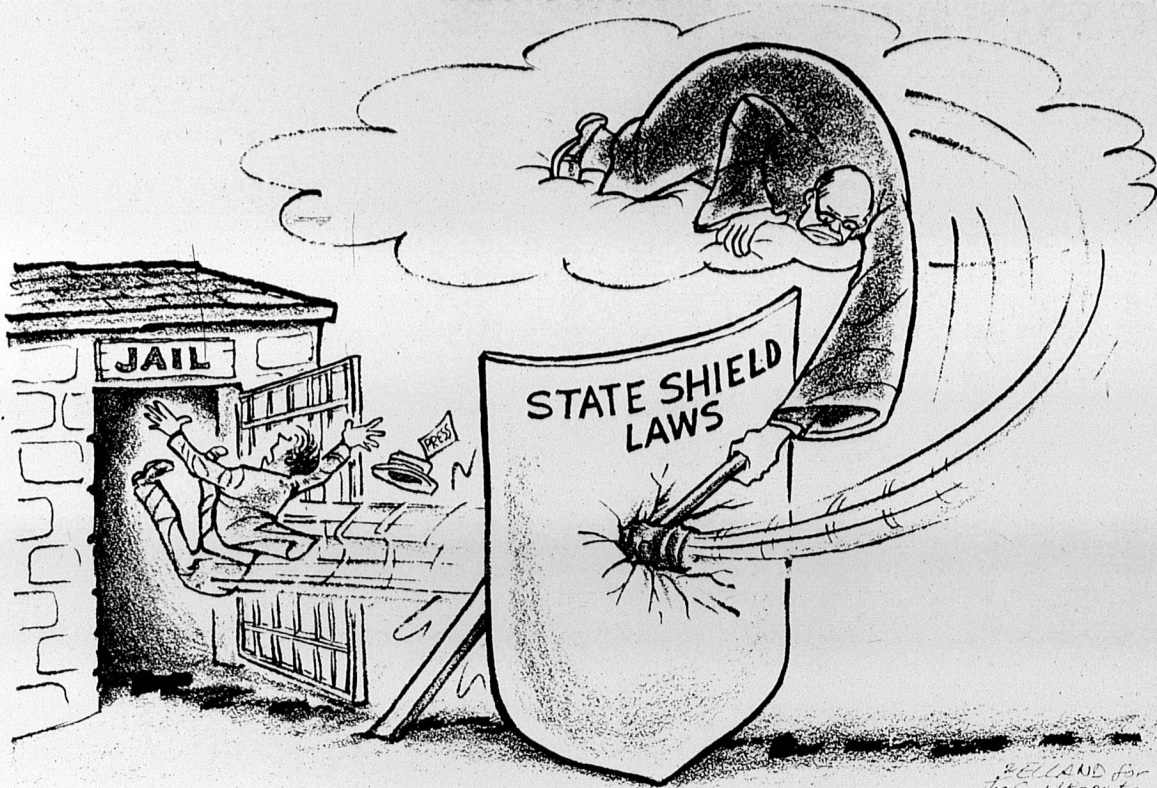
✓ Hartke-Hanks Communications ranked 835th in sales, up from 920th; 167th in assets, 130th in profits, 123rd in stockholder equity, 72nd in return on sales, and 240th in return on equity.

✓ Affiliated Publications (Boston Globe) ranked 857th in sales, up from 883rd; 444th in assets, 260th in profits, 338th in stockholder equity, 205th in return on sales, and 179th in return on equity.

✓ Blue Chip Stamps (Buffalo Evening News) ranked 961st in sales, up from nowhere; 81st in assets, 73rd in profits, 109th in stockholder equity, 14th in return on sales, and 128th in return on equity.

✓ Downe Communications ranked 996th in sales, down from 922nd; 469th in assets, 434th in profits, 464th in stockholder equity, 409th in return on sales, and 380th in return on equity.

Above the law?*



*First printed in the Guild Reporter of Sept. 10, 1976

PATERNALISM NO SUBSTITUTE

'Union free' effort seen doomed

By Monsignor
GEORGE C. HIGGINS

PROFESSOR Everett B. Kasalow, an expert on comparative U.S.-European labor-management relations, was quoted in this column recently as saying that "the existence of growing numbers of specialized law firms whose trademark is keeping unionism out of an employer's plant (or destroying it if it comes in) is something which is simply unknown outside of America, in most other democratic, industrialized countries."

The fact that such specialized consulting firms are increasing was documented some months ago in an article in U.S. News & World Report magazine titled "A New Breed of Anti-Union 'Experts'."

According to this article, "advising companies on how to ward off labor organizers, or how to get rid of unions already on the scene, is fast becoming a growth industry of its own." And since there is no such thing as a free lunch, the reader will not be surprised to learn in addition that "some consultants gross tens or hundreds of thousands of dollars by holding seminars and advising companies" on how to keep union organizers at bay. Naturally. After all, we have it on respectable authority that the laborer is worthy of his hire.

THE SIGNIFICANCE of this article will not be lost on those who are following the short-circuited debate in the U.S. Senate on the Labor Law Reform Bill.

One of the leaders of the coalition which succeeded in blocking a vote on this bill a few weeks ago is the president of the National Assn. of Manufacturers. Mutual friends assure me that his opposition to the bill should not be interpreted to mean that he is opposed to trade unionism and collective bargaining. They insist that his strategy in leading the fight against the bill was not to kill it, but get it amended in such a way as to make it a more balanced, effective piece of legislation.

If this be so, what is one to make of the fact that this same gentleman, acting as president of the National Assn. of Manufacturers, recently formed a

Higgins, secretary for research with the U.S. Catholic Conference of the National Conference of Catholic Bishops, has been a student of U.S. labor-management relations since the late 1930s. Among his associated activities has been the chairmanship of the United Auto Workers' Public Review Board. His weekly column is titled "The Yardstick."



subsidiary organization, the Council on Union-Free Environment, which he says will seek to make unions unnecessary by fostering "strong, progressive and positive employer-employee relations."

While there is nothing illegal about this approach, it suggests that he and his associates in the Council on Union-Free Environment are not in favor of collective bargaining but are determined to try to get around it to the extent that they do not agree with the purpose of the National Labor Relations Act as stated in the preamble to that statute:

"It is . . . the policy of the United States . . . [to encourage] the practice and procedure of collective bargaining . . . by protecting the exercise of workers of full freedom of association, self-organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and conditions

of their employment or other mutual aid or protection."

The president of the National Assn. of Manufacturers and his associates are free to hold that the Congress made a mistake of declaring this to be our national purpose and policy in the field of labor-management relations and they are also free to try to make unions and collective bargaining "unnecessary" by every legal means at their disposal.

There is no reason to think, however, that they will succeed, except perhaps in isolated cases. Collective bargaining is here to stay, not only because it enjoys congressional support but because, whatever its limitations, it has proved to be the best available method of handling labor-management relations in our type of economy. To entertain the hope of doing away with it and going back to the bad old days of the open shop is unrealistic and foolhardy.

One doesn't have to be clairvoyant to predict that doing away with trade unionism and collective bargaining (if such a thing were possible) would inevitably lead to chaos in the field of industrial relations and prove to be disastrous to American industry.

BE THAT AS it may, the people responsible for setting up the National Assn. of Manufacturers' Council on Union-Free Environment don't seem to understand what trade unionism is all about. They seem to think that employers can make unions "unnecessary" by improving employer-employee relations unilaterally.

Any such improvement, whatever its motivation, is obviously desirable, but to think that old-style paternalism will deter workers from organizing into unions of their choice for the purpose of collective bargaining is naive.

Workers join unions not merely to protect their economic interests or achieve proper wages and working conditions, but also to gain for themselves an effective voice, as free men and women, in the orderly resolution of these matters.

Paternalism is as dead as the dodo. Any attempt to revive it as a substitute for collective bargaining will prove a ridiculous waste of time and money.

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Editorial

A 'shield' vs. the bench

If the press is to continue to perform its essential functions in a free society, the courts, at the very least, must validate the state shield laws the Supreme Court itself invited the states to enact.

When, in 1972, the Supreme Court held, erroneously we believe, that the First Amendment does not guarantee special testimonial privilege to the press, Justice White noted that the states nonetheless were free to enact legislation providing protection against forced disclosure of confidential sources and information.

Twenty-six states now have such shield laws, but the courts increasingly have construed them so as to virtually nullify their plain intent, most notoriously in the case of the Fresno Four in which the California courts held that, under the doctrine of separation of powers, the state's shield law was not binding on them and sent four editors and reporters to jail for contempt of court for refusing to disclose confidential sources. The separation of powers doctrine also has been invoked by other state courts.

Now two more reporters, in California and New Jersey, have been sentenced to jail for refusing to disclose confidential information, despite state shield laws intended to protect their right to do just that.

In the New Jersey case, involving reporter M. A. Farber of the New York Times, the penalties imposed for contempt of the court are, as the Times said editorially, so great as to intimidate the "most prosperous publishers and most courageous reporters" even if they ultimately should be set aside on appeal.

It is sometimes said that reporters, in refusing to disclose confidential sources and information, seek to assert the right to place themselves above the law.

On the record, however, it is the courts and judges, not reporters, who, all too often, assert the right to place themselves above the law.

"I have no such right, and I seek none," Farber said.

Neither should the courts. Until the full protection of the First Amendment is extended to confidential news sources and information, as it should be, their clear obligation is to treat protective privilege legislation, not as a sieve, but as the shield it is intended to be.

—Statement July 26 by TNG President Charles A. Perlik, Jr.

Don't like CBS? Try ABC, or . . .

The publisher and editor of Editor & Publisher didn't think much of the CBS-TV special on "The Business of Newspapers," he said in his July 15 "Shop Talk . . ." column.

The program took "facts that have been known in the newspaper business for a long time" and misinterpreted them, beginning with its "opening excited revelation" that newspapers are making more money than ever, he said.

"So what else is new? Everyone even close to media, and a lot of other people have known this for 30 years," just from reading E&P, wrote Robert U. Brown.

Well, sir, so maybe nobody watched. There was probably at least one other channel to switch to—right there in town, too.

The Guild Reporter

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