



**Sain quits
IEB post . 3**

**St. Paul tops
raised \$65 . . 3**

**Farber behind
bars again . . 8**

**42 at weeklies
walk out . . . 3**

N.Y. strike end is in sight, parties agree on staffing

New York—An end appeared in view for the Pressmen's strike that has closed the New York Times and the Daily News since Aug. 9 when the union and papers late Oct. 12 announced agreement in principle on the major issue—press room staffing.

The New York Post had resumed publication Oct. 5 after making its own settlement with the striking Pressmen, Guild and other unions upon splitting away from joint bargaining with the Times and Daily News.

Theodore W. Kheel, the industrial relations consultant who played a major role in fashioning the Pressmen's staffing settlement with the Times and News, cautioned that a number of other issues remained unresolved with the Pressmen and three other unions striking the two papers before they would publish again.

The staffing agreement, which also would apply to the Post, was reported to preserve "unit manning" and guarantee jobs for the papers' 1,550 press operators while allowing reduction in staffing over the next six years through attrition.

The earlier settlements with the Post reportedly provide wage increases on the patterns estab-

THE GUILD REPORTER

OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XLV, No. 17

Washington, D.C.

October 13, 1978

lished earlier in tentative settlements by the Deliverers and the Guild at the News: \$23 each in the first and second years and \$22 in the third.

But, while the Post earlier had been demanding a year's moratorium on wage increases, money was not a principle issue in the strikes by either the Guild or the Pressmen.

The Guild's Post settlement, the last to be made, preserves the job security protections that the paper had been demanding as "givebacks," Harry Fisdell, the local's executive vice president reported. It was "the best obtainable under the circumstances," he said.

The Pressmen's settlement reportedly provides essentially that the Post will accept whatever pressroom staffing provisions

emerge from the bargaining at the other two papers. "It protects the union concept of manning," Pressmen's President William Kennedy said.

All three papers were closed Aug. 9 when the Pressmen, with the support of the Guild and other unions, struck after the three publishers had work rules posted that could have cost half the pressmen their jobs.

The Paper Handlers and one Machinists local subsequently also struck all three papers, while the Guild struck the Post alone and a second Machinists local struck the News.

Kheel, who played a major role in settling major New York newspaper strikes in earlier years, has been serving since mid-September as advisor on bargaining with all three papers for the

city's Allied Printing Trades Council, the unity organization of the city's newspaper unions.

His involvement in the talks was severely criticized by Post publisher Rupert Murdoch when on Sept. 28 he withdrew from joint bargaining with the other two publishers through the city's publishers' association. Murdoch is the association's president and had been its bargaining spokesman, but said he was "thinking about" whether the Post should remain an association member.

Murdoch charged that Kheel had been helping try to work out a secret settlement between the Times, the Daily News and the Pressmen. All denied it.

The same day, Kenneth E. Moffett, deputy director of the Federal Mediation & Conciliation Service, said he had withdrawn from the talks because Kheel had turned them into a "fact finding exercise."

Oct. 9, a day before Kheel announced that he had completed a study of the Pressmen's issues, Moffett said he expected that "we'll start negotiating in a day or two." The union and publishers had been meeting almost daily the previous two weeks.

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Cap Cities seeks court aid in strike

Wilkes-Barre, Pa. — The Capital Cities chain's Times-Leader, Evening News-Record quit trying to publish with imported strikebreakers Oct. 10, four days after being struck by its 240 organized employees, pending court action on a picket-limiting injunction it sought from a county court.

The unions — including the Wilkes-Barre Guild—struck the morning-evening daily paper after the company refused to move off its demands for severe retrogressions for renewals of contracts that expired Sept. 30.

Four strikers, three printers and a reporter, were taken to a hospital with minor injuries Oct. 8 when they were run down by two company vans. The guards driving them were arrested.

Another Guild striker was injured by a piece of metal.

The company printed the morning Times-Leader that night but could not get its trucks through the picket line, bolstered by members of several other area unions.

The next morning, two of an estimated 150-200 Wackenhut guards brought in for the strike approached the fence around the plant and asked James H. Orcutt, a TNG international representative, if they and others could leave the plant.

Orcutt said the unions agreed, provided the guards would take no papers out and would not return.

The guards agreed and two vans with 15 in each left the premises. On the way out, the guards asked for and were given a bundle of the Citizens' Voice, an interim daily launched by the strikers.

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Jack Miller/Dan Miller Photography/New York Guild

NEW YORK GUILD'S STRIKE-ENDING SETTLEMENT WITH THE POST APPROVED HANDILY BY MEMBERSHIP

Paper's first edition in 56 days was on the news stands the next morning, Oct. 5

Times settles, AP charged on bias

Pact shatters precedent

New York—The New York Times will pay \$350,000 and start an affirmative action program under a pretrial settlement of an anti-discrimination suit brought by seven women employees and later expanded to cover a total of 550.

The affirmative action program, which will seek to place women in top management as well as elsewhere, is unprecedented, according to Harriett Rabb, director of the Columbia University Employment Rights Project, which represented the plaintiffs.

"There has never been an affirmative action plan in the media, and I believe there has never been one in any other industry, which sets goals for filling the top corporate offices," she said.

Betsy Wade (Boylan), TNG regional vice president from New York, was one of the plaintiffs. The case is styled as Boylan vs. New York Times.

The six other original plaintiffs were Louise Carini, a benefits clerk; Joan Cook, a reporter; Nancy Davis, an advertising phone solicitor; Grace Glueck, an arts reporter; Eileen Shanahan, a domestic correspondent, and Andrea Skinner, a news clerk. Davis and Shanahan no longer work at the Times.

One hundred thousand dollars of the \$350,000 will go for legal

(Continued on Page 2)

Guild sues wire service

New York—The Associated Press has been charged in a suit with discriminating against women and racial minorities in its employment practices.

The action, filed Sept. 25 in U.S. District Court here by the Wire Service Guild and eight former and present AP employees, demands an end to the alleged discrimination and institution of an affirmative action plan.

It also seeks equal opportunities for women and racial minorities; unspecified damages for the plaintiffs and others similarly situated, and court costs.

The Guild petitioned the court to include in the action all female and black newsmen employed by AP since 1972.

The suit is an outgrowth of a complaint filed by the Guild and some individuals with the Equal Employment Opportunity Commission on Sept. 21, 1973, which accused the AP of sexual and racial discrimination. A determination of "reasonable cause" that AP violated Title VII of the 1964 Civil Rights Act was issued this April by the EEOC, which upheld the Guild's claim that women and Hispanics suffered inequities in recruiting and hiring; blacks in hiring and women in promotion opportunities.

(Continued on Page 2)

N.Y. Times settles sex bias suit 'out of court'

(Continued from Page 1)

fees and costs and will be paid to the Columbia University program that provides law students with clinical programs. The Employment Rights Project was one such program.

The 550 women in the class will share a back-pay award of \$233,500 in the form of annuities which mature when the holder reaches age 60, but which may be cashed at any time.

"The Times decided to offer the annuities as an effort to camouflage the fact that they were giving back pay," Rabb said.

The \$233,500 will be distributed on a sliding scale based on length of service. This was done to achieve a more even distribution, plaintiffs said.

Women who were employed by the Times as of Nov. 7, 1974, and who remained there as of April 11, 1977, or who were named plaintiffs are eligible for the back pay distribution.

Those with 20 years or more of service will get \$1,000; those with 15 to 20 years, \$500; those with 10 to 15 years, \$300; those with five to 10 years, \$200; and those with fewer than five years, \$100.

The seven named defendants and eight other women who testified additionally will receive \$1,000 each out of a special fund.

The awards, therefore, range from \$100 to \$2,000. The annuities, however, will increase if they are held to maturity.

A woman with five years of service who is 31 years old now would get \$1,124 if she held her \$200 annuity until maturity.

The women filed charges with

the Equal Employment Opportunities Commission in 1972 and 1973.

The present suit was filed in Federal District Court here in 1974 and the court certified it as a class action last year. Suit was brought under Title VII of the 1964 Civil Rights Act, which prohibits employment discrimination because of race, sex, color, religion or national origin.

Changes had taken place in the Times's hiring and promotion practices since the first protests were lodged in 1972, Rabb said.

For example, she said, in 1970 and 1971 combined, only 6 percent of the editors and reporters hired by the paper were women. But in 1973, a year after formal charges were filed, 47 percent of the reporters and editors hired were women.

In outside advertising sales jobs, all those hired in 1970 and 1971 were male, while in 1973 all hired were female, Rabb said.

The agreement that settled the suit just prior to trial was approved by the Federal District Court on Nov. 20 and runs for four years after that date.

During those four years, the Times will endeavor to meet interim and final goals of female hiring and promotion in all news and commercial classifications.

The interim goals generally are higher than the final goals. For example, if the final goal is 20 percent and the interim goal 25 percent, the paper may move toward the final goal by filling covered jobs with women at a one-in-four rate.

The interim goal for top management jobs—such as president,

publisher, executive vice president, etc.—is one in eight (12.5 percent) and the final goal is 10 percent. The Times is close to 10 percent now, it says.

For key news department positions, interim and final goals are 25 percent. Positions included are executive and managing editors, metropolitan, foreign and national news editors, sports and financial editors, Washington bureau chief and heads of the paper's main sections, including the Sunday magazine and the Book Review.

Also subject to 25 percent goals are commercial department positions just below top level—managers of the retail, national and classified advertising departments, data-processing chief and corporate benefits director.

In the clerical and stenographic classification, both goals are 70.8 percent and although a great many women already are concentrated in these kinds of jobs, the classification also includes jobs in which males are concentrated.

The Wall Street Journal said that the Times was close to the goals in a number of classifica-

tions because it already was subject to U.S. law as a federal contractor.

James C. Goodale, New York Times Co. executive vice president, said that the agreement "doesn't require any new or retroactive salary increases, any unscheduled promotions, any major changes in the company's ongoing affirmative action program, or any pledge to revoke discriminatory practices."

The agreement is "total vindication and full refutation of the charges against us," Goodale said.

Rabb, however, said that if there had been a trial it would have been loaded with "blood and gore" stories of Times editors and other supervisors writing about and discussing women as inferior, fit mostly for the kitchen and raising of children, the Washington Post reported.

The agreement specifies that goals are neither quotas nor maximums.

"The failure to meet any particular goal" will not "by itself constitute a violation," the agreement says.

The agreement does not require the Times to remove men from jobs or to create jobs to meet the goals.

If turnover does not provide openings, the agreement permits the goals to remain unmet.

Another aspect of the settlement is that the Times will be required to grant a job interview to any woman who is a member of the class who applies for a promotion or transfer.

Except for those in the highest salary groups under the New York Guild contract, the paper also will be required to tell the applicant the specific reasons why her application was rejected.

Agreement was reached Sept. 28 just moments before the case was to go to trial in District Court. The agreement was announced by U.S. Magistrate Sol Schreiber here and, although he soon will retire, he will stay on this case as a voluntary master to settle any disputes over the settlement's implementation. A Times management official will be the agreement's administrator. Two members of the paper's Women's Caucus will receive all reports.

Guild suit lays race, sex bias to AP

(Continued from Page 1)

Plaintiffs are Shirley Christian, now the chief of bureau for Chile and Bolivia; Ginny Pitt of Portland, Maine, until June an AP newswoman in New York; Rachelle Cohen, a newswoman in Boston; Peggy Simpson, a newswoman in Washington currently on leave of absence; Frances L. Lewine, who retired in April, 1977, after 33 years with the company, much of it in Washington; Maureen Connolly of Augusta, Maine, who left the company this month after five years; Martha Malan, newswoman in Minneapolis, and Virginia Tyson, newswoman in Los Angeles.

Citing AP reports to the EEOC for 1973, the Guild said the wire service at that time employed 220 officials and managers. Of that number, three were female and

not a single one was black.

Of 41 domestic bureau chiefs in 1973, none was black, female or Hispanic, the Guild said. In 1977, one was female.

Of 75 domestic correspondents in 1973, two were female, but none black or Hispanic, the Guild said. In 1977, the situation was exactly the same, it added.

An earlier EEOC determination against AP—in January, 1977—was not issued at the wire service's request to negotiate a settlement "out of court."

Those talks foundered, however, in June, 1977, when AP refused to discuss any financial settlement for those who had been discriminated against unless the Guild could guarantee that no individuals would themselves

sue the company.

The Guild then asked the EEOC to issue its determination, but it said it could not because courts in the meantime had invalidated its investigative methods.

At Guild urging, the EEOC then re-investigated and the determination issued on April 14.

After two conciliation sessions between the AP, the Guild and the agency, the EEOC declared conciliation a failure because of AP's refusal to commit itself to an affirmative action program that included goals and timetables, according to the Guild's publication, Wireport.

An EEOC representative called goals and timetables "the guts of any affirmative action program."

Walsh leaves WSG staff to pursue studies of labor

New York — Louise Walsh, Wire Service Guild staff member since 1973, has resigned as the local's assistant administrator to pursue a program of academic studies in labor relations.

Walsh, who served as acting administrator of the local for about six months in 1975-76, said she first will participate in a short-course on audio-visual techniques at the George Meany Labor Studies Center in suburban Washington, then special research at the Harvard University Trade Union Pro-



gram and then, next fall, enter a program for a master's degree at Cornell University's School of Industrial & Labor Relations.

Her research into union education at Harvard will mark the second time she has studied there. She was there in the spring of 1975 as winner of TNG's annual Irving Leuchter Memorial Scholarship, funded by TNG, Guild locals and the school and administered by the school.

Ingersoll Council is re-established

East Boston—The Guild's Ingersoll Chain Council was re-established at a Sept. 16-17 meeting here.

The meeting, for exchange of information, was attended by 11 persons representing the Kingston, Buffalo (Tonawanda Unit), Pawtucket, Boston (Fall River Unit), Philadelphia (Chester Unit) and Detroit (Royal Oak Unit) Guilds, in addition to TNG personnel.

It was the council's first meeting in almost three years.

A newsletter, written and distributed by President Robert Campbell of Pawtucket, will be issued.

Member's suit opens locker rooms

New York—Women sports reporters must be allowed into baseball teams' locker rooms for post-game interviews, a federal district judge has ruled.

The ruling came as a result of a sex discrimination complaint filed by New York Guild member Melissa Ludtke Lincoln of Sports Illustrated. She was supported by

Time Inc. management.

Judge Constance Baker Motley directed Baseball Commissioner Bowie Kuhn and the New York Yankees to allow women into the locker rooms on grounds that without such access female reporters would be unable to compete with male reporters on an equal basis.



Dennis Robinson, Southern Ontario Guild

Labor Day, Toronto Style

Southern Ontario Guild adds nearly a dozen and a half members, a banner and a car decorated with a collage of posters and banner headlines on unemployment to annual Labour Day parade of Labour Council of Metropolitan Toronto. Parade theme: "Job creation starts

at the ballot box." Carrying banner are Paul Bryan, Toronto Star Unit vice chairperson, and Marni Bartczak, Star Unit secretary. Car was driven by Gerry Huntley of the Brantford Expositor Unit and made available by Susan Craig, secretary of the Guild local.

St. Louisan charges reverse bias on sex

St. Louis—Eliot F. Porter, Jr., a St. Louis Post-Dispatch reporter, has filed a complaint with the federal Equal Employment Opportunity Commission charging the paper with reverse sex discrimination.

He said he and other males were passed over for a spot in the Washington bureau in favor of reporter Martha Shirk.



Picket-line Confrontation

David Roop, center, secretary of an area Steelworkers local, and Willard Hatch, Detroit Guild administrative officer, confront the credit manager of the Panax chain's Mellus weeklies as he prepares to cross picket line of striking Guild members seeking first contract

from the papers. Roop reminds Thomas Murphy that he was elected to the Lincoln Park city council with the endorsement of the area labor movement. The council voted by four to one to withhold its legal ads from the struck papers until the strike is settled. Murphy abstained.

42 at Mellus weeklies strike for first pact

Lincoln Park, Mich.—Forty-two Detroit Guild members have struck Panax's Mellus chain of five weeklies and are issuing their own weekly, the Downriver Reporter.

Wages are the main issue in the strike, which started Sept. 25. Also at issue is the company's insistence on a "management rights" clause. The Guild unit is seeking an initial contract.

The company's last proposal was for a two percent general wage increase, and the way in which it was structured meant that many employees would get no increase at all. There would be no minimum structure, the Guild said.

The Guild represents the advertising, business, inside circulation, classified and editorial departments. It won a November, 1977, election, 32-21. There are no other unions in the plant.

1st black union, 1869

Washington — First national black labor organization was the Colored National Labor Union, formed in 1869, according to the U.S. Labor Dept.'s "Labor Firsts in America."

Printing is jobbed out.

Mellus's five papers published 76 pages just before the strike. After the strike, this was cut to 56 pages and the Guild said that much of the advertising had not been authorized.

The Downriver Reporter,

meanwhile was first published Oct. 5 and had 32 pages, an ad ratio of 50 percent and color.

Four of five towns in the area have cancelled legal ads in the Mellus papers.

One of the Downriver Reporter's staffers was a woman who

had been hired by Mellus as a strikebreaker.

When she showed up Oct. 2 and saw the picket line, she immediately joined the Guild and went to work for the Reporter, where she beat the Mellus papers on a Mary Martin interview.

Key minima to hit \$305 in San Juan

San Juan, P.R.—Top minimum for key classifications will reach \$305 a week in a three-year Puerto Rico Guild contract with Scripps-Howard's San Juan Star.

The minimum applies to reporters, photographers, copyreaders, display and outside classified sales representatives.

Although there will be no wage increases for the first 15 months of the contract term, the first increase will take place this Jan. 1 since the contract runs from October, 1977 and bargaining extended through much of 1978.

A Guild audit confirmed management's contention that the paper has been losing money in each of the last five years.

In exchange for the wage freeze, the Guild won agreement

that the Star would make no more economic dismissals during the freeze period.

The Star originally had sought to dismiss 21 persons for economy, but this was cut to 10 voluntary resignations with severance payments.

In the final 21 months of the contract, there will be four wage increases.

For the key group, they total \$23 in steps of \$9 on Jan. 1, 1979, \$3 on July 1, 1979, \$8 on Jan. 1, 1980, and \$3 on July 1, 1980.

Among other classifications, increases and resulting top minima include:

District managers—Up \$8, \$2,

\$7 and \$3, total increase, \$20, to \$262.

Shop journeymen—Up \$8, \$2, \$7 and \$3; total, \$20, to \$228.

Drivers, proofreaders, ad service clerks, senior clerks—Up \$8, \$2, \$7 and \$3; total, \$20, to \$189.

Copy persons, telephone operators—Up \$7, \$2, \$7 and \$3; total, \$19, to \$165. **Shop janitors**—Up \$7, \$2, \$7 and \$3; total, \$19, to \$143.

The publisher's weekly per-employee pension payment will rise \$3.63 over the term, to \$7.

Added to factors for which the paper cannot discriminate in hiring are marital status and irrelevant physical handicaps.

Sain, senior VP, leaves IEB

Cleveland—Dorothy M. Sain has resigned from the at-large TNG vice presidency she has held the last seven years upon accepting a Guild-exempt position as confidential secretary to the advertiser director of the Cleveland Press.

Sain, who leaves the International Executive Board midway through her fourth two-year term, wired her resignation to TNG after deciding to accept the new position effective Oct. 1.

The vice president with the longest service of any incumbent on the board, her promotion to the exempt position also takes her out of the Cleveland Guild, in which she has held every office save that of treasurer.

Previously an administrative clerk in the Press's advertising department, Sain had been chairperson of the IEB's Organizing Committee since 1975 and since being re-elected last year with

more votes than any other candidate for an at-large vice presidency for the fourth time, also had served on the IEB's Finance Committee.

She was chairperson of the IEB's Research & Information Committee in her first two terms and also has served on the board's Guild Reporter, and Human Rights Committees.

Earlier this year, she and TNG President Charles A. Perlik, Jr., became the first TNG leaders ever appointed to standing committees of the AFL-CIO's Executive Council when she was named to its Committee on Community Services and he to its Organization & Field Services Committee.

In 1975 Sain served on a special IEB committee to study the "servicing and fiscal problems" of TNG's Defense and General Funds. She also represented TNG on the national executive com-

mittee for the first time since the Guild started bargaining with the papers in 1938.

The \$65-increase in key top minima comes in installments of \$38, retroactive to Sept. 1, and \$27, next Sept. 1. These will put the minimum for country circulation supervisors at \$442 and that for reporters, photographers, copy editors and outside classified and display ad salespersons at \$487 a week.

The top minimum for computer operator goes up \$56.10, retroactive to Sept. 1, and \$17.33, next Sept. 1, to a total of \$306.18 a week. The increase is part of the result of a study of all the contract's clerical job categories.

Next highest increase under reclassifications resulting from the study is \$39.55, in installments of \$23.85 and \$15.70, in the top minimum for payroll clerks, taking that rate to \$277.30 a week.

Classified telephone sales' top minimum is increased by \$24.22 and \$21.31, a total of \$45.53, to \$287.69 a week, and that for news clerks and photo lab technicians is increased \$24.12 and \$17.53, a total of \$41.65, to \$309.65 a week.

Flat minimum for news, city, assistant city and makeup editors, copy desk chief and chief photographer is increased by \$71.50 over the contract's term, reaching \$535.70 next Sept. 1.

The paid pregnancy-leave agreement provides that it be granted on the same basis as paid leave for other disabilities. The paid period is to be part of the six months' maximum maternity leave.

The new fair employment practices clause forbids discrimination for race, color, religion, sex and national origin.

The \$12.25 increase in the company's contribution toward HMO participation takes it to \$87.75 a month, 90 percent of the total cost per employee. The company also will continue to pay 90 percent of the premiums for employees in a more conventional medical and hospitalization plan and if that increases to more than \$87.75, payments toward the HMO will be increased, too, if necessary to maintain a 90 percent company contribution, a Guild representative said.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.1-point rise in the index in August to 177.8, up 15.3 points from August, 1977, and 27.8 points from August, 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 July, 1976.

	Index*	Percentage over	
		Same month prior year	August 1976†
September, 1977	163.4	8.4	8.9
October	165.0	8.8	10.0
November	166.1	9.1	10.7
December	167.2	9.5	11.5
January, 1978	167.8	9.0	11.9
February	168.9	8.7	12.6
March	170.8	8.8	13.9
April	171.2	8.4	14.1
May	173.6	9.0	15.7
June	175.1	9.2	16.7
July	177.7	9.8	18.5
August	177.7	9.4	18.5

*1971 = 100

†Index = 150.0

Picket line stymies Wilkes-Barre publication

(Continued from Page 1)

This occurred after a night during which paint was poured from the roof—hitting the city police chief, among others—and a liquid said to smell "like sewer water" was sprayed from the roof onto pickets, passersby and police.

Orcutt was hit in the face with ammonia thrown from the roof and he and a pressman's union representative earlier were hit with carbon dioxide fired from fire extinguishers by guards.

A hearing on the Wilkes-Barre Publishing Co.'s petition for a preliminary injunction against the unions was to be held Oct. 13.

The injunction seeks a limit of one picket at each of three entrances to the plant, restraints against alleged coercion of strike-breakers, and charges that police are unable to protect the company's property.

Meanwhile, Mayor Walter Lisman issued an emergency decree which bans parking on one block of the street in front of the paper, bans traffic there from 6 p.m. to 6 a.m., outlaws "loitering" and "sightseeing," and cancels police's days off and leaves.

The unions said they welcome the mayor's emergency decree:

"It is unfortunate that Capital Cities Communications' approach to labor relations resulted in the



HIT BY PUBLISHING COMPANY VAN, PICKET IS TRUNDLED OFF ON STRETCHER
Typographical Union member Frank Ancharski was treated at hospital and released

need for an emergency order by the mayor," they said, adding:

"We believe the police chief and police department have done their best to act impartially and to maintain a controlled situation and have shown amazing restraint under the circumstances. How-

ever, the type of people brought into the valley by Capital Cities to act as 'security guards' has produced an extremely dangerous situation. Therefore, we can only look on the mayor's order, especially the scheduling of police officers, as something that will provide added and much-needed protection for striking employees."

On strike are the Guild, Pressmen, Stereotypers and Typographical Union printers.

The four unions formed the Council of Newspaper Unions, the first such unity committee here, and undertook co-ordinated bargaining before the strike [Guild Reporter, Sept. 22].

The strikers' Citizens' Voice appeared as a morning daily on Oct. 9. Its press run, planned for 30,000, was increased to 45,000 and sold out. The paper was distributed by 670 carriers and sold at 117 stores.

The Times-Leader News-Record late Oct. 6 mailed its Satur-

day, Oct. 7, paper in bundles to carriers' homes. Most carriers, however, returned the bundles to the Post Office or to the paper. On Oct. 8, bundles containing at least 30,000 copies were sitting on the loading dock, TNG International Representative William Brown reported.

As of Oct. 9, five major department stores had cancelled their advertising in the Times-Leader-News-Record.

Three of the stores, including Sears, sent trucks to the struck plant to retrieve pre-printed inserts. The company refused, however, to allow Sears inserts to be removed from its premises.

No negotiations were scheduled as of Oct. 11. The last talks went an hour and a half on Oct. 5 with federal mediators.

At that time, the company was standing fast on its proposals for retrogressions, Brown said.

Among Capital Cities' retrogressive proposals were these:

Vacations—The company de-

manded the right to cancel vacations at the last minute, despite any plans made by employees.

Sick leave—The company demanded the right to send a doctor or nurse to employees' homes with the employees forced to submit to an examination.

Schedules — The company wanted the right to order an employee to work shifts like three hours one day and 10 the next with no overtime.

Work rules — The company wanted to set them unilaterally; for example, one rule might be to prohibit employees from leaving the building during their lunch hours.

Job security — Capital Cities demanded the right to be sole judge of competency, foreclosing arbitration of dismissals.

"If wages were the issue," the joint council said in a statement, "we are sure the parties could settle quickly. But the main issue is whether or not citizens of this valley have the right to work under conditions that allow them to maintain human dignity."

Paul Golias of the Wilkes-Barre Guild told a press conference that the employees no longer could put up with having "helmeted, uniformed guards follow us around in our work areas, even into the lavatory."

Secret-ballot voting by members of each of the four unions produced a composite 185-to-5 strike authorization vote.

There are approximately 75 to 100 strikebreakers inside the plant, union leaders estimated.

They are from "all over," a Guild representative said.

Strike support committees have cropped up at other Capital Cities papers, the unity council said.

Cap Cities also publishes the Oakland Press in Pontiac, Mich., where the Detroit Guild and Pressmen have been on strike since Dec. 29, the Fort Worth Star-Telegram and the Kansas City Star and Times.

Cap Cities bought the Wilkes-Barre dailies in May for more than 10 million dollars.

'Institutions' are major stockholders

Washington — More than half of Capital Cities Communications Corp. stock is held by major banks, investment trusts and insurance companies.

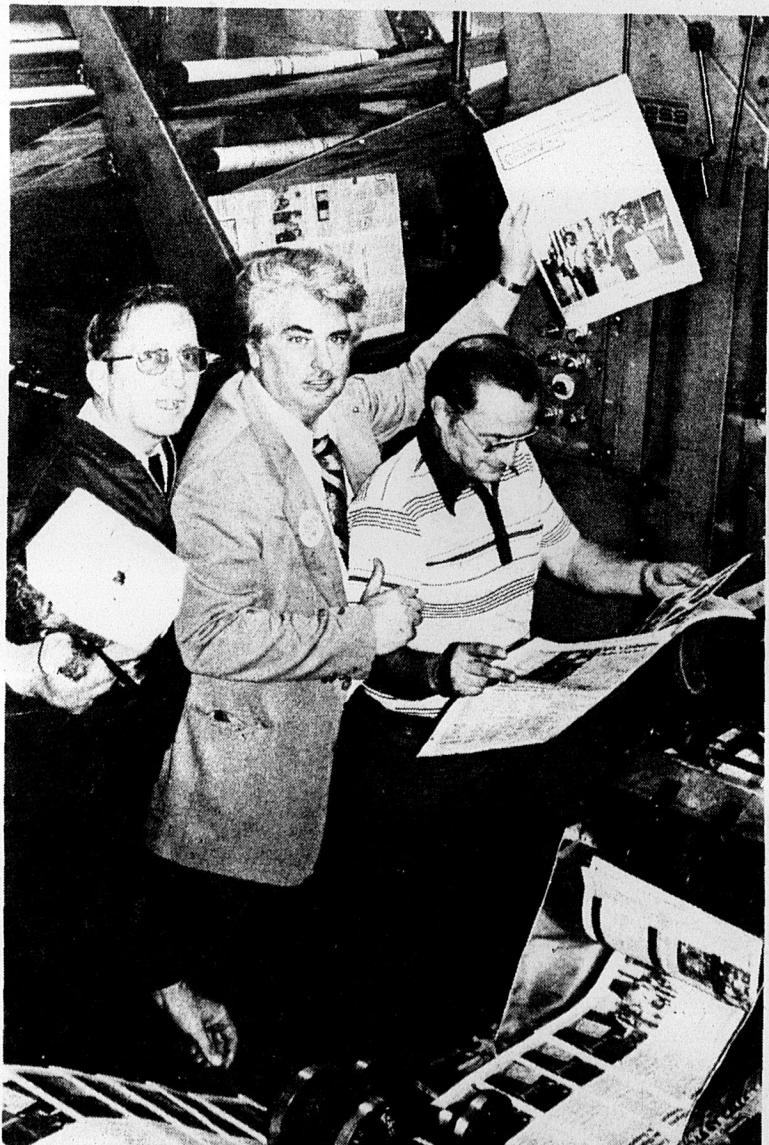
They own more than 2,295,000 of the corporation's four million outstanding shares, according to a compilation from investment reports.

Banks' holdings total more than 1,175,000 shares. Largest

bank holder is Morgan Guaranty, with 278,000 shares. Runner-up is Chase Manhattan with 242,000.

Investment trusts' holdings total more than 785,000 shares. Largest investment trust holder is Investment Co. of America, with 326,000 shares.

Insurance companies' hold more than 335,000 shares. Biggest insurance holder is Aetna Life, with 86,000.



Citizens' Voice photographs

STRIKERS' CITIZENS' VOICE ROLLS OFF THE PRESSES

William M. Brown, TNG international representative (center), acting publisher; John Wyda, managing editor (left); Joseph Maurer, Pressmen's representative

UPI-Canada tops raised \$62

Toronto—Journalists and photographers at UPI of Canada get a \$62 increase in their top minimum, bringing it to \$427, under a new, two-year Canadian Wire Service Guild contract.

The increase comes in four steps—\$25 Oct. 1, \$10 next April 1, \$20 on Oct. 1, 1979, and \$7 on March 1, 1980.

Bookkeepers get a top-minimum increase of \$38.73, to \$266.73, in increments of \$15.62, \$6.23, \$12.50 and \$4.38.

The company's payment toward medical and hospitalization insurance is increased to 80 percent immediately and to 90 percent next Oct. 1. Its payments to group life insurance go up to the same levels.

The 37½-hour week is changed to 36½ hours now and is cut again to 35 hours effective Oct. 1, 1979. The work day then will be seven hours within eight.

Boxing Day is added as the 12th holiday.

Vacation is improved to four weeks after six years, instead of seven, and five weeks after 19 years, instead of 20.

The employer's pension fund payment rises \$3, to \$16 a week, over the contract term.

This was the last contract to be bargained with the old UPI of Canada. On Jan. 1, the service

will be merged to create a larger wire agency.

The Guild will retain its bargaining rights, Guild Executive Officer J. E. MacDonald said.

This contract will cover the new service's additional employees because of the law's successors clause, MacDonald said.

A name hasn't been selected for the new service, which will be owned mainly by Toronto Sun Publishing Corp. (Toronto Sun, Edmonton Sun).

Toronto Sun Publishing was understood to have taken a 40 percent equity position, but with

60 percent of the voting stock, MacDonald said.

UPI of Canada would have 20 percent of the equity.

Sterling Newspapers, Ltd., which publishes papers in British Columbia, was to have another 20 percent.

UPI of Canada was the Canadian arm of British United Press until the 1960's.

The new agency has said it plans headquarters here and bureaus in Ottawa, Montreal, Quebec City, Halifax, Winnipeg, Edmonton or Calgary, and Vancouver.

Talks bring 12 to circulation

Seattle—Nearly a dozen assistant circulation district managers have been hired by the Post-Intelligencer to help overwhelmed staffers as a result of new negotiations between the Pacific Northwest Guild and the paper.

During negotiations last year, the Guild pressed for the hiring of assistants but the company said the problem of overworked district managers could be solved without any new personnel.

But the P-I reopened the question with the Guild recently "when the paper apparently realized that its circulation staff

wasn't large enough to cope with all the problems," the Guild said.

"Job stress for circulation employees has increased tremendously in recent years, partly because of the increased difficulty of obtaining carriers, particularly at morning newspapers," a Guild statement said.

The evening Seattle Times already has assistant district managers. The agreement negotiated at the P-I provides for the same pay as at the Times—a top minimum of \$254 this July and \$271.25 next July. The top is paid for four years' experience.

IFJ Congress raps UNESCO press proposal

Nice, France — A new, proposed UNESCO declaration on the role of the world press was condemned as opening the door to greater government interference in the operations of the press by the International Federation of Journalists' 14th World Congress here.

Other actions by the 78 delegates from 20 countries who participated in the Congress Sept. 18-22 included:

✓ Admitting into full membership both the Writers Assn. of South Africa and the South African Society of Journalists.

✓ Urging all affiliated unions to "encourage impartial and balanced reporting of the struggle against apartheid and for majority rule in Southern Africa."

✓ Amending the IFJ Constitution to remove a longstanding bar to affiliation of any union which also holds membership in another international trade secretariat "whose aims are in conflict with the [IFJ's] constitution."

✓ Increasing per-capita affiliation fees (dues) by nearly 60 percent in the next two years: from 35 Belgian Francs to 45 in 1979 and to 55 in 1980. (TNG paid \$14,522 in per capita to IFJ in its fiscal year ended March 31 and has \$15,500 budgeted for the current year.)

The new draft UNESCO statement—officially titled a "Declaration on Fundamental Principles Governing the Contribution of the Mass Media to Strengthening Peace and International Understanding and to Combatting War Propaganda, Racism and Apartheid"—is to be submitted to the 20th General Conference of UNESCO in Paris Oct. 24-Nov. 28.

A draft declaration on the same subject was withdrawn for further study from the last such UNESCO meeting two years ago in the face of objections from Western-bloc nations and organizations that it would encourage restrictions on press freedom.

"This new draft still contains a number of paragraphs which are unacceptable," the IFJ Congress declared.

It pointed particularly to provisions it said would "explicitly or implicitly open the door to governmental and other state legislative measures in order to



INTERNATIONAL FEDERATION OF JOURNALISTS' 14th WORLD CONGRESS IN SESSION
Left foreground: TNG International Chairperson Harry S. Culver, President Charles A. Perlik, Jr.

influence or even direct the content of those mass media they would consider as being under their authority."

The IFJ Congress also pointed to provisions which "might lead to state intervention in the field of codes of conduct and . . . access to the journalists' profession" through state licensing and called for the IFJ's officers and all member unions to work to prevent adoption of any such provisions by UNESCO.

Two weeks later, the World Press Freedom Committee, a group of national and international press-connected organizations which includes the IFJ, also condemned the new UNESCO draft and called upon "all democratic governments to instruct their delegations . . . to oppose this dangerous document."

Without exception, the committee said in a position paper adopted at its biannual meeting

Oct. 8 in Miami, its 32 affiliated organizations believe that the declaration is not needed and feel that if it is adopted it could be "detrimental to all concerned."

Other groups in the World Press Freedom Committee include the International Press Institute, American Newspaper Publishers' Assn., National Conference of Editorial Writers, Society of Professional Journalists (Sigma Delta Chi), Netherlands Assn. of Newspaper Editors, Japanese Publishers & Editors and various Latin- and Central-American press groups.

TNG President Charles A. Perlik, Jr., represented IFJ at the committee meetings. He and TNG International Chairperson Harry S. Culver were TNG's delegates to the IFJ Congress.

A press-freedom committee working paper noted that one of the declaration's provisions "would seem to indicate that any

coverage of war, civil protest or racial or religious issues might be outlawed unless the reporting took the form of denunciation."

Another "puts an affirmative obligation on the media to publish information presented by states, institutions and individuals who consider that information published has been harmful to them," the working paper said.

The position paper adopted by the committee noted its strong endorsement of the "concepts in the declaration of freedom of expression, diversity of information sources, access, protection of journalists and the public's right to be informed."

However, the position paper continued, the declaration's "most objectionable" portion "reverts to the purpose of the 1976 declaration on the role of states in enforcement of controls over the media and in the strong element of compulsion expressed

for member countries to follow the declaration."

The draft declaration is scheduled for consideration about midway through the month-long UNESCO conference.

Besides admitting both South Africa journalists' unions to membership, the IFJ Congress also voted membership for the Federacion de Informacion y Artes Graficas of Spain and voted associate membership for the Sindicato dos Jornalistas of Portugal.

It rejected the membership application of the Institute of Journalists of Great Britain on grounds that it is ineligible under the IFJ Constitution since the IOJ admits employers as regular members. Britain's National Union of Journalists has been an IFJ member since the secretariat's founding.

In voting the dues increase, the Congress acted on recommendation of its finance committee which said the move was necessary to deal with deficits of this and last year and avoid new ones for the next two years. TNG's delegates abstained on the vote.

Removal of the IFJ's constitutional bar to membership by organizations belonging to secretariats with aims in conflict with IFJ's was approved on a vote of 67 to 33, with TNG's delegates in the minority. There were nine absences. The bar had been aimed primarily at the International Organization of Journalists, headquartered in Prague.

Following the Congress, TNG's Perlik said the Congress's action on the constitution and the "heavy" dues increase it approved, raised serious questions about whether TNG should maintain its participation in IFJ.

"We were extremely disappointed that the IFJ amended its constitution to make it possible for its affiliates to carry ideological water on both shoulders," Perlik said, adding:

"That philosophical shift plus the escalating cost to the Guild of membership forces us to examine whether there isn't another, better way for the Guild to satisfy its desire to be helpful and useful to journalists' unions elsewhere in the world."

Paul Parisot of the Syndicat des Journalistes Francais was elected the IFJ's new president, defeating Michel Lemerle of the Syndicat National des Journalistes, also of France.

Franz Felix Lehni of Federation Suisse des Journalistes was elected first vice president and vice president for Europe. Perlik was re-elected vice president for North America, Arie Zimucky of Israel was elected vice president for Asia and Mohamed Hedi Ghali of Tunisia was elected vice president for Africa.

Guild signs up new UPI group

Smyrna, Ga.—All six full-time employees of a new United Press International service have joined the Wire Service Guild.

They work for Newstime, a 24-hour graphics and voice service for cable television systems which is based here, near Atlanta.

Elsewhere, meanwhile, the Phoenix Guild filed new unfair labor practices charges against the Arizona Republic and Phoenix Gazette, claiming that the Pulliam papers refused to carry out

their usual semiannual wage reviews, raised the pay of those outside the bargaining unit but not those within it, bargained in bad faith, refused to provide all data sought in an earlier unfair practices charge and threatened to cut off overtime.

The Guild said the papers refused to provide all the data in order to delay bargaining for an initial contract covering the papers' editorial employees. Representation rights were won there last year.

In Bayamon, P.R., the Puerto Rico Guild lost a representation election, 17 to 25, among pro-

duction and maintenance employees of Manufacturera de Libros, a book publisher.

And in New Haven, Conn., a decertification election was scheduled for Oct. 19 in the editorial departments of the Journal-Courier and Register. The New York Guild has been trying to bargain a first contract since winning a representation election there by 74 to 62 on Jan. 22, 1976. The employee who asked for the decertification election now is challenging the NLRB regional office's determination of voter eligibility and the challenge could delay the election.

NLRB organized, telling not unfair

Washington—Pointing out to workers about to vote in a representation election that the National Labor Relations Board's agents and attorneys are organized does not compromise the NLRB's impartiality in conducting the election, the board has held.

A hospital in New Jersey had objected to a union asking 320 registered nurses if representation can be "wrong" when "experts," the NLRB's own employees, have chosen it.

Publicizing its employees' union representation did not put the NLRB in a "partisan position," the board said.

McMichen invites ITU, GAIU talks

Hollywood, Fla.—All graphic arts industry unions should merge into one, a top officer of the International Typographical Union has told the Graphic Arts International Union's September convention here.

Robert S. McMichen, the ITU's first vice president, invited GAIU officers to discuss the possibility of merger between the ITU and the GAIU.

Merger is the only thing that will "stop the unbelievable waste of our resources, which today goes toward fighting each other

as well as fighting unfair employers," McMichen said.

McMichen was the first ITU officer to address a GAIU Convention since the union was formed from mergers of the old Lithographers, Photo Engravers and Bookbinders unions over the last decade.

McMichen pointed to the Oct. 18 referendum on merger of the ITU and the International Mailers Union, and said that his union also hopes to present "specifics of a merger between the ITU and TNG at our convention" next summer.

Short of ITU-GAIU merger, the unions could co-operate more in bargaining and organizing, he said.

Despite "brave words" in the Sixties, "our past actions show better than words what normally intelligent members and leaders of labor unions can do to themselves while their employers sit back and enjoy the show," McMichen said.

Growing monopolization of the graphic arts industry requires a "strong . . . all-encompassing 'union' to put us on an equal footing" with employers, he said.

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

CARPETS

Contender
Gullistan
Merryweather
Tastemaker

HOSIERY

Finesse
Hip-Lets
Spirit

TABLE LINEN

Simtex

BLANKETS

Forstmann
Utica

TOWELS

Fine Arts
Utica
Tastemaker

Pressmen, News, Times agree on staffing

(Continued from Page 1)

Murdoch split with the other publishers right after he returned from two days of talks at Moffett's office in Washington. There had been cautious reports of some progress at the sessions in Washington, the first in ten days.

In an interview with Editor & Publisher magazine the week before, Murdoch had said the publishers of the three dailies "were never more united" in their bargaining.

Murdoch almost immediately began meeting and reaching agreements on separate contracts with the Newspaper & Mail Deliverers' Union, the Pressmen, the Paper Handlers, the Machinists, the Stereotypers and the Guild.

The Post published a million copies of an ad-fat, 128-page paper the morning after Post Guild Unit members ratified a settlement by a vote of 168 to 6. Prestrike editions were about half the size with somewhat over 525,000 copies.

Normally a six-day paper, the Post published a 256-page paper on Sunday, Oct. 8, and promised "more" for the following Sunday. It said it would maintain Sunday publication as long as the Times and Daily News remained closed.

The Post also announced that it was starting an expanded Queens edition. The Daily News, meanwhile, said it would cut back its news coverage of New Jersey, reducing the staff of 40 it had maintained there.

The same day the Post resumed publication, the Daily Metro, an interim paper that received financial assistance from Murdoch, announced that it was ceasing publication. Editor & Publisher said most ads scheduled for that day's Metro, were switched to the Post.

Two other interims, the City News and the Daily Press con-

tinued publication. A fourth, the Daily Graphic, reportedly folded soon thereafter. It had been having difficulties, however, even before the Post resumed.

Representatives of the Times and Daily News generally denied from the outset that Murdoch's settlements and resumption of publication would increase any pressure they felt for a settlement.

One unidentified executive, however, was quoted by the Washington Post as saying that the Times and News were "caught in a predicament," by Murdoch's settlement with the Pressmen, adding: "It'll be interesting to see what we do."

Another paper's executive initially could not comment on the Post-Pressmen's settlement because "we cannot get from our [publisher's association] president the terms of this agreement," the Washington Post also reported.

Associated Press reported that while the size of work crews, a formula for setting up a list of pressmen to be guaranteed jobs and changes in pension and welfare provisions were left to Times and News bargaining, any "new items" they agree to will be negotiated "to the extent Post financial conditions permit."

Elimination of some overtime for those assigned to clean up the press room after a day's run and for early morning press runs was reportedly also agreed to.

Meanwhile, Advertising Age reported that the Post had added a 20 percent surcharge to its prestrike ad rates, based on its increased circulation.

The News's ad agency, at the same time was reported to have been filming commercials on changes in the Sunday paper and to have begun filming early in October commercials announcing the paper's return.



POST GUILD UNIT MEMBERS SCRUTINIZE OUTLINE OF STRIKE-ENDING SETTLEMENT

Contract was ratified overwhelmingly at meeting of more than 200 members

Locals' loans top \$545,000

Washington—Six more loans from locals, plus one from a district council, to TNG's Defense Fund had pushed total intra-Guild loans to more than \$545,000 through Oct. 11 to help the fund meet the crisis brought on by the strike against New York's principle dailies.

Benefit payments from the fund to Guild members out of work because of strikes in a total of nine cities in the United States and Canada, meanwhile, were totaling more than \$220,000 a week.

The total includes benefits to members in Wilkes-Barre, at the New York Times and the Daily News, in Pontiac and Detroit's suburban Mellus papers, at the Montreal Star, Sacramento Bee, in Madison and in Vallejo. Net reduction in the weekly payout following settlement of the strike against the New York Post was held to less than \$5,000 by addition to the roles of strikers in Wilkes-Barre and at the Mellus papers.

Latest loans to the Defense Fund were from the Canadian Wire Service Guild (\$30,000), the Cleveland Guild (\$10,000), the Erie Guild (\$1,000 in addition to an earlier \$375), the Gary Guild (\$5,000), the Montreal Guild (\$5,096.70) the Providence Guild (\$30,000) and the Midwest District Council (\$500).

The Defense Fund previously had received more than \$460,000 in loans from 23 locals [Guild

Reporter, Sept. 22 and Sept. 8]. The Youngstown Guild's loan, incorrectly listed Sept. 22, was \$10,000.

The fund also had received loans of \$250,000 each from the Auto Workers and the Steelworkers and \$200,000 from the AFL-CIO's Industrial Union Dept. The Clothing & Textile Workers' Amalgamated Bank of New York advanced the fund a \$500,000 line of credit.

One of the chief topics before TNG's International Executive Board at its fall meeting Oct. 16-19 was expected to be the question of continued benefit payments for Guild members out of work because of strikes. Early in September TNG President Charles A. Perlik, Jr., told locals that the Defense Fund, thanks to the loans, would be able to support benefits payments until the IEB meeting.

To repay the loans, rebuild the Defense Fund to its Constitutional \$2,000,000-level and support ongoing or new bargaining

emergencies will require full regular dues payments for at least ten months, Perlik said then. The higher dues became effective Sept. 1.

The Washington-Baltimore Guild's executive committee, meanwhile voted to begin paying to the Defense Fund the extra money collected from members under full regular dues. It initially had voted to hold it in escrow when TNG said it might be necessary to cut off all strike benefits after eight weeks' payments in the New York strike.

The local said it would pay the extra amount of full dues to the Defense Fund as long as benefits were paid to all Guild members out of work in strikes and provided that benefits be paid Guild members who struck the Baltimore Sunpapers for four days in June.

TNG Secretary-Treasurer Robert M. Crocker told the local they would be paid as soon as proper application was made on the members' behalf by the local.

Guild-Post settlement: an outline summary

New York — The New York Guild reported the following as among the terms of its three-year settlement with the New York Post:

Wage increases to be calculated from an average of \$23 retroactive to March 31, \$23 next March 31 and \$22 on March 31, 1980, with cost of living raises the second and third years if the index goes up more than six percent.

A .5 percent of payroll increase in pension contributions next April, with a "me too" for other unions' possible pension gains above that.

Retention of basic job security. Agreement to negotiate over some of the jobs the Post is seeking to have the National Labor Relations Board exclude from Guild coverage and to red circle some that might be found to be

exempt who wish to remain under the contract.

A flexible work week for some of four days, at management's option, or three days, with the employee's consent.

Double time for holiday work, as at the Times and News, rather than triple time. "Multiple classification" pay after two hours in a higher job, as at the Times and News, rather than immediately.

A three-month limit on the probationary period for new and promoted employees is retained, as are employees' rights to file discrimination actions and to overtime payments for outside ad salespersons, except that the first five hours in a week may be compensated in time off rather than cash.

A Guild proposal to upgrade inside classified solicitors will be taken to arbitration.

Waterbury top raised \$30

Waterbury, Conn.—A \$30 increase takes the reporter-photographer-assistant society editor top minimum to \$298.72 in a new, two-year New York Guild contract with the Waterbury Republican and American.

Twenty dollars was payable retroactive to May 12, and \$10 was effective Sept. 1.

Among other classifications, the increases and resulting top minima include:

Social writers—Up \$16 and \$8 (total, \$24), to \$239.82. **Dictation clerks**—Up \$13 and \$6.50 (total, \$19.50), to \$158.63. **Copy clerks**—Up \$8 and \$4 (total, \$12), to \$120.45.

Top minimum for assistant wire editor, editorial writer and deskmen rises \$34.50, to \$314.69. Flat rate for **copy desk chief, wire editor, state editor and assistant city editor** goes up \$36, to \$322.56.

McNally wins IPGCU runoff

Washington—Michael P. McNally of Denver, commercial vice president of the International Printing & Graphic Communications (pressmen's) Union since 1976, has been elected the union's new secretary-treasurer.

He defeated Don McCaughan, also an IP&GCU vice president, in a special runoff election conducted when neither of the two nor a third candidate received a majority of the votes in the union's regular elections in May.

Leo Voshen of St. Louis, another IP&GCU vice president, had been serving as secretary-treasurer since Burton Riley retired Jan. 1.

IT

SEEMS
TO US

Washingtonian recalls Catton's '30s prediction

WASHINGTON, D.C.

Editor:

Thanks for the excellent treatment of Bruce Catton's passing [Guild Reporter, Sept. 8].

You boldfaced his statement to the Cleveland Guild that "news-papernmen have been set free by the Guild to do their devoted best . . ."

Catton remarked that to me on the stairs of the now-vanished Scripps-Howard building in Washington one morning in 1936 or 1937 when we on the Washington Daily News were vehemently debating whether to have the Guild represent us. But on this occasion Catton's remark had a different angle: That the Guild could set us free from moonlighting.

Scripps-Howard scales were so miserably low that nearly everyone on the staff (including editors) was moonlighting. Many of us—especially the newer and

lower-paid—were working 14 or 15 hours a day, sacrificing sleep and leisure and recreation for those desperately needed extra bucks.

Standing on the stairs that day the vote was being taken, Catton was predicting what the Guild *did* give us—decent wages and decent hours.

I remember regretting that I couldn't discuss the question longer with Bruce, but I was in a hurry. I had to rush off for my moonlighting stint with the Washington Humane Society and the D.C. Friends of Dogs.

LES FINNEGAN

At-large

Washington-Baltimore Guild

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.

Scripps feared savings would delay combination

Cincinnati—The E. W. Scripps Co. expressed fears in January, 1976, that any substantial cost-cutting agreements with the unions at its Cincinnati Post would delay its being able to justify forming a joint operating arrangement with the Cincinnati Enquirer.

And only a few months later the unions accepted a wage moratorium for the first two years of five-year contracts after management told them it would have to either make economies or go into a joint arrangement with the Enquirer.

The admission came in the testimony Oct. 2 by Lawrence A. Leser, Scripps financial vice president, in Justice Dept. hearings into the two papers' formal proposal 13 months ago, to be allowed to fold the Post's commercial and mechanical departments and utilize the Enquirer's to publish both papers.

TNG, the Cincinnati Guild, the Cincinnati and International Typographical Unions and others are opposing the petition to Atty. Gen. Griffin Bell. The Justice Dept.'s Antitrust Division last December asked for the hearings, saying it wasn't convinced the Post was failing financially.

Leser read from notes made at a Jan. 26, 1976, meeting among key Scripps and Enquirer executives in their negotiations for a joint arrangement. The executives had been considering a joint operation for at least a year previously. (See "Letter advised publisher to avoid Guild," right.)

The notes quoted Edward W. Estlow, Scripps president, as saying that "if unions make substantial proposal to Post . . . 'ice' negotiations until Post can go to Washington without embarrassing evidence."

The Leser notes then paraphrase Enquirer President William J. Keating and Enquirer attorney John Muething as saying, "Call engagement off in above event."

The "negotiations" they would

"ice" were those between the papers.

"Going to Washington" meant seeking the attorney general's approval for a joint operation, as provided by the Newspaper Preservation Act.

The hearings here are being held so Administrative Law Judge Donald Moore can make a recommendation to Atty. Gen. Bell on the Post-Enquirer application.

The Post contends it is a failing newspaper and can't make it without such an arrangement.

The unions and other groups of employees contend the opposite and say that deliberate mismanagement may have been employed by Scripps to try to qualify the Post as a failing paper under the antitrust exemption law.

More than 500 jobs, including more than 200 in Guild jurisdiction, would be lost if the joint operation is allowed.

During the two-year wage moratorium various groups of management personnel received salary and bonus increases totaling

34 to 49 percent and middle-management got increases of up to 16 percent, Leser testified.

Leser said of the union concessions that management considered that any return to profitability would be temporary.

Estlow testified to the same effect, saying that Post-Enquirer talks broke off in July, 1976, but later resumed. The papers made their application to the Justice Dept. in September, 1977.

Management all along has said that lack of revenue, not high costs, was the Post's main problem.

Controversy also was kicked up over what the unions are contending was \$900,000 to \$1,000,000 more than the going rate the Post paid for United Press International service from 1970 on.

Management witnesses said that UPI charges since have been standardized.

They also said that the Post paid more because it used UPI as its primary wire. Many papers use it as a secondary service,

management representatives said. UPI also is owned by E. W. Scripps.

Another point disputed by the parties was the Post's lack of a Sunday paper.

A Sunday paper could show an annual profit of up to \$600,000, the unions said. The company replied that the opportunity to compete with the Enquirer on Sundays had been lost a decade ago.

The Enquirer had not been idle during all of these maneuvers.

The morning paper had been sold by Scripps to American Financial Corp. some years previously to conclude a federal antitrust action against Scripps over its ownership of both papers.

In 1975, Carl H. Lindner, AFC president, secretly bought the Post's plant at 800 Broadway, Leser testified. Lindner remained as the Enquirer's publisher after the Combined Communications Corp. bought it late in 1975.

Scripps officials were "surprised and shocked," he said, because

the purchase came during negotiations on a joint agreement.

"We didn't know he was contemplating purchase until after it was over," Leser said.

The structure — Times-Star Tower — housed the Post since the latter paper took over the Times-Star in 1958. A Taft family company that had owned the Times-Star kept the building and leased it to the Post.

Scripps had wanted to buy the building for 2.7 million dollars.

Leser said the Post is paying \$264,000 a year on a month-to-month lease. Original rent was \$150,000 a year. Lindner first wanted \$360,000 a year for a long-term lease, Leser said.

The upshot is that the Enquirer, in effect, is the Post's landlord.

The original merger plan was for the Enquirer to buy the Post's better presses and move into Times-Star Tower.

Now, however, the Enquirer has announced plans for its own brand-new plant.

Letter advised publisher to avoid Guild

Cincinnati—At least one of the principles in the proposed newspaper joint operating agreement here was advised early in talks with the other that he should try to make sure that the joint operation retained as few union-represented employees as possible.

There was a special, vehement warning against the Guild, while the Typographical and Teamsters' unions were singled out, as well.

The advice came in a Feb. 24, 1975, letter from Cincinnati Enquirer President William J. Keating to Carl H. Lindner, then and now the Enquirer's publisher and president of American Financial Corp., which then owned the Enquirer.

The letter, revealed during Justice Dept. hearings on the application of Scripps-Howard's Cincinnati Post and the Enquirer for antitrust clearance for a joint

operation, outlined "pitfalls" to be avoided in setting up a joint operation. It was based on Keating's conversations with executives from other papers already in joint publishing ventures, including some in the Knight and Gannett chains, he wrote.

Among the "principle points" Keating passed along to Lindner:

✓ "All mention labor very carefully. The [Miami] Herald told the News they should sever all of their employees and provide a very liberal severance pay to them because they did not want any difficulty with their workers. The severance would apply whether or not they hired back any of the new [sic] employees. . . ."

✓ "The union situation is extremely important because we have more nonunion personnel than the Post. For example, the Post has the Guild, which is the

worst of all unions. . . . Our comparable areas are unorganized, except for the writers in editorial who [are] represent[ed] by an in-house, independent union. There are no circumstances under which you should be willing to accept the Guild or show a preference to the union people of the Post over our nonunion personnel.

✓ "Also, the advertising, financial, promotion and, to a lesser degree, circulation departments represent those areas which should provide the largest percentage of personnel savings.

✓ "It would be very important to sever all of the other [Post] personnel, recognizing you would have to hire some back, for the following reasons:

"(a) Any attempt to merge the Post [Typographical] union shop and the Enquirer union shop would result in a minimum of two chapel chairmen . . . , which in turn, results in more manning requirements and additional production costs. . . .

"(b) Since we use some independent truckers and haulers, this situation could apply to the use of the Teamsters' drivers of the Post."

Keating also advised Lindner that the Enquirer also should:

✓ "Be sure to be the dominant party since the controlling party has a tendency to get stronger.

✓ "Be responsible for all decision making without recourse, such as arbitration.

✓ "All expenses of operation, exclusive of editorial, should come off the top. Then editorial allocations should take place on a formula that is simple and easy to understand. . . . Any additional expenditures for editorial would have to be taken from each company's share of the profits.

✓ "The Enquirer should have full, final and absolute authority on . . . all rates for advertising and circulation.

✓ " . . . The percentage of distribution of pre-tax profits be made with a ceiling. . . .

✓ "Interpret all projections optimistically and favorably toward the Enquirer. For example, Jim Knight feels the growth of the Miami News with too much income. . . . It was his feeling that Scripps-Howard is probably very anxious, and if you take your time, you will probably get a better deal."



Madison strikers mark a year

Members of the five unions on strike at Madison Newspapers, Inc.—the Lee chain's Wisconsin State Journal and the Capital Times—mark the one-year anniversary of the strike Oct. 1 with a picnic near the picket line. Standing, left, and seated, right foreground, are Nick Presdigiacomo and Gust Paris of the Typographical Union, while standing right, background, is Bob Pfefferkorn of the unaffiliated

State Journal Editorial Assn. The Madison Guild, IMU Mailers and Printing & Graphic Communications Union also struck the papers. Most Guild members missed the picnic since it conflicted with their shifts at the Madison Press Connection, the paper the unions started early in the strike that now is the nation's only co-operative daily. Strikers' families and community supporters joined them at the picnic.

Joint publishers in Alaska to separate after four years

Anchorage, Alaska—The Anchorage Times will pay the Daily News \$750,000 in two installments in an out of court settlement of the News's 16.5-million-dollar suit against the Times and a 1.5-million-dollar Times countersuit and after March 31, the papers' joint operating agreement will end, the Times said.

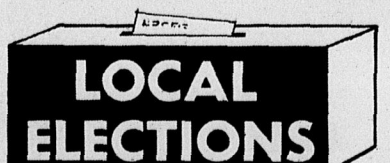
The papers combined non-editorial departments under the Newspaper Preservation Act in 1974—the only newspapers to have entered joint operations since the antitrust exemption bill was passed in 1970.

The evening Times by far dominates the market.

The News had charged, basically, that the Times short-changed it through incompetent management of the joint agency.

The morning Times intends to set up its own production, advertising and circulation departments. It advertised for a general manager, ad manager and circulation director in the Oct. 7 issue of Editor & Publisher.

At least one other joint arrangement has broken up—that of the Chattanooga Times and Post, in the late 1960s. The Post pulled out and has been publishing on its own, apparently successfully.



Northern Ontario (Sudbury)
Peter Desilets, president; Tony Van-
Alphen, vice president; Don Gallagher,
secretary; Caroline Maley, treasurer.

Wire Service (U.S.)
Interim elections: William Morrissey,
president; John Barton, secretary-treasurer (Barton, 255; Susan Guffey, 226).

The Law of the Land?



Farber jailed again over notes

Hackensack, N.J. — The door of a cell in the Bergen County jail here swung closed Oct. 12 to again confine New York Times reporter M. A. Farber for again refusing to turn over all his story materials to a judge in a murder trial.

Farber spent 26 days in the jail in August for the same thing—refusing to allow the judge to examine his notes so the judge can determine if they might be useful to the defense, as it contends.

Farber's latest refusal came earlier Oct. 12, just two days after the judge had delayed having Farber jailed for refusing that day, too, to turn his files over.

The judge said he gave Farber the extra time so he could observe the Jewish holy day, Yom Kippur, "think about it" and "maybe there will be a change of mind Thursday morning."

Farber had been ordered returned to jail Sept. 21 by the New Jersey Supreme Court when it ruled that he had no right under either the state's reporter shield law or the First Amendment to refuse his notes to the judge.

The state high court had given Farber until Sept. 26 to report to jail, so he could appeal its ruling

to the U.S. Supreme Court.

With less than an hour to go Sept. 26, Justice Potter Stewart stayed the sentence indefinitely.

On Oct. 6, however, the full court, in a one sentence order, nullified the stay, with only one justice voting against it, in re-

sponse to a petition from the murder defendant's attorneys.

The justices have yet to decide, however, whether they will hear an appeal by Farber and the Times of the substance of the state court rulings that have twice put him behind bars.

Indianapolis Guild surveys candidates on privilege bill

Indianapolis—Twenty-four politicians have been asked by the Indianapolis Guild if they support—and will introduce—federal legislation to recognize reporters' right to protect the identity of news sources.

The local sent a questionnaire to all 11 incumbent members of the U.S. House of Representatives from Indiana, to their opponents in the November elections and to both the state's U.S. senators.

Ten had answered up to Oct. 4. Most of them favored some kind of federal shield act.

Only Sen. Richard Lugar (R) flatly opposed such a law, but said he favored state laws.

One House member—Rep. Elwood Hillis (R)—didn't answer the question directly. He simply said that a federal shield law would not get out of committee because it was too controversial.

Another House member, Democratic Rep. Andy Jacobs, said he supported the idea, but with the reservation, that a reporter ought to be required to divulge important evidence—such as the location of a murder weapon—without giving the identity of the tipster.

They were the only incumbent House members who answered the questionnaire. Six challengers—four Democrats, two Republicans—all said they favored a federal law.

So did Sen. Birch Bayh (D), though he said he had some questions about specific language.

The Guild told the recipients that it was issuing the questionnaire because of its concern over the Farber case.

Protection for reporters would apply to any proceeding under legislation advocated in the questionnaire, Guild President Dennis Hoffman said.

Key top raised \$83 in Indianapolis

Indianapolis — The key top minimum is raised \$83, to \$394.95, in a new, 42-month Indianapolis Guild contract with Pulliam's Star and News.

Receiving the increase will be reporters, photographers, copy-readers and artists.

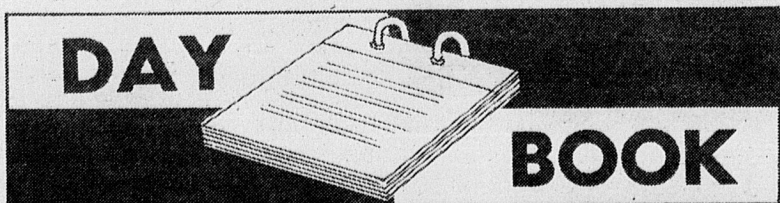
The increase comes in three steps—\$30 retroactive to Jan. 27, 1978, \$27 on Jan. 27, 1979, and

\$26 on April 27, 1980.

Among other classifications, increases and resulting top minima include:

Stenographers, custodial and cleaning personnel—Up \$12.90, \$11.60 and \$11.20—total, \$35.70, to \$198.35.

Library assistants (formerly library clerks) get a \$45.15 increase to \$229.90.



Western District Council, fall meeting, Oct. 21-22, Eugene Hotel, Eugene, Ore.

Middle-Atlantic District Council, fall meeting, Oct. 28-29, New York.

New England District Council, fall meeting, Oct. 28-29, Holiday Inn, downtown, Portland.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 4th joint meeting, Nov. 1-4, Washington.

Southern District Council, Fall meeting, Admiral Benbow Inn—Airport, Memphis, Nov. 11-12.

Midwest District Council, fall meeting, Nov. 18-19, Kenosha, Wis.

Great Lakes District Council, fall meeting, Nov. 18-19, Executive Inn, Buffalo.

46th Annual TNG Convention July 2-6, 1979, Biltmore Plaza Hotel, Providence.

As they put it

Join a bloc on Nov. 7

Nov. 7 is the day U.S. voters will elect the nation's next Congress—all 435 seats in the House of Representatives are on the block as well as 35 seats in the Senate.

Many of the "experts" expect that voter participation in the elections will be even lower than usual for a year with no presidential election. They point to feelings of futility that individuals can have an impact.

Lamont Wood of the San Antonio Guild addressed himself to that in the fall edition of the local's quarterly publication, the Guild News. His observations are reprinted below.

During my childhood in rural South Carolina my mother briefly employed a black maid. It was near election time, and the woman complained to my mother of black men in her neighborhood who would take \$2 from some office seeker and then vote for his opponent.

Was this legal? she asked. Didn't you have to vote for whoever paid you?

Despite the outward differences, this mental process would seem to be alive in the halls of Congress, as demonstrated by the recent failure of the Labor Law Reform Act.

But there remains a method of rejecting reality. It's called voting.

Cynicism on the usefulness of voting is easy. But one thing is obvious to the observer—power does not flow from above in this country. Representatives do not worry about Senators, they worry about all those council members and commissioners back home. They know those people have tasted politics and hunger for more. The politician knows they are studying his armor for chinks.

And he studies that armor, too. It's composed of precinct voting returns, and the hungry ones ask themselves, "Who votes, and how?"

Armies of people spend their careers identifying voters and wondering what would please them. Meanwhile, the huddled masses with poor turnouts remain huddled and unheard—simply being alive is not enough to warrant attention.

So, go to the polls. The choice may be a joke, but vote for somebody. The machine will go "chink," and so will the mind of somebody, somewhere, looking for a bloc of voters. A bloc you just helped identify.

And then some lobbyist may find his \$2 bargain is out of office.

Contests for U.S. Senate seats are particularly critical and close in nine states where Guild locals and members are in a position to influence their outcome, TNG President Charles A. Perlík, Jr., has pointed out to local leaders in those states.

"A loss of liberal strength in the Senate would kill any flickering hope of meaningful labor-law reform in the next Congress, and doom other important social legislation as well," he said, listing the AFL-CIO endorsed candidates in the states:

Colorado, Sen. Floyd Haskell; Iowa, Sen. Dick Clark; Maine, Sen. William Hathaway; Michigan, Carl Levin; Minnesota, Sen. Wendell Anderson and Bob Short; New Hampshire, Sen. Thomas McIntyre; New Jersey, Bill Bradley; North Carolina, John Ingram, and West Virginia, Sen. Jennings Randolph.

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) published, advance notice), except monthly in February and March. \$1.00 per copy, 50 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 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., Washington, D.C. 20005. Publication #231580.

Vol. XLV, No. 17

October 13

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 200
Area Code 202-296-2990

ISSN: 0017-5404

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