

St. Louis dailies closed by strike

The GUILD REPORTER



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

Vol. XLV, No. 20

Washington, D.C.

November 22, 1978

Talks 'explored' in Vancouver

Vancouver — The Vancouver Council of Newspaper Unions and the Sun, Province and Pacific Press, their joint publishing company, on Nov. 21 held another day of "exploratory discussions" seeking a basis for resumption of full-scale bargaining.

It was the fourth such meeting within a week.

The papers suspended publication Nov. 1 when they were struck by about 840 members of the Vancouver-New Westminster Guild and 130 members of the Printing & Graphic Communications Union pressmen. Members of three other unions—Typographical, Mailers and Graphic Arts—were locked out.

All five unions' contracts expired Oct. 31.

The face-to-face discussions got under way Nov. 15 after two days of separate meetings of union and company representatives with Don Munroe, chairman of the B.C. Labor Relations Board, and another with mediator Peter Dowding, who had stepped away from the dispute when the strike began.

The first three days face-to-face were spent by the publishers' "technical people" going over their demands for reductions in press and mail room manning. Jim Young, the Guild's executive secretary, said.

Disagreements over manning in the two areas plus publishers' demands for large-scale exemptions from Guild contract coverage are the chief issues in the dispute.

News of any movement toward discovery of a basis for resuming bargaining will come from the mediator under an agreement among the parties, Young said.

Meantime, the unions thrice-weekly, interim Vancouver Express continued to sell out its 100,000-plus press run and its advertising space, the latter running more than 60 percent of content.

The paper also was increased from 24 to 32 pages, despite what

(Continued on Page 2)



Dave Clark, Vancouver-New Westminster Guild

VANCOUVER GUILD STRIKERS READ THEIR 'EXPRESS' WHILE PICKETING

From left: Jill Chapman, Margo Klinksgaard, Mary Franco, all of Sun classified

Stores get short course in solidarity

Wilkes-Barre, Pa. — One of Pennsylvania's larger super market chains said "enough" Nov. 21, four hours after Wilkes-Barre's newspaper unions posted small groups of informational

pickets outside its four area stores.

The stores the day before had run two full-page ads in the Times-Leader, Evening News, Record, struck by 240 members

of the unions since Oct. 6.

The stores' district supervisor called the unions' joint council about 4 p.m. and pledged not to buy another line in the Capital Cities-chain paper for the duration of the strike, a representative of the unions reported.

And little wonder.

At one Weis store, shoppers who had been inside before three informational pickets arrived expressed outrage that they had not somehow been warned beforehand. Some offered to re-enter the store, return their groceries and demand return of the money they had spent for them.

Car after car carrying prospective customers turned away upon sighting the informational pickets. Many offered expressions of encouragement. Some stopped to provide the pickets coffee and snack foods.

Fewer than a handful ignored the pickets and continued into the store to shop.

Other informational picket teams reported similar experiences, a union council representative said.

The store chain, he said, has an anti-union reputation, with few, if any, of its employees or

(Continued on Page 6)

NLRB: Unions need bias data

Washington—In two far-reaching decisions, the National Labor Relations Board has ruled that employers are required to furnish unions data on employees' and job applicants' race and sex on the same grounds they are required to provide payroll information.

Deciding a case by the International Union of Electrical, Radio & Machine Workers against Westinghouse Electric Corp. of Pittsburgh, the NLRB said the data must be supplied for employees the IUE represents.

And in a case by the IUE against East Dayton Tool & Die Co. of Ohio, the board said the data also must be furnished about job applicants—even those who were not hired.

"The decisions are precisely what TNG's interpretation of the law has been all along," said Hannah Jo Rayl, TNG's human rights co-ordinator.

Successive TNG conventions have directed locals to obtain information from employers as to payment, promotion and slotting of women and minority groups and on their efforts to hire them.

The National Labor Relations Board decided both cases Nov. 6 by three-to-one votes.

The majority was Chairman John H. Fanning and members Howard Jenkins, Jr., and John C. Truesdale. Dissenting in part was member Betty Southard Murphy. Member John A. Penello did not participate.

The cases arose out of unfair

labor practices complaints lodged against the two companies by the IUE, which had sought detailed statistical information on women and minorities.

In the Westinghouse case, the

(Continued on Page 2)

Pregnancy law guide issued

Washington—The most important benefits under the new U.S. pregnancy disability law will go to women who aren't disabled because of their pregnancies, Guild locals have been advised by TNG.

The legislation is "based on the proposition that pregnancy is not a disability," Hannah Jo Rayl, TNG's human rights co-ordinator,

said in a memo to U.S. locals Nov. 15.

President Carter signed the compromise bill Oct. 31 after a coalition of women's groups and unions, including TNG, campaigned for such a law to overturn a Supreme Court decision that sick pay or temporary disability benefits could exclude preg-

nant women because of their pregnancies.

The law, an amendment to Title VII of the 1964 Civil Rights Act, forbids all discrimination because of pregnancy, past present, or potential.

It recognizes that the right of a woman to be hired, promoted,

(Continued on Page 2)

Pressmen get backing from Guild, others

St. Louis—The St. Louis Post-Dispatch and Globe-Democrat suspended publication Nov. 20 following a strike by members of Printing & Graphic Communications Union pressmen against the Post-Dispatch.

Members of eight other unions employed by the Pulitzer paper, including the St. Louis Guild, subsequently backing the Pressmen's strike and the Post-Dispatch was not attempting to resume publication as the Guild Reporter went to press.

The Globe-Democrat, though not struck, was unable to publish since it is printed and distributed by the Post-Dispatch under a joint operating arrangement. The Guild's 200-member unit is the only union at the Globe-Democrat. Late Nov. 22, the paper laid off all its Guild employees.

Chief issue in the Pressmen's strike is a company demand to

IEB okays more borrowing for Defense Fund benefits... Page 4

reduce manning and overtime.

All the unions' contracts with the Post-Dispatch expired Aug. 31, as did the Guild's with the Globe-Democrat. The unions are in co-ordinated bargaining with the Post-Dispatch. They all met with the company on the Pressmen's manning dispute until a half hour after the picket lines went up at 5 p.m.

Support of the Post-Dispatch Guild Unit for the Pressmen's strike came through both voice and secret-ballot votes at the conclusion of a four hour meeting that started at 5:30 p.m. Nov. 21.

Tally in the secret-ballot vote was 243 to 148 to support the Pressmen. Many Guild members had left the meeting after the earlier voice vote had been overwhelmingly for support, a representative said. There are about 700 Guild members at the paper.

The unit members' vote was a reversal of a no-support vote the evening before by the Guild lo-

(Continued on Page 4)

NLRB rules unions need race and sex data

(Continued from page 1)

board majority said the threshold question was whether the information was relevant and necessary to the union's collective bargaining function.

A union has the right to protect employees it represents against discrimination, the majority noted.

"It follows that a union needs information related to race and sex in order to make proposals and then to take other action to correct such discrimination," the decision said.

The majority said it would apply the same standard of relevancy to these data as it already does to wage information.

Basically, this means the data are presumed to be relevant to collective bargaining and the union does not need to show specific relevancy.

The only real test is that the union must show the "probability" of relevance, the majority said.

This is sufficient to obligate the employer to provide the data, it added.

Westinghouse was ordered to provide the number of represented employees by race, sex and Spanish surname in each labor grade, job classification, wage group and seniority level, plus similar data for those hired or promoted in the year preceding the union's 1974 unfair practices complaint.

It also was ordered to supply the union with a list of all complaints and charges filed against it under various anti-discrimination laws, but without the names of the complainants.

In addition, the decision requires Westinghouse to give the IUE access to the company's

"work force analyses" used in constructing the affirmative action plan it is required to have as a federal contractor.

But access to the plan itself was denied the IUE.

Westinghouse had claimed that providing the data would be burdensome and that the union would not keep it confidential because, among other things, it wanted the information in order to sue the company.

The majority rejected all of these defenses.

It said that Westinghouse had most of the information anyway because of its affirmative action plan. It noted that the IUE request didn't specify any particular form, but the majority said that the data must be in reasonable form.

The decision also said that any lawsuit plans by the union did not make the data any the less relevant to its collective bargaining responsibility.

For one thing, the majority said, "It is well-established that in the field of labor relations a number of overlapping forums and remedies exist."

The IUE have the data even if it wanted to defend itself against discrimination suits, the decision said.

"Passive ignorance will not relieve a union of its duty" under the labor relations act to bargain diligently and in good faith for all represented employees, the majority said.

Dissenting from this point, Murphy said that the decision "creates an affirmative duty for unions to become agents of the EEOC [Equal Employment Op-

portunities Commission] with respect to ferreting out employment practices—regardless of the absence of any complaints by unit members, any grievances, or even any suspicions. Be not surprised that the agencies which administer fair employment practice laws will now require unions to take strong measures to find any indication of any employer's possible discrimination."

TNG's Rayl said it is the Guild's position that anti-discrimination laws—for example, Title VII of the 1964 Civil Rights Act—already place this duty upon unions.

Murphy warned that unions which don't seek this information risk being found to have acquiesced "in any subsequent unlawful discriminatory practices of employers. . . ."

Or, she added, unions may be found jointly liable with employers for practices that were put into effect unilaterally by the employers.

The majority emphasized that its decision did not mean it was finding that Westinghouse discriminated, only that the data should be provided.

In the East Dayton Tool & Die case, the company was ordered to provide data on job applicants because the "union's expressed concern that it may be required to defend against a charge of unlawful discrimination based on alleged acquiescence in [the company's] hiring practices is not inconsistent with its representation function."

The majority quoted an earlier NLRB case which held that hiring practices are of "vital concern" because they "inherently affect

terms and conditions of employment."

The IUE's East Dayton contract referred explicitly to hiring practices and bound each party not to discriminate.

Regardless, the union was not required to cite chapter and verse—"say the 'magic words'"—to obtain this information, the decision said.

The union had sought information on the total number of males, females, whites, blacks and other minorities who applied for jobs and the total who were hired.

Murphy, dissenting, said this decision extends the union's responsibility and liability to those who are not within its statutory bargaining unit.

Therefore, she reasoned, the board is legislating, rather than interpreting the National Labor Relations Act.

Pre-hire activities are solely

within the employer's control, Murphy said, and are not related to wages, hours or working conditions.

Hence they are not a mandatory subject for bargaining under the labor act, she said.

In distinction to the East Dayton non-unit applicants, the majority in the Westinghouse case denied the union access to information on non-bargaining unit employees.

The union would be required to meet a more precise standard of relevancy, the majority said.

In the East Dayton case, the company also was ordered to give to the union the agreements it signed with its insurance carriers providing various benefits.

"Group insurance is encompassed within the concept of wages and, therefore, information about insurance is presumptively relevant," the majority said, quoting an earlier case.

More than disabilities protected by new law

(Continued from Page 1)

or should in her job when pregnant should depend solely on her ability to do the job, Rayl said.

Employers now must pay, under their health benefits plans, expenses of prenatal care, delivery and postnatal care on the same basis as they pay, under the same plans, male employees' medical expenses, she advised.

A female employee permanently disabled by childbirth or other result of pregnancy is entitled to the same right to retire on a disability pension or to re-

ceive long-term disability benefits as male employees.

The amendment became effective on Oct. 28 for new plans. Existing plans have six months to get in line.

Under the Senate-House compromise signed by Carter, an employer may exclude payment for abortions.

But if an abortion results in medical complications, the employee would be entitled to whatever sick leave and medical care payments the company plan provides for other disabilities.

In 24 states and the District of Columbia, however, an employee may pursue her rights to abortion payments under state laws.

In these states unions can insist in bargaining that the employer cover hospital and medical costs of abortions, Rayl said.

The states are:

Alaska, California, Colorado, Connecticut, District of Columbia, Hawaii, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Minnesota, Missouri, Montana, New Jersey, New York, Oklahoma, Oregon, Pennsylvania, South Dakota, Washington and Wisconsin.

Rayl also pointed out that the six-month delay on the effective date for existing plans "in no way alters TNG's collective bargaining policy," which calls for pregnancy disabilities to be treated the same as other temporary disabilities for purposes of paid sick leave.

Eighty-five percent of all Guild contracts provide for maternity leave, she pointed out, and 59 percent of that number specifically provide pay either in the form of sick pay for the period of disability or for a specific period of time.

U.S. locals whose contracts need to be brought into compliance with the new law will be advised by TNG, Rayl said.



PUGSTEM PUBLICATIONS' NEWSROOM PERSONNEL PREPARE ANOTHER EDITION OF TRI-WEEKLY 'EXPRESS'

Pugstem is acronym for joint venture of Vancouver newspaper unions—Pressmen, Guild, Stereotypers, Typographers, Engravers and Mailers

New bargaining explored in Vancouver

(Continued from page 1)

Young described as a "sudden, mysterious" shortage of newsprint.

The Express is being printed by the New Westminster Columbian which gets its newsprint from the giant MacMillan-Bloedel firm. "Suddenly it imposed a stiff quota, claiming a paper shortage," Young said, forcing the unions to settle for lower quality stock from elsewhere.

At the same time, Young charged MacMillan is storing the daily supply that would have gone to Pacific Press if the Sun and Province were publishing.

The Employers' Council of B.C. also has been seeking to

dissuade advertisers from buying space in the Express, the unions said. The council is saying that buying ads in the Express will only prolong the strike, but with rare exceptions few merchants appear to be paying it heed.

One national jewelry outlet cancelled on orders from its headquarters in the East, Young said.

Linage in the paper's second edition, on Nov. 6, was boosted a bit by a four-column by 11-inch ad purchased by the publishers of the F.P.-chain Sun and the Southam-chain Province.

In it they accused the Pressmen and Mailers of refusing to discuss the employers' demands for reduced manning.

Phil Needham, Guild president and co-chair of the unions' joint bargaining council, pointed out that neither of the publishers had been at the bargaining table and that their ad avoided other issues in dispute.

Most of the Express's circulation is street sales, Young said, adding that "we figure we're probably the 7th largest street sales paper in North America now."

A total of about 1,400 members of the five local unions are affected by the strike, including 300 printers, 100 mailers, 35 engravers and 40 drivers represented by the Pressmen, in addition to 840 in the Guild and 130

Pressmen.

The Vancouver-New Westminster Guild reported a total of \$2,300 in contributions to its strike fund, including:

Victoria Guild	\$1,000
Canadian Wire Service Guild ..	500
Providence Guild	500
Pacific Northwest Guild	200

Administrative Officer Wanted

635-member Denver local seeks administrative officer with negotiating and management skills. Job will be open after Jan. 1. Send detailed resume to:

**Denver Search Committee, P.O. Box 8484,
Denver, Colo. 80201**

DEBS-THOMAS AWARD TO HERLING

Reporter called labor's conscience

Washington—More than 400 friends and colleagues turned out Nov. 14 to honor John Herling as "a labor reporter without equal."

The occasion was his receipt of the Washington Democratic Socialist Organizing Committee's first Eugene V. Debs-Norman M. Thomas Award.

Herling, who joined the Guild in New York in 1935 and remains a member today, was cited for having chronicled the struggle of workers and their unions "with clarity and precision as well as beauty," while reporting corruption and lack of democracy "wherever it has existed . . . not . . . to belittle or weaken the [labor] movement, but to help strengthen it."

A free lance for nearly three decades, Herling heard himself and his reporting praised as "the conscience of the labor movement" in a series of remarks by speakers who included:

Msgr. George G. Higgins of the U.S. Catholic Conference, former TNG President and Newsweek reporter and columnist Kenneth Crawford, Machinists' President William W. Winpisinger, Warren Rogers, formerly with the New York Herald Tribune, Associated Press, Look magazine and the New York Daily News-Chicago Tribune Syndicate, and W. Willard Wirtz, former secretary of labor.

TNG President Charles A. Perlik, Jr., reminded the group that when the Guild's founding president, Heywood Broun, ran for Congress in 1930 on the Socialist ticket one of his colleagues was "a young activist writer named John Herling."

"Another was a dynamic young woman and editor named Mary Fox for whom Broun wrote articles," Perlik pointed out. She and Herling later married and still later she was executive officer of the Washington Guild. (She died ten days before Herling was honored.)

Perlik said that while the Guild is as appreciative as others of Herling's "lifelong contributions to labor journalism and industrial democracy, we . . . think of John as the most gracious and courteous of men whom we have been



Frank Alexander, Merkle Press/Washington-Baltimore Guild

JOHN HERLING: GUILD'S 'MOST GRACIOUS BROTHER'
Herling, left, receives book on the Guild's formative years from TNG's Charles A. Perlik, Jr., at Debs-Thomas Award Dinner

privileged to call brother these many years."

Herling's first journalistic crusade was protesting injustice in the Sacco-Vanzetti conviction while Herling was on the Harvard Crimson.

After finishing college he joined the League for Industrial Democracy, where, among other activities, he helped Norman Thomas and Mary Fox organize the Emergency Committee for Strikers' Relief to assist miners and textile workers.

He was press secretary for Thomas in his early presidential campaigns and in 1936 headed the Socialist News Bureau while working as a stringer for Time magazine.

For the past 30 years Herling has been writing the weekly "John Herling's Labor Letter."

Mary Fox Herling, 84, Washington leader in '40s

Bethesda, Md. — Mary Fox Herling, administrative officer of the Washington Guild in the mid-1940s and a lifelong activist for labor and service groups, died here Nov. 4. She was 84.

A graduate of Vassar College and a student at Oxford University, she established the co-operative Bleeker Gardens development in Greenwich Village after teaching in Colorado Springs, Chicago and Brooklyn.

While working as the executive secretary of the League for Industrial Democracy in the 1930s, she edited "The Unemployed," a magazine the league published for sale by unemployed persons. Among those who wrote for it were Heywood Broun, Reinhold Niebuhr, Elmer Davis and Paul Douglas.

She was assistant chief of the co-operative housing section of the War Labor Board in Washington during World War II and worked for the Guild two years after the war's end. She left to

become president of Group Housing Co-operative, which built the Bannockburn community on an old golf course in Bethesda. She headed the group until about 1960.

Survivors include her husband, John, a labor writer, and a son, David Stolberg of Cincinnati.

Post settles maternity claim

Washington—The Washington Post, at the outset of arbitration hearings on the matter, has agreed to pay one of its reporters the accumulated six weeks' sick-pay the Post had denied her when she sought to use it before taking four weeks' paid maternity leave. Reporter Martha Hamilton will receive more than \$2,000 under the settlement.

The paper had contended at the time and since that an employee must be sick in order to qualify for sick-pay during maternity and that it could require

Woman named sports editor by Times; bias case cited

New York—In its first major action under its pretrial settlement of a sweeping sex-discrimination suit in October, the New York Times has named a woman its new sports editor.

Le Anne Schreiber, 33, who had been an assistant sports editor since February, took over as head of the 55-staff-member department immediately upon announcement of her promotion a few days after the end of the strike against the paper.

Before coming to the Times she had been editor in chief of womenSports magazine and before that she had been with Time magazine, where she joined the New York Guild and for which she covered the 1976 Olympics.

Schreiber said that the settlement of the class-action suit filed by seven Times women employees in 1974 had "made the Times more willing to consider me."

Among the provisions of the affirmative-action portion of the settlement is a goal of filling 25 percent of the paper's senior news and commercial department jobs with women during the next four years [Guild Reporter, Oct. 13].

The settlement also provided a

a doctor's certificate as proof.

The Guild had maintained that new language in its last contract with the Post meant exactly what it said:

"The decision as to when such [maternity] leave shall commence shall reside solely with the employee with the concurrence of her own physician. Prior to the commencement of maternity leave, the employee may avail herself of any sick leave benefit to which she is entitled . . ."

Hamilton's daughter, Sara, now is 2½ years old.

Member slain in Guyana; memorial is considered

San Francisco—Leaders of the San Francisco-Oakland Guild are exploring the possibility of the local setting up or helping set up a suitable memorial for Gregory Robinson, the Examiner photographer among the five persons murdered Dec. 16 as they prepared to leave a U.S. religious-cult settlement in Guyana.

Robinson, 27, had been a member of the local since shortly after joining the paper's staff three years ago. Before that he had been a free lance and West Coast representative for Sipa Press of Paris, a picture agency.

Robinson, Don Harris and Robert Brown of NBC News, a resident of the Peoples Temple

settlement and U.S. Rep. Leo J. Ryan were killed in an ambush by other members of the cult.

Four of the nine persons wounded in the assault also were newsmen: Steven Sung of NBC, Tim Reiterman, an Examiner reporter, Ron Javers, a Chronicle reporter, and Charles A. Krause, a Washington Post reporter, the last three all Guild members.

AFL-CIO President George Meany, meanwhile, expressed the federation's "deepest sympathy" to Robinson's family and fellow Guild members. TNG President Perlik expressed shock at the event and expressed his sympathies, as well.

SDC revises by-laws, leadership structure

Memphis—The Southern District Council has amended its by-laws to provide for an executive board.

At its Nov. 11-12 fall meeting here, the council also adopted an amendment designed to put it on a better financial footing.

The executive board is made up of the officers and members from locals whose delegates aren't officers.

Locals now will be in good standing if they are not more than six months, rather than a year, in arrears on per capita payments to the council.

Porter Binks of Chattanooga was re-elected president. Dave Polling of Mountaineer (Morgantown, W.Va.) was elected vice president. Emily MacDonald of Chattanooga was re-elected treasurer, and Harold Julian of Knoxville was re-elected treasurer. Polling replaced Joyce Hotchkiss of San Antonio, who did not seek re-election.

Elected to the new executive board were:

Darwin Honeycutt of Greensboro, Jeff Brown of Hampton Roads (Norfolk, Va.), Hotchkiss, Dorothy Struzinski of Washington-Baltimore, Alfredo Gonzalez, Jr., of Puerto Rico, and Barry Bronson of Lexington.

Next meeting will be in Memphis in February. The spring meeting will be in Morgantown.

Montreal files for 55 circulators

Montreal—The Montreal Guild has applied for certification as bargaining agent for 55 employees in the Gazette's outside circulation department.

Most of the employees are district managers.

The Guild in June won an initial contract for the 95 employees of the Southam paper's

editorial department. The pact establishes a \$401 a week top minimum for reporters and photographers.

Application for certification for the circulation employees was made to provincial authorities Nov. 6 after the Guild obtained authorization cards from a substantial majority of employees.

The U.S. price elevator

The table below records the ascent of the Urban Wage-Earners' Consumer Price Index in the United States over a 24-month period following a 1.4-point rise in the index in September to 199.1, up 14.6 points from September, 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 increase over September, 1976. Figures for 1978 are from the revised Urban Wage-Earners' and Clerical Workers' index.

	Index*	Percentage over	
		Same month prior year	September 1976†
October, 1977	184.5	6.5	6.9
November	185.4	6.7	7.4
December	186.1	6.8	7.8
January, 1978	187.1	6.7	8.4
February	188.4	6.4	9.2
March	189.7	6.5	9.9
April	191.4	6.6	10.9
May	193.3	7.0	12.0
June	195.3	7.4	13.2
July	196.7	7.7	14.0
August	197.7	7.9	14.5
September	199.1	8.2	15.4

*1967 = 100

†Index = 172.6

IEB okays more loans for benefits in strikes

Washington — TNG's International Executive Board has extended indefinitely the emergency system combining cash with promissory notes for Defense Fund benefits payments and authorized borrowing up to \$500,000 more from outside the Guild for the Defense Fund.

In mail ballots initiated by President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker after the end of the New York strike, the IEB approved extending the promissory note system by a vote of 8 to 2 and the additional borrowing authority by a vote of 9 to 1. One board member's ballot arrived after the tabulation was completed. Four others had not been received through Nov. 20.

At the outset of the New York strike the IEB had authorized borrowing up to 1.25 million dollars from outside the Guild, and nearly the entire amount had been exhausted by the time the strike ended after 88 days Nov. 5.

Thereafter benefit payments to Guild members in seven other places—Vancouver, Pontiac and Lincoln Park, Mich., Montreal, Vallejo, Sacramento and Wilkes-Barre — were consuming just about all of the Defense Fund's monthly income of about \$250,000 under full regular dues, Crocker said, making additional borrowing authority necessary to provide resources for any other Guild groups who might need them in work stoppages.

When Guild members at the St. Louis Post-Dispatch voted to honor Pressmen's picket lines Nov. 21, the Defense Fund accrued additional obligations that could come to more than \$200,000 a month.

Early in November the International Assn. of Machinists opened a \$300,000 line of credit to the Defense Fund.

The cash-promissory note benefits policy was voted by the IEB initially for the two weeks that ended Nov. 4, which turned out to be the end of the New York strike.

Two St. Louis dailies close when Pressmen strike one

(Continued from page 1)

Earlier Nov. 21, the 400 Typographical Union printers and 180 Typographical Union Mailers had unanimously indicated that each of them will exercise his individual right to honor the Pressmen's picket line. They were informed that benefits will not be available for either printers or mailers. The International Typographical Union has been forced to cut them off to all its members involved in work stoppages.

Other unions supporting the strike are the Paper Handlers, Machinists, Electrical Workers, Oilers and Teamsters.

"At least 200" Post-Dispatch Guild members turned away from the plant the morning after the local executive committee's vote when they were told that management had said it would not discipline any who did not report, said Robert A. Steinko, the Guild's executive secretary.

The Post-Dispatch Unit vote that night came after they were addressed by ITU 3rd Vice President Allan J. Heritage, TNG In-

Under that system, promises to pay are issued in lieu of cash benefits that would otherwise be payable to members who receive unemployment compensation or more than \$50 a week in other income, from any source, "first generated after the onset of the strike" or lockout.

In Montreal, where members at the Star are receiving unemployment, the cash benefit outlay was reduced by more than \$26,000 a week during the system's first two weeks. Through Nov. 10, \$65,680 in promises to pay had been issued to members in Montreal.

In New York, meantime, the Guild local borrowed \$250,000 from the Amalgamated Bank and used the funds to pay full benefits in cash to its members who otherwise would have received promissory notes under the emergency system. In effect, the local bought the promissory notes itself.

TNG and the local agreed that TNG will consider the local's action equivalent to its lending the money to TNG's Defense Fund and that TNG will repay it under the same terms it will repay cash loans to the Defense Fund from other locals. The latter totalled more than \$627,600 with the addition of \$4,000 from the Winnipeg Guild to earlier amounts.

Crocker told the Midwest District Council's fall meeting Nov. 16 that it would take at least one full year of full regular dues to repay TNG's indebtedness and rebuild the Defense Fund after the Vancouver strike ended, barring any other major strikes or lockouts in the interim.

Meanwhile, the International Typographical Union, which had said it would be forced to cut off all benefits after Nov. 7, announced Nov. 9 that its officers were preparing to call a special referendum for an assessment for its Strike Fund. The process is complex, however, and the amount and referendum date were still being worked out, the ITU Review reported.

International Representative Charles Dale, Francis Peter, secretary-treasurer of the Pressmen's local, and the Post-Dispatch's labor relations director.

Dale and Heritage also spoke to meetings of the printers and mailers earlier in the day.

No bargaining was immediately scheduled.

The Washington Post quoted an ITU representative as saying that continued printer support was contingent on the Pressmen seeking to resume bargaining as soon as possible and their allowing other unions' representatives to sit in on the sessions.

The Post also reported that the Post-Dispatch was seeking to pare its contingent of 154 journeymen and 14 apprentices to 140 pressroom jobs through attrition over six years.

Meanwhile, United Press International quoted Globe-Democrat managing editor George A. Killenberg as saying that that paper is trying to find a different printer so it can resume publishing without having to wait for the Post-Dispatch to settle its press room dispute.

The best news that money can buy

By BEN H. BAGDIKIAN

ARGUING IN PUBLIC about a theme in this article almost cost me my job several years ago. As a panelist at a Harvard conference on news treatment of blacks, I was disputing a statement that the primary goal of American news media is oppression of nonwhites. I disagreed. I argued that if blacks wished to influence media policies they needed to understand what really matters to news companies—making money.

Some members of the conference insisted bitterly that media operators wished more than anything else to exercise their racism. In exasperation, I asked rhetorically which they thought would be more effective in large cities such as Washington, D.C., with majority black populations: embarrassing a publisher by crying "racist" or threatening publisher profits by organizing a boycott?

The wire services reported that an assistant managing editor of the Washington Post had advised minorities dissatisfied with their newspapers to organize boycotts. When I returned to Washington, I was asked for my resignation. When tempers cooled, I was asked to return—at least momentarily.

I was right and I was wrong. I was correct in saying that the primary goal of news companies, as with all commercial enterprises, is to make a profit. But I was wrong to suggest that ghetto boycotts of papers would scare media operators. Six years later, it is clear that not only do they not fear boycotts by their central cities but metropolitan newspapers deliberately avoid selling papers there.

The new corporate ethic in news is ending the impulse to get the news to as many people as possible. Sophisticated merchandising strategies by advertisers and media response to those strategies is altering the role of major news institutions in American society. Metropolitan newspapers wish to sell their papers only to the affluent and they are using marketing techniques to design their content and control their circulation primarily for the benefit of big spenders.

The result of this evolution is to make worse the poor fit between the way news is distributed and the way that most people live their neighborhood, social, political, educational and occupational lives. It is a poor pattern even for the affluent suburbs. It is at its worst for people who live in central cities.

The central cities of American metropolises are the repositories for the poor, the nonaffluent aged and the low- and moderate-income working class. They have always had the worst services in such areas as trash collection, police response time and parks. Because they live in greater density and lack the supportive environment of affluent neighborhoods, they usually need superior services. They need better-than-average medical care but get

Bagdikian, a professor of journalism at the University of California at Berkeley, is a former ombudsman and assistant managing editor of the Washington Post and was the first president of the Mellett Fund for a Free and Responsible Press. A former member of the Providence Guild, his analyses and critiques of press performance have been widely published for more than a decade. This article is reprinted, with permission, from the October issue of Human Behaviour magazine.

the worst. They need better-than-average schooling but get the most deficient education. They need the most consumer protection but get the least. They need the broadest possible library service but are the first to lose their branch libraries.

When it comes to continuous political and social information, middle-class and professional Americans already have enormous advantages over people in poor and moderate-income neighborhoods. The affluent are more likely to have college educations, skill in information retrieval through textbooks and periodicals, knowledge from travel and from peers, ease in getting through to politicians, experts and editors.

In that sense, it is the central cities that need systematic news more than anyone else. And now to the long list of withdrawn or inferior services available in the hearts of cities is added the silencing of routine daily printed news.

IN THE PAST, class difference in American society, while never as insignificant as official dogma insisted, were at least leavened by the existence of multiclass institutions—the community school, social and economic mixes in neighborhoods or communities, mass transit and, of course, the almost universal existence of a daily paper in each home.

Although class differences have always existed and have always created tension and bitterness, mutual knowledge among the classes diminished the feeling of hopelessness and hostility.

Today, social and economic classes are more separate than ever, in whole communities segregated by race or class, by separate schools, by separate kinds of work places. And now that mutual link of detailed community information, the daily newspaper, also is becoming a one-class institution.

Last year, Otis Chandler, proprietor of the Los Angeles Times and head of the biggest newspaper conglomerate in the country, said:

"We cut out unprofitable circulation, and we arbitrarily cut back some of our low-income circulation. . . . The economics of American newspaper publishing is based upon . . . advertising, not . . . circulation. . . ."

In 1976, an editor of the Detroit News instructed his staff in a memorandum:

"We are aiming our product at the people who make more than \$18,000 a year and who are in the 28-40 group"

The stories he wanted, he told his staff, "should be obvious: they

won't have a damn thing to do with Detroit and its internal problems."

This was a memorandum from a news executive with the title City Editor. His policy, pursued explicitly or implicitly by most major news executives, excludes the majority of adult Americans. Applied to big cities, it deliberately turns away from one-third of the population that lives in central cities, particularly most of the 33 million families who earn less than \$10,000 a year.

The major advertisers don't want these people, and increasingly neither do the major news media. Until recently, a standard analysis of the demographics of its audience was issued to potential advertisers by the American Broadcasting Companies under the title, "Some People Are More Valuable Than Others."

Department store ads are a major source of revenue for newspapers. A vice-president of a national chain, Federated Stores, recently described the kind of reader they want for their newspaper ads. She described this reader as "the heavy spender,"

Once a leaven among society's classes, the daily is becoming a one-class institution

the 25 percent of customers who account for two-thirds of all their sales, the people who spend an average of \$3,000 a year on department store items.

One-third of all American families have less than \$10,000 total annual income; obviously, they cannot spend \$3,000 a year in department stores and, it is observed by more and more newspapers, are not profitable readers.

Of all personal income flowing to metropolitan areas, more than 60 percent flows to the affluent suburbs, and that is where the daily papers are also flowing.

The modern American daily was created by a different ethic. Before the Industrial Revolution, newspapers were an elite communication, designed for the minority who could read and who had influence, mostly merchants and political leaders. In 1850, for example, daily newspaper sales equaled only 21 percent of all U.S. households.

But in the late 1800s, a revolution in technology and in social organization created the mass-circulation paper that saturated every neighborhood. It was an important factor in the democratization of elections and inhibited the rush to rigid class separation. Thanks to the original William Randolph Hearst, the original Joseph Pulitzer and E. W. Scripps, and their imitators, sales of daily papers rose to equal 94 percent of all households; and this rose steadily until the 1930s, when it was common for a family to read more than one newspaper and daily sales equaled 139 percent of all daily households.

Today, that figure has retrogressed to the pre-1890 figure of 87 percent of households, a decline that started before radio and television reached their peak and is now converting the metropolitan daily again to an elite communication.

Two factors help explain this change. Hearst and Pulitzer are properly remembered for sensationalism and "yellow journalism" that sold newspapers. It is less remembered that they combined this with something else that helped make newspapers a popular source of information: the papers were the champions of the average- and the low-income citizen and they communicated these problems to the rich and to the politicians. In the beginning, Hearst and Scripps were socialists; Pulitzer, a progressive.

Even at his cynical height, Hearst ordered his staffs:

"Get the news. Get it first. Spare no expense. . . . Denounce crooked wealth and promise better conditions for the poor to keep readers. INCREASE CIRCULATION." (The capital letters were Hearst's.)

Influential papers such as the Chicago Daily News and the Kansas City Star fought for lower utility rates and rents for working-class families. E. W. Scripps used his chain papers to raise funds for striking workers. Joseph Pulitzer said the policy of his newspapers included, "Tax luxuries, tax inheritances, tax large incomes, tax monopolies, tax the privileged corporation." It has been a long time since any newspaper corporation in modern times has dedicated itself to policies like that.

A second factor has changed the

content of newspapers. In the 1800s, most newspaper revenues came from the people who bought a paper. The nickel paid every day by a banker was worth no more to the publisher than the nickel paid by a garment worker.

Since that time, mass merchandising of consumer items and the growth of a mammoth advertising industry have changed the economics of news. Today, most news company revenues do not come from the subscriber but from advertisers, more than 75 percent for city dailies and 98 percent for broadcast stations.

TODAY, THE QUARTER paid by a banker is worth much more to the newspaper publisher than the quarter paid by a garment worker. Size of audience is still important.

Papers still boast about their circulation and broadcast stations of their ratings. But the "quality" of audience is more important, and "quality" is defined by the major advertisers. What the advertisers want in a newspaper and its distribution are not the same as what the average citizen wants in the newspaper.

Advertisers want to project their message into the most affluent households at the lowest possible cost per household. And they want their ads to appear in a context of a "buying mood." It is not a random act that places grocery ads in the food section or department store ads near fashion stories.

The money race in the news is not for as many people as possible regardless of class or location, but for as many affluent people as possible within practical shopping distance of major advertisers.

Competition for advertising between broadcasting and newspapers has deepened the problem. Broad-

casting has a peculiar technical advantage and disadvantage. It cannot control who receives the message within the contours of its broadcast area. On the other hand, it doesn't cost the station operator any more to be received by a million sets than by one set—the cost of reception is paid by the householder who buys and maintains the home TV set. So broadcasting enlarges its signal areas as far as possible and from this undifferentiated harvest extracts the affluent viewers and listeners as counted by rating services. It is typical for a metropolitan TV station to cover 10,000 square miles, or about 50 counties.

Metropolitan dailies, typically and not accidentally, cover about the same geography. The Atlanta Constitution and Atlanta Journal, for example, circulate in 55 counties, only 16 of which have their own daily paper. The Kansas City Star circulates in 53 counties; the Des Moines Register and Des Moines Tribune in 99 counties.

The average county has 26 local governments, of which 22 have taxing power and five are school districts. Their deliberations and decisions are powerful factors in the lives of their constituents. The typical metropolitan newspaper and broadcast station have news jurisdiction over 1,300 of these local policy-making bodies. They cannot report all of these in any systematic and detailed way. But they circulate enough in most of the communities to inhibit the start of a strictly local daily. If each policy-making body met once a week and the city news organization reported nothing else, each meeting would get 16 words a week on television and 38 words a week in the metropolitan newspaper.

The undernourishment of public affairs information is worsened by another development in the news. In 1890, there were 1,348 urban places in the United States and 1,610 daily newspapers. Today, there are 7,062 urban places and 1,759 daily newspapers. At least 75 percent of urban places have no daily paper published in their own communities, and most of them fall under the news jurisdiction of a news organization that preempts daily competition in those towns but cannot possibly report the events of the communities in any systematic way.

Neither is rejection of the low-income aged justified by lack of interest in the news. In 1975, 74 percent of people 65 and over with household incomes below \$10,000 regularly read a newspaper, and 60 percent subscribed.

Big metropolitan papers have the most sophisticated staffs, usually, and generally have better access to superior news material. Ironically, in the area of the local news that

The banker's circulation quarter is worth much more than that from the garment worker

most affects community life, readers of smaller-city papers are better off. In California, for example, there are daily papers in places such as Antioch, where 82 percent of all city households take the paper; Eureka, 72 percent; Modesto, 70 percent; or Redding, 69 percent.

In the biggest cities, however, the Los Angeles Times, most powerful paper in California, gets into only 26 percent of Los Angeles homes; and the San Francisco Chronicle, the most powerful paper in northern California, gets into only 36 percent of San Francisco homes.

In New York State, the paper in Corning gets into 89 percent of homes; Hudson, into 92 percent; Middletown, into 90 percent; and Jamestown, into 100 percent.

But the New York City papers are different. The biggest paper in

is difficult to hire and keep delivery people on the job and there is a higher rate of nonpayment of bills. This is true, and it has always been true. The difference now is that advertisers don't want that population, so now the publishers don't, either.

Spectacular crimes tend to be the only view of the city that the city dwellers and the suburbanites get. One-third of the national population is cut off from news about their own community and the more influential see only the most violent events of the city.

THE MINIMAL effort to sell papers in the central city or to report on it comprehensively is not justified by any lack of interest in news among central city inhabitants, including the poor and near-poor who are stereotypically classified in the trade as apathetic news consumers.

Of all families with less than \$10,000 annual income, the average head of household has about 11 years of schooling. A 1966 survey by the National Opinion Research Corporation found that 75 percent of individuals with this grade achievement regularly read a newspaper. The U.S. Bureau of the Census found that 66 percent of all heads of households with this grade achievement actually subscribed to a daily newspaper.

Neither is rejection of the low-income aged justified by lack of interest in the news. In 1975, 74 percent of people 65 and over with household incomes below \$10,000 regularly read a newspaper, and 60 percent subscribed.

Big metropolitan papers have the most sophisticated staffs, usually, and generally have better access to superior news material. Ironically, in the area of the local news that

the country, and perhaps the most deliberately popular one, the New York Daily News gets into only 37 percent of New York homes; the New York Post, into 15 percent; and the New York Times, into 11 percent.

In Illinois, the paper in Freeport gets into 99 percent of its home-city households; the one in Mattoon, into 95 percent; in Bloomington, 88 percent; and Pontiac, 97 percent.

But in Chicago, the Sun-Times gets into 34 percent and the Tribune into 27 percent of city homes.

Broadcasting can't keep low-income people from getting its messages and doesn't care, because there is no added cost to the station in letting the "wrong people" receive the news. Newspapers, on the other hand, can control who gets the news, both by the kind of news that is printed (increasingly keyed to the cool, 18- to 49-year-old middle-class residents of suburbia) and by how it organizes its delivery system.

In reporting and emphasis, however, both broadcast and printed news in metropolitan areas have turned their backs on their own cities. This is despite basic communications law that is supposed to exchange a monopoly on the dial for a station commitment to air local issues and despite the fact that both broadcast stations and papers take their names from the cities they have reportorially abandoned.

Gibson Winter, a Princeton philosopher, has said that he thinks the celebrated "urban crisis" is not a crisis in the sense of a new problem requiring medicine. It is, he says, "a degenerative disease that is approaching a critical stage."

This is the stage at which news institutions are deliberately removing the therapy of reliable information, of diagnosis and self-awareness. They seem to be pretending that they are not a part of the most ominous failure in the American civic fabric.

AUTH, THE ACERBIC cartoonist for the Philadelphia Inquirer, last year drew a cartoon showing a middle-class, middle-aged couple in their highrise apartment. A picture window overlooks a steaming ghetto in the distance. The woman, vaguely troubled is looking out the window and has just spoken. Her husband, back to the window, is answering:

"The problem of the ghettos? The ghettos, my dear, are a solution, not a problem."

The man is reading a newspaper. The Inquirer perhaps? Probably. The Inquirer is a superior paper. But as with most metropolitan papers, it goes into a small number of city households—in Philadelphia, 26 percent—and the home of the couple in the cartoon is obviously occupied by two of those people who, in the words of ABC, "are more valuable than others."

SHOE / by Jeff MacNelly



Reprinted by permission of the Chicago Tribune-New York News Syndicate, Inc.

Stores get short course in solidarity

(Continued from page 1)
ganized.

"The solidarity of these people in the Wyoming Valley is beautiful—the people are beautiful," said TNG International Representative James H. Orcutt, who has been assisting the strikers.

About 2,000 area residents turned out ten days previously for a three-hour community strike support rally on the grounds of the Luzerne County Courthouse in downtown Wilkes-Barre.

There they heard speeches from city and state union leaders and clergy and a keynote from TNG President Charles A. Perlik, Jr. They also joined AFL-CIO staff representative Joe Uehline in singing such traditional union songs as "Which Side Are You On," "Roll the Union On," "Union Maid" and "We Shall Not Be Moved."

Ray Rogers of the Amalgamated Clothing & Textile Workers described that union's campaign to persuade holders of J. P. Stevens Co. stock to let that corporation know of their displeasure at its anti-union tactics and suggested similar steps with stockholders and directors of Capital Cities, which bought the Wilkes-Barre papers last spring.

Perlik, noting that the pro-union sentiments of the area's residents have their roots in Northeast Pennsylvania being the birthplace of the United Mine Workers, said the Guild initially "couldn't believe" that Capital Cities would try to bring "its traveling union-busting act to Wilkes-Barre."

But, he said, "we and you have witnessed a cold, calculated unprovoked assault by Capital Cities upon the contracts, the working conditions and the very livelihoods of the employees to whose city it has so recently come."

He pointed out that the unions—the Wilkes-Barre Guild, Pressmen, Typographical Union and Stereotypers—will settle for their present contracts plus a seven percent wage increase, while the



Wilkes-Barre Citizens' Voice

TNG PRES. PERLIK (ABOVE) HEADS FOR PODIUM AT NOV. 11 WILKES-BARRE STRIKE RALLY
Greeting him, TNG International Representative James H. Orcutt. Others, from left: Paul Golias, Guild, striking unions' spokesman; Joe Maurer, Pressmen's international representative; William Brown, TNG representative; Rev. Dr. Jule Ayers and Ed Allen of the Clothing & Textile Workers.



company wants to take away gains won over decades.

He urged the people to continue sending Capital Cities the message that "if you want to sell your newspapers to Wilkes-Barre's citizens and your advertising to its merchants, pack up your guards and your scabs, your corporate union-busters and your barbed wire and ship them back."

Wilkes-Barre, he said, "was a union town when Capital Cities was not so much as a speck on the horizon and it will be a union town long after Capital Cities has come and—if necessary—gone."

The unions' interim paper, the Citizens' Voice, meanwhile continued to grow, going to 84 pages for its Thanksgiving issue, with

well over 65 percent advertising. Circulation stayed well over 50,000.

The Times-Leader, at the same time, was down to a claimed circulation of 13,000—from nearly 70,000 before the strike. Area municipalities continued to threaten to cite it for littering their streets with days-old, undelivered copies.

IT SEEMS

TO US

Funding for Latin survey draws protest by retiree

PALO ALTO, CALIF.

Editor:

I could hardly believe my eyes when I read in the Oct. 27 GR that the Guild is planning to accept funds from the Agency for International Development (AID), channeled through the American Institute for Free Labor Development (AIFLD), to survey conditions among Latin American journalists.

Back in the late '60s, I almost went to work for the Mexico City-based Inter-American Regional Organization of Workers (ORIT). Fortunately in view of what I know now, I was not hired because AIFLD refused to pick up the tab for my employment.

From what I have learned from my friends employed by AIFLD, I believe in a statement by Sidney Lens in a story in the Progressive magazine reprinted as a pamphlet: "The turmoil in the Chilean streets which served as a pretext for General Augusto Pinochet's

coup in September 1973 was led, in part at least, by people allied with or trained by . . . AIFLD whose president is AFL-CIO president George Meany."

How can any TNG leaders be so naive as to believe that by accepting AID funds TNG will not become an agent of the State Dept., whose creature AID is?

FREDERICK U. ROSS

Retired member

Washington-Baltimore Guild

Times member recalls confrontation in 1967

MANALAPAN, N.J.

Editor:

Many Guild members will remember the ugly confrontation at the Hotel Manhattan in 1967 when Messrs. Rosenstock, Farson and Perlik were accused of having bloody hands because they headed virtually the only American labor union identified as having channeled secret agency money to covert operatives and agents.

Guild members who are ex-Peace Corps volunteers, correspondents and others with over-

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.

seas experience can never forget the malignant, many times violent and sometimes ludicrous C.I.A.-sponsored actions they saw. And meeting friends and colleagues returning from their light, medium and deep "covers" overseas has not convinced any realistic person that the situation has changed.

If, as in the case of Mexico, a Czechoslovak "federation" were to open an office near my home in New Jersey, would Guild leaders then obtain \$17,000 to organize some of the scores of nonunion newspapers to eradicate what the Guild—in the case of Latin America—calls "inferior salaries and working conditions and widespread restrictions on press freedom?"

Until then, we will only have to wait to see just what AIFLD's "clean bill of health" from the Agency for International Development could possibly be.

MARK H. SPIVAK

Times Unit

New York Guild

Editor's note: In 1967, TNG, along with student, religious and employer groups and other unions, was accused of operating its international affairs program with grants from foundations allegedly supported covertly by the CIA. TNG's officers categorically denied any knowledge that any funds had come to the Guild directly or indirectly from the CIA or any other U.S. or other government source, and the IEB severed relations with the foundations when they failed to answer TNG inquiries about the sources of their funds. The 1967 Convention approved continuation of TNG's overseas program with "completely open" private funding "if possible" while calling for continued efforts to obtain government funds with an AID contract "preferred."

V.I.P. boosts frequency to twice weekly

Vallejo, Calif.—The Vallejo Independent Press, published by four unions striking the Donrey daily here, went from weekly to twice weekly Nov. 15.

The paper now is published on Wednesdays and Fridays with a free circulation of 30,000.

The struck Times-Herald's circulation has been cut to something close to 25,000.

Meanwhile, management refused to meet with the San Francisco-Oakland Guild in the presence of the mayor and a city council member.

Doug Cuthbertson, the Guild's assistant executive secretary, said the union had invited the political figures to a meeting late in October, but when they showed up, management said it wouldn't talk until they left.

After they left, management said it was not interested in bargaining, Cuthbertson said.

No progress was reported in five later Guild, Typographical Union and Pressmen's meetings through mid-November.

Members of four unions—the Guild, Typographical Union, ITU-Mailers and Pressmen—struck the Times-Herald in June after trying to bargain new contracts for 18 months.

Strikers began publishing the Vallejo Independent Press as a tabloid insert in a shopper in August, switching it to an independent weekly on Oct. 11.

Although the Times-Herald has continued to publish, its circulation and advertising have been reduced.

The Guild, meanwhile, reported \$11,419 in new contributions to its strike fund through Nov. 20, including:

Los Angeles Guild	\$ 75
Memphis Guild	100
San Diego Guild	150
San Jose Guild	550
Toronto Guild	1,000
Scranton Guild	50
Ottawa Guild	150
Pacific Northwest Guild	350
Cleveland Guild	100
Buffalo Guild	25
Denver Guild	50
Philadelphia Guild	100
Canadian Wire Service Guild	400
Central California Guild	50
Other San Francisco-Oakland units and individuals	8,269

The new contributions brought the total to the local's strike fund to \$24,667.

Ouster move blocked by NLRB action

Pontiac, Mich.—A decertification petition filed against the Detroit Guild at the Oakland Press here has been blocked by an unfair labor practices complaint.

The Guild and pressmen have been striking the Capital Cities Communications paper since last Dec. 29.

On Sept. 6, the National Labor Relations Board issued a complaint against the Press alleging it broke the law when it refused to rehired pressmen who had made an offer to return.

This converted the pressmen's strike into a strike over unfair labor practices, giving strikers new legal protection against replacement.

Early in November, the NLRB amended its complaint to cover the Guild as striking against unfair practices as well.

The paper has continued to publish.

VDTs slow editing but reduce errors, j-profs' studies show

Video display terminals slow the editing process but result in slightly fewer errors, two recent university studies indicate.

Papers which have converted to electronic newsrooms generally have gained an hour or more in routine deadline flexibility, Larry Kurtz of the University of Arizona said. His findings were reported to the Utah-Idaho-Spokane Associated Press Assn. and run in the Sept. 23 Editor & Publisher.

Three University of Missouri investigators found that the average time required to edit "typical" wire stories was longer for VDT users, but that they made fewer errors than when they edited with paper and pencil, according to a report in the Nov. 11 E&P.

(A majority of respondents to a Guild Reporter poll of working copy editors this summer also said that VDTs slow the editing process. [Guild Reporter, July 28 and Sept. 22.] The poll did not address itself to the question of accuracy or deadlines.)

Arizona's Kurtz said that even though editing took longer, the gain in deadline flexibility came at the production end.

Yet, he said, Rocky Mountain publishers who intend to install VDTs expect editing to be faster.

"They also indicate they intend to hire more reporters when they convert, but not more editors," he said.

Kurtz studied every daily in Idaho, Utah, Montana and Wyoming.

He said editing takes longer because VDT work requires more mechanical dexterity, encourages wire editing which fell into disuse during Teletypesetter days, and forces closer scrutiny of copy for proofreading.

"VDT systems offer the editor ultimate flexibility," Kurtz said, but the most visible result of his or her work may be proofreading.

"Many editors continue to pass wire copy along virtually unchanged, even though they now

have a real opportunity to edit," he said.

"Given the additional editorial burden of proofreading, and the innately slower process of electronic editing, we may not see the kind of editing revival that some people expect—unless, of course, additional manpower is put on the desk or other duties are lifted," he said.

He also found that newsroom staff will put up with numerous VDT problems in return for control of the product.

"The major complaints about electronic systems center on inadequate storage capacity, a shortage of screens in the newsroom and obsolescence of pioneer electronic equipment," Kurtz said.

"The differences in time and errors generally were not statistically significant," E&P said in reporting the University of Missouri study.

This means they could vary with the story and the editor.

The researchers took two typical wire stories and inserted errors. The errors were flagged on one story but not on the other. This allowed a comparison of time required to make purely

mechanical corrections and that required to make any changes the editor wanted.

On one unflagged story, it took the VDT editors an average of 9 minutes, 10 seconds with 3.8 errors. On paper, the average was 7 minutes, 40 seconds with 4.96 errors. The story was 400 words long.

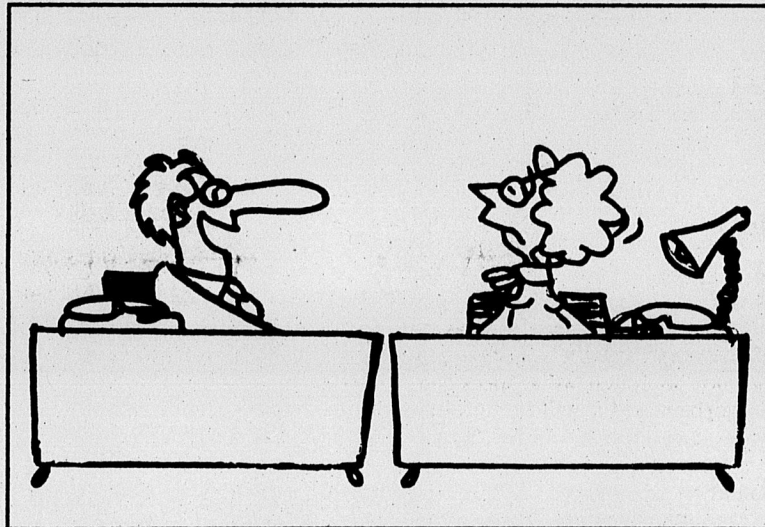
The fastest VDT editor took 3 minutes, 52 seconds to read the story. The slowest took 18 minutes, 27 seconds. Errors ranged from none to 10.

Roy M. Fisher, the university's journalism dean, commented:

"I think the results . . . show that the key editing variable lies within the editors. Give them a more or less mechanical correction problem and they will work faster with pencil. But introduce the judgment factor and it is anyone's ballgame."

One statistical difference turned out to be significant: the older the editor, the faster the editing with paper and pencil.

Two responses received after the Guild Reporter survey results were published confirmed the report Sept 22 that most respondents believed it was slower than the old method.



Southern Ontario Guild 'S.O.N.G. Sheet'

"Don't worry, Geraldine, computers will never replace us reporters—click—reporters—click—reporters—"

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Vacations of 5 weeks in 100 contracts, up 15

Washington — Provisions for five weeks' vacation were added to 15 Guild contracts in the 28 months ended Aug. 15, taking the number providing the benefit to 100, or 46.5 percent of all contracts, according to a study by TNG's Collective Bargaining Dept.

Fifty-six of the 100 contracts cover employees of 64 newspapers, nine cover employees of wire and news services and 35 cover employees of other enterprises such as weeklies, union publications, foreign language papers and magazines.

Service time for the five-week vacations, which ranges from five years to 30 years among the contracts, was reduced in eight newspaper, five wire and news service and six other contracts during the period.

Seventy of the contracts provide the five weeks after 20 or fewer years' service. Six of the 70 provide it after five years.

All but two of the Guild's 215 contracts provide four weeks' vacation, the study showed, with two adding the benefit during the

period. Service time, which ranges from one year to 25, was reduced in 24 newspaper, two wire and news service and nine other contracts. It comes with ten or fewer years' service in 168 contracts, after five or fewer years in 58 of them, including 32 newspaper contracts.

Service time for three weeks' vacation, provided in all contracts, was reduced in nine newspaper, one wire service and six other contracts, with nearly half (95) providing it after two or fewer years' service.

Six weeks' vacation was added to three contracts, two with newspapers, for a total of four newspaper and four other contracts with the provision.

Cash bonuses for vacations were added to three contracts, two with newspapers, and the amount of the bonuses was increased in three newspaper contracts. A total of eight contracts, six with newspapers, provide the bonuses.

Of the eight initial contracts bargained during the period, seven provided three-, four- and five-week vacations; one six.

Union right to tests, scores for promotions is affirmed

Washington—A union has the right to psychological aptitude tests and scores used by an employer in picking employees for promotions, the 6th U.S. Court of Appeals here has ruled.

In a 2-to-1 decision, the court said it is a well-established obligation of an employer to provide a union the information it "needs to perform its duties" as employees' representative.

The court ordered Detroit Edison to provide the Utility Workers' Union the information it requested in grieving after 10 senior employees were passed over while six less-experienced workers were promoted. The company asserted the senior workers did not achieve "acceptable" scores on tests to forecast future job success. The contract said seniority was to prevail, other things equal.

Copy desk pay is higher under 54 pacts

Copy editors' weekly top minima are higher than reporters' under terms of 54 Guild contracts, and rewrite persons' top minima are higher under 16 of the 54, according to a compilation by TNG's Collective Bargaining Dept. of rates in effect Oct. 1.

Under the terms of an additional six contracts, top minima for all three—copy editors, rewrite and reporters—are the same, but are reached sooner by copy editors and/or rewrite persons than by reporters, the listing shows.

Highest copy desk differential is under the Pitts-

burgh Guild's contract with the Thomson chain's Monessen Valley Independent (\$35) while close behind are those under the Kenosha (Wis.) Guild's contract with the Kenosha News (\$34) and under the Winnipeg Guild's contract with Southam's Winnipeg Tribune (\$33). Lowest is \$1.74 a week, at Hearst's San Antonio Light.

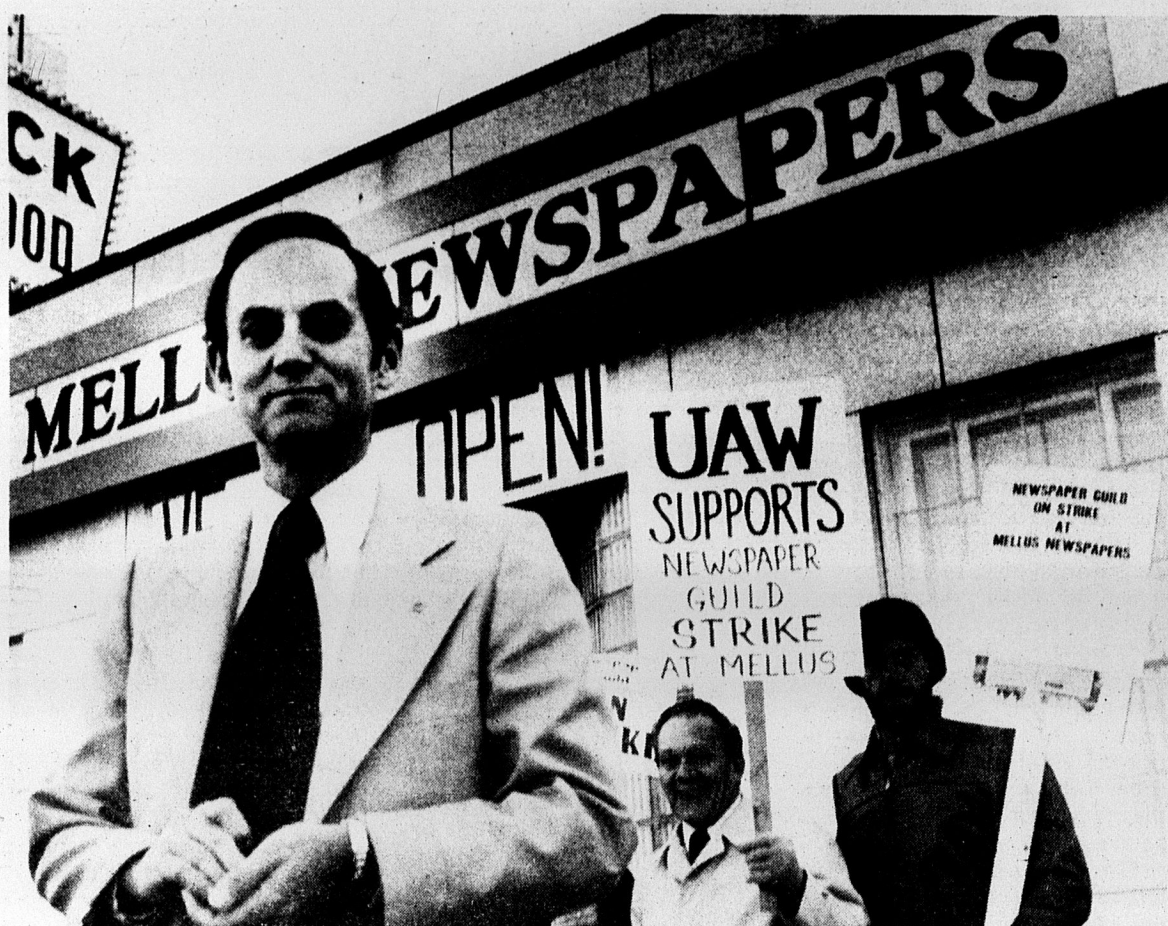
Highest rewrite differential, \$28.50, is at the Washington Post under increases implemented during the past two years during bargaining for a new contract there. Lowest rewrite differential is \$3, at

Gannett's Enquirer & News in Battle Creek, Mich.

Top minima are reached more quickly by copy editors and rewrite persons at the New York Daily News, the Times and the Post, at the Philadelphia Inquirer and News and at the Vancouver Sun and Province. It is reached more quickly by copy editors in New Westminster.

Below are comparisons of the top minima for reporters, copy editors and rewrite in effect Oct. 1 under newspaper contracts providing differentials, as listed by TNG's Collective Bargaining Dept.

	Top Minima		Differentials		
	Rewrite	After	Copydesk	After	
Allentown Call and Chronicle			\$352.16—1 yr.	\$346.48—4 yrs.	\$ 5.68
Baltimore Sun and Evening Sun	\$436.80—4 yrs.		436.80—4 yrs.	416.00—4 yrs.	\$20.80
Battle Creek Enquirer and News	303.00—5 yrs.		303.00—5 yrs.	300.00—5 yrs.	3.00
Brantford Expositor			339.26—2 yrs.	330.83—6 yrs.	8.43
Brooklyn Enterprise and Times			321.50—1 yr.	314.25—4 yrs.	7.25
Buffalo Courier-Express	424.00—4 yrs.		424.00—4 yrs.	414.13—5 yrs.	9.87
Buffalo Evening News	433.73—5 yrs.		433.73—5 yrs.	428.60—6 yrs.	5.13
Chicago Sun-Times	452.34—5 yrs.		452.34—5 yrs.	437.40—5 yrs.	14.94
Denver Post	455.00—5 yrs.		455.00—5 yrs.	455.00—5 yrs.	10.00
Denver Rocky Mountain News			424.00—5 yrs.	419.00—5 yrs.	5.00
Detroit News	396.80—4 yrs.		396.80—4 yrs.	385.80—4 yrs.	11.00
Elizabeth Daily Journal			350.46—3 yrs.	337.80—4 yrs.	12.66
Eugene Register-Guard			384.50—5 yrs.	368.00—5 yrs.	16.50
Fall River Herald-News			341.24—1 yr.	334.00—4 yrs.	7.24
Jersey City Jersey Journal	328.34—flat		334.53—flat	319.85—4 yrs.	14.68
Kenosha News			414.00—5 1/2 yrs.	380.00—5 1/2 yrs.	34.00
Lansing State Journal	350.24—5 yrs.		350.25—5 yrs.	340.25—5 yrs.	10.00
Lowell Sun			316.38—1 yr.	297.20—4 yrs.	19.18
Lynn Item			345.15—1 yr.	339.50—5 yrs.	5.65
Manchester Union Leader and New Hampshire News			349.00—6 mo.	339.00—3 yrs.	10.00
Monessen Valley Independent			225.00—3 yrs.	190.00—5 yrs.	35.00
Monterey Peninsula Herald			358.00—6 yrs.	348.00—6 yrs.	10.00
Montreal Star			394.00—5 yrs.	383.50—5 yrs.	10.50
New Brunswick Home News			314.00—1 yr.	306.50—4 yrs.	7.50
Ottawa Citizen			361.12—2 yrs.	344.25—5 yrs.	16.87
Pawtucket Times			353.80—1 yr.	349.64—4 yrs.	4.16
Pittsburgh Post-Gazette					
Portland Press Herald, Express and Telegram					
Pottstown Mercury					
Providence Journal and Bulletin					
St. Louis Post-Dispatch					
Salem (Mass.) News					
San Antonio Light					
San Juan: El Mundo					
Scranton Times					
Seattle Post-Intelligencer					
Seattle Times					
Sioux City Journal					
Tacoma News-Tribune and Tribune and Ledger					
Toledo Blade	414.31—flat		409.39—2 yrs.	395.67—5 yrs.	18.64
Toronto Globe and Mail	407.00—5 yrs.		407.00—5 yrs.	397.00—5 yrs.	10.00
Toronto Star			410.00—5 yrs.	405.00—5 yrs.	5.00
Victoria Colonist and Times			379.62—2 yrs.	377.58—5 yrs.	2.04
Washington Post	589.00—flat		589.00—flat	560.50—4 yrs.	28.50
Washington Star	487.23—flat		487.23—flat	471.12—3 yrs.	16.11
Waterbury Republican and American			314.69—1 yr.	298.72—4 yrs.	15.97
Waukegan News-Sun			368.00—flat	365.00—5 yrs.	3.00
Wilkes-Barre Times-Record, Evening News-Record			377.25—1 yr.	369.75—4 yrs.	7.50
Wilkes-Barre Sunday Independent			352.25—1 yr.	344.75—4 yrs.	7.50
Winnipeg Tribune			379.00—4 yrs.	346.00—4 yrs.	33.00
Woodbridge (N.J.) News			319.20—2 yrs.	305.00—4 yrs.	14.20
Woonsocket Call			293.00—5 yrs.	290.00—5 yrs.	3.00
York Dispatch			324.68—flat	312.40—4 yrs.	12.28
York Daily Record			320.50—flat	309.50—5 yrs.	11.00



Karl Mantyla, UAW Solidarity/Detroit Guild

Struck publisher says pictures illegal

Ernest Nagy, publisher of the struck Mellus weeklies, advances on photographer to tell him its "against the law" to take pictures outside the papers' headquarters in Lincoln Park, Mich. Behind Nagy, from right, are Gene Mierzejewski, chairperson of the Detroit

Guild's Mellus Unit, and Dan Forchione, administrative assistant to an Auto Workers vice president. Earlier, when guest pickets from the Guild's Community-Labor Unit—including a black member—asked Nagy his identity, he replied: "I's de head boss," they reported.

Publisher indicted in candidacy ban

Duluth, Minn.—Knight-Ridder Newspapers and three executives of its papers here have been indicted for violating a state elections law by firing of a staffer who ran for City Council.

Julianne Agnew, editor of Today's Living section in the Herald and the News Tribune, filed to run for a City Council seat that would become vacant if her husband, Thomas, was ousted in a recall election.

John McMillion, publisher of the Herald and News Tribune, told Julianne Agnew that her

candidacy was a conflict of interest and that she would be fired if she stayed in the race.

A St. Louis County grand jury indicted Knight-Ridder, McMillion, editor Thomas Daly and managing editor Robert Knaus on charges they violated a state law which provides that:

"No person shall pay or promise to reward another in any manner or form for the purpose of inducing him to be or refrain from or cease being a candidate."

The job Agnew held is exempt from the Twin Cities Guild's con-

tract with the papers.

The Guild's contract forbids doing salaried work for political candidates or organizations.

The paper has a policy for exempt editors which says key executives may not serve on board except of civic, educational or cultural organizations.

After the Agnew dispute erupted, managing editor Knaus posted a notice in the newsroom declaring that:

"No employee of the Duluth Herald and News Tribune, whether in a supervisory or non-supervisory capacity, will be permitted to run for elected office or accept appointment to any political or government body."

A Guild officer said the local's board will take up a resolution reasserting the Guild's support for employees exercising their rights as citizens without interference.

Those indicted could receive up to a year in prison and fines of \$1,000 for individuals and \$10,000 for the corporation.

McMillion said the papers' credibility was "the sole issue." A Knight-Ridder attorney said the papers would challenge the state law's constitutionality.

Julianne Agnew ran third in a three-way council race. Her husband lost the recall election and a simultaneous election for county attorney.

emphasis on their legal rights in the area.

They also heard reports on TNG finances, from Secretary-Treasurer Robert M. Crocker, and on merger talks, from Crocker, Region 3 Vice President Diane M. Woodstock of Madison and St. Louis Guild Executive Secretary Robert A. Steinke, all members of TNG's merger committee.

Leaders of the council's Human Rights Committee later expressed concern at the absence of minorities and women on the International Typographical Union's merger committee.

Consider small locals' aide for bargaining, MW urges

Kenosha, Wis. — The Guild's Midwest District Council is recommending that the International Executive Board study the feasibility of assigning a staff person to assist the Collective Bargaining Dept. in advising small locals on bargaining.

The proposal emerged from the council's small-locals' caucus the second day of the council's fall meeting here Nov. 18-19.

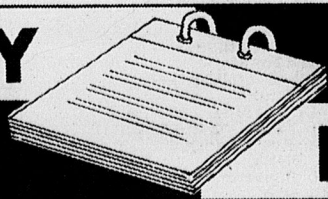
On the meeting's opening day, locals' delegates participated in a seminar by TNG Human Rights Co-ordinator Hannah Jo Rayl on fair - employment - practices bargaining and enforcement with

GR is two days early this issue

Washington — This issue of the Guild Reporter is dated and was sent to the press two days earlier than usual under the paper's semi-monthly publication schedule because the U.S. Thanksgiving holiday fell on the day the paper's pages ordinarily are composed.

The next issue of the paper will be published and dated as called for under its usual publication schedule, on Dec. 8.

DAY



BOOK

TNG Special Merger Committee and ITU Merger Negotiating Committee, 5th joint meeting, Dec. 4-8, Colorado Springs.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 6th joint meeting, Jan. 8-12, Washington.

Guild Service Award, entries deadline, Jan. 12, TNG headquarters, Washington.

Heywood Brown Award, entries deadline, Jan. 15, TNG headquarters, Washington.

International Executive Board, winter

meeting, Jan. 22-25, TNG headquarters, Washington.

Middle-Atlantic District Council, winter meeting and TNG regional institute, Feb. 3-4, Stadium Hilton, Philadelphia.

Western District Council, winter meeting, Feb. 3-4, Phoenix.

Midwest District Council, winter meeting and TNG regional institute, Feb. 10-11, Denver.

International Executive Board, spring meeting, April 23-27, TNG headquarters, Washington.

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

Guild, others asked to reopen Star pacts

Washington — Time Inc.'s Washington Star has asked the Washington-Baltimore Guild to reopen their contract in order to freeze minimums, eliminate general increases for many and exclude many from contract coverage.

The company's proposal appears to be nearly a carbon copy of its formula at its magazines.

The Star also has asked ten other unions to reopen their contracts to enable it, it said, to plan ahead in its efforts to strengthen the evening paper's competitive position in the Washington market. It said the proposals should not be viewed as "survival" measures, however.

"It seems like the company invited us to dinner, wants Guild members to pay the tab and it will pick up the tip," the Guild said in a unit bulletin.

The bulletin quoted Robert Paffen, management's chief negotiator, as admitting that the Star's proposal "might leave some staff members without any pay increases at all for five years."

For the Guild's editorial members, management has proposed:

✓ A five-year contract.

✓ A cutoff at the present reporter top minimum salary with anything above that determined by annual merit pay reviews.

✓ Negotiation of a percentage pay increase as a group for all those above the cutoff—but with management retaining unilateral power to decide who gets how much from the "pot."

✓ Freezing of position minimums at the Jan. 1, 1979, contract level. The current contract expires on Dec. 31, 1979.

In its bulletin, the Guild said the Star proposal would:

✓ Abolish general increases for those above the reporter cutoff.

✓ Eliminate maintenance of differentials.

✓ Freeze position minimums and weaken promotion language.

The Guild said the company said it did not intend to cut anyone's pay.

For the Guild's commercial department employees, the Star proposed that there be a wage freeze at the top minimum for display and outside classified sales—with creation of an "incentive compensation program."

Ray Dick, Guild local representative, said the Guild told the Star that it already had the ability, under the current contract, to pay more than the minimum in various forms.

Another commercial department proposal would create a new classification of special advertising representative, Dick said.

This would be a trainee position from which—management said—employees could be promoted into the regular advertising classifications.

But management also wants the power to force some regularly classified employees down into the trainee classification, he said.

For them, such a downward transfer would mean a \$175.77 a week pay cut, Dick said.

A restructuring of the accounting department also was proposed by management, but its effects are still unclear.

Back in editorial, the additional Star proposals would:

✓ Give it sole discretion to hire free lances.

✓ Weaken outside activities language.

✓ Exclude more than a dozen positions from contract coverage, including editorial writers, photo, foreign, sports and other editors.

All the unions—11 of them, with 14 contracts—agreed to participate in the reopener.

If there are no agreements during the reopener talks, the existing contracts will remain in force and be renegotiated as usual, Dick said.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly second and fourth Fridays, occasionally two other Fridays (listed, advance notice), except monthly in February and March. 1 year. Single copies, 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 #231581
ISSN: 0017-5404

Vol. XLV, No. 20

November 22

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20
Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVI

PRESIDENT: CHARLES A. PERLIK, JR.

SECRETARY-TREASURER: ROBERT M. CROCKER

AT-LARGE VICE PRESIDENTS: Elwood B. Bigelow, 28 Brentwood Cape Elizabeth, Maine 04107; Louis M. Calvert, 21755 Virdele Gatos, Calif. 95030; Robert C. Holt, Jr., 433 Dickens Ave., St. L. 63122; David M. Mulcahy, c/o Strandard & Poor's Corp., 345 Hu New York, N.Y. 10014; Floyd Tucker, 570 El Dorado Ave., Oakland 94611; one seat vacant.

REGIONAL VICE PRESIDENTS: Region 1—Richard V. Sabatini, 41 Lane, Levittown, Pa. 19055; Region 2—Faye McCracken, 2059 Kingsway Ave., Memphis, Tenn. 38127; Region 3—Diane M. Woodstock, 620 W. Wilson St., Madison, Wis. 53703; Region 4—Carla W. Beck, 520 46th St. S., Great Falls, Mont. 59405; Region 5—Betsy Wade, 96 Park Terrace W., New York, N.Y. 10034. Canadian Region: East—John M. Lowe, 144 Broadview Ave., Toronto, Ont. M4M 2G2; West—Roger L. Stonebanks, 407-1571 Mortimer St., Victoria, B.C. V8P 3A7.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.

CANADIAN DIRECTOR: William H. McLeman.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Hannah Jo Rayl.

INTERNATIONAL REPRESENTATIVES: Edna Berger, William M. Brown, Alice L. Burton, Charles Dale, Leo J. Ducharme, Fred W. Jones, Harry L. McCormick, Luis Montanez, Jr., James H. Orcutt, G. Richard Pattison, Marshall W. Schiewe.

COM 910000248 7
XEROX UNIV MICROFILM
300 N ZEEB ROAD
ANN ARBOR MI 48106