

More press sensitivity to rights favored

Williamsburg, Va.—If the established press is to broaden public understanding and support of freedom of the press, it must broaden its own understanding of—and sensitivity to—other rights guaranteed by the First Amendment and the Bill of Rights, the First Amendment Congress declared here March 18.

"These, too, are the people's legacy and to the degree to which the press is not equally respectful of these liberties, its own freedom is diminished," the 150 delegates to the congress said at the conclusion of their three-day meeting.

Noting that "press problems flourish," they called for a national campaign to develop a better appreciation of the "common rights" of the press

and public under the First Amendment, which they described as the "property of the people."

With respect to specific press issues, the congress, in adopting reports from 12 working groups:

✓ Asserted that the gathering of news, both print and broadcast, as well as its publication, is entitled to First Amendment protection.

"We agree," the congress said, "with President Madison that 'popular government, without popular information or the means of acquiring it, is but a prologue to a force or a tragedy or perhaps both.'"

✓ Declared that the constitutional right to a public trial belongs to the

public as well as to a defendant, and properly includes pre-trial proceedings.

Emphasizing that every defendant is entitled to a fair trial, the congress said:

"There are many alternative methods for judges to protect defendants' rights. We need not, and should not, choose between the First and Sixth Amendment rights of the public. We believe that at root they are in concert, not in conflict: Each is designed to protect the public against the power of the government. . . . Closed courts do not serve the interests of either the courts or the public."

✓ Declared that the use of search warrants to examine the premises and papers of innocent third parties—as in

the Stanford Daily case—violates the public's Fourth Amendment protections against unreasonable searches and endorsed legislation to require the use of subpoenas, instead of warrants in all such cases, not only those involving the press.

✓ Affirmed its "strong belief" in the American and common law tradition of confidential relationships, including the reporter's ability to protect confidential sources, which the congress described as "essential to a free flow of information." But it stopped short of asserting an absolute and unqualified confidentiality privilege for reporters.

✓ Opposed efforts by the CIA, the

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The

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W. MacPherson Brown/Federation of Guild Representatives

Citizens' Voice is truckin'

Leaders of the Wilkes-Barre Guild get the feel of two new delivery trucks purchased by the Wilkes-Barre Council of Newspaper Unions for its Citizens' Voice, interim six-day daily published during the strike against the Capital Cities-chain's Times Leader. Trucks, painted

orange with black markings, replace two in a fleet of eight leased to haul more than 45,000 papers daily to subscribers. Total cost of the two, including repainting, was about \$14,000. In the driver's seats are Guild President John J. Wallace and Vice President Pat Rushton.

3 more papers and Teleram shield 2277s

At least three newspapers have had metal shields installed on the cabinets of their Telegram 2277

TNG display terminals since video recommended that locals with members who work on that model insist on them in the face of conflicting reports on radiation emissions from 2277s [Guild Reporter, March 14].

And Teleram Communications Corp., the manufacturer of the desk-top terminal, has substituted a metal case on all 2277s

John K. Koffel wrote that radio-frequency emission from the earlier 2277s—Mark Is—"is well below the NIOSH [National Institute of Occupational Safety & Health] limits of 10 milliwatts per square centimeter."

Neither Koffel nor Teleram President C. J. Satuloff would respond on the telephone to Guild Reporter inquiries about the Mark II model, with Satuloff promising to answer by letter. None had been received, how-

ever, by this issue's closing.

TNG's report to locals also pointed to tests of 2277s at two newspapers last year, in July and November, as having "raised the possibility" that some of the machines "may be emitting radio-frequency radiation in excess of U.S. government standards."

One of the tests, at Newsday, produced readings as high as 15 milliwatts per square centimeter over a two-inch area on the top

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Times in Oshawa is struck, closed

Oshawa, Ont.—The Southern Ontario Guild's 49-member unit at the Oshawa Times struck the Thomson chain's daily for a new contract at 6 a.m., March 26.

The Guild's picket line was honored by members of the other unions at the paper—17 printers and 5 pressmen—and there was no attempt being made to publish. The Guild represents employees in the advertising, business, circulation, editorial and maintenance departments.

The strike is an economic one, a Guild representative said.

The Guild is seeking to narrow a \$17 gap between the reporter top minimum and the printers' top scale. The company's last, pre-strike offer—to raise minimums by four percent four times over a 26-month term—would widen the gap.

The Guild is also seeking drug and dental insurance coverage and full company payment of hospitalization premiums. The company currently pays 62 per-

cent of the cost of employee and dependent hospitalization coverage.

The strike here is the third by a Guild unit against a Thomson-owned paper in less than a year.

Pittsburgh Guild members at the Valley Independent in Monaca, Pa., have been striking since last April 20. The first bargaining talks there since Feb. 29, broke off in their first day, March 24, and Thomson labor negotiator Donn Purdy left town. Purdy was in Oshawa the next day, the day before the Guild struck.

A four-and-one-half month Northern Ontario Guild strike against Thomson's Sudbury Star ended Nov. 1 after agreement was reached on a two-year contract including full company-paid drug and dental insurance and minimum increases ranging from 18 to 30 percent.

The Guild's last agreement with the Oshawa Times expired March 2 and had been reached after a 15-hour strike in December 1978. The settlement included nine percent increases over an 18-month term and a reduction in the work week from 40 to 37½ hours.

The highest minimums under the contract are \$323.36 a week for editorial page writers and wire editors; the lowest top minimum is \$198.54, for social assistants, librarians, darkroom technicians, classified salespersons, clerks, receptionists and telephone operators.

The top minimum for reporters, desk persons and photographers is \$317.06. Display sales-

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Wilkes-Barre VP seeks IEB spot

Wilkes-Barre, Pa.—Pat Rushton, vice president of the Wilkes-Barre Guild and one of the local's two representatives on the Wilkes-Barre Council of Newspaper Unions, has announced as a candidate for TNG vice president from Region 1, the U.S. Northeast.

The seat was vacated when Richard V. Sabatini of Philadelphia resigned after becoming

his local's administrative officer [Guild Reporter, March 14]. The remaining year of Sabatini's term will be filled by this summer's TNG Convention or by a subsequent regional election if there is more than one nominee.

Rushton, a reporter with the Capital Cities chain's Times Leader seven years when it was struck by this city's four newspaper unions Oct. 6, 1978, has

since been serving as a reporter, columnist and sometimes sports editor for the strikers' interim daily, the Citizens' Voice. He first went to work in the newspaper industry at 16, as a circulation "bundle boy."

Before becoming the Wilkes-Barre Guild's vice president 3½ years ago, he was a member of the local's executive committee.

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Portable pension report

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'Remerger' in Chattanooga

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5.3% COLA at AP

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Remerger sought in Chattanooga

Chattanooga, Tenn. — The Chattanooga Times and the News-Free Press petitioned the Justice Dept. March 24 for antitrust clearance to enter a joint publishing operation under which the Times would turn over all its noneditorial operations to the Free Press.

In the process, only about 60 of the Times's present estimated total 400 employees would be left with jobs. The 60 would be the paper's news room employees, represented by the Chattanooga Guild.

If the Justice Dept. approves the papers' application, they would in fact be resuming joint operations, though under considerably altered terms than existed under the business-production merger they had for 24 years before Aug. 27, 1966.

Under the joint operation now proposed to the Justice Dept., the Free Press would get 55 percent of the first \$5 million in annual after-tax profits, 80 percent of the next \$2 million and 70 percent of any greater than \$7 million.

Under the earlier arrangement, the Times owned 54 percent of a joint production "agency" company and the Free Press owned the other 46 percent. Profits were split evenly between the two publishers — Roy McDonald of Chattanooga owns the Free Press, while the Times is owned by members of the Sulzberger family of New York Times fame.

The earlier joint operation was broken off at McDonald's instigation because, as he told a Senate subcommittee in 1967, he found it "increasingly unsatisfactory."

When asked to explain, McDonald said that the Free Press was "bringing in more of the revenue" but that he "had an increasing opportunity to have less and less of the income." He recalled that one year the Times had sent two reporters to Honolulu to cover a governors' conference. Under the joint operation, both papers held pay for the trip.

In announcing the papers' new joint operating plans, Times President A. William Holmberg said that the Times had lost more than \$2 million in the last five years and that the "rate of loss" had increased "dramatically" in the last 14 months.

Under the joint operation, the Free Press would continue to publish Monday-Friday evenings and Sunday mornings, dropping its present Saturday morning edition. Free Press circulation is

about 65,000 daily and more than 75,000 Sundays.

The Times would drop Sunday publication, coming out Monday-Saturday mornings. Times circulation now is about 54,000 daily and about 58,000 Sundays.

The federal Newspaper Preservation Act exempts joint publishing operations from antitrust prosecution for price fixing, profit pooling and market splitting if it is determined that without joint operations one of the papers involved, "regardless of its ownership or affiliation, is in probable danger of financial failure." The Justice Dept. must approve applications for joint operations.

Times employees who would lose their jobs under the Chattanooga publishers' proposal include 43 Typographical Union members, 11 Mailers' Union members, 15 members of the Pressmen's Union, 9 of them press operators, and Times circulation, advertising and business-office employees—about 180 of them—all unorganized.

None of the employees of the Free Press is represented by a union.



Tom Stevens/Washington-Baltimore Guild Forum

Local 35's 1979 member of the year

F. Howard McGuigan, center, former vice chairperson of the Guild unit at the AFL-CIO, displays the plaque designating him the Washington-Baltimore Guild's 1979 member of the year during the local's Front Page Awards dinner. Flanking him are Dorothy A. Struzinski, local administrative officer, and Carlos Sut-

ton, local president and TNG vice president. Award is in memory of Dan deSouza, Washington Guild's first president. McGuigan, retiring after 15 years as an AFL-CIO legislative representative, was cited for his role in last year's bargaining with the union federation. More than 200 attended the dinner.

MacBride report on IFJ Congress agenda

Brussels, Belgium—Steps were taken here March 17 to try to assure that delegates to the International Federation of Journalists' 15th World Congress in mid-May will be able to consider the final report of UNESCO's so-called MacBride Commission, even though the full document may not be available until shortly before the Congress.

The IFJ's Bureau (roughly the equivalent of TNG's International Executive Board), in a special meeting to map the Congress's program, appointed Jim Bradley, former IFJ president and general secretary of Britain's National Union of Journalists, to synthesize the commission's full report as soon as it is available.

The commission — formally titled the International Commission for the Study of Communication Problems—is headed by Sean MacBride, Nobel and Lenin laureate of Ireland.

The 37-page section of its report containing its conclusions and recommendations was obtained early this year by the World Press Freedom Committee and the American Newspaper Publishers' Assn.

That section comes out against censorship and for access to news, while supporting linking

national communications policies to economic development, the WPFC reported.

It also sets forth a framework for a "new information and communication order" to eliminate "imbalances and disparities . . . particularly in information flows," the committee said.

The IFJ Congress, to be held in Athens May 12-15, also will have before it proposals from the bureau that IFJ's program for the next two years include:

- ✓ New surveys of affiliates on policies and practices on copy-right of broadcasts via satellite and cable and on photocopying of journalists' work.
- ✓ Update surveys on the "moral and social condition" of

journalists in affiliates' countries, on the status of free lances within affiliates and on the status of reporters' right to protect "professional secrets."

- ✓ Ongoing exploration and regular reporting of world-wide developments on the health and safety aspects of new technology.

- ✓ Continuing efforts to encourage UNESCO to push for adoption of an international policy on the protection of journalists on dangerous assignments.

- ✓ Development of contacts and programs with and for journalists in developing nations, including assistance in the creation of journalists' unions, with the proviso that any funds offered by private or public sources be

accepted only if there are "no political or ideological conditions."

The congress also will consider applications for affiliation of additional journalists organizations in Spain and Switzerland and of what would be IFJ's first affiliate from Sri Lanka.

The bureau also voted to invite the Prague-based International Organization of Journalists and the Yugoslav Federation of Journalists to send observers to the congress.

TNG delegates to the congress will be International Chairperson Harry S. Culver and President Charles A. Perlik, Jr., who is IFJ vice president for North America.

Time running out for data for dues study, locals told

Washington — TNG has reminded locals that copies of current dues schedules and the latest payroll data from units they represent is needed quickly.

As of March 21, TNG Secretary-Treasurer Charles Dale said, only 28 locals had responded to a request three months before for information necessary to carry out a convention-directed study on converting to a percentage the \$1 across-the-board dues increase adopted by the

1978 TNG Convention. Dale warned that unless the material is available before the IEB meets on April 28, the IEB will be unable to comply with the convention's directive for the second year in a row.

The 1978 Convention initially directed the study, but the IEB was unable to report in 1979 "largely because the IEB did not get from enough . . . locals the basic data needed," Dale noted in a letter.

Chivalry short lived in Sacramento

When an ad salesman parked his company car in the lot at the Sacramento Union, he left the keys in the ignition and the door unlocked. A woman walked into the lot, got into the car and apparently discovered it was low on gas. She drove to the gas pump on the lot. Seeing she was having trouble using the pump, a member of management helped out by filling the tank. The woman then couldn't open the lot's security gate, so the friendly manager walked over and used his pass card to open the gate. As he watched the car leave the lot, it dawned on him he had just helped a stranger steal a company car.

The woman and the car were found in Chowchilla to the south. The salesman has promised to lock his car and the manager's face hardly shows any shade of red anymore.

The Guild Journal, Central California Guild

Roseville 'unfair' hearing April 17

Roseville, Calif.—The National Labor Relations Board has set for April 17 a hearing on complaints its regional director has issued against the Roseville Press-Tribune on charges by the Central California Guild.

The paper committed unfair labor practices when it unilaterally imposed a new rule requiring employees to live within the paper's home delivery area and when it fired an ad salesperson who lived three blocks outside the zone, the Guild charged and the regional director agreed.

A charge that the paper had illegally discriminated against the unit chairperson by denying her

paid leave on the death of her husband will not be before the hearing, however. The regional director did not uphold it, the Guild said, because the company was "technically" correct in denying the paid time off since its leave policy applies only to full-time employees, and the chairperson had shifted to part-time status.

The employee's weekly hours had been reduced from 40, to 35 during her husband's illness so she could help care for him.

The Guild has been seeking an initial contract for all 35 of the paper's employees outside the pressroom for 2½ years.

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 for the duration of its years-old dispute with the Amalgamated Clothing & Textile Worker's Union.

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

SHEETS & PILLOWCASES

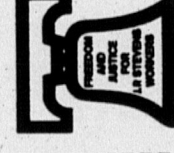
Beauti-Blend
Beauticalle
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia
Ava Bergman
Dinah Shore
Cacharel
Suzanne
Pleshette
Hardy Amies

BLANKETS & CARPETS

Contender
Guilistan
Merryweather
Tastemaker
Forstmann
Utica

TABLE LINEN

Utica
Tastemaker
Snoopy (comic-strip character)
Simtex



U.S. locals urged to join Big Business Day

Washington—TNG President Charles A. Perlik, Jr., has asked U.S. locals to join in sponsoring "Big Business Day" observances in their areas and to participate in the activities of the day—April 17.

Big Business Day is being promoted by a broad coalition of labor, human rights and public interest groups, including TNG, as part of an effort to increase public awareness of corporate abuses and to build support for the principles of a proposed Corporate Democracy Act, designed

to make business more accountable to workers, consumers, shareholders and the general population.

The proposed Federal legislation would require, among other things, advance notice of plant closings, free-speech and "whistle-blower" protection for employees and stiffer criminal penalties for corporate lawbreakers. It would also prohibit an individual holding office or acting as a director of more than two corporations and would require that a majority of a corporation's board of directors

must be a "continuing long-range inquiry" to develop legislative and legal action to correct problems created by excessive corporate power and influence, particularly on governmental and political processes.

The council cited corporate disregard for labor laws, concentration of media ownership, invasions of workers' privacy, and the growth of conglomerates, interlocking directorates and multinational corporations as problem areas.

William Wynn, president of

the United Food and Commercial Workers and a sponsor of Big Business Day, has labelled the Corporate Democracy Act the "Landrum-Griffin Act for big business." The Landrum-Griffin Act of 1959 placed restrictions on internal union operations following exposure of abuses in some unions.

The coalition organizing Big Business Day also intends to create "watchdog" groups to monitor the performance of ten major corporations. The corporations to be scrutinized by these so-called "shadow boards" will be announced during Big Business Day activities.

Leaving corporate decision-making "solely in the hands of a few executives" and excluding the voices of consumers and shareholders is an idea that "should have become obsolete with the East India Asia Company in the 18th century," according to Ralph Nader, another of the campaign's sponsors.

Sponsors expect congressional hearings on the Corporate Democracy Act to begin the week of Big Business Day. Senator Howard M. Metzenbaum (D-Ohio), Representative Benjamin Rosenthal (D-N.Y.) and Representative Frank Thompson, Jr. (D-N.J.) have said they will support corporate reform legislation.

Corporate response to plans for Big Business Day has included a United Technologies ad in Harpers Magazine criticizing the campaign and the proposed Corporate Democracy Act and a call from the right-wing Heritage Foundation for a nationwide observance of April 17 as "Growth Day."

Other unions supporting Big Business Day include the United Auto Workers, Machinists, Farm Workers, Federation of Professional Athletes and the State, County and Municipal Employees.

Other individuals supporting the campaign include: John Kenneth Gailbraith, the economist; Ed Asner, the actor; Jacob Clayman, former president of the AFL-CIO's Industrial Union Department; Representative Ronald V. Dellums; Patsy Mink, former member of Congress from Hawaii and now president of Americans for Democratic Action, plus civil rights figure Julian Bond.



Robert C. Holt, Jr./St. Louis

Unions, Post-Dispatch form 'New Spirit' committee

Several of the persons principally involved in establishment of a new joint committee of representatives of St. Louis's newspaper unions and Pulitzer's Post-Dispatch pose at Federal Mediation & Conciliation Service offices upon announcing the committee's formation under the auspices of the New Spirit of St. Louis Labor/Management Committee. From left: Marvin Kane, Post-Dispatch director of labor relations; Gil Kannenberg, executive director of the New Spirit committee and a former federal mediator; Glenn Christopher, Post-Dispatch vice presi-

dent and general manager; John Metz, president of the newspaper unions' council and secretary-treasurer of the Teamsters' local that represents Post-Dispatch drivers and dockhands; Michael O'Reilly, of the FMCS, and Robert A. Steinke, St. Louis Guild executive secretary and one of eight labor members of the "New Spirit" committee. Unions in the new Post-Dispatch committee, besides the Guild and Teamsters, are the Graphic Arts, Paper Handlers, Pressmen, Mailers and Typographical locals that represent the paper's employees.

COLA pushes AP raises to 10 percent

New York—A cost-of-living escalator added 5.3-plus percent to paychecks Guild-covered employees of Associated Press received for the pay period ended March 15, pushing to ten percent and more increases realized under the contract since the end of 1979.

The cost-of-living increase, retroactive to Jan. 1, added \$24.10 to the top minimum for news-

men, newswomen, photographers, artists and computer programmers—taking it to \$474.10 a week.

A regular contract increase of about five percent had added \$19.50 to the group's top minimum on Jan. 1, taking it to \$450 a week. Total of the two increases is \$43.60 a week.

Other regular increases and cost-of-living adjustments (COLA)

total increase of \$25.30.

The cost-of-living increases resulted from a contract provision calling for increases in minimum and over minimum wages by whatever amount in excess of eight percent the urban wage earner consumer price index for December, 1979, exceeded the index for December, 1978.

Photographers — A \$23.04 COLA plus \$19.50, to \$453.26 a week, a total increase of \$43.60, a week.

Stenographers — A \$12.85 COLA plus \$11.70, to \$252.68 a week, a total increase of \$24.55.

Librarians—A \$13.60 COLA plus \$11.70, to \$267.50 a week, a

Ottawa files petition for Journal printers

including the Guild.

A settlement ending the lockout of the printers was reached last December, with the assistance of ITU 3rd Vice President Allan J. Heritage. Two of 16 persons left on the picket line accepted reinstatement to jobs at the paper under that settlement and retraining for other jobs was provided for the others. There also were relocation and retraining allowances and payments of pension contributions retroactive to the beginning of the dispute, the ITU Review reported. The lockout of the Guild and other unions had been settled late in 1977 and early in 1978.

A representative of the Ottawa Guild said that it was "our understanding that there was no Typographical Union objection to our organizing the group."

Terre Haute files for 40 in ads

Indianapolis — The Terre Haute Guild has petitioned the National Labor Relations Board here for recognition as bargaining representative for the advertising employees of the Star and Tribune in Terre Haute.

A substantial majority of the 40 employees in the department has applied for Guild membership and representation, a Guild representative said upon filing the petition March 25.

The Guild local has for many years represented the papers' business-office, circulation and editorial employees.

Ad department employees voted against representation by the Typographical Union by 20 to 18 about two years ago.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 3.2-point rise in the index in February to 236.5, up 29.4 points from February 1979, and 48.1 points from February 1978. 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 February 1978. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Percentage over	
	Same month prior year	Feb. 1978†
March, 1979	209.3	11.1
April	211.8	12.4
May	214.3	13.8
June	216.9	15.1
July	219.4	16.5
August	221.5	17.6
September	223.7	18.7
October	225.6	19.8
November	227.6	20.8
December	230.0	22.1
January, 1980	233.3	23.8
February	236.5	25.5
*1967 = 100		†Index = 188.4

More press sensitivity to others favored

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FBI and others to broaden exemptions to the U.S. Freedom of Information Act, declaring that "national security is enhanced, not compromised, by open discussion and a free flow of information."

✓ Declared that the press has a duty to ensure that its inquiries into persons' private lives have a compelling public interest and a need to persuade the public of the compelling press interest in guarding against the misuse of "privacy" to mask government operations from necessary scrutiny.

✓ Recommended that the press report news of the nation and community more fairly and completely than in the past, noting that the source of much hostility to press rights lies in "special interest groups," like racial minorities, "who have never particularly been given cause to feel they have an investment in the press and therefore in its constitutional supports."

✓ Called for public support for reducing or removing government regulations that affect First Amendment rights, particularly in broadcasting for which, the congress said, regulation of content should be no greater than for the print media.

✓ Declared that "commercial"

speech is protected by the First Amendment and deplored the failure of some in the press to "recognize that the constitutional rights of free speech belong to the advertiser as much as they do to the print and broadcast journalist."

✓ Recommended that special concern be given the "plight" of the student press—where, the congress said, the spirit of the First Amendment is frequently violated—so that it, to, can be free and uncensored.

✓ Said that if the press is to retain its editorial independence, "access by the public to its columns and broadcasts must remain a journalistic decision."

"At the same time, the press must recognize its responsibilities, in the matter of access as in all areas of its operation, to open its doors as well as it minds to members of the public," the congress said, noting that the public today enjoys more access to a wider variety of media than ever before.

The congress rejected a minority statement by Jerome A. Barron, dean of the National Law Center at George Washington University, dissenting "from the view that the solution to an endeavor to make the First Amendment more generally ap-

'Duty' to profits called 'well fulfilled'

Williamsburg, Va.—His old journalism teacher once told him that the first duty of a newspaper is to make a profit for its shareholders, columnist James J. Kilpatrick told the First Amendment Congress.

"That duty has been well fulfilled," Kilpatrick said in his keynote address. "Most newspapers are making money. Some are making so much that they were oil companies their profits would be described as obscene."

"Putting the shareholders aside, which is not a bad place to put them," Kilpatrick continued, "the first duty of the press is simply to report the news, to let the people know what is going on, and that duty can be fulfilled only by a free press."

Guild-Star talks open on buy-outs

Washington—The Washington-Baltimore Guild and the Washington Star began talks March 21 on Star proposals to seek to persuade some of its Guild-covered employees to leave the staff.

The talks opened the day a federal court hearing had been scheduled on a Guild move to

enjoin the Star from seeking voluntary terminations by individuals without first bargaining with the Guild on minimum terms and conditions that would be offered [Guild Reporter, March 14].

The hearing was cancelled three days before when the Guild and the Time Inc. newspaper

agreed to bargain on the matter. The Guild also agreed to withdraw unfair-labor-practice charges it had filed.

Under the agreement, approved by a federal judge, any agreement on separation-offer terms between the Guild and the paper will not have to be accepted by any individual employee to whom it may be offered, however.

The Guild had gone to federal court and the National Labor Relations Board to try to stop what it charged was an effort by the paper to force as many as 50 employees in several departments to leave.

Under the March 18 agreement, the Star acknowledged an employee's rights to representation by the Guild in termination discussions and to refuse efforts to unilaterally obtain the employee's separation, Warren E. Howard, Star Guild Unit chairperson reported.

Meanwhile, an arbitration has been scheduled on a Guild charge that an editorial artist was improperly discharged as a free lance after working for the paper for a year.

"We say she was an employee and entitled to all protections of the contract," said Raymond G. Dick, local representative.

The local also has filed an unfair-labor-practice charge over the Star's refusal to provide the Guild information on free lances the paper is using "throughout the jurisdiction," Dick said.



PAT RUSHTON

Rushton announces for IEB

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He also has served on local bargaining committees at the Sunday Independent and at the Times Leader, including the present one.

He also is a delegate to the Middle-Atlantic District Council of Guild locals and to the Greater Wilkes-Barre Labor Council and has been vice president of the Assn. of Pennsylvania Printing Trade Unions the last three years.

A delegate to the last two TNG conventions, he also has been elected a delegate to the 1980 session, to be held in Toronto the last week in June.

In announcing his candidacy in a March 24 letter to presidents of all Guild locals in the region, Rushton pointed to his involvement with the Wilkes-Barre unions' battle against Capital Cities' "contract stripping demands" and said he would "bring to the International Executive Board a renewal of this union's resistance to the ever-

alties and civic, church, women's and minorities groups.

To give the public more reason for confidence in the accuracy, fairness and balance of the press, the congress recommended that the press encourage constructive criticism through ombudsmen, media critics, press councils and community groups, allocate more of its resources to developing better educated and informed journalists, adopt and publicize codes of ethics (but oppose licensing of journalists), clearly distinguish between news and opinion in its columns and broadcasts and hire and train more women and members of minority-groups and expand their voices "in the media marketplace."

"We believe," the congress said, "that the press's integrity and credibility are seriously strained by the continuing shortage of employment opportunities for minorities, by the paucity of media ownership by minorities, by the inadequacy of news coverage about minorities and by the virtual absence of minority representation in news and editorial decision-making."

In recommending that individual newspapers and broadcast stations adopt and enforce codes of ethics, the congress said that the credibility of journalists can be seriously impaired if "they or their employees" have real or perceived conflicts of interest. Such codes, the congress said, should confront such issues as involvement in political campaigns, acceptance of gifts or special treatment, use of names in endorsements of commercial products and potentially compromising financial holdings.

While not opposing the recommendation (TNG has had a code of ethics since 1934), TNG Administrative Operations Director Ellis T. Baker, representing the Guild, told the congress that con-

licts of interest must be proven and not merely perceived (noting that publishers themselves regularly engage in political campaign endorsements) and that, by law, penalties for violations of such codes must be negotiated with the union. The Guild also asserts that codes' content should be bargained.

The congress said that publishers and station managers should support continuing education for their staffs, "financially and as a matter of policy," that they should make seminars and other meetings on First Amendment rights available to their staffs and that they should provide more and improved on-the-job training.

To further advance public understanding and support of First Amendment rights and freedoms, the congress called for a national, multimedia informational and educational campaign for the public generally and students particularly, better communication between the press, the bar and the schools, improved courses and instruction in the history and significance of the Bill of Rights, development of special education materials, workshops, research studies and informational exchanges and translation of the congress's national goals into local, grass-roots programs by state and regional organizations. Finally, the delegates resolved that the First Amendment Congress, "its work nobly done," continue as an independent body "to keep alive our common concern with the issues of free expression."

After the congress adjourned, its steering committee, headed by Jean Otto, president of the Society of Professional Journalists, Sigma Delta Chi, voted to do just that and, if all goes well, to sponsor another First Amendment Congress next year.



Helen Plavchak/Monessen Unit/Pittsburgh

'Papermom'

Josephine Vingas, 68, pauses to pose on the way to her 150-customer route for the Monessen Valley Views, weekly interim paper of the striking 21-member Monessen Unit of the Pittsburgh Guild. Her husband, Tony, a retired Steelworker and former part-time circulation employee of the struck Valley Independent, drives her on her route and waits while she turns all proceeds back to the strike paper.

TNG pension fund over 1,000 strong

Washington—TNG's portable, international pension covers 1,050 employees and the plan's assets have climbed to nearly \$1.4 million in less than three years of operation, TNG and employer trustees were told during a semi-annual meeting at TNG headquarters here March 20.

And employer-trustee David J. Willett announced that Robert Y. Kurtz, general manager of the Pottstown (Pa.) Mercury, has said that he will join Willett as an employer trustee of the plan. Willett, publisher of the Wayne Eagle in suburban Detroit, is co-chairperson of the trustees, along with TNG President Charles A. Perlík, Jr.

Actual earnings from investments of the plan's assets—nearly all in certificates of deposit at 12- to 15 percent interest—will be about double the plan's interest-rate assumption of 5½ percent for 1979, trustees were told by John F. Gentleman, vice president of Martin E. Segal Company, the plan's actuary and consulting firm. Trustees agreed that plan assets should continue in the high-yield certificates and U.S. treasury bills.

Trustees also approved three more applications for receipt of retirement benefits, bringing the number of retirees under the fledgling plan to eight.

The three newest retirees—two from the Detroit News editorial department and one from the Manchester Union Leader—will receive an average monthly retirement benefit of \$224.91, with a range of \$207.07 to \$250.50 a month.

The Detroit News editorial group, largest in the plan with 230 active employees and five retirees, came into the plan in 1978 under the first Guild contract covering them. Employee benefits under a former, unilateral, employer-controlled plan to which employees contributed about half the cost were frozen effective the end of 1975 and payments by the News covering the total cost of participation in

TNG's portable plan were effective Jan. 1, 1976.

TNG's plan provides the sole pension benefits received by Guild-covered retirees from the Manchester Union Leader, which first began to set aside payments toward a pension plan in 1976.

Participating in the plan are 13 employee groups in seven Guild locals, plus TNG on behalf of its eight clerical and bookkeeping employees. A recent contract settlement between the Detroit Guild and the Wayne Eagle will bring another 39 employees into the plan on Jan. 1, 1982.

Four Guild units participate in the plan to supplement unilateral, employer-furnished pension plans: the Macomb Daily at Mount Clemens, Mich., and the Royal Oak (Mich.) Tribune, both units of the Detroit Guild; the Philadelphia Guild's Pottstown Mercury Unit and the Eugene Register-Guard's Guild-covered employees.

Also covered by TNG's plan are three Puerto Rico units, at El Vocero, David M. Company and WAPA-TV; Twin Cities Guild units at the Minneapolis Labor Review and the Union Advocate in St. Paul, and the York Guild's Dispatch Unit.

Guild trustees in addition to Perlík are Secretary-Treasurer Charles Dale and International Representative Willard W. Hatch, formerly administrative officer of the Philadelphia and Detroit Guilds.

New groups may come into the plan by merging existing plans into the Guildwide plan or by negotiating an employer payment to TNG's plan as a supplement to an existing plan.

Under TNG's International Pension Plan, credit can be given for up to 22 years of service or employment prior to an employer beginning to pay into the plan on an employee's behalf. Pension credits can be carried from one participating employer to another, making the plan uniquely portable among plans with the news industry in the Guild's traditional areas of representation.

Nelson new assistant for GR/R&I

Washington—Barbara E. Nelson, in his native California.

Nelson began working for TNG in April 1971 as a secretary and 13 months later was promoted to TNG's headquarters bargaining staff.

In that position she did extensive bargaining, contract and arbitration analysis and research—



BARBARA E. NELSON

Towar resigns post, returns to Macomb

Detroit — Jeanne Towar, Detroit Guild local representative the past 33 months, will return to the display advertising sales staff of the Macomb Daily in nearby Mount Clemens March 31.

Among her assignments for the local was the effort that resulted in the jobs of more than 130 Free Press employees being upgraded by as much as \$61.49 a week through a combined bargaining-arbitration procedure. [Guild Reporter, Feb. 8].



Larry Bretts/Gary

For service to Gary

Recipients of the Gary Guild's 1979 awards for Guild and community service show them off during the local's annual Page One Dinner. From left: "Guildsman of the Year" Richard Grey; Gary President John B. Mitchell; Charles Brown, president, and David Hennrage, director of the Gary Community Mental Health Center, plus Lucille Hennrage. Grey,

the local's 2nd vice president, was honored for service on the executive board, negotiating committee and as a delegate to the Coalition of Black Trade Unionists. The mental health center was cited for "answering the need" created by closure of a hospital by providing care for patients "in a home environment with satellite facilities."

Contract averts Her-Ex strike; fed to launch circulation drive

Los Angeles — Employees of Hearst's Herald Examiner voted overwhelmingly March 10 for a new three-year contract, removing the threat of a strike from the paper that has not yet regained more than a fraction of the circulation and advertising lost when it took on its employees' unions in the late '60s and early '70s.

And four days later, the Los Angeles County Federation of Labor — which played a major role in the boycotts that slashed the paper's sales while it published them with strikebreakers — announced that it is gearing up for an 18-month campaign to promote the paper to area union members and advertisers.

The new contract is the second

When the paper was struck on Dec. 15, 1967, by the Los Angeles Guild and the Machinists it locked out all its other organized employees — printers, mailers, engravers, drivers, pressmen — about 2,000 in all — and after a day resumed publication with strikebreakers.

Before the strike-lockout it had more circulation than any other afternoon daily in North America. In the boycotts that followed it lost tens of thousands of lines of advertising and its circulation plummeted from more than 730,000 to less than 350,000. It is now around 300,000. The paper was on the county federation's list of unfair employers for a decade.

The 57 percent increase in the new contract goes to reporters and press room employees with at least 3½ years' experience, taking them to \$445.54 a week in 1983. Their immediate increase is \$82.30 a week, to \$366.08.

In nearby Long Beach, under the Los Angeles Guild's contract with Knight-Ridder's Independent and Press-Telegram that expired Feb. 28, top minimum is \$418.36 a week, for those with five or more years' experience. Minimum for three years' experience is \$323.29.

The Herald Examiner is now a union newspaper, soon to display the union bug," he continued. No employees of the Los Angeles Times are organized.

The Herald Examiner had carried the Allied Printing Trades Council label on its flag before the strike-lockout and Dale said it was applying for its restoration. Robertson was assigned by the federation as director of the strike-lockout council of Herald Examiner unions from early 1968 into the early 1970s.

Reuters vote on union set

New York—The National Labor Relations Board has scheduled for April 17 a vote by the 200 U.S. employees of Reuters, the British news agency, on whether they will continue to be represented by the New York Guild or by no union at all.

The date was set March 24 in response to a petition filed March 3.

A week after the petition was filed, Reuters Guild Unit members in New York voted by a margin of four to one to authorize the local to call a strike if necessary to secure a satisfactory renewal of the Guild-Reuters contract that expired Dec. 31. The decertification petition has interrupted bargaining pending the election's outcome. Bargaining also was interrupted through November and into December when a petition was filed to replace the Guild with the Teamsters. It was withdrawn a week before an election that was scheduled for Dec. 20. A subsequent petition by management for an election in which the choice would have been between the Guild and no union, was rejected by the NLRB. The Guild has represented Reuters employees since 1950.

3 papers, Teleram shield VDT model

(Continued from Page 1)

surface of two of the machines. The other, at the New York Times, produced a reading of 40 milliwatts on the top of one machine.

Both newspapers had since installed metal shields made available by Teleram inside all their Teleram 2277 cabinets. A third newspaper had also announced it would install the shields, TNG Research & Information Directors David J. Eisen wrote locals Feb. 28.

As an outgrowth of Eisen's letter, TNG has been informed, the Seattle Times and the Vancouver Sun and Province also have had shields installed on their 2277s.

Before the shields were installed on the Sun and Province's machine in the press gallery at the British Columbia Parliament in Victoria, however, the B.C. health minister had instructed his staff to investigate low-level radiation from VDTs throughout the province and reporters had threatened to shut the 2277s down.

The Seattle Times ordered the

shields—available for \$40 each from Teleram—for its five 2277s in bureau offices the day it was informed of TNG's advisory to locals on the machines, Emmett Murray, Pacific Northwest Guild acting administrative officer reported. They were installed the day they arrived, a week later, drawing a letter of commendation from Murray to H. Mason Sizemore, Times managing editor, for acting "so fast it didn't even give us a chance to grieve."

B.C. Health Minister Rafe Mair ordered a provincial investigation of possible radiation hazards from VDTs after New Democratic Member of Parliament Dennis Cocke, a former provincial health minister, expressed concern about the reports of possible hazards from tests south of the border.

Before Cocke's March 12 question, legislative press gallery members had voted to shut down the 2277s used there by reporters from the two Vancouver papers, Canadian Press and UPI-Canada unless they were tested and found safe within five days.

OSHA ruling covers health, too

Washington — A U.S. Labor Dept. interpretation that the Occupational Health and Safety Act permits an employee to refuse to perform work that presents an immediate threat of death or serious injury when no other reasonable recourse exists—upheld unanimously by the U.S. Supreme Court—applies in cases involving workers' health as well as safety.

An OSHA attorney cautioned, however, that in most instances it would undoubtedly be many times more difficult to prove an immediate threat of that magni-

tude to an employee's health than to his or her physical safety. The court in its Feb. 26 decision upheld a 1973 interpretation by then Secy. of Labor W. J. Usery that under OSHA an employee may refuse to perform assigned work on "a reasonable apprehension of death or serious injury coupled with the reasonable belief that no less drastic alternative is available."

The court rejected arguments that the interpretation exceeded the authority Congress granted the Labor Dept. in enacting the 1970 law.

Protest answer held improper

San Francisco—The San Francisco Examiner must rescind and remove from its files a memo the managing editor sent an employee who protested transfer from city-side reporting to the "Scene" department copy desk, arbitrator Daniel J. Dykstra has ruled.

Dykstra said the company's reprimand improperly implied "that the grievant was out of place for requesting overtime pay even though it was compensation he could reasonably claim under the . . . contract."

He also found that allegations implying that the grievant's actions "were unprofessional" could be "construed to suggest more

than was intended by the employer."

The grievant, a veteran of 23 years with the Examiner, accepted the transfer under written protest and filed for overtime pay since his schedule was changed without proper notice.

The company made the overtime payment, as called for in the San Francisco-Oakland Guild's contract, but the managing editor wrote that he found the employee's actions "profes-

sionally distressing." The thrust of its memo, the company contended, was to imply that the grievant's protest was unreasonable, but the San Francisco-Oakland Guild argued that it implied much more. The Guild said the memo showed an insensitivity to the facts that caused the grievant to protest the transfer to the copy desk, including the fact that because of the switch the grievant had to learn to operate a VDT.

Justice Potter Stewart, writing the court's decision, said a worker's right to refuse to perform

sionally distressing."

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Bill would outlaw secret hazards

Washington — The AFL-CIO has testified before a House Judiciary subcommittee in support of a bill that would impose criminal penalties on corporate officials who knowingly conceal information on hazardous products and hazards in the workplace.

The proposed legislation, introduced by Representative George Miller (D-Calif.), would set stiff

fines and prison terms for violators, would make business responsible for unsafe products it markets and would encourage maintaining a safe and healthful workplace. George H. R. Taylor, the AFL-CIO's Director of Occupational Safety and Health told the subcommittee.

Taylor said that acts of corporate concealment and omission revealed in recent years have raised questions about corporate morality.

He said millions of workers have been "needlessly exposed to a wide range of toxic materials—from asbestos to vinyl chlorides"—and "environments have been polluted by the dumping of hazardous chemicals," because of corporate decisions to conceal known hazards.

Tri-council meet set

Baltimore—The Great Lakes, Midwest and Southern District Councils will meet jointly here May 18-19.

The Washington-Baltimore Guild is sponsoring the joint spring meeting of the three councils.

... Oshawa

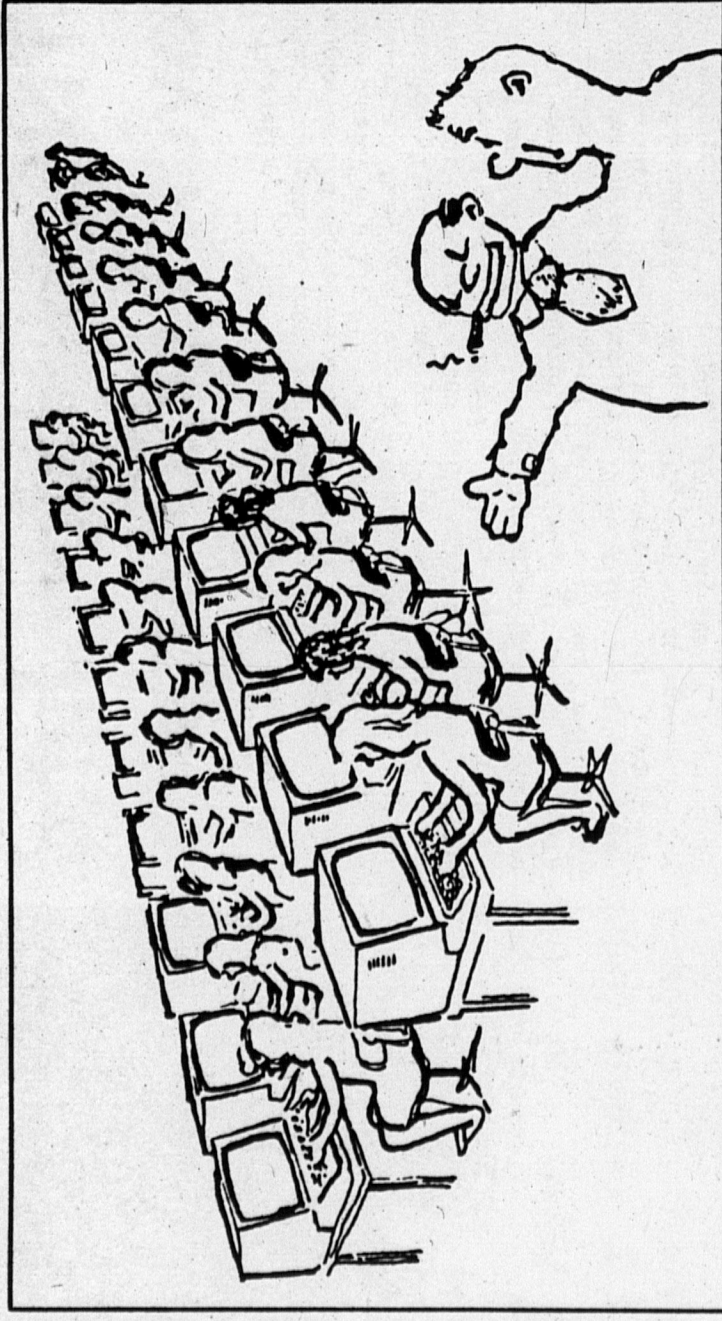
(Continued from Page 1)

persons have a top minimum of \$305.90.

The Pressmen's Union also is in bargaining with the Oshawa Times. A bargaining session was scheduled for March 27.

The Typographical Union has reportedly agreed tentatively to a management offer similar to that on the table when the Guild struck.

Auto Workers in the Oshawa area have pledged their support for the strike.



Leeds (England) Trade Union & Community Resource Centre

'We have regular rotation of jobs every 45 minutes!'

The B.C. Department of Health subsequently tested the machines for ionizing radiation and pronounced them safe. The

Vancouver - New Westminster Guild pointed out, however, that the tests reported by TNG had been for nonionizing radiation.

The director of the provincial radiation protection service, Dr. Wayne Greene, told press gallery members that tests had not been made for nonionizing radiation

because the closest machine capable of doing so was in Ottawa and was unobtainable.

Besides, he said, the VDTs were incapable of producing sufficient radiofrequency radiation to be hazardous. He said he thought eyestrain from overuse of the machines was a greater potential problem.

Meanwhile, the Vancouver-New Westminster Guild had joined a coalition of other unions and con-

cerned organizations to seek to prevent the province's removing nonionizing radiation from its schedule of compensable industrial hazards.

40% on UPI VDTs report headaches

New York—Two in five Guild-covered employees of UPI who use VDTs often leave work with headaches and two of four "suspect—or know—that their eyesight is deteriorating," according to a Wire Service Guild survey.

"It's little wonder," since the survey showed poor lighting in bureaus "at least half the time" and four of five survey respondents reported their machines are not properly serviced, the local's bargaining committee reported.

The survey was made in preparation for Guild bargaining for a new contract with UPI, which began March 13.

dangerous work is protected in circumstances where danger of death or serious injury exists and there isn't "sufficient time or opportunity . . . to seek effective redress" from the employer or through OSHA's enforcement procedures.

Stewart said it would conflict with the purpose of OSHA, which was designed to "prevent deaths and injuries from ever occurring," to interpret it "as prohibiting an employee, with no other reasonable alternative, the freedom to withdraw from a workplace environment that . . . is highly dangerous."

Employees are protected against discrimination for exercising their rights under the law.

The court pointed out that employers have the right to challenge in court the employee's justification in refusing to perform assigned work, seeking discipline or charge or discipline against an employee for improper refusal.

The Whirlpool employees were ordered to leave the plant and were docked for the remainder of their shifts. Each lost about \$25. Written reprimands also were placed in their personnel files.

The court found that Whirlpool discriminated against the workers by issuing the reprimands, but returned the case to a lower court to determine if the employees should be reimbursed for lost pay.

IT SEEMS TO US

Roth says 'thanks'; sends condolences to Peoria

ROCKFORD, ILL.

Editor:

I would like to express my deep appreciation for the beautiful plant and for the personal expressions of sympathy to me and my family on the death of my son.

Additionally, I want to thank the delegates to the Midwest District Council for re-electing me "in absentia" and to John Mitchell and Judy Hildner for taking over so efficiently on such short notice.

To members of the Peoria lo-

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.

cal, please express my personal condolences and those of the Midwest District Council to the family of Jim Foster. Jim was a valued representative to MDC for many years.

NORMA ROTH
President
Midwest District Council
and Rockford Guild

Survey shows beginners face tighter market

Princeton, N.J.—A tightening job market for beginners in news rooms, demonstrated by fewer hires and stagnation of starting salaries, is among the findings of The Newspaper Fund's annual survey of journalism graduates.

From the survey, conducted last fall, the fund found that only 18.9 percent of the 1979 graduates took jobs with daily or weekly newspapers or wire services, compared to 30.5 percent of 1978 graduates. Just over 11 percent of the 1979 graduates found jobs with daily newspapers.

And the median starting salary for 1979 graduates entering media work was no more than that paid 1978 graduates. Median starting pay in both years ranged from \$181 to \$190 a week, the fund reported.

Last spring's average starting reporter minimum in Guild contracts with daily newspapers was \$234.29, \$14.11 higher than the average in April 1978, and the Guild median in April 1979 was \$226.40, \$7.55 higher than the year before.

By Feb. 1, 1980, the average Guild reporter starting minimum had risen another \$12.84, to \$247.13, while the median was up \$13.60, to \$240.

Women accounted for 55.7

percent of the 1979 journalism graduates, up from 53.2 percent in 1978. The proportion of minority graduates declined, however, with minorities making up only 4.5 percent of the 1979 class, compared to 8.5 percent in 1978.

With a decrease in the number of opportunities available in news rooms and other media fields, more than 15 percent of the 1979 graduates decided to continue schooling, seeking graduate of law degrees or another

undergraduate major, the fund reported.

About half of the 1979 graduates entered media-related fields, compared to nearly two-thirds of the 1978 class.

The number of graduates entering nonmedia fields held steady at just over 20 percent, and the proportion entering advertising and public relations work declined slightly, from 15.4 percent in 1978, to 13.1 percent in 1979.

Prospects for journalism graduates in 1980 don't look much

brighter, according to one source.

The College Placement Council, following a December survey of employers, reports that private-sector hiring of college graduates will increase by 13 percent in 1980, but the hiring of graduates in the liberal arts field—which includes journalism—will decline.

Graduates in technical fields are expected to gain the most from the improved job market.

Northwestern University in Chicago predicts a 29 percent increase in the number of en-

gineers hired in 1980, and reports that the average starting pay for the 1980 graduate with a master's in business administration will increase by 10 percent, to about \$425 a week.

MBA graduates of 1979 who took management-consulting jobs are reported to have gotten starting salaries ranging as high as \$50,000 annually. The average starting salary for the 1979 Harvard MBA entering this field was \$34,000, the Wall Street Journal reported.



Robert C. Holt, Jr./St. Louis

25 years and going strong

Eloise M. Warner receives pin marking 25 years of Guild membership from St. Louis Guild President Robert C. Hermann in ceremonies honoring 15 new 25-year members during local's January meeting. Other honorees pictured: William D. Cook, Les-

ter J. Hauri, Raymond Lawrence, Frances Johns, David G. Foster, Herbert C. Schaefer, Alvin L. Spitzer. Also honored: Robert E. Dolan, Edward S. Fergus, John J. Hynes, Ruth E. McGahan, Lorraine E. Meyer, Bernice C. Peterson, Richard H. Smythe.



Computer jobs' highest minimum is \$560.30

HIGHEST top minimum among 96 for a wide variety of computer jobs covered by 39 Guild contracts with daily newspapers and wire services is \$560.30 a week—for "senior programmer and computer operations supervisors" at the New York Daily News.

More than half (52, or 54.2 percent) of the 96 top minimums in effect on Feb. 1 were higher than \$350 a week, according to the latest bi-monthly tabulation of computer-job top minimums by TNG's Collective Bargaining Dept. Over a third—34 of them—were at or above \$400 a

week. Just over three-fourths—73 of them—were at or above \$300 a week, none was less than \$200 a week and only eight were less than \$250 a week.

A total of seven exceeded \$500 a week: two at Reuters, the British wire service and one each at the New York

Daily News, Times and Post, the Washington Post and at the St. Louis Post-Dispatch.

Nineteen (19.8 percent) of the top minimums exceeded \$450 a week, the tabulation showed.

Herewith are the top minimums for the 96 computer jobs as of Feb. 1:

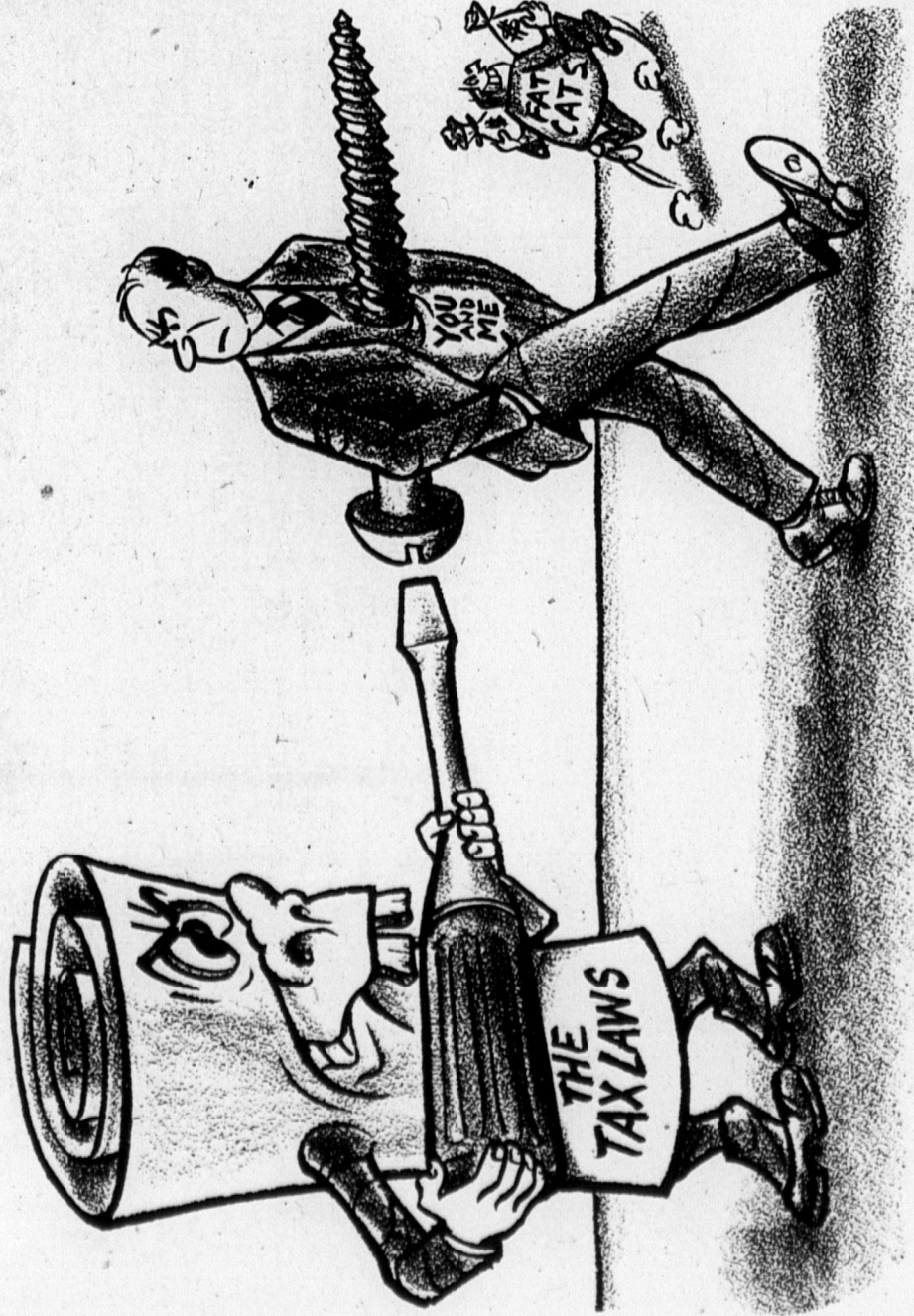
	Minimum	After
New York Daily News		
Senior programmer, computer operations supervisor	560.30—1 yr.	
Programmer, senior computer operator, data control supervisor	473.40—6 yrs.	
Computer operator	430.25—3 yrs.	
Assistant computer operator, head data control clerk	400.80—3 yrs.	
EDP control clerk	369.27—2 yrs.	
New York Times		
Systems analyst	557.67—4 yrs.	
Computer operator	482.93—4 yrs.	
Programmer	458.50—3 yrs.	
EDP control clerk	404.78—3 yrs.	
EDP posting clerk	399.78—3 yrs.	
EDP tape library clerk	310.28—2 yrs.	
Reuters (United States)		
Systems programmer I	\$553.67—flat	
Systems programmer II	506.53—2 yrs.	
Programmer I	471.23—3 yrs.	
Trainee programmer	400.51—3 yrs.	
Programmer II	412.31—3 yrs.	
Computer operator/controller	385.22—3 yrs.	
Washington Post		
Senior programmer	521.00—4 yrs.	
1-3 Senior data processing machine operator	327.75—1 yr.	
1-2 Data processing machine operator	284.00—3 yrs.	
1-4 Data processing programmer	378.50—3 yrs.	
St. Louis Post-Dispatch		
Senior programmer, senior systems analyst	514.16—5 yrs.	
Junior programmer, junior systems analyst	384.10—5 yrs.	
Machine operator (computer)	357.21—4 yrs.	
Toronto Star		
Senior programmer	464.25—2 yrs.	
Intermediate programmer	436.51—2 yrs.	
Junior programmer	375.93—2 yrs.	
Programmer trainee	295.74—1 yr.	
Computer operator	323.56—4 yrs.	
Senior computer operator	365.71—2 yrs.	
Data processing machine tender	278.20—4 yrs.	
Data processing assistant supervisor	352.94—4 yrs.	
Data processing supervisor	451.78—flat	
Data processing senior supervisor	488.25—flat	
San Francisco Chronicle and Examiner		
Computer programmer	460.08—6 yrs.	
Computer operator	294.90—2 yrs.	
Senior computer operator	325.47—2 yrs.	
EDP machine room supervisor	362.50—2 yrs.	
San Jose Mercury and News		
Data processing	460.08—6 yrs.	
Computer operator	294.89—2 yrs.	
Senior computer operator	355.00—2 yrs.	
Boston Herald American		
Programmer	458.00—3 yrs.	
Computer operator	375.75—3 yrs.	
Associated Press		
Programmer	450.00—5 yrs.	
Computer maintenance controller	319.26—1 yr.	
Detroit Free Press		
Programmer/analyst	435.77—3 yrs.	
Data processing machine operator	419.12—4 yrs.	
Cleveland Press		
Senior programmer, systems analyst	419.99—2 yrs.	
Junior programmer	342.39—2 yrs.	
Systems programmer	448.04—flat	
Assistant computer operator	282.19—3 yrs.	
Computer operator	317.10—2 yrs.	
Senior systems analyst	478.10—2 yrs.	
Vancouver Sun and Province		
Programmer/analyst	411.76—4 yrs.	
Senior programmer/analyst, operations supervisor	469.48—flat	
Computer operator	374.22—3 yrs.	
Toledo Blade		
Programmer	400.79—4 yrs.	
Operator-key punch	341.08—3 yrs.	
Washington Star		
Computer programmer, senior data processing machine operator	378.24—4 yrs.	
Data processing machine operator	301.87—3 yrs.	
Honolulu Star-Bulletin and Advertiser		
IBM machine operator/junior programmer/control clerk	373.61—flat	
United Press International		
ADP programmer	370.84—5 yrs.	
ADP operator	286.21—3 yrs.	
St. Paul Dispatch and Pioneer-Press		
Programmer	359.42—4 yrs.	
Computer operator	306.18—4 yrs.	
New York Post		
Machine operator-data processing	350.30—3 yrs.	
Head machine operator-data processing	403.45—3 yrs.	
San Jose Mercury and News		
Assistant data processing supervisor	447.70—3 yrs.	
Supervisor-data processing	529.00—flat	
Seattle Post-Intelligencer		
Computer operator	348.25—2 yrs.	
Providence Journal and Bulletin		
Machine-computer operator	346.50—3 yrs.	
Computer room supervisor	367.50—2 yrs.	
San Juan Star		
Data processing supervisor	326.00—flat	
Junior programmer	271.00—3 yrs.	
San Diego Union and Tribune		
Computer operator	324.20—5 yrs.	
Portland Press Herald, Express and Telegram		
Computer programmer	320.32—4 yrs.	
Computer operator	238.22—1 yr.	
Memphis Commercial Appeal and Press-Scimitar		
Computer programmer	317.35—5 yrs.	
Eugene Register-Guard		
Unsupervised computer operator	311.25—2 yrs.	
Baltimore Sun and Evening Sun		
Programmer	310.00—4 yrs.	
Computer operator	268.00—3 yrs.	
Philadelphia Inquirer and News		
IBM programmer, computer operator	306.38—4 yrs.	
Victoria Colonist and Times		
Operator-mini computer	294.30—flat	
San Mateo Times		
Computer operator	286.00—4 yrs.	
Mount Clemens Moccasin Daily		
Data processing operator	282.55—2 yrs.	
Columbus Dispatch		
Circulation data processing systems operator	282.39—1 yr.	
Denver Post		
Computer operator	281.00—3 1/2 yrs.	
Wilkes-Barre Times-Leader		
Computer operator	246.75—2 yrs.	
Yakima Herald-Republic		
Computer operator/payroll clerk	244.00—4 yrs.	
Salem (Mass.) News		
Computer operator	240.75—3 yrs.	
San Jose El Mundo		
Programmer	240.00—4 yrs.	
Computer operator	230.00—3 yrs.	
Brockton Enterprise-Times		
Computer operator	232.40—1 yr.	
Albany Times-Union and Knickerbocker News		
Computer operator	220.80—3 yrs.	

¹ Applies to employees hired before Jan. 1, 1979. Previous rates apply until April 28, 1980 for those hired since Jan. 1, 1979.

² Plus cost-of-living adjustment.

³ Applies to employees hired since Dec. 31, 1978. Minimum for

Happy April 15!



BELLAND
for The Guild Reporter

'LET ME SAY THIS ABOUT THAT'

Behind Anderson's primary image

By GENE KLARE

CONGRESSMAN John Anderson from Illinois has become a darling of the commercial media in his quixotic quest for the Republican nomination for president of these United States. In the words of a headline in the non-union Portland Sunday paper, he is "today's political sweetheart."

The white-haired, 58-year-old lawyer has come out of nowhere to achieve viability as a candidate for the Grand Old Party's presidential nomination. Ronald Reagan, ex-movie actor and former California governor, is the front-runner, but Anderson is giving George Bush, a former Texas congressman, a tussle for second place in the Republican sweepstakes.

The fact that Anderson speaks plainly, and has some newer ideas than other Republican hopefuls, gained him the adulation of the media and even garnered him a role in a political satire comic strip.

The labor movement in Cali-

fornia opposed Reagan's election and re-election as governor because of his opposition to legislation and programs of benefit to working people. Although Reagan was president of the Screen Actors' Guild decades ago, he has since undergone a hardening of his mental arteries and now refers to his union activist period as "my bleeding heart days."

BUSH, in two terms as a congressman from Texas in the late 1960s, had an anti-worker voting record. On the 29 key labor issues during his terms as a representative, Bush voted "wrong" 27 times, according to the AFL-CIO's tally sheet. "His is a story of retreat from social welfare responsibilities," according to Richard E. Murphy, leg-

islative director of the Service Employees International Union. Where does Anderson stand on issues of concern to the labor movement?

According to the scorecard compiled by the American Federation of Labor and Congress of Industrial Organizations, Anderson's voting record in Congress since 1961, his first year in the House of Representatives, shows 52 "right" votes and 136 "wrong" votes on worker-related issues.

That figures out to a 27½ percent average of "right" labor votes for a politician perceived by the commercial media as a moderate and even a liberal Republican. In contrast, Congressman Al Ullman, a Democrat from Oregon's Second District, who went to Capitol Hill eight years before Anderson, has voted with labor's position 76 percent of the time.

[Anderson's 18-year rating by the archconservative Americans for Constitutional Action, by contrast, is 60.6 percent; his 18-year rating by the American for Democratic Action, 26.3 percent.]

John Anderson's congressional voting record in 1979 is particularly illuminating. On 20 key AFL-CIO issues, Anderson voted "right" only once—on a civil rights measure. He voted "wrong" four times.

WHERE did he stand on the other 15 pieces of legislation of importance to working people? He was absent. [Overall in 1979, Anderson is recorded as having voted "aye" or "nay" in only 28 percent of the roll calls, Congressional Quarterly reports.] Instead of tending to his job in Congress he was an absentee legislator — out drumming up early support for his candidacy for president.

A worker—or even a management executive—with that kind of absence record would get fired. When Anderson comes to Oregon to seek votes in the May 20 primary, some people may see him as a Republican knight on a white horse. Not so, according to his voting record. He may be more liberal than Reagan or Bush, but that's not saying much.



Klare, a former president of the old Portland [Ore.] Guild, is editor of the Oregon Labor Press, a weekly owned by about two dozen AFL-CIO unions and councils in Oregon. This is reprinted, with permission from the Oregon Labor Press's March 14 issue where it appeared in a column by Klare titled "Let me say this about that." Klare also is immediate past president of the International Labor Press Assn.

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As they put it

Whose First Amendment?

Following is the report of one of 12 "working groups" of participants in the First Amendment Congress, held in Williamsburg, Va., March 16-18. This report, like the 11 others, was adopted by the Congress on its concluding day.

Whose First?

It belongs to every man, woman and child.

Whose right to use it?

It is the right of every man, woman and child.

Whose responsibility to protect it?

It is the responsibility of every man, woman and child.

The First Amendment protects freedoms, separately defined, yet indivisible. We share these rights:

✓ To believe;

✓ To speak;

✓ To publish;

✓ To support or criticize our government.

These rights belong to the people and never are to be denied nor controlled by the government.

We share, as citizens, a responsibility to understand that the First Amendment protects, with equal force, the ideas we despise as well as those we cherish. Government infringement on any one of these fundamental rights threatens them all.

Whose First? One infringement will raise another question: Who's next?

As Irving Brandt, the distinguished constitutional authority and journalist, thoughtfully pointed out in his history, *The Bill of Rights*, James Madison and his colleagues "knew what they were doing. . . English history had demonstrated to them that without complete religious liberty, without freedom of conscience and separation of church and state, there could be no freedom of speech, or of the press, or the right of assembly. Both English and American experience had taught them that without all these freedoms there could be no free government. And, they had learned that even in a country where the people are sovereign, no words of lesser force than 'shall not'—enforceable in independent courts of law—could restrain the servants of the people from acting as if they were the masters."

We owe ourselves and those who follow an obligation to recapture the concern and spirit which Madison referred to as the "Great Freedoms."

If freedom is a growing thing, it can mean no less today and tomorrow than it meant to those who wrote the First Amendment.

The First Amendment distinguishes us from all other societies. And, it works. Every time the First Amendment works, it makes us stronger.

The Guild Reporter



JAMES M. CESNIK
Editor

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David S. Schick Memorial Award Contest for local Guild publications, entries deadline, TNG headquarters, Washington, April 1.

International Executive Board, spring meeting, April 28-May 2, TNG headquarters, Washington.

Western District Council, spring meeting, May 3-4, San Diego (tentative).

Middle-Atlantic District Council, spring meeting, May 17-18, Albany.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 17-18, Baltimore Hilton, Baltimore.

Canadian Policy Conference, June 22, Hotel Toronto, Toronto.

47th Annual TNG Convention, June 23-27, Hotel Toronto, Toronto.