

Knoxville Top Increased \$34 In 27-Month Pact

Knoxville, Tenn.—The Knoxville Guild last week won a \$34 increase in the reporter top minimum over 27 months at the Knoxville News-Sentinel, sending it to \$180 to match the Guild's highest key minimum in the South.

The settlement average of \$15.12 a year at the top reporter level is the third highest negotiated in any Guild contract over two decades. The only settlements higher were those averaging \$16.73 at the Pittsburgh Post-Gazette and \$16.67 at the New York Times, negotiated during the 1967 round of major wage gains.

Knoxville also won general increases ranging up to \$19.50 and a wide range of fringe improvements.

The reporter top minimum goes up \$10 effective Feb. 1, \$10 next Nov. 1 and \$14 Aug. 1, 1969, to match a \$180 top at the Memphis Commercial Appeal and Press-Scimitar. Both the Memphis and Knoxville dailies are Scripps-Howard papers.

The starting minimum goes up \$30, to \$115.

An upgrading will raise the top minimum for head librarians by a total of \$17.50, to \$100. The top for secretaries, clerks and clerk-typists goes up \$12.50, to \$95, and that for office boys \$8, to \$72.

General increases range from \$4.50 for employees earning less than \$75 to \$19.50—\$6, \$6.50 and \$7—for those earning \$175 and over.

The contract provides a 10-percent night differential for employees who work more than half the week between 6 p.m.

and 6 a.m.; a five-percent differential continues for others.

In addition, the company will contribute an additional dollar a week to pensions immediately and another 50 cents starting in August 1969, increasing the total to \$8.75.

The Guild won a fourth week's vacation, after 30 years' service, and a three-week increase in the severance-pay ceiling, to 45. A call-back minimum of three hours' work at overtime pay plus an additional hour was established.

Union Chiefs Map Hearst Fight; IEB Vows 'All Guild Resources'

THE GUILD
REPORTER



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

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S.F. Unions Reach Terms

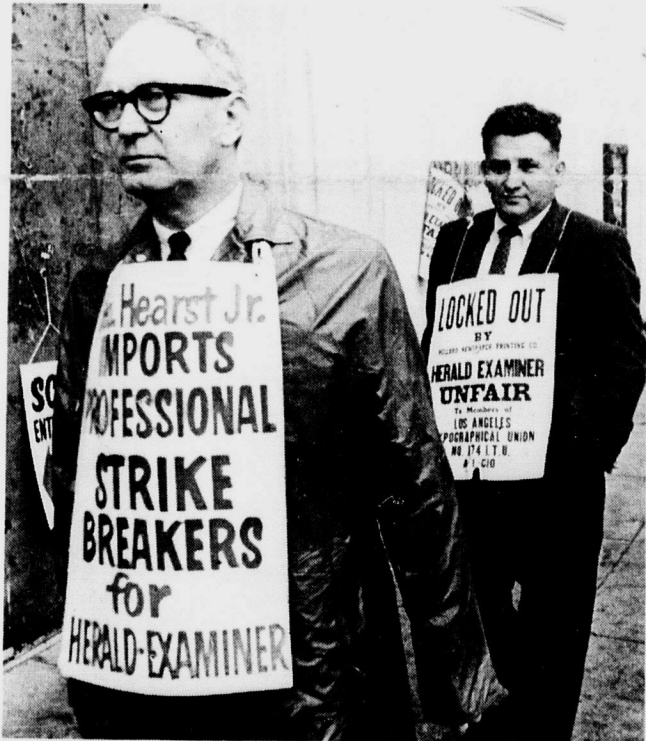
San Francisco, Calif.—The San Francisco-Oakland Guild and 14 other newspaper unions reached a tentative settlement this week on terms of new three-year contracts that would end the city's seven-week-old newspaper strike.

Details of the agreements were not disclosed pending ratification meetings scheduled for Feb. 25.

The Guild and other unions joined the striking ITU Mailers in bargaining Feb. 10 after the publishers accepted a union proposal to reopen their contracts to establish a common expiration date.

Negotiating separately with the assistance of mediator Sam Kagel, the unions last week reached agreement on all noneconomic issues, including the Mailers' key issues of manning and automation. The Guild was the last to settle after a bargaining session that lasted until late in the night of Feb. 18.

Kagel, who helped negotiate



Los Angeles Guild Photo by Bud Gray

Picketing Presidents

ANG President James B. Woods, left, joins Los Angeles Guild President Jerry Goldberg on the Herald-Examiner picket line.

Guild Wins NLRB Vote At Waterbury Papers

Waterbury, Conn.—The Guild won a 36-to-25 victory in a representation election at the Waterbury Republican and American this week.

The Feb. 21 victory was achieved in the face of an intensive management campaign of letters seeking to erode the Guild's overwhelming majority of signed cards.

The election will give the Guild a 70-man editorial unit at two papers where it lost bargaining rights in 1956. The Guild's co-chairmen, Robert Perry and Peter Tchakirides, sent management a letter yesterday asking an immediate start of bargaining.

It was the Guild's second major election victory in New England in little more than two months. The Guild won a 150-man advertising and business-office unit at the Providence Journal and Bulletin in December.

International Representative Ed Allen led both the Waterbury and Providence campaigns.

The Waterbury Guild will meet to draw up contract proposals March 3 and hold a reception for former members promoted to exempt positions, including six upgraded when the Guild launched its organizing campaign last fall.

AFL-CIO Backs Effort; Board Bolsters Fund

Los Angeles, Calif.—The International Executive Board, after meeting here with Guild leaders from Hearst cities across the country, has pledged the Guild's "every human and material resource" to win the fight against Hearst "now involving or facing its members or those of its sister unions allied with them."

The IEB, in a 2,500-word statement adopted unanimously Feb. 11, said that the meeting had traced "the emergence of seemingly isolated and localized Hearst actions into national trends and

patterns with a single common denominator: emasculation of the locals' effectiveness at best, their total destruction at worst."

"The board wants it known," the statement declared, "that its sympathy for the Guild's beleaguered and bedeviled members is limitless, that its gratitude for the allegiance and fortitude displayed by our sister unions is unrestrained and that our commitment to this struggle is total."

The board authorized Executive Vice President William J. Farson and Secretary-Treasurer Charles

(Continued on Page 6)

Bal Harbour, Fla.—International officers of the Guild and other unions involved in strikes against Hearst papers in Los Angeles and San Francisco announced this week that they have developed a program to combat Hearst's "growing menace to trade unionism" and are preparing to implement it.

They said that Hearst's "obvious determination" to rid his papers of effective union representation is evident not only in Los Angeles but also in other Hearst cities.

Two days later the AFL-CIO Executive Council, after receiving a report from the union officers, voted to "fully support" the efforts of the unions against Hearst and urged Hearst to resolve the Los Angeles dispute without delay by engaging in "meaningful collective bargaining."

"Vehemently" deploring Hearst's use of professional strikebreakers in Los Angeles, the Executive Council called on the chain to halt its "union-breaking tactics" and reiterated its "determination to achieve" legislation banning professional strikebreakers.

(Continued on Page 6)

L.A. Talks Resume, Make No Progress

Los Angeles, Calif.—Negotiations between striking and locked-out unions and management of Hearst's Los Angeles Herald-Examiner resumed this week for the first time since Jan. 26, but spokesmen for the unions reported no progress toward a settlement.

Negotiators for the locked-out ITU Mailers and printers met with Hearst management and federal and state mediators Feb. 20, striking Machinists held a session yesterday, the striking Los Angeles Guild had a session scheduled for today and locked-out Pressmen and Paper Handlers are scheduled to meet Feb. 26.

Spokesmen for the ITU and the Machinists reported that management showed "absolutely no inclination" to change its prestrike bargaining position or withdraw its later demand for "super-seniority" for the strikebreakers it has been using to produce limited editions of the Herald-Examiner.

The ITU charged Hearst with "flagrant escalation" of their areas of disagreement by introducing 13 demands since the strike and this week turning down an ITU proposal that issues tentatively settled before the strike remain settled.

Meanwhile, in other strike developments:

(Continued on Page 7)

Ruffing Captures Service Award

Story on Page 8



EDWARD A. RUFFING
Utica Guild President

Engravers Join Strike In Detroit

Detroit, Mich.—The Lithographers and Photoengravers Union struck the Detroit News this week following the refusal of striking Teamsters to ratify a \$30 settlement.

The Photoengravers set up picket lines Feb. 1 after a recommendation by the Detroit Newspaper Council of Unions that all unions with expired contracts join the 14-week-old strike.

The Detroit Guild and 7 other unions that have not yet struck also posted pickets at both the News and Free Press, which has locked out its employees in sympathy with the News. The council set up a picketing co-ordinating committee to direct the effort.

The Guild, offered \$27 by the Detroit Free Press a day after the Teamster vote was announced, turned the offer down.

(Continued on Page 7)

Shelton Steps Down As AFL-CIO Editor

Willard Shelton, the Guild Reporter's Washington columnist, retired this month as managing editor of the AFL-CIO News. He was succeeded by John M. Barry, a former assistant editor of the Guild Reporter.

Shelton, who had edited the AFL-CIO News since 1958, was a



Barry

Shelton

leading member of three Guild locals and ran for the ANG presidency in 1947. He was defeated by Harry Martin.

Shelton was first active in the St. Louis Guild, where he served from 1938 to 1953 as editor of the old St. Louis Star-Times's editorial page. Later, as an editorial writer for the Chicago Sun, he

was a member of the Chicago Guild executive board.

Subsequently he became Washington bureau chief for the old New York paper PM and Washington correspondent of the Nation, playing an active role in the Washington Guild.

He has been the GR's Washington columnist since 1954 and has served as assistant director of the AFL-CIO's publications department as well as managing editor of the News.

Barry had been an assistant editor of the AFL-CIO News since 1961, going to the federation staff after five years with the GR. Before that he served for three years as ANG's assistant director of Research and Information.

Barry was president of the old Nashua Guild and led the local's strike against the Nashua Telegraph in 1962. Later he served on the Washington Guild's executive board and was chairman of the Guild's AFL-CIO Unit.

Thomson Buys Paper, Employees Seek Guild

Peterborough, Ont. — The Toronto Guild filed a petition to represent editorial employees of the Peterborough Examiner last week, five days after it was purchased by Thomson Newspapers.

The Guild submitted cards signed by an overwhelming majority of 28 eligible employees to the Ontario Labour Relations Board, which can grant certification in such cases without an election.

The Examiner, a 27,000-circulation daily, would be the second Thomson paper to come under Guild contract. The Toronto Local currently represents employees of Thomson's Oshawa

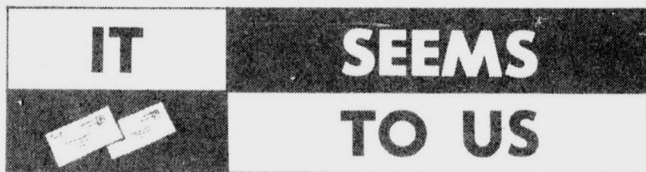
Times, some 30 miles away.

The move for Guild representation developed quickly after Thompson's purchase of the Examiner.

Philadelphia Seeks Unit In Levittown

Levittown, Pa.—The Philadelphia Guild is seeking to add a 30-man editorial unit at the Bucks County Courier-Times, a 45,000-circulation evening daily.

A representation petition was filed with the National Labor Relations Board last week, supported by cards signed by an overwhelming majority of the unit.



How To Label CNTU: A Third Suggestion

BURNABY, B.C.

Editor:

Your explanation, as a footnote to my recent letter, that the Guild Reporter has referred to the Confederation of National Trade Unions as "a separatist organization" (GR, Jan. 12) only in a trade-union sense seems rather strained.

I have never heard of this as trade-union language, but the word is widely known to refer to Quebec residents who want their province out of Canada. Even in a trade-union sense the designation is inaccurate because the CNTU never separated from the general trade-union movement but grew up parallel.

To refer to CNTU as a French Canadian organization, as you now appear prepared to do, introduces a racial-linguistic designation into a labor-union contest. This could be disturbing to Cana-

By ANG 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.

dians anxious for national unity. It is also inaccurate because the CNTU, being broadly based in Quebec, has many English-speaking members.

The Canadian press calls the CNTU Quebec-based. Would that serve?

JOHN CONDIT
Vancouver-New Westminster Guild

Huggins Disputes Claim Of Misrepresentation

MONTREAL, QUE.

Editor:

Please allow me space in "It Seems To Us" column to reply to written ANG allegations to Local 111 (Montreal) I am misrepresenting Canadian bilingual-representative issue.

Though no longer on the ANG staff, I'm still a dues-paying member, and I'm damned if I'm going to stand by while my reputation is blackened.

For the record, both Local 111 convention delegates support my view of the understanding reached at Ottawa re the bilingual-representative issue.

Finally, I stand on the wording of the Organizing Committee report itself.

BRIAN HUGGINS
Montreal Guild

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Weighty Consideration

Not an illustration for "How to Murder the Boss" but of why the Denver Guild is moving to a new headquarters next week. Office secretary Pauline Burdette holds a seven-pound tile that recently fell from the ceiling of the 70-year-old building, narrowly missing Administrative Secretary Richard E. Wanek. Wanek's head is now protected by a construction worker's helmet for the duration of his stay.

North Jersey Protests Courthouse Photo Ban

Scotch Plains, N.J.—The North Jersey Guild last month protested vigorously against severe restrictions imposed on news photographers during a murder trial in Passaic County.

A local membership meeting asked Chief Justice Joseph Weintraub of the New Jersey Supreme Court to lift a ban on picture-taking in and around the county courthouse.

County Court Judge John F. Crane, in a unique extension of the American Bar Association's Canon 35 barring pictures inside courtrooms; forbade them in corridors, antechambers, the courthouse parking lot and even streets and sidewalks surrounding the building.

The Guild's resolution termed Crane's action "an alarming misuse of authority and a violation of the First Amendment," stating that it constituted "a deterrent to an objective press."

The New Jersey Press Photographers Association has also protested the ban.

Woods Lauds Union Unity

Sioux City, Iowa — Interunion co-operation that has marked the current Los Angeles and San Francisco newspaper strikes was hailed by ANG President James B. Woods Feb. 18 at a party celebrating the achievements of union solidarity in Sioux City.

Woods spoke at a fete sponsored by the Sioux City Guild and Typographical Union to mark major contract gains won through joint efforts at the Sioux City Journal. Members of several other unions attended.

The Typographical Union had offered to split the cost of bringing ANG International Representative Robert A. Steinke to the party from St. Louis in recognition of his role in helping win the Guild and printer settlements, but he was unable to attend because of his assignment to the Los Angeles strike.

Trial Ordered On One Of 6 L.I. Charges

New York City—The International Executive Board's Appeals Committee directed the New York Guild to refer one of six charges against six members of its Long Island Press and Star-Journal Unit to a local trial board following a hearing Feb. 7.

The committee upheld the local executive board's dismissal of the other five charges as insufficiently specific. The board had not ruled on the merits of the case.

The committee, consisting of International Vice Presidents Joe Holt Anderson, Jr., and James G. McMahon and President James B. Woods, sitting ex officio, acted after hearing an appeal by two members of the Long Island Unit against the executive board's dismissal.

The committee ruled that a count accusing the six of informing against Guild members who took "a strong Guild position in contract negotiations" and of responsibility for contract violations was specific enough to warrant a trial-board hearing.

However, it directed that the hearing be deferred long enough to determine whether the accusers intend to reinstitute their other charges in proper form.

Anderson Is Designated IEB Appeals Chairman

Los Angeles, Calif.—International Vice President Joe Holt Anderson, Jr., of Washington-Baltimore was named chairman of the IEB's Appeals Committee at its winter meeting here Feb. 8 through 11.

Anderson, who had been a member of the committee, succeeds former Vice President Bernard Stein of New York as chairman. Stein resigned from the board Dec. 1.

In other reassignments resulting from Stein's resignation, Vice President George M. Muldowney of Wire Service was added to the Appeals Committee and Vice President Harry Ryan of New York to the Finance Committee.

The IEB designated Vice Presidents Glen Ogilvie of Toronto and Robert D. Nordin of Vancouver-New Westminster as delegates to the Canadian Labour Congress convention in Toronto starting May 6. International Representative Fred Jones will be an alternate.

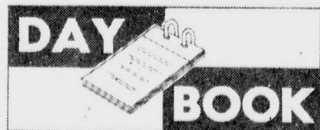
The board approved continuation for another year of a subsidy to enable the Puerto Rico Guild to retain a full-time paid officer.

McCarthy Wins Bargaining Seat

Waukegan, Ill.—The welcome mat is out again at the Waukegan News-Sun for Justin F. McCarthy, Jr., executive director of the Chicago Guild.

The News-Sun had declined to hold contract-negotiating sessions as long as McCarthy was present, although the Waukegan Unit is part of the Chicago Guild.

It changed its mind, however, after the Guild filed refusal-to-bargain charges with the National Labor Relations Board in January. The charges were withdrawn early this month when management agreed to meet with McCarthy; the first meeting was held Feb. 13.



Middle Atlantic District Council, winter meeting, March 2 and 3, Philadelphia.
Interim Policy Committee on Organizing and Bargaining, March 19 and 20, ANG headquarters, Washington.



Blood Brothers

Union brotherhood takes on a new dimension at the Pittsburgh Post-Gazette as the Pittsburgh Guild joins the Typographical Union's blood bank.

Among the first Guild donors at the mobile blood bank unit are Edward Dodson, left, and Michael Antonoplos, both copy boys.

CLC Warns Ottawa On Union-Splitting

Ottawa, Ont.—An amendment to the Industrial Relations and Disputes Investigation Act that would threaten to fragment the Canadian Wire Service Guild's Canadian Broadcasting Corp. unit was one of the principal targets of the Canadian Labour Congress's annual submission to the government last week.

The CLC memorandum termed the government-sponsored bill "a concession to the Confederation of National Trade Unions," whose broadcasting affiliate has been attempting to split off Quebec employees of the Guild's CBC unit.

The bill would allow the Canada Labour Relations Board to replace such national bargaining units as that at CBC with regional units, a goal sought by the CNTU, and would give the smaller CNTU equal representation with the CLC on the labor board.

Acting CLC President Donald MacDonald, in presenting the CLC memorandum, said the bill would bring chaos to the nation's industrial relations.

"There has never been such a threat to industrial peace in this country," he declared.

The Canadian Railway Labor Executives Association also presented a brief opposing the bill, which is presently before Parliament's Labor and Employment Committee. A delegation of 450 unionists appeared to back up opposition to the measure.

Prime Minister Lester Pearson said the bill would receive exhaustive study in committee. Observers do not expect it to pass at this session.

The CLC described the bill as an answer to the CNTU's request "to enjoy special privileges and advantages which neither its numbers nor its status can justify."

"The possibility of fragmentation of national bargaining units," the CLC said, "represents a very real menace to the orderly rela-

tionships which exist in various industries coming under the federal jurisdiction. It threatens to establish regional patterns of collective bargaining where country-wide bargaining has become the rule.

"It will aggravate differences in living standards, hamper mobility and deny promotional opportunities to workers who now enjoy them under countrywide collective agreements."

Murphy Is Set To Testify On WJT Closing

Thomas J. Murphy, executive vice president of the New York Guild, will testify on the World Journal Tribune closing at a Senate Antitrust Subcommittee hearing March 6.

The subcommittee, resuming hearings on the Failing Newspaper Bill, will also hear Bertram A. Powers, president of the New York Typographical Union, and World Journal Publisher Matt Meyer.

The hearings will begin Feb. 27 with testimony by O. Roy Chalk, publisher of the Washington Examiner, a new weekly that began publishing a New York edition last December with hopes of becoming an afternoon daily there.

The Failing Newspaper Bill would exempt mergers and semi-mergers of loosely defined "failing newspapers" from the antitrust laws. Small publishers as well as ANG and other newspaper unions testified against it at the initial round of hearings last summer.

ANG Executive Vice President William J. Farson will discuss the bill next week on the AFL-CIO's Labor News Conference, public-affairs program broadcast by the Mutual Network.

'Toughest Election Year'

Quick COPE Start Urged For '68

Los Angeles, Calif.—Early initiation of local dollar drives on behalf of the AFL-CIO's Committee on Political Education was urged by the International Executive Board Feb. 9 so that the Guild's \$3,045 quota can be exceeded before "the toughest, most critical election of recent years."

The board, stressing the importance of this year's election battles for the presidency, 34 Senate seats, 435 House seats and 22 governorships, also urged locals and district councils to make early treasury contributions to COPE's educational fund.

Receipt books and other COPE materials will be distributed to locals shortly by ANG's Research and Information Department.

Said the board:

"Advance or retreat? action or reaction? are the choices to be made by the people of the United States in this year's elections.

"In 1966 some 50 members of the progressive 89th Congress

were defeated at the polls following an intensive, highly financed campaign to change the face of the Congress by antilabor, right-wing and big business forces.

"The result has been . . . that a revitalized conservative coalition scored more victories in the first session of the 90th Congress than at any session in the past 10 years.

"The victories by the conservative coalition in 1967 meant the halt of the advance of social programs, most of them enacted by the progressive 89th Congress, and a failure to pursue meaningful remedies to the nation's long unmet needs in such areas as jobs for the hard-core unemployed, housing, human rights, collective bargaining for farm workers, higher education, vocational education and the urban crisis generally.

"And while flexing its muscles of reaction and retreat on social programs, the conservative coalition . . . has begun preparing for a fresh assault on workers' rights

through restrictive new legislation to weaken their unions, including a nationwide ban on union-shop contracts.

"This assault on the labor movement is premised on the conservative coalition's completing in 1968 the comeback it began in 1966. . . . As the recent AFL-CIO Convention said, there can be no doubt that conservative successes in the November elections will produce an 'unprecedented attack' on the labor movement and progressive social legislation in 1969."

The IEB, in addition to urging financial contributions, called on locals to do all in their power to keep members informed on the issues and candidates and to encourage them to register and vote in November.

Antitrust Ruling Fought

Tucson Decision To Be Appealed

Tucson, Ariz.—Attorneys for the Tucson Citizen announced last week that the paper will ask the U.S. Supreme Court to reverse a District Court order that the Citizen divest itself of the Arizona Star and eliminate price fixing, profit pooling and market allocation from the papers' joint-operating arrangement.

Ruling that the Citizen and the Star entered the joint arrangement in 1940 "with the intent and purpose of eliminating all commercial competition" among daily papers in Tucson, Judge James Walsh ordered the two papers to separate their advertising-sales departments and circulation systems.

The judge's 37-page decision also found that the Citizen's purchase of the Star in 1965 under a stock-option agreement "has the effect of continuing in a more permanent form the elimination of commercial competition which resulted from the operating agreement."

While acknowledging that the Citizen had suffered losses in the eight years prior to the papers' beginning joint operations, Walsh said that "Citizen Publishing was not then on the verge of going out of business nor was there a serious probability that Citizen would terminate its business and liquidate its assets unless Star and Citizen entered into the operating agreement."

Walsh pointed out that the Citizen at the time sold advertising below its posted rates because of competition from the Star and that the rate cutting ceased after the joint operations began.

The Star and Citizen's before-tax profits were never less than 10.2 percent of revenues between 1940 and 1964, Walsh pointed out, and were constant at about 20 percent of revenues from 1959 to 1964, reaching \$1,727,217 in 1964. Before the 1940 combination the combined before-tax profits never exceeded 2.2 percent, he said.

Minutes of meetings of the joint operating agency's board do not reflect a concern over competing media, such as radio and television, as an obstacle to raising advertising and circulation prices, Walsh said. And despite higher prices the two papers have consistently gained in circulation and advertising linage, he said.

Meanwhile, Asst. Atty. Gen. Donald F. Turner, head of the Justice Department's Antitrust Division, told Rep. Thomas M. Rees of California that the department has "still pending" an "investigation of joint publishing arrangements" around the country, including those "between Hearst and other daily newspaper publishers."

While stating that the Justice Department "does not have any

grounds for undertaking a general investigation of Hearst," Turner pointed out that Hearst is one of three defendants in a civil antitrust suit challenging the size of exclusive territories for syndicated features and that a consent judgment has been entered against Hearst in an antitrust suit involving the production and sale of comic supplements.

And Newsweek magazine, in its Feb. 19 "Periscope" column, reported that "a series of newspaper antitrust suits . . . may be on the way" in the light of the Tucson ruling.

"A possible first target," Newsweek says, is San Francisco, where Hearst's Examiner and the Chronicle are published jointly.

ANG Windows Escape Blast

Six windows were shattered in the Philip Murray Building, housing ANG headquarters, when a bomb exploded across the street at the Russian Embassy at 6 a.m. Feb. 21.

No ANG windows were broken, although one in an adjacent third-floor office was among those shattered. No one was injured in the building.

Board Urges Approval Of 3 Civil-Rights Bills

Los Angeles, Calif.—The International Executive Board this month called upon Congress to pass three major pieces of civil-rights legislation without further delay.

It urged adoption "in their strongest possible forms" of bills

Guild 'Adopts' Copper Striker

The Guild this month "adopted" the family of one of 60,000 copper workers who have been on strike for more than seven months.

A check for \$25 a week will be sent to help support the striker and his family "until the strike has been won," ANG Secretary-Treasurer Charles A. Perlík, Jr., promised in a letter to the Nonferrous Metals Strike Fund, set up last month by the AFL-CIO.

Perlík expressed regret that ANG could not contribute more, but he pointed out that the Guild's resistance to "all-out warfare declared against trade unions" by the Hearst empire is costing \$75,000 a week in strike benefits in Los Angeles and San Francisco.

to guarantee all citizens "equal access to housing," to strengthen the Equal Employment Opportunity Commission and to make it a federal crime to use violence or threats to deny anyone their civil rights because of their race, color, religion or national origin.

The fair-housing and anti-violence measures have been tied up by a Senate filibuster.

The IEB also called on Guild members to participate in the observance of 1968 as International Human Rights Year and to support ratification of the United Nations Human Rights Conventions as part of that observance.

The board, noting that the late Eleanor Roosevelt, the "First Lady of the American Newspaper Guild," was instrumental in the drafting and adoption of the U.N.'s Declaration of Human Rights, urged "renewed dedication by people everywhere" to "concerns for human rights in the world community and consequently to larger measures of justice and freedom for all."

IEB Statement

Hearst's Design: Destroy Unions

FOR ITS WINTER meeting this week the International Executive Board of the American Newspaper Guild assembled at the scene of the eight-week-old strike of 1,100 Guild members against Hearst's Los Angeles Herald-Examiner, the nation's largest afternoon newspaper and the keystone of the multimillion-dollar Hearst publishing empire.

The Los Angeles strike, which now involves 2,000 workers of a dozen unions,¹ is a conclusive example, but by no means the only example, of the mounting evidence that the Hearst Corp. has embarked on an all-out campaign to destroy the trade unions which represent its employees.

Such a conclusion is inescapable.

Such a campaign must not succeed.

Such destruction will not occur.

A score of top Guild leaders from the half-dozen cities where the Guild has contracts with Hearst papers met with the board to trace the emergence of seemingly isolated and localized Hearst actions into national trends and patterns with a single common denominator: emasculation of the locals' effectiveness at best, their total destruction at worst.

Indeed, Hearst's actions prior to and during the Herald-Examiner strike, together with the intransigence and harassments elsewhere, threaten nothing less than a return to the 1930s, when Hearst fought the organization of the Guild with strikebreakers, private police and court orders in city after city.

Here in Los Angeles Hearst began preparing to force his employees to strike and to publish in the face of the strike long before the strike occurred last Dec. 15: He stockpiled newsprint in such places as abandoned airplane hangars, covered windows with wire mesh, posted armed guards throughout the plant and moved cots into the plant for use by the professional strikebreakers who have been responsible for the paper's limited production during the past eight weeks. In fact, he began many of the preparations even before he entered negotiations with the Guild.

Hearst precipitated the strike by his steadfast refusal to accept a Guild compromise proposal for a new agreement based on the settlement that had averted a strike at the smaller Long Beach papers a week before. The Guild asked \$26 over two years. Hearst offered less than half.

By the time the strike began, the Typographical Union printers and mailers had already been through more than 11 months of resisting demands by Hearst to strip from their contracts long-standing job-security provisions. Their attempts to gain an acceptable economic package were fruitless.

Since the strike started Hearst has not changed his prestrike position on a single issue. Instead he has introduced new demands, such as turning circulation district managers into "independent contractors" without the advantages of employee status and the protections of contract coverage, and "super-seniority" for strikebreakers in all departments and jurisdictions—demands which he knew would present new and major obstacles to settlement.

LOS ANGELES is not the only city where Hearst has made strike preparations in anticipation of a strike. In Albany, N. Y., where no union has so much as taken a vote on whether to strike and where the Albany Guild has been seeking an acceptable renewal of its contract since last April, Hearst has placed wiring over doors, drilled holes for installing barricades over the windows and mounted searchlights atop his plant.

Nor is Los Angeles the only city where Hearst is threatening his employees' job security and their unions' ability to defend it.

In San Francisco, job and union security are among the principal issues that precipitated a strike Jan. 5 against the San Francisco Newspaper Printing Co.—the progeny that issued when Hearst merged his Examiner with the independently owned Chronicle—by the ITU Mailers after nearly a year of bargaining failed to persuade management to drop its demands.

In Albany Hearst insists that 17 jobs be lifted from contract coverage, and in Boston he is seeking nine additional position exemptions—thus whittling away at the Guild's strength and its ability to defend its members in these locals.

In Puerto Rico, at radio station WAPA, Thomas Brennan of New York City, a Hearst Corp. labor counsel, beginning with the first meeting with the Puerto Rico Guild for an initial contract, has repeatedly emphasized that Hearst will not enter into any contract providing any form of job security based on seniority. In fact, Mr. Brennan has stated, Hearst will not agree even to seniority applying to the scheduling of vacations. This is "new company policy," he told Guild negotiators, and he has persisted in that view since August.

¹ Machinists, Typographical Union, ITU Mailers, Pressmen, Paper Handlers, Stereotypers, Lithographers and Photoengravers, Teamsters, News Vendors and Service Employees. In addition to the Guild.

The accompanying statement was adopted unanimously by ANG's International Executive Board at its meeting in Los Angeles Feb. 8 through 11 and published by the Guild as a six-column paid advertisement in the Feb. 17 issue of *Editor & Publisher*, trade publication of the newspaper industry.

E&P responded in the same issue with an editorial entitled, predictably, "Two-Way Street," but the Los Angeles Guild reported that, as a result of the statement, Hearst's advance strike preparations were widely reported by news media there for the first time.

A spokesman for Hearst, in response to E&P's request for comment, said that Hearst papers "have never been, are not now and do not intend to be antiunion" and that each publisher is responsible for the operation of his own paper, including its labor negotiations.

Nor is Los Angeles the only city where Hearst refuses to offer adequate wage increases.

In San Francisco the offer on the table at the time of the strike by the ITU Mailers was \$17 over three years, less than the last increases given other unions over shorter terms.

In Albany Hearst has offered the Guild \$20 in wages and \$2 in fringe benefits in the key job classifications over three years. The offer is scaled down to \$7 in wages and \$2 in fringes for other classifications.

But Hearst seems to be more generous when his employees show signs of trading in an "independent" union for the Guild. In Baltimore it took Hearst only two weeks of bargaining to offer \$45 in wages and \$3 in pension money at the experienced-reporter level after representatives of the "independent" union met with representatives of the Guild to discuss affiliation with the Guild. The "independent" union accepted the offer late last month.

A few days later, early this month, Hearst was found guilty by the National Labor Relations Board of firing one of his announcers at radio station WISN in Milwaukee, Wis., for his union activity during an organizing campaign last summer among the station's announcers and newsmen by the American Federation of Television and Radio Artists. Hearst's WISN employees were not faced with choosing between two unions, only between AFTRA and "no union." The NLRB found that the announcer was fired "in order to discourage union activities."

One of the newest proposals from Hearst for renewal of a contract with the Guild was made Jan. 19 for the contract covering the San Antonio Light's editorial, business, accounting and maintenance employees and its circulation truck drivers. There Hearst wants to eliminate individual job security, union security and pay security and destroy the grievance and arbitration machinery of previous contracts.

Hearst proposes to limit to seven the areas subject to grievance and arbitration, place a seven-day limit on filing of grievances, eliminate dues checkoff, eliminate the no-pay-cut clause and eliminate protections against unwanted transfers and demotions. Hearst also is seeking to forbid Guild members to honor other unions' picket lines and a green light to farm out the drivers' work.

And for the first time an outside, professional negotiator is management's chief bargainer at the Light.

THIS ASSAULT against its employees' security, integrity and livelihood is being made while the Hearst Corp. is in the strongest financial position in its history, by admission of the chairman of its board of directors, William Randolph Hearst, Jr.

The Hearst Corp. itself reported to the federal government that seven months ago it had on hand nearly 12 million dollars in cash—bills and silver in the till and on deposit.

In addition, Hearst reported to the Federal Communications Commission more than 47 million dollars in other ready assets, along with current assets of nearly 79.5 million dollars and total assets of more than 185.5 million dollars (after subtracting as "reserves for depreciation, revaluations, etc.") 48.9 percent of the 118.2 million dollars listed as the cost of Hearst "land, buildings, machinery, etc.)."

Forbes magazine, in an analysis of the Hearst empire in its Dec. 1, 1967, issue two weeks before the Herald-Examiner strike, put Hearst's tangible assets at "well over the 500-million-dollar mark, approaching one billion dollars in the estimatable future." Hearst newspapers alone, Forbes said, are worth 150 million dollars.

Calling Hearst "possibly the largest privately held corporation in the country," Forbes reported that "the most reliable estimates suggest that Hearst is netting a not inconsiderable eight million to 10 million dollars a year." "And these estimates," stated Forbes, "are, if anything, on the conservative side."

"The major problem the corporation faces," concluded Forbes, "is what to do with its embarrassment of riches."

And last month Newsweek magazine (Jan. 22) reported that William Randolph Hearst, Jr., "admitted the accuracy" of the Forbes article.

These peeks under the corporate veil that shrouds Hearst operations demonstrate beyond argument that Hearst is well able to provide his employees, through their collective-bargaining representatives, with security in their jobs, and salaries and benefits in keeping with their needs and the standards already achieved by their unions on other papers.

Indeed, Hearst has made it plain that it's not that he can't afford to meet the unions' demands, it's that he doesn't "see fit" to.

Said the Herald-Examiner's labor counsel to the Guild:

"It is not a question of what this company can or cannot afford. I can assure you that this company can afford any contract it sees fit to make. I can also assure you that this company does not see fit to make such a contract as this."

ANY OBJECTIVE analysis of the facts set forth above can only lead to the conclusion that Hearst is indeed embarked on a program to destroy his employees' rights to advance and protect their interests in the established American way—through strong, vital, freely chosen and democratically operated trade unions.

Accordingly, the International Executive Board of the American Newspaper Guild demands that Hearst:

1. Halt his program to destroy his employees' rights to achieve and maintain their dignity in the American way through their unions.
2. Bring an immediate end to the strikes he has forced on the Guild and its sister unions in Los Angeles and San Francisco.
3. Honor current contracts he agreed to and signed.
4. Stop gutting existing agreements and destroying employee enjoyment of long-held rights and protections.
5. Abandon efforts to prevent the unions from effectively administering and enforcing their contracts.
6. Recognize that wage settlements and resultant levels must reflect both his wealth and the economic realities of 1968.

The board pledges every human and material resource of the American Newspaper Guild to win the struggle now involving or facing its members or those of sister unions allied with them.

Already the board at this meeting has authorized the top officers of the American Newspaper Guild to augment our million-dollar Defense Fund by arranging loans of "whatever size and at whatever cost" may become necessary.

And the board has instructed its Finance Committee to prepare appropriate constitutional amendments enlarging and strengthening the board's authority to levy membership assessments in emergency situations for action at the next Guild convention in June.

The board wants it known that its sympathy for the Guild's beleaguered and bedeviled members is limitless, that its gratitude for the allegiance and fortitude displayed by our sister unions is unrestrained and that our commitment to this struggle is total.



Leaders of other Hearst locals from across the country met with the IEB in Los Angeles. At left, three Boston officers—Administrative Secretary Robert E. Bruner, left;

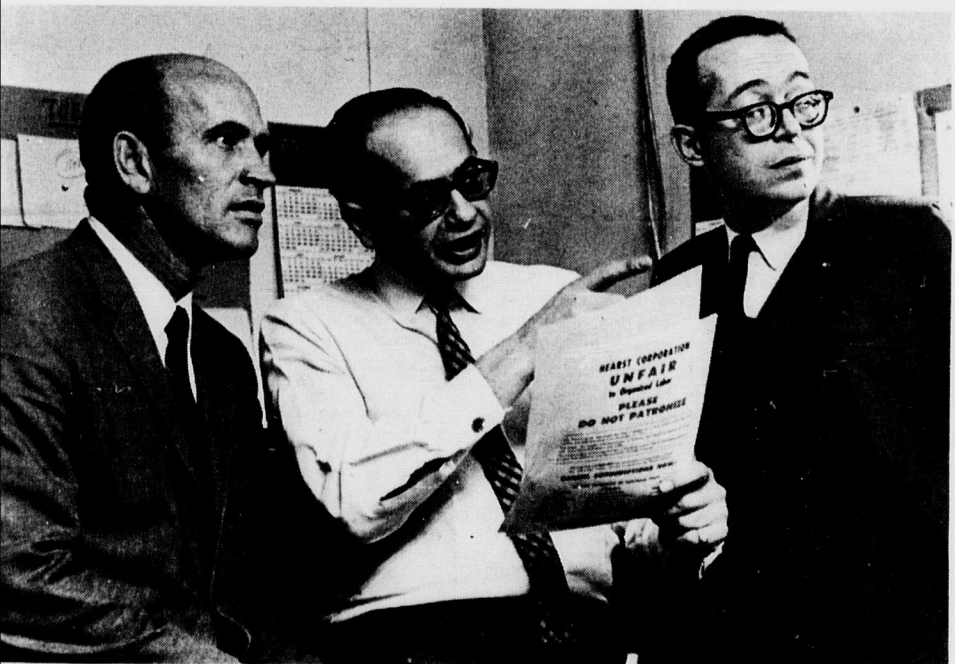
William R. P. American, center; join the Herald-

During the Executive picket line presidents

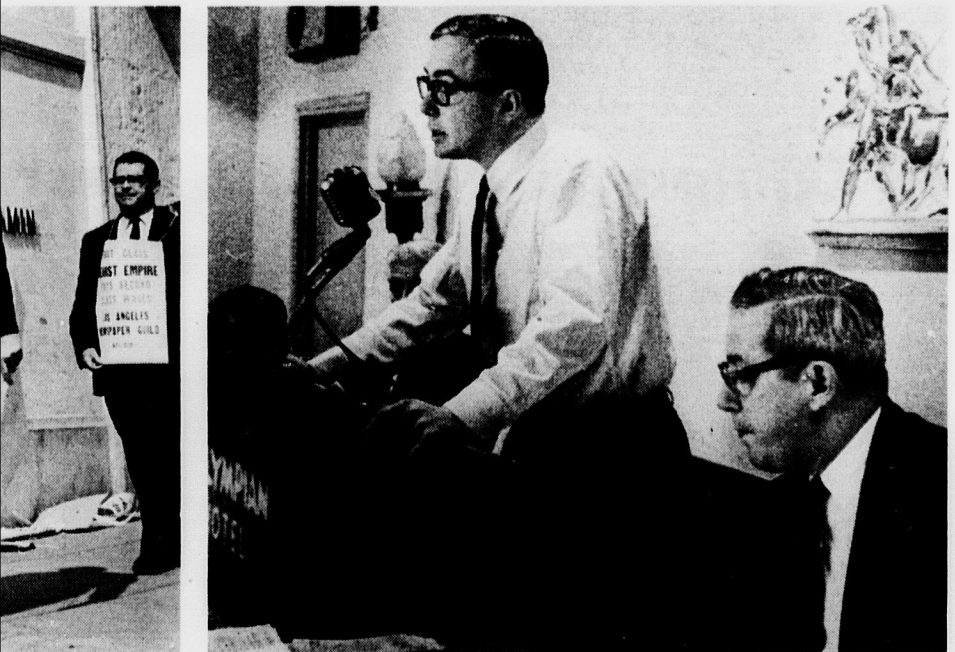
Board met a visit to



Members of the International Board of Standards joined the Herald-Examiner picket line. Marching here are two international vice presidents, James G. McMahon, left, of Detroit, and Barney Peterson, center, of San Francisco-Oakland, and West Coast Regional Vice President Hugh H. Harrison of Seattle-Tacoma. Company guards watch in silence.



Members also reviewed strike operations during union headquarters. Above, Sal Perrotta, chairman of public relations, with Vice Presidents James H. White and Joe Holt Anderson, Jr.



Owners, unit chairman at Hearst's Record-Examiner, and President Joseph B. Downey—outlined the strike situation to Hearst delegates and board members. At right, International Representative Robert J. Rupert, flanked by ANG Secretary-Treasurer Charles A. Perlak, Jr., outlines the strike situation to Hearst delegates and board members.

IEB Presses Drive For Antiscab Laws

Los Angeles, Calif.—Branding the professional strikebreaker as a “predator” who “feasts on industrial disputes and the jobs of others,” the International Executive Board this month called on the city of Los Angeles, the State of California and the U.S. Congress to outlaw him.

The board, meeting Feb. 8 through 11 only blocks from the scene of a massive strikebreaking effort by Hearst’s Los Angeles Herald-Examiner, castigated the chain for maintaining limited publication “with a work force built around professional strikebreakers.”

The IEB, in a unanimously adopted statement, called upon Hearst “to abandon his use of strikebreakers and to seek to settle the strike and lockout at the Herald-Examiner at the collective-bargaining table.”

The board urged Los Angeles to enact a Citizens Job Protection Ordinance similar to those adopted by 95 other U.S. cities, including 10 in California, and asked the California Legislature to enact a state law similar to those passed in 14 other states.

And it called on Congress to adopt legislation prohibiting interstate trafficking in strikebreakers as “a practice which mitigates against the peace and welfare of the American people.”

By employing strikebreakers, the IEB declared, “Hearst has demonstrated his contempt for the legitimate needs of the striking and locked-out employees—indeed his contempt for the entire labor movement and the American system of free collective bargaining.”

“Professional strikebreakers,” the board noted, “were described by a special commission named by New York’s state industrial commissioner in 1959 as ‘disruptive elements’ whose very existence tends to withdraw employer incentive to bargain collectively, inciting him instead to irresponsible and negative behavior instead of good-faith interchange of proposals and supporting argument.”

The “negative behavior” characteristic of strikebreakers was testified to most graphically earlier this month by the president of the San Francisco Newspaper Printing Co., Wells B. Smith,

Hearst Hurts — Even Scabs

Los Angeles, Calif.—An 18-year-old Santa Monica student, working as a strikebreaker at the Herald-Examiner, got a quick lesson in Hearst labor relations when he was fired for oversleeping 10 minutes.

The youth, working as a paper handler while going to school, had been sleeping in the plant at night in order to be able to report for duty at 7 a.m. each morning. On Feb. 6 a supervisor awakened him at 7:10 and fired him “without even bothering to say good morning.”

“If this is the way they ran this lash-up before the strike, I don’t blame you guys,” he told a picket as guards drummed him out of the parking lot.

when he disavowed any intention of trying to introduce strikebreakers into the strike against the San Francisco Chronicle and Examiner.

“Said Smith, ‘We have no desire to start riots and trouble.’”

“A committee of the U.S. Senate, which spent more than a year and a half investigating professional strikebreakers, concluded that:

“‘No employer who has accepted the principle of collective bargaining in good faith can consider using such persons against his employees. Not only do such persons tend to provoke violence and disorder, but their purpose is to discredit and destroy instruments of collective bargaining and make amicable settlement of disputes an impossibility.’”

“The Senate Committee on Education and Labor said further that strikebreakers’ services are offered and used ‘for the purpose of destroying unions and the processes of collective bargaining.’”

The IEB noted that Sen. Harrison A. Williams, Jr., of New Jersey, in introducing antistrike-breaking legislation in 1965, called strikebreakers “vultures pure and simple” and termed those who arrange their employment “no better.”

Hearst Station Is Found Guilty Of Union-Busting

The Hearst Corp.’s antiunion activities aren’t limited to its newspapers, the National Labor Relations Board found this month.

The board ruled that Hearst’s radio station WISN in Milwaukee was guilty of unfair labor practices in discharging one employee because of union activity and “coercively questioning” others on their union sympathies.

The board, in a “cease and desist” order, directed the Hearst station to rehire an announcer fired for playing a leading role in an organizing drive by the American Federation of Television and Radio Artists early last year.

The board upheld an examiner’s finding that Hearst’s claimed reasons for the discharge were “pretextuous, designed to conceal its true motive for the discharge: namely, to rid itself of a union adherent in order to discourage revival of union activity at the studio.”

The Hearst station was also found guilty of asking another employee to withdraw from the union and seeking to bargain with employees on an individual basis at a time when AFTRA was their exclusive bargaining agent.

Hearst Charges Albany Guild

Albany, N.Y.—Hearst’s Albany papers, which have launched strike preparations in the absence of any union strike vote and have refused to check off ANG assessments, last week accused the Albany Guild of refusing to bargain.

Hearst, which has a bargaining session scheduled with the Guild for March 1, based its charge on the contention it had an oral agreement with the negotiating committee in December; the membership rejected the terms.

The company also charged Guild President Frank Jaquinto with threatening a member with reprisals if he did not vote for a strike or pay his assessments.

'All Guild Resources' Pledged To Hearst Fight

(Continued from Page 1)

A. Perlik, Jr., to augment the Guild's million dollar Defense Fund by arranging loans "of whatever size and at whatever cost" may become necessary.

And it instructed its Finance Committee to prepare, for action by the 1968 Convention, constitutional amendments to "enlarge and strengthen" the board's authority to levy membership assessments in emergency situations.

Warning that Guild locals can't afford to sit back and let Hearst "pick the battlegrounds and make the rules," Perlik told the meeting of Hearst locals that "since Hearst has taken the offensive against unions everywhere, we have no choice but to take the offensive ourselves."

"Nothing prevents any Hearst local from using whatever weapons it has at its command to turn back Hearst's attack, including a strike to protect its own contract and the rights and benefits of its members," he said, adding:

"The IEB has pledged the Guild's every resource to see that the muscle you need will be available to you. The emphasis now shifts to you. The dilution of Hearst's millions is essential if the Guild's fight with the Hearst empire is to be won."

After hearing reports from local Guild leaders across the country at its meeting with the Hearst locals Feb. 10, the IEB, in its statement, traced in detail the extension to other Hearst cities of key elements in the Hearst pattern of action in Los Angeles, including advance strike preparations, refusal to match competitive industry wage rates and attacks on union and job security.

An "objective analysis" of the facts can only lead to the conclusion that Hearst has embarked on a program to destroy his employees' unions, the IEB said. It then demanded that:

► Hearst cease his attack on his employees' unions and "bring an immediate end" to the strikes forced on the Guild and its sister unions in Los Angeles and San Francisco.

► Hearst honor existing contracts, cease trying to abolish long-held employee rights and protections and abandon efforts to prevent unions from effectively administering and enforcing their contracts.

► Hearst "recognize that wage settlements and resultant levels must reflect both his wealth and the economic realities of 1968."

The IEB emphasized that Hearst's "assault against its employees . . . is being made while



Reagan Parries Pickets

Gov. Ronald Reagan is buttonholed by Herald-Examiner pickets, strike director William Robertson (left foreground) and International Typographical Union Representative William H. Williams

(with glasses) outside California Publishers Association meeting which gave Hearst a standing ovation. Asked to act against strikebreakers, Reagan replied, "What law are they breaking?"

the Hearst Corp. is in the strongest financial position in its history, by admission of the chairman of its board of directors, William Randolph Hearst, Jr."

The meeting of the IEB and the Hearst locals, held in the Olympian Motor Hotel, was attended by more than a dozen Guild leaders from six Hearst cities in addition to Los Angeles, where the Guild and the Machinists have been on strike against Hearst's Herald-Examiner since Dec. 15.

ANG International Representative Robert J. Rupert, interim administrative officer of the Los Angeles Guild, reported on the Herald-Examiner strike, which he said Hearst had planned for a year in advance. He was accompanied by a five-man delegation of local leaders.

The meeting also heard a report from International Representative Charles Dale on the San Francisco Mailers' strike against the Chronicle and Hearst's Examiner.

Recalling the bitter Guild strikes against Hearst in the '30s, Farson told the delegates that "young George Hearst is trying to turn the clock back thirty years to when his grandfather fought Guild organization with goons and

strikebreakers in city after city."

"Those were the toughest strikes in Guild history," Farson said. "The strikers lived on baloney sandwiches and stale cake. But they were determined to have a union, and they fought Hearst and won."

"I'm confident that, with the chips down, we can fight just as hard today—and win another 30 years of peace."

Sigmund Arywitz, secretary-treasurer of the Los Angeles County Federation of Labor, told the meeting that the Herald-Examiner strike has reminded area trade unionists "of the proximity of the open-shop era" and pledged the county labor movement "to fight this battle until we have beaten back George Hearst, Jr., and the Herald-Examiner is a functioning union shop with union conditions once more."

The meeting was opened by ANG President James B. Woods and, after a luncheon recess during which out-of-town delegates visited strike headquarters and took turns on the picket line, continued into the afternoon as the delegates discussed the bargaining situations in other Hearst cities and how best to combat Hearst in each.

Locals represented at the meeting, and their delegates, were:

San Francisco-Oakland—Local President William O'Brien, Examiner Unit Chairman James Schermerhorn and Local Executive Secretary Fred D. Fletcher; Boston—Local President Joseph B. Downey, Record-American Unit Chairman William R. Powers and Administrative Secretary Robert E. Bruner; Albany—Local President Frank Jaquinto and negotiator Chuck Robie Booth.

San Antonio—Local President James Price and negotiator Robert K. Ostrum; Seattle-Tacoma—Local President Charles Kohler and Administrative Secretary George Lambert; Washington-Baltimore—Administrative Officer Brian Flores; Los Angeles—Local President Jerry Goldberg, Vice President Nicholas Abraham, Secretary Lynn Igoe, James Cadilli and Leroy Parker, members of the local representative assembly.

The IEB, which held its quarterly meeting here Feb. 8 through 11, acted to seek enlarged assessment authority and authorize Defense Fund loans after hearing Perlik report that the Los Angeles, San Francisco and Detroit strikes and lockouts had required \$528,196 from the Defense Fund as of

Jan. 31, the end of ANG's fiscal quarter.

As of that date, Perlik said, Defense Fund assets totalled \$1,009,218, a decline of \$427,694 from the level at the end of the previous quarter, Oct. 31, 1967.

During the last quarter, benefits averaged \$40,000 a week in Los Angeles, \$30,000 in San Francisco and \$10,000 in Detroit, Perlik reported.

And now that the three interim strike papers in Detroit have closed, throwing some 200 Guild members out of work, benefit costs there are expected to almost double, Perlik said, bringing the weekly total for the three cities to approximately \$90,000. In addition, he pointed out, increases in payments under the ANG benefit schedule take effect this quarter in all three cities.

Defense Fund income from regular per-capita payments and current assessments comes to about \$130,000 a month.

"The scope of the problem is plain," Perlik told the board. "The only question is how best to meet it."

The board actions, moved by Perlik, were approved without dissent by voice votes.

The IEB also approved a Defense Fund loan of \$25,000 to the Los Angeles Guild to help it defray the cost of strikers' health-and-welfare payments canceled by Hearst and authorized a moratorium on monthly repayments by the San Francisco-Oakland Guild on its headquarters-purchase loan.

Perlik reported that the strike emergencies pose "no immediate problem" for the ANG's General Fund, despite a third-quarter deficit of \$4,800.

For the first three quarters of the current fiscal year, through Jan. 31, the General Fund showed an operating surplus of \$34,352. After offsetting the fiscal year's opening deficit of \$19,612, Perlik explained, this produced a net surplus as of Jan. 31 of \$13,740.

Average monthly per-capita payments remained "comfortably" above the 28,000 average anticipated by last year's convention, Perlik reported, but can be expected to drop sharply this quarter when the first effects of the Los Angeles and San Francisco strikes will be felt.

Board members visited strike headquarters in a body on the afternoon of Feb. 9 and relieved regular pickets for a tour of duty on the line outside the Herald-Examiner plant.

Delegates to the Western District Council, which met in Los Angeles over the weekend, also joined the picket line.

Eight Union Leaders Map Campaign Against Hearst

(Continued from Page 1)

In their joint statement, the international officers said they were, of course, not "unmindful" that "meaningful" negotiations were under way in San Francisco and suggested that the "format of bargaining" there is worth examining for application to Los Angeles.

"This possible path to industrial peace must be preferable to the industrial warfare that events to date surely will otherwise produce," they concluded.

The union leaders, representing eight international unions, met here Feb. 20 simultaneously with the quarterly meeting of the AFL-CIO Executive Council, of which several are members.

The text of their joint statement follows:

"As top-level leadership of international unions whose 4,500 members now are involved in strikes against Hearst Corp. newspapers in Los Angeles and San Francisco, we conferred today on the growing menace to trade unionism reflected in Hearst's obvious determination to rid his properties of effective, viable representatives of his employees."

"In Los Angeles in particular, where he has managed to publish limited and sketchy editions of the Herald-Examiner with the aid of imported professional strikebreakers and supervisory personnel since shortly after the Newspaper Guild and Machinists struck Dec. 15, Hearst's determination is most evident."

"However, it also is apparent

in the bargaining now going on with other local unions across the nation which have contracts with Hearst newspapers."

"Our purpose today was to develop a program of maximum effort to turn aside such an assault. We have developed such a program and are preparing its implementation."

"We are not unmindful, of course, that in San Francisco, where ITU Mailers have been on strike since Jan. 5 against the San Francisco Newspaper Printing Co., a jointly owned production company for Hearst's Examiner and the San Francisco Chronicle, meaningful collective bargaining has been under way for about 10 days."

"Those publishers and the un-

ions involved are jointly seeking, along with veteran mediator Sam Kagel, long-range solutions to the problems of the industry. We are following these developments with close interest. We trust and hope the Hearst Corp. is, as well."

"Surely the format of bargaining now appearing and producing progress in San Francisco is its own recommendation as an instrument worth examining for application in Los Angeles. This possible path to industrial peace must be preferable to the industrial warfare events to date surely will otherwise produce."

Present at the meeting were:

ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr.;

First Vice President John J. Pilch of the Typographical Union; President Anthony J. DeAndrade of the Pressmen's Union; Vice President Walter Risdon of the Lithographers and Photoengravers Union.

President James Sampson and Second Vice President William Miller of the Stereotypers' Union; President David Sullivan of the Service Employees Union; Secretary Joseph D. Keenan of the Electrical Workers, and International Representative Joseph Morgan of the Teamsters, personally representing General Vice President Frank E. Fitzsimmons.

Machinists' President P. L. Siemiller could not attend because of a conflicting meeting called to deal with the copper strike.

Engravers Join Detroit Strike; Teamsters Reject News Pact

(Continued from Page 1)

Teamsters at the News voted 299 to 243 to reject the three-year settlement, which had been recommended unanimously by local officers and International Vice President Robert Holmes. It was

ratified by 244 to 135 at the Free Press, however, where the Teamsters are not on strike.

The union council, which had previously termed the settlement unsatisfactory, met Feb. 17 and announced joint contract goals of

\$24 in a two-year settlement, increased sick pay and bereavement leave, as well as maintenance of a Nov. 15 expiration date. The Teamsters' settlement provided for an expiration date three years from the resumption of publication.

The Pressmen's, Paper Handlers, Typographical and Stereotypers' unions all have strike sanction from their internationals.

A Teamster membership meeting Feb. 15, the day the ratification vote was announced, rejected an executive-board recommendation to reconsider.

The Teamsters met with the News yesterday, but the company refused to improve its offer. Teamster officials scheduled a new membership meeting for tonight amid reports that another ratification vote might be taken.

The Free Press, meeting with the Guild Feb. 16, offered a wage package averaging \$10 the first year, \$9 the second and \$8 the third, with fringe benefits to be taken from the package. They also demanded three additional exemptions from the contract.

The Guild negotiating committee rejected the proposal and submitted a counteroffer of \$1 for each month of any contract term. The company turned it down, but another meeting was scheduled for Feb. 26.

The Guild was the first union to receive a money offer following the Teamsters' ratification vote. The publishers met with the Pressmen Feb. 19 but without result.

The National Labor Relations Board, meanwhile, dismissed unfair-labor-practice charges filed by the Guild, the Teamsters and the Pressmen after the Free Press locked its doors Nov. 17.

The NLRB's regional director based his action on a 1966 board decision upholding the Baltimore News American's right to lock out its employees after craft unions with joint contracts at the News American and the Baltimore Sunpapers refused to cross Guild picket lines at the Sun.

Several of the Detroit craft unions have similar joint contracts with the News and Free Press.

This week a Michigan legislative committee investigating charges that some Teamster members helped bring about the strike to reap a financial windfall from distributing interim papers announced it was suspending hearings for three weeks at the joint request of the Teamsters, the News and the Free Press in order not to impede a settlement.

On Feb. 12, before the hearings were suspended, Frank M. Quinn, a Teamster who headed a distributing firm working for the interim Detroit Daily Express before it was closed down by a Teamsters' picket line last month, testified that he earned \$1,400 a week distributing the Express, six times his normal salary.

But Quinn said he did nothing to bring about the strike, declaring that he was in no position to influence other members' actions.

Frank J. Beaumont, publisher of the Express, denied he had any positive advance knowledge that a strike would be called. He testified that he "gambled" \$5,000 on preparations for the Express in the belief a strike was likely.

The Guild is considering the establishment of its own strike paper following the union council's failure to act on a proposal for a joint union paper. The Detroit Daily Press, suspended interim daily, this week gave up plans to resume.



Buttoneers

Buttons bearing such slogans as "I don't play monopoly press," "Some of my best friends are Mailers" and "Unity" are hawked to a Bay Area Rapid Transit Worker by two 20-year-old Guild girls, Terry Timmer, left, and Patty Erends. The two girls sold \$100 worth of buttons in a single afternoon for the San Francisco newspaper unions' strike welfare fund—with "Bring back Peanuts" the best seller.

San Francisco Unions Reach Tentative Pact

(Continued from Page 1)

the San Francisco-Oakland Guild's first citywide contract 30 years ago and is presently arbitrator for Pacific Coast longshoremen and shipowners, stepped into the bargaining picture at the request of Mayor Sam Alioto after the unions proposed the reopening plan for "extended labor peace" in the city's newspaper industry.

Alioto termed the union proposal "a significant and gracious concession to the public interest," and the publishers accepted it.

Agreement on noneconomic issues was reached in nine days of intensive bargaining with the Guild, the Mailers and the other unions.

Joint bargaining on economic issues began Feb. 19 with Fred D. Fletcher, the Guild's executive secretary, and ANG International Representative Charles Dale representing the Guild. The tentative settlement was announced today.

Meanwhile, the Alameda County Central Labor Council granted the Lithographers and Photoengravers Union sanction for a strike against the Oakland Tribune. It already had sanction to strike the San Francisco papers.

ANG Executive Vice President William J. Farson and Secretary Treasurer Charles A. Perlik, Jr., joined the picket lines Feb. 13 on their way back to Washington from the International Executive Board's Feb. 8-11 meeting in Los Angeles.

Ramparts magazine this week folded an interim daily it had published since the start of the strike, putting a number of Guild members out of temporary jobs. The paper's final issue scored advertisers for not taking space and the Examiner and Chronicle for causing the strike.

The Guild reported strike con-

tributions of \$15,568 at the end of the strike's sixth week, including the following not previously reported:

Sacramento Guild	\$1,000.00
Cleveland Guild	200.00
Hawaii Guild	100.00
Boston Guild	270.00
Victoria Guild	22.63
Woonsocket Guild	50.00
Terre Haute Guild	25.00
Philadelphia Guild	700.00
Washington-Baltimore Guild	150.00
St. Louis Guild	400.00
San Diego Guild	180.00
POI District Council	200.00
Albany Guild	200.00
Seranton Guild	50.00
Sheboygan Guild	25.00
Memphis Guild	50.00
Canadian Wire Service Guild	45.50
Peoria Guild	25.00
Cincinnati Guild	50.00
Wire Service Guild	350.00
New York Guild	1,000.00

In addition to its \$350 contribution, the Wire Service Guild repaid a 10-year-old San Francisco grant of \$1,000, with \$419 interest. Individual Wire Service members in the San Francisco area are contributing an additional \$125 weekly.

And C. Kilmer Myers, Episcopal bishop of California, made a personal visit to joint union headquarters Feb. 9 to make a \$100 contribution.

Beyond The Call Of Picket Duty

San Francisco, Calif.—A life was saved because San Francisco-Oakland Guildsman Rex Blair was on the picket line Feb. 10.

A fight—unrelated to the strike—broke out across the street between four men. Suddenly one broke away, staggered toward the picket line and collapsed, blood streaming from a deep gash in his throat. Blair found the wound and stanching the flow of blood until an ambulance arrived.

L.A. Talks Resume, Make No Progress

(Continued from Page 1)

The Los Angeles County Federation of Labor began planning a countywide work stoppage to demonstrate union members' support for the striking and locked-out Herald-Examiner unionists.

The newspaper unions launched a letter-writing campaign on behalf of a State Citizens Job Protection bill, introduced by Los Angeles Assemblyman Edward E. Elliott, that would outlaw the employment in a strike or lockout situation of any person who had been similarly employed in the previous five years.

The unions reported that daily analyses of the strikebreaker-produced paper show that their "community-action programs" have dramatically reduced circulation and advertising in the past two weeks.

Analysis of a 36-page issue Feb. 20, for example, showed that total display advertising linage was down to less than 30 percent of the paper's content, off more than eight full pages from linage in a 48-page issue Feb. 13 with 47.9-percent display advertising.

The analyses also showed that the local-news hole, which occupied about three quarters of the paper's total news space before the strike, has fallen as low as 5.7 columns in the past two weeks, with wire copy occupying 25 to 40 columns.

As the strikers' "decirculation" crews, directed by ANG International Representatives John Edgington and Robert A. Steinke, cut steadily into home-delivery circulation, the Herald-Examiner last week changed its "largest evening circulation in America" slogan on home-delivery order slips to "largest evening circulation west of Chicago."

As the legislature began consideration of the bill to prohibit the use of professional strikebreakers, one of two Herald-Examiner strikebreakers who were shot in their motel last week by an unknown assailant died. The two strikebreakers came to Los Angeles from Concord, Calif., according to the Los Angeles Times.

The second strikebreaker, who was reported recovering from a wound in his left leg, told television interviewers after the shooting that he had also worked as a strikebreaker in Portland, Ore.

Earlier last week pickets had been struck by pellets fired at them from a second-story window

\$6,000 Gift

Los Angeles, Calif.—The United Automobile Workers local at the Douglas Aircraft plant here has contributed a total of \$6,000 to the Herald-Examiner Joint Strike-Lockout Council's benefit fund.

The total is more than a third of the \$16,200 contributed to the unions' joint fund through Feb. 21.

of the Herald-Examiner plant and an ITU picket-line photographer was assaulted by a strikebreaker who objected to having his picture taken. Later in the week police intercepted a dozen strikebreakers as they advanced threateningly on four pickets, ordering the strikebreakers back inside the plant.

Early this week a nonstriking pressman employed at a commercial print shop was shot in the leg and arrested by police who said they saw him and two other men set fire to a Herald-Examiner truck parked near Los Angeles International Airport. The pressman was originally identified erroneously as a Herald-Examiner striker.

The unions said the erroneous identification "points up the tendency" to immediately blame the strikers for such incidents.

ANG International representative Robert J. Rupert, the Los Angeles Guild's interim administrative officer, told television newsmen that the striking and locked-out unions "do not condone violence" and are attempting "to run a peaceful strike."

"If you are repelled by violence, as are all responsible members of our unions, no matter which side instigates it, keep in mind that the man who introduced violence is the man who introduced professional strikebreakers into this dispute and pitted them against his legitimate employees," Rupert said.

In the meanwhile, a number of strikebreaker, and police in San Herald-Examiner were reported leaving, with as many as 15 going in a single day, but others were still arriving.

Police records show that one strikebreaker, fired from papers in Long Beach and San Diego before coming to Los Angeles, was bailed out of the city jail Feb. 8 by the Herald-Examiner city editor after being arrested for 18 unpaid parking tickets. Long Beach police reported 50 unpaid parking tickets worth \$500 in fines against the strikebreaker, and police in San Diego reported unpaid tickets there, the unions said.

The Los Angeles Guild reported additional contributions of \$5,996.88 to its strike fund, bringing total contributions since the strike began to \$21,661.38. Among the latest contributors were the following:

L.A. Racing Form Unit	\$ 180.00
Long Beach Unit	15.00
Boston Guild	330.00
Buffalo Guild	50.00
Chicago Guild	150.00
Cincinnati Guild	50.00
Cleveland Guild	200.00
Denver Guild	50.00
Hawaii Guild	100.00
Madison Guild	25.00
Memphis Guild	50.00
New York Guild	1,500.00
New Jersey Guild	50.00
Pawtucket Guild	50.00
Peoria Guild	50.00
Philadelphia Guild	300.00
Portland (Me.) Guild	50.00
Sacramento Guild	1,000.00
St. Louis Guild	500.00
San Diego Guild	220.00
San Jose Guild	152.88
Southern District Council	100.00
POI District Council	250.00

The Los Angeles Guild and Mailers were fined \$250 each Feb. 20 for violation of a picket-limiting injunction in connection with a Jan. 12 demonstration of support by 2,000 union members.

Time Acquires Newark News; Celler Urges Antitrust Probe

Newark, N. J.—Time Inc. purchased the Newark Evening News last week in a deal involving more than 34 million dollars, and Rep. Emanuel Celler promptly urged an antitrust investigation of the acquisition.

Purchase of the News gives the mammoth magazine corporation its first newspaper. Time had been weighing the establishment of a new daily in the New York afternoon field, into which the Newark paper moved with a New York edition last month.

Time is Guild-organized; the Newark News is not.

Time acquired all of the News's assets in exchange for 325,000 shares of Time stock valued at \$29,168,750. In addition Time assumed a five-million-dollar mortgage on a new addition to the News plant.

Edgar R. Baker, vice president in charge of Time's corporate-development department, denied that acquisition of the News was motivated by a desire to enter the New York field. But he said Time may consider the purchase of other newspapers or the establishment of new ones.

Time reportedly will set up a separate division for its newspaper activities. Publishing circles view the Newark purchase as the opening wedge in a Time campaign to compete with the nation's leading newspaper corporations, according to the New York Times.

Rep. Celler, whose House Antitrust Subcommittee conducted an inquiry into newspaper monopoly five years ago, asked the Justice Department to investigate the

No News Is Good Business?

New York City—New York City's newspapers may be dwindling, but its non-news papers are multiplying like rabbits.

Plans for the latest newsless paper, the New York Daily Column, were announced last week by a new company headed by Jerry Finkelstein, publisher of the New York Law Journal and the Civil Service Leader.

A 24-page tabloid, it will carry syndicated columns—37 of them—cartoons, book reviews and opinion articles, but no news, pictures or comics. It will be published Monday through Friday starting March 11.

New York has already been promised a newsless Sunday paper, the New York Knickerbocker, scheduled to make its debut Feb. 25 with a heavy load of columns, comics and features, and a newspaperless Sunday supplement, New York, a successor to the World Journal Tribune's magazine section, due April 8.

legality and economic effects of the Newark News purchase.

"An acquisition of this magnitude in the newspaper business has ominous significance," Celler told the department's Antitrust Division. "It represents still another step in the continuing concentration of economic power in mass communications."

"Vigilance is required to assure the diversification of viewpoint and freedom of expression in communication that is required for meaningful dissemination of news," Celler declared. "Continued concentration of control of new sources cannot be tolerated."

The News will become a wholly owned subsidiary of Time. Time President James A. Linen indicated that Publisher Richard B. Scudder and President Edward Scudder, Jr., would continue to

be associated with the paper.

Conclusion of the purchase is contingent on final approval by Time directors and News owners and a favorable ruling by the Internal Revenue Service on the companies' contention that the transaction should be tax-free.

The News, with a daily circulation of 278,000 and a Sunday circulation of 423,000, is New Jersey's largest newspaper. Its principal competitor is Newhouse's Newark Star-Ledger, but it circulates through most of the state.

The News moved across the Hudson River into New York Jan. 23 with a special edition featuring New York City news. Some 40,000 copies brought in by truck and helicopter are filling part of the vacuum left by last year's suspension of the New York World Journal Tribune.



United Press International Photo

Campus Victim

Washington Post Guildsman Jim Hoagland bears the marks of a beating received while interviewing Negro students at South Carolina State College following a Feb. 8 outbreak in which three students were killed by police. Hoagland, clubbed over the head by a student four times with a metal-studded stick, required 12 stitches. The student was charged with assault with intent to kill.

N.Y. Local, Post Settle At Wire

New York City—The New York Guild reached a contract settlement with the New York Post less than an hour after the expiration of a 5 a.m. strike deadline Feb. 19.

Terms of the settlement were not announced pending a ratification meeting Feb. 27, but wage provisions follow the pattern of a 21-percent increase negotiated in three-year contracts at the New York Times and Daily News. Such an increase would raise the key top minimum to about \$234.

The settlement also provides for cost-of-living increases in the second and third years and gains in union and job security, vacations, severance pay and jurisdiction, the Guild reported.

ANG Executive Vice President William J. Farson joined local negotiators in hammering out the settlement on the brink of a strike deadline set by the membership. Mediator Theodore W. Kheel helped smooth the path to accord.

Negotiators had been at odds over fringe issues, with the Post declining to grant any improvements other than the 21-percent wage package.

The Post still faces a strike threat by the ITU Mailers, who voted Feb. 11 to authorize local officers to call a strike "at any time they see fit." Both the Guild's and the Mailers' contracts expired last March.

Raises Up To \$27 Won In Brantford Settlement

Brantford, Ont. — Increases ranging up to \$27.03 over 27 months have been won by the Toronto Guild following a strike vote at the Brantford Expositor.

The reporter top minimum is raised \$22.98—\$11.49 retroactive to Oct. 7 and \$11.49 next Oct. 10, when it will go to \$143.93.

The top for women's-page reporter is increased \$24.49, to \$131.20; that for wire editor \$27.03, to \$169.29, and that for mail-room clerk \$11.93, to \$74.73. The increases total 19 percent.

Key Utica Rule Wins Ruffing Service Award

Los Angeles, Calif. — Edward A. Ruffing, who led the Utica Guild during a 100-day strike at Gannett's Observer-Dispatch last year, is the winner of ANG's 1968 Guild Service Award.

Ruffing was chosen unanimously over four other candidates by a panel of judges at the International Executive Board's meeting here Feb. 8 through 11. He will receive a scholarship of up to \$1,000 for a course in trade-union education.

Ruffing, who has been president of the Utica Local for three years, was credited with bringing the local from the brink of extinction to the conclusion of a successful strike, launched by the Pressmen and later joined by the Guild.

International Vice President Hugh H. Harrison, speaking for the judges, noted that Ruffing had "saved the local in a situation in which it was in danger of being lost."

"Virtually single-handedly," Harrison said, "he held together a local that had only a handful of members in good standing at the start of the strike and led it to victory."

Harrison and the other judges — International Vice President Harry Ryan and ANG Research and Information Director Ellis T. Baker — cited David Manley, president of the Vancouver-New Westminster Guild, for special mention.

"His efforts over a long period of time were largely responsible for the local's growth in numbers and militancy and its achievement of major gains in its recent strike against the Vancouver Sun and Province," Harrison declared.

Other nominees were L. M. (Pete) Sallaway, president of the Victoria Guild from 1945 to 1967; Gene Turner, past president of the Stockton Guild, and Loyd Bulmur, treasurer of the Canadian Wire Service Guild.

Ruffing is serving his third term as president of the Empire State District Council and was recently elected vice president of the newly formed Upstate Council of Newspaper Unions.

The local executive committee, in a nominating submission that credited him with "the rebirth of the local," cited his action in persuading editorial employees not to cross a Pressmen's picket line at the start of the strike last July.

Stationing himself on the line, the executive committee said, "he talked and advised and won more than 50 people into the Guild and into the picket line."

The Utica Guild won a \$16 settlement and the local's first maintenance-of-membership clause, a demand management had previously termed "impossible."

School-Busing Fight

Chicago Guild Battles Pucinski

Chicago, Ill. — The Chicago Guild is playing a leading role in a bitterly controversial campaign to bus pupils from two overcrowded Negro schools to eight schools in an adjacent white area.

A Guild-sponsored resolution strongly supporting the busing plan was adopted by the Chicago Federation of Labor after spirited debate Feb. 6.

And 100 Guild members at the

Chicago Sun-Times and Daily News have signed a statement denouncing Rep. Roman C. Pucinski, a former Sun-Times Guildsman, for opposing the plan.

Controversy has run wide and deep over the plan, which is scheduled to come before the Board of Education for action Feb. 28. It involves busing 1,000 students from the predominantly Negro Austin area to schools in

the white Northwest Side to relieve congestion that has filled the Austin schools to more than 1,500 beyond capacity.

There are several unused classrooms in the eight Northwest schools.

Negro parents have initiated a boycott of the Austin schools in protest against the Board of Education's failure to approve the busing plan Jan. 29, as originally scheduled. The campaign for approval is being led by Organizations for a Better Austin, headed by Justin F. McCarthy, executive director of the Chicago Guild.

Pucinski, a Democrat from the Northwest Side, is one of the plan's leading opponents, charging that it would destroy neighborhood schools and warning the Board of Education of legislative and voter retaliation should it be adopted.

Last month 100 of Pucinski's former colleagues signed a statement denouncing his position and sent it to his office. It declared:

"We the undersigned, as members of the Chicago Newspaper Guild, hereby condemn the racist stand taken on student busing by U.S. Rep. Roman C. Pucinski."

Among the signers were Lloyd Green, president of the Chicago Local, and Marshall W. Schiewe, chairman of the Guild's Sun-Times Unit and former international vice president.

The Chicago Federation of Labor resolution, sponsored by a five-man Guild delegation, urged the school board to adopt the busing plan "immediately and without further delay" in order to "break the vicious cycle of overcrowding, frustration and dropouts."

The Guild Reporter

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