

Ordeal In Chicago

'I held out my press card, but they swung ...'

Chicago, Ill.—“I held out my press card and hollered ‘Press!’ at them, but they started swinging.”
“I was knocked to the ground by a blow on the back. I went down to my knees and one of them pulled my helmet off, so I threw my hands over my head. One of them whacked my hands and the camera. Then they kept hitting me . . . I don’t know how many times.”
“I just curled up on the street. When they stopped hitting me, I got up and ran.”
Chicago Daily News Guildsman Paul Sequeira was telling the story of one newsman’s encounter with police while covering the street disorders that accompanied last month’s Democratic National Convention here.
Some 30 newsmen, including at least five Guildsmen, were injured by police in a series of assaults and arrests that brought protests and calls for investigation from ANG, three Guild locals, other newsmen’s organizations, publishers and public officials.
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A Chicago police sergeant lunges at New York Times Guildsman Barton Silverman, who took this picture before ducking. He escaped the club, but next day he was arrested (Picture on Page 5).

Northeast Picked As Site Of Pilot Organizing Drive

New England and Eastern New York will be the site of a pilot organizing project authorized by this year’s ANG Convention.
Selection of the Northeast area was announced last week by Executive Vice President William J. Farson. International Representative Ed Allen has been assigned to direct the project.
The experimental program is designed to test the effectiveness of an intensive organizing drive in a limited geographical area, where new units can be linked in a servicing arrangement, welded into a single local or attached to an existing one.
The project was recommended by a special interim policy committee after a study of Guild organizing prospects.
Seven locals urged establishment of the pilot project in their areas, Farson reported in a letter to local presidents. Two proposals were submitted in detail—one from Stockton and Sacramento and the other from Boston, Salem, Woonsocket and Pawtucket.
“Of the two,” Farson said, “the Northeast-New York State area provides a greater potential, both as to number of papers and number of members available. This area, especially New England, has been most active in successful organizing projects in the past year.”
Farson cited successful organizing campaigns during that time in Providence, Woonsocket, Waterbury and Bridgeport, as well as current campaigns in Fall River, Mass., and Glen Falls, N.Y.
Allen, who is regularly assigned to the New England area, has conducted all of these campaigns.
“He has proven his ability to effectively organize new locals and unorganized departments in existing locals in the area,” Farson said in announcing Allen’s assignment to direct the pilot project.
Allen, a former ANG international vice president, has been a member of the ANG field staff since 1955. A charter member and former secretary of the Boston Guild, he organized and headed the New England District Council and was elected to the International Executive Board in 1941.

THE GUILD REPORTER

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

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Referendum Gets Required Support

The New York Guild’s motion for an international referendum on ANG’s new assessment schedule has apparently received sufficient seconds to trigger the referendum.
As the Guild Reporter went to press ANG headquarters had received notice of seconding action from 15 locals in 11 states. The Guild’s Constitution requires that the International Executive Board order a referendum on any local motion seconded by at least 10 locals in at least five states if the moving and seconding locals include at least five percent of ANG membership in good standing.
The New York Local alone has well over that percentage.
The New York motion has received endorsement by membership action in Manchester, Buffalo, Twin Cities, Harrisburg, Newburgh-Beacon, Great Falls, Lynn, Chattanooga, Denver, Utica, Lake Superior, Lansing, Ak-

San Francisco Pattern

\$240.75 Top Won In Oakland

Oakland, Calif.—The reporter top minimum at the Oakland Tribune will go up \$40.75, to \$240.75, in a new 32½-month contract negotiated on the pattern that settled this year’s San Francisco newspaper strike.
The settlement provides for a wage-fringe package ranging up to \$44.25 to match the San Francisco package, largest ever won by the San Francisco-Oakland Guild.
The settlement provides for a

common expiration date with other Tribune unions and those at the San Francisco papers—Feb. 28, 1971. The Guild’s old contract had been scheduled to expire Oct. 16, but initial wage increases under the new contract will be retroactive to June 17.
The increase in the reporter top minimum for the 28½-month period following expiration of the old contract averages \$17.16 a year, one of the largest in recent Guild settlements. In addition,

the contract provides for \$3.50 in pensions and hospitalization insurance.
The \$240.75 reporter top, matching the highest in any Guild contract outside New York, will be reached through successive increases of \$13.83 retroactive to June 17, \$12.33 next March 31, and \$14.59 March 2, 1970.
As in San Francisco, all minimums will be increased slightly less than seven percent each of

Along The Hearst Battle Front

Aid Strike, Meany Urges

AFL-CIO President George Meany called on all unions and union members to give “the fullest possible support” to striking and locked-out Los Angeles Herald-Examiner unions this week following Hearst’s rejection of a Los Angeles Guild proposal to settle the nine-month-old strike through arbitration.
Meany made the call in a statement issued after he met with the Herald-Examiner Joint Strike-Lockout Council’s four-man National Boycott Team, which stopped in Washington midway through its 2½-month schedule of appearances before union conventions and meetings across the nation.
Two weeks ago, at their first meeting with Guild negotiators since early July, Herald-Examiner spokesmen rejected out of hand the Guild’s proposal that all outstanding issues in the strike be submitted “for final and binding arbitration” to one of a list of “10 respected, recognized arbitrators” to be drawn up by the company.
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Guildsman Dick Houdek of the Hearst Boycott Team addresses Washington Pressmen’s meeting.

Boycotters Win Support

The following account of the cross-country odyssey being conducted by the Los Angeles Herald-Examiner strikers’ four-man National Boycott Team was written by the team’s spokesman, who is a vice president of the Los Angeles Guild and entertainment writer for the Herald-Examiner.

By DICK HOUDEK

WE TALK a great deal about brotherhood and, on occasion, we sing about solidarity forever, suggesting that the union will make us strong.
Yet I wonder how often the rank-and-file member pauses to consider the potential strength that these words can bear in deed should they be given more than lip service.
The four members of the Los Angeles Herald-Examiner Strike-Lockout Council’s National Boycott Team have had opportunity during the first leg of their tour to ponder this power.
(Continued on Page 2)

Boycott Team Musters Nationwide Support

(Continued from Page 1)

We have discovered that a union movement does exist in this country—a fraternity that can use its collective power to move mountains. Practically, it can improve the human conditions of every working man and woman in the United States. More immediately, it can bring an honorable settlement to the 2,000 families victimized by the Los Angeles Herald-Examiner strike-lockout.

Originally we were called a "Truth Squad," but the task demanded a more expansive title. Our attempt is to bring more than truth to the public—in and out of the labor movement. We must have action. And since leaving Los Angeles Aug. 8, we have discovered with great encouragement that the truth of our cause is accepted and that the action is forthcoming.

Resolutions vigorously supporting organized labor's massive battle in Los Angeles already have been passed by state federations of labor in New York, Nevada, Utah, Montana and Washington. Similar pledges of support to our boycotts are to be presented in Minnesota, Illinois, Missouri, Kansas and Iowa. Local action in our behalf has taken place in the central labor councils of Des Moines, Iowa; Superior, Wis., and Minneapolis, St. Cloud, St. Paul, Duluth and Austin, Minn.

Our cause has been endorsed by the American Federation of Teachers' convention in Cleveland and by those two mammoth international unions, the International Association of Machinists (who share our strike) and the United Steelworkers.

I think Steelworkers' President I. W. Abel expressed most eloquently the reception we have received thus far:

"We are all brothers," he told us. "And when some of our brothers are in trouble, we come to their aid."

Abel's statement is what the union movement is all about: solidarity forever.

In Los Angeles, order blanks are pouring into strike-lockout headquarters for printed material that will carry our message to millions of Americans.

In such diverse places as Las Vegas, Salt Lake City and Chicago, union members of every rank are handbilling Sears and Penney department stores to carry this message.

In Great Falls, Mont., and Cleveland, Ohio, union members are passing the barrel in shops of all kinds collecting "Dirty



Transcontinental Message

The Hearst boycott message is brought from Los Angeles to New York's Labor Day parade by the Herald-Examiner's traveling Boycott Team. Here the "boycott-mobile" passes the reviewing stand.

Dozen" credit cards and returning them with the ominous warning issued many years ago by Samuel Gompers that we reward our friends and punish our enemies.

In the placid college town of Lawrence, Kan., the Hearst organization discovered to its dismay that the labor dispute it is prolonging is not confined to a group of pressmen, typographical workers or Guildsmen in our town.

Twenty members of the Kansas and Missouri labor movements walked proudly with us outside a hotel where a Hearst dinner was taking place. Inside, several meals went untouched, for representatives of many of this country's most respected journalism schools refused to take part in the event.

On Sept. 2 more than 400,000 participants and spectators at New York City's Labor Day parade cheered as we drove our "boycott-mobile" and marched with the city's Guildsmen and printers. Eager hands were thrust out along the route to receive the literature containing the strike story.

Everywhere we go—to address thousands of convened international representatives or small gatherings at local meetings—our film, "Return to Tyranny," produced in Los Angeles under the supervision of ANG International Representative Robert J. Rupert,

acting administrative officer of the Los Angeles Guild, elicits immediate sympathy and pledges of help.

It is estimated that we now have the organized support of more than 12 million union members through the first portion of our nationwide trip. We have traveled more than 15,000 of our projected 35,000 miles.

But our efforts are not confined to the formal convention situation. We visit shops whenever possible.

Our automobile has become a mobile public-relations tool. Emblazoned with "Professional Strikebreakers Lead Hearst Publishing Empire . . . Stop War on Trade Unions," it attracts unusual attention in service stations, restaurants and on public streets.

In Glasgow, Mont., a group of militant labor people pursued the car around for more than an hour before accosting us indignantly in a parking lot. They had seen only the words "strikebreakers" and feared that we had come to break up their convention and their unions.

We pointed out that scabs don't have to advertise—that for their own safety, they must sneak around. Our Montana brothers became some of our most ardent supporters in Glasgow.

Our brothers and sisters in Albany, N.Y., are equally vigorous in their sympathy and aid to us. It was their displeasure to witness

our being ejected bodily Sept. 7 from the plant where Hearst's Times-Union and the Knickerbocker News are published.

Asked what we were doing invading private property, we replied: "Just telling a very important story to our friends."

Thrown out by Hearst officials, we were admonished: "The smartest thing you could do is get into your car and get out of town as quickly as possible."

Our reply to that: "Surely all of Albany is not private Hearst property."

We have discovered that indeed the greatest portion of our nation is not Hearst private property. Encouragement has come to us on every level.

Advertising officials of Sears, Kraft Foods and J. C. Penney, three of the "Dirty Dozen" firms advertising in the Herald-Examiner, emerged with a healthy respect for unionism after we paid them a visit.

They were informed that five

million families in this country were now boycotting their products and services. This number, we explained, would grow to 10 million, 20 million, perhaps to 50 million, if necessary.

It seems doubtful that any member of the "Dirty Dozen" is incorporated as a nonprofit corporation in any state. At least that's the impression we received, for Sears, Kraft and Penney are reappraising their advertising policies.

As we continue the second portion of our journey—one that will take us farther through the Midwest, up and down the East Coast, to New England and the Southeast—let us issue this warning:

We have observed much evidence that the Herald Examiner situation is not an isolated one. Throughout the nation, other newspapers are making the same kinds of preparations that led to the Herald-Examiner strike-lockout. Managements in other industries, too, have their attention focused on Los Angeles. They want to see us defeated.

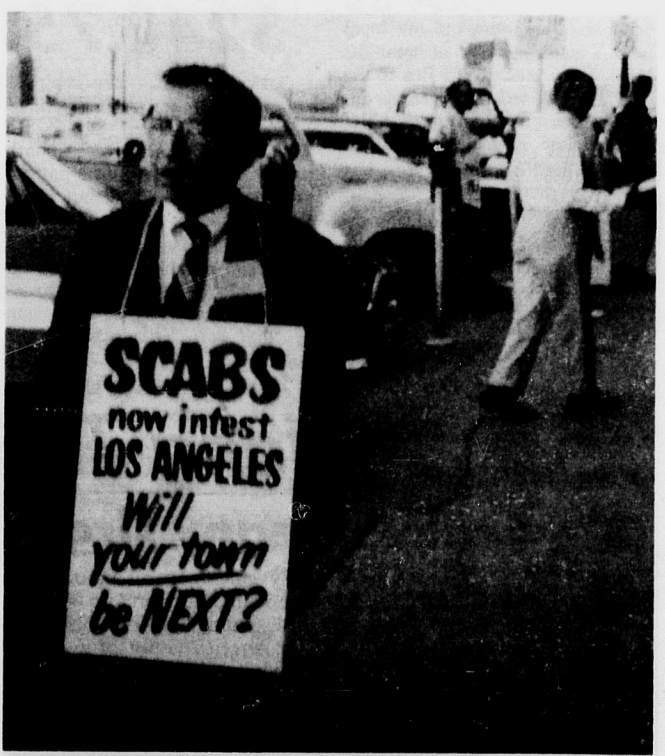
Our boycott-team activities are not confined to an eight-hour day with recreation at either end. This is not the time to relax. It is a time for every union member to supply all his energies to the task, in Los Angeles and elsewhere. It is your duty—to yourself—to cancel your "Dirty Dozen" credit cards and volunteer for handbilling activities.

The hour has arrived when it is not enough for a union member to pay his dues and sit back watchfully.

He must be militant. Charles Cogen, outgoing president of the American Federation of Teachers, put the spirit of militancy this way:

"This spirit must not die. We must cherish and nourish it. Militance and courage must begin with the leadership of the labor movement. For if our leaders are hesitant and timorous, what can we expect from our rank and file?"

What can we expect from each other right now?



Picketing Professor

Ben Yablonky of the University of Michigan Journalism School, a veteran of the Guild's 1938-40 strike at Hearst's Chicago papers, joins the Los Angeles Herald-Examiner strikers' National Boycott Team in picketing a dinner sponsored by Hearst during the Association for Education in Journalism convention in Lawrence, Kan.

Empty-Plate Blues

J-Professors Snub Hearst Dinner

Lawrence, Kan.—Attendance at a Hearst Foundation dinner for journalism-school heads was cut by at least 25 percent when many of the professors refused to cross a picket line set up by Los Angeles Herald-Examiner strikers Aug. 25 during the annual convention of the Association for Education in Journalism.

The picket line was manned by the Herald-Examiner Joint Strike-Lockout Council's National Boycott Team and about 20 members of Lawrence printing trades and other unions.

Among those refusing to attend the dinner, held annually in connection with the Hearst Journalism Awards Competition, were J. W. Schwartz of Iowa State University, the new AEJ president;

William Ames of the University of Washington, the new president-elect; Theodore B. Peterson of the University of Illinois, a past president, and H. Eugene Goodwin of Pennsylvania State University.

Among others who turned away from the dinner in the face of the picket line were representatives of journalism schools at Ohio State University, Rutgers, Temple, San Jose State, Memphis State, New York University and Wisconsin, Alabama, Michigan, Pennsylvania and Kentucky universities.

Ben Yablonky, a University of Michigan professor, who was a Guild striker against Hearst's Chicago papers in 1938-40, joined pickets at the Eldridge Hotel.

Yablonky said that the Michigan Journalism Department has withdrawn from the Hearst Foundation's awards program, and Goodwin said he plans to take steps to withdraw Pennsylvania State from the program as soon as the fall semester opens.

Hotel employees said they had set plates for 82 dinner guests but served only about 60. Several of those who attended were accompanied by their families.

The boycott team distributed more than 800 packets of literature describing the Herald-Examiner strike-lockout to journalism professors outside and inside the hotel and the following morning at the first general session of the AEJ convention on the University of Kansas campus.

Wire-Service Newsrooms

The Sound... And The Fury

And out in the newsroom there arose such a clatter
The engineers came to see what was the matter.

SOUND is becoming staffers' principal problem in wire-service bureaus, and it's not the sound of music. Studies in Associated Press bureaus in at least three cities have disclosed a degree of clatter bordering on—and in some cases exceeding—levels at which human hearing is endangered.

Similar complaints have come from United Press International bureaus.

The problem has become so severe that the Wire Service Guild is including proposals for noise abatement in its forthcoming contract negotiations.

Prodded by Guild complaints, AP has agreed to make sound-level surveys in all its bureaus. Reports of noise at nerve-jarring levels have come from AP bureaus embracing 530 employees, the Guild reports, and from nearly all UPI bureaus.

Noise levels as high as 96 decibels have been found by sound engineers in AP's Philadelphia bureau, with over-all sound throughout the newsroom at from 84 to 86 decibels. A level of 85 decibels is the threshold at which hearing damage may occur.

IN AP's MINNEAPOLIS bureau the City Health Department found occasional levels as high as 88 decibels. An industrial hygienist, terming 65 decibels the maximum acceptable level beyond which irritation and fatigue begin to result, reported the general level of noise at 65 in the bureau office.



"Noise levels above 75 decibels make long-distance calls practically impossible and local calls very difficult," he said. "Noise at these levels makes conversations possible only with raised voices at less than four feet distance."

A California state hygienist found the din so great in AP's Los Angeles bureau that "poor efficiency and work output" could result. Earlier in the year AP walled in the Teletype machines in its San Francisco office after a similar survey found excessive clatter there.

AP moved to take corrective measures after the Philadelphia survey. Among the measures proposed by the bureau chief are a reduction in the number of Teletype machines, a shutdown of machines and perforators when they are not in use, and inspection of all machines to find those guilty of excessive vibration and noise.

AP reportedly is developing new acoustical silencing devices for its printers. And AP Assistant General Manager Keith Fuller told the Guild at a grievance session that a sound survey will be made in all bureaus with a view to overcoming the problem.

Staffers appear to have little other recourse. Telephone conversations are difficult to carry on with ear muffs.

26% Increase Won On Strike Eve In Oshawa

Oshawa, Ont.—Wage increases totaling 26 percent over three years were won by the Toronto Guild at the Oshawa Times in a marathon bargaining session Aug. 25, a day before the Guild would have been free to strike.

Employees at the Thomson paper, where the Guild conducted a bitter 15-day strike in 1966, will receive raises of up to \$29.90 over the contract term. The settlement is retroactive to July 3.

The Guild also won improvements in vacations and shift differentials, including its first night-shift differential at the Times.

The unit had authorized strike action July 31 and would have been free to strike under Canadian conciliation procedures on Aug. 26.

The settlement will increase the reporter top minimum by \$8.05 retroactive to July 3, \$10.35 next July 3, \$8.05 July 3, 1970, and \$3.45 Jan. 3, 1971, to \$144.90.

The top for display salesmen will be increased a total of \$28.60, to \$138.60; those for stenographers and receptionists \$16.90, to \$81.90; those for circulation representatives and janitors \$19.50, to \$94.50, and that for wire editor \$31.20, to \$151.20.

Reclassifications will raise the minimum for classified-advertising clerks an additional \$5 and that for circulation clerks an additional \$2.50, for a total of \$27.20 and \$24.70, respectively.

A night differential of \$1 a shift is established for the editorial department.

The service requirement for three weeks' vacation is reduced from 10 years to eight, and up to three days' bereavement pay is provided.

Strike Is Authorized At Huntington Park

Huntington Park, Calif.—Los Angeles Guild members at the Huntington Park Daily Signal voted 21 to 2 Aug. 27 to authorize strike action if efforts to achieve a contract settlement fail.

The Guild, which is seeking salary minimums equal to those on other area newspapers, took the strike vote after management refused to make a positive settlement offer.

Canadian Wire Service Loses Quebec Vote

Montreal, Que.—A 2½-year fight by the Canadian Wire Service Guild to prevent the splintering of its nationwide Canadian Broadcasting Corp. unit ended last week when CBC's Montreal and Quebec newsmen voted for representation by the regional Union of Cinema and Television Employees.

The Montreal and Quebec newsmen, most of them employed by CBC's French Network, gave 61 votes to the Quebec-based union and 30 to the Guild in a Canada Labour Relations Board election Sept. 5 and 6.

The board, reversing a year-old decision against fragmenting the CBC unit, had ordered the election on a petition filed by the Cinema and Television Employees, an affiliate of the French Canadian Confederation of National Trade Unions.

A group of English Network employees in Montreal, including the Guild's national secretary, George Frajkor, are included in the group split off by the election.

The Cinema and Television Employees had argued that a regional union could do a better job of representing Montreal and Quebec employees than a national one. But the Guild pointed out that there are many problems that a regional union cannot solve in bargaining with a national company.

A committee representing the Canadian Labour Congress and other national unions representing CBC employees assisted the Guild during the pre-election campaign. The CLC contributed \$1,000,

the Canadian Union of Public Employees and the Association of Radio and Television Employees gave \$700 each, and the National Association of Broadcast Employees and Technicians gave \$500. ANG pledged \$500 and the Wire Service Guild committed its \$1,200 Defense Fund to the campaign.

Two special four-page newspapers were issued by the pro-Guild committee in the pre-election period.

Two weeks before the election CBC announced five-day suspensions for five of 100 Montreal newsmen who refused to broadcast national election results June 25 after a colleague was suspended for "unobjective" reporting. The newsmen originally suspended, Claude-Jean Devirieux,

has been taken off the air.

Among the five given suspensions was Michel Bourdon, a Guild national councilor and president of the Cinema and Television Employees' CBC section. The other four suspended were the French Network's election anchor men, Pierre Nadeau, Jean V. Dufresne, Michel Godot and Jean Marc Poliquin.

The Guild immediately initiated grievance proceedings.

A committee representing management, the newsmen, television producers and public-affairs employees had found management as much at fault as Devirieux in the incident that led to the Election Night stoppage. Devirieux had been criticized for his account of an Election Eve riot involving French Canadian separatists.

Peoria Paper Sues Guild For Honoring Picket Line

Peoria, Ill.—The Peoria Journal-Star last month filed a \$100,000 damage suit against the Peoria Guild for observing Teamster picket lines during an eight-day strike ending Aug. 9.

The suit charged the Guild with breaching a contract clause requiring that any dispute regarding construction or violation of the contract be submitted to arbitration and that existing conditions be maintained in the meanwhile.

Management claimed that the provision is an "implied no-strike clause."

ANG counsel Irving Leuchter said the suit "is without merit" because the contract does not contain a specific no-strike clause and the local's action was not related to any dispute subject to arbitration procedure.

Similar \$100,000 suits have been filed against the Pressmen's Union and its Peoria local and against the Stereotypers' Peoria local.

Shortly before the end of the strike the Guild, the Pressmen, the Stereotypers, the International Mailers and the Teamsters entered into an agreement providing for co-ordinated bargaining on new contracts.

A resolution signed by the five unions calls for representation by each of the unions at the others' bargaining sessions, and for a full exchange of information on negotiations.

In addition, the Peoria Council of Newspaper Unions will attempt to formulate common bargaining objectives for the five unions. The unions agreed that no union would conclude a final settlement before consultation with the others.

The Typographical Union, which did not participate in the agreement, signed a three-year contract Aug. 27 providing for wage increases of \$33 plus vacation and hospitalization improvements. The same terms were offered to the Teamsters.



Southern Exposure

Former Wire Service Guildsman Gene Meakins (third from left), director of education for the American Institute for Free Labor Development in Argentina, shows a copy of the Guild Reporter

to a group of Argentine union leaders during opening of new AIFLD office in Cordoba. At right is Felix Amuchastegui, president of the Federation of Newspapermen of Argentina.

The Media And The Militants

Minneapolis Talks Foster Understanding

By GEORGE McCORMICK
President, Twin Cities Guild

Minneapolis, Minn.—There were 16 of us sitting at the table that first day—15 white newsmen and one black man.

It was the first of a series of seminars in minority history, culture and problems, provided by management for the staffs of the Minneapolis Tribune and Star.

"Sensitivity training," we called it, and most of us were glad to get it. We knew we could learn something about the Negro's contribution to American life; we hoped we could learn something of how the black community views the press and how we might eliminate any problems in our relationship with it.

We weren't racists. We were sure of that. Most of us would have called ourselves liberals, even though some of us might have cringed a bit at the connotations that word has picked up in connection with racial problems lately.

The young, goateed black man at the head of the table, a carved African figure hanging from a leather thong around his neck, was Milton Williams, education director at The Way, a privately financed community center on the north side of Minneapolis, one of the two areas in the city with heavy concentrations of Negroes.

It was in talking about these two areas that we first ran into trouble. And the trouble led us to our first realization that

7 Negroes Recruited

Minneapolis, Minn.—Hiring from minority groups has been stepped up in the Twin Cities Guild's jurisdiction during the past six months, with seven Negroes and an Indian being added to the newspaper staffs.

The hiring breakdown: Minneapolis Star, two Negro reporters; Minneapolis Tribune, one Negro reporter, one Indian reporter; St. Paul Pioneer Press, one Negro reporter; St. Paul Dispatch, one Negro classified-ad salesman and one Negro part-time artist trainee; Catholic Bulletin, one Negro reporter.

In a report printed in the company house organ, the Star and Tribune reported that total minority employees went from 41 to 63 within six weeks after the company announced during the first week of June that it intended to increase minority hiring.

we might be racists after all—racists, at least, in the sense of having attitudes shaped by a society that is basically racist in many ways.

We were referring to those two areas as "ghettos." Williams told us that "ghetto" is an offensive term to many in the

black community. It is their community; they want to make the best of it, and they don't want to have it denigrated.

We bristled at that. It didn't demean the Negro residents of an area if we called it a ghetto, we said. If anything, it was an indictment of the whites who had made it one.

Williams, a quiet speaker with a wry delivery that reflected his strong sense of the ironic, explained that he could accept our logic. But the term was still offensive.

Some of us began to grow impatient at that, and we launched our protests all over again. Why couldn't the black community understand?

Then somebody caught on. We were there to learn what the black community thought—to become sensitive to its feelings. What we thought was really beside the point. And most important, we weren't there to impose our way of thinking, our attitudes, on that community. But in this argument, we were assuming that our way of thinking was right and that Negroes would be right, too, as soon as they started thinking the same way.

It was the breakthrough we needed. The series I was in was the first of seven, each consisting of four sessions, all held on company time this summer. By the time the seven series ended, almost the entire newsroom staffs of both the Tribune and the Star had been involved.

Woonsocket, Providence Vote Strikes

Providence, R.I.—Two Rhode Island Guild locals voted strike action last week.

Guild members at the Providence Journal and Bulletin voted 269 to 8 Sept. 5 to authorize a strike in the face of a company offer that includes a \$23 increase in one year in the reporter top minimum.

A day earlier Guild members at the Woonsocket Call took similar action by a 25-to-1 vote. The vote followed only two weeks after the Guild conducted a continuous in-plant membership meeting in a successful attempt to block the farming-out of Guild janitorial work.

The Providence vote was precipitated by a bargaining deadlock over maintenance of merit differentials, minimums for newly organized advertising and maintenance employees, a Guild shop, severance pay and pensions. Negotiations were resumed the following day and yielded a new company offer of \$34 in two years.

The Guild began informational picketing around the clock Sept. 11.

Negotiations will resume Sept. 18 in Woonsocket, where the company has stood on an offer amounting to \$28 over three years at the top reporter level. The Guild is seeking to reduce the contract term by six months and to obtain a Guild shop.

The Guild's old editorial contract expired in December 1966.

ANG OKs Strike At Honolulu Shop

ANG Executive Vice President William J. Farson has granted approval for a Hawaii Guild strike at the SB Printing Co. in Honolulu.

The print-shop unit voted strike authorization last month after a bargaining deadlock over the Guild's demand for reduction of the present 38 1/2-hour week effective July 1, 1970.

Economy Ax Chops 8 In Hollywood

Hollywood, Calif.—The Los Angeles Guild is pressing arbitration of eight economy dismissals by the Hollywood Citizen-News and Valley Times in the wake of agreement on a six-month bargaining moratorium.

The eight editorial employees were dismissed without notice, several of them out of seniority. The company proposed to pay severance on a week-by-week basis rather than in the lump sum required by the Guild contract.

The Guild moved to arbitration after a grievance session in which management argued that employees it was retaining had greater competency than those fired.

The Guild agreed earlier to a six-month contract extension, which the company said was necessary if its financial condition were to be improved. The last contract expired in November.

Conditions of the moratorium require that the eventual settlement be retroactive to contract expiration.

Midterm Money

Guild Staff Gets \$15

Midcontract increases of \$15 for international representatives have been negotiated by ANG officers with the Federation of Guild Representatives.

Bargaining resulted in agreement on an extra \$15 raise retroactive to June 15 for international representatives and most of the headquarters staff, plus an extra \$3 Nov. 1 and an extra \$2 next May 1 for the headquarters group. This additional \$5 will raise the inside staff by the same \$5 previously negotiated for IRs on each of those dates.

The increases will raise the top minimum for international representatives to \$265 in the final step of the contract May 1 and the top for key headquarters jobs to \$239.50.

The midterm reopening had been initiated by the International Executive Board in April on the recommendation of ANG officers. The FGR's 39-month contract will not expire until July 31, 1969.

Also negotiated were improved pension benefits through an in-

crease in ANG's contribution from \$9 a week per employee to \$15.11 effective Jan. 1.

Following the FGR settlement the officers increased the salaries of Collective Bargaining Director J. William Blatz and Ellis T. Baker, director of Research and Information and editor of the Guild Reporter, by \$15, to \$318 now and \$328 next May.

\$16-\$33 Hikes Won In Toronto

Toronto, Ont.—Wage increases ranging from \$16 to \$32.91 have been won in a new three-year contract between the Toronto Guild and the Toronto Racing Form.

The top minimum for the contract's highest job, assistant statistical editor, is raised \$32.91, to \$182.41. The tops for file clerks and stenographers are up \$22.52, to \$124.82, and the flat minimum for janitor is increased \$16, to \$111.75.

Fringe gains include a requirement that the company pay half the cost of an extended health-benefits plan, and a reduction in the service requirement for a fourth week's vacation from 13 years to 10.

F. E. Robbins Dies; Led Salem Guild

Salem, Mass.—F. Earl Robbins, 55, former president of the Salem Guild, died Labor Day of a heart attack. He had been treated for



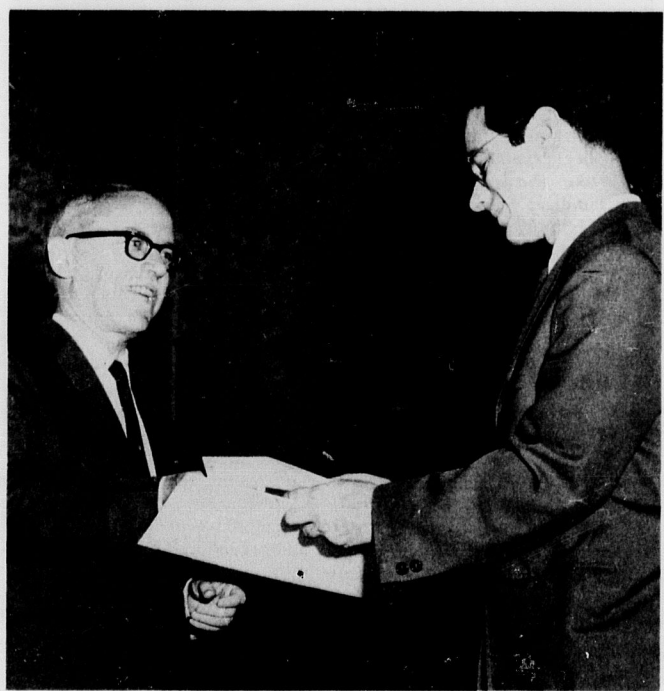
a heart condition for the past six years but had remained active. Robbins was president of the Salem Guild on three occasions and served as a delegate to three ANG conventions. He was a reporter during most of his 38 years on the Salem Evening News, serving since 1957 as a copy editor.

Yonkers Daily Is Upheld By NLRB Aide

A National Labor Relations Board trial examiner has recommended dismissal of a refusal-to-bargain complaint by the New York Guild against Gannett's Yonkers Herald Statesman.

Examiner Thomas A. Ricci held that Guild testimony failed to sustain the accusation that management did not bargain in good faith on an initial contract for circulation employees.

Ricci said that the company's refusal to include any provisions on such key benefits as severance pay, pensions and hospitalization insurance in the contract did not constitute an unfair labor practice. The Guild is appealing.



Just Like Dad

John G. Maguire, right, of the Albany Guild, shows his father, John Maguire, also a member of the Albany Guild, the \$500 check he received as first-prize winner of the Empire State Award for Excellence in Medical Reporting. The senior Maguire, a columnist for the Albany Times-Union, won the award in 1961. The younger Maguire, a reporter for the same paper, is 22. Fern M. Eckman of the New York Guild's Post Unit placed second in the competition.

ADMINISTRATIVE OFFICER

Wanted For

San Jose Guild

Representing 400-plus employees of the San Jose Mercury and News

- Must be able to accept position immediately (four weeks notice to present employer).
- Excellent salary and fringe benefits.

Requirements

- College degree or equivalent experience.
- Good basic newspaper experience with full knowledge of newspaper negotiation work.

Travel and hotel accommodations for interviews paid by San Jose Guild.

Send resume to: San Jose Newspaper Guild, ANG Local 98
1474 Berger Drive
San Jose, California 95112

Applications must be postmarked by Sept. 21, 1968

Meany Calls On Unions To Help L. A. Strikers

(Continued from Page 1)

"We will not turn the management of this paper over to an outsider," the company negotiators said. "We are not going to give any outsider the authority to make decisions regarding the operation of this paper. We will not agree to arbitrate any of the outstanding issues."

At a second meeting Sept. 5 company spokesmen agreed to study a Guild proposal that severance be paid to any Guild member for whom a job could not be found when the strike ends. They stated that the company is "prepared to look at any ideas the Guild might have that would help open the way to a settlement."

Meany met Sept. 10 with the National Boycott Team, ANG Executive Vice President William J. Farson and Walter M. Allen, director of research for the Pressmen's Union who represented Pressmen's President Anthony J. DeAndrade.

He recalled that in June the AFL-CIO Executive Council set up a special Herald-Examiner Strike Fund with a \$25,000 contribution and a call to all unions to contribute.

Pointing to Hearst's use of strikebreakers, court injunctions and police and its repeated rejection of governmental and private offers of mediation, Meany declared that "contributions to this fund are now needed more than ever."

"Every union has a stake" in the defeat of Hearst's attempt to "break the strike and clear the way for a return of all of Southern California to the notorious open-shop, antiunion policy that prevailed there 40 years ago," Meany declared, expressing the



Meany Meets Boycotters

AFL-CIO President George Meany, center, meets Herald-Examiner strikers' National Boycott Team during the group's stop this week in Washington. Members of the team, from left, are Mike Mulcahy

of the Pressmen, team manager; Jack Dyer of the ITU Mailers, in charge of liaison with local labor leaders; Stan Progar of the Guild, publicity man, and Dick Houdek of the Guild, team spokesman.

"admiration of the entire labor movement" for the "determination of these strikers."

Before meeting with Meany the Boycott Team spoke and showed the Los Angeles unions' film on the strike, "Return to Tyranny," at a meeting of the Washington Pressmen's Union attended by leaders of other printing-trades unions and held a press conference for Washington-based labor editors.

They also addressed a meeting of the District of Columbia Allied Printing Trades Council, met with officers of the Greater Washington Central Labor Council and addressed the monthly meeting of the Railway Labor Execu-

tives Association, a group of 23 labor organizations.

Members of the Boycott Team came to Washington from the New York State Federation of Labor Convention. They stopped along the way at Hearst's Albany Times-Union and Knickerbocker News, where they were evicted from the plant by company officials.

Guildsman Dick Houdek said he was pushed out the door by a man who identified himself as the business manager, while a second official, who identified himself as the assistant publisher, prodded Houdek in the stomach with a rolled-paper wand.

Jack Dyer of the ITU Mailers reported that he was escorted out of the plant from the composing room by a man who identified himself as the assistant production manager and another identified as the composing-room supervisor.

The Boycott Team screened their "Return to Tyranny" film continuously for three days in a display booth at the New York State Federation Convention.

The team also marched and drove its "boycott-mobile" in the Allied Printing Trades and New York Guild section of New York City's Labor Day Parade. Among those representing the New York Guild in the parade were Executive Vice President Thomas J. Murphy, President George McNickle and ANG Vice President Harry Ryan. (Picture on Page 8.)

In New York, as in Washington, Cleveland and Chicago, the other Guild cities the team has visited, it was met and assisted by local Guild representatives.

In Cleveland, where the team spoke to the American Federation of Teachers Convention, 100 AFT delegates assisted in hand-billing a store of the May Co., one of a dozen major firms advertising in the Herald-Examiner.

This week ANG International Vice President Barney Peterson, who is co-ordinating ANG efforts to persuade national advertisers to refrain from buying space in the Herald-Examiner, said that in the last 2½ weeks ads for only two brands of beer, Coors and Lucky Lager, have appeared in the struck paper. Previously ads for a half dozen beers had appeared in the paper, Peterson said.

Meanwhile in Los Angeles the striking and locked-out unions continued demonstrations outside retail stores as they pressed their boycott of local firms still advertising in the struck paper.

Herald-Examiner and California grapes.

Stating that the council has "every market, every store and every newsstand" in Los Angeles County's "black belts" under surveillance, Williams pledged that the boycott campaigns will be launched "unless these products are removed from display immediately."

Mrs. Mae Madison, director of the Negro Labor Council's voter-registration drive, charged the Hearst paper with exploiting Negro youths it has recruited as newsboys by deducting from their commissions the cost of papers distributed to them but not sold.

Latest Media Records figures show that the Herald-Examiner's July advertising was off 619,606 lines from July 1967, putting lineage for 1968's first seven months 5,626,180 lines below the same period last year.

This week, after the unions concluded a six-week "decirculation" campaign on radio and television, the Herald-Examiner kicked off what the unions described as a major new television and radio campaign to get back its lost circulation.

The unions' ad campaign was financed from \$66,697.50 contributed to them by state labor bodies and international unions following June's appeal for aid by the AFL-CIO Executive Council and the California Labor Federation. The National Boycott Team's activities are also being financed from that fund.

The Los Angeles Guild reported an additional \$2,694 in contributions to its strike fund, including the following:

Boston Guild	\$ 110
Denver Guild	75
Middle Atlantic District	100
Council	100
Philadelphia Guild	100
Sacramento Guild	200
San Francisco-Oakland	259
Guild	400
San Jose Guild	400
Seattle-Tacoma Guild	1,000
Washington-Baltimore Guild	100
Wilkes-Barre Guild	200
Wire Service Guild	100

The latest receipts brought total contributions to the strike fund to \$84,671.61.

Referendum Proposal Gets Needed Support

(Continued from Page 1)

ron, Hudson County and Kings-

The motion and seconds are scheduled to come before the IEB for action at its next meeting Oct. 14 through 17.

The Coos Bay Guild also voted to support the referendum proposal last month, but its action was taken a day before the constitutionally provided period of 30 days following publication of the motion in the Guild Reporter.

The Buffalo, Harrisburg and Hudson County Guilds had also acted prematurely, but they held membership meetings during the prescribed period to endorse the motion after the IEB ruled that the original actions were invalid

under the ANG Constitution.

The New York motion provides for a membership referendum on returning to the old ANG assessment schedule of from \$1 to \$6 a month. The Guild's 1968 Convention in June voted to replace that schedule with one based on the Guild's Model Dues Schedule, with a present range of from \$2.75 to \$8.75 and an eventual top of \$12.50 in October 1970.

The action was taken to bolster ANG's International Defense Fund, which has been virtually emptied by extensive strikes in Los Angeles and Detroit.

The new assessment schedule, which became effective last month, will continue in effect pending the outcome of a referendum.

\$40.75 Increase To Bring \$240.75 Top In Oakland

(Continued from Page 1)

the first and second years and slightly more than eight percent the third, less the \$3.50 set aside for pensions and health and welfare. The company's pension contribution will be increased a total of \$2 a week, to \$11.50, and its health-and-welfare contribution \$1.50, to \$6.70.

A formula in the old contract under which a successively larger number of reporters reached the top minimum over the contract term will disappear after Oct. 15. A vestige will remain until then in the form of a proviso putting at least 75 percent of experienced

reporters at the new \$213.83 top as of June 17, with 100 percent reaching that figure Oct. 15.

The contract, which covers only editorial and promotion employees, increases the top minimum for telephone operators and clerk-stenographers by \$20.44, to \$128.69.

The swingmen's differential is increased \$2.50 a week, to \$10, the mileage allowance is raised one cent, to 11 cents, and the weekly car allowance \$1, to \$21. Employees called to jury duty will receive up to 15 days' pay.

The lobster shift is reduced from 7½ hours to seven.

Hearst Ad-Boycott List

The following national advertisers have most consistently supported the struck Los Angeles Herald-Examiner with their ads, according to the Herald-Examiner Joint Strike-Lockout Council.

SEARS, ROEBUCK & CO.

J. C. PENNEY

THE MAY CO., with department stores in these cities:

Los Angeles—The May Co.
San Diego—The May Co.
St. Louis—Famous-Barr
Baltimore—The Hecht Co.
Washington—The Hecht Co.
Pittsburgh—Kaufmann's
Akron—M. O'Neil Co.
Jacksonville—May Cohn's
Cleveland—The May Co.
Portland, Ore.—Meir & Frank
Youngstown—Strauss-Hersberg
Hartford—G. Fox & Co.
Denver—May D. & F.

GENERAL TIRE & RUBBER CO.

FIRESTONE TIRE & RUBBER CO.

GOODYEAR TIRE & RUBBER CO.

B. F. GOODRICH TIRE CO.

SEAGRAM DISTILLERS: All brands

CALVERT DISTILLERS: All brands, including Chivas Regal Scotch and Myer's Rum

AMERICAN TOBACCO CO.: All brands, including Lucky Strike, Fall Mall, Herbert Tareyton, Montclair, Carlton, Half & Half and Colony cigarettes; Bull Durham tobacco, and La Corona, Boek y Ca., Antonio y Cleopatra and Roi Tan cigars.

KRAFT FOODS: All products, including Miracle Whip dressings and spreads, Parkay, Deluxe and Miracle margarine, Kraft cheeses, and other dairy foods.

GENERAL MOTORS CORP.: All divisions, including Buick, Cadillac, Chevrolet, Oldsmobile, Pontiac, Vauxhall and Opel automobiles; AC spark plugs, Delco auto batteries and radios, and Frigidaire home appliances.



The Guild On Parade

The New York Guild's contingent steps out briskly in New York's Labor Day Parade. Marching Guildsmen, from left, are Times Unit Chairman Philip Brennan, Executive Vice President Thomas J. Murphy, Frontpage Editor I. Kaufman, Local Representative Harry

Fisdell, International Vice President Harry Ryan and Local President George McNickle. Carrying the Guild's banner are Fisdell's daughter, Judy, and Ryan's son, Kevin. Among other participants in the parade were striking Los Angeles Herald-Examiner unionists (Page 2).

House Antitrust Unit To Open Press Hearings

The House Antitrust Subcommittee plans to begin hearings Sept. 18 on the House version of a bill to immunize semi-mergers of so-called failing newspapers from antitrust prosecution.

The bill is a revision of a measure that proposed to exempt full as well as partial mergers from antitrust controls and met an unfavorable reception before the Senate Antitrust Subcommittee.

The substitute version has also been introduced in the Senate.

Fifteen House members who introduced identical versions of the substitute have been invited to testify on the hearing's opening day. Also scheduled to appear are two principal publisher proponents of the measure, William A. Small, Jr., vice president of the Tucson Citizen, and Amon Carter Evans, publisher of the Nashville Tennessean.

ANG, which testified against the original bill before the Senate

committee, is also scheduled to appear before the House committee.

The bill was modified in hopes of meeting objections from small publishers who vigorously opposed the first version. But the small-paper owners, banded together in the Newspaper Committee for a Free and Competitive Press, have denounced the new bill as "for all practical purposes the same as the original bill and subject to the same infirmities."

"The clear effect of both bills," the committee said in a statement to the Senate unit, "is to allow private individuals to cartelize the newspaper industry and erect trade barriers, without any affirmative government regulation."

"It would establish control of our free press in the hands of a few powerful entrenched chains and would foreclose the right of other individuals to enter the marketplace of ideas."

"The substitute bill changes two things—it eliminates the provision legalizing anticompetitive mergers, and it does not permit two newspapers in combination to engage in activities prohibited to a single owner."

"What it does not change is that it, too, would allow two or more newspaper owners, or chains to join together and engage in every type of conduct now prohibited to combinations and trusts by the antitrust laws."

"These laws were born out of a need to control vast accumulation of power in the hands of a few individuals. Nowhere is the danger of a centralization of power greater than the power to control the public press. S. 1312 and the substitute bill would remove all controls in this area."

"Both the original and the substitute bill would allow a rich and powerful newspaper, perhaps itself financed by a radio or television station, to join with a smaller paper in another community and, by a combination of resources, rates, and profits, drive out of business a less well-financed competitor."

"With the elimination of competition, the combination, in the classic monopolistic pattern, could then impose any rates which it wished on the public."

"Neither bill provides any guidance in determining when a 'failing newspaper' appears unlikely to remain or become a financially sound publication." Is 'failing' to be found when this year's profits are not as great as last year's?

"Neither bill requires any joint facilities either for production or distribution. A joint-operating arrangement under Sec. 3(2) of the substitute bill could be set up solely for the purpose of establishing joint advertising and circulation rates and revenue distribution. This, in plain terms, would be price-fixing and profit-pooling, now prohibited by law."

"Neither bill takes into account changed circumstances between the time the operating agreement was entered into, which may have been 30 years ago, and the present time. They make no provision for the government to examine any anticompetitive effect of future joint arrangements which might eliminate a competitor's independent editorial voice."

"This elimination of government scrutiny will force all newspapers into joint agreements in

order to survive with their combined competitors, free from such control."

"The bills ostensibly are designed to preserve the 'separate editorial voices' of combined newspapers presently existing in 22 cities by allowing them to share production and business facilities."

"Both the original bill and the substitute go further; they not only safeguard the present joint agreements, they give major chains a 'hunting license' to set up newspapers designed-to-fail in every community in the country, and then, by combining with other chains, to eliminate their smaller competition."

Theodore A. Serrill, executive vice president of the National Newspaper Association, wrote House members that both the original and revised versions of the bill "have the simple and single effect of legalizing profit-pooling and price-fixing."

Serrill said the NNA will testify that the 22 existing joint newspaper operating arrangements can be "modified internally to conform to antitrust laws... without foregoing the economies of joint production."

NLRB Upholds N.Y. On Full Payroll Data

The danger that payroll information may become grist for "water-cooler" gossip is no justification for a company's withholding it, the National Labor Relations Board ruled this week in ordering Look magazine to furnish full payroll data to the New York Guild.

"To the extent water-cooler conversation may turn to such subjects," the board majority declared, "we believe that the cooling waters from the fountain of relevant information are far more beneficial to collective bargaining and less disruptive of production schedules than the fire of rumors and suspicions fanned in the secrecy of the file room."

The only dissenter from the board's decision was Sam Zagoria—a former newspaper reporter and Guild president in Washington—who contended that salary information could be presented "in blind form," without names, and still meet the union's needs.

"This may hinder water-cooler conversation," he said, "but may assist in getting the magazine out on time."

Zagoria voiced reluctance "to tie any more corsets around the bargaining process than the weight of evidence requires." But the board majority replied:

"We, too, are loath to apply an unnecessary corset to the realities of the bargaining process. However, unlike our colleague, we also recognize that a certain added stability in the bargaining process is achieved where the foundation garment of relevant information is made available."

The board found Look guilty of an unfair labor practice for withholding full salary information and ordered the company to divulge it.

The board noted that in other cases it has held that "the argument that some employees may prefer financial anonymity rests on but a speculative basis and, in any event, such individual desires must yield to the interests of the great majority of workers represented in the unit."

Rochester Guild Files For 400-Man Unit

Rochester, N.Y.—The Rochester Guild last week moved to add 410 outside circulation employees to its unit at Gannett's Times-Union and Democrat & Chronicle.

The Guild filed a petition for status as bargaining representative with the National Labor Relations Board, submitting cards signed by a majority of the circulation group.

The unit includes city and country district managers, street managers, delivery men, dispatchers, truck drivers and city, country, promotion, dealer, tube-route and transportation supervisors, some two thirds of them part-time employees.

Its addition would more than triple the size of the Guild's existing editorial and graphic-arts unit.

A group of circulation employees came to the Guild last May to invite an organizing campaign. The drive has been conducted under the leadership of ANG International Representatives Richard P. Davis and John Edgington.

Guild Submits Petition At Pennsylvania Daily

Lewiston, Pa.—The Guild filed a National Labor Relations Board

petition seeking to represent all nonsupervisory employees of the Lewistown Sentinel last month after management refused a demand for voluntary recognition.

The group of about 50 editorial, advertising, business-office, composing-room and pressroom employees had been represented by an independent union whose members voted unanimously in July to seek affiliation with the Guild.

An NLRB hearing on the Guild's petition was postponed until Sept. 16 this week when the company refused to proceed because its attorney failed to appear. The Guild filed a protest on the delay.

Decertification Move Initiated In Newburgh

Newburgh, N.Y.—A petition to decertify the Newburgh-Beacon Guild as bargaining representative for editorial employees of the Newburgh-Beacon News has been filed with the National Labor Relations Board by the paper's society editor.

The Guild had earlier filed a refusal-to-bargain charge against the News, accusing it of trying to force the Guild to accept contract terms negotiated 2½ years ago with the plant's craft unions.

The Guild Reporter

ELLIS T. BAKER, Editor
and
Director of Research & Information
DAVID J. EISEN, Associate Editor

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