

\$26 Won In Woonsocket Strike; Unit Walks Out In Peterborough



Vol. XXXV, No. 21 Washington, D.C. November 8, 1968



No Handicap

A broken foot fails to keep Providence Journal ad salesman William Barry from traveling the 15 miles to Woonsocket and walking the Guild's picket line at the Woonsocket Call. Also marching before the Call's boarded-up building is a delegation from the Waterbury Guild (rear of line).

\$50 In First Year

Key Top Hiked \$60 At El Mundo

San Juan, P.R.—The reporter top minimum is increased \$60 in a settlement covering Puerto Rico Guild employees at El Mundo, San Juan's largest daily.

The settlement, which will raise the reporter top to \$160 in 1970, was negotiated on the brink of a strike with the assistance of two ANG representatives. The top goes up \$50 effective Jan. 1.

In addition to substantial wage increases, it provides major gains in medical insurance, pensions,

life insurance, sick leave, vacations, holidays and severance pay.

The settlement, embodied in five separate contracts covering editorial, administrative, maintenance, mechanical and transportation employees, is for a three-year term starting last July 1.

The maintenance and transportation contracts are initial ones for newly organized employees; the editorial and administrative contracts replace ones that expired in September 1967, and the mechanical contract is a renewal of one that had been scheduled to expire Dec. 26.

Lump-sum payments ranging from \$60 to \$150 are provided for all employees, including those newly organized, in lieu of retroactivity.

The Guild won an experience clause for new editorial employees for the first time. Present employees are slotted into the minimum table on the basis of their

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Committee Opposes Ballot Proposal; Officers See Deficit Fletcher Is Chairman

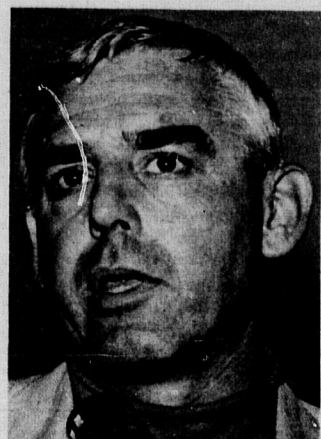
The formation of a Committee to Defend the Defense Fund, which will campaign for an "against" vote in next month's assessment referendum, was announced this week.

The committee, still in formation, is headed by Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, and includes presidents and administrative officers of 24 large and small U.S. and Canadian locals and presidents of four district councils.

Fletcher, in a statement announcing the committee, said it was asking all Guildsmen "to face the cold facts and vote against returning to the old assessment schedule." A new schedule, effective with August, was adopted by this year's ANG Convention to bolster the International Defense Fund in the face of the Los Angeles Herald-Examiner strike and critical bargaining ahead.

"By voting against the referendum proposition," the Fletcher statement said, "we will be voting against going to our own bargaining tables with an empty Defense Fund, against prolonging assessments for perhaps twice as many months, against taxing the

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FRED D. FLETCHER
At Convention Assessment Debate

Union Shop Gained; Thomson Paper Hit

Woonsocket, R.I.—An eight-day strike at the Woonsocket Call won the Guild two-year increases of from \$21.60 to \$26 and a modified Guild shop last week.

The Call, shut down by pickets from Woonsocket and five other Guild locals, resumed publication Oct. 29 following an agreement that resolved a deadlock over union security, the final issue in dispute.

The settlement provides for maintenance of membership immediately and a seven-out-of-10 Guild shop for new employees starting Jan. 1, 1970. A similar seven-out-of-10 clause was won in Providence six weeks ago.

The wage settlement will increase the reporter top minimum to \$177—by \$7 effective Jan. 1, \$7 next July 1 and \$6 at each of the two six-month intervals thereafter. Newly organized display salesmen will receive the same minimums.

The company had implemented proposed increases of \$4 and \$3.50 for the two six-month periods following expiration of the old editorial contract Dec. 31, 1966, and had proposed further increases of \$4 and \$3.50 to become effective last Jan. 1 and

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Peterborough, Ont.—Twenty Toronto Guild members struck Lord Thomson's Peterborough Examiner Nov. 2 after almost six months of fruitless bargaining for an initial contract.

Guild picket lines were reinforced by members of the city's two largest unions, the United Electrical Workers and the Steelworkers, but pressmen and most printers went to work and the paper continued to publish.

The Guild launched an intensive subscription-cancellation campaign, distributing 12,000 leaflets at industrial plants and broadcasting spot announcements on radio.

Teams were mobilized to visit advertisers still using the struck paper and reported initial success. A large supermarket was among those agreeing to discontinue ads.

The Guild struck after a complete breakdown in negotiations last week. A conciliation board had reported the failure of efforts to reach a settlement, but the Ontario Labour Department brought the two sides together again for a final effort.

The company, however, refused to budge from an offer that would have set an initial reporter top minimum of \$117 after six years'

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L.A. Boycott Unit Renews Drive; Ad Pullout Grows

Los Angeles, Calif.—The Los Angeles Herald-Examiner strikers' National Boycott Team launched a series of appearances before meetings of California union members this week as strike leaders announced the withdrawal of three more local advertisers from the struck paper.

The largest of the three—Living Rooms Inc., a furniture retailer—had run up to two full pages a week. The other two, a Sunset Strip night club and a dental clinic, had purchased lesser amounts of space in the paper, which has been operating with strikebreakers since being struck by the Guild and the Machinists' union last December.

The Boycott Team, back from a 2½-month tour of labor conventions and meetings across the nation, took the story of the 47-week-old strike-lockout before a Los Angeles local of the Com-

munications Workers Nov. 4 in the start of a series of appearances throughout California.

The team elicited resolutions of support for the strikers and their boycott of firms advertising in the Herald-Examiner from 18 state labor groups, eight national and international union conventions and at least 13 central labor bodies during its 36,000-mile journey.

Central labor councils in Minneapolis and St. Paul last month directed their weekly newspapers to reject ads from any of the 12 major national advertisers supporting the Herald-Examiner.

And in Cleveland Nov. 2 more than 100 Guild members and other unionists passed out "Don't Buy" handbills in a snow storm at seven stores of the May Co., one of the 12 major advertisers.

Media Records' measurement

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'Against' Vote Urged

Revocation of ANG's new assessment schedule would reduce Defense Fund income \$22,500 a month below current strike expenditures and jeopardize future bargaining needs as well, ANG's top officers warned this week in a statement analyzing the fund's condition.

After presenting a detailed accounting of current fund operations, President James B. Woods, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., said continued, effective support of Guild strikers in Los Angeles and Guild members in bargaining elsewhere "makes it imperative" that the constitutional amendment to be voted upon in next month's referendum be defeated.

"A vote against the proposal to rescind the assessment schedule adopted at this year's convention and return to an assessment schedule that is totally inadequate to meet today's needs will be in the best interests of the Guild and all its members," they declared. They noted that as of Sept. 30, the end of the last audit period,

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IT SEEMS

TO US

Guild's Future Declared At Stake In Referendum

WASHINGTON, D.C.

Editor:

The opponents of our new dues schedule brought it to referendum in hopes that Guild members would blindly support any effort to keep their payments down.

But the issue at stake is far more serious: The additional money is solely for our Defense Fund—the fund that has been devastated by a mean, crucial strike that has kept hundreds of our colleagues in Los Angeles out of work for 11 months.

Their struggle is against a management determined to bust the Guild. There will be no reason for any Guild if we forsake Los Angeles. All the efforts to build a decent union to achieve our goals as newspapermen will be crushed.

I'm not ready to give it all up by rejecting the decision made by a majority of the delegates. A vote against the referendum proposal is the only realistic one.

ROBERT L. ASHER

President

Washington-Baltimore Guild

Assessment Need Cited By Woonsocket Striker

WOONSOCKET, R.I.

Editor:

This is the fifth day [Oct. 27] on which the Woonsocket Call has been shut down by a Guild strike. Five days is not a long time, but long enough to show us how important money is in keeping a 24-hour picket line.

Where would we be, we wonder, if ANG, already burdened by the strike in Los Angeles, had not been foresighted enough at its last convention to accelerate contributions to the Defense Fund? How long could we keep going if that fund were depleted by inadequate assessments?

There can be no doubt how Woonsocket will vote in the forthcoming referendum. Grateful as we are to the New York Local for its prompt and generous support, we feel that the current rate of assessments is vital to our survival as a union.

We hope that every Guild member who has been fortunate enough to escape the pressures and sacrifices of a strike will vote to keep the new assessment schedule. We hope the membership throughout the United States and Canada will realize that for every reasonable employer, there is another who may feel like taking on the Guild. Please, please eat the referendum!

THOMAS ROBERTS

President

Woonsocket Guild

Healthy Defense Fund Seen Bargaining Must

OKLAHOMA CITY, OKLA.

Editor:

In addition to helping fellow Guildsmen on strike at Los Angeles, there are selfish reasons why we should vote to continue the new assessment schedule.

Several of our biggest contracts expire shortly—at Memphis, Buffalo, St. Louis, Chicago, Washington, Associated Press, United Press International and elsewhere. To enter these negotiations without a healthy Defense Fund

1968 Official Ballot

American Newspaper Guild (AFL-CIO, CLC)

Referendum

Official Voting Period December 11 through 16, 1968

DO YOU APPROVE THE FOLLOWING PROPOSED CONSTITUTIONAL CHANGE?

PRESENT CONSTITUTIONAL LANGUAGE
ARTICLE XVII, SECTION 7(a)

International assessments for the Defense Fund on the entire membership may be levied in an emergency by the IEB in an amount per month per member equal to the monthly dues payment provided for that member by the Model Dues Schedule current in the issue of each assessment, or the rate of more than one assessment in one month. An emergency shall also exist whenever the Defense Fund is below \$1,500,000, or whenever on or after September 1, 1969, the Defense Fund is below \$2,000,000.

PROPOSED CONSTITUTIONAL CHANGE
ARTICLE XVII, SECTION 7(a)

International assessments for the Defense Fund on the entire membership may be levied in an emergency by the IEB in the amount of \$1.00 per month for members earning up to \$49.99 per week, \$2.00 per month for members earning \$50.00 to \$74.99 per week, \$2.75 for members earning \$75.00 to \$99.99 per week, \$3.50 per month for members earning \$100.00 to \$124.99 per week, \$4.25 per month for members earning \$125.00 to \$149.99 per week, \$5.00 per month for members earning \$150.00 to \$174.99 per week, \$5.75 per month for members earning \$175.00 to \$199.99 per week, and \$6.00 per month for members earning \$200.00 or more per week, at the rate of not more than one assessment in one month. An emergency shall also exist whenever on or after September 1, 1967, the Defense Fund is below \$1,500,000, or whenever on or after September 1, 1969, the Defense Fund is below \$2,000,000.

FOR the proposed change ☐AGAINST the proposed change ☐

Sample ballot for the Dec. 11-16 assessment referendum

would be folly. It could be suicide.

One of the objections to the new schedule is that assessments will be too high. The new top is \$10 a month. But to pay that figure, a person must make \$200 a week, or \$860 a month.

Thus, we pay \$1 in assessments for each \$86 in wages. The new top will go to \$12.50 by October 1970. But we'll have to be making \$13,000 a year to pay it.

I can remember the day when I joined the Guild 18 years ago and my dues and assessments combined were only \$4 a month.

I also remember my pay. It was \$63 a week.

I hope I am one of those lucky guys who is in the \$12.50-per-month assessment bracket in 1970. For \$13,000 a year, I think I could endure it. Besides, it's tax deductible.

HARRY CULVER

Bargaining Chairman

Wire Service Guild

New York Questioned On Assessment Stand

MEMPHIS, TENN.

Editor:

As a Cleveland Convention delegate I voted for the new assessments schedule. Along with other delegates I heard New York, speaking through Brother Deegan, urge the new assessments be taken

to the membership by referendum instead of being voted by the convention.

To paraphrase Brother Deegan: "We're not against the new assessments. On the contrary, we'll go back and fight for them, but we think the members should decide this question." The convention majority felt the need for immediate action, however, and voted the new schedule.

Now, on New York's initiative, the issue is going to a referendum, as originally sought by New York. But is New York to urge acceptance of the new assessments? Not if we can believe the September issue of their Frontpage, wherein it is stated that, as of then, no local policy on the referendum had been established.

The questions raised by New York's actions are obvious: Is New York really in favor of assessments? Or do they favor

assessments only when they have a need for strike funds themselves?

BROWN ALAN FLYNN

Memphis Guild

No Higher Cost Seen In New Assessments

ELIZABETH, N.J.

Editor:

Let's be honest. Higher assessments were approved by the Cleveland Convention when democratically elected delegates, fully apprised of the facts of the Los Angeles emergency, courageously faced the challenge of Hearstism.

Higher assessments—not more than \$4 more per month for any member and significantly less for most—aren't increasing the total cost of Guild membership. But they are providing the funds needed now, during the Los Angeles crisis, rather than later. Under either schedule, new or old, assessments cannot end until Los Angeles is won and the Defense Fund is restored to its constitutional floor.

It was no secret that the IEB would ask the convention to boost Defense Fund resources. Membership opposition to higher assessments could and should have been expressed then by the delegates, as it was by a small number. The vast majority, however, responded

to the emergency.

Now a number of losers—some of whom have drawn heavily on the Defense Fund we seek to restore—are joined in asking for a second chance by some locals which apparently didn't have sufficient interest to participate in the convention.

Efforts to weaken our fight in Los Angeles must be rebuffed. Next month's referendum must be defeated.

DONALD W. ROSSELET

President

North Jersey Guild

President Of San Jose Urges 'Against' Vote

SAN JOSE, CALIF.

Editor:

There are three good reasons to defeat the New York referendum on assessments:

1. Passage of the referendum would defeat the Los Angeles strike, leaving the Guild without money to prosecute that and any other major strikes.

2. Passage of the referendum would strip the Wire Service Guild and the Washington-Baltimore Guild, among others, of the protection of an adequate Defense Fund during key upcoming negotiations and encourage management to squeeze Guild members dry.

3. Passage of the referendum would hurt the lower-pay scales of the Guild because they would have to pay more than their fair share of the longer and more costly assessments which would be necessary to keep a crippled Guild together.

The executive board of the San Jose Newspaper Guild is unanimously opposed to the New York referendum.

GIL BAILEY

President

San Jose Guild

Defense Fund Aid Cited In San Francisco Strike

SAN FRANCISCO, CALIF.

Editor:

Most Guild locals settle their contracts in negotiations. So did we for 35 years. But when the going gets rough, it helps to have a financially strong international union behind you.

We learned how much it helps last January-February in a strike originating with another craft but ending with new and much better contracts for all of us. From ANG's Defense Fund came some \$250,000, which made a difference in strike benefits for seven long weeks.

Sure we have to sustain the Los Angeles Guild strikers. But let's take a longer look, protect the bargaining comph of all Guild locals and vote "against" in the pending referendum.

WILLIAM A. MILLIS

Treasurer

San Francisco-Oakland Guild

Murphy's '64 Quote Contrasted To '68's

WASHINGTON, D. C.

Editor:

In defense of the decision of a two-to-one majority of delegates to the 1968 Convention in their action to remove inequities

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Negotiations Fail To End Chalk Strike

San Juan, P.R.—The first bargaining to take place since the Puerto Rico Guild struck O. Roy Chalk's Radio San Juan Oct. 13 took place last week but left the strike little nearer settlement.

Management presented a "final offer" Oct. 30 that was better than its pre-strike offer but still far below terms of an earlier settlement on which the company reneged. The offer was conditioned on the dismissal of two Guild leaders it accused of damaging station equipment before the strike.

The Guild rejected the wage proposal as inadequate and said it would not even discuss dismissal of the two employees.

The company's offer for a contract of three years and three months called for a top minimum of \$126 in the third year for announcers, \$14 less than it had agreed to in the tentative settlement.

The Guild was slated to meet yesterday with Hector Reichart, president of the Broadcasters Association of Puerto Rico, who has offered to mediate the strike.

The station is continuing to operate on a limited schedule with reduced newscasts and commercials. It has been going off the air early in the evening and closing down completely on Sundays.

500-Man Unit Set For Vote In Rochester

Rochester, N.Y.—Five hundred circulation employees at Gannett's Rochester Times-Union and Democrat & Chronicle will be eligible to vote in a representation election sought by the Rochester Guild.

The Guild agreed to Gannett's request to include 158 part-time counselors and to exclude four transportation supervisors at the close of four days of National Labor Relations Board hearings Oct. 31.

A dispute over the company's request to exclude 12 circulation supervisors will be decided by the board's regional director.

New York Guild Seeks Encyclopedia Group

New York City—The New York Guild last week filed a National Labor Relations Board petition to represent 90 editorial employees at the Encyclopedia Americana.

The Guild submitted cards signed by a majority of the unit. The petition was filed Oct. 31.

Fueglein Is Third Ex-President In St. Louis To Die In 3 Weeks

St. Louis, Mo.—Jacob N. Fueglein was killed in a fall at his home Oct. 19, the third former St. Louis Guild president to die in three weeks.

Fueglein died of head injuries suffered when a ladder on which he was cleaning leaves from a

Wooten Resigns

Memphis, Tenn.—Zack Wooten resigned last month as secretary-treasurer of the Memphis Guild on leaving his job in the business office of the Memphis Commercial Appeal and Press-Scimitar. Marlene Phifer has been named to replace him.



Strike Headquarters, Caribbean Style

Four Guild strikers monitor broadcasts by striking duty in front of temporary strike headquarters, a tent set up across the street.

Field Snubs Chicago Guild Plea For Better Liaison With Police

Chicago, Ill.—Field Enterprises has rebuffed a Chicago Guild bid to submit to Chicago police joint Guild-management proposals to improve relations with the press.

Proposals drafted by a special Guild committee headed by Gerald Lipson were sent to Field, publisher of the Chicago Daily News and Sun-Times, with a request for an early meeting to consider them.

But Field President Bailey K. Howard declined the meeting, stating that the company had already protested to the city over police attacks on newsmen during the Democratic National Convention and that it would continue efforts to prevent their recurrence.

The committee, declaring that events during the convention had demonstrated "a pressing need" for improvement in police-press relations, submitted the following

Lensman Beaten In Washington

Washington Post Guildsman Kenneth B. Fell was injured Nov. 2 when a group of Negro youths punched him, knocked him down and kicked him as he was photographing disorders that followed a policeman's wounding of two Negro women.

Fell's cameras and wallet were stolen before he could regain his feet and flee. His injuries required hospital treatment.

proposals in its letter to Field: That the Chicago Police Academy immediately institute permanent courses in police-press

relations for both new recruits and veteran policemen.

That a "Police-Press Alert Council" composed of representatives of the Guild, management and the Police Department be organized to "maintain an avenue of communication."

That arrangements be made for periodic use of information "of concern to police and press" in internal police, Guild and management publications.

Meanwhile, in another aftermath of the August disorders, New York Times Guildsman Thomas F. Buckley was fined \$45 in Circuit Court Oct. 25 after pleading guilty to a charge of obstructing traffic during an antiwar march.

Buckley's attorney said the reporter "put himself in an arrest situation only to cover the event, not to get involved in it."

Guild Receives CBC Apology After Walkout

Toronto, Ont.—Management of the Canadian Broadcasting Corp. apologized to the Canadian Wire Service Guild last month after Toronto television newsmen walked off the job in protest against the exclusion of a Guild representative from a meeting called to air grievances.

Eugene Hallman, vice president and general manager of CBC's English-language network, sent a letter to the Guild saying the exclusion was "a misunderstanding."

The Guild newsmen walked out Oct. 23 to hold a three-hour meeting across the street, forcing cancellation of a news program. They returned to work after management agreed to meet with the Guild.

The controversy erupted when Hallman invited Larry Bondy, a newsman given a three-day suspension several weeks ago, to discuss recurrent friction with Joseph Schlesinger, managing editor of news operations. Bondy asked that a Guild representative be allowed to attend, and Hallman refused.

There has been long-standing hostility between Schlesinger and newsroom employees, who opposed his appointment. Guild representatives have charged him with mismanagement.

In Ottawa, meanwhile, contract negotiations between the Guild and CBC were sent to conciliation last week following a bargaining deadlock over 20 items.

Elections Set In Lexington

Lexington, Ky.—The National Labor Relations Board will hold twin elections Nov. 20 on the Cincinnati Guild's petition to represent 78 editorial and business-office employees of the Lexington Herald and Leader.

The election order was issued after the NLRB in Washington declined a company appeal that it review Regional Director John C. Getreu's decision limiting the election to the two departments sought by the Guild.

Nov. 19 Election Slated At Memphis Papers

Memphis, Tenn.—Sixty-five maintenance, warehouse and transportation employees at the Memphis Commercial Appeal and Press-Scimitar will vote Nov. 19 on a representation bid by the Memphis Guild.

A consent election was set by the National Labor Relations Board Nov. 1 after the Teamsters' union, which currently represents the group, declined to appear on the ballot.

Felix Wold, Ex-IEB Member, Ends 32-Year Career At AP

Detroit, Mich.—Felix B. Wold, a former ANG international vice president and a founder of the Wire Service Guild, has retired from the Associated Press after 32 years' service.

Wold, who is 62, suffered a cerebral thrombosis last year.

An AP newsman in Detroit since 1936, he was president of the Detroit Guild before the Wire Service Local was

established. He was an international vice president from 1951 to 1955, serving as chairman of its Wire Service Committee.

Wold was a member of the Guild organizing committee that paved the way for nationwide organization of AP in 1949. He was instrumental in establishment of the Wire Service Guild 10 years ago and was known as the local's "Mr. Midwest."

Before coming to Detroit AP he worked for the old Northwest News Bureau in Minneapolis-St. Paul, where he was a member of the Twin Cities Guild.



Wold

'No Right To Film Police'

York Mayor Quoted On Arrests

Harrisburg, Pa.—York's Mayor John L. Snyder was quoted in U.S. District Court here last month as stating that news cameramen have no right to photograph policemen making arrests.

The statement was attributed to Snyder by York Guildsman Roger R. Angle during testimony on the

York Gazette & Daily's request for a preliminary injunction to bar city police from "interfering with legitimate news-gathering functions."

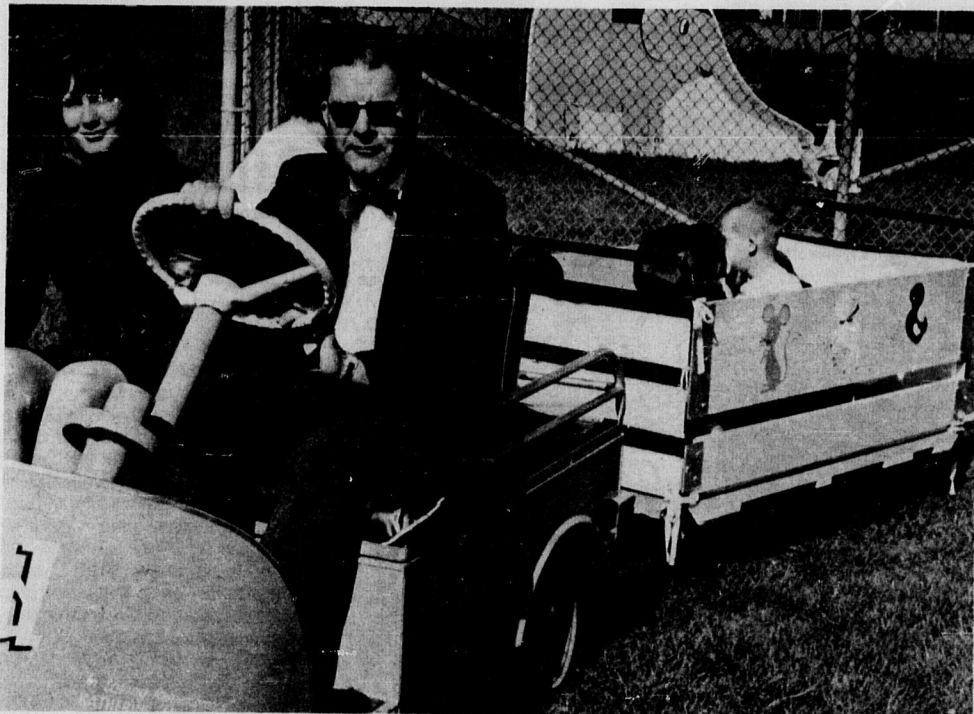
The court reserved decision on the request. Four Gazette & Daily newsmen have been arrested and one of them attacked by a police dog while covering civil disorders in the past few months.

Witnesses testified during the court hearing that policemen who arrested Guildsman Arthur J. Magida during the latest incident Sept. 20 smashed his camera and confiscated film of police manhandling a Negro youth.

Magida, whose right arm was severely bitten by a police dog during the incident, testified that police never ordered him from the scene before the dog attacked.

The policeman who arrested Magida contended that his taking pictures could have incited the crowd. But he conceded that although others disobeyed orders to leave the scene, Magida was the only one arrested.

The policeman whose dog attacked Magida contended that the cameraman had no right to



Guildwagon

Madison Guild Secretary Nancy Heinberg joins Donald W. Lawton, director of activity therapy for the Central Wisconsin Colony for handicapped children, in driving a group of colony youngsters around the grounds in a specially padded, brightly decorated wagon donated by the Madison Local. The wagon was given to the colony in memory of

the late Caroline Koepsel, former local secretary, who had been cited by the President's Committee on Mental Retardation for a series of stories on the colony. Her parents, Mr. and Mrs. Elmer Koepsel, have given \$1,000—the amount of her Guild life insurance—to the colony in her memory. Miss Koepsel died last November at the age of 22.

Posthumous Award Made To Eubanks

San Francisco, Calif.—Former ANG Executive Vice President Sam B. Eubanks was honored posthumously by the U.S. Labor Department last month for his role in developing legislation to protect employees' pension rights.

Eubanks, who was an assistant director in the department's Office of Labor-Management and Welfare - Pension Reports at the time of his death in January 1967, was cited in an exceptional action by Asst. Secretary of Labor Thomas R. Donahue.



Eubanks

Eubanks was the only one of 12 Labor Department employees who received the award to get it posthumously. Donahue, noting the unusual nature of the decision, said it had been impossible to omit Eubanks from the group.

Donahue credited the former Guild leader with being "a driving force and prime mover behind all of the work . . . to establish the need for legislation on fiduciary and vesting standards" for pension plans.

Bills embodying Eubanks's work have been introduced by Sen. Ralph Yarborough of Texas. One, the Pension Benefits Security Act, sets standards of responsibility and fair dealing in the administration of pension plans. The other, the Pension Plan Protection Act, establishes minimum funding requirements and protects workers whose pension plans are terminated.

The decision upheld a type of bargaining in which several Guild locals have indulged by placing craft-union representatives on their negotiating committees and reciprocating in craft-union negotiations.

The board later upheld coordinated bargaining in a similar case involving the Minnesota Mining & Manufacturing Co. and the Oil, Chemical and Atomic Workers.

A board majority decided that GE unlawfully refused to bargain with the United Electrical Workers when it walked out of a meeting with IUE and its "co-ordinated" bargaining committee May 4, 1966, and continued refusing to meet until ordered to do so three months later by a U.S. district court.

The board, in a four-to-one ruling, rejected the argument that representatives of unions not directly involved in negotiations could not separate their own contract goals and problems from those of the bargaining union.

It said that "the mere possibility" that these representatives might bargain for their own unions while serving on another union's negotiating committee or might enter into an agreement that no union would sign an agreement unless all unions did cannot justify restrictions on a union's right to select the persons who will represent it at the negotiating table.

nated from losing their benefits.

The Labor Department award was presented to Eubanks's widow, Mary, at a ceremony attended by Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, the post held by Eubanks before he joined the Labor Department in 1962. Eubanks's daughter, Suzanne Forster, also attended, as did Thomas L. Pitts, secretary-treasurer of the California Federation of Labor.

NLRB Upholds Co-ordinated Negotiations

The National Labor Relations Board ruled last month that a union may put representatives of other labor organizations on its contract-negotiating committee as long as it bargains with an employer for its own members only.

In a landmark case involving the General Electric Co. and 11 AFL-CIO unions, the board said that under the circumstances a company cannot exercise veto power over a union's selection of its bargaining committee.

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Copyright Umbrella Claimed

Syndicates Battle Antitrust Suit

New York City—Three feature syndicates accused of violating the Sherman Antitrust Act by giving newspaper clients exclusive publication rights within broad territories have moved for a summary judgment dismissing the case.

Attorneys for Hearst's King Features Syndicate, Field's Publishers-Hall Syndicate and the Chicago Tribune-New York News Syndicate argued in Federal District Court here that the copyright laws give them the right to assign their features to exclusive

territories without restriction. But Justice Department attorneys, seeking an injunction against the syndicates, countered that copyrights cannot protect the syndicates' against exclusivity terms that are "unreasonably broad."

"A naked agreement between a syndicate and a newspaper that the syndicate, in return for a sum of money, will not sell to another newspaper would be a plain violation of the Sherman Act," they said.

"Only because the agreement is related to a legitimate main transaction (licensing a feature), does it escape per-se illegality and require analysis under a rule of reason."

The antitrust action was filed by the Justice Department on the complaint of several small-city publishers who have been blocked from obtaining features because the syndicates' contracts with metropolitan papers covered their areas even though the metropolitan papers' circulation in these areas is small.

The government cited an agreement between the Philadelphia Bulletin and the Tribune syndicate that gives the Bulletin exclusive rights to features in cities where its total circulation is only a few hundred copies.

U.S. Fights Enquirer Bid For Voice In Own Sale

Cincinnati, Ohio—The Justice Department is siding with Scripps-Howard in opposing a motion to give the Cincinnati Enquirer a voice in determining who will buy Scripps's majority interest in the paper.

Both Scripps and the government filed memoranda last month opposing the Enquirer's motion to intervene in an antitrust consent judgment under which Scripps must sell its Enquirer stock within 18 months.

The Enquirer objected that terms of the decree would give Scripps-Howard the right to determine the competitor for the Scripps-owned Cincinnati Post & Times-Star.

Enquirer attorney James G. Headley told the court that the Enquirer "is the only logical

source of expertise capable of advising the court of factors which will best assure the Enquirer's future competitive strength."

But Scripps and the Justice Department contended that the interests of the Enquirer, its minority stockholders and the public are being adequately protected by the government.

Headley maintained that terms of the sale would effectively prevent the Enquirer or its minority stockholders from acquiring the Scripps stock.

John W. Poole, Jr., chief counsel for the Justice Department, warned that intervention by the Enquirer could "delay or even possibly upset the consent decree." Judge David S. Porter postponed final action on the decree pending resolution of the dispute.

San Francisco Guild Cites Lag In Negro News Jobs

San Francisco, Calif.—Not a single Negro newsman is employed on any Northern California newspaper or wire-service bureau outside the San Francisco Bay Area, a San Francisco-Oakland Guild committee reported last month.

Scoring the unwillingness of many editors to take time to recruit and train minority-group members, the committee urged Guild members to volunteer their efforts toward a solution of the problem.

The report was submitted by the local's job-referral committee, established by the Guild's human-rights committee last spring after the President's National Advisory

Commission on Civil Disorders urged hiring of Negro newsmen.

The committee is currently sponsoring a job-referral service, on-the-job training and special classes in news writing for minority-group members.

Only the San Francisco Examiner and the Oakland Tribune among Northern California papers currently employ Negro newsmen, the committee reported. The Tribune has four Negro reporters and a photographer, the Examiner two reporters and a photographer, and the Chronicle one reporter.

There are also some half-dozen copy boys, library clerks and editorial assistants on the three

papers, the committee reported.

Not a single Negro is employed on news or copy desks, as a columnist or as an editorial writer, the committee said. And, despite the Bay Area's large Latin American population, it added, not a single Spanish-speaking reporter is currently employed on any of the three papers.

While criticizing the unwillingness of senior editors to recruit and train minority-group members, the committee cited low staff turnover and an apparent absence of qualified applicants as contributing to the problem. And it praised management of the Tribune and the Examiner for taking initiatives to solve the problem.

The Tribune is hiring minority-group applicants through active efforts at area colleges and training them on the job.

The Examiner, which has a similar recruiting program, is also engaged in a pioneering "intern" program for Negro college students; the second in a series of 13-week sessions is currently under way, and a third is scheduled to begin in January.

The Guild committee, which is co-operating in the Examiner program, is also sponsoring a Monday-night class in news writing for minority-group students at the Examiner, with instruction conducted by two Examiner newsmen. The committee appealed to

other Guild members to undertake similar efforts.

The committee, which is headed by Lynn Ludlow, is setting up individual units at the three Bay Area papers, the wire services, the San Jose Mercury and News and even the non-Guild San Rafael Independent-Journal. A similar unit is being established by a television newsmen for radio and television recruitment.

The recruitment program is being cosponsored by the San Francisco Human Rights Commission, the San Francisco State College Department of Journalism, San Francisco City College, the Oakland Manpower Commission and United Native Americans.

Computer To Cut News Copy



Erwin Jaffe, center, director of the American Newspaper Publishers Association's Research

Institute, watches as instructions for cutting copy are fed into a computer.

"Tell it to the computer."

That may become the answer of the future for deskmen besieged by outraged reporters whose copy has been cut to bits.

A program that will prime a computer to pare copy to any desired length has been developed by the American Newspaper Publishers Association's Research Institute.

ANPA calls it ANPAT—American Newspaper Publishers Abstracting Technique. A computer programmed with ANPAT will store a piece of wire-service or other copy in its memory bank until orders arrive for cutting it to a stipulated length, in either paragraphs, lines or characters.

Then, operating with inculcated rules of logic, the computer analyzes each paragraph to determine its relative importance to the story. Using a weighting technique, it orders them in a sequence that is cut off when the desired length is reached.

A 200-line story can be cut in half in five minutes by the electronic copy editor,

although it may miss the stipulated mark by a line or two. In its present stage of development the program blue-pencils only whole sentences and paragraphs; it does no internal cutting or altering.

The program can be used to handle wire-service copy, for copy-fitting by newspapers using photocomposition, in electronic libraries and in "the all-electronic composing room of the future," according to ANPA General Manager Stanford Smith.

But ANPA doesn't intend to stand pat with ANPAT.

Its researchers say that while the program is handy now, its most important use lies in the future, when it might be linked with a "cathode-ray tube editorial terminal to permit a skilled writer or editor to take advantage of the automatic function of computer technology and modify it with the human quality of style."

If the writers and editors haven't been replaced by transistors.

3 Former Guildsmen Retain House Seats

Three former Guild members, all Democrats, retained their seats in the House of Representatives Nov. 5, all by larger margins than two years ago.

Lionel Van Deerlin, a former president of the San Diego Guild, won his fourth term in San Diego's 37th District by netting nearly 65 percent of the vote, four percentage points higher than his 1966 margin. His opponent was Michael Schaefer, a GOP city councilman.

Richard D. McCarthy, former Guildsman on the Buffalo Evening News, won a third term, defeating his Republican opponent, Darlel Weber, by some 31,000 votes in the normally Republican 39th District. McCarthy won by some 8,000 votes in 1966.

Roman C. Pucinski, a former Chicago Sun-Times Guildsman, won his sixth term in Chicago's 11th District by more than 24,000 votes, five times his margin of two years ago. His opponent was GOP Alderman John J. Hoellen, whom he narrowly defeated in 1966.

Hoellen based his 1966 campaign against Pucinski, who then had a strong civil-rights record, on an appeal to the district's white backlash. But last February



Van Deerlin

McCarthy

Pucinski himself was labelled "racist" in a statement signed by 100 Chicago Guild members for his opposition to a plan to bus pupils from overcrowded schools in Negro neighborhoods to partly empty schools in nearby white areas.

In New York Bernard D. Brown, chairman of the Guild's old World-Telegram & Sun Unit, failed as a write-in candidate for Congress in the city's "Silk Stocking" District, the 17th. Brown, who announced his candidacy only two weeks ago as a supporter of Vice President Humphrey, estimated his "low-key" campaign netted "no more than a few hundred votes."

Democratic Councilman Edward I. Koch, who was lukewarm on Humphrey, was elected.

Labor Department Moves To Void Pressmen's Vote

Knoxville, Tenn.—The U.S. Labor Department filed suit in Federal Court here last week to set aside last February's election of Pressmen's Union President Anthony J. DeAndrade and other Pressmen's officers. The union called the suit "frivolous" and said it would combat it.

The department asked the court to order a new election on the ground of irregularities in violation of the Landrum-Griffin Act. The department investigated the election on complaints by several

members of the Pressmen's Union.

It charged that the union failed to conduct the election by secret ballot, failed to provide adequate safeguards for a fair election, failed to send an election notice to each member, denied some members the right to vote, failed to preserve the ballots and election records, failed to follow constitutional election procedures and permitted the use of union funds to promote certain candidates.

DeAndrade, announcing that the union would oppose the suit, called the government's action "frivolous, capricious and a further extension of bureaucratic legal interpretations upon the trade-union movement."

DeAndrade defeated Walter J. Turner of California by 27,652 to 24,029 in the election.

Buffalo Shifts Ball In Jab At Club Bias

Buffalo, N.Y.—The Buffalo Guild has voted not to hold its 1969 Page One Ball at the Buffalo Athletic Club following charges of racial discrimination in the club's membership policies.

The local membership adopted a motion declaring that the Guild will not consider holding its balls there until the club "changes its membership policy to the satisfaction of this local."

Members said during the discussion that club officials have not answered the discrimination charges. Most of the local's recent Page One balls have been held at the club.

Orcutt Takes Leave To Aid ANG Staff

James Orcutt, president of the Brockton Guild, has taken a six-week leave of absence from his job at the Brockton Enterprise & Times to assist ANG International Representative Ed Allen.

Orcutt aided in the recently concluded Woonsocket strike and is currently assisting in the Guild's pilot-project organizing drive at the Fall River Herald-Leader.

\$26 Settlement Ends Woonsocket Strike

(Continued from Page 1)

July 1, granting the initial increase to then unorganized advertising employees.

The Guild agreed to these increases for all employees as part of the settlement.

The \$26 increases for the next two years apply to all employees earning \$130 and over. Those earning from \$110 to \$129.99 will receive \$24.20, those from \$90 to \$109.99 will get \$22.40, and those under \$90 will get \$21.60.

Benefit Show

Stockton, Calif.—The Los Angeles Herald-Examiner Strike Fund is \$41 richer because of the extracurricular talents of Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, and ANG Research and Information Director Ellis T. Baker.

Forty-one delegates from eight locals at a Western District Council meeting Oct. 26 and 27 contributed a dollar each to hear Fletcher recite "The Ballad of Jim Bledsoe" and Baker sing "Ace in the Hole."

Baker and Collective Bargaining Director J. William Blatz conducted a regional training institute on organizing. Robert L. Jones of Bakersfield was elected secretary-treasurer of the council.

The settlement will set top minimums of \$118.30 in the final step of the contract for maintenance men and \$106.90 for janitors. The flat minimum for news editors will go to \$200.50, while the top for other editors will go to \$180.

Car allowances for display salesmen are increased two cents a mile, to 12, for the first 100 miles, with a \$12 weekly minimum. The minimum allowance for bureau reporters is increased from \$10 to \$15, plus 10 cents a mile for all miles over 125.

The economic package was negotiated Oct. 26 and 27 at bargaining sessions arranged by a state mediator. But negotiations were broken off following a stalemate on union security and the company's demand for excluding several positions, including that of suburban editor occupied by Guild Secretary James Anagnos-tos.

International Representative Ed Allen set a 48-hour deadline for acceptance of the Guild's terms

under a threat of canceling agreement on the economic package.

The next day Rep. Fernand St. Germain, after taking a turn on the picket line, arranged negotiations that resulted in agreement on the modified Guild shop and withdrawal of all exclusions except the assistant managing editor.

With that agreement went a clause protecting employees from any discrimination for refusing promotion.

The settlement was ratified that night at a meeting in which the Woonsocket Local voted to return \$1,300 in strike contributions from other locals and to send another \$100 contribution to Guild strikers at the Los Angeles Herald-Examiner.

The local invited craft unionists, who refrained from crossing Guild picket lines throughout the strike, to its monthly dinner. And, informed that a strike is threatened at the Waterbury Republican and American, it voted to picket there en masse on weekends

Dealers Sue Sunpapers On Rates

Baltimore, Md.—Damages of 20 million dollars are being sought from the Baltimore Sunpapers in an antitrust suit filed last month by 106 independent carriers.

The carriers, in a Federal Court suit for triple damages, charged that the company has engaged in illegal price-fixing by forcing them to sell the Sunpapers at a home-

delivery price no higher than that charged for papers distributed by less costly methods.

An earlier suit by the Sunpapers, seeking to enjoin 34 of the carriers from charging prices higher than those set by the company, is pending in the Fourth Circuit Court of Appeals in Richmond.

Gannett Pays \$17.7 Million In Coast Sale

Rochester, N.Y.—The Gannett Co. reported last week that it has agreed to pay the Los Angeles Times-Mirror Co. 17.7 million dollars for the San Bernardino Sun and Telegram.

That amount is more than six million dollars below the 24-million-dollar figure reported unofficially at the time the purchase was announced in September.

The acquisition, which is subject to Federal Court approval, is expected to be completed in January. The stock-purchase agreement was signed last week.

The sale was ordered by the court, which held that the Times-Mirror Co.'s acquisition of the San Bernardino papers in 1964 violated the antitrust laws.

Committee Formed To Oppose Ballot Proposal

(Continued from Page 1)
lower-paid member harder than the higher-paid and against either surrender in Los Angeles or going deeply into debt to avoid surrender.

"We've found, as we did at the convention and at numerous local and regional meetings since, that when Guild members fully explore the hard facts, they arrive at the same conclusions we have."

Meanwhile, the Western District Council and four more Guild locals — San Francisco-Oakland, San Jose, San Diego and Pittsburgh — went on record urging an "against" vote in the referendum. And International Vice President Hugh H. Harrison sent a letter to

all West Coast Region Guild officers urging a similar vote.

Among members of the new committee opposing revocation of ANG's new assessment schedule and a return to the old one is Joseph Eisenberg, ANG regional vice president from New York. Eisenberg is second vice president of the New York Guild, the local that initiated the referendum.

Other committee members announced thus far are:

Ray Mann, administrative officer of the Wire Service Guild; Bruce Lambert, Jr., president of the Rochester Guild; Fred Jones, executive secretary of the Toronto Guild; Robert Golden of Lehigh Valley, president of the Middle

Atlantic District Council; Jack F. Weir, executive secretary of the Cleveland Guild; Ben Schilmeister, president of the Cincinnati Guild.

Richard P. Lane of Memphis, president of the Southern District Council; David S. Schick, administrative officer of the Philadelphia Guild; William R. Lee, president of the Toledo Guild; Robert E. Bruner, administrative officer of the Boston Guild; James Choate of San Jose, president of the Western District Council; Brian Flores, administrative officer of the Washington-Baltimore Guild; Alan Saflet, president of the Providence Guild.

Bernadine Martin, president of the Peoria Guild and the Midwest

District Council; Harold Harris, president of the Knoxville Guild; Omer Sumpter, executive secretary of the San Diego Guild; Donald W. Rossette, president of the North Jersey Guild; George Lambert, administrative secretary of the Seattle-Tacoma Guild; William H. McLeman, executive secretary of the Vancouver-New Westminster Guild.

Justin F. McCarthy, Jr., executive director of the Chicago Guild; Robert A. Steinke, executive secretary of the St. Louis Guild; Jerry Goldberg, president of the Los Angeles Guild; Elwood (Woody) Bigelow, president of the Portland Guild; Thomas McMahon, executive secretary of the Detroit Guild; George Light, president of the Montreal Guild, and Fred Lee, administrative officer of the Hawaii Guild.

The new assessment schedule adopted by the convention is based on ANG's Model Dues Schedule, with a present range of from \$2.75 to \$10 a month and an eventual top of \$12.50 in October 1970. The old schedule, which the referendum proposal would restore, ranged from \$1 to \$6 a month.

Action opposing a return to the old schedule was taken last month by executive boards of the Pittsburgh, San Jose and San Diego locals. And a membership meeting of the San Francisco-Oakland Local urged all Guild members to support the convention's action in

adopting the new schedule. The Western District Council, at its quarterly meeting in Stockton Oct. 26 and 27, urged "all Guild members to support the responsible action of the convention by defeating the motion proposed by the movers of the referendum."

"The new assessment schedule," it said in a unanimous resolution, "is designed to increase revenues into the Defense Fund to forestall additional indebtedness and accompanying interest payments and to make the rate of assessment payments completely fair to all salary levels by application of a uniform percentage formula."

The council said its member locals are "in full accord with the convention action," which it termed "the only prudent method to finance the grave crisis facing the Guild."

The change proposed in the referendum, it warned, would "nullify the solution adopted by the convention, thereby jeopardizing the bargaining positions of all locals and threatening the successful prosecution of current strike operations."

Harrison's letter to Guild officers said "logic supports the present assessment schedule" because it is more equitable, because it will make the need to borrow money from other unions less likely and because it will enable the Guild to rebuild the Defense Fund with fewer assessments.

"But beyond logic," he said, "lies the vital necessity of waging the strongest possible fight against George Hearst, for justice for the strikers, for the benefit of all Guild members."

Guild Strikes In Peterborough

(Continued from Page 1)
experience, \$3 less than the prevailing pay, with increases of \$4.25 the second year and \$4 the third. Printers at the Examiner receive \$143.

The company has refused to grant any union security or protection against transfer to other Thomson papers and has insisted on an hours clause that would allow an unlimited work day within a 40-hour week and no paid overtime.

Steelworkers and electrical workers turned out some 50 strong on the first two days of the Peterborough strike. Members

of the Typographical Union, which settled a new contract during Guild bargaining, stayed out for three hours on the first day of the strike, but all except a half dozen crossed the lines after Publisher W. J. Garner threatened court action against the union.

On Nov. 4 the printers, confronted by another sizeable picket line, again stayed out initially, but all except three reported for work after an hour when unionists from other plants had to leave for their jobs. Members of the Pressmen's union, who have a later starting time, also reported.

But a Guild picket line at the

Examiner's bureau in nearby Lindsay was joined by pickets from Lindsay locals of the Typographical and Specialty Workers' unions, a Pressmen's affiliate. And Teamsters refused to make deliveries to the struck paper.

The Guild, under the leadership of Local Representative Jack Dobson, blanketed Peterborough factories with leaflets containing cancellation coupons and sent other circulars to subscribers in the mail.

Leaders of local unions met with the Guild Nov. 5 and laid plans for large-scale picketing tomorrow.

ANG Quarterly Audit

Following is the quarterly report of ANG's financial standing and General Fund operations for the 1968-69 second quarter, ending Sept. 30, as audited by Sidney S. Shulman & Co.

Statement of Condition of General Fund, 9/30/68

ASSETS	
Cash in banks and on hand	\$ 93,937.22
Advances receivable	7,348.58
Loans receivable	17,488.43
Exchanges receivable	4,888.71
Prepaid insurance	2,508.38
Due from Defense Fund	3,874.80
Deposits	1,850.00
Investments	100.00
Accounting equipment	5,513.93
Total Assets	\$137,111.68
LIABILITIES	
Exchanges payable	\$ 6,883.89
Payroll taxes payable	2,317.36
Total Liabilities	\$ 9,201.25
RESERVES	
Reserve for severance pay	\$ 99,665.38
Reserve for International Affairs activity	2,981.55
Reserve for 1968 Convention	7,000.00
Total Reserves	\$109,646.93
Surplus	\$ 18,283.50
Total Liabilities, Reserves and Net Worth	\$137,111.68

Statement of Condition of Defense Fund, 9/30/68

ASSETS	
Cash in Banks	
Checking account	\$144,817.53
Savings account	18,702.51
Total Cash	\$163,520.04
A.T.A. Bond	\$ 500.00
Loans receivable	
Washington Guild	19,000.00
Youngstown Guild	1,480.00
San Francisco-Oakland Guild	48,558.96
Los Angeles Guild	58,000.00
Detroit Guild	5,000.00
Total Loans	\$132,138.96
Scripps-Howard Investment Co. Stock	\$ 64,056.00
Total Assets	\$361,215.00
LIABILITIES AND NET WORTH	
Liabilities	
Loan Payable—United Automobile Workers	\$100,000.00
Due to General Fund	3,874.99
Total Liabilities	\$103,874.99
Net worth at July 1, 1968	\$405,514.93
Operating deficit for quarter	148,174.89
Net worth at Sept. 30, 1968	\$257,340.04
Total Liabilities and Net Worth	\$361,215.00

Statement of Income and Expense of General Fund, 9/30/68

INCOME	
Per-capita taxes	\$140,745.31
Initiation fees	4,700.00
Reinstatement fees	103.35
Agency fees	863.82
Salaries paid by Defense Fund	9,232.53
Expenses paid by Defense Fund	7,279.17
Servicing salaries paid by local	30.00
Servicing expenses paid by local	28.00
Guild Reporter income	309.25
Research Department sales	131.05
Charter fees	5.00
Other income	412.33
Total Income for Quarter	\$163,637.91
EXPENSES	
Per-capita taxes	\$ 9,982.25
Organizing and servicing	55,407.55
Collective Bargaining	11,480.40
Research and Information	6,857.48
Guild Reporter	15,123.93
Executives	10,863.56
Administrative expenses	30,228.36
Other expenses	10,000.15

Total Expenses for Quarter

Operating Surplus for Quarter \$ 8,044.15

General Fund Budget and Expense, Quarter Ended 9/30/68

	2nd Quarter Budget	2nd Quarter Expense	2nd Quarter Budget
1. Per-capita taxes	\$ 9,982.25	\$ 9,982.25	\$ 7,750.00
2. Organizing and Servicing	\$ 30,000.00	\$ 31,458.50	\$ 35,000.00
Salaries—IRS	900.00	808.85	900.00
Secretary-stenos	15,000.00	21,201.55	15,000.00
Expenses—IRS	1,500.00	1,558.25	1,500.00
Miscellaneous organizing expenses	\$ 47,400.00	\$ 35,407.55	\$ 53,400.00
3. Collective Bargaining	\$ 4,200.00	\$ 4,194.00	\$ 4,450.00
Salaries—Director	3,200.00	3,178.50	3,250.00
Contracts Committee Secretary	900.00	808.85	900.00
Secretary-stenos	2,500.00	1,965.50	2,650.00
Statistician	800.00	800.01	800.00
Pension Consultation	1,000.00	594.04	1,000.00
Expenses—personnel	\$ 12,900.00	\$ 11,480.40	\$ 12,430.00
4. Research and Information	\$ 2,100.00	\$ 2,067.00	\$ 2,120.00
Salaries—Director	3,200.00	3,178.50	3,250.00
Assistants	900.00	808.85	900.00
Secretary-stenos	150.00	150.00	150.00
Expenses—Director	75.00	—	75.00
Assistants	150.00	—	150.00
Books and periodicals	150.00	102.25	150.00
Legal and bargaining services	150.00	—	150.00
Subscriptions	75.00	—	75.00
Other printed material	—	—	—
Publications and literature	—	—	750.00
Contracts Survey	500.00	350.86	500.00
Organizing and other literature	300.00	—	750.00
Training conferences	25.00	—	25.00
Miscellaneous	\$ 7,623.00	\$ 6,507.46	\$ 8,845.00
5. Guild Reporter	\$ 2,100.00	\$ 2,067.00	\$ 2,150.00
Salaries—Editor	3,200.00	3,178.50	3,250.00
Assistants	1,500.00	1,587.74	1,600.00
Clerical	50.00	—	50.00
Expenses—Editor	200.00	322.84	200.00
Assistants	7,200.00	5,484.23	7,200.00
Printing and mailing	2,000.00	1,619.99	2,000.00
Postage	500.00	294.44	500.00
Addressing	500.00	574.19	500.00
Pictures and special material	150.00	—	150.00
Miscellaneous	\$ 17,400.00	\$ 15,123.93	\$ 17,500.00
6. Administration	\$ 2,200.00	\$ 2,158.00	\$ 2,200.00
Salaries—Office Manager	3,000.00	2,428.81	3,000.00
Secretary-stenos	4,000.00	4,514.97	4,700.00
Bookkeeping Department	1,800.00	1,618.83	1,800.00
General clerical	5,500.00	5,293.74	5,500.00
Rent and maintenance	2,000.00	2,028.86	2,000.00
Stationery and supplies	1,200.00	1,352.58	1,200.00
Equipment and machinery	2,500.00	2,766.74	2,500.00
Telephone and telegraph	250.00	421.73	250.00
Repairs and improvements	900.00	903.86	1,000.00
Auditing	725.00	725.00	725.00
Insurance and bonding	800.00	800.00	800.00
Employment pension	2,750.00	2,705.14	2,800.00
Employee health and welfare	3,000.00	2,787.07	3,000.00
Miscellaneous	400.00	25.19	400.00
7. Executives	\$ 9,000.00	\$ 8,959.80	\$ 9,300.00
Officers' salaries	2,000.00	1,903.96	2,000.00
Officers' expenses	\$ 11,000.00	\$ 10,863.56	\$ 11,300.00
8. Other Expenses	\$ 3,000.00	\$ 2,548.56	\$ 3,000.00
Legal fees	3,000.00	2,077.64	3,000.00
Payroll and personal-property taxes	50.00	10.00	50.00
Contributions and tickets	—	—	250.00
Brown Award expenses	1,000.00	—	1,000.00
Delegates and committees	1,000.00	—	1,000.00
IEB meetings	3,000.00	(177.54)	3,000.00
Severance-pay provisions	3,000.00	3,008.47	3,000.00
Convention reserve	3,800.00	3,800.00	3,800.00
Convention expense above reserve	5,000.00	5,037.02	5,000.00
Grand Total	\$19,550.00	\$18,000.15	\$22,300.00
	\$155,806.00	\$155,595.76	\$165,400.00

San Jose Picks Bryant To Fill Executive Post

San Jose, Calif. — Eugene Bryant, a former Wire Service Guild officer, has been appointed the San Jose Guild's first administrative officer.

Bryant was selected by a unanimous vote of the local executive committee. He was one of seven candidates.

Bryant, currently with United Press International in San Francisco, will begin his service in San Jose Nov. 10.

Bryant served as secretary-treasurer of the Wire Service Local last year and is a former chairman of its UPI national committee. He served on UPI negotiating committees in 1965 and 1967 and has been a delegate to several ANG conventions.

He is a graduate of the University of Oregon.



EUGENE BRYANT

Officers See Deficit If New Levy Rate Is Revoked

(Continued from Page 1)

the Defense Fund contained only \$22,119 in available funds unencumbered by outstanding bills or indebtedness (including a \$100,000 loan) and that in the next six months 89 contracts covering nearly a third of the Guild's membership must be negotiated.

These include contracts with AP, UPI and CBC and newspaper contracts in such cities as Washington, St. Louis, Cleveland, Chicago, Buffalo, Toronto and Memphis.

Citing requests from several locals for an accounting of Defense Fund operations, the officers said they were issuing their analysis upon publication of the quarterly audit "so that each Guild member can more accurately weigh the consequences of his vote in the referendum."

"As you will see from the analysis below," the officers' statement to the Guild's membership said, "the Defense Fund would now be operating at a deficit of \$22,500 a month if this year's convention had not adopted the new assessment schedule and we were still on the old one."

"At the same time, you will see that the Defense Fund on Sept. 30, 1968, the last day of the fiscal quarter covered by the most recent audit, contained only \$22,119.04 in available, uncommitted funds—\$381 less than the monthly deficit we would be incurring if the assessment schedule had not been changed."

"Monthly Defense Fund income under the old assessment schedule would be \$139,000, with \$111,000 coming from assessments and \$28,000 from that portion of each per-capita payment that goes to the Defense Fund."

"Current Defense Fund expenditures total \$161,500 a month,

including \$158,000 for Los Angeles, where Guild members have been on strike at Hearst's Herald-Examiner for almost a year. The \$140,000 a month in strike benefits alone exceeds the \$139,000 in monthly income the Defense Fund would have been receiving if we still had the old schedule."

"In addition, benefits being paid to Puerto Rican Guild members who struck O. Roy Chalk's San Juan radio station in October total an estimated \$3,500 a month."

"Even if the Herald-Examiner strike were the only drain on Defense Fund resources, monthly expenditures would still exceed monthly income by \$19,000 under the old assessment schedule."

"The audit lists the Defense Fund's total assets at \$361,215. This amount, however, is more apparent than real."

"Of the \$164,520.04 the audit lists for 'cash in banks,' more than 85 percent (\$142,401) was committed money, i.e., either borrowed or consigned to cover expenses or debts already incurred."

"Most of the Sept. 30 cash consisted of a \$100,000 loan, at five percent annual interest, from the United Automobile Workers."

"The other \$42,401 in committed cash consisted of:

► "\$14,901 owed to the New York Guild for ANG strike benefits it paid to Amsterdam News strikers this summer. New York is deducting the amount from its remittances to ANG."

► "\$23,625.04 owed to attorneys as partial payment for their services to date in the Los Angeles strike."

► "\$3,874.96 due ANG's General Fund."

"That leaves \$22,119.04 in uncommitted funds."

"In addition to 'cash in banks,'

the audit lists as 'assets' \$196,694.96 in loans receivable from Guild locals and in investments. But the \$132,138.96 in long-term loans to locals, including \$58,000 borrowed by the striking Los Angeles Guild, is not immediately available, and the \$64,056 invested in Scripps-Howard Investment Co. stock provides a continuing source of income for the Defense Fund."

"You will note that the net worth of the Defense Fund declined 36.5 percent during the second quarter due to an operating deficit of \$148,000. The resulting net worth of \$257,340.04, like the audit's total assets, is more apparent than real and actually comes down to the same \$22,119.04 in available, uncommitted funds."

"In tabular form, the above analysis looks like this:

Cash in banks (at 9/30/68) \$164,520.04

a) Less committed funds:

UAW loan \$100,000.00

Amsterdam News benefits 14,901.00

Los Angeles legal fees 23,625.04

Due General Fund 3,874.96

Balance in uncommitted funds \$22,119.04

Defense Fund income—monthly:

a) Per capita diversion \$28,000.00

b) Assessments (at pre-August rate) 111,000.00

Total monthly income \$139,000.00

Defense Fund expenditures—monthly:

a) Los Angeles strike benefits \$140,000.00

b) L.A. Joint Strike Lockout Council 12,000.00

c) Salaries & expenses, 2 Int. Reps., L.A. 4,000.00

d) Salary & expenses, L.A. boycott co-ordinator 2,000.00

Total monthly L.A. expenditure \$158,000.00

e) Strike benefits, Puerto Rico (estimated) 3,500.00

Total monthly expenditures \$161,500.00

Less Income 139,000.00

Monthly Deficit \$22,500

"It is estimated that the new assessment schedule, with the new top rate that became effective Oct. 1, will produce Defense Fund income of about \$200,000 a month."

"This is \$89,000 a month more than the old, pre-August schedule produced in a month, or less than the cost of one week's benefit payments (\$95,000) during the simultaneous strikes in San Francisco, Detroit and Los Angeles earlier this year. The monthly cost of benefits during that period was \$411,000."

"Three major strikes simultaneously are admittedly unusual, but the Guild is a union, and unions and their members have learned that they must expect strikes and lockouts—in the past two weeks, for instance, there have been four new Guild strikes—and they have learned that strikes and lockouts cost money."

"Experience has shown that strike benefits cost the Defense Fund about \$50 a week (\$215 a month) per striking member. Consequently, a strike or lockout involving 50 members would add \$10,750 a month to the fund's expenditures; a strike involving 100 members would add \$21,500 a month, and a strike involving 500 members would add \$107,500."

"Totally, now and during the next six months, 89 contracts covering 10,000 Guild members, nearly a third of those in ANG, will expire, including, among major contracts, those in Washington, Buffalo, St. Louis, Memphis, Cleveland, Chicago and Honolulu plus contracts covering

both Associated Press and United Press International.

"And while the Guild negotiates for contracts, not for strikes, an adequate Defense Fund is essential not only to support Guild members when they are forced to strike but also to prevent strikes publishers might otherwise be encouraged to precipitate."

"ANG, since the second year of its existence, has had a Defense Fund, a special reserve into which it can reach only to assist its members in strike activities or other emergencies. A total of \$7,900,827.32 had been disbursed from the Defense Fund from 1934 through the end of the last fiscal year, March 30, almost all of it in strike and lockout benefits. And much of that 7.9 million dollars was raised through assessments, first levied in 1935."

"A member who had paid every assessment levied by ANG since its founding, at the highest possible rate, would have paid a total of \$338.50 in assessments through this October, or an average of 18 cents a week. To have paid at the highest assessment rate during the past four years, the member would have had to earn at least \$200 a week during the four-year period."

"In our present financial circumstances, Guild members must be prepared to pay assessments when confronted with challenges of the magnitude our union has faced in recent years."

"Under the new assessment schedule, the Defense Fund's constitutional floors will be more quickly reached with each member contributing more nearly according to his ability to pay."

"Funds essential to the present and future security of our union and its members will be raised sooner and more equitably."

L.A. Boycott Team Pushes New Drive

(Continued from Page 1)

of September lineage showed the Herald-Examiner down 715,699 lines from September 1967, putting the paper's nine-month total 7,189,299 lines behind 1967, according to figures published in Editor & Publisher.

Meanwhile, as many as 300 wives and children of Herald-Examiner unionists demonstrated for two hours outside the struck plant Oct. 21 and 28, carrying signs bearing such slogans as "Hearst's House Is Built of Money" and "Give Daddy A Fair Deal."

Last week a State Labor De-

partment enforcement officer gave Hearst an oral order to pay severance benefits to eight Guild members who resigned from the Herald-Examiner under retirement provisions in the Guild's old contract. Hearst had not complied with the order as of late this week, the Guild reported.

Guild leaders said Hearst notified the striking and locked-out unions late last month that it will begin paying strikers for vacations earned before the strike "within the near future." The company previously had refused requests for such payments unless the strikers returned to work.

In Washington, meanwhile, the Supreme Court refused to hear an appeal by Hearst against a Court of Appeals ruling that the company could appear only as a "friend of the court" and not as a litigant in a hearing on the unions' appeal against secondary-boycott rulings.

The Los Angeles Guild reported receipt of \$3,246.50 in additional contributions to its strike fund, including the following:

Bakersfield Guild	\$43.50
Bay City Guild	25.00
Boston Guild	220.00
Chicago Guild	150.00
Cleveland Guild	200.00
Denver Guild	150.00
Kingston Guild	50.00
Portland Guild	75.00
San Francisco-Oakland Guild	325.00
San Jose Guild	200.00
Stockton Guild	600.00
Toledo Guild	50.00
Vancouver-New Westminster Guild	200.00
Victoria Guild	115.00
Washington-Baltimore Guild	200.00
Wire Service Guild	100.00

The latest receipts brought the total of contributions to the local's defense fund to \$102,057.24.

Farson Clarifies Levy Payments

Low-salaried part-time employees paying dues based on five percent of their salaries or 10 cents a month are subject to assessment payments no higher or lower than their dues, ANG Executive Vice President William J. Farson has notified locals.

Farson issued the clarification of ANG's new assessment schedule in notifying locals that assessments should be collected on the basis of ANG's Model Dues Schedule in locals where dues are higher than the model.

Farson also notified locals that assessments must be paid on salaries rather than contract minimums, in accordance with a constitutional requirement cited by the International Executive Board last month.



Homecoming

Members of the Herald-Examiner strikers' National Boycott Team are interviewed by radio and television newsmen on their return home after crisscrossing the country for three months to mobilize labor support for the strike. From left to right (in shirtsleeves), Mike Mulcahy of the Pressmen, Jack Dyer of the ITU Mailers, and Stan Progar and Dick Houdek, both of the Guild.

Key Top Up \$60 In Mundo Pact

(Continued from Page 1)

existing salaries, as they were under the old contract.

The reporter top, formerly \$100, will go to \$150 Jan. 1, \$155 next July 1 and \$160 July 1, 1970. Photographers are upgraded to the reporter category, for a \$70 increase at the top.

Other new top minimums are \$168 for copy readers, up \$63; \$170 for cartoonists and editorial writers, upgraded \$70; \$90 for telephone operators, up \$30, and \$95 for general clerks, a new category.

The editorial night differential is increased from \$2 a week to

\$3.60, and a lobster differential of \$6 is established.

The company's pension contribution is increased \$1 a week per employee, to \$3; its contribution to medical insurance is increased \$2.20 a month, to \$13, and a \$3,000 life-insurance policy is provided for the first time.

The severance-pay ceiling is raised from eight weeks to 16 in three annual steps. Sick leave is increased from eight days to 10 the first two years and 12 the third.

Vacations, formerly 12 days after a year's service for all but mechanical and maintenance employees, are increased to 15 the

first two years (the level already enjoyed by mechanical and maintenance) and 16 the third.

An eighth holiday is added for all employees; administration employees will also get 10 half holidays. Two days' bereavement leave is provided, with an extra day if the employee must leave Puerto Rico for the funeral.

The settlement was negotiated with the assistance of International Representative Edna Berger and Brian Flores, administrative officer of the Washington-Baltimore Guild, who were dispatched to Puerto Rico by ANG when a strike threatened.

Editorial

In Self-Defense

Guild members who found themselves on the receiving end of police violence in Chicago—and others who witnessed it—have a new chance to make themselves heard.

The President's National Commission on the Causes and Prevention of Violence is appealing to Guild members who have eyewitness information on the Chicago disorders to come forward with their stories.

They should do so without hesitation.

As the Guild said in a brief to the U.S. Court of Appeals in a suit to enjoin Chicago police from interfering with newsmen, police attacks on reporters and photographers in the line of duty have become a nationwide phenomenon—and an alarming one.

Most of these attacks appear motivated by one primary consideration: to keep information on police treatment of demonstrators from reaching the public.

The most promising weapon for discouraging them is the one police apparently fear: focusing the spotlight of publicity on these attempts to black out the news by blacking out those who report it.

The President's commission is conducting an in-depth study of the Chicago disorders as part of its investigation of violence in American life. A special task force has been assigned to the problem of attacks on newsmen.

As a commission spokesman said, "This is an assignment in which every American has a vested interest, and none more than the journalist."

More is at stake, of course, than protecting newsmen from physical injury, as important as that is. There can be no free flow of information to the public if the pipelines through which it flows are cut off at the source.

The media's best defense of itself and the public is to make attacks on its representatives more embarrassing to police than what those attacks are intended to conceal. The Chicago study offers Guildsmen an opportunity to contribute to that defense.

Silence Not Golden

An arbitrator in San Diego has dealt a telling blow to the concept that a newspaperman must be a sort of journalistic monk, cloistered in his job, in this world but not of it.

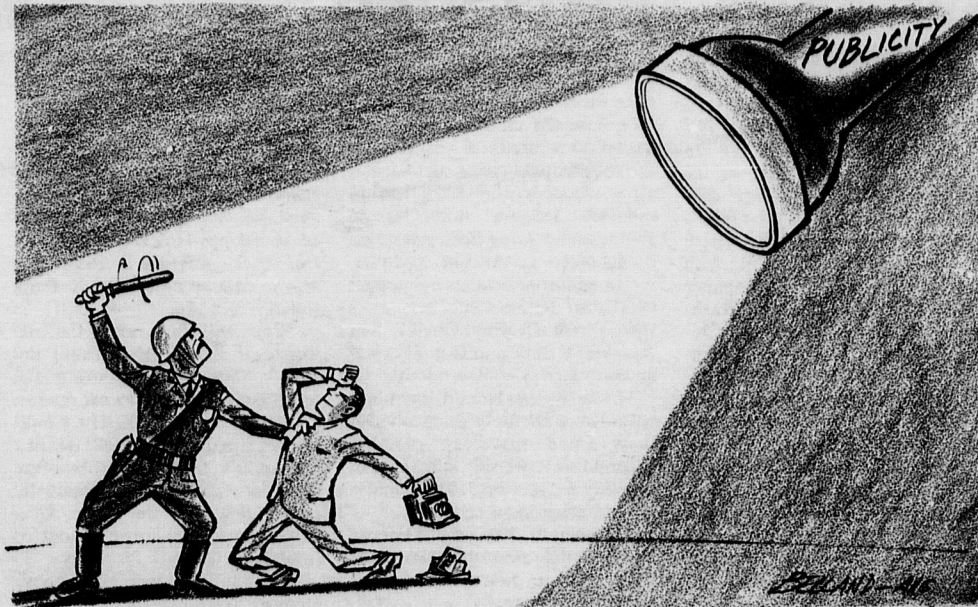
Ordering the reinstatement of a San Diego Tribune reporter who had the audacity to write a letter to a suburban weekly commending it for taking a stand in a local election, the arbitrator declared that there is no reason why a newspaperman "in the nature of his profession . . . should be held to a cloistered standard of silence on public issues."

"The normal expectation is to the contrary," he said, "to encourage rather than inhibit expression of political viewpoints."

The arbitrator might have noted that the "standard of silence on public issues" has always been a double standard, one that publishers have prescribed for their reporters while ignoring for themselves.

There has never been any reason for newspapermen "not to get involved" in the world in which they are actors as well as chroniclers. The model of the "worker priest" is a far more appropriate one for the journalist than that of the Trappist.

Maximum Deterrent



DATELINE: WASHINGTON

Election Fails To Give Nixon, GOP A Clear Mandate

By WILLARD SHELTON, Washington Guild

THERE IS IN the White House a fireplace inscribed with a benediction written by our second President, John Adams, and carved into the marble during Theodore Roosevelt's years. It asks of heaven "the best of blessings on this house" and "all those that shall inhabit it."

Richard M. Nixon, elected 37th President, is entitled to the wishes of us all that he will share in the grace of that benediction. He is entitled to more: the wishes of us all that from the mystique enveloping the office of the presidency he will experience the growth of tenacity, compassion and wisdom that are the qualities most needed by our Chief Executives.

Nixon may stand in somewhat greater urgency of these benevolences because his mandate from the Nov. 5 ballots—though mercifully decisive in the Electoral College—was less than overwhelming, or even clear, in either a personal or party sense. The popular plurality was thin if not nonexistent.

The Republican Party's mandate was thin to the point of invisibility. The GOP picked up, net, four or five Senate seats, four governorships apparently but in the House of Representatives only four more seats instead of gains that GOP House Leader Gerald P. Ford quite honestly a month earlier expected to rise as high as 40.

GEORGE C. WALLACE, the American Independent Party's nominee, was kicked back to his Dixiecrat sectional base. That is, he won only five Southern states and no electoral votes outside the South.

Wallace could best be described, one supposes, as a candidate for non-President—an aspirant vowing to take the Federal Government's long nose out of the business of assuring racial desegregation of the schools and the equal protection of the laws to all citizens. He seems to have won something approaching 10 million votes for this position.

It must be doubted that Wallace has anything better to hope for in 1972, which many have assured us was his true target-year. The threat was defused when Nixon won his electoral victory

without any necessity of bargaining with the Dixiecrat. Still, the fact of the 10 million votes for Wallace for non-President could not be called a trivial one.

ONE OTHER FACT must be noted: the amalgamated majority woven together by Franklin D. Roosevelt in the '30s, which has ruled the country decently and well for three and a half decades, may have been permanently splintered on Nov. 5. The amalgamation used to be called a merger of big-city Northern bosses with the Solid South. It has more recently been termed a combination of ethnic minorities, labor, academic liberals and the normally Democratic South.

The South has been crumbling as a Democratic stronghold for 20 years, torn by defections into Dixiecrat and "Eisenhower South" divisions. This year just one Southern state voted Democratic—Lyndon B. Johnson's home state of Texas.

A certain cadre of intellectual and academic liberals departed the Democrats this year, chattering of New Politics, peace in Vietnam, the crudities of Texas mannerisms. Whether this departure is permanent remains for the future to disclose.

On a point of personal privi-

lege, this department pays tribute to Hubert Horatio Humphrey, an election loser but a man of good and creative record not matched by any other Democratic figure denied the status of the White House.

He began badly as a presidential campaigner in September. The shock of the Chicago convention and of repudiation from Americans for Democratic Action, which he helped originate and build, was clearly shattering to him.

In the final month he campaigned so gallantly and so effectively that he came close to turning a prospective landslide disaster into triumph. It was a personal achievement of no small merit.

San Diego Guild Loses 2 Officers

San Diego, Calif. — The San Diego Guild has lost both its president and its secretary.

President David Farmer resigned on leaving the San Diego Union and Tribune to work at a Los Angeles television station. Secretary Phyllis Russell quit on leaving for Washington with her husband, who is stationed there with the Navy.

IT

SEEMS
TO US

(Continued from Page 2)

and increase the assessment schedule, I offer the following quotes relative to the issue.

"... I think we have to realize that we have to make sacrifices. . . . It is out of willingness to make sacrifices . . . whether they be in the form of assessments or walking a picket line or respecting another union's picket line that we really impress the publishers . . . I am not going back to the New York membership and say to them, 'We have a nice comfortable way to establish a million-dollar Defense Fund'."

Thomas J. Murphy, executive vice president, New York Guild,

prior to casting New York's 82 votes which established the million-dollar Defense Fund and doubled assessment rates: Long Beach, Calif., 1964.

"I would not go on record here at this convention that I would deny my membership the right to vote on a question."

Same Thomas J. Murphy, executive vice president, New York Guild, urging adoption of the minority report on finances which would have delayed the new assessment schedule until a referendum could be held. Cleveland, Ohio, 1968.

BRIAN L. FLORES
Administrative Officer
Washington-Baltimore Guild

The Guild Reporter

ELLIS T. BAKER, Editor

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

Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month. \$5 per year. Single copies 25¢. Guild Reporter deadline at 1126 16th St., N.W., Washington, D.C. 20036. News, the Monday preceding publication; features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXV, No. 21

November 8, 1968

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D. C. 20036
Area Code 202-296-2990

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