

4-Day Strike Wins \$40 Raise At San Juan Star

San Juan, P.R. — A four-day strike by the Puerto Rico Guild at Cowles's San Juan Star this week won three-year wage increases raising key top minimums \$40, to \$190.

The strike ended Dec. 11 with an agreement providing an eight-out-of-10 Guild shop, improved job security and participation in the Cowles chain's pension plan. Seventy Guild members set up

picket lines outside the Star, San Juan's only English-language daily, following the collapse of 11th hour negotiations to avert a strike Dec. 7.

Other union employees did not work, and the company made no attempt to publish. A 104-page Sunday issue was stranded by the walkout.

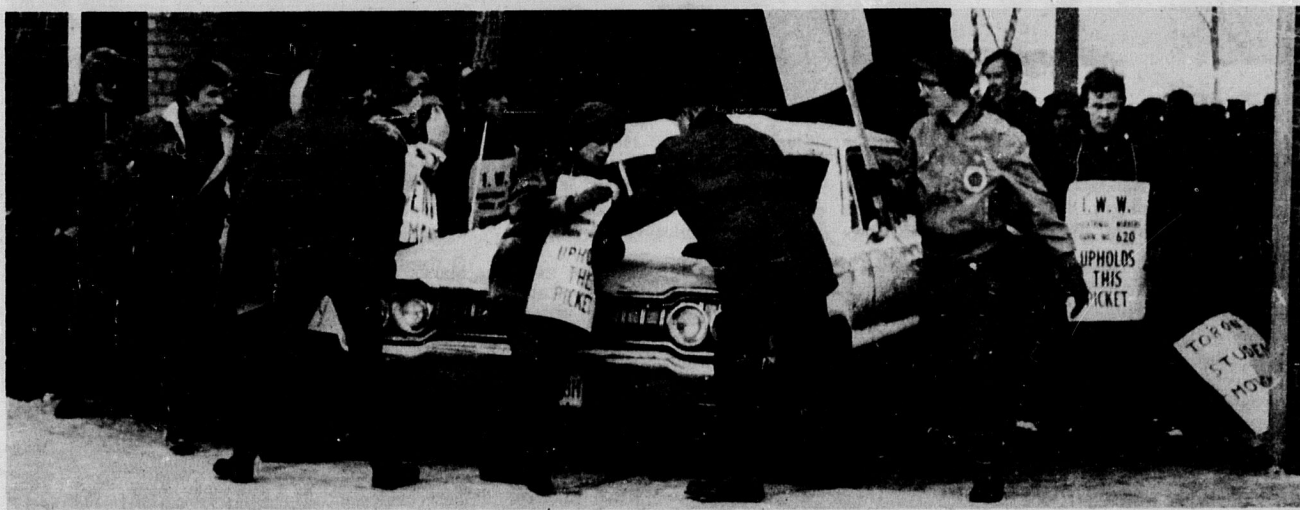
ANG Secretary-Treasurer Charles A. Perlik, Jr., in Puerto

Rico in connection with reorganization of the local's administrative structure, gave the local strike sanction, participated in last-minute contract negotiations and joined the picket lines when they failed. An initial \$25,000 check for strike benefits was sent Dec. 9 from ANG's International Defense Fund.

All of the Island's major AFL- (Continued on Page 6)

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\$260 Key Wage, Up \$50, Won In 3-Year Washington Star Pact



Student Power

College students—including a contingent from the Industrial Workers of the World's Waterloo University branch—turn out in heavy numbers to reinforce Toronto Guild picket lines at Lord Thomson's Peter-

borough Examiner. Attempts to discourage a security guard's car from entering the plant brought this encounter with police Dec. 6, when 250 students joined the picket lines.

250 Students Mass In Peterborough

Peterborough, Ont. — More than 250 students from eight universities descended on Lord Thomson's Peterborough Examiner Dec. 6 to aid 25 Toronto Guildsmen on strike six weeks for an initial contract.

Fourteen students and a printer were arrested and three girls were injured in picket-line scuffles as student groups poured in from all over Ontario in an imposing display of support for the Guild.

The contingent included a student branch of the Industrial Workers of the World.

The Examiner, which had printed and bundled its papers the night before in anticipation of the demonstration, sent delivery trucks through the ranks of students. Several students were arrested when they fell in front of the trucks.

It was the largest in a growing series of student demonstrations

in support of the strike, which has pitted the world's largest newspaper chain against one of the Guild's smallest units.

The strike continued to gain support elsewhere as management, at the first bargaining session since the strike, refused to yield on any of the key issues in dispute: wages, hours, union security and job security.

There were these other developments:

► Three exempt employees, the city editor, district editor and chief editorial writer, walked out to join the Guild and the picket lines in protest against management's importation of a half dozen editorial strikebreakers.

► The United Church of Canada's Board of Evangelism and Social Service voted to support the strike, assailed Thomson and called on management to return to the bargaining table.

► University students were scheduled to start publication of an interim newspaper tomorrow to supply Peterborough with local news, virtually blacked out in the Examiner.

The student pickets who turned out in a heavy snowfall to reinforce Guild strikers Dec. 6 included two bus loads from Waterloo University's new branch of the Industrial Workers of the World, the only IWW college branch on the continent.

(Continued on Page 7)

Handbilling Hearst's Helper

Penney Boycott Drive Opens

Handbilling in four cities has initiated an extensive "Don't Buy" campaign against the J. C. Penney Co., described by the Los Angeles Guild as "the major sustainer" of Hearst's struck Los Angeles Herald-Examiner.

Meanwhile, certification elections, sought by striking and

locked-out Herald-Examiner unions to protect their bargaining rights, were under way late this week following the National Labor Relations Board's denial of a Hearst motion for review of the regional director's action in ordering the elections.

On the eve of the election Fed-

eral Judge Warren Ferguson rejected a Hearst request to enjoin the NLRB from conducting the election on the principal ground that it had already recognized the unions. But the judge ordered the ballots impounded pending a hearing Jan. 6 on the company's move for a restraining order.

At a bargaining session with Hearst Nov. 26, the first in three months, the Guild presented a new "working document" listing only six major remaining areas of disagreement, aside from Hearst's proposal to change its distribution system. Hearst made no immediate response, however, and Guild

(Continued on Page 2)

Bulletin

San Juan, P.R.—The Puerto Rico Guild's nine-week strike against Radio San Juan was settled yesterday when management abandoned demands for no-strike and "management-rights" clauses. (Earlier story on Page 6.)

Parity Yields \$108 Raise In Classified

Key top minimums of \$260, highest in any Guild newspaper contract, were won by the Washington-Baltimore Guild at the Washington Star Dec. 8 in a contract that raises outside classified salesmen to parity with reporters.

The three-year agreement increases the key minimums by \$50, with \$29 coming in the first year. At the same time, the experience requirement for top-minimum pay is reduced from six years to three in three steps, giving reporters now at the fourth-year level a \$117.75 increase over the contract term.

Parity for classified salesmen, to be reached when the key minimums go to \$260 Dec. 8, 1970, will bring a \$108 increase in their top minimum. And parity for a business-office job, supervising administrative assistant, will raise that top by \$102.

The \$260 minimum is \$10 above the highest previously negotiated, at the New York Times.

General wage increases total 24 percent across the board with a \$50 ceiling—eight percent effective Dec. 8, six percent next April 8 and five percent next Dec. 8 and December 1970. The lowest increase in any category, that for starting messenger, is \$20.88.

The Guild also won a reduction in the service requirement for a fourth week's vacation to four years, starting in 1970.

The settlement was hammered (Continued on Page 7)

And Inside...

Chicago Attacks On Media Seen Deliberate . . . P. 5
Guild's Fine On Scab Upheld In Court . . . P. 3
Peoria Pact Yields \$33 . . . P. 3
Brown Judges Named . . . P. 3

Record Total Eligible In ANG Referendum

Balloting in the international referendum on assessments began this week, with a record 28,656 Guild members eligible to vote.

The voting period started Dec. 11 and will end Dec. 16, with local tabulation scheduled for the final day. The International Election and Referendum Committee is scheduled to meet in Washington Dec. 30 to open the returns and certify the results.

The committee, meeting at ANG headquarters Nov. 25 to

mail out the ballots, found that the number of members whose good standing made them eligible to vote exceeded by 354 the previous record, set in the 1961 referendum on terminating strike benefits in Portland, Ore.

Contributing to the record total was a liberalization of good-standing requirements by this year's Guild Convention, which amended the ANG Constitution to grant eligibility to anyone in good stand-

(Continued on Page 6)

\$37 Raise Lifts Top To \$218 In Madison

Madison, Wis. — Increases of \$37.53 in the reporter top minimum, raising it to \$218.15 over three years, were won at the 46,000-circulation Madison Capital Times last week.

The settlement followed a strike vote and a 90-minute stop-work meeting in the plant Nov. 29. In addition to wage increases, it provides gains in vacation, holiday, severance-pay and health-insurance benefits.

The settlement calls for in-

creases of six percent retroactive to Aug. 8, four percent next April 8, four percent Jan. 8, 1970, and six percent Aug. 8, 1970.

The reporter top goes up \$9.65, to \$190.27, in the initial step, with subsequent increases of \$7.61, \$7.92 and \$12.35 to the final \$218.15 figure.

A 148.36 top is set for copy boy, up \$80.86 over the old flat minimum of \$67.50 and by far the highest such minimum to be

(Continued on Page 7)

Guild Locals Launch 'Don't Buy Penney' Drive

(Continued from Page 1)

bargainers predicted that management "would probably not be ready to talk business until the upcoming representation elections have been won by the unions."

Handbills declaring that "J. C. Penney supports imported professional strikebreakers" and urging customers not to buy at Penney stores were distributed in St. Louis, Seattle, San Francisco and Los Angeles.

"It's time to quit pussyfooting with the J. C. Penney Co.," International Vice President Barney Peterson said last week in a letter to Guild locals, "for Penney's is the major advertiser-sustainer of Hearst's efforts to outlast his striking employees' unions' resources and legal standing as bargaining agents at the Herald-Examiner."

Peterson, who is co-ordinating Guild "don't buy" efforts against major Herald-Examiner advertisers, noted that Penney's alone of all the advertisers has been buying more space in the Herald-Examiner than in the Los Angeles Times and that this month, for the first time within memory of veteran Herald-Examiner advertising employees, Penney's bought space in the Sunday main news section.

"It's time to demonstrate to this retail giant that every advertising dollar it spends with the scab-produced Los Angeles Herald-Examiner is an investment in both declining sales and public embarrassment," Peterson declared.

The Penney campaign is the second national distribution of "don't buy" literature aimed at Hearst advertisers. The first, against stores of the May Co., began in October.

Peterson's letter asked that every Guild local name a hand-billing co-ordinator and contact local AFL-CIO central bodies to seek additional volunteer hand-billers.

ANG President James B. Woods sent a letter to all international unions and state and local central bodies soliciting their support in the Penney campaign.

Among the first to respond was the New York City Central Labor Council, which sent a letter urging Penney management to cease advertising in the Herald-Examiner. The San Jose Newspaper Unity Committee sent a similar letter.

William A. Gillen, president of the Insurance Workers International Union, sent a letter asking all IWU members "to aid these

On The Right To Handbill

Stores such as J. C. Penney and the May Co. can be hand-billed even in privately owned shopping centers under a recent U.S. Supreme Court ruling, ANG counsel Irving Leuchter pointed out in a memorandum last week.

Leuchter cited the court's decision in a case involving hand-billing of a Pennsylvania supermarket, declaring:

"Persons distributing handbills calling on the public not to buy in a store owned or controlled by an advertiser in the struck Herald-Examiner cannot be barred from distribution at reasonable proximity to the entrances to that store within a privately owned shopping center by private self-help, police action or court injunction."



Strikers' Thanksgiving

Two hundred of the families hardest hit by the Los Angeles Herald-Examiner strike receive the makings of a Thanksgiving feast from the Los Angeles Joint Culinary Board. Helping pack the boxes are, from right, William Robertson, strike-

lockout director; Herman (Blackie) Leavitt, president of the joint board, and Gene Bufalino, international vice president of the Distillery Workers, which provided the finishing touch—bottles of wine in each Thanksgiving box.

brave union members by not shopping at Penney's."

The Seattle-Tacoma Guild, in addition to leafleting, has placed "Don't buy at Penney's" advertisements in the 55,000-circulation publication of Machinist's Lodge 751 and the 75,000-circulation King County AFL-CIO News.

Latest Media Records reports in Editor & Publisher show a 10-month advertising loss for the Herald-Examiner of 8,028,686 lines over the same period of 1967. The paper's October lineage was down 839,387, 29.1 percent below October 1967.

Balloting in the Los Angeles certification elections began yesterday in the regional office of the NLRB. The voting will end tomorrow.

Both strikebreakers and strikers are eligible to vote, with the strikers holding a decisive numerical margin over the strikebreakers. Guild strikers alone outnumber the strikebreakers in Guild jurisdiction by three to one, according to the latest company payroll figures.

The Guild has attempted to reach the strikebreakers with a union message despite Hearst's refusal to supply the NLRB or the affected unions with a mailing list of its employees, as ordered by the board. A special appeal to strikebreakers urging them to vote for the union was distributed at the plant by the strikers.

Election victories for the unions would mean NLRB certification guaranteeing their bargaining rights for another year. The unions requested the elections

IUD Dismisses 12 In Cutback

Twelve additional Washington-Baltimore Guild members on the organizing staff of the AFL-CIO's Industrial Union Department have been dismissed since summer, increasing the total to 22 since cutbacks began following suspension of the United Automobile Workers last spring.

But Guildsman Kenneth Fiest, secretary-treasurer of the International Labor Press Association, has been named IUD public-relations director, filling the vacancy left by the departure of Henry Santiestevan for a position in the UAW's Washington office six months ago.

to head off anticipated steps by Hearst management to decertify the unions and declare an "open shop" at the newspaper following the first anniversary of the strike Dec. 15.

The working document presented by the Guild to Hearst management Nov. 26 left blank the remaining major areas of dispute—vacations, expenses, opportunity and advancement, wages, pensions and health and welfare—for the insertion of agreements.

Guild bargainers, warning Hearst negotiators that Guild strikers will "keep on fighting until they get a fair deal," said

that "we think the blanks can be filled in within a day if you are interested in a settlement."

The NLRB last month upheld its regional director's dismissal of unfair-labor-practice charges filed by the newspaper unions against the Herald-Examiner. The unions charged that Hearst had failed to bargain in good faith, but the board said the unions' evidence was insufficient.

Daniel Swinton, Herald-Examiner labor writer and co-chairman of the Joint Strike-Lockout Council's publicity committee, was elected local president last week, defeating incumbent Jerry Gold-

berg, 605 to 220. Swinton's slate was carried into office over Gold-berg's by similar three-to-one margins.

One of five members whose fines for crossing the picket lines were sustained by a local membership meeting has appealed the fine to ANG's International Executive Board. The defendant, columnist William Kennedy, who maintained his Guild membership after entering into a personal-service contract with the Herald-Examiner in 1951, contended that he would have been sued for breach of contract had he not gone to work.

Robert A. Steinke, now executive secretary of the St. Louis Guild, was sentenced to 10 days in jail last week following his conviction on a misdemeanor charge involving seizure of Herald-Examiner honor boxes last May, when he was an ANG international representative assigned to Los Angeles. Steinke pleaded no contest to the charge.

Five strikers pleaded no contest to similar charges in the same case and were placed on probation for a year.

The Los Angeles Guild has reported receipt of \$5,238.80 in additional contributions to its strike fund, including the following:

Battle Creek Guild	\$ 30.00
Boston Guild	220.00
Columbus Guild	150.00
Cincinnati Guild	50.00
Chicago Guild	225.00
Denver Guild	150.00
Kenosha Guild	25.00
Middle Atlantic District Council	100.00
North Jersey Guild	50.00
POI District Council	250.00
St. Louis Guild	250.00
San Francisco-Oakland Guild	300.00
San Jose Guild	625.00
Seattle-Tacoma Guild	100.00
Stockton Guild	800.00
Wilkes-Barre Guild	100.00
Wire Service Guild	200.00
Bay City Guild	25.00

The latest receipts brought total contributions to the local's defense fund to \$107,296.24.

Santa Claus Due To Land On L.A. Picket Line



Los Angeles, Calif.—Santa's union label is showing.

He's helping—with an assist from Guild locals and other unions in Los Angeles and throughout the country—to make Christmas a little merrier for 2,000 families whose breadwinners are facing a second yule on the Herald-Examiner picket line.

As December neared, the Los Angeles Guild received a \$5,000 contribution from the New York Guild as a "special Christmas donation to the strikers." Other contributions to a Los Angeles Christmas Fund drive initiated by ANG President James B. Woods began coming in.

And the AFL-CIO's Union Label Department issued a special appeal for Christmas donations to a Tri-Hardship Fund for striking and locked-out employees at the Herald-Examiner, Kingsport Press and the California grape fields.

More than \$10,000 has been donated to the fund to date, said Joseph Lewis, secretary-treasurer of the Union Label Department. He said the Tri-Hardship Fund is designed to co-ordinate fund-raising activity for the three strikes "and to see to it that the hardest-hit trade-union families are not forgotten during the approaching holiday season" and beyond.

The New York Guild's \$5,000 donation was voted by the local executive board Nov.

21, before Woods' appeal for Christmas contributions was received.

A letter sent with the New York check voiced hope that the contribution would help make the strikers' Christmas "just a little bit more cheerful under the circumstances."

Meanwhile, the Southern California Joint Board of the Amalgamated Clothing Workers was preparing to don its own Santa suit.

The board will sponsor a Christmas party for children of Herald-Examiner employees Dec. 21 at the Sidney Hillman Labor Center. There will be toys, entertainment, refreshments, Christmas stockings—and, of course, Santa himself.

A Christmas party is also planned for the strikers and their wives.

Herald-Examiner families received an advance taste of union thoughtfulness at Thanksgiving.

Some 700 families feasted on a turkey dinner in strike-lockout headquarters, and 200 others received Thanksgiving boxes crammed with turkeys, cranberries, yams and other groceries, both provided by the Los Angeles Joint Board of Culinary Workers.

The Distillery Workers, the International Ladies Garment Workers and four San Francisco printing-trade unions joined the Culinary Board in helping to make the Thanksgiving dinners possible.



LIONEL VAN DEERLIN



STEPHEN D. ISAACS



CHARLES B. SEIB, JR.

Van Deerlin, Editors Isaacs, Seib Named Broun Award Judges

Rep. Lionel Van Deerlin, Charles B. Seib, Jr., managing editor of the Washington Star, and Stephen D. Isaacs, metropolitan editor of the Washington Post, will judge ANG's 1968 Heywood Broun Award contest.

The judges were announced this week by former ANG President Arthur Rosenstock, who is contest chairman. Feb. 1 is the deadline for entries.

The winner will be announced and the award presented during the International Executive Board's next meeting Feb. 24 through 26 in Washington.

A prize of \$1,000 and a citation will go to the winner. The contest is for journalistic work in the crusading spirit of Heywood

Broun, the Guild's founder and first president.

Isaacs, Seib and Van Deerlin are all former Guild members.

Van Deerlin, a former president of the San Diego Guild, won his fourth term as a Democratic congressman from San Diego's 37th District last month.

Van Deerlin worked as a reporter for the old San Diego Sun after graduation from the University of Southern California, where he was editor of the Daily Trojan. He later worked on the Minneapolis Tribune, returning to San Diego after World War II to become Guild president in 1948.

Subsequently he became a radio and television commentator and newscaster.

Seib came to the Washington Star in 1954, was appointed Sunday editor in 1958, national news editor in 1958, assistant managing editor in 1962 and managing editor last month.

Prior to joining the Star he held reportorial and desk positions with the Allentown Chronicle, the Gannett News Service, Associated Press and the old Philadelphia Record and International News Service.

Isaacs joined the Post in 1961 as a copy editor, later becoming a court reporter. He became an assistant city editor in 1963, city editor in 1965 and metropolitan editor this month.

Before joining the Post Isaacs worked for several British publications, including the Observer, the Guardian and the Economist. He worked earlier for the Louisville Times.

Posters announcing the contest were sent to Guild locals last month by Rosenstock, who requested that they be placed on bulletin boards.

Employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico are eligible, whether or not they are Guild members.

Scab Fine Upheld By N. J. Judge In First Guild Test

New Brunswick, N.J.—Middlesex County Judge Theodore Appleby last week upheld the North Jersey Guild's action in fining a member who crossed picket lines during a 1965 Typographical Union strike at the Perth Amboy News Tribune.

The judge ordered payment of the fine, although reducing it from \$750 to \$500, in the first court test of a Guild fine for strike-breaking. Similar cases are pending in New York and Los Angeles.

The Guild went to court to collect the fine from Ronald Rakos, now managing editor of the News Tribune. Rakos, the only Guildsman to cross the picket line in defiance of Guild policy, was fined and expelled after a local trial board found him guilty on three counts.

Judge Appleby upheld the trial panel's finding that Rakos was guilty of crossing a sanctioned picket line and working in collusion with the employer to the detriment of the Guild.

The judge found, however, that evidence on the third count, that Rakos telephoned other Guild members urging them to cross the lines, was "lacking in quality and pertinence" and reduced the fine accordingly.

The judge ruled that Rakos was subject to the fine because he was a member of the Guild when he committed the violations. Rakos argued that the Guild could not punish him because he resigned after the strike.

The judge said that due process was afforded Rakos by the Guild's trial board and that "there is absolutely no legal question" of the Guild's right to fine and expel him.

He held that the fine of \$250 on each of the counts was "not excessive" and awarded the Guild court costs in addition to \$500 on the counts he upheld. He also dismissed a counterclaim by Rakos charging the Guild with malicious prosecution and seeking punitive damages.

2-Day Strike Yields \$21 In Haverhill

Haverhill, Mass.—A two-day strike by the Boston Guild at the Haverhill Gazette was settled Nov. 26 with a two-year contract providing salary increases of up to \$21.

Craft-union members honored Guild picket lines set up Nov. 25, and the Gazette did not publish during the strike.

Employees earning \$140 and over will receive general increases of \$10.50 retroactive to Nov. 1 and another \$10.50 next Nov. 1. Those earning from \$100 to \$140 will receive increases of \$8.50 and \$8.50, while those earning under \$100 will receive \$6.50 and \$6.50.

The reporter top minimum will go to \$161.60.

Medical insurance is improved under the agreement to cover full physicians' fees and provide increased benefits for intensive care, maternity cases and in other areas.

A contract guarantee that past practice will govern sick leave was won; the company had total control before. An improvement was gained in seniority provisions governing staff reductions.

Negotiations were led by Unit Chairman Richard Weymouth, assisted by Joseph B. Downey, president of the Boston Guild; James Orecutt, president of the Brockton Guild, and Boston Guild Administrative Officer Robert E. Bruner.

\$33 Increase Won In Peoria Contract

Peoria, Ill.—Increases of \$33 in top minimums for reporters and district managers have been won by the Peoria Guild in a three-year contract at the Peoria Journal-Star. Both minimums will go to \$181.

The top goes up \$10 retroactive to Nov. 15, \$11 next Nov. 15 and \$12 Nov. 15, 1970. (The district-manager minimum includes a guaranteed \$5 bonus.) The minimum for subeditors goes up the same amount, to \$192.50.

The stenographers' top is increased a total of \$22, to \$110.50, and that for copy boys is raised the same amount, to \$99.75.

The night differential is changed from a flat \$1.67 per shift to six percent of the day top minimum, which will yield reporters \$1.90 per shift in the first year and

\$2.17 per shift in the third.

The service requirement for a fourth week's vacation is reduced from 20 years to 18. The requirement for three weeks is five years' service, but employees with from 14 to 20 years' service will receive an additional day for each year between.

The company's contribution to health insurance is increased \$2.35 a month, to \$25.77. Management will increase its payment by up to 10 percent in any two of the contract's three years to cover any increase in premiums.

Mileage payments are increased one cent, to 10 cents inside the city and 11 cents outside. Helicopter-flight insurance is increased from \$25,000 to \$50,000; the company has its own helicopter and landing pad.

CBC Grievances Resolved After On-The-Job Parley

Ottawa, Ont.—Grievances that led to a two-hour news blackout on the Canadian Broadcasting Corp.'s French and English networks were largely resolved at a meeting between the Canadian Wire Service Guild and CBC's area manager Nov. 26.

The company agreed to refrain from changing work schedules of French Network employees without consulting them, a practice that had been the principal sore point between CBC and the Guild in Ottawa.

CBC had canceled its radio and television newscasts for two hours Nov. 16 when 20 Guild members held an emergency on-

the-job meeting to discuss the long-standing grievances. Broadcasts were resumed when the newsroom meeting ended.

Val Wake, Guild shop steward for English-speaking members, said the meeting was called because of management's "unilateral decision to postpone discussions" on the grievances of French-speaking employees.

Most grievances affecting English-speaking employees had been cleared up, but management had refused to take up the grievances of French-speaking employees at a meeting scheduled for the preceding week, claiming it had had no time to prepare.

2-Way Victim

Bias Suit Filed At Memphis Paper

Memphis, Tenn.—Scripps-Howard's Memphis Press-Scimitar is guilty of racial and religious discrimination in denying the editor of a Memphis Negro weekly a copy editor's job, it was charged last week in a suit filed in Federal District Court here.

The suit is believed the first of its kind against a daily newspaper publisher under the 1964 Civil Rights Act.

McCann L. Reid, a 44-year-old Negro, filed the suit after the U.S. Equal Employment Opportunity Commission notified him it had found "reasonable cause . . . to believe" the company had violated the law in refusing Reid the job and that commission efforts at conciliation had been rebuffed by management.

Reid is a 1951 journalism graduate of Boston University, a former publicist for the U.S. Department of the Interior and editor of the Tri-State Defender the past 12 years. He complained to the commission in October 1967 that he had been offered a job with the Press-Scimitar only on the condition that he work Saturdays in violation of his Seventh

Day Adventist religion.

Unlike the National Labor Relations Board, the commission has no power to enforce its findings beyond conciliation. When that fails, the aggrieved person must file suit himself, or the U.S. Attorney General may file suit if requested by the commission. The NAACP Legal and Defense Fund is assisting Reid.

The commission, in its findings on Reid's complaint, noted that while the company refused to hire him on the ground of his religion's ban on Saturday work, it had previously hired a Seventh Day Adventist copyreader who is white.

The commission found "no merit" in the company's claim that Reid's refusal to work on Saturdays would be a "hardship." Many employees of the Press-Scimitar and its sister paper, the Commercial Appeal, do not work on Saturdays, the commission observed.

When he filed his complaint last year Reid reported that management first told him it could not give him Saturdays off because it feared complaints from

the Memphis Guild.

However, Guild President, James H. White pointed out that scheduling is management's responsibility and said the Guild would raise no objection to his receiving Saturdays off.

Memphis Guild Votes Strike

Memphis, Tenn.—Memphis Guild members voted unanimously Dec. 8 to authorize strike action at Scripps-Howard's Commercial Appeal and Press-Scimitar. The Guild's contract expired Dec. 10.

Bargaining continued this week as the Guild pressed its proposals for salary increases and additional protection against contracting out Guild work.

The Guild is seeking an average \$25 increase in a one-year contract. The company has offered increases of from \$8 to \$18, with an extra \$2 added to bring key top minimums to \$200.

Starting Wage Goes To \$262 In UAW Pact

Detroit, Mich.—A starting minimum of \$262 a week has been negotiated by the Detroit Guild for editorial and public-relations employees of the United Automobile Workers, an increase of \$59.84 over two years.

The top minimum is increased a total of \$49.32, rising to \$278.85 retroactive to June 2 and to \$292.79 next June 1. The starting minimum goes to \$250 initially, up \$47.34.

Effective Oct. 1, 1969, the UAW will provide a prescription drug plan under which employees will pay no more than \$2 a prescription.

Retiring employees will receive life-insurance coverage of up to \$15,000 and no less than \$5,000. Additional survivors' benefits are also provided.

Seniority will be given first consideration in promotions and job transfers.

\$240 Reporter Top Set On Coast Labor Papers

Oakland, Calif.—Employees of Olympic Press, which operates a string of California labor papers, have won a new 29-month contract bringing salary increases of up to \$40.75 and a reporter top minimum of \$240.75.

The San Francisco-Oakland settlement mirrors, in most respects, the pattern set earlier this year at the San Francisco Chronicle and Examiner, even down to a common expiration date.

The reporter top minimum will go up \$13.83 retroactive to Oct. 1, \$12.33 next March 3 and \$14.59 March 2, 1970, bringing it to \$240.75. Starting salaries will be raised by \$22, to \$137.25.

The company will increase pension-fund payments from \$7.60 a week to \$9.60.



LUIS MONTANEZ, JR.

P.R. Guild Puts Montanez In Executive Post

San Juan, P.R.—Luis Montanez, Jr., founder of the Puerto Rico Guild and its president since 1962, has been named the local's first administrative officer.

Montanez, who had been serving in a full-time status as president, resigned that office to become administrator on appointment by the local executive committee.

He was succeeded as president by Luis Irizarry-Freire, treasurer of the local's El Mundo Unit, at a special election in which Celestino Hernandez was elected vice president.

Montanez was instrumental in establishing the local in 1961, when he organized its first unit at the San Juan Star. He won ANG's Guild Service Award in 1963.

Montanez was credit assistant to the treasurer of the Star before starting to work full time for the Guild. Prior to joining the Star he was an accounting clerk and Guild member at the New York Post.

Gannett Sells Rockford Station As U.S. Files Antitrust Suit

Chicago, Ill.—A consent decree requiring the Gannett Co. to sell its television station in Rockford, where it owns the city's two newspapers, was filed in U.S. District Court last week.

Gannett agreed to the sale in the first antitrust suit filed by the Justice Department challenging single ownership of both newspaper and broadcasting interests in the same city. The suit was filed Dec. 5, simultaneously with the consent decree settling it.

Gannett announced that it will sell the station, WREX-TV, to the Gilmore Broadcasting Co. for approximately 6.9 million dollars, almost twice the 3.6 million it paid for the station in 1963.

Gannett bought the town's only newspapers, the morning Star and the afternoon Register-Republic, four years after buying the station.

Its ownership of both media was questioned by Sen. Philip A. Hart

during hearings of the Senate Antitrust Subcommittee on newspaper monopoly. Federal Communications Commission Chairman Rosol H. Hyde said then that effects of the arrangement on competition "would be examined" when Gannett applied for renewal of the television license.

The Justice Department has since urged the FCC to bar all such combinations.

Gannett said it kept the television and newspaper operations separate, but the Justice Department said its ownership of both had eliminated competition in violation of the Clayton Antitrust Act, monopolizing 75 percent of advertising income in the Rockford area.

New York, Chicago and many other cities have newspapers and broadcasting stations under single ownership. Gannett said that until it bought the Rockford dailies, "no question had been

raised, so far as was known, as to the propriety of single ownership of newspapers and television stations in an area."

Newspapers owned 260 of the nation's 496 commercial television stations as of last July, according to the FCC. Even as Gannett was agreeing to give up its Rockford station, it was announced that the Pulitzer Publishing Co., owner of the St. Louis Post-Dispatch, had acquired its third television station, KOAT-TV in Albuquerque.

Antitrust Suit Dismissed In San Francisco

San Francisco, Calif.—A legal challenge to the 1965 merger of Hearst's two San Francisco papers with the San Francisco Chronicle by a former employee of the Chronicle's classified-advertising department was dismissed Nov. 22 by the U.S. District Court here on technical grounds.

The suit, filed by Blanche Streeter, a former San Francisco-Oakland Guild member who lost her job as a result of the merger, was dismissed on the ground that she "lacks standing" to prosecute the case.

Judge Albert C. Wollenberg said that the courts "have been reluctant to allow those who were not in direct competition with the defendant to have a private action even though as a matter of logic their losses were foreseeable."

The suit had sought triple damages for earnings lost by 2,000 Hearst and Chronicle employees who it said lost their positions as a result of the consolidation.

Still pending is an antitrust suit by an independent distributor who charged the papers with price-fixing.

Enquirer Obtains Voice In Determining Its Fate

Cincinnati, Ohio—A U.S. District Court judge has granted the Cincinnati Enquirer and one of its minority stockholders a voice in determining who will acquire Scripps-Howard's majority interest in the paper.

Sustaining a request by the Enquirer and shareholder Robert J. Mains, Judge David S. Porter agreed to let them intervene as "friends of the court" when Scripps submits an arrangement for selling its 58-percent holding. Both Scripps and the Justice Department had opposed their intervention.

Porter effected final judgment of a consent decree requiring Scripps to dispose of the stock by May 1970. The decree ended a government antitrust suit against

Scripps, which also owns the rival Cincinnati Post & Times-Star.

The Enquirer had asked for a voice in determining the purchaser lest Scripps have the right to determine who its competitor would be.

Terms of the judgment require that the stock be sold to a purchaser without any financial or other ties to Scripps, its officers, directors or shareholders. They also bar Scripps from acquiring an interest in any newspaper in a surrounding 19-county area extending into Indiana and Kentucky.

The Enquirer earned profits of \$2,011,000 in the fiscal year ending Sept. 30, up \$128,000 from the previous year. Earnings amounted to \$2.43 a share.

Wages Of Martyrdom

Jail Pay Won By Guild AFT Unit

A clause guaranteeing salaries and fringe benefits for employees in jail is among those won by the Washington-Baltimore Guild's newest unit.

The contract, covering 13 members of the American Federation of Teachers' national staff, provides salaries and benefits for employees "who are imprisoned while promoting the goals and

objectives of the AFT."

The level of pay and benefits is to be determined by a joint Guild-management committee and will become a part of the agreement within 90 days of contract signing.

Among other unusual protections is a \$100,000 libel-insurance policy covering any suit brought against employees as a result of AFT duties. And the contract's 12 paid holidays include Martin Luther King's birthday.

The 30-month contract provides top minimums of \$280.90 for department directors and \$239.50 for assistant directors, retroactive to July 1, with the tops going to \$315.95 and \$268.10, by July 1, 1970.

Employees will receive the minimum increase or a six-percent raise annually, whichever is greater, plus annual 1.31-percent cost-of-living increases.

The contract's military-leave clause covers employees entering the Peace Corps, Vista and similar agencies, as well as the armed forces. And employees are eligible for nine-month sabbatical leaves at half pay after six years' service for study courses approved by the AFT executive council.

The contract provides for a full Guild shop, checkoff and an hour a month off for Guild meetings. The grievance clause requires management to foot two-thirds of

the cost of all arbitrations.

Insurance coverage, in addition to libel insurance, includes fully paid medical and hospitalization insurance, \$100,000 travel insurance, disability insurance and life insurance ranging as high as \$31,074 on employees, \$3,250 on spouses and \$1,300 on children. And protection of up to \$50 a year is provided against theft of an employee's property in union headquarters.

The contract provides for four weeks' vacation after one year's service and an extra week after each five years. In addition to 12 regular holidays, employees will receive two half holidays and two days off for religious observance. Sick leave of 60 days a year is cumulative to 180 days.

The AFT will pay seven percent of employees' salaries into a pension fund, with employees having the option of contributing an additional three percent. A pension study will be made during the contract term and a proposed plan submitted to the Guild.

Mileage payments of 12½ cents are stipulated, and the AFT will pay for automobile insurance with liability coverage ranging up to \$100,000 and \$300,000. Expense allowances of \$15 in addition to hotel and travel costs are provided for out-of-town assignments.

LOCAL ELECTIONS

Albany

President, Arthur DeCelle; first vice president, Benjamin Danforth; second vice president, John F. Cogan; treasurer, B. Paul Lyman; secretary, James M. Davey.

Hazleton

President, Edward R. Merrick; vice president, Robert Salita; secretary, Harrison M. Henley; treasurer, Vincent Citro.

Los Angeles

President, Daniel Swinton (Swinton, 605; Jerry Goldberg, 220); secretary, Lynn Igou (Igou, 583; Madison Burden, 287); treasurer, Nicholas Abraham (Abraham, 515; Kenneth Finch, 303).

Providence

President, Robert C. Frederiksen; vice president, George Ross; secretary, June C. Harte; treasurer, Gene Maxwell.

Stockton

President, G. Richard Pattison; vice president, Thelma George; secretary, Hugh Wright; treasurer, Manuel Pimentel.



At Empire Institute

ANG Collective Bargaining Director J. William Blatz, left, gives a pointer on organizing to Phillip Feldman of Rochester, secretary-treasurer of the Empire State District Council, at council institute on organizing Dec. 7 and 8 in Jersey City. Twenty delegates from five locals attended the institute, in which Blatz was assisted by Associate Director of Research and Information Jim Cesnik. The council donated \$250 to the Christmas Fund established last month to aid strikers at the Los Angeles Herald-Examiner.

Chicago Attacks On Media Seen Deliberate

Newsmen and photographers were "singled out for assault and their equipment deliberately damaged" by police during disorders accompanying the Democratic National Convention in Chicago, according to a study-team report made public by the National Commission on the Causes and Prevention of Violence.

The report, based on the investigation of a 212-member study team into the disorders, cited case after case in which clearly identifiable newsmen were attacked, their cameras smashed and their film, notebooks or tape recorders seized.

"There is some explanation for the media-directed violence," the report said. "Camera crews on at least two occasions did stage violence and fake injuries. Demonstrators did sometimes step up their activities for the benefit of TV cameras."

"Newsmen and photographers' blinding lights did get in the way of police clearing streets, sweeping the park and dispersing demonstrators. Newsmen did, on occasion, disobey legitimate police orders to 'move' or 'clear the streets.' News reporting of events did seem to the police to be anti-Chicago and antipolice."

"But was the response appropriate to the provocation?"

"Out of 300 newsmen assigned to cover the parks and streets of Chicago during convention week, more than 60 (about 20 percent) were involved in incidents resulting in injury to themselves, damage to their equipment or their arrest."

"Sixty-three newsmen were physically attacked by police; in 13 of these instances, photographic or recording equipment was intentionally damaged."

The report's chapter on "The Police and the Press" said that a total of 43 newsmen were hit, three Maced and three arrested, "apparently without reason."

"In over 40 instances," it said, "the newsmen involved was clearly identifiable as such. That is, even aside from photographers carrying the identifiable apparatus of their trade, newsmen wore helmets, carried visible press badges or press passes hanging around their necks."

"In only four situations do the facts indicate that the newsmen were so mixed with the crowd that the police could have hit them under the mistaken misapprehension that they were demonstrators."

The report noted 12 other incidents in which newsmen were struck by police clubs and three in which their photographic equipment was damaged, but it did not include them in the summary either because they took place under circumstances in which the attacks might have been accidental or because enough information was not available.

Several cases are under investigation by the Justice Department, it disclosed.

The report was submitted by the study-team director, Daniel Walker, an attorney who is president of the Chicago Crime Commission. It will be studied by the Violence Commission as part of that body's over-all deliberations on the problem of violence in the United States, but the commission took no position on the report.

On Nov. 27, four days before release of the report, a Chicago police inspection board recommended that three policemen be dismissed for using "unnecessary force" against Chicago Daily News Guildsman John Linstead. Linstead was clubbed and kicked



Beat The Press

Teen-agers in car watch in horror as police beat Chicago Daily News Guildsman John Linstead after he protested a police attack against three girls in a convertible during disorders accompanying the

Democratic National Convention. Linstead was hospitalized with head injuries that required 15 stitches. Last week a police inspection board recommended that three of the policemen be dismissed.

by six to eight policemen after protesting an attack on three girls in a convertible.

Efforts are being made to identify two other policemen who beat Linstead, the department said.

Walker, at a press conference the day after release of the report, called for "prompt and severe discipline" for police guilty of attacking newsmen.

Suspension or dismissal of a handful of policemen "will not be enough," he said, declaring that "the sergeants and lieutenants" know who the guilty policemen are and that "the responsibility to root out and punish them belongs to the Police Department."

The Walker report concluded that Chicago police, "the targets of mounting provocation by both word and act" by demonstrators, responded with "unrestrained and indiscriminate police violence," amounting to "what can only be called a police riot."

The report made no attempt to pass judgment in the controversy over the fairness of mass-media coverage of the disorders, limiting itself to the issue of police violence against media representatives.

The report cited numerous instances in which police shouted "Get the cameras!" In one case, it reported, a policeman yelled at a Philadelphia Bulletin reporter, "Give me that goddam notebook, you dirty bastard!"

Press identification was no deterrent, the commission noted. It cited a policeman who yelled "F—k your press credentials," before clubbing Chicago Daily News Guildsman Lawrence Green.

The report said one television reporter was warned separately by two detectives on the first day of the convention to "be careful—the word is out to get newsmen."

That night at least 22 newsmen were attacked, six of them in a span of less than 15 minutes. In another case, the report said, a policeman warned a news photographer, who had already been attacked two days earlier, "You take my picture tonight and I'm going to get you!"

A few minutes later another policeman threatened, "We're going to get you tonight no matter what."

In at least two instances police motorcyclists attempted to run down newsmen. One involved

Winston Churchill II, covering for the London Evening News; in the other, a UPI reporter was chased 30 feet by a policeman he said was standing on a three-wheel cycle "with a smile on his face and a fanatical look in his eyes . . . shouting 'Wahoo! wahoo!' and trying to run down people on the sidewalk."

A Newsweek reporter said a policeman grabbed him by the lapels while a Newsweek photographer was being beaten, ripping his jacket and shouting, "Get out of here or I'll kill you!"

The policeman, saying he pushed the reporter after telling him to get off the sidewalk, quoted the magazine newsmen as saying, "Don't put your filthy hands on me, you pig! This is a \$50 jacket."

But the report said police often had difficulty identifying bona-fide newsmen because some of the demonstrators wore false press identifications and some newsmen were attired like hippies.

This was one of five general complaints by Chicago police against the press. The others were using television spotlights that blinded police and made them better targets for missiles thrown by demonstrators, refusal to obey police orders, interference with

police and the staging of incidents.

The report declared:

"There were police complaints that members of the press disobeyed orders to get behind the police skirmish line and that congregations of press members caused incidents by attracting demonstrators who followed them."

"Newsmen complained that they were kept behind police lines and that this inhibited their seeing and getting pictures of the action. Some Chicago newsmen said police had not followed this practice in other similar situations."

"A police sergeant states that newsmen contributed to staged violence by photographing demonstrators who engaged policemen in conversation, then suddenly posed as if being assaulted. He also reports that some demonstrators wore fake bandages wrapped around their heads."

"An assistant U.S. attorney reported that . . . he saw a young man lying on the ground with two men in white coats kneeling beside him. A three-man TV crew wearing blue armbands and dark helmets filmed the scene."

"After the crew left, the man on the ground got up and walked away, as did the medics. The witness said the man did not appear to be injured and was wearing no bandages."

"Sen. Gale McGee of Wyoming tells about walking over to Grant Park with his wife and two grown children to see what was going on. Walking through a gang of hippies, they saw two girls, one playing a flute. Then they saw a TV camera team lead the girls over to a spot by the National Guard troops. When the cameras started to roll one of the girls cried, 'Don't beat me! Don't beat me!'"

Later last week Sen. Vance Hartke, Indiana Democrat, said he would ask the Senate Communications Subcommittee to hold hearings on the news media's role in Chicago, citing the incidents of staged pictures.

The report said that a pre-convention dispute over the issuance of press credentials "was the beginning of media irritation with convention arrangements," contributing to "a feeling of hostility between media representatives and Chicago."

"This hostility, in turn," it said, "may have been reflected in the newsmen's attitudes."

'Rights In Conflict'

Press Freedom Vs. Police Needs

CONTINUING FRICION between the U.S. news media and police stems from a conflict between newsmen's interpretation of press freedom and policemen's interpretation of their needs in preserving order, the Violence Commission study team's report on Chicago declares.

"As long as press and police have worked together in this country there have been incidents of conflict and harassment," the report points out. "Bitter words have been exchanged by both sides. Newsmen have been slugged before in Chicago and elsewhere. And more than one photographer has had his equipment smashed or his film confiscated by police."

"Mostly, the friction has resulted from the news media's wish to interpret broadly the First Amendment of the Constitution, which guarantees 'freedom of the press.' For their part, the police have maintained they have the freedom, and also the duty, to use whatever force is necessary to maintain order and reduce the threat of violence or insurrection."

"The practical and legal constitutional questions arising from this conflict have never been resolved. Police concede that newsmen have the right to be present at public demonstrations in order to gather and report information. But do

they have special rights other than those of the general public? How are their rights affected when demonstration becomes disorder? To what extent may the rights of newsmen, like those of the public, be abridged by the use of police force in order to maintain or achieve order?"

"Since these questions are not adequately answered by existing decisions on constitutional law, neither the press nor the police is certain of its legal position, and the controversy continues."

THE EXISTENCE of "communications media of all kinds" is "perhaps the most influential contributing factor to the strength of dissent" in the United States, the report declared.

"There is no question," it said, "that the protestors in Chicago, as elsewhere, 'played to the cameras' or that they often did it very effectively, and this, too, had been learned in earlier protests."

"What 'the whole world was watching,' after all, was not a confrontation but the picture of a confrontation, to some extent directed by a generation that had grown up with television and learned to use it."



Ballots Away

Members of the International Election and Referendum Committee mail out ballots for the Dec. 11-16 assessment referendum. Edward Glibreth of

Chicago keeps tally as Fred Seguin of Ottawa, right, and George Holmes of New York help Chairman Roberta Bailey of Philadelphia package the ballots.

13th-Hour Company Demands Stall Strike Accord At Radio San Juan

San Juan, P.R. — The Puerto Rico Guild and strikebound Radio San Juan reached a tentative settlement Nov. 27, but six days later management upset the agreement with two new demands.

The company insisted that no-strike and "management-rights" clauses be included in the initial contract and challenged the Guild's interpretation of night-differential and experience-rating clauses. The Guild rejected management's position, and the nine-week-old strike was still under way this week.

It was the second time that management of the station, owned by U.S. transit and communications magnate O. Ray Chalk, had

reneged on terms of a settlement. Repudiation of a prestrike agreement reached in August precipitated the Guild's Oct. 13 walkout.

The latest settlement terms had been reached with the assistance of mediation by Hector Reichart, president of the Broadcasters Association of Puerto Rico. Terms recommended by Reichart Nov. 22 provided the basis for the settlement reached five days later.

They provide increases ranging from \$9 to \$45 over three years, with reporters, news editors and announcers receiving an initial top minimum of \$115 and a top of \$125 in the third year. Present employees in this classification would receive up to \$10 more

than provided by the minimums, however.

Top minimums of \$87 now and \$93 in the third year are provided for control operators and recording technicians, and \$74 now, \$80 in the third year, for senior clerks.

The agreement also provides for a full Guild shop, checkoff, a 40-hour week and eight paid holidays (the first ever given to announcers and control operators).

It also provides unlimited severance pay at a rate of 1 1/4 weeks per year of service initially and two weeks per year in the third year of the contract, two weeks' vacation after one year's service, with an additional day for each year between five and 15, and 10 days' sick leave a year, cumulative to 30 days.

The Guild was preparing to hold a ratification meeting Dec. 3 when management presented its new demands. The Guild met with management again yesterday in an effort to remove the new barriers to settlement.

Strike Brings \$40 Raise In San Juan Star Pact

(Continued from Page 1)
CIO unions met Dec. 9 to pledge their support to the strike. Members of the Typographical Union, representing all mechanical employees at the Star, and the Seafarers' International Union, representing Star drivers, observed the picket lines.

A bargaining session that lasted until 3 a.m. Dec. 10 produced agreement on job and union security provisions and a company wage offer of \$20 at the key for minimum level. The membership rejected it later that day.

The Star responded with an ultimatum threatening to withdraw its entire offer unless Guild members returned to work by 2:30 that afternoon. The Guild rejected the ultimatum, and new bargaining the next day brought a quick settlement.

The pact provides for arbitration of incompetency dismissals in

the editorial department, previously exempt from arbitration, and full job descriptions for all classifications within nine months, a major point in dispute.

The reporter top goes up \$15 the first year, \$10 the second and \$15 the third. Minimum pay for editors will go to \$205.

Bargaining remains to be completed on holidays, vacations and several other clauses.

The pact was ratified unanimously by the strikers at a plant-gate meeting, and they returned to work immediately. Publication was resumed yesterday.

At the ratification meeting Perlik, who remained here to assist in direction of the strike, congratulated the strikers on their determination and publicly expressed the Guild's appreciation for the ITU's and SIU's support.

Perlik had been joined on the picket line by Charles Kurtz, ANG auditor.

Among those instrumental in developing island-wide labor support for the Star strikers were AFL-CIO regional director Augustin Benitez, Keith Terpe, president of the San Juan AFL-CIO Central Labor Council, and New York Guildsman Morris Lushe-witz, secretary-treasurer of the New York City Central Labor Council, who was vacationing here and sat in on contract negotiations.

Record Total Eligible In ANG Referendum

(Continued from Page 1)
ing as of either Sept. 1, Oct. 1 or Nov. 1. Under previous requirements, only members in good standing as of Nov. 1 could have voted.

Nevertheless, seven locals with 834 members — Cumberland, Greensboro, Hampton Roads, Montreal, Muskegon, Puerto Rico and Yakima — have no eligible voters. And a number of other locals have only a small portion of their members eligible.

Members are voting for or against a proposal to rescind the new assessment schedule adopted by this year's convention, which is based on ANG's Model Dues Schedule, and to replace it with the former assessment schedule.

The Model Dues Schedule has a present range of from \$2.75 to \$10 a month and an eventual top of \$12.50 in October 1970. The old schedule ranged from \$1 to \$6.

Before the start of balloting seven more locals joined the list of those whose memberships or executive committees had recommended an "against" vote.

Membership meetings in Vancouver-New Westminster, Seattle-Tacoma, Stockton and Los Angeles went on record against the change, as did executive committees in Sacramento, Memphis and Bakersfield.

In San Francisco-Oakland 443 members, including syndicated columnist Arthur Hoppe, signed a statement urging all members to vote against the proposal.

And eight present and former officers of the Wire Service Guild sent a letter to local members urging an "against" vote.

Stockton, in addition to expressing unanimous opposition to the proposed change, voted 58 to 2 to impose a local assessment to bolster its own defense fund, depleted by weekly contributions of \$200 to the Los Angeles Herald-Examiner strike.

The assessment will range from \$1 a month for those earning \$100 a week or less to \$5 for those earning \$200 or more.

Last week a letter urging members of the New York Guild, which initiated the referendum proposal, to vote against it was sent by International Vice President Joseph Eisenberg, second

vice president of the local, and former Local Representative Edwin Egan.

Eisenberg and Egan pointed out that New York Guild members, 25 percent of ANG's membership, in the past six years have received \$2,635,201 in strike benefits, more than 38 percent of total income to the International Defense Fund during that period and far more than they have put into it in assessments.

Eisenberg and Egan said that "good faith" required a vote against the proposal in view of the New York leadership's convention pledge to work for approval of the new schedule should the convention agree to order a referendum on it.

The New York Guild's position was explained last month in Frontpage, the local's official publication, which stated that New York delegates to the convention had offered to support the new assessment schedule "if the convention would vote to refer the issue to referendum."

"This, however, was not done," it said, "and New York was left free thereafter to take whatever position seemed to it best."

Frontpage said "an important consideration" that led a majority of the local executive board to recommend a vote for the old schedule was that the local has "a great many members in magazine shops under contracts without a Guild-shop provision."

"Although these members gain many benefits from Guild membership," it said, "a considerable number of them have not been convinced that paying assessments for support of, for example, a newspaper strike in Los Angeles is important to them. Imposition of assessments, therefore, frequently finds some of such members threatening to resign from the Guild."

Frontpage said the New York leadership initiated the referendum "fully aware that more funds are needed for the operation of the American Newspaper Guild" but that it took the position that "so great an increase" in the assessment schedule should not be made on a permanent basis "and without the agreement of the members, voted in an ANG-wide membership referendum."

Lexington Victory Fought

Toss Election Out, Company Asks

Lexington, Ky.—The Lexington Herald and Leader is asking the National Labor Relations Board to set aside twin elections in which the Cincinnati Guild won bargaining rights for editorial employees and holds a commanding lead in balloting among business-office employees.

The company charged Nov. 27 that the Guild made false claims and "intimidated" employees during the pre-election campaign.

The Guild won the editorial election by 46 to 24 Nov. 20 and leads 12 to 5 in the business-office election, with seven ballots challenged by the Guild remaining unopened. Two of the seven were cast by employees that both Guild and management had agreed should be excluded as supervisors.

Board Orders Election At Glens Falls Papers

Albany, N.Y. — The National Labor Relations Board this week ordered an election Jan. 3 on the

Albany Guild's bid to represent 80 employees at the Glens Falls Post-Star and Times.

The board ordered the exclusion of four employees from the Guild's proposed bargaining unit on the ground that they are supervisors. It found that two city editors, the sports editor and an assistant circulation manager are supervisors but held that the assistant sports editor is not, including him in the unit.

Election Is Scheduled At Rochester Papers

Rochester, N.Y.—The National Labor Relations Board this week ordered an election on the Rochester Guild's petition to represent 488 circulation and transportation employees of Gannett's Democrat & Chronicle and Times-Union. No date was set. The board excluded 12 city and country circulation supervisors from the unit.

The NLRB denied a Gannett motion to dismiss the Guild's

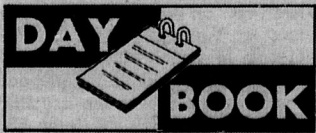
petition on the ground that a supervisory employee had helped distribute Guild cards. Still to be settled is the possibility of a mail ballot.

Scab Law OK'd In Minneapolis

Minneapolis, Minn. — Minneapolis became the 100th city in the nation to prohibit employment of professional strike-breakers when the City Council unanimously passed an anti-strikebreaking ordinance Nov. 27.

John Carmichael, executive secretary of the Twin Cities Guild, spoke on behalf of the ordinance at a hearing Nov. 19. It was introduced by Alderman Lloyd C. Anderson, a member of the Typographical Union.

Neighboring St. Paul adopted a similar ordinance Nov. 19.



New England District Council, ANG Regional Training Institute on Organizing, Dec. 14-15, Boston.
International Executive Board, winter meeting, Feb. 24-26, 1969, ANG headquarters, Washington.
Thirty-sixth Annual ANG Convention, June 21, 27, 1969, El Tropicano Hotel, San Antonio.

250 Students Mass In Peterborough

(Continued from Page 1)

Piling into buses at 1 a.m., they made the 150-mile trip to Peterborough with signs proclaiming "The IWW Upholds This Picket!" and leaflets declaring their solidarity.

Other bus loads came from York and Toronto universities and Carleton University in Ottawa, with smaller groups from McMaster University in Hamilton, Ryerson Polytechnic Institute in Toronto, Queen's University in Kingston and Trent University in Peterborough.

Many were journalism students or staff members of school newspapers.

Joining the picket lines at 5 a.m., they succeeded in discouraging most printers from crossing, but police cleared a path for delivery trucks.

The students shouted "Scab!" at drivers who ran their trucks through the picket line and yelled "Law and order!" at a phalanx of 30 policemen who cleared a path for the trucks through the student ranks.

Police shoved students from in front of the trucks, arresting 14 before the day was out. As they were arrested, Peter Warrian, president of the Canadian Union of Students, began phoning student organizations in Toronto, Ottawa and Kingston for reinforcements.

The arrested printer, William McKelvey, was seized when he made a sudden dash for the back door and was chased by police who apparently mistook him for a picket.

Fred Jones, executive secretary of the Toronto Guild, said he saw police seize McKelvey, push him off a five-foot loading platform, pounce upon him and drag him, hands manacled behind his



Injured Picket

Police carry Bryden Gordon, a Carleton University student, to a patrol car after she was injured in a scuffle while helping picket the Peterborough Examiner Dec. 6. Miss Gordon was hospitalized overnight when doctors feared she had suffered a brain concussion on being shoved to the ground.

aminer Dec. 6. Miss Gordon was hospitalized overnight when doctors feared she had suffered a brain concussion on being shoved to the ground.

back, to a patrol wagon. Two students were arrested when they protested.

Jack Dobson, local representative of the Toronto Guild, sent a telegram asking Atty. Gen. Arthur Wishart to investigate charges of brutal police behavior.

The Guild posted bail for students charged with assault, creating a disturbance and obstructing police. It had stood bail earlier for two students arrested Nov. 29 and a third arrested on

the first day of the strike—\$2,700 in all.

A policeman was on the verge of arresting the Rev. James G. Allman, pastor of Grace United Church, but released him when he saw his clerical collar.

Mr. Allman and an Anglican rector, Rev. J. E. Adam, the Examiner's religious columnist, have been helping the Guild picket. Mr. Adam withdrew his column from the paper at the start of the strike and was replaced by a United Church minister who proclaimed he would cross a picket line "any time it's in my conscience to do so."

On Dec. 8 Mr. Allman advertised "Have You Canceled Your Subscription Yet?" as his sermon topic and turned the sermon period over to a panel discussion on the strike by himself, Walter Pitman, New Democratic member of the Ontario Parliament; two strikers, and a student.

Four days earlier the executive of the United Church's Board of Evangelism, in voting to support the strike, called on Thomson to "recognize the lawful right of workers to bargain collectively through the union of their choice."

It charged management with refusing to negotiate and with attempting to reduce the wages of Peterborough employees. The company has insisted on an initial reporter top minimum no higher than \$3 below the prevailing level.

The board commended the action of Dermot Dunwoody, the

Examiner's chief editorial writer, who served notice on management Dec. 1 that he no longer wished to be associated with the paper's policies and was joining the Guild.

Dunwoody's assistant, Hugh Nangle, had walked out to join the picket lines two days earlier. And later last week City Editor Alan Porteous and District Editor Eric O'Higgins did likewise, reacting angrily to the importation of strikebreaking reporters from other Thomson newspapers.

The editors themselves had refused to take over work performed by the strikers.

Nangle, in a letter to Executive Editor G. Wilson Craw, accused the Examiner of making no real effort to settle the strike.

William Dickie, Ontario's chief conciliation officer, brought the Guild and management to the bargaining table late last month, but negotiations were fruitless as management refused to change its position.

A group of United Church and Anglican ministers tried unsuccessfully to bring the Guild and management to a meeting. The Guild agreed; management did not respond.

Dickie was making an effort to arrange a new bargaining session this week.

Last week the Waterloo University Student Council voted 15 to 0 to support the strike. Waterloo journalism students and the university's IWW branch—Industrial Union 620, Education Workers of the IWW—printed a special two-page newspaper, Stop the Press, largely devoted to the strike and its background, distributing it in the Peterborough shopping area Dec. 7.

The Dec. 6 student demonstration followed one the preceding Friday in which 120 students turned out to join the picket lines. Two from Waterloo were arrested in a scuffle that ensued when Publisher W. J. Garner drove through the line.

Printers and pressmen stayed out initially but later filtered into the plant, allowing the paper to publish after some delay.

Yesterday the New Democratic Party's Ontario legislative caucus turned out 20 strong to help man the picket lines.

Top Of \$260 Won At Star In Washington

(Continued from Page 1)

out just 50 minutes before a 6 p.m. unit meeting called to vote on management's final proposal following a unanimous strike vote Dec. 4, three days before contract expiration. It was ratified unanimously.

In addition to wage and fringe gains, the contract improves the Guild's seven-out-of-10 union-shop clause to eight out of 10 and eliminates an escape period before contract expiration.

The agreement pledges management to "affirmative action" in application of the contract's fair-employment clause. And it provides for establishment of a training program to upgrade messengers and messenger drivers to higher-paying jobs.

The contract's new minimums include a \$147.87 top for telephone operators, the highest in any Guild contract. A \$28.62 increase will lift it \$8.77 over the highest previous operator's minimum, at the New York Times.

Experience requirements for top-minimum pay are reduced in all editorial and top commercial jobs, including the two advanced to parity, where the requirement is reduced from five years to three.

A fifth position minimum is established for copy-desk chief and assistant news editor, at \$310, a \$64 increase. Differentials for the four other position minimums are increased by \$1, \$2, \$3 and \$4 respectively, ranging now from \$10 to \$40, with the fifth set at \$50.

The top minimum for reporters and display salesmen goes to \$226.50 immediately, to \$239 next April and \$249.50 next December before hitting \$260.

Other top minimums include \$155.93 for inside classified solicitors, up \$30.18; \$207.20 for computer programmers, up \$45.20; \$130.82 for junior clerks, up \$25.32; \$117.18 for copy boys, up \$22.68, and \$114.70 for messengers, up \$22.20.

The company's contribution to medical insurance is increased from \$10 to \$13 a month for family coverage, \$1 in each year of the contract. The service requirement for a fourth week's vacation is reduced from 14 years to six next May and four in May 1970, and the requirement for three weeks is reduced from three years to one.

The severance-pay ceiling is increased from 54 weeks to 60, and the mileage allowance is raised from 10 cents to 12. Time-and-a-half pay is provided for the first time for work on a day off and on out-of-town assignments.

Leave for National Guard members called to training duty, with the company making up the difference between their salaries and military pay, is extended to Guardsmen summoned to quell civil disorders. And, responding to an allied problem, a joint Guild-management study will be conducted on supplying equipment for hazardous assignments.

Donrey Chain Buys Washington Daily

Aberdeen, Wash.—The Aberdeen Daily World was sold last month to the Donrey Media group, based in Fort Smith, Ark. Donrey is a chain of 24 papers owned solely by Donald W. Reynolds. Its Hilo Tribune-Herald is covered by a Hawaii Guild contract.

\$37 Increase Lifts Top To \$218 In Madison

(Continued from Page 1)

negotiated in any Guild contract. The position is currently vacant.

The top for librarian is increased \$30.13, to \$161.63, and the flat minimum for chief librarian is raised \$31.53, to \$169.53. The company bought out a cost-of-living clause as part of the wage agreement, formally incorporating previous cost-of-living increments into contract minimums. During the two years the clause was in effect employees received \$8.62 in extra increments.

The night differential is in-

creased from \$1.50 to \$1.75 per shift, and the differential for employees working in a higher classification is raised \$1 a shift, to \$5.

The company agreed to negotiate with the Guild during the contract term on increased pension contributions and an improved pension plan.

An improved health-insurance plan costing the company an estimated \$1.50 more a week per employee was negotiated. The company agreed to pay \$18 a month in parking fees for employees authorized to use their cars.

The severance-pay ceiling is increased 10 weeks, to 52, and the accrual rate raised to a flat two weeks per year of service; it was formerly one week after the first 12 years.

The service requirement for a fourth week's vacation is reduced from 25 years to 20 now and 18 in March 1970, and a fourth floating holiday is added, for a total of 10½ holidays in all.

The contract provides for maternity leave of three months, with half pay during the first six weeks for employees with at least a year's service.

Minimum call-back pay is increased from two hours to four hours plus travel time, all at overtime.

The company agreed not to penalize employees for attending the stop-work meeting.

International Representative John K. Sloan helped bargain the contract.

Apprentice Job To Aid Negroes

Madison, Wis.—A copy assistant-apprentice job was negotiated into the Madison Guild's new contract with the Capital Times to provide an avenue into journalism for minority-group members.

The top minimum for the job, after two years' experience, will go to \$148.36 in the contract's final wage increase. Employees who fill it go to the starting reporter rate—\$162.43 in August 1970—after 30 months in the job. They cannot do any work that would replace that of a regular employee.

The program is part of a state effort to place minority youths in rewarding jobs. The paper's initial apprentice is a Negro from Alabama.

Massillon Merger OK'd In Cleveland

Cleveland, Ohio—A Cleveland Guild membership meeting voted Nov. 26 to accept the Massillon Guild as a unit of the Cleveland Local effective Jan. 1.

Cleveland acted after Massillon members voted in an October referendum to merge with the larger local. The Massillon Guild has 29 members at the Massillon Independent, a short distance from the Cleveland Guild's newest unit at the Canton Repository.

The affiliation move is subject to approval of the International Executive Board at its next meeting Feb. 24 through 26.

A Shepherd

The following rendering of the Biblical tale of Amos was written by Heywood B'oun, the Guild's founder and first president, as his 1929 Christmas column. It was published in book form last year, illustrated in the manner of an ancient scroll, by Prentice-Hall, with whose permission it is reprinted here.

THE HOST of heaven and the angel of the Lord had filled the sky with radiance. Now, the glory of God was gone, and the shepherds and the sheep stood under dim starlight. The men were shaken by the wonders they had seen and heard, and, like the animals, they huddled close.

"Let us now," said the eldest one of the shepherds, "go even unto Bethlehem and see this thing which has come to pass, which the Lord hath made known unto us."

The City of David lay behind a far, high hill, upon the crest of which there danced a star. The men made haste to be away, but as they broke out of the circle there was one called Amos who remained. He dug his crook into the turf and clung to it.

"Come," cried the eldest of the shepherds, but Amos shook his head. They marvelled, and called out: "It is true. It was an angel. You heard the tidings. A Saviour is born."

"I heard," said Amos. "I will abide."

The eldest walked back from the road to the little knoll on which Amos stood.

"You do not understand," the old man told him. "We have a sign from God. An angel has commanded us. We go to worship the Saviour, who is even now born in Bethlehem. God has made His will manifest."

"It is not in my heart," replied Amos.

And now the eldest of the shepherds was angry. "With your eyes," he cried out, "you have seen the host of heaven in these dark hills. And you heard, for it was like the thunder when 'Glory to God in the Highest' came-ringing to us out of the night."

And again Amos said, "It is not in my heart."

Another then broke in: "Because the hills still stand and the sky has not fallen it is not enough for Amos. He must have something louder than the voice of God."

Amos held more tightly to his crook and answered, "I have need of a whisper."

They laughed at him and said, "What should this voice say in your ears?"

He was silent, and they pressed about him and shouted mockingly: "Tell us now, What says the God of Amos, the little shepherd of a hundred sheep?"

Meekness fell away from him. He took his hands from off the crook and raised them high.

"I, too, am a God," said Amos in a loud, strange voice, "and to my hundred I am a savior."

And when the din of the angry shepherds about him slackened Amos pointed to his hundred.

"See my flock," he said. "See the fright of them. The fear of the bright angel and of the voices is still upon them. God is busy in Bethlehem. He has no time for a hundred sheep. They are my sheep. I will abide."

This the others did not take so much amiss, for they saw that there was a terror in all the flocks, and they, too, knew the ways of sheep. And before the shepherds went away on the road to Bethlehem toward the bright star each one talked to Amos and told him what he should do for the care of the several flocks. And yet one or two turned back a moment to taunt Amos before they reached the dip in the road which led to the City of David. It was said, "We shall see new glories at the throne of God, and you, Amos—you will see sheep."

Amos paid no heed, for he thought to himself, "One shepherd the less will not matter at the throne of God." Nor did he have time to be troubled that he was not to see the Child who was come to save the world. There was much to be done among the flocks, and Amos walked between the sheep and made under his tongue a clicking noise, which was a way he had, and to his hundred and to the others it was a sound finer and more friendly than the voice of the bright angel. Presently the animals ceased to tremble and began to graze as the sun came up over the hill where the star had been.

"For sheep," said Amos to himself, "the angels shine too much. A shepherd is better."

With the morning the others came up the road from Bethlehem, and they told Amos of the manger and of the wise men who had mingled there with shepherds. And they described to him the gifts—gold, frankincense and myrrh. And when they were done they said, "And did you see wonders here in the fields with the sheep?"

Amos told them, "Now my hundred are one hundred and one," and he showed them a lamb which had been born just before the dawn.

"Was there for this a great voice out of heaven?" asked the eldest of the shepherds.

Amos shook his head and smiled, and there was in his face that which seemed to the shepherds a wonder even in a night of wonders.

"To my heart," he said, "there came a whisper."



DATELINE: WASHINGTON

Nixon Chooses Moderates For Cabinet Posts

By WILLARD SHELTON, Washington Guild



PRESIDENT-ELECT Nixon's approach in leading his upcoming administration came into focus with the announcement of his Cabinet and, of equal importance, his choice of key White House aides and heads of vastly important agencies.

It is a centrist approach. In Nixon's case this means giving a minimum of homage to Republican dogmatic right-wingers and moving toward sophisticated middle-of-the-roaders.

The President-Elect also used great care to lay down lines of communication to the academic community. The absence of such communications with the university intellectuals, who establish the ideas later popularized through mass-circulation media, seriously damaged President Johnson.

Nixon has provided himself with ample links to the universities—in Henry A. Kissinger, special assistant for national security; in George P. Schultz, his designated Secretary of Labor, dean of the Graduate School of Business at the University of Chicago; in Daniel P. Moynihan, special assistant for urban affairs, now director of the Center for Urban Studies jointly operated by Harvard and the Massachusetts Institute of Technology.

The President-Elect also opened the way to national responsibilities for three of the GOP governors who have been desperately seeking attention for years as a counter force to the generally lifeless and stodgy image conveyed by Republicans in Congress. The governors, correctly, think they are closer to understanding the needs of their people than long-veteran House and Senate leaders.

SOME OTHER President-Elect might have named a different group of governors than Nixon chose—Walter J. Hickel of Alaska for Interior, George Romney of Michigan for Housing and Urban Development, John A. Volpe of Massachusetts for Transportation.

But since for obvious reasons

VanderHouvel Is Press Aide To Pat Nixon

New York City—Gerry VanderHouvel, a former Guild member at the New York Daily News, has been appointed press secretary to Mrs. Richard (Pat) Nixon.

Mrs. VanderHouvel was a member of the New York Guild from 1963 to 1966, when she wrote a Washington column for the News.

She later became Washington correspondent for the Newhouse newspapers.

Before her stint with the Daily News, Mrs. VanderHouvel worked for Pat Monroe's News Service, Editor & Publisher and United Press in Philadelphia.

Mrs. VanderHouvel's first assignment is making press arrangements for Julie Nixon's wedding to David Eisenhower Dec. 22.

of political rivalry, the President-Elect did not wish to give Gov. Nelson Rockefeller of New York either the State or Defense post nor yet the principal domestic spending agency of Health, Education, and Welfare, he could have done far worse than Hickel-Romney-Volpe.

In the Cabinet and top-priority non-Cabinet posts, the authentic GOP old guard got one job—Maurice Stans for Secretary of Commerce.

Commerce is the Cabinet-rank department with least to do. Director of the Budget is incomparably more influential since Budget is specifically an arm of the White House on both spending and policy. Nixon's choice here was a long-time Treasury Department official, now a Chicago bank vice president, Robert Mayo.

SOME ATTENTION should be paid to the Moynihan appointment and the newly created Council for Urban Affairs.

A former assistant secretary of labor under Arthur J. Goldberg and Willard Wirtz, Moynihan is

also a somewhat controversial analyst and writer in urban and Negro fields.

His description of the handicap faced by city Negroes because of disappearing fathers and a matriarchal society infuriated most black leaders. His personal plan for poverty elimination—a family allotment depending on number of children—is under challenge.

But he is articulate, he has high credentials in the academic community and he is a Democrat. The creation of the council, with Moynihan advising the President and the President himself presiding officer, effectively bypasses Vice President-Elect Spiro T. Agnew—a thing Nixon obviously felt it desirable to do because of Negro distrust of Agnew.

Every President needs two or three close associates on whom he can depend. For Nixon they are William P. Rogers for the State Department, Robert Finch for Health, Education, and Welfare, Rep. Melvin Laird of Wisconsin for Defense—all tough-minded and sophisticated middle-of-the-roads.

Editor's Note: St.

IT SEEMS TO US

GR Stands Corrected, In Manner Of Speaking

BERKELEY, CALIF.

Editor: As a member of the San Francisco-Oakland Newspaper Guild, I read The Guild Reporter with great interest and occasional agreement.

In your Nov. 8 story "San Francisco Guild Cites Lag In Negro News Jobs," there is a statement, "... (In the Bay Area) not a single Spanish-speaking reporter is currently employed on any of the three papers."

This statement is untrue, and I can vouch for it myself. As music critic of the Oakland Tribune

(one of the three papers), I have frequently conducted interviews in Spanish with various Spanish-speaking artists, such as Andres Segovia, Alfredo Kraus, Alicia de Larrocha, Teresa Berganza and Claudio Arrau. I also know for a fact that music critic Alexander Fried of the San Francisco Examiner has conducted interviews in Spanish. Doubtless other examples exist.

Perhaps what the statement meant was that there was not a single Latin-born reporter on the three papers?

PAUL HERTELENDY
San Francisco-Oakland Guild

The Guild Reporter

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