Guild Wins $58 Raise, $314 Key Top at Time

New York City—The Guild's first key top minimum over $300 has been won in a new Time Inc. contract raising the top for writer-reporters $58.65 over three years. It will go to $314.65.

The landmark New York Guild settlement provides general increases ranging from $26 to $58.65 and a starting minimum of $233.50 for writer-reporters, up $91.50. Like the top minimum, it is the highest of its kind in any Guild newspaper or magazine contract.

The contract contains a wide number of fringe gains, including from three to six months' sabbatical leaves at half pay for 20-year employes in upper salary brackets. It also provides for medical insurance covering psychiatric care.

The writer-reporter top goes to $278.63 retroactive to Dec. 1, up $22.63. It rises $17.69 to $296.32 in the second year and a final $18 in the third. The writer-reporter start goes up $62 in the first year, to $204, then to $218.50 and $233.50.

Among other new top minimums are $248.50 for artists, researchers and programmers, up $48.50; $163 for secretaries, up $35; $138 for clerks, up $30, and $124.50 for copy boys, up $27.50.

Employes in the top three salary brackets whose increases send them over the rate at which overtime provisions do not apply ($218.14 in the first year of the contract, $233.03 in the second and $248.50 in the third) are guaranteed increases equivalent to their average overtime pay during the previous two years, to a maximum of 25 percent of salary.

The new sabbatical-leave provisions apply to all employes whose pay is above the overtime cutoff.

Insurance provisions covering psychiatric care provide payment of 60 percent of the cost, to a maximum of $3,000 a year, after a deductible amount of four percent of annual salary, to a maximum of $2,000.

Other fringe improvements include:

(Continued on Page 2)

IEB Will Ask Convention to Set Higher but Fairer Assessments

The
GUILD REPORTER

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

Vol. XXXVI, No. 5 | Washington, D.C. | February 28, 1969

Benefit Boost Pledged as Funds Permit

Declaring that the emergencies of 1968 prove that ANG's Defense Fund "machinery and mechanisms" are "inadequate," the International Executive Board this week unanimously voted to recommend increased and more equitable assessment rates to the 1969 ANG Convention.

The IEB also committed the Guild to a higher strike-benefit schedule "just as soon as the assets of the Defense Fund permit."

And, concurring in a warning by ANG's three top officers earlier this month to publishers "not to derive any comfort from the outcome of December's assessment referendum," the IEB committed ANG to financing any crisis between now and the June Convention while a "new and strengthened Defense Fund program is being developed."

In a statement moved by Vice President Harry Ryan of New York and seconded by Secretary-Treasurer Charles A. Perlik, Jr., the board declared that "no element of the Guild's structure is more vital" than the Defense Fund and resolved that it shall not be "exposed to deterioration or erosion."

The IEB noted that "an overwhelming majority" of the board had been prepared to support ANG's top officers in their an-

(Continued on Page 7)

Election Is Lost In Rochester; Charges Filed

Rochester, N.Y. — Circulation employes at Gannett's Rochester Democrat & Chronicle and Times-Union voted against Guild representation Feb. 20, but the Guild accused management of a series of unfair election practices undermining its majority.

The vote was 339 to 137 in balloting preceded by a bitterly-fought campaign in which bogus Guild literature was circulated and phony telephone calls ap-

NLRB Cites Gannett in Yonkers . . . Page 3

parently were made with the aim of producing an anti-Guild backlash.

The Guild, in election objections filed this week with the National Labor Relations Board, cited the bogus leaflets and phone calls, a company luncheon for carrier counselors within a prohibited 24-hour period before the balloting and the action of supervisors in escorting counselors to the election scene.

The fake leaflet, distributed on the eve of balloting, was on the same color paper and bore the same drawing as a genuine Guild leaflet printed earlier. It contained a vitriolic attack in the Guild's

(Continued on Page 7)

'Underdog's Ombudsman'

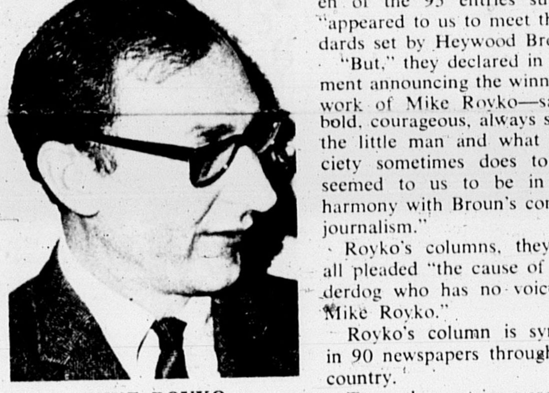
Royko Wins Broun Award

ANG's 1968 Heywood Broun Award was presented this week to Mike Royko, crusading columnist for the Chicago Daily News.

Royko described as "an ombudsman for the underdog," was given the award for a selection of 14 columns scoring police mistreatment of Negroes, racism among Chicago whites and police attacks on newsmen during the Democratic National Convention.

The award — $1,000 and a Guild citation—is presented annually for work in the crusading spirit of Heywood Broun, the Guild's founder and first president.

Rep. Lionel Van Deerlin of San Diego, one of three judges who picked the winner, said in presenting the award at a luncheon in Washington Feb. 24 that Royko's columns were reminiscent of Broun, "who could attack evils without showing bitterness in his heart."



MIKE ROYKO

The judges — Van Deerlin, Charles B. Seib, Jr., managing editor of the Washington Star, and Stephen D. Isaacs, metropolitan editor of the Washington Post—said that at least two dozen of the 95 entries submitted "appeared to us to meet the standards set by Heywood Broun."

"But," they declared in a statement announcing the winner, "the work of Mike Royko—sardonic, bold, courageous, always stressing the little man and what our society sometimes does to him—seemed to us to be in special harmony with Broun's concept of journalism."

Royko's columns, they noted, all pleaded "the cause of the underdog who has no voice but a Mike Royko."

Royko's column is syndicated in 90 newspapers throughout the country.

Two other entries were singled out for honorable mention: a series by Richard Zimmerman in the Cleveland Plain Dealer on a 16-year-old boy held in jail for

(Continued on Page 2)

L.A. Files Charge on 250 Circulation Jobs

Los Angeles, Calif.—The Los Angeles Guild filed unfair-labor-practice charges against Hearst's struck Herald-Examiner this week for refusing to bargain on contract coverage for 250 district managers, whose jobs Hearst insists have been eliminated.

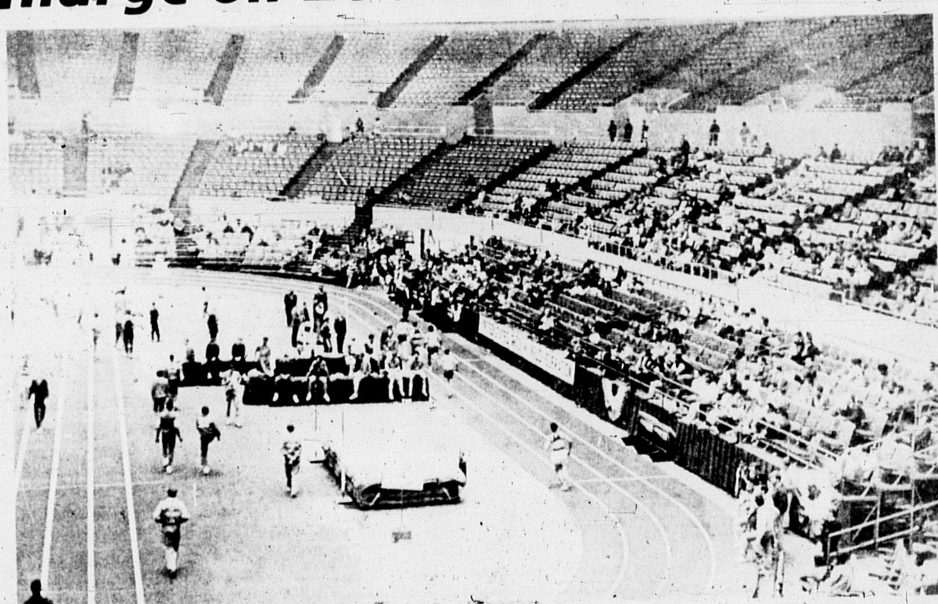
An earlier blow was struck at Hearst Feb. 15 when a union campaign capped by picket lines reduced attendance to the vanishing point at a highly touted Hearst-sponsored track meet.

The Guild's unfair-practice charges were filed Feb. 24 after Hearst's chief negotiator, W. O. McCarthy, sent a letter terming the Guild's request for information about the Herald-Examiner's new circulation system "irrelevant and immaterial."

Hearst maintained that the 250 district managers, replaced by "independent contractors" at the start of the strike, are no longer in the Guild's bargaining unit.

The Guild charged this was a refusal to bargain on the circulation jobs.

(Continued on Page 6)



As Dozens Cheer

The bleachers are bare during Hearst-sponsored track meet as Herald-Examiner unionists man picket lines outside the Los Angeles Sports Arena. Only 2,400 of an expected crowd of 9,000 showed up.

Nothing Sacred

Greek shipowner Aristotle Onassis has changed the name of more than Jacqueline Kennedy.

The S.S. Heywood Broun, a World War II Liberty Ship named after the Guild's founder and first president, has been bought by Onassis and rechristened the S.S. Cavalier as a "runaway ship" operating under the Liberian flag.

Onassis purchased the S.S. Broun recently through a U.S. Government ship-surplus program, reports Bernard Raskin, editor of the NMU Pilot, in a letter to Frontpage, publication of the New York Guild.

A Royko Prize Winner

The Drip of Little Abuses—Why Negroes Riot

Following is one of the columns for which Chicago Daily News columnist Mike Royko won the 1968 Heywood Broun Award. The policeman involved was suspended as a result of the story.

JOEY GLIMCO, who used to run the cabdrivers' union, once gave me this explanation of his long arrest record, which dates back to his boyhood days:

"In those days, an Italian kid would stand on a street corner and the first cop who came by might pick 'im up just 'cuz he's an Italian kid standin' on a street corner."

Later, Glimco did more than stand around on street corners. But what he says about his boyhood is believable. It was that way in any of the tough, old city neighborhoods. Getting an arrest record was easy. Growing up without one was, in fact, an accomplishment.

It isn't that everybody in the older, poor neighborhoods got in trouble. It's just that the police are more casual with anyone at the bottom of the money and social ladder. In Glimco's youth, the Italians were near the bottom.

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AND THAT IS WHY black people don't share the same esteem for policemen that white businessmen, suburbanites or outlying neighborhood people do. The police do act differently.

That's why so many blacks were chuckling during the Democratic Convention at the surprise and indignation of the middle-class whites who got belted around. The attitude was: "So what else is new?"

A case in point would be the arrest of Leon Leroy, a CTA bus driver for 19 years.

Mr. Leroy is a hard worker: When he's not driving his bus, he operates a beauty shop on E. Garfield and S. Michigan.

He's a quiet man. His patient, plodding, prudent ways might even label him as an Uncle Tom among black militants.

Not long ago, Mr. Leroy was sweeping the sidewalk in front of his beauty parlor when he saw an accident.

He said that a bus was making a turn off Michigan onto Garfield when a police squad car cut inside of it, bumped the bus, and jumped the curb.

The driver of the bus handed out witness cards to the passengers and pedestrians, and Mr. Leroy, since he saw the accident, walked over to fill one out.

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OTHER POLICEMEN arrived at the accident. Mr. Leroy said one of them saw him filling out the witness card and walked over to the bus driver and said: "Where did you dig this drunk up?" He questioned Leroy about who he was and why he was filling out the witness card. No explanation should have been necessary.

Mr. Leroy said he replied that he was a citizen exercising his rights.

"He told me: 'I'll show you your rights.' And he twisted my arm around behind me and put the handcuffs on. He put me in the car. I told him I operated the beauty parlor there for 19 years and that he had no reason to arrest me."

Mr. Leroy was taken to the police station and spent the night in jail on a charge of disorderly conduct.

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A COUPLE OF DAYS AGO, Leroy came up for trial in the Wabash Ave. Court. He pleaded not guilty to having conducted himself in a disorderly way. The case was dismissed.

The judge had little choice, because the policeman who arrested him didn't bother to come to court.

Police Department rules say that the policeman is supposed to be in court. Presumably, if a person does something serious enough to get arrested, the policeman ought to be there to tell the judge about it.

The policeman was Robert Keto. When asked why he didn't come to court he said it was an oversight: "I probably goofed up my dates."

This is Keto's version of why he arrested Leroy:

"When I get there, I see this guy writing something, so I ask him what he's doing. He gives me a little lip about rights, so I arrested him for disorderly conduct.

"I didn't get rough with him. I put the handcuffs on and put him in the car."

Did he tell you he owned the beauty shop right there?

"He said so. Am I supposed to take his word?"

Did you ask any of the customers or employes in the beauty shop if he was the owner?

"Look, I don't know any of these people."

No matter how you cut it, whose story you hear, the conduct of Mr. Leroy was clearly not disorderly. He was simply filling out a witness card—and who he is was not the policeman's business.

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HE SHOULDN'T HAVE BEEN arrested. And if he were white, in a nice part of town, he wouldn't have been arrested. The policeman probably wouldn't have talked to him in the first place.

The point of this story is to show why so many hard-working, middle-class black people, such as Mr. Leroy, don't particularly like or trust policemen.

And it is this sort of thing—the drip, drip, drip of little abuses—that swells the big stream of hatred that bursts the dams in the big-city ghettos each summer.

Royko Columns Win Broun Award

(Continued from Page 1)

two years while awaiting trial on a murder charge, and a series by Carl West of the Kentucky Post & Times-Star exposing fraud in the sale of slum dwellings appraised by the Federal Housing Administration.

Zimmerman's exposure of the lack of rights accorded a juvenile offender has produced calls for drastic revision of Ohio's juvenile-court system. West's series led to the indictment of a real-estate dealer and an FHA appraiser for conspiracy and fraud.

Royko's nomination, which described the columnist as an "ombudsman for the underdog," noted that some of Royko's columns have resulted in suspension of policemen and others have led to investigations that are still under way.

"All," it said, "have aroused strong public protest that, it is hoped, will soon lead to a police civilian-review board."

Van Deerlin, in making the award, noted that it was the first to go to "a card-bearing Guildsman" since the 1963 award.

Royko has served on Chicago Guild grievance committees, has been an alternate member of the local executive board and chairman of its Page One Ball.

Royko, in his acceptance speech, thanked the Guild "not only for the award but for keeping me eating for a good many years."

Van Deerlin, a former president of the San Diego Guild, noted that he himself had submitted an unsuccessful entry for the award while working as a newsman. He was introduced by former ANG President Arthur Rosenstock, who served as chairman of the award contest.

ANG President James B. Woods was master of ceremonies at the luncheon, held in conjunction with the quarterly meeting of ANG's International Executive Board.

Broun Award Winner

Chicago Daily News columnist Mike Royko, second from left, receives $1,000 check as winner of ANG's 1968 Heywood Broun Award from Rep. Lionel Van Deerlin, one of the judges. Looking on are ANG President James B. Woods, left, and Ex-President Arthur Rosenstock, contest chairman.

$58 Increase, $314 Top Won In Time Pact

(Continued from Page 1)

► An early-morning differential of 10 percent for all employes under the overtime-cutoff rate whose regular work day begins at or before 7 a.m.

► Double overtime pay for work on a seventh consecutive day.

► An increase from $9,000 to $13,000 in the ceiling up to which severance pay is calculated at the rate of three weeks' salary per year of service.

► Hospitalization improvements increasing payments for maternity care, raising emergency-treatment payments from $7.50 to $20, and increasing maximum benefit days for each hospitalization from 70 to 120.

► An extra $50,000 in insurance coverage for employes on hazardous assignments.

► An increase from 20 percent to 40 percent in employes' share of the proceeds from resale of their material.

The Guild and management will hold discussions on establishing a traveling fellowship program for employes. Dental insurance will also be discussed by a Guild-management committee.

Peterborough Examiner's Circulation Plunges

Peterborough, Ont.—From 40 to 50 percent of subscribers to the struck Peterborough Examiner have canceled their subscriptions, according to initial indications in the Guild's latest cancellation drive.

Canvassers launching a door-to-door campaign found out that three or four out of every 10 readers had already canceled the paper. Another 10 percent canceled after the latest visit.

Advertisers complaining about a lack of response to their ads have been unable to get official circulation figures from the Examiner, the Guild reported. The company is reportedly destroying much of its press run, and the circulation of Toronto newspapers is up sharply in the area.

Students from Trent University and Peterborough high schools are aiding in the boycott campaign, which is being co-ordinated by Hugh Nangle, assistant editorial writer who walked off the job to join the Guild after the strike began last November.

More than $600 from plant-gate collections by Peterborough unions has been contributed to the Guild to finance spot radio broadcasts urging cancellation.

A full-fledged campaign to reduce Examiner advertising got under way last week with letters to major food chains. Similar letters are being sent to other advertisers.

The first bargaining session in more than two months had been scheduled at the call of the Ontario Labour Department for Feb. 24, but it was postponed when Guild Local Representative Jack Dobson was taken ill.

New Unit at TV Guide Lost by Vancouver

Vancouver, B.C. — The Vancouver-New Westminster Guild was decertified this month as bargaining representative for employes of the Western Canada edition of TV Guide.

The Guild was decertified by the British Columbia Labour Relations Board on a company motion a year after winning certification.

Printed in U.S.A. Second-class postage paid at Washington, D. C., and at additional mailing offices. Issued twice monthly at 1126 16th Street, N.W., Washington D. C. 20036. Subscription, $5 a year.

Happy 35th

Boston attorney Samuel E. Angoff, second from left, receives a plaque at the Boston Guild's 35th anniversary celebration in appreciation of his major role in the local's founding. From left to right are ANG Secretary-Treasurer Charles A. Perlik, Jr., Angoff, Local Administrative Secretary Robert Bruner and Local President Joseph B. Downey. The local's dinner and dance drew 200.

ANG Pension Fund Gets Arbiter's Nod

Stockton, Calif.—An arbitrator has ruled that a new Guild-management pension fund at the Stockton Record should be invested with ANG's Commingled Pension Fund rather than a West Coast bank's.

The arbiter, Adolph M. Koven, noted that comparison of the two funds gave the ANG fund "a slight edge," citing "evidence of a better average performance and lower costs."

But he based his award on the principle that, in the absence of any demonstrated decisive superiority of one fund over the other, the preference of the employes, as the plan's beneficiaries, should govern.

The matter was taken to arbitration under a contractual agreement for resolving any disputes involved in setting up the pension plan.

The Guild sought to participate in the Commingled Fund, of which the Chase Manhattan Bank is trustee, on the grounds of higher interest yield, greater appreciation, lower servicing costs and greater responsiveness to market conditions.

The Record sought to invest the fund with the Wells Fargo Bank. It contended that Wells Fargo was in a better position to make investment decisions based on the Stockton fund's particular interests, that it provided greater investment flexibility and that it was geographically more accessible than Chase Manhattan, in New York.

Koven found that the differences cited by each side were not decisive in themselves.

"Consequently," he declared, "the consideration which becomes ultimately strategic is that the Stockton Guild members are the persons who directly stand to profit or suffer as a result of the performance of the bank that is selected.

"With that fact as the focal consideration, it becomes the publisher's burden to have demonstrated that the bank of his preference was so clearly suited and superior that if the Guild's choice were to be designated a clearly unwise program would be imposed upon the membership. . . .

"No such unequivocal showing, of course, was produced."

Guildsmiths No More

Stockton, Calif. — Now it's Smith vs. Smith across the bargaining table at the Stockton Record.

Specifically, it's William Smith, Stockton Guild attorney, vs. Richard Smith, a former Stockton Guild president, who crossed the table when he was promoted to personnel director by the Record last week in the midst of contract negotiations begun Jan. 30.

Smith—Richard, that is—had been an outside classified salesman at the Record until last week and is a past president of the Guild's Western District Council.

'Talking Forever' Isn't Bargaining, NLRB Tells Gannett in Yonkers

Gannett's Yonkers Herald Statesman violated the law by agreeing to "talk forever" with the New York Guild about such matters as pensions, insurance, sick leave and severance pay but refusing to incorporate them into a contract, the National Labor Relations Board ruled this month.

The board, overruling a trial examiner's finding, held Gannett guilty of bad-faith bargaining on an initial contract for circulation employes.

It ordered the Herald Statesman to bargain in good faith with the Guild and to "embody any understanding reached in a signed contract."

Management, during 22 fruitless bargaining sessions over a six-month period of 1967, announced repeatedly that it would not include in the contract even the terms of existing company practice on sick leave, dismissal pay, pensions and hospitalization.

"The announcement in advance of a determination not to comply with the statutory requirement to reduce any understanding reached to a signed and binding agreement displays the absence of a good-faith intention to conclude an agreement," the NLRB declared.

Gannett's refusal to include even existing policy in a contract was "tantamount to a refusal to negotiate about such subject matters," it said.

Examiner Thomas A. Ricci had argued that the Guild made little protest against management's stated position, but the board said "any protests by the union would have been an exercise in futility" in view of management's declaration that it "would not include in a contract any agreement that might be reached on certain mandatory subjects of bargaining."

Lynn Wykoff Dies at 61; Former Portland Head

Astoria, Ore.—J. Lynn Wykoff, former president of the Portland Guild, died of bone cancer Feb. 17. He was 61.

Wykoff

Wykoff was secretary-treasurer of the Guild during the 1959-61 Portland newspaper strike. He became managing editor of the Portland Reporter, launched during the strike to compete with the struck Portland Oregonian and Oregon Journal.

At the time of his death Wykoff was public-affairs director for a Job Corps Center at Tongue Point.

Wykoff worked on newspapers in Idaho before joining the Oregonian in 1934. He was day news editor when the strike began in 1959. His service on behalf of the Guild won Wykoff the local's Pop Cowling Award, in memory of another local president.

Washington News Hit

Guild Urges End to Racial Labels

"Irrelevant racial designations in crime stories" are under attack by the Washington-Baltimore Guild.

A resolution adopted by the Guild's executive board and endorsed last week by the Greater Washington Central Labor Council singles out the Washington Daily News's "Crime Clock" feature for particular consideration.

The resolution scored the News's "deliberate racial orientation in selecting crime stories and identifying suspects" in the crime column.

Local officers, acting in accordance with the resolution's instructions, asked the Daily News to discontinue racial designations, but the company refused.

The executive board, in adopting the resolution, cited ANG's Constitutional purpose of seeking to guarantee "constant honesty in the news" and to raise "the standards of journalism and ethics of the industry."

Rep. John R. Rarick, Louisiana Democrat, scored the Guild's stand in a speech on the floor of the House Feb. 21. Rarick described the Guild's position as "a program of censorship over truth in news reporting."

Terming the Guild and the Central Labor Council "bookburning groups," he asked: "Why did they not include censorship of racial designations by photographs and demand removal of racial designations from the so-called black programming pervading the entire communications media?"

Cleveland-Massillon Merger Ok'd

The International Executive Board this week approved merger of the Massillon Guild into the Cleveland Guild.

The IEB's action followed votes for the merger by the Cleveland and Massillon locals last fall. The Massillon Unit has 29 members at the Massillon Independent, a short distance from the Cleveland Guild's new Canton Repository Unit.

The IEB also issued a charter in the name of the Connecticut Guild to a new local at the Waterbury Republican and American. The new local's jurisdiction includes all of Connecticut except that part covered by the Bridgeport Guild's.

Hearst's Housekeeper Loses Room in White House

Willie Mae Rogers, director of Hearst's Good Housekeeping Institute, withdrew as President Nixon's consultant on consumer affairs Feb. 15 in the face of widespread criticism directed at her appointment.

Miss Rogers declined Nixon's request that she take a leave of absence from the institute to become a full-time Presidential consultant, stating that the storm of criticism raised by her appointment would make it impossible for her to function effectively.

Miss Rogers was to have remained on the Good Housekeeping payroll while serving as Nixon's consultant. Good Housekeeping is among 12 Hearst magazines on the boycott list of striking and locked-out Los Angeles Herald-Examiner unions.

In the forefront of Miss Rogers' critics was Rep. Ben Rosenthal, New York Democrat who heads a House subcommittee on consumer representation. He termed the appointment "incredible," charging that it contained "a built-in conflict of interest."

Rosenthal said the Federal Trade Commission and the Justice Department "have expressed interest" in Good Housekeeping's practice of requiring advertisers who obtain its "seal of approval" to maintain a constant ratio of their ad budget in Good Housekeeping when they increase ad expenditures elsewhere.

The Good Housekeeping seal, he said, can be obtained by any advertiser except those in such forbidden categories as liquor and contraceptives. Miss Rogers denied this, but Rosenthal said the magazine's lawyers have been unable to show that the seal has been withdrawn even from products labeled "contraband" by the Food and Drug Administration.

The Commission on Product Safety, meanwhile, disclosed that at least 100 models of a Good Housekeeping-approved room vaporizer have exploded in use. Hearings on its safety were held last week.

Rosenthal said the Good Housekeeping seal was nothing more than a professed guarantee that dissatisfied buyers could get their money back if they delivered the product to Good Housekeeping in New York and Good Housekeeping agreed they were justified.

At that, he said, 85 percent of such claims were rejected in 1968.

Miss Rogers, he noted, testified against such consumer legislation as "Truth in Packaging." And Good Housekeeping, he added, ran ads in the New York Times opposing supermarket boycotts by consumers.

Urging the President to withdraw her appointment, Rosenthal said Miss Rogers couldn't possibly function effectively as Nixon's consultant because Good Housekeeping's links with advertisers would leave her "in the difficult position of having to snitch on her friends."

Miss Rogers, before declining the appointment, took issue with the criticism. "Every job I ever had is one in which I represented the consumer," she declared. "The fact that at the institute we refer to her as the reader makes no difference."

She termed a question about the need for further consumer protection "too provocative" to discuss at a news conference.

ANPA Launches Drive Against Antitrust Measures

The board of directors of the American Newspaper Publishers Association, after skirting the issues for two years, has at last come out officially for legislation to exempt all newspaper mergers and joint-agency arrangements from antitrust prosecution.

The ANPA's board went on record at a recent meeting in Puerto Rico in support of pending legislation to this end as the alternative to a favorable Supreme Court decision in the Tucson antitrust case.

The high court is weighing an appeal by the Tucson Citizen and the Arizona Daily Star against a lower-court order requiring it to dissolve a 20-year-old arrangement under which rates are fixed, the market split and profits pooled.

The ANPA board filed a friend-of-the-court brief last year in support of the Tucson appeal, and it authorized its general counsel, Arthur B. Hanson, to testify in support of legislation to exempt so-called failing newspapers from the antitrust laws.

But until now, opposition by small publishers within the ANPA had deterred it from taking an official position in support of the legislation.

The ANPA also warned last week that it would intervene against any Federal Communications Commission move to comply with a Justice Department proposal that it end newspaper ownership of broadcasting stations in their home communities.

"Any attempt looking to the eviction of newspapers from the broadcasting allocation of the radio spectrum," the ANPA said, "would flout the intention of Congress and judicial precedent."

The proposed elimination of joint newspaper-broadcasting ownerships was also assailed this week by Grover C. Cobb, chairman of the National Association of Broadcasters. He said it would "shatter the broadcasting industry."

The FCC, following up the Justice Department recommendation, has sent questionnaires to newspapers that have broadcasting licenses, with a view to the possible establishment of new ownership rules.

This week the Boston Herald-Traveler Corp. asked the FCC for a rehearing on its decision to take away the company's license for Boston Station WHD-TV, grounded partly on the desirability of diversity in media control.

Boston Broadcasters Inc., to whom the FCC transferred the license, has also asked the commission to review the decision. It complained that the grounds for it were too narrow.

The ANPA's resolution on Tucson claims that some 300 merged daily-newspaper operations would be endangered by government action if the court decision is upheld.

But Sen. Hiram L. Fong of Hawaii, a sponsor of the exemption legislation, has quoted James W. McLaren, new head of the Justice Department's Antitrust Division, as stating that he intends to review the division's policy on such joint arrangements as that in Tucson.

Fong said McLaren, who defended corporations from antitrust prosecution before his appointment to the government post, told him after a Senate Judiciary Committee hearing on his nomination that the problem was "serious" and would be reviewed. He had declined to comment on the matter at the hearing because of the pending Tucson case.

Meanwhile, a Federal Trade Commission decision in a case involving the U.S. Steel Corp., has placed in question the validity of mergers involving even a genuinely failing company.

The commission ordered U.S. Steel to divest itself of a failing Long Island concrete firm it acquired in 1964.

"Injury to competition may occur even though the acquired company is in a failing condition," said the decision, written by FTC Chairman Paul Rand Dixon.

The failing-company defense "is not created automatically by the mere showing that the acquired company was in failing condition," the FTC said, stating that anticompetitive effects of the U.S. Steel acquisition outweighed the elements of financial hardship.

In the Tucson case, a cartoon that the two papers had drawn especially for the Internal Revenue Service to illustrate an explanation of their accumulation of substantial profits after World War II returned to haunt them.

The newspapers explained their profits as a result of the elimination of competition between them.

The cartoon, shown to the Supreme Court by Justice Department attorney Daniel M. Friedman, was in two panels: The first, illustrating the papers' previous situation, showed two hogs tied by their hind legs and unable to reach either a trough marked "circulation" or one marked "advertising." The second, illustrating their joint operation, showed the hogs tied side-by-side, and eating ravenously at both troughs.

Hart to Combat Dual Ad Rates

Voicing concern about advertising power that leads to monopoly, Sen. Philip A. Hart, chairman of the Senate Antitrust and Monopoly Subcommittee, told media representatives last week that he planned to sponsor legislation that would "make advertising space available to all advertisers on equal terms."

Hart, addressing an American Advertising Federation conference in Washington, aimed particular criticism at discount rates for large advertisers."

"A big advertiser's dollar and a small advertiser's dollar should be able to buy the same amount of advertising," he declared. "This is sound. This is fair."

Minority Job Campaign Pressed in Bay Area

San Francisco, Calif. — The San Francisco-Oakland Guild is moving to extend its minority-group hiring program to new shops.

The program, launched last summer in conjunction with the San Francisco Examiner, includes an editorial-internship program and weekly night classes in news writing, both for minority-group members.

Lynn Ludlow, chairman of the Newspaper Job Referral Committee, said the experimental efforts at the Examiner had proved sufficiently successful to justify similar programs at other Guild papers.

Local President Carl Nolte asked Guild unit chairmen to appoint co-ordinators for the local's human-rights committee and called for volunteer staff groups to work with management in developing additional training programs.

A third cycle in the Examiner internship program got under way this month, with four college students receiving on-the-job training. And a second term began in the newswriting class, for which students can receive credits at San Francisco City College.

Plans are being developed for a series of nine seminars at which prominent newsmen will discuss how they do their jobs.

But while hailing the program's possibilities, Ludlow warned that the problem of increasing minority-group representation on Bay Area newspapers has not been solved.

"We began work on this program last May," he said. "The number of newsmen from minority backgrounds has not changed."

Guild Helps Set Photo Training At N.Y. News

New York City — A training course under which 10 apprentices at the New York Daily News will combine classroom instruction with on-the-job training was launched this month under a program developed by management and the New York Guild.

The 19-week program will send the trainees to a three-hour course in photography once a week at the New York State University at Farmingdale. The other four days of the week will be spent in training on the job.

The apprentices, who will be paid the minimum for the next highest job classification, with a top of $150.95, while training, will each receive a new camera and other equipment as well as an expense allowance while attending classes. Any training after six months will count toward the trainee's experience rating when he becomes a photographer.

Assaults on Times Employes Spur Union Protection Drive

New York City — The New York Guild this month joined with other newspaper unions, police and management of the New York Times in a committee to establish safeguards for Times employes leaving work after dark.

A growing series of muggings, purse-snatchings and molestations aimed at Times employes passing through the Times Square area led to a conference between the unions, management and police.

Police have offered to escort late workers to their cars or subways in the Times Square area, which a high police official last week called "the cesspool of the world."

The joint committee to monitor attacks on Times employes and take steps to deal with them was established at the suggestion of Guild Unit Chairman Philip Brennan. Union representatives said they were not satisfied with steps taken by management to safeguard late-night employes.

Barnette Memorial

A Buffalo Guild check for $1,000 to a scholarship fund in memory of late Guild President Kenneth A. Barnette is presented by Local Secretary J. Edmund Kelly, left, to Louis Wacker, chairman of the scholarship committee of Greater Buffalo Chapter, Sigma Delta Chi.

Toronto Unions Urging Press-Monopoly Curb

Toronto, Ont.—Citing growing monopolization of Canada's mass media, the Metropolitan Toronto Labour Council this month called on the Canadian Labour Congress to seek federal action "to insure that freedom of the press is a reality and not a figure of speech."

The council, noting a recent call by Sen. Keith Davey for a Parliamentary investigation of press ownership, warned that concentration of control is "endangering the public interest."

"There is no doubt," it declared, "that even the finest newspapers fall easy prey to the most extensive influence exercised by chain ownership and advertisers."

The chains, it said, exert pressure on member papers even when allowing them "some editorial freedom."

The council warned particularly against the ownership of all media in a given geographical area by a single corporation.

Look's Discharge of 8 Spurs Security Push

New York City — The New York Guild is meeting with management of Look magazine on the dismissal of eight employes in the most sweeping staff reduction since elimination of the company's book division in 1948.

The eight—writers, photographers and administrative employes—were dismissed last month without explanation. The move has spurred a drive for improved job-security provisions in the Guild's contract.

EEOC's Rules On Sex in Ads Survive Test

Newspapers can continue to run separate help-wanted columns for men and women—but only at peril to the advertisers who use them.

Publishers opposing an Equal Employment Opportunity Commission order barring columns segregated by sex except where sex discrimination is clearly legitimate lost out last month in an attempt to gain a preliminary injunction against the order.

The U.S. Court of Appeals in the District of Columbia denied an injunction Jan. 24 but said the guideline does not have the effect of law. The injunction bid came from the American Newspaper Publishers Association and the Washington Star.

A full trial on the merits of the case has been ordered.

As matters now stand, newspapers may carry separate "male-wanted" and "female-wanted" advertisements despite the EEOC order—but advertisers taking advantage of them may find their ads used as evidence that the advertisers practice discrimination.

'Hot Line' Too Hot

San Francisco, Calif. — Plans for a "hot line" from San Francisco police headquarters to newspapers and broadcasting stations have been dropped following a protest by the San Francisco-Oakland Guild.

Outgoing Guild President William O'Brien objected in a letter to Police Chief Thomas Cahill that "a single information source ultimately will act as a filter for which news will be withheld and which news will be dispensed to the public."

Cahill said the "hot line" was an attempt to improve communications between police and the media but agreed to stay the plan "until there is a mutual agreement on the program."

'Labor's Staff Receives $20 In 1-Year Pact

Editorial employes of Labor, official publication of the nation's railroad and airline unions, will receive $20 increases in a new one-year contract bargained by the Washington-Baltimore Guild.

The top minimum is increased $10 retroactive to Oct. 1 and $10 April 1, going to $243.50.

In addition, the paper's contribution to pensions will go up $2 a week July 1, to a total of $11, and its contribution to health-insurance coverage is increased $4.05 a month, to $30.50.

Life-insurance coverage is raised from $2,000 to $6,000, and monthly payments to employes in military service in lieu of life-insurance coverage is raised $1, to $6.60.

The severance-pay ceiling is raised two weeks, to 58, and an 11th holiday, the employe's birthday, is added.

East Bay Labor Unit Wins $40 Pay Boost

Oakland, Calif. — Top-minimum increases of $40.75, mirroring the pattern set in last year's San Francisco newspaper contract, have been won at the East Bay Labor Journal, publication of the Alameda County Central Labor Council.

The top for reporters and display salesmen will go to $240.75 over the contract's 29-month term. The agreement is retroactive to Oct. 1.

Management will increase its pension contribution by $1 a week next month and $1 in March 1970, raising it to $11. The mileage allowance is raised one cent, to 11, and jury-duty pay of up to 15 days a year is provided for the first time.

Increases of $26 Won By Guild's IUD Unit

Wage increases ranging from $11.50 to $26 have been won by the Washington-Baltimore Guild in a new 11½ month contract covering staff members at the AFL-CIO Industrial Union Department.

The Guild also won a fifth week's vacation after 25 years' service.

The top minimum for staff representatives is up $26, to $225, retroactive to Jan. 15, while the top for section heads is up the same amount, to $397.50.

Per-diem payments are increased by $2.50, to $15 for the inside staff and to $12.50 for the field staff.

3 Bluecoats Face Firing in Chicago

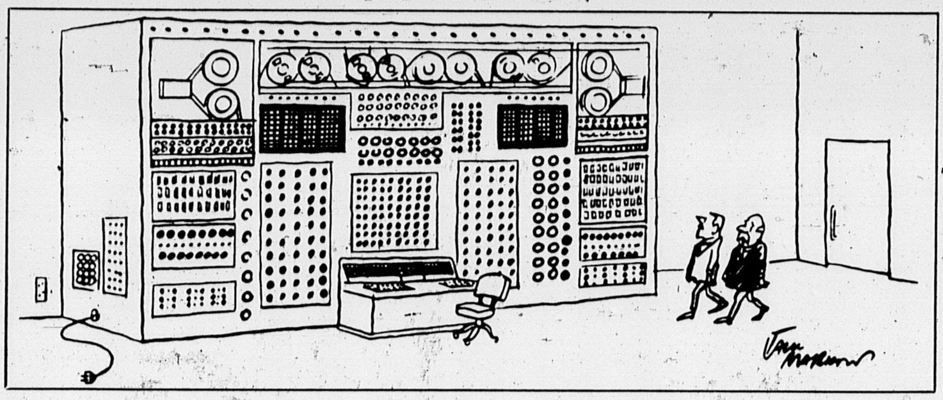
Chicago, Ill.—Chicago Police Supt. James B. Conlisk this week recommended the dismissal of three policemen accused of beating Chicago Daily News Guildsman John Linstead during disorders accompanying last year's Democratic Convention.

Sgt. George P. Jurich and Patrolmen Vincent D'Amico and Edward Becht were accused of "willful mistreatment" of Linstead when he protested a police attack on three girls in a convertible. The three will get a hearing before the Chicago Police Board.

Two other policemen were also recommended for dismissal, one of them for forcing an unidentified photographer to open his camera and expose the film.

The Robots Come Closer

New Computers Edit Copy, Count Headlines



Jack Markow in Look

"We don't use it—I found it could replace me."

Providence, R.I.—A professor at Brown University claims to have developed a miniature desk computer that can be used to edit copy faster and more flawlessly than any conventional method.

The process, known as the Hypertext Editing System, makes use of a photoelectric "light pencil" that makes copy alterations on a television-like screen with the aid of push-buttons on the computer console.

The process, says Editor & Publisher, "eliminates whole stages of editorial and printing production and does away with the need for pencils, ink, scissors, pastepot and even proofs."

"It also eliminates much of the manpower that goes into editorial production, including writers, editors, proofreaders, secretaries and copy boys," E&P adds.

The system has been developed by Andries van Dam, associate professor of computer service at Brown, with the assistance of a consultant, Theodore H. Nelson.

As explained by E&P, the computer is fed a rough text from cards or a typewriter keyboard. Then the editor operates on it with the "light pencil," rearranging, deleting, capitalizing, punctuating and so forth.

E&P says the computer can perform "anything an editor can do with a pencil" and turns out copy "that is perfect for immediate pasteup to be photographed for offset-printing production."

Meanwhile, an electronic system that guarantees no headline will exceed the specified space count has been developed by Shaftsall Equipment Inc.

The headline-writer's helper, called Kara-Count, can be hooked up to a typewriter on the copy desk. It counts the width of each character in a given type size and font with precision, telling the writer at the end of each line the total number of units.

If the total is too great, corrections can be made without retyping the entire line.

Guild Seeks to Bolster Defenses at UPI

New York City—The Wire Service Guild last week solicited all Guild locals for contributions to replenish local funds "seriously depleted" by January's Associated Press strike.

In a letter to local presidents, Malcolm Barr, president of the Wire Service Guild, said that it is "imperative we regroup and recoup in the event drastic action is needed in connection with UPI negotiations."

Contributions are "urgently required" to assist in current efforts to bargain a new contract at United Press International and to replenish the local's funds, he said.

UPI labor-relations director Harry Varian told the Guild negotiating committee at the start of bargaining Feb. 17 that the strike against AP proved "you are perfectly capable of striking one of the major wire services."

"We have always hoped you would not decide to take this action against UPI, and we continue to hope so," Varian said, adding that "from all appearances the strike against the Associated Press may have severely affected AP's relations with its employes."

Varian promised to "make every effort in these negotiations to reach a financial settlement which will take into consideration the pattern of our industry and will strive to meet the legitimate needs of our staffers."

UPI made an initial wage offer Feb. 24, consisting of the $250 kep top minimum negotiated at AP, plus an additional sum for pension improvements. The present UPI top had been $5 higher than that at AP, the Guild pointed out in rejecting the offer.

The Guild is seeking a $280 top in a one-year contract.

The Guild made one major change in its demands from contract proposals made to AP. The Guild amended its proposal for a Guild shop to one for an agency shop, which would require those who do not join the Guild to pay the equivalent of Guild dues.

Meanwhile, the California Newspapers Publishers Association this month scored the refusal of state officials to supply news to strikebreaking AP newsmen during the Guild's strike.

The association's protest followed one by the California-Nevada Associated Press, which condemned Gov. Ronald Reagan as well as other state officials. The publishers amended their resolution to eliminate Reagan.

$22 in Two Years Is Gained At St. Paul Catholic Paper

St. Paul, Minn.—Employes of the Catholic Bulletin will receive wage increases ranging up to $22.50 in the initial year of a new two-year contract with the Twin Cities Guild. A wage reopener is provided in the second year.

The contract will send the reporter top minimum to $192.50, up $10 retroactive to May 1 and $12.50 retroactive to Nov. 1. The minimum for news editor is increased $25.31, to $216.56.

Under the agreement, the Bulletin's contribution to hospitalization and life insurance is increased from half the cost to three-quarters. The service requirement for a fourth week's vacation is reduced from 15 years to 12, and the severance-pay ceiling is raised from 34 weeks to 38.

Top minimums go up $14 for office manager, to ~~$167~~; $8 for telephone operators and clerk-stenographers, to $96, and $9.50 for classified telephone solicitors, to $125.

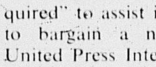
The weekly guarantee for advertising salesmen at the top level is increased $14, to $154.

Howard Moves Out

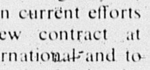
Loftus Is Appointed Shultz Aide

Joseph A. Loftus, New York Times labor reporter and a former Guild shop steward in the Times's Washington bureau, was named this month as special assistant for communications to Secretary of Labor George P. Shultz.

He entered the Labor Department as former Guildsman Jack



Howard



Loftus

Howard, once a member of ANG's International Executive Board, left. Howard resigned as executive assistant to the Secretary of Labor to become vice president and director of Educational Sciences Programs, an educational and training firm.

Loftus, who had been with the Times since 1944, specializing in labor, politics and economics, will advise the Labor Department on external and internal communications, participate in the formulation of policy and work with the White House on communications matters.

Loftus, in addition to serving as shop steward, was picket captain at the Washington bureau during the Guild's 1965 strike against the Times. Before going to the Times he worked for Associated Press and the old International News Service.

Howard, who was West Coast regional vice president of ANG from 1957 to 1960 while working as labor editor of the San Francisco Chronicle, served as federal deputy manpower administrator before becoming assistant to Labor Secretary Willard Wirtz.

POI District Council to Study Loan Program for Bargaining

Akron, Ohio — The Pennsylvania - Ohio - Indiana District Council is investigating the feasibility of a loan program to enable member locals to hire "professional collective bargainers."

The study of an interlocal loan arrangement was voted at a council meeting here Feb. 8 and 9.

The council also recommended that the International Executive Board increase per-diem expense payments for international representatives from the present $8 to $16.

A $200 contribution was voted to the Los Angeles Herald-Examiner strike and a $100 contribution to the Peterborough Examiner strike.

The POI Council invited the Midwest District Council to a joint preconvention meeting in Buffalo May 24 and 25.

LOCAL ELECTIONS

Connecticut

President, **John Conway**; vice president, **George Gudauskas**; secretary, **Connie Mugrage**; treasurer, **Robert Perry**.

Memphis

President, **Clifford L. Huffman**; first vice president, **Larry C. Williams** (Williams, 169; Russell Hawkes, 64); second vice president, **Brown A. Flynn** (Flynn, 148; William A. Tscherter, 80); third vice president, **Jimmie A. Covington** (Covington, 141; Fred B. Chisenhall, 89); secretary-treasurer, **Marlene Phifer**; recording secretary, **Betty A. Chapman** (Chapman, 159; Doris Austin, 68).

San Antonio

President, **John B. Rogers, Jr.**; vice president, **Ronald C. White**; secretary, **John (Ned) Sweet**; treasurer, **Thomas J. Jones**.

Scranton

President, **Robert Reese**; first vice president, **John McCormick**; second vice president, **William Gummer**; secretary, **Christine Vanston**; treasurer, **Joseph X. Flannery**.

Seattle-Tacoma

President, **Ben L. Cheney**; vice president, **Thomas P. McArt**; secretary, **Veronica Olwell**; treasurer, **Richard E. Davidson**.

Washington-Baltimore

President, **Raymond G. Dick**; vice president, **Llewellyn W. King**; secretary, **William J. Raspberry**; treasurer, **David Moy**.

L.A. Files Charge on Slashed Circulation Jobs

(Continued from Page 1)

Meeting with the printers' and ITU mailers' unions Feb. 25, Hearst withdrew all the clauses it had agreed to before the strike and announced it would submit a whole new contract proposal.

Pressmen's representatives met with Hearst Feb. 13 but reported "very little progress." The Pressmen said management remained "inflexible" on major issues. No further meetings have been scheduled.

A bargaining session with the Stereotypers on Feb. 20 was termed "nonproductive" by the union.

The Hearst-sponsored track meet, in separate afternoon and evening sections Feb. 15, drew a total of only 2,400 spectators, against advance estimates of at least 9,000, following protests by the striking and locked-out Herald-Examiner unions. A Los Angeles Times meet earlier this month attracted 13,880.

The Los Angeles Board of Education had withdrawn its sanction of the event Feb. 10 after union protests. The board later refused to rescind its action despite an appeal by Carl Cooper, executive director of the U.S. Track and Field Federation, which cosponsored the event with Hearst.

Cooper apologized to union officials for joining with the Herald-Examiner in the track meet. He said the federation did not know about the strike when it arranged the meet and that the Herald-Examiner had refused to let it break the contract.

"Personally speaking," Cooper said, "I would have had no part of it. My father is a 52-year card-carrying member of the labor movement."

The federation, while it went through with the meet, altered the printed program for the event to eliminate the newspaper's name.

Informational pickets in large numbers marched around the sports arena during the event, in which a sharply reduced number of high-school and college athletes competed. The pickets' protests, emblazoned on signs, read: "Scabs don't compete, they steal," and "Youngsters are being exploited inside."

Union spokesmen described the meet as a Hearst attempt to regain a favorable image.

But strike director William Robertson said that "the image of the Herald-Examiner will be improved only when publisher George Hearst, Jr., rids his plant of the strikebreakers he has hired and when he returns to the bargaining table to negotiate fairly with his employes."

"When a newspaper cannot promote its own event," he declared, "that newspaper cannot promote sales for its advertisers, a fact many Los Angeles retailers have discovered."

Herald Examiner advertising is continuing to decline below last year's strike-diminished levels.

The ratio of advertising to available space for the week of Feb. 16 was 46.9 percent, four percent below that for the same week last year; the average for the week of Feb. 9 was 47.2 percent, down eight percent, and that for the week of Feb. 2 was 46.1 percent, also down eight percent.

Last week White Front stores filed a suit against the striking and locked-out unions for $200,000 damages it said were caused by picketing of White Front stores for advertising in the Herald-Examiner. The company has withdrawn its advertising, however.

The National Labor Relations Board will go to court March 10 to seek an injunction against picketing at White Front and other stores advertising in the struck Hearst paper as the result of unfair-labor-practice charges filed by White Front last month.

A Guild attorney said the suits were directed only at picketing and not at "pure handbilling" of the stores.

A picket line of 50 LAGALS (Los Angeles Gals Against Labor Scabs) at the home of Hearst negotiator McCarthy Feb. 22 was joined by 30 of McCarthy's neighbors. LAGALS had picketed the home of Herald-Examiner General Manager George Sjostrom Feb. 8.

A scheduled Federal Court hearing on a Hearst motion challenging union-certification elections held in December was postponed again, from Feb. 24 to March 10 as attorneys for both sides pursued the possibility of an out-of-court settlement.

Los Angeles Guild President Daniel Swinton and interim Administrative Officer Robert J. Rupert, along with five other officers of Herald-Examiner unions, last week endorsed City Councilman Thomas Bradley for mayor in the upcoming municipal elections because of his support of an antistrikebreaking ordinance and his pledge to help settle the Hearst strike.

Bradley, a Negro Democrat, promised last week that one of his first acts as mayor would be to seek a settlement of "this longest and most bitter strike in Southern California history." He scored incumbent Mayor Sam Yorty for inaction in the dispute.

Sigmund Arywitz, executive secretary of the Los Angeles County Federation of Labor, this month called for a campaign of union letters in support of a California bill to outlaw professional strikebreakers of the type used by Hearst.

Meanwhile, the newspaper unions hailed the defeat of a proposed city ordinance that would have placed limitations on the size of sticks used in picket signs, to discourage their possible use as weapons.

Rupert told the City Council that security guards at the Herald-Examiner "are armed with billy clubs and loaded guns—and they would not be affected by the ordinance."

New contributions to the Los Angeles Guild strike fund total $2,674.19 including the following:

Bakersfield Guild	$ 200.00
Chicago Guild	75.00
Cleveland Guild	100.00
Cincinnati Guild	50.00
Denver Guild	150.00
Kenosha Guild	25.00
San Francisco-Oakland Guild	300.00
San Jose Guild	95.00
Seattle-Tacoma Guild	1,000.00
POI District Council	200.00
Toledo Guild	205.00
Wilkes-Barre Guild	200.00
Wire Service Guild	119.19
Washington-Baltimore Guild	200.00
Youngstown Guild	50.00

The latest receipts bring total strike fund contributions to $128,195.

Where LAGALS Are

LAGALS (Los Angeles Gals Against Labor Scabs) picket the residence of George Sjostrom, general manager of Hearst's Herald-Examiner, in protest against the paper's use of strikebreakers. Sjostrom has represented Hearst throughout the course of deadlocked bargaining at the paper.

Jaquinto to Head Empire Council

Rochester, N.Y.—Frank Jaquinto of Albany was elected president of the Empire State District Council at its quarterly meeting here Feb. 22 and 23.

Robert Bairr of Kingston was elected secretary. Elected vice presidents were George Holmes of New York, Rocco Palladino of Utica, Bruce Lambert, Jr., of Rochester, Ed Lown of Newburgh-Beacon and Edwin Harnett of Hudson County.

The council passed a resolution of appreciation to retiring president Edward Ruffing of Utica and retiring secretary-treasurer Philip Feldman of Rochester.

The council contributed $50 to the Los Angeles Herald-Examiner strike in memory of former International Vice President Daniel A. McLaughlin of North Jersey.

The next council meeting will take place in Albany May 17 and 18.

A Scab's Lot

Money Rolls—But So Do Heads

Los Angeles, Calif.—The wages of sin are high for strikebreakers at Hearst's Los Angeles Herald-Examiner—but job security is something else again.

"On the Line," the Strike-Lockout Council's official publication, relays a tax consultant's report that a strikebreaking pressman's income-tax return for 1968 listed total wages of $26,000—an average of $500 a week.

And a paycheck stub obtained by the strikers shows one strikebreaker's pay averaged $414.64 a week for the first seven weeks of 1969.

But "On the Line" cites the story of a forlorn mail-room foreman who approached a picketing printer two weeks ago to relate how he asked General Manager George Sjostrom for a raise after several unsuccessful requests to the production superintendent. He was fired on the spot.

"I can sympathize with you people now," he told the striker.

●

PRESIDENT NIXON may or may not support the Guild's strike against the Herald-Examiner, but the college newspaper at his alma mater has no hesitation about doing so.

"Quaker Campus," the voice of Whittier College, made a resounding pitch for the striking and locked-out workers in its Jan. 15 issue. An article in the paper urges students to boycott the scab-produced Herald-Examiner and its supporting advertisers.

●

HEARST BOASTS in full-page ads in Editor & Publisher that advertisers "depend on" the Herald-Examiner to reach the Southern California market. But it appears that the only thing they can depend on is one incredible error after another.

A reporter in one recent issue, for example, wrote that a voter-registration drive "will be spurred." But the headline on the story announced: "Election Sign-ups Spurned."

And then there was the picture caption that read: "Remains of bridge and roadway across Tujunga Wash lies beside waters that drug them down."

A drug on the market?

Hearst Ad-Boycott List

The following national advertisers have most consistently supported Hearst by advertising in the struck Los Angeles Herald-Examiner, according to the Herald-Examiner Joint Strike-Lockout Council.

SEARS, ROEBUCK & CO.

J. C. PENNEY

THE MAY CO., with department stores in these cities:
- **Los Angeles—The May Co.**
- **San Diego—The May Co.**
- **St. Louis—Famous-Barr**
- **Baltimore—The Hecht Co.**
- **Washington—The Hecht Co.**
- **Pittsburgh—Kaufmann's**
- **Akron—M. O'Neil Co.**
- **Jacksonville—May-Cohens**
- **Cleveland—The May Co.**
- **Portland, Ore.—Meier & Frank**
- **Youngstown—Strouss-Hirshberg**
- **Hartford—G. Fox & Co. and Brown Thomson Inc.**
- **Denver—May D. & F.**

GENERAL TIRE & RUBBER CO.

FIRESTONE TIRE & RUBBER CO.

GOODYEAR TIRE & RUBBER CO.

B. F. GOODRICH TIRE CO.

SEAGRAM DISTILLERS: All brands

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

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

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

GENERAL MOTORS CORP.: All divisions, including Buick, and Frigidaire home appliances.

automobiles; A.C. spark plugs, Delco auto batteries and radios, Cadillac, Chevrolet, Oldsmobile, Pontiac, Vauxhall and Opel

Gannett Reception Committee

Films taken during National Labor Relations Board voting bolster the Guild's charge that the Rochester Times-Union and Democrat & Chronicle was guilty of an unfair election practice by having supervisors meet circulation counselors at the company parking lot and escort them to the scene of balloting on Guild representation. Strip shows a promotion supervisor meeting a voter in the parking lot, taking her to the building and seeing her back into her car after she cast her vote.

Guild Loses Vote in Rochester; Charges Filed

(Continued from Page 1)

name on Al Neuharth, the paper's general manager, with the heading, "Beat Scab Neuharth."

The Guild immediately disclaimed responsibility for the leaflet. But the company accused the Guild of lying and sent it a telegram demanding that the Guild accept responsibility. It mimeographed the telegram and handed it out to circulation employes before the Guild had even received it.

The Guild also cited a typed script for telephone calls, found in the plant, in which circulation employes were asked in the name of Local Treasurer George H. Kimball to buy two tickets at $8.50 each for a fictitious Guild reception.

A note at the top of the script, addressed to "Frank," said, "Keep insisting they buy."

A Guild membership meeting Feb. 23 called on Gannett to make a public apology for "its flagrantly illegal and unethical acts against its own employes."

"It is a disgrace," the local said in a resolution, "that the Gannett newspapers engaged in lies, distortions, and unfair labor practices. We are confident that the National Labor Relations Board will rule against these activities.

"The company has tried to blame us for its own underhanded behavior. But we know that our actions have been honorable. The company should at least have the courage to take responsibility for its own acts.

"The Gannett Co. is free to continue to disgrace itself. But we hope it will stop its attempts to impugn our integrity."

The Empire State District Council, meeting here last weekend, also condemned Gannett's conduct, declaring that "the use of a bogus bulletin . . . is contemptible."

The council described as "shameful" the distribution of "distortions, half-truths and downright lies" in a 16-page anti-Guild brochure put out by the company in the closing days of the campaign.

The pamphlet contained such statements as "Sick leave doesn't stop just because the Guild says it should."

And it claimed that the Guild had failed to accomplish anything for newly organized circulation employes at Gannett's Yonkers Herald-Statesman without mentioning an NLRB order, issued before the brochure was printed, finding the company guilty of refusing to bargain.

The Guild charged the company with holding the last in a series of luncheons for the counselors, who are mostly housewives, at noon Feb. 19, 17 hours before the start of balloting. The Guild wrote Neuharth before the luncheon noting that it violated the 24-hour prohibition but received no reply.

In addition to the luncheon, the company held six full-scale dinners for circulation employes in the week before balloting and several additional dinners for smaller groups.

Supervisors greeted the counselors as they arrived in the parking lot to vote and escorted them to the building. In one case, a counselor was escorted right into the voting room, but that practice was halted when the Guild protested.

Company representatives also handed out leaflets outside the polls in violation of regulations, the Guild said.

The Guild set up an organizing trailer across the street from the circulation-truck parking lot in the closing days of the campaign. The company double-parked a trailer alongside to block its visibility; when police ordered the company trailer removed, management ordered circulation trucks moved to the plant so that drivers would not go to the lot.

Management's anti-Guild campaign included a letter to employes calling the Guild's local leadership "strike-happy" and pointing out that employes would lose profit-sharing for any year in which they participated in "any interruption of work."

The Rochester Guild has never had a strike, and there has been no strike vote in current bargaining for a contract covering Gannett editorial employes.

The company assigned 46 executives to a "task force"—so designated by management—to combat the Guild.

Neuharth admitted at a meeting with the Guild's executive committee Feb. 24 that "some mistakes" had been made in company leaflets during the campaign and said they would be corrected subsequently.

He made the statement at a meeting to which Guild executive-committee members were ordered as employes. Local President Bruce Lambert, Jr., walked out of the meeting when Neuharth began to discuss Guild matters.

The executive committee later sent Neuharth a letter criticizing his unilateral convocation of the meeting and serving notice that a day's overtime pay would be demanded for two members called to the session by Neuharth on their day off.

The Guild organizing campaign was under the direction of International Representative Richard P. Davis. He was assisted during the drive by International Representatives Edna Berger and John Edgington and by Robert Giambellucca, chairman of the Buffalo Guild's Courier-Express Unit.

Guild Loses Election At Encyclopedia Unit

New York City—Editorial employees of Encyclopedia Americana and the Americana Annual voted 41 to 37 Feb. 25 against representation by the New York Guild.

Management of Grolier Inc., which publishes the encyclopedia, had sent a series of letters to employes to discourage Guild representation. Balloting was conducted by the National Labor Relations Board.

IEB Will Seek Higher, More Equitable Assessments

(Continued from Page 1)

nounced intention to seek a new assessment referendum but that the "interchange of ideas and assurances" during its meeting had led it to unite behind the program set forth in its statement.

The statement was adopted unanimously with the exception of a single dissent by Vice President Noel Wical of Cleveland to the commitment to raise strike benefits when assets permit. (Vice President Thomas J. Buckley was absent.)

The IEB instructed Perlik and Executive Vice President William J. Farson to "enter into immediate discussions with local leadership representing the views of the contending forces" in the December referendum, "with a view toward harmonizing and accommodating all those views in time for the board," at its April 28-May 2 meeting, "to utilize the values of such discussions before it develops its program for presentation to the convention."

The board's statement also pointed out to "all Guild members and their leadership" that the Guild "has shown remarkable resilience in responding to its crises, and even more remarkable determination to meet them."

"This is but one more problem that working people must face, and solve," the board declared, "as they battle their way toward economic adequacy and employment security."

Wical, in explaining his dissent, said he felt the increased strike-benefit commitment "seems to be holding out overly optimistic expectations" and "plants seeds of hope" that he felt won't "mature."

But President James B. Woods said he feels everyone is "aware" that the Defense Fund has to have "greater resources and greater ability to raise them" before benefits can be increased.

The board had before it a request from the Chicago Guild's executive board that the IEB initiate a new assessment referendum and a letter from the Toronto Guild reporting its executive board's opposition to a new referendum.

Meanwhile, the New York Guild's newspaper, Frontpage, reported that on Feb. 13 the local's executive board, "looking ahead to the ANG Convention," authorized its officers to discuss "an improved Defense Fund" program with ANG officers and other locals.

"This program, it was made clear, should deal with both financing of the Defense Fund and with dispersal," Frontpage reported.

A 111-vote victory for the recent referendum proposal to rescind the assessment schedule adopted by the 1968 ANG Con-

Other IEB stories in next issue

vention and restore the former assessment schedule was certified in a two-to-one vote by the International Election and Referendum Committee Feb. 11.

In a Feb. 20 letter to locals that had requested a recount Perlik reported that one committee member, Edward Gilbreth of Chicago, said he would have voted against certification pending a full recount if he had been able to participate in the Feb. 11 vote.

Gilbreth's vote would have caused a two-to-two tie on the question, Perlik pointed out, causing committee chairman Roberta Bailey of Philadelphia to break the deadlock. She had announced previously that she, too, favored a full recount and would have so voted. The recount would have been held Feb. 15 and 16 under a prior committee agreement.

The telephone operator could not connect Gilbreth to the IERC conference call during which the certification decision was made, because she had an incorrect number for his telephone.

Perlik on Feb. 14 instructed locals to begin collecting assessments at the old rates in March.

The IEB this week also approved a reply in its behalf by Perlik to a Feb. 17 letter to the board from the Denver Guild voicing "displeasure" with the conduct of the referendum and with what it described as "shilly-shallying" over the results.

The Denver letter, signed by a committee representing the local executive board and sent to all Guild locals, said the "biggest single task" of the IEB was "to conduct the referendum held in November, and get the results to the membership. We feel without a doubt you bungled that assignment rather badly."

It said that the Denver membership, which voted 162 to 71 to restore the old assessment schedule, "was willing to abide by the referendum decision but wanted a professionally done job," adding that "we could hardly call what happened a professionally done job. . . . It took three months to get an answer."

In the IEB reply, Perlik, observing that the Denver letter was "not a professionally done job," pointed out that the referendum was held in December, not November, and that the delays in certifying the results were caused by "the failure of locals" to follow Election Committee rules and the ANG Constitution, "a factor for which neither the IERC nor the IEB can be held responsible."

The Denver executive board, Perlik wrote, apparently was either "unaware" of or "chose to ignore" the fact that Guild referendums are conducted not by the IEB but by the IERC.

"And," he concluded, "we note with particular distaste that the good faith, hard work and intense devotion of this group of veteran, accomplished Guild members drew, by inference, your condemnation, but you did not so much as favor them with a copy of your letter while spreading your condemnation the length and breadth of the Guild."

Editorial

NLRB Talks Back

The "talk-'em-to-death" school of management bargaining has suffered a further loss of accreditation as the result of a new National Labor Relations Board decision.

The NLRB sent management of Gannett's Yonkers Herald Statemen back to the bargaining table with instructions to put its fountain pen where its mouth is.

The company's chief negotiator had told the Guild it would "talk forever" about such matters as severance pay, sick leave and pensions but would never include them in a contract—even to the extent that they were already company policy.

That, said the NLRB, does not constitute collective bargaining.

The board, noting that management has an obligation under the law to incorporate into contract language any agreement on terms reached at the bargaining table, declared that the obligation extends equally to any company policy accepted by the union.

If management announces advance refusal to even incorporate existing policy in the contract, the board said, it effectively forecloses bargaining on any subject covered by the policy.

The decision, of course, won't put a complete quietus on management talkathons. It doesn't, in itself, require management to agree to anything new. But it does make clear that merely showing up at the bargaining table twice a day doesn't exhaust management's obligation to bargain in good faith.

For the rest, for assurance that the terms management agrees on reflect the legitimate needs of its employes, the union must depend on what, in the last analysis, has always been the source of its strength: the solidarity and militancy of its members. The union bargainer, no matter how skilled, is no stronger than the unit that stands behind him.

The NLRB's decision makes the ground rules clear. But it's still up to Guild members to win the game.

Dan McLaughlin

Not everyone in the Guild knew Dan McLaughlin. But few who did are likely to forget him.

McLaughlin was a rare breed of Guildsman. Rare in his devotion to the Guild and the interests of its members, rare in his level-headed approach to the problems of Guild policy, rare in the spirit of fun he brought to Guild councils, high and low.

Colleagues on the International Executive Board knew him as a board member who invariably cut through the clouds of debate to expose the core of any problem. In doing so he often performed a service even for those who disagreed with him.

Members of his home local, North Jersey, knew him as the mainstay of Guild bargaining, organizing and grievance procedure, the man who shouldered an overwhelming portion of the local's burdens over a period of two decades.

He managed to do so without ever thrusting himself forward, without ever seeking to exercise a domination he might have easily wielded. He avoided becoming local president, but he did the work of three.

It was McLaughlin who personally persuaded New Jersey's unemployment-insurance director that Guild severance pay was accrued wages, obtaining a precedent-setting decision that Newark Sunday Call members who received it were still eligible for unemployment compensation. He played a similar influential role in the passage of state antistrikebreaking legislation.

McLaughlin tended to operate similarly inside the Guild; his counsels were heard more often behind the scenes than in Guild forums. As a result, only a few knew the extent of his role in helping shape Guild policy.

But those who did know have no doubt. The Guild is a better union for having had Dan McLaughlin as a member.

The Guild Reporter

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Collective Agreement, Gannett Style

DATELINE: WASHINGTON

Rising Tide of Tax Protest Swirls on Capitol Hill

By WILLARD SHELTON, *Washington Guild*

THE HOUSE Ways and Means Committee has opened its full-scale hearings on fundamental issues of tax reform. It may safely be predicted that the results will be judged by what happens, if anything, to the 27.5-percent oil-depletion allowance as much as by anything else.

This is, in a way, unfortunate, because many special favors and privileges strike some as equally significant. There are the tax-exempt business profits of charitable, church and fraternal groups and of foundations. These include bowling alleys, retail gasoline operations, hotels, restaurants, automotive firms, real-estate and petroleum-products activities unrelated to—or only tenuously related to—the principal declared purpose of the owning group.

They include the tax-free advertising profits of publications of voluntary associations — suddenly taxable under a new Internal Revenue Service ruling that is challenged as a usurpation of Congress. There are the competitive insurance operations of cooperatives, allowing a piling-up of tax-free reserves. There are depletion allowances — lower than 27.5 percent—of many extraction industries, such as those mining other minerals and sand-and-gravel deposits.

The list can be continued indefinitely. A home owner with an insured mortgage can deduct interest on his investment; a tenant pays the interest through his rentals, but the owner of the housing deducts it for tax purposes, thus being free to accumulate more capital for other investments. Accelerated depreciation lets business firms write off the cost of new machinery quickly, reducing tax bills.

STILL, THE OIL-DEPLETION allowance—fat and juicy—produces rolling profits to huge corporations and helps million-a-year incomes escape any taxes whatsoever while middle-income and low-income families are sweated. So the handling of the oil issue has an explosive political potential.

It is nevertheless essential to put tax-reform questions in context.

In the first place, the Ways and Means Committee has enormous accumulated stores of information on the effects of tax laws. It is ably staffed, and members are hard-working and sophisticated.

In the second place, tax issues are not simplistic because they are multipurposed. Every tax program involves amounts of revenue, ease of collection, the relationship to an accepted national purpose, and — finally—equity as between taxpayers.

The ancient, still-smoldering battle on tariffs has always involved the question of whether it is nationally more important to promote and protect industry and the domestic jobs it furnishes or promote jobs and low prices for consumers through nonprohibitive tariffs on foreign goods.

THE GRADUATED income tax is designed strictly for equity: to take a higher bite-proportion on high incomes than on low incomes.

Despite a request from Congress, former President Johnson did not transmit his own tax-reform program. Neither has President Nixon spelled out specific recommendations. He has just said that Chairman Wilbur D. Mills of Ways and Means (D-Ark.) will have his support on the objective of tax reform.

The basic doctrine is this: The federal government needs huge revenues to finance national programs of security and social advance. The bite of the tax laws will inevitably reflect a concern for which private interests are to be promoted by the deliberate creation or preservation of shelters—or, more bluntly, by half-concealed subsidies. And they must reflect the principle of equity, of fair-dealing, of changing laws that hit some taxpayers too harshly to finance the subsidies.

It is the felt absence of the latter essential that has stirred up protest about gross deficiencies in equity and fair-dealing in our existing tax system. The warning lights clearly signal fierce and mounting resentments against the piled-up shelters and deliberately created loopholes and a demand for the elimination or reduction of all but the clearly justified.

That is why tax reform is now an unavoidable subject. Congress will best serve the public interest by showing a willingness to heed the protests—no matter what the staked-out positions of interests that no longer need the subsidies and special favors they have enjoyed and maybe never deserved them fully. If we don't get reform from this Congress, the next one will be forced to move further.

IT SEEMS TO US

Allan Blames 'Flacks' For Press-Club Veto

DETROIT, MICH.

Editor:

The Jan. 10 issue of my union paper, the Guild Reporter, carries on Page 5 a piece reporting the barring of my application for membership in the Detroit Press Club. The head on the story says, "Newsmen Protest Red Blackball."

The board of governors is loaded with promanagement Detroit News types like Jack Crellin and sundry others.

My humble application ($15), compared with the $250 tab of the "flack" merchants of Detroit business, flushed the anti-Guild birds from the bar into voting to bar me from membership despite a unanimous vote to accept me by the membership committee.

Headed by chief Guild-hater and red-baiter Jack Crellin, the charge was hurled that my entrance would mean a "propagandist" would be allowed in. God, the joint oozes with them, all propagandizing their wares for the employers who pay them for just that.

As a Communist newsman, to advocate my ideas before the majority of the Press Club members would be like casting pearls before swine. No thanks, I find my place out on the labor beat, amongst labor folk, black and white, who work for a living, honestly.

BILLY ALLAN
Detroit Guild