

Chicago Wins Record \$263 Top; 6-Day St. Louis Shutdown Ends

1,000 in Guild Go Back as Craft Settles

BULLETIN

St. Louis, Mo.—Eighty striking paper handlers voted yesterday to ratify a settlement providing \$40 in wages and fringes over three years, ending a strike that had shut down St. Louis's two newspapers and idled more than 1,000 Guild members.

St. Louis, Mo.—More than 1,000 St. Louis Guild members were idled this week as a Paper Handlers' strike shut down the St. Louis Post-Dispatch and Globe-Democrat.

The Paper Handlers struck the Post-Dispatch April 18 after rejecting a company proposal to arbitrate the wage terms of a new contract. Members of the Guild and most craft unions honored their picket lines, and the Pulitzer paper was unable to publish.

The Newhouse-owned Globe-Democrat, which is printed in the Post-Dispatch plant, was also forced to suspend publication. Some 230 of its Guild employees, who work in a separate building, were furloughed this week, but management kept 35 on the job.

The Guild is currently in bargaining at both papers. The Pressmen's contract is also open.

The Paper Handlers are seeking \$40 in wages and \$3.75 in fringe benefits in a three-year contract. The company is offering \$36.50, the amount received by the Typographical Union in a recently concluded settlement.

The 80-man Paper Handlers' unit struck at 5 p.m. April 18 after rejecting the arbitration proposal. (Continued on Page 6)

THE GUILD REPORTER

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JAMES H. WHITE

White to Step Down From Position on IEB

Memphis Tenn.—ANG International Vice President James H. White of Memphis announced this week that he will not seek reelection.

White is resigning from his job on the Memphis Press-Scimitar to enter a Memphis law firm. He will serve as an attorney for the Memphis Guild.

White's term as an at-large vice president expires in October. Nominations for the position and other international offices will take place at the Guild's 1969 Convention June 23 through 27.

White, who had been studying law while covering Federal Court for the Press-Scimitar, received word last week that he had passed his bar examination. His resignation from the Press-Scimitar will take effect May 2.

"While looking forward to a legal career," he said in announcing his decision, "I am saddened by the prospect of handing in my Guild card. Nothing in my 38 years has given me more satisfaction than my Guild work."

White was president of the (Continued on Page 6)

\$58 Increase Gained After Strike Vote

Chicago, Ill.—A reporter top minimum of \$263, up \$58 and the highest in any Guild newspaper contract, was won by the Chicago Guild last week in a three-year settlement at Field's Sun-Times and Daily News.

The settlement, which will be submitted for ratification April 27, was hammered out following an April 13 strike vote. The unit had rejected an offer that would have increased the reporter top by \$53.

The agreement, which has been recommended by the negotiating committee, would produce a top minimum \$3 above the highest previously won in a Guild contract—\$260 at the Washington Star.

The terms provide a \$60 increase for the top editors' group, whose minimum will rise to \$295, and for copy readers, whose top will go to \$275. Final increases are effective March 1, 1971.

General increases range from \$24 for those earning less than \$125 to \$56 for those earning \$250 and over. Employees would receive additional increases to compensate for any rise over four percent in the cost of living either this year or next.

The reporter starting minimum would be increased \$40, to \$180. The top would go up \$21 retroactive to March 1, to \$226, and would rise \$16 next March 1 and \$21 in the final step.

The Guild also won improvements in vacations, pensions, severance pay, holidays, sick leave, medical insurance, expenses and other fringes.

Further details next issue

For Low-Income Families

San Antonio Guild Builds Project

San Antonio, Tex.—The San Antonio Guild is building a \$1,520,000 apartment project for low-income families under the federal government's rent-supplement program.

The Guild, which has been working on plans and financing

for the 114-unit project for almost two years, signed closing papers April 11, and construction has already begun.

The project will be built and operated by the San Antonio Newspaper Guild Trust, a non-profit corporation, with the Guild as sponsoring organization. The Guild elects trustees for the trust.

San Antonio is the first Guild local to undertake such a project, although the New York Guild has agreed to sponsor the construction of a co-operative, middle-income housing development to be named Heywood Brown Houses after ANG's founder and first president. The New York Local is not actually building the project, however, and has announced it will withdraw its sponsorship if plans to eliminate the co-operative aspect are not canceled.

The San Antonio apartment complex will be located on San

Antonio's Southwest Side, where most of the city's low-income families live. It will be known as Guild Park.

Under the federal rent-supplement program, the federal government will pay part of the rent (Continued on Page 6)

Increased Minimums Add 18½c to ANG Per Capitas

With the average reporter top minimum in Guild contracts up \$11.30 over last year, per-capita payments by Guild locals to ANG are scheduled to go up 18½ cents, to \$2.90½, effective May 1 under a constitutional formula linking the two.

More than 9½ cents of the increase will go to bolster the International Defense Fund. The re-

maining 8.9 cents will go into ANG's General Fund, which operated at a deficit of \$25,541 during the past fiscal year.

Locals were notified of the prospective increase last week by ANG Secretary-Treasurer Charles A. Perlik, Jr.

The per-capita formula, adopted by ANG's 1964 Convention, (Continued on Page 6)

New York Guild Mounts Penney Boycott Drive

The New York Guild, ANG's biggest local, last weekend launched a widespread handbilling effort aimed at J. C. Penney, a principal advertiser in the struck Los Angeles Herald-Examiner.

Guild members distributed "Don't Buy" leaflets at Penney outlets in Staten Island and Valley Stream, N.Y., as the Penney boycott spread to a new area of the

country. Thirteen Penney stores in the metropolitan area will be targets.

The leafleting campaign is being conducted by a special boycott committee established by the New York Guild. More leafleting is scheduled for this weekend. International Vice President Barney Peterson, ANG boycott co-ordinator (Continued on Page 7)

Pay Check vs. Budget: The Uneven Match

THE AVERAGE reporter top minimum in Guild U.S. newspaper contracts is \$11.50 less than the national average of \$189 a week required to provide a typical urban family of four with a "modest but adequate" standard of living, according to the U.S. Labor Department's latest family budgets, revised to reflect increases in the cost of living through February.

The average reporter top minimum of \$177.50 as of April 1 is \$94.50 a week less than the \$272 required to provide a "higher" standard of living, projected originally by the Labor Department as an "American" standard.

And, to take three examples, the average reporter starting minimum of \$106, the average inside-classified top minimum of \$113 and the average clerk top minimum of \$97 (for the lowest clerical classification) fall short of the \$123 a week required to provide a "lower" standard of living, characterized by a Labor Department official as an "austere" standard.

In metropolitan areas of over 50,000 population, an

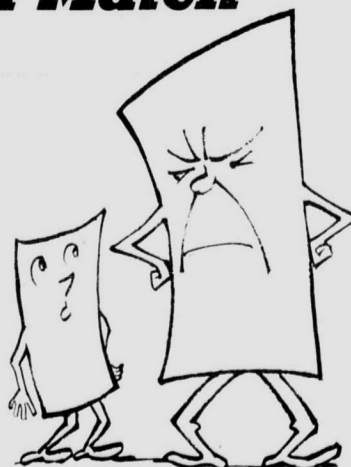
average of \$193 a week is required to provide a "modest but adequate" (or "moderate") standard of living—\$15.50 more than the average reporter top minimum.

In nine of 22 metropolitan budget areas where the Guild has contracts, reporter top minimums are less or no better than equal to the weekly earnings required for a "modest but adequate" standard of living in those cities.

No reporter top minimum in any of the 22 cities is equal to the amount required for the higher, "American" standard.

Starting reporter minimums in 19 of the 22 cities are less than the amounts required for the lower, "austere" standard of living. So are inside-classified top minimums in 11 of 17 cities and clerk top minimums in 19 of 20 cities. (See tables, Pages 4 and 5.)

These are the results of an analysis made by ANG's Research and Information Department of a new U.S. (Continued on Page 4)



Ban on Press-CATV Link Is Urged

The Justice Department is urging the Federal Communications Commission to prohibit newspapers from owning community-antenna television stations in their circulation areas.

The department, supporting an FCC proposal to forbid common

control of commercial television stations and CATV systems in the same community, said the commission should go further by extending the prohibition to newspapers.

The department voiced concern that common ownership of com-

peting media would "result in elimination of competition as well as inhibition of technical development."

Such ownership, it said in a memorandum to the FCC last month, would eliminate not only existing competition but the "yet

unrealized potential" of CATV to compete with both newspapers and commercial television stations.

"Common control of a newspaper and CATV in the same community," the department said, "represents substantial foreclosure in the market for local advertising and eliminates development of potential independent alternative advertising media."

The department declared that "vigorous, independent CATV ownership" is most likely to produce advances in the field of facsimile transmission, which it said "promises to reduce two of the major barriers to newspaper competition"—printing and distribution.

"It would indeed be unfortunate," it said, "if existing publishers were to control this source of potential competition and possibly frustrate potential innovations in or restrict access to methods of promoting the widest possible dissemination of information."

The department recommended that existing ownership of CATV stations by television stations or newspapers in the same community be eliminated. However, it voiced no objection to a newspaper's ownership of CATV systems outside its market area or of CATV ownership by a radio station, even in the same community.

The Justice Department had previously urged the FCC to eliminate newspaper ownership of television stations in the same market area.

The American Newspaper Publishers Association, in its own submission to the FCC, said it would be "inadvisable and premature" to consider any regulation barring cross-ownership of newspapers and CATV systems.

Canada Senate To Investigate Media Control

Ottawa, Ont. — A Canadian Senate committee is preparing to conduct a full-fledged investigation into the ownership and control of the nation's newspapers and broadcasting stations.

The committee was established at the instigation of Sen. Keith Davey, Toronto Liberal and a former advertising-agency executive, who charged that the trend toward monopoly control of the mass media "is dangerous to the public interest."

Davey will be chairman of the committee, which will study press standards and the role of the media as well as concentration of control.

Davey said that while he does not believe advertisers exert improper influence on the media, the committee should look into that question, too.

Sixty of Canada's 107 daily newspapers are owned by chains, 45 of them by the three largest. Thomson owns 28, Southam 11 and E. P. Publications eight.

Four major cities, Hamilton, and London, Ont., and Edmonton and Regina, Sask., have only one newspaper, and the papers in London and Regina are published by companies that also own major radio and television stations in those cities.

In New Brunswick, all of the province's five English-language dailies are owned by the K. C. Irving chain.

Raises to \$15 Won by Guild At, Imparcial

San Juan, P.R. — Increases ranging up to \$15 have been won by the Puerto Rico Guild in a one-year contract at the Spanish-language daily El Imparcial.

The settlement was negotiated with the assistance of ANG Secretary-Treasurer Charles A. Perlík, Jr., following a strike vote early last month.

The company, which claims it is losing money, had announced last fall that it could grant wage increases to neither the Guild nor the Typographical Union, but it agreed to a \$4 raise for the printers following a four-day strike in October.

In addition to wage increases, the Guild won a pension plan that will become a part of ANG's Commingled Pension Fund. The company will put \$1 a week per employee in escrow pending negotiation of terms.

The settlement will raise the reporter top minimum \$10, to \$120, retroactive to March 7, and the minimum for electricians and editors will go up \$15, to \$135.

Clothing Workers Recognize Guild

New York City—The Amalgamated Clothing Workers has agreed to recognize the New York Guild as bargaining representative for 26 newspaper, public-relations, research, legal, auditing and other staff employees.

Bargaining has been initiated on an initial contract for the unit, which includes the staff of Amalgamated's publication, the Advance.

ANPA Pushes for Merger Bill

The American Newspaper Publishers Association has succeeded in lining up additional Congressional support for a bill to exempt semimergers of so-called failing newspapers from antitrust prosecution. Eight senators and seven representatives have added their names to the list of sponsors since last month.

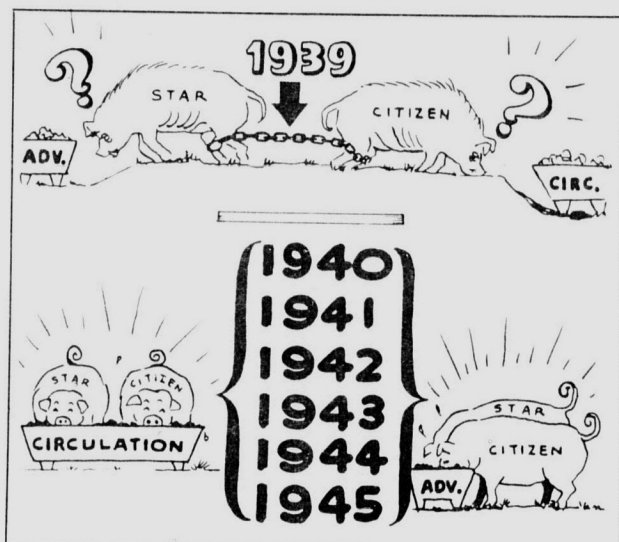
Among senators who announced their support was majority leader Mike Mansfield of Montana. Thirty-three senators and 90 representatives are now sponsoring the bill.

An ANPA lobbyist is working full time to muster support for the bill.

The ANPA is pushing the measure as a step to "correct injustices" it says would be perpetrated if the Supreme Court's ruling outlawing a rate-fixing, profit-pooling arrangement between the Tucson Citizen and the Arizona Daily Star is not countered. A number of newspapers have endorsed the bill editorially.

But Paul Conrad, counsel to the National Newspaper Association, representing publishers of weeklies and small dailies, told the association's Western regional legislative conference recently that newspapers should support the antitrust laws rather than seek exemptions from them.

He said newspapers with joint-production arrangements can solve their problems in co-operation



Self Portrait

This is the way the Arizona Star portrayed the effects of its market-splitting arrangement with the Tucson Citizen in 1947, when it sought exemption from excess-profits taxes. The cartoon was one of several stressing the beneficial effects of the elimination of competition on profits in a presentation to the Internal Revenue Service. (A second example accompanies the editorial on Page 8.)

with the Justice Department "without the need for legislation."

The ANPA is pressing for speedy passage of the bill because, under a Federal Court decision upheld by the Supreme Court, the

Tucson publishers must submit a plan for modifying their joint-production arrangement by July 4. Rate fixing, profit pooling and market splitting would have to be eliminated from the arrangement.

Milwaukee Mayor Asks U.S. to Probe Journal

Milwaukee, Wis.—Charging the jointly owned Milwaukee Journal and Sentinel with exercising a newspaper monopoly, Mayor Henry W. Maier this month asked the city attorney's office to ask for an investigation by the Justice Department's Antitrust Division.

Maier, who announced in February that his top priority would be to "procure for Milwaukee a free, open and competitive press" said he was asking the Justice Department "to direct its atten-

tion to the monopoly which exists in our community with respect to the ownership of the only two large daily newspapers by the Milwaukee Journal Co. and to determine whether an antitrust action should be instituted."

Maier said he was filing similar charges with the attorney general of Wisconsin.

Maier said the Journal's monopoly of Milwaukee's press gives it "a singular ability to motivate public opinion about important

municipal programs and procedures."

"I consider this to be a contradiction of our American concept of free competition," the mayor said.

Noting that the Milwaukee papers also operate a radio and television station in the city, Maier charged that this "powerful concentration of news-media control establishes the Journal Co. in a position to manage and slant the news and public affairs to the

sole advantage of the Journal Co."

"Competition is negated," he declared, "and the reading public is denied an unrestricted choice to impartial accounts of news and is placed in jeopardy of receiving only the news which the monopoly decides or desires to print and publish."

A case in point was cited last week by the Milwaukee Labor Press, which charged that the Journal has not only ignored a demand by the Milwaukee County Labor Council that it either name the unions which it recently accused of having "working agreements" with the Mafia or retract the accusation but has failed to even publish the council's demand.

Journal officials charged that the mayor's action was the "latest ploy in a series of politically motivated attacks on the Journal Co."

The Journal said in an editorial that it "would welcome a new entry" in the Milwaukee newspaper field, stating that it was publishing the only two daily newspapers in Milwaukee "simply because nobody else was willing to publish any."

The Journal's monopoly was assailed last June by Federal Judge Myron Gordon, who said it would have been preferable for the Sentinel to have folded than to have been sold to the Journal. Had the Sentinel been folded, he said, a competing paper might have been established at a later date.

ANG Officers to Recommend New Assessment Program

ANG officers will present a proposed program to strengthen the Guild's International Defense Fund at a meeting of the International Executive Board in Washington next week.

The program, involving increased and more equitable assessment rates, has been worked out in accordance with a directive issued by the IEB in February.

While increasing present rates, it will provide for assessments lower than those repealed in a December referendum initiated by the New York Guild, ANG Secretary-Treasurer Charles A. Perlík, Jr., reported.

The IEB voted at its February meeting to recommend a new assessment schedule to the Guild's 1969 Convention June 23 through 27 in San Antonio. It also com-

mitted the Guild to a higher strike-benefit schedule when assets of the Defense Fund permit.

The board, in a motion introduced by Harry Ryan of New York, instructed the officers to enter into discussion with local officers representing both sides in the December referendum with a view to "harmonizing and accommodating" their views on a new assessment program.

Any board recommendation will go to the convention for final action.

Also before the board at next week's meeting will be the question of whether the ANG Constitution should be construed as allowing locals to collect dues on contract minimums rather than actual salaries if their schedules produce income "substantial-

ly equivalent" to the income that would be provided by applying ANG's model bracket and percentage dues schedules to earnings.

A proposal to that effect was referred back to the Constitution Committee for study at the board's last meeting.

The board will also consider possible revision of international election and referendum procedures to eliminate irregularities of the type that arose in last December's assessment referendum.

The Western District Council has asked the IEB to recommend such changes to the 1969 Convention. It appointed a six-man committee headed by Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, to report on possible changes.



Illuminating Message

Rain doesn't water down the message of these Erie Guild strikers. Luminescent lettering on the back of their rain gear supplants soggy picket signs, keeping strikers' spirits (and bodies) from getting damp.

Mellett Fund Finds Press Councils Make 'Significant Contributions'

Experimental press councils supported by the Mellett Fund for a Free and Responsible Press have made "a significant contribution to the strengthening of a free press and the democratic process and to the development of a responsive, creative and constructive resolution of community conflicts," the Fund's board of directors reported last week.

The board, in a statement issued following its annual meeting in Washington April 12, said it understands that in four of the cities it is planned to continue the councils independently.

The pilot councils, composed of press and community representatives and administered by university scholars under grants from the Fund, were established in 1967 and 1968 in Bend, Ore.; Redwood City, Calif.; Cairo and Sparta, Ill.; St. Louis, and Seattle.

Only Redwood City and St. Louis do not plan to continue the councils.

The two California councils, administered through Stanford University, and the two in Illinois, administered through Southern Illinois University, were designed as community-wide councils. Those in Seattle, administered through the University of Washington, and St. Louis, administered through Missouri University, were set up as specialized

Educators Urge Media Council

Stanford, Calif. — Establishment of a national council of newsmen to assess the performance of the news media is urged in a new book by Profs. Wilbur Schramm and William Rivers of Stanford University. Rivers was administrator for two West Coast press councils sponsored by the Mellett Fund for a Free and Responsible Press.

The proposal is made in a revised edition of the two professors' "Responsibility in Mass Communications."

councils representing the news media and the cities' black communities.

The Mellett board said the Fund, headed by Ben. H. Bagdikian, expects to issue detailed analyses of the pilot-council projects at a later date.

The board expressed its gratitude to the university scholars who administered the councils: Dr. Howard R. Long and Dr. Kenneth Starck of Southern Illinois, Dr. Earl J. Reeves of Missouri's Center of Community and Metropolitan Studies, Dr. William L. Rivers and William Blanken-

burg of Stanford, and Dr. Lawrence Schneider of Washington.

It also cited the co-operation of newspaper and broadcasting executives and of civic leaders and community representatives who "took time and effort to demonstrate that it is possible to meet critical needs of the press and its communities by creative and constructive innovations."

The Mellett Fund was created through a bequest to ANG from Lowell Mellett, newspaper editor and columnist, to be used to explore ways of encouraging responsible press performance without infringing on established press freedoms. The Guild, in turn, established the Fund as an independent, nonprofit corporation to further the aims of the bequest.

In addition to Bagdikian, press analyst and writer on social problems, officers of the Fund are Washington correspondent John A. Goldsmith, vice president, and ANG Secretary-Treasurer Charles A. Perlik, Jr., secretary-treasurer.

Directors are H. Eugene Goodwin, director of the Pennsylvania State University School of Journalism; ANG Executive Vice President William J. Farson, A. H. Raskin of the New York Times, ANG President James B. Woods, Ted Poston of the New York Post and Ellis T. Baker, ANG director of Research and Information.

Two Issues Settled, Erie Talks Go On

Erie, Pa. — The Erie Guild reached agreement with the struck Times and News on two contract issues last week, but negotiations continued this week with the major issue of money still unresolved.

The company offered an eighth holiday, a personal one, for this year and next with the stipulation that it disappear in 1971, when three new legal holidays take effect. The Guild accepted the extra holiday without the stipulation, since it is seeking a two-year contract.

The company also agreed to bring two more suburban correspondents under contract coverage. One is a 12-year employee who earns \$120 a week and had never received a vacation until last year, when she was given one week on the condition that she write her usual two pages of Sunday copy.

The bargaining session April 16 was followed by another April 20 at which minor progress was reported by ANG International Representative John Sloan. Another session was scheduled for yesterday.

On the major issue, money, the company has offered an average increase of \$30.05 over three years. The Guild is seeking \$30 over two.

The printers, who have been observing Guild and Stereotype picket lines during the seven-week strike, voted April 23 to accept a company offer of \$39 over three years.

The wage settlement was the same as one rejected by the membership a week earlier, but the agreement provides improvements in pensions and other fringe areas.

The printers had resumed bargaining April 22. Bargaining is continuing with the Stereotypers', Pressmen's and International Mailers' unions.

Guild efforts continued to hold

down advertising and circulation of a skeleton paper being published by the Times with the aid of strikebreakers and supervisors.

A number of store owners agreed to discontinue selling the struck paper after meeting with Guild representatives. Stores that continue to sell it have been hand-billed.

The Times is depending for the most part on street sales being conducted to a large extent by wives and children of executives and supervisors.

Mayor Louis J. Tullio agreed after a Guild protest last week to stop police pickups of newspaper bundles at the struck plant, to cut the number of copies received at City Hall and to keep City Hall copies from being sent elsewhere.

He also promised that police would no longer provide transportation for Times and News executives. The pledge came after the Guild protested police taxi service for Managing Editor Larie Pintea April 16.

Several of the few advertisers buying space in the struck paper agreed to discontinue after meeting with Guild representatives. They included National Distillers.

The Guild announced the following additional contributions to its strike fund:

Columbus Guild	\$ 50.00
Erie Local 28,	
Broadcast Engineers	25.00
Erie Local 56, Electrical	
Workers Brotherhood	25.00
Erie County Democratic	
Committee	25.00
Cincinnati Guild	100.00
Chicago Guild	200.00
Wilkes-Barre Guild	50.00
Erie Local 319, Rubber Workers	25.00
Seattle-Tacoma Guild	100.00
Rockford Guild	25.00
Van-over-New Westminster	
Guild	50.00
Denver Guild	50.00
Washington-Baltimore Guild	25.00
Toledo Guild	50.00
Madison Guild	50.00

Contributions have also come from several Erie businesses.

Columbus Guild Wins \$28 Increase to \$200

Columbus, Ohio — A \$28 increase in the reporter top minimum, raising it to \$200.50, has been won by the Columbus Guild in a two-year contract at Scripps-Howard's Citizen-Journal.

In addition to general increases ranging from \$9 to \$24, the Guild won \$2.16 a week per employee in pension money and from \$1.63 to \$5.54 a month in health-insurance contributions.

The settlement was achieved

after ANG's Contracts Committee had refused the local permission to accept an earlier settlement providing general increases of from \$7 to \$20 and a \$24 increase in the reporter top minimum. That agreement was disapproved on the ground that it was inferior to other Scripps-Howard settlements.

The final settlement provides general increases of \$24 for employees earning \$175 and over—\$4 retroactive to Nov. 1, \$5 May 1, \$4 next Nov. 1, \$5 May 1, 1970, and \$6 Aug. 1, 1970. Increases total \$22 for employees earning from \$140 to \$174.99, \$13 for those from \$100 to \$139.99, and \$9 for those below \$100.

The top for secretaries is increased \$12, to \$110.50, and that for office boys is raised \$9, to \$84.

The company will increase weekly pension payments \$1.10 the first year and \$1.06, the second, to a total of \$10.56. Health-insurance payments will be increased from \$16 for married employees and \$5.80 for single employees to \$21.54 for the former and \$7.43 for the latter, effective May 1.

The service requirement for a fourth week's vacation is reduced from 20 years to 18, the severance-pay ceiling is increased two weeks, to 50, and mileage allowances are raised one cent, to 11.

Press Councils a Success, Editors Told

Representatives of four of the six pilot press councils initiated through the Mellett Fund for a Free and Responsible Press said last week that the councils had improved relations between the press and the public.

And the one dissenter, David N. Schutz, editor of the Redwood City (Calif.) Tribune, conceded that he saw "opportunity" in the press councils and that they can "possibly be effective."

The five council representatives reported at an April 16 panel session on community press councils, held at the American Society of Newspaper Editors convention in Washington.

Dr. Kenneth Starck, assistant professor of journalism at Southern Illinois University, said the Mellett project represented "the

first systematic attempt in the United States to organize local press councils and evaluate their possible effects on both the newspapers and the newspapers' audiences."

Starck reported on the experience of two councils in Cairo and Sparta, Ill., for which he served as field director.

"The ripples generated by these Mellett-sponsored ventures are still being gauged," he said. "At this point, though, it is possible to state with some certainty that community press councils can be successful in opening up a new pipeline for information exchange between the media and their audiences."

"They have helped the media in adjusting the dials on something called 'press responsibility'

and bringing into sharper focus the ingredients that give substance and definition to press responsibility."

Starck's optimism was echoed by Henry MacLeod, managing editor of the Seattle Times. The Seattle council, a special-purpose venture that brought together representatives of the news media and the black community, was a "free-swinging" council whose frank exchanges verged on a "donnybrook" at times, he reported.

But MacLeod said the council had a "very satisfactory result," ending with "better understanding on both sides." As a result, he said, his paper is now more thorough in checking police reports about crimes involving Negroes, and the Seattle Post-Intelligencer has abandoned the use of racial

identification in crime stories.

David Berger, chairman of the Bend, Ore., council, reported that the broad nature of the press council there constituted a "citizen lobby" with the press.

"Every citizen represents several special interests," he said, "and they appreciate a chance to lobby the editor."

Schutz, while declaring that he had "doubts" about press councils, said he didn't "debunk" the theory of such councils.

He said that a press council "might give me and the publisher a quick reading of the public pulse" but that he felt the council in Redwood City didn't render a "careful and intelligent appraisal."

The sixth pilot press council, in St. Louis, was not represented on the panel.



Lenswoman

Ulrike Welsh of the Boston Guild demonstrates that a woman's place is behind the camera as she snaps a shot of Boston Mayor Kevin White and his wife during St. Patrick's Day parade. Miss Welsh, a photographer for the Boston Herald-Traveler

and one of the few camerawomen on U.S. newspapers, became the first woman admitted to the Boston Press Photographers Association after it eliminated the requirement "male" for membership. She's a native of West Germany.

New Survey Finds Integration Token on Most U.S. Papers

Negroes constitute only 2.6 percent of reporters, photographers, deskmen and news executives working on 32 major U.S. dailies, according to a survey by Dr. Edward J. Traves, assistant professor of journalism at Temple University.

Negroes, he found, constitute only 3.6 percent of the papers' 2,167 reporters, 3.7 percent of their 288 photographers and .65 percent of their 908 deskmen. Only one Negro was among 532 news executives.

Dr. Traves outlined the results of his survey at a meeting of the Guild's Middle Atlantic District Council in Philadelphia last month. They are set forth in detail in the spring issue of the Journalism Quarterly.

Dr. Traves queried 48 daily and Sunday papers in the nation's 20 largest cities. Thirty-two in 16 of the 20 cities responded, including the New York Times, Chicago Sun-Times, Los Angeles Herald-Examiner, Detroit News, Cleveland Plain Dealer, Washington Post and Seattle Times.

Of more than 4,000 employees represented in the study, only one in 40, a total of 108, is Negro, Dr. Traves reported. This 2.6 percentage, he noted, compares with Negro population ratios ranging from 10 to over 50 percent in the 16 cities covered.

The largest proportion of Negroes, nine percent, was on the Boston Sunday Advertiser. The Washington Post led dailies, with 6.5 percent, with the Cleveland Press, at 6.25, close behind.

Three of the papers had no

May 28 Election Is Set At Washington News

Ninety advertising, business-office, data-processing and art-department employees of Scripps-Howard's Washington Daily News will vote May 28 on a representation bid by the Washington-Baltimore Guild.

A consent election was agreed upon at a meeting of management and Guild representatives with the National Labor Relations Board this month.

The Guild already represents editorial employees at the News.

'Skill Bank' Set For New York

New York City—The New York Urban Coalition is setting up a journalistic "skills bank" to serve as a central registry and job-placement center for Negroes, Puerto Ricans and other minorities seeking jobs and advancement in the news media.

The project was developed following a successful eight-week training session last summer at the Columbia University School of Journalism, which trained 20 minority-group members and placed them in television and radio news jobs.

The Coalition is seeking \$50,000 from corporations and foundations to finance the skills bank.

Negroes at all on their editorial staffs, Dr. Traves reported, while eight listed only one.

The lone Negro news executive was on the Boston Globe. The Washington Post had both the most reporters, 11 out of 125, and deskmen, two out of 80.

Dr. Traves, noting that "most major cities have growing, and in at least one case majority,

Negro populations," said greater "employment of Negro newsmen "is sorely needed."

He recommended that newspapers "recruit aggressively for Negroes on college campuses and the general job market and establish in-service training programs to train potential Negro staffers.

He also suggested that metropolitan colleges institute special training programs for prospective Negro newsmen and that research be conducted on the backgrounds of present Negro newsmen "to look for ways of improving on the current low level of black participation on major U.S. newspapers."

Dr. Traves reported the results of a second survey that showed Negroes constitute an even lower percentage of news-editorial and photo-journalism majors in 83 U.S. journalism schools than they do of newsmen. Of 6,418 such students, less than two percent are Negroes, Dr. Traves reported.

He recommended that professional and collegiate journalism organizations do more to encourage young Negroes to pursue journalism careers, noting that the Association for Education in Journalism's ad-hoc committee on minority education is seeking to co-ordinate such efforts.

Thomson Rebuffs Moves For Peterborough Pact

Peterborough Ont.—Thomson's Peterborough Examiner this month rejected new Guild proposals as a basis for resuming negotiations to settle the six-month-old Peterborough strike.

Publisher W. J. Garner rebuffing efforts by Ontario Conciliation Director William Dickie to bring the two sides together, said the company had to consider costs incurred by the strike in weighing new proposals.

Fred Jones, executive secretary of the Toronto Guild, termed the company response "shocking."

"We are sure fair-minded citizens of Peterborough will be equally disturbed by what appears

to be an adamant refusal by management to bargain with its employees and members of the community while at the same time defending the interests of imported strikebreakers," he declared.

The Guild had submitted proposals virtually identical to the terms of its contract at the Thomson-owned Oshawa Times.

The Guild announced the following additional contributions to its strike fund:

Hamilton Labour Council	\$25.00
Barrie Labour Council	10.00
Hamilton Local, Public Employees	10.00
Willowdale Lodge 235, Machinists	10.00
London Local 481, Packinghouse Workers	10.00
Sudbury Local 207, Public Employees	15.00

Pay Check vs

(Continued from Page 1)

Bureau of Labor Statistics study, "Three Standards of Living for an Urban Family of Four Persons, Spring 1967," covering 39 metropolitan areas plus some nonmetropolitan areas representative of the nation as a whole.

THE BUDGETS, BLS officials report, were priced in March 1967, and the R&I Department, in its analysis, revised the figures upward to reflect increases in the national and city Consumer Price Indexes since then. The increase in the national index amounted to 8.3 percent through February.

Actually, the R&I Department pointed out, the revised budget figures understate the increase in budget costs, if anything, since a number of budget components, including federal, state, local and social-security taxes, probably have increased more than the Consumer Price Index.

When, in the fall of 1967, the BLS released its first city workers' family budget since 1959 (based on fall 1966 prices)—with a price tag 50 percent higher than its 1959 version—it said it also planned to issue budgets for a lower and a higher standard of living. The higher standard, it said, "will reflect a more comfortable level and manner of living, sometimes known as the 'American Standard of living'."

When the budgets appeared last month, the labels bore somewhat blunder titles—a "moderate" budget, described as providing a "modest but adequate" standard of living, a "lower" budget (termed "austere" by BLS Commissioner Arnold Chase) and a "higher" budget. The BLS took pains to forswear a "poverty" tag for its lower budget of \$5,915—the present government poverty line is \$3,500—despite earlier indications that the lower budget would be just that.

Since 1946, BLS has periodically issued a "city workers' family budget," but this marks the first time that the budget has been issued at three levels.

THE FAMILY USED to measure living needs at all three levels is made up of a 38-year-old full-time worker, a wife not employed outside the household, a boy 13 and a girl 8. The BLS says that more families fit that description than any other.

A tabulation elsewhere on this page compares, in parallel columns, the level of goods and services provided by the three budgets.

All three budgets assume "that maintenance of health and social well-being, the nurture of children and participation in community activities are desirable and necessary goals."

The budgets show that "the lower the budget, the larger are the proportions of costs devoted to the necessities of life." Thus, expenditures on food, housing, transportation, clothing, medical care, gifts, education and

Typically, these goods and services



1 National cities, see account. None of the which the BL

recreation account budget, 79 percent of medical care, the lower budget and 23

To supplement of key goods three budgets, components of

The lower budget of 1967—but Consumer Price or about \$123

Under this house or apartment five rooms—excluding utilities, including water, a

The Budgets: High

The following table compares the highest reporter top minimum in weekly cost of the Bureau of Labor Statistics' "moderate" and "high"

Area ¹	Reporter Top ² M
New York City-North Jersey	\$250
Washington	233
San Francisco-Oakland	226
St. Louis	207
Buffalo	207
Chicago	205
Seattle-Tacoma	203
Honolulu	203
Boston	200
Detroit	200
Cleveland	200
Philadelphia	200
Pittsburgh	198
Twin Cities	197
Los Angeles-Long Beach	194
San Diego	194
Denver	193
Baltimore	186
Cincinnati	185
Bakersfield	178
Indianapolis	161
Portland, Me.	141

¹ In addition, the BLS study contains budgets for these additional cities: Rapid, Iowa; Champaign-Urbana, Ill.; Dayton, Kansas City, Milwaukee, W. Rouge, Dallas, Durham, N.C.; Houston, Nashville and Orlando. The study, Urban Family of Four Persons, Spring 1967" (Bulletin No. 1570-5) is available Documents, U.S. Government Printing Office, Washington, D.C. 20402.

² As of April 1, 1969.
³ Adjusted for cost-of-living increases from spring 1967 through February Price Index for each city except Bakersfield, Portland, Denver and Indianapolis. In these cases, the national increase of 8.3 percent is used.

Budget: the Uneven Match

What the Budgets Provide

is what the three new U.S. Bureau of Labor Statistics urban-family budgets provide in cities. To compare the budgets item by item, read each line across all three columns.

Lower—\$123 a week ¹	Moderate—\$189 a week ¹	Higher—\$272 a week ¹
Remed apartment or house	House bought for \$15,000 in 1960	House bought for \$20,000 in 1960
1 bath	1½ baths	2 baths
	Window air-conditioner	Central air-conditioning
Clothes washer	Clothes washer	Clothes washer, dryer, dishwasher, garbage disposal
Do own laundry	Send out some laundry	Some maid service
Do own hair	5 shampoos and sets	16 shampoos and sets, 1 permanent wave
Used car, 8 years old	Used car, 2 years old	New car
Radio, black-and-white TV	Radio, black-and-white TV, record player	Radio, color TV, record player, tape recorder
\$34 a week for food (\$4 for lunches, other meals away from home)	\$37 a week for food (\$7.50 for lunches, other meals away from home)	\$55 a week for food (\$9.25 for lunches, other meals away from home)
Beer	Beer and whiskey	Whiskey and beer
Group hospital insurance	Group hospital insurance	Group hospital insurance, major medical insurance
Vacations: stay with relatives or friends	Vacations: stay with relatives or friends	Vacations: stay in hotels, motels
8 movies, free sports, cultural events	9 movies, \$10 for plays, sports, etc.	12 movies, \$20 for plays, sports, etc.

verage revised to reflect increase in cost of living through February; for budgets for individual spanning tables.
budgets provides for any savings or for the cost of college education or of cigarettes, S notes government doctors have found to be "hazardous." They do include modest amounts for pipes and cigars, however.

unt for 82 percent of the lower cent of the moderate budget and the higher budget. Food a 4 lone made up 35.9 percent o, et, 28.5 percent of the moderate 6 percent of the higher budget. ent the accompanying compari- ds and services provided by the here is a summary of other basic the budgets:

Lower Budget

udget cost \$6,021 in the spring rising costs, as measured by the e Index, brought it to \$6,406, a week, by February 1969. dget, your rented home—a rtment (unfurnished) of about ts about \$100 a month, in-. You have hot and cold run- fully equipped kitchen and one

h...

22 areas as of April 1 with the gher" budgets for those cities.

oderate Budget² Higher Budget²

Lower Budget ²	Higher Budget ²
\$208	\$310
196	283
203	293
188	263
200	284
195	278
199	282
225	330
207	302
187	268
191	268
191	275
183	263
196	278
195	285
193	282
189	271
180	264
184	256
184	264
192	273
192	264

es: Hartford, Lancaster, Pa.; Cedar chita, Atlanta, Austin, Tex.; Baton Three Standards of Living for an e for \$1 from the Superintendent of

1969, according to the Consumer Price Index for each city except Bakersfield, Portland, Denver and Indianapolis, where no CPI figures were avail- able. In these cases, the national increase of 8.3 percent is used.

complete bath.

Your food bill of about \$34 a week, including about \$4 for lunches and other meals away from home, permits you 11 pounds of meat, 22 pounds of fruit and vegetables and 10 pounds of potatoes.

The odds are 50-50 that you're a city dweller who takes public transportation to work—but if you do own a car, it's a used one.

You seldom go out, and you don't spend too much on clothes—\$146 a year for the husband, \$120 for the wife. (She gets a new coat every five or six years; the husband gets a new suit about every four years.)

Your budget provides for about a six-pack of beer a week but no wine or liquor.

Moderate Budget

The moderate, or "modest but adequate" budget, cost \$9,977 in the spring of 1967, but rising costs brought it to \$9,829.30, or about \$189 a week, by February 1969.

Under this budget, at least three out of four families own their own home, which costs about \$243 a month, including heat and utili-

ties. They bought the house in 1960 for about \$15,000 with a 15-year conventional mortgage representing about 75 percent of the purchase price or with a 25-year VA or FHA mortgage for 85 percent of the price. The house has five or six rooms and 1½ baths.

Your food bill of about \$37 a week provides more meat (17 pounds), more fruit and vegetables (25 pounds) and fewer potatoes (eight pounds) than the lower budget, and it includes \$7.50 for lunches and meals away from home.

In addition to a six-pack of beer a week, you enjoy a fifth of liquor every three months.

The husband gets a new suit about every three years, while the wife gets a new coat about every five years. The husband's clothes budget is \$177 a year; the wife's, \$190.

Higher Budget

The higher budget cost \$13,050 in the spring of 1967, but rising costs brought it to \$14,113, or about \$272 a week, in February 1969.

Under this budget, the monthly costs on a home purchased for \$20,000 in 1960 run to \$338, including heat and utilities. It was purchased on a 20-year conventional mortgage for 65 percent of the purchase price or on a VA or FHA mortgage of 25 years for 80 percent of the price. The house, of five or six rooms, has two baths and other extra features not included under the two lower budgets.

Your food bill, about \$55 a week, provides 20 pounds of meat, 28 pounds of fruit and vegetables and seven pounds of potatoes.

The husband gets a new suit every three years (budget: \$261), and the wife a new coat every three years (budget: \$315), and they share nine fifths of bourbon a year.

COMMENTING ON THE BUDGETS, consumer expert Sidney Margolius said: "The government has finally found a way to beat inflation. You just reduce your standard of living."

Margolius said the new lower budget was prepared after the government's moderate budget reached an "embarrassing" \$10,000 a year.

"The old 'moderate' budget has been criticized by employers and their spokesmen," Margolius noted. "Its \$10,000 price tag is noticeably out of reach of industrial workers, who typically now earn \$6,000 to \$6,500 a year."

And Still It Rises

The Consumer Price Index—and the cost of the BLS family budgets—continued to rise as the GR went to press. An increase of .8 percent in the national index for March announced April 23—the largest monthly increase in 18 years—brings the increase in the index since March 1967 to 9.2 percent and the adjusted budget figures to \$124 for the lower budget, \$191 for the moderate budget and \$274 for the higher budget.

... and Low

The following table compares the cost of the "lower" budget for 22 areas with the highest reporter starting minimum and the highest inside classified and clerk top minimums (for the lowest clerical classification) in those areas as of April 1.

Area	Reporter Start ¹	Classified Top ¹	Clerk Top ¹	Lower Budget ²
New York City-North Jersey	\$221	\$161	\$132	\$126
Chicago	140	—	104	127
Washington	130	143	120	129
San Francisco-Oakland	130	147	107	137
Honolulu	130	133	117	149
Seattle-Tacoma	129	121	102	136
Denver	119	109	92	123
Detroit	115	103	99	122
Philadelphia	115	133	100	124
St. Louis	114	143	105	123
Twin Cities	114	96	91	126
Cleveland	111	113	104	122
Los Angeles-Long Beach	111	—	113	132
Pittsburgh	109	—	94	122
Baltimore	107	107	98	121
Buffalo	102	—	—	126
San Diego	101	125	101	126
Boston	100	136	118	130
Bakersfield	95	—	—	120
Cincinnati	93	110	107	119
Portland, Me.	93	86	—	124
Indianapolis	91	97	90	124

1 As of April 1, 1969.

2 Adjusted for cost-of-living increases from spring 1967 through February 1969, according to the Consumer Price Index for each city except Bakersfield, Portland, Denver and Indianapolis, where no CPI figures were available. In these cases, the national increase of 8.3 percent is used.



CARL A. RANDAU

Carl Randau Dies; Helped Found Guild

Madison, Conn.—Carl A. Randau, president of the New York Guild from 1934 to 1940, died at his home here April 9 of a heart attack. He was 75.

Randau was among those who assisted Heywood Broun in founding the Guild in 1933. He was a reporter at the time for the old New York World-Telegram & Sun, where Broun worked as a columnist.

Randau led the New York Local in its early strikes and organizing campaigns. He was chairman of a Guild committee that was instrumental in establishment of the Federal Theater's "Living Newspaper," which provided jobs for unemployed newspapermen in the 1930s.

Randau started his news career with United Press in Paris after attending Stanford University. He worked for the Scripps-Howard papers in Washington and the New York Sun before joining the New York World in 1927.

Randau wrote for New York's short-lived PM from 1940 to 1942, then retired to do freelance writing. He and his wife, Leane Zugsmith, collaborated on two books.

Stereotypers Voting On Merger Proposal

Members of the Stereotypers' Union are voting this month in a second referendum on merger with the Printing Pressmen.

The new referendum was initiated by a number of Stereotyper locals after the merger proposal fell 302 votes short of the necessary two-thirds majority in a referendum last December. Some 2,000 members failed to vote the first time.

International officers have endorsed the merger proposal.

OCAW Urges Shell Boycott

The Oil, Chemical and Atomic Workers Union launched a consumer boycott against the Shell Oil Co. and the Shell Chemical Co. last month after Shell penalized over 225 employees for strike activities.

OCAW President A. F. Grospiron and AFL-CIO President George Meany asked all union members not to buy Shell products and to turn in Shell credit cards.

The OCAW is attempting to gain a new contract for more than 2,000 California Shell employees, who returned to work March 17 without a contract after a 10-week strike.

San Antonio Guild Builds Project

(Continued from Page 1)

for occupants eligible for such supplements. Minimum rent for a two-bedroom apartment will be \$44 a month for families who qualify for the supplement.

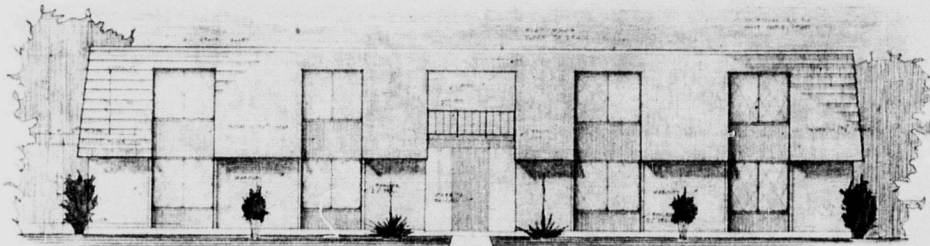
Residency in the apartments is open to anyone, but families with low incomes who qualify for rent supplements are expected to make up the bulk of the residents.

Permanent financing for the project will come from the Connecticut General Life Insurance Co. as part of a billion-dollar insurance industry plan for urban rebuilding.

The loan will be 100-percent guaranteed by the Federal Housing Administration, which also will administer the rent-supplement funds.

When the 40-year loan is repaid, the Guild trust will be free to do with the project as it sees fit.

Local President John B. Rogers,



Artist's drawing of Guild Park, the San Antonio Guild's low-income housing development

Jr. described the development as a departure from the bland, impersonal low-cost housing that has come under criticism from urban planners in recent years.

It will more closely resemble the luxury garden apartments that are so popular in the Southwest, he said.

"The only difference between our project and the plush private

apartments, besides no swimming pool and no air conditioning, is that ours will be built (by all-union labor) to last for 40 years or longer," Rogers declared.

The project will include two fenced playgrounds, landscaped courtyards and grounds, a "washeteria" and a utility-meeting room.

Rent for families not receiving supplements will be \$124 a month

for one-bedroom units, \$142 for two bedrooms and \$165 for three and four bedrooms. There will be 28 one-bedroom units, 36 three-bedroom units and 10 four-bedroom units.

Trustees for the project are Rogers, Local Secretary Ned Sweet, Robert D. Perkins, John D. Johnson, John Trowbridge and Don Hayes.

Bay City Pact Yields 16.5% Wage Boost

Bay City, Mich.—Wage increases totaling 16.5 percent over 30 months, raising key top minimums by \$27.50, have been negotiated by the Bay City Guild at the Bay City Times.

The settlement, with increases ranging from \$11.80 to \$45, will increase the top minimum for reporters and display salesmen to \$187.40.

The agreement was ratified April 15 despite a refusal by ANG's Contracts Committee to permit its submission to ratification. The committee had warned the local that submission in the face of this refusal would be a violation of the ANG Constitution.

The committee had cited the settlement for "several contract weakenings, including the addition of a no-strike clause. It proposed to send in an international representative to help improve it."

The settlement provides increases of 8.59 percent retroactive to Dec. 9 and 7.91 percent next March 9. The top for sports editor is upgraded for a \$45 increase, to \$205. The flat minimum for city editor is increased \$35.20, to \$240.20, that for wire editor is increased \$32, to \$218.50, and that for state editor \$30, to \$205.

The top minimum for women's editor is increased \$24, to \$164, that for women's writers \$22.40, to \$152.80 that for circulation representatives and photographers \$26, to \$177.20, and that for outside classified salesmen and sports writers \$24, to \$164.

New Vote Set In Glens Falls

Glens Falls, N.Y.—A new National Labor Relations Board election will be held May 9 on the Albany Guild's bid to represent business-office, advertising, editorial, circulation and maintenance employees at the Glens Falls Times and Post-Star.

The date was agreed upon at an NLRB conference April 16 following a regional director's action in setting aside an earlier election won by the Guild, 41 to 39.

Director Merle D. Vincent, Jr., annulled the election on the ground that part-time mailers had been erroneously excluded from the eligibility list. The company announced a list of 116 eligibles April 16, an increase of 30 over the previous list.

Pakenham Wins Toronto Award

Toronto, Ont.—Toronto Guild Treasurer Jean Pakenham has been named winner of the local's annual Dick Hayward Award for the most outstanding Guild steward.

Mrs. Pakenham, employed in the Toronto Telegram's classified department, is secretary of the Telegram Unit as well as a steward and local treasurer.

Pay Increases Add 18½c to Per Capitas

(Continued from Page 1)

bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in Guild newspaper contracts.

The new top-minimum average, computed from 133 contracts in effect April 1 covering newspapers published at least five days a week, was \$176.18, Perlik reported. The 1968 average was \$164.88.

Last year's increase in the top-minimum average was only \$8.55.

The new average was multiplied by .0165, producing a per-capita figure for the next fiscal year of \$2,906,970, rounded off to \$2,907.

In establishing the formula in 1964, ANG determined that the then-existing per capita of \$2.30 represented 1.625 percent of the 1964 top-minimum average of \$141.83. The Guild's 1967 Convention changed the formula to .0165 to permanently incorporate five cents of a special 10-cent in-

crease voted for 10 months to meet a General Fund deficit.

The per-capita formula is designed to provide ANG with an increasing level of income to meet rising costs, geared to the increase in its members' own income.

The ANG Constitution provides that the new per capita take effect May 1 (with payments due by June 15) "unless revised by the International Executive Board."

The General Fund will receive

\$1,743 of the new \$2,907 per capita and the Defense Fund \$1,162.

The 1968-69 General Fund deficit of \$25,541, Perlik said in reporting the results of ANG's annual audit, eliminated a start-of-the-year surplus of \$8,671 and left a net deficit of \$15,850.

The Defense Fund, Perlik said, stood at \$618,006 at the end of the fiscal year March 31. Last year at this time it stood at \$694,419.

...White to Quit

(Continued from Page 1)

Memphis Guild from 1964 until this year and headed the Southern District Council from 1965 to 1968. He received his local's Guildsman of the Year Award in 1964.

White served twice as Collective Bargaining chairman at Guild conventions and once as Guild Reporter chairman. In 1964 he was a member of a seven-man ANG strike-policy committee that recommended steps to strengthen the International Defense Fund.

Elected an international vice president in 1967, he has served as chairman of the IEB's Guild Reporter Committee.

6-Day St. Louis Shutdown Ends

(Continued from Page 1)

posat at an 11th-hour bargaining session.

Members of the Guild's Post-Dispatch Unit had voted last month to honor any craft-union picket lines and did not report for work. The unit, meeting again three days after the strike's start, rejected four to one a motion to rescind its earlier action.

Pressmen, teamsters, stereotypers, machinists, operating engineers, electrical workers and firemen also observed the lines.

Printers, ITU mailers and photoengravers reported for work,

but the printers and mailers were furloughed the next day. Photoengravers were kept on the job, however.

The Guild returned to the bargaining table with the Globe-Democrat April 23 in an effort to break a deadlock over wages and other contract terms.

The company has refused to improve an offer of \$33 over three years at the reporter top-minimum level, \$13.50 less than has been offered by the Post-Dispatch.

The Globe-Democrat said it would consider reviewing its wage offer only if the Guild agrees to

reduce the ceiling on dismissal pay from 66 weeks to 13 in economy dismissals, discontinue pension parity with the Post-Dispatch and accept an eight-day waiting period before sick leave is paid.

A proposed settlement at the Post-Dispatch would provide general increases of up to \$50 and raise the reporter top minimum to \$253.50. ANG's Contracts Committee has refused permission to submit it to ratification because of several retrogressions and in the absence of a Globe-Democrat settlement that might produce better terms.

Chain Dismantled

Perry Paper Bought by Cowles

New York City—Cowles Communications Inc. agreed this month to purchase the Ocala (Fla.) Star-Banner, the second Perry newspaper operation to be sold in two weeks.

Cowles announced it will acquire the 15,000-circulation daily in exchange for 348,937 shares of Cowles stock, worth approximately 4.8 million dollars. The sale includes a commercial printing plant in Ocala.

The 28-paper Perry Publications chain in Florida is being liquidated so that the company can concentrate on the production of miniature submarines for oceanographic research. Its two largest papers, the Pensacola Journal and Evening News, were sold to Gannett for a reported 15 million dollars earlier in the month.

The Ocala agreement, like that in Pensacola, is subject to approval by directors and shareholders of both companies.

Cowles already owns two Flor-

ida papers, the Gainesville Sun and the Lakeland Ledger, as well as the Suffolk (N.Y.) Sun, the San Juan Star and Look magazine. The latter two are under Guild contract.

Elsewhere, Ridder Publications has purchased the Boulder (Colo.) Daily Camera. The 18,000-circulation paper becomes the 16th in the Ridder chain, 10

of them under Guild contracts.

Richmond Newspapers Inc. has moved to acquire an additional 29 percent of stock in the Tribune Co., which owns the Tampa Tribune, the Tampa Times, two Tampa radio stations and a television station. The purchase, for 8.9 million dollars, would bring its holdings of Tribune Co. stock to 84 percent.

AP Strikebreaker Gets Censure

Bath, Me.—The Northern New England Chapter of the Wire Service Guild last month censured Michael Sinclair of the Associated Press's Montpelier, Vt., bureau for working during the Guild's AP strike in January.

The resolution of censure noted that Sinclair was the only chapter member to work during the strike.

"During the strike," it declared, "11 fellow Guildsmen in Maine, New Hampshire, Vermont and Springfield, Mass., gave up several

hundreds of dollars in pay to achieve a wage increase which will substantially raise Guildsman Sinclair's salary and give him many benefits, such as improved pension and more vacation."

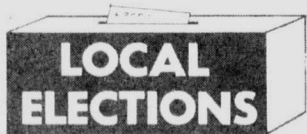
Stockton Authorizes Strike Action

Stockton, Calif.—The Stockton Guild voted 104 to 2 April 22 to authorize strike action at the Stockton Record.

The Guild is seeking a settlement similar to that won recently at the Sacramento Union, which

lifted the reporter top minimum by \$44, to \$244. The company has made no wage offer.

Other issues center on contract problems posed by the Record's plan for a Sunday edition. New bargaining is slated for April 28.



Battle Creek

President, Edward Z. Boies; first vice president, Helen Hatton; second vice president, William H. Frank; secretary, James A. Dean; treasurer, Gloria Shafer.

Buffalo

President, Raymond C. Hill (Hill, 134; John R. Fleming, Jr., 69; Joseph Ritz, 36); vice president, James Watson (Watson, 133; Robert Giambelluca, 92); secretary, Jack West (West, 147; Roy Sniffen, 89); treasurer, Paul T. Covert.

Columbus

President, Clarence Middendorf; vice president, Paul Swinehart; secretary, Joel Snyder; treasurer, James Seghers.

Indianapolis

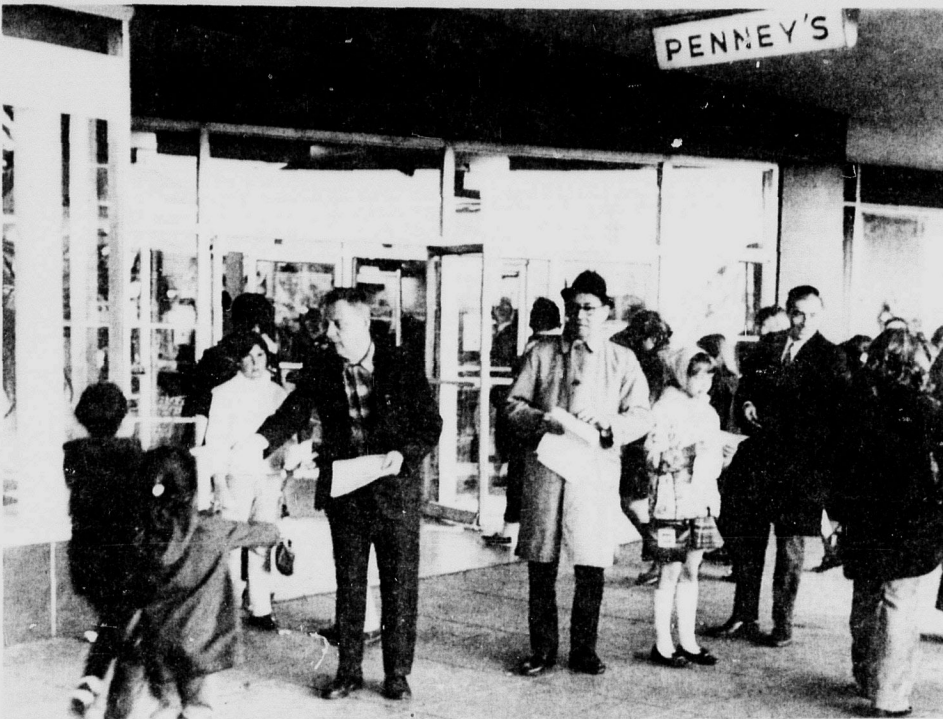
President, Vladimir Posvar; first vice president, Edwin Jester; second vice president, Robert Bell, Jr.; secretary, Dorothea Critzer; treasurer, Leon Good.

Lansing

President, James Wallington; vice president, Bruce Cornelius; secretary-treasurer, William Howley.

Twin Cities

President, George McCormick; vice presidents, John Connelly and William Anstett; secretary, John Kelly; treasurer, Jon Friendly; executive secretary, John Carmichael.



Long Island Leafleteers

A group of New York Guildsmen distribute boycott handbills at J. C. Penney's Valley Stream, L.I., store. Passing the word are, left to right, John

Vericker, Unit Chairman Philip Brennan and Local Representative Harry Fisdell. With Fisdell is his 12-year-old daughter, Judy.

New York Guild Mobilizes Drive To Spread Boycott of Penney's

(Continued from Page 1)

nator said. Peterson is in New York to assist in the campaign.

Sign-up sheets for handbilling duty have been distributed in all New York Guild units following a meeting of the representative assembly that urged all members to volunteer.

"Beleagured fellow Guildsmen in L.A. are entitled to all the help we can give them," a local bulletin declared, adding that the Guild "must demonstrate to George Hearst, Jr., and other like-minded publishers that all his millions will not buy him an open shop."

North Jersey Guildsmen are continuing to leaflet at Penney stores in the metropolitan area. Guildsmen from the New York Times Unit led leafleting in Valley Stream, while members of the II Progresso Unit led handbilling on Staten Island.

The Penney outlet in Paramus, N.J., will be handbilled by the New York Local this weekend.

Advertising linage in the Herald-Examiner continues to decline as a result of the Los Angeles unions' boycott activities. Media Records figures for February

Bradley Backed By L.A. COPE

Los Angeles, Calif.—The Los Angeles County Federation of Labor's Committee on Political Education this month endorsed mayoralty candidate Thomas Bradley, who has pledged that settlement of the 16-month-old Herald-Examiner strike would be one of his first goals in office.

Bradley is running against incumbent Sam Yorty in a runoff election May 27 after amassing 42 percent of the vote to Yorty's 26 percent in the first election April 1.

The Los Angeles Times has also endorsed Bradley. The Herald-Examiner unions are mobilizing a team of 50 to help his campaign.

show the struck paper's linage down another 77,734—from 1,618,396 lines in February 1968, a strike month, to 1,540,662.

In Los Angeles, Stereotyper bargaining sessions with Hearst

April 10 and 18 brought submission of a new company health-and-welfare program, but the union voiced dissatisfaction with it. The union committee said management "apparently doesn't want to settle the dispute unless it's on their own terms."

Another meeting was scheduled for May 1. A printers' bargaining session was to be held yesterday. Additional contributions to the Guild's strike fund totaled \$6,256.00, including the following:

Albany Guild	\$300.00
Chicago Guild	300.00
Denver Guild	150.00
North Jersey Guild	50.00
San Francisco-Oakland Guild	779.00
San Jose Guild	351.00
Stockton Guild	100.00
Toledo Guild	100.00
Washington-Baltimore Guild	200.00
Vancouver-New Westminster Guild	100.00
Western District Council	86.00
Cleveland Guild	228.00
Wilkes-Barre Guild	1,050.00
Kenosha Guild	50.00
Boston Guild	790.00
Columbus Guild	150.00
Gary Guild	50.00
Great Falls Guild	25.00
Ottawa Guild	50.00
Pawtucket Guild	50.00
Terre Haute Guild	25.00
Cincinnati Guild	50.00
Lake Superior Guild	100.00
Portland Guild	75.00
St. Louis Guild	250.00
St. Louis Guild	51.00
Seattle-Tacoma Guild	1,000.00

The latest receipts bring total contributions to \$138,046.

Hearst's Seattle Firing Vetoed by Arbitrator

Seattle, Wash.—An arbitrator last month ordered the reinstatement of a district manager fired by Hearst's Seattle Post-Intelligencer after he worked more than five hours with a back injury to deliver papers on uncovered routes.

The district manager was dismissed as the result of a heated argument with the paper's home-delivery manager when he refused to deliver papers to five missed subscribers after completion of his eight-hour schedule unless he received overtime. He had yet to see a doctor for his injury and had missed his lunch period.

The arbitrator, Cornelius J. Peck, ordered the employee reinstated with full back pay for 3½ months, upholding the Seattle-Tacoma Guild's contention that his discharge was without just cause.

The district manager had been forced to deliver papers on five uncovered routes. After covering two of them, he slipped while running up a grassy bank, injuring his lower back.

Told by the dispatcher that there was no one else available to deliver the remaining routes, he returned to the job despite his injury, completing one route by himself and the other two with the aid of a carrier and two other district managers.

Returning to the office, where his back proved so painful he had to stand to complete his paper work, the employee was ordered by the home-delivery manager to deliver to the five customers who had been missed.

In the argument that followed, the arbitrator noted, the delivery manager addressed the district manager obscenely, and the latter finally replied in kind. He was fired the next day.

Said the arbitrator in vetoing the employee's dismissal:

"He had injured his back and felt enough pain to avoid sitting at his desk upon return to his

office. He had had nothing to eat since 3:30 a.m.

"He was requested to make deliveries of 'complaints' . . . more than three hours after the time when by the regular schedule such a request would be made of a district manager. At the time the request was made of him there was not enough working time left on his shift to make the deliveries without working more than eight hours, so that he would in fact have been entitled to overtime.

"Insulting and foul language was directed toward him in at least three volleys by his supervisor before he replied in kind.

"Indeed, if fault is to be assigned in the affair, it seems clear that all but a trifling part of it falls upon the home-delivery manager."

Rider College Wins Council Press Contest

Allentown, Pa.—The Rider College News this week was named winner of the 11th annual college-newspaper contest sponsored by the Middle Atlantic District Council.

The paper, one of 31 entries, will receive the council's Daniel A. McLaughlin Award in honor of the late ANG vice president from North Jersey.

Runner-up was the Franklin & Marshall College Reporter. Third place went to the Temple University News.

Honorable mentions were accorded the St. Joseph College Hawk, the Montclair of Montclair State College, and the Muhlenberg College Weekly.

The contest was judged here April 20 by Council President Robert Golden of Lehigh Valley, Secretary Sidney Benjamin of Scranton and Donald Rosset of North Jersey.

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-Hirschberg

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

The Blunderful World of Hearst

Los Angeles, Calif.—The monumental boners committed almost daily by the strikebreakers who produce Hearst's Los Angeles Herald-Examiner have been memorialized, for the most part, only in the unions' strike bulletin.

Typical are such recent examples as the headline that read like a code message: "Record Golds Nixon Visit Price Follow," the hockey picture over a baseball caption and the March movie ad listing a schedule of performances that included New Year's Eve.

But one of the Herald-Examiner's blunders, immortalized in a two-column, boldface box on Page One, was so colossal that it made the sports pages of the Denver Post.

A story headed "Poof! No more Denver, Houston in Pro 'Plan'," told it as follows:

"There are plans and there are plans.

"There is the seven-six, the four-four-five, the 13-13 and now the Los Angeles Herald-Examiner has unfurled the 'six-fours.'

"Unfortunately, while other plans have some-

times included expansion teams and always listed at least the 26 teams already in the American and National Football leagues, the Herald-Examiner's 'plan' covers just 24 teams.

"Missing are Denver and Houston. There is no explanation of what the Hearst paper would like to do with the two AFL cities that already hold franchises."

UNCLE MILTIE has adopted the Herald-Examiner strike.

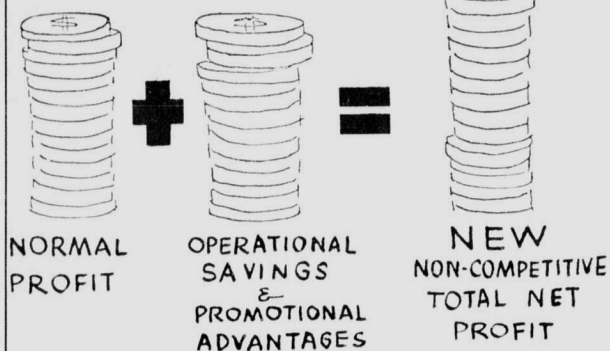
Comedian Milton Berle approached Herald-Examiner pickets the other day, according to On the Line, the Strike-Lockout Council's official publication, congratulated them on their spirit and declared, "I'm with you all the way."

A moment later he had a chance to demonstrate that support. A companion had started to buy a copy of the struck paper from a nearby sales rack when Berle told him sharply:

"Don't buy that thing! I haven't bought a copy of it since the strike started."

Monopoly Profit

This is the unabashed manner in which the Arizona Star depicted the results of its rate-fixing, profit-pooling arrangement with the Tucson Citizen in a 1947 presentation to the Internal Revenue Service to obtain relief from excess-profits taxes. This illustration was one of several designed to show that swollen profits were the result of the elimination of competition and thus not subject to higher tax rates.



Editorial

Patchwork of Antitrust

Seven years ago the Guild's annual convention, in a resolution calling for steps to stem the trend toward newspaper monopoly, urged three principal measures: that publishers be required to notify the Justice Department 60 days in advance of any merger, that the Justice Department be given the power to subpoena records in civil antitrust cases, and that the publisher of a failing newspaper be required to offer the paper at its fair market value to an outside buyer before selling it to a competitor.

Now, in one form or another, all three have become, in whole or in part, the law of the land.

Legislation allowing the Justice Department to subpoena company records in civil antitrust cases was adopted several years ago. It is a significant weapon in obtaining the information needed to prosecute.

Last month the Supreme Court, in outlawing a profit-pooling, rate-fixing and market-splitting agreement by two Tucson newspapers, held that a publisher cannot merge or sell a newspaper he contends is failing to a competitor without first testing its viability by offering it in the marketplace.

And now the Federal Trade Commission, if not the Justice Department, has announced a requirement that companies whose merger would create a business with assets of at least 250 million dollars must give 60 days' advance notice to the FTC.

The notification is intended to give the commission sufficient time and information to combat major mergers. And while the 250-million-dollar floor is too high to be likely to affect newspaper mergers, the principal of advance notification in antitrust cases has been established.

Industry, which fought successfully for many years to defeat legislation giving the FTC and the Justice Department the right to promulgate such a requirement, used, interestingly enough, an argument similar to that advanced by publishers: that the 60-day waiting period would lead to the collapse of many merger arrangements.

But while industry was successful in preventing enactment of the legislation, it was a Pyrrhic victory. The Supreme Court ruled later that the government had the right to require advance notification without additional legislation.

In this piecemeal fashion, much of the Guild's 1962 objective has been met. But the job of containing the danger of newspaper monopoly is far from completed.

Still needed is an advance-notice requirement that would embrace newspaper mergers as well as those of industrial giants. Still needed is legislation that would clearly define the nature of a failing newspaper exempt from antitrust prosecution. And still needed is a legislative requirement that a failing paper be offered to all bidders at its fair market value before a competitor is allowed to take it over in whole or in part.

Needed most of all, of course, is defeat of the publishers' counterattack: their major Congressional push for legislation that would overturn the Supreme Court's recent decision and clear the way for more joint arrangements similar to that outlawed in Tucson. Its enactment would almost certainly precipitate new mergers wiping out more jobs and further reducing the little competition still remaining in the newspaper industry.

DATELINE: WASHINGTON

Nixon's Tax-Reform Message Chock-full of Surprises

By WILLARD SHELTON, Washington Guild



PRESIDENT NIXON'S tax-reform message had some surprises. They included repeal of the seven-percent investment tax credit, a one-half cut, Jan. 1, in the 10-percent surtax, and an indirect attack on numerous—but not all—tax shelters for the specially privileged.

Nixon called them, quite frankly, kinds of income and exemptions given "preferential" treatment for tax purposes—oil-depletion allowances, huge charitable deductions and so-called hobby farms.

The message had unmistakable political overtones. Chairman Wilbur D. Mills (D-Ark.) of the House Ways and Means Committee had made it clear that he considered the investment tax credit an insistent engine of inflation with its open invitation to business firms to pour profits into new machinery and plant expansion.

So had Rep. John W. Byrnes (R-Wis.), ranking GOP spokesman on the powerful House tax-writing committee.

Still, the President's proposal for deletion of the investment credit was unexpected. Just a week earlier Arthur Burns, first chairman of the Council of Economic Advisers for the late President Eisenhower (now sounding very much like a self-possessed Chief of Staff in the White House for Nixon), had bluntly told AFL-CIO leaders at a White Sulphur Spring briefing session that the Administration would not lay a finger on that particular tax-escape hatch for business firms.

Burns was overruled. No doubt partly because senior House Ways and Means Committee members had made their hostility clear, perhaps partly because Treasury Secretary David Kennedy, also expounding issues for the AFL-CIO officials, had not sounded nearly as dogmatic about it. Also perhaps, as a final factor, because first-quarter reports showed a still-booming 16-billion-dollar rise in the Gross National Product despite hopes of Administration economists that the surtax and high interest rates would hold the rise to 12 billion dollars.

THE ONE-HALF CUT in the 10-percent surtax—next January—was a surprise simply because Nixon had previously urged its renewal in full. But elimination of the investment tax credit would bring the Treasury just about enough additional revenue to balance losses from a cut in the surtax, and it was so ordained.

The Nixon attack on tax-preference shelters—the hobby farms, the charity contributions, the oil-depletion allowance—was plainly a timid first step.

The privileged status of tax offsets gained in this manner would be left undisturbed in substantive

law. The change would be that hereafter only 50 percent, instead of 100 percent, of matters subject to these preferences could be charged off for tax purposes.

Better than nothing, of course, but not a bold step. The Administration further explained that two major tax shelters—an exemption for 50 percent of capital gains and total tax exemption on income from state and municipal bonds—would not be touched.

Mills and Byrnes promptly revealed unhappiness at these omissions and indicated that they favored a direct attack on at least some of the shelters. And the Ways and Means Committee will draft the actual bill it reports.

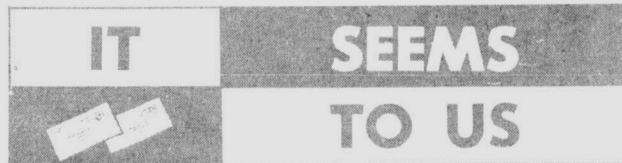
Nixon's proposed total elimination of about two million low-income families from federal taxes warrants only one comment: It's about time. It has been unconscionable for a student earning \$1,700 a year to have to pay \$117 to the Internal Revenue Service, for a family of four with total income of \$3,500—the poverty line—to owe taxes on the final \$500.

On that White Sulphur Spring

briefing of AFL-CIO officials by Administration leaders—well, that was comparable to the Business Council briefings blue-ribbon corporation and bank executives have been getting twice a year for 30 years. The sessions are closed-door (no reporters), but government leaders walk out and give reporters summaries of what they have said. Any reporter can easily obtain—outside—accurate reports on the reaction and response of either businessmen or union officials.

For The Record: The Labor Department says this column was incorrect two weeks ago in saying Labor Secretary George P. Shultz had suspended, for review, a Willard Wirtz order setting maximum radiation exposure rates for uranium miners.

Shultz didn't. He suspended a different Wirtz order on contamination in other mines. In coal mines, contamination includes coal-dust accumulations. In metal mines other than primary uranium pits, contamination may include radiation, because uranium still may be present.



Strikebreaker Photo Incurs Resentment

SAN FRANCISCO, CALIF.

Editor:

Are we to infer from the attached photograph (Page One, GR, March 28) that violence by black militants against news cameramen is a Good Thing so long as it is an extension of Guild politics? That we are to gloat when a nonunion newsman gets the hell whaled out of him but go screaming to the authorities if the bruised lensman or photographer carries our union card?

For my part, I resent the photo, I resent the editorial smirk in the

outline, and most emphatically I resent the physical assault on the kid cameraman, brother or not brother in the restricted sense of GR vocabulary usage.

DICK NOLAN

San Francisco-Oakland Guild

By ANG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Letters relating to elections or referendum to appear in the issue preceding distribution of ballots and subsequent issues preceding the start of voting shall be confined to rebuttal of material already published.

The Guild Reporter

ELLIS T. BAKER, Editor

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

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April 25, 1969

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D. C. 20036

Area Code 202-296-2990

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EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIK, JR.

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INTERNATIONAL REPRESENTATIVES: Ed Allen, Edna Berger (on leave), Charles Dale, Richard P. Davis, Dick Pattison, Robert J. Rupert, John K. Sloan.

Southam Purchases 11th Canada Daily

Prince George, B.C.—Southam Press Ltd. has acquired its 11th newspaper and its second in British Columbia with purchase of the Prince George Citizen.

The Citizen was sold by Northwest Publications, which has a daily circulation of 11,000. Two of Southam's 10 other papers, the Ottawa Citizen and the Vancouver Province, are under Guild contracts.

Farson Announces Retirement; Perlik Seeks Top Executive Job



CHARLES A. PERLIK, JR.

William J. Farson announced last week that he will retire next October after 14 years as ANG's executive vice president, and Secretary-Treasurer Charles A. Perlik, Jr., declared his candidacy for the union's top executive post.

The International Executive Board, at the same time, recommended unanimously that the title of executive vice president be changed to president and that the title of president be changed to "Chairman of the American Newspaper Guild," making the position of president the Guild's top executive post.

James B. Woods, the incumbent president, announced that he will seek re-election, as chairman if next month's ANG Convention adopts the IEB's recommended change or as president if it does not.

The IEB said it was recommending the change in titles to make them correspond to general organizational practice, under which an organization's executive officer is its president. There would be no change other than in the officers' titles.

Seven incumbent vice presidents—Joe Holt Anderson, Jr., from the Southern Region, Noel L. Wical from the Midwest, Hugh H. Harrison from the Far West, Glen Ogilvie from Canada and At-large Vice Presidents James G. McMahon, Barney Peterson and Harry Ryan—announced they will seek re-election.

But At-large Vice President Robert D. Nordin, of Vancouver-New Westminster announced that he will step down from the board "for personal reasons" after four years in office.

And At-large Vice President George M. Muldowney of the Wire Service Guild said he does not intend to run.

Vice President Thomas M. Buckley, Jr., of the Northeast Region and At-large Vice President James H. White of Memphis had previously announced they would not seek re-election. The New York regional vice presidency, resigned at the start of this year by Joseph Eisenberg, also remains to be filled.

(Continued on Page 6)



WILLIAM J. FARSON

IEB Recommends 4% Assessment Schedule

The
GUILD REPORTER

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

Vol. XXXVI, No. 10

Washington, D.C.

May 9, 1969

St. Louis Wins \$46, Classified Parity

St. Louis, Mo.—Parity for outside classified salesmen, producing a \$59 increase to \$253.50 in their top minimum, has been won in a three-year contract ratified last week by the St. Louis Guild's Post-Dispatch Unit. The top for reporters and display salesmen is increased \$46.50, to \$253.50.

General increases range from \$18 to \$50, and a new cost-of-living clause provides for increases in the third year of the contract to compensate for any increase over four percent in the Consumer Price Index during the second year.

The top for circulation dis-

patchers is increased \$63.75, to \$211.75.

A differential of \$12.50 over the reporter top minimum is provided for copy editors with at least five years' experience, giving them a \$266 top minimum, up \$59, in the third year of the contract.

The top general increase of \$50 and the key top-minimum increase of \$46.50 are \$3.50 higher than had been negotiated in a tentative settlement that ANG's Contracts Committee had refused the local permission to submit to ratification.

The final settlement was ratified by the unit April 29, five days after the end of a week-long Paper Handlers' strike that shut down both the Post-Dispatch and Newhouse's Globe-Democrat. Guild bargaining is continuing at the Globe-Democrat, which has refused to offer more than \$33 over three years at the reporter top-minimum level.

The Paper Handlers ended their strike April 24, but the

(Continued on Page 5)

Increase Seen Vital to Build Defense Fund

A new assessment schedule providing payments of four percent of weekly earnings or a bracketed equivalent was recommended unanimously last week by the International Executive Board to ANG's 1969 Convention in San Antonio next month.

The schedule, designed to strengthen the Guild's hard-pressed International Defense Fund, is higher than the present \$1-to-\$6 schedule but lower than the five-percent schedule overturned in a referendum last December. It is designed to eliminate inequities as well as raise more money.

To ease the Defense Fund's burden the board recommended that convention strike-lockout policy be changed to eliminate benefit payments during the first seven days of a strike or lockout and to deduct any vacation pay and unemployment compensation from benefits.

And it recommended that the date for realization of the Defense Fund's two-million-dollar Constitutional floor be changed from next Sept. 1 to Sept. 1.

(Continued on Page 7)

IEB Urges \$369 Wage Goal, Cites New Organizing, Bargaining Gains

Citing the erosion of record wage gains by the constantly rising cost of living, the International Executive Board last week recommended that ANG's 1969 Convention raise the Guild's wage goals to \$369 for key classifications and \$184.50 for all adult jobs.

The increase, from goals of \$340.50 and \$170.25 adopted by last year's convention, are to compensate for increases in productivity and the cost of living, which the board noted rose 4.7 percent in the United States in 1968 and is climbing at an even steeper rate this year.

The board urged concentration on collective bargaining, particularly wages, which it noted produced wage gains 14.9 percent higher in the last fiscal year than in the previous 12 months, itself a record year.

Wage increases in 56 newspaper, news-magazine and wire-service contracts of two years or longer averaged \$14.21 the first year and \$11.03 the second, for a two-year average of \$25.24. In the previous fiscal year the two-year average

(Continued on Page 6)

The International Executive Board, reporting the Guild's greatest gains since 1959-60, recommended last week that ANG's pilot organizing project in New England and Eastern New York be continued for another year.

The board, in making this recommendation to next month's ANG Convention, declared that experience during the first nine months of the project, while insufficient to finally evaluate it, warrants its continuation for an additional year.

The board noted that 18 new groups representing 789 employees were brought into the Guild during the past fiscal year, a 64-percent increase over the previous year. Five of them were in the pilot-project area.

Totally, representation was up for more employees in the past year than in the two previous years combined, moving the IEB to voice hope that "the nine-year plateau of membership has ended."

Despite pilot-project gains, International Representative Ed Allen, who is in charge of the project, said in a memorandum appended to the IEB report that the number of organizing cam-

(Continued on Page 4)

Unions to Ask AFL-CIO For Intensified L.A. Aid

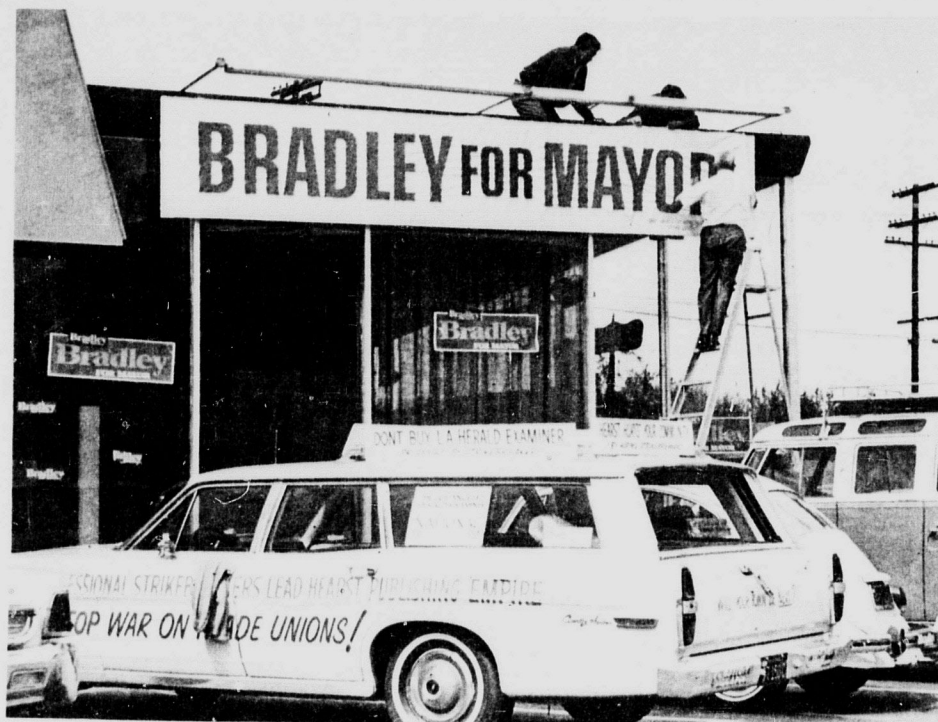
Los Angeles, Calif.—International leaders of striking and locked-out unions at Hearst's Los Angeles Herald-Examiner will ask the AFL-CIO Executive Council next week to intensify its assistance to the 17-month strike.

The international leaders, meeting here May 5 and 6 for a review of the strike situation, decided to meet with the AFL-CIO council during its spring meeting in Washington May 14 and 15. They acted after hearing detailed

reports on all aspects of the strike, including the union's advertising and circulation boycotts.

ANG Secretary-Treasurer Charles A. Perlik, Jr., represented the Guild at the meeting. Among others attending were Pressmen's President Anthony J. DeAndrade, a member of the AFL-CIO Executive Council, Stereotypers' President James H. Sampson, and Lithographers' and Photoengravers' Executive Vice President

(Continued on Page 2)



Campaign Assist

Representatives of the Los Angeles Herald-Examiner Strike-Lockout Council help install one of several hundred signs painted by Herald-Examiner unionists on Studio City headquarters of Los Angeles mayoralty candidate Thomas Bradley, who

has vowed settlement of the Herald-Examiner strike as one of his first goals in office. On ladder is ANG International Representative Charles Dale; on roof are Mike Mulcahy, left, and Jack Dyer of the Strike-Lockout Council's National Boycott Team.

Newspaper-Union Leaders to Ask Increase in AFL-CIO Aid to L.A.

(Continued from Page 1)

William J. Hall. Leaders of several nonnewspaper unions in the Los Angeles area also participated.

Los Angeles mayoral candidate Thomas Bradley appeared at the meeting to greet the union leaders. Bradley has pledged that one of his first goals in office would be settlement of the strike.

The union's Joint Strike-Lockout Council is waging an intensive campaign on Bradley's behalf.

Campaign signs, literature and other campaign materials are being produced by the unionists. Dick Houdek, a member of the strike-lockout "truth team" and chairman of the Guild's Herald-Examiner Unit, is working full-time on Bradley's publicity staff, while 50 other striking and locked-out workers are assisting in all phases of campaign activity, including a speakers' bureau.

Strike-Lockout Director William Robertson last month outlined a council political-action program including support for Bradley and three Negro candi-

dates for the Board of Education and intensive efforts to settle the strike.

Addressing the city's Negro community, Robertson said that the Herald-Examiner "opposes everything black people and their allies stand for in this election campaign" and urged it to join forces with the striking and locked-out unions to end the strike.

All segments of the Los Angeles labor movement, including independent unions, announced a united labor campaign committee for Bradley May 2.

Bradley, in addition to pledging his efforts to seek an end to the strike, is also on record in support of a municipal antistrike-breaking ordinance.

A state bill to outlaw professional strikebreakers was killed by the Assembly's Labor Relations Committee April 23 despite an appeal by Bernie Hughes of the Typographical Union, who submitted a list of 15 professional strikebreakers employed by the Herald-Examiner. He said they traveled from as far away as Florida and New Jersey and were paid wages as high as \$1,000 a week.

"They come for the easy money and get out," Hughes said. "Some are now in Texas waiting for the next strike."

But Ben Martin of the California Newspaper Publishers Association, stating that federal law prohibits paying a "strike replacement" higher wages than are normally paid, said he was "certain the management of the Herald-Examiner was obeying the law."

Meanwhile, about 75 members of LAGALS (Los Angeles Gals Against Labor Scabs) demonstrated April 26 at a Pasadena dress shop that advertises consistently in the struck paper. Leafleting is continuing at a number of bowling alleys participating in a Hearst-sponsored bowling tournament, with attendance reportedly down as much as 75 percent.

The ratio of advertising to

available space fell to 47.4 percent during the week of April 20, compared to 57.5 percent for the same period last year.

Stereotype negotiations with Hearst continued May 1 but produced no progress. ITU Mailers bargained the next day, also without progress. The two unions and the printers have scheduled further sessions later this month.

A membership meeting of the Los Angeles Guild April 23 ratified trial-board fines ranging from \$4,293 to \$13,246 against nine Guild members who have crossed picket lines at the struck paper.

The nine — Ed Cohen, Dale Munroe, William R. Blake, Robert Tonge, Ann Thompson Smith, Samuel Sansone, Allen Malamud, Harold M. F. George and Loy Allen — were fined the amounts they have earned while working in the struck plant, less the strike benefits they would have received had they honored the picket lines. A 10th member, Clifford P. Blackburn, was fined \$699 for violating the ANG Constitution by disavowing the Guild as his bargaining agent.

Additional contributions to the Los Angeles Guild strike fund totaled \$2,209, including the following:

Denver Guild	\$150
Rockford Guild	25
Terre Haute Guild	50
Toledo Guild	100
Washington-Baltimore Guild	300
Vancouver-New Westminster Guild	100
Boston Guild	150
Chicago Guild	150
Hawaii Guild	300
North Jersey Guild	50
Pittsburgh Guild	100
Providence Guild	100
San Francisco-Oakland Guild	300
San Jose Guild	60
Toronto Guild	200

The latest contributions bring total contributions to \$140,255.

Guild Supports AP Telegraphers

New York City—The Wire Service Guild has pledged to support the United Telegraph Workers in negotiations with the Associated Press. Wire Service Guild President Malcolm Barr notified AP branch chairman last week.

Reminding Guild members of "the invaluable support provided by UTW members" during the Guild's AP strike last January, Barr said "Guildsmen will be asked to honor UTW picket lines in the event of a strike."

Convention to Hear Texas Labor Head

Hank Brown, president of the Texas State AFL-CIO, and Roy R. Evans, its secretary-treasurer, will address the Guild's 35th annual convention in San Antonio June 23 through 27.

Evans will speak at the opening session, which will also hear George Eichler, president of the San Antonio AFL-CIO Council, and official addresses by ANG President James B. Woods, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlík, Jr. Brown will appear at a subsequent session.

The convention agenda, adopted last week by the International Executive Board, also includes clinics on organizing, collective bargaining and local administration, to be held the first evening.

The traditional convention banquet will be replaced by a boat ride down the Paseo del Rio, a branch of the San Antonio River, to La Villita, an historic village in Old San Antonio, where a Mexican dinner will be served.

The convention outing for delegates and their families will include visits to the Alamo, the Institute of Texas Cultures at last year's Hemisfair, a brewery and Old San Antonio Western Village, where there will be entertainment, stagecoach rides and a barbecue.

The host San Antonio Guild has scheduled a program for wives and children that includes a trip to historic missions, La Villita, Playland Park, the zoo, the Mexican Market Place, Trinity University and the Sunken Gardens as well as lunch and a fashion show atop the Hemisfair Tower.

The opening cocktail party will be held June 22 beside the swimming pool at the El Tropicano Motor Hotel, the convention site. A closing reception will be held at the San Antonio Press Club.

The San Antonio Guild has arranged a postconvention tour to Mexico City June 27 through July 1 for those delegates and families who wish to take it. The round trip from San Antonio to Mexico City and back, plus four nights and five days in the Mexican capital, will cost \$106 per person.

L.A. Appeal Held Invalid

The International Executive Board ruled last week that a Los Angeles Guild member fined for crossing picket lines in the current Herald-Examiner strike had forfeited his right to appeal to next month's ANG Convention because he did not appeal in time to the IEB.

The board noted that its Appeals Committee had found the appeal by William W. Kennedy, who claimed the Herald-Examiner could have sued him for breach of a personal-service contract had he refused to work, was submitted to the IEB at expiration of a statutory time limit for such actions.

Kennedy subsequently sought to appeal this finding to the convention, but the IEB, acting on a recommendation by its Constitution Committee, ruled that it was not appealable.

Dues on Scales Held Valid in Some Locals

Locals that have dues schedules yielding income "substantially equivalent" to those produced by ANG's bracketed or percentage Model Dues schedules can collect dues on contract minimums rather than salaries, the International Executive Board ruled last week.

The board made this interpretation of an ANG Constitutional clause allowing locals to maintain dues schedules differing from the model bracket or percentage schedules if they produce "substantially equivalent dues income."

But the board recommended that next month's ANG Convention change the language from "equivalent dues income" to "at least an equivalent total dues income," to insure that a schedule producing any lesser dues does not qualify.

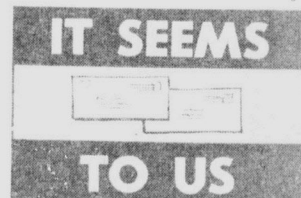
And it went on record as stating that such a dues schedule, while conforming to the Constitution, "is an undesirable basis for collecting dues and should be eliminated as soon as practicable and possible."

"The IEB is of the opinion that dues should be based on all earnings," it declared.

The board recommended that the Model Dues clause be clarified by amending it to substitute the word "earnings" for "salary" and "pay" as the basis for dues payments.

In order to properly define what should be included under "earnings," however, it asked ANG Secretary-Treasurer Charles A. Perlík, Jr., to query Guild locals for information on that elements of earnings are reflected in their dues collections.

Under the board's interpretation of the Constitution, locals with either ANG's bracketed or percentage Model Dues schedules are in violation of the Constitution if they collect dues on minimums rather than actual salaries. Only locals with "substantially equivalent" schedules can so collect them.



Starting Pay Corrected For Pittsburgh Paper

PITTSBURGH, Pa.

Editor:

In the April 25 GR (Page 5) one of the tables with your "Pay Check vs. Budget" article gave Pittsburgh's reporter starting minimum as of April 1, 1969, as \$109 a week. This is incorrect. The correct figure is \$120, still low but not as bad as your figure.

NICK WALLACE
President
Pittsburgh Guild

\$32 Wage Boost Over Two Years Won by Buffalo

Buffalo, N.Y.—The Buffalo Guild has won an increase of \$32.50 in the reporter top minimum in a new two-year contract at the Buffalo Courier-Express, raising it to \$226.65.

The Guild also won a fifth week of vacation for employees with 29 or more years of service.

General increases of \$32.50 will go to all employees earning \$190 and over and to district managers earning \$162 and over. Other increases range down to \$12 for employees earning less than \$90.

The flat minimum for the highest subeditor group will go to \$264.15, up \$32.50. The top minimum for circulation district managers goes up \$29, to \$192.16.

The Courier-Express increases are roughly similar to those for editorial employees at the Buffalo Evening News, who earlier this year won general increases of up to \$34 and a reporter top minimum of \$226.50. The reporter top at the Courier-Express goes up \$16.50 retroactive to Jan. 5 and \$16 next Dec. 29.

The minimum for top editors will go to \$242.65, up \$32.50. Copy editors, rewrite men and assistant editors will reach a new top of \$234.65, also up \$32.50.

The minimum for circulation drivers goes up \$18, to \$152.38.

The top minimum for copy boys is raised \$12, to \$94.40, while the top for telephone operators goes up \$13.50, to \$117.15.

The Guild won a second floating holiday, bringing total holidays to eight. In addition to a fifth week's vacation for employees with 29 years' service, the contract provides four weeks and four days for those with 28.

The Guild also won three extra days of sick leave for employees with less than six months' service, for a total of eight.

The mileage allowance is increased to a flat 13 cents; it was formerly 10 cents after the first 100 miles a week. The Guild also won improvements in funeral and maternity leaves, as well as educational leaves of up to one year.

The severance-pay ceiling is increased two weeks, to 32.

Rise in Prices Ups Key N.Y. Top to \$255

New York City—A cost-of-living increase has raised the top minimum for reporters and ad salesmen on the New York Times an additional \$5.25, to \$255.25, and brought employees of New York's three major dailies increases ranging from \$1.85 to \$5.78 a week.

The increases result from a cost-of-living clause that provided for additional pay increases equal to any rise in New York living costs over four percent in the 12 months ending March 31. The cost of living rose 6.1 percent, yielding a raise of 2.1 percent of the top minimum in each classification, with all minimums in that classification going up by the same amount.

Increases at the Times range from \$2.01 for messengers to \$5.78 for columnists, critics and copy-desk chiefs. Increases on the Post range from \$1.85 to \$4.90, and at the News, from \$1.85 to \$5.35. The new top minimum for reporters and display salesmen is \$239.20 at the Post, \$242.30 at the News.

The new Times minimums range from \$97.51 in the copy-boy group to \$280.78 in the columnists' group. Those at the Post range from \$79.95 to \$239.20, and those at the News from \$78.45 to \$260.50, the latter covering deskmen.

The increases were calculated after the Bureau of Labor Statistics reported that the New York City Consumer Price Index had risen from 122.1 to 129.6 during the contract year.

\$28 in 2 Years Won At Sheboygan Press

Sheboygan, Wis.—A \$28.60 increase over two years will produce a new top minimum of \$188.30 for reporters and ad salesmen at the Sheboygan Press.

The settlement is \$5.92 higher than a proposed agreement rejected by ANG's Contracts Committee.

Breslin Joins Mailer Ticket

New York City—Former columnist Jimmy Breslin, a New York Guild member who announced three years ago that he would organize an independent editorial union, announced last week that he would run for City Council president on a ticket headed by novelist Norman Mailer.

A drive has begun for signatures to place a Mailer-Breslin ticket on the ballot in the city's June 17 Democratic primary.

The Village Voice said Breslin was included on Mailer's ticket "to appeal to the working class."



Cleveland's 'Establishment'

Two past presidents of the Cleveland Guild are among this group, which the Cleveland Plain Dealer calls "The Establishment" in a recent promotional ad. They are William Barnard, top left, and James Naughton, top center. Other Guildsmen in "The Establishment" are Daniel Coughlin, top

right, Judith Sammon, second row right, Barbara McDonald bottom center, and Jeanne Albers, seated right. Says the ad: "A lively slice of the prize-winning staff of Cleveland's Plain Dealer. Average age: under 30. Dedication: total. Status: thoroughly established reporters."

NLRB Sets Aside Rochester Vote, Hits False Statements by Gannett

Buffalo, N.Y. — The National Labor Relations Board last week set aside a circulation-department election lost by the Rochester Guild at Gannett's Times-Union and Democrat & Chronicle, citing false statements in a management election pamphlet.

NLRB Regional Director Merle D. Vincent, Jr., ordered a new election in the 500-member circulation unit, which includes 410 part-time employees.

The Guild had charged a long series of election violations by Gannett, but Vincent grounded his nullification of the balloting on false statements about the Guild in the management pamphlet, issued a few days before the election.

"To condone the distribution of these misstatements immediately prior to the election would be to allow the employer to capitalize upon its own unlawful conduct," Vincent said.

The Guild lost the Feb. 20 election by 339 to 137. The Guild filed election objections with the NLRB, charging that management illegally undermined a nearly two-thirds Guild majority.

Vincent found that the Gannett pamphlet, "Now Ask Yourself," distributed Feb. 18, misrepresented the Guild's bargaining position with another Gannett paper in Yonkers, although management was aware of the actual facts.

The Gannett pamphlet said the Guild had won an election at the Yonkers Herald-Statesman 18 months earlier but had been unable to gain a contract.

"With respect to the Yonkers affair," Vincent said, "the employer's remarks are calculated to lead employees to believe that the failure of the Yonkers employees to receive a pay increase for 18 months was due to the union's ineptness and ineffectiveness."

"However, at the time the employer was having the pamphlet prepared, it was aware that the board had determined that the

Interception In Baltimore

Baltimore, Md. — Evidently Hearst's Baltimore News American doesn't want its employees to read the Guild Reporter.

The Washington - Baltimore Guild, seeking to lay the groundwork for future organizing, had the Guild Reporter mailed to 250 employees at the Hearst paper last month. But the Post Office reported it was unable to deliver the GRs because delivery was "refused" at the News American.

actual reason for failure to reach agreement at Yonkers was the employer's unlawful refusal to bargain."

Vincent also found management allegations that the Guild failed to act in the discharges of two Rochester newsroom employees untrue. Vincent said that in one case the Guild had the firing changed to a resignation while retaining the employee's severance pay for him. The other discharge resulted from an employee's chronic alcoholism, and no grievance was filed, Vincent said.

"From the foregoing," Vincent said, "it is clear that the union did effectively represent one of the Rochester newsroom employees referred to by the employer, and

the employer's assertion that the union did nothing amounts to a material misrepresentation."

The Guild had charged a number of other company violations, including the circulation of bogus Guild literature, a company luncheon for carrier counselors within a prohibited 24-hour period before the election and supervisors' escorting of counselors to the election scene.

Guild Files for Unit At San Juan UPI

San Juan, P.R. — A petition seeking Guild representation for 14 San Juan employees of United Press International was filed with the National Labor Relations Board May 1.

The petition covers editorial, janitorial and Teletypesetter employees of UPI's San Juan bureau.

Raiding Charge Dropped In Fort Worth Dispute

ANG decided last month not to press a charge that the Allied Industrial Workers Union violated no-raiding provisions of the AFL-CIO Constitution by organizing 45 circulation employees at the Fort Worth Star-Telegram.

The decision was made after the AFL-CIO said the charge was insufficient because ANG had no prior bargaining relationship at the paper.

N.Y. Rejects Bid to Cut Scab Fines

New York City — The New York Guild's executive board and representative assembly last month rejected a proposed out-of-court settlement under which 57 members who crossed picket lines during the Guild's 1965 strike at the New York Times would pay 30 percent of their fines.

The settlement had been recommended by local officers and attorneys as the best that could

be obtained without a long court battle. But it was turned down after the Times unit council voted 10 to 5 against it.

The 57 were among 64 fined up to four months' pay for working during the strike. The other seven have left the Times.

The compromise settlement was proposed by counsel for the 57 after the Guild initiated action in State Supreme Court to compel payment of the fines.

IEB Challenges Publishers on Antitrust Bill

Proponents of the Newspaper Preservation Bill have "all but ignored the fact" that the courts have ruled that "only the profit-pooling, market-splitting and price-fixing provisions" of joint newspaper operations—not joint printing—are illegal under the antitrust laws, the International Executive Board charged last week.

The bill's proponents "have instead raised the cry" that the Supreme Court has forbidden joint printing, the board said in a resolution calling for the bill's defeat.

Noting that the bill's backers are asking Congress to "legitimize retroactively and perpetually . . . profit pooling, market splitting and price fixing in joint newspaper operations," the board pointed out that jointly operating publishers "failed to demonstrate" in Congressional hearings during the past two years that the practices "are vital components of joint publishing arrangements."

In fact, the board said, jointly operating publishers "in more candid days" have stated that "the greatest portion of savings realized in joint newspaper operations" comes from joint printing facilities, which the courts have not banned.

The IEB said the publishers also declined to publicly document in the Congressional hearings their claims that they had entered joint operations "only when there were no other means of sustaining publication of more than one newspaper in a city,"

Tucson Joins Antitrust Suit

Tucson, Ariz.—The City of Tucson has joined other advertisers in initiating an antitrust damage suit against the Tucson Citizen and Arizona Daily Star.

The Tucson City Council last month authorized action to collect triple damages from the two papers for increases in city advertising rates under their joint operating agreement. From \$25,000 to \$30,000 is involved.

Nine business firms filed similar suits after the Supreme Court's March decision outlawing the papers' rate-fixing, profit-pooling and market-splitting agreement.

while "several witnesses presented convincing testimony that many of the full and partial mergers had been entered in order to maximize profit rather than to preserve or restore profit."

The board noted that "no one has a greater stake" than the Guild in the "continued vitality of the U.S. newspaper industry" and that "no one is more concerned . . . that the nation's press be truly free—that it speak with a multiplicity of voices, that more newspapers not be closed, that more barriers to new papers starting not be erected."

Nor is anyone more aware than the Guild that "the nation's press

is only as truly free as it is totally competitive and free of obligation for favored treatment by any sector of our society — public or private," the board said in inviting congressmen to discuss with Guild representatives "a proposal for legislation which, contrary to the Newspaper Preservation Bill, has as its purpose stemming the trend toward concentration in the newspaper industry."

The resolution, accompanied by a letter from ANG Secretary-Treasurer Charles A. Perlik, Jr., was sent this week to all members of Congress, where 33 senators and 94 representatives are sponsoring the bill.

Meanwhile, William F. Schmick, Jr., president of the American Newspaper Publishers Association, speaking at last month's ANPA convention, contended that serious injustices will result unless Congress corrects at an early date the situation created by the Supreme Court's decision outlawing a profit-pooling, rate-fixing and market-splitting arrangement in Tucson.

"Rather than creating more competition," he said, government action against similar arrangements in other cities "would actually reduce it."

Schmick also charged that "antinelaw sentiment on the Federal Communications Commission has grown," calling recent FCC actions questioning newspaper ownership of broadcasting stations and community-antenna TV systems "wholly arbitrary and

without justification."

But Ben H. Bagdikian, president of the Mellett Fund for a Free and Responsible Press, speaking at an Associated Press Managing Editors meeting last month, said that joint rate fixing "can be very unfair to those who don't have access to this joint operation."

"I think there are problems in survival of papers," Bagdikian said. "But I think the answers to those problems are not to be had in suspension of antitrust laws but in their solving their basic problem, which is that they

are in extremely expensive technology, which is fixed, at a time when their communities are changing in their geography, their demography and every other way."

Publishers' Auxiliary last week quipped House Judiciary Committee Chairman Emmanuel Celler as saying that he plans to hold new hearings on the bill. It said Sen. Philip A. Hart, chairman of the Senate Antitrust and Monopoly Subcommittee, also feels new hearings are necessary to assess the impact of the Tucson decision on joint operations.

Hearst Buys, Merges Schenectady Paper

Albany, N. Y.—Hearst's Albany Times-Union and Knickerbocker News last month purchased the nearby Schenectady Union-Star for an undisclosed sum and merged it with the Knickerbocker News.

Hearst's first action was to suspend the Schenectady paper's month-and-a-half-old Albany edition, published as the Albany Union-Star.

Hearst's Capital Newspapers Division began publication of the afternoon Schenectady paper as part of the afternoon Knickerbocker News April 28.

The Knickerbocker News and the Union-Star are being published under a single flag, with the News dominating the nameplate in Albany editions and the Union-

Star the nameplate on Schenectady copies. Many Union-Star employees were dismissed.

The Clarity Publishing Co., owner of the Union-Star, said in announcing the sale that "the unfortunate experience of the four different publishers of the Union-Star in the past 10 years demonstrates that the high costs of newspaper publishing today make it necessary to combine as many operations as possible with an existing and successful paper."

Schenectady has a second newspaper, the morning Gazette, published independently.

The two Albany papers operate under a Guild contract, and the Albany Guild plans to bring the remaining Schenectady employees into its unit.

IEB Puts 'Tokenism' Brand on Minority Hiring

Despite advances during the past year in equal employment opportunity, the newspaper industry's minority employment practices "continue to wear the brand of tokenism," the International Executive Board declared last week.

"Too many — Guild locals, publishers, educational institutions—are doing too little too slowly to allow more than the tiniest bit of the remotest corner of that label to be lifted," the board declared in its report to next month's ANG Convention.

It noted that some Guild locals have intensified employment-opportunity activity while others have revived it from dormancy.

But it declared that "with scattered though notable exceptions, efforts of the industry and groups and individuals in and around it to launch and carry out meaningful programs for minority employment still must be characterized as tokenism, at best."

Among recent Guild activities to promote minority employment it cited the following:

► The assistance of the Twin Cities Guild in the St. Paul Dispatch and Pioneer Press's hiring of a Negro reporter who will help recruit other Negroes for jobs in all Guild-covered departments.

► Wire Service Guild co-operation with United Press International in preparing to set up a federally supported training program for newsmen.

► ANG co-operation with the Washington Journalism Center in establishing training programs for potential Negro journalists with the assistance of a \$250,000

Ford Foundation grant.

Calling for new dedication to the goals of "recruit, train, promote," the board recommended that Guild locals:

► Initiate or strengthen contacts with publishers to develop joint programs not only for non-discriminatory hiring but also for the recruitment and training of "those who might otherwise be considered unqualified" for jobs within Guild jurisdiction.

► "Encourage promotion and upgrading of qualified Negroes and members of other minority

groups by seeking and co-operating in joint Guild-management skills-improvement programs" and by obtaining or strengthening fair-employment clauses to cover both hiring and promotion.

► Seek to make certain that hiring, training and promotion requirements in Guild jurisdiction "do not exclude qualified people for irrelevant reasons."

► Establish functioning human-rights committees "to chart and carry out down-to-earth employment-opportunity programs."

► "Vigorously protest" to top

management of any papers that use "irrelevant racial identifications in new stories, especially crime stories."

► Establish or redirect scholarship programs to help "interested but deprived young men and women secure the training necessary to qualify for both editorial and noneditorial jobs."

The board also urged that locals consult with ANG's Research and Information Department in developing their human-rights programs and keep it informed of their progress.

10-Year Organizing Peak Cited by Board

(Continued from Page 1)

paigns conducted thus far have been "too few to justify any sweeping generalization concerning organizing procedures."

But Allen noted several specific conclusions on organizing tactics resulting from experience with the pilot project thus far and cited organizing prospects on five New England newspapers in addition to those that have already borne fruit.

The pilot project was authorized by last year's convention to test the idea of organizing in a limited geographical area where newly organized groups could either be formed into a new local, linked with each other in a servicing arrangement or attached to an existing local.

At last week's meeting, Vice President Joe Holt Anderson, Jr., reiterated his contention that "the project represents less than the pilot project directed by the Cleveland Convention" and stated his dissent "to this extent" from the Organizing Report. Vice Presidents Noel L. Wical and Hugh H. Harrison associated themselves with Anderson's statement, which was entered into the record.



ED ALLEN
Project Pilot

The board noted that of the 18 new groups organized last year, eight were in departments at newspapers where the Guild already had contracts and the remaining 10 were organized as new units in existing locals.

"This assures the greatest opportunity to protect the new

members and, at the same time, enhance the Guild's bargaining power," the board said, noting that many of the new groups "might have been chartered as locals in the earlier days of the Guild and left to fend for themselves, perhaps to die."

The board, at last week's meeting, revoked the charter of one such local, Cumberland, which had been inactive for several years.

Declaring that "the best potential source of new members is free riders" (an estimated 5,000 in units now under Guild contract), the board recommended that all locals establish organizing committees "which should be alert to all opportunities."

The board recommended that each local conduct a detailed survey of its own bargaining units, list the number and names of potential new members and provide the IEB Organizing Committee with a copy.

It urged locals to utilize information provided by new members' application cards on organizing possibilities at unorganized papers and to pass the information to ANG. And it asked locals

to report regularly to ANG any change in situations at unorganized shops in their areas and to indicate any organizing efforts they desire to initiate.

"The locals that constantly review their own potential are the ones most likely to make gains," the IEB declared.

Despite a heavy demand on staff time for strike assistance, the board reported, 52.3 percent of international representatives' time last year was devoted to organizing, compared to 41.6 percent the previous year. While the field staff shrank from eight to six and ANG finances did not permit the hiring of replacements, the board noted, the Guild utilized a number of local leaders for temporary organizing and bargaining assignments.

The board reported that preliminary talks with the Communications Workers and the International Typographical Union on a possible merger or agreement to organize and service unorganized employees have not as yet produced "any over-all progress toward solving any major structural changes such mergers would entail."

\$19 Average Chicago Increase 2nd Highest in 2 Guild Decades

Chicago, Ill.—A \$58 increase to \$263 in the reporter top minimum won by the Chicago Guild last month at Field's Sun-Times and Daily News represents the second highest average annual increase in more than two decades of Guild bargaining. The increase averages \$19.33 a year.

The highest average increase—\$24.45—was achieved last year at the San Jose Mercury and News.

The new Chicago contract, ratified April 27, produces general increases ranging from \$24

for those earning less than \$125 to \$56 for those earning \$250 and over. Salaries and minimums will be increased additionally March 1, 1970, and March 1, 1971, to compensate for any rise over four percent in the cost of living in the preceding year.

The top minimum for communications-center operators is raised \$35, to \$176, the top for clerks is raised \$25.50, to \$129, and the top for copy boys is raised \$23.50, to \$107.

The Guild also won:

► Up to two weeks' salary for

employees called to civil-emergency military duty.

► A fourth week's vacation after five years instead of 10.

► A seventh holiday, the Monday after Washington's Birthday.

► An increase of six weeks in the severance-pay ceiling, to 58.

► An increase in the pension-accrual rate from 1.15 percent to 1.25 percent of total earnings, with vesting after 10 years and age 40.

► An increase of one cent, to 11, in mileage payments.

► Up to 26 weeks of sick leave at full pay instead of 13, depending on length of service.

► An increase in the publisher's contribution to hospital and medical insurance from \$3 to \$5 a week for family coverage and from \$1 to \$1.50 for single coverage.

In addition, the contract provides insurance protection of \$100,000 for employees assigned to civil disorders, with the publisher to provide protection and protective devices. An employee unable to report to work because of disorders cannot be docked if he notifies a supervisor.

Writers making more than \$13,000 a year, columnists, critics, political, society, fashion and travel editors and employees of bureaus more than 150 miles from Chicago, previously exempt from night-differential payments, will henceforth be covered.

Contributors to the Chicago Daily News—Sun-Times wire service will receive \$10 during a week when four or more of their stories are moved. Previously they were paid a flat \$5.

The Guild also won a 10-percent differential for copy-desk slotmen in news, sports and feature departments who work in such jobs more than five hours a week and supervise at least one other employee.



St. Louis Guild Photo by Larry Williams

At Ratification Meeting

Robert A. Steinke, left, executive secretary of the St. Louis Guild, and Martin Goldman, chairman of the St. Louis Post-Dispatch Unit, report to membership on settlement producing a \$46.50 increase in key top minimums. The meeting later voted to ratify the pact.

St. Louis Wins \$46, Parity for Classified

(Continued from Page 1)

afternoon Post-Dispatch did not resume publication until the next day and the morning Globe-Democrat until April 26 as the result of a dispute with printers and ITU Mailers.

Members of the two crafts, who had been furloughed the day after the strike began, refused initially to report for work unless they were paid for the strike period. They finally returned under an agreement to submit the dispute to established grievance procedure.

Under the Guild's settlement, employees earning \$235 and over will receive \$12.50 retroactive to Jan. 1, \$11.50 July 1, \$12.50 next Jan. 1 and \$13.50 Jan. 1, 1971. The lowest general increase, \$18, goes to employees earning less than \$95.

The top for classified telephone solicitors is increased \$33, to \$175.75, the highest of its kind in any Guild contract.

The top for secretaries is raised \$28, to \$154.25, that for telephone operators and stenographers is increased \$25, to \$138.50, and that for typists and file-room clerks is increased \$14, to \$129.

Under the cost-of-living clause, all employers in a given classification will receive raises based on the increase over four percent in 1970 living costs multi-

plied by the top minimum for that classification.

A minimum differential of \$7.50 a week for employees working in higher classification is increased to \$1.75 a day for the next highest classification and an additional 50 cents a day for each higher classification. A minimum differential of \$10 a week for employees filling in for supervisors is raised to \$2.50 a day.

The service requirement for a fourth week's vacation is reduced from 10 years to seven this year and five in 1971. A seventh holiday, the employee's birthday, is added, and an exemption from overtime pay for legislative correspondents is dropped.

An agency shop, under which nonmembers must pay the equivalent of Guild dues, is extended to up to four new employees a year whom the publisher has been able to exempt from the Guild shop.

Weekly car-expense guarantees are increased \$5, to \$20, for district advisors and \$2 for others, to \$22 for photographers and \$17 for others, while the daily guarantee for irregular users is up \$1.25, to \$3.25. Mileage allowances go up one cent, to 12 cents in most cases.

The company will also provide uniforms for members of the night cleaning staff.

Guild members and students.

A printer charged with creating a disturbance during large-scale picketing by Guild members and sympathetic students Dec. 6 was acquitted in Provincial Magistrate's Court last month.

The printer, William McKelvey, was beaten by police and arrested when he tried to crawl into the struck plant through a newspaper chute after a printer inside taunted him by waving a pay check. The Guild, in a telegram to Ontario Atty. Gen. Arthur Wishart, charged police with brutality in the beating of McKelvey and several students.

Locals Urged to Mount Major COPE Drives

The Guild must prepare for elections ahead by joining with the AFL-CIO's Committee on Political Education in conducting annual register-and-vote drives and by making every effort to meet the Guild's COPE fund quota, the International Executive Board urged last week.

The IEB warned that "21 progressive and prolabor senators and numerous progressive members of the House of Representatives will be up for re-election" in 1970 and that "those who failed in 1968 to elect Senate and House candidates with platforms aimed at hamstringing labor and progressive programs have already begun to prepare for another go at it in 1970."

The IEB recommended that the Guild's annual convention urge locals and district councils to "make every effort to fulfill and surpass" the Guild's COPE quota of \$2,950 by conducting COPE dollar drives. It also recommended that locals make treasury contributions to COPE's educational and voter-registration funds.

The board, in its report to the

convention, also urged that locals establish political-action committees to conduct on-going voter-education programs through regular meetings and reports to the locals.

It is up to the local leadership, the report said, "to initiate and oversee programs to keep members informed on local, state and national issues and candidates, to encourage their members to express themselves to elected public officials and to encourage and assist their members to register and vote."

The report also urged locals to work for introduction and enactment of a federal antistrike-breaking law in the United States and to continue support of such legislation at all levels of government in the United States and Canada.

It urged continued support of Canadian unions' fight against the use of injunctions as a strike-breaking weapon. The Guild's Canadian locals should continue to resist oppressive labor legislation and the fragmentation of national bargaining units, it said.

'Best 5 Years Ahead'

'68 Ad Revenue Tops \$5 Billion

New York City—Newspaper advertising topped the five-billion-dollar mark for the first time last year, up six percent over 1967, the American Newspaper Publishers Association was told last week.

And an ANPA Bureau of Advertising official predicted that newspapers are "on the threshold of the best five years in the history of newspaper advertising."

ANPA general manager Stanford Smith, reporting to the association's annual convention, noted that newspaper advertising

has continued to rise at a faster rate than the growth of the economy as a whole.

"Circulation rose 1.5 percent to a record total of 62,535,394," he reported, "surpassing the rate of growth of the adult population."

"Employment continued to rise. Newsprint consumption showed a 1.7-percent increase over 1967, which, in turn, was an increase of 1.8 percent over 1966."

The prediction of a record five-year period for newspaper advertising came from Jack Kauffman, president of the ANPA Bureau of Advertising.

"National advertising is running more than 12.5 percent ahead in the first quarter of 1969," he reported, "following a

gain of 12.4 percent in the last three months of 1968. And retail advertising has been turning in impressive gains since last fall.

"Classified advertising in this year's first quarter will be up 18 percent after a rise of 16.2 percent in the last quarter of 1968."

The ANPA's labor-relations committee reported 27 strikes affecting 29 newspapers last year, eight fewer than in 1967. But it voiced concern over what it termed "an alarming number of agreements" rejected by union memberships, blaming the trend on "the impact of inflation."

Times Unit Officer Joins N.Y. Staff

New York City—William Montes, vice chairman of the Guild's New York Times Unit, has been named a local representative. He succeeds Robert Keane, who has been named administrator of the Guild-Daily News pension fund.

Montes, a promotion artist, has served as grievance chairman and a member of the local's representative assembly in addition to unit vice chairman.

Moss Committee Seeking Names

Rep. John E. Moss's Freedom of Information Subcommittee is seeking the names of all members of local Guild committees "interested in any aspect of government information problems."

Moss said the subcommittee wants to put the names on its mailing list for its reports and hearings and for solicitation of advice and comment.

Jim Cesnik, associate director of ANG's Research and Information Department, has notified local presidents of the request, asking them to send the names and addresses of members of any such committees or informal groups to Moss.

Picketing Stops in Peterborough

Peterborough, Ont.—Toronto Guild picket lines have come down at the Peterborough Examiner, and a number of Guild strikers have returned to work under a unit decision.

The local executive committee has voted to continue strike benefits to members who do not return to work or obtain other jobs.

The Peterborough Unit, on strike since Nov. 2 for an initial contract at the Thomson paper, voted last month to take down the picket lines, close strike headquarters and negotiate for a return to work by those of 14 remaining strikers who desired to go back.

T.H.B. Symons, president of Trent University, served as an intermediary at the Guild's request, and Publisher W. J. Garner subsequently said he would consider taking back all but one of 10 employees who desired to return.

As of this week, six had gone back.

The unit acted after Garner rejected a Guild bid to reopen negotiations suspended since December. The Examiner had published since the start of the strike with the aid of supervisors, strikebreakers, printers and pressmen who crossed picket lines of

Farson to Retire; Perlik Seeks Top Executive Job

(Continued from Page 1)

Biennial nominations for all of the officers' positions will be made at next month's convention in San Antonio. Any contests will be decided by an international referendum.

Farson, who will be 65 next December, announced his retirement during the IEB's quarterly meeting last week. He has served as executive vice president since 1955, longer than anyone else in the Guild's history. Before that he was secretary-treasurer, organizing director and an international vice president.

Perlik, who has been secretary-treasurer during the 14 years Farson has been executive vice president, declared his candidacy for the Guild's top executive post in the wake of Farson's announcement.

"We sense a quickening pace in the Guild," he said, "one that should help us step briskly into a new decade—the 1970s—with determination renewed, a new resolve to achieve more, work harder at it and do it better."

"The 50s and 60s wavered from adversity to prosperity and back again. I believe a new dedication to growth, stability and progress offers itself to us, and I seek the opportunity to lead the Guild toward it."

Characterizing Farson "as one of the most forthright leaders the Guild has ever had," Perlik said:

"I want to be among the first of the many who will wish him many years of fruitful and pleasant retirement. Few men have served ANG as long in as many

responsible positions.

"I came to my present office as his partner in a change of international leadership, and I know the Guild will want to show its appreciation for his service, so long and so unselfishly given."

The IEB, in proposing the change of titles for ANG's top officers, said that the present titles "have always led to widespread confusion within the labor movement and in institutional circles generally."

It said it was recommending the change to make the titles "correspond to the prevalent and virtually universal practice and the understanding in trade-union circles and society generally that the president of an organization is its chief executive officer and to streamline and improve the ANG's relationship and communication with the trade-union world."

The ANG Constitution presently provides that the executive vice president "shall be the executive officer of the ANG." "It is a full-time, paid position."

The Constitution presently provides that the president, who is unpaid and a working newspaperman, "shall preside over conventions and IEB meetings" and "shall be a delegate to conventions of any organization with which the ANG is affiliated."

Under the proposed Constitutional change, the chairman would have the duties now delegated to the president and the president those now held by the executive vice president.

Farson, before his election as



ROBERT D. NORDIN
To Leave IEB

executive vice president in 1955 in a contest with incumbent Ralph B. Novak, served as secretary-treasurer for four years. Before that he was organizing director for four years and served as an international vice president from 1937 to 1940 and 1943 to 1947.

In 1935, at the depth of the Depression, when nonunion newspaper employees were bearing the brunt of wage cuts and economy dismissals, Farson, an advertising salesman for the Philadelphia Inquirer, organized the Philadelphia-Camden Advertising Guild and served as its only president.

He worked closely with Philadelphia and other Newspaper Guild leaders to persuade editorial and commercial employees

across the nation that neither group could stand alone, and when ANG expanded its jurisdiction to include commercial-department employees in 1937 he led the Advertising Guild into ANG.

Elected an international vice president at that time, he was active in organizing locals in New Jersey and Pennsylvania. He was a founder of the caucus that succeeded in freeing the Guild of pro-Communist influence on the international level in 1941.

Farson is vice president for North America of the International Federation of Journalists; he is attending a meeting of the IFJ bureau in Zurich this week.

He is a member of the executive committee of the U.S. Commission for UNESCO, has been a member of the AFL-CIO Internal Disputes Panel since 1963 and represented the federation as a fraternal delegate to the British Trades Union Congress in 1963 and 1966.

Farson attended Swarthmore College and worked for the old Philadelphia Public Ledger before joining the Inquirer and the Guild.

Perlik was elected secretary-treasurer with Farson in 1955 at the age of 31 after serving as an international representative for three years, mostly in Canada. He served as president of the Buffalo Guild in 1951, when he worked as a general-assignment reporter for the Buffalo Evening News.

He has served as cochairman of the Inter-American Federation of Working Newspapermen's Or-

ganizations, which he was instrumental in organizing in 1960.

Perlik was graduated from Northwestern University's Medill School of Journalism after serving as an Air Force communications officer during World War II, receiving a bachelor's degree in 1949 and a master's degree in 1950.

He had started his newspaper career as a copy boy in the old International News Service's Pittsburgh Bureau in 1942 and worked as a newsman for United Press in Pittsburgh and Chicago from 1946 to 1948.

Nordin, elected to the IEB in 1965, is currently chairman of its organizing committee. As a three-term vice president and one-term treasurer of the Vancouver-New Westminster Guild he had been instrumental in bringing federally chartered Vancouver newspaper locals into the ANG.

A display-advertising salesman for the Vancouver Sun, he has served as a shop steward and was the first recipient of the local's award for Guild service. He was chairman of ANG's 1961 Convention in Vancouver.

The IEB, at last week's meeting, adopted a resolution extending its "congratulations and regrets" to White, who has resigned from the Memphis Press-Scimitar to become an attorney.

The board hailed White's service as an international officer and Memphis Guild leader as "dedicated, imaginative, intelligent and—wonder of wonders!—witty."

IEB Urges Increase of Wage Goals to \$369, \$184.50

(Continued from Page 1)

was \$21.96, lower by \$3.28. In contracts of three years and more, the average third-year increase was \$13.59, compared to \$10.97 the previous fiscal year.

"It was the fifth straight year in which the two-year average gain was better than any year since the round of catch-up wage increases following the end of World War II," the board reported.

The number of contracts providing key top minimums above the Guild's old wage goal of \$200 increased 72 percent, to 55, the board added.

Wage parity for outside classified salesmen with reporters and display salesmen was won at six more papers during the year, while parity for society reporters was gained at two. The board recommended continued efforts to achieve parity for key advertising, circulation and business-office employees.

Among other board recommendations were:

- Inclusion of long-term disability insurance as a bargaining

goal in Convention Recommendations on Bargaining, to be sought when the Guild's goal of unlimited sick leave with full pay cannot be achieved.

► Similar inclusion of full pay for employees called to jury duty or to testify in court.

► Incorporation of a bar to dual jobs, such as reporter-photographer, in the Guild's Collective Bargaining Program.

The recommendation to add long-term disability insurance as a bargaining objective followed a study directed by last year's convention. The board reported that ANG pension consultant Joseph H. Daoust had informed it that such insurance is "relatively cheap."

The board said disability insurance can serve to bridge the gap between the end of full salary payments under sick-leave provisions and the start of a disability pension. "Such insurance is even more desirable where there is no disability pension," it added.

In response to another conven-

tion directive, that it study the desirability of cost-of-living clauses, the board found that "our historic opposition to cost-of-living escalator clauses should be continued."

"We oppose them," the IEB said, "because we believe that adequate wage increases negotiated at the bargaining table and short-term (preferably one-year) contracts are the best answer to combating the upward spiral in living costs."

The convention also directed the board to study "bargaining problems peculiar to the magazine field which warrant special provision" in the Guild's bargaining program or recommendations.

The board said that locals with magazine contracts are best able to discern such problems, and it invited such locals to meet with Collective Bargaining Director J. William Blatz "to suggest any such areas that they feel are not now covered."

Responding, finally, to a directive that it determine whether the Chase Manhattan Bank is "a suitable organization" to handle ANG's Commingled Pension Fund in view of its investments in South Africa, the board said it "would prefer that no financial institution with which ANG and its locals deal have investments in any country whose policies deny the rights of man."

"But," it added, "it is unlikely that any major investment institution would not have from time to time invested either its own funds or funds it manages in countries whose policies are highly repugnant to the ANG and its members."

The board thus concluded that the most it can assure in dealing with any financial institution is

that no funds of ANG or its locals are invested in such countries. "This," it added, "the ANG has done."

The board urged all locals to bring their pension plans into the Commingled Fund for higher return on investments and lower administrative costs.

In other recommendations, the board urged locals to set up co-ordinated bargaining and organizing efforts wherever possible.

4 New England Locals Get Joint ANG Subsidy

The International Executive Board last week approved an ANG subsidy to help establish a joint servicing, organizing and bargaining program involving four Northern New England locals.

Under the proposed plan, the Boston, Portland, Manchester and Brockton locals would be served by an administrative employee operating out of the Boston Guild's office, providing organizing, servicing and bargaining assistance.

Several conferences have been held among ANG officers and leaders of the four locals, the IEB noted, reporting that "planning has reached the point where membership endorsement of the plan, and financial implementation, will soon be sought."

The board approved payment of a monthly \$400 subsidy plus a leased automobile for the administrative employee until the program becomes self-sustaining. In exchange, the administrative employee would be available for limited ANG assignments in the area.

Under the conditions approved by the IEB, ANG "must be satis-

fied that the participating locals have made adequate provision for financing their pro-rated share of the program." ANG would also have a veto over the administrative employee to be hired.

The administrative employee would be available for ANG assignments up to a maximum of seven days a month, with such assignments limited to New England except in "extreme emergencies" elsewhere.

San Jose Guild Helps Vocational Guidance

San Jose, Calif.—High-school students in Santa Clara County can get the word on newspaper-career prospects directly from newsmen in the San Jose Guild.

In a letter to area school superintendents, San Jose Guild President Al Glusker outlines a new Guild speakers' bureau that will send Guildsmen to talk to high-school students on "career days" and similar occasions.

The Guild is placing particular stress on encouraging more minority-group students to consider newspaper work as a career.

IERC Asked to Draw Up Election-Reform Rules

The International Executive Board last week asked the International Election and Referendum Committee to draw up "election reforms" in time for IEB scrutiny before ANG's annual convention next month.

The board, taking cognizance of sentiment for election revisions to forestall irregularities of the type that occurred in December's assessment referendum, said that "any election reforms" should be promulgated by the IERC, "which has had extensive experience in election problems," rather than

by Constitutional amendment.

The board said that "placing such rules in the Constitution would unduly burden the Constitution with details and would introduce unnecessary rigidity in applying these rules and in making desirable amendments to them."

It asked the IERC to draw up such rules, with the assistance of ANG Secretary-Treasurer Charles A. Perlik, Jr., in time for the board to examine them at its pre-convention meeting in San Antonio June 20.

Board Recommends 4% Assessment Schedule

(Continued from Page 1)

1970. An emergency triggering assessments exists whenever the Fund is below the stipulated floor; it stood at \$618,006 at the end of the fiscal year March 31.

A motion by International Vice President Noel L. Wical of Cleveland to recommend that the convention submit the new assessment schedule to another referendum after enacting it was tabled.

Vice President Robert D. Nordin of Vancouver-New Westminster, in making the tabling motion, said he would prefer to see the decision on a referendum made at the board's pre-convention meeting June 20.

The board, in response to a directive by last year's convention that it study the implications of double assessments and of increasing strike benefits to a top of \$100 a week, said neither was "feasible at this time." Assessments are presently limited to one a month.

The new schedule, proposed by ANG officers, would give locals the choice of assessing members a straight four-percent of earnings (rounded off to the nearest nickel), to a maximum of \$10 for those earning \$250 or more, or a bracketed schedule based on the same percentage and rising 20 cents at each \$5 salary interval to a \$10 top for those earning over \$245. (See table on Page 7.)

The board, in recommending that the date for realization of the two-million-dollar Defense Fund floor be moved back from next Sept. 1, proposed that the floor become 1.5 million dollars on that date. The floor has been 1.5 million since September 1967. The board, in its Finance Report to the convention, noted that the Fund had "rough and tough sledding" during the past year. Only an additional \$400,000 in income produced by the five-percent assessment schedule before it was rescinded in the referendum "enabled it to survive the fiscal year at all," the board declared.

"But as of the first of the new fiscal year," the IEB reported, "Defense Fund income from assessments was back at its lower level, with outgo outdistancing income each month, and the convention again faces the task of making provision to restructure Defense Fund financing in such a way that it will withstand the twin assaults of membership resistance and the drain imposed by publisher intransigence."

The board noted that "the long

Lensman Seized, N.Y. Guild Acts

New York City — The Police Department has promised the New York Guild that a police attack on a Daily News Guildsman photographing an April 15 welfare recipients' demonstration will not be repeated.

The Guild protested after cameraman James Garrett, photographing demonstrators outside Gov. Nelson Rockefeller's home, was seized from behind by a police lieutenant who thrust a nightstick under his chin and dragged him back for a considerable distance.

Dep. Police Commissioner Jacques Nevard told the Guild that steps have been taken to insure that the incident is not repeated. Only a few weeks ago the department issued a directive to all its members ordering them not to interfere with newsmen.

The News as well as the Guild protested the April 15 incident.

Proposed Assessment Schedule

Following is the schedule of assessments proposed by the International Executive Board to next month's ANG Convention as an alternative to a straight four-percent-of-earnings schedule. Locals would have the option of selecting either.

Earnings	Payment	Earnings	Payment
Up to \$ 5.00	\$.10	\$125.01 to \$130.00	\$5.10
5.01 to 10.00	.30	130.01 to 135.00	5.30
10.01 to 15.00	.50	135.01 to 140.00	5.50
15.01 to 20.00	.70	140.01 to 145.00	5.70
20.01 to 25.00	.90	145.01 to 150.00	5.90
25.01 to 30.00	1.10	150.01 to 155.00	6.10
30.01 to 35.00	1.30	155.01 to 160.00	6.30
35.01 to 40.00	1.50	160.01 to 165.00	6.50
40.01 to 45.00	1.70	165.01 to 170.00	6.70
45.01 to 50.00	1.90	170.01 to 175.00	6.90
50.01 to 55.00	2.10	175.01 to 180.00	7.10
55.01 to 60.00	2.30	180.01 to 185.00	7.30
60.01 to 65.00	2.50	185.01 to 190.00	7.50
65.01 to 70.00	2.70	190.01 to 195.00	7.70
70.01 to 75.00	2.90	195.01 to 200.00	7.90
75.01 to 80.00	3.10	200.01 to 205.00	8.10
80.01 to 85.00	3.30	205.01 to 210.00	8.30
85.01 to 90.00	3.50	210.01 to 215.00	8.50
90.01 to 95.00	3.70	215.01 to 220.00	8.70
95.01 to 100.00	3.90	220.01 to 225.00	8.90
100.01 to 105.00	4.10	225.01 to 230.00	9.10
105.01 to 110.00	4.30	230.01 to 235.00	9.30
110.01 to 115.00	4.50	235.01 to 240.00	9.50
115.01 to 120.00	4.70	240.01 to 245.00	9.70
120.01 to 125.00	4.90	245.01 and over	10.00

and grueling Los Angeles Herald-Examiner strike" has cost the Fund \$1,884,496 during the year and a total of \$2,484,662 altogether.

"None in history has been more costly to the Guild," it said, "and few managements more intransigent, heartless and brutal than Hearst."

The board urged the convention to address itself to the task of "providing adequate Defense Fund financing to support our beleaguered strikers . . . and to arm other Guild locals with the strength necessary to wrest respectable and acceptable contracts from their employers."

"There is good reason to believe," it said, "that because publishers across the land could see the Guild's Defense Fund dwindling last fall and sense the turbulence the assessment schedule produced inside the Guild, they chose that occasion to provoke strikes and lockouts in local after local, as though to test our endurance by poking fingers at our sails to see if they would collapse."

"They found out we could survive, but the Defense Fund needs a permanent new sail — new money available in emergency circumstances, and that can only be in the form of assessments."

The proposed new schedule, the board said, also "addresses itself to the inequity between the percent of salary our lower-paid members pay when assessments are levied and what our higher-paid members pay; the breakage all goes to the latter. It's high time this injustice was overturned."

Wical, in proposing submission of the schedule to referendum, said he thought it "unwise" to ask the convention to effect a new schedule without a membership vote only seven months following the referendum in which the previous new schedule was defeated.

The referendum motion was seconded by Vice President Harry Ryan of the New York Guild, which initiated last year's referendum. While New York opposed the five-percent schedule, its executive board has gone on record in favor of a new four-percent schedule, although only after an international referendum.

Vice President Hugh H. Harrison of Seattle-Tacoma said he

did not favor the referendum proposal now but "might do so later if sentiment seems to make it inevitable." Nordin then proposed his tabling motion, which was adopted with Wical and Ryan recorded as voting against.

The recommendation to eliminate benefit payments during the first seven days of a strike and to offset vacation pay and unemployment insurance against benefits was adopted by a divided vote, with Ryan and Vice President Joe Holt Anderson, Jr., of Washington-Baltimore recorded in opposition.

Anderson proposed that benefits be denied during the first week of a strike only when the strike lasts less than a week and that the present policy of allowing strikers to receive unemployment compensation and vacation pay without loss of benefits be continued.

"I do not believe we should substantially decrease our payments to striking members in a year when we are proposing to increase the assessment rate for their support," Anderson said.

But ANG Secretary-Treasurer Charles A. Perlik, Jr., said that, in view of the outcome of last year's referendum, the board, in proposing again that Defense Fund income be increased by raising the assessment schedule, is under some obligation to "tighten our belt" in dispensing that income.

And Executive Vice President William J. Farson, stating that benefits are intended only to help strikers survive, said it is an inequity to allow some members to receive additional income and still collect full benefits.

Vice President James H. White of Memphis proposed an amendment that would double the \$5 increment in benefits after the fifth week of a strike or lockout in place of the additional \$5 payable after the 13th week.

But the amendment was defeated after Perlik, while stating the extra \$5 was "a better way to use money now spent in the first week of a strike," said it still ran counter to the goal of reducing Defense Fund expenditures.

The board said it could not "in good conscience" recommend that the policy of reimbursing the General Fund from the Defense Fund for salaries and expenses of

staff members assigned to strikes be changed this year in view of the condition of the General Fund.

Last year's convention directed the board to prepare a budget that does not anticipate such repayments. The board, stating that a final decision on the matter would be up to this year's convention, approved a budget in which reimbursements were assumed only for the first two months of the fiscal year, prior to the convention.

But the IEB, citing a year-end General Fund deficit of \$15,850 and a recommended 1969-70 budget in which expenditures would exceed income by \$20,427, said that the only alternative to retention of the present policy is an increase in per-capita payments over the 18½ cents they have already risen under ANG's Constitutional formula tying them to the increase in the average reporter top minimum.

Receipt of Defense Fund reimbursements, the board said, has been "the only difference between a struggle in the General Fund and its actual survival." Had it not been for more than \$66,000 received from this source last year, it said, the Fund would have suffered "a traumatic shock."

"Abolition of the policy," it added, "would put the General Fund in double jeopardy: the spigot [a strike] that turns on the flow from this source automatically turns off the flow from the basic source, per-capita payments, for striking members pay no per capita."

A motion by Ryan to recommend termination of the reimbursement policy was defeated. Ryan said he felt that ANG was "living beyond its means" and that paying international representatives who are servicing strikes from the Defense Fund served to cloak that fact. The ANG's General Fund, Ryan said, faces two alternative choices in the future: to obtain higher per-capita payments or eliminate services.

"We can 'nickel and dime' the budget to death," Anderson commented, saying he felt that ANG could not cut back on services. Harrison agreed, saying "we can't keep cutting down on organizing and international representatives."

The year-end General Fund deficit, produced by slumping per-capita averages and soaring costs, was the second largest in a dozen years, the board noted. Per-capita averages were at their lowest point since 1961-62, largely as a result of strikes, it reported, but the most important factor in producing the deficit was "the way in which available

money simply was overwhelmed by the rising cost of running the union."

The board approved a budget of \$673,660 for fiscal 1969-70, anticipating income of \$653,233. The board, which had been directed by last year's convention to study the feasibility of linking officers' salaries automatically to the average reporter top minimum or some similar yardstick, said it was "not inclined to recommend any such connective relationship at this time" but asked that the question be referred back to it for restudy.

It authorized execution of an automobile-leasing contract, within the framework of fleet-leasing plans negotiated by the AFL-CIO Secretary-Treasurers Conference, for full-time ANG personnel and the payment through Oct. 15 of a monthly automobile allowance to retiring Automobile Vice President William J. Farson equal to the cost of leasing an auto.

Such cars as may be leased, the board said, will be assigned to "full-time ANG personnel in a manner that will serve the interest of the personnel and ANG."

It also recommended a change in Constitutional language that would change the requirements for ANG check signatures, allowing payroll checks of \$500 or less to be signed by one officer or designee of the IEB, General Fund checks of \$500 or less to be signed by one of two officers, plus one of two IEB designees, and Defense Fund and Insurance Fund checks to be signed by two officers and one of two IEB designees.

The board said existing "elaborate" requirements for signatures seem "pointless."

The board recommended that a requirement that ANG's quarterly budget be printed in the Guild Reporter be replaced by a requirement for printing the annual budget and the audits of ANG's General and Defense Funds.

The board authorized a contribution of up to \$5,000 a week to the Erie Typographical Union, whose members have been observing Guild picket lines at the Erie Times and News for two months without receiving benefits.

The IEB also voted contributions to the following organizations: the Norman Thomas Fund, \$25; the National Committee on Lifting in Investment, \$25; Project Hope, \$25; the Southern Christian Leadership Conference, \$50; the National Association for the Advancement of Colored People, \$25; the Scholarship, Education and Defense Fund for Racial Equality, \$25; and the Congress of Racial Equality, \$25.

Pulitzer Won by Delugach, St. Louis Guild Leader

New York City — Albert L. Delugach, a former vice president of the St. Louis Guild and former chairman of the Guild's Globe-Democrat Unit, was awarded a Pulitzer Prize this week for special reporting.

He received the award jointly with Denny Walsh, a former Globe-Democrat Guildsman now with Life magazine.

They won the prize for a series of articles exposing fraud within a St. Louis local of the Steam-

fitters Union. Their investigation of the union began in 1965 and resulted in a series that ran into 1968.

The investigation helped bring about the conviction of the local and three of its officers on charges of conspiracy to violate laws against the use of union funds in federal election campaigns.

Delugach, 43, was graduated from the University of Missouri School of Journalism in 1951 and joined the staff of the Kansas City Star as a specialist in investigative reporting. He has been with the Globe-Democrat since 1960 and was local vice president in 1967-68.



Delugach

Erie Mailers Reject \$39 Contract

Erie, Pa.—The Erie Mailers' Union last week unanimously rejected a \$39, three-year management offer at the struck Erie Times and News.

The Mailers also rebuffed a management demand that observers from other unions no longer be permitted to sit in on their bargaining sessions.

A Guild bargaining session April 25 brought management rejection of a Guild proposal that Guildsmen receive the same \$39-per-member increase granted to the printers, who have voted to accept the settlement. The company did agree, however, that a health-insurance plan might be taken from the money package, and it assented to a bonus arrangement for display salesmen.

Additional bargaining sessions May 1 and 6 brought no progress, although the company finally supplied information on circulation bonuses, and the Guild's strike continued into its ninth week.

The printers are continuing to honor Guild picket lines after agreeing to a three-year settlement providing a \$13 annual increase, an increase of 20 cents a shift in night differentials, an additional floating holiday and lump-sum retirement pay of up to 12 weeks after 50 years' service.

Academy Homes, contractor for a new Times and News plant, filed unfair-labor-practice charges against the Guild and the Stereotypers last week, charging them with conducting a secondary boycott by picketing the construction site. The Stereotypers, who are also on strike, contend that the new plant will contain new equipment reducing the number of stereotypers' jobs.

The Times and News sought an injunction against picketing at the building site last week but failed to follow up the move in court this week.

Meanwhile, management sent letters to newspaper carrier boys offering them double profits and delivery of bundles to their door if they would resume delivering the struck papers.

The Guild issued a statement accusing management of seeking to involve children in a labor dispute and urged parents to consider whether their children should carry the struck papers. The Guild also sent a letter to all



Erie Calling

Manning telephone lines at Erie Guild strike headquarters are wire editor Elwyn Hildum, president

of the local for many years, and Shirley Skadhauge, a retail advertising-department clerk.

carriers and agents, reiterating its plea.

The Guild announced additional contributions to its strike fund, including the following:

Erie Stereotypers Union	\$ 50.00
Toronto Guild	50.00
Philadelphia Guild	125.00
York Guild	50.00

North Jersey Guild	50.00
San Jose Guild	50.00
Providence Guild	100.00
San Francisco-Oakland Guild	50.00
Erie Inter-Union Bowlers	19.25
Akron Guild	100.00
New York Guild	100.00
St. Louis Guild	100.00
Hazleton Guild	25.00
Erie Local 199	25.00
United Transportation Union	25.00
POI District Council	100.00

Erie Local 1186,	
United Automobile Workers	50.00

Erie Mayor Louis J. Tullio sent \$25 to the Guild's strike fund last week, stating his hope that "you will resolve your differences soon and that everything will be to your complete satisfaction."

18 Years Later

Guild Stand on Oatis Vindicated

Prague, Czechoslovakia — A 1951 ANG Convention charge that Associated Press Guildsman William N. Oatis had been imprisoned by the Czechoslovak Government "because he attempted to carry out his duties as a working newspaperman" received official confirmation last month.

A special senate of the Prague Municipal Court, annulling Oatis's conviction of espionage, said that the accusation was brought to keep AP from covering Czech news.

Oatis, who headed AP's Prague Bureau, served two years of a

10-year prison term before being released in 1953 after an appeal by his wife. Two of Oatis's Czech assistants were not freed until a general amnesty was declared in 1960.

Last month CTS, the official Czech news agency, said that government documents have established that "the so-called espionage-agency group was artificially construed upon orders from the then Minister of National Security L. Koriva."

"The minister," it said, "gave orders to obtain admission of guilt of all the accused within 14 days, in order to have grounds for closing down the Associated Press branch in Prague, though the security authorities had no legal basis for the court proceedings."

"Mental pressure was used to force the accused to testify against one another, and evidence was falsified, the senate found out."

ANG's 1951 Convention, in a resolution asking Oatis's release,

charged that his imprisonment by Czech authorities served "only to betray their fear of a free press."

The Czech charge d'affaires in Washington stalked out of the room when ANG President Harry Martin sought to deliver the resolution and a covering letter for transmittal to the Czech Government. He termed them insulting.

Martin's letter charged that Oatis had suffered "indignities and torture" and that he had been tried in a manner "utterly brutal and unfair."

The Czech attache, Jan Vinar, retorted that the Guild was in no position to know what Oatis had done.

\$207 Reporter Top Is Won by Lansing

Lansing, Mich.—A new three-year contract between the Lansing Guild and the Lansing State Journal provides an increase of \$37, to \$207, in the reporter top minimum and a \$59 increase in the top for women's-department and church writers to give them parity with reporters.

The top for the highest subeditors' group is increased \$46, to \$236.

The reporter top, raised \$15 retroactive to Oct. 7, will rise another \$12 next Oct. 6 and another \$10 Oct. 5, 1970. Women's-department and church writers receive a \$14 increase retroactive to last Oct. 7, an additional \$23 on contract signing, \$12 next Oct. 6 and a final \$10 on Oct. 5, 1967.

The top for copy boys is raised \$16, to \$90, and the top for library clerk is raised \$23, to \$129.

The contract provides em-

Stoppage Puts Mundo Back In Bargaining

San Juan, P.R.—Management of El Mundo agreed to resume negotiations on contract coverage for circulation distributors May 1 after a 4½-hour work stoppage by Guild drivers halted delivery.

The drivers, together with mechanics and repairmen, quit work at 2:30 a.m. after the expiration of a Guild ultimatum demanding that management execute a supplemental agreement for the distributors, for whom the Guild has been seeking contract coverage for 18 months.

No picket lines were set up, and other Guild members continued to work.

With its newspapers tied up in the plant, management agreed at 7:30 a.m. to resume negotiations May 5 and to hold in abeyance pending the May 5 session a National Labor Relations Board petition seeking a new representation election. The bargaining session was later rescheduled for yesterday in Washington, with both local and ANG officials participating.

The Puerto Rico Guild was certified as bargaining agent for the distributors in November 1967 after the NLRB rejected a company claim that they were independent contractors.

Management engaged in bargaining for the group and eventually offered to include them under contract terms covering the transportation department, with the same wage minimums as drivers. The Guild accepted, but then management withdrew the offer, renewing its claim that the distributors were independent contractors and should not have union representation.

On April 21 a group of distributors filed a petition for a decertification election; the NLRB threw it out eight days later on the ground that the group was part of the transportation department and not an appropriate unit. The company immediately petitioned, itself, for a new election.

On May 7 another election petition was submitted by a group calling itself the Independent Union of El Mundo Newspaper Distributors. ANG Counsel Irving Leuchter immediately challenged appropriateness of the unit.

ployes with full pay less other compensation when performing jury duty or called to military service during civil disturbances or natural disasters.

The service requirement for a fourth week's vacation is reduced from 15 years to five; that for a third week is reduced from five years to one.

The contract also adds a \$2 premium for callbacks, three days' funeral leave, a \$5 night differential and a \$15-a-week premium when an employee is assigned to executive duties.

Employees required to work on Sundays will be paid a minimum of three hours at double time instead of two.

The mileage rate goes up one cent, to 11, on contract signing, another half cent Oct. 6 and a final 1½ cents, to 13, Oct. 5, 1970. The minimum weekly guarantee is raised from \$5 to \$6.

The Guild Reporter

ELLIS T. BAKER, Editor

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

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Grapes Become Forbidden Fruit

Chicago, Ill.—Grapes have disappeared from the Chicago Sun-Times and Daily News cafeteria after a complaint by Chicago Guild members supporting the boycott of California Farm Workers.

Protest petitions appeared on bulletin boards at the two papers when grapes were offered for sale in the cafeteria. They quickly received signatures by more than 60 Guildsmen, and no grapes have been sold in the cafeteria since.