

Perlik, Flores Nominated to Vie For ANG's Top Executive Post

THE GUILD REPORTER

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

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New Assessment Referendum Voted



San Antonio Street Scene

Guild convention delegates adjourn to the front of J. C. Penney's downtown San Antonio store in massive handbilling effort to promote the news-

paper unions' boycott of Penney's, one of the major advertisers in Hearst's struck Los Angeles Herald-Examiner. (Story on Page 2.)

Erie Guild Wins \$39 Contract; Arbitration Ends Mundo Strike

Erie, Pa. — The Erie Guild voted July 5 to ratify a contract raising key top minimums by \$42 over three years and giving parity to outside classified salesmen, but an 18-week strike at the Times and News went on as three craft unions continued to bargain.

The Guild won its announced objective of an average \$39 increase and gained a key top minimum of \$201.50, more than \$12 higher than the company had offered before the strike began March 6.

The top for classified salesmen will go up \$53.78 to reach parity at \$201.50, and circulation district managers will rise to within \$3.50 of parity with a \$51 increase to \$198.

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San Juan, P.R. — A six-week stoppage by Puerto Rico Guild members at El Mundo ended July 5 after management agreed to contract coverage for distributors and to arbitrate its replacement of 43 strikers.

BULLETIN

With Chairman Philip A. Hart the only member recording opposition, the Senate Antitrust Subcommittee yesterday voted to report favorably a slightly amended Newspaper Preservation Bill to the Judiciary Committee. Two weeks earlier the subcommittee had postponed action on the bill indefinitely. (Earlier story on Page 20.)

The company, which had resisted contract coverage for the distributors for more than two years, will classify them as drivers, collectors or driver-collectors under a contract covering its transportation department. The top minimum for driver-collectors will be \$97, with a \$6 increase scheduled for next July 1.

The arbitrator will be asked to determine whether the company's replacement of the 43 strikers was justified under the law and

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Official Farewell

Farson Gets Convention Salute

San Antonio, Tex. — The Guild paid tribute at its San Antonio Convention to the man who has stood at or near its helm since the days of Heywood Broun.

It was the Guild's official farewell to William J. Farson, whose 14 years as ANG's executive vice president constitute the longest period anyone has ever headed the union. Farson will retire in October, two months before his 65th

birthday, after a 32-year Guild career.

Before the convention was over a San Antonio Guild housing project had been dedicated in his honor, he and his wife, Blanche, had been heaped with gifts and he had received an engrossed scroll signed by convention delegates, his fellow officers and the ANG staff.

Dedication of the Guild Park

Apartments, the San Antonio Local's \$1,250,000 low-income housing project, to Farson was one of the convention's highlights. The ceremonies took place before delegates and their families during the traditional convention outing June 25.

The delegates stood amidst wooden framework already erected for the 114 apartments as

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Crocker-Sweet Race, Five IEB Contests Set

San Antonio, Tex. — ANG Secretary-Treasurer Charles A. Perlik, Jr., and Washington-Baltimore Administrative Officer Brian L. Flores will vie for ANG's top executive post in the Guild's first contest for top office in 14 years.

Nominations at the Guild's 36th Annual Convention here June 23 through 27 also pitted former Wire Service President Robert M. Crocker against San Antonio Guild Secretary John (Ned) Sweet for secretary-treasurer. Crocker is running with Perlik, Sweet with Flores.

The contests, together with those for six at-large and four regional vice presidencies, will be decided in an international election Aug. 21 through 26. An international referendum on an increased four-percent assessment schedule recommended by the convention will be held at the same time.

Convention Urges OK Of 4% Levy

San Antonio, Tex. — Appealing to Guild members to rescue ANG's International Defense Fund "from its position of extreme peril," the Guild's 1969 Convention ordered an international referendum on a higher and more equitable monthly assessment schedule of four percent of weekly salary.

The convention voted overwhelmingly—372 to 46—for a Finance Committee report urging adoption of the assessment schedule, with most of the opposition coming from delegates favoring abolition of a \$10 ceiling on assessment payments.

The referendum will be held Aug. 21 through 26, simultaneously with the election of international officers.

The convention instructed the International Executive Board to appoint a committee of local leaders to "study the whole matter of strike financing and make a complete report to the membership before the next convention to eliminate present strike-financing problems."

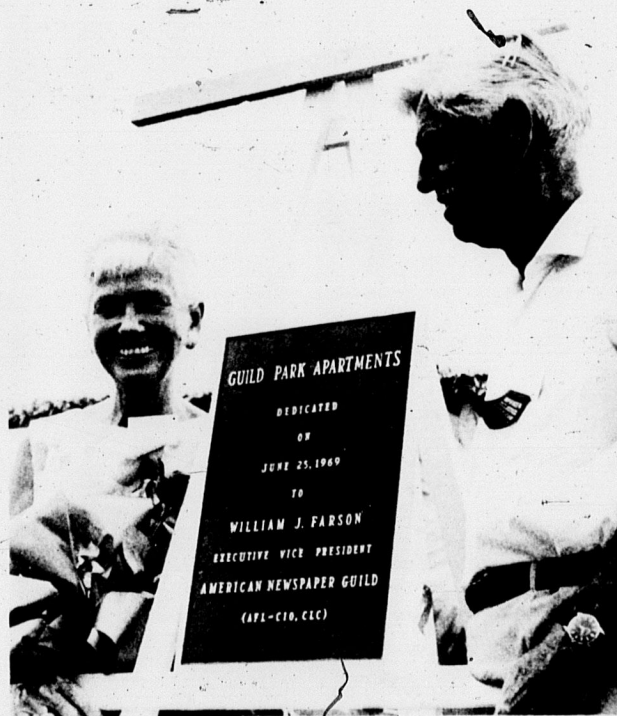
It decided against IEB proposals. (Continued on Page 13)

The convention re-elected ANG President James B. Woods by acclamation, changing his title to international chairman and that of executive vice president to president effective Oct. 15 following a roll-call vote in which a move to defer the change pending further study was defeated, 293 1/2 to 122 3/4. (Tally on Page 13.)

Philip Brennan, third vice president of the New York Guild, was elected an international vice president for the New York metropolitan area without opposition, filling a vacancy left by the resignation of Joseph Eisenberg in January, and Hugh H. Harrison of Seattle-Tacoma was re-elected vice president for the West Coast region, also without opposition.

The convention—196 delegates from 62 locals meeting in San Antonio's El Tropicano Motor Hotel—also raised the Guild's wage goals to \$372 and \$186 and upgraded the goal for key starting minimums to \$248, adopted a special 10-cent per-capita increase and incorporated job training with emphasis on minority groups into the Guild's Collective Bargaining

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Memento

ANG Executive Vice President William J. Farson and Mrs. Farson at unveiling of tablet to be placed on office building of the San Antonio Guild's low-rent housing project, dedicated to Farson.

Convention Delegates March To Handbill Penney's Store

San Antonio, Tex.—Guild convention delegates marched en masse to handbill J. C. Penney's downtown San Antonio store June 26 in a massive display of support for striking Los Angeles Herald-Examiner unionists.

The delegates and many of their wives and children, more than 250 strong, distributed leaflets to pedestrians and motorists for more than an hour, urging them to boycott Penney's because of its continued advertising support for the struck paper.

But the demonstration was marred when International Vice President Barney Peterson, ANG's national boycott co-ordinator, slipped on a curb and broke an ankle while leading the march.

Peterson was taken to Baptist Memorial Hospital, where surgery was performed the next day to mend the fracture and several ligaments. He was discharged June 30 and sent home to San Francisco, his leg in a cast.

Thousands of handbills were distributed by the delegates after a three-block march from the convention hotel to Penney's, in the heart of downtown San Antonio.

The demonstration received extensive coverage from the city's television stations. One broadcast a filmed interview on the scene with ANG Executive Vice President William J. Farson, who explained the background of the strike and boycott.

Later in the day the delegates, reassembled in convention, concurred in a Western District Council resolution reaffirming the Guild's "determination to stand fast in the face of the Hearst-perpetuated Los Angeles outrage" and exhorting all Guildsmen to redouble their efforts to defeat

Hearst's attack on the newspaper unions.

The resolution assailed Hearst for pursuing "an intransigent and heedless tack," aimed at the denial of the principles of just compensation for work, the right of employees to band together to achieve equitable wages and conditions and the right to "meaningful collective bargaining."

The delegates gave a tangible demonstration of their support by contributing \$603 in a floor collection for the Los Angeles strikers and striking Guildsmen in Erie and San Juan. Several locals added checks totaling \$1,600.

The convention received a telegram from the Los Angeles Joint Strike-Lockout Council thanking ANG officers and members for their "outstanding help" during the protracted strike and voicing particular appreciation to retiring Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., for their assistance.

The Los Angeles Guild's three delegates—Local President Dan Swinton, Guild Service Award winner James V. Cadilli, and Nicholas Abraham—set up an exhibit table of strike materials, including buttons reading "Don't Buy Herald-Examiner" and "Stop Stalling, Hearst." The buttons went quickly onto delegates' lapels.

Resolutions supporting the Erie and San Juan strikes were also adopted by the convention.

The convention voiced "whole-hearted solidarity" with San Juan members striking El Mundo in protest against the paper's refusal to bargain a contract for its distributors.

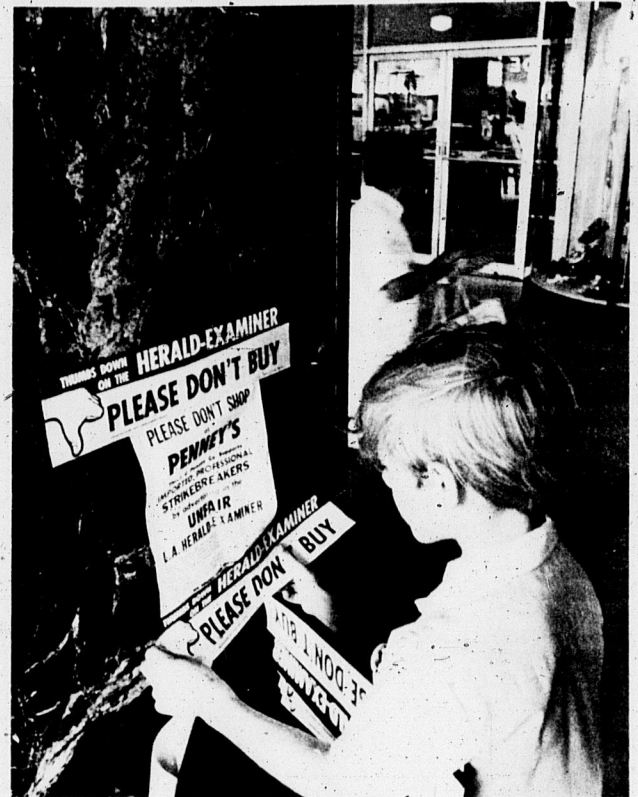
"Few strikes better illustrate the

principle that in trade unionism the many stand united in the defense of the few," it said pointing out that "more than 400 Guild members are on the street because a management has callously and blatantly refused to bargain conditions covering 13 of their fellow employees."

The convention commended the Erie Guild for "its long and hard struggle to achieve a fair and just contract" at the Erie Times and News, pledging its continued support of the four-month-old strike.

The convention sustained an International Executive Board finding that William W. Kennedy, a Los Angeles Guild member fined for crossing the Herald-Examiner picket lines, could not appeal the fine to the convention because his appeal to the IEB was received after expiration of the Constitutional time period for it.

In order to avert future controversies over the timeliness of such appeals, the convention amended the Constitution to require that they be filed by registered mail. And it directed the International Executive Board to study the desirability of broadening the scope of appeals and report to next year's convention.



The Boycott Message

A youthful member of the convention team handbilling Penney's sees that the store gets the message—at its front door.

Third Distillery Joins Seagram's, Calvert's in Halting Hearst Ads

Another national liquor advertiser, Inver House Scotch, has joined Seagram's and Calvert's distilleries in pulling advertising out of Hearst's struck Los Angeles Herald-Examiner.

The withdrawal was announced last month by ANG Boycott Co-ordinator Barney Peterson, who said the firm agreed to the move after he met with company executives.

The Herald-Examiner Joint Strike-Lockout Council reported this week that 30 local and national advertisers quit the struck paper in June and that 14 additional advertisers had pulled out as of July 8, including two major space buyers.

Robert J. Simon, the Herald-Examiner's national advertising director, responding last month to a query by Advertising Age, maintained that the paper was still carrying advertising from Seagram and Calvert. "We have had no notification of any pull-out," Simon said. "Sounds like a union story to me—to try and show that we're losing business because of the strike."

But Seagrams told Advertising Age July 1 that it had stopped its ads on that date "because of the strike," and Calvert said that a June 26 ad was its last.

The Herald-Examiner's lineage fell to 20th among California newspapers last year and didn't even make the top five in Los Angeles County, according to figures compiled by Media Records.

Los Angeles County papers that topped the struck Hearst paper include such relatively small papers as the 50,000-circulation South Bay Daily Breeze and the 80,000-circulation San Gabriel Valley Tribune.

Elsewhere in the state, it was outranked by such papers as the 76,000-circulation San Bernardino Sun and Telegram, the 70,000-circulation Riverside Press and Enterprise, the 39,000-circulation Santa Barbara News Press, the 45,000-circulation Palo Alto

Pineapple Harvest

Los Angeles, Calif.—The Hawaii Guild said it with pineapples.

Local Administrator Roy C. Kruse, on his way to ANG's San Antonio Convention, stopped off at Herald-Examiner Strike-Lockout headquarters June 21 with two cases of fresh pineapples for the strike commissary. Kruse spent the day at headquarters discussing the strike as pickets munched the pineapples.

Times and the 29,000-circulation Monterey Peninsula Herald.

The papers' ad losses continue to mount. During the week of June 15 its ratio of ads to space fell to 48 percent; in the same week last year it was 51.9 percent.

"On the Line," the Strike-Lockout Council's official publication reported that Herald-Examiner Assistant Managing Editor Robert Epstein, addressing a Los Angeles City College journalism class last month, was asked whether he thought the Herald-Examiner was putting out a good newspaper.

"Hell no!" Epstein replied. "It's a terrible newspaper, and we are very conscious of it, but what can you do when your best people are out on strike?"

The Guild's 50,000th strike benefit check was issued June 26. It went to Frank Percy of the Strike-Lockout Council's publicity office.

Additional contributions to the Los Angeles Guild strike fund totaled \$4,859, including:

ANG Convention	\$202
Battle Creek Guild	50
Boston Guild	400
Chicago Guild	300
Columbus Guild	150
Denver Guild	100
Hawaii Guild	300
Kangsha Guild	50
Memphis Guild	50
Middle Atlantic District Council	50
North Jersey Guild	100
Ottawa Guild	50
Pawtucket Guild	50
Portland Guild	50
Providence Guild	150
Rockford Guild	25
Sacramento Guild	350
San Francisco	
Oakland Guild	1,050
San Jose Guild	568
Seattle-Tacoma Guild	1,000
St. Louis Guild	250
Terre Haute Guild	25
Toledo Guild	200
Vancouver-New	
Westminster Guild	200
Washington-Baltimore	
Guild	900
Western District Council	67
Wilkes-Barre Guild	100

The new contributions bring total donations to \$147,869.

Key Minimums Increased \$29 In Three-Year San Pedro Pact

San Pedro, Calif.—Key top minimums are increased \$29 in a new three-year contract between the Los Angeles Guild and the San Pedro News-Pilot.

The top for reporters and display salesmen is raised \$4 retroactive to June 1, 1968, \$4 retroactive to Jan. 1, \$4 June 1, \$4 next Jan. 1, \$5 next June 1 and \$8 Jan. 1, 1971, reaching \$184.80.

The top for district managers

is raised by \$29, to \$174.80.

Other top minimums are \$162.77 for classified salesmen, up \$25.52; \$121.84 for inside classified and secretaries, up \$19.11; \$127.64 for circulation clerks, up \$20.02, and \$97.87 for copy boys, up \$15.36.

The service requirement for a fourth week's vacation is reduced from 20 years to 18, and that for three weeks from four years to three.



No Respite

ANG boycott co-ordinator Barney Peterson, who broke his left ankle leading the convention march to handbill Penney's, sees that the boycott word gets spread, even in the hospital. Visiting is James V. Cadilli, vice chairman of the Guild's striking Herald-Examiner Unit.

Starting Pay Hiked to \$248, Top to \$372

San Antonio, Tex.—Declaring that "we expect to share in the profits we help create," the San Antonio Convention raised the Guild's wage goals to \$372 for top minimums in key classifications, \$248 for key starting minimums and \$186 for all other adult classifications.

Urging continued concentration on wage bargaining, the convention cited record profits, the increased cost of living and increased national productivity as pointing up the need for higher settlements in fiscal 1970.

The increase to \$248 in the starting goal raises it to two-thirds of the goal for key top minimums, a change from the two-to-one ratio set heretofore, because of the "dramatic shortening" of progression schedules achieved in New York and Washington, greatly narrowing the gap between starting and top minimums for key classifications.

Increases in the other goals—from \$340.50 and \$170.25—were adopted to keep pace with increases in prices and productivity during the past year. An amendment to raise the goal for other than key adult classifications to the same two-thirds ratio as the starting goal, proposed by Michael Stuart of Washington-Baltimore, was rejected by the convention.

The convention, in adopting the report of its Collective Bargaining Committee, headed by Harry Culver of Wire Service, also recommended that ANG's Collective Bargaining Program be amended to reduce the experience requirement for the top minimum in any classification from no more than four years to no more than two and the requirement for routine office jobs from no more than two years to no more than one.

The report noted that "publishers are more and more requiring top minimum work of relatively inexperienced employees" and are finding it necessary to pay more than first-, second-, or third-year minimums to attract new employees."

Jury-duty and witness pay was incorporated into Convention Recommendations on Collective Bargaining for the first time.

The provision calls for payment of full salaries to employees serving on juries or testifying in court or in administrative proceedings. Night employees called for such duty should not be required to work after spending the day in court, the convention added.

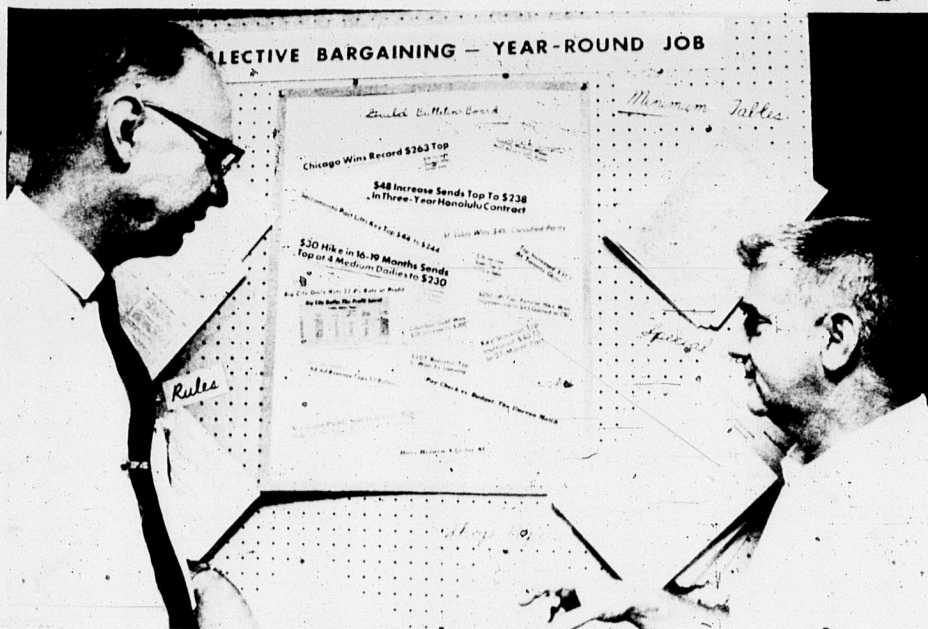
The convention, in calling for continued concentration on collective bargaining, "especially higher wages in all classifications and greater union security," recommended that locals "set up co-ordinated bargaining and organizing efforts, whenever possible, with the goal of at least three-percent growth in membership

Lithographers Get \$42 Pacts

The Lithographers' and Photo-engravers' Union last month won wage increases of more than \$42 over two years in Milwaukee and Twin Cities job shops.

The Milwaukee contract, valued at between \$50 and \$51 in wages and fringes, provides a general wage increase of up to \$42.50. Members will receive \$24 of the increase immediately.

The Twin Cities pact provides an increase of \$42.70 a week, with \$24.85 coming immediately. The union valued the pact at \$48.61, including fringes.



The Bargaining Story

ANG Collective Bargaining Director J. William Blatz shows Collective Bargaining Committee Chairman Harry Culver display of Guild-Re-

porter headlines chronicling the past year's major wage gains, the newspaper industry's profitability and the bite of inflation.

for the greater success of both programs."

The convention said that "the co-ordinated bargaining and organizing efforts adopted by the 1967 Convention have produced some significant results."

"A three-percent growth in membership," the report said, "would produce about 950 new ANG members annually." This goal is not only attainable but should be considered a "bare minimum" for all locals, the convention said.

The convention also added company-paid long-term disability insurance to Convention Recommendations on Bargaining, to be negotiated when unlimited sick-pay cannot be achieved, in order to cover the period be-

tween expiration of sick leave and the payment of a pension.

Moving to strengthen magazine bargaining, it recommended that the International Executive Board study bargaining problems peculiar to magazines that warrant special provisions in the Guild's Collective Bargaining Program and Convention Recommendations. The board was asked to report its findings to next year's convention.

The convention urged that greater efforts be made to achieve union security at magazines and recommended that ANG begin supplying locals with minimum tables for magazines starting Oct. 1.

The Convention also called for "increased efforts at all levels to

build interunion co-operation and recommended that ANG "continue to explore the possibility of merger or affiliation with other news-media trade unions."

"Co-operation with other unions must be increased or expanded," it said, "for without such co-operation the publishers will be the winners—at our expense."

The convention also recommended increased efforts to establish parity for all employees in key classifications in the advertising, business-office, circulation and editorial departments. The convention also called for greater emphasis on better wage settlements for clerical, office, maintenance and mechanical employees.

The convention also urged in-

creased efforts to "wipe out discrimination against women, usually most apparent in job placement and in pay for women's news reporting, promotions and the lack of merit increases."

"Women frequently aren't given an opportunity to obtain jobs on an equal basis," the report said, and they are "too often held in what the employer views as a 'woman's job'."

Additional efforts were urged to achieve job protection through adequate jurisdiction clauses, including protection against contracting-out of work, and a ban on dismissals resulting from the introduction of automation, with provisions for job retraining at employer expense.

The convention, placing greater emphasis upon the Guild's opposition to tendencies to step up work or reduce employment by assigning employees to double jobs, such as reporter-photographers, made a prohibition of such dual jobs part of the Guild's Collective Bargaining Program.

It also added to the Bargaining Program a prohibition against "subtle elimination of jobs by fragmentation, by which duties of a given job are assigned to other jobs."

The convention, responding to a Toronto Guild proposal, recommended that where an international representative is not assigned to a strike, ANG "should designate somebody in the local to keep ANG informed of the progress of the strike."

Citing a Toronto request for revision of Canadian bargaining proposals in the light of a recent Canadian Supreme Court ruling narrowly construing an arbitrator's authority in discharge cases, the convention said that the ruling's implications must be studied by ANG officers "so that they can make such recommendations as will be necessary to protect employees covered by Guild contract."

Pension-Plan Diagnosis

ANG Fund's Growth Found Healthy

San Antonio, Tex.—The Guild has a friend at Chase Manhattan.

That's how ANG pension consultant Joseph H. Daoust viewed ANG's Commingled Pension Fund, administered by the Chase Manhattan Bank, during a pension clinic at the San Antonio Convention.

Daoust reported that preliminary results of a study of the Fund's performance showed that it was doing well in comparison with the performance of other trust companies' funds.

Some 15 trust companies were invited to submit comparative calculations of their funds' performance over the past 10 years, assuming the same amount of moneys invested in the Guild's fund and a similar pattern of 50-percent investment in bonds and 50 percent in stocks. Only five companies made "acceptable" replies, Daoust said.

Of the five other trust funds, three failed to do as well, Daoust said, while two were only a few thousand dollars ahead.

Daoust added that the results were preliminary and that he was seeking estimates from other trust funds and insurance firms. He said he hoped to have a full report soon for ANG officers.

Daoust charted the profile of a typical participating unit in the ANG pension trust, reporting

that it had averaged a 6.76-percent rate of return over the past decade and had earned profits of \$620,645—or \$124,794 above the goal of four-percent sought by the Fund.

The rate for the entire Fund

was 6.66 percent, he added.

Daoust told delegates that the Pension Fund was performing so well that it would be possible to raise actuarial expectations to six percent instead of four percent.

The convention, in its Collective

Bargaining report, recommend that locals bring new or existing pension plans into the Commingled Fund whenever possible for "higher return on investments" and "lower costs of administration."



The Pension Story

ANG pension consultant Joseph H. Daoust reviews performance of ANG Commingled Pension Fund

at special convention clinic on the Fund's condition. His diagnosis: healthy.

Woods



San Antonio, Tex.—The Guild must intensify pressure on Hearst's Los Angeles Herald-Examiner to bring a successful conclusion to the Los Angeles strike, ANG President James B. Woods told the San Antonio Convention.

"We must win this fight," he

'We Must—and Will—Win L.A. Fight'

declared, "and a co-ordinated labor movement will win. Already we have shown other publishers who would like to be intransigent that we are determined and united. Let them take warning."

An advertising boycott spearheaded by International Vice President Barney Peterson has "bled George Hearst and his scab-sponsoring cohorts," Woods said, citing steep reductions in advertising and circulation.

"But we haven't bled him white," he said. "That still is to come."

"You delegates, as dues-paying members, have some idea of the sacrifices entailed in assessments paid," Woods said, "whether on the level voted by last year's convention or the level to which we returned after a hard-fought referendum."

"But consider those gutty strikers in Los Angeles, who have just

entered their 19th month on the picket line. Or think about those who have boycotted and hand-billed advertisers in the struck Herald-Examiner in an effort to bring an earlier end to the strikers' ordeal."

The past year has been an exemplary one for interunion co-operation, Woods said, citing unity in the Erie newspaper strike and in St. Louis as well as that in Los Angeles.

"This is fertilizer for the crop of full unity newspaper unions envision and must have in the world today," he declared.

Woods hailed the Guild's bargaining progress in the past year as "outstanding, almost amazingly so." But despite the surge in money and fringe benefits, he said, "we still have a long way to go."

Woods cited statements by the executive director of the Missouri Press Association and the

placement director at the Missouri University School of Journalism comparing newspaper salaries unfavorably with those of policemen, printers and public-relations, advertising-agency and government information employees.

"But what do our members think?" he asked. "Too often, for too many years, I have found too many members more concerned that the other fellow is making too much rather than that they are making too little."

"The first selling job is with our own members."

"To achieve our aims," he declared, "we must organize and bargain tough."

Woods called for an effort to lead new members "with energy and ideas to burn" into paths that will promote the Guild's growth.

"The more people we can involve in any portion of our activities," he said, "the richer the

Guild will be. When a member takes part in one phase, he almost as a matter of course becomes involved in the whole."

"There is constant need to bring these members—particularly the younger members—along toward leadership."

Woods, noting that he had opposed the idea of a paid ANG presidency when it was advanced in the past, stated his support for the International Executive Board's proposal—later adopted by the convention—to change the executive vice president's title to president and the president's title to international chairman.

He cited "confusion on the part of other unions in dealing with ANG" resulting from the fact that the president has not been the union's top executive officer.

"A working newspaperman (as our president always has been)

(Continued on Page 14)

Farson



San Antonio, Tex.—Changes brought about by far-reaching technological developments in the newspaper industry will make a "final merger" of all communications unions the logical step, retiring ANG Executive Vice President William J. Farson predicted

'Union Merger the Logical Step'

in his last official address to a Guild convention.

"However," he warned the San Antonio Convention, "that will take some time and a bit of doing."

ANG officers have been continuing their exploration of possible merger or agreement on co-operation with other unions in the communications field, Farson said. But preliminary talks with the Communications Workers and the Typographical Union "have not as yet indicated any over-all progress toward solving any major structural changes such mergers would entail," he reported.

He noted, however, that officers of the Guild and four other newspaper unions have agreed to recommend a joint legislative office "aimed at keeping all newspaper unions informed of pending legislation and activities of federal

regulatory agencies which affect employees of the newspaper industry, as well as the industry itself."

"We besiege publishers will try to use the present Administration for passage of privileged legislation like the Newspaper Preservation Bill," Farson said. "Forewarned, we will be better prepared to oppose such legislation."

Turning to the state of the newspaper industry and the Guild, Farson noted that the industry has been enjoying record profits, with predictions of even rosier days ahead.

"While the Guild has been making record gains in minimums," he declared, "we have also produced greater profits for employers without getting a fair share of these profits we helped produce."

"Publishers can no longer convince our members that the business is marginal and that they

should not be compelled to meet pay rates enjoyed by employees of other media."

Farson noted record-breaking money settlements in Guild contracts during the past year. But he added:

"While the gains in minimums have been impressive, their real worth is being constantly eroded by the continuing increase in the cost of living. The impact of this erosion is dramatized by the fact that \$368 per week is now required to match the \$100 wage goal established by the Scranton Convention in 1946 in terms of increased productivity and increased cost of living."

"In organizing, our gains were greater than in any year since fiscal 1959-60. For the second consecutive year there was no major newspaper suspension or merger like those which eliminated 4,600

Guild jobs since 1960. The combination of these trends indicates the end of the membership plateau of the last few years."

"The indivisibility of organizing and bargaining was dramatically demonstrated in three locals with newly organized departments. The added strength of the units produced record money settlements plus three modified Guild shops."

Farson said the Guild's best potential source of new members continues to be free riders—5,000 of them in units now under Guild contracts.

"Organizing will not be accomplished by fiery speeches at conventions followed by months of inactivity," he declared. "Organizing can be accomplished by the hiring and retaining of seasoned organizers, groups of strong leaders to form the nucleus, of the people being organized, and plenty of hard work from both."

Perlik



San Antonio, Tex.—The Guild faces a critical need to strengthen its International Defense Fund to meet crucial bargaining ahead and to counter "Hearst's heartless assault on unionism" in Los Angeles, ANG Secretary-Treasurer Charles A. Perlik, Jr., told the San Antonio Convention.

"If the newspaper-publishing

'Defense Fund's Need Is Critical'

industry has not demonstrated to us by now that we must mend our Defense Fund machinery, it never will," he declared in his annual report to the convention. "The time for studying, the time for vacillating, the time for hesitation are all past us."

"The time for action is now—right now."

The Guild today stands no closer to a solution of its strike-financing problem than it did a year ago, Perlik said, reporting that the Defense Fund is "nearing the end of its useable assets and we're back in the process of borrowing."

ANG has just negotiated a \$100,000 interest-free loan from the AFL-CIO "to tide us over" until the strike-financing problem is solved, he disclosed.

"Why did we need it after so many months of getting along without a loan and in fact after repaying a similar-sized, five-per-

cent-interest loan from the United Auto Workers at the time?" he asked.

"Because," he answered, "six months of assessments collected at the rate adopted by the Cleveland Convention provided us with a big enough cushion to repay the loan and bank the excess we weren't then spending in emergency situations."

"But once assessments dropped back to the old levels, emergency costs once more began adding up to more than income, and back into the reserves we went."

"In addition, the size of the emergencies increased. Los Angeles costs continue at an average monthly cost of \$130,000. The Erie strike, now well into its second hundred days, costs \$45,000 per month. And the strike in Puerto Rico, at El Mundo, the island's largest paper and our largest Puerto Rico unit—some 400 Guild members—costs an

average of \$90,000 a month.

"Those figures—\$130,000 plus \$45,000 plus \$90,000—add up to total present Defense Fund expenditures of \$265,000 a month, while monthly income to the Defense Fund—from assessments and per-capita diversions—totals about \$150,000. That's a monthly deficit of about \$115,000."

"Clearly, supporting our crises requires cash from somewhere. So we went back to the generous creditors we have been fortunate to find when we have needed them."

"But loans have to be repaid. We always have repaid, and we always will. Once we get on an even keel, we still must face those twin realities—repaying those who helped out in the moment of trial and restoring our internal strength—rebuilding our assets and cash balances."

Perlik noted that a number of proposals to meet the problem

had been advanced for consideration at the convention, advancing various devices to strengthen the Defense Fund.

"But all have one thing in common," he said. "All concede the need, the growing, chronic need, for new Defense Fund financing. All would put more money in the Defense Fund. All take note that it needs it. All hurdle the basic philosophical question: Does the Defense Fund need more money or not. The answer of all to that unstated question is, 'Yes.'"

"While it's true that all concede the need now, none, including the one proposed by the International Executive Board, answer the need in the fullest measure necessary. Neither did last year's convention-adopted program."

"We have to face the undeniable fact that our membership is not yet prepared to provide the final answer to Defense Fund

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Minority Training Made a Bargaining Demand

San Antonio, Tex.—A demand that publishers set up training programs with emphasis on upgrading members of minority groups will henceforth be part of the Guild's Collective Bargaining Program.

The San Antonio Convention, as part of its Collective Bargaining report, enlarged the Program's antidiscrimination section with a provision that "Employers shall set up training programs for all employees, with emphasis on socially and culturally disadvantaged minority groups, to provide equal opportunity for job advancement to all employees."

The convention said that in adopting the proposal it was striving to meet a responsibility "to bring more Negroes into journalism" in accordance with recommendations of the National Advisory Commission on Civil Disorders.

The convention, in its Human Rights Report, emphasized that the Guild's "primary human-rights goal of equal employment opportunity" for all must be achieved now.

"Time is running out," it warned.

The report, submitted by the convention's Human Rights Subcommittee, headed by Arthur Geiselman, Jr., of Washington-Baltimore, declared that employers must be made not only to comply with the spirit and letter of laws guaranteeing equal employment opportunity "but must be bound contractually to initiate or step up efforts to provide equal job opportunities to all in every area within the Guild's jurisdiction."

"The type of personal commitment and fervor that marked the early days of American unions, including the Guild," the convention said, "must be enlisted in the cause of our human rights goals."

"Guildsmen must apply their imaginations, their physical energies, their time and their financial resources toward achieving for all the opportunity for personal dignity—especially the dignity found in meaningful, rewarding employment."

"Attempts must be made to expand local Guild activity for

human rights, and new ways must be sought to challenge Guild locals and members to meet their responsibilities in achieving the programs of initiative advanced by Guild conventions for the past six years—programs to recruit, train, hire and promote those who have been and are being denied such opportunities.

"Skills-bank programs, such as the one in which the New York Guild is participating, should be developed in communities across the land."

"Joint programs involving the Guild, publishers, other news-men's organizations and the academic community, such as those centered around the San Francisco-Oakland Guild, should be undertaken elsewhere."

"Federal funds should be sought and used for recruitment and training programs, such as the one at the New York Times with which the New York Guild is co-operating."

"Existing programs which might enable Guild involvement in other human-rights areas should be explored and utilized."

A pace-setting example is the low-rent, federally guaranteed housing project sponsored by the San Antonio Guild."

The convention also urged locals to "vigorously protest to top management" of any papers that continue or revive the practice of making "irrelevant racial identifications in news stories, especially crime stories."

The convention also recommended that locals:

► "Initiate or strengthen contracts with publishers to jointly develop programs not only for hiring without regard to race, color, creed, age, sex, national origin or ancestry but also to recruit and train those who might otherwise be considered unqualified for jobs throughout 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 FEP contract clauses to cover both hiring and promotions."

► "Seek, in co-operation with publishers, to make certain that requirements for hiring, training and promotions in all areas of Guild jurisdiction do not exclude qualified people for irrelevant reasons."

► "Establish functioning Human Rights Committees to chart and carry out meaningful, down-to-earth employment-opportunity programs where such committees and programs do not already exist" and have these committees "consult with ANG's Research and Information Department in developing and executing their programs."

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

The convention also recommended that ANG intensify its efforts to recruit minority-group personnel to its staff. And it urged support of the Hart-Scott Bill to extend for another five years the key provisions of the Voting Rights Act of 1965.

Gannett Group Reactivated, Picks Lambert

San Antonio, Tex.—Rochester Guild President Bruce Lambert, Jr., was elected president of the Gannett Council of Guilds as the council was reactivated here June 26.

The council elected North Jersey President Donald W. Rosset, Newburgh - Beacon President Edward Lown and Utica President Kenneth Schaaf as vice presidents. Rockford President Daniel DiLeo was elected secretary.

To provide assistance, the council elected four advisers, International Representatives Richard P. Davis and John K. Sloan, former International Representative John Edgington and ANG Secretary-Treasurer Charles A. Perlik, Jr.

The council, comprising representatives of Guild locals at Gannett-owned publications, is designed to strengthen lines of communication between council members and to formulate plans in areas of common bargaining concern.

Rochester Files Unfair Charge

Buffalo, N.Y.—Charging that the Rochester Times-Union and Democrat & Chronicle has refused five requests for wage information since December 1967, the Rochester Guild last month filed unfair-labor-practice charges with the National Labor Relations Board here.

Guild negotiators, who made the request as late as June 6, said the data is needed to evaluate the combined impact on wages of the company's return to obeying the merit-pay clause of the Guild's contract and unilateral pay increases they described as illegal.

A Guild bulletin quoted a company negotiator as saying management would have to provide the information if a charge were made.

Locals Told to Press Organizing Efforts

San Antonio, Tex.—Expansion of organizing activity at both the international and local levels was urged by the San Antonio Convention.

The convention, in adopting a report of its Organizing Committee, headed by Barney Wippold of St. Louis, declared that "without additional activity at the local level—and especially by rank-and-file members—the full effectiveness of organizing efforts by ANG's staff cannot be achieved."

The report concurred with a recommendation of the Collective Bargaining Committee that ANG and Guild locals set an organizing goal of no less than three percent growth a year.

The convention also recommended that the Guild's pilot organizing project in New England and Eastern New York be continued for another year.

The convention said the increased percentage of international representatives' time devoted to organizing during the past year was "well-justified by the results and should continue."

"Despite the fact that organizing gains in the Guild were greater than in any year since 1959-60, they were certainly less than should have been expected in view of the great improvements in salaries and working conditions."

"The ANG must intensify its efforts to tell the story of these advances to the thousands of potential members in unorganized shops and departments."

A minority report that would



How-to-Do-It Session

Executive Vice-President William J. Farson, right, discusses organizing problems and how to solve them at one of three convention panels conducted by ANG officers and staff.

have instructed the International Executive Board to employ an additional international representative for organizing, to be financed by a 10-cent increase in per-capita payments, was defeated.

The convention adopted an amendment offered by Jack Dobson of Toronto, urging locals to establish joint organizing committees with other unions wherever possible, with a particular view to co-ordinated bargaining for initial contracts and subsequent co-operation in strike situations.

The convention also recommended that:

► Locals seek to establish orative for organizing, to be financing committees, alert to all organizing possibilities, and that ANG provide materials and assistance for these committees.

► Locals avail themselves and inform ANG of information provided on membership application cards from members who have worked previously on unorganized papers, and that they conduct detailed surveys of their own bar-

gaining units and list their organizing potential, forwarding the information to ANG.

► Locals inform ANG of any change in situations in unorganized shops and indicate to ANG any organizing efforts they might want to conduct, alone or in co-operation with ANG.

► The IEB encourage "positive efforts" by individual members to sign up free riders.

► ANG "redouble its efforts" to bring its field staff up to the authorized limit of 10.

Staff Training

ANG Urged to Use AFL-CIO Study Center

San Antonio, Tex.—The San Antonio Convention recommended that ANG seek to utilize the new AFL-CIO Labor Studies Center and its Canadian Labour Congress equivalent for training international and local Guild staff members and provide supplementary training at ANG headquarters.

The new AFL-CIO Center plans to begin operations in the fall, providing three-week, tuition-free residential training courses for full-time union staff members

and officers. While initially limited to full-time union functionaries, the center plans eventually to establish training programs for unpaid officers.

In adopting the report of its Research and Information Committee, headed by John Edgington of Columbus, the convention also recommended that the Research and Information Department conduct a series of regional weekend educational institutes "responsive to the needs of local leaders and members."

The report also urged that the International Executive Board encourage the Mellett Fund for a Free and Responsible Press to seek additional financing to continue its work "toward attempting to resolve the conflicts inherent in the twin principles of press responsibility and freedom of the press."

The convention recommended that the IEB solicit suggestions from Locals and members on how to improve ANG's education, human-rights, political and social-

action programs, as well as the Guild's Constitutional goals of guaranteeing "as far as it is able, constant honesty in the news."

It urged the IEB to solicit suggestions for new programs in these areas along with ways to finance them.

The convention also commended to other locals the establishment of a Retired Members Unit by the New York Guild. A similar unit was recently established by the Cleveland Guild.



'Muchas Gracias'

The Guild shows its appreciation in different ways to William J. Farson, retiring after 14 years as executive vice president. Counter-clockwise, from upper right, he marches with other delegates past construction framework of low-rent housing project dedicated to him by San Antonio Guild; he receives scroll signed by convention delegates, officers and staff; he stands by as ANG President James B. Woods, left and Secretary-Treasurer Charles A. Perlik, Jr., help unwrap tape recorder given him as a retirement gift; he and Mrs. Farson receive carved koa-wood bowl from Roy Kruse, administrative officer of the Hawaii Guild.



Farson, Retiring, Gets Convention Farewell

(Continued from Page 1)

a tablet bearing Farson's name was unveiled on a stand spanned by a banner reading "Muchas Gracias, Bill."

Farson, addressing the gathering before the unveiling, commended the San Antonio Local for its involvement in the problems of San Antonio's "little people."

"People will have decent housing at reasonable rents, and I know they will have a better life for it," he said. "They will have a better life because the San Antonio Newspaper Guild became involved."

Farson received the engrossed scroll, 2½ feet long and 3½ feet wide, at the convention's closing session. It read:

"Whereas William J. Farson has announced his retirement as executive vice president of the American Newspaper Guild, and whereas few men have served ANG as long and as faithfully and in as many responsible positions, the undersigned officers and staff of ANG and delegates to the 36th Annual ANG Convention hereby express their appreciation to him for his devoted service to the Guild these past 30 years and more, and bid him and his gentle and gracious wife, Blanche, Godspeed and a fond if reluctant farewell."

Farson received a tape recorder from Secretary-Treasurer Charles A. Perlik, Jr., on behalf of ANG ("We are going to tape the sessions of all future conventions and send you copies of them," Perlik joked) and a small library of recordings for it from International Representative Charles Dale on behalf of the staff.

Mrs. Farson received a set of silver candelabra from ANG, and Roy C. Kruse, administrative officer of the Hawaii Guild, presented the couple with a hand-carved bowl of Hawaiian koa wood, noting Farson's key role in organizing the Hawaii Local while vacationing on the islands in 1952.

Perlik, who won office as secretary-treasurer on a ticket with Farson in 1955, cited a career that began when Farson led Philadelphia and Camden advertising employees into the Guild

in 1937 and became an international vice president.

"In the years since then," Perlik said, "few men have served ANG so long and so faithfully and in as many responsible positions. He has been its director of organizing, its secretary-treasurer and for the past 14 years executive vice president, the Guild's top executive position."

"In all that he did he was a man of strong beliefs, firmly held, and he was outspoken in their expression," Perlik said. "But as the dust of past controversy settles, we will always remember him in a more personal and informal way."

"We envied him his hair and his winter tan while patiently suffering his summer shirts. We looked forward to his amusing and hand-crafted Christmas cards, and perhaps above all else, we envied him his devoted and understanding wife, Blanche, who always seemed almost as much a part of the Guild as Bill himself."

Dale, president of the Federation of Guild Representatives, the Guild staff's own union, predicted that delegates to future conventions would invoke Farson's name as one of "the giants of the Guild."

Farson had paid his own farewell earlier to the accompaniment of standing applause at the end of his opening address to the convention.

He recalled working with Broun, the Guild's founder and first president, and his election to the International Executive Board with Broun three times—"an experience I wouldn't swap for anything else I can think of."

He recalled the sacrifices of the Guild's early days, when Guild members were severely beaten during the 1938-40 strike against the Hearst papers in Chicago. ("Hearst was one of our worst enemies.")

"We had no such things as 'strike benefits,'" Farson said. "These people were on strike for long periods of time. Some of them lost their homes. Some families split over the fight."

"I don't think we should ever forget those people who made the sacrifices. I think it gave us the militant spirit which we always had and which I am sure we will always continue to have."



An Apple for the President

ANG President James B. Woods holds a glass apple presented by Ben L. Cheney of Seattle-Tacoma in token of the reception awaiting delegates to next year's convention in Seattle.

Convention Scores Publisher Push For 'Newspaper Preservation' Bill

San Antonio, Tex.—Publishers with merged business and mechanical departments have failed to demonstrate that price fixing, profit pooling and market splitting are vital to their joint publishing operations, the San Antonio Convention declared in a resolution calling for defeat of the Newspaper Preservation Bill.

The resolution, passed without dissent and forwarded to the Senate Antitrust Subcommittee the day before it took up the bill in executive session, also pointed out that publishers have "failed to publicly document their claim that joint operations were entered only where there was no other means of sustaining more than one editorial voice in a city."

"Insistence by the bill's proponents on maintaining the same

broad and loose definition of 'failing newspaper' throughout" two years of Congressional hearings "can lead to no other conclusion than that many of the newspapers . . . were not in fact failing when they entered partial mergers," the resolution declared.

"Insistence of the bill's proponents on gaining retroactive, present and perpetual antitrust immunity for profit pooling, price fixing and market splitting can only lead to the conclusion that sanction for unregulated commercial newspaper monopolies, not preservation of editorial voices, is sought in the legislation," the resolution said.

Endorsing the opposition to the bill "expressed by ANG officers before Congress during the past two years," the convention pointed

out that "no one is more aware than the Guild that the 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 convention, in endorsing the resolution reported by its Resolutions Committee, headed by Edward Gilbreth of Chicago, called on Congress to "reject the broad, unnecessary and unregulated antitrust immunity for the business practices of the newspaper industry embodied in" the bill.

The resolution also commended the Nixon Administration for its opposition to the bill, expressed by the Justice Department before the Senate Antitrust Subcommittee.

'69 Election Trends Seen Labor Threat

San Antonio, Tex.—Guild members have a "special stake" in this year's local elections, the San Antonio Convention declared, and "must play an active part in insuring victory for prolabor, progressive candidates."

In accepting the report of its Political Action Subcommittee, headed by Richard Baldwin of Buffalo, the convention warned that "municipal-election trends in Los Angeles, New York City, Minneapolis and other cities have seen reactionary forces make a political comeback that could drastically upset the timetable for progress."

"There is a danger that the current regressive trend in the cities will be reflected in the 1970 Congressional races," the report added.

This year is also an "important springboard" for the 1970 Congressional elections, the report said, noting that "21 pro-labor senators will be up for reelection as well as a larger number of prolabor members of the House."

"We can begin to make the decisions that affect our lives only when each Guild member and each Guild local seeks to play an active role in shaping the political life of our nation and community," the convention said in stressing the need for political action.

The convention, noting that the Guild's 1969 COPE quota is \$2,950, called upon U.S. locals to conduct dollar drives for the AFL-CIO's Committee on Political Education as soon as possible.

Noting that ANG has failed to meet its COPE quota for the last eight years, the convention recommended that the International Executive Board "seek new ways to encourage greater participation from locals and individual members" in COPE fund-raising.

The delegates themselves contributed \$308 in a COPE collection taken on the convention floor.

The convention called on Guild locals to work with other groups on behalf of antistrikebreaking ordinances, noting that the 19-month-strike against Hearst's Los Angeles Herald-Examiner had been made "all the harder" by the lack of a Citizens' Job Protection Law. It urged efforts on behalf of such laws at all levels of government.

In Canada, the report said, Guild members face "important political challenges from antilabor legislation which would turn the clock back in Canadian labor regulations and seriously impair the ability of unions to bargain effectively and to strike when necessary."

The convention recommended that the Guild in Canada continue to work with the Canadian Labour Congress and provincial labor bodies to oppose antilabor legislation, eliminate the use of injunctions as a strikebreaking weapon, guard against all efforts to fragment national bargaining units and support efforts to further unify Canadian labor.

The convention also recommended that:

► U.S. locals and district councils make treasury contributions to COPE educational and voter-registration funds.

► Locals undertake projects to "encourage and assist members in registering to vote and, where possible, conduct voter-registration drives on the premises of members' employees."

► Locals establish Political Action Committees where they do not exist and that the committees carry out voter-registration and education programs.

Kingston Gets Fifth Week Of Vacation

Kingston, N. Y.—A fifth week's vacation, one of the few in Guild contracts, has been won by the Kingston Guild in a new two-year agreement at the Kingston, Daily Freeman. Minimums are increased from \$13 to \$32.

The top minimum for reporters and display salesmen is raised \$22—by \$10 retroactive to May 20, 1968, \$10 retroactive to last May 19 and \$2 Nov. 19—to \$171.

Upgradings will increase the top for stenographers \$29.75, to \$119.25, for county and women's-page editors \$32, to \$181, and for sports editor \$27, to \$195.

The top for district managers is raised \$16.80, to \$141.80, that for classified solicitors is increased \$14.75, to \$115.75, that for telephone operators is raised \$13.10, to \$104.60, that for maintenance employees is raised \$14, to \$112.50, and that for office boys is increased \$13, to \$83.

The fifth week's vacation will go to employees with 30 years' service. In addition, the service requirement for a fourth week's vacation is reduced from 20 years to 15 in two steps.

A \$5 weekly premium is added for employees writing regular columns, and employees will receive extra compensation for syndicated material. The night differential is increased 20 cents, to \$1.60 per shift.

A seventh paid holiday, the employee's birthday, is added, and the severance-pay ceiling is increased two weeks, to 44.

The mileage allowance, formerly scaled down from 10 cents after the first 200 miles a week, is increased to a flat 10 cents. The contract's ban on automation dismissals is extended to part-time employees; and ANG's Model Contract clause on part-time and temporary employees is added.

ANG's Contracts Committee said that the local will be cited to the International Executive Board, however, for submitting the contract to ratification and signing it in violation of committee instructions. The committee had held up permission because of a weakening in the sick-leave clause.

Puerto Rico, Si!

San Antonio, Tex.—The Guild will hold its first convention outside continental North America in 1972.

Delegates to the San Antonio Convention voted—without dissent—to accept an invitation tendered by Tito Stevens of the Puerto Rico Guild to hold the 1972 convention in San Juan.

William H. McLeman, executive secretary of the Vancouver-New Westminster Guild, announced that his local will bid next year to hold the 1973 Convention in Vancouver.

The 1970 Convention will be held in Seattle, the 1971 Convention in Boston.

N.Y. News Station

FCC Cancels Renewal for WPIX

The Federal Communications Commission last month canceled its renewal of the New York Daily News's license for television station WPIX in New York pending an investigation of charges that the station used doctored film on

its news shows.

A new broadcasting group, Forum Inc., has applied for the WPIX license.

The FCC, however, renewed the Providence Journal and Bulletin's license for station WPJB-FM despite an objection that the broadcast license gives the Journal and Bulletin a concentration of control over the state's media.

The commission, with Nicholas Johnson dissenting, said the charge by John E. Donofrio "lacks substance."

And this week it was disclosed that the FCC has shelved a charge of monopolistic news practices made against the Washington Post by WAVA, an all-news radio station in nearby Arlington, Va., after the Post's radio station WTOP began all-news programming last March.

The charge of antitrust violations was dropped by a three-to-two vote following an investigation by the FCC staff.

Last week Milton Shapp, Democratic candidate for governor of Pennsylvania in 1966, asked the FCC not to renew the Philadelphia Inquirer and News's license for station WFIL-TV in Philadelphia, charging that Publisher Walter H. Annenberg's family has a "near news monop-

oly" in the Philadelphia area.

The commission is probing charges by former WPIX employees that the station indulged in such practices as running old films of a crowd scene in Bucharest superimposed by the words "Prague" and "Via satellite" during the Soviet occupation of Czechoslovakia.

A WPIX spokesman denied the accusations, but the FCC said a preliminary investigation had raised "substantial and material questions of fact" in connection with the complaint.

The commission had renewed the license in May, touching off a vigorous protest from Forum Inc., which had asked that action be delayed so it could file a competing application. Forum has pledged a large-scale expansion of the station's news and public-affairs programming aimed in particular at the city's Negro and Puerto Rican minorities.

On another front in the controversy over newspaper ownership of broadcasting stations, the National Newspaper Association has asked the House Interstate Commerce Committee for permission to testify against a proposal to ban ownership of CATV stations by newspapers in their home communities.

Times Tuition Plan Improved by Guild

New York City—A Guild human-relations-committee proposal has produced two improvements in a tuition-refund program for New York Times employees.

The Guild has agreed to include English language courses in the refund program and to advance the course's down payment.

The plan will pay 75 percent of the course's cost and will advance an employee \$45 as a down payment on such a course taken at the Spanish-American institute.

The Guild also succeeded in obtaining liberalized eligibility requirements that will enable an employee to participate in the program after completing his trial period instead of after a year on the job.

Delegates Pay Final Tribute To McLaughlin

San Antonio, Tex.—The death of a long-time ANG vice president, Daniel A. McLaughlin; a Guild friend, John L. Lewis, and one of the Guild's most prominent members, Norman Thomas, were noted with sadness by the San Antonio Convention in a series of memorial resolutions.

The convention expressed "profound regret" over the death of McLaughlin, whom it termed one of the Guild's "most sought-after counselors."

"His incisive humor, his devotion and influence, his willingness to work are attributes the Guild will long remember," the convention said. "His influence in the Guild touched many members who never knew him."

Lewis, founder of the CIO, "developed a special affection for the American Newspaper Guild," the convention said, pointing out that "he nurtured us morally and financially."

Questioning whether the Guild would "be meeting here today, but for John L. Lewis" it mourned "this friend, this labor pioneer, this giant."

Norman Thomas, long-time Socialist leader and Guild member at his death, "stood for the hopes and dreams of every working man and woman in this nation," the convention said, dedicating itself to "honoring Norman Thomas by continuing a pursuit of his life-long dream of making this a better world."

Guild Councils Elect Gilson As President

San Antonio, Tex.—Former Erie Guild President Robert Gilson was elected president of the Conference of District Councils at a pre-convention meeting June 22.



Gilson.

Gilson succeeds Ross Miller of Toronto, who declined re-nomination. Miller had held the post since 1966.

Geoffrey Lay of Ottawa was elected secretary, succeeding Roland C. Drouin of Manchester. The conference's annual college-newspaper awards went to the Temple University News for colleges with more than 4,500 students, and to the Rider College News, for colleges with under 4,500.

Bill Proposes Press Council

Olympia, Wash.—Creation of a state press council including representatives of both the media and newspaper unions has been proposed by State Sen. Lowell Peterson.

Peterson's bill would provide for a 27-member council appointed by the governor, with representatives of the public, the Legislature, the two major parties and the Washington State Labor Council.

One of six press councils sponsored by the Mellett Fund for a Free and Responsible Press is in Seattle.

BIENVENIDOS

56th Annual American Newspaper Guild Convention



Welcome to San Antonio

San Antonio Guild President John Rogers delivers the message spelled out in banner above the speaker's rostrum. The local trans-

lated its words into a week of hospitality for delegates, evoking a convention tribute to both the local and the people of San Antonio.

San Antonio Response

Convention Backs Poverty Fight on 3 Fronts

San Antonio, Tex.—The San Antonio Convention enlisted the Guild on three fronts of the battle against poverty — including one in San Antonio itself.

It pledged the Guild's support to the struggle of impoverished California grape workers and hospital workers in Charleston, S.C. And in an unusual resolution saluting the people of San Antonio as well as the San Antonio Guild for their hospitality, the convention pledged its support in enabling them to "establish union conditions" that will gain them "the recognition of human dignity to which all Americans are entitled."

The convention was responding to a call issued in welcoming addresses to the convention by County Commissioner Albert Pena, Jr., a former San Antonio Guild member, who urged the Guild to help organize the area's unorganized.

ANG and the New York Guild each pledged \$300 to help publicize the resolution, and the convention said it hoped to return "to find San Antonio a strongly unionized town."

In another resolution, the convention reaffirmed "all-out support" of the United Farm Workers' Organizing Committee and the "extended struggle of the grape pickers for recognition of their union."

The convention pledged continued assistance in the boycott of California grapes "until the farm workers have achieved the satisfactory conditions and wages for which they have so courageously fought."

The "gallant battle" for union recognition by hospital workers in Charleston "deserves the unqualified support of every working man and woman," the convention declared in a third resolution, pledging the financial and moral assistance of the ANG in their struggle. The strike against one hospital was settled late in the convention week with de-facto

union recognition and a pay increase of up to 70 cents an hour.

A resolution opposing President Nixon's Anti-Ballistic Missile system and urging that the money earmarked for it be used instead to aid "the poor and downtrodden" failed to win the convention's support after its adoption by a majority of the Resolutions Committee.

Instead, the convention adopted a minority report contending that "this convention should not represent itself as an authority on the military defense systems that it would be wise for the United States to adopt." Recognizing "the need for financial assistance to the poor," it urged the federal government to "find resources to help the disadvantaged."

Appeal from Texas

Labor Urged to Show Concern

San Antonio, Tex.—The labor movement must respond with greater concern to the needs of the young, the poor and minority groups, Texas AFL-CIO President Hank Brown told the San Antonio Convention.

"Those who are too tired and too old to picket and demonstrate," he said, "ought to at least communicate with the youth," who Brown said have "some bonafide grievances."

Brown said "young rebels" ask him, "How do you justify a nation that will spend five billion dollars on bombs to drop on Vietnam and two billion dollars for the entire health and education program of the total nation?"

The United States spends 30 billion dollars a year in Vietnam, he added, but only two billion dollars a year "to fight the war on poverty."

Brown denounced the Nixon Administration for failing to recommend an increase in Social Security payments to 22 million



HANK BROWN

senior citizens while affording "the luxury of a six-billion-dollar ABM of some kind because of the boggyman that the Communists have got a bigger one and we must get us a big play toy

too." Brown called upon the convention to formulate forward-looking policies and be "one of the loud voices in the family of the American Federation of Labor."

"A nation that can spend billions of dollars to land a man on the moon," he added, "can spend billions of dollars to bring equality and justice to every worker in this land."

Bexar County Commissioner Albert Pena, Jr., a former San Antonio Guild member, told delegates that he welcomed them to San Antonio "primarily because there is a job for you to do here."

"I challenge you to help us organize the unorganized in San Antonio," he declared, "San Antonio is 'Hunger, U.S.A.'," he said, with "the lowest wage scale of any metropolitan city in the entire United States."

"We need you," Pena said, "in the historic tradition of organized labor to come to San Antonio and help us organize."

GR Urged to Expand Press-Ethics Coverage

San Antonio, Tex.—Increased Guild Reporter coverage of press performance and violations of journalistic ethics was recommended by the San Antonio Convention.

The convention recommended that the International Executive Board study the possibility, "when economically feasible," of expanding the GR beyond its present eight pages and adding another staff member, "to broaden the GR's coverage in these and other areas."

It urged that in the meanwhile the GR "attempt to develop stories and commentary bearing on the performance and ethics of the newspaper industry" and that Guild members be encouraged to contribute stories in these areas.

The GR should place special emphasis on "reporting cases of obvious breaches of journalistic

ethics or deliberate failures on the part of publishers and managers of the nation's press to provide the public with news meeting professional standards," the convention declared.

The recommendation, contained in the report of the convention's Guild Reporter Committee, headed by Bruce Lambert, Jr., of Rochester, was adopted after the convention Finance Committee rejected a GR Committee proposal that a 10-cent monthly levy be imposed on the membership to finance immediate expansion of the GR.

The committee, in recommending broader coverage of press performance, said that the GR has "provided valuable service in advancing the economic interests of Guild members by concentrating on contract, strike and organizing developments, as well as human-

rights and antitrust developments in the newspaper industry."

Citing the importance of spreading news of Guild activities to "prospective as well as actual newspapermen," the convention urged locals to sponsor GR subscriptions to college newspapers in their areas and to make sure the GR is distributed to summer interns working on their papers.

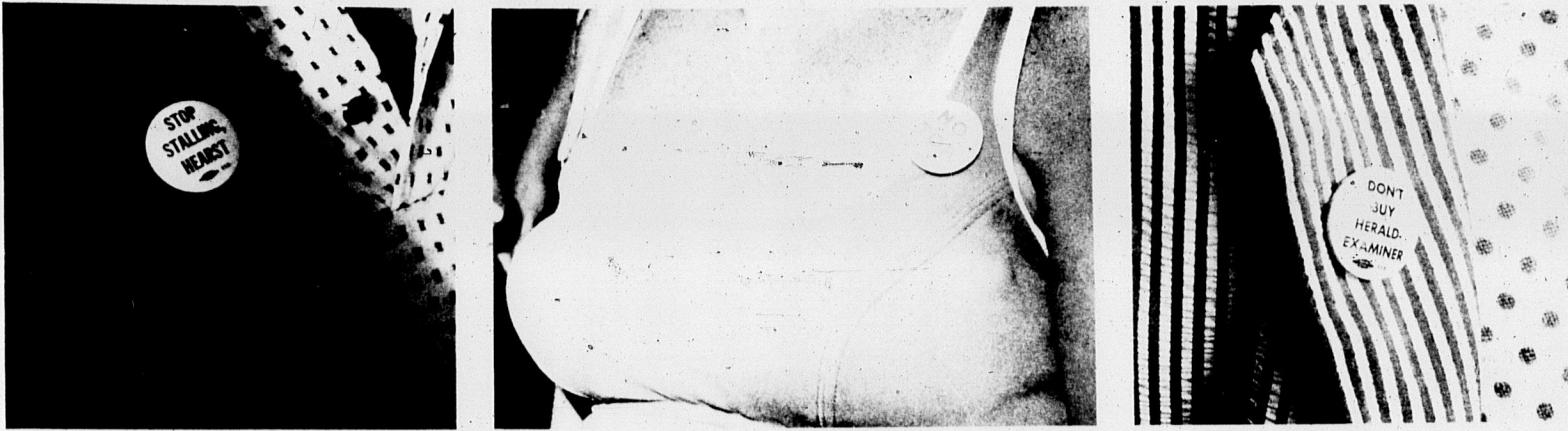
Reporting that negotiations with the Post Office have succeeded in obtaining initial steps it is hoped will speed delivery of the paper to "the worst trouble spots," the convention recommended that the GR continue its efforts in this direction.

If these initial steps prove successful, the convention said, it may be possible to extend them to other areas "where delivery delays are only slightly less severe."

The convention recommended that locals canvass their members periodically on whether they are receiving the paper, preferably via printed or mimeographed forms. And it urged them to keep the GR up to date on new addresses, address changes and drops.

A constitutional amendment recommended by the GR Committee was adopted, providing for publication of the annual report of the financial standing of ANG, including the International Defense Fund, the annual report of ANG's General Fund operations and the annual budget. Heretofore publication of the quarterly budget had been required.

In response to a resolution from the Empire State District Council, the GR said it will send the paper first-class to all district-council secretaries as well as presidents.



On the Button

Buttons of all sorts sprouted on delegates' lapels on the floor of the San Antonio Convention. Buttons at left and

right aim their bargaining and boycott messages at Hearst's truck Los Angeles Herald-Examiner. The one

in the center epitomizes the demand of delegates from Middle Atlantic locals for a topless assessment schedule.

Convention Denounces Police Attacks on Newsmen

Police attacks on newsmen and court orders impairing their effectiveness as news gatherers came under fire at the San Antonio Convention.

Declaring that, "to an increasing degree, reporters and photographers are being subjected to harassment, intimidation and physical attack by policemen," the convention urged local and national authorities to take "immediate steps to assert proper control over police functions and to protect the rights and safety of all citizens."

The convention noted that photographers covering student demonstrations at Howard University in Washington were required by the courts to give up prints to be used in the investigation of disorders and that in Baltimore exclusive stories about the "Catonsville Nine" antidraft demonstrators resulted in reporters' being forced to testify as prosecution witnesses.

It called upon publishers, legislators and the courts to protect "news gatherers' proper privi-

leges" and urged newsmen to resist pressure by government which might compromise their integrity as news gatherers.

The convention also urged Guild members to report and publicize the use of press credentials by police posing as newsmen "and to work toward setting up a system of press identification not controlled by the police."

Noting that "enlightened publishers" have refused to allow newspaper files to be used in "fishing expeditions" by the Federal Bureau of Investigation and other law-enforcement bodies, the convention said that publishers also "should resist any attempt by the courts or law-enforcement agencies to use news gatherers as arms of the court in such a manner as to impair their usefulness as news gatherers."

"Though jobs in the news industry do not relieve anyone of the duties of citizenship," the convention said, "those duties carry protections under the Bill of Rights which should permit a news gatherer to protect both the

ethics of his craft and his own future ability to practice it."

A separate resolution deploring police attacks on newsmen charged the City of Chicago and Mayor Richard J. Daley with contributing to the assaults on newsmen during disorders accompanying the Democratic National Convention "by failing to exercise control over the Police Department and by encouraging the use of excessive force."

Police Action Protested By San Diego Leader

San Diego, Calif.—The San Diego Guild has protested a detective's shoving San Diego Times and Union photographer Roger Wrenn as he was attempting to photograph a suspect during a murder investigation.

Local President Charles Davis, in a strongly worded letter of protest to Police Chief O. J. Rued, noted that Wrenn was no nearer the suspect than any other reporter or photographer when he was shoved vigorously by the de-

tective without warning.

The San Diego Guild, Davis said in his letter, "is unreservedly committed to law-enforcement principles often publicly enunciated by your department" but does not "regard these principles as blanket immunity from conduct standards inappropriate and reprehensible."

York Guildsman Wins Reversal of Conviction

York, Pa.—The conviction of York Guildsman Arthur J. Magida on a charge of failing to obey a police order has been reversed in York County Court.

Like the reversals of similar convictions of two other York Gazette & Daily newsmen, Magida's conviction was overturned on the basis of a federal judge's ruling that the statute was too broad to be constitutional.

Magida was attacked by a police dog and arrested while photographing police scuffling with a Negro during racial disorders last September. His appeal

of a second conviction of resisting arrest is still pending.

A short time before his arrest the officer who later arrested him had shoved him, Magida said, calling him a "Commie" and an "agitator." Magida's camera was smashed during the arrest.

Attack on Lensman Brings Jail Term

Cincinnati, Ohio—Two University of Cincinnati students were found guilty last month of assaulting Cincinnati Post and Times-Star Guildsman Kenneth Stewart during a campus disturbance May 20. A grand jury also indicted both students on a charge of destroying Stewart's camera.

Stewart said he was roughed up after he refused to surrender film he had taken of a crowd in front of the university administration building.

His assailants were sentenced to six months in the workhouse and fined \$100 each, but the judge later suspended five months of their sentences.

Convention Expands IERC to Seven, Liberalizes Rules

San Antonio, Tex.—The San Antonio Convention expanded the Guild's International Election and Referendum Committee from five members to seven and took further steps to liberalize election rules.

Elected to the committee were four incumbents, Chairman Roberta Bailey of Philadelphia, George Holmes of New York, Edward Gilbreth of Chicago and Fred Seguin of Ottawa, and three

new members, Frank Jaquinto of Albany, John O. Linstead of Chicago and Irvin Moss of Denver.

The committee was expanded to seven with the addition of Linstead and Moss after International Vice President Joe Holt Anderson, Jr., of Washington-Baltimore urged their election to make the IERC "bipartisan."

The Constitution was amended on the spot to permit enlargement of the committee from five to seven, and the two additional members were added without opposition. The other five had been nominated by Robert A. Steinke of St. Louis.

Earlier the convention amended the Constitution to require the IERC to count ballots from locals whose official returns bear a late postmark or no postmark at all, unless there is evidence of fraud in the voting.

The Constitution Committee, headed by Jose Stell of San Jose, said it was offering the amendment to "ensure that the will of the voters shall not be frustrated by events beyond the voters' control, such as carelessness of postal officials, inadvertent mistakes of election officials and attendant informalities." Heretofore, returns bearing a late postmark have been held invalid under the Constitution.

The convention adopted two other election amendments, recommended by the outgoing IERC.

One requires that ballots and election materials other than the official return be sent to a Post Office box or other Washington depository instead of ANG headquarters; the other requires that election returns be signed by members of the local election committee rather than local officers.

And the convention added a new article stipulating that the Constitution's election section "be interpreted and applied liberally to ascertain the actual intent of

the voter and the true result of any election and shall not be interpreted or applied so as to unnecessarily disqualify eligible voters for immaterial irregularity."

The convention confirmed the International Executive Board's interpretation that a Constitutional clause providing that no question shall be submitted to a referendum within the three months preceding a convention applies to the date on which the referendum is ordered by the IEB.

But it directed the IEB to make

a study of whether such a time limit should be continued and when voting in such a referendum may take place and report to the 1970 Convention.

A San Francisco-Oakland Guild resolution calling for uniform mail balloting in all international elections and referendums was rejected by the Constitution Committee, as were a Toronto resolution to lengthen the voting period in referendums and a Detroit resolution calling for biennial conventions.

San Jose Seeking Negro 'Dialogue'

San Jose, Calif.—The San Jose Guild's human-rights committee is conducting a series of "dialogues" between Guildsmen and members of the City's Negro community to "explore attitudes, differences, similarities and methods of bringing people together."

While initial sessions have primarily involved editorial personnel, the committee is trying to solicit a cross-section of members from all departments.

Future plans include "dialogues" and discussions with members of the city's Mexican-American community.

The committee reported the hiring of four more Negro employees, two in the circulation department and two in classified advertising, by the San Jose Mercury and News.

Minority Job Seekers

Bay Area Newspapers Get List

San Francisco, Calif.—The names of 26 minority-group candidates for newspaper jobs are being sent to publishers of Northern California dailies by the Newsman's Job Referral Committee, sponsored by the San Francisco-Oakland Guild and six other organizations.

The candidates, wrote Lynn Ludlow, chairman of the Referral Committee and the Guild's human-rights committee, "are persons who have demonstrated promise as potential newsmen who have the special ability to communicate for and with minority groups."

"At a time when reporting of racial and ethnic conflict tends to

dominate the news," he said in a letter accompanying the list, "few newsrooms can demonstrate even token integration. And at a time when persons from minority backgrounds are actively encouraged to enter the news careers, few jobs are available."

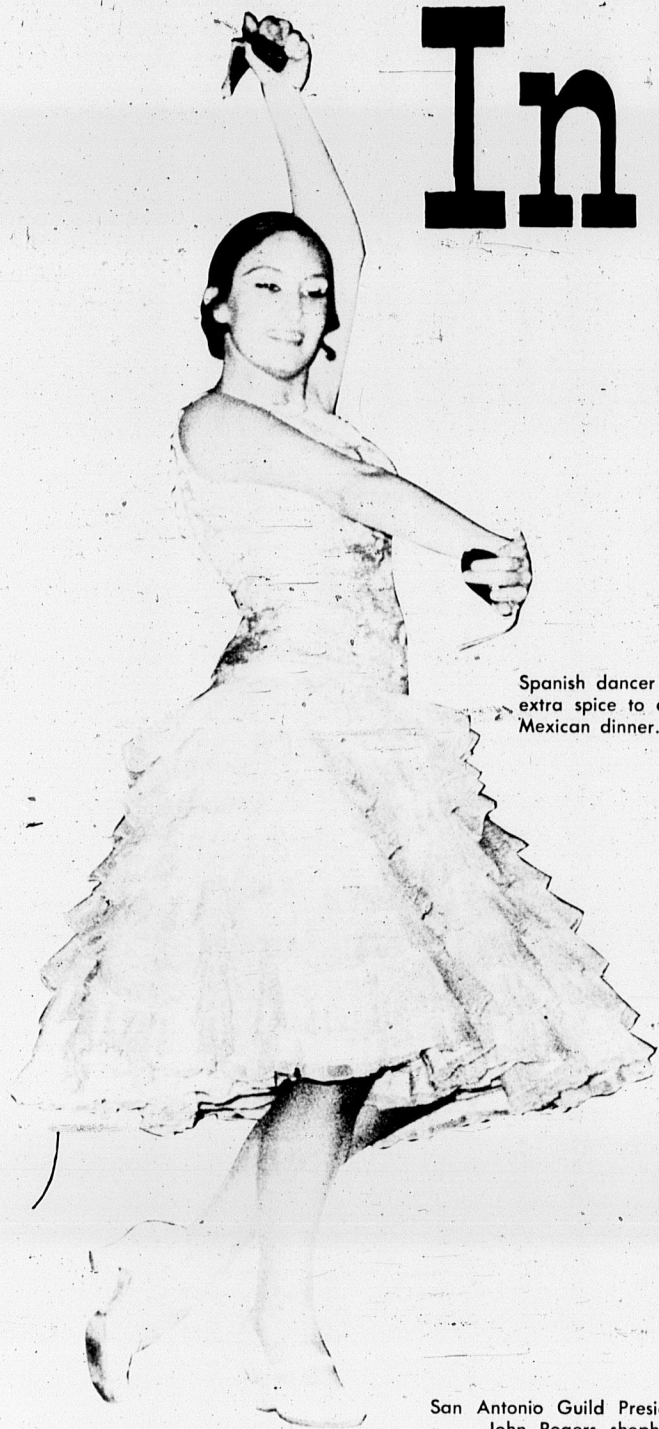
"Many employers have indicated a willingness to hire minority persons if qualified by education or experience. Because we consider this willingness sincere, we have spent the past year in a search for talent, ability and desire."

The resulting list consists of 19 candidates for permanent, full-time employment and seven for summer jobs.

The list sets forth the candidates' qualifications in detail and lists their addresses and telephone numbers. Copies are available to other Guild locals desiring to establish similar programs, according to Helen Palter, co-ordinator of the Referral Committee.

Sponsors of the committee, in addition to the Guild, are the San Francisco Press Club, the San Francisco Human Rights Commission, the journalism department of San Francisco State College, San Francisco City College, the San Francisco State Chapter of Sigma Delta Chi and Youth for Service, a nonprofit group serving the ghetto area.

In Old San



Spanish dancer adds extra spice to convention's Mexican dinner.



Suitab
William J. F.

Junior members of the delegation disembark after trying some old-time transportation during convention outing at Old San Antonio Western Village.



Delegates and their families line up at the Western Village—for barbecue, off to the right.



San Antonio Guild President John Rogers shepherds delegates into the Alamo.



Antonio



Homer Clonts of Knoxville shows delegates a few Spanish steps of his own.

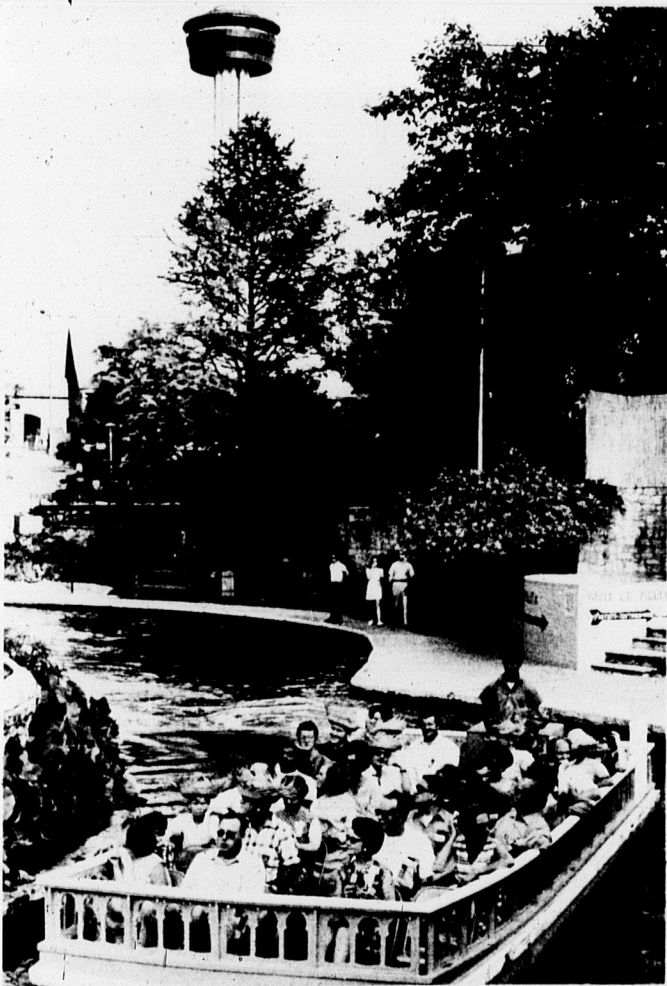


Convention Photos



by Al Ransom

A barge carries delegates and their families down the Paseo del Rio for visit to La Villita. HemisFair Tower rises to the rear.



Patricia Hannum and William Brown of Philadelphia are dressed appropriately for San Antonio's 100-degree heat as they show their credentials at registration.





Sloan Meets the Press

ANG International Representative John K. Sloan denounces stalling by Erie Times and News management in a picket-line press conference after a

June bargaining session brought no progress. Settlement followed a week later, after a mass rally of Erie unionists at the strike-bound plant.

'Newspaper Preservation' Bill Tabled by Senate Committee

(Continued from Page 20)

more likely to enter a newspaper market occupied by one publisher even though he publishes morning and evening papers, than it will a market with separate and ostensible independent publishers bound together in an agreement to eliminate commercial competition."

The AFL-CIO's Harris, calling the bill "more of a newspaper-enrichment bill than a newspaper-preservation bill," said that while "it is conceivable that papers which fix prices, divide the market and pool profits may nevertheless vary their news content and editorial approach... there is no guarantee of that, and the lubricant of profit pooling is likely to mute ideological clash."

The ITU's Pilch, in opposing the bill, said that the "mere quantitative existence of newspapers does not necessarily spell contention."

Most publishers, Pilch said, are "businessmen first and then purveyors of journalism," and as such "view the issues of today through a single, often narrow and highly colored pair of spectacles."

McLaren said the Justice Department plans "to defer action against other joint publishing agreements until sometime after the conclusion" of negotiations with the Tucson papers, adding that "agreements to engage in joint activities necessary to the

survival of a failing newspaper" which do not involve profit pooling and price fixing "would most likely be found reasonable and therefore legal."

The plan filed with the court by the Tucson papers calls for their joint operating company to continue handling advertising and circulation sales, printing and distribution for both papers.

Each paper would fix its own advertising and circulation rates and each would get a portion of the agency's net income proportionate to its share of combined advertising and circulation revenue. However, each paper would be guaranteed at least 45 percent of the net income, and a Sunday paper would be published jointly.

One Justice Department official commented that the plan "sounded like a typical first-round bargaining proposal."

The Justice Department can see no indication, McLaren told the subcommittee, that "such extreme measures as price fixing or profit pooling are necessary to permit the independent existence of today's newspapers."

ANG Executive Vice President William J. Farson, in testimony before the Senate subcommittee June 13, and the Guild's San Antonio Convention, in a resolution passed June 25, also accused publishers seeking the antitrust exemption of failing to establish that such practices as market

splitting, price fixing and profit pooling are vital parts of joint newspaper operations.

Levin, the publishers' lobbyist, however, told the subcommittee that joint printing alone does little good without profit pooling and price and rate fixing.

"These two features are the guts of the bill," Levin said. "If you take them out there's no reason to pass any legislation."

McLaren said that in his view newspapers' independence would be threatened seriously by passage of the bill.

"Newspapers," McLaren said, "serve a vital function in acting as a watchdog on government."

To perform this function effectively, newspapers must remain independent of government and deal with it at arm's length, affording government no immunity and seeking none from it.

"Moreover," he said, "if an exemption is granted here, I think we must expect that industries concerned not with expression but with other products or services they deem essential to the nation's welfare will also seek a legislative refuge from the mandates of antitrust."

"Having sought such exemption itself, the newspaper industry will be in no position to deal with such efforts in an objective fashion, and thus to perform its basic public function," he said.

McLaren, however, did endorse amendments to the proposed bill offered by Sen. Edward W. Brooke of Massachusetts which, Brooke said, would forbid price fixing and profit pooling while permitting "cost-justified" combination advertising rates "provided each newspaper initially establishes its advertising rate independently of its competitors" and which would permit a joint Sunday edition.

The Brooke amendments would also exempt joint publishers from civil antitrust damage suits. Brooke said the publishers entered such arrangements "in good faith, on the understanding" they "were legal and they should not bear the burden of such damages."

A companion to the Senate bill rests with the House Judiciary Committee, which has not as yet scheduled hearings on the measure.

Erie Wins \$39 Pact, But Strike Goes On

(Continued from Page One)

The Guild took down its own picket lines but voted to honor picket lines of the striking Stereotypers' Union and is picketing in their support.

The Stereotypers were scheduled to meet with the company today, following bargaining by the Independent Mailers July 7 and the Pressmen yesterday. Printers, who settled earlier for a \$39 contract, are also honoring the picket lines.

Key top minimums will go up in steps of \$11 and \$3 each year. Increases of \$42 will raise the top minimums of society editors to \$198, society reporters to \$150.40, ad-makeup men to \$177.67, service-department manager to \$171.61 and circulation office manager to \$184.28.

The company will pay \$2.36 a week to cover the cost of medical and hospitalization insurance, formerly paid by employees, plus major medical insurance, \$1,000 life insurance and \$1,000 accidental death and disability insurance, all new under the contract.

Management will pay 2 1/2 percent of the reporter top minimum into a joint pension plan beginning July 1, 1970, instead of the previous 60 cents a shift. Weekly pension benefits will go to \$5.03 by March 1, 1971—up \$2.03.

The night-shift differential is increased 20 cents, to \$1.20, while an additional two weeks' severance pay was gained, increasing the ceiling to 11 weeks. Employees with less than 35 years' service who desire early retirement at age 62 may draw 80 percent of their severance pay.

The service requirement for a four-week vacation is reduced from 15 years to 11.

Mileage allowances are increased one cent, to 10, with the company to supply cars to photographers, outside advertising salesmen and circulation dis-

tributors after one year.

Provisions calling for jury-duty pay and barring discrimination because of age are added to the contract.

The Guild gained an eighth holiday immediately and two more Jan. 1, 1971, when three new federal holidays take effect. The company also agreed to model contract language on jurisdiction.

The contract will bar dismissals resulting from automation or discontinuation of editions, for present employees and for new employees after a year's service. Displaced employees will receive retraining and another job with no loss in pay or benefits.

Before the settlement a lumber company agreed to cease advertising in the struck paper after Guild handbidding. It was one of the few firms running ads.

The company agreed to discontinue employment of a nine-year-old delivery boy following a Guild complaint to the Pennsylvania Bureau of Labor Standards.

New contributions to the Erie Guild strike fund include:

Vancouver-New Westminster Guild	\$ 50
Hawaii Guild	50
Boston Guild	50
Providence Guild	150
Victoria Guild	25
Youngstown Guild	59
ANG Convention	202
Denver Guild	50
Columbus Guild	50
Portland Guild	50
Philadelphia Guild	25
San Francisco-Oakland Guild	50
Memphis Guild	50
Rockford Guild	25
Seattle-Tacoma Guild	100
Bay City Guild	25
Washington-Baltimore Guild	25
Toronto Guild	25
Wilkes-Barre Guild	50
New York Guild	100
Erie Papermakers' Local 620	50
Erie Hotel Local 224	10
Erie Rubber Workers' Local 74	50
Presque Isle Machinists' Lodge 1488	5
Erie Pressmen's Local 73	10
Erie Firefighters' Local 293	25
Erie Steelworkers' Local 711	50
Erie Machinists' Lodge 1968	10
Erie Carpenters' Local 81	25
Erie Machinists' Lodge 116	25
Erie Building Trades Council	50

Antitrust Suit Arraigns 2 Chains in California

Los Angeles, Calif.—Charging that Freedom Newspapers and Ridder Publications are "participating in contracts, conspiracies, combinations and monopolistic practices," Edgar F. Elfstrom, publisher of the Fullerton News Tribune, filed a \$2,400,000 damage suit in U.S. District Court last month.

The complaint asks the court for an immediate injunction against unfair advertising practices, as well as treble damages.

Freedom Newspapers and Ridder are "offering combination rates that are ridiculous," said Elfstrom, "and we're not going to take it any more."

Elfstrom charged the two chains with surrounding the Fullerton daily with satellite newspapers and throwaways, "thereby blocking the plaintiff from normal competitive expansion."

Elfstrom said that through mergers, consolidations and purchases, the two chains have conspired to eliminate competition and monopolize news and advertising in Orange County, employing special combination ad rates at less than the cost of reproduction.

Since 1962, the suit charged, the two chains have acquired or purchased and discontinued nine Orange County papers. Ridder currently publishes the Long Beach Independent and Press-Tel-

egram, the Orange County Evening News, the Buena Park News and the La Mirada Lamplighter plus a string of free newspapers; Freedom Newspapers publishes the Santa Ana Register, the Anaheim Bulletin and the La Habra-Brea Star-Progress.

Freedom Newspapers has offered to buy the News Tribune. Elfstrom said, "but we want to stay independent and reasonably healthy."

Elfstrom said his Fullerton Publishing Co. suffered a loss in advertising and circulation revenue of \$200,000 a year for the four years preceding his complaint.

3 Guildsmen Obtain Nieman Fellowships

Cambridge, Mass. — Three Guildsmen are among 12 U.S. newsmen awarded Nieman Fellowships at Harvard University for 1969-70.

They include Eugene F. Goltz of the Detroit Free Press, who won ANG's Heywood Brown Award in 1964. Goltz was then with the Houston Post.

Other Guild fellowship winners are Austin D. Scott, a reporter for the Associated Press's Washington bureau, and Hedrick L. Smith, Washington diplomatic correspondent for the New York Times.

Antimonopoly Suit Filed Against Sacramento Bee

Sacramento, Calif.—McClatchy Newspapers, publisher of the Sacramento Bee, is accused of attempting to monopolize the mass-media market in and around Sacramento in a civil antitrust suit filed late last month by an advertiser.

The McKeon Construction Corp., in a suit filed under the antimonopoly provisions of the Sherman Antitrust Act and the California Cartwright Act and the merger-limiting provisions of the Clayton Act, asks the Northern California Federal District Court to order McClatchy to sell Sacramento station KOVR-TV.

Since its purchase of the station in 1965, the suit alleges, McClatchy, through the Bee, its AM and FM radio stations and KOVR, has sold 53 percent of the mass-media advertising in the Sacramento market.

The Bee receives some 70 percent—more than 12 million dollars annually—of the advertising revenue of Sacramento's two major daily newspapers, the suit said. (The other paper is the Copley chain's Sacramento Union.) And McClatchy's 50,000-watt AM radio station, KFBK, sells 20 percent of Sacramento's radio advertising, the advertiser's suit adds.

Referendum Set on New 4% Assessment Rate

(Continued from Page One)

als to eliminate benefit payments during the first week of a strike and to deduct vacation pay and unemployment insurance from benefits.

To eliminate a drain on the Defense Fund without dealing severe damage to the General Fund, it adopted a special 10-cent per capita increase to make it feasible to halt the practice of reimbursing the General Fund from the Defense Fund for the salaries and expenses of international representatives assigned to strikes and lockouts.

A finance majority report ordering a referendum on the four-percent schedule was adopted after defeat of two amendments, the first to eliminate the ceiling on payments completely and change the rate to 3½ percent and the second to increase it from \$10 to \$12. The latter proposal went down on a roll-call vote, 267% to 133%.

"We are under siege," the convention declared in adopting the report of its Finance Committee, headed by James Naughton of Cleveland.

"Our defensive resources are being tested as never before in Guild history," it said. "Only members are in peril. They must be defended."

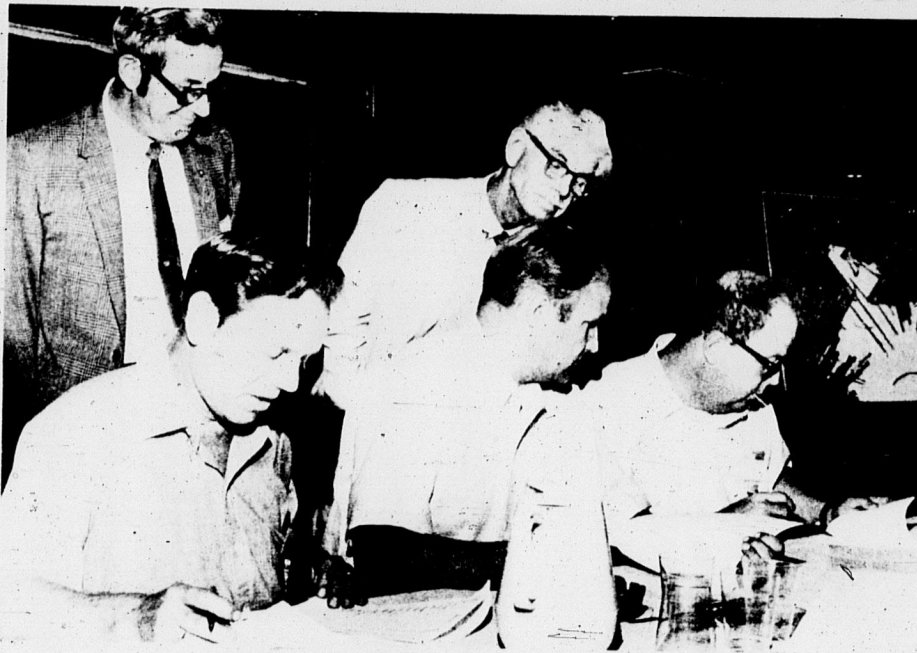
"This convention of the American Newspaper Guild calls upon its members to provide the ammunition."

"The ammunition is cash."

"Some of our members have been on the firing line for more than a year and a half. Others have joined the battle more recently. History tells us that still more will face the same assault on their livelihood from intransigent publishers."

"Guild members must rescue their Defense Fund—and therefore their own security—from its position of extreme peril."

"There is only one way they can do it. That is by increasing



Tallying the Totals

Secretary-Treasurer Charles A. Perlik, Jr., standing left, and Executive Vice President William J. Farson peer over the shoulders of tabulators tallying the results of a roll-call vote on Finance Re-

port proposing an increased assessment schedule. Doing the arithmetic are, from left, William B. Balota of St. Louis, Eugene Bryant of San Jose and William F. Miller of Cleveland.

their payments into the Fund until it has been restored to a level that protects all.

"A weak Defense Fund jeopardizes not only those on strike. It invites attacks upon all."

"An assault anywhere is an assault everywhere. But it is those on the front lines who need the ammunition. We must shell out."

Pointing out that the Defense Fund spent almost 2½ million dollars in benefits during the past year and has had to borrow \$100,000 from the AFL-CIO to continue paying them, the convention termed the Fund's situation "critical."

"We in convention are united in

purpose," the delegates declared. "We call upon the members to express their unity as well."

"We are determined to make the sacrifice that is necessary. We have trimmed the amount of sacrifice but must urge that the members be as determined as are we to make it."

"We are united in our conviction that the schedule of higher and fairer assessments we now propose must be adopted to protect all Guild members everywhere."

"We are united in our belief that the members who elected us will adopt this proposal if fully informed of the critical need."

"We are united in our determination to carry back to the members who elected us the urgent yet reasonable recommendation of this convention."

The defeated Finance Committee minority report, spearheaded by delegates from Philadelphia and other Middle Atlantic locals, stated its agreement with "many of the proposals in the majority report." But it proposed elimination of the \$10 assessment ceiling and a corollary decrease to a 3½-percent rate "to make the assessment schedule as equitable as possible."

It also proposed, for the same reason, to eliminate the ceiling on

dues payments in the Guild's Model Dues Schedule. And it opposed the special 10-cent per capita increase as "hasty, casual and arbitrary" in view of its "impact on the operation of Guild locals."

Proponents of the minority report pointed out that assessment and dues ceilings result in lower-paid employees paying a higher percentage of their income than higher-salaried ones.

"We have to face the fact that the hard-core, gut producers of dues in our union are those people making \$100, \$125 to \$200 and \$225," said Jack Weir of Cleveland. "These are the people, of course, we are being unfair with when we don't project our percentage rate all the way over the top."

Opponents voiced concern, however, lest the elimination of ceilings drive higher-salaried employees out of the Guild.

"People who are making \$25,000 and \$50,000, and there are people making this in the newspaper business, some of your columnists, can get reclassified if they would like to and get out of the Guild," said Lloyd Green of Chicago.

And Robert M. Crocker of Wire Service declared that a 3½-percent assessment schedule without a ceiling would produce "a great deal" less money than a four-percent schedule with a \$10 top.

Somewhat broader support was drawn by the proposal for a \$12 ceiling at the \$300 salary level, introduced by John Kelley of Twin Cities. David Zweifel of Madison termed it "an acceptable compromise," and Green, noting his opposition to elimination of any ceiling, termed it "more equitable."

But Thomas J. Murphy of New York, while agreeing on the need for "a fast acceleration of ceilings," said the convention should

(Continued on next page)

How the Convention Roll Calls Went

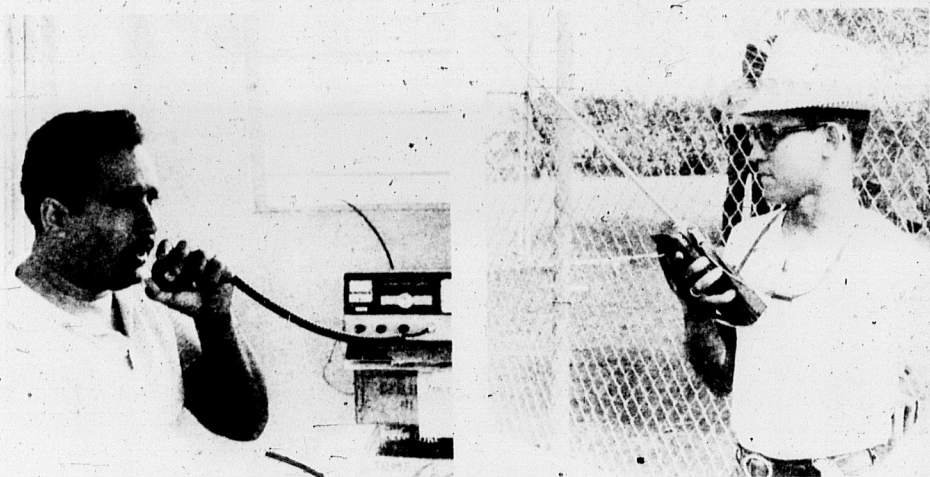
Following are the results of the three roll-call votes on issues at the Guild's San Antonio Convention. The first was on a finance amendment calling for a \$12 ceiling instead of a \$10 ceiling on assessments and

for a 3½-percent assessment schedule. The second was on the Finance Committee's majority report ordering a referendum on a new four-percent assessment schedule and adopting a special 10-percent per-

capita increase. The third was on a move to refer back to the IEB the proposal to change the title of ANG executive vice president to president and that of president to international chairman.

\$12 TOP						FINANCIAL REPORT						TITLE CHANGE	
Local	Yes	No	Yes	No	Yes	No	Local	Yes	No	Yes	No	Yes	No
Akron	—	3	3	—	3	—	Philadelphia	—	—	—	14	—	14
Albany	1½	3½	5	—	—	5	Pittsburgh	—	3	3	—	—	3
Bakersfield	—	3	3	—	—	3	Portland	4	—	4	—	—	4
Bay City	2	—	—	2	—	2	Providence	4	—	4	—	2	2
Boston	—	10	10	—	—	10	Pueblo	3	—	3	—	—	3
Brockton	2	—	2	—	—	2	Puerto Rico	—	5	5	—	—	5
Buffalo	—	7	—	7	7	—	Rochester	3	—	3	—	—	3
Canadian Wire Service	—	4	4	—	—	4	Rockford	3	—	3	—	—	3
Chattanooga	2	—	2	—	—	2	Sacramento	—	6	6	—	—	6
Chicago	7	—	5	2	6	1	St. Louis	—	14	14	—	—	14
Cincinnati	5	—	5	—	—	5	Salem	3	—	3	—	—	3
Cleveland	9	—	9	—	5	4	San Antonio	3	—	1	2	1	2
Columbus	4	—	4	—	—	4	San Diego	—	8	8	—	—	8
Denver	8	—	8	—	—	8	San Francisco-Oakland	—	16	16	—	2½	13½
Detroit	7	—	7	—	—	7	San Jose	—	6	6	—	—	6
Erie	3	—	3	—	—	3	Scranton	—	—	—	3	—	3
Gary	2	—	—	2	—	2	Seattle-Tacoma	—	10	10	—	—	10
Hawaii	—	6	6	—	—	6	Sheboygan	2	—	2	—	—	2
Hudson County	—	2	2	—	—	—	Stockton	—	3	3	—	—	3
Indianapolis	3	—	3	—	—	3	Terre Haute	3	—	3	—	3	—
Knoxville	—	2	2	—	—	2	Toledo	6	—	6	—	1½	4½
Lansing	2	—	—	2	2	—	Toronto	—	20	20	—	7½	12½
Lehigh Valley	3	—	—	3	—	3	Twin Cities	8	—	8	—	8	—
Los Angeles	—	19	19	—	—	19	Vancouver-New Westminster	—	9	9	—	—	9
Madison	2	—	1	1	2	—	Victoria	1½	1½	3	—	—	3
Manchester	—	3	3	—	—	3	Washington-Baltimore	19	—	19	—	—	19
Memphis	—	5	5	—	—	5	Wilkes-Barre	4	—	—	4	—	4
Montreal	—	4	4	—	—	4	Wire Service	—	17	17	—	—	17
New York	—	72	72	—	—	72							
North Jersey	4	—	—	4	—	4							
Ottawa	—	4	4	—	—	4							
Pawtucket	—	2	2	—	—	2							
							Totals	133%	267%	372	46	122%	293%

*Abstained.



Strike Call

Striking El Mundo Guildsmen maintain close communication via a walkie-talkie network. At the Puerto Rico Guild's "Radio Central," left, striker

Job Ayala, gives instructions to a picket captain outside one of El Mundo's gates, right, as company guards keep watch in the background.

Mundo Strike Ends In Arbitration Pact

(Continued from Page One)

the Guild's contracts.

Guild members—all but the 43 who were replaced and another 43 staying out as part of a compromise—returned to work after ratification of the settlement. The company had sought to have all but the 43 return, while the Guild had proposed that no one return pending the arbitration decision.

The arbitrator is expected to hear the case within a few days. ANG Secretary-Treasurer Charles A. Perlik, Jr., and Puerto Rico Guild Administrator Luis Montanez, Jr., will testify for the Guild.

The arbitrator will "determine the appropriate remedy in conformity with the applicable existing

contracts and the law" if he finds the company's replacement of 25 transportation, 16 commercial and two maintenance employees was unjustified.

Unfair-labor-practice charges by the Guild and countercharges by the company, as well as a \$500,000 damage suit against the Guild were all withdrawn as part of the settlement.

Guild members approved the settlement, 130 to 84, July 5 and began returning to work July 6. But a group of members was reportedly attempting to obtain a new meeting late this week to overturn the agreement.

The stoppage began May 23 when 85 Guild transportation-department employees quit work in protest against the company's refusal to bargain on the 13 distributors. Picket lines were set up June 6, and 345 other Guild members refused to cross the picket lines.

Curtailed editions of the Spanish-language paper were published throughout the stoppage with the aid of supervisors and strike-breakers.

Picketing began after the company replaced 19 transportation employees and suspended 27 Guild mechanical department employees who had refused to work overtime. Twenty-four other employees were replaced subsequently.

The company had claimed the distributors were independent contractors despite a 1967 National Labor Relations Board ruling to the contrary. In May it asked the NLRB to amend the Guild's certification for transportation-department employees to exclude the distributors, but an NLRB regional director dismissed the request June 30.

The distributors classified as collectors will come under a top minimum of \$92 now and \$95 next July, while those classified as drivers will come under a top of \$90 now and \$98 next July.

Referendum Set on 4% Assessment Rate

(Continued from Page 13)

await recommendations of the special study committee on strike finances before acting.

The Philadelphia resolution for elimination of ceilings and resolutions from North Jersey and Washington-Baltimore, offering varying solutions to the problem, while rejected by the Finance Committee, were referred to the special strike-finance committee.

The North Jersey proposal called for a combined seven-percent, year-round dues and assessment rate. The Washington-Baltimore proposal called for a three-percent assessment rate unless 500 or more members were on strike, when the IEB could raise it to four.

The IEB, at its postconvention meeting, tabled a motion by Joe Holt Anderson, Jr., of Washington-Baltimore to appoint a strike-finance committee consisting of Naughton, Murphy, ANG Secretary-Treasurer Charles A. Perlik, Jr., Washington-Baltimore Administrative Officer Brian L. Flores, North Jersey President

Donald W. Rosselet, Los Angeles President Dan Swinton and Toronto Executive Secretary Fred Jones.

It referred the question of the committee's composition to ANG's top officers for a recommendation at the board's fall meeting Oct. 23 through 26.

The convention, as part of its strike-finance action, changed the date for realization of a two-million-dollar Constitutional floor for the Defense Fund from Sept. 1 to Sept. 1, 1970. An emergency triggering assessments exists whenever the Fund is below the stipulated floor; at the end of June it stood at \$433,888.

The convention, in halting reimbursement by the Defense Fund for the salaries of international representatives on strike assignments, said the practice was "akin to giving a very sick patient a blood transfusion from an anemic donor."

The only source of new General Fund income to replace the reimbursement, it said, is an increase in local per-capita pay-

ments. The 10-cent increase it adopted, effective with July remittances, would yield an estimated \$26,100 a year, \$40,000 less than was received in reimbursements during the past fiscal year.

The new per-capita rate will be \$3.00½ per member per month, with all of the increase going to the General Fund.

In other actions, the convention:

► Adopted a 1969-70 budget of \$668,931, based on estimated income of \$689,702.

► Referred back to the IEB the question of automatic salary adjustments for full-time ANG officers through a formula such as one based on the percentage increase in reporter top minimums.

► Amended the Constitution to eliminate "unnecessarily cumbersome machinery" in routine ANG financial transactions by liberalizing check-signing requirements.

► Amended the Constitution to base dues and assessments on "regular weekly compensation"

rather than "pay."

The IEB was directed to prepare recommendations on what elements should be included in "regular weekly compensation," the convention suggested that it include shift differentials, bonuses, commissions, job differentials and regular overtime.

In the interim, Perlik told the convention, locals can continue to collect dues and assessments on the basis that they are presently doing.

The convention also amended the Constitution to provide that local dues schedules varying from the Guild's bracketed and percentage Model Dues Schedules must produce total income "at least equivalent" to that produced by the other two instead of "substantially equivalent."

And while concurring with an IEB interpretation that locals following such a schedule can collect dues on contract minimums rather than actual compensation, it termed this "an undesirable basis for collecting dues" and said it should be eliminated "as soon as practicable and possible."

PERLIK:

'Defense Fund Need Critical'

(Continued from Page 4)

financing. It wasn't, by the slimmest of margins, prepared to move as far as last year's convention preferred."

Perlik said the board's proposal, later approved by the convention and sent to referendum, "seeks to reflect the realities of that narrow division."

"The Board's proposal would add approximately 35 percent to the dollar value of one assessment—on current figures it would add about \$40,000 per month to present income of \$115,000.

...Woods

(Continued from Page 4)

cannot maintain such close contact on a daily basis as to adequately handle detailed matters," Woods said. "That falls to the executive vice president. Thus it makes ultimate sense to change titles and clarify the operation."

"My concern always has been that a working newspaperman be one of the three top officers. That would be true under the proposal. The duties, rights and privileges would remain the same. Only the titles would change."

"It would, as well, reduce the inequities in the present schedule to the point of meaningless differences and, just as importantly, start the process of moving the salary cutoff upward—raising the point at which the member ceases to pay assessments on his salary, irrespective of how large it grows."

The General Fund picture "is not any brighter" than that of the Defense Fund, Perlik reported. "The pinch of our emergencies and the pinch of a constant rise in the cost of doing trade-union business" helped produce a \$24,000 deficit in the last fiscal year, he said.

At the same time, he noted "per-capita averages, under the pressures of lost dues payments from members on strike, fell well below the anticipated annual average of 28,500, and so, of course, did expected income."

Perlik said there is little that can be done in the way of minor economies to meet the problem, and he termed it unwise "to tolerate for long one major money-saver," unfilled staff positions.

"That is false economy," he declared, "saving money on salary and expenses by not hiring people

who could be put to work finding and enlisting new dues-paying members."

But he noted several encouraging signs, including an increase in per-capita averages from last fiscal year's average of 27,873 to 28,951 in the first five months of 1969 and organizing gains in the past year higher than any in a decade.

Reviewing the 14 years in which he has been secretary-treasurer, Perlik cited an increase of 5,000 in Guild membership, a 50-percent increase in annual General Fund income and a tenfold increase in annual Defense Fund income.

"In short," he said, "we have built steadily, if not spectacularly; soundly, if not as swiftly as we'd all like."

"As in 1955 and the years ahead of it, 1969 and the '70s ahead of us are filled with challenges and demands, needs and wants, the unknown as well as the unpredictable. And ahead of us, too, are achievement and acclaim, victory fashioned out of the vision only experience can tailor and progress rooted in programs that have met the test of time and withstood its assault."

1969-70 ANG Budget

The following budget for fiscal 1969-70 was adopted by the Guild's San Antonio Convention:

Per Capita Taxes	
AFL-CIO	\$ 25,000.00
CLC	4,000.00
IFJ-IAFWNO	4,500.00
Total	\$ 33,500.00
Organizing and Servicing	
Salaries	
IRs	\$132,500.00
Secretary-stenos	3,600.00
Expenses	
IRs	40,000.00
Misc. organizing expenses	8,000.00
Total	\$184,100.00
Collective Bargaining	
Salaries	
Director	\$ 17,056.00
Executive secretary	13,234.00
Secretary-stenos	3,600.00
Statistician	10,582.00
Pension consultation	3,200.00
Expenses	
Personnel	3,500.00
Total	\$ 51,172.00
Research and Information	
Salaries	
Director	\$ 8,528.00
Assistants	18,928.00
Secretary-stenos	3,600.00
Expenses	
Director	500.00
Assistants	250.00
Books and periodicals	
Legal and bargaining services	550.00
Subscriptions	600.00
Other printed material	275.00
Publications and literature	
ANG Contract Survey	1,500.00
ANG Manual	2,000.00
Organizing and other	1,500.00
Training conferences	500.00
Miscellaneous	200.00
Total	\$ 38,931.00
Guild Reporter	
Salaries	
Editor	\$ 8,528.00
Assistants	18,928.00

Clerical Expenses	6,400.00
Editor	200.00
Assistants	500.00
Printing and mailing	33,000.00
Postage	10,000.00
Addressing	3,000.00
Pix and special material	2,000.00
Miscellaneous	500.00
Total	\$ 82,796.00
Administration	
Salaries	
Office manager	\$ 9,282.00
Secretary-stenos	10,800.00
Bookkeeping department	20,000.00
General clerical	6,500.00
Expenses	
Rent and maintenance	21,500.00
Stationery and supplies	7,000.00
Equipment and machinery	4,500.00
Telephone and telegraph	11,500.00
Repairs and improvements	5,000.00
Postage	4,500.00
Auditing	2,900.00
Insurance and bonding	1,500.00
Employee pension	13,000.00
Employee health and welfare	13,000.00
Directly-billed transportation	29,000.00
Miscellaneous	1,200.00
Total	\$156,932.00
Executives	
Officers' salaries	\$ 37,750.00
Officers' expenses	3,500.00
Total	\$ 41,250.00
Other Expenses	
Legal fees	\$ 10,500.00
Payroll and property taxes	12,000.00
Contributions and tickets	3,000.00
Brown Award	1,000.00
Brown Award expenses	750.00
Guild Service Award	1,000.00
Delegates and committees	2,500.00
IEB meetings	14,500.00
Severance-pay provisions	12,000.00
Convention reserve	12,000.00
Convention expense above reserve	8,000.00
AFL-CIO Convention	2,000.00
IFJ-IAFWNO conventions	1,000.00
Total	\$ 80,250.00
GRAND TOTAL	\$668,931.00

Perlik, Flores Vie for Top ANG Executive Job

(Continued from Page One)

Program.

The convention nominated seven candidates for the six at-large vice president's seats: Six—incumbents Barney Peterson of San Francisco-Oakland, Harry E. Ryan of New York and James G. McMahon of Detroit and James Young of Vancouver-New Westminster, John C. Edgington of Columbus and Joseph B. Downey of Detroit—will run with Perlik and Crocker. The seventh, Warren E. Howard of Washington-Baltimore, is associated with Flores.

Vying in the four regional contests are Donald W. Rosselet of North Jersey, and Edward J. Schrode of Wilkes-Barre in the Northeast, Clifford L. Huffman of Memphis and incumbent Joe Holt Anderson, Jr., of Washington-Baltimore in the South, George McCormick of Twin Cities and incumbent Noel L. Wical of Cleveland in the Midwest, and Ross Miller and incumbent Glen Ogilvie, both of Toronto, in Canada.

The only roll-call vote on nominations eliminated Joseph T. Martin of Philadelphia from the Northeast regional contest. He received 12 votes to 36 1/3 for Rosselet and 29 for Schrode.

Paul A. LaBrecche of Pawtucket, who had announced his candidacy, withdrew during the convention in favor of Rosselet.

Retiring Executive Vice President William J. Farson announced his support of Perlik and Crocker at the convention's closing session, and this week Woods was named honorary chairman of the Committee to Elect the Perlik-Crocker Team.

Former Wire Service President Harry S. Culver was named chairman of the committee and ANG Collective Bargaining Director J. William Blatz was named finance chairman.

Perlik's nomination was made or seconded by 45 delegates from 38 locals representing almost 26,000 of the Guild's 31,000 members. Flores received the support of nine delegates from six locals, representing some 3,700 members.

Supporters of Flores and Sweet campaigned intensively during the convention, distributing buttons and pasting stickers throughout the hotel, placing campaign letters in delegates' mailboxes, distributing campaign kits to every table and festooning the hall on the final day with a banner and poster display.

The convention, in adopting a Constitution Committee report amending the Constitution to change the titles of the Guild's top officers, said it was doing so "to streamline and improve ANG's relationship and communication with the trade-union world."

It termed the existing titles



Ballot Lottery

ANG Secretary-Treasurer Charles A. Perlik, Jr., dips into the bag in a drawing for ballot position conducted by the International Election and Referendum Committee. IERC members supervising are,

clockwise, Irvin Moss of Denver, Fred Seguin of Ottawa, Roberta Bailey of Philadelphia and George Holmes of New York. Perlik drew the top spot in the contest for president.

"confusing," pointing out that prevalent trade-union practice is to "make titles of officers correspond with their delegated duties," a practice it said has not been followed by ANG.

A minority report, spearheaded by New York delegates but rejected by the convention, would have referred the matter back to the IEB for study and a report to next year's convention. It said there was no "urgent need for change" and held that "fresh and

undesirable confusion might result from changing the title of 'president' to 'international chairman'."

Farson, replying to a question on whether the title of executive vice president had handicapped his functions, said that while it did no serious damage, when dealing with other unions it was "like sitting on the second team."

Opponents of the change argued, in floor debate, that the president's title should be re-

served for "a rank-and-file newspaperman," citing its origin with Heywood Brown, the columnist who was the Guild's founder and first president.

But supporters of the change maintained that the Guild should not be tied by tradition, pointing out that Woods, the incumbent president, favored the change.

Following the roll call on referral, an amendment by Christopher Chandler of Chicago to eliminate the six at-large vice presidents and elect two from each region was rejected.

The convention, in order to make it possible to hold the international election simultaneously with the assessment referendum, amended the Constitution to make the dates for voting eligibility May 1, June 1 and July 1 and the deadline for per-capita remittances July 15 instead of Aug. 15 for this year's election.

Perlik notified locals of the requirement last week. He also cited new rules adopted by the outgoing International Election and Referendum Committee requiring the appointment of local election committees and the posting of the committee members' names, the times and places of voting and the election rules on plant bulletin boards 15 days in advance of the Aug. 21-26 voting period.

The IERC, meeting at the close of the convention, fixed the voting period and set July 31 as the date on which it will meet at ANG headquarters in Washington to approve eligibility lists and mail out ballots.

Ballots will be counted by locals Aug. 26, and the deadline for posting returns to the IERC will be midnight Aug. 28. The IERC will meet early in September to tally the returns.

Brennan, the new New York regional vice president, had been scheduled to attend the convention as a New York delegate but suffered a shoulder fracture the day before his scheduled departure when he was knocked over by his St. Bernard dog.

Brennan is chairman of the Guild's unit at the New York Times, where he is a financial statistician.

Brennan has served on the local executive board for three years and has been a representative assembly member for a decade. He has been a member of both the unit's human-rights and human-relations committees and is a trustee of the Guild-Times Scholarship Fund.

The convention paid tribute to five outgoing vice presidents—Eisenberg, Thomas M. Buckley, Jr., of Pawtucket, George M. Muldowney of Wire Service, Robert D. Nordin of Vancouver-New Westminster and James H. White of Memphis.

"We thank them for their service," a convention resolution said. "We wish them success and health and happiness. And we assure them that we shall try to carry on the great work that has bound us together."

Region 1 Roll Call

Following is the result of the roll-call vote for the nomination of two candidates to run for international vice president from Region 1, involving Donald W. Rosselet of North Jersey, Edward J. Schrode of Wilkes-Barre and Joseph T. Martin of Philadelphia.

Local	Rosselet	Schrode	Martin
Albany	—	5	—
Boston	10	—	—
Brockton	2	—	—
Buffalo	—	—	7
Erie	—	3	—
Hudson County	—	2	—
Lehigh Valley	—	3	—
Manchester	3	—	—
North Jersey	4	—	—
Pawtucket	2	—	—
Philadelphia	—	9	5
Pittsburgh	3	—	—
Portland	4	—	—
Providence	4	—	—
Salem	3	—	—
Seranton	—	3	—
Wilkes-Barre	—	4	—
Wire Service	1 1/3	—	—
Total	36 1/3	29	12

28-to-1 Shot Wins

San Antonio, Tex.—The odds against it were 28 to 1—but ANG Secretary-Treasurer Charles A. Perlik, Jr., and all seven candidates running on his slate in next month's international elections will occupy lines above those of Brian L. Flores and the candidates associated with him.

A drawing for ballot position conducted by the International Election and Referendum Committee gave Perlik the top line over Flores in the contest for president and Crocker the top line over Ned Sweet for secretary-treasurer.

Then the top six positions in the contest for at-large vice presidencies went to candidates on Perlik's slate—James Young, James G. McMahon, Barney Peterson, John C. Edgington, Harry E. Ryan and Joseph B. Downey, in that order, leaving Warren E. Howard the seventh.

In the regional vice president's contests, Donald W. Rosselet drew the top line over Edward J. Schrode, Clifford Huffman over Joe Holt Anderson, Jr., George McCormick over Noel L. Wical and Ross Miller over Glen Ogilvie.



PHILIP BRENNAN



The Campaign Starts

Washington-Baltimore Guild President Raymond G. Dick rises to nominate Brian L. Flores, his administrative officer, for ANG president. Flores is seated center under display of campaign posters hung by the Washington-Baltimore delegation.

The ANG Candidates and Their Records

Following are the records of the candidates who will appear on the ballot in a membership referendum for election to ANG office Aug. 21 through 26. Two candi-

dates are competing for president, two for secretary-treasurer, two each for vice presidencies in Region 1 (Northeast), Region 2 (South), Region 3 (Midwest) and

Region 6 (Canada), and seven for six at large vice presidencies. The candidates were nominated at last month's ANG Convention.

President

Charles Perlik

Charles A. Perlik, Jr., ANG secretary-treasurer since 1955, served as president of the Buffalo Guild in 1951, when he worked as a general-assignment reporter for the Buffalo Evening News.

He began his newspaper career in 1942 as a copy boy with the International News Service, later going to United Press's Pittsburgh and Chicago bureaus as a newsman.

Perlik was elected ANG secretary-treasurer after serving as an international representative for three years, mostly in Canada. He has served as cochairman of the Inter-American Federation of Working Newspapermen's Organizations, which he helped organize in 1960. He has a master's degree in journalism from Northwestern University.

Brian Flores

Brian L. Flores, 34, administrative officer of the Washington-Baltimore Guild since 1966, joined the Guild as a copy boy at the old Washington Times-Herald in 1953. When the paper folded, he moved to the Post as an advertising artist, advancing to assistant to the chief of copy service and serving as steward and unit vice chairman.

Joining the local's staff on a part-time basis in 1963, to organize at the Washington Star, Flores became a local representative in 1964. He was assigned to an organizing campaign that increased membership at the Baltimore Sunpapers from 38 to over 200 members.

He was a leader of a seven-week strike at the Sunpapers in 1965 and a 7½-month strike at the Bureau of National Affairs.

James Young

James Young is serving his first term as president of the Vancouver-New Westminster Guild. He previously served as an executive-committee member and vice president.

A circulation district advisor for the Vancouver Province, he has been on several negotiating committees and is one of two Guild representatives to the Vancouver Council of Newspaper Unions.

Young was chairman of this year's ANG Convention Rules Committee and the convention's Canadian caucus.

James McMahon

James McMahon, president of the Detroit Guild, is seeking his second term on the IEB. A display-advertising salesman at the Detroit Free Press, he has served more than six terms in local office and was Guild benefits chairman during a 17-week Pressmen's strike in 1964 and a three-week lockout in 1962.

A member of the IEB's Organizing and Appeals committees, McMahon also serves on his local's human-rights committee.

He has been grievance chairman at the Free Press and delegate to the Detroit Council of Newspaper Unions.

Barney Peterson

Barney Peterson, a three-time president of the San Francisco-Oakland Guild, has served on the IEB since 1965.

A photographer for the San Francisco Chronicle, he was one of the signers of a public call to organize the Guild in San Francisco. He has been Chronicle unit chairman and heads the IEB's Collective Bargaining Committee.

Peterson is director of ANG's boycott against advertisers in the Los Angeles Herald-Examiner and has served as chairman of Credentials and Resolutions committees at ANG conventions.

John Edgington

John C. Edgington, an ANG international representative from 1965 to 1968, is a past president and secretary of the Columbus Guild. He is a circulation district manager for the Columbus Dispatch.

A former treasurer of the Pennsylvania - Ohio - Indiana District Council, he has been a Guild member for 13 years.

He has attended every Guild convention since 1961, serving as a circulation-panel chairman and as Research and Information Committee chairman at this year's convention.

Harry Ryan

Harry E. Ryan, vice chairman of the New York Guild's Daily News Unit, is seeking his second term on the IEB.

A member of the News editorial staff for 25 years, he has been active in the Guild since

At Large Vice Presidents

1953, serving as unit chairman and as a member of the local's executive board.

He has served as a delegate to seven ANG conventions and was elected an ANG vice president in 1967, serving on the IEB's Constitution, Organizing, Finance, Guild Reporter and Research and Information committees.

Joseph Downey

Joseph B. Downey, in his second term as president of the Boston Guild, has been a promotion and feature writer at the Boston Herald-Traveler for 14 years, serving as Guild unit chairman and a bargaining committeeman.

He has been a delegate to seven ANG conventions, serving as a Guild Reporter and Rules chairman. He is a journalism graduate of Boston University.

Downey has served seven years on his local's executive committee, five years as shop steward and six years as a delegate to the New England District Council.

Warren Howard

Warren E. Howard, chairman of the Guild's Washington Star Unit, has been a Guild member since 1966, when he helped organize the editorial and advertising departments of the Pottstown Mercury. He worked previously as a reporter at the Delaware County (Pa.) Daily Times.

Howard became a copy writer at the Washington Star in 1968 and was later promoted to assistant city editor.

He was formerly education director of International Ladies Garment Workers' Local 42 in Philadelphia.

Region 1 Vice President

Donald Rosselet

Donald W. Rosselet, assistant city editor of the Elizabeth Daily Journal, is serving his third consecutive year as president of the North Jersey Guild. He has been a delegate to four successive ANG conventions.

Rosselet has participated in bargaining five contracts, serving as chief negotiator in three negotiations this year. He also heads his local's grievance committee.

In 1965, when printers were locked out at the Perth Amboy News, he led his unit in honoring the picket line.

Edward Schrode

Edward J. Schrode, a charter member of the Wilkes-Barre Guild, has been secretary of the local since 1955 and an officer for nearly 30 years.

A veteran of three strikes, he has been secretary of the Middle Atlantic District Council for two years. Schrode helped organize the three Wilkes-Barre papers, joining the Morning Record in 1936 as an office boy and working since as a reporter, copyreader and assistant sports editor.

He has attended several ANG conventions, his first in 1940.

Region 2 Vice President

Clifford Huffman

Clifford L. Huffman, president of the Memphis Guild, is the first advertising-department employee to hold that position. An active Guild member since 1958, he has served as unit chairman, second vice president and first vice president.

Twice chosen "Guildsman of the Year" by his local, he has served on six contract negotiating committees and has attended five ANG conventions.

Huffman led the local in its 10-day strike at Scripps-Howard's Memphis papers early this year after helping organize a 55-man maintenance department.

Joe Anderson

Joe Holt Anderson, Jr., former president of the Washington-Baltimore Guild, is a former chairman of its unit at the Washington Post, where he is editor of its magazine section.

In 1967 Anderson received ANG's Guild Service Award, having won the Washington-Baltimore Guild Service Award in 1965. He was elected to the IEB in 1967.

Before coming to Washington he was secretary of the Twin Cities Guild and chairman of its Minneapolis Star and Tribune Unit. He has attended nine ANG conventions.

Region 3 Vice President

Geo. McCormick

George McCormick, in his second term as president of the Twin Cities Guild, is a member of the Midwest District Council executive committee.

He became secretary of the local soon after joining the St. Paul Pioneer Press in 1965, where he was unit chairman before moving to the Minneapolis Tribune in 1967. McCormick has served as assistant editor of the local's Page

(Continued on next page)

Noel Wical

Noel L. Wical, a former president of the Cleveland Guild, is seeking his fourth term on the IEB.

He was president of the local at the start of its 129-day strike in 1962 after serving four terms as vice president. Later he became unit chairman at the Cleveland Press, where he is a copyreader. He has also been chief steward.

Wical has been chairman of the

(Continued on next page)

Secretary-Treasurer

Robert Crocker

Robert Crocker, two-term secretary-treasurer of the Wire Service Guild, is Statehouse correspondent of the Associated Press's Maine Bureau. He was elected local president in 1963 after serving two years as secretary-treasurer and chairman of the local's AP national committee.

Earlier, while working for the Worcester (Mass.) Evening Gazette, he served as the old Worcester Guild's first president. A member of the Portland Guild before the Wire Service Local was organized, he was a member of the new local's constitutional assembly in 1957.

Crocker was chairman of AP negotiating committees in 1966 and 1968 and was Collective Bargaining chairman at ANG's 1966 Convention.

John (Ned) Sweet

John (Ned) Sweet, secretary and former president of the San Antonio Guild, has held virtually every office in the local, including two terms as president and two as secretary, since he joined the staff of Hearst's San Antonio Light as a sports writer 12 years ago.

Sweet, chairman of the local's organizing committee, helped organize the Light maintenance department and its circulation district managers, news dealers and street vendors, as well as the staff of the Alamo Messenger.

Serving his second term as secretary of the San Antonio AFL-CIO, Sweet has served as secretary-treasurer of two AFL-CIO rent-subsidy housing projects and is a trustee of the San Antonio Guild's own rent-subsidy housing project.



Welcome Back

Secretary-Treasurer Charles A. Perlik, Jr., left, congratulates President James B. Woods on the latter's return to office following his nomination by the convention without opposition.

IT SEEMS

TO US

Experience Deemed Preferable to Youth

CULVER CITY, CALIF.

Editor:

The critical nature of the Guild's finances became very clear to everyone attending the convention in San Antonio. The critical nature of the assault on our locals in several parts of the country became even clearer to those of us at San Antonio. The critical nature of what is happening to us in Los Angeles has been clear to every Guild member ever since Hearst launched his union-busting attack here over 18 months ago.

In other words, these are critical times for the Guild, and I, for one, do not find anything very convincing or appealing about the main argument we heard at San Antonio in support of the candidacy of the Flores-Sweet ticket. We were urged to vote for them because they are "youthful."

Let's face it—if these candidates could cite "experience" as a qualification, they'd have done so. They can't—and since they can't, they substituted the word "youthful."

In these critical times, I'll take experience—and the Woods-Perlik-Crocker team has that in abundance, in addition to being a long way from qualifying for Medicare.

DAN SWINTON
President
Los Angeles Guild

Flores Team to Work For Assessment OK

WASHINGTON, D.C.

Editor:

It is possible to defeat an opponent without killing him. It is possible to practice politics gracefully without hurting the Guild or attempting to disrupt the function of any Guild local.

This belief characterizes the

candidacies of Brian Flores and Ned Sweet. It represents a style and manner so different from the political practice of the present administration that it is for me the biggest reason why I support Flores and Sweet.

I know for one thing that Flores, Sweet, Warren Howard and I, though not a slate as such, will work together side by side with the administration in campaigning for overwhelming approval of the proposed assessment rates which will go to referendum at the same time as the election of officers.

I hope all other candidates will do the same.

JOE HOLT ANDERSON, JR.
International Vice President

Perlik Support Seen As Overwhelming

ERIE, PA.

Editor:

Some quick calculations from the Friday-morning parade for Perlik in San Antonio show that 45 delegates from 38 of the 62 locals there either nominated or seconded him. Crocker was right behind.

Those locals represent almost 26,000 of the 31,000 members the Guild has.

His opponent got the nomination from his own local, (1,821 members) and seconds from all or part of five others whose memberships (giving him the full benefit of the split locals) total 1,892.

Let's get it over with and move on to important business.

RICHARD J. RAMSEY
Vice President
Erie Guild

Flores Seen Devoted To Organizing Effort

WASHINGTON, D.C.

Editor:

I am writing to appeal for votes for Brian Flores, for two simple reasons: He stands for

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 referenda 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.

organization, and he is responsive.

In an age when newspapers are getting ever richer and when such heretofore helpless groups as migrant farm workers are fighting for their rights to collective bargaining, it is absurd—and shameful—that the membership of the American Newspaper Guild has been either steady or declining. Brian Flores represents the opposite tradition, the tradition of organizing the unorganized.

The Washington-Baltimore Newspaper Guild, which produced him as a Guild leader, is the fastest-growing local in the country. He has been a moving force in this growth and can be expected to be the same on the national level.

In a time when more and more people feel themselves cut off from the "leaders"—be they politicians or union officials—who supposedly "represent" them—Brian Flores consistently treats his constituents with attention and respect. He is tough but fair and flexible in argument. He can be expected to represent the legitimate concerns of the membership and to lead when the occasion requires.

The times call for Brian Flores and Ned Sweet.

J. V. REISTRUP
Chairman
Washington Post Unit

Perlik Slate's Record Of Leadership Cited

ROSEMead, CALIF.

Editor:

Our members shouldn't lose sight of some interesting statistical comparisons between the two teams vying for the honor of leading the Guild, to wit:

1. The Woods-Perlik-Crocker combination brings us 77 years of Guild membership, while their opponents can put together only 24 years.

2. Out of the Woods-Perlik-Crocker team we can draw on 28 years of officership at the ANG level. From their opponents — zero years.

3. Perlik himself has more than three times as much experience and service in full-time Guild employment as the opposing candidates combined.

Let's think hard before we turn the important job of running our union over to someone who would have to look for the front door.

CELINDA LYON
Secretary
San Francisco-Oakland Guild

Flores Seen Melding Youth, Experience

WASHINGTON, D.C.

Editor:

As a former member of the San Francisco-Oakland Guild, I wish to call the attention of your readers to Brian L. Flores, the young man who is running for the ANG's top executive post.

The contract he negotiated at the Washington Star last December included an increase in the top scale from \$210 to \$260 a week over three years, plus a compression of the time needed to reach top minimum from seven to four years.

Brian has also led the Washington-Baltimore Local in tackling problems outside the immediate realm of bargaining and organizing. For instance, he played a key role in setting up a day-long seminar on relations between minority groups and the press which our local conducted last month. The seminar drew considerable praise from leaders of the black community here.

At 34, Brian Flores is young enough to communicate with new and youthful members who are joining the Guild every day and yet thoroughly experienced in un-

ion leadership.

I would hope that ANG members like myself, who feel our present national leadership needs some new blood, will support Brian Flores in his bid for president of the ANG.

WALTERENE SWANSTON
Washington-Baltimore Guild

Woods, Perlik, Crocker Seen As Strong Team

SIoux CITY, IOWA

Editor:

I register my support for Jim Woods and Chuck Perlik, who have given valuable service to ANG, and for Bob Crocker, who, along with them, will make a valuable contribution, in my opinion, to the future of our union.

Holder of ANG's top honorary post since 1967, an IEB member 14 years, a leader at every level in the St. Louis Guild, including the presidency, Jim Woods has long been a steady influence in Guild affairs.

Chuck Perlik's 14-year record of service as ANG secretary-treasurer is known to all. Before that, he was an IR for three years, preceded by leadership in his local, including the presidency of the Buffalo Guild. He has given ANG aggressive, imaginative, creative leadership. As he seeks the chief executive post, he has my wholehearted backing.

I'm impressed with the background of Bob Crocker: Wire Service Guild president for three terms, secretary-treasurer for one, member of the WSG bargaining committee, Guild membership of nearly 25 years, including office as president of a small local. I am convinced that he will be a strong member of the leadership team that ANG needs.

HARVEY M. SANFORD
President
Sioux City Guild

Flores's '64-'65 Work At Sunpapers Cited

BALTIMORE, MD.

Editor:

Since my employment with the Sunpapers in 1960 I have been

(Continued on next page)

The Candidates

Geo. McCormick

(Continued from Page 16)

One book and as chairman of its Gridiron show.

He first joined the Guild in Madison as a reporter for the Capital Times.

Noel Wical

(Continued from Page 16)

IEB's Constitution Committee and has served as a member of its Research and Information, Guild Reporter and Collective Bargaining committees.

Region 6 Vice President

Ross Miller

Ross Miller, a Toronto Star Delivery employee, has served five terms as Canadian District Council president, three terms as president of the Conference of District Councils and 16 years as an officer of the Toronto Guild.

Miller served four terms as unit vice chairman, three terms as second vice president of the local and six as its first vice president. He has also been a shop steward.

He has attended seven ANG conventions as well as conventions of the Ontario Federation of Labour and the Ontario Federation of Printing Trades Unions.

Glen Ogilvie

Glen Ogilvie, a four-time president of the Toronto Guild, is seeking a second term on the IEB. Ogilvie helped organize the Toronto Guild in 1949 at the Toronto Star, where he is a copy-reader.

Since then, Ogilvie has served as a steward, executive-board member, unit chairman and delegate to the Canadian District Council and the Toronto Council of Newspaper Unions.

Ogilvie is a member of the IEB's Organizing, Research and Information and Guild Reporter committees.



Retirement

Leaving the International Executive Board, three retiring vice presidents find a new melancholy in Rollin Kirby cartoon on the passing of Heywood

Broun, the Guild's founder and first president. From left, Thomas M. Buckley, Jr., Robert D. Nordin and George M. Muldowney.

IT SEEMS

TO US

(Continued from Page 17)

active in Guild work, serving in various capacities from shop steward to local secretary and unit vice chairman. One of my greatest satisfactions was in helping to organize the classified phone room and other departments at the Sun.

In 1964 I had the pleasure of meeting Brian Flores, then local representative of the Washington Newspaper Guild, for the purposes of discussing a merger between Washington and Baltimore.

I watched Brian work vigorously during an NLRB election at the Sun . . . I saw him make contacts and organize the Guild throughout the building . . . I worked with Brian during the Sunpapers strike in 1965 and selected him as my choice for administrative officer of the Washington-Baltimore Newspaper Guild.

As administrative officer, Brian negotiated the current contract at the Sun—the best we've had. Brian has gained respect from Sun management as well as Guild members. He always works diligently with one thought in mind: "What more can I do for the betterment of the Guild?"

As president, Brian Flores will offer young, new, invigorating ideas. He is my choice; I hope he will be yours.

DOROTHY A. STRUZINSKI
Former Secretary
Washington-Baltimore Guild

Perlik, Crocker Seen Militant, Experienced

OKLAHOMA CITY, OKLA.

Editor:

Wire Service Guild delegates to the recent ANG convention nominated for ANG secretary-treasurer former Wire Service President Bob Crocker and again endorsed the candidacy for Guild office of Chuck Perlik, this time for president.

Both Crocker and Perlik are seasoned Guild leaders. Crocker, a 22-year Associated Press newsman, was one of the founders of WSG and since its founding has been an active, progressive leader of the local. He served a record three terms as WSG president and two as secretary-treasurer, has served five times as a member of

the Guild-AP negotiating committee and ten times as a local convention delegate.

Perlik has been ANG secretary-treasurer for 14 years. During that time WSG members have come to know him personally as a highly competent, energetic and resourceful leader.

Those of us in WSG who have worked with these two men urge you to vote for them. Perlik and Crocker will bring to ANG the qualities of leadership our union needs in this critical period: militancy and aggressiveness, new ideas and fresh approaches, strengthened by long experience in and understanding of Guild affairs.

STELLA ROBERTS
Chairman
AP National Committee
Wire Service Guild

Flores's Objective Seen Strengthening Guild

BALTIMORE, MD.

Editor:

It has been my pleasure to work very closely with Brian Flores, administrative officer of the Washington-Baltimore Newspaper Guild, since the merger of the two locals. Through Brian I have learned what it means to be a part of the Guild and working for others.

Brian has always worked very hard in many and varied duties and has always done a great job well worth commending. His only goal was and is to make the Guild stronger and better in every respect for its members. I know that Brian is capable and most qualified for the position he seeks.

My vote will be cast for Brian Flores for president of the American Newspaper Guild. Why not join me and mark your ballot the same.

GARY JAMES, JR.
Former Chairman
Baltimore Sunpapers Unit

Sweet Draws a Question On Finance Withdrawal

ALTADENA, CALIF.

Editor:

I was puzzled by one piece of business at the 1969 Guild convention in San Antonio and too

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 referenda 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.

busy to get the answer before I left:

One of the candidates for secretary-treasurer, Ned Sweet, removed himself from the convention Finance Committee on opening day and asked for assignment elsewhere.

Seems to me the logical place for a guy who hopes to run the Guild's financial affairs is on the financial committee that decides the union's fiscal policy. How come?

NICK ABRAHAM
Treasurer
Los Angeles Guild

Howard's Candidacy At Large Explained

WASHINGTON, D.C.

Editor:

Why is Warren Howard running for the IEB at large instead of seeking Joe Anderson's Region 2 spot?

Tom Murphy suggested to me in 1967 that we run Joe in the region, saying it was the senior spot, and also in 1967 two at-large incumbents ran against each other for "promotion" to their region.

In March our local endorsed Joe for re-election in the region. In April Joe approached the administration about finding a Southerner to seek the at-large spot being vacated by Jim White. Among the names he mentioned was Clifford Huffman, but the administration spokesman he talked with was cool to the idea.

Only then did we discuss running Warren. As a black man, he did not want to be tokenistically installed by fiat of his local; since too many people say, rightly or wrongly, that our local has a lock on the region. He preferred to be voted up or down on his merits.

Finally, Joe's newspaper origins

are Southern; Warren's are Californian, Pennsylvanian and national.

ROBERT L. ASHER
Former President
Washington-Baltimore Guild

McCormick Leadership In Local, District Cited

CHICAGO, ILL.

Editor:

George McCormick, a candidate for vice president of Region 3, is a dynamic Guildsman with a tremendous potential for leadership.

McCormick, 30, is now in his second term as president of the Twin Cities Newspaper Guild after serving as secretary and executive board member of that local. He has also demonstrated his talent as a leader at meetings of the Midwest District Council, which he has attended regularly.

As a candidate, he has promised to improve communications and the exchange of information in the region by reviving the practice of sending out newsletters on a regular basis—a tradition established by Jim Woods when he was regional vice president.

It is my belief that the election of McCormick will be an important step toward revitalizing the activities of locals in the region and thereby strengthening the American Newspaper Guild.

LARRY GREEN
Vice Chairman
Chicago Daily News Unit

Anderson Seen Battler For Advertising Men

WASHINGTON, D.C.

Editor:

I find it ironic that an advertising salesman is trying to stop Joe Anderson from continuing his great work for the Guild and particularly for its Southern members.

Since Robert F. O'Connor, retail salesman and Guild martyr, left Joe's unit, no one has worked so hard as Joe to achieve dignity for salesmen. He battled hard for the approximately \$90 raise which brought classified salesmen to parity in a pioneer settlement won by his unit.

As an IEB member, he was a principal author of the present policy that any contract should provide progress toward parity between key classifications in editorial, circulation and advertising—and that classified-ad men achieve parity with retail and national.

The only issues I've ever known him hotter on are union security and progress of the Guild in the South.

TOM LANDOR
Washington-Baltimore Guild

Experience and Ability Seen Downey Assets

BOSTON, MASS.

Editor:

In behalf of our local, it was my privilege at convention to nominate Joseph B. Downey for international vice president at large.

Joe has the desired combination of experience and ability which are necessary to make a meaningful contribution to the top leadership of the Guild.

He has been president of the Boston Guild during the three

years I have served as administrative secretary and has participated fully in its activities, demonstrating interest in the affairs of the smallest to the largest unit.

After the 1966 31-day strike by the Boston printers and papers, the Boston Guild was cited for its support, a support later returned through numerous rank-and-file pledges during our negotiations.

In his 14 years as a Guildsman he has also served as shop steward for five years, local executive-committee member for seven years, delegate to seven conventions and as chairman of our largest unit. His negotiating experience includes round-the-clock bargaining that preceded our strike at the Haverhill Gazette, and his participation continued until the strike was terminated.

We in Boston feel that an administration headed by Chuck Perlik and Bob Crocker will be enhanced by Downey's experience, imagination and independent thinking.

ROBERT E. BRUNER
Administrative Secretary
Boston Guild

Ex-Peterborough Head Cites Miller Support

TORONTO, ONT.

Editor:

As the former chairman of the Peterborough Examiner Unit in Ontario, which recently concluded an unsuccessful strike against Lord Thomson's empire, I wish to express my gratitude to Ross Miller, who is a candidate for Region 6 on the International Executive Board.

In our efforts to seek local benefits that would augment international benefits in such a way as to properly maintain our tiny group in the face of overwhelming odds, we found an active friend in Ross Miller. As first vice president of the Toronto Newspaper Guild at that time, he was a friend at the top and made a sizable contribution to the battle which we gave Lord Thomson, from which he is still smarting.

MIKE HULME
Toronto Guild

'Keeping Lines Open' Is McCormick Pledge

ST. PAUL, MINN.

Editor:

Those of us who know George McCormick best—fellow members of the Twin Cities executive board—commend him to all Guildsmen in Region 3 and say we feel that he will be an intelligent.

(Continued on next page)

Date Change

The Guild Reporter's first August issue, which will contain statements by candidates in ANG's Aug. 21-26 referendum, will be moved up from Friday, Aug. 8, to Tuesday, Aug. 5, in order to reach a maximum number of members before the referendum.

The deadline for letters and political advertising in that issue will be Tuesday, July 29. Political letters in both the Aug. 5 and July 25 issues, however, will be limited, under ANG Convention action, to rebuttal of material already printed.



First Lady's Reception

Hattie Woods, left, wife of ANG President James B. Woods, chats with Blanche Farson, center, wife of Executive Vice President William J. Farson, and

Barbara Allen, wife of ANG International Representative Ed Allen, at sherry reception in Mrs. Woods's honor during the San Antonio Convention.

IT SEEMS

TO US

(Continued from Page 18)

gent, aggressive, imaginative member of the IEB.

We say that because we have worked with George in the Twin Cities in Guild activities ranging from bargaining and grievances to service on the Guild Memorial Lecture committee, with a number of other efforts in between.

George has made it known that he feels communication between the leadership and the rank and file is one of the most important issues any Guild leader can address himself to. He has pledged to give priority to keeping the lines open between Guildsmen in the shop and the IEB. He feels that leaders must seek out Guildsmen's views; communication should not be one way.

We assure you that, based on his activity in the Twin Cities, George will do exactly what he says.

We have found George an outstanding member of our executive board, which he has directed as president the last two years. We believe you will have the same experience if you elect him to the IEB.

JOHN CONNELLY
Vice President
Twin Cities Guild

Howard Energy, Dedication Cited

WASHINGTON, D.C.

Editor:
I am writing in support of the candidacy of Warren Howard, chairman of the Washington Star Unit, who is running for an at-large seat on the International Executive Board of the American Newspaper Guild.

As former president of the Providence Newspaper Guild, I am well aware of the service which is provided to the locals by the board and its role in guiding the union in contemporary society.

As vice chairman of the Star Unit, I know Warren Howard's dedication to the principles of the Guild and his energy in working for the solution of today's problems.

Warren Howard is black, and the ANG does not have one black man in its hierarchy in the year 1969. But that's not why you should vote for him. You should vote for him because he is an outstanding Guildsman who wants to get things done and knows how.

RONALD SARRO
Washington Star Unit

Unit Chairman Cites Downey's Devotion

BOSTON, MASS.

Editor:

I give my unequivocal support to the candidacy of Joseph B. Downey, president of the Greater Boston Local, for the post of international vice president at large.

As chairman of the largest unit within the Greater Boston Local, I have had ample opportunity to work closely with Mr. Downey for several years, and I have great admiration for his talents as a labor leader and for his devotion to the Guild.

I know of no man who has worked harder to further the cause of the Guild. I am convinced that if he is elected international vice president he will work even harder.

With Bob Downey on the IEB, working with the team of Chuck Perlik and Bob Crocker, we will be assured of the most progressive years the Guild has known.

DAVID L. BEATON
Chairman
Boston Herald-Traveler Unit

Strong, Vital Guild Seen Anderson, Howard Goal

CHATTANOOGA, TENN.

Editor:

The success of the Guild cannot be measured by completely irrelevant comparisons with other unions. The comparisons of wages with other unions neither indicates the health nor spirit of the Guild.

Educated workers should be more militant than other labor organizations, not less. And the Guild should lead the way, organizing and bargaining, growing on its own strength.

Each officer and Guild member should realize he is part of the whole, not just fighting for himself but for everyman in the Guild as everyman should fight for him.

Two of the candidates for seats on the International Executive Board, Joe Anderson, running in Region 2, and Warren Howard, running at large, are offering the hope that the Guild can be a healthy, living and strong union.

With only 31,000 members, the Guild needs officers who believe in working and winning. We need Anderson and Howard. They want to do the job right and have shown they can in their Washington-Baltimore Local.

CHRIS FRENCH
Wire Service Guild

Official Election Notice

Contests for the office of President, Secretary-Treasurer, Vice President from Regions 1, 2, 3 and 6 and for Vice Presidents at Large resulted from nomination of candidates for the respective offices at the 36th Annual Convention June 23-27, 1969, in San Antonio, and the International Election and Referendum Committee has set the timetable for a referendum election to determine which candidates shall hold the respective offices for the biennium beginning Oct. 15, 1969. This is your official notice that a referendum will be held for that purpose.

The 36th Annual Convention also directed that a change in the rate of international assessments be submitted to the membership for its approval or disapproval in a referendum election. This is your official notice that a referendum election will be held for that purpose.

Both referenda will be conducted simultaneously during the six-day period Aug. 21 through Aug. 26, 1969, in accordance with the IERC's decision following the 36th Annual Convention.

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 referenda 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.

McCormick Lauded For AP Strike Aid

RICHFIELD, MINN.

Editor:

I heartily support George McCormick for the office of Region 3 vice president on the International Executive Board.

He has been an active Guildsman on the Twin Cities scene, and this was underscored last January when Wire Service Guildsmen struck the AP. He and other members of the Newspaper Guild of the Twin Cities helped man the picket lines, gave us moral support and a monetary donation for doughnuts and coffee.

His interest in unionism on the local scene would be well applied in national matters.

JOHN LUNDQUIST
Midwest Representative
AP National Committee
Wire Service Guild

Howard-Anderson Duo Seen Young, Militant

CHATTANOOGA, TENN.

Editor:

Southern Guild members who think the American Newspaper Guild can grow, who believe most newspaper employees should belong to a union and who want to understand and control their union can do something about it by voting for Joe Anderson, candidate for vice president from Region 2, and Warren Howard, candidate for vice president at large.

Anderson and Howard are members of the Washington-Baltimore Local, the first in the Guild to negotiate a \$200 top minimum and now one of the most active, aggressive locals in the international.

Anderson has been on the International Executive Board for two years. Often in the minority on the IEB, he has been a combination of the old, now often weak labor militancy and a young eagerness to go further, do more and win.

Adding Warren Howard to the IEB, regardless of who wins the two top posts, will add some of the young determination, honesty and intelligence the board needs.

I ask members who care about the Guild to vote for Joe Anderson and Warren Howard.

EWING CARRUTHERS
Chattanooga Guild

McCormick Record In Madison Cited

MADISON, WIS.

Editor:

As president of Madison's Local 64, the membership has asked me to do what I can to urge all Guild members in Region 3 to vote for

George McCormick for international vice president.

George, who now serves as president of the Twin Cities Guild, is a former member of our local. The membership in Madison remembers George well, mainly because he was a hard worker for the Guild while he was here and helped us win excellent contracts.

We in Madison know what George McCormick can do, and we know that he stands for positions that are certain to move the Guild forward in the years to come. We would like all the members of Region 3 to share the benefits they will be certain to receive if George is their international vice president.

Brother McCormick is especially helpful to us and other small locals in the area in his capacity on the Midwest District Council. He has always been willing to offer advice, but even more importantly, he has always been willing to listen to suggestions with the ultimate aim of improving not only himself but the Guild as a whole.

DAVE ZWEIFEL
President
Madison Guild

Candidates Questioned On Reporting System

DENVER, COLO.

Editor:

We would like the following question raised in the next issue of the Guild Reporter so that the various candidates for office who care to comment on the question can do so in the next edition.

Starting in January 1969, ANG officers directed a change in the dues- and assessment-reporting system by locals. In brief, this was to require locals to make monthly transmissions of dues and assess-

ments and summary of what funds were transmitted but only bi-monthly reports showing details by individual of how dues and assessments were collected, new members added and old ones deleted from ANG rolls.

We believe this system works a hardship on locals, forces them into extra record-keeping, takes too long to get new members on or off ANG roles and is otherwise irksome.

Would you favor the present system being continued, or would you favor returning to the old system where both fund transmission and records transmission were made monthly?

H. IRVIN MOSS
President
Denver Guild

Reservations Noted On Finance Report

TORONTO, ONT.

Editor:

Unfortunately, debate on the majority report of the ANG Convention Finance Committee was terminated by a call for the vote just before the undersigned was to express his support for it at the microphone, along with the support of Ross Miller and Michael Hulme, both of Toronto.

We wished to make the point, and do so now, that while we supported the recommendations and therefore intended to vote for the report as a whole, we had reservations about some of the supportive argument of the report. In essence, we felt that we could vote for the report because it submitted the proposed assessment increase to the entire Guild membership for decision.

JACK DOBSON
Local Representative
Toronto Guild



'30' in San Antonio

Coffee cups, water tumblers, overflowing ash trays, yesterday's newspapers, cracker boxes and the remains of resolutions stand in mute testimony to five days of deliberation at ANG's San Antonio Convention.

Senate Committee Shelves Newspaper Bill



... On the Dotted Line

St. Louis Guild President Barney Wippold, left, signs a new contract at the 38,000-circulation Metro East Journal as General Manager William

Boyne waits his turn. The three-year agreement provides an increase of \$42 for key classifications and a fifth week's vacation. (GR, June 20.)

1st Contract at U.S. Thomson Daily Brings Guild \$170 Top in Canton

Canton, Ohio—A top minimum of \$170 for reporters and display-advertising salesmen and a Guild shop for all employees hired after June 3, 1968, have been won in an initial contract negotiated by the Cleveland Guild at Lord Thomson's Canton Repository.

The three-year contract is the Guild's first with a Thomson-owned newspaper in the United States.

It provides a \$150 top minimum in the key classifications retroactive to Jan. 1, \$160 next Jan. 1 and \$170 on Jan. 1, 1971. The starting minimum goes to a final \$110.

Flat minimums of \$180 in the third year were negotiated for editors, and top minimums of \$150 were won for circulation

district managers, \$134 for society reporters and \$113 for outside classified salesmen.

Drivers and maintenance men will have a final top of \$100, while clerks and switchboard operators will go to \$70.

General wage increases range from \$16.50 for those earning up to \$80 to \$30 for those earning \$150 and over.

The contract covers the Guild's full jurisdiction—advertising, business office, circulation, editorial, maintenance and traffic. The Guild won a representation election at the Thomson daily June 3, 1968.

In addition to a Guild shop for those hired after that date, the contract provides maintenance of membership for employees who are

or become Guild members.

Other contract provisions include a checkoff with Model Contract language, a 40-hour week, seven holidays, jury-duty pay and two weeks' vacation after one year's service, three weeks after four years and four weeks after 20 years, going to 18 years next Jan. 1.

A company-paid hospitalization and medical-surgical plan covering employees and dependents is continued.

A night differential of five percent is established for work after eight p.m., and a car-use allowance of 10 cents a mile will be paid for in-city driving.

The Senate Antitrust Subcommittee late last month set aside a bill to grant antitrust immunity to profit pooling, price fixing and market splitting by jointly published newspapers after the Nixon Administration voiced its strong opposition to the measure.

Guild Achieves Certification at Lexington Unit

A National Labor Relations Board hearing officer last month overruled company objections to a Cincinnati Guild representation election victory among editorial employees of the Lexington (Ky.) Herald Leader.

An NLRB regional director had ruled earlier that one of seven challenged ballots in a separate election among business-office employees had been cast by an ineligible employee, sealing a 12-to-5 Guild victory in that department.

Guild certification for both units was ordered this week, and the company agreed to start bargaining.

Hearing Officer Milton Janus rejected management claims that the Guild threatened employees with loss of earnings or professional status if they did not join and that the Guild said it would require management to discriminate against employees who were not Guild members.

The NLRB found that Guild supporters accused by management used "legitimate and permissible arguments in favor of unionization." Management testimony was based in large part on Guild statements that it would seek a union shop.

Said Janus:

"There is no threat of reprisal or promise of benefit nor anything which a reasonable questioning employee could not evaluate for himself in the union saying that if it won the election it would seek to negotiate a union shop, that all employees would have to join it and that, in effect, it expected to have a role in determining all conditions of employment, including job assignments and promotions."

Hearst Fights Guild Bid For Schenectady Group

Albany, N.Y.—Hearst's Albany newspapers are resisting an Albany Guild claim to represent some 50 employees of the Schenectady Union-Star in the wake of Hearst's acquisition and merger of the Schenectady paper.

The company filed a petition for a representation election at the Union-Star last month after the Guild claimed bargaining rights for the Schenectady employees. A National Labor Relations Board hearing on the case was scheduled for yesterday.

The company acted after the Guild, which represents employees at Hearst's Knickerbocker News and Times-Union, requested payroll information for the Union-Star employees. Hearst purchased the Union-Star in April and merged it with the Knickerbocker News, suspending its month-and-a-half-old Albany edition.

Hearst maintains that the Union-Star constitutes a separate unit; the Guild contends that the Schenectady employees have become part of its unit as new hires of the Knickerbocker News.

The merged paper's nameplate has "Knickerbocker News" in large letters and "Union-Star" in

smaller letters in Albany and reverses the size and sequence in Schenectady. Except for late stories, both papers are identical, the Guild said, and material written in Schenectady goes through the Knickerbocker News copy desk.

Hearst has also filed a statement of combined circulation for the News and Union-Star with the Audit Bureau of Circulations and has filed an amended second-class mailing application for them as a single newspaper, the Guild added.

The Union-Star employees are in the editorial, circulation, maintenance and advertising departments.

Strike Is Voted In Manchester

Manchester, N.H.—The Manchester Guild voted June 20 to authorize strike action at the Manchester Union-Leader following unanimous rejection of a company proposal.

The Guild is seeking additional improvements, including greater increases for lower classifications. Negotiations are continuing.

Proponents of the bill had been confident that the subcommittee would approve the bill in executive session June 26 over the strong objections of the subcommittee chairman, Sen. Philip A. Hart of Michigan, and despite the administration's opposition.

It took the subcommittee fewer than five minutes, however, to agree to a proposal by Sen. Everett M. Dirksen of Illinois, a leading proponent of the bill, that action be deferred until the subcommittee receives a report on negotiations between the Justice Department and jointly operating papers in Tucson, Ariz., to redraw the Tucson joint publishing arrangement to eliminate illegal practices.

The Tucson papers, which have joined publishers with similar joint operations in 22 other cities in pushing for the antitrust-exemption legislation, filed a plan for restructuring their joint arrangement with the Federal District Court in Tucson July 3 and requested a hearing on it for September.

Richard W. McLaren, chief of the Justice Department's Antitrust Division, told the subcommittee that the administration "strongly opposes" the bill during a final day of hearings on the proposal.

Objections were also voiced by Thomas E. Harris, AFL-CIO associate general counsel, and John J. Pilch, president of the International Typographical Union. Morris Levin, a Washington attorney representing jointly operating publishers, was the only witness in three days of hearings to advocate passage of the bill.

McLaren, echoing the Justice Department position during the Johnson Administration, told the subcommittee that he believes it is legal for rival papers to make joint use of physical facilities, like composing-room equipment, presses, delivery trucks and computers for billing.

But, he said, "if a company, including a newspaper, can be saved only by eliminating all competition between it and its competitors, we doubt that any good case can be made for the artificial preservation of so lifeless an enterprise."

Rather than join in a price-fixing and profit-pooling combination, McLaren said, it would be better if a failing newspaper were sold outright to an outsider or fully merged with a competitor.

"It can be assumed," he said, "that new competition will be

(Continued on Page 12)

Breslin A Loser

New York City—Ex-columnist Jimmy Breslin, who tried to organize a bolt of editorial employees from the New York Guild three years ago, won't be New York's next City Council president.

Breslin, running on a ticket with novelist Norman Mailer, finished fifth in a six-man field in the Democratic primary June 17.

Breslin, who had berated Mailer at one point on the ground that "the campaign is getting serious and we'll end up making fools of ourselves," took the primary result glumly.

"It's the end of the city," he said.

The Guild Reporter

ELLIS T. BAKER, Editor

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

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July 11, 1969

American Newspaper Guild

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

Area Code 202-296-2990

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