



AFL-CIO President George Meany swears in ANG's new International Executive Board. Left to right, Vice Presidents Downey, Schrode, Peterson, President Perlik, International Chairman Woods, Secretary-Treasurer Crocker, Vice Presidents Young, McMahon and, foreground, Harrison, Edgington.

Extending Guild Gains a Must, Perlik Says as New IEB Meets



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\$200 Key Top Now Enjoyed By One Third

A salary of \$200 a week or more for experienced display advertising salesmen and newsmen was in effect in one third of all Guild contracts with daily and Sunday newspapers as of Oct. 1, ANG's Collective Bargaining Department reported this week.

New tabulations of minimum salaries for selected jobs on magazines represented by the Guild are included for the first time among the bi-monthly minimum tables issued by the department.

On Oct. 1, 44 contracts (covering 55 newspapers) of the 133

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Breaking Tradition

Newsman Join in Moratorium

The Oct. 15 Moratorium to end the war in Vietnam drew responses from individual Guild members in a number of cities.

In San Francisco, a score of editors and reporters of the San Francisco Chronicle picketed Hearst's San Francisco Examiner with placards reading "Hearst's Hawk War." They were protesting a Hearst editorial labeling participants in the Moratorium helpers of Hanoi.

The Examiner editorial, printed across the top of page one in red, white and blue borders, characterized Moratorium supporters as wanting a "full retreat, a rout," and the "destruction of the authority of the Presidency," and as

"playing into the hands of those seeking to bring disaster upon this country."

The Chronicle editorial staff, more than 100 persons, sent a telegram to President Nixon asking him to "bring America's troops home from Vietnam as fast as planes and ships can carry them."

The telegram, sent by Dale Champion, former assistant executive secretary of the San Francisco-Oakland Guild, added that the Chronicle employees thought the Vietnam war was "unjust, im-

moral and destructive to the democratic traditions of our country," and urged Nixon to concentrate "on the momentous domestic problems facing us."

And in New York City about 150 employees of the New York Times demonstrated against the war in front of the Times Building. The demonstration was in support of the Moratorium and not against the Times, which backed the protest. The New York Post's editorial column was left almost totally blank to mark

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Clasp of Friendship

After swearing in ANG's Executive Board, AFL-CIO President George Meany receives a Guild tie clasp from International Chairman James B. Woods (left) as a token of ANG's gratitude for the AFL-CIO's assistance to striking Guildsmen at Hearst's Herald-Examiner.

Unit of Board Airs Charges In Campaign

ANG must concentrate the bulk of its energies and resources on twin "gut" efforts to fully extend collective bargaining gains to members on smaller papers and translate those gains into organizing growth, ANG President Charles A. Perlik, Jr., told the first meeting of the new International Executive Board this week.

At the same time, Perlik said in a "President's Report" on the state of the union that he hopes the Guild under the new IEB will "respond to the changing times and circumstances around us" by making significant efforts in other areas, like improving employment opportunities for minorities in the industry.

The new IEB, meeting for the first time following ANG's biennial elections in August, was administered the oath of office by AFL-CIO President George Meany at the opening session of its fall meeting at ANG headquarters in Washington Oct. 20-23.

In early actions, the board: (Continued on Page 2)

Meany Says Unions Battle 'Trickle-Down'

Unions must continue to "do the best we can to meet the needs of our members" in the face of the revival by the Nixon Administration of the "trickle down" economic philosophy of 1910, AFL-CIO President George Meany told ANG's new International Executive Board this week.

Appointment of Arthur Burns as head of the Federal Reserve Bank is the most significant evidence of the Administration's antiquated economic philosophy, Meany told the Board in off-the-cuff remarks made after he presided at its installation.

Burns, Meany said, "is from the school that believes you have (Continued on Page 2)

Reporters Fired, Staffers Rebel Over By-Line Use

New York City—A New York Post staff revolt against the use of by-lines, of all things, has ended with the Post's decision not to seek to arbitrate the reinstatement of a reporter who was fired because she objected to the use of her by-line on a story she didn't consider newsworthy.

She and another reporter, who was fired for joining in her protest, were reinstated after other Post reporters refused to permit use of their by-lines, and after New York Guild Executive Vice President Thomas J. Murphy reminded management that under the Guild's contract the paper "shall not—may not—use a reporter's by-line if he objects."

The trouble began Oct. 11 when Lindsay Van Gelder objected to doing a story about the wife of New York Mets manager

Gil Hodges, contending that stories about women whose sole importance lies in the fame of their husbands are not worthy of publication.

She was joined in her protest by Bryna Taubman, who also insisted that her name not be used on such stories. Both were summarily discharged for "gross insubordination."

When the Guild first intervened in behalf of the two reporters, management withdrew the firings, but sought to take the matter to arbitration despite the specific language of the contract.

At that point, the other Post reporters said they wouldn't permit use of their by-lines, either, and management, on second thought, decided to reinstate the two reporters without arbitration after all.

Perlik Calls For Twin Efforts To Get Guild Gains For More

(Continued from Page 1)

► Named, at the recommendation of International Chairman James B. Woods, a special committee of three of its senior members to examine charges made against ANG officers during the unsuccessful presidential campaign of Brian L. Flores, administrative officer of the Washington-Baltimore Guild.

► Appointed five local Guild leaders to a special interim committee to study strike financing, as directed by the 1969 ANG convention.

Named to the strike-study committee were Robert A. Steinke, executive secretary of the St. Louis Guild; Thomas J. Murphy, executive vice president of the New York Guild; John (Ned) Sweet, secretary of the San Antonio Guild; William McLeman, executive secretary of the Vancouver-New Westminster Guild, and Richard J. Ramsey, an Erie Guild vice president and a leader in its recent strike.

Perlik, in an outline of his "attitude and philosophy," noted that "money is the controlling thing" in all the Guild's efforts and said the new administration is "going to try to rally local members to the cause of a deliberate and positive organizing program."

Local committees, he said, "must identify and pinpoint organizing opportunities in their areas. We must arm them with the information and tools to enable them to take the actions necessary to help overcome the handicaps of a too-small field staff, even when at full strength, and limited resources."

The "most pressing" need of the Guild if it is to fulfill its obligations, he said, is to fill the vacancies on its field staff. He proposed that the IEB authorize a conference and training session for both present and potential staff members. This would aid in filling vacancies as finances permit and provide a "bench" to draw upon as other openings occur and can be filled, he said.

He proposed a realignment of responsibilities for direction of the ANG staff under which one staff director would be responsible for those working in the field and another for those in ANG headquarters.

Referring to prospects for efforts to respond to "changing times and circumstances," Perlik cited current ANG explorations of the feasibility of development and direction of a broad, new program for recruiting, training and upgrading minority-group members within the Guild's jurisdiction in the industry.

Noting that the Guild is "running at about an even keel now," Perlik said that the extra 10-cent per capita voted by the ANG Convention in June is "about what it takes to stay even" with rising costs.

Without growth in income, he said, there is "great difficulty in seeing our way clear to a full staff."

He cited three ways to increase ANG's income: a large per capita increase, which he rejected as unpalatable to the membership; the addition of a large group of members, or merger with another union. He said that a "closer look" at merger could possibly become a project of "some prominence on the agenda of things to be done."

Named to the special committee to examine charges made during

the ANG election campaign were Vice Presidents Barney Peterson of San Francisco-Oakland, chairman, and Glen Ogilvie of Toronto and James G. McMahon of Detroit.

In proposing appointment of the committee, Woods noted that the seven new members on the IEB were the most since 1955 and observed that he hoped that the "infusion of new blood" would also mean "new ideas and programs."

"But in looking to the future," Woods continued, "we also have to look somewhat to the past."

"Two or three things about the election campaign trouble me and other Guild members and leaders around the country and concern the IEB itself in varying degrees," Woods said.

He cited Flores charges that \$44,000 in ANG funds are missing in Puerto Rico and that Perlik ran his campaign for president in violation of the Landrum-Griffin Act and a suit brought by Washington-Baltimore Guild members against Perlik and former Executive Vice President William J. Farson charging that they were improperly denied the right to vote.

Vice President Joe Holt Anderson, Jr. of Washington-Baltimore, who ran for reelection on Flores' slate, objected to creation of the special committee "by unanimous consent," called for debate on the need for such a committee and suggested that Woods had delivered an "indictment" and was seeking to create a committee to decide what should be done about it.

The Woods proposal would "more properly have been brought to a caucus" of the IEB before being made public, Anderson said.

Woods replied that he was not making charges from the chair, but that he was concerned about charges made during the campaign which "were detrimental to the Guild as a whole" and already have been used against the Guild by management in local bargaining.

Peterson then moved the appointment of the special committee. The motion was seconded by Vice President Philip Brennan of New York and adopted by a voice vote. The committee was to report to the board later in the week.

The interim strike-finance study

committee was appointed without dissent on a motion by Perlik seconded by Vice President Jim Young of Vancouver-New Westminster.

The convention directed the committee to "study the whole matter of strike financing and make a complete report to the membership before the next convention with recommended action to eliminate present strike financing problems."

Perlik's recommendations on assignments to IEB committees were adopted by a voice vote after defeat of a motion by Anderson to enlarge the Contracts Committee to include a member of the staff of the New York local and a Washington-Baltimore local staff member, to be appointed by ANG.

Anderson said he proposed enlargement of the committee in order to add a "laborer in the vineyard" to the committee, which is composed of ANG headquarters officers and personnel.

But Vice President Harry Ryan of New York and Perlik pointed out that the committee's work is "continuous," that it is required to act on proposed settlements within five working days of their receipt and questioned the availability of local staff members.

Responding to a question from Peterson, Anderson said he could recall no substantive instance in which the IEB had reversed the Contracts Committee, adding that his intention was not to have the committee outvoted but to bring about an "infusion of fresh ideas."

The proposal was defeated on a voice vote, with Anderson asking to be recorded as voting in favor of the motion. A subsequent motion by him to amend the IEB rules to require three members of the five-man Contracts Committee for a quorum, instead of two, failed for lack of a second.

The Board also appointed Perlik the Guild representative on the AFL-CIO General Board, the AFL-CIO Industrial Union Department's Executive Board and the Presidents' Committee of Allied Printing and Related Trades. The positions were formerly held by retired Executive Vice President Farson.

Subsequent actions of the International Executive Board will be reported in the next issue of the GR.

... Off the Line

Los Angeles, Calif.—Guildsman Stan Leppard has resigned after serving as editor of "On The Line," strike bulletin for the Herald-Examiner Joint Strike-Lockout Council, for more than 600 consecutive issues.

In a letter of thanks to Leppard, Strike-Lockout Director William Robertson called OTL "one of the most widely-read publications in the nation."

"Give it time and it might just pass the Her-Ex in circulation," Robertson wrote. "It has a more select audience already!"

"On The Line" will continue, but succeeding writers will never match the Leppard touch," Robertson added. "The smart ones won't even try."

"On The Line," published daily in a press run of over 1,200 copies, is distributed nationally to officers and locals of the striking and locked-out unions, as well as to the strikers themselves.

IEB Picks Committees, Selects New Chairmen

Three of four major committees of the International Executive Board gained new chairmen as the IEB reorganized this week after the recent biennial elections.

Newly-elected Secretary-Treasurer Robert M. Crocker succeeded former secretary-treasurer Charles A. Perlik, Jr., as chairman of the Finance Committee. Perlik was elected ANG President in last August's elections.

Harry E. Ryan of New York

was named to head the Organizing Committee, succeeding Robert D. Nordin of Vancouver-New Westminster, who did not seek reelection, and Joe Holt Anderson, Jr., of Washington-Baltimore, was chosen chairman of the Constitution Committee, replacing Noel L. Wical of Cleveland, who was defeated in his bid for re-election.

Barney Peterson of San Francisco-Oakland continues as chairman of the Collective Bargaining Committee.

The line-up of IEB committees is as follows:

Collective Bargaining: Peterson, chairman; Anderson, Hugh H. Harrison of Seattle-Tacoma, Philip Brennan of New York and George McCormick of Twin Cities.

Organizing: Ryan, chairman; James G. McMahon of Detroit, Glen Ogilvie of Toronto, John C. Edgington of Columbus and Joseph B. Downey of Boston.

Constitution: Anderson, chairman; Brennan, Peterson, Edward J. Schrode of Wilkes-Barre and James Young of Vancouver-New Westminster.

Finance: Crocker, chairman; Ryan and Edgington.

Research and Information: Ogilvie, chairman; Harrison, McMahon, Downey, Young and McCormick.

Guild Reporter: Harrison, chairman; Ogilvie, McMahon, Downey, Young, McCormick.

Human Rights: McMahon, chairman; Ogilvie, Harrison, Downey, Young, McCormick.

Appeals: Harrison, chairman; McMahon, and Schrode.

Contracts: Perlik, chairman; Crocker, Collective Bargaining Director J. William Blatz, Research and Information Director Ellis T. Baker and Robert W. Christofferson, the committee's executive secretary.

Topless Dues Set In Philadelphia

Philadelphia, Pa.—The Philadelphia Guild, which unsuccessfully proposed the abolition of ceilings on ANG's dues and assessment schedules at this year's ANG Convention, voted in a membership referendum this month to remove the ceiling from its own dues schedule.

The referendum abolishes the previous ceiling, effective at the \$220 salary level, and, as of Jan. 1, provides that all members will pay five percent (to the nearest nickel) of one week's pay per month as local dues.

The proposal to remove the ceiling, put to referendum by the local representative assembly, was approved 415 to 265.



First Meeting

New members of ANG's International Executive Board check over the board's agenda with International Chairman James B. Woods and newly-elected Secretary-Treasurer Robert M. Crocker, seated

center left and right. With them are, clockwise, Vice Presidents John C. Edgington, Edward J. Schrode, George McCormick, Joseph B. Downey, Philip Brennan and James Young.

Joint Bargaining Set With Hearst

Los Angeles, Calif.—A joint bargaining session between Hearst management and the striking and locked-out unions at the struck Herald-Examiner was held yesterday in the offices of the Federal Mediation and Conciliation Service.

The 1½ hour meeting was described as exploratory in nature and devoted to a general discussion of issues. Another joint session was scheduled for Oct. 29.

The meeting, which included the Guild, printers, mailers, pressmen, stereotypers, paperhandlers and engravers, was the first joint bargaining since early in the 22-month-old strike. It was an outgrowth of a meeting earlier this month between Hearst and the unions to discuss management plans to enter the commercial printing field.

ANG International Representative Charles Dale and Herald-Examiner Unit Chairman Joseph Dapello represented the Guild at the talks.

During the earlier meeting, company spokesmen agreed that individual bargaining had not been productive and that perhaps the time had come to determine whether anything more could be accomplished through a return to joint bargaining.

Meanwhile, the American Arbitration Association announced Oct. 9 that it was appointing Los Angeles arbitrator Thomas Roberts to hear the Guild's claim for alternate benefits for over two dozen Guildsmen who have become eligible for the benefits during the course of the strike.

The Guild had moved the matter to the AAA after Hearst refused the Guild's demand for arbitration. No date has been set for a hearing.

Boycott activities continued as the Joint Strike-Lockout Council placed new circulation boycott messages on the backs of some



Wifely Assistance

Pickets at the struck Los Angeles Herald-Examiner plant get a welcome break as wives of striking and locked-out unionists parade across the main drive-

way at the Hearst paper demanding that publisher George Hearst, Jr., settle the 22-month-old dispute so their husbands can work again.

300 city buses last week. The move came as the Council announced that 17 additional advertisers, including the area's largest auto dealer, had agreed to cease advertising in the struck paper as of Oct. 20.

Meanwhile, additional Southern California residents are being presented with the boycott message through a radio and television ad campaign.

Advertising linage continued to slump in the struck paper, dropping 96,424 lines in August as compared with August a year ago, according to Media Reports. Total August linage was 1,615,961 compared with 1,712,385 a year ago.

The ratio of ads to available space hovered at 48.6 percent during the week of Sept. 28, compared to 52 percent a year ago, despite fewer pages. The ratio rose to 50.3 percent a week later (compared to 50.5 percent a year ago, despite 10 less pages) with the advent of seasonal liquor, auto, and travel ads.

Contributions to the Los Angeles Guild strike fund were augmented by \$2,135 in new receipts, including:

Boston Guild	\$250
Columbus Guild	150
Buffalo Guild	100
Eric Guild	50
Middle Atlantic District Council	50
Pawtucket Guild	50
Providence Guild	50
Rockford Guild	50
Sacramento Guild	400
San Francisco-Oakland Guild	300
St. Louis Guild	250
San Jose Guild	50
Sioux City Guild	200
Terre Haute Guild	25
Washington-Baltimore Guild	50

These additions brought total strike contributions to \$159,665.

Cowles' Suffolk, L.I., Sun Sets After Three Years

Deer Park, N. Y.—Citing heavy losses, Cowles Communications Inc., publishers of Look magazine, Oct. 18, suspended publication of the 73,000-circulation Suffolk Sun, two years and 11 months after its founding.

Gardner Cowles, chairman of Cowles Communications, said that the paper's losses were declining gradually while its circulation was increasing slowly and its advertising volume increasing rapidly.

"However, we had to project substantially higher operating costs ahead," he said. "Because of this we concluded the newspaper could not be operated profitably for several years and would require considerable amounts of working capital."

Rising interest rates made borrowing additional capital unattractive, he said.

A company spokesman said the paper has been unable to build an effective circulation structure because of a big turnover of carrier boys (almost 100 percent) and the excessive number of circulation cancellations because of sporadic delivery.

Another problem cited was increased competition from Newsday, which stepped up its coverage of Suffolk county and increased its circulation there to an estimated 150,000—or more than twice that of the Sun.

Cowles said the parent organization will attempt to absorb as

many of the Sun's 325 employees as possible, while those not reassigned will receive severance pay.

Meanwhile, Cowles announced that a "firm offer" for the Sun's circulation list had been made by the New York Daily News and that it had been accepted. The News is also considering the purchase of some of the Sun's equipment.

Cowles also publishes Look magazine, Family Circle and Venture and owns three other newspapers and three broadcasting companies.

N.Y.'s Daily Column Becomes A Weekly

New York City — The New York Daily Column, one of a number of papers that sprang up here after the demise of the World Journal Tribune, switched to weekly publication Oct. 17.

The Column, a tabloid devoted to columns, cartoons and comics, had been publishing six days a week since it acquired the weekend New York Knickerbocker a year ago. But the Column's circulation, which stood at 150,000 when the paper began in April, 1968, has declined steadily, slipping to 22,000.

The new weekly Column will have 24 pages of columns and 24 of comics and will cost 20 cents. It is published by New York businessman Jerry Finklestein.

Anti-Rat Law Sought By Capital Guild

No distinction can be made between a "professional strikebreaker" and an employee from a different chain newspaper who is brought in to work during a strike. Washington-Baltimore Guild administrative officer Brian L. Flores told a District of Columbia City Council committee Oct. 18.

The committee is holding hearings on a proposed anti-strikebreaker ordinance, sparked by a recent Pressmen's strike at Scripps-Howard's Daily News. The bill was introduced at the behest of the Guild.

Publishers, Flores told the committee, "can't have it both ways," stating that if a paper is allowed to bring in employees of the same chain during strikes, the newspapers that supply them on a temporary basis should be vulnerable to strikes as well.

Flores said the Guild had been threatened with the use of strikebreakers during earlier negotiations at The News.

Replying to union charges that professional strikebreakers had been imported from outside the city, Daily News associate editor Nicholas Blatchford said the only outside people brought in during the strike were four supervisors from other papers in the Scripps-Howard chain.

Asked whether the News would support an anti-strikebreaker ordinance, Blatchford said that no decision had been reached, but that he had heard no strong sentiment against it.

But Washington Pressmen's vice president William F. Martin told the committee that several union officials believed that pressure to publish the News during the strike had been brought upon the paper by Scripps-Howard.

The proposed ordinance's maximum punishment would be a fine of \$300 and 90 days imprisonment, with one union official suggesting the fine be made applicable in each case of a strikebreaker being hired.

Earlier, Washington Central Labor Council President J. C. Turner told the committee that for an employer to use professional strikebreakers is a "perfidious practice."

And Typographical Union president Raymond C. Hall told the hearing that the use of strikebreakers "has the immediate and predictable result of an eruption of violence," citing scuffling that broke out on the picket line when the News attempted to publish during the recent strike.

Footnote To Progress

Rio de Janeiro, Brazil—Editors of the English-language Brazil Herald are playing technological progress cool.

"If part of today's copy looks neater, nicer and better-printed," they said in the first issue to roll off a new press, "it is because it was printed on our fabulous high-speed web offset press."

"If part of today's copy doesn't look neater, nicer and better-printed," they added, "it is because no one really knows how to run our fabulous high-speed web offset press yet."

Journalism Students Reject 'Establishment' Press

Chicago, Ill. — If journalism students are avoiding the newspaper business in large numbers, perhaps it's because they believe newspapers "are part of the Establishment."

That's the conclusion reached by Chicago Guild President Lloyd Green, who recently conducted a survey among 140 journalism students at Northwestern's Medill School of Journalism and at Columbia College, where he teaches a course in feature writing.

Green, a rewriter for the Chicago Sun-Times, writing in the Chicago Journalism Review, says he got the idea during recent contract negotiations at the Sun-Times during which he told the editor that "it's obvious that large numbers of journalism students

don't consider newspapers as a career because the pay is too low."

The editor, while conceding that salaries are a factor, contended that other factors are involved as well.

"Unfortunately," Green says, "according to my survey, I'll have to admit he was right."

Green's survey asked: "Do you intend to go into newspaper work? If so, what attracted you? If not, why not?"

The results of the first question were: yes 36, no 92; don't know, 12.

"Most of the 'yes' answers came from students who said they felt newspaper work would be interesting," Green reported. None replied that he was attracted

by the prospect of "high pay."

The 92 who said they did not intend to enter newspaper work gave the following reasons:

13—more interested in radio or TV.

12—more interested in advertising or public relations.

16—more interested in magazine work.

17—newspapers are part of the establishment.

14—pay is too low.

8—pressure in newspaper work seems too great.

12—miscellaneous (papers are dull, hours are uncertain, work is degrading, etc.)

"What surprised me most was that seventeen students won't consider news work because they feel newspapers are part of the estab-

lishment," Green wrote.

"That may be true of some newspapers, but I simply can't agree that the majority of metropolitan papers in the nation deserve that tag."

Green said that one student wrote he never considered working on a newspaper "because it would mean a total destruction, and compromise of all that is at all decent in me."

Another said he could never submit to being "used as a tool, being told what to do, when and where to do it."

"To ask me whether I will go into newspaper work is to ask me whether I am willing to deny all that has been taught me, to deny the ideals and morals that I have formed from my education and to

deny the fact that Chicago papers are not speaking to or about the relevant issues in today's society," replied a third.

Another young man observed that the "work appeared to be grueling" and that "the pay doesn't really compensate for the time and effort expended."

Green said that the 41 students who said they were interested in radio, TV, advertising and other fields mostly were attracted by their expectations of higher pay.

Granted this, Green asked his students where they could expect to work without being put into a position of moral compromise?

"None of my students had an answer about where a person could earn a living and escape the Monster," he concluded.

ANG Launches Annual COPE Dollar Drive

ANG last week launched its annual dollar-drive for COPE, the AFL-CIO's Committee on Political Education, with the call "Forgotten Americans, Unite!"

Repeating the 1969 Convention's summons to exceed the Guild's COPE quota of \$2,950, or less than 10 cents per member, ANG Associate Research and Information Director Jim Cesnik pointed out in a letter to U.S. Guild locals that "not since 1960, when John F. Kennedy ran for President, has the Guild met its COPE quota."

"Yet, every year, locals that conduct COPE dollar drives find that Guild members, when asked, do give to COPE. But the local leadership must make the first move by initiating the drive."

Along with the letter locals received dollar-drive contribution receipt books and COPE literature, plus additional material on tax reform and a copy of the article by Fred Fletcher of the San Francisco-Oakland Guild reproduced on this page.

"We, and most of our members, are part of that great mass of middle-income Americans (\$135 to \$300 a week)," Cesnik wrote, "who quietly go about our jobs, take care of our families and pay our taxes."

"We, and most of our members," he continued, "are the 'Forgotten Americans' at whom Richard M. Nixon aimed his campaign last year."

"We, and most of our members, are the kind of people who generally are credited with giving

Nixon the hair's breadth plurality that put him in the White House.

"And now . . . we really are joining the ranks of Americans forgotten by 1600 Pennsylvania Avenue."

One example of administration indifference, he wrote, is the Nixon tax reform bill, "which would take from us \$1.7 billion in relief provided in the House-passed tax bill and instead give \$1.6 billion in relief to big corporations."

Cesnik also pointed to the Administration ordering cuts in aid for schools, libraries, housing, medical research, mass transit, air and water pollution and training programs for unemployed and underemployed members of minority groups.

"As Sen. Frank Moss, a mild-mannered man from Utah, put it recently: 'The President has remembered those who financed his campaign, rather than his rhetoric about the forgotten man,'" Ces-

nik wrote in the COPE letter.

"It's Frank Moss and Senators and Congressmen like him we and our members must take steps, now to try to keep around through 1970," he added, pointing out that Moss's and 34 other senators' seats along with all 435 seats in the House "are up for grabs" next year.

Quoting the San Antonio Convention, the letter concluded:

"We can sit out the preparations for the 1970 Congressional

elections only if we are satisfied with national priorities. . . .

"If we think these priorities need to be changed, then we must begin to develop active, personal political participation on the part of each Guild member."

"Effective political campaigning costs money. The Guild's annual COPE fund-raising effort provides money for voter registration and education programs, and helps labor to aid candidates who support labor's goals."

Fletcher: Why Unions Are Mixed-up in Politics

By FRED D. FLETCHER

Remember this the next time somebody asks why unions are mixed up in politics.

How would you feel if your employer tried to get a law to

This article by SFONG's executive secretary, Fred D. Fletcher is reprinted from a recent issue of the Bay Guildsman, the Local's monthly publication.

forbid your union to even demand some of its present security provisions the next time it negotiated a contract?

How'd you like to have a state senator tell you that "I come from a one-newspaper town, my publisher wants me to vote for it, and I'm going to vote for it?"

"It" being a legislative shotgun aimed at newspaper unions.

Or if a state assemblyman explained that he "had" to vote for it because "his" publisher said, if he didn't, "you'll never get your name in my paper again, even misspelled?"

Well, it's—just happened, Charlie.

By the narrowest of margins, it didn't succeed. Senate Bill 1192 is dead for this year in Sacramento.

But, aided by that kind of brute force, the California Newspaper Publishers Association did ram it through the state senate and came perilously close to getting it by the assembly.

It took the full force of a hastily aroused state labor leadership, dexterous political work, and skilled parliamentary maneuvering—by, among others, Assembly Minority Leader Jesse



"... First, you lure me up here, you scoundrel, THEN you tell me you didn't give \$1 to COPE."

Unruh—to bottle up the bill in the closing days of the 1969 legislature last month.

You'll have to take my word on the direct quotes above.

But you can also take the word of Assemblywoman March K. Fong—now there's a Lady—that she, too, was "threatened with a loss of coverage of my legislative activities by a publisher in the East Bay" if she opposed the bill.

Which she did.

March K. Fong. Remember the name, and help her with votes and campaign money the next time she seeks election. And anti-labor-in-politics adherents are invited to make the most of the last sentence.

Senate Bill 1192? Well, ostensibly it would have made it illegal for the Typographical Union to negotiate any more "reproduction" clauses or to enforce them if

it had already negotiated them.

"Repro" or the publishers' word, "bogus" is a great, big bad evil, of course and has been used by many of them for their own profit.

It's an immensely complicated subject with a long history. At any rate, the government has no business jumping into collective bargaining on the side of one party to devalue the economic weight in the other party's cards.

But Senate Bill 1192 also had a sly, little separate section that didn't deal with reproduction at all.

The Publishers Association had a pretty lame explanation for that, and tried to make it appear that it, too, applied only to the Typos, a lousy excuse at that.

Funny, it didn't say so. It specifically applied to "any collective bargaining agreement" involved in the "printing or

publication of a newspaper." That's what it said.

All mumbo jumbo, aside, labor lawyers who took it apart felt that the section could be interpreted to prevent a newspaper union from enforcing the subcontracting provisions of its contract.

Think it over. In the Guild we went to the point of a strike, in San Francisco in 1966, to win an explicit contract provision that bars the employers from farming out Guild work to cheaper subcontractors—and then, of course, laying off Guild members.

All of our contracts, in fact all union contracts, contain explicit and/or implicit subcontracting bars. They just about have to, to have meaning.

But SB 1192, assuming constitutionality and the like, threatened to invalidate these protections in the California newspaper industry only.

The CNPA, which includes the employers who sign our contracts, tried by political means to do that to our contract.

Politics, anyone?

Alameda Sheriff Sorry For Attack on Lensman

San Francisco, Calif.—The San Francisco-Oakland Guild has been promised that newsmen will henceforth receive gentler treatment from Alameda County sheriff's deputies.

Sheriff's Capt. Thomas Houchins told Guild President Carl W. Nolte that a deputy who beat San Francisco Chronicle photographer Vincent Maggiora during a Bastille Day demonstration in Berkeley July 14 has been reprimanded.

And he pledged that the department would try to prevent future incidents.

Pay Boosts 'Not Guilty'

Atlantic City, N.J.—Statistics over the past three years make it clear that wage increases are not to blame for the nation's inflationary spiral, Secretary of Labor George P. Shultz told the AFL-CIO Convention this month.

Median wage increases for all industries, adjusted for price increases, he reported, were 2.4 percent in 1967, the same in 1968 and a "little under" two percent so far in 1969.

"That is not being responsible for inflation," Shultz declared.

Tax Reform Hopes Fading in Senate Committee

By Press Associates

Real tax reform—the kind that organized labor has been demanding—may have come in like an autumn hurricane, but is going out not much better than a whisper.

First the House of Representatives was going to come up with a meaningful bill that would close glaring loopholes, make millionaires pay at least token taxes and give the average American a break.

It came up with a fair bill that drew considerable liberal and labor support. Then President Nixon turned up with his own program that came as a shocker.

He wanted to cut down on the tax relief that helped the medium wage and salary worker and give the benefit to the corporations and the upper tax brackets.

Now the Senate Finance Committee is cutting even more deeply into what gains were made in the House bill, to the point where the label "tax reform" has become

pretty much of a misnomer.

Already the Senate Committee has turned back two basic reforms that made up the backbone of a true loop-hole closing.

► The Committee restored the tax-exempt status of state and local bonds which cost the Fed-

eral Treasury some \$2 billion annually. This means that the millionaire owners of such bonds can still collect their interest payments without paying a cent on such income.

► The Committee turned down another basic reform by restoring

the original six-months holding period for capital gains instead of the one-year holding period that the House had voted. So far it has not turned down the House proposal that would increase the tax on capital gains above the 25 percent limit that is now in the law,

but the way is still open for such a cut.

Both of these reforms are vital elements in the tax reform proposals made by organized labor. AFL-CIO President George Meany told the Senate Finance Committee that interest on state and local bonds "should be taxed in full" with the Federal Government helping states and local communities to meet their fiscal needs without permitting wealthy persons to use exempt bonds as a means of avoiding taxation.

He also declared that closing the capital-gains loophole was essential, saying: "There cannot be tax justice as long as unearned income is half-taxed while earned income is taxed in full."

The Senate Committee has not yet acted on the oil-depletion tax loophole, but its position on bonds and capital gains gives no indication that it will go along with the cut from 27½ percent to 20 percent voted by the House and bitterly opposed by the oil lobby.

How Nixon's tax bill hurts you

Here's how the Nixon rich man's tax bill compares with the tax reform bill which passed the House earlier this year, showing how much tax relief you get and how much more the Nixon tax bill would cost you:

Your adjusted gross income	Your tax bill now	Your tax		How much more money you'd have		Why House bill is better—the difference
		under the House bill	Nixon tax bill	House bill	Nixon bill	
\$ 4,000	\$ 140	\$ 65	\$ 81	\$ 75	\$ 59	\$ 16
\$ 4,500	\$ 290	\$ 200	\$ 253	\$ 90	\$ 37	\$ 53
\$ 7,500	\$ 687	\$ 576	\$ 616	\$ 111	\$ 71	\$ 40
\$10,000	\$1,114	\$ 858	\$1,012	\$256	\$102	\$154
\$12,500	\$1,567	\$1,347	\$1,447	\$220	\$120	\$100
\$15,000	\$2,062	\$1,846	\$1,951	\$216	\$111	\$105

Table, based on family of four, reprinted from UAW Washington Report.

He Was Curious

Scott Newhall's Secret: Tiffany en Deshabille

While more and more newspapers have been busily engaged in covering up the young women who appear in their pages, San Francisco Chronicle Executive Editor Scott Newhall has been just as busy uncovering them.

At least where comic strip model Tiffany Jones is concerned.

But let the Bay Guildsman, publication of the San Francisco-Oakland Guild, tell the story.

Scott Newhall, reports the Guildsman in an article headed, "Scott Newhall's Secret," has a secret passion for Tiffany Jones.

That's his explanation for the fact that he occasionally retreats with pen and ink into his executive editor's office at the Chronicle to give Tiffany a navel and a little bit of cleavage.

Newhall's lustful tinkering with the British-drawn strip is not contrary to the creator's intentions, however.

He said that when the strip was introduced in America a couple of years ago, Tiffany appeared in much the same state of dress as she does now for the Chronicle's readers.

"Then four or five midwestern editors—I won't say who they are—told the syndicate they wouldn't take the strip unless the artists painted some clothes on her," Newhall told the Bay Guildsman.

"Well, they wrecked a perfectly pleasant, nice girl. The changes they made to cover her up were a grotesque thing. They emasculated the strip. Imagine a guy being so hung up he doesn't allow cleavage."

Besides wanting to correct with his own pen, the ills imposed on Tiffany,



Tiffany Jones is discreetly robed in this version from the Los Angeles Times...



...but this is what San Francisco Chronicle readers saw when Scott Newhall got done.

Newhall said, "I enjoy it."

"I have a secret passion for Tiffany... she's so goddamned dumb and useless... what the hell."

"I don't intend to besmirch the young lady's unfortunate and obvious virginity. All I want to do is give her

a navel and a set of breasts. There's nothing more involved than that."

Newhall had just one further comment: "I was an art student at Cal."

And that's the end of the Bay Guildsman's story. To which the GR would only add, it's too bad more

newspaper executives didn't go to art school at Cal.

Consider, for example, what some of them did to the ads for the recent movie, "The Killing of Sister George," reproduced below from the Chicago Journalism Review.

New York Times



Washington Post



Chicago Tribune



Chicago Sun-Times & Daily News



Chicago's American



Blacks Seek TV 'Soul'

Nixon Nominees Getting Green Light for FCC

President Nixon's nominations for the Federal Communications Commission of an executive of a broadcast-newspaper chain and of the man who was chairman of the Republican party when Barry Goldwater ran for President were expected to be approved late this week or next by the Senate Commerce Committee.

Robert G. Wells, who was general manager of the Harris Radio Group, which operates radio and TV stations and newspapers in the Midwest and West when Nixon nominated him for the FCC, was given informal assurance of confirmation following

hearings last week in which he said he had already sold his interest in the Harris Group. He had been with Harris 20 years.

And ranking Commerce Committee Democrats indicated they would not challenge the nomination for FCC chairman of former GOP chairman Dean Burch after there was only one direct attack on his appointment during an Oct. 15 hearing.

Burch and Wells will be joining the FCC at a time it is being severely criticized by both broadcasters and publisher-broadcasters for its receptivity to challenges of broadcast license renewals

based on concentration of media ownership. That is slated to be at least one of the areas explored by the FCC in hearings on renewal of the San Francisco Chronicle's television and radio licenses now scheduled to begin Jan. 8 in San Francisco.

The only direct challenge to Burch heading the FCC was made by Absalom F. Jordan, national chairman of a recently formed group called Black Efforts for Soul in Television.

Jordan described TV as one of the central pillars of "white racism" in U.S. society and appealed to the committee to insist on nomination of "a black man—not a Negro" to the body.

Casting Burch as "openly opposed and antagonistic to the interests of the black community"—which Burch vehemently denied—Jordan charged that since television's inception it has "depicted a one-dimensional society—lily-white, middle-class and antiblack."

"Wherever blacks have been granted permission to appear on television," he said, "it has been in the capacity of 20th-century minstrels—singing, dancing, shuf-

fling and carrying the water pail for golf pros.

"Instead of the Lone Ranger and Tonto, we have had 'I Spy.' Instead of 'Amos 'n Andy,' we now have 'Julia.' Television has simply updated the vicious racism endemic in American life," Jordan charged.

"Only a black commissioner," he said, "will insure us that our concerns and interests will be considered when guidelines are set and broadcast licenses are renewed."

Meanwhile, the National Association of Broadcasters has hired Fred Weaver, a New York public relations consultant—and a great-grandson of black abolitionist Frederick Douglass, to advise it on its relations with the black community, according to Straus Editor's Report, a media-affairs Washington newsletter.

One of Weaver's first tasks, according to the Straus Report: attempting to drum up Negro support for a bill sponsored by Sen. John O. Pastore of Rhode Island, which would ban challenges to renewal of broadcast licenses until after a licensee has been found to have been operating the station against the public interest.

Newswire Fights Merger Plan

PR Wire Service, Inc., reports it has been informed that the Justice Department is investigating its antitrust complaint against the proposed acquisition of PR Newswire Association, Inc., by Western Union Telegraph Corp.

The two press services distribute corporate and other news releases to newspapers and magazines. In June, Western Union agreed to acquire a controlling interest in PR Newswire, thus

prompting a complaint by PR Wire Service that the merger would "undoubtedly lead to further destruction of competition and the creation of a monopoly of the news service industry."

PR Wire Service President Jack Lotto said that Western Union, which supplies communication lines and equipment to his corporation, would be in a position to "delay or defer" essential services.

Charity Offered Tribune Station

Chicago, Ill. — The Chicago Tribune's radio station WGN has offered to donate a subsidiary FM station to charity amid controversy over its ownership and operation of the subsidiary, station WFMT.

WGN said it would give station WFMT to one or more Chicago charities or educational institutions, subject to the approval of the Federal Communications Commission.

WGN made the offer, it said, "in hope of preventing this fine station from going off the air because of the latest action of the so-called 'citizens' committee' to save WFMT."

WGN has operated the FM station for the past 17 months, meeting with a challenge from a citizens' committee which claims that continued control of the FM station by the Chicago Tribune would lead to undue concentration of control of news media in Chicago.

The citizens' group has taken a number of legal actions to separate the two stations, one of which led the FCC to set aside its earlier approval of the station's operation and order hearings on the matter.

Newsmen Join Vietnam War Protest

(Continued from Page 1)

the protest.

At Time, Inc. about 400 employees met at the noon hour after management granted use of the auditorium for a meeting to discuss Vietnam.

In Manchester, N.H., however, the Union Leader refused to take an ad from an anti-war group, saying, "We are not interested in blood money." Publisher William Loeb said he considered the Moratorium a "stab in the back" to those fighting the war in Vietnam.

And, Time reported, the Waterbury (Conn.) Republican fired city editor Floyd Knox after he marked the Moratorium by running a front-page list of Waterbury-area war casualties.

Summarizing press response, Time reported:

"Perhaps the most noteworthy to the Moratorium came not from editorials and columns, but from rank and file newsmen who broke from a tradition of disengagement in large numbers to become active participants in a controversial

An Editorial

The Protest Movement Helps Hanoi

The American bargaining position at the Paris peace talks has all but been destroyed by the clamor in this country to get out of Vietnam.

The Vietnam Moratorium events of this week can complete that destruction.

This will happen if the advocates of a full withdrawal of American troops gain the upper hand.

Make no mistake: Their goal is not

staged withdrawal as the war is gradually Vietnamized, nor a stepped-up withdrawal to force the pace of Vietnamization, but complete and total withdrawal now.

They want a full retreat, a rout. They want instant abandonment of every principle and purpose this nation stands for in Southeast Asia.

They want the kind of American debacle in Southeast Asia that will

bring about, to their benefit, an enormously dangerous political conflict here at home.

They seek not merely a change in national policy but the destruction of the authority of the Presidency.

You are in the American mainstream if you favor a staged withdrawal as the war is gradually Vietnamized. That is what the national administration is doing. That is what both political parties favor.

You hold a tenable — though risky — position if you favor a stepped-up withdrawal to force the pace of Vietnamizing the war.

But if you advocate complete and total withdrawal now as part of the Vietnam Moratorium, you are placing into the hands of those seeking to bring disaster upon this country.

We also seek peace. But not at any price.

Cloudy

Partly cloudy, chance of rain. Low tonight in the low 50s, high tomorrow in the 60s. Southerly winds 10-20 mph.

Fall Report on Page 41

San Francisco Examiner

LATEST NEWS

105th Year No. 106

CP

SU 1-2424

TUESDAY, OCTOBER 14, 1969

64 PAGES

DAILY 10c

Editorial in Hearst's S.F. Examiner prompted picketing by Chronicle newsmen.

event. Thousands of newsmen across the nation signed petitions, attended rallies and wore armbands and buttons.

"Many took off the buttons when they went on assignment, but not always. Some television newsmen were seen wearing black armbands as they covered the

giant rally in Boston. Wall Street Journal staffers, carrying posters labeling them as 'Wall Street Journalists' joined a march through New York's financial district."

By and large, Time said, management was permissive about news employees' participation, provided it didn't compromise "journalistic images."

nalistic images."

The New York Times and the Wall Street Journal gave employees time off to observe M-Day. But the Times refused a newsroom group the use of its auditorium for a rally, and the Journal balked at a request that the Dow-Jones ticker observe a minute's silence.

APME Approach

Editors Must Actively Seek Negro Staff

Hartford, Conn. — Newspaper editors seeking to stimulate a greater flow of Negroes onto their news staffs by interesting high school students in journalism must become personally involved with individual students, according to a report to the Associated Press Managing Editors convention.

The editors must not only seek out promising black high school students and attempt to stimulate an interest in journalism, the report points out, but must also personally see to it that the students get into college and are properly

guided to the studies a newsman will find most useful.

"Nothing will happen," states a booklet entitled "Help Wanted," which is part of the report, "unless the editor personally makes the effort to do this."

"Educators have a tendency to say, 'We'll be glad to take anyone you can send.' School officials tend to say, 'Yes, we'd love to find some talent,' and then they fade out of the picture," the booklet says.

The booklet includes a list of training programs and scholar-

ships available to help young Negroes interested in preparing for newspaper work.

It suggested the editors try to make contact with individual students through teachers.

Another area of the report, on circulation problems in inner-city neighborhoods, quotes one editor

4 Get Scholarships At N.Y. News Unit

New York City — Four \$500-a-year college scholarships have been granted by the New York Guild's Daily News Unit to children of its members in the first round of a new scholarship program. The unit expects to award 16 scholarships annually by 1972.

The News Unit scholarship fund, like similar funds at the Times and Post units, is financed by 13 cents per week per member diverted from a contract wage increase.

Guild trustees for the fund are William Harley, Michael Clendenin and Local Representative William South. Harley is secretary-treasurer of the fund.

Miniskirt Raising Post Office Flap

Is your copy of the Guild Reporter (not to mention your other mail) being delayed in the post office?

If so, maybe it's because the postmen are spending too much time ogling postwomen in miniskirts.

At least that appeared to be the reasoning of the Chicago Post Office when it recently ordered a female distribution clerk home on forced annual leave for wearing a skirt that postal officials deemed too short.

The theory is, apparently, that shapely, exposed female limbs drive clerks to distraction, making them forget zip codes, the price of stamps, the name of the Postmaster General, etc.

But the clerk's union is not throwing in the towel—or skirt.

Instead, the National Federation of Federal Employees is pressing her grievance on the grounds that it is unconstitutional to deny a girl the right to wear a mini-

skirt as saying he was "giving up" on some areas because carriers and route men had been robbed and "virtually nobody paid their bills."

"Why bother?" he asked.

The APME committee, however, pointed out that "such a policy in city after city suggested a considerable loss of communication at a time when communication is increasingly necessary."

"And, also, isn't it a bit of discrimination against those — no matter how few — in the poor risk neighborhood who want the paper and are willing and able to pay for it?" the committee said.

And "more pragmatically," it added, might such a policy not be "rather perfunctorily" writing off a "significant hunk of circulation?"

Alton Election Yields Tie Vote

Alton, Mo. — The St. Louis Guild failed in its bid for representation in a recent election at the Alton Evening Telegraph when a tally of two challenged ballots produced a tie vote of 34 to 34.

The election, conducted by the National Labor Relations Board, had previously seen the Guild leading 34 to 32, but with three challenged ballots. A hearing before a NLRB field examiner subsequently upheld a company challenge of a sports editor, while failing to sustain two Guild challenges of allegedly supervisory personnel.

\$11 Increase, \$162 Key Top In 1-Year Sioux City Pact

Sioux City, Iowa — A one-year contract renewal at the Sioux City Journal increases the reporter top minimum \$11, to \$162.75. Other increases range from \$4 to \$12.

The top minimum for circulation district managers is raised \$12, to \$155.75, and the minimum for deskmen is raised \$11, to \$169.75.

The top minimum for stenographers and clerks is increased \$6, to \$90; the top for janitors \$7, to \$85, and the top for office boys \$5.50 to \$76.

Hours are reduced from 7½ per day and 37½ per week to 7 and 35, and the service requirement for a four weeks' vacation is reduced from 20 to 18 years. Sick leave is increased five days, to a maximum of 40.

An existing anti-discrimination clause is strengthened to provide protection against discrimination because of age.

\$17 Raise Is Won At Sunpapers' Cafeteria

Baltimore, Md. — The Washington-Baltimore Guild has won a new two-year agreement for workers at the Baltimore Sunpapers' cafeteria providing increases of from 43 to 49 cents per hour, \$17.20 to \$19.60 a week.

The pact, with Automatic Retainers of America, provides an increase of 47 cents an hour in the minimum for chef's helper, to \$2.65 an hour or \$106 a week. The minimum for the lowest classification, general cafeteria workers, is increased 43 cents, to \$2.15 an hour, or \$86 a week, while that for head cashier is raised 49 cents, to \$2.47 an hour or \$98.80 a week.

A general increase of 43 cents an hour is spread over four steps, as are all other increases.

The night differential is raised 25 cents to 75 cents a shift for work starting between noon and six p.m.; \$1 a shift is paid for all work starting between six p.m. and seven a.m. Vacations are improved to provide up to five weeks, for 25 years' service, and the ceiling on severance pay is increased to 19 weeks.

Sick pay and life insurance benefits also are increased.



P.O.I. District Council fall meeting, Nov. 8 and 9, Covington, Ky.
Middle Atlantic District Council, winter meeting, Jan. 24 and 25, Allentown.
Western District Council, fall meeting, Oct. 25 and 26, Washington Plaza Hotel, Seattle.
Southern District Council, fall meeting, Oct. 25 and 26, Chattanooga.
Midwest District Council, fall meeting, Oct. 26, St. Clair Hotel, Chicago.
Canadian District Council, Institute on Collective Bargaining, Nov. 1 and 2, Oshawa, Ont.
37th Annual ANG Convention, June 22-24, 1970, Washington Plaza Hotel, Seattle.

Hearst Ad-Boycott List

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

SEARS, ROEBUCK & CO.

J. C. PENNEY

THE MAY CO., with department stores in three cities

Los Angeles—The May Co.

San Diego—The May Co.

St. Louis—Famous-Barr

Baltimore—The Hecht Co.

Washington—The Hecht Co.

Pittsburgh—Kaufmann's

Akron—M. O'Neill Co.

Jacksonville—May-Coburn

Cleveland—The May Co.

Portland, Ore.—Meier & Frank

Youngstown—Strom-Hirschberg

Hartford—G. Fox & Co. and Brown Thomson Inc.

Denver—May D. & F.

GENERAL TIRE & RUBBER CO.

FIRESTONE TIRE & RUBBER CO.

GOODYEAR TIRE & RUBBER CO.

B. F. GOODRICH TIRE CO.

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

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

GENERAL MOTORS CORP.: All divisions, including Buick, Cadillac, Chevrolet, Oldsmobile, Pontiac, Vauxhall and Opel automobiles; A.C. spark plugs, Delco auto batteries and radios, and Frigidaire home appliances.

Magazine Top Minimums

As of October 1, 1969

Editorial Classification with Highest Top Minimums

CONTRACT	CLASSIFICATION	MINIMUM	AFTER
Scholastic	Associate Editorial Director	\$295.00	Flat
Time	Writer	\$270.63	2 yrs.
Newsweek	Associate Editor	\$268.50	3 yrs.
Antiques	Associate Editor	\$261.45	3 yrs.
Look	Writer II	\$250.00	4 yrs.
Consumer Reports	Assistant Editor	\$246.27	5 yrs.
Nation	Senior Editor	\$241.50	3 yrs.
New Republic	Associate Editor	\$236.24	Flat
Scientific American	Editor	\$236.00	3 yrs.
Saturday Review	Assistant Editor	\$217.75	5 yrs.

Deferred increases: Look \$16 2/3/70, \$18 2/7/71; Nation \$15.50 3/1/70, New Republic \$4 11/1/69, \$12.50 5/1/70, \$4.50 11/1/70; Scholastic \$25 5/1/70; Scientific American \$17 12/1/69; Time \$17.85 12/1/69, \$19.35 12/1/70.

Advertising Salesmen Top Minimums

New Republic	\$236.24	6 yrs.
Antiques	\$216.50	5 yrs.
Saturday Review	\$194.75	3 yrs.

Deferred increases: New Republic \$4 11/1/69, \$12.50 5/1/70, \$4.50 11/1/70.

Circulation & Subscription Managers & Related Jobs Top Minimums

Antiques	Circulation Manager	\$231.45	3 yrs.
New Republic	Subscription Manager	\$173.45	3 yrs.
Consumer Reports	Circulation Manager	\$204.10	4 yrs.
	Subscription Correspondence, Subscription Order Processing, Subscription Statistical & Service Division Heads	\$190.41	4 yrs.
	Asst. Head Subscription Statistical & Services Division	\$189.47	3 yrs.
Nation	Circulation & Promotion Business Manager	\$180.50	3 yrs.
Scientific American	Subscription Manager	\$154.00	3 yrs.

Deferred increases: Nation \$11 1/1/70; New Republic \$1.50 11/1/69, \$0.20 5/1/70, \$1.50 11/1/70.

One of Three Guild Contracts Provides \$200 Key Top Now

(Continued from Page 1)

contracts covering 170 daily and Sunday newspapers in the United States and Canada where the Guild represents editorial department employees provided a top minimum of \$200 a week or more for reporters, photographers, and other newsmen.

Display advertising salesmen had a top minimum of at least \$200 a week in 25 contracts covering 33 papers of the 74 contracts covering 98 papers where the Guild represents advertising department employees.

Additionally, newsmen top minimums in 10 contracts covering 13 papers and advertising top

minimums in two contracts covering four papers will go over the \$200 mark during their current contract terms as the result of raises already negotiated.

The number of Guild contracts having key top minimums of \$200 or better has tripled in a year.

Joining the \$200 or better group in the last two months were newsmen under five contracts covering seven papers and ad salesmen under two contracts covering three papers.

Newcomers were the Toledo Blade & Times where top minimums for ad salesmen and newsmen were raised to \$204.75 from \$190 as the result of a new settle-

ment; the Tacoma News-Tribune & Ledger, where both groups were increased to \$209.75 from \$196.25 by a deferred increase; and the Scranton Times, the Scranton Tribune & Scrantonian and the Pittsburgh Post-Gazette where top newsmen minimums of \$203.48, \$201.26 and \$200 became effective as the result of deferred increases.

Meanwhile, other key top minimums which earlier had reached \$200 continued to move higher.

Deferred increases moved the Richmond (Calif.) Independent and the Vallejo Times-Herald & News-Chronicle to \$213.83, and the Philadelphia Inquirer & News to \$213. New settlements raised the Cleveland Plain Dealer and the Cleveland Press to \$213.

The average reporter top minimums in the 133 contracts advanced as of Oct. 1 to \$182.78. Reporter top minimums ranged from \$255.25 at the New York Times to \$127.50 at the Alexandria (Va.) Gazette.

The new magazine tabulations included minimum tables for the editorial classification with "the highest top minimum, topped by \$295 for associate editorial director at Scholastic; advertising salesmen, topped by \$234.24 at the New Republic; circulation and subscription managers and related jobs, topped by \$251.45 for circulation manager at Antiques; circulation clerical and related jobs, topped by \$155.19 for subscription & mailing administrative assistant at the New Republic; computer, key punch and related jobs, topped by \$278.68 at Time; researchers, topped by \$218 at Time; stenographer, and telephone operator, topped by \$128.50 at the Nation, clerk classification with lowest top minimum, topped by \$133.50 at Newsweek, and copy boys by \$107 at Time.

28 weeks of 1969, compared to \$10,104,595 during the same six-month period in 1968.

Richmond Newspapers Inc. reported a net income of \$1,338,188 during the first six months of 1969, and earnings of 91 cents per share—a gain of 19.7 percent over the same period a year ago.

Cowles Communication Inc. reported net income of \$1,443,000 or 40 cents a share during the first half of 1969—compared to \$466,000 or 13 cents a share during the same period in 1968. Gross revenues were the highest for any comparable period in the company's history.

Newspaper advertising revenues increased by 13.1 percent during June, the ANPA's Bureau of Advertising reports, pushing the increase for the first seven months of 1969 to 11.9 percent over the same period in 1968.

Classified ad revenues were up 15.4 percent in July, pushing the seven-month total to an 18.1 percent increase over last year.

Newspaper Profits, Revenues Continue Up-Up-Upward Climb

Thomson Newspapers Ltd. earned net profits of \$2,134,000 in 1968, up from \$1,679,478 in 1967.

Knight newspapers' first-quarter profits in 1969 soared to 2.8 million dollars more than it earned during the same period of 1968.

Knight's second-quarter net income was \$3,553,000, compared to \$2,478,000 during the same period in 1968. The second quarter figures bring the total for the first half of 1969 to a net income of \$6,394,000 with earnings of about \$1.26 per share of common stock.

The Gannett Co. reported "continuing record earnings and revenues" for the first half of 1969, and its officers termed full-year prospects as "excellent." Gannett earned a net income of \$8,624,451 during the first half, its officers reported.

The Los Angeles Times-Mirror Co. reported mid-year net income of \$14,058,143 for the first

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Fairer-Sex Protections Scored By Fairer Sex

By Press Associates

Organized labor has fought for and won state protective laws which limit women's hours of work and the amount of weight they may lift and provide for rest periods.

Now women in organized industries are complaining that the "protective" laws are acting to deny them equal rights to higher paying jobs and overtime work.

The Equal Employment Opportunity Commission has issued guidelines stating that laws which "prohibit or limit" the employment of women are in violation of federal equal employment laws.

Now the Seventh Circuit Court of Appeals in Chicago has ruled that employers may not refuse to consider women for jobs requiring the lifting of 35 pounds or more. Instead, said the court, female employees must be judged like men on their "individual ability to perform the work."

Several unions have successfully processed grievances on behalf of female members who have been denied overtime work because of state hours laws.

But the AFL-CIO warns that abandonment of such laws will be a disaster for the unorganized women workers. In its last convention resolution, the federation said: "These laws have traditionally had the support of organized labor and of women's groups concerned to prevent the exploitation of female workers concentrated in low paying jobs and in unorganized industries."

The EEOC's ruling, says the resolution, is "too sweeping" in that it applies to "reasonable lim-

its as well as unreasonable ones, fails to recognize the interests of women who rely on such laws . . . and ignores the needs of those for whom alternative forms of protection . . . are not available."

The resolution calls on the EEOC and the courts to reconcile conflicts between state and federal laws. The AFL-CIO urges that the laws not be abandoned without necessary safeguards and that protective laws be extended to men as well as women.

This proposal has widespread support both in and outside organized labor. Those active in workmen's compensation law point out that many men need protection from unreasonable demands by employers, too.

Others seek laws that would make overtime completely voluntary although employers contend that would make it impossible for them to guarantee operation of their plants.

The conflict for organized labor may be finally resolved in its own statement that "trade unions should expand efforts to organize the unorganized among women workers," giving them the protection of collective bargaining agreements.



Boston

President, Joseph B. Downey; vice president, Michael F. Kelley; secretary, Florence M. Ambrose; treasurer, Charles Leveroni.



Pittsburgh Guild Photo by Morris Berman

Most Valuable

Diane Lichy, women's-department writer for the Pittsburgh Post-Gazette, receives trophy as the most valuable player in a softball game at the Pittsburgh Guild's annual picnic. Miss Lichy, the only girl in the game, drove in two runs with a key single as the reporters defeated the copyreaders, 7-1. The trophy, being presented by Ray Burnett, chairman of the picnic committee, was donated by the Western Pennsylvania Heart Association.

Editorial

NLRB Rebuffs ANPA

The American Newspaper Publishers Association has failed in an effort to end ANG's authority in local bargaining.

The publishers' union sought to persuade the general counsel of the National Labor Relations Board that ANG should be shorn of the long-standing authority under its constitution to condition contract settlements by locals upon approval of the ANG Contracts Committee.

ANG's contract procedures came under fire from Hearst's Albany newspapers, which last year filed refusal to bargain charges against the Albany Guild when the local refused to sign a tentative agreement which had been rejected by the ANG Contracts Committee.

The ANPA filed a supporting brief in the Hearst case, charging that the Albany Guild was "no more than a stalking horse" for ANG, which it contended had the power "to act as the undisclosed principal."

A few months later, the Erie Times and News filed a refusal to bargain charge against the Erie Guild because the local would not agree to negotiate without clearing any settlement with ANG. The company insisted that the local either do that or have an international representative in bargaining with authority to make "binding" agreements.

Then last January just prior to bargaining, the Toledo Blade & Times told the Toledo Guild that it could not "accept the restriction on the negotiating authority" of the local that is contained in the ANG Constitution. The company said it was "in agreement with the position taken by the American Newspaper Publishers Association in the [Albany] NLRB case . . . that limitations by the American Newspaper Guild on the authority of a local union would be bargaining in bad faith in violation" of the law.

In the same month, the Indianapolis Star and News took the same position in a letter to the Indianapolis Newspaper Guild.

The newspapers claimed that the Indianapolis Guild's letter "purports to say that even if Indianapolis Newspaper Guild carries out its statutory duty to bargain and reach a proposed agreement with the publisher, you will nevertheless submit that proposal to an outside committee which is not part of Indianapolis Newspaper Guild and is not the bargaining agent, and will submit to a power of veto by that outside committee." Without mentioning ANPA, the newspapers said, "We are advised that this is unlawful."

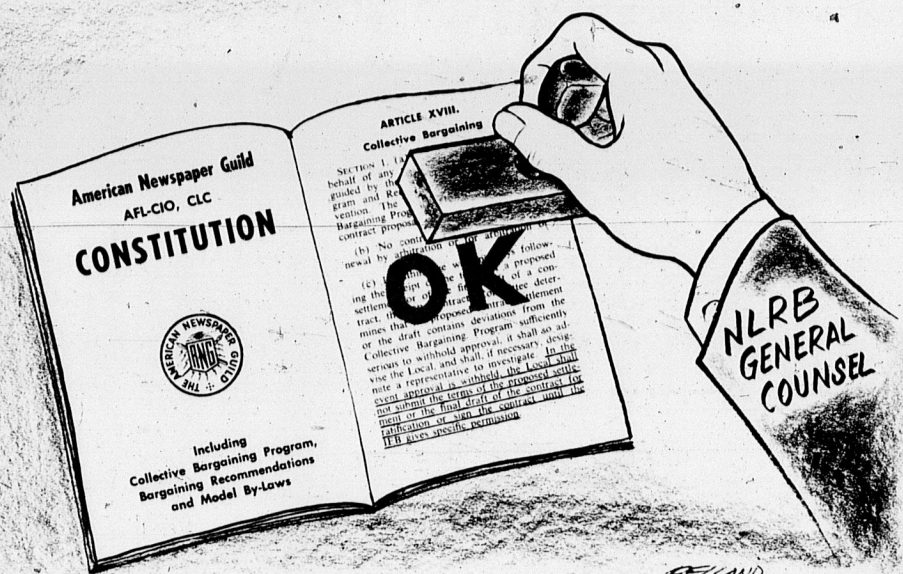
In both the Albany and Erie cases, the director of appeals in the NLRB general counsel's office upheld the NLRB regional directors' refusal to issue complaints against the Guild.

In the Albany case, the director of appeals said, "There was no merit to the contention, advanced by both the company and the Publishers Association, that the Newspaper Guild of Albany was precluded by its status as exclusive bargaining representative from conditioning the execution of a contract upon approval by its parent international."

In the Erie case, the director of appeals issued the same holding and cited previous NLRB decisions affirming that "the position of the international is comparable to that of a corporate board of directors whose negotiators need not be clothed with plenary authority to enter final and binding agreements so long as they have sufficient authority to make tentative commitments which have a strong likelihood of acceptance."

It's not difficult to see the reason for the ANPA's position and the alacrity with which various newspaper managements embraced it.

The reason never has been stated better than by Finley Peter Dunne's immortal "Mr. Dooley" who, around the turn of the century, described the kind of unions employers like in these words: "no rules, no contracts, no scales, hardly any wages and dam few members."



DATELINE: WASHINGTON

Judge Fortas Precedent Seen Backfiring on Haynsworth

By WILLARD SHELTON, Washington Guild



NIXON'S ANNOUNCEMENT at a hastily-called news conference that he would back Judge Clement Haynsworth to the end, that he would not withdraw the nomination even if asked to, presumably meant that the President thought he had the Senate votes for confirmation.

Nixon is not a rash man, politically, although he is a tenacious one.

Senate Majority Leader Mike Mansfield (D-Mont.) said the nomination would be taken to the Senate floor the first week in November and he expected the debate to run maybe "three or four days."

Generally speaking, this observer thinks that a President has a right to choose a Supreme Court nominee on his own, that the Senate's proper concern—barring extraordinary circumstances—is to ratify.

The constitutional clause gives the Senate power to "advise" as well as "consent." It is, however, a power the Senate should self-discipline itself to apply seldom and reluctantly.

It is not the Senate's business to rake over the judge's previous court votes, giving them a litmus-paper test on whether senators like them or disapprove. Not one of the senators has ever sat on the Supreme Court or a Circuit Court of Appeals; all of them were chosen to legislate, not to review court cases.

This country is governed politically. The people elected a conservative President last year. Nixon had a right to appoint a conservative jurist to the Supreme Court, and that Judge Haynsworth most assuredly is.

THE BOTHERSOME factors are threefold:

Michigan's Republican Sen. Robert P. Griffin set a recent precedent, and an unhappy one, when he chose last year to hold off a confirmation vote on former President Johnson's nomination of Abe Fortas as Chief Justice until conflict-of-interest charges could be dug up.

It wasn't really alleged conflict-of-interest that bothered the

senator; it was the Warren court's decisions on labor cases. Fortas as associate justice had generally voted with Chief Justice Earl Warren on these issues, and conservative senators didn't want such leadership "perpetuated."

But if Nixon now has a right to appoint a conservative justice, President Johnson had a right to appoint a liberal. Johnson made the appointment with ample lead-time. The conservative, hostile Judiciary Committee stalled action, hearings were delayed and unduly long, senators asked highly improper questions running to the content of the Fortas opinions.

THE PRECEDENT backfired on the Haynsworth nomination. However debate and explanations of Judge Haynsworth's votes on the Circuit Court at least make it clear that he has not been an illuminating, creative member of the judiciary.

We have been told that on civil rights cases he always accepted faithfully the latest Supreme Court decision; that where no such court decision had come down, he fol-

lowed majority precedent in 4th Circuit cases.

No such mechanical concept of duty is required by a judge's oath of office. Judge Simon Sobeloff of Haynsworth's own 4th Circuit (he was formerly chief judge) helped set new precedents in both civil rights and labor cases. He wrote opinions useful to the Supreme Court in deciding what became landmark decisions.

And on the conflict-of-interest issue—always a tenuous, shadowy thing—it can be argued that as a judge he should have kept himself aloof from personal involvement in the South's notoriously antislavery textile industry.

It is not a crime to violate the national labor law, merely a civil offense. But with a sense of the niceties the judge might have kept out of southern textile investments, a vending machine business contracting with southern textile plants. He might have done what President Nixon did—sell private investments in stocks, divest himself of directorships, and put whatever he had accumulated in real estate.

IT SEEMS TO US

Two Objections Cited To Washington Plan

Elizabeth, N.J.

Editor:

A plan similar to the Washington-Baltimore local's proposed referendum on raising dues and ending member payment of assessments was presented to the San Antonio Convention by the North Jersey Guild. The convention finance committee referred this to the defense fund financing study panel to be selected by the IEB this month.

Our suggestion is to raise dues to 7 percent and terminate assessments as such. The additional 2 percent dues income would be channeled 12 months a year into the International Defense Fund.

The Washington-Baltimore proposal is to raise dues to 7.5 percent, with the added revenue

accruing to locals, which would be responsible for paying all assessments levied in emergencies by the international. Another difference between the two plans is the base. Washington-Baltimore would tax gross income including overtime, differentials, bonuses and premiums, while our plan would tax "regular weekly compensation" as at present.

I have two objections to Washington-Baltimore's proposal. First, there would be fluctuating monthly dues payments—an awesome bookkeeping headache. Second, this is not the time for another costly referendum, but rather a time for calm appraisal and realistic recommendations from the study committee created by the San Antonio Convention.

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The Guild Reporter

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