$300 Key Top, Up $67, Is Won by Washington

Washington-Baltimore Guild Photo by Le Roy Woodson

Milestone

Washington Post Guild members dramatize achievement of the Guild's first $300 top minimum. From left, Calvin Zellars, Ceane Marks, James Anderson, David Moy and Margaret Lindsey.

NEWSPORTER

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Record Pact at Post Yields $36 a Year

The Washington-Baltimore Guild last week won a $300 top minimum for reporters and advertising salesmen at the Washington Post, up $67 over 22 months for the largest settlement in ANG history.

A similar $67 increase was won two days later at Scripps-Howard's Daily News, raising the reporter top to $295.

The Post top minimum is the first key minimum in any Guild newspaper contract to reach $300 and is $37 above the highest previously negotiated, $263 at the Chicago Sun-Times and Daily News. The average annual increase of $36.55 is more than $12 above the previous high of $24.45 won last year at the San Jose Mercury and News.

The Post settlement provides position minimums of from $315 to $360 for editors' groups. And a series of reclassifications for

Guild Wins Minority Job Training at Post . . . Page 7

computer employes will produce increases ranging as high as $132 for programmer-analysts, whose top minimum will go to $300.

ANG President Charles A. Perlik, Jr., sent a message of congratulation to Post Unit Chairman John V. Reistrup and News Chairman Alden (Bucky) Summers, Jr., terming the achievement of a $300 minimum at the Post a "significant and major breakthrough that will add strength and meaning to the Guild's efforts everywhere" and lauding the News settlement as one that would also have "immeasurable impact on bargaining across the continent."

Both the Post and News settlements were reached after strike votes. The Post settlement was ratified by a vote of only 178 to 120, with many members arguing that the money was not enough.

The experience requirement for top-minimum pay is reduced from six years to four at both papers. And differentials are retained for employes earning more than the minimums, guaranteeing the $67 increase to all who are at or over the key top minimum.

The minimum for the highest of four editors' groups will go up $80.40, to $360, the highest position minimum in any Guild contract. The second group goes up $78.05, to $345; the third rises $73.70, to $330, and the fourth, including copy editors, goes up $70.35, to $315.

(Continued on Page 7)

$60 Hike Is Won in Minneapolis

Minneapolis, Minn.—The Twin Cities Guild last month won a $60 increase in the top minimum for reporters at the Minneapolis Star and Tribune, raising it to $260 over 30 months.

The average annual increase of $24 was the second highest ever negotiated in a Guild contract up to that time, approaching the $24.45 achieved last year at the San Jose Mercury and News. (Last week's negotiation of a $67 increase over 22 months at the Washington Post set a new record of $36.55.)

The flat minimum for subeditors at the Star and Tribune is increased $65, to $287, among the highest to be negotiated in any Guild contract. The top for circulation district managers is raised $60, to $215, also among the highest in prevailing contracts.

Although the Guild's old contract does not expire until the end of January, all salary increases became effective Nov. 16,

Sacramento Top Up $44—Page 2

while higher expense allowances became effective Nov. 30.

General increases range from $15.50 for those earning less than $80 a week to $46 for those earning $200 and over, with $47 going to some employes in circulation.

The reporter top goes up $19 effective Nov. 16, $8 next Aug. 1, $5 Jan. 1, 1971, $6 June 1, 1971, and $12 Dec. 1, 1971.

The top for stenographers is raised $21.50, to $118.50, and that for copy boys is up $16.50, to $89.50.

Night differentials are increased by 30 cents to 90 cents a shift, depending upon job classification, to from $1.30 to $4.10. Mileage payments for the first 100 miles per week are increased three cents, to 13, and weekly guarantees are up $1.50, to $14.

The requirement for four weeks' vacation is lowered from 12 years to eight in two steps, and the severance-pay ceiling is increased two weeks, to 40. The company will pay $10.55 for family major medical coverage and $3.94 for individual coverage, up from $8.70 and $3.25 respectively.

Arbiter Reinstates 41 Fired in El Mundo Strike

San Juan, P.R.—A former Puerto Rico Supreme Court justice has ordered the reinstatement of 41 strikers replaced by El Mundo during a six-week strike last summer.

Upholding the Puerto Rico Guild's position almost entirely in an arbitration decision, former Justice Lino J. Saldana ruled that the strike had been provoked by unfair labor practices and that the dismissed strikers were therefore entitled to reinstatement with full back pay, totaling more than $60,000.

He refused reinstatement to only a single striker, a driver accused of assaulting a strikebreaking district manager.

Thirty-five of 42 other El Mundo Guildsmen who stayed out at the end of the strike in solidarity with those who were dismissed returned to work after the arbitrator's decision was handed down. The others had returned earlier.

The Guild and El Mundo agreed to arbitrate reinstatement of the 42 dismissed employes as part of a strike settlement that won long-sought contract coverage for 13 distributors whom the company had sought to classify as "independent contractors" despite a National Labor Relations Board decision to the contrary.

Saldana, in a decision covering 82 legal-size pages, held that:

► El Mundo was guilty of an unfair labor practice in persistently refusing to negotiate coverage for the distributors in the face of the NLRB's ruling that they were not contractors.

► The Guild's strike was therefore an unfair-labor-practice strike, under which strikers are entitled under the law to reinstatement even if it means dismissing strikebreakers.

► The protection afforded by this umbrella extended not only to members of the paper's transportation department, in which the distributors were included, but to striking employes of other units who worked under separate Guild contracts.

► The no-strike clause in these contracts did not apply to the Guild's strike because it was precipitated by the unfair practices.

"As has been frequently pointed out," Saldana declared, "the pressure that the union can exert by means of strikes or threats to strike, along with the guarantee that its members cannot be dismissed or replaced, is the most effective sanction against a man-

(Continued on Page 7)

Referendum Is Dropped

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Guild Wins Monessen Vote

Story on Page 3

Davey Hearings Start

Story on Page 3

HARRY L. McCORMICK

RICHARD RAMSEY

Field Staff Expanded to Seven As McCormick, Ramsey Join

The appointment of Erie Guild President Richard Ramsey and Harry L. McCormick, former president of the Cleveland Pressmen's Union, as international representatives was announced this week by ANG President Charles A. Perlik, Jr.

McCormick joined the staff this week; Ramsey will begin Jan. 5. Their addition will increase the field staff to seven.

Both attended ANG's week-long training seminar for potential staff members last month and will attend the first in a series of three-week courses for full-time union staff members being conducted by the AFL-CIO's new Labor Studies Center in Washington starting Jan. 4.

McCormick will work until then in ANG's Collective Bargaining Department at ANG headquarters; he will later work out of Cleveland, Perlik said. Ramsey will work out of Washington after attending the Labor Studies Center.

Ramsey became president of the Erie Guild this year after serving as vice president during the local's successful 132-lay strike at the Erie Times and News. He was chairman of the legal committee during the strike and has also served as chairman of the local's human-rights and welfare committee.

Ramsey is a courthouse reporter for the Erie News, [illegible] he has worked since 1966. [illegible] he worked for the Sharon (Pa.) Herald after attending Wabash College in Indiana.

McCormick served three terms as president of the Cleveland Pressmen's Union, leading the local during the newspaper unions' 1962-63 strike at the Cleveland Press and Plain Dealer.

After the strike he joined the Plain Dealer's labor-relations staff at the request of Publisher Thomas Vail to help re-establish effective communications between the company and the unions. He became labor-relations director and later personnel manager but resigned after S. I. Newhouse bought the paper.

$244 Top, Up $44, Won By Sacramento Guild

Sacramento, Calif.—Key top minimums are raised $44.25, to $244.25 in a new 30-month contract won by the Guild's Sacramento Bee Unit after a strike vote.

The top minimum for reporters and salesmen is raised $35, retroactive to last Jan. 1, $5.75 next June 11 and $3.50 June 4, 1971.

The top for switchboard operators is up $24.39, to $134.59, that for copy boys is raised $19.01, to $104.96, that for stenographers is up $25.33, to $139.83, and that for clerks is raised $27.09, to $149.54.

The Guild won a hazardous-assignment clause under which the company will reimburse employes for damage to their property and will provide an additional $25,000 death-and-dismemberment insurance policy for employes.

A joint committee will be set up to study ways of safeguarding employes on dangerous assignments.

An eighth floating holiday is added, and the ceiling on severance pay is increased by two weeks to a total of 40. The mileage allowance is increased from nine cents to 11, and the minimum weekly allowance is increased $1, to a range of from $14 to $16.50.

Employes called for emergency duty in the National Guard will receive the difference between their regular salary and Guard pay for up to 10 working days. Employes will receive their full pay when on jury duty.

A no-discrimination clause is included for the first time.

2 Washington Editors Named Broun Judges

ROBERT E. L. BAKER

SIDNEY EPSTEIN

Robert E. L. Baker, assistant to the editor of the Washington Post, and Sidney Epstein, assistant managing editor of the Washington Star, will be two of the judges for ANG's 1969 Heywood Broun Award.

Their selection was announced this week by former ANG International Vice President Richard P. Lane, chairman of the contest. A third judge is yet to be named.

The winner of the contest will be announced and the award presented at a luncheon Jan. 26, during the International Executive Board's winter meeting in Washington. The deadline for entries is Jan. 15.

The winner will receive a prize of $1,000 and a citation. The contest is for journalistic work in the crusading spirit of Heywood Broun, the Guild's founder and first president.

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

Epstein was city editor of the Washington Star for 10 years until his appointment as assistant managing editor last year. He was city editor of the old Washington Times-Herald until it was merged with the Washington Post in 1954.

His wife, Eleni, is the Star's fashion editor.

Baker was day city editor of the Post until he was named assistant to the managing editor last year. He began his career with the Fredericksburg (Va.) Free Lance-Star in 1947, coming to the Post in 1951. He served variously as London correspondent and as a reporter on civil rights and Southern politics.

He has won two Front Page Awards from the Washington Newspaper Guild.

IT SEEMS TO US

L.A. Student Picket Line At Hearst Plant Decried

MANCHESTER, N.H.

Editor:

In the Nov. 14 Guild Reporter I couldn't believe what I saw in the front-page photograph.

How could members of the Los Angeles Guild allow sympathizers of an avowed Communist to picket with them? The union members should have run off these students from UCLA and had absolutely nothing to do with them. By allowing these students to participate in a union affair, the Guild members unwittingly sanctioned the beliefs of Communists.

Just because Mrs. Randolph Hearst is an aunt of Herald-Examiner Publisher George Hearst, this should be no reason to allow these students to picket with union members.

The university regents have the right, in fact, they are morally obliged to dismiss Angela Davis, a Communist Party member, from the faculty just as they have the right to expel a student for taking over a building. Both types of persons are opposed to freedom and the American way of life. University officials must get rid of this type of person if our American system of education is to survive.

The Herald-Examiner Guild members should remember that they were picketing with a group that supports a country, the USSR, where no unions of any kind are allowed.

CARLTON L. SMITH
Manchester Guild

L.A. Picket-Line Picture Produces 'Shock, Anger'

BUFFALO, N.Y.

Editor:

I was shocked and angered to glance at the Nov. 14 Guild Reporter's front page and learn the Guild welcomes radical, Communist-supporting students as "reinforcements" to the Los Angeles picket line.

The logic behind allowing advocates of a Communist teacher to cloak themselves in the respectability of a legitimate strike escapes me.

The student participation was bad enough, but to publicize the incident was gross stupidity on the part of the Guild Reporter.

The radical support was also a slap in the face to countless Guild members who are four-square opposed to what those students stand for.

In addition, that type of support can only blacken the Guild's image at a time when the organization is appealing for public support of a boycott.

Let's hope we have some clearer thinking out on the West Coast, where our brothers have struggled so long against an unreasonable management.

JOHN H. PAULY
Executive Board
Buffalo Guild

Editor's Note: As the picture caption indicated, the student picket line was entirely separate from the unions' line and was not a joint action. The students did not picket in support of the strike and were not "welcomed."

Rosselet Is Chided For 'Inconsistency'

ROSELLE, N. J.

Editor:

I have to believe it was with typewriter in cheek that Donald Rosselet criticized the Flores proposal for dues collections on the basis that it would be cumbersome and involve too much work (GR, Oct. 24).

As president of the North Jersey Local, Rosselet last summer proposed that the local treasurer, in addition to his other duties, be assigned to visit the New Brunswick, Perth Amboy and Plainfield units on their respective pay days to be present to collect dues from both night and day workers. His justification was that "the treasurer is the only paid official."

The local refused to give the proposal one affirmative vote. During the discussion it was pointed out that the Plainfield Unit had a record of 100-percent collections.

Now Rosselet worries about the Flores proposal being too cumbersome. Couldn't we have just a little consistency?

FIRMAN R. LOREE
Past Treasurer
North Jersey Guild

Service Award Deadline Is Extended to Jan. 23

The deadline for Guild Service Award nominations has been extended from Jan. 15 to Jan. 23, Ellis T. Baker, ANG's director of administrative operations, notified locals last week.

Nominations must be received at ANG headquarters by the close of business Jan. 23 to be eligible for judging, which will take place during the International Executive Board's winter meeting starting Jan. 26.

The award is given annually for outstanding service to the Guild at the local level and is intended to recognize and encourage the development of local Guild leadership.

The winner will receive a scholarship of up to $1,000 for a course in trade-union education. This year, Baker said, courses at the new AFL-CIO Labor Studies Center may be available for the first time.

Nominations must be made by either the local executive board, the local representative assembly or a membership meeting. Those eligible are members who have held local office or other responsible positions during the past year or who can reasonably be expected to assume such an office or position.

The contest judges are Baker and International Vice Presidents Joseph B. Downey and James G. McMahon.

Last year's winner was James V. Cadilli, vice chairman of the Los Angeles Guild's Herald-Examiner Unit.

Council Aids Strikers

Middleboro, Mass.—The New England District Council, meeting here Dec. 6 with the Brockton Guild as host, voted $100 to the Los Angeles Guild strike fund and another $100 to a Christmas fund for Herald-Examiner strikers.

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Ogilvie Testifies as Davey Hearings Open

Ottawa, Ont. — Newsmen's-privilege legislation and "more teeth" for laws protecting employes' rights to organize were among proposals advanced by ANG Canadian Vice President Glen Ogilvie at the opening session of hearings by Sen. Keith Davey's Special Senate Committee on the Mass Media this week.

Ogilvie was joined in his appearance before the committee on behalf of ANG by former Canadian Wire Service Guild President Gilles Desjarlais and ANG International Representative Robert J. Rupert.

Ogilvie also advocated the protection of newsmen's rights to political activity and endorsed mandatory semiannual publication of newspapers' principal owners and executives. He proposed that such disclosure also include "holdings and offices the principals and executives might have in other enterprises."

Pointing to the complexity of contemporary society, Ogilvie stated that "too many affluent papers are still operating with skeleton staffs and demanding impossible interpretive and depth-reporting jobs" from those staffs. He charged that the executives responsible are "an obstacle to communication and an enemy" to journalism.

At Media Hearing

Sen. Keith Davey, chairman of Canada's Special Senate Committee on the Mass Media, delivers opening remarks as the committee begins its hearings. At left is ANG International Vice President Glen Ogilvie, who testified on behalf of the Guild; at right is former Canadian Wire Service Guild President Gilles Desjarlais, who also appeared for the Guild at the committee's opening session.

Noting the dearth of specialists in such fields as science, housing, medicine and labor on many large papers' staffs, he labeled criticism of working newsmen for "unsophisticated and occasionally inaccurate reporting of complex and specialized subjects" as unfair when they "are not allowed sufficient time to develop a thorough and sensitive understanding."

"Today's reporter generally is better-educated and better qualified to meet the challenges of his profession than ever before," Ogilvie stated. But if he is to function up to his capabilities, he added, "the press lords will have to provide news budgets generous enough to allow it."

"In the final analysis," Ogilvie pointed out, "it is the publisher who determines how good or how honest a newspaper shall be," adding that "too often the reporter is blamed."

Pointing to statistics on one-newspaper communities and chain domination of Canadian newspapers contained in an 18-page Guild brief submitted to the committee last month, Ogilvie called the situation disturbing.

"It places too large a segment of the public-information media in too few hands," he said. "It also gives fewer people ever greater economic power over the workers employed in the news industry.

"Use of this power was demonstrated in Peterborough a year ago when the Guild's strike against Lord Thomson's Examiner was broken and the strikers' legitimate needs left unfulfilled," he charged.

The Guild's prehearing brief, submitted in both English and French, notes that there is "monopoly ownership" in 77 of the 87 Canadian cities in which daily newspapers are published.

"In 46 of these 77 monopoly centers," the brief continues, "the monopoly is held by a chain. In three additional centers one chain owns one newspaper and another chain the other of the only two published."

In proposing protection of a newsman's right to refuse to disclose confidential sources of information, Ogilvie cited the ANG Code of Ethics, adopted in 1934, and subsequent endorsements of the principle by ANG conventions through 1969.

Sen. J. Harper Prowse of Alberta questioned the right of newsmen to legally "privileged" sources, noting that Canadian doctors and priests have no such protections.

Rupert, noting that lawyers' relationships with their clients are protected, said he feels a newspaperman is "no less in pursuit of justice than a lawyer" in his confidential relationships.

Citing statements by Canadian and U.S. publishers and newsmen lauding the Guild for improving press performance and journalistic standards by raising newsmen's economic condition, Ogilvie suggested that putting "more teeth" into legislation protecting organizing rights could help extend those improvements.

Under present law a publisher "may feel free to tamper with his employes' rights" and "fear little more than a light rap on the knuckles," he said. By the time the publisher is found guilty, the "improper actions in many cases will have cooled the ardor of his employes" for organization, Ogilvie stated.

In his opening remarks Ogilvie expressed "regret" that "all members of the news media are not given an equal opportunity to report the proceedings," pointing to rules prohibiting "broadcast journalists" from using cameras and tape recorders.

"In effect," Ogilvie said, "they are reporters denied the use of their pencils and pads" at hearings on freedom of the press.

Ogilvie, Desjarlais and Rupert were preceded before the committee by representatives of the Canadian Daily Newspaper Publishers Association, lead-off witnesses at the hearings, which are scheduled to run for more than 10 weeks.

The CDNPA's spokesman, Ralph Costello, president and publisher of the St. John (N.B.) Telegram - Journal and Times - Globe, described the publishers' group as a "sales organization," adding under questioning that it is not concerned with the editorial quality of the nation's daily newspapers.

Costello said, however, that he can "accept" the statement that a newspaper has a responsibility to the public it serves.

Mitchell Soothes News Trusts

Use of the antitrust laws to break up news-media monopolies is "the last thing in the world we have under consideration," Atty. Gen. John N. Mitchell declared last week.

Mitchell, in a television interview, said Vice President Agnew's attack on media "monopolization" did not signal any government crackdown intended to curb the trend.

Agnew, in a Nov. 20 speech at Montgomery, Ala., deplored the drift toward news-industry monopoly, singling out the Washington Post's control of major broadcasting stations and Newsweek magazine.

Violence Agency Hits Monopoly

"Increased concentration of control" in the news media was deplored last week by the National Commission on the Causes and Prevention of Violence.

The commission, in a report on the problem of violence involving dissident groups, urged that private and governmental agencies discourage increased concentration in the media.

"We need more effective and different voices, not fewer and fewer standardized or homogenized ones," it declared.

Washington Withdraws Dues-Referendum Proposal

The Washington-Baltimore Guild has voted to withdraw a proposal for an international referendum to end membership assessments by permanently increasing monthly dues.

The motion, adopted unanimously at a Nov. 26 membership meeting, instructed Washington-Baltimore officers to submit the proposal instead to a special interim ANG committee appointed to study strike financing.

The motion said the proposal was being withdrawn in the light of the International Executive Board's appointment of Ned Sweet, secretary of the San Antonio Guild, to the interim committee. Sweet ran for ANG secretary-treasurer in last summer's international election on the same ticket as Brian L. Flores, administrative officer of the Washington-Baltimore Local, joining with Flores in a pledge to "end assessments for all time."

The interim committee will hold its first meeting Jan. 8 and 9 at ANG headquarters in Washington.

International Vice President Joe Holt Anderson, Jr., who joined with Flores in submitting the referendum proposal to the local in September, introduced the motion to withdraw it.

He said the IEB's decision to reduce costs of the Los Angeles Herald-Examiner strike, lessening the drain on the International Defense Fund, had made solution of ANG's strike-financing problem less pressing and contributed to the decision to withdraw the referendum proposal.

He also said that "premature publication" of the proposal in the Guild Reporter following its adoption in September without accompanying material that the local had planned to prepare had created "a preconceived notion" against it.

The withdrawal directs Washington officers to make a detailed presentation of the proposal to the interim committee.

The proposal, as originally adopted, would increase ANG's basic Model Dues Schedule of five percent of regular weekly compensation per month by 50 percent—to 1.75 percent of gross weekly earnings, or slightly more than 7.5 percent per month.

It would amend the ANG Constitution to require that assessments, when levied in emergencies, be paid by each local from local funds and not be "charged directly to the membership." They would be paid at the rate of 40 percent of each monthly dues payment; direct membership assessments could be levied only by membership referendum.

The proposal was submitted to the IEB in October but was withheld from official publication at the local's request after ANG counsel Irving Leuchter found "technical flaws" in the draft.

Pittsburgh Guild Wins Election in Monessen

Monessen, Pa.—Forty-nine employes of Thomson's Valley Independent voted overwhelmingly for representation by the Pittsburgh Guild Dec. 2.

Employes in the editorial, business, advertising, circulation and maintenance departments cast 44 votes for the Guild and only five against in a National Labor Relations Board election.

The Independent, which serves the towns of Charleroi and Donora as well as Monessen in an area 20 miles south of Pittsburgh, is the second Thomson daily in the United States at which the Guild has gained bargaining rights. The Cleveland Guild won an initial contract at Thomson's Canton Repository last summer.

Independent employes sought Guild representation after Thomson acquired the paper earlier this year and an associate news editor was fired after six years on the job.

The Guild organizing drive was conducted by International Representative Edna Berger, assisted by Nick Wallace, president of the Pittsburgh Guild. The new unit elected Stephen Menzler as its chairman following the election victory.

Circulation Men Achieve $200 Top in Wilmington

Wilmington, Del.—The top minimum for city circulation representatives will reach the $200 mark, up $29, under a new two-year contract between the Philadelphia Guild and the Wilmington News and Journal.

The settlement, negotiated after a unanimous strike vote, will increase minimums approximately 7.75 percent each year. The minimum for circulation supervisors is raised $32, to $233.

The top for city representatives is increased $12 retroactive to Sept. 1, $2.50 next March 1, $12 next Sept. 1 and $2.50 the following March 1. The top for country representatives is also raised by a total of $29, to $204.

The top for secretaries is increased $17.70, to $131.90, and that for clerks is raised $16.24, to $121.04.

The Guild also won a reduction in the service requirement for a fourth week's vacation from 12 years to 10, as well as an eighth holiday.

The company will pay $5 a week for health-insurance coverage instead of $9.50 a month, and weekly expense allowances are increased from $32 to $33 for country representatives and from $29.50 to $32 for city representatives.

A joint committee will be set up to discuss the work schedule.

Festive Board

Striking and locked-out unionists at the Los Angeles Herald-Examiner enjoy Thanksgiving dinner in Strike-Lockout Headquarters. Contributions from Local 694 of the Culinary Workers and a Los Angeles law firm made it possible. Some 200 union members were served turkey with all the trimmings.

Company Rejects New Union Offer To Settle Herald-Examiner Strike

Los Angeles, Calif. — Hearst's Los Angeles Herald-Examiner last week rejected a union proposal for a five-year contract with periodic wage reopeners and settlement of unresolved disputes by arbitration.

The Guild and other striking and locked-out unions said they were proposing a five-year pact, to provide a "tight, long-term period of labor peace during which the company would have time to rebuild the paper without fear of work stoppages."

Management, which earlier had proposed a one-year contract, said that it wasn't wedded to a one-year agreement but was not interested in a five-year contract "at this time."

The two sides also discussed manning, reproduction, jurisdiction and a no-strike, no-lockout clause, but the unions reported "no significant developments."

Sigmund Arywitz, executive secretary of the Los Angeles County Federation of Labor, and Jack Goldberger, national chairman of the Teamsters' Newspaper Conference, participated in the joint bargaining session at the request of federal mediators.

Another meeting was expected late this week.

A candidate for the Los Angeles City Council who pledged to do "all I can" to end the Herald-Examiner strike won a special election Dec. 2. Patricia Russell, endorsed by the AFL-CIO, supported efforts to ban professional strikebreakers, charging that for Hearst "to begin a new campaign to destroy unions is absolutely wrong."

LAGALS (Los Angeles Gals Against Labor Scabs) will hold a Christmas party for children of striking and locked-out unionists Dec. 20. Plans are also being made for a Christmas dinner at Strike-Lockout Headquarters.

Additional contributions to the Los Angeles Guild strike fund totaled $842. Recent contributions include the following:

Battle Creek Guild	$100
Boston Guild	100
Erie Guild	25
Empire State District Council	100
Philadelphia Guild	100
P-O-I District Council	100
San Francisco-Oakland Guild	150
Toledo Guild	100
Washington-Baltimore Guild	75
Wilkes-Barre Guild	100
Federation of Guild Representatives	40
Stockton Guild	100
Victoria Guild	12
San Diego Guild	52
Vancouver-New Westminster Guild	100

Contributions to date total $165,093.

Yarbrough Cites Sheriff; Sheriff Jails Yarbrough

Knoxville, Tenn.—Arrested by a sheriff who had been indicted as a result of his news stories, former Knoxville Guild President Willard Yarbrough is awaiting a hearing on charges of drunken driving and carrying a concealed weapon, brought against him by the sheriff immediately after his acquittal.

Yarbrough was jailed Nov. 6 less than six hours after Sevier County Sheriff Millard H. Gibson was acquitted of extorting land from an accused "moonshiner." Held in a cubicle under 120-degree heat for three hours, Yarbrough was carried out semiconscious after stripping off all his clothes.

Yarbrough

The newsman was arrested near Gatlinburg, where he said he had drunk 1½ cups of beer while eating oysters at a meeting of the Tennessee Academy of General Practice. Gibson found a pistol in a briefcase in the trunk of Yarbrough's car; Yarbrough explained that he deals in guns.

Yarbrough, who covers parts of four states as a roving reporter for the News-Sentinel, has been unable to work his beat regularly because his driver's license has been confiscated pending a hearing on the charges.

The stories exposing Gibson were part of a series by Yarbrough on official corruption in Eastern Tennessee. A federal grand jury recently awarded $40,000 to a University of Tennessee student who said he was beaten by the sheriff and his deputies when he followed a friend to the hospital after a car crash.

In 1967 Yarbrough received an American Political Science Association award for articles exposing a series of raids by Gibson on Gatlinburg resort lodges.

Yarbrough has been president of the Knoxville Guild several times and is a former president of the Southern District Council. He ran unsuccessfully for Congress in 1964.

Admen Reach $202 In Manchester Pact

Manchester, N.H. — Key top minimums are increased $43.50 in a new three-year contract at the Manchester Union Leader, raising the top for reporters to $200 and for display and classified salesmen to $202.50.

The top for copy deskmen is raised $49, to $210, and that for cartoonists and editorial writers $43.50, to $217.

The Manchester Local is the third in New England to hit the $200 mark for key minimums. The settlement was negotiated with the assistance of Robert E. Bruner and James H. Orcutt, director and assistant director, respectively, of ANG's new New England Servicing-Organizing Program.

The local is voting in a referdum today on participation in the program following a unanimous executive-board recommendation in favor.

Key top minimums are increased $5 retroactive to Jan. 1, $6 retroactive to July 1, $8 Jan. 1, $8 next July 1, $8 Jan. 1, 1971, and $8.50 July 1, 1971.

The top for clerks, typists and switchboard operators is up $27, to $123.50, that for secretary-stenographers is raised $29, to $135.50, that for circulation roadmen $37, to $171, that for janitors $26.50, to $126, and that for office boys $21, to $99.

The night differential is increased from eight percent to 10 percent and the weekly maximum from $8 to $10. The differential for reporter-photographers is raised from $1 a day to $7 a week, and the differential for chief of the paper's Concord bureau is raised from $3 to $5.

The service requirement for a fourth week's vacation is reduced from 15 years to 13, and the severance-pay ceiling is increased from 46 weeks to 48.

An antidiscrimination clause is also added to the contract.

$28 Increases Won At Huntington Park

Los Angeles, Calif.—A new three-year contract between the Huntington Park Daily Signal and the Los Angeles Guild will increase key top minimums $28.25, to $185.55. Other increases range from $13.93 to $28.34.

The top for reporters and display salesmen is increased $4 retroactive to Sept. 1, 1968, $4 retroactive to last March 1, $4.50 retroactive to Sept. 1, $4 next March 1, $5 next Sept. 1 and $6.75 on March 1, 1971.

The top for outside classified salesmen is raised $28.34, to $173.86. Office employes receive an increase of $20.04, to $131.70, while the top for office boys is increased $15.01, to $98.55. The flat minimum for janitors is increased $14.81, to $97.30.

Office employes who put in duty as key-punch operators will receive an extra 15 cents an hour.

Mileage allowances are increased from a flat 10 cents a mile to 11 cents for the first 50 miles and 10 cents thereafter. The company will contribute $13.96 a month for health insurance.

Correction

The final key top minimum in the Cincinnati Guild's new contract at the Post and Times-Star was incorrectly listed as $240 in the Nov. 28 Guild Reporter as the result of a printer's error that was picked up in the headline. It should have been $230.

Strike Fund Grows

Unions Press GE Boycott Drive

A national boycott of General Electric products is cutting into the company's pre-Christmas sales as unions across the country rally to the support of 150,000 striking GE employes.

Contributions to the GE unions' strike fund topped the million-dollar mark last week in an AFL-CIO campaign for a dollar-per-member contribution from each affiliate.

Contributions from Guild locals reached $3,478.50 this week as St. Louis contributed $580, Cleveland $350, Detroit $288.50, San Jose $100, North Jersey $86 and Pawtucket $32.

ANG's International Executive Board has voted $15,000 to the strikers from the International Defense Fund, and Guild locals have been asked to contribute the remaining $15,000 needed to fulfill the Guild's quota.

The St. Louis, Pawtucket, Detroit and North Jersey contributions were at or over the 50 cents per member required to fulfill the quota, and San Jose promised to send the additional amount required.

ANG Secretary-Treasurer Robert M. Crocker, in a letter to locals this week, urged Guild members and their families to support the GE boycott and asked locals that have not yet responded to the strike-fund appeal to put it at the top of their agenda.

Noting that many of the GE unions "have been generous with us when we needed help," Crocker urged Guild locals to reciprocate unstintingly to assist strikers "who are in a very real sense fighting our battle."

The boycott moved into high gear as union members across the country volunteered their spare time to carry informational picket signs and distribute handbills, both at stores handling GE products and at the firm's offices and installations.

Notice of the boycott was given by AFL-CIO President George Meany in a letter to the heads of all affiliated union bodies.

"The success of this action depends upon the wholehearted cooperation of every union member and his family, friends and neighbors," Meany said. "I call on you to rally your entire membership to help the GE strikers by mobilizing their purchasing power on behalf of decent union contracts."

Meany called on unions and central bodies to take the following steps:

► Inform every union member immediately about the boycott and the necessity for it. Spread the message "Don't Buy GE" by every possible means—at meetings, handbilling at plant gates, bulletin-board notices and public statements.

► Prepare handbills directed to consumers; give materials on the "proper techniques for consumer picketing" to experienced picket captains and distribute them at shopping centers and stores selling GE products.

► Establish informational picket lines at all retail stores featuring GE merchandise.

Retailers should be informed of the boycott, urged to stop selling GE products and allocate advertising and promotion to products of other manufacturers, Meany said.

The boycott also applies to Hotpoint products, which are manufactured by GE.

ANG Slates Institute Series

The first two institutes in ANG's 1970 regional weekend series will be held in January for the Pennsylvania-Ohio-Indiana and Midwest district councils. Theme of the new institute series will be "The Guild in a Changing Society."

The P-O-I institute is scheduled for Jan. 10 and 11 in Canton, a new unit of the Cleveland Guild; the Midwest institute will be held Jan. 17 and 18 in Chicago.

A third institute, sponsored by the Western District Council, will be held in San Diego Feb. 7 and 8, and an Empire State District Council institute is tentatively scheduled for Feb. 21 and 22. The institutes will be conducted by ANG Director of Administrative Operations Ellis T. Baker and Research and Information Director Jim Cesnik.

In the Wake of Song My

Hersh Sees 'Self-Censorship' as News Media's Problem

By JIM WILLIAMS

"The problem with the news media is that writers and editors censor themselves," says Seymour M. Hersh, former Wire Service Guildsman whose stories reporting the massacre of noncombatants at Song My were rejected by two major magazines before being sent out by a little-known news service.

"They don't write a lot of stories," he continued, "because they think they won't get printed—but 36 papers carried my first story. That indicates something."

"Just think," he said, recounting his efforts to gather and sell the story, "Look turned me down, and an editor at Life said it was out of the question."

Rebuffed by the established press, Hersh turned to an obscure, fledgling agency called the Dispatch News Service, run by David Obst, a 23-year-old Chinese-language student and Hersh's next-door neighbor. Dispatch is a loose confederation of free lancers organized in Saigon in 1968 by Obst and some "Young China Hands," who barely made a living until they established themselves in Washington.

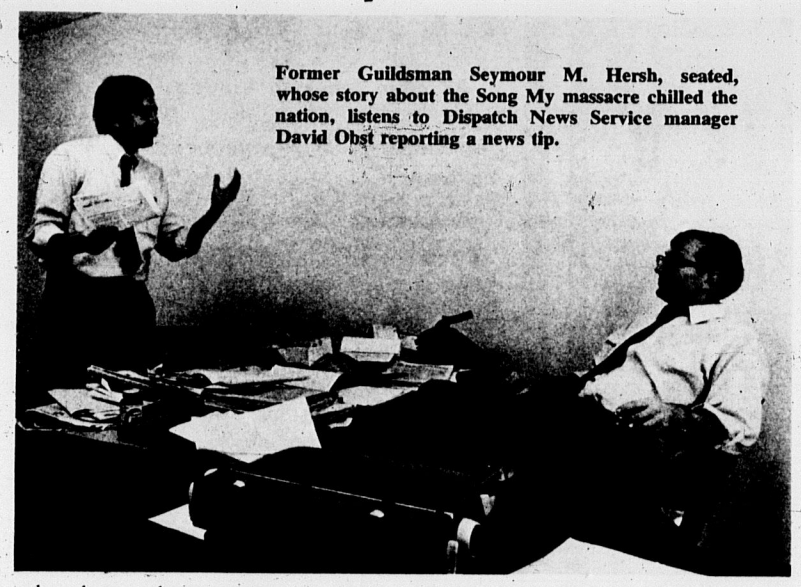
Some editors have described Obst's operation as new-leftish, an appelation he calls inaccurate. Dispatch's modern office in Washington's National Press Building is sparse, as yet uncluttered by mounds of clippings, and looks "new" but hardly "new left."

It is decorated principally by an attractive Oriental secretary and Obst's drooping, Zapata-style moustache. Obst doesn't wear a tie, although Hersh does.

Dispatch didn't set out to become a spot-news agency, Hersh says, but rather a supplier of well-researched Sunday-feature material.

Dispatch doesn't have a teletype network or many regular clients, so with Hersh's expose in hand, Obst began telephoning editors around the country offering the story for $100. The 36 papers that bought the story included the London Times and the Washington Post, which had its own reporters check out the story.

Hersh's later stories, which contained interviews with three soldiers who claimed to have been at the massacre, subsequently blanketed the country and the world.



Former Guildsman Seymour M. Hersh, seated, whose story about the Song My massacre chilled the nation, listens to Dispatch News Service manager David Obst reporting a news tip.

Hersh is no newcomer to the military or to journalistic revelations. His book "Chemical and Biological Warfare: America's Hidden Arsenal," which he wrote after quitting as AP's Pentagon correspondent in 1967, has been widely read, winning him the title of "the Ralph Nader of America's chemical and biological armory" from the London Times.

The Times described the 32-year-old Hersh as a "classically tough, hard-hitting American newsman" and an "inspired reporter." After graduating from the University of Chicago (where, he is quick to point out, he *didn't* major in Journalism), he went to work as a police reporter for the Chicago City News Bureau, later moving to AP's Washington bureau.

He left AP to write his book on chemical warfare and later put in a stint as press secretary for Sen. Eugene McCarthy in the early days of the 1968 election campaigns.

Hersh is presently working on a study of the Pentagon, which he calls "America's biggest corporation," and may do a book about the Song My incident. He has also written articles on chemical and biological warfare for the New Republic, the New York Times Magazine and Ramparts.

Hersh said he first got wind of the Song My events when a friend whom he knew while covering the Pentaagon telephoned him.

"He told me that someone was in the stockade at Ft. Benning and that he was going to be tried for murdering 75 people," Hersh said.

Shocked by the news, Hersh contacted the Philip Stern Family Fund, which frequently bankrolls reporters doing investigative work, and was promised that the Fund would grant him money to cover his expenses.

That, Hersh said, began a 42,000-mile odyssey in which he crisscrosed the nation tracking down soldiers who were at Song My. After finally talking with Lt. William L. Calley, who was being held at Ft. Benning in connection with the Song My killings, he broke the story.

It wasn't until he was well into his interviews that Hersh learned of a 190-word AP dispatch of Sept. 6, which reported that Calley was being charged with the murder of an "unspecified number" of civilians in Vietnam. The AP dispatch, carried early on a Saturday morning, brought no response from subscribers and was not followed up by AP, which AP General Manager Wes Gallagher later conceded had been "derelict."

Hersh says he will continue following through on the Song My story and expects to keep busy tracking down some of the leads that are now flowing into the Dispatch News Service office. (At one point during the interview, Obst charged into Hersh's cubicle reporting, "There's a guy on the phone from Topeka with a story about how the CIA is holding some students captive.")

Hersh, at age 32, author of a successful book and flooded with offers to publish more, has broken probably the biggest news expose of the year. He's living the dream of every investigative reporter—working for a news service that only requires him to write as he pleases. (He is described as its news editor, but he hates titles and structure, explaining that he is a "loner.")

"The amazing thing," he says, "is that a month ago I wouldn't have believed the Song My massacre could have happened."

Calley a Scab

Lt. William L. Calley, who is accused of ordering the killings at Song My, is a former railroad strikebreaker, according to Time Magazine.

Calley became a strikebreaking switchman on the Florida East Coast Railroad in the early '60s, later becoming a freight-car conductor and earning as much as $300 a week.

AP Guildsmen In Kansas City Protest Noise

Kansas City, Mo.—Protesting "ear-splitting noise" at the Associated Press's Kansas City bureau, the Wire Service Guild has asked that a decibel reading be taken by state industrial inspectors.

Chapter Chairman Leo D. Marks said the clatter of old Teletype equipment and the high-pitched whine of new electronic equipment has "taken its toll of staffer hearing and nerves."

Marks said he could medically document a seven-percent hearing loss on his own part.

Nothing has been done to cushion the noise for staffers, he said, but partitions have been put around management desks.

In addition to asking correction of the general noise problem, Marks asked that a noise-filter device be installed on telephones to eliminate "a piercing strain" on the ears of staffers who must take calls from the Municipal Auditorium during basketball games.

CWA Decertified At Houston Post

Houston, Tex.—The National Labor Relations Board has decertified the Communications Workers' union as bargaining agent for 59 classified-advertising employes at the Houston Post.

The CWA organized the group in 1967 but lost a decertification election last March, 35 to 24. Union objections to the election were rejected by the NLRB after a hearing.

Media-Control Issue

FCC OKs Two Disputed Licenses

The Federal Communications Commission last month renewed broadcasting licenses of two companies accused of undue concentration of media control.

It rejected challenges to the Washington Post's WTOP radio and television stations and to the license for WFIL-TV, owned by Triangle Publications. Triangle sold the Philadelphia Inquirer and Daily News to Knight Newspapers only six weeks ago.

Two Washington residents, including the president of the D.C. Federation of Citizens Associations, had accused the Post's stations of violating the FCC's fairness doctrine in handling local news by suppressing or editing it to conform to the Post's "liberal creed." The FCC found the charges unsupported.

The Post had also been accused of representing an "almost overwhelming" economic power in the Washington media market—a charge similar to one leveled by Vice President Spiro Agnew in his Montgomery attack on the media Nov. 20.

But the FCC, in its 5-0 decision, said it had found similar charges groundless earlier this year and said they would be more appropriate "in the context of over-all rule-making procedures." The commission is weighing a proposal that would bar newspapers from owning broadcasting stations in their home communities.

The challenge to the Philadelphia license was brought by Milton J. Shapp, Democratic nominee for Pennsylvania governor in 1966. He said WFIL newscasts distorted the facts and that Triangle exercised a near-monoply of the news in Philadephia.

The FCC found no evidence that the station was other than fair in presenting the news.

FCC renewal of another newspaper license, in Salt Lake City, faces a contest in the U.S. Court of Appeals in Washington starting this month. A citizens' group is challenging renewal of licenses for KSL radio and television stations owned by the Mormon Church, which also owns the Deseret News in Salt Lake City.

The citizens' group has charged the church with right-wing bias as well as media concentration.

Guild Backs Pressmen In E. St. Louis Dispute

East St. Louis, Ill.—Pressmen have a new contract at the Metro-East Journal after winning Guild support on the brink of a strike.

The Pressmen became the first union in the plant to obtain Blue Cross-Blue Shield coverage when the company agreed to pay $8.66 a month per employe in the second year of a three-year agreement.

The agreement came Nov. 21 a few hours after the St. Louis Guild's Metro-East Unit voted 39 to 1 to respect picket lines in the event of a strike.

A hearing is scheduled for Dec. 16.

A recent Utah Law Review article has proposed that the FCC be required to find that renewal of a broadcasting license does not violate any antitrust law before granting it.

Last week Dean Burch, the FCC's new chairman, said that newspaper ownership of broadcasting stations should not be decided "on a case-by-case basis." He said he favored separate ownership "in theory" but declared that "we are neither dealing with a perfect society nor with perfect people. . . . The theory and the fact are not necessarily the same."

Meanwhile, the National Newspaper Association has written the FCC opposing any rule that would make publishers ineligible to own CATV licenses. Several state newspaper associations have taken a similar position.

The national association conducted a recent survey showing that 189 of 483 publishers responding would like to own the CATV station in their community.

Meanwhile, the American Newspaper Publishers Association has asked the FCC to exempt newspaper-owned CATV from broadcast rules on editorials, equal time and fairness, according to the Gallagher Report.

The ANPA expressed concern lest the rules inhibit the development of electronic in-home delivery of newspapers, the Report said.

Court Upholds Akron Union On Yule Bonus

The U.S. Supreme Court this week let stand a lower-court decision that the Akron Beacon-Journal could not unilaterally change the terms of its Christmas bonus.

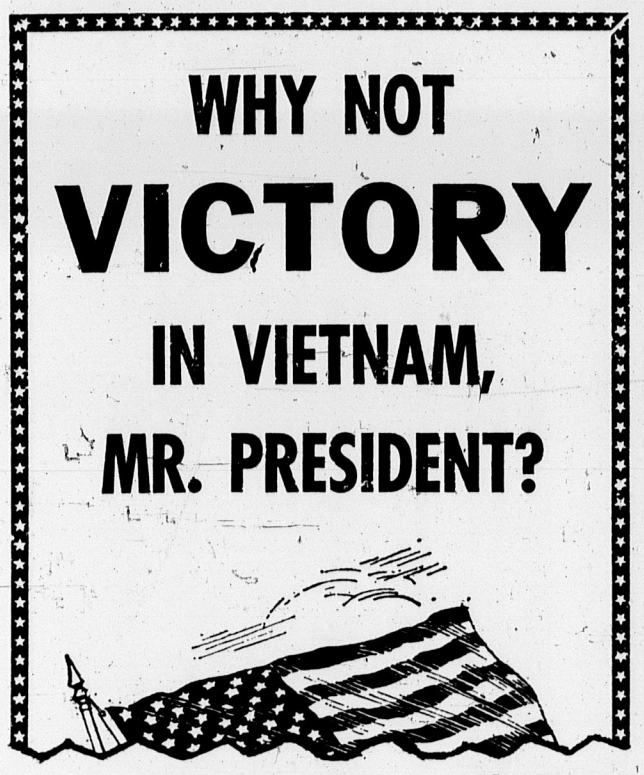
The high court declined to review a Sixth Circuit Court of Appeals ruling that the Akron paper committed an unfair labor practice when it refused to arbitrate its action in changing the traditional bonus, even though the bonus was not provided for in its union contracts.

The case arose in 1965, when the Beacon-Journal paid its employes the same bonus it paid them in 1964 instead of giving them a bonus of two weeks pay at the prevailing rate, as it had done since 1936. When management refused to arbitrate, the craft unions filed an unfair-labor-practice charge with the NLRB which upheld their position.

GR to Skip Issue

The Guild Reporter, normally published twice monthly, will be published only once this month.

The second December issue, which would normally have been published Dec. 26, will be skipped because of the holiday season and extra costs involved in publishing 20- and 12-page convention and election issues during the summer.



WE'RE FOR PEACE

An open letter to President Nixon appears today in The Chattanooga Times, signed by "Chattanooga Newspapermen for Victory in Vietnam."

It demands a win-quick-and-get-out war policy—bomb North Vietnam back into the Stone Age.

We regret that we must break the American journalistic tradition of public neutrality, yet we feel that we must show that ALL Chattanooga newspapermen do not share the policy or the sentiments described above.

We love our country. We resent any injustice, but particularly one committed in the name of America.

We consider it an injustice of the lowest order to enter a civil war by duplicity and blunder, re-

Chattanooga Debate

Opposing ads inserted in the Chattanooga Times by Times Guild members urge radically different courses in Vietnam. "Why Not Victory," sponsored by "Chattanooga Newspapermen for Victory in Vietnam," called for a resumption of bombing in North Vietnam, destruction of the Red River dikes and "crushing the Vietcong." "We're for Peace," published in reply by "Chattanooga Newspapermen for Peace in Vietnam," urged withdrawal of U.S. troops and supported the Nov. 13-14 Moratorium. "Why Not Victory?" was signed by 18 Guildsmen, including Local President Alex Corliss and Treasurer William Osovsky, and seven mechanical-department employes; "We're for Peace" was signed by seven Guild members, including Margaret Leonard, a 1969 ANG Convention delegate.

Ad Salesmen Go to $260 at New Republic

The top minimum for advertising salesmen is increased $115.45, to $260.40 a week in a new two-year contract between the Washington-Baltimore Guild and the New Republic.

The top minimum for staff writers is increased $31.48, to $256.23, with $11.24 and $4.50 retroactive to May 1 and Nov. 1, respectively, and another $11.24 and $4.50 due May 1 and Nov. 1, 1970.

The mileage allowance is increased six cents, to 16 cents a mile.

The pact also provides an additional holiday—the Friday after Thanksgiving—for a total of 11. And an employe whose birthday comes on a holiday will receive two consecutive days off or quadruple pay for the holiday in addition to regular salary.

Life insurance covering travel on assignment is increased from $25,000 to $100,000.

Strike Voted In St. Paul

St. Paul, Minn.—The Twin Cities Guild's St. Paul Pioneer Press and Dispatch Unit voted strike authorization to its bargaining committee last month as it sought to match a key top minimum of $260 won at the Minneapolis Star and Tribune.

The last company offer was $60 over 30 months, the increase won in Minneapolis, but the St. Paul Unit is seeking an additional $5 to close the gap between its minimum and that in Minneapolis.

The Guild is seeking an additional $5 to $6 a week in pension contributions, but management has offered only $1. Other issues include increased hospitalization insurance and severance pay.

No Job Equality

Newswomen Hit Low Pay

Elyria, Ohio—Ohio newswomen don't enjoy pay or job equality with newsmen—and they don't like the idea.

More than 81 percent of Ohio newswomen canvassed in a recent survey by the Ohio Newspaper Women's Association said they have equality in neither salaries nor promotion possibilities. Of the reminder, some said they were treated equally only "sometimes."

The survey indicated the women overwhelmingly want equal pay for equal work.

One woman reported that her starting pay was $15 less than that received by a starting newsman whose work load was the same. Another said that when she left her newspaper after six years she was earning only $5 more than a starting newsman who had no college degree.

Only five of 68 women responding reported earning more than $12,000 a year. Thirteen earn $8,000 to $12,000, while 50 earn less than $8,000—or $153.85 a week.

The promotion picture is even dimmer, women reported, citing management opposition to putting women in executive positions.

"You'd have to be Clare Booth Luce to be city editor on my newspaper," one declared.

IFJ Urges Council of Europe To Help Free Greek Press

Paris, France—The International Federation of Journalists' Bureau last month called upon the 17-nation Council of Europe to "exert the utmost pressure" to restore freedom of the press in Greece.

Supporting protests against press censorship and curbs on the right of journalists to organize made by the Athens Journalists' Union, the IFJ said it had "no confidence" that the ruling military junta would "willingly restore the freedom to which the IFJ is devoted."

In other actions, the IFJ noted with "consternation" efforts of the Czechoslovak Government to extinguish the "last remnants of the freedom of information" that was achieved during the 1968 "thaw." Noting that many "courageous" journalists are now unemployed and "living under inhuman conditions," the IFJ called for the establishment of "normal conditions" for journalists and a free press.

The IFJ also said it was shocked to find that French radio and television journalists who were discharged during the 1968 general strike haven't been reinstated in their jobs. It reiterated its call for their reinstatement and for negotiations to provide "complete autonomy" to the editorial staff of the French radio and television networks.

Unions Upheld on Address Lists

The U.S. Supreme Court this week refused to overturn a National Labor Relations Board decision requiring an employer to give an incumbent union the names and addresses of bargaining-unit employes who are not union members.

It refused to review an appellate-court decision upholding the NLRB in a case involving the Insurance Workers Union and the Prudential Insurance Co. Prudential had refused to give the union the addresses of 9,700 free riders.

Finding the company guilty of an unfair labor practice, the board ordered it to supply the information on the ground that it was "necessary and relevant to collective bargaining."

Julie Robinson Is Pat Nixon's Press General

Julie Marr Robinson, a former Guild member in New York and San Francisco, is Pat Nixon's new press co-ordinator.

Mrs. Robinson will co-ordinate the activities of the "writing press" for Mrs. Nixon, according to Constance Stuart, the First Lady's staff director.

Mrs. Robinson

Mrs. Robinson was a Guild member while working first at the San Francisco Chronicle and then the old New York World-Telegram and Sun from 1958 to 1961 as a reporter and assistant society editor.

Her husband, the late Donald H. Robinson, was formerly assistant managing editor of the Washington Daily News and editor of a monthly newsletter published by the National Association of Manufacturers. Mrs. Robinson served briefly as women's editor of the newsletter.

She got the White House job by writing a letter of application six weeks ago.

Buffalo Takes Top Off Dues Schedule

Buffalo, N.Y.—The Buffalo Guild, following in the footsteps of Philadelphia, has adopted a "no-top" dues schedule.

A local membership meeting voted to eliminate the ceiling on dues payments by October 1972, in the meanwhile raising the dues ceiling from the $220 provided by ANG's Model Dues Schedule to $245 as of Nov. 1, $265 next October and $285 in October 1971.

The Philadelphia Guild, which unsuccessfully proposed a "no-top" dues schedule at this year's ANG convention, voted in early October to eliminate the ceiling on its dues schedule as of Jan. 1.

Classified Boss Urges Parity For Salesmen

The growing importance of classified advertising as a revenue producer requires wage parity for classified salesmen, according to Arthur G. Hodgins, classified manager of the Toronto Telegram.

Hodgins, addressing a recent convention of the Association of Newspaper Classified Advertising Managers, said classified executives must fight to raise their staffs' pay to that of display salesmen.

Classified parity has long been a Guild bargaining goal.

Hodgins, in his address to the convention, cited a statement by C. Darrow Tully, general manager of the Gary Post-Tribune, who declared that "the classified manager is a traitor to his people if he is not battling for equality of benefits."

"We live in a whole new world of newspaper publishing," Hodgins said. "The order of revenue producers has changed and is continuing to change most radically. No longer is the national-advertising salesman on the exalted pedestal and the classified salesman at the lowest end of the feeding trough."

Asserting that "classified is big business," he said that classified executives must be prepared to "battle for our people."

"For many years," he related, "classified has been the training ground. An employe moved up from a lower status in the newspaper organization to a classified position for training and then, when successful, moved to retail and then to national.

"I am possibly one of the few examples in North America who was promoted from national to classified (and I mean promoted!) in time to see the status of the department change and become part of the great new development in newspaper-advertising revenue."

"Today we must fight. We must fight for a good man who elects to stay in classified and pay for the good-quality work performed. . . . The only avenue of improvement must not be the 'out' door of the classified and the 'in' door to display."

Karafin Gets 4 to 9 Years In Blackmail

Philadelphia, Pa.—Harry J. Karafin, star investigative reporter who became a strikebreaker during the Guild's 1958 strike against the Philadelphia Inquirer, was sentenced to from four to nine years on blackmail charges last month. He was fined $3,000.

Karafin was convicted in October 1968 of 40 counts involving the solicitation of Philadelphia businessmen who were shaken down on threats of unfavorable stories in the Inquirer. The district attorney's office said he had extorted a total of $250,000.

Karafin, who crossed Guild picket lines during the 1958 strike with a statement that it was the only course he and another strikebreaker could follow "to retain our honor as newspapermen," was fired after his arrest in 1967.

Judge Robert N. C. Nix, Jr., in passing sentence, said Karafin had "blackened the reputation of the newspaper industry" and "brought shame to men who had devoted their lives to fair and impartial reporting."

Washington Post Pact Yields $300 Key Wage

(Continued from Page 1)

Other salaries are increased by 13 percent the first year and seven percent the second to produce many top minimums exceeding any negotiated elsewhere.

Record top minimums include those for stenographers and telephone operators, up $28, to $158.

Among other new top minimums are $165 for secretaries, up $27.50; $173.25 for classified telephone solicitors, up $30.50; $221.50 for principal clerks, up $38.50; $176 for senior clerks, up $31; $146 for junior clerks, up $26, and $126 for copy boys, up $21.

The Guild improved its union-shop provision at each paper from one requiring seven of every 10 new employes to join to one covering eight out of 10. And escape periods were eliminated from the Guild-shop clauses.

The service requirement for a fourth week's vacation is reduced from 12 years to four in two steps at both papers, and Post employes will receive three weeks' vacation in their first year instead of after three. The ceiling on severance pay is increased from 54 weeks to 58 at the Post and from 50 weeks to 60 at the News.

Night differentials at the Post are increased $1 per shift, from $1 to $2 for work from 4 p.m. to midnight and from $2 to $3 for work from midnight to 6 a.m.

The News will increase its pension contribution from $8 a week per employe to $9. The Post will pay for an actuarial study to determine the cost of a pension plan.

Mileage allowances at the Post are increased two cents, to 12. The daily minimum goes from $3 to $3.50, and employes using their cars will receive an additional $1 a week for liability insurance.

Post employes will be eligible for four weeks' maternity leave after six months' service; two years' service was formerly required for four weeks and one year for two weeks.

The work requirement for part-time employes to be eligible for contract coverage at the Post is reduced from 18¾ hours to 15, and part-timers will be covered by union-security and job-security clauses for the first time.

At the News, the Guild won arbitration of dismissals for the first time.

The Guild went into bargaining at both papers under the slogan "$20,000 a year now." The $300 top at the Post will produce an annual salary of $15,600; the News's $295 top will produce $15,340.

Acceptance of the settlements was recommended by the negotiating committees, headed by Brian L. Flores, Washington-Baltimore administrative officer.

Paul R. Ignatius, president of the Post Co., termed the settlement, hammered out Dec. 2 at the end of a marathon 80-hour bargaining session, "a good contract in the interests of the Post and its employes."

But many Post Guild members argued strongly for its rejection on the ground the money was insufficient. They pointed to salaries in other industries and a $15,000 minimum paid starting newscasters at the Post's television station, WTOP.

The starting minimum for Post reporters will be $156 (up $26), or $8,112 a year.

The top for Post reporters and display salesmen (and for librarians and data-processing technicians, among others), will go up $30.25 effective Dec. 1, to $263.25, and will hit $300 with a $36.75 increase next Dec. 1.

The reporter top at the News—where the Guild represents editorial employes only—goes to $295 in four steps: up $22 Dec. 1, another $10 June 1, $15 next Dec. 1 and $20 June 1, 1971.

The 22-month contracts at both papers are timed to expire with those of the Pressmen's and ITU Mailers' unions.

New Post Minimums

Among new top minimums in the Guild's record-breaking contract at the Washington Post are the following:

Job Title	Old	Dec. 1, 1969	Dec. 1, 1970
Women's Editor	$279.60	$316.00	$360.00
Asst. News Editor	267.95	302.75	345.00
Picture Editor	256.30	289.50	330.00
Copy Editor	244.65	276.50	315.00
Reporter, Advertising Salesman	233.00	263.25	300.00
Librarian	233.00	263.25	300.00
Clerk, Stenographer, Telephone Operator	130.00	147.00	158.00
Secretary	137.50	155.50	165.00
Classified Telephone Solicitor	142.75	161.25	173.25
Principal Clerk	183.00	206.75	221.50
Senior Clerk	145.00	163.75	176.00
Copy Boy	105.00	118.75	126.00

Training for Minorities Set in Washington Pact

A job-training program for members of minority groups will be launched at the Washington Post under what is believed to be the first clause of its kind in a Guild contract.

Under the new Guild agreement the Post will institute training with emphasis on "socially disadvantaged minority groups to assure equal opportunities for job advancement."

The contract provides that the program will be in operation by next Dec. 1. It will be set up by a joint Guild-management committee, which will also study a program of continuing education for Post employes.

The Guild and the Post also agreed, outside the contract, to establish human-rights committees that will co-operate in advancing minority job opportunities.

The development of minority job-training programs was made a part of the Guild's Collective Bargaining Program by this year's ANG convention. The Washington-Baltimore Local has had a training program for messengers as part of its contract at the Washington Star, but it is not specifically aimed at minority groups.

Arbitrator Reinstates 41 Guild Strikers Fired at El Mundo

(Continued from Page 1)

agement that refuses to bargain collectively.

"A cease-and-desist order, issued months or years after the refusal to bargain, can have no remedial effect whatsoever in most cases."

Transportation-department employes struck May 23 in protest against the company's refusal to grant the distributors coverage during more than a year of bargaining. They were joined by employes of other departments when picket lines went up June 6 following the replacement of 19 transportation men.

Subsequently 23 others were replaced by strikebreakers.

In finding the company guilty of unfair practices in adhering to its stand on the distributors, Saldana declared that "the matter of exclusion of the distributors is not negotiable" in view of the labor board's decision.

"The Guild," he said, "could not legally bargain for a group of employes smaller or larger than the group included in the unit certified by the board."

The company's insistence that it do so," he said, constituted "an evasion of the duty to bargain."

And when the company finally offered an "alternative proposal" to reclassify the distributors without offering any wage or fringe terms for them, the arbitrator said, it was guilty of having "bargained but superficially, without a sincere desire to reach an agreement."

Saldana also found the company guilty of stalling negotiations "by means of proposals, delays and unnecessary and unreasonable bargaining rules," including a demand that the Guild reduce its bargaining committee to six so that all 13 distributors could not remain on it.

Saldana termed this insistence "contrary to the rule that neither of the parties may insist on bargaining over the size and composition of the other party's bargaining committee." By itself, he said, this insistence constituted an unfair labor practice indicative that the company was bargaining "without intent or sincere desire to reach an agreement."

In holding that the contracts' no-strike clauses did not apply, the arbitrator said the company's refusal to bargain was "a serious unfair practice . . . that could not have been solved through the claims and grievance procedures contained in the agreements."

The employes of other departments had the same right to strike as the transportation employes, Saldana held, declaring that the company's unfair practice constituted "a threat to the rest of the employes in the shop, editorial, administrative and maintenance units represented by the same union, who will have to bargain when the agreements now in effect expire."

While "the public interest" requires union members to comply with any no-strike clauses that may be in their contracts, he said, "when the management commits an unfair labor practice so serious that it cannot be resolved by resorting to claims and grievance procedures . . . the interest in obtaining faithful compliance with the nonstrike clauses clashes with the public interest of guaranteeing to workers their right to freely organize themselves, to bargin collectively . . . and to carry out concerted actions for their mutual assistance and protection."

Guild Is Host To Unionists From Brazil

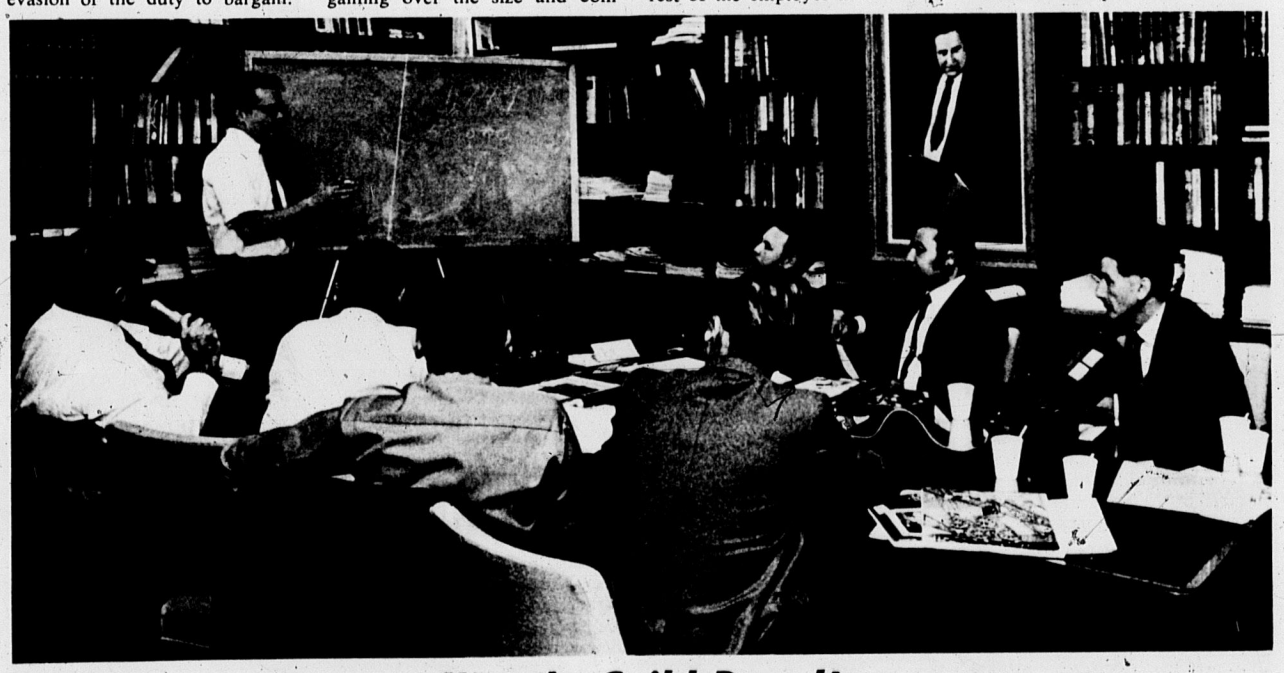
ANG is serving as the host international to six leaders of Brazilian news-media unions engaged in a month-long visit to the United States as part of a "union-to-union" exchange program.

The group visited ANG headquarters Nov. 25 for a briefing on the Guild's structure and operations and is visiting six Guild locals in the course of its tour.

The Brazilians are also visiting government agencies, newspapers and other news-media and government-sponsored union offices as part of a program to study the development and administration of U.S. media unions.

The Brazilians were welcomed to ANG headquarters by President Charles A. Perlik, Jr., and heard a two-hour discussion of the Guild's operations by Research and Information Director Jim Cesnik and Yetta Riessel of the R&I Department. They received copies of the Guild's basic organizing brochure, "If I Were a Newspaperman," in Portuguese.

The team is visiting the New York Guild, the Wire Service Guild, the Detroit Guild, the Chicago Guild, the Rockford Guild and the St. Louis Guild.



How the Guild Does It

With a simultaneous translator (left) rendering his remarks in Portuguese, ANG Research and Information Director Jim Cesnik tells a group of Brazilian media-union leaders how the Guild operates. The group visited ANG headquarters as part of a U.S. tour for which ANG is the host and during which the team will visit Guild locals in New York, Detroit, Chicago, Rockford and St. Louis.

Editorial

'Discipline' for the Press

The Greek press, like that in the United States, is under fire from the government. The principal difference is that the Greek Government of political colonels has the power to do what many suspect some high in the U.S. Government would like to.

A new code designed to "cleanse and discipline" the Greek press prohibits the publication of articles insulting to the king (though he be in exile) and the state religion, the disclosure of "military secrets," incitement of "sedition" and propagation of the views of outlawed political parties. Publication can be suspended if a paper commits the same offense twice.

The publication of an article considered likely to shake public confidence in the economy can bring imprisonment for up to six months, and articles or cartoons that are deemed to inflame political passions are worth a month behind bars.

Among the code's unique provisions is one providing six months in jail for the use of headlines, photographs or drawings "which do not accurately represent the context of the report or deliberately mislead the reader."

Vice President Agnew's wintry blasts at the press notwithstanding, we're still a long way from the establishment of a U.S. "press code." But a recent disclosure suggests that the way may not be so long as some think, at least for radio and television.

Joe McGinniss, in his book, "The Selling of the President 1968," reports that Frank Shakespeare, now director of the U.S. Information Agency, thought along the following lines during the Presidential campaign:

"Here's what I thought I'd do. I thought I'd go to Walter Scott, the NBC board chairman . . . and say, 'Here are the instances where we feel you've been guilty of bias in your coverage of Nixon. We are going to monitor every minute of your broadcast news, and if this kind of bias continues, and if we are elected, then you just might find yourself in Washington next year answering a few questions. And you just might find yourself having a little trouble getting some of your licenses renewed.'

"I'm not going to do it because I'm afraid of the reaction. The press would band together and clobber us. But goddammit, I'd love to."

It's not hard to understand, in the light of this, why a shudder went down the backs of television executives when Dean Burch, President Nixon's new chairman of the Federal Communications Commission, personally called the networks to ask for transcripts of their commentaries on Nixon's Vietnam speech.

Shakespeare's daydreaming showed there's a will. And where there's the will, someone will be looking for the way.

GE's 'Generosity'

General Electric, after seven weeks of a strike by 13 unions, has presented a new offer that the company says "could end the strike soon." Why then, it asks in a full-page newspaper ad, are the unions rejecting it?

The GE proposal, after providing 20 cent-an-hour increases in the first year, guarantees increases of only three percent in each of the following two years, adding a cost-of-living clause that would add up to two percent for a grand maximum of five percent a year.

The current rate of increase in the cost of living is close to six percent a year. So what GE is doing is asking its employes to take a probable pay cut over the contract's final two years.

Now you know why the unions are rejecting it.

The Guild Reporter

DAVID J. EISEN
Acting Editor

LABOR PRESS AFL-CIO CLC

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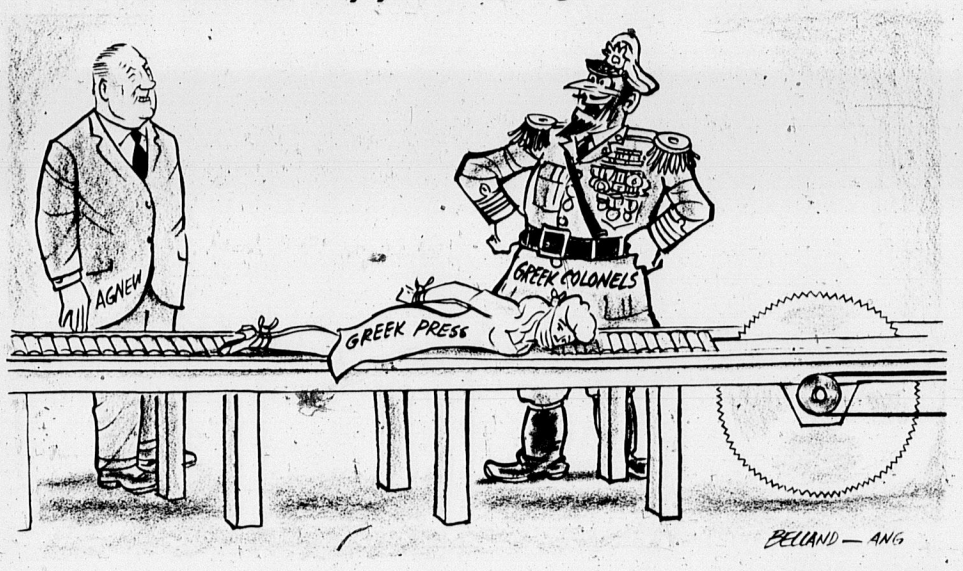
'I can't understand why you're having trouble with the press.'



DATELINE: WASHINGTON

Nixon's Stance Toward Press: 'Let Them Eat Handouts'

By WILLARD SHELTON, *Washington Guild*

THE ATTENTION of publishers, news executives and the public generally is invited to President Nixon's Dec. 8 press conference comment that he schedules such conferences "when I think there is a public interest—not just a press interest or my interest, but the public interest" warranting them.

This was his reply to a terse two-pronged question by Edward P. Morgan of American Broadcasting Co.—why have you had "only three full-dress news conferences in six months" and what is your reaction to "the general philosophy among some of us" that the press "is not doing its job if it doesn't hold . . . any administration to account without, say, any coziness?"

The thrust might also be paraphrased: Why aren't we allowed regular access to you so the White House press can function as it traditionally and usefully functioned at least from 1933 to 1969?

Substantively, Nixon's reply quoted above was not helpful. If "he" schedules a conference only when "he" can perceive a "public interest," he decides unilaterally what is a "public interest," and when. Skilled and highly informed newsmen have no real chance at an ongoing, continuing process of close examination of Administration policies and thinking processes with the President himself.

Nixon's further comments, that he had held some conferences "in my office," and another one "in Guam," and he "wasn't afraid of them—just as the press is not afraid of me"—these addenda were at best irrelevant.

●

A LITTLE HISTORY is pertinent. Caught in the Great Depression, the harried Herbert Hoover simply stopped having press conferences toward the end of his term. But they were revived spectacularly by Franklin D. Roosevelt—and many of the questions he got were hard and pointed. Even during the war years he had regularly scheduled twice-a-week news conferences.

Harry Truman scaled this down to once a week, but they were on a scheduled basis and allowed continuous close examination of administration policies with the President himself answering the questions.

Eisenhower wasn't as much at ease as those deeply political men, Roosevelt and Truman, and didn't have as many conferences, but he by no means kept himself walled away.

John F. Kennedy first took news conferences to live television, but he maintained the atmosphere of accountability—as anyone can certify who recalls his facing the press after the Bay of Pigs disaster. It was his own responsibility, he acknowledged, and he suggested reporters could flesh out details from sources with which they were completely familiar.

Lyndon B. Johnson never did find a comfortable formula—for him—for the "full-dress" news conferences, but he had many sessions in his office for the White House regulars.

●

THERE IS A DIFFERENCE in substance, not just form, in Nixon's "three full-dress conferences in six months."

One example: His balanced, judicious statement, "I support the director" of the antipoverty program, Donald Rumsfeld, in fighting to keep the program a national one, had the intellectual impact of a popgun.

The harsh fact is that House GOP leaders, considerably aided by Rep. Edith Green (D-Ore.), were backing a drive to give governers a veto over projects in their states. What reporters wanted to know was whether the President would tell the GOP leaders he was dead against their veto-by-governor plan, really backing Rumsfeld and ready to say so on the public record.

He fogged his answer further by adding a hope that Rumsfeld might "work out some kind of accommodation" with the GOP legislators.

On the televised spectacular, there was naturally no time for a pinpointed follow-up question. The spectacular wasn't a news conference, White House style, in the familiar, traditional sense.

It was "show biz," possibly entertaining but not really informative.

25-Year Treasurer Given Exempt Job

Albany, N.Y.—B. Paul Lyman, treasurer of the Albany Guild for 25 years, resigned from the Guild last month after being promoted to circulation-office manager of the Albany Times - Union and Knickerbocker News.

Lyman

Lyman, who had been head circulation bookkeeper, has been with Hearst's Capital Newspapers for 31 years, starting as a mail boy. He is a graduate of Albany Business College.

His 25 years as local treasurer is one of the longest terms ever served anywhere by a local Guild officer.

Strike-Insurance Payments To Airlines Are Increased

Seven major airlines have increased their strike-insurance protection and have added an eighth company, National Airlines, to their agreement.

The airlines notified the Civil Aeronautics Board that they are increasing payments to struck carriers from 25 percent of normal operating expenses to 50 percent for the first four weeks of a strike and 35 percent thereafter.

The ceiling on the amount paid by nonstruck carriers to finance insurance payments is being increased from .5 percent of each company's operating revenue to one percent.

The airlines said increased insurance was needed to help them resist "union demands for excessive and inflationary settlements."

Law Gives Unionists Protection on Leaves

St. Paul, Minn.—Gov. Harold LeVander has signed a bill requiring Minnesota employers to grant leaves of absence to employes elected to full-time union office.

The bill, an amendment to the state's Labor Union Democracy Act, assures employes elected to office that they will retain their jobs, seniority and all other rights.