

IEB Backs Employee Voice, Action On Subpenas, Rights for Women



Special Delivery

International Vice President James Young, left, president of the embattled Vancouver-New Westminster Guild, shows a copy of the Vancouver unions' interim paper, the Vancouver Express, to fellow Vice President Harry E. Ryan of the New

York Guild, which is making plans for its own interim paper in the event of a strike. Young—a circulation man—brought a thick bundle of newspapers to distribute at the International Executive Board's meeting in Washington.

Proposes Program 'Geared to '70s'

Setting forth a program to "gear the Guild to the '70s," the International Executive Board last week endorsed a greater employee "voice in the product" and recommended a wide-ranging series of Guild actions including contractual defense against subpoenas, national conferences on women's rights and minority hiring and protection of employees' activities as citizens as well as newspapermen.

The recommendations are contained in the IEB's report to the Guild's 1970 Convention June 22 through 26 in Seattle.

The board said it believes employees should have a "more direct voice" in the product they produce and recommended that contractual grievance procedures be used for this purpose.

The board also proposed:

- That the Guild's Collective Bargaining Program be enlarged to protect employees from being forced to surrender notes and information and to require publishers to come to the legal defense of employees subjected to subpoenas.

- That ANG conduct a Guild conference in the fall on discrimination against women and a conference open to non-Guild members and groups in the spring on minority-group recruitment and training.

- That ANG seek to have the American Civil Liberties Union or some similar organization convene a meeting of media management and employee organizations to establish a legal-aid fund to defend employees against subpoenas and other interference in their work.

The board also recommended the establishment of regular local committees on social and professional issues and a revision of ANG's constitutional statement of purpose to add editorials and advertising to the Guild's aim of guaranteeing "as far as it is able, constant honesty in the news."

In other areas, the board reported a record ANG membership (Page 3), recommended an increase in the ceiling of ANG's Model Dues Schedule (Page 3) and urged a \$400 wage goal and inclusion of dental, psychiatric and optical care in health-insurance plans.

Bargaining

In addition to recommending that grievance machinery be used to give employees a voice in their product and that contractual protection be sought against subpoenas, the board's Collective Bargaining Report recommends expansion of contractual provisions banning discrimination against women and minority groups and protecting employees' integrity in their jobs.

It called upon the convention to "expand the Guild's mandatory bargaining program to encompass a far wider horizon by adding new areas of concern and

(Continued on Page 6)

Conferences

The proposals for conferences on discrimination against women and minority-group recruitment were contained in the IEB's Research and Information Report to the convention. Both of the conferences are projected as two-day events.

The first, like other national conferences ANG has conducted in the past, would be "an internal Guild conference," the report said.

But the second would be open to "non-Guild members and organizations, as well, and would seek to bring together representa-

(Continued on Page 6)

N.Y. Printers Reject 32% Offer, Escalate Times Chapel Meetings

New York City—Tension in the city's newspaper negotiations appeared to be nearing the breaking point this week as the Typographical Union jacked up the length of its chapel meetings at the New York Times and Times Publisher Arthur Ochs Sulzberger said the move "brings us face to face with crisis."

The publishers increased their money offer to 31.85 percent over three years early in the week, but Typographical Union

President Bertram A. Powers immediately termed it "insufficient."

Pressmen's Local President William J. Kennedy said his union would use any means necessary to gain an acceptable settlement, and on May 6 Times pressmen held a 20-minute chapel meeting during the evening shift. Kennedy termed the 32 percent offer "realistic but inadequate."

Mediator Theodore W. Kheel scheduled "intensive bargaining talks" between the printers and the city's newspapers May 3 as International Typographical Union President John J. Pilch arrived to join in the negotiations.

Kheel said "we stand now at the great divide."

"The next few days may well determine the direction this dispute will finally take," he declared, "whether there will be a shutdown of the papers or a peaceful resolution of the controversy."

The printers escalated their chapel meetings another hour, to 16½ hours a day, and Sulzberger said the move "could prove to be the straw that breaks the camel's back."

He said the Times had already lost almost 2.5 million dollars in advertising revenue and 62,000 man hours of work as a result of the stop-work meetings, initiated March 31.

Powers said that "it is not our purpose to shut down the Times" but "to bring the negotiations to a conclusion."

The two sides are still "very far apart" despite the latest offer of a 12-percent increase the first year, nine percent the second and eight percent the third, compound, he reported.

The Guild and other unions have been meeting intermittently with the publishers, but little progress has been reported.

The Times did agree to three weeks' jury-duty pay early this week for Guild-covered employees.

IEB Asks Contract Protection, Legal-Aid Fund on Subpenas

The International Executive Board last week proposed contractual protection for media employees who resist subpoenas and urged a national conference of media management and employee organizations to establish a legal-aid fund to assist them.

The board, in wide-ranging action against the wave of subpoenas that have engulfed newsmen and their employers, called on the Justice Department to "abandon its efforts to impose such sub-

penas on the press."

It specifically denounced the latest government subpoenas of three newsmen to testify in a Chicago trial of 15 persons accused of destroying Selective Service records. The three included John O. Linstead, a member of ANG's International Election and Referendum Committee.

And the board urged Guild locals to seek "effective state and provincial legislation to protect newsmen's privilege against

forced disclosure of their information and sources" when "careful study indicates conditions to be favorable to its passage."

The board, in its Collective Bargaining report to ANG's 1970 Convention, recommended that two safeguards against subpoenas be included in the Guild's Collective Bargaining Program, whose provisions it is mandatory for locals to propose in bargaining.

(Continued on Page 7)

Board Urges New \$400 Wage Goal

A wage goal of \$400 for experienced employees in key classifications and at least \$200 for experienced employees in other adult classifications was recommended by the International Executive Board last week.

The board, in its report to the 1970 ANG Convention, also recommended a goal of \$267 for beginning employees in key classifications.

The new figures represent an updating of ANG's existing wage goals to compensate for increases

(Continued on Page 7)



Bread and Water

ANG President Charles A. Perlik, Jr., left, greets American Federation of Teachers President David Selden at a "bread and water" reception on his release from jail. Selden served a 60-day term for joining a teachers' picket line in Newark in defiance of an injunction. Perlik gave Selden a resolution from ANG's International Executive Board upholding public employees' right to strike.

Vote for 18-Year-Olds Supported by Board

The International Executive Board last week urged Congressional passage of a bill to extend the 1965 Voting Rights Act and to give the franchise to 18-year-olds.

It also endorsed legislation to end "public employees' second-class citizenship status" by protecting their right to strike.

The board deplored President Nixon's attempt to separate extension of the Voting Rights Act from the franchise for 18-year-olds, a strategy that Rep. Emanuel Celler, chairman of the House Judiciary Committee, has characterized as "part of the Southern strategy to kill the Voting Rights Bill." It urged House adoption of the bill as passed by the Senate.

In addition to urging legislation upholding public employees' right to strike, the IEB went on record in favor of legislation to limit injunctions in public-employee labor disputes to "those cases where a clear and present

danger to public health or safety can be demonstrated."

Citing "harsh penalties" assessed against leaders of public employees' unions, including a 60-day jail term recently served by American Federation of Teachers President David Selden for violating an antistrike injunction, the board declared that "there can be no true collective bargaining without the right to strike."

The board, in its Political Action Report to the 1970 ANG Convention, warned that the Guild and other unions "must make an extraordinary effort at political education and action" if Congress is to remain "an effective balance to the Administration and a roadblock to those who would emasculate unions' ability to respond to the needs of their members."

The balance in the Senate can be altered in next fall's elections by a shift in less than half of the seats currently held by "domestic progressives," the board warned, adding that "the balance in the House is nearly as tenuous."

It urged "special efforts" by the Guild in two areas: the register-and-vote drives conducted by the AFL-CIO's Committee on Political Education and COPE's annual fund-raising drives to finance voter registration and education and to aid candidates supporting labor's domestic legislative aims.

The Guild's 1970 COPE quota is \$2,950. Only one local, Kingston, has thus far conducted a COPE dollar drive, the board reported.

In addition to urging locals to step up their political activity and press for antistrikebreaking laws, the IEB recommended that Canadian locals continue to support campaigns against the use of antistrike injunctions and oppose antilabor legislation, and attempts to fragment national bargaining units.

Board's 'Get Well' Goes to Schick

The International Executive Board last week sent wishes for a rapid recovery to David S. Schick, administrative officer of the Philadelphia Guild, who has been hospitalized since suffering a severe beating in a subway robbery March 16.

Schick suffered a relapse last month and is reported in critical condition in Hahnemann Hospital, Philadelphia.

The IEB, terming Schick "one of the Guild's best-loved and highly regarded leaders," sent him its wishes "for a speedy recovery and return to the Guild councils to whose deliberations he has added his wit and wisdom for so many years."

Figures Show Chronicle Profit Of \$1.7 Million After Merger

San Francisco, Calif.—The San Francisco Chronicle earned a 1.7-million-dollar profit and its television station KRON earned 3.1 million dollars in 1968, three years after the Chronicle merged all but its editorial department with Hearst's San Francisco Examiner.

The figures were contained in financial statements filed with the Federal Communications Commission last month at a hearing on renewal of the KRON license. Before 1965, the figures indicated, the Chronicle was operating at a loss but the television station was making more than enough money to keep their combined operation in the black.

Both the newspapers and the station operated at a profit in every year after the merger, the figures showed, with the newspaper's profits exceeding a million dollars in all three years.

Chronicle Publisher Charles de Young Thieriot testified that he had agreed to merge with the Examiner because the two papers had been engaged in a "destructive" circulation war and "it was rather clear to me we were not both going to survive."

Thieriot denied learning that Hearst was planning to put 15 million dollars into the Examiner's battle with the Chronicle but said, "I had a seat-of-the-pants feeling that the assets of the Hearst Corp. were considerably larger than the assets of the Chronicle Publishing Co."

Randolph A. Hearst, chairman of the Hearst Corp.'s executive committee, testified that he approached the Chronicle on a merger after the Examiner lost 15 million dollars from 1960 to 1964, suggesting a joint agency as the only alternative to a one-

newspaper monopoly.

Hearst said other possibilities, including a new plant and a combination arrangement between the Examiner and Hearst's News Call Bulletin, were rejected as too costly.

The merger was delayed for a year until the Justice Department sent a letter stating it was not its "present intention" to institute antitrust action against the merger. Hearst attorney William J. Manning testified that he knew of no case in which such a letter, written after a review of financial statements, has been followed by prosecution.

Wells B. Smith, president of the papers' joint printing company, testified that the two papers divide profits from their joint operation on a 50-50 basis. He said each paper sets its own advertising rates but that the two set rates jointly for their combined Sunday edition.

Smith said the papers increased their rates after the merger even though their circulation fell. He blamed rising costs.

The Chronicle called Eugene V. Rostow of the Yale University Law School as an antitrust expert to testify that he did not regard the papers' joint agreement as monopolistic. And Irwin M. Stelzer of New York introduced a lengthy statistical analysis designed to show that the papers' advertising rates were in line with those of other papers throughout the country.

San Mateo Times Publisher J. Hart Clinton was not allowed to testify that the Chronicle had poured profits from KRON into its circulation war with the Examiner. Federal Communications Commission Examiner Chester F. Naumowicz, Jr., said

Clinton could not testify on the subject unless he had seen the Chronicle's books.

Bruce Brugmann, publisher of the monthly Bay Guardian, said the papers refused to run an ad for stories "that the monopoly press refuses to print." Eventually, he said, they ran the ad in their Sunday paper with the word "monopoly" removed.

Testimony that a "Chronicle-KRON monopoly" has concealed information about the Pacific Gas & Electric Co. and municipal power came from J. B. Neilands, professor of biochemistry at the University of California. He said the Chronicle received "big advertising" from the utility and was instrumental in the defeat of eight bond issues to buy out Pacific Gas.

Floyd Sparks, publisher of the Hayward Daily Review in nearby Southern Alameda County, said the Chronicle prevented his paper from acquiring two syndicated comic strips, "Peanuts" and "Blondie," through exclusive agreements.

Walter Thompson, a black newsman with station WQED, testified that the Negro community is poorly served by both KRON and the Chronicle. He termed the Chronicle "the worst in terms of hiring minority reporters."

The hearing, one of the longest in the FCC's history, ended last week after receiving 6,300 pages of testimony from 100 witnesses over almost seven weeks.

Naumowicz said he would reach a decision within six months unless the hearing is reconvened to hear testimony on the Chronicle's hiring of private detectives to investigate the chief complainants against KRON.

Critical Battles

N.Y., Vancouver Get Support

Support for the New York Guild in critical bargaining with the city's major dailies and for embattled newspaper unions in Vancouver was voiced by the International Executive Board last week.

The board called on New York publishers to "translate their obligation to their employees into a decent contract settlement" and pledged ANG's full support to the New York Guild in its fight to achieve it.

Expressing its admiration for "the solidarity and determination displayed by the Vancouver unions" in the dispute that has shut down the Sun and the Province for almost three months, it called on the publishers to "abandon their punitive approach" to the unions and "get on with the job of negotiating a collective-bargaining agreement."

The board noted that the Guild and craft unions in New York have been seeking "to wrest from the city's publishers contracts that will enable their members to maintain a decent standard of living in this period of rapidly rising prices."

"Despite the admitted affluence of the city's publishers, operating under conditions approaching that of monopoly," it said, "they have yet to produce a money offer that comes close to meeting their employees' needs."

"New York publishers can no

longer claim they haven't the money," the board said. "The only issue is their reluctance to award a reasonable portion of it to the men and women who have made their affluence possible."

Noting that the Vancouver publishers have finally returned to the bargaining table, the IEB strongly scored their demand for "reparations" from union members whom they accuse of having fostered a slowdown.

"The objective of collective bargaining is settlement, not pun-

ishment," it declared. "The issues in dispute in Vancouver have proved difficult enough to settle without adding so mischievous an ingredient."

The board praised the "unexampled unity" shown by the Vancouver unions in the face of the publishers' attack and congratulated them on "one of the industry's most successful interim papers, the Vancouver Express," terming it one of which both its employees and its readers "can rightly be proud."

Restore Fired Editor's Job (And Wife), Board Urges

The International Executive Board last week urged Washington television station WETA to reinstate William Woestendiek, fired as editor of its "Newsroom" program after his wife became press secretary for Atty. Gen. John N. Mitchell's wife.

"Understandably," the board said, "U.S. Atty. Gen. Mitchell recently hired a former newspaper woman, Kay Woestendiek, as press secretary for his talkative wife, Martha."

"Not so understandably, Mrs. Woestendiek's husband, William Woestendiek, was thereupon fired from his job as editor of Washington television station WETA's

new 'Newsroom' program.

"The stated reason: that his wife's association with Mrs. Mitchell somehow endangered the 'credibility' of his show."

"All of which the Washington Star promptly described as a 'downright dangerous' concept 'in this age of aggressively liberation-minded women.'"

"More simply, the Washington Post characterized it as just plain 'nonsense.'"

We agree, and urge WETA to reconsider before it is too late and restore Mr. Woestendiek to his job with all his rights unimpaired, including his right to his wife."

IEB Cites Record Membership of 32,516

Achievement of an all-time high in Guild membership—32,516—as of March 1, the last month of the fiscal year, was reported by the International Executive Board last week in its Organizing Report to the Guild's 1970 Convention.

The total was 15 higher than the previous record, set only a month earlier. And it was 1,044 higher than Guild membership last July 1, immediately after the Guild's 1969 Convention, which set a growth goal of three percent a year.

The 1,044 increase, the board noted, exceeded that three-percent goal, and did so over a period of only eight months.

"It is anticipated that the growth pattern will continue," the board said.

Renewing a recommendation

that all locals establish organizing committees to take advantage of organizing opportunities, the board reported that ANG officers plan to emphasize implementation of that recommendation during the coming year.

ANG is preparing new organizing literature and plans to begin publication of a regular organizing newsletter for distribution to locals, the board said.

Noting a sharp spurt in organizing prospects, the board reported that between Oct. 1 and April 1 ANG had received 80 leads or requests for help in organizing situations ranging from big-city dailies through suburban papers, broadcasting stations, weeklies, trade publications, shopping guides, church and union publications and a group of technical writers.

The board reported that, in an effort to obtain more money for these organizing efforts, ANG has asked the AFL-CIO Executive Council for a \$150,000 grant to permit expansion of its field staff by six members and to cover other costs.

The request is currently under consideration by the council's organizing committee.

The AFL-CIO Organizing Department is already assisting the Guild in some organizing projects, the board reported. AFL-CIO field representatives have assisted in four organizing projects in Kentucky, Kansas and Missouri, and additional assistance is anticipated.

The board noted that, in submitting its request to the AFL-CIO, ANG had reported the existence of 6,196 free riders in

shops covered by Guild contracts and had pointed out that Guild membership could be doubled if all unorganized departments in papers under Guild contract were brought under contract.

"The Guild faces an even greater challenge in the area of organizing presently unorganized newspapers," the IEB declared, citing a potential membership of from 80,000 to 90,000 on 1,502 unorganized newspapers in the United States and Canada.

Another 77,400 potential members exist in the periodical field, the board added, and "many thousands more" in the weekly newspaper and book-publishing fields, areas in which the board said the Guild has "a legitimate interest but limited funds with which to explore promising organizing situations."

The board stressed the importance of local organizing action in view of "the Guild's enormous potential, limited international manpower and mounting interest among the unorganized."

Locals should conduct detailed surveys of their bargaining units and forward information on organizing potentials, by number and name, to ANG on a regular basis, the IEB said.

And, noting that free riders are one of the greatest potential sources of new members, the board urged efforts by individual Guild members to enlist them.

During the fiscal year, the board reported, the Guild won bargaining rights for six new groups, totaling 119 eligible members. Representation proceedings are pending for six additional groups, totaling 314 eligibles.

Board Proposes Increase in Model Dues Schedule Ceiling

An increase in the ceiling of ANG's Model Dues Schedule was recommended by the International Executive Board last week in a finance report that sought to overcome deficit operations in ANG's General Fund.

The board recommended that the Guild's 1970 Convention increase the ceiling of the Model Dues Schedule to \$15 as of Oct. 1, 1971, and \$17.50 as of Oct. 1, 1972. The present ceiling of \$11.25 is scheduled to go to \$12.50 next Oct. 1 under previous convention action.

Payments in lower brackets would remain the same, but the maximum \$12.50 payment for employees earning \$245 or over would rise at the rate of 25 cents for each \$5 in salary, to \$15 for those earning \$295 or over in October 1971 and to \$17.50 for those earning \$345 or over the following year.

The board, confronted with a 1969-70 General Fund deficit of \$15,850 and a net deficit of \$44,364, recommended that the convention balance the 1970-71 budget by charging payment of the expenses of staff members assigned to strikes and lockouts to the Defense Fund rather than the General Fund.

This step would yield an estimated \$20,000 to the General Fund, the board estimated. Without this or some alternative source of revenue, ANG officers said, the new budget would produce an additional deficit of \$18,000.

The proposal was approved by a 9-to-4 roll-call vote, with opponents pointing out that the practice of reimbursing the General Fund for the salaries and expenses of staff members assigned to emergencies was ordered discontinued by last year's convention.

The board, in its report, noted the 1969 Convention action but said that the expenses of international representatives assigned to emergencies are "demonstrably

higher than during usual staff assignments" and thus are properly chargeable to the Defense Fund.

International Vice President Joe Holt Anderson, Jr., of Washington-Baltimore, who opposed the recommendation, said it would be preferable to present a deficit budget to the convention "and ask for solutions." But Secretary-Treasurer Robert M. Crocker said he thought the board was "obligated to suggest solutions."

Crocker, International Chairman James B. Woods, President Charles A. Perlik, Jr., and Vice Presidents James Young, Barney Peterson, Joseph B. Downey, Hugh H. Harrison, John C. Edgington and George McCormick voted for the recommendation. Anderson and Vice Presidents Glen Ogilvie, Harry E. Ryan and Philip Brennan opposed it.

The board recommended a 1970-71 budget of \$766,668, based on estimated income of \$768,892. It would produce an operating surplus of \$2,224.

While a new increase of approximately eight percent in per capita will help make possible "a break-even operation" this year, the board said, "it will not do much to reduce the deficit

and—more importantly—to provide the kind of expansion of field operations which would lead to major membership gains."

Turning to the Defense Fund, the board reported disbursements of \$2,142,721, almost entirely in strike-lockout benefits, during the fiscal year. Exceeding income by \$154,886, they reduced the Fund's net worth to \$463,119, the board said, of which approximately \$265,000 is in loans-receivable from locals, "far from a liquid asset even in the best possible light."

Had the assessment increase defeated in last year's international referendum been approved, the board noted, "the Fund would have faced New York City bargaining with some \$700,000 in assets rather than—for all practical purposes—zilch."

The board authorized ANG to enter into loan agreements with Guild locals, which have been asked to pledge loans of up to 90 percent of their defense funds to assure ANG benefit payments in the event of a New York strike.

Thus far, 25 locals have made pledges totaling close to a half million dollars. The latest locals to pledge loans were Bakersfield, Albany, Hawaii, Toledo, Wilkes-

Barre, Stockton and Sheboygan.

Perlik reported to the board that a meeting of ANG's interim committee studying the Guild's strike-financing problem, scheduled for early last month, had to be postponed because emergency situations in New York and Vancouver prevented two of its members, Thomas J. Murphy of New York and William H. McLeman of Vancouver-New Westminster, from attending.

The committee is now scheduled to meet May 21 and 22.

Acting in accordance with a 1969 Convention recommendation, the IEB proposed a constitutional amendment under which the salaries of ANG's president and secretary-treasurer would rise automatically in proportion to the increase in Guild members' wages. The salary of the president would be fixed at 2.16 times the average reporter top minimum and that of the secretary-treasurer at 2.02 times the average, the present ratios.

The board approved a two-year contract with the Office and Professional Employees International Union for members of ANG's clerical staff. It provides wage increases totaling 15½ percent, an increase in life-insurance coverage from \$5,000 to

\$10,000 and a fourth week's vacation after two years instead of three.

A proposal to include commissions, bonuses, shift differentials, overtime, higher-classification differentials, premium pay, call-back pay and prizes in the definition of "regular weekly compensation" as a basis for dues and assessment payments was referred back to the board's Finance Committee for a report to the board's pre-convention meeting June 19.

The board approved monthly contributions of \$50 to the United Farm Workers Organizing Committee for May and June and single contributions of \$50 to the International Association of Machinists in connection with a lockout of its National Airlines members and \$25 each to the Southern Christian Leadership Conference, the National Association for the Advancement of Colored People, the NAACP's Legal Defense and Education Fund and the National Jewish Hospital in Colorado.

Harrison said he was opposed to making donations to other than labor organizations "when ANG is understaffed," and both he and Vice President Edward J. Schrode voted against those that did not fall in this category.

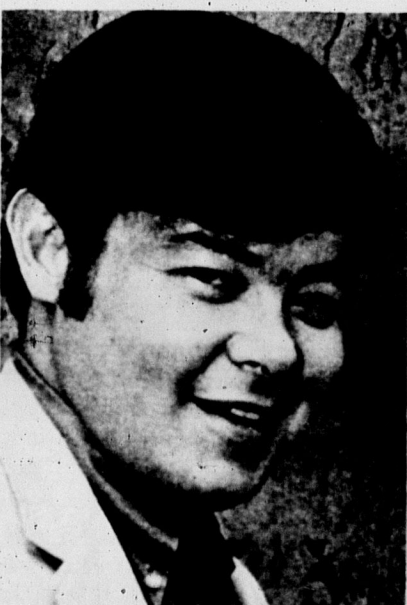
IEB Queries Flores on AFL-CIO Strike

International Executive Board members questioned Washington-Baltimore Guild Administrative Officer Brian L. Flores sharply last week on the local's one-day February strike against the AFL-CIO as they pondered the relationship between ANG and the Guild's labor-press units.

Board members appeared critical of the local's action in striking even though a tentative agreement to arbitrate the contract dispute between the federation and its Guild employees had been reached at the time the strike began.

Flores had asked to appear before the board's Collective Bargaining Committee in connection with the AFL-CIO dispute but was invited to appear before the board as a whole after ANG President Charles A. Perlik, Jr., suggested that labor-press units be chartered directly by ANG, giving it control of their right to strike.

The questioning of Flores centered on why the unit went through with plans to strike at 8 a.m. when an arbitration brief by the local said the AFL-CIO had agreed 4½ hours earlier to



BRIAN L. FLORES

the Guild's proposal that William Doherty, retired president of the National Association of Letter Carriers, arbitrate the dispute.

Flores said that while agreement had been reached in principle at 5 a.m., "details" were not nailed down until "closer to 8." By that time, he contended, it was too late to head off the strike.

The unit met at 10 a.m. and

approved the settlement after three hours' debate, voting to return to work the next day. The unit's failure to return immediately was also questioned critically by board members.

"If you make a settlement at 8, how can you strike in good faith?" asked International Vice President James G. McMahon of Detroit.

"Wouldn't a responsible leader hold off?" asked Vice President Harry E. Ryan of New York.

Flores maintained that until 8 a.m. "we had no confidence that we really had an agreement."

Flores, in opposing the idea of creating a special relationship between ANG and labor-press units, urged "equal treatment of all members."

As a counter to Perlik's suggestion, International Vice President Joe Holt Anderson, Jr., of Washington-Baltimore proposed that the ANG Constitution be amended to make strike sanction a requirement before any unit can strike. At present, ANG approval is required only to qualify the strikers for ANG benefits.

Later in the week Perlik made

an alternative suggestion to the IEB's Constitution Committee: that ANG surrender to locals all authority to control the bargaining and strike actions of labor-press units and that it neither pay strike benefits nor collect assessments or Defense Fund per capita payments from them, leaving both to the locals.

Anderson, who is chairman of the Constitution Committee, said all three suggestions will be taken under consideration by the committee.

The board recommended a constitutional amendment to broaden the provision empowering locals to direct their members not to cross picket lines. It would enable them to forbid work in or for struck shops, even if the work does not involve crossing a picket line. It also would broaden the provision to cover lockouts as well as strikes of another union.

In a separate action, the board extended the jurisdiction of the New York Guild to Hightstown, N.J., to which the Morning Telegraph plans to transfer its New York plant, currently covered by a Guild contract.

McKeesport Election Slated for May 20

McKeesport, Pa.—A consent election will be held May 20 on a petition by the Pittsburgh Guild to represent 68 employees at the McKeesport News.

The election will be held among employees of the advertising, business, circulation, editorial and maintenance departments. ANG International Representative Harry McCormick is assisting.

Vancouver Papers Veto Key Settlement Proviso

Vancouver, B.C.—Pacific Press, publisher of the Vancouver Sun and Province, agreed last week to settlement terms recommended by provincial mediators and accepted by the Vancouver Joint Council of Newspaper Unions—but balked on the critical question of their effective date.

The publisher rejected the mediators' recommendation that their package proposal be retroactive to Nov. 1, the date the unions' contracts with Pacific Press expired. Pacific Press proposed instead that the terms be effective Jan. 1.

The newspaper-union leaders' agreement to recommend the entire package to the membership was announced April 30, the day after it was presented to the unions and the company under a pledge not to release its contents unless it was approved in its entirety by both sides.

After the company announced that it would accept the package effective Jan. 1, British Columbia Mediation Commissioners Pen Baskin and Alastair Pollock made public the fact that their package proposal provided for a Nov. 1 effective date.

In presenting the package, the mediators said it would have to be accepted in toto by both sides and that individual terms were not negotiable.

The proposal for a Jan. 1 effective date would take away 8½ weeks of retroactive pay from union members. The unions estimated that, together with Jan. 1 instead of Nov. 1 dates for both the second and third years of the contract, the two months' difference would cost union members a total of \$500,000.

The employees have been without work since Pacific Press suspended publication of the two Vancouver dailies Feb. 15 in the culmination of a long-simmering dispute that had brought charges of a production slowdown.

The company has insisted that the employees sacrifice retroactivity as "reparations" for the slowdown. The unions have taken the position that retroactive pay is a "must."

The mediators, in presenting their proposal, noted that tentative agreement had been reached on "a considerable number" of items in dispute when the mediation sessions began April 3.

The Guild reported on April 27, following a session between the company and a Guild subcommittee of the unions' joint union bargaining committee, that unresolved Guild issues had been cut to three.

Involvement

Phnom Penh, Cambodia—New York Times Guildsman Henry Kamm found it a moral imperative last month to inject himself into the news story he was covering.

After watching the bodies of massacred Vietnamese civilians floating down the Mekong River, Time magazine reported, Kamm and a London Times correspondent appealed to a high Cambodian official to stop the slaughter.

Other newsmen sought help from Western embassies, talked to Cambodian officials and even interposed their bodies between wounded Vietnamese and Cambodian troops.

"What we're doing," Kamm said, "is what the Western embassies should be doing but aren't."



Time Out for Marriage

Vancouver newspaper unionists take a moment off from the picket line as Margaret Paterson of the Vancouver-New Westminster Guild weds Ronald Tomkin, nephew of Guildsman Reginald Pinniger. Lined up for wedding pictures are, from left, Tomkin, Miss Paterson,

Les Paterson, father of the bride and a Sun and Province pressman; Tom Osborne, also a pressman, and Karen Philips of the Guild. Snapping the picture is David Paterson, the bride's brother—and a Guild photographer at the Sun and Province.

ANPA Sees Ads Growing at TV Expense

New York City—Both national and retail advertising in daily newspapers will increase as newspaper readership grows and television audiences shrink, the American Newspaper Publishers Association Bureau of Advertising's annual convention was told last month.

Bureau President Jack Kauffman said newspapers "have a real opportunity" to improve their share of the advertising dollar because "television is going the way of radio."

Dr. Leo Bogart, the bureau's executive vice president, noted that daytime television viewing by women has declined by 15 percent and adult viewing of network programs by 10 percent in the past three years.

On the other hand, he said, the increase in "newspaper advertising investments" last year was

19 percent greater than the combined gain for television, radio and magazines.

Newspaper advertising volume continued to expand last year at a rate faster than that for the nation's economy as a whole, the ANPA reported. And newspaper employment—at 365,700, up 2,700 over 1968—continued to grow more rapidly than over-all national employment.

Citing "union concentration on extraordinarily high settlements," the ANPA's labor-relations committee called on publishers to mobilize for strikebreaking.

"The capability to publish in the face of a strike is something that every publisher should strive to achieve," the committee said.

Its tabulation showed that only 23 strikes began during 1969, the lowest since 1965. The Pressmen, it said, initiated more strikes

than any other union: seven.

Outgoing ANPA President William F. Schmick, Jr., president of the Baltimore Sunpapers, called for new state and federal legislation against labor. He attacked product picketing, boycotts and "featherbedding" and contended that no-strike clauses have become "virtually unenforceable."

Schmick denounced both press councils and the contention that minority viewpoints have a "right of access" to the mass media. Newspapers, he declared, cannot "abdicate their responsibility to some quasiofficial body."

He also scored the Federal Communications Commission's proposal to ban single ownership of both a newspaper and a broadcasting station in the same market, characterizing arguments for greater media diversity as

"simply hollow and irrelevant."

Schmick said that newspapers must be given equal consideration in the granting and renewal of broadcast licenses, and the ANPA federal-laws committee's report contended that the FCC had "no authority to adopt any rule which would declare newspapers as a class ineligible" for such licenses.

Yale University President Kingman Brewster, in an address to the Bureau of Advertising, said that newspapers and universities share a role in determining whether the nation's youth will continue to believe in "the open society."

"The ability of universities and newspapers to defend and to utilize their freedom will have much to do with the ability of the young to keep their faith in freedom," he declared.

ANG Seeks to Improve Pension Fund Return

ANG is recommending that locals participating in its Commingled Pension Fund approve a change in the Fund's investment mix.

In a letter to fund participants last month, ANG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker endorsed a plan of the Fund's trustee, the Chase Manhattan Bank, to improve its performance by investing 60 to 80 percent of its assets in highly marketable "blue-chip" stocks, 10 to 20 percent in fixed-income securities with some form of conversion rights to common stock, and about five percent in "growth" stocks.

At any given time, about five percent of the Fund would be in short-term loans, such as Treasury bills, bank certificates or commercial paper, they said.

Until recently, approximately 50 percent of the Fund has been invested in stocks and 50 percent in bonds.

The new program was outlined to Perlik, Crocker and ANG pension consultant Joseph Daoust by trust officers of Chase Manhattan during a review of the Fund's performance.

The new proposal "holds strong assurance of a highly satisfactory Fund performance," Perlik and Crocker said, and they urged locals to approve the changes.

They noted that Chase plans to allot the Fund's transactions to brokerage houses on the basis of their success in recommending favorable investments and providing reliable research. Its intent is to offer an incentive for wise counseling.

Perlik and Crocker expressed the belief that the Fund's performance "in the very recent past left something to be desired."

Chase blamed a lag in the Fund's fiscal 1968 performance on reverses in aerospace investments. It said most pension funds

suffered reverses during the recent general stock-market decline but that ANG's had suffered less than most.

The officers are asking local joint pension committees participating in the Fund to amend their respective trust agreements to allow Chase to invest Fund money through the bank's in-

ternal stock-purchase pools, one for fixed-income securities with equity aspects and the other for "growth" stocks.

The International Executive Board last week approved the amendment for both the Fund as a whole and for the individual plan covering ANG staff employees.

Leo M. Solomon Dies; Expert On Photos, Wrote GR Column

Leo M. Solomon, 74, veteran news-photo editor and consultant who contributed a photography column to the Guild Reporter in the late 1950s, died May 1 in Washington.

Solomon, a former member of the Washington and New York Guild locals, was news editor of the Sunday picture section of the New York Times for 18 years and head of the World Wide

Photos division of Associated Press for seven years before coming to Washington in 1952 as a consultant to the U.S. Information Agency.

From 1954 to 1960 he was picture editor of Press Associates, a labor news service. For the past decade he had been an independent photography consultant specializing in work for the labor press.

Progress Reported In Imparcial Talks

San Juan, P.R. — Progress toward settlement of the Puerto Rico Guild's two-month-old strike against El Imparcial was reported this week following court approval of the paper's sale, subject to agreement with the Guild.

Bargaining, under way for more than two weeks with the paper's prospective owners, has produced agreement on all but a half dozen clauses, Guild Administrator Luis Montanez, Jr., reported this week.

Bankruptcy Referee Rafael Rivera Cruz on April 27 approved El Imparcial's sale for a million dollars to a corporation headed by Sen. Miguel Angel Garcia Mendez. All parties are scheduled to appear in court again May 13 to report on progress of the negotiations on which the transaction is conditioned.

Garcia's representatives began bargaining with the Typographical Union May 4 after a series of round-the-clock bargaining sessions with the Guild produced agreement in many areas.

Montanez said holidays, vacations, job security and jurisdiction were the principal issues still unresolved.

The Guild is awaiting a list of 56 employees whom the new own-

ers plan to dismiss as an economy measure. The company contends that, as a successor to the old owners, it is not bound to retain all of the former employees. A number have resigned.

Final agreement is still pending on wages. The company has proposed to limit increases to the second and third years of a three-year contract.

Montanez said the company has agreed to job-security provisions challenged by the old owners, who had proposed to eliminate seniority in dismissals. He said it has also agreed to reinstate health insurance, discontinuation of which precipitated the Guild's strike March 6.

The old management subsequently fired more than half the staff and suspended publication.

El Imparcial's old owner, Antonio Ayuso Valdivieso, died in New York City April 25 after a lengthy illness. Ayuso had built up the paper as an organ for the Puerto Rico Nationalist Party, but in recent years its circulation had dwindled severely, and it went into bankruptcy in March.

Sen. Garcia, the paper's prospective owner, is a former head of the Statehood Republican Party, which is at the opposite end of the pole from the pro-independence Nationalists.



All Strike and No Play...

Puerto Rico Guild strikers at El Imparcial explore the domino theory as applied to industrial warfare.

The game took place on the picket line outside the plant, struck for the past two months.

Hollywood Paper Goes Citywide, Competes with Herald-Examiner

Los Angeles, Calif.—The Hollywood Citizen-News last week announced it was changing its name to the Los Angeles Evening Citizen-News and planning to become a metropolitan paper, a step that will provide direct competition for Hearst's weakened Los Angeles Herald-Examiner.

The Citizen-News, which is covered by a Guild contract, is expanding its staff with both striking and locked-out Herald-Examiner employees and, in some cases, strikebreaking employees of the Herald-Examiner.

The Herald-Examiner has been without competition in the evening field since the Los Angeles Mirror was folded in 1962.

Its circulation and advertising have been badly crippled by a boycott campaign waged by the Guild and other newspaper unions during the 29-month-old Herald-Examiner strike.

A controlling interest in the Citizen-News and 16 associated shoppers was sold recently by Lamont DuPont Copeland, Jr., and C. E. Williams to an investment group headed by Williams.

Recent issues of the Citizen-News have exceeded the Herald-Examiner in both size and advertising volume. On a recent Wednesday, heaviest advertising day of the week, the Citizen-News printed 64 pages with 6,635 inches of advertising to 58 pages with

4,883 inches for the Herald-Examiner.

Renewed bargaining between Hearst and the Los Angeles Guild continued this week, but little progress was reported. The session May 5 was devoted to a review of issues in dispute, and a new meeting was scheduled for May 18.

The Guild reported \$450 in new contributions to its strike fund. Recent contributions include:

Hawaii Guild	\$130
North Jersey Guild	25
San Francisco-Oakland Guild	300
Wilkes-Barre Guild	50
Washington-Baltimore Guild	50
Youngstown Guild	25

The contributions bring total donations to \$183,689.

IEB Gives Providence Approval For Strike

The International Executive Board granted strike approval last week to the Providence Guild, which is nearing a stalemate in negotiations with the Providence Journal and Bulletin.

The board acted without dissent after hearing personal appeals by Local President Thomas D. Stevens and Past President Robert Frederiksen. They said there was no hope of improving management's offer without the strike weapon.

The company has offered increases totaling \$50 over three years at the top reporter level, plus \$5 for pensions, but is seeking several retrogressions. The Guild is seeking a higher wage increase, a full Guild shop, severance-pay improvements and a number of upgradings.

Stevens said local members were fully prepared to strike even

though the straitened condition of ANG's International Defense Fund would make payment of benefits uncertain in the event of a concurrent strike in New York.

The Journal and Bulletin have reached a settlement with the Typographical Union, but its rotogravure plant, operated by a subsidiary, is presently being struck by a separate Photoengravers' unit. The newspaper plant itself has not been picketed.

The IEB made strike approval effective yesterday, the day of a scheduled bargaining session that ANG President Charles A. Perlík, Jr., and Collective Bargaining Director J. William Blatz had been slated to attend. The meeting was subsequently rescheduled for May 11.

The company agreed to extend retroactivity through April after strike authorization was voted.

At Chicago Guild Request

Police-Newsman Meetings Slated

Chicago, Ill. — Police Supt. James B. Conlisk, Jr., responding to a letter from Chicago Guild President Lloyd Green, has agreed to "small informal meetings" between police officials and representatives of the news media to discuss new orders to guide

police in their relations with the press.

Green wrote Conlisk to protest police detention in March of Chicago Sun-Times photographer Robert Black and UPI photographer John Gralak, who were attempting to cover firemen's ef-

forts to recover a car from Lake Michigan.

Conlisk told Green that while he believed police had acted "without malice" and according to "the best judgment" in detaining the two photographers for nearly an hour, "a new order should be put into effect which will spell out in greater detail the responsibility" of police "in assisting the flow of information to the public."

Green said, in his letter to Conlisk, that the two photographers were 20 feet from the rescue operations when a policeman "came screaming at them" and took them to a police station in a patrol wagon after they tried to show him their press cards "and reason with him."

Reopener in Waukegan Pact Raises Reporter Top \$14

Waukegan, Ill.—A wage reopener has produced an increase of \$14.50 in the reporter top minimum in the last year of a three-year contract at the Waukegan News-Sun.

The settlement, negotiated by the Chicago Guild, increases the

reporter top to \$192.25 retroactive to March 1.

The flat minimums for city editor and copy editor are also up \$14.50, to \$206 and \$195.25 respectively, and that for clerk-typist is raised \$10.50, to \$105.50.

Opposition Fails

Newsday Sold to L.A. Times

Garden City, N.Y.—A controlling interest in Newsday, the nation's largest suburban newspaper, is being sold to the Los Angeles Times Mirror Co. despite the opposition of minority stockholders and employees.

The Times Mirror Co. announced last month that it has agreed to purchase 51 percent of

Newsday's stock from ailing Newsday President Harry F. Guggenheim. The price reportedly will be in the neighborhood of 31 million dollars.

The Times Mirror Co. had originally sought all of the paper's stock, but minority shareholders were opposed to the sale. So were Newsday's editorial employees, who organized a caucus and petitioned stockholders not to sell when the impending sale was first reported.

The minority stockholders are nieces and nephews of the late Alicia Patterson, Guggenheim's wife. Last week they issued a statement greeting the Times

Mirror Co.'s pledge to maintain Newsday's "complete independence" and promised to co-operate in carrying out that pledge.

The Times Mirror Co.'s offer to buy out the minority stockholders reportedly will remain open until the scheduled closing of the sale in June.

Newsday, which publishes 440,000 copies of an evening daily with an average of 160 tabloid pages, is being sold to the nation's third largest publishing conglomerate. Only last fall the Times Mirror Co. entered into an agreement to buy the Dallas Times-Herald for a reported 91.5 million dollars.

\$27 Raise, \$270 Key Top. In 1 Year Won at 'Labor'

The top minimum for editorial employees at Labor, publication of unions in the transportation industry, is increased \$27, to \$270.50, in a new one-year contract with the Washington-Baltimore Guild.

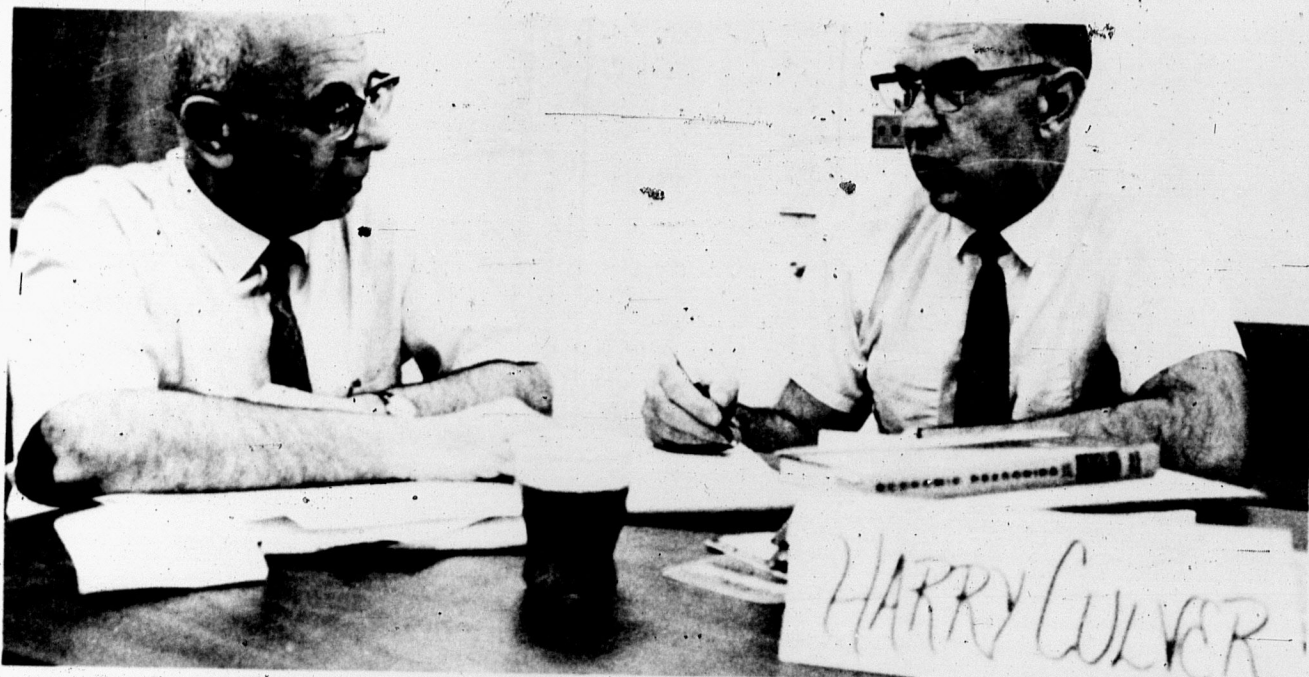
The contract also provides for a sixth week's vacation after 15 years of service, removing a condition that the paper be published on a 48-issue-per-year publication schedule for employees to receive the benefit.

A 12th holiday, the day after

Christmas, is added.

The settlement provides for general increases of \$12 retroactive to Oct. 1 and \$10 to April 1 or the applicable increase in minimums, whichever is greater. The editorial starting minimum is raised \$22, to \$217.

The contract provides five weeks' vacation after 10 years' service and reduces the service requirement for four weeks from 10 years to eight and that for three weeks from five years to three.



Back to School

Guild Service Award winner Harry Culver, right, discusses a point with Otto Pragan, senior staff associate at the AFL-CIO Labor Studies Center. Culver, a former Wire Service Guild president, is

attending a three-week staff-training course at the center under a \$1,000 Service Award scholarship. Culver will be using the pile of books at his elbow during the leadership course.

Board Urges Grievance Channel For Employee 'Voice' in Product

(Continued from Page 1)

shifting to the bargaining program numerous matters that in the past have been treated as recommendations for bargaining."

Reviewing developments during the past year, the board said there have been "clear indications that Guildsmen are developing a growing awareness of the desirability of implementing at the bargaining table the ANG's constitutional aims for better press performance in a manner that goes beyond our traditional approach of upgrading salaries and conditions."

"Our members," it said, "have begun to seek—however tentatively—some voice in the product their work brings forth."

The board cited, among other developments in this area, the Twin Cities Guild's use of its grievance procedure at the St. Paul Pioneer Press and Dispatch for "communicating to management the staffers' concern with the product."

"The IEB believes that employees should have a more direct voice in the product," it said. "The IEB has concluded that the St. Paul approach offers the best way of starting on, exploring and reaching agreements in this uncharted area that is of more and more concern to our members."

It proposed adding the following provision to the Guild's bargaining program:

"Contracts which permit the taking up of matters affecting relations between publisher and employee provide an avenue for exercising a voice in the product. In contracts which lack such procedure, provision shall be made for taking up matters affecting relations between publisher and employee, so that the procedure can be utilized for this activity."

In explaining its recommendation that the grievance procedure be used for this purpose, the board declared that "nothing is

more a part" of publisher-employee relations "than the day-to-day decisions that lead to the finished product."

Where grievance machinery is not available as a means of Guild intervention in this area, the board said, locals should negotiate a special procedure under which a Guild committee will meet with management to air such problems.

The IEB termed "the joint-committee approach" less preferable, pointing out that with the usual equal representation, matters are decided by a majority vote and that the Guild's position is in danger of being a minority one unless all its representatives agree to vote as a unit.

The bargaining program's proposed clause on discrimination declares that "hiring, placement, pay, assignments and promotions are the areas in which discrimination too often is practiced against women and members of minority groups."

"It is not enough to win no-discrimination clauses," it reads. "Locals must enforce them and must carry on a continuing campaign to persuade the employer to hire, place, pay, assign and promote without discrimination."

A greatly expanded clause on by-lines and related areas involving maintenance of employees' integrity would be moved into the bargaining program.

It provides that if a by-line or credit line is used, "substantive changes shall be brought to the employee's attention before publication." The by-line cannot be used if he objects.

"Provision shall be made that no employee shall be required to write anything for publication in such a way as to distort any facts or to create an impression which the employee knows to be false," it continues. "Provision shall be made that if a question arises as to the accuracy of a printed story, no correction or retraction of that story shall be printed without prior consultation with the employee who wrote the story."

The clause also provides that "no employee shall be required to use his position as an employee for any purpose other than in carrying out his work for the employer."

Declaring that the Guild's model outside-activities clause "gives full protection to newspaper workers in the exercise of their rights as citizens to act and

speak out," the board incorporated the clause into the bargaining program. And it warned:

"Locals must be on guard against the tendency of some publishers to think that a tight rein on their employees' personal and outside activities is enough to restore 'faith' in newspapers. The publisher who's really concerned about his product knows that it is not what his employees do on their own time that hurts the newspaper."

The leave-of-absence provision in Convention Recommendations on Bargaining would be moved up into the bargaining program and expanded to require such leaves for paid or volunteer workers for political parties, candidates or office-holders as well as candidates, office holders and party officials themselves. It would also include leaves for the Peace Corps, VISTA and similar agencies.

A proposed new bargaining-program provision would require that health-insurance plans provide for dental, optical and psychiatric care, prescription drugs and treatment for alcoholism and drug addiction.

Another would require efforts to lower the vesting requirement in pension plans to five years to take care of shorter-service employees and would bar locals from negating their pension plans by "allowing a cash-out that requires the surrender of pension benefits in order to obtain the cash-out."

A new provision in convention bargaining recommendations would provide for a weekly checkoff of dues.

Provisions that would be moved up into the bargaining program without substantive change are those covering employee-education programs maternity leave, hazardous conditions and training unemployed minority-group members.

The board recommended increased efforts toward interunion co-operation, achievement of parity for all employees in key classifications and achievement of job protection through both jurisdiction clauses protecting against contracting out and bans on dismissals resulting from automation.

It also recommended that locals seek to bring pension plans into ANG's Commingled Pension Fund and that increased efforts be made to win union security at magazines.

ANG Parleys Urged On Women, Negroes

(Continued from Page 1)

tives of labor, management, government and foundations active in minority-group recruitment and training in our industry."

The board said the Research and Information Department's regular weekend regional institutes would be suspended during the next year so that the money and manpower normally expended on them could be devoted to the conferences.

ANG, however, would make personnel available to conduct briefer programs at district-council meetings.

The board recommended that each local "establish within its regular committee structure a committee (or committees) on social and professional issues." On issues of national or regional concern the R&I Department would furnish the committees with information and materials to help them co-ordinate their activities.

Even as the board was adopting its recommendation, the Oklahoma City Chapter of the Wire Service Guild announced the formation of a committee on ethics and professions to advance ANG's aim of helping guarantee honesty in the news. The committee will be headed by Harry Culver, a former president of the Wire Service Guild.

"To assist locals to develop effective programs and procedures in this and other areas of local operation," the IEB proposed that ANG utilize IEB members and, when possible, local administrative officers as well as its field staff "in a program of periodic visits to Guild locals," particularly smaller and isolated ones.

The board also recommended that ANG and locals "seek to arrange more frequent visits by Guild representatives to journalism schools" and that locals that do not have functioning new-member programs initiate them, utilizing R&I Department materials.

The report noted that its proposals for the two conferences and related proposals stemmed

from discussions at the past year's series of ANG institutes on "The Guild in a Changing Society," attended by 200 delegates from 39 locals.

In addition to adding editorials and advertising to the areas in which the Guild's constitutional statement of purpose sets the aim of guaranteeing honesty, the board recommended adding improvement of working conditions to the statement's co-ordinate goal of advancing Guild members' economic interests.

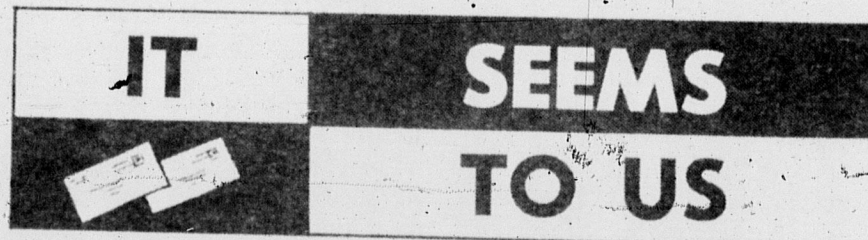
The board's Human Rights Report called for an attempt to unify or at least co-ordinate the efforts of various groups to promote minority-group recruitment and training. It said these programs "must be expanded tremendously" and "directed toward skills-sharpening for underemployed mature workers as well as toward high-school and college-level youth."

While noting an increase in such programs during the past year, the board said that progress has been quickened only "from a snail's pace to a turtle trot, at best."

"As commendable as they are," the board said, "the fact remains that they have not succeeded in making an appreciable dent in changing the practically lily-white complexion of the staffs of the nation's newspapers."

The board recommended that locals strengthen joint programs with publishers for recruiting, training and promoting minority-group members, establish functioning human-rights committees, direct journalism scholarships toward deprived youths and oppose the use of irrelevant racial designations in news stories.

In other action, the board endorsed the National Alliance for Shaping Safer Cities, a new group seeking to promote "law and order with justice" by breaking down "the walls of isolation" that surround police, black communities and students and the resulting climate of fear and tension that prevent the development of peaceful ways to effect social change."



New 'Differentials' Seen In Two Wire Services

SAN FRANCISCO, CALIF.

Editor:

The GR of April 10 makes a big thing of the "end" of geographical differentials in wire-service pay. I should think you might have refrained from the drums and bugles over this in view of some new differentials that were added.

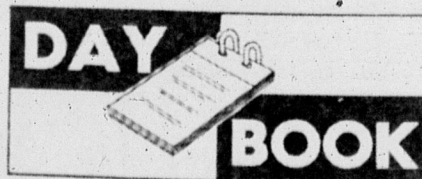
On Jan. 4 this year we got a brand new geographical differential in the work week. Washington and New York newsmen have 37½ hours and the rest of us have 40. If this isn't a geographical differential, what is it? And it affects many more people than the few guys who were upgraded by elimination of the other differential.

Besides that, we added a new differential between AP and UPI men. We in UPI are \$1 a week behind AP guys. I call that a differential.

In addition, new differentials

that leave us behind local newspaper reporters are cropping up everywhere from New York to Stockton, Calif. Some years ago, our scale equaled that of the big cities. When New York completes its current negotiations the scale there will be \$100 a week better than wire-service scales.

DICK HARNETT
Wire Service Guild



Midwest District Council, spring meeting, May 16 and 17, Holiday Inn, Gary.

New England District Council, ANG Regional Training Institute, May 16 and 17, Boston.

Empire State District Council, spring meeting, May 16 and 17, Albany.

Pennsylvania-Ohio-Indiana District Council, spring meeting, May 23 and 24, Imperial House, Columbus.

Canadian District Council, ANG regional training institute on "The Guild in a Changing Society," May 23 and 24, Chateau Laurier, Ottawa.

Edward Garrison, 54; Ex-Tacoma President

Tacoma, Wash.—Edward Garrison, once president of the old Tacoma Guild, is dead of lung cancer at 54.

Garrison was formerly city editor of the Tacoma News-Tribune and later edited the Tacoma Labor Advocate, weekly newspaper of the Pierce County Central Labor Council. He headed the Tacoma Local in the 1940s.

Contract Safeguards Urged on Subpenas

(Continued from Page 1)

One would provide that "except for material he has submitted for publication, an employee may refuse to give up custody of or disclose any knowledge, information, notes, records, documents, films or photographs, or the source thereof, which relate to news, commentary, advertising or the establishment or maintenance of his sources, in connection with his employment."

It also would prevent a publisher from giving up custody of or disclosing any such material without the employee's consent.

The second provision would require the publisher to notify both the employee and the Guild of any demand for surrender or disclosure of such material.

Should legal proceedings be initiated against the employee for resisting a subpoena, the publisher would be required to join his defense, if legally possible, meet all legal and other expenses incurred by the employee and indemnify him against any resulting monetary loss, including fines, damages and loss of pay.

The employee would also be protected against any loss under the contract resulting from his resistance to disclosure.

In its Research and Information Report the board urged that ANG seek to have the American Civil Liberties Union "or some other

appropriate organization" convene the proposed conference to establish a legal-aid fund.

The fund, it said, "would be financed by contributions from participating organizations and foundations." It would "furnish financial assistance to media personnel who require counsel to defend against subpoenas" and to "insure freedom from interference in the pursuit of their work" and for similar purposes.

The board, in its resolution on subpoenas, said that issuance of the latest ones in Chicago "can only be viewed as another link in the rapidly lengthening chain of subpoenas that threatens to seriously imperil newsmen's ability to continue to gather and report the news as it happens and thereby fulfill the public's right to know in a democratic society."

Subpenaed in addition to Linstead, who is a reporter for the Chicago Daily News, were Henry de Zutter, also a Daily News Guildsman, and New York Times Guildsman John W. Kifner. The subpoenas required their appearance as prosecution witnesses May 4 but did not require them to produce any notes or recordings.

In subsequent negotiations government attorneys agreed to waive testimony by Linstead and Kifner when De Zutter agreed to appear as a witness for both the prosecution and the defense.

In another Chicago court, the Chicago Tribune is seeking to quash a subpoena by the Weatherman faction of Students for a Democratic Society for stories and photographs of Weatherman activity since last October, although it had previously agreed to surrender similar material to the government.

Tribune attorney Don H. Reuben said he was prepared to risk a contempt citation to bring the case to the Illinois Supreme Court.

In San Francisco, meanwhile, New York Times Guildsman Earl Caldwell filed an appeal against Federal Judge Alfonso J. Zirpoli's decision that he must appear before a federal grand jury investigating the Black Panthers, even though the ruling does not require him to disclose confidential information.

"I don't have any confidential information," Caldwell said. "Everything I could print has been printed. If I go before the grand jury, my credibility with the black community is gone."

The Times, which joined in Caldwell's defense against the original subpoena of his notes and confidential information, has indicated it will not join in his appeal. Executive Vice President Harding Bancroft said "we believe that reporters, like other citizens, have a duty to testify when they are subpoenaed."

Elsewhere last week, Lance Brisson, one of the authors of a Look magazine article linking San Francisco Mayor Joseph Alioto with the Mafia, refused to identify his sources during trial of a 12.5-million-dollar libel suit by Alioto.

Brisson took his stand under

the umbrella of a Federal Court ruling last December that he and coauthor Richard Carlson need not disclose their sources. He said that when he and Carlson found that they would have to surrender the notebooks in which they kept accounts of their interviews, they snipped out the names of their sources.

The IEB's subpoena resolution denied a recent press-release statement by New York Rep. Richard L. Ottinger that ANG is supporting a bill introduced by Ottinger and 23 other congressmen "with the ostensible aim of protecting newsmen's right to protect confidential information and its sources."

The board said that it could not support the bill because "it would attach qualifications to newsmen's privilege more restrictive of newsmen's legitimate rights than have recent court decisions."

The board's Political Action Report to the convention noted that the Ottinger bill makes only "confidential" information privileged and restricts the right of nondisclosure of a source "to one from whom information has already been received, perhaps ruling out application of privilege to a source who may be cultivated in the hope of obtaining information at a future time."

The board also noted that the bill explicitly exempts from protection "various contexts of disclosure to which it is vital" that such protection apply, such as sources of information about such legally secret proceedings as those of a grand jury.

And while hailing the recent passage of a New York State privilege law, enacted with assist-

ance from the Albany Guild, it noted a weakness in the bill's restriction of protection to information coming into a newsmen's possession "in the course of" gathering material "for publication."

The restriction, it warned, may rule out protection against disclosure of information obtained when there is no immediate or even ultimate prospect of publication.

The weaknesses in both bills, the IEB said, "should emphasize for Guild members the necessity for caution in seeking or endorsing such legislation."

Board Urges New \$400 Wage Goal

(Continued from Page 1)

in productivity and the cost of living. These goals, adopted by last year's convention, are \$372 for experienced employees in key classifications, \$248 for starting employees and \$186 for experienced employees in other adult classifications.

The board noted that rising prices have eaten deeply into even the major wage gains won in Guild contracts during the past year.

"In some cases, because of inflation," it said, "our members have netted nothing from their increases or have taken pay cuts because their gains haven't even equaled the steep increases in living costs. Other members have found they are only one, two or three percent ahead in real gains because inflation robbed them of the rest of their raises."

"Any U.S. Guild members who received less than a 6.1-percent raise last year, and any Canadian members who received less than 4.5 percent, took a cut in pay. It took more than the respective figure for the U.S. and Canadian member to enjoy any real increase in earnings."

Parity Push Spreads

Outside classified salesmen have attained parity with display salesmen in 21 Guild contracts, new minimum tables published by ANG's Collective Bargaining Department show.

Parity exists at the paper with the highest display-salesman minimum in any Guild contract—the Washington Post, where both display and classified salesmen receive a top minimum of \$263.25.

Other papers with parity are the St. Louis Post-Dispatch, Sacramento Bee, Sacramento Union, Stockton Record, Boston Herald Traveler, San Jose Mercury and News, Tacoma News-Tribune and Ledger, San Diego Union and Tribune, Metro East Journal (East St. Louis), Sheboygan Press, Lynn Item, Manchester Union Leader, Yakima Herald and Republic, Pottstown Mercury, Eugene Register-Guard, Pueblo Star-Journal and Chieftain, Haverhill Gazette, Massillon Independent, Connecticut Sunday Herald (Bridgeport) and Lowell Sun.

Following is the table of outside classified minimums:

Minimum—After	Minimum—After
Washington Post \$263.25—5 yrs.	Seattle Post-Intelligencer \$173.25—4 yrs.
St. Louis Post-Dispatch 240.00—5 yrs.	Memphis Commercial Appeal, Press-Scimitar 172.00—5 yrs.
Sacramento Bee 235.00—6 yrs.	Allentown Call, Chronicle 171.71—4 yrs.
Sacramento Union 226.83—6 yrs.	Woonsocket Call 171.00—5 yrs.
Stockton Record 226.00—6 yrs.	Pottstown Mercury 169.15—5 yrs.
Washington Star 225.00—4 yrs.	Eugene Register-Guard 168.75—5 yrs.
N.Y. Times 221.05—4 yrs.	Wilkes-Barre Record & Times-Leader, News Delaware County 168.50—3 yrs.
Boston Herald Traveler 220.48—4 yrs.	Times, Chester 167.20—4 yrs.
San Jose Mercury, News 219.50—6 yrs.	Pueblo Star-Journal, Chieftain 165.00—5 yrs.
Toldeo Blade, Times 214.75—4 yrs.	Bay City Times 164.00—4 yrs.
N.Y. Post 212.90—2 yrs.	Toronto Star 163.00—4 yrs.
Tacoma News-Tribune, Ledger 209.75—5 yrs.	Toronto Telegram 163.00—5 yrs.
Philadelphia Inquirer, News 208.00—4 yrs.	Huntington Park Signal 162.85—5 yrs.
San Diego Union, Tribune 205.75—6 yrs.	Vancouver Sun, Province 162.00—5 yrs.
Metro East Journal, East St. Louis 205.60—5 yrs.	Haverhill Gazette 161.60—4 yrs.
San Francisco Chronicle, Examiner 198.92—5 yrs.	Massillon Independent 161.50—5 yrs.
Providence Journal, Bulletin 197.00—5 yrs.	San Pedro News-Pilot 151.33—4 yrs.
St. Louis Globe-Democrat 196.75—5 yrs.	Baltimore Sun 151.15—4 yrs.
Sheboygan Press 188.30—4 yrs.	Connecticut Sunday Herald, Bridgeport 151.00—3 yrs.
Boston Record American 188.00—3 yrs.	Great Falls Tribune 149.69—5 yrs.
Denver Post 188.00—4 yrs.	Portland Press-Herald, Express & Telegram 147.00—4 yrs.
Cleveland Press 185.40—4 yrs.	Pawtucket Times 142.47—4 yrs.
N.Y. News 185.10—3 yrs.	Detroit Free Press 140.06—3 yrs.
Erie Times, News 184.22—5 yrs.	Indianapolis Star-News 139.75—4 yrs.
Seattle Times 181.50—4 yrs.	Youngstown Vindicator 138.50—5 yrs.
Lynn Item 180.00—4 yrs.	Victoria Colonist, Times 135.08—5 yrs.
San Mateo Times 178.57—3 yrs.	Lowell Sun 134.00—5 yrs.
Cincinnati Post & Times-Star 178.50—4 yrs.	Elizabeth Journal 133.25—4 yrs.
Manchester Union Leader 178.00—3 yrs.	Albany Knickerbocker News, Times-Union 122.00—5 yrs.
Honolulu Star-Bulletin, Advertiser 177.00—4 yrs.	Canton Repository 108.00—4 yrs.
Yakima Herald, Republic 177.00—4 yrs.	New Westminster Columbian 106.94—2 yrs.
St. Paul Dispatch, Pioneer Press 176.00—5 yrs.	Duluth Herald, News-Tribune 106.11—4 yrs.
Vallejo Times-Herald 173.44—3 yrs.	

*Includes \$4.55 cost-of-living increase
**Includes \$4.40 cost-of-living increase
***Includes \$3.80 cost-of-living increase
Plus bonus

Minimum guarantee with commission system in effect

Pensions Increased 6% in Bay Area

San Francisco, Calif. — Basic pension benefits are increased six percent under new improvements in the San Francisco-Oakland Guild's citywide pension plan.

Three other improvements approved by the Guild and publishers in San Francisco and Oakland will permit an employee to

take a reduced pension that will give his spouse a pension if the retiree dies first, will allow disabled employees to start receiving pensions at 45 instead of 50 and will double the 60-month period over which an employee can take his severance benefit in monthly installments.



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Double-Header Award

Stella Roberts, right, past secretary-treasurer of the Wire Service Guild and now a member of its AP national committee, receives twin awards as "Oklahoma Woman of the Year" from the Oklahoma University chapter of Theta Sigma Phi, women's journalism society, and as "Outstanding Woman of the Year in Communications" from the

society's Oklahoma City chapter. Miss Roberts, first person ever to receive both awards, was cited for her Guild activity as well as her work as an AP reporter at the state capital. With her is Betty Peach, a Guildswoman at the San Diego Tribune, who was the principal speaker at the two chapters' dinner honoring Miss Roberts.



DAVID J. EISEN

Board Names Eisen to GR Editor's Post

The International Executive Board last week appointed David J. Eisen as editor of the Guild Reporter.

Eisen had been acting editor since an ANG staff realignment last November under which former Editor Ellis T. Baker became director of administrative operations. Before then he had been associate editor for six years.

The IEB, in its official report to the Guild's 1970 Convention, recommended that the GR continue to seek expansion of its coverage of press performance. And it urged Guild locals to encourage their members to contribute articles to the GR in this area.

The board, noting a 1969 Convention recommendation that it study the possibility "when financially feasible" of expanding the GR and its staff to provide extended coverage of press performance and ethics, cited ANG's net General Fund deficit of \$44,364 in stating that it "does not believe that possibility should be considered now."

Eisen was formerly secretary of the North Jersey Guild and editor of its official publication and Page One magazine. He served as treasurer of the local's Elizabeth Journal Unit and was a member of the old New Jersey State CIO Council's executive board.

He worked as a reporter for the Staten Island Advance and the Elizabeth Journal before joining the ANG staff as assistant director of research and information in 1962.

Cleveland Aids New Review

Cleveland, Ohio—The Cleveland Guild executive board voted April 28 to provide \$500 in "seed money" to establish a Cleveland journalism review.

The money will go to a group of young newsmen, mostly from the Cleveland Plain Dealer, who are seeking to publish a journal patterned on the Chicago Journalism Review. Plain Dealer Guildsman Steve Hatch has been spearheading the movement.

The group is seeking to raise additional funds from individual Guild members. It aims at publishing an initial run of 2,000 copies of a monthly publication.

N.J. Appellate Court Upholds Fine By Guild for Crossing Picket Line

Trenton, N.J.—A New Jersey appellate court last month upheld a \$500 fine imposed by the North Jersey Guild against a member who crossed printers' picket lines at the Perth Amboy Evening News in 1965.

Reaffirming a union's right to fine members who violate its rules—and to collect the fines in court—the Appellate Division of Superior Court rejected a defense claim that a Guildsman could not be fined for crossing another union's picket line.

The penalty was imposed on Ronald E. Rakos, who was promoted to managing editor of the News after becoming the sole member to work during a lock-out of the printers.

To do other than to uphold the fine, said the court, "would leave the union without power to enforce solidarity among its members, thus impairing its effectiveness for collective-bargaining purposes."

The judges held that a Guild resolution directing its members

to honor the printers' picket lines was "a reasonable one for the violation of which members of the News Unit of the Guild could be disciplined."

Citing "a community of interest between the two unions," the court said Rakos's claim that the Guild "could expect no economic gain" from settlement of the printers' dispute "loses sight of the greater degree of bargaining power attainable through the co-operation of the two locals."

The court also noted the Guild's constitutional purpose "to foster friendly co-operation with all other workers and to promote industrial unionism in the newspaper industry," towards which it said the resolution of picket-line support "was reasonably directed."

The court cited a Supreme Court decision holding that the relationship between a union and its members is "a contractual one," with the union's constitution and rules as the contract. As such, it affirmed, a fine for

violation of that relationship is collectible in the courts.

The judges dismissed Rakos's contention that he was able to "wipe the slate clean" and avoid the penalty by resigning from the Guild after his appointment as managing editor. And it rejected his contention that, in any case, the \$500 fine was excessive. Upholding a lower-court finding, it declared:

"Defendant not only earned income during the period involved but was the recipient of a substantial promotion at its end. One of the purposes of the fine was to serve as a deterrent to others who might be inclined to dilute the union's bargaining power by defying its legitimate directives."

The court, however, turned down a Guild appeal to reinstate an additional \$250 fine levied against Rakos on a charge of attempting to induce other members to cross the picket lines. It said there was not sufficient evidence to support the accusation.

AP Newsman Fired in Row Over Politics

The Associated Press last week fired Daniel A. Neary, a five-year AP staffer it had earlier demoted from manager of its Montpelier, Vt., office after a complaint that his stories on a rift between the governor and lieutenant governor lacked objectivity.

The Wire Service Guild, which had been contesting Neary's demotion, immediately initiated steps to secure his reinstatement.

And ANG's International Executive Board, meeting in Washington, pledged "all possible support" to Neary, the Wire Service Guild and "any other newsman who might be subjected to similar maltreatment by politically motivated managements."

The IEB said that the charges on which Neary was fired were "redolent with Vermont State and intra-AP politics" and that the firing culminated "months of AP harassment of Neary," the only Vermont staffer to participate in the Guild's 1969 AP strike. His replacement worked in Boston as a strikebreaker.

The IEB noted that Boston Bureau Chief Jack Simms, following complaints that Neary's reporting had been "too hard on" the Republican governor, tried to persuade Neary to accept an unwanted transfer to another bureau despite Neary's denial of the charge. Expressions of support from Vermont newspaper and broadcast-news officials, a statement by two-thirds of the Legislature affirming confidence in his fairness and statements by both the governor and lieutenant governor that his reporting was fair.

Guild Loses in Chicago

Chicago, Ill.—The opening of a hitherto challenged ballot, cast by an organizer for the Independent Association of Publisher's Employees, sealed a victory for that union in a representation contest with the Chicago Guild April 27. The final tally was 14 to 11.

Pelletier Issues Warning

Media-Monopoly Threat Seen

Ottawa, Ont. — Secretary of State Gerard Pelletier told the Special Senate Committee on the Mass Media April 24 that the news media are endangered by the growth of "huge organizations" in the newspaper and broadcasting fields.

Pelletier, former editor of the Montreal daily La Presse, said his department is conducting a study of newspaper and broadcasting groups in Canada in order to prepare directives about monopolies and concentration to the Canadian Radio-Television Commission.

"It is fairly obvious," Pelletier said, "with the concentration of

the printed press, that there is a small number of people who control a vast amount of information in editorial writing.

"You might say that never had so few had so great an influence on so many."

Pelletier was among the final witnesses as the committee ended testimony that has spanned almost five months.

The Toronto Telegram's ownership of Station CFTO-TV was defended in testimony by Eddie Goodman, a director of Baton Broadcasting Ltd., which owns the station. The Telegram is the chief stockholder in Baton Broadcasting.

Goodman, who facetiously described himself as "a poor man's John Bassett" [publisher of the Telegram], said broadcasting and newspapers can learn from each other.

Denying that the Telegram's connection with CFTO-TV gives the two a competitive advantage over the Toronto Star and a rival radio station, Goodman said the Star has maintained its circulation lead and that the unaffiliated radio station, CFRB, had a wide lead in audiences.

The committee heard 125 witnesses at 90 sessions since the hearings on media ownership and operations began Dec. 9. Sen. Keith Davey, committee chairman, said it will complete a report on its findings by early fall.

10 Employees Dismissed By Chattanooga Times

Chattanooga, Tenn. — The Chattanooga Times last month announced the dismissal of 10 former editorial employees of its defunct evening Post despite a promise to absorb them into the Times.

The Chattanooga Guild voted at a membership meeting April 26 not to contest the dismissals, but ANG's International Executive Board last week urged it to make further efforts to have the employees retained. It promised that an international representative would be sent in to help.

The local replied that it thought nothing would be gained by further efforts.

The Times suspended the Post Feb. 25 rather than fight a federal antitrust suit seeking to bar it from operating the Post as an instrument to force the rival Chattanooga News-Free Press out of business.

Management said at the time that all 21 full-time Post editorial employees would be absorbed by the Times. Both Times and Post employees are covered by a contract with the Guild.

Sex Discrimination Cited By 102 Women at Time

New York City — A charge of discrimination against women employees of Time Inc. has been filed by State Atty. Gen. Louis J. Lefkowitz on behalf of 102 women employees.

The employees, most of them researchers, accused Time of "keeping women in the lower echelons" of its editorial staffs. Lefkowitz said an investigation showed that "no matter what the writing experience and qualifica-

tions of women employees, they were reduced to serving in clerical or research positions."

Time denied the accusation, stating that the number of women working as editors, writers and correspondents has risen continuously during recent years.

The charges will be aired within a month at a hearing to be called by the New York State Division of Human Rights, with which the charge was filed.

The Guild Reporter

DAVID J. EISEN
Editor



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