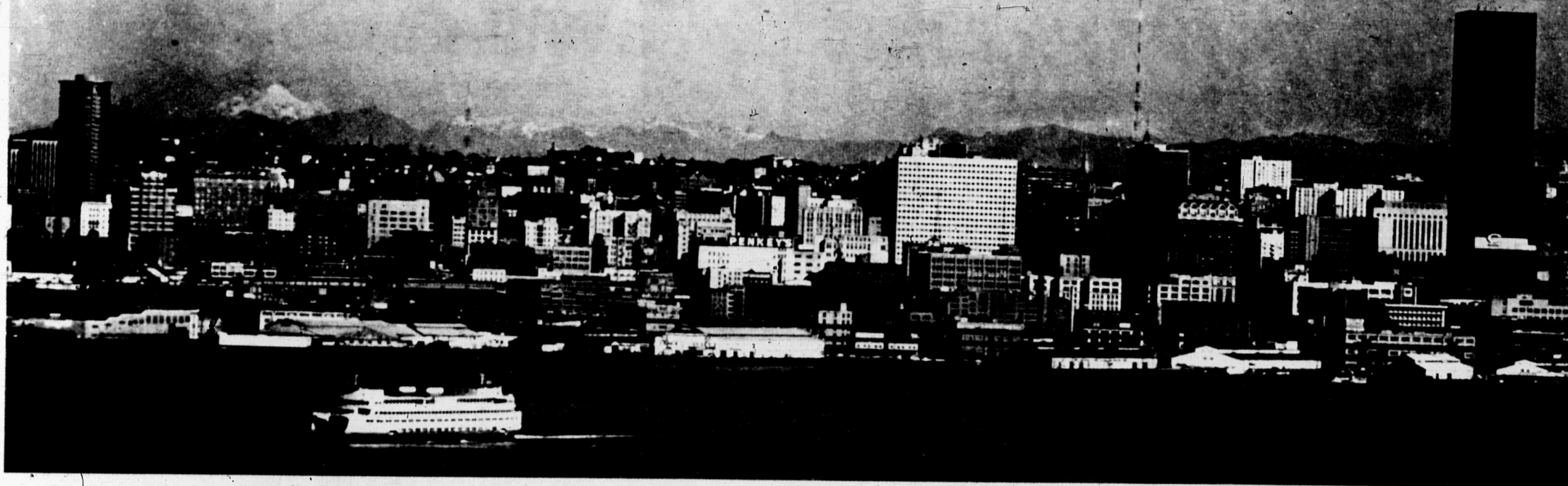


Seattle Call: 'Gear Guild to '70s'



ANG's Path To Be Set By 200-Plus

Seattle, Wash.—A wide-ranging series of proposals to "gear the Guild to the '70s" will confront an expected 200 delegates at the Guild's 37th Annual Convention here next week.

Among them are International Executive Board recommendations for contractual defense against subpoenas, national conferences on women's rights and minority hiring and the use of contractual grievance machinery to give employees "a more direct voice in the product."

The convention will be held June 22 through 26 at the Washington Plaza Hotel. By late this week, credentials had been received from 199 delegates representing 57 locals.

Among those scheduled to address the convention are John de J. Pemberton, Jr., executive director of the American Civil Liberties Union, and Walter A. Maggiolo, director of mediation activity for the Federal Mediation and Conciliation Service. Pemberton has been invited to discuss the ACLU's position on media problems, including newsmen's privilege and police interference with news gathering.

The IEB is recommending 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 desk.

(Continued on Page 2)

Wayne State Will Preserve ANG Records, Oral History

ANG and Wayne State University's Archives of Labor History and Urban Affairs have joined in a program to preserve ANG's historical records and conduct an oral-history program among Guild pioneers.

The project, announced by ANG Secretary-Treasurer Robert M. Crocker this week, will place the Guild's records in Wayne State's Detroit archives to preserve those records that have last-

ing historical and scholarly value, making them available in a systematic fashion to students, historians and the Guild itself.

Underlining the importance of the oral-history section of the project, Crocker noted that ANG is "just old enough for the first generation of its leadership to be passing away—and taking with it its invaluable and irreplaceable recollections of how our union began and struggled and survived."

Crocker urged locals to deposit their records in the Wayne State center and to co-operate in the ANG oral-history project so that the Wayne State archives can become the central repository for all Guild records of lasting value.

Wayne State Archivist Dennis East will address the ANG Convention in Seattle June 25 to discuss the project.

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Reporter Top Raised \$75, To Hit \$275, in Baltimore



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Washington, D.C.

June 19, 1970

Minneapolis Paper Will Consult Guild Unit on Assistant Editors

Minneapolis, Minn.—The Minneapolis Star and Tribune has agreed to consult with an eight-member Guild committee on the selection of Tribune assistant city editors.

Management representatives, in a meeting with Guild officers made it clear, however, that while the company welcomes Guild ideas on appointments to the job it reserves the right to make the final decisions.

The company agreed to inform the Guild of nominees for assist-

ant city editor positions and invited the Guild to submit nominees as well. The Guild indicated that at this point it does not plan to do so.

Bower Hawthorne, editor of the Tribune, told the Guild officers,

"we will be glad to hear Guild ideas on other matters," as well.

The Guild sought advisory status on appointment of Tribune assistant city editors, local leaders said, because there is present-

(Continued on Page 2)

U.S. Overruled, Caldwell Is Freed Pending Appeal

New York Times Guildsman Earl Caldwell was found guilty of contempt of court June 5 for refusing to testify before a San Francisco federal grand jury investigating the Black Panthers.

Federal Judge Alfonso J. Zirpoli allowed Caldwell to remain free on bail pending appeal despite government objections.

Zirpoli, who issued an order requiring that Caldwell be jailed until he testifies, rejected the newsman's argument that the subpoena issued to him violated First Amendment rights and that it should be voided because the questions the government intended to ask were based on illegal electronic eavesdropping.

In St. Louis, meanwhile, the Post-Dispatch agreed to a St. Louis Guild demand that the paper assume all expenses of employees who are subpoenaed, including travel costs, legal expenses, out-of-town accommodations and salary. A similar demand was served on the Globe-Democrat last week.

Zirpoli had ruled in April that Caldwell did not have to testify on confidential information or

sources. But the judge said he must appear before the jury and testify if such confidential data was not involved in the questions.

Caldwell said he had a special relationship with his sources that would be jeopardized by his testimony.

(Continued on Page 4)

A Leader Since the 1940s, Murphy Is Stepping Down

New York City—Thomas J. Murphy, executive vice president of the New York Guild since 1948 and a leader of the local since he helped organize the commercial and editorial departments at the New York Times in 1940 and 1941, has announced his retirement from Guild office at the end of his present term in December.

Murphy, 63, said he is stepping down from Guild office in order to increase the opportunity for younger people to become Guild leaders.

He was a bookkeeper at the Times before he joined the Guild

Others Gain By Up to 54 Percent

Baltimore, Md. — A reporter top minimum of \$275, up \$75 over three years, was won by the Washington-Baltimore Guild at the Baltimore Sunpapers on the brink of strike action June 5.

Increases in minimums range to \$83.75 and as high as 54 percent, averaging more than 31 percent.

The average annual increase of \$25 in the reporter top minimum is among the highest in Guild history, and the \$275 top is exceeded only by those at the Washington Post and News—\$300 and \$295, respectively.

Management, which had previously offered increases ranging from 20 to 24 percent, produced its final proposal at 10 p.m. June 5, 2½ hours after the start of a unit membership meeting called to vote on its acceptance. The unit was poised for strike action had it been unacceptable.

The settlement was ratified at 2:30 a.m.

Among its provisions is one for a standing Guild-management human-rights committee to insure that the contract's fair-employment-practices clause is given "affirmative and positive support."

The Guild also improved a seven-out-of-10 Guild shop clause, won in a pattern-setting vote.

(Continued on Page 6)

'A Union of Individuals'

Book Review
Page 5

Over 200 Expected At ANG Convention

(Continued from Page 1)

fense of employees subjected to subpoenas.

It is also proposing that ANG ask the ACLU or some other appropriate organization to convene a nationwide conference of media management and employee organizations to establish a legal-aid fund to protect employees against subpoenas and other interference in their work.

It has recommended that ANG conduct a Guild conference in the fall on discrimination against women and a conference open to other groups in the spring on minority-group recruitment and training.

It is recommending 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 is proposing an increase in the ceiling of ANG's Model Dues Schedule, upward revision of ANG's wage goals to \$400 for experienced employees in key classifications and \$200 for experienced employees in lower adult classifications and the addition of dental, psychiatric and optical care to health-insurance plans.

William H. McLeman, execu-

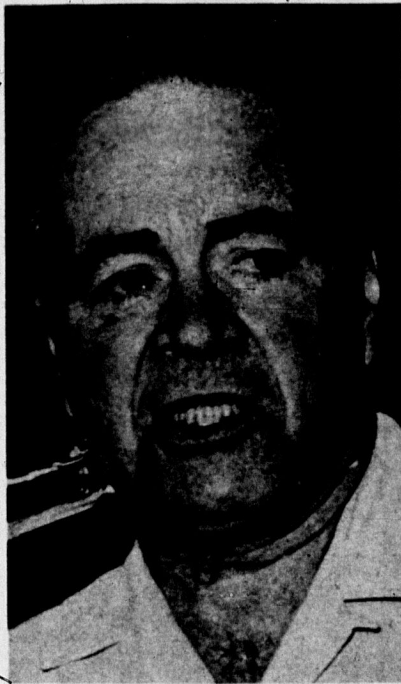
tive secretary of the Vancouver-New Westminster Guild, will deliver a report from ANG's Special Strike Financing Committee at the opening session.

The committee is asking the convention to renew its mandate to find a solution to strike-financing problems and, in the meanwhile, to update ANG's assessment schedule by extending its \$6 ceiling to provide higher payments for employees earning more than \$200 a week.

The convention's opening session will be greeted by Seattle Mayor Wesley C. Uhlman, Marvin L. Williams, secretary-treasurer of the Washington State Labor Council; James K. Bender, executive secretary-treasurer of the King County Labor Council, and Glenn Burger, president of the Seattle Typographical Union.

A clinic on "District Councils: How We Can Make Them Work Better" will be held on the convention's first night. The convention banquet will be held on Wednesday evening with the theme of "Washington Salutes the ANG." There will be an all-Washington menu and excerpts from Gilbert and Sullivan's "Trial by Jury" by the Savoy Singers.

The convention outing Tuesday will take the form of a boat ride on Puget Sound and an Indian-style salmon barbecue on Blake Island.



THOMAS J. MURPHY

... Murphy

(Continued from Page 1)

which position he was elected executive vice president.

He served on the executive board first of the New York City CIO Council and then the AFL-CIO Central Labor Council for more than a dozen years, and during World War II was a member of the newspaper industry War Labor Board Commission.

In announcing his decision to "not be a candidate for renomination and re-election for Guild office" to the May 27 meeting of the New York local's Representative Assembly, Murphy said his statement "is not debatable and not discussible."

Minneapolis Paper Will Consult Guild

(Continued from Page 1)

ly a vacancy there with another vacancy expected in the fall.

Tribune newsroom Guild members elected four of their number to serve along with three members of the local's executive board and the chairman of the Star and Tribune Guild Unit on a committee to review prospective candidates. Elected were one night-side and one day-side reporter, a copy editor and a photographer.

A similar committee is expected to be formed soon by Guild members working on the staff of the Star, local leaders said.

The Twin Cities Guild and management of the Minneapolis dailies also have set up a joint committee of circulation district managers and executives to consider methods of improving circulation operations.

Meanwhile, a committee of the local's St. Paul Dispatch-Pioneer Press Unit has held its second meeting with the papers' management to discuss noncontractual matters. The Guild proposed an in-service training program for the editorial department, more communication between staff and editors and more staff meetings.

In a prior meeting, the concept of Guild-management consultation and communication, as well as copy editing practices, were discussed.

And, the Twin Cities Guild has proposed establishment of a Guild-management production committee at the Catholic Bulletin in its negotiations with the weekly Roman Catholic archdiocesan paper.

Local leaders report that Bernard Casserly, former local president who now is editor of the Bulletin, said that while he is "not adverse" to the proposal—which he termed "interesting"—he would like to discuss it further.

Guild representatives reminded Casserly that he had proposed the same idea to management of the Minneapolis papers in 1957 when he was chairman of the Guild unit there.

Williams Leaves Staff, Was R&I, GR Assistant

James H. Williams, assistant editor of the Guild Reporter and assistant director of ANG's Research and Information Department for the past year and a half, left the ANG staff last week. He plans to do free-lance writing.

Williams was director of research and publications for the West Virginia AFL-CIO before joining the Guild staff in 1968. He previously worked for the IUE News, in Washington, where he was chairman of the Guild's Labor Press Unit.

IT SEEMS

TO US

Omission Is Charged In Youngstown Story

MENTOR, OHIO

Editor:

The previous issue of GR reported, skimpily, that the POI Council supported Youngstown in requesting an IEB hearing in the dispute over disbursements during Youngstown's 1964-65 strike.

What the GR failed to report happens to be the very heart of the POI's action. The POI unanimously voted, except for an abstention, to urge the IEB to conduct a "due-process hearing" with all parties participating—not only Youngstown spokesmen but also Brother Robert Bruner and Brother William Farson, who then were the IR assigned to the Youngstown strike and the ANG executive vice president respectively.

Youngstown contends that Brothers Bruner and Farson, acting as the ANG authority, approved firsthand or endorsed secondhand every financial transaction of the strike.

Arguments were therefore submitted in POI that the ANG, in charging Youngstown with excess benefit payments, is in effect accusing itself of faulty administration in those matters.

Since this additional information—or contention—has been brought into the dispute, it would seem that Guildsmen everywhere are now entitled to learn of it. The GR will perform

a service by letting it out in this letter column.

NOEL WICAL
Cleveland Guild

Editor's Note: The GR had previously reported Youngstown's request that Bruner participate in the hearing.

Assessment Hike Urged To Help L.A. Strikers

CRANFORD, N.J.

Editor:

Let it be known what our brothers and sisters are doing in Los Angeles.

Besides getting "beat up and harassed" on the picket lines, they are doing a terrific job by ringing doorbells and talking to people about canceling the strike-struck Herald-Examiner, which is being put out by "Rat scabs," ex-convicts and racketeers. Plus, they are picketing the advertisers and handing out leaflets informing the public not to buy in the stores who support the scab newspaper.

This I inform you, my brothers and sisters who complain about paying a mere token on their assessments and dues. I for one would like our assessments to go up to help support our brothers and sisters in Los Angeles and elsewhere who are doing the same kind of a job. I receive a full paycheck except for deductions every week. How about you?

The proof of this is that other daily and weekly newspapers in the area have picked up ads and

circulation, so we are hurting the Los Angeles Herald-Examiner where it hurts them the most—in their pocketbook.

ANTHONY ANDRIOLA
Chairman
Elizabeth Journal Unit

Baltimore Guild Veteran Has Praise for Flores

BALTIMORE, MD.

Editor:

I am writing to express my admiration for the competence and dedication of Brian Flores. He is probably the most skillful negotiator in the American labor movement.

I was a charter member of Baltimore Local 54, now merged with Washington. In the sixteen years from our first contract in 1949 until the Sunpapers strike in 1965 we advanced a total of only \$62.50 in top minimum. Last week Brian Flores negotiated a \$75 raise over 30 months. Since 1967 he has raised the Sunpapers' top minimum from \$162.50 to the projected \$275. This seems almost a miracle to those who remember the slow, hard gains of Local 54.

Brian Flores is a brilliant strategist, cool under fire, tough, tireless, firm, confident in the justice of his cause. He has a mind like a steel trap. I am sure his management adversaries will agree.

He is equally cool and firm—and this may be the more difficult task—in handling his own articulate and sometimes recalcitrant membership. Effective lia-

son with the crafts is another strength. He knows that solidarity is basic to success.

I've seen some great Guildsmen in action in my time, but Brian Flores is the tops!

(Miss) GRACE DARIN
Washington-Baltimore Guild

Buffalo Antiwar Group Held 'Small Minority'

BUFFALO, N.Y.

Editor:

The claimed "petition" of Buffalo Guildsmen (the Guild Reporter, May 22) to the Canadian Government to press President Nixon for the immediate withdrawal of all U.S. troops from Southeast Asia didn't have my signature, there being only 36 signers.

The reason being, of course, that it was privately circularized by some few who are against the United States on this matter and others, but who wouldn't get up a petition against Communist imperialism or Communist subversion here and other still free countries.

Let it be publicized by the printing of this letter that many newspaper people believe that the United States has a right to be in Southeast Asia, is wanted there, is helping to keep free people free and is helping secure its own basic defense posture.

And many strongly support President Nixon, too.

Let the delegates to the 1970 Guild Convention make sure they carefully consider before they adopt any resolutions or take any

action in Seattle that may be against the best interest of the United States and give aid and comfort to its enemies.

A small minority pushed the Buffalo petition, and Guild headquarters knew that but didn't include it in coverage.

THOMAS V. O'GRADY
Buffalo Guild

Editor's Note: The story stated that the petition was signed by 36 Guild members.

GR Story on Trudeau Decried as 'Trashy'

PLEASANTVILLE, N.Y.

Editor:

As an "involuntary" subscriber to the 'Guild Reporter,' I take exception to such "trashy" stories as presented on the editorial page of your May 22, 1970, issue "Rings Upon Her Fingers, She Says No to Trudeau."

It would seem that in these days of more vital and serious news (and the preparation and presentation of that news), that your efforts might be better spent in bettering your delivery date or some similar venture. Your May 22 issue was received here in Pleasantville, N.Y., exactly one week from publication date. And wasn't there something once said "as dead as yesterday's news."

Let P.M. Trudeau live on in glory of bachelorhood; let Janice Wilson, 23, catch his "practiced" (?) eye—but let's do the job you are primarily dedicated to do.

R. N. HUSTED
New York Times Unit

Washington-Baltimore Proposals

Action Sought on Women's Rights

A series of actions to strengthen the Guild's stand on discrimination against women has been submitted to ANG for introduction at ANG's 1970 Convention next week by the Washington-Baltimore Guild.

They include a proposed constitutional amendment to prevent locals from entering into contracts that fail to provide equal rights for women and minority-group employees and a resolution calling for an aggressive Guild campaign to open press-club membership in all cities to women.

Washington-Baltimore is also proposing the establishment of a nonpartisan review board to con-

sider charges brought against international officers, district-council officers or locals and charges involving "Guild performance."

In the area of minority and women's rights, the local is asking that contracts without clauses providing them be barred without specific permission from the International Executive Board.

The IEB itself has proposed that the convention urge expansion of contractual provisions barring discrimination against women and minorities and that national conferences be held on women's rights and minority hiring.

Washington-Baltimore is also proposing that the convention

adopt as the Guild's own policy a statement submitted by women employees of the Washington Post and Star to management (GR, June 15). The statement urges action to bar discrimination against women reporters and photographers covering news events and an end to "sexual stereotypes" in news stories.

The local's resolution on press clubs calls on ANG officers and locals "aggressively to pursue" the opening of their membership to women. The local also submitted a resolution calling on officers and locals to work for adoption of a proposed U.S. constitutional amendment prohibiting the denial of equal rights because of sex and for similar legislation in Canada.

Another resolution would direct ANG to institute training programs to bring "more than a token number" of women and minority-group members into Guild leadership.

The local's proposed nonpartisan review board would consist of nine members, no more than three from the Guild. In addition to considering charges, it would hear appeals under the ANG Constitution.

The board's original members would be selected from among members of public-review boards

of the United Automobile Workers and the Upholsterers' Union and former winners of ANG's Heywood Brown Award.

A sixth local resolution denounces efforts to deprive union members of the right to ratify contract settlements, and a seventh would allow members in good standing to vote in ANG elections and referendums regardless of whether their per-capita payments have been received by ANG.

The Detroit Guild executive committee last week submitted resolutions urging ANG to reaffirm the present status of labor-press units and to resist lessening of their strike potential; to hold ANG conventions every two years instead of annually; and to concentrate organizing efforts on suburban newspapers.

A resolution opposing the invasion of Cambodia and calling for the withdrawal of troops from Vietnam by the end of the year has been submitted by Buffalo, and one urging a change of ANG's name to International Newspaper Guild has been submitted by Victoria.

The Lansing Guild, meanwhile, praised The Guild Reporter for "improved" coverage, but suggested it be discontinued for a year to absorb ANG's deficit.



WILLIAM M. BROWN

Brown Named Philadelphia Administrator

Philadelphia, Pa.—William M. Brown, president of the Philadelphia Guild, was named to succeed the late David S. Schick as administrative officer of the Philadelphia Guild June 3.

Brown had been acting administrative officer since Schick was injured in a subway station in March. Schick died May 17.

The local executive committee voted unanimously to recommend Brown's appointment to the representative assembly after a motion to recommend both him and Harris Monroe, former administrative officer of the Washington-Baltimore Guild, was defeated, 7 to 4. The assembly voted 38 to 9 to appoint him.

Brown, a photographer for the Philadelphia Inquirer before his appointment, had been local president since 1966. He served previously as a shop steward, assembly delegate and unit chairman.

He was chairman of the Philadelphia delegation at last year's ANG Convention and attended an ANG training seminar for prospective staff personnel last fall.

Brown started his newspaper career as a photographer for International News Photo in 1949 and moved to the Inquirer staff in 1951.

'Sexism' Ruled Out In Washington Post

Promising to "use all our resources to combat discrimination against women reporters and photographers," Washington Post Editor Ben Bradlee this month issued a staff memorandum directing that news about women be handled without condescension or stereotyping.

The memorandum was issued following a request by an ad-hoc committee of women staff members for a policy statement on dignified treatment of women in the news.

Bradlee outlawed as discriminatory the use of numerous stereotypes and clichés objected to in a statement to management by the women staffers and added several of his own.

Declaring it "the policy of the Washington Post to make the equality and dignity of women completely and instinctively meaningful," Bradlee declared:

"This policy begins in the newsroom with hiring practices and follows naturally through assignment and promotion practices.

"This policy continues into our columns, where discrimination against women is generally unconscious but none the less offensive.

"Words like 'divorcee,' 'grandmother,' 'blonde' (or 'brunette') or 'housewife' should be avoided in all stories where, if a man were involved, the words 'divorce,' 'grandfather,' 'blonde' or 'householder' would be inapplicable. In other words, they should be avoided.

"Words like 'vivacious,' 'pert,' 'dimpled,' or 'cute' have long since become clichés and are droppable on that count alone without hampering our efforts to get good descriptions into the paper.

"Stories involving the achievement of women are often implicitly condescending. They imply 'pretty good for a woman.' There always will be a place in good newspapers for stories of achievement, but they should be written without a trace of condescension."

Court Seeks Penalty In Refusal to Bargain

A U.S. Court of Appeals, in a decision of major significance, has directed the National Labor Relations Board to consider stiffening its penalties against an employer found guilty of "brazen refusal to bargain" with a union.

The appeals court for the District of Columbia enforced an NLRB bargaining order against Tiidee Products Inc., an Ohio maker of house-trailer parts. At the same time it sent the case back to the labor board for further hearings on additional remedies requested by the International Union of Electrical Workers.

The remand makes it possible for the NLRB to reconsider its present policy of refusing to compensate employees for potential benefits lost while the employer battled their union in the courts. Until now, the board has refused to consider AFL-CIO appeals for such remedies against deliberate delays by a lawbreaking management.

Appeals Judges Harold Leventhal and Spottswood W. Robinson III ruled that Tiidee's refusal to bargain after the union won an election 30 months ago, was a "clear and flagrant violation" of the law.

The court ordered the board to decide whether the extra remedies sought by the union are justified and, if not, to suggest alternate remedies so the employer cannot profit from his illegal conduct.

The union's request for special remedies called for pay raises and cost-of-living increases lost because of the employer's foot-dragging, reimbursement for dues and initiation fees it would have collected had the employer bargained in good faith and reached agreement, and relief in such areas as additional organizing costs.

The judges affirmed the board's order that Tiidee must bargain

with the union and revoke its layoffs, discharges and changes in production quotas. But they questioned the board's failure to use its powers more fully.

Effective redress for a broken law, they reasoned, should compensate the party wronged and withhold from the wrongdoer the fruits of his violation.

"Damages can be awarded" by estimating the contract terms "that would have been in effect if the law had been complied with, even though the law-violating employer has not yet entered into a contract" with a union, Judge Leventhal said.

NLRB Rules New Owners Must Obey Old Contract

A company that buys another firm and continues its operations "essentially unchanged" must abide by existing union contracts, the National Labor Relations Board ruled last month in a groundbreaking decision.

It applied the ruling in two cases, bottoming it on a 1964 Supreme Court decision that held a successor company must arbitrate disputes arising under a contract signed by previous management.

The two cases involved an Ontario, Calif., guard-service contract taken over by the William J. Burns International Detective Agency and a Navasota, Tex., plant bought by the Hackney Iron & Steel Co.

The cases were essentially similar to many involving the sale of newspapers.

Upholding an unfair-labor-practice charge brought by the United Plant Guard Workers against Burns, the board said that where "the employing industry has remained essentially the same," the successor company "is obligated to recognize and

bargain with the union duly selected by the employees."

Declaring that "a successor employer stands in the echoes of his predecessor," the board said that requiring him to bargain any changes in contract terms with his employees' representative "promotes stability in the employing enterprise's labor relations and furthers the interests of industrial peace."

The new employer, it pointed out, can make whatever adjustments are necessary in his negotiations with the former owner, but the employees normally "cannot make a comparable adjustment. 'Their basic security is the collective-bargaining agreement negotiated on their behalf,' the board said.

In the Hackney case the board not only upheld the Chemical Workers Union but ordered the company to make its employees whole for benefits they were deprived of because it failed to honor the terms of the old contract and refused to bargain to the point of impasse for a renewed one.

Houston Post Scored By Rights Agency

Houston, Tex.—The Houston Post was scored by members of the Equal Employment Opportunity Commission this month for maintaining separate male and

female help-wanted columns while affirming its commitment to equal opportunity.

Post Vice President James E. Crowther was taken to task by William H. Brown, 3rd, and Commissioner Elizabeth Kuck after he testified that the Post was maintaining segregated ads pending the outcome of a suit by the Washington Star and the American Newspaper Publishers Association against an EEOC order to end the practice.

Crowther testified June 3 during three days of EEOC hearings on employment patterns for minority and women workers in the Houston area. The Houston Chronicle declined an invitation to appear.

Crowther said 12.4 percent of the Post's 1,300 employees are from minority groups and 31.5 percent of its editorial employees are women.

The Post has both Negro and Spanish-speaking reporters, he said, and nine of 23 craft apprentices are from minority groups. The paper is trying to upgrade janitorial employees to craft jobs, he testified, and it employs minority-group students in editorial jobs during the summer.

3 in UAW Unit Held Up in D.C.

One third of the Detroit Guild's United Automobile Workers' Unit fell victim to a holdup while in Washington putting out the union's publication Solidarity June 1.

Ray Martin, assistant director of public relations; Jerry Dale, news editor of Solidarity, and staff member Si Alpert were held up at gunpoint on leaving a restaurant after a late night at the print shop.

The thieves took more than \$325, three watches, a wedding ring, credit cards and the victims' press credentials. None of the three were injured except Dale, whose finger was cut when one of the bandits tried unsuccessfully to wrench off his wedding band.

THE SHORT

OF IT

Antitrust Suit on Comics Dismissed

A federal judge has dismissed an antitrust suit charging Greater Buffalo Press Inc. with conspiring with Scripps's Newspaper Enterprise Association and Hearst's King Features Syndicate to monopolize the printing of newspaper color-comic supplements.

Judge John O. Henderson ruled that Greater Buffalo and NEA had not engaged in a conspiracy to fix prices and that it did not control a monopoly share of the market. Charges against Hearst had been dropped after it entered into a consent decree with the Justice Department in 1965.

Meanwhile, King Features, Publishers-Hall and the Chicago Tribune-New York News Syndicate will have to go to trial on an antitrust suit based on the practice of granting clients exclusive territories. A federal judge in New York, in ordering the trial, ruled that such territories can be so unreasonably large as to restrain trade in violation of the Sherman Act.

Top Award for Yarbrough

Former Knoxville Guild President Willard Yarbrough has received the Atlanta Chapter of Sigma Delta Chi's Green Eyeshade Award for a series of articles on corruption in three East Tennessee counties. The award covers six Southeastern states.

Yarbrough's articles in the Knoxville News-Sentinel led to indictments, suspensions, libel suits, threats on his life and his arrest and jailing by one of the sheriffs whose activities he exposed.

New York Guild Conducts Classes

More than 70 New York Guild members from commercial and editorial departments are attending journalism classes launched by the local under a new program.

Local President George McNickle is teaching a class in copy editing, and I. Kaufman, editor of the local's official publication, Frontpage, is conducting a class in reporting and writing. Guest lecturers have included New York Post columnist James Wechsler and Daily News Executive Editor Floyd Barger.

The courses will recess at the end of the month until Fall.

Here and There

The Milwaukee Journal has called off a program of training exempt employees for strikebreaking following craft-union complaints and a threat to handbill the newspapers in protest. . . . A shortage of capital has forced an indefinite delay in publication of a new New York tabloid, Weekday, originally scheduled to appear this month. . . . Lynn Ludlow, chairman of the San Francisco-Oakland Guild's human rights committee and co-ordinator of the San Francisco Examiner's training program for minority-group interns, is on the faculty of the Columbia University School of Journalism's summer program for minority-group journalists. Guildsman Orville Springs, one of the Examiner's interns, will participate as a student. . . . Look magazine is cutting its subscription rolls by 1,250,000 in small-city and rural areas, paring its ad rates accordingly and seeking to increase its subscribers in the nation's 60 top market areas. . . . Some 200 picketed Denver's Rocky Mountain News last month to protest its play of the slaying of two black students at Jackson State College on Page 14. City Editor Michael Howard said the story broke too late to get it on Page One. . . . Guildsman James Green has been elected secretary-treasurer of a new unity council of newspaper unions at the Lexington (Ky.) Herald and Leader, where the Guild is seeking an initial contract.

Thomson Collects Another

Lord Roy Thomson, who owns more newspapers than anybody in the world, has purchased the 17,000-circulation Rocky Mount (N.C.) Evening and Sunday Telegram for about four million dollars. But balancing it off, he has sold the Troy (Ala.) Daily Messenger to the Gadsen (Ala.) Times.

U.S. Overruled, Earl Caldwell Freed on Bond Pending Appeal

(Continued from Page 1)

testifying at a closed proceeding. He offered to make statements in open court or by affidavit but not behind closed doors.

Zirpoli rejected a plea by Caldwell's attorney, Anthony Amsterdam, to conduct a hearing on whether Caldwell or the Panthers had been subject to electronic surveillance.

The contempt hearing followed Caldwell's direct refusal to appear before the grand jury in response to Zirpoli's order. Earlier the Ninth Circuit Court of Appeals had dismissed his appeal against being required to testify.

The government had sought to bypass Zirpoli's ruling protecting Caldwell from testifying on confidential information by issuing a new subpoena for his appearance before a new grand jury. But the judge refused to allow this, applying the same conditions to the new subpoena

that he had to the old one.

Caldwell has been awarded the National Urban League's John B. Russwurm Award for 1970. Russwurm founded the first black newspaper in the United States in 1827.

The St. Louis Guild, in asking the Post-Dispatch to defend subpoenaed employees "to the fullest extent of the law" and assume all resulting expenses, supported the newspaper's stand against the subpoenaing of unpublished photographs as "destructive of the First Amendment rights and the integrity of the working press."

The Post-Dispatch is currently appealing a decision requiring it to produce unpublished photographs of a demonstration at Washington University.

The newspaper, in response to the Guild, said it would pay the expenses of subpoenaed employees "when they are acting in the interest of the publisher and at the publisher's direction."



Basket D for Dough

Striking and locked-out Los Angeles Herald-Examiner unionists line up to file unemployment-compensation claims following court ruling that such claims cannot be held up merely because the

employer objects. From left, Clarence Badger, Frank Percy, Sharon Flippen and Larry Casky, all of the Guild and Conrad Evangelistic and Howard Utley, both of the Pressmen.

Hearst Asks for Dual Craft Jobs, Outlines New Proposal to Guild

Los Angeles, Calif.—Negotiators for Hearst's struck Los Angeles Herald-Examiner proposed to the Pressmen's and Stereotype's Unions last week that the work of the two departments be merged, so that members of each could be used interchangeably. That is, a stereotyper could be required to do the work of a pressman, and vice-versa.

Pressmen's spokesman Michael Mulcahy said that management, in the June 9 meeting, also disclosed a proposal to merge the work of machinists, building service employees and electricians into one maintenance department group.

At a meeting with the Guild June 16, Hearst negotiators William O. McCarthy and George Sjostrom said they were preparing a new, "cover-to-cover" proposal for the Guild which they hoped could become the basis for a settlement. Their proposal, they said, would be ready in about three weeks.

When asked for a preview of the proposal's main provisions, the Hearst team said that management's position had not changed: there would be no union security, and circulation district managers would be replaced by independent contractors.

The Hearst proposal, McCarthy said, would substitute a company-wide pension plan for alternate benefits and severance benefits, would include a pay increase, and would be a one-year agreement with common expiration dates for all the unions.

Management was slated to

meet with the printers and mailers Thursday.

Management also disclosed a proposal to merge the work of warehousemen, mailers and paperhandlers, while the work of printers and photoengravers would be combined. There was no proposal for a merging of work in Guild-represented departments.

Strike-Lockout Council Director William R. Robertson last week issued a new appeal for funds for bus advertising. "All it takes is \$25 a month for one 'tail-light ad' on a bus," Robert-

son said. "Please help us by buying the back of the bus this month, next month and each succeeding month until we have won our fight."

The Los Angeles Guild reported \$1,275 in new contributions to its strike fund. Recent contributions include the following:

Chicago Guild	\$375
Denver Guild	50
Philadelphia Guild	100
San Francisco-Oakland Guild	300
St. Louis Guild	250
Stockholm Guild	50
Washington-Baltimore Guild	50
Empire District Council	100

The contributions bring total donations to \$188,206.

IFJ Parley Raps Threats To Newsmen's Privilege

Stockholm, Sweden—The 10th World Congress of the International Federation of Journalists, meeting here June 8 through 12, rapped threats to newsmen's "professional secrecy" in the U.S. and Austria and continued suppression of the press in Greece.

Citing New York Times Guildsman Earl Caldwell, who faces a jail sentence for resisting a subpoena requiring him to appear before a federal grand jury investigating the Black Panthers, the IFJ encouraged the Guild to continue to seek to protect newsmen from forced disclosure of sources and information. It also cautioned the Guild to "study carefully" any proposed privilege legislation "for possible weakenings" of protections provided by the First Amendment to the U.S. Constitution.

The IFJ also voiced support of Austrian journalist Elisabeth Elsbacher Graz, faced with six weeks' imprisonment for refusing to reveal her sources of information until her trial was suspended following IFJ protests. The Austrian parliament, which has granted newsmen privilege as defendants, was asked to extend the same rights to newsmen as witnesses.

Embattled Greek journalists received continued support from the congress which called upon the Greek colonels' junta to restore freedom of the press and to release journalists imprisoned for "having exercised their rights according to the principles of freedom of information."

ANG International Chairman James B. Woods and ANG President Charles A. Perlik, Jr., represented ANG at the Congress, which voted to raise IFJ yearly dues by 10 cents, from 50 to 60 cents.

FTC Charges Deception in Sales Tactics

The Federal Trade Commission last week charged four major magazine companies, including Hearst, Time and Cowles Communications, with using deceptive tactics to sell long-term subscriptions.

Hearst, Cowles, Time and the Perfect Film & Chemical Corp. and their subsidiaries were given 10 days to decide whether to accept a consent decree forbidding such practices or fight the FTC in Federal Court.

The complaints charged that door-to-door salesmen and telephone solicitors for the companies have misled subscribers into believing they were getting free subscriptions or reduced rates.

The companies and their subsidiaries were also charged with failure to back up pledges that subscriptions could be cancelled and with inducing customers to sign contracts by misrepresenting them as guarantees or customer lists.

Familiar Field

Ottawa, Ont.—Sen. Keith Davey, chairman of Canada's Special Senate Committee on the Mass Media, is no stranger to the inside of newspaper operations.

Davey's father last year completed a half-century with the Toronto Star, where he is assistant production manager. Davey himself once aspired to a newspaper career, he told the Senate in presenting his "limited credentials" during debate on establishment of the mass-media committee.

An Historian's Verdict

Newspaper Guild a 'Union of Individuals'

By EUGENE A. KELLY

Without Heywood Broun there probably would have been an American Newspaper Guild, but without Broun's leadership the Guild might not have been a union, Daniel J. Leab tells us in *A UNION OF INDIVIDUALS: The Formation of the American Newspaper Guild, 1933-1936*.

Leab, an assistant history professor at Columbia University, tunneled into the Guild's archives and questioned more than 50 sources to produce what he calls a "detailed map" of how the ANG was formed, how it got to be a union instead of a professional association, and what individuals and forces made it what it is today—the first successful long-lived national white collar newspaper workers organization, as he calls it.

Broun, the well-paid, widely read columnist, was probably the only personality

Eugene A. Kelly, a member of the Washington-Baltimore Guild's AFL-CIO News Unit, was a founding member of the Cleveland Guild, one of the pioneering efforts in the founding of ANG. Before coming to Washington, Kelly was president of the Cleveland Guild and an ANG International Representative.

with enough charisma, prestige and persistence to bring together what the author calls "the cynical, romantic, sophisticated, highly individualistic" workers on the hemisphere's daily newspapers.

Bitter-sweet memories of the Guild's founding years come flooding back for those who were "present at the creation," or heard about it from those who were.

The "good guys" come to center front again in the pages of Leab's 386-page book: Broun, the founding president; Andrew Parker of Philadelphia, Dan DeSouza of Washington, Jonathan Eddy and Garland Ashcraft, Lloyd White, Bob Bordner, I. L. Kenan and Bruce Catton; Bill Davy, first paid ANG organizer; Fiorello LaGuardia, Francis Biddle, Franklin Roosevelt . . .

On the other side, we renew the acquaintance of William Randolph Hearst, the mighty publisher; Roy Howard of the Scripps-Howard chain; Elisha Hanson, voice of the American Newspaper Publishers Association; Philip Hochstein, well-remembered Newhouse managing editor; Samuel I. Newhouse, Donald Richberg of the National Recovery Administration, and Marlen Pew, who viewed the Guild with ever-rising alarm as he erupted almost on schedule, like Old Faithful geyser, in his *Editor & Publisher* magazine column.

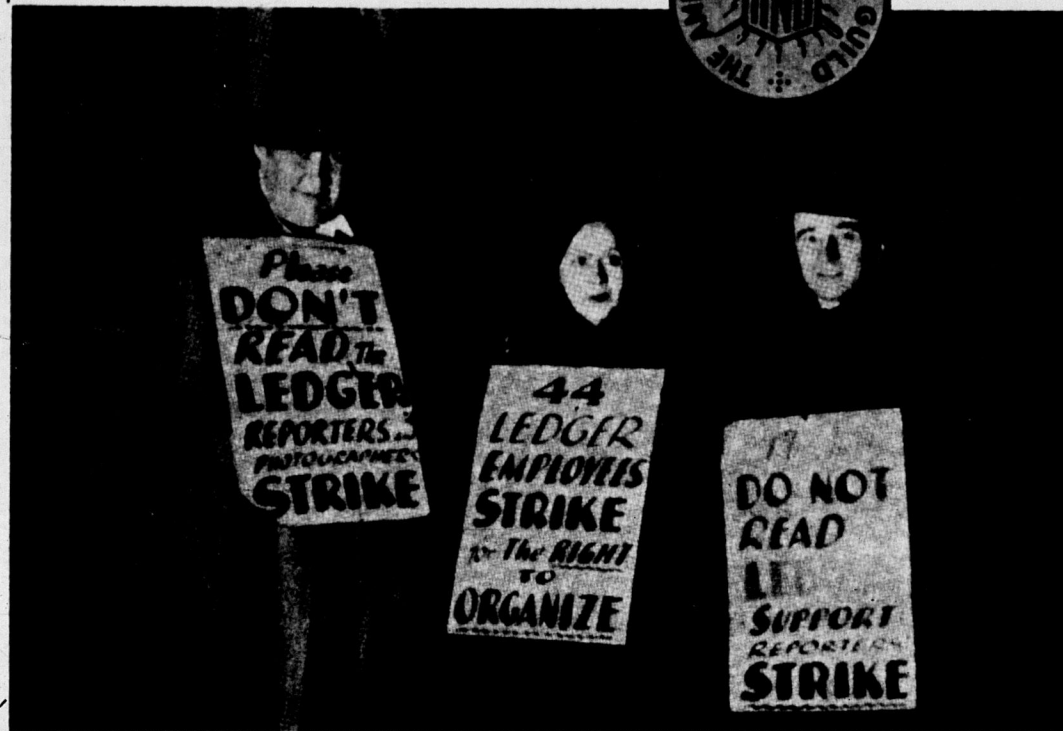
Broun was the indispensable catalyst in shaping the disorganized chaotic mass of forceful individuals who flocked to his side in the New Deal days, the author says. But almost as important was the opposition of the organized publishers who drove their under-paid serfs to rebellion and, says Leab, "in so doing became unwilling midwives to the birth" of ANG.

The author sketches the paycuts, the layoffs and economic disaster that flowed from the stock market crash of 1929 and

a UNION of individuals

THE FORMATION OF THE AMERICAN NEWSPAPER GUILD, 1933-1936

DANIEL J. LEAB



Dust Jacket shows Guild founder Heywood Broun left, on the picket line in one of the Guild's earliest strikes, at the Newark Ledger.

the dismal Depression that followed.

For most newspapermen, he reports, the depression meant fewer jobs, longer hours, lower pay.

"Working conditions, already bad, worsened and job security, already poor, lessened. If the Depression did not make so great a difference in newspapermen's lives as in those of other white collar workers, it was, as one editor said, 'because of the fact that they have never really known any other state in their economic existence.'"

Most newspaper employees had "taken an economic beating from the moment they obtained employment" in the industry, Leab says.

By the time the first stirrings of organization began in cities, small and large, across the country, newspaper people were confronted by the facts of organizational life.

Leab puts it this way: "The majority of editorial employees, caught up in the 'romance of newspapering' with its stress on individual action, could not function together for any length of time in a social or fraternal organization."

They proved even less able to work together in an "organization dedicated to economic action, especially when its very existence belied their self-asserted stance of middle-class professionals who could take care of themselves."

At the end of 1932, Editor & Publisher

told the industry: "We hope to see in 1933 an improved condition among newspaper employees. . . . They need encouragement." But says Leab, "the publishers did nothing to provide this encouragement; rather they attempted to hamstring the Roosevelt administration's efforts to do anything" for newspaper employees. In so doing, they became midwives to the Guild, "the first successful long-lived national" newspaper white collar workers' organization.

The Guild was conceived in 1933, after Roosevelt launched his "Blue Eagle" campaign to stimulate jobs, shorten the work week and reduce the ranks of the 10 million or more unemployed. The publishers sprang gladly to the press ramps, voicing their support of the industry codes that the NRA promulgated.

The newspaper industry code was regarded by them as their private property, and they threatened to withdraw their support from the recovery effort entirely if ideas other than their own prevailed. The moment of birth for the Guild arrived one day in August 1933 when press wires spread the word in every newspaper office in the land that the ANPA was prepared to fight to the last employee in support of this principle: "The five-day 40-hour week is an admirable concept, but it is not possible to publish a newspaper in any five days and 40 hours."

This reviewer remembers it well: the sheet of flimsy passed from hand to hand; the collection for a night wire to Gen. Hugh Johnson of the NRA; the petition asking management to restore a 10 percent pay cut—one of three that trimmed this newsmen's wage from \$40 to \$29 after 10 years of service; and finally the donations solicited to send two spokesmen to Washington for the Cleveland Editorial Employees Association.

The association soon became the Guild, and eventually ANG Local 1. It is tradition in the local that Broun insisted on that mark of favor for Cleveland because of a telegram he received one night in the founding year from 10 newsmen gathered in photographer John Goski's downtown apartment:

"We have elected you President of the first newspapermen's union. Get busy and organize New York."

Leab traces the growth of the Guild in its first three years; the tug of war between those who wanted a "professional" organization and those who wanted a collective bargaining agent. The latter won when the Guild became an unaffiliated union, then an AFL affiliate, followed shortly by entry into the CIO and on merger into the resulting AFL-CIO.

The overwhelming obstacle to success, as Leab tells it, was first the lack of any objective besides some strengthening of the newspaper code; a split in the leadership; and always the lack of money to support the daring and desperate souls who went on strike for some slight measure of improvement in their lot.

The author ends the trail in 1936, well before the Guild won through to a measure of stability, free of a left-wing faction dumped from office in a nationwide 1941 referendum. That must remain for another book.

(*A Union of Individuals: the Formation of the American Newspaper Guild 1933-1936*. By Daniel J. Leab, Columbia University Press, New York City. 386 pp. \$10.)

Our Champion

Heywood Broun, the Guild's founder and first president, was many things to many people, but no one ever thought of him as a heavyweight boxing champion—except a few thousand Floridians.

As his son, Heywood Hale Broun, tells the story, "When my father was a baseball writer traveling through spring training with the New York Giants it used to amuse Ring Lardner to take him onto the back platform and introduce him to the circle of sport worshippers as Jess Willard, a man my father resembled only in weight."

"The fake Willard would say a few modest words, clasp his hands in the traditional fighter's gesture and withdraw, leaving a knot of excited Floridians discussing their unexpected celebrity bonus."

"There are probably still old folks down there who remember seeing Willard when they were kids, a Willard whom even today they remember as appearing shockingly out of shape for a fighter but a jolly fellow for all of that."

Guild Files at Newsday

Garden City, N.Y.—The Guild moved last week to contest a United Automobile Workers' bid to represent 300 editorial employees at Newsday.

The Guild filed an intervenor's petition following the UAW's submission of a representation petition for the editorial unit. The UAW filed after its bid for voluntary recognition was rejected by management.

ANG International Representative Robert J. Rupert is con-

ducting the Guild organizing campaign, launched after Newsday's recent sale to the Los Angeles Times Mirror Co. stirred up union sentiment among editorial employees.

A poll conducted by an editorial caucus formed in an attempt to head off the sale resulted in 87 votes for the UAW, 52 for the Guild and 28 for an independent union.

The Newsday petition is the UAW's first attempt to represent newspaper employees.



Detroit

President, James G. McMahon (McMahon, 110; Robert McKelvey, 104); vice president, Simon Alpert; secretary, Karen Field; treasurer, Karl Mantyla.

Indianapolis

President, Richard Lennis; first vice president, Edwin Jester; second vice president, Dorothea Critzer; secretary, Dennis Hoffman; treasurer, Leon Good.

Rochester

President, Philip Feldman; vice president, Nancy Shaw; secretary, Kay Fish; treasurer, John Machacek.

ARTEC Intervenes

CBC Petition Is Rejected

Ottawa, Ont.—The Canada Labour Relations Board last month rejected a Canadian Wire Service Guild petition to represent 202 administrative employees of the Canadian Broadcasting Corp. in Ottawa, Toronto and St. John's, Nfld.

The board held that the affected employees were within clerical-job classifications similar to those represented by the Association of Radio and Television Employees of Canada. The associa-

tion had intervened in opposition to the Guild's petition. Management also objected to it.

Nine UPI Jobs Going

New York City—United Press International is eliminating nine Guild jobs in its New York Compix bureau.

The Guild was notified of the cutback last month by UPI Labor Relations Director Harry Varian, who said all will have been pared by mid-October.

Wayne State Will Preserve ANG Records, Oral History

(Continued from Page 1)

cuss operation of the archive program and to meet with locals interested in participating.

The Detroit Guild deposited its records at Wayne State in 1963, and several other Guild locals have expressed an interest in doing so.

The Wayne State Labor History Archives were founded in 1960 to collect and preserve original source materials on the development of the American labor movement.

The archives, part of Wayne State's library complex, are air-conditioned to maintain the precise temperature and humidity necessary to preserve the records. The archive center contains facilities to restore records and to undertake microfilming and other preservation procedures.

Recognizing ANG's inability to provide proper storage and maintenance of its records, the International Executive Board at its winter, 1969, meeting authorized ANG officers to choose a repository for them. After considering facilities at the Library of Congress and Pennsylvania State, Wisconsin, Cornell and Columbia universities, the officers settled upon Wayne State.

Wayne State was chosen, Crocker said, because of its "larger and more diversified" collection of union archives, including those of the Detroit Guild, its "larger professional staff," its

accessibility to different parts of the country and the fact that it required no financial outlay from ANG except shipping costs.

Other unions that have deposited their archives at Wayne State include the United Automobile Workers, Industrial Workers of the World, AFL-CIO Industrial Union Department, Airline Pilots Association, American Federation of Teachers and United Farm Workers' Organizing Committee.

Under the deposit arrangement with Wayne State, ANG will retain ownership of its records, which Wayne State will preserve, restore and catalogue.

In addition, Crocker said, Wayne State will provide ANG with an information-retrieval service from the archives at no charge.

Wayne State will provide photocopies of records at ANG's request, and the archives staff will answer requests for specific information by mail or telephone, Crocker said.

ANG will retain its active files at its Washington headquarters, transferring only inactive files to Wayne State. The first shipment of inactive files is slated to take place next month.

Under the oral-history project, the archives staff will interview present and retired Guild members to be chosen in co-operation with ANG and Guild locals.

Interviews will be taped, and those interviewed will have an opportunity to edit the transcript.



San Jose Misses

Reigning at the San Jose Guild's Gridiron dinner are, from left, Lorri Harrison, Miss Extra; Kathy Chelonis, Miss Front Page; Marsha Sherrill, Miss Headline (first place); and Linda Howe, Miss Bulletin. In other awards, Jack Cassidy, former

San Jose social security director, received a Distinguished Citizen Award; Guildsman John Howe received the Frank Sauliere Memorial Award for Guild service and Kevin Saso, Mercury-News ad-salesman, received the Mark Wright scholarship.

Reporter Top Raised to \$275 In Three-Year Baltimore Pact

(Continued from Page 1)

arbitration five years ago, to eight out of 10. And a wide range of fringe improvements were achieved.

The experience requirement for reaching the reporter top minimum is reduced from six years to four, a step that will bring 57 employees on stepups to the new \$275 top. Some will receive increases as high as \$134.90 during the contract term.

The flat minimum for editorial writers and cartoonists is increased \$82.50, to \$302.50, through conversion of a \$20 differential over the reporter top to 10 percent. And the minimum for copy readers and rewriters is raised \$83.75, to \$288.75, through conversion from \$5 to five percent.

Classified outside salesmen are raised to parity with display salesmen through a \$76.35 increase to \$227.50, as are commercial artists and principal ad-makeups, whose top is raised \$62.50. And a \$52.60 increase to \$218 will raise machinists to parity with electricians.

The reporter top goes to \$275 in six steps at six-month intervals starting June 4—\$20, \$10, \$7, \$7, \$8 and \$23. General increases range from \$20 to \$35, and differentials are maintained for all but display salesmen.

The top for junior clerks is increased \$29.85, to \$135; that for classified solicitors, \$34.85, to \$150; that for janitors, \$33.10, to \$131; that for telephone operators, \$33.85, to \$148; that for highest clerks \$51.60, to \$174, and that for copy boys, \$25.10, to \$120.

The Guild won an eighth holiday, the employee's anniversary date, and a two-week increase in the severance-pay ceiling, to 44. The service requirement for a fourth week's vacation is reduced from 10 years to four, and that for three weeks, from three years to one.

Hospitalization and medical insurance are improved, with maximum hospital days increased

from 70 to 120, and the publisher will pay medicare premiums of \$5.40 a month for employees over 65. Sick-leave will be converted to a cumulative basis at the rate of one day for each 17 working days to a maximum of 20 weeks.

Life-insurance coverage is increased from \$2,000 to \$5,000, with a reduction to \$2,500 instead of \$1,000 at retirement in the case of 20-year employees and to \$1,500 for others.

Travel insurance of three times annual salary with a \$25,000 minimum and a maximum of \$100,000 for air-crash deaths is provided for the first time.

A new provision will provide up to seven days' pay for em-

ployes called to National Guard duty during civil disorders.

Night differentials are increased by 25 cents a shift, to 75 cents, \$1 and \$1.25, and a \$15 weekly differential is provided for work in exempt positions. A minimum \$5 increase is mandatory for employees who are promoted.

The company will provide tools for all maintenance employees, and it will pay \$1 a week to defray the cost of liability insurance for reporters, photographers and ad salesmen authorized to use their cars.

The company will pay for an actuarial study to provide the basis for a joint pension plan to replace the present unilateral one.

ANPA, Broadcasters Combine To Fight Ban on Concentration

The American Newspaper Publishers Association and the National Association of Broadcasters are joining forces to oppose the Federal Communications Commission's proposal to end single ownership of a newspaper and a broadcasting station in a single market.

The two organizations are establishing committees to work together against the proposal. Willard E. Walbridge, chairman of the NAB's joint boards, told the association's executive committee at a recent meeting that "newspaper influence, far from being bad, has been helpful to broadcasting."

But the Research Center in Economic Growth at Stanford University has urged the FCC to adopt the proposal, and also to bar newspapers from owning cable television systems in their market areas.

A report prepared by the center's "Workshop on the Economics of the Press" said a study has shown that newspapers and broadcast stations are able to charge "significantly higher" and anticompetitive advertising rates when they are jointly owned.

A ban on ownership of CATV stations by owners of newspapers or other media has been proposed, meanwhile, for Kansas City, which is preparing an ordinance on CATV. The ban on cross-media ownership was proposed in a consultant's report submitted to the city.

But Rhode Island Gov. Frank Licht has vetoed a bill that would have prevented owners of newspapers from obtaining cable television licenses in their circulation areas.

Licht said the bill, which would have deprived the Providence Journal and Bulletin of a CATV station in Westerly, should not become law in view of the FCC's pending consideration of the problem, but he asked the state Public Utilities Commission to look into it. The state's newspapers and broadcast stations had urged the veto.

The FCC, meanwhile, rejected an appeal by KRON, the San Francisco Chronicle's television station, to delete the issue of KRON harassment of two complainants from an FCC hearing on renewal of KRON's license.

Parity Push Spreads

Circulation district managers have attained parity with reporters in nine of 56 contracts, new minimum tables published by ANG's Collective Bargaining Department show.

Parity exists at the New York Times, which has the highest minimum for district managers or their equivalent in any Guild contract—\$255.25.

Other papers with parity are the Stockton Record, Toledo Blade and Times, Boston Herald Traveler, Toronto Star, Yakima Herald and Republic, Peoria Journal Star, Portland Press-Herald and Express & Telegram and Terre Haute Tribune and Star.

Following is the table of all circulation district-manager minimums:

	Minimum—After		Minimum—After
N.Y. Times	\$255.25—4 yrs.	Delaware County Times, Chester	\$165.79—4 yrs.
Stockton Record	226.00—5 yrs.	Portland Press-Herald, Express & Telegram	165.25—4 yrs.
Toledo Blade, Times	219.50—4 yrs.	Ottawa Citizen	162.60—5 yrs.
Boston Herald-Traveler	212.00—3 yrs.	San Pedro News-Pilot	161.00—2 yrs.
N.Y. News	**198.70—3 yrs.	Orange County News, Garden Grove	160.15—3 yrs.
Seattle Post-Intelligencer	#195.00—4 yrs.	Youngstown Vindicator	160.00—5 yrs.
Seattle Times	195.00—4 yrs.	St. Louis Post-Dispatch	159.75—4 yrs.
Buffalo Courier-Express	192.16—3 yrs.	Terre Haute Tribune, Star	156.50—5 yrs.
N.Y. Post	**191.05—3 yrs.	Sioux City Journal	155.75—4 yrs.
Toronto Star	#190.00—4 yrs.	Pottstown Mercury	153.75—4 yrs.
Cincinnati Post & Times-Star	189.25—5 yrs.	St. Louis Globe-Democrat	152.75—4 yrs.
Denver Post	188.00—4 yrs.	Ottawa Journal	152.60—5 yrs.
Denver Rocky Mountain News	188.00—4 yrs.	Victoria Colonist, Times	148.36—4 yrs.
Scranton Tribune	187.90—3 yrs.	Manchester Union Leader	147.50—3 yrs.
Wilmington News Journal	185.50—4 yrs.	Los Angeles Herald-Examiner	147.30—flat
Wilkes-Barre Record & Times Leader, News	183.75—3 yrs.	Albany Knickerbocker News Times-Union	145.50—5 yrs.
Erie Times, News	180.00—5 yrs.	Canton Repository	145.00—5 yrs.
Long Beach Independent Press-Telegram	179.80—flat	Great Falls Tribune	144.46—5 yrs.
San Diego Union, Tribune	178.76—3 yrs.	Elizabeth Daily Journal	144.00—4 yrs.
Bay City Times	177.20—5 yrs.	New Westminster Columbian	143.82—4 yrs.
Boston Record American	177.00—3 yrs.	Kingsport Daily Freeman	141.80—3 yrs.
Yakima Herald, Republic	177.00—4 yrs.	Duluth Herald, News-Tribune	140.01—5 yrs.
Columbus Dispatch	175.45—3 yrs.	Hawaii Tribune-Herald, Hilo	137.00—5 yrs.
Minneapolis Star Tribune	174.00—5 yrs.	Salem News	137.00—2 yrs.
Vancouver Sun, Province	172.00—4 yrs.	San Antonio Light	137.00—5 yrs.
Peoria Journal Star	169.00—5 yrs.	Brooklyn Enterprise-Times	132.00—3 yrs.
Eugene Register-Guard	168.75—4 yrs.	Pueblo Star-Journal, Chieftain	131.15—2 yrs.
St. Paul Dispatch Pioneer Press	167.75—4 yrs.	Fall River Herald-News	129.04—2 yrs.

*Includes \$5.25 cost-of-living increase.

**Includes \$4.10 cost-of-living increase.

***Includes \$3.95 cost-of-living increase.

#Plus commission.

##Approximately 25% plus one of group receive \$200.

ANG Audit

Following is the report of ANG's financial standing and General Fund operations for the year ending March 31, as audited by Shulman, Ross, Kurtz and Turner.

Statement of Condition of General Fund, 3/31/70

ASSETS	
Cash in banks and on hand	\$ 74,236.33
Advances receivable	7,274.25
Loans receivable	16,072.96
Exchanges receivable	6,325.25
Prepaid insurance	1,652.35
Deposits	1,650.00
Investments	100.00
Accounting equipment	56.50
Total Assets	\$107,367.64
LIABILITIES	
Exchanges payable	\$ 2,842.16
Due to Defense Fund	42,060.42
Payroll taxes payable	1,913.81
Total Liabilities	\$ 46,816.39
RESERVES	
Reserve for severance pay	\$ 89,870.41
Reserve for International Affairs activity	3,044.91
Reserve for convention	12,000.00
Total Liabilities and Reserves	\$151,731.71
Deficit	44,364.07
Total Liabilities, Reserves and Deficit	\$107,367.64

Statement of Condition of Defense Fund, 3/31/70

ASSETS	
Cash in checking account	\$142,108.20
Cash in savings accounts	163,781.75
A.T.A. Bond	500.00
Loan receivable	273,521.73
Scripps-Howard Investment Corp. Stock	64,066.00
Due from General Fund	42,060.42
Other investments	7,091.74
Total Assets	\$693,119.84

Income and Expense, General Fund, Year Ended 3/31/70

INCOME	
Membership income	
Per-capita taxes	\$638,427.03
Initiation fees	20,254.00
Reinstatement fees	349.50
Agency fees	4,482.33
Servicing salaries paid by locals	1,714.94
Servicing expenses paid by locals	3,664.13
Guild Reporter income	1,053.27
Research Department sales	986.11
Salaries paid by Defense Fund	15,065.54
Expenses paid by Defense Fund	10,767.74
Interest income	56.25
Other income	1,040.33
Total Income for Period	\$697,861.17
EXPENSES	
Per-capita taxes	\$ 42,130.28
Organizing and servicing	187,274.71
Collective Bargaining	52,990.38
Research and Information	43,037.53
Guild Reporter	79,991.89
Executives	48,420.53
Administrative expenses	172,111.80
Other expenses	100,417.68
Total Expenses for Period	\$726,374.80
Operating Deficit	\$ 28,513.63

General Fund Budget and Expense, Year Ended 3/31/70

	Expended Year Ended 3/31/70	Budget Year Ended 3/31/70	(Over) Or Under Budget
1. Per-capita taxes	\$ 42,130.28	\$ 33,500.00	(\$ 8,630.28)
2. Organizing and Servicing			
Salaries—Representatives	\$115,097.67	\$132,500.00	\$ 17,402.33
Secretarial	3,608.72	3,600.00	(8.72)
Expenses—Representatives	57,323.77	40,000.00	(17,323.77)
Miscellaneous organizing expenses	11,244.55	8,000.00	(3,244.55)
	\$187,274.71	\$184,100.00	(\$ 3,174.71)
3. Collective Bargaining			
Salaries—Director	\$ 17,609.58	\$ 17,056.00	(\$ 553.58)
Contracts Committee Secretary	14,908.88	13,234.00	(1,674.88)
Secretary-stenographer	3,608.72	3,600.00	(8.72)
Statistician	10,976.59	10,582.00	(394.59)
Pension consultant	3,200.04	3,200.00	(.04)
Expenses—personnel	2,686.57	3,500.00	813.43
	\$ 52,990.38	\$ 51,172.00	(\$ 1,818.38)
4. Research and Information			
Salaries—Director	\$ 8,804.79	\$ 8,528.00	(\$ 276.79)
Assistants	19,998.82	18,928.00	(1,070.82)
Secretarial	3,608.72	3,600.00	(8.72)
Expenses—Director	369.58	500.00	130.42
Assistants	263.24	250.00	(13.24)
Books and periodicals:			
Legal and bargaining services	606.18	550.00	(56.18)
Subscriptions	833.21	600.00	(233.21)
Other printed material	355.19	275.00	(80.19)
Publications and literature:			
Contract Survey	526.77	1,500.00	973.23
Organizing literature	1,166.21	1,500.00	333.79
ANG Manual	4,483.54	2,000.00	(2,483.54)
Miscellaneous expenses	886.01	200.00	(686.01)
Training conferences	1,130.27	500.00	(630.27)
	\$ 43,037.53	\$ 38,931.00	(\$ 4,106.53)
5. Guild Reporter			
Salaries—Editor	\$ 8,804.79	\$ 8,528.00	(\$ 276.79)
Assistants	19,715.13	18,668.00	(1,047.13)
Clerical	6,349.81	6,400.00	50.19
Expenses—Editor	130.49	200.00	69.51
Assistants	653.21	500.00	(153.21)
Printing and mailing	32,571.84	33,000.00	428.16
Postage	8,797.16	10,000.00	1,202.84
Addressing	590.92	3,000.00	2,409.08
Pictures and special material	1,891.40	2,000.00	108.60
Miscellaneous	487.14	500.00	12.86
	\$ 79,991.89	\$ 82,796.00	\$ 2,804.11
6. Executives			
Officers—Salaries	\$ 39,357.66	\$ 37,750.00	(\$ 1,607.66)
Expenses	9,062.87	3,500.00	(5,562.87)
	\$ 48,420.53	\$ 41,250.00	(\$ 7,170.53)
7. Administrative Expenses			
Salaries—Office Manager	\$ 10,073.81	\$ 9,282.00	(\$ 791.81)
Secretary-stenographer	10,826.16	10,800.00	(26.16)
Bookkeeping	20,078.45	20,000.00	(78.45)
General clerical	6,809.84	6,500.00	(309.84)
Rent and maintenance	21,174.96	21,500.00	325.04
Stationery and supplies	8,948.28	7,000.00	(1,948.28)
Equipment	4,799.31	4,500.00	(299.31)
Telephone and telegraph	13,735.26	11,500.00	(2,235.26)
Repairs and improvements	964.85	750.00	(214.85)
Postage	4,096.49	4,500.00	403.51
Auditing	3,282.25	2,900.00	(382.25)
Insurance and bonding	1,500.00	1,500.00	—
Employees' pension	16,655.95	13,000.00	(3,655.95)
Employees' health and welfare	12,352.16	13,000.00	647.84
Sundry expenses	2,307.44	1,200.00	(1,107.44)
Directly billed transportation costs	35,106.59	29,000.00	(6,106.59)
	\$172,111.80	\$156,932.00	(\$ 15,179.80)
8. Other Expenses			
Legal fees	\$ 11,682.03	\$ 10,500.00	(\$ 1,182.03)
Payroll and other taxes	11,982.32	12,000.00	17.68
Contributions and tickets	1,622.50	3,000.00	1,377.50
Brown Award	1,000.00	1,000.00	—
Brown Award expenses	682.70	750.00	67.30
Delegates and committees	7,803.35	2,500.00	(5,303.35)
IEB meetings	17,864.41	14,500.00	(3,364.41)
Severance-pay provision	13,339.90	12,000.00	(1,339.90)
Convention reserve	12,000.00	12,000.00	—
Convention expense above reserve	19,521.19	8,000.00	(11,521.19)
AFL-CIO Convention	2,919.28	2,000.00	(919.28)
IFJ Convention	—	1,000.00	1,000.00
Guild Service Award	—	1,000.00	1,000.00
	\$100,417.68	\$ 80,250.00	(\$ 20,167.68)
Totals	\$726,374.80	\$668,931.00	(\$ 57,443.80)



Photo by Bruce Fritz, Madison Guild

Madison Citizenship Award

Sister Mary Cloud, supervisor of St. Mary's Hospital's obstetrics ward, receives the Madison Guild's "Citizen of the Year" award from Wisconsin Gov. Warren P. Knowles at the local's eighth Page One Awards Dinner-Dance June 6. At the right, looking somewhat awed by the proceedings,

is Madison Guild President Nancy Heinberg. The Guild also honored six other persons with Page One Citations. The local Guild chooses for its Citizen of the Year award persons who have served the community well but have not received public recognition for their work.

Times Offers N.Y. Guild 41%, But Says, 'Subtract Fringes'

New York City—The New York Guild last week received a wage offer from the Times essentially the same as the 41-percent increase recently won by the printers.

But, Times management spokesmen insisted that all fringe improvements must be paid for out of the salary package. The printers won fringe improvements in addition to the 41-percent wage package.

This, said Guild negotiators, was inadequate and not a basis for settlement.

The Guild proposed to management all step-up increases be the same dollar amount as that obtained by applying the percentage to the top minimum.

The Typographical Union, meanwhile, reached a tentative settlement at the Long Island Press June 7 which contains a 41-percent wage increase similar to that won at the other New York dailies.

Typographical Union Presi-

dent Bertam A. Powers said the printers' settlements at all four dailies would go before a meeting of the union's membership for approval later this month.

The ITU Mailers June 5 called in International Typographical

Union President John J. Pilch to assist in their negotiations. The mailers are seeking the same dollar pay increases that the printers will receive under contracts calling for 15, 11 and 11 percent, compounded.

Buffalo Dailies Are Halted By 4-Day Hoppers' Strike

Buffalo, N.Y.—The Buffalo Courier-Express and News resumed publication June 15, following a four-day strike by 20 circulation hoppers. The dailies ceased publication during the strike when Guild members and mechanical department employees honored the hopper's picket lines.

The Independent Association of Hoppers of Western New York struck June 10 for an initial contract following a final management offer of a \$29 package over two years. The Buffalo Guild executive committee voted to

urge members to observe the picket line, as did the other unions except the printers, who had recently secured a new agreement.

The hoppers voted 22 to 4 to return to work June 14 after management agreed to shift \$3 a week from the second to the first year, for increases of \$16.12 and \$8.25, and to add another month's retroactive pay—about \$52—by making the pact effective Jan. 1 instead of Feb. 1. In addition, the hoppers won fringe improvements valued at \$5.06.

Judiciary Committee Approval

House Body Backs Newspaper Bill

The Newspaper Preservation Bill, allowing rate fixing, profit pooling and market-splitting by jointly operated newspapers, was approved by the House Judiciary Committee by a 13-to-8 vote June 9.

The measure, approved in substantially the same form it came from the House Antitrust Subcommittee, now goes to the Rules Committee preliminary to action on the House floor. A similar bill has already been passed by the Senate.

The bill would grant immunity from antitrust prosecution to existing joint newspaper operations provided one of the papers involved "appeared unlikely to remain or become" financially sound at the time the joint operation was entered into.

Amendments added by the Antitrust Subcommittee would apply a stricter test of financial unsoundness to future joint arrangements than to existing ones and would require the submission of amended or renewed

agreements to the Justice Department.

Similar bills have been before Congress for three years.

Chicago Dues Raised

Chicago, Ill.—The Chicago Guild voted 186 to 80 last month to increase the dues rate for those members whose minimum salary is \$205 or higher.

The action raises dues from the present top of \$12 to \$16.50 a month for those making from \$275 to \$279.99 a week.

'Next thing you know they'll want intermarriage.'



DATELINE: WASHINGTON

Nixon's Shuffling of Personnel Bares Conservative Instinct

By WILLARD SHELTON, Washington Guild

FEW WHO HAVE viewed the Nixon Administration dispassionately during its first 17 months could suffer the delusion that recent Cabinet and staff changes indicate a humanizing and liberalizing trend in domestic policy.

Robert Finch, who endured repeated humiliations as Secretary of Health, Education & Welfare, has been rescued from that shambles and installed as a White House "counselor." He enjoys a reputation, well-deserved, as a candid, modern-minded and reasonably progressive spokesman of California Republicanism—which is not, of course, what it was when Earl Warren was governor.

George P. Shultz wore well as Secretary of Labor. He was knowledgeable, approachable and effective. It cannot possibly do Nixon any harm to have him as director of Management and Budget in the White House.

The point, however, is that Finch and Shultz cannot be expected to exert much influence on Nixon policy merely because they have left the Cabinet and joined the President's personal staff.

Nixon himself, as a President must, originates policy. And he has shown himself to be almost surprisingly conservative—at least for a Californian who

served six years in the House and Senate during Harry S. Truman's years and eight years as Dwight D. Eisenhower's Vice President.

THE EISENHOWER PRESIDENCY was marked by three progressively more severe recessions, and Nixon is known to believe that Ike's seven percent unemployment rate was a factor in his own knife-edge defeat by John F. Kennedy in 1960.

Yet in his year and a half he has ordained policies that have jobless rates climbing sharply—to five percent in May—for the fastest jump in unemployment levels in two decades. Herbert Stein, a member of the Council of Economic Advisers, acknowledged to Congress that the rate for the year would be "close to" five percent, not the 4.3 percent forecast only last February. He meant if Nixon is lucky.

Prices are still soaring, stock prices deflated, corporation profits down, interest rates incredibly high. The housing industry is in shocking collapse, and the White House got rattled enough to let Nixon claim that "on Feb. 2" he had asked Congress for an "Emergency Home Finance Act"—when in fact no such message was sent and no Administration draft bill was submitted. The Senate Banking Committee—John Sparkman (D-Ala.), chairman—drafted its own Emergency Home Finance Act, and the Senate passed it, 72-0, but it wasn't an Administration bill.

HEW lost three able careerists—in civil rights, mental health and education—during Finch's brief tenure there; fired or resigned. Finch wasn't allowed to have his own choice as Assistant Secretary for Health Affairs, Dr. John Knowles, because American Medical Association lobbyists objected.

Justice Department civil rights lawyers lost morale and faith when Atty. Gen. John Mitchell began delaying school desegregation activities. Foreign Service careerists seethed at the strike into Cambodia.

ADMITTEDLY, THESE incidents show a somewhat mutinous resistance to Nixon's prerogative to modify policy. A President has a right to demand loyalty from subordinates. But a price is

paid if long-established objectives are altered so sharply that able career veterans feel driven to resign or remain as disillusioned time-servers.

Moreover, no one should buy the stories picturing Nixon as a puppet controlled by his political manager, Mitchell. Whatever else he may be, Nixon is a political leader of personal strength, deeply experienced.

In fact, that is why it is surprising to see him as President, apparently unmellowed by all the experience, showing the same deep-rooted, conservative instincts that marked his congressional years, when he helped write the record of the Republican 80th Congress that Truman used to destroy Thomas E. Dewey in the 1948 presidential campaign.

Shultz, the guess is here, will enjoy his White House service—whereas Finch probably really would rather have run against Sen. George Murphy in the Republican primary back home and made it to Washington his own.

Rohan Wins Election For Pressmen Head

Alexander J. Rohan was elected president of the Pressmen's Union in balloting tabulated last week. The union's secretary-treasurer defeated former International Vice President Walter Turner.

The International Typographical Union has re-elected John J. Pilch along with his entire Progressive Party slate.

Final tabulation of returns by the Pressmen's board of electors showed Rohan the winner by a vote of 39,583 to 20,592.

The election was to fill the vacancy created by the death of Anthony J. DeAndrade Jan. 20.

The secretary-treasurer's post vacated by Rohan will be filled temporarily by J. Frazier Moore, an international vice president who had been acting president since DeAndrade's death.

Pilch was re-elected in a May referendum, receiving 49,022 votes to 26,178 for Cornelius J. Sullivan, candidate of the Independent Party.

Others re-elected were Secretary-Treasurer William R. Cloud and Vice Presidents A. (Sandy) Bevis, Joseph Bingle and Joseph Bailey.

Editorial

Gearing to the '70s

As we enter the '70s, the role of newspapers and newspapermen in our society is being re-examined as never before in our time.

The Guild, as it embarks upon this new decade, is confronted with new and challenging opportunities—and some old, familiar problems.

The average two-year increase of more than \$31 at the key, top reporter level was almost 21 percent higher than that negotiated in 1968-69 and nearly four times higher than the average for 1961-62, the last year preceding the Guild's national wage conference that initiated our "\$200-a-Week Now" wage-bargaining drive.

The average reporter top minimum in Guild newspaper contracts increased more than \$15, to \$191 plus—or only \$8.50 short of an average of \$200 a week—and the Guild's first \$300 top minimum for reporters and other key newspaper classifications was negotiated in Washington last December. And as the new fiscal year began in April, bargaining in New York appeared certain to produce a new record top minimum of well over \$300.

During the year, Guild membership also attained a new high, surpassing the 32,000-mark for the first time as of Oct. 1 and standing at a record 32,516 as of the first of March, the last month of the fiscal year.

The annual growth rate of three percent in Guild membership projected by the 1969 Convention was reached and surpassed in the first eight months following the convention.

For all this, however, rising costs and continuing strikes took their inevitable toll of the Guild's financial resources, and both the General Fund and the Defense Fund once again operated at a deficit for the year.

The International Executive Board is making recommendations to the Convention to enable it to bring the annual General Fund budget back into balance for the coming year, but the Special Interim Committee on Strike Financing established by the 1969 Convention has recommended that its mandate be extended for another year. The committee said that many proposals merit further study but emphasized that it is "under no illusions that ANG's problems can be solved until its members accept the unhappy alternative of higher costs."

Meanwhile, looking to the shape of things to come in our industry, the IEB endorses greater "voice" for employees in the product they produce and recommends a wide-ranging series of proposals for convention action, including contractual defense against subpoenas, national conferences on women's rights and minority hiring, protection of employees' activities as citizens as well as newspapermen, establishment of local committees on social as well as professional issues, expansion of the Guild's constitutional statement of purpose to encompass honesty in editorials and advertising as well as news, and a new national wage goal of \$400 a week.

Our purpose is to "Gear the Guild to the '70s" and, with your help, to enable our union to better meet the challenges and opportunities of a changing society and a changing industry.

—From the Introduction to the 1970 Officers' Report

The Guild Reporter

DAVID J. EISEN
Editor

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American Newspaper Guild

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No Increase Seen In Insurance Cost

ANG's group life-insurance program will continue through the new policy year without an increase in premiums, ANG President Charles A. Perlik, Jr., notified participating locals last week.

The rates of 85 cents a month for U.S. members and 75 cents for Canadian members will remain the same for the third consecutive year.

As of the close of the policy year Feb. 28 the Insurance Fund had a surplus of more than \$20,000, Perlik reported. Reserves were increased by \$2,086, to a total of \$5,483.

Perlik reported the payment of \$52,000 in benefits, while premiums totaled \$65,614.

A total of 6,894 members in 28 locals or units are covered by the insurance program.