

San Diego Pact Raises Key Rates \$70, to \$275

San Diego, Calif.—A new three-year contract between the Copley chain's San Diego Union and Tribune and the San Diego Guild will raise key top minimums \$70, to \$275.75. In addition, the work week is cut from 40 to 37½ hours.

The \$275.75 top minimum is the highest negotiated in any Guild newspaper contract outside Washington.

The top minimum for reporters and outside classified and display salesmen goes up \$20 retroactive to June 8 and \$10 each six months thereafter.

With one exception, all other minimums are increased by the same 34 percent, producing a \$60.77 increase in the district-manager top, to \$239.53; \$44.93 in the classified-telephone-sales top, to \$177.16; \$42.65 in the

stenographer top, to \$168.14; \$37.21 in the custodian top, to \$146.65, and \$31.87 in the office-boy top, to \$125.63.

\$43 Won in Terre Haute... P. 8

The top for newsstand men is raised \$65.24, to \$204.33, a 46.9-percent increase.

Increases in differentials for work in specified jobs range from \$1 to \$1.50 per shift. And the

collection bonus for circulation district managers is doubled, to \$40 per month plus \$1 additional for each carrier over 20.

The work week cut is effective Jan. 1, when a 7½-hour day and 37½-hour week will replace the present eight-hour day and 40-hour week. However, the first half-hour of work over 7½ in a day and the first 2½ hours over 37½ in the week will be paid at

additional straight time rather than at time and a half.

An improved sick-leave plan will combine state benefits with a supplementary payment by the company to equal 70 percent of an employee's salary for 26 weeks. A former \$60 ceiling on supplemental benefits is removed.

The number of days of fully-paid sick leave an employee can

(Continued on Page 6)

Brockton, Monessen Units Strike; Papers Shut Down in Both Cities



Vol. XXXVII, No. 16 Washington, D.C. September 11, 1970



Los Angeles Guild Photo by Peter Banks

They Tried Their Damndest

Los Angeles Evening Citizen News editorial employees, who worked without pay in an effort to save the paper, read the final FINAL edition of

the newspaper carrying the announcement of the failure of their efforts to keep the financially strapped daily afloat. The paper closed Aug. 28.

Unions', Members' Efforts Fail, Los Angeles Paper Is Closed

Los Angeles, Calif.—The Los Angeles Evening Citizen News, bankrupt and behind in its taxes, ceased publication Aug. 28 despite efforts of its employees and their unions to keep the paper alive by working without pay while trying to help resolve its financial difficulties.

"The employees of the Citizen News have demonstrated an untiring loyalty through the critical period," the paper said in a statement earlier that week. "The many unions involved deserve great praise for their immense aid in making it possible that not one edition of this newspaper failed to be published."

But the best efforts of the employees and their unions were not

enough. When the Citizen News suspended publication three days later, its closing cost the jobs of 325 employees, including 35 Guild members in the editorial department, and left Hearst's struck Herald-Examiner the only evening paper in Los Angeles.

The employees had worked for from three to five weeks without pay, depending upon whether they managed to get two payroll checks cashed before the bank stopped payment on them.

Twice in three days in mid-August, they were literally locked out of the plant—first by agents of a commercial lending firm financing the paper, then by agents of the Internal Revenue Service—and both times they returned to

work in time to continue publication without interruption.

They physically prevented agents of the lending firm from padlocking the plant until after the Saturday weekend edition was successfully off the press, and they helped the publisher re-occupy the plant on Monday morning in time to get the regular evening edition out.

ANG International Representative Dick Pattison had worked steadily since July to try to save the paper, meeting with employees, management, other unions, creditors, mortgagors and the bankruptcy trustee in addition to potential sources of new financing.

(Continued on Page 6)

One Seeks Improved, Other First, Contract

Brockton, Mass.—The Brockton Guild's strike against the Enterprise & Times headed toward the end of its fourth week with publication of the daily remaining suspended and the second bargaining session since the strike began scheduled for Monday.

Spokesmen for the 90-member local said that the company, at a bargaining session held Aug. 20, two days into the strike, refused to budge from its prestrike offer of a \$38 increase in key top minimums over two years.

The company also continued its refusal of proposals for a Guild shop, dues checkoff, improved sick leave and the establishment of a pension plan, which, along with wages, are among issues designated as "critical" by the local's membership.

Local leaders said they have repeatedly pointed out to the company that the local's demand for a 44-percent increase in key top minimums—from \$160.50 to \$238—over two years is "negotiable," how negotiable depending on the extent of management movement on the other "critical" issues.

Four days before the Guild struck management had refused to move from an offer of 7.5 percent retroactive to the April 23 expiration of the old contract, 7 percent effective Dec. 24 and 7.5 percent next Aug. 24.

In scheduling the Aug. 14 meeting the local had cautioned management that failure to substantially improve the offer would force the local to strike during the following week.

Local bargainers, meeting with the company at its request 45 minutes before the strike was scheduled to begin, refused the publisher's request to postpone it until the chief company negotiator completed his vacation. The local pointed out that the bargainer, Bradley Peck, manager of the New England Daily Newspaper Assn., had been aware of the impending strike when he left three days previously for Bermuda.

When the Guild picket lines went up on schedule at 2:30 p.m. the afternoon paper's presses had begun, local leaders reported, adding, however, that only about 5,000 copies of the 53,000-circulation paper were hauled from the plant.

On the following morning some mechanical department employees undertook to cross the Guild picket line but were turned back, Guild leaders reported. Participants in a similar attempt three days later were bolstered

(Continued on Page 6)

Monessen, Pa. — Pittsburgh Guild pickets reinforced by other area unions shut down Thomson's Monessen Valley Independent Sept. 4, a week after striking the paper in quest of an initial contract.

The company announced it was suspending publication for the duration of the strike after mechanical employees turned back at the picket lines and told management they would no longer report for work.

The Guild struck Aug. 28 when the company ignored an ultimatum to return to the bargaining table and submit a money offer by that date. The company had met with the Guild only once in six weeks preceding the strike and had yet to make a money offer.

The company made its first money proposal, including a \$5 general increase, Sept. 9. The Guild promptly rejected it.

The next day, a circuit judge denied the paper's request for an injunction to limit Guild picketing.

Mechanical employees, all members of the Typographical Union, crossed picket lines under a police escort during the first week of the strike, saying they had been ordered to do so by international headquarters. The printers' contract expired Aug. 31, but the union reached a settlement with the Independent next day.

(Continued on Page 7)

Unit, Editor To Discuss Policy, Pads

Chicago, Ill. — Chicago Sun-Times Editor James Hoge, Jr., agreed last month to meet periodically with a Guild committee to discuss matters ranging from editorial policy to the size of notebooks supplied reporters.

Hoge said he would welcome staff ideas in a variety of areas but emphasized that management was reserving the right to make final decisions.

Hoge agreed to the sessions at an Aug. 19 meeting with a 12-member Guild committee headed by Unit Chairman Lawrence Weintraub.

Weintraub said the meetings are intended to give "the Guild voice some authority in the making of management decisions."

The Aug. 19 meeting was an outgrowth of staff discontent that bubbled over into a series of edi-

(Continued on Page 6)



Check No. 70,000

Strike treasurer Gene Bradford presents Guildswoman Nina Connors with 70,000th benefit check issued by ANG in the 2½-year strike against Hearst's Los Angeles Herald-Examiner.

Agnew Picks Her-Ex, Guild Lodges Protest

A protest against Vice President Spiro T. Agnew's choice of Hearst's struck Los Angeles Herald-Examiner as one of only four newspapers allowed to have a representative accompany him to Southeast Asia was protested by the Guild last month.

ANG President Charles A. Perlik, Jr., and Los Angeles Guild President Nicholas Abraham charged in a telegram to the Vice President that his choice of a newspaper that has been operating for 2½ years with strikebreakers was "a slap in the face" to striking and locked-out Herald-Examiner employees.

Al Stump, a strikebreaking Herald-Examiner reporter, was on board Agnew's plane when it left to carry the Vice President on a tour of Southeast Asia Aug. 22. The Herald-Examiner was the only West Coast paper chosen to have a reporter make the trip.

The Guild's telegram read:

"We are shocked by and protest vehemently your choice of the Los Angeles Herald-Examiner as one of only four newspapers—and the only one from the West Coast—which will be permitted to have a representative accompany you on your forthcoming tour of Southeast Asian nations.

"Nearly 1,000 Guild members employed in the Herald-Examiner news and editorial, advertising, circulation and promotion departments were forced to strike that paper on Dec. 15, 1967, in an attempt to obtain fair and equitable wages and working conditions.

"Within a short time thereafter the Herald-Examiner had locked out all of its other union employees. And in the more than 2½ years since, not only has the paper operated with strikebreakers,

it has repeatedly rebuffed third-party efforts, endorsed by the unions, to end the contracts dispute.

"Surely you are not unaware of the existence of the Herald-Examiner strike-lockout situation, for you met with Herald-Examiner executives in Los Angeles on July 22, barely a month ago.

"And while we are not aware of the identity of all 40 who requested to accompany you, surely you could have chosen one whose selection would not be tantamount to an endorsement of the labor-relations course followed by the Herald-Examiner since 1967, and whose selection would not be a slap in the face to the striking and locked-out Herald-Examiner employees and the thousands of other workers in Los Angeles and across the nation who have steadfastly supported their struggle to preserve their self-respect, their unions and their jobs."

Representation Is Sought In Wichita, New London

The Guild moved last month to represent employees at two hitherto unorganized papers, the Wichita Eagle and Beacon and the New London (Conn.) Day.

The Guild filed a representation petition for 145 editorial employees in Wichita, where it is also seeking to organize other departments.

In New London it filed for 115 employees in the advertising, business, circulation, editorial and maintenance departments.

At a National Labor Relations Board conference Sept. 3 the

Los Angeles, Calif.—Two more bargaining sessions between the Los Angeles Guild and Hearst's struck Herald-Examiner produced little progress last month.

The company agreed to slight improvements in its proposals on sick leave and night differentials but refused to move on the critical issues of severance pay, union security and the contract coverage of district managers and distributors.

The striking and locked-out unions, meanwhile, prepared to mark the 1,000th day of the strike with a march on City Hall today.

Hearst negotiators agreed to reduce the waiting period for sick leave and extend the hours for payment of night differentials, but the Guild reported no other progress at sessions Aug. 19 and 26. No additional meetings were scheduled immediately.

The company is insisting on the elimination of severance pay, even that accumulated under previous contracts. ANG International Representative Charles Dale told Hearst negotiators that its elimination of circulation jobs and refusal to provide severance pay was creating an insurmountable hurdle to settlement.

Asked at the end of the Aug. 26 meeting how it hoped to end the strike if it refused to move on any of the major issues, Hearst labor-relations counsel William O. McCarthy replied, "I don't have any idea—you tell me, coach."

McCarthy said that even if the Guild made an unconditional offer to return to work there would not be many jobs available immediately, although he said strikers would be rehired as vacancies occurred.

The Pressmen and Stereotypers also met twice with the company, but they, too, reported no progress.

Arbitrator Thomas Roberts last month handed down a decision declaring that the Guild's demand for alternate benefits for four dozen members who resigned from the staff was not arbitrable on the ground that the Guild did not seek arbitration until too late.

The Guild, terming the award "incredible and disgraceful," notified the company it would not accept the decision and said it would initiate legal proceedings to collect the money unless Hearst paid it immediately.

Roberts ruled that the Guild had lost the right to arbitrate because it first sought to obtain the benefits through the State Labor Commissioner. The commissioner ruled in the Guild's favor but the Los Angeles city

Eagle and Beacon sought to exclude 31 employees from the Unit. The Guild agreed to 18, and a formal hearing was set for today.

The Wichita drive has been conducted by Donald Rosset, a temporary international representative, with assistance early in the campaign from International Vice President Barney Peterson.

The campaign in New London was conducted by International Representative Ed Allen and James Orcutt, assistant director of the Guild's New England Servicing-Organizing Program.

Hearst Balks on Critical Issues, Strikers March on 1,000th Day

attorney refused to enforce the order, and the Guild then sought arbitration.

Guild attorney Stephen Reinhardt characterized the award as "the most outrageous and unfair decision by any judge or arbitrator which I have seen in my entire experience as an attorney" and said the Guild would pursue the case vigorously through the courts.

On Aug. 14, meanwhile, a Superior Court jury acquitted Hearst guard James L. Brooks of assaulting a locked-out pressman who was clubbed on the head Feb. 23 with a pistol that then discharged sending a bullet into his chest.

Brooks and a Hearst strikebreaker claimed that the pressman, Robert Vail, invaded a Hearst parking lot to attack the guard. Vail and two pressmen with him said Brooks came out of the lot after an exchange of epithets, and a policeman testified that blood was found on the sidewalk outside the gate but not inside.

Sigmund Arywitz, executive secretary of the Los Angeles County Federation of Labor, called on all area unions last week to join in today's anniversary march from strike-lockout headquarters to City Hall, where a rally was to be held.

The AFL-CIO Union Label Department has announced that it will once again include the Herald-Examiner strikers in a

"Hardship Fund" appeal. Other beneficiaries will be strikers at Kingsport Press in Tennessee, the United Farm Workers and members of the Upholsters' Union on strike for two years against the Economy Furniture Co. in Austin, Tex.

The Strike-Lockout Council announced that appeals for \$25-a-month contributions to continue Hearst-boycott ads on the back of Los Angeles buses have enabled it to increase the number of ads from 20 to almost 250.

Among "back-of-the-bus" contributors was the ANG office staff, from officers to clerical employees, who authorized payroll deductions to pay for two ads a month.

Delegates to the United Federation of Postal Clerks convention here contributed \$1,023 to the strike fund last month after an appeal by a council representative.

The Guild reported additional contributions of \$1,784.50 to its strike fund, including the following:

Cincinnati Guild	\$ 50.00
Denver Guild	100.00
Erie Guild	50.00
Memphis Guild	50.00
North Jersey Guild	50.00
Philadelphia Guild	100.00
Sacramento Guild	400.00
San Diego Guild	29.50
San Francisco-Oakland Guild	450.00
Sioux City Guild	50.00
St. Louis Guild	250.00
Toledo Guild	100.00
Washington-Baltimore Guild	50.00
Wilkes-Barre Guild	50.00

The contributions brought total donations since the strike started to \$199,577.

Links in Hearst Chain 'Neutral,' NLRB Says

Holding that the San Francisco Examiner and other divisions of the Hearst Corp. are "neutral, secondary employers" in the strike against Hearst's Los Angeles Herald-Examiner, the National Labor Relations Board last week outlawed picketing directed against them.

The board reversed the decision of a trial examiner who had recommended that picketing of the Examiner be allowed on the ground that the various Hearst divisions are part of a single corporate entity.

The Guild and other unions are weighing a request for court review of the decision.

In a companion case the board held that picketing of Hearst's Baltimore News American by members of the American Federation of Television and Radio Artists on strike against Hearst's Baltimore radio and television stations in 1968 was also illegal.

Both cases were decided by a three-to-one vote, with Gerald A. Brown dissenting and Edward B. Miller, President Nixon's appointee as the Board's new chairman, voting with the majority.

Brown maintained that Hearst was a common employer of all those in its divisions and therefore a legitimate target for chain-wide picketing.

The board acted under a spur from the Ninth Circuit Court of Appeals, which last month dissolved a preliminary injunction barring the Los Angeles newspaper unions from picketing the Examiner and the separately owned but jointly operated San Francisco Chronicle.

The court held that it was not reasonable to continue a prelim-

inary injunction any longer but stayed the dismissal for 60 days to allow the NLRB to reach a decision.

The board's decision bars picketing directed against both the Examiner and the Chronicle. The NLRB examiner, Herman Marx, while recommending that picketing be allowed at the Examiner, had said picketing of the Chronicle and the Examiner and Chronicle's joint printing company was illegal.

But the Board majority said Hearst "does not exercise actual or active control" over its division's operations, which it declared operate as "autonomous newspaper enterprises."

As a result, it said, picketing directed against the Examiner during 1968 in the early days of the Los Angeles strike was illegal secondary-boycott activity against a "neutral" employer.

Brown, however, said that such an interpretation "insulates the 'offending employer' (Hearst) from the effects of what essentially is its own dispute" and extends protection to "the very 'person' made 'fair game' under the law."

"The entire Hearst Corp. must be regarded as a single 'person' for purposes of the secondary-boycott provisions," Brown declared in amplifying his dissent in the Baltimore case.

The board's San Francisco decision was directed against eight Los Angeles unions, including the Guild, as well as the San Francisco-Oakland Guild and the San Francisco Newspaper Drivers' Union, which the Board said urged their members to honor the picket lines.

Two States, Canada Ask Unisex Ads

State agencies in Michigan and Pennsylvania have moved to eliminate separate male and female help-wanted ads in newspapers, and similar action is pending in New Jersey.

And in Ontario, a new act on equal employment opportunity for women, scheduled to take effect later this year, prohibits men-only ads and others that discriminate because of sex or marital status.

The Pennsylvania Human Relations Commission has notified newspapers throughout the state that the state's Human Relations Act forbids publication of any ad discriminating on the basis of sex as well as the placement of ads, under separate "male" and "female" headings.

The Michigan Civil Rights Commission, in a directive aimed at employers, employment agencies and unions rather than the newspapers themselves, has warned that the state's Fair Employment Practices Act forbids separate listing or sex discrimination in ads.

The New Jersey Civil Rights Commission is meeting with the New Jersey Press Association preparatory to establishing similar rules under a newly amended state law. Only "bonafide occupational sex designations" such as waitress and steamfitter will be allowed, it said.

The federal Equal Employment Opportunity Commission has issued similar guidelines for newspapers throughout the country, but they are being challenged in a suit by the American Newspaper Publishers Association and the Washington Star.

The ANPA has also issued a memorandum stating that new Labor Department guidelines prohibiting sex discrimination in want ads by federal contractors are directed at the contractors who submit the ads, not the newspapers that publish them.

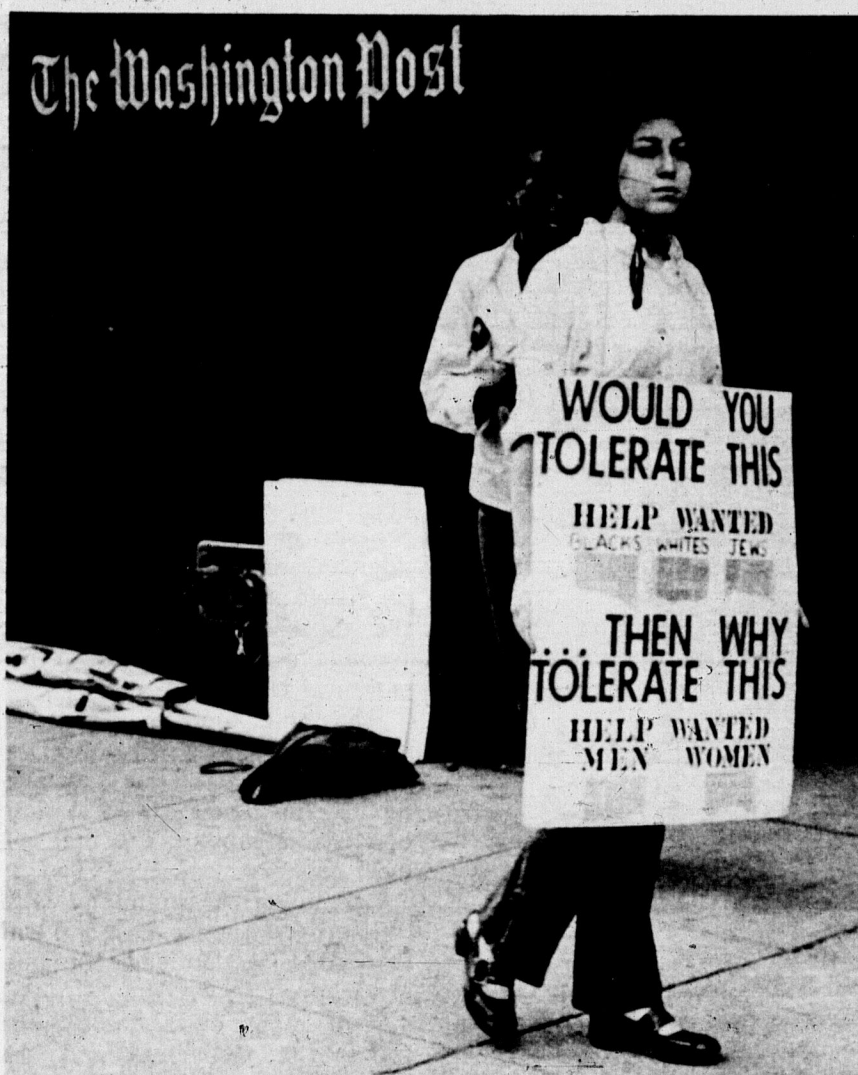
In California, a federal court has rejected a plea by a women's rights group to bar the San Francisco Chronicle and Examiner from separate sex listings under the 1964 Civil Rights Act. The court ruled that the advertisers, not the newspapers, are responsible for any violation entailed in separate listings.

An analysis by feminists had shown that the median salary for jobs listed under the Chronicle's "Help Wanted-Women" column was 60 percent of that for jobs in the men's column.

A survey by Publishers' Auxiliary showed that few Pennsylvania newspapers are complying with the state directive. And the Pittsburgh Press has gone to court against a similar order by the Pittsburgh Human Relations Commission.

The Michigan commission has said that the law under which its directive was issued does not apply to newspapers themselves as long as they don't originate the offending ad. New Jersey publishers are making a similar contention in discussions there.

The Toronto Globe & Mail has already altered its help-wanted headings to comply with the new Ontario law. Instead of "Help Wanted Male" and "Help Wanted Female," the headings now read "Jobs of Interest to Men" and "Jobs of Interest to Women."



In a Nutshell

Women's Day picket marches in front of the Washington Post with placard summing up the case against separate male and female help-wanted ads as inherently discriminatory.

Newsweek Job-Pledge Stops Bias Complaint

New York City—An agreement to enhance "employment and career opportunities" for women at Newsweek was reached Aug. 26, settling a complaint lodged with the Equal Employment Opportunity Commission.

Under the agreement Newsweek will "affirmatively seek out women within and outside the company" for writing jobs and will recruit men for researchers' jobs, hitherto limited to women. The first male researcher has already been hired.

Announcement of the agreement on the same day as a women's nationwide "strike for equality" was "absolutely coincidental," a Newsweek spokesman said.

It followed five months of negotiation between a committee representing 60 staffers who filed the complaint of discriminatory treatment with the EEOC. The committee was assisted by the American Civil Liberties Union.

The agreement obliges Newsweek to undertake additional efforts to ensure equal employment opportunities within one year, to increase the number of tryout opportunities in writing jobs for women employees and to expand its summer training program to include at least three additional positions for women employees in Newsweek news bureaus.

A consulting committee of editors and women employees will meet at least once every two months to monitor progress under the agreement.

Among those present at the pact's signing was Katherine Graham, president of the Washington Post Co., which publishes Newsweek. She said she took personal satisfaction "as a woman" in the agreement.

Meanwhile, a similar complaint against ABC News was filed by the ACLU on behalf of the company's women employees.

Ad Policies Rapped By Striking Women

Newspapers were among the targets as militant feminists held demonstrations throughout the United States on Women's Strike for Equality Day Aug. 26.

The day was marked by picketing directed against separate male and female help-wanted ads and protests against "sexist" advertising.

Women picketed the Washington Post and Star in protest against segregated help-wanted ads. The Post took cognizance of the objections in an Aug. 26 editorial, defending the practice as one that "has proven convenient and effective for both the advertiser and the job-seeker."

A group of women journalists and others visited New York Times Managing Editor A. M. Rosenthal to protest the paper's policy on hiring and promotion of women and the publication of what they termed sexist advertising.

They said the women's page was an affront to women and objected to engagement announcements they said wasted valuable space and never showed prospective bridegrooms ("for us to drool over").

Newswomen at the New Orleans States-Item took more direct action. They ran engagement announcements with pictures of the grooms-to-be instead of the prospective brides.

In Atlanta, women reporters at the Constitution-Journal presented the publisher a petition demanding equality with men in news assignments.

And in Chester, women reporters reported for work at the Delaware County Times in purple to attract attention to their cause and wore signs warning: "Don't Tread on Me! Women Are People."

Among organizations sponsoring women's demonstrations in Washington was the newly organized Alliance of Union Women, including members of the Guild, the Office and Professional Employees, the American Federation of Teachers and the State, County and Municipal Employees.

Elsewhere in the media, 80 women at Random House in New York held a lunch-hour session to discuss equal employment opportunity, day care and other issues. The Columbia Broadcasting System permitted its women staffers to take the day

Women Boycott Cosmopolitan

Hearst's Cosmopolitan magazine, on a union boycott list since the start of the Los Angeles Herald-Examiner strike almost three years ago, went on a new one last month.

The National Women's Strike Coalition announced a nationwide boycott of Cosmopolitan because of its "commercial exploitation of sexual differences" and because it was "geared to selling women as sexual objects."

Among the articles featured on the cover of the current issue are "Confessions of an (Unconscious) Man-Hater," "Plump Girls Can Be Beautiful" and "Girls Who Have to Make It with Married Men."

off without pay but said few availed themselves of the opportunity.

The National Women's Strike Coalition announced a nationwide boycott of Hearst's Cosmopolitan magazine and three other products. It charged the magazine with "exploiting sexual differences" and fostering anxiety among its readers about their ability to attract men.

Editor Helen Gurley Brown retorted that Cosmopolitan was "very pro-Women's Lib" and said that, as for women being sex objects, "I think it's wonderful that a woman is sexually desirable."

Rep. Martha Griffiths, Michigan Democrat who spearheaded House adoption of the Equal Rights Amendment, charged that the nation's newspapers were not taking the day seriously.

"The editors of the papers are treating this thing as a joke," she said. "They're laughing."

Editors at the Detroit Free Press were laughing for another reason.

Time magazine called the paper to find out if anything had happened there during the day, and a woman reporter told it jokingly that newswomen had seized a men's washroom, ousted its male occupants and held it for the day.

Time took the story seriously and printed it.

On Women's Equality Day, Yet

Perky, Slim, Vivacious Editor Turns 49

The following document was circulated at the Washington Post on the eve of Women's Day Aug. 26:

WE ALL KNOW that tomorrow is the 50th anniversary of women's suffrage, but it is also the birthday of Benjamin Bradlee, the Post's executive editor.

In recognition of this astounding juxtaposition, some members of the Style Section have prepared the enclosed news bulletin.

Ben Bradlee, slim, attractive but complex executive editor of the Washington Post is 49 years old today, but he doesn't look it.

How does he manage to combine a successful career with the happy home life he has created in his gracious Georgetown home?

In an interview today, pert, vivacious Mr. Bradlee revealed his secret. He relaxes after a day of whirlwind activity of the newspaper world by whipping up a batch of his favorite pecan-sauerbraten cookies for his thriving family.

Father of seven, youthful-looking Mr. Bradlee quips, "I enjoy working for the Post, but every family needs a strongly based home life." "Sometimes," he sighs, "I almost wish I could work part time. After all, the public's trust in the newspaper is great, but all my azaleas are dying."

What does Mrs. Bradlee think of her debonair husband's flair for journalism?

"I think it's great," she said, "Every wife should let her husband work. It makes him so well-rounded. Now he has something to talk about at the dinner table."

She appreciates the extra effort he takes to maintain his youthful looks and figure despite his busy, busy day.

Mr. Bradlee loves his work, but he is aware of the dangers involved. So far he does not feel that he is in competition with his wife.

"When that day comes," he said with a shudder, "I'll know it's time to quit."

Mr. Bradlee's quick and easy recipe for pecan-sauerbraten cookies appears in tomorrow's bulletin.



BENJAMIN BRADLEE
'Azaleas Are Dying'

THE SHORT



OF IT

Sex Discrimination Target of Suit

The Justice Department last month initiated its first suit to halt job discrimination against women under the 1964 Civil Rights Act.

The suit was filed against the Libbey-Owens-Ford Co., and the United Glass and Ceramic Workers. Libbey-Owens is accused of hiring women at only one of its five Toledo glass plants, giving them undesirable and low-paying jobs and firing them first when work is cut back.

Power to the Newsmen

Add the Frankfurter Allgemeine Zeitung to the list of German and French papers on which employees are seeking a growing measure of control. A meeting of 100 editors and reporters from bureaus in Germany and abroad has demanded the creation of a commission to give staffers a voice in running the paper.

But in La Paz, Bolivia, a Monday newspaper published by newspaper employees with a one-day monopoly under a government decree, has suspended publication. It did so after the government ordered it to compensate employees of other newspapers for Sunday overtime lost because the other papers cannot publish Mondays.

Britannica Junior Goes on 'Don't Buy' List

The Allied Printing Trades Association has added the Britannica Junior Encyclopedia to its boycott list following disclosure that the encyclopedia will be printed by strikebreakers at Kingsport Press in Tennessee. . . . The Brotherhood of Railway and Airline Clerks is asking union members to refrain from flying on Northwest Airlines, against which it has been on strike for more than a month. . . . The International Association of Machinists is urging a boycott of home barber sets manufactured by the Wahl Clipper Corp., of Sterling, Ill., where it has been on strike since last November. . . . And the United Furniture Workers is boycotting furniture of the Brown Manufacturing Co. of Pine Bluff, Ark., struck since May.

No Santa Clause in August

Two Akron unions that fought through the National Labor Relations Board and the courts for four years for the right to arbitrate the Akron Beacon-Journal's unilateral change of Christmas bonuses found their stocking empty last month.

The Typographical and Stereotypers' unions won the right to arbitrate but lost the arbitration. The arbiter, John D. Larkin, held that the bonus was a gift rather than a contractual obligation and could be altered at the company's pleasure.

Here and There

Alexander J. Rohan, newly-elected president of the Pressmen's Union, has been elected to the AFL-CIO Executive Council to replace the late Herman Kenin, president of the Musicians. . . . The New York Times and Newsweek have directed staffers to stay away from background briefings by retired newsmen Peter Edson because he has refused to let newswomen attend; the Times has notified its reporters to boycott any such meetings involving discrimination on the basis of sex. . . . Sign of the times? The New York Guild has closed its press-club bar because of dwindling patronage. . . . Washington newsmen would be subject to the same financial-disclosure requirements as congressmen under a bill introduced by Rep. Fletcher Thompson, Georgia Republican.

Charter for Newsday Authorized by IEB

ANG's International Executive Board last week authorized the granting of a separate local charter for Guild employees at Newsday.

The board, in a mail poll, authorized ANG President Charles A. Perlik, Jr., to issue the charter.

Perlik notified the Newsday organizing committee of the charter vote late last week. The Guild has been conducting a stepped-up organizing campaign since the United Automobile Workers withdrew from the field early last month.

The Guild has opened an office in Westbury, L.I., and both ANG Field Operations Director J. William Blatz and International Representative Robert J. Rupert have been on hand to assist.

Union interest was stirred when Newsday, perhaps the nation's most prosperous suburban paper, was sold to the Los Angeles Times Mirror Co. early this year. The UAW filed a representation petition in June but later withdrew it, saying it did not want to "get into the newspaper business."

The company, meanwhile, has appointed a "compensation-review committee" to study wages and benefits. It consists of the associate publisher, executive editor and business manager, with no employee representation.

Meanwhile, William Attwood, formerly a Guild member at the New York Herald Tribune, has been appointed president and publisher of Newsday, effective November 1. Attwood has been editor-in-chief of Cowles Communications, Inc. since 1966.



MAGNUS BREDENBEEK

Bredenbek, Early Leader, Dies at 86

Silver Beach, N.J. — Magnus Bredenbek, one of the Guild's early leaders in Newark and for many years a leading figure in the New York Guild, was killed by an automobile while vacationing here Aug. 11. He was 86.

Bredenbek, who had retired as a copy reader for the New York Journal-American in 1964 at the age of 80, was struck by a station wagon while crossing the street to buy some cigars. He died a day after the second anniversary of his marriage to his second wife, Sarah.

Bredenbek walked off his job as managing editor of the Newark Ledger in 1934 to join one of the Guild's first strikes. He served as an officer of the old Newark Guild before moving to the Journal-American, where he served as unit chairman in 1959 and 1960.

He was a member of the New York Guild executive board eight years and of its representative assembly for 18. He became a familiar figure at ANG conventions.

After his retirement he was elected the first chairman of the Guild's Retired Members Unit.

Bredenbek served as a member of the New Jersey assembly from Hudson County early in the century.

Former IEB Member Retires, Has Stroke

Wilkes-Barre, Pa. — Joseph M. Walsh, charter member of the Wilkes-Barre Guild and for four years a member of the ANG Executive Board, has retired from the Pennsylvania AFL-CIO News, which he edited since 1960.

Since his retirement he has been confined to the Wyoming Valley Hospital here after a stroke and surgery.

NLRB Finds Wilmington Publisher Is Guilty of Refusing to Bargain

The National Labor Relations Board last week found the Wilmington News and Journal guilty of refusing to bargain with the Philadelphia Guild on an initial contract for 20 newspaper deliverers.

The board reaffirmed an earlier decision that the deliverers were employees and not independent contractors. It ordered the company to bargain with the Guild on a contract, and Guild Administrative Officer William M. Brown promptly served management with new proposals.

Times Won't Budge, Guild Leaves Table

New York City — The New York Guild broke off negotiations with the New York Times last week, and the Times unit council voted Sept. 9 to recommend that the Times Unit authorize the Guild to call a strike.

The Guild left the bargaining table Sept. 3 after months of negotiations failed to produce any progress on issues in dispute. The company continued to insist that all fringe improvements come at the expense of a wage-package formula negotiated by the Typographical Union.

The unit council condemned the Times's refusal to bargain and what it described as management's "insistence" on a pattern of crisis bargaining. The unit will meet Sept. 24.

Bargaining is continuing with little progress at the Post and was suspended at the News because of vacations.

Two more craft unions, the Newspaper Deliverers and the Stereotypers, reached agreement with the publishers, leaving the Guild, the Photoengravers, the Paper Handlers, the Machinists and the Electrical Workers still unsettled.

The Deliverers settled on the eve of a strike deadline Aug. 20, obtaining \$75 increases over three years. The increase was \$7 higher than would have been provided

under the 42-percent formula negotiated by the printers, but lesser increases were provided for casual employees.

The settlement also protects deliverers against layoffs should either the Times or the News eliminate its early edition.

The Stereotypers settled the next day, gaining a \$76.73 increase on the basis of the printers' formula. The Pressmen and the ITU Mailers, as well as the printers, had previously settled.

Although the printers won fringe benefits in addition to the 42-percent wage formula, the Times, Post and News have insisted that Guild fringe improvements come from the wage package. And, departing from past practice, they have refused to provide the same dollar increase on steps that the percentage formula would produce in the top minimum of each classification.

The Times told the Guild in July that "the package that is on the table is it; there is no more," declaring that attempts to improve it were "irrational and irresponsible."

A full Guild shop and pensions are among other issues in dispute at the Times. Management admitted that its new pension plan for excluded employees is more generous than the Guild's but said that was "irrelevant."

Bay Unions, Publishers Try Early Reopenings

San Francisco, Calif. — Bargaining to renegotiate newspaper contracts in the Bay area and San Jose before their expiration got under way Sept. 2 under ground rules permitting discussion of a limited number of non-economic issues in addition to economic ones.

The renegotiation, proposed by mediator Sam Kagel, is being conducted by Guild locals in San Francisco-Oakland and San Jose as well as other newspaper unions at the San Francisco Chronicle and Examiner, the Oakland Tribune and the San Jose Mercury and News.

Kagel originally proposed that the contracts be reopened for economic improvements seven months prior to their expiration next Feb. 28, with other issues to be negotiated next summer during the term of a 30-month contract.

But the San Francisco-Oakland representative assembly said in authorizing exploratory negotiations that some noneconomic

issues would have to be resolved now, and rules approved by the unions and the publishers Aug. 19 provide for submission of "a very limited number" of non-economic issues for negotiation or voluntary arbitration. They will be discussed in advance of economic bargaining.

Additional noneconomic proposals can be made in December 1971.

The San Francisco-Oakland assembly on Aug. 30 approved the submission of proposals involving rehiring language, extra compensation for employees working in two classifications, pension and health-and-welfare provisions, wages, vacations, night differentials, hazardous-duty insurance, mileage allowances and parity for outside classified salesmen.

A San Jose Guild membership meeting Aug. 27 authorized noneconomic proposals on part-time employees, jurisdiction, work schedules, speedups and seniority.

The company cited a recent Court of Appeals decision reversing the board's finding that a group of Carnation Co. deliverers were not independent contractors.

But the NLRB said the two cases were different, pointing out that the newspaper "clearly retains much greater control of the manner and means of accomplishing the result (newspaper delivery) than did Carnation, whose distributors were free to vary their methods of operation or raise the price in order to increase profitability."

Papers' Realty Ads Biased, Groups Say

Washington newspapers are violating the 1968 Civil Rights Act by publishing racially discriminatory real-estate ads, it was charged last month.

The accusation, directed principally at the Washington Post, Star and Daily News, was leveled by the Washington Center for Metropolitan Studies and the Housing Opportunities Council of Metropolitan Washington.

Scripps Buys Number 18 In San Juan

San Juan, P.R.—Scripps-Howard last month added the San Juan Star as the 18th paper in its chain, purchasing it for 9.75 million dollars from Cowles Communications.

The purchase was consummated after a previously announced sale of the Star to the Capital Cities Broadcasting Corp. at the same price was canceled for unexplained reasons.

Four Puerto Rico Guild members quit their jobs after the announcement, invoking a contract clause that allows employees to resign with severance pay upon sale of the paper.

The Star, Puerto Rico's only English-language daily, is the first Scripps-Howard paper outside the continental United States. It was founded 11 years ago by Cowles, and both circulation and advertising have steadily increased.

Arbitration of the Guild employees' right to resign with severance pay was averted when Scripps-Howard agreed to pay the four who sought to quit without prejudice to its position.

The Star has maintained that the clause allowing resignation with severance pay on sale of the paper did not apply because the transaction involved sale of the company's stock rather than the paper itself.

Guild Files Burned

Santa Rosa, Calif.—Guild unit files at the Santa Rosa Press-Democrat went up in smoke when a vandal broke into the newspaper's editorial office, setting fires and smashing typewriters.

U.S. Judge Orders Stock to Auction In Denver Post-Newhouse Dispute

Denver, Colo.—All 15,552 disputed shares of Denver Post stock were ordered onto the auction block by a federal judge last month, giving chain-owner S. I. Newhouse a long-sought chance to move toward control of the paper.

District Court Judge A. Sherman Christensen, rejecting a plea by Post management to find another remedy, ordered a public sale at a minimum price of \$6,429,299, or \$413.40 a share. Newhouse had offered \$500 a share before launching a suit to upset the stock's sale to Post management for \$260 a share.

The Post said it would appeal the decision to the 10th Circuit Court of Appeals in an effort to stay Newhouse's bid for control.

Newhouse already owns 15.6 percent of Post stock; acquisition of the disputed shares would give him more than 32 percent and make it possible for him to gain control by buying an 18.6-percent block held in a trust fund by two banks.

The study cited such discriminatory phrases as "white home" or "colored home" and slightly more subtle ones such as "private" and "exclusive."

The report also criticized the newspapers for allowing the "selective misplacement" of ads for Maryland suburban properties under listings for the District of Columbia, which is predominantly black. This device is used to steer Negroes toward black or integrated suburban areas, it said.

The report recommended that the newspapers exercise "due surveillance" over discriminatory wording in real-estate ads and that they display a prominent statement that they will not accept ads in violation of the law.

The report was issued a few weeks after the Justice Department initiated a civil suit charging the Silver Hill Courier, a Maryland suburban weekly, with publishing discriminatory real-estate ads.

The American Newspaper Publishers Association is defending the Courier in what is expected to be a test case to determine whether the Civil Rights Act applies to such ads.

Post General Manager James J. Daly said the Post's policy is not to publish any ad it believes violates the law and suggested that HUD officials call a conference of media and real-estate industry representatives to establish national guidelines.

The day after the report was published the Post was caught on a hook baited by the National Broadcasting Co., which planted an ad in the Post for a "pvt. wht. home," and told about it on its evening broadcast.

The Post, in an editorial confessing all, blamed the ad's appearance on "a careless error."

Well-Paid

Denver, Colo.—Denver Post Publisher-Editor Palmer Hoyt, who with other Post executives has been ordered to make good losses suffered by the company as a result of management attempts to keep control away from S. I. Newhouse, shouldn't have to look too hard for the money.

Hoyt's salary of \$150,000 is one of the highest among U.S. publishers, on a par with William Kerby of Dow Jones, still behind the \$199,000 drawn by Otis Chandler of the Los Angeles Times Mirror but ahead of the \$123,000 paid John S. Knight of Knight Newspapers.

Judge Christensen ruled that there must be a public sale of not only 14,557 shares of stock still held by the Post but of 995 "swing shares" sold to an employees' stock trust. The "swing

shares" would be critical in giving Newhouse control should he be able to purchase the 18.6-percent block now in the trust fund.

The judge had ruled in March that management used company funds improperly in buying 19,573 shares from another trust fund to keep them from falling into Newhouse's hands. It had planned to sell all the stock to the employees' trust.

Last month he ruled that if the bid price for the stock fails to equal the \$6,429,299 minimum, Post President Helen G. Bonfils and Publisher Palmer Hoyt would be liable for the difference. Hoyt's retirement, effective Jan. 1, was announced last week.

The Post had asked that the "swing shares" be excluded from the auction, that the minimum price be set at \$500, the figure offered by Newhouse, and that Newhouse be excluded from the bidding on the ground that "he might well be violating the anti-trust laws by acquiring a larger interest in the Post."



Donning His Second Hat

Lake Superior Guild President Richard L. Pomeroy, left, turns interviewer for the Duluth News-Tribune after joining a delegation of area labor leaders who turned out to greet International Longshoremen's

Association President Thomas W. (Teddy) Gleason, right. Gleason and other top ILA officials visited the city to meet with municipal and port officials on increasing the available work for longshoremen.

New Bills Would Extend 'Fairness,' 'Right of Reply' to Newspapers

Two bills that would apply the Federal Communications Commission's fairness doctrine to newspapers were introduced in Congress last month by Rep. Leonard Farbstein, New York City Democrat.

A third bill, sponsored by Rep. Michael Feighan, Ohio Democrat, would require general-circulation newspapers to print all editorial advertisements and guarantee a person's right to reply to editorial comment directed against him.

Farbstein said extension of the fairness doctrine to the print media is necessary because of the growing monopolization of the nation's press.

His first bill would empower the FCC to revoke antitrust exemptions granted jointly operated newspapers under the recently enacted Newspaper Preservation

Act should they fail to present dissenting points of view.

The second would allow the FCC to seek a court injunction against monopoly dailies in communities of over 25,000 population if they do not comply with the doctrine.

Feighan's bill would not involve the FCC. Compliance would be enforced by federal-court injunctions.

Farbstein, in introducing his bills, cited pressure on newspapers by major advertisers as an additional reason for extending the fairness doctrine, which re-

quires broadcasters to air conflicting views on major issues.

He pointed to a recent instance in which he said five California dailies with advertising from Safeway supermarkets, the state's largest grape retailer, "boycotted grape-boycott news."

He identified the five as the Los Angeles Herald-Examiner, the Bakersfield Californian, the Oakland Tribune, the San Pedro News-Pilot and the South Bay Breeze. All except the Herald-Examiner are "the only daily newspapers published in their cities," he noted.

FCC Probe Discloses Paper-TV Ad Link

A preliminary Federal Communications inquiry into the effect of broadcast holdings by industrial conglomerates has disclosed evidence of questionable advertising arrangement between Scripps-Howard's Cleveland Press and its Cleveland television station.

The inquiry, which also disclosed evidence of questionable business arrangements between subsidiaries of the Avco Corp. and Avco broadcasting stations, has resulted in an expanded FCC investigation of the effects of conglomerate ownership.

The FCC staff suggested that the commission hold up action on Scripps-Howard's acquisition of a Tulsa television station pending a further inquiry into the company's newspaper-broadcast relationships.

The pilot staff study produced 1968 letters discussing plans for a free exchange of advertising between the Press and Scripps-Howard station WEWS-TV, evidently to help the Press compete with the Cleveland Plain Dealer.

The staff said indications were that the arrangement was approved by Scripps-Howard's New York headquarters and suggested a further study to determine why the departure from Scripps' cash-

payment advertising policy was permitted.

The study said such arrangements are contrary to FCC policy. It suggested that the FCC require other newspapers to file communications enabling it to determine whether they are using broadcasting stations to obtain advantages over their competitors.

Scripps owns 18 newspapers as well as United Press International and seven broadcasting stations.

Scripps-Howard Broadcasting President Jack Howard declined to comment on the charge but expressed irritation over the publication of communications he said the FCC had agreed to keep confidential.

Scripps-Howard and Avco were among six conglomerate owners to which the FCC last December sent a questionnaire exploring the relationships between their broadcast stations and other interests.

The commission now is asking the Budget Bureau for permission to send more than 50 other conglomerates a revised questionnaire exploring the same areas.

The California State Senate last month urged the FCC to hold hearings to determine whether communications facilities are being monopolized in California cities.



Enterprise in Brockton

ANG Secretary-Treasurer Robert M. Crocker (foreground, center) and James Orcutt, assistant director of the Guild's New England Servicing-Organizing Program, march with Brockton Guild members

at the daily Brockton Enterprise, closed since the Guild struck Aug. 18 for an acceptable new contract. Management's chief negotiator left for Bermuda in face of threatened strike.

Unions' and Members' Efforts Fail, Los Angeles Evening News Closes

(Continued from Page 1)

In Washington, ANG Secretary-Treasurer Robert M. Crocker and Director of Administrative Operations Ellis T. Baker met with, and President Charles A. Perlik, Jr., while on vacation, talked with IRS officials in an effort to persuade them to permit the Citizen News to continue to publish while the IRS pressed its claim for \$296,000 in back employee withholding taxes.

The IRS seized the plant, and locked out the employees, Monday afternoon, Aug. 17. But after the Citizen News initiated bankruptcy proceedings the same day, the IRS that night agreed to permit the paper to resume publication pending financial reorganization.

For a time, it appeared that the crisis had passed, and the next week Publisher Richard Horton wrote Perlik thanking him for the "help, aid, understanding and remarkable tenacity of the Guild and Dick Pattison."

"They made it possible for this newspaper to survive through a series of disasters," Horton continued. "Without them I am certain there would be no Citizen News."

Horton said the efforts of "each and every" Guild member were a "demonstration of solidarity that has seldom been equalled."

But even as Horton was writ-

ing, the commercial lending firm, Civic Western Corp., which had been advancing the paper operating funds against accounts receivable, was demanding payment of a \$237,000 mortgage it held on the paper's equipment.

When no buyer could be found, Civic Western refused to advance further funds and, on the recommendation of the bankruptcy trustee, the paper was closed.

The next day, On The Line, publication of the Herald-Examiner Joint Strike-Lockout Council, reported:

"The Los Angeles Evening Citizen-News died yesterday. It was 66 years old. Death was due to financial strangulation."

The Citizen News was founded as a weekly and, after it became a daily, it was published as the Hollywood Citizen News until last March when it changed its name to the Los Angeles Citizen News and undertook to compete citywide with the Herald-Examiner.

Horton, an exconvict with a long felony record and no newspaper experience, was named publisher by owner Lamot du Pont Copeland, Jr., son of the chairman of the board of the giant E. I. du Pont de Nemours & Co.

The paper already was "languishing in debt," according to the Los Angeles Times, and Copeland himself faced a \$772,000 suit by the Minneapolis Star and Tribune charging that he had defaulted on payments for the Valley Times, which he purchased in 1963 and folded last March, and investigation by a Chicago federal grand jury into a \$1,300,000 loan made to him by the Barbers' International Union Pension Fund.

Despite a change in its editorial policy from what the Times called "ultraconservative" to "increasingly liberal" and an asserted increase in circulation from 30,000 to 50,000, the Citizen News' financial situation became increasingly precarious until, by

late July, it was unable to meet its payroll and owed the government payroll taxes back to April 1.

When Civic Western learned that the IRS was about to seize the plant for non-payment of taxes, it moved to seize the plant first. Agents of the lending firm arrived at the plant on Friday afternoon, Aug. 14, changed the locks on the doors, disconnected telephones and tried to evict the employees from the building.

But the employees refused to leave until the weekend edition was off the press early the next morning and, with Pattison and William Brennan, assistant to the publisher, stood in the doorway leading to the loading dock to prevent Civic Western's agents from sealing the big steel double doors shut with welding torches.

When the employees returned Monday morning, they found the plant padlocked. Horton and Brennan found an open upper window, were boosted up and in, and demanded that the guard open the plant. Instead, the guard summoned the police.

But when the guard opened the doors for the police, the employees streamed in and reoccupied the plant.

After the paper was placed in receivership Aug. 17, the employees received four days pay for the week ending Aug. 22 and full pay for the week ending Aug. 28, the last day of publication. Their claims for back pay will be heard at a hearing Sept. 16, along with claims by other creditors.

This was not the first time the Los Angeles Guild and Citizen News employees have cooperated with the paper in an effort to keep it afloat. Two years ago, the Guild agreed to a moratorium on bargaining when its contract came up for renewal. A new contract finally was concluded a year ago providing for a \$14.25 increase in the reporter top minimum, to \$179.05.

Brockton Paper Shut Behind Guild's Lines

(Continued from Page 1)

by about 20 "special police" and the nephew and son of the publisher. City police escorted 11 persons from the plant area, during the second confrontation, local leaders said, but there were no arrests. About 15 printers crossed the lines, the local reported, but left the plant in about 15 minutes and did not attempt to return.

The company the following week moved in Boston Superior Court for an order to limit picketing at the plant, but hearings on the motion, scheduled for Aug. 27 and Sept. 3, were postponed after the company suggested the parties seek an agreement on picketline manning.

In June the paper had proposed a two-year contract with four four-percent increases (totalling \$27.35 on top key minimums), refused to move on other "critical issues," and sought to require employees to pay for increases in hospitalization-medical insurance.

Local members authorized strike action on July 31 and 11 days later the company raised its offer to 7.5 percent, 7 percent and 7.5 percent, remaining adamant on other issues and replacing its proposal for employee payment of insurance increases with one to allow management to unilaterally switch insurance carriers.

The Brockton Guild represents

about 120 advertising, business, circulation, editorial and maintenance workers at the Enterprise & Times.

The local reported \$2,023 in contributions to its strike fund, including the following:

Boston Guild	\$400
Portland Guild	100
Manchester Guild	200
Pawtucket Guild	50
Hawaii Guild	100
San Francisco-Oakland Guild	100
New England District Council	200
Washington-Baltimore Guild	100
Cleveland Guild	100
Kenosha Guild	25
Seattle-Tacoma Guild	100
Vancouver-New Westminster Guild	50
Terre Haute Guild	75
New York Guild	250
Akron Guild	50

...San Diego

(Continued from Page 1)

earn and accrue per year is increased to a maximum of five days earned per year, to a maximum accrual of 20 after four years.

The mileage rate is increased from 10.7 cents per mile for the first 25 miles per day and 7.7 cents thereafter to a flat 11 cents.

The company also agreed to grant experience credit for time spent in military service.

Deaths of brothers and sisters were added to the funeral-leave clause. A new clause provides jury-leave pay. And a no-discrimination clause was broadened to cover age.

Chicago Editor Will Discuss Policies With Unit of Guild

(Continued from Page 1)

editorial caucuses in July when two reporters were told they faced dismissal as part of an economic cutback. The furor resulted in a full staff meeting at which Hoge promised there would be no dismissals.

The Guild, in a letter preceding the Aug. 19 meeting, asked for periodic meetings with a Guild committee to discuss operational methods and editorial policy as well as office irritants considered too minor to warrant an official grievance. The Guild also sought periodic department meetings and occasional meetings of the full staff.

Hoge agreed that the committee meetings could be useful but said management reserved the right to set the dates, the agenda and even the composition of the committee. He conceded, how-

ever, that he would probably follow staff suggestions on all three.

The Guild committee agreed to initiate the meetings on that basis. But Weintraub, citing a contract clause providing for a committee of the Guild's own choosing to take up any matter "affecting the relations of the employees and the publisher," said the Guild reserved the right to go to arbitration if necessary on selection of the committee.

Hoge also agreed to full staff meetings, and another was held Aug. 25 to discuss forthcoming changes in the format of the Sun-Times's Sunday paper and other matters.

He rejected the suggestion of departmental meetings, however, objecting that they might inhibit regular communication between staff members and supervisors on a day-to-day basis.

Salazar Was Guild Activist

(Continued from Page 8)

for piercing barricades, were fired into it.

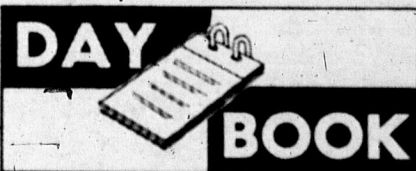
He said friends who were with Salazar reported no warning was given, that people attempting to leave were forced back inside and that sheriff's officers after the shooting ignored information that Salazar was wounded inside the building.

Among those attending Salazar's funeral in Newport Beach, Sept. 2 were White House aide Robert Finch, representing President Nixon.

Nixon sent a message to Salazar's wife paying tribute to the slain newsman as one who "exemplified the finest traditions of his craft" throughout "all the years I knew him and his work." He said the death "must and will be fully investigated."



RUBEN SALAZAR



International Executive Board, fall meeting, Oct. 12-15, ANG headquarters, Washington.

Midwest District Council, fall meeting, Oct. 24 and 25, Park Motor Inn, Madison.

Middle Atlantic District Council, fall meeting, Oct. 31 and Nov. 1, Hilton Inn, Scranton.

ANG Conference on Women's Rights, Nov. 20-22, Water Tower Hyatt House Hotel, Chicago.

38th Annual ANG Convention, July 12-16, 1971, Statler-Hilton Hotel, Boston.



Solidarity in Monessen

Lord Thomson's Monessen Valley Independent, struck Aug. 28 by Pittsburgh Guild members seeking an initial contract, shuts down Sept. 4 when Guild picket lines are reinforced by steelworkers,

machinists, railroad workers, teamsters and construction unionists. Picket in background, center, carries sign stating support of Monessen Education Association, as well.

Area Unionists Bolster Monessen, Lord Thomson's Paper Suspends

(Continued from Page 1)

The Independent continued to publish through Sept. 3, although the size of the paper was reduced by from 30 to 40 percent by a Guild advertising boycott and circulation was cut substantially.

On Sept. 3 a meeting of area unions summoned to Guild strike headquarters by the Mon Valley Labor Council decided to reinforce picket lines mounted by the Guild's 50-man unit.

The following morning more than 100 steel workers, machinists, railroad workers, teamsters, and construction unionists turned up on the picket line and confronted the Independent's 35 mechanical employees marching en masse to the plant. The printers, after a brief huddle, decided not to go in.

Two of their representatives went to the plant to tell management they would no longer work, and several printers were allowed through the picket lines to shut down the lead pots.

The company announced

shortly thereafter that it was giving up attempts to publish.

The Guild was certified as bargaining agent for advertising, business-office, editorial, inside circulation, mail-room and photo-engraving employees last Dec. 2. But bargaining had been desultory, producing agreement on only a few issues. Wages, the Guild shop, checkoff and experience rating were among major issues still unsettled.

On Aug. 24 Pittsburgh Guild President Nick Wallace served the company with a four-day ultimatum to return to bargaining or face an immediate strike. But the company said James Beysinger, a Thomson chain negotiator who has been assisting its bargainers, was not available, and the strike began.

Many advertisers pulled out of the struck paper as the Guild launched its boycott. Other unions helped in the boycott effort, and a group of independent circulators who deliver the paper refused to cross the picket lines.

The Independent responded by sending papers out in a rented truck for distribution to the circulators at pickup points, but the Guild mobilized a car caravan to follow the truck with a loud-speaker and set up picket lines at the drop spots.

Two bargaining sessions were held last week, but the Guild reported no substantial progress.

ANG International Representative Harry McCormick is helping the Guild conduct the strike; Wallace is serving as chief negotiator.

IT



The Male Animal Files A Rebuttal

NEW YORK CITY

Editor:

Every issue of the Reporter is full of news about the Guild's efforts to protect the interests of newspapermen.

That's fine. Right on.

But it's a little disappointing to find out that some of the units organize softball, bowling and touch-football teams.

Sports are among the worst institutions used to make men feel that if they don't have muscles, they don't have anything. With all the taste of a horse show they reduce men to grimacing, straining, leaping animals. Whether we win, lose or lack the strength to enter at all, we all get the message: Men are judged not by their accomplishments but by their athletic ability.

And, of course, the Guild always points a gun at our heads and makes us compete.

ALAN WHITNEY
New York Post Unit

Editor's Note: If the above letter has a familiar ring, see the

SEEMS TO US

By ANG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Letters relating to elections or referenda to appear in the issue preceding distribution of ballots and subsequent issues preceding the start of voting shall be confined to rebuttal of material already published.

prototype letter in the July 24 GR by Lindsay Van Gelder, also of the New York Post Unit, opposing Page One queens on the ground that "beauty contests are among the worst institutions used to make women feel that if they don't have looks, they don't have anything."

ANG Press Cards Seen As Antidote to Abuses

SAN JOSE, CALIF.

Editor:

Since so many police departments have abdicated their right to issue press cards by "accrediting" their own agents provocateurs at riots and protests, it

porter makes allegations like Chandler's, "he has some responsibility to back them up."

In Maryland a student photographer for the University of Maryland's newspaper is seeking to vacate a grand-jury subpoena for photographs taken during antiwar demonstrations at the University in May.

Paul Levin, a photographer for the Maryland University Diamondback, is asking the state Court of Appeals to reverse a Prince-George's County Circuit Court decision upholding a subpoena for his pictures. The subpoena was issued by state authorities seeking to prosecute antiwar demonstrators on misdemeanor charges.

Levin's attorney, Mitchell Rogovin, who received ANG assistance in preparing his case, charged the subpoena violated newsmen's rights under both the Constitution and state statutes. He said there had been no showing that the information sought was not available "through alternative means less destructive of First Amendment freedoms" or that the photographs were "so important that their nonproduction would defeat the ends of justice."

The American Federation of Television and Radio Artists, at its convention in Louisville last month, voted unanimously to support newsmen's privilege.

Serge Is Recognized For Role in Oshawa

Toronto, Ont.—Joseph Serge, an organizer and former chairman of the Toronto Guild's Oshawa Times Unit, is the winner of the Toronto Guild's 1970 Dick Hayward Award for Guild service.

Serge served as unit chairman from the group's formation in 1963 until he joined the Toronto Star last December. He led the unit through a successful strike in 1966 and led resistance to two attempts at decertification.

Minimum Dues Extension Takes Effect October 1

The second of two annual extensions of ANG's Minimum Dues Schedule mandated by the Guild's 1968 Convention will take effect Oct. 1.

Dues will be increased automatically Oct. 1 for members earning \$225 and over in locals whose schedules are below ANG constitutional requirements. The Constitution requires locals to adopt either the minimum schedule, a five-percent-of-regular-compensation schedule up to the maximum required by the minimum schedule or a schedule that yields equivalent total dues income.

Under next month's extension of the minimum schedule, members earning regular weekly com-

pensation of \$225 to \$229.99 will pay \$11.50 a month, those earning \$230 to \$234.99 will pay \$11.75, those earning \$235 to \$239.99 will pay \$12, those earning \$240 to \$244.99 will pay \$12.25 and those earning \$245 and over will pay \$12.50.

Dues payments for those in lower income brackets will remain unchanged.

A year from now, on Oct. 1, 1971, the Minimum Dues Schedule is to be similarly extended to a top of \$15 per month for those earning \$295 a week and over under action taken by this year's convention.

No local action is necessary to implement the extension of the Minimum Dues Schedule.

seems in order during this stage of history for ANG to issue its own press cards for use by the working press.

If Atty. Gen. John N. Mitchell would issue a directive to the Justice Department to issue such press shields to members of ANG on the editorial side, the gesture would not only ennoble his department but accord a rightful stature to ANG as the symbol of the Fourth Estate.

If Mitchell demurs (as he likely will, though the question should be put to him by ANG officers), then another recourse is Secretary-General U Thant of the United Nations. Thant may well ponder the notion of an international press card blessed by the U.N.—in view of the high mortality rate among newsmen who cover conflicts, domestic and international.

Failing these accords with officialdom, ANG itself might of its own volition issue press badges to the working press that are readily identifiable, would carry a prestige and authority.

J. ALVIN KUGELMASS
San Jose Guild

Salazar, Riot Victim, Was Ex-Member

Los Angeles, Calif.—Ruben Salazar, news director of a Spanish-language television station and a former Guild activist in El Paso and the San Francisco Bay area, was killed Aug. 29 during rioting in the Mexican-American section of East Los Angeles.

Salazar's head was ripped open by a tear-gas projectile fired into a tavern by a county sheriff's deputy.

Mexican-American leaders called for a federal investigation of the case, charging that Salazar was deliberately killed. He had recently focused attention on police abuses in Chicano areas and was about to embark on an expose involving reported suicides of Chicano prisoners in sheriff's cells.

Salazar, an executive of Station KMEX-TV in Los Angeles and until four months ago a columnist for the Los Angeles Times, was a reporter for the El Paso Herald-Post from 1954 to 1956, serving on the El Paso Guild's negotiating committee. He acquired a reputation for pursuing news stories without regard for his personal safety.

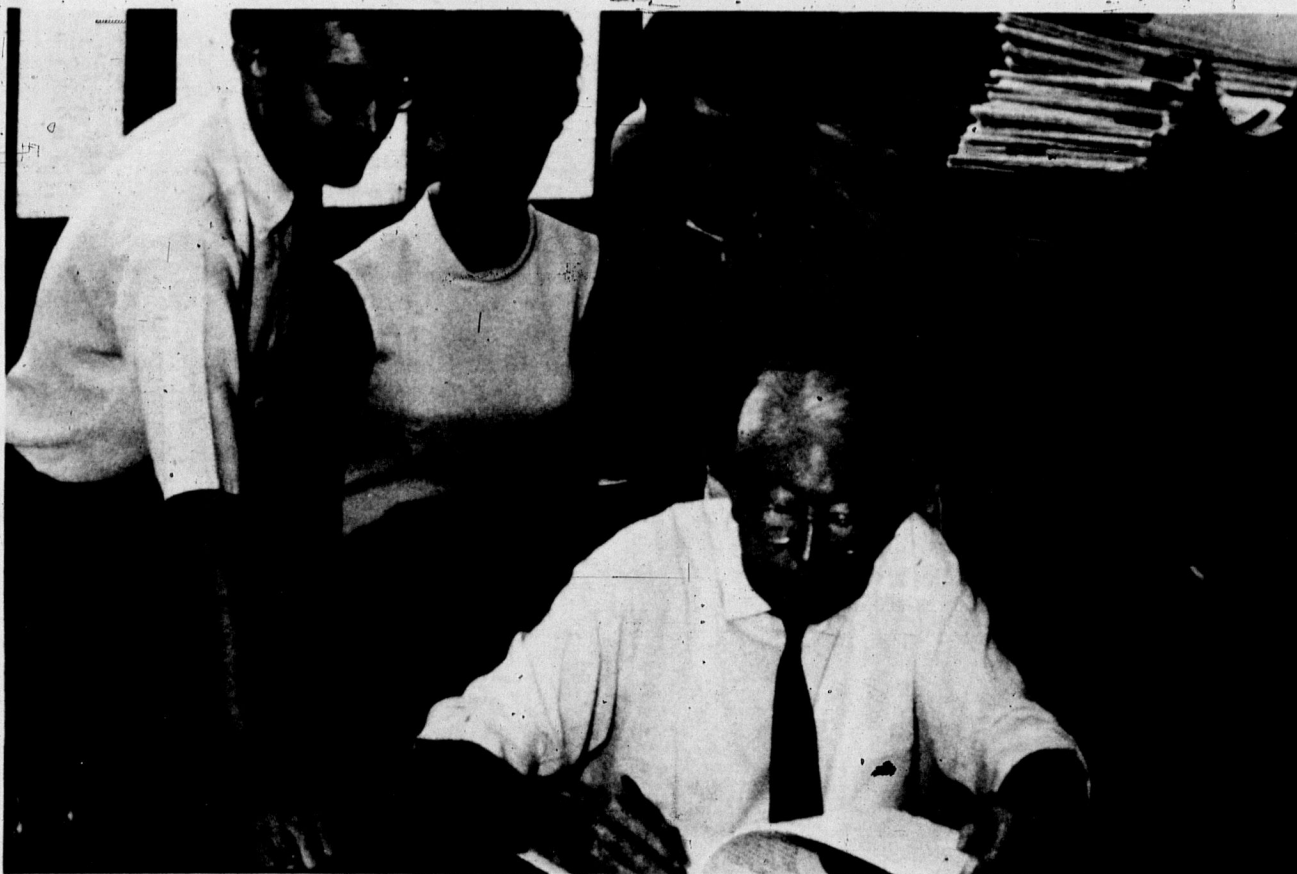
He became a member of the San Francisco-Oakland Guild when he and several other Herald-Post newsmen moved to the Santa Rosa Press-Democrat in 1956. He later worked for the San Francisco News until its merger with the News Call Bulletin in 1959.

Among those calling for an investigation of the killing was Manuel Luiz, nominated by President Nixon to the U.S. Civil Rights Commission, and Domingo Nick Reyes, executive director of the Mexican-American Anti-defamation Committee.

Los Angeles Chicano groups demanded that Mexican President Diaz Ordaz cancel his meeting with Nixon in California Sept. 3 until "the police murderers of Ruben Salazar" are brought to justice.

Danny Villanueva, station manager of KMEX, disputed a police report that the tavern had been ordered cleared before four 10-inch tear-gas missiles, designed

(Continued on Page 6)



Terre Haute Guild Photo by Dave Stringer

\$43 in Two in Terre Haute

Officials of the Terre Haute Guild wait their turn with the pen as Louis F. Keifer, president and general manager of the Tribune-Star signs the new two-year contract between the local and the daily. From left, standing, are: Gary Minich, local president, Mrs. Sharon Huff, bargaining committee

member, and Carl Bender, local Secretary-Treasurer. Other members of the local bargaining committee were Howard Stevens and Cecil Hester. ANG International Representative Richard Ramsey assisted local bargainers in the negotiations that produced the new agreement.

Guildsmen Back Source Privilege, But Underground Editor Is Jailed

Testimony by four Guild members supporting a newsman's right to protect his sources failed to save the editor of a Milwaukee underground paper from a contempt conviction last week.

Mark Knops, editor of Kaleidoscope, was sentenced to up to six months in jail for refusing to disclose the source of a story in which a guerrilla group claimed responsibility for the Aug. 31 bombing of an Army mathematics-research center at the University of Wisconsin in Madison.

The Madison Guild last week adopted a resolution supporting Knop's refusal to testify insofar as his testimony would have involved disclosing of sources or self-incrimination.

Guild newsmen summoned by the defense to testify Aug. 30 as expert witnesses on reporters' privilege include Madison Guild President David Zweifel, John O. Linstead of Chicago, a former member of ANG's International Election and Referendum Committee, and Ron Dorfman, editor

of the Chicago Journalism Review.

Zweifel was called to present ANG's position on privilege. He cited the strong stand against forced disclosure of sources taken by the Guild's 1970 Convention and ANG President Charles A. Perlik, Jr.'s call for a "bill of rights" to protect newsmen from interference in their work.

"Subpenaing reporters to reveal their sources is the first sign of repression," Zweifel declared.

"The revelation of a source is like throwing a stone into a still pool," Linstead testified, "and the effect spreads to the point of not being able to do your job at all."

Dorfman, stressing the importance of confidential sources, estimated that at least 25 percent of the Chicago Journalism Review's stories are based on such sources.

Also subpoenaed was Madison Guildsman James Horgan, who testified that in order to obtain an interview with three youths who had "trashed" facilities at Wisconsin University he had to promise to go to jail rather than reveal his sources.

But Circuit Court Judge Erwin Zastrow, in sentencing Knops to up to six months in jail as long as he refuses to testify, said the absence of any newsmen's-privilege law in Wisconsin gave him no choice.

"The rights under the First Amendment and the rights of law and order have met head on here, and something has to give," he said. "In this case it has to be the First Amendment privileges."

Knops at first pleaded privilege against self-incrimination when subpoenaed to appear before a grand jury to explain the source of a story in which a group calling itself the New Year's Gang claimed responsibility for the bombing.

Granted immunity from prosecution, he then invoked the First Amendment.

Another subpoena for Knops, to testify before a federal grand jury, was obtained by a U.S. attorney in violation of Atty. Gen.

Terre Haute Top Up \$43 In Two Years

Terre Haute, Ind.—A \$43.50 increase in a new two-year contract between the Terre Haute Tribune and Star and the Terre Haute Guild will push key top minimums to \$200.

The top for reporters and circulation district manager goes up \$10 retroactive to May 1; \$5 on Nov. 1; \$8.50 next May 1; \$10 the following Nov.; and a final \$10 on Feb. 1, 1972, three months before contract expiration.

Other minimum increases range from \$12 to \$25.

The top for classified advertising counter clerk is up \$12, to \$104.50; the top for secretaries is up \$16, to \$141.50; the top for telephone operators is up \$16, to \$117.50; and the top for copy boys is up \$12, to \$111.75.

The Guild also won four weeks' vacation after 15 years' service. The maximum vacation previously was three weeks.

Holiday pay was increased from a minimum of four hours' pay at time and a half to a minimum of a full day's pay at straight time plus time and a half for work beyond 5½ hours.

Weekly minimum car guarantees are increased \$5, to \$10, \$15, \$20 and \$36.50 in various classifications. A minimum allowance of \$5 per week during vacation was increased to a minimum of 50 percent of the guarantee.

Bereavement leave of up to three days with pay for death in the immediate family was added.

Buffalo Election Set For September 17

Buffalo, N.Y.—Thirty-six district managers at the Buffalo Evening News will vote on a Guild representation bid in a National Labor Relations Board election Sept. 17.

Management agreed to an election last month after the Guild consented to the exemption of six employees as supervisors.

The Guild Reporter

DAVID J. EISEN

Editor



Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month. \$5 per year. Single copies 25c. Guild Reporter deadline at 1126 16th St., N.W., Washington, D.C. 20036. News, the Monday preceding publication; features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXVII, No. 16

September 11, 1970

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D.C. 20036
Area Code 202—296-2990

INTERNATIONAL CHAIRMAN: JAMES B. WOODS
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Edward J. Schrode, 3 Brown St., Wilkes-Barre, Pa. 18702; Region 2—Joe Holt Anderson, Jr., 1735 34th St., N.W., Washington, D.C. 20007; Region 3—George McCormick, 1991 N. Adolphus St., St. Paul, Minn. 55117; Region 4—Hugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Phillip Brennan, 1381 E. 15th St., Brooklyn, N.Y. 11230; Region 6—Glen Ogilvie, 399 Spruce Ave., Oakville, Ont.

AT-LARGE VICE PRESIDENTS: Joseph B. Downey, Furnace Lane, Pembroke, Mass. 02359; John C. Edgington, 235 Brookhaven Dr., N. Gahanna, Ohio 43020; James G. McMahon, 1994 Stanhope St., Grosse Pointe Woods, Mich. 48236; Barney Peterson, 288 Grand View Ave., San Francisco, Calif. 94114; Harry E. Ryan, 330 First Ave., Apt. MD, New York, N.Y. 10009; James Young, 1080 Cliff Ave., North Burnaby, B.C.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.
DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.
DIRECTOR OF RESEARCH AND INFORMATION: James M. Cesnik.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert W. Christofferson.

INTERNATIONAL REPRESENTATIVES: Ed Allen, Edna Berger, Charles Dale, Harry L. McCormick, Dick Pattison, Richard Ramsey, Robert J. Rupert.

Perliks Are Among Guests At White House Dinner

ANG President and Mrs. Charles A. Perlik, Jr., were among some 200 union leaders and their wives who attended a reception and dinner at the White House on Labor Day.

It was the first time a dinner for labor leaders had been held at the residence of the U.S. President on the holiday since it was established to honor the U.S. working man.

The dinner, which followed a 6 p.m. reception, ran longer than had been anticipated forcing cancellation of a private tour of the living quarters used by the President's family and a cordials-and-coffee get-together.

The duration of the dinner also delayed for a half-hour—from 8:30 p.m. to 9 p.m.—the start of a "Torchlight Tattoo" pageant on

the South Lawn by the First Battalion of the 3rd Infantry, the U.S. Army Band and the Army Chorus.

About 3,000 persons—union members and Department of Labor personnel and their families—also attended the pageant, watching from bleachers and chairs on the lawn.

Six of the 12 members of the U.S. Cabinet also attended the reception, dinner and performance with President Nixon, who said during the dinner that "a strong, free, independent labor movement is the bedrock of freedom."

Among the numbers performed by the Army band and chorus was Tchaikovsky's "Overture 1812" with four artillery pieces blasting out the salvos and sending a cloud of smoke across the White House and grounds.