

Subpena-Protection Provision Won at N.Y. Times

New York City—Financial protection for newsmen who refuse to disclose confidential information or sources is included in the Guild's contract settlement at the New York Times for the first time at any Guild paper.

The provision is among terms ratified overwhelmingly by Times Unit members at ratification meetings Nov. 9. Guild members at the Daily News ratified a similar settlement—but without the subpena-protection provision—

at meetings three days later.

Under a memorandum of understanding at the Times, newsmen subpoenaed to disclose confidential information or sources will have their legal expenses paid by the Times. The Times will also pay any fines resulting from refusal to disclose the information and will continue newsmen on full pay if they should be jailed.

The provision is one incorporated into ANG's Collective

Bargaining Program only last June, at the Guild's 1970 Convention.

The new contracts at both the Times and News provide increases of 41.69 percent over

Court Upholds Caldwell—P. 3

three years, but the exact amount of pay raises will not be determined pending referendums on a proposed diversion to pensions.

Times members voted 849 to 361 to approve the diversion at

the ratification meetings, but some members challenged the voting procedures, and a referendum was scheduled for yesterday and today.

The Guild's negotiating committee at the News recommended a similar diversion subsequent to announcement of the settlement. It was approved by narrow margins at the first three of four ratification meetings but was moved to referendum at the last. No date for voting has been set.

The Times diversion would reduce pay increases by one percent in the first year of the contract. The News diversion would be one percent of total salary in the second year, rising to two percent in the third.

Without the diversion, Times top minimums for reporters, display salesmen and circulation roadmen would go to \$361.67 in the third year; with it, they would go to \$359.12.

(Continued on Page 6)

The

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Two Gannett Papers Shut Down As Guild Walks Out in Rockford



Picket-Line Dialogue

Rockford Guild Photo by Joe Adams

Local Treasurer Kathryn Blain attempts to talk stereotypers out of crossing Rockford Guild picket line on the first day of the strike. Holding picket

sign is political editor James K. Williams. Mrs. Blain was arrested on a disorderly-conduct charge shortly after the picture was taken.

Guild Wins Planning Role at UPI, Operations Voice in Alexandria

New York City—Guild representatives won a voice in management planning this month for the first time in United Press International history.

The company, responding to representations by a Wire Service Guild grievance committee, agreed to put four Guild representatives on a UPI committee making plans for renovating UPI's world headquarters. Machinery is being set up to channel rank-and-file suggestions to the Guild delegates.

The Guild representatives, said a local bulletin, will be "on equal footing with management's men" in "every step of planning, design and consultation" for reforms in health and safety conditions, including soundproofing of the office.

The grievance committee said its meeting with UPI Labor Relations Manager Harry Varian and New York Bureau Manager Eugene S. Haggerty gave it "sufficient written and visual evidence to hope in good faith for productive joint meetings" on rehabilitation plans when-

(Continued on Page 6)

Alexandria, Va.—A voice in operations and journalistic practices at the Alexandria Gazette was won by the Washington-Baltimore Guild's 10-man Gazette unit in an 11th-hour contract settlement Nov. 13th.

The agreement, reached a few hours before a strike deadline, will also raise the reporter top minimum \$55 over two years, to \$190. Up to now the two-year-old unit has had the second lowest key top minimum in any Guild contract.

As part of the settlement the company agreed to periodic conferences between the Guild and editorial management to discuss and implement changes in journalistic practices, beat assignments, news coverage and scheduling.

A clause in the contract states that neither management nor the Guild countenances anything contrary to good journalistic practice, including distortion of the news, forcing an employee to write counter to his convictions and using influence for purposes other than news gathering.

(Continued on Page 6)

'Professional' Clause Among Strike Issues

Rockford, Ill.—The doors of the Rockford Morning Star and Register Republic remained closed this week as 75 Guild members continued a 13-day-old strike for better wages and benefits and a professional-standards clause.

The two dailies have not published since Nov. 7, when the Guild posted a picket line three hours before an announced 1 p.m. strike deadline because of company efforts to call non-Guild employees in early with a promise of double-time pay.

Support by 150 members of five mechanical unions in the Gannett-owned plant has been nearly unanimous, with only a handful of card-carrying foremen crossing the picket lines after the first day. The Stereotypers, Photoengravers and Pressmen are receiving international benefits.

Publisher William Todd announced he would publish if he could get production employees back to work but said he would not import strikebreakers. He sent telegrams to craft unionists and went on radio and television last week asking them to return Nov. 16, but they ignored the plea.

Bargaining was broken off after two sessions last week failed to break a deadlock. The Guild accepted a federal mediator's proposal for arbitration of the issues Nov. 17, but the company rejected it.

(Continued on Page 2)

Kagel Gains Early Pact in Coast Cities

San Francisco, Calif.—A tentative agreement extending Guild and other newspaper contracts in San Francisco, Oakland and San Jose for 34 months in return for wage increases and other improvements was reached last week under the auspices of mediator Sam Kagel.

Terms of the settlement will not be announced until ratification meetings scheduled for Nov. 22.

Negotiations for extension of the contracts had been broken off Oct. 8 in a dispute over application of the money package to Guild minimums. But they were resumed Nov. 6 after the publishers and the unions accepted a formula proposed by Kagel.

When the talks were broken off the publishers had offered a \$49 wage package over three years; the unions were demanding

(Continued on Page 6)

Women's Rights Parley Draws 120 to Chicago

Chicago, Ill.—Close to 120 representatives from over 35 Guild locals were expected here by tonight for the start of ANG's three-day Conference on Sex Discrimination and Women's Rights in the Industry.

By midweek ANG had received the names of 110 representatives from 34 locals planning to attend the conference. The locals represent more than 80 percent of ANG membership.

Most of the conference par-

ticipants will be women, but the delegations will contain a number of males. Some locals are sending executive officers and other bargainers.

Several locals are sending large delegations—New York, 12; Chicago, 14; Washington-Baltimore, 11; Cleveland, nine; St. Louis, six, and Boston, five.

The conference is intended to mobilize the Guild for an intensified effort to eliminate sex dis-

(Continued on Page 6)

Guild Strike Shuts Down Two Rockford Papers

(Continued from Page 1)

The strike is the first initiated in the 39-year history of the Rockford Guild and its predecessor, the Winnebago County Editorial Writers Association.

The Guild is proposing a \$255 top minimum for newsmen—up \$61 over two years—and a 37½-hour week.

The company's latest offer is \$225 for a 37½-hour week, but it is proposing cuts in minimums for copy boys and telephone operators. The company has also proposed that the contract expire Dec. 31, 1972, instead of the present Oct. 31 expiration date.

The Guild is seeking a better vacation schedule, an Easter holiday, which the Guild says was promised by company negotiators two years ago, and increases in shift differentials, substitution pay and sick pay.

There are also several noneconomic issues, the most prominent a professional-standards clause, which the company says it agrees with "in fundamental concept" but which company negotiators refuse to include in the contract.

The clause, as proposed by the Guild, would prevent the company from requiring a newsmen to turn over to law-enforcement authorities any notes or information and would prevent the company from requiring a Guild member to write or process any news story not consistent with the facts or giving a false impression.

It would also prevent the company from using a by-line on any story altered without the consent of the reporter and would require



Rockford Guild Photo by Joe Adams

Strike Milestone

Rockford Guild President Daniel DiLeo mounts a jubilantly that publication of the Star and Register-Republic has been suspended.

fence on the first night of the strike to announce the company to consult with a reporter before publishing a retraction.

Guild President Daniel DiLeo said that while abuses in these areas have not been frequent, they have happened from time to time. "We feel that this proposal is necessary to protect the individual newsmen's integrity," he said.

Todd charged that the proposal was "an insult" to management and was "part of the grand strategy of the national Newspaper Guild to manage the news."

On the first day of the strike, four Guild members were arrested for disorderly conduct on the picket line. DiLeo was arrested twice.

DiLeo's first arrest came when he rushed to assist reporter Kathy Moore after she fell behind a backing truck. Miss Moore said a policeman who ordered her to get away from the truck had shoved her; he arrested them both.

DiLeo's second arrest occurred when he was accused of interfering with a policeman after backing into him. Local Treasurer

Kathryn Blain was charged with blocking a craft unionist whom she was trying to dissuade from entering the plant, and David W. Smith was charged with a similar offense.

All four pleaded innocent in Magistrate's Court Nov. 18.

Circuit Court Judge Albert S. O'Sullivan on Nov. 10 issued an injunction limiting pickets to 12—six more than sought by the company and six less than sought by the Guild.

Members of the building-trades unions, the United Automobile

Workers, the United Steelworkers and the Teamsters turned out in strength for a demonstration of support outside the plant on the evening of Nov. 17.

Although negotiations began in Rockford on Sept. 15, the company did not submit a wage proposal until faced with a strike threat the week before the contract expired.

On the last day of the old contract the Guild said it would lift its strike threat for five days so that subscribers would not be deprived of election coverage.

"The company interpreted our move as a sign of weakness," DiLeo said. "They didn't think we would strike, and they didn't think we had this great support from the individual members of the other unions. They were obviously wrong."

On the eve of the strike the Guild offered to lift the threat of a stoppage again if the company would accept a reduced wage proposal of \$225 and a 37½-hour week and agree to continue bargaining on the remaining issues. The company accepted the wage and hour proposals but refused to even discuss the Guild's other demands.

The company's proposal was rejected at a unit meeting at which members voiced disapproval of the negotiating committee's reduction of the wage proposal to \$225. The Guild went back to its earlier \$260 demand while the company backtracked to \$220.41; subsequent negotiations brought the Guild down to \$255 and the company back up to \$225.

FCC Is Upheld on Boston License Shift

The U.S. Circuit Court of Appeals in Washington last week upheld the Federal Communications Commission's decision to deprive the Boston Herald-Traveler of its television license.

The court, in rejecting a Herald-Traveler appeal of the ruling, held that "avoiding concentration of control in communications is such an important objective that the commission must be accorded discretion in choice of measures for its fulfillment."

Concentration of media control was one of the reasons cited by the FCC for rewording the license for WHDH-TV to Boston Broadcasters Inc., a rival applicant. But the FCC also cited peculiarities in the license's history that led it to treat the case as other than an ordinary license renewal.

The Circuit Court said that the FCC may "seek in the public interest to certify as licensees

those who would speak out with fresh voice, would most naturally initiate, encourage and expand diversity of approach and viewpoint."

Herald-Traveler President Harold E. Clancy said the company will either ask the Appeals Court for a rehearing or appeal directly to the Supreme Court. He maintained that the decision would have "a very bad financial effect" on the company but said loss of the station would not force the Herald-Traveler Publisher Robert

The court noted that the Herald-Traveler has had only a temporary license for the station. And it cited accusations that the late Herald-Traveler Publisher Robert Choate had tried to influence the FCC improperly during the original license dispute in the 1950s.

Meanwhile, Capital Cities Broadcasting Corp.'s proposed acquisition of Triangle Publications' nine radio and television

stations was challenged this month by a group of law students. They said it would violate the FCC's policy against concentration of media control.

The students asked the FCC to forbid the 110-million-dollar sale, saying it would also lead to violation of FCC regulations against buying and selling broadcast properties for speculative purposes.

The challenge was based on a three-month study of the FCC sponsored by Consumers Union, the National Citizens Committee for Broadcasting, the Robert F. Kennedy Memorial, the Children's Foundation and the Boston College Law School.

Capital Cities, which owns the Pontiac Press and Fairchild Publications in addition to many broadcasting stations, has said it plans to dispose of six radio stations and two television stations previously bought from Triangle.

The law students said this would violate regulations against "trafficking" in broadcast properties. And they said acquisition of the remaining Triangle stations would give Capital Cities potential access to 20 percent of all U.S. households with television.

The sale would leave Triangle with TV Guide, Seventeen magazine, the Morning Telegraph and the Daily Racing Form.

In New York, an FCC examiner last week adjourned a hearing on renewal of the Daily News's license for Station WPIX-TV, announcing that it would be resumed in Washington at an unspecified date.

Before the hearing adjourned, former station manager Walter D. Engels defended WPIX's practice of using old film to illustrate current events in 1968. The station has been charged with misrepresenting both pictures and news reports.

Balloting Set In Royal Oak, New London

More than 200 employees will vote next month on Guild bids for representation at the New London (Conn.) Day and the Royal Oak (Mich.) Tribune.

The National Labor Relations Board has set Dec. 3 as the date for an election in New London, where the Guild is seeking to represent 140 employees in the advertising, business, circulation, mailing, maintenance and news departments.

Dec. 17 is the date for voting in Royal Oak, where the Detroit Guild is seeking a unit of advertising, business, editorial, inside-circulation and janitorial employees.

The NLRB set the New London date after Regional Director Albert J. Hoban handed down a decision including 15 mailers in the unit but excluding nine proofreaders.

The ITU Mailers' Union had voiced an interest in representing the mailers but did not appear at a hearing on the composition of the unit. The Guild had not sought to represent the proofreaders, to whom the Typographical Union laid claim.

In Royal Oak, management agreed to an election after it and the Guild stipulated the exclusion of 12 employees as supervisory.

Star Rejects Joint Talks

Toronto, Ont. — The Toronto Star has rejected a proposal for joint bargaining on new contracts by the Toronto Guild and other newspaper unions.

Guild Files for 460 at Newsday, Newark News

The Guild filed representation petitions for more than 250 editorial employees at Newsday this week and for 210 at the Newark Evening News last week.

If either of the units votes for Guild representation, it will be the largest single group to do so since commercial employees of the Baltimore Sunpapers voted for the Guild in 1952.

International Representative Robert J. Rupert filed with the National Labor Relations Board Nov. 17 after a substantial majority of Newsday editorial employees signed Guild cards.

International Representative

Edna Berger filed at the Newark News Nov. 9 after receiving cards from more than 70 percent of the unit.

Both representation petitions were filed after management failed to grant recognition. At Newsday, Publisher William Attwood told Rupert he would have to consult with advisors.

Organizing ferment on Newsday, the nation's largest suburban daily, was stirred by its sale to the Los Angeles Times Mirror Corp. earlier this year.

ANG's International Executive Board in September authorized the granting of a separate local

charter for Newsday employees. The Guild mounted a stepped-up organizing campaign at the Long Island newspaper after the United Automobile Workers withdrew from the field, saying it did not want to "get into the newspaper business."

The Guild organizing committee includes two former local presidents now working at Newsday, Brad O'Hearn of Lehigh Valley and Bruce Lambert of Rochester.

If the Guild wins representation rights at the Newark News, the unit will become the largest in the North Jersey Local, more

than doubling its size.

The News was bought earlier this year by Media General Inc., owner of newspapers in Richmond, Tampa and Winston-Salem. With a circulation of 263,000, it is the state's largest paper.

Management responded to the Guild organizing drive by sending employees a 12-page letter attacking the union.

The Guild's petition covers the News's suburban, state and Washington bureaus, as well as the main office.

An informal NLRB hearing on the petition will be held Nov. 24.

Three Picked to Judge Broun Contest

Newbold Noyes, editor of the Washington Star; Philip J. Geyelin, editor of the Washington Post's editorial page, and Richard Dudman, chief of the St. Louis Post-Dispatch's Washington bureau, will judge ANG's 1970 Heywood Broun Award contest.

The judges were announced this week by former International Vice President Richard P. Lahe, who is chairman of the contest. The deadline for entries is Jan. 9.

The winner will be announced and the award presented at an award luncheon in Washington Jan. 18, during the International Executive Board's winter meeting.

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

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

Geyelin, a former Guild member, won a Pulitzer Prize this year for editorial writing. He also holds a citation from the Overseas Press Club and is the author of "Lyndon B. Johnson and the World," published in 1966.

Geyelin worked for the Wall Street Journal from 1947 until coming to the Post in 1967. He served as chief European correspondent and later as diplomatic correspondent in Washington.

Dudman, also a former Guildsman, has headed the Post-Dispatch's Washington bureau the past two years. Last summer he and two other correspondents were captured by Communist guerrillas in Cambodia and held for 40 days; a series of articles on his experience was widely syndicated.

Dudman was a Nieman Fellow at Harvard University in 1953; he joined the Post-Dispatch in 1949 after working for the Denver Post. He is the author of "Men of the Far Right," published in 1962.

Noyes has been editor of the Star since 1963; he served previously as executive editor, assistant editor, national news editor and Sunday editor after reporting assignments in this country and overseas.

Noyes is president of the American Society of Newspaper Editors, a director of the American Press Institute and a member of the Pulitzer Prize advisory board.



PHILIP L. GEYELIN



RICHARD DUDMAN



NEWBOLD NOYES

Parity Won for Social Writers In Pontiac, Pawtucket Admen

Pontiac, Mich.—Social writers are upgraded to parity with reporters at \$256 in a new three-year contract between the Detroit Guild and the Pontiac Press.

The upgrading will mean a \$73.50 increase in the social writers' top. The top for reporters will go up \$66.

The Guild also won significant increases in pensions, life insurance and medical insurance.

The reporter top is increased \$27 retroactive to June 22 and will go up \$20 in the second year and \$19 in the third. The top for assistant editors and reporter-photographers goes up by the same amounts, to \$266 and \$261, respectively.

The chief photographer is upgraded to the assistant editors' group, with a \$71 increase in top minimum, and the top for editorial aides is raised \$28, to \$155.

Guild employees will be included in the company's pension plan, and the company will provide \$10,000 life-insurance coverage.

The company will pay \$33.94 a month per employee for hospitalization and medical insurance, plus 50 percent of any premium increase. It will pay 60 percent of any increase starting next July 1 and 80 percent in July 1972.

The Guild won half holidays on Christmas and New Year's eves and reduced the service requirement for a week's vacation

Gary Guild Sets Dec. 1 Deadline

Gary, Ind.—A Dec. 1 strike deadline has been set by the Gary Guild in a bargaining deadlock with Ridder's Post-Tribune.

Guild members voted 50 to 2 to authorize strike action Nov. 1. The Guild's old contract expired Oct. 23.

The company has offered a \$43 increase over two years in the reporter top minimum. The Guild is seeking a \$50 increase, to \$263.35. Pensions and life insurance are also in dispute.

The severance-pay ceiling is hiked two weeks, to 10.

Three days' funeral leave is provided. Sick leave of 26 days a year is added; past practice formerly prevailed.

The mileage allowance is increased one cent now, to 12, and two cents in June, 1972.

The company must give the Guild notice of new processes or equipment. Arbitration is provided if the Guild and management cannot agree on new or altered jobs resulting from them.

Transfers to other enterprises in the Capital Cities Broadcasting empire cannot be made without the employee's permission; moving expenses must be paid if he consents.

Pawtucket, R.I.—A \$74.70 increase will boost the top minimum for outside classified salesmen to \$217.27 and parity with display salesmen in a new two-year contract between the Guild and Ingersoll's Pawtucket Times.

The settlement, which followed a strike vote, raises the top minimums for reporters and display salesmen \$40.21, both going to \$217.27.

The Pawtucket Local also improved its Guild-shop clause from one covering seven out of 10 new employees to one affecting eight out of 10.

The settlement provides increases of five percent retroactive to last Dec. 22, six percent retroactive to June 22, five percent next Dec. 22 and five percent next June 22, compounded.

The flat minimum for sports editor is increased \$41.16, to \$222.42; the top for copy-desk men is raised \$40.66, to \$219.85, that for telephone operators and subscription clerks \$21.52, to \$116.25, and that for errand boys \$17.88, to \$96.60.

Night differentials are increased five cents an hour, to 15, and an exemption for maintenance employees is eliminated. A \$2.50 differential for ad salesmen working a full day in supervisory positions is added, and an overtime exemption for ad salesmen working more than 7½ hours a day is eliminated.

The Guild also won a reduction in the service requirement for a fourth week's vacation from 15 years to 13.

A revised clause protects the Guild's jurisdiction over work involving new processes or equipment. A weekly car-allowance guarantee of \$7.50 is provided for regular car users; they will receive 10 cents a mile after the first 50.

Guild Loses Vote At San Juan Star

San Juan, P.R.—District managers at the San Juan Star voted 24 to 6 Nov. 5 against a representation bid by the Puerto Rico Guild.

The Guild said there had been a 100-percent turnover in the unit since its representation petition was filed last March. The election was delayed by National Labor Relations Board litigation over the Star's claim that the managers were independent contractors.

Court Holds Caldwell Can Snub Inquest

San Francisco, Calif.—Upholding New York Times Guildsman Earl Caldwell, a panel of federal judges ruled this week that a reporter cannot be forced to appear before a federal grand jury unless it can be shown that a "public need" is compelling enough to override free-speech guarantees of the First Amendment.

The Ninth Circuit Court of Appeals, in a landmark decision Nov. 17, said that to force a reporter to give a grand jury information he has obtained as a news gatherer would convert his into "an investigative agent of the government."

Terming the relationships between newsmen and militant groups "tenuous and unstable," it declared that the relationship could not survive "when the reporter is called to testify behind closed doors." Militants "might very understandably fear that the reporter's resolve to protect them would crumble in the pressure of the secret hearing," it said.

The need to protect such relationships "takes on special urgency in times of widespread protest and dissent," the court said, in order that the media may "maintain communication with dissenting groups" and "provide the public with a wide range of information about the nature of protest and heterodoxy."

Caldwell, who is black, was convicted of contempt for refusing to appear before a grand jury investigating the Black Panthers. He had won a lower-court ruling that he need not give the jury confidential information but nevertheless declined to appear at a closed jury session.

The Appeals Court said that the government would have to present "a compelling need" for a newsman's appearance before he could be required to attend.

ANG Sends 3 To Parley on Strike Help

Two representatives of ANG's Special Strike Financing Committee will attend a national conference on strike assistance to be held by the AFL-CIO in Washington Dec. 1 and 2.

ANG President Charles A. Perlik, Jr., designated Robert A. Steinke of St. Louis and William H. McLeman of Vancouver-New Westminster to attend the conference, along with ANG Administrative Operations Director Ellis T. Baker.

The conference, sponsored by the AFL-CIO's Community Services Department, will take place immediately prior to the reconstituted committee's first meeting Dec. 3 and 4 in Washington.

It is intended to provide current information on the most effective methods for developing community strike-assistance programs based on need, including public assistance, food stamps, surplus commodities, public housing and veterans' aid.

Perlik, in designating Steinke and McLeman to attend the conference, expressed hope that it might disclose "strike-financing measures that we are not aware of."

2 Seattle Guildsmen Fined for Contempt

Everett, Wash.—Two Seattle Times Guildsmen were fined \$75 each in Superior Court Nov. 6 for violating court-imposed restrictions on reporting a murder trial.

Sam Sperry and Dee Norton were found guilty of civil contempt after they reported testimony taken in the absence of the jury. Judge Thomas McCrea had issued an order forbidding the publication of such testimony.

Duncan A. Bayne, the newsman's attorney, said the conviction will be appealed to the State Supreme Court. The court has indicated it will hear the case in January.

A Seattle Guild membership meeting Nov. 18, acting on a

resolution introduced by International Vice President Hugh H. Harrison, voted to give the two newsmen "any support needed" in prosecuting their appeal.

McCrea denied Bayne's motion to reconsider the contempt conviction on the ground his press restrictions violated the press's constitutional rights.

McCrea has maintained that the restrictions are necessary to prevent the jury from being prejudiced by learning of inadmissible testimony. The jury is not being sequestered.

McCrea is conducting the trial of Thomas E. Braun and Leonard E. Maine, accused of the kidnap slaying of Deanne Buse three years ago.

Jan. 15 Deadline On Award Noted

Locals were reminded this week that the deadline for submission of candidates for the Guild Service Award is Jan. 15.

The award, given annually for outstanding Guild service at the local level, is a scholarship of up to \$1,000 for a course in trade-union education. Candidates must be sponsored by their locals.

ANG Administrative Operations Director Ellis T. Baker said in a letter to local presidents that the Service Award "is as important to the Guild as its better-known counterpart, the Broun Award for journalistic achievement."

THE SHORT



OF IT

Newspaper Staff to Share Ownership Pie

A new national newspaper in which the staff will share ownership and control is being projected by Walter Pincus, a former Washington newsman now serving as counsel to the Senate Subcommittee on Commitments Abroad, and Dun Gifford, a former aide to Robert and Edward Kennedy.

Pincus, who plans to launch publication in Washington next fall, says 35 percent of the stock will be owned by employees, organized into a society of journalists that would vote it as a single block. The remaining 65 percent will be in the hands of the incorporators and executives.

Pincus has announced plans for a 16-page paper written by experts to appeal to the reader of "above-average intelligence." Its primary target, after a circulation of 50,000 in Washington, will be university-based communities that don't have morning papers; Pincus hopes to use the down time of afternoon papers to print all over the country.

Canadian College Papers Curbed

Canadian college authorities and local officials are using Canada's War Measures Act, invoked after the Quebec terrorist kidnappings, to halt the distribution of college newspapers containing a manifesto issued by the terrorist Quebec Liberation Front.

The War Measures Act empowers the government to censor and control the nation's news media, but Prime Minister Pierre Trudeau has announced he would not use that power.

Syvetsen Insurance Totals \$200,000

CBS news correspondent George Syvetsen, killed in Cambodia last June, was covered by almost \$200,000 worth of insurance paid for by his company.

Business Insurance Magazine reported that in addition to a \$100,000 accidental-death policy covering all CBS employees, Syvetsen was covered by a group life-insurance policy and a special accidental-death policy, each providing up to two times annual salary.

Skirting the Issue

Thirteen male employees of the Second National Bank in Richmond decided equal rights were theirs, too, to enjoy after the bank allowed its women employees to wear pants suits. The men came to work clad in kilts.

Norman F. Robinson, the bank's executive vice president, who let women employees wear pants suits, said the men could wear kilts provided they were no more than four inches above the knee.

The Air Force, meanwhile, has become the latest employer to bow to women's right to wear pants. Supervisors have been informed they can't impose their clothing tastes on civilian employees.

Here and There

Employees of the Bangor (Me.) Daily News have been given a voice on a management advisory committee designed to better corporate communications and co-operation and develop management skills. But members are selected by the publisher and the areas to be studied are at his discretion. . . . Orval R. McGuire, former executive secretary of the Toronto Guild, has left the labor-relations department of the Philadelphia Inquirer to become personnel director of the Newport News Daily Press. . . . The Cleveland Press Club is invoking the Weary Traveler's Act: It invites visiting newsmen to drop in at its new quarters at 252 Superior Ave. and enjoy the first drink on the house. . . . Copy boy is a title of the past at the Washington Post, what with girls filling many of the copy-running jobs. Now they're "copy aides."

Wichita Police Scored For Press-Card Use

Wichita, Kan. — Sigma Delta Chi's national freedom-of-information committee has protested the use of official press credentials by a Wichita police photographer during a demonstration against Vice President Agnew Oct. 29.

The police agent donned the badge for protection after police arrested several demonstrators. He was taking pictures of the demonstrators' faces with a telephoto lens.

Frank Garofalo, chairman of the freedom-of-information committee, demanded that Agnew, President Nixon, the Secret Service, the Kansas Republican chairman and Wichita's City Commission, city manager and police chief apologize to the news media and issue assurances "that this kind of blatant misrepresentation will never happen again."

Police Chief Merrell Kirkpatrick told newsmen that he had authorized the practice of police-

men using press credentials although he had said only a moment earlier that he was unaware of it. Asked to explain the discrepancy, he said, "I'm authorizing it right now. If you don't like it, sue."

Garofalo, a staff writer for the Wichita Beacon, said in protesting the misrepresentation that "in order for the news media to report objectively and fairly, we cannot be suspected of being police agents."

Police in Washington, D.C., last July ordered their agents to stop representing themselves as newsmen after a group of 28 Washington Star reporters pledged themselves to expose any agent they found doing so.

Sigma Delta Chi's national convention in Chicago last week condemned "in the strongest possible terms" the use of press credentials by police, declaring that it weakened public confidence in the news media.

Deegan, Fisdell Win Election To Top N.Y. Executive Posts

New York City—John E. Deegan will succeed Thomas J. Murphy as executive vice president of the New York Guild Jan. 1. Local Representative Harry A. Fisdell will move into Deegan's slot as secretary-treasurer.

Their election was assured when the deadline for nominating petitions passed Nov. 13 without any being submitted. Deegan and Fisdell had been nominated by the local's representative assembly for the two fulltime positions.

Murphy is retiring after holding the local's top paid position since 1948.

Other New York officers elected without opposition are Tom Lask of the Times, president; Gerry Passarella, of the Post, first vice president; George Holmes of the News, second vice president, and Thomas P. Murphy of the Times, third vice president.

Deegan has been secretary-treasurer since 1964. He had served an earlier term in 1947-48 and later became staff director.

Deegan was a circulation branch manager at the old Brooklyn Eagle and served as unit vice chairman during the 1937 Eagle strike. He was elected a local vice president in 1943 and joined the local staff the next year.

Fisdell has been a local representative since 1968, having served a temporary stint two years earlier while organizing the Yonkers Herald Statesman. He had served six terms as vice chairman of the Post Unit, where he worked as a circulation roadman and inspector.

Fisdell began his newspaper career at the Philadelphia Inquirer, where he served as a district manager and circulation field manager in 1950 and 1951. Subsequently he was a district manager for the Bergen (N.J.) Evening Record and circulation manager of the Burlington (Vt.) Daily News and the New Kensington (Pa.) Daily Dispatch.



HARRY A. FISDELL



JOHN E. DEEGAN

Benefits Gained for 60 Losing Jobs in Toronto

Toronto, Ont. — Toronto Star maintenance employees have approved a Guild agreement providing special severance and pension arrangements for some 60 employees who will lose their jobs when the Star moves to a new multimillion-dollar building next fall.

The agreement provides special severance of a week's pay for each five months of service, plus \$500, for displaced employees and allows them to collect it even if they quit for new jobs between now and next Oct. 1.

In addition to collecting this benefit, those employees who are between 60 and 65 years old with 15 years' service at the time of the move will be allowed to retire with full pensions instead of actuarially reduced benefits. And five employees who will be over 65 when the move is made will be able to work until that time

and then collect \$500 severance and their pensions.

One employee who resigned last May for another job will receive the full severance benefit—approximately \$2,400.

The Star plans to retain only eight porters to work in production areas of the new building. A real-estate firm from which it will lease the building will provide its own maintenance employees for other jobs.

The maintenance staff approved the agreement by 59 to 2.

Under the agreement, the Guild will waive a four-month contractual limitation on temporary employees for anyone hired to replace an employee resigning before Oct. 1. If the company cannot hire a temporary employee, it will be allowed to contract out the work.

The Guild will retain jurisdiction over porters kept by the Star.

IEB Plea Rebuffed

U.S. Won't Aid 2 Newsmen

The U.S. Government told ANG this month that it does not see fit to seek the release of two Philippine-born newsmen secretly deported to Taiwan and imprisoned for printing Western news reports quoting a Communist Chinese news agency.

The Canadian Government said it can't intervene because it has severed diplomatic relations with Taiwan.

The two governments were replying to an International Executive Board resolution denouncing the Philippine Government's deportation and the Taiwan Government's imprisonment of Quintin and Rizal Yuyitung, publisher and editor of the Chinese Commercial News in Manila. A Taiwan court convicted them of seditious activity.

Robert J. McClosky, U.S. Deputy Assistant Secretary of State for Press Relations, said it would be "inappropriate" for the United States to intervene in view of the fact that the Philippine Government holds the two brothers to be aliens and Taiwan maintains they are Chinese nationals. The brothers were lifelong residents of the Philippines and had never set foot on mainland China or Taiwan.

A. E. Ritchie, Canada's Undersecretary of State for External Affairs, said it was not possible for Canada to make representations to Taiwan because they no longer have diplomatic relations. Canada broke with Taiwan and recognized Communist China Oct. 19, four days after adoption of the IEB resolution.

Taiwan's Washington embassy

replied to the resolution by stating that the country's judicial system was "free from any internal and external interference" and sending a copy of a lengthy defense of the Yuyitung proceedings by the International Press Institute's Republic of China National Committee.

Two IPI observers who attended the trial criticized it strongly.

Newsmen Move to Extend Vancouver Press Critique

Vancouver, B.C. — A group of Vancouver Sun reporters who have been publishing an internal critique of their newspaper for the past several months is moving to become an arm of the Vancouver - New Westminster Guild.

Calling themselves the Sunshiners, they are currently circulating a questionnaire seeking the reaction of other Sun newsmen to the paper's performance and sounding out sentiment on the Guild's becoming involved in discussions with management on the subject.

Initial response to the questionnaire is five to one in favor

of Guild involvement in attempts to improve the paper, according to Executive Secretary William H. McLeman.

The Sunshiners, originally 14 in number but grown to about 20, have been meeting in Guild headquarters. They have been distributing a weekly mimeographed publication of from two to a half-dozen pages among Sun employees, assessing the paper's performance.

The questionnaire, in addition to seeking sentiment on Guild involvement, asks employees to state any criticism they may have of the Sun's news coverage and to assess employee morale.

Victoria Top Raised \$30 in 2-Year Pact

Victoria, B.C.—The top reporter minimum at the Victoria Colonist and Times is increased \$30.34, to \$195.32, in a new two-year contract with the Victoria Guild.

The top for classified salesmen is increased \$33.05, to \$168.13, bringing it closer to parity with display salesmen, whose top is raised \$27.82, to \$188.38. District managers also

move toward parity, with a \$34.82 increase in their top minimum, to \$183.18.

General increases range from \$12.75 for those earning under \$70 to 16.48 percent for those earning \$100 and over. The increases are retroactive to May 1.

The minimum for telegraph editor is raised \$30.04, to \$203.42, and the top for deskmen is increased \$29.10, to \$197.02. The top for office boys is increased \$14.75, to \$82.85; that for stenographers \$19.58, to \$109.24; that for telephone operators \$19.42, to \$106.22; that for janitors \$19.48, to \$107.92, and that for circulation clerks \$19.42, to \$106.37.

An earlier settlement had been rejected by ANG's Contracts Committee because pay increases were too low and because of insufficient improvements in other areas.

The night differential for employees earning at least \$150 is raised from \$7 to \$7.50 a week.

Group life-insurance coverage is increased from \$4,000 to \$6,000, and hazardous-assignment insurance will be added.

Mileage allowances for district managers are increased \$2 a week, to \$19, \$20 and \$21 for different groups of employees, and those for ad salesmen are increased \$1.50, to \$12.50 and \$14. The allowance will be received 52 weeks a year, including vacation time.

The service requirement for a fourth week's vacation is reduced four weeks, to 18.

A revised clause prohibits use of an employee's by-line without his consent.

Victoria Snubs Bid to Parley On Autonomy

Victoria, B.C.—The Victoria Guild this month rejected a Toronto Guild invitation to attend a conference to consider establishing a "Canadian Newspaper Guild" with a degree of autonomy within ANG.

The local's executive committee voted unanimously Nov. 5 to turn down the proposal.

It said it was "satisfied with present arrangements and sees no advantages and some possible disadvantages" in the Toronto suggestion.

The local said it was not interested in attending any conference on the subject.

The Toronto membership, in a divided vote, issued a call for the conference last month. Proponents said the proposal for autonomy was consistent with minimum standards of autonomy for Canadian sections of international unions adopted by the Canadian Labour Congress last May.

Cleveland Moves to Protect Guild Work, Cited by NLRB

Cleveland, Ohio—A National Labor Relations Board examiner is considering an unfair-labor-practice complaint against the Cleveland Guild in a jurisdictional dispute with printers at the Cleveland Press.

A hearing on the complaint is scheduled for Dec. 10. At issue is a company attempt to transfer the storing of pasteup boards from the Guild-covered advertising-dispatch department to the

composing room.

Transfer was provided in the Press's new contract with the printers and was to have taken effect Oct. 12. But the Guild served notice that if the work were shifted its members would refuse to perform any duties in the dispatch department.

The company deferred the transfer but filed a charge with the NLRB. The Typographical Union has intervened in the case.

ANG Operator Wed

A Telephone Romance

Silver Spring, Md.—John L. Klucina and Marie E. Schrider were married here Oct. 24, courtesy of the American Newspaper Guild.

Klucina is president of the Albany Guild. His bride was, until five weeks ago, the receptionist and switchboard operator at ANG headquarters in Washington.

They met on the ANG switchboard about a year ago. Klucina was calling—and Miss Schrider answering—on Guild business.

One hello led to another, and with an assist from ANG International Representative Edna Berger, assigned to Albany at the time, the two arranged to meet in New York City one weekend for dinner and a show.

Their engagement was announced last summer, and they were married in St. Michael the Archangel Church last month. After a brief honeymoon in the Amish country of Pennsylvania (they plan a longer one in Miami during the Christmas holidays) they settled down in Watervliet, N.Y., near Albany.

Klucina is metropolitan editor of the Knickerbocker News, where he has been employed for three years. Earlier he worked for newspapers in Florida, writing a sports column.

Mrs. Klucina was ANG switchboard operator for seven years. Before that she worked as a clerk-typist, including a stint with the Sheet Metal Workers' Union.



Warm Welcome

ANG President Charles A. Perlik, Jr., joins Guild strikers at the Valley Independent in warming up after a chilly tour of picket duty. From left, James

Altamare, Perlik, Unit Vice Chairman Felix Smith and Violet Beeman. Perlik visited the strike scene Nov. 5 to meet with Guild leaders.

Perlik Pledges Monessen Aid

Monessen, Pa.—A pledge of continued ANG support to embattled Pittsburgh Guild strikers at Thomson's Valley Independent was made by ANG President Charles A. Perlik, Jr., during a

visit to Monessen Nov. 5.

Perlik walked the picket line and met with the strike steering committee at strike headquarters. He promised support as long as it is needed to win the strike, now

almost three months old.

Management broke off negotiations with the Guild this week after a Nov. 11 bargaining session in which it refused to move on any of the open issues. The company canceled a scheduled Nov. 18 session, saying it saw no point to further meetings until the Guild was prepared to change its position on job security and jurisdiction.

The company followed up with a letter to employees, stating that it was willing to bargain but that the Guild's demand for a jurisdiction clause that would prevent farming out work would usurp management's authority.

Unit members, however, gave a vote of confidence to the negotiating committee Nov. 17.

POI Council Suggests Loans for Organizing

Erie, Pa.—The Pennsylvania-Ohio-Indiana District Council last week urged ANG to explore the possibility of borrowing money from Guild locals for an intensified organizing campaign.

The council, at its quarterly meeting here, asked ANG President Charles A. Perlik, Jr., to weigh the feasibility of having ANG borrow the money, with the provision that it be repayable in full in an emergency at the local's request.

ANG has been inundated with organizing requests in recent months and is presently engaged in its most widespread organizing effort in years. The Western District Council last month urged that ANG add three new organizers even though it entail an additional General Fund deficit.

Perlik, who was on hand for the quarterly meeting Nov. 7 and 8, discussed both the Guild's financial situation and its intensified effort for equal rights for women. He said he knew of no woman managing editor in the United States and cited the Erie Times as one of the few with a woman city editor.

The delegates toured the Times and News plant, a 100-percent cold-type operation, as guests of the host Erie Guild.

The council directed President Robert Gilson to appoint a committee to recommend a new council name. The council now includes the Buffalo Guild, and Lansing Guild representatives on hand as observers said their local may join.

Thula Hampton Will Head Southern District Council

Memphis, Tenn.—Thula Hampton of Washington-Baltimore was elected president of the Southern District Council last weekend.

William Gibson, Jr., of Memphis was elected vice president, Doris Austin of Memphis was elected treasurer and John (Ned) Sweet of San Antonio was elected secretary.

Miss Hampton Acting on a suggestion by ANG President Charles A. Perlik, Jr., the council voted to send two representatives to ANG's Conference on Sex Discrimination and Women's Rights in the Industry in Chicago

this weekend. The representatives will be Miss Hampton and Cammy A. Sessa of the Hampton Roads Guild.

Field Operations Director J. William Blatz and International Representative Richard Ramsey also attended the meeting Nov. 14 and 15. Blatz and Ramsey discussed organizing progress in the South.

The council voted contributions of \$150 to Guild strikes in Los Angeles, Rockford and Monessen.

Union Lesson

Los Angeles, Calif.—Security guards hired to mount watch over Hearst's struck Los Angeles Herald-Examiner plant need a union, according to one who should know.

He is Tony Guidry, fired as a guard by General Manager George Sjostrom last month after he was found sitting inside a guard shack because he had a headache. He came to strike-lockout headquarters to tell his story.

"If that place had been unionized what happened yesterday would never have happened because the union would have made it their business to investigate why I was fired," Guidry said. "That is why when you work for a place that is not unionized you are asking for trouble. There is no way you can be protected."

22 More L.A. Advertisers Drop Herald-Examiner

Los Angeles, Calif.—Twenty-two more advertisers withdrew from Hearst's struck Los Angeles Herald-Examiner last month, the union's Joint Strike-Lockout Council has announced.

The advertisers who agreed to pull out in response to the unions' boycott campaign included an automobile dealer who had run full-page ads.

The Los Angeles Guild, meanwhile, filed a Superior Court suit seeking to collect alternate benefits for four dozen members who resigned from the paper.

An arbitrator held the demand was not arbitrable in August on the ground that the Guild did not seek arbitration soon enough, a decision characterized by Guild attorney Stephen Reinhardt as "the most outrageous and unfair decision" he had ever seen as an attorney.

Bargaining between Hearst and the Pressmen and Stereotypers continued Nov. 13 and 18, but the story was the same as heretofore: no progress. The Pressmen will bargain again Nov. 24, the Stereotypers Nov. 30.

Subpena-Protection Won at N.Y. Times Conference Set to Open In Chicago

(Continued from Page 1)

At the News, the top would go to \$343.30 without the diversion, \$336.45 with it.

The Times diversion would increase benefits by reducing the base salary period on which they are calculated from the last 10 years of service to the highest five of the last 10 and would increase maximum credited service from 35 years to 40. Details of the News improvements have not been made final.

Both the Times and News contracts include dental-insurance programs, among the first in Guild contracts. The Times pact also provides improved hospitalization-insurance coverage, including 120 days of fully paid hospital care instead of 21, full coverage for outpatient accident care and an end to employee premium payments.

Maximum dismissal-notice pay is hiked from three weeks to five.

Maximum jury-duty pay is increased from two weeks to three. And leaves of absence must be granted for VISTA as well as the Peace Corps, one of the first such provisions in a Guild contract.

In addition to the dental plan, increased welfare-fund income resulting from higher payrolls will finance a number of medical-insurance improvements at the News, including fully paid outpatient treatment, coverage for de-



New York Guild Photos by Jules Geller

The Contract Lowdown

Reports on contract settlements at the New York Times and Daily News are made by Guild leaders at unit ratification meetings. At left, Times Unit

Chairman Richard Bolander; at right, Robert Keane, local representative assigned to the News. Both pacts were ratified overwhelmingly.

pendent children to age 23 and five days' maternity care.

An improved major medical plan will provide a maximum benefit beyond the current \$10,000 and a percentage of insurance payments higher than the present 75.

And to the extent that welfare funds allow, insurance coverage will be further improved to provide long-term disability pay of 60 percent of salary to age 65, an optical plan providing for ophthalmological examination and eyeglasses, and a prescription-

drug insurance plan.

Ratification of the Times and News settlements and ratification of a Photoengravers' contract with the Times, News and Long Island Press Nov. 8 wound up the current round of New York newspaper bargaining.

Kagel Obtains Early Pact in Coast Cities

(Continued from Page 1)

\$57.50 over two years.

The final settlement was hammered out at a Veterans' Day session. It is being recommended unanimously by the negotiating committee of all the unions.

Kagel said ratification "could mean a long period of peace in the newspaper industry without crisis bargaining."

The extension would affect contracts at the San Francisco Chronicle and Examiner and their joint printing company, the Oakland Tribune and the San Jose Mercury and News.

The contracts, due to expire Feb. 28, would be extended to Dec. 31, 1973. The first wage increase would be retroactive to Nov. 1; a second increase would take effect March 1, and three more would follow.

Before the negotiations broke down in October the San Francisco-Oakland Guild and the Bay Area papers had agreed to grant wage parity for outside classified-

advertising salesmen.

They had also agreed on a \$25,000 increase, to \$50,000, in death-and-dismemberment insurance, plus insurance for a wage-continuation program that would pay 65 percent of salary up to \$200 a week for a year after any injury on a hazardous assignment.

The payment would be in addition to workmen's compensation and would not affect the employee's sick-leave entitlement.

The Guild and the publishers had also agreed on elimination of employee contributions to health and welfare and pensions, restoration of a prescription-drug plan and addition of a dental-insurance plan, in that order of priority when assets of the Health and Welfare Fund permit.

Car-mileage allowances of \$22 a week for regular car users and 12 cents a mile for irregular users had also been agreed on, with a provision for automatic increases geared to the rise in the

Consumer Price Index's private-transportation index.

The publishers had concurred in a change in rehiring provisions to plug a loophole opened by an arbitrator who had allowed the joint printing company to avoid rehiring dismissed employees by promoting others, including new employees.

The Guild had agreed to give the company the right to hire up to 15 retail display-advertising salesmen from outside the rehiring list in return for a company agreement to rehire a replacement from the list for every display salesman who retires and any salesman over 60 whose employment is terminated for any reason.

The talks foundered when the publishers suddenly refused to accept the formula used in the last settlement in 1968 for applying the wage package to Guild minimums. That formula called for increasing Guild minimums by the same percentage as the

average percentage increase the package gave craft-union members.

Under the new Kagel formula, Guild salaries and minimums below the Paper Handlers' present scale (\$168.75) would be increased by the same percentage as the Paper Handlers', salaries and minimums between \$168.75 and the printers' scale (\$191.35) would be increased by the dollar amount of the package, and salaries and minimums above \$191.35 would be increased by the same percentage as the printers', with a ceiling for calculating the increase effective at the current reporter top minimum of \$240.75.

As part of the Kagel formula, the cost of an eighth holiday, the employee's birthday, and reducing the service requirement for a fourth week's vacation from 10 years to five will not be deducted from the Guild's wage package in either the San Francisco area or San Jose.

Guild Gains Operations Voice in Alexandria Pact

(Continued from Page 1)

The settlement is the second Guild accord to provide an employee voice in the product. A contract won at the Denver Post earlier this year provides for a joint ethics committee to maintain high journalistic standards.

The Guild also won a clause giving it the right to recommend members of minority groups for editorial jobs. The Guild had sought a provision requiring the

company to recruit and train minority-group members following picketing of the Gazette by blacks charging racist hiring practices last summer.

A new fair-employment-practices clause now spells out a prohibition against any discrimination.

The reporter top minimum is increased from \$135 to \$150 retroactive to July 3 and will go to \$165 next July and \$190 April

3, 1972. The experience requirement for top pay is reduced from seven years to six.

A \$10 differential is established for women's editor and bureau chief.

Numerous weak clauses incorporated into the unit's first contract two years ago were eliminated, including one that provided for the appointment of an arbitrator by the chief judge of the Fourth Circuit Court of Appeals, Clement Haynsworth. The American Arbitration Association or the Federal Mediation Service will now select the arbitrator if the two sides can't agree.

The Guild won the elimination of contract exemptions for confidential secretaries to the managing editor, city editor and sports editor and knocked out a clause prohibiting Guild meetings

on company premises or time.

The service requirement for a fourth week's vacation is reduced from 18 years to 12, and that for three weeks is pared from nine years to four. The severance-pay ceiling is raised four years, to 10.

Jury-duty pay is increased from a maximum of five days to 15, unpaid maternity leave is increased from four months to six, and bereavement leave of three days is provided for the first time. So are mandatory paid holidays.

The Guild won a clause protecting reporters from being forced to go on hazardous assignments. And a prohibition against "conflicts of interest" is dropped from the outside-activities clause.

Dual reporter-photographer jobs are eliminated, and accumulation of sick leave at the rate of two weeks a year is provided.

(Continued from Page 1)

crimination and advance women's rights in the newspaper, wire-service and news-magazine industries. ANG President Charles A. Perlik, Jr., will preside.

Caroline Bird, author of the best-selling "Born Female," and a former Guild member at Time Inc., will keynote the conference at an opening dinner tonight in the Water Tower Hyatt House Hotel, site of the conference.

ANG Administrative Operations Director Ellis T. Baker will review the history and development of Guild policy, programs and accomplishments in the field of sex discrimination at a general session tomorrow morning, and Research and Information Director James M. Cesnik will discuss the extent of discrimination in Guild jurisdiction today.

The conference will then break up into interest groups on four topics: economics, advancement, welfare and professional interests. The groups will report at a late afternoon session.

Sunday morning Cesnik will preside over a presentation of case studies in combating sex discrimination, and Baker and Field Operations Director J. William Blatz will lead a discussion of tools and techniques for meeting the problem.

A summary of the conference and its conclusions will wind up deliberations.

Headed for Chicago

The following have been picked as local representatives to ANG's Conference on Sex Discrimination and Women's Rights in the Industry tonight through Sunday in Chicago.

AKRON—Kathy Lilly and Theodore Price.
BAKERSFIELD—Mary Lou Mayfield and Edna R. Fox.
CHICAGO—Beverly Bennett, Jean Adelman, Joel Havemann, Judy Nicol, Diane Monk, John O. Linstead, Karen Hasman, Betty Washington, Kathy Lynwood, Betty Karger, Fawn Bifoss, Marianne Goss, Dorothy Glavach and Justin F. McCarthy.
CINCINNATI—Janet Albright.
COLUMBUS—Candy Ballenger.
DENVER—Richard E. Wanek and Judith Brimberg.
INDIANAPOLIS—Leon Good.
LOS ANGELES—Darlene E. Lee and Mayerene Houdek.
MEMPHIS—Doris Austin.
NORTH JERSEY—Barbara Wicklund.
PEORIA—Bernardine Martin and Geraldine Reynolds.
SACRAMENTO—Nancy Skelton.
SIOUX CITY—Maxine E. Burnett.
SOUTHERN DISTRICT COUNCIL—Thula Hampton and Cammy A. Sessa.
TOLEDO—Melda G. Lynn, Lillian G. White and Odessa K. McClary.
VANCOUVER-NEW WESTMINSTER—Simma Holt and Lisa Hobbs.

...UPI Planning

(Continued from Page 1)

ever Guild representatives call for them.

Following a management recommendation, each UPI desk will have a liaison man serving as chairman of a subcommittee that will forward suggestions to the Guild delegates—Local Vice President Philip Newman, Branch Chairman Walter Wisniewski, Caleb W. Orr and Mark Scheinbaum.

"One Small Step for a Union. One Giant Leap for Management," was the way the Guild bulletin-reported establishment of the joint committee.

Madison Guildsmen in Antiwar Plea

Madison, Wis.—Twenty-three members of the Madison Guild, including the local's five top officers, were among 395 Madison unionists signing a full-page anti-war ad last month.

The ad, calling for "an end to the war in Southeast Asia now," was sponsored by Madison Labor

Against the War. It appeared in the monthly Union Labor News.

The signers—half the Guild's unit—included Local President Nancy Heinberg, First Vice President L. Guy Lewis, Second Vice President David Zweifel, Secretary Whitney Gould and Treasurer Johna Johnson.

Reporter Starting Salaries Fail to Keep Pace

Starting salaries for 1969 journalism graduates rose 6.8 percent, according to a study by the Newspaper Fund. But they were still far below average starting salaries for liberal-arts graduates and didn't even begin to compare with those paid fledgling engineers, accountants or data processors.

Daily-newspaper starting salaries in editorial and advertising for 781 journalism school graduates surveyed by the Fund averaged \$122.68 per week, or \$6,379 per year. Initial salaries on weeklies were even lower, with 119 graduates reporting an average salary of \$115.84 per week, or \$6,024 a year.

Journalism graduates entering other media jobs received better treatment, but the pay gap with other graduates was still disproportionately wide, the Newspaper Fund survey showed.

Public-relations neophytes fared best, with average weekly salaries

of \$140.22, or \$7,291 a year, a nine-percent increase over the previous year. Other media starting salaries were: radio, \$134.93, or \$7,016 per year; magazines, \$134.20 per week, or \$6,978 per year; non-newspaper advertising, \$131.47, or \$6,836 per year; wire services, \$130.38, or \$6,780 per year; television, \$124.20 per week, or \$6,458 per year.

The Newspaper Fund—which is supported by Dow Jones & Co., publisher of the Wall Street Journal, the National Observer and Barron's—reported that only 44 percent of college graduates with journalism degrees were hired by the media. Daily newspapers hired only one of every six 1969 journalism-school graduates.

The average newspaper starting salary of \$6,379 per year was nearly \$250 less than the average starting salary for office secretaries this year.

Engineering graduates received

an average starting salary of \$191.54, or \$9,960 per year, in 1969, according to an annual survey by Frank S. Endicott of Northwestern University. He also reported that the general liberal-arts graduates received average compensation of \$153.46, or \$7,980 per year, in 1969.

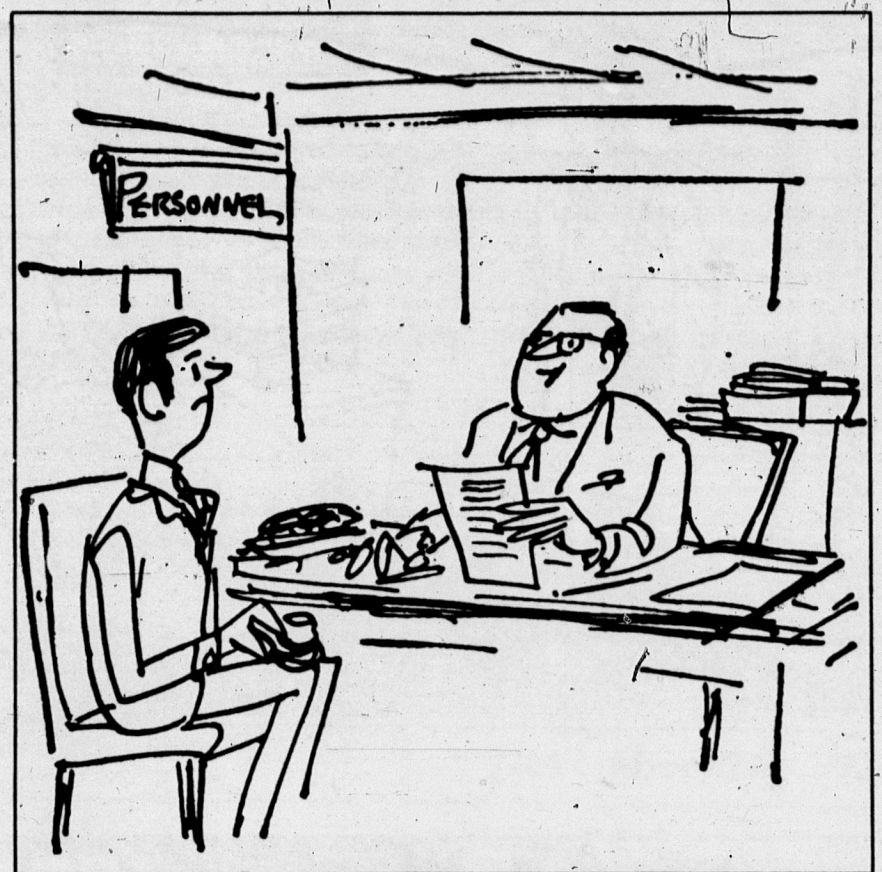
The Newspaper Fund survey for 1970 has not yet been compiled, but another survey by Edward J. Traves, assistant professor of journalism at Temple University, showed that newspapermen's starting salaries in 1970 appeared to be lagging even farther behind those of new employees in other occupations.

Traves surveyed 207 daily newspapers out of 958 dailies with circulations of more than 10,000.

He found that the average beginning salary for a reporter or photographer was \$113 per week, or \$5,876 per year. Beginning deskmen received an average of \$127 per week, or \$6,604 per year.

These compared with the \$6,625-per-year starting salary that Endicott reported major companies planned to pay their secretaries in 1970.

Other 1970 starting salaries reported by Endicott were: engi-



Serrano in the Wall Street Journal

'One nice thing about the salary—it's noninflationary.'

neers, \$10,465 per year; accountants, \$9,985; physicists, \$9,790; chemists, \$9,670; production managers, \$9,100; data processors and computer programmers,

\$8,650; economists, \$8,615; salesmen and marketing specialists, \$8,530; business-administration graduates, \$8,500, and liberal-arts graduates, \$8,255.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

\$267 Goal Distant

Starting Pay Stays Low

Outside of New York City, Guild locals are a long way from realization of the Guild's goal of a \$267 starting minimum for reporters, according to figures compiled by ANG's Collective Bargaining Department.

The starting minimum at the Times was at \$226.25 as of Oct. 1, but it will go to \$261 or more as a result of the latest Times settlement last month and will go to \$330 or more in the third year of the contract, in March 1972.

The starting minimum at the New York Post will go to approximately \$274 in the third year of its new contract, and that at the News will go to more than \$268. They are the only other starting minimums to top the \$200 mark.

Following are reporter starting minimums as of Oct. 1:

N.Y. Times	\$226.25	San Diego Union, Tribune	\$117.71
N.Y. Post	\$174.20	Gary Post-Tribune	\$117.65
N.Y. News	\$173.45	Rockford Morning Star,	
Chicago Sun Times, News	\$170.40	Register-Republic	\$116.40
Madison Capital Times	\$162.53	Hammond Times	\$115.00
Washington Star	\$147.00	Knoxville News-Sentinel	\$115.00
Long Island Press	\$142.00	Youngstown Vindicator	\$115.00
Boston Herald Traveler	\$142.00	Sioux City Journal	\$113.95
Honolulu Advertiser	\$139.75	Tonawanda News	\$113.75
St. Louis Post-Dispatch	\$139.50	Vancouver Sun, Province	\$113.55
Sacramento Bee	\$139.22	Waukegan News-Sun	\$113.50
Stockton Record	\$138.75	Terre Haute Tribune, Star	\$113.00
Philadelphia Inquirer, News	\$138.00	Connecticut Sunday Herald,	
Denver Post	\$137.50	Bridgeport	\$112.50
Oakland Tribune	\$137.25	Lynn Item	\$112.50
San Francisco Chronicle,		Akron Beacon Journal	\$112.00
Examiner	\$137.25	Plainfield Courier-News	\$112.00
Rocky Mountain News, Denver	\$137.00	Utica Observer-Dispatch,	
Seattle Post-Intelligencer	\$136.75	Press	\$112.00
Seattle Times	\$136.75	Buffalo Courier-Express	\$111.90
Honolulu Star-Bulletin	\$136.25	Pottstown Mercury	\$111.57
Kenosha News	\$135.68	Erle Times, News	\$111.28
Cleveland Plain Dealer	\$134.00	Buffalo News	\$111.22
Cleveland Press	\$134.00	Delaware County Times,	
Sacramento Union	\$133.47	Chester	\$110.75
Pittsburgh Post-Gazette	\$133.00	San Pedro News-Pilot	\$110.05
Woodbridge News Tribune	\$132.50	Bakersfield Californian	\$109.44
Washington News	\$132.00	Ottawa Citizen	\$109.00
Richmond Independent	\$131.89	Metro East Journal, East	
Santa Rosa Press Democrat	\$131.89	St. Louis	\$108.80
Vallejo Times-Herald	\$131.50	Woonsocket Call	\$108.40
St. Louis Globe-Democrat	\$131.40	Pontiac Press	\$108.00
Sheboygan Press	\$131.25	Huntington Park Signal	\$107.91
Cincinnati Post & Times-Star	\$131.20	Indianapolis Star	\$107.50
Bay City Times	\$131.20	Fall River Herald-News	\$106.00
York Dispatch	\$130.25	Salem News	\$106.00
Harrisburg Patriot, News	\$130.00	Great Falls Tribune	\$105.88
San Mateo Times	\$129.45	Malden News, Medford	
Detroit Free Press	\$129.35	Mercury	\$105.50
Eugene Register-Guard	\$129.25	Canton Repository	\$105.00
San Jose Mercury News	\$129.20	Columbus Citizen-Journal	\$105.00
Minneapolis Star, Tribune	\$128.00	Haverhill Gazette	\$103.10
New Brunswick Home News	\$128.00	Kingston Daily Freeman	\$103.00
Norfolk Virginian-Pilot	\$127.50	Elizabeth Daily Journal	\$102.50
Toledo Blade, Times	\$127.50	Scranton Times	\$102.29
Manchester Union Leader	\$127.00	Scranton Tribune, Scrantonian	\$102.29
Toronto Telegram	\$125.02	Cos Bay World	\$101.90
Providence Journal, Bulletin	\$125.00	Los Angeles Herald-Examiner	\$100.80
San Juan Star	\$125.00	Pawtucket Times	\$100.80
Tacoma News-Tribune, Ledger	\$125.00	Waltham News-Tribune	\$100.30
Rochester Democrat & Chronicle, Times-Union	\$124.50	Hazleton Standard-Speaker	\$100.00
Baltimore Sun	\$124.00	Muskegon Chronicle	\$100.00
Portland Press-Herald, Express	\$124.00	Lansing State Journal	\$99.00
St. Paul Dispatch, Pioneer	\$123.00	Newburgh-Beacon News	\$97.71
Press	\$123.00	Massillon Independent	\$97.25
Toronto Globe & Mail	\$123.00	Hawaii Tribune-Herald, Hilo	\$97.20
Toronto Star	\$122.77	New Westminster Columbian	\$97.15
Wilkes-Barre Record, Times,		Chattanooga Times	\$94.15
Leader, News	\$122.75	Duluth Herald, News-Tribune	\$93.62
Wilkes-Barre Sunday		Rattle Creek Enquirer, News	\$93.00
Independent	\$122.75	Albany Times-Union	
Waterbury Republican,		Knickerbocker News	\$89.00
American	\$122.50	Greensboro News, Record	\$88.50
Jersey Journal, Jersey City	\$122.42	San Antonio Light	\$87.95
Joliet Herald-News	\$121.20	Allentown Call, Chronicle	\$87.45
Yakima Herald, Republic	\$121.00	Rockton Enterprise & Times	\$84.00
Peoria Journal-Star	\$119.00	Pueblo Star-Journal, Chieftain	\$82.70
York Record	\$118.77	Brantford Expositor	\$82.03
Long Beach Independent,		Alexandria Gazette	\$80.00
Press-Telegram	\$118.05	Oshawa Times	\$79.95
		Lowell Sun	\$77.00
		Victoria Colonist, Times	\$68.10

*Includes \$5.25 cost-of-living increase.
**Includes \$4.90 cost-of-living increase.
***Includes \$5.00 cost-of-living increase.

Economic Slowdown Fails To Erode Dailies' Profits

The widely proclaimed economic slowdown of the past year has generally failed to slow down newspaper-industry profits, if earnings for the first three quarters of 1970 are any indication.

Recent nine-month reports show little variation from the uniform pattern of profit gains in the past few years.

The Gannett Co., which had noted somberly in its 1969 report that any "extended general economic downturn would of course affect revenues" in 1970, reported a 21.4-percent rise in net income, to 2.6 million dollars, for the three months ended Sept. 27, and a 12.2-percent increase, to 7.3 million dollars, for the first nine months of 1970, compared with the comparable periods a year ago.

Gannett Chairman Paul Miller told a meeting of publishing-industry specialists in Rochester last month that full-year earnings would top the previous year. He added that they would be "significant as viewed against the general economic background of 1970."

Third-quarter performance was also better than anticipated for

Ridder Publications Inc.

Ridder reported a rise in third-quarter net income to 2.38 million dollars, compared with 2.13 million in the same period of 1969. Nine-month earnings were up to 6.7 million dollars, compared with 6.5 million a year ago.

President Bernard H. Ridder, Jr., said last week that he expected profits for the year to be up five or six percent from last year's 8.9 million dollars. "We hope for more than that, and we might get it," he told the Wall Street Journal, "but are being conservative."

Media General, a holding company that owns newspapers in Richmond, Tampa, Winston-Salem and Newark, reported a 12-percent increase, to 4.7 million dollars, in income for the first nine months despite a strike at its Garfield, N.J., newsprint plant that cut third-quarter profits.

Southam Press reported a 37-percent rise in net income, to 1.74 million dollars compared with the third quarter of 1969. Although net income for the first nine months of 1970 was down ten percent, to 5.2 million dollars, the company declared a regular quarterly dividend of 30 cents per share payable Dec. 28 to shareholders of record Dec. 14.

The Toronto Star, which reported an increase in profits to 2.7 million dollars for the nine months ending June 30, up from 2.48 million for the same period a year ago, was expecting a 14-percent gain in profits for the year, according to an investment review by Harris and Partners Ltd. of Toronto.

Third-quarter income of Knight Newspapers held steady with the comparable 1969 period, and nine-month income was up slightly, to 9.1 million dollars from nine million for the comparable period last year.

Operating revenues of the 16-newspaper chain during the same nine-month period rose 63.6 million dollars, to 181.2 million, including revenues from the Phila-

delphia Inquirer and Daily News, which Knight bought Dec. 31, 1969.

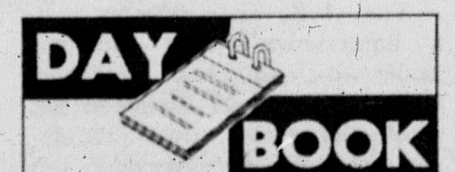
Booth Newspapers reported a 15.6-percent drop in nine-month earnings, to 4.1 million dollars, compared with the same period of 1969 but ascribed the drop to the effects of the General Motors strike. Booth publishes newspapers in eight Michigan cities.

At the same time Lee Enterprises told the Wall Street Journal it expects record earnings for fiscal 1970 despite the impact of the GM strike and the economic slowdown.

Lee reported nine-month earnings were up 7.4 percent, to 2.3 million dollars. In all of 1969 Lee had record earnings of 2.9 million dollars.

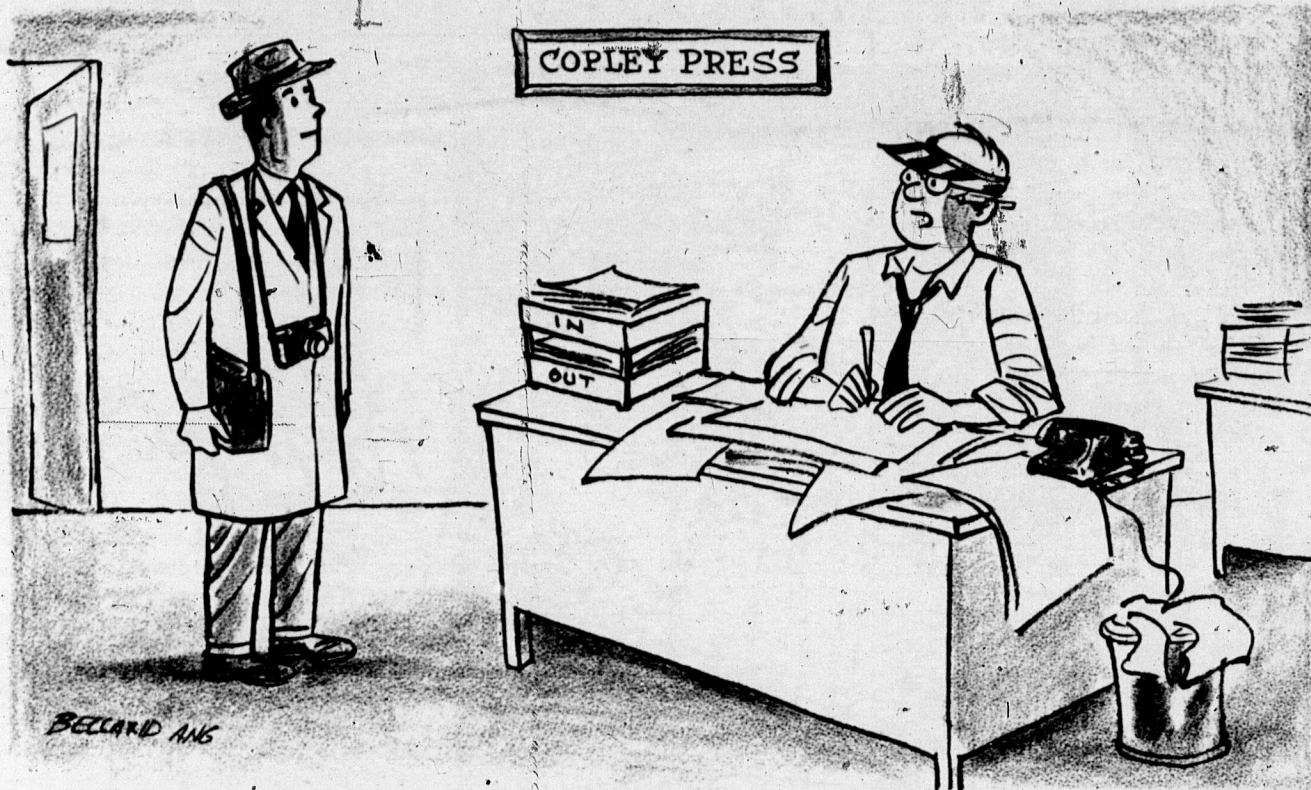
The New York Times reported earnings of 6.82 million dollars for the first nine months, down from 10.25 million in the same period of 1969. The Times sustained extensive advertising losses from printers' stop-work meetings during a bargaining crisis last spring.

The Los Angeles Times Mirror Corp. announced net operating income of 18.9 million dollars for the first nine months, off from 22.8 million in the same period last year. Earnings for the third quarter were 6.7 million, down slightly from 6.9 million dollars last year.



ANG Special Strike Financing Committee, Dec. 3 and 4, ANG headquarters, Washington.
New England District Council, fall meeting, Dec. 5, Portland.
International Executive Board, winter meeting, Jan. 18-21, ANG headquarters, Washington.
Western District Council, winter meeting, Jan. 23 and 24, Stockton.
Middle Atlantic District Council, winter meeting, Feb. 6 and 7, Philadelphia.
8th Annual ANG Convention, July 12-16, Statler-Hilton Hotel, Boston.

'Get some pictures of the demonstration this afternoon, but don't look for any Pulitzer Prize—they're for the FBI.'



IT

SEEMS TO US

'Pork-Chop Demands' Receive a Defense

SAN ANTONIO, TEX.

Editor:

Terry Campbell, Toronto Guild, responds [GR, Oct. 23] to my recent plea that the Guild devote its efforts to bettering the lot of news-workers. He confirms my fear that we have drifted into seas which may swamp us.

Someone should encourage a candid debate on this preoccupation with "social issues." I have no quarrel with anyone arguing for his version of social justice, but it must be stressed—as Brother Costas and I attempted—that we all have the right to support political organizations of our choice.

Campbell's retort called on the memory of Eugene Debs, associated us with "sellouts" and "class collaborationists" and used the jargon "pork-chop demands" to describe our desire as union men to get effective bargaining. All that doesn't change the basic issue.

By inference, Campbell seems to feel my concept of social progress should be identical with his. Does he really believe every dues-paying member in Seattle, Chicago, Boston, Memphis agrees with his views on each political issue? Can he possibly think we all mark ballots just as he does?

It is possible to be compassionate and concerned without neglecting one's own group interests in the "pork-chop" market!

ED GRIFFIN

San Antonio Guild

Professional Improvement Termed Neglected Need

SAN JOSE, CALIF.

Editor:

Joyce Christensen of Long Beach is "appalled" at a Guild Reporter satire she lacked the literary judgment to understand. She wonders if the Guild really has its heart in the slogan, "Equal pay for equal work."

Any experienced reporter concerned as much with "equal work" as with "equal pay" would

early in his career have ceased to be appalled at anything.

While our organized mouths speak of pay-work equality, our collectivized hearts whisper the real meaning: the same pay for everybody in the same job category.

But there really is no reason all workers should not receive the same pay, as long as one believes in providing sustenance to a man according to his needs and taking from him according to his abilities.

To each his own philosophy. But lest our Guild heed with increasing frequency the call of the Marxian economic siren, it would behoove us from time to time to concentrate on means of improving the professional quality of each of us. For when the malingerer is in the all of us, he is in the each of us.

A little more equal work would go a long way in improving the quality of newspapers.

JIM DICKEY

San Jose Guild

2nd-Class Members

Women Picket Coast Press Club

San Francisco, Calif. — A dozen members of the National Organization for Women (NOW) picketed the San Francisco Press Club Nov. 9, demanding active membership for women.

Then they invaded the building, making a foray into the swimming-pool area and surprising a member in the customary bathing costume—nothing.

The club restricts women to a limited-membership category, under which they have no voting rights, cannot rent rooms in the residential section, are denied access to the swimming pool and can't use the second-floor bar before 5 p.m.

Stanton Delaplane, president of the club and a Guildsman at the San Francisco Chronicle, said after the demonstration that he favored full membership for women.

The club's board of directors, meeting on the day of the demonstration, said it would be glad to discuss the matter with any

club members among the pickets.

Among the pickets' signs was one reading "Exclusive Boys' Club."

John Simon, who is in charge

of the swimming pool, said he had no objection to admitting women "if they observe the same rules as the men do—they don't wear bathing suits."

ANPA, Washington Star Drop Want-Ad Bias Suit

The American Newspaper Publishers Association and the Washington Star this month dropped Federal Court suits against the Equal Employment Opportunity Commission's guidelines barring sex discrimination in help-wanted ads.

The ANPA said two court decisions holding that newspapers are not "employment agencies" under the 1964 Civil Rights Act and that they have no legal responsibility for screening ads for sex discrimination make the suit unnecessary.

Under the law and the guidelines, it is illegal for employers

and employment agencies to place ads discriminating on the basis of sex.

The ANPA contends newspapers do not have to eliminate separate "male" and "female" help-wanted columns, but several publishers have done so under regulations issued by state agencies.

The ANPA-Star suit contended that newspapers were harmed by the mere existence of the guidelines even though they weren't bound by them. A District Court rejected the publishers' contention that the EEOC had no right to issue the guidelines but left the question of injury open.

Editorial

Newsman or Policeman?

There appears to be no end in sight to the battle to keep newsmen from being impressed into service as law-enforcement agents.

Any false sense of security engendered by Atty. Gen. Mitchell's widely heralded guidelines for subpoenaing newsmen and their materials should have been dispelled by the latest events in San Francisco and Sacramento.

In San Francisco, Guildswoman Mary Crawford is threatened with five days in jail for refusing to testify on a jail interview with a defendant in the Los Siete murder case.

In Sacramento, Copley's Union has proved to be a newspaper of such easy journalistic virtue that, not waiting to be solicited much less violated, it has hastened to volunteer pictures of disorders and demonstrations to the Federal Bureau of Investigation.

That a reporter should be forced to testify on an interview with a murder defendant is bad enough. That a newspaper should display the indecency to hustle its pictures off to J. Edgar Hoover as if it were merely a way station for the FBI is incredible.

Demonstrators are not likely to recognize fine distinctions, particularly when, as in Wichita recently, police compound the danger by posing as news photographers. Copley, by turning its film over to the FBI, endangers every news reporter and photographer in the land—and consequently inhibits their ability to convey the news to the nation's public.

The Sacramento Guild has issued a vigorous protest against this policy. It's in the media's and the general interest for every journalistic organization in the nation to second the motion.

Testing a Press Council

The Twin Cities Guild has proposed the first test of the community press-council idea in a major metropolitan center.

The Mellett Fund for a Free and Responsible Press, financed by a bequest to ANG from the late Lowell Mellett, sponsored experimental press councils in four municipalities, but they were all small towns. It also sponsored councils in Seattle and St. Louis, but these were special panels created to explore the role they could play in facilitating communication between the media and minority groups.

The Twin Cities Guild, acting on a suggestion from Elie Abel, dean of the Columbia University School of Journalism, is proposing the establishment of a council that would test the ability of such a panel to increase press responsibility in a metropolitan area.

The proposal has met an initial rebuff from the Minneapolis Star and Tribune but has evoked an expression of interest from the St. Paul Dispatch and Pioneer Press.

Unfortunately, St. Paul Publisher B. H. Ridder, like Abel, has expressed a preference for a council limited to media representatives and excluding "outsiders." The Guild has urged that it include representatives of community groups.

It is difficult to see how a press council can increase either press responsibility or public confidence in the press if it becomes a closed corporation. The whole idea behind the original proposal for such councils was to bring representatives of the community into regular dialogue with the media to improve both the media's performance and its relations with the community.

Joint conversations between management and employees to improve the product are one thing—and a good thing, too. But a press council is something else again, and the distinction is worth bearing in mind.

The Guild Reporter

DAVID J. EISEN

Editor

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