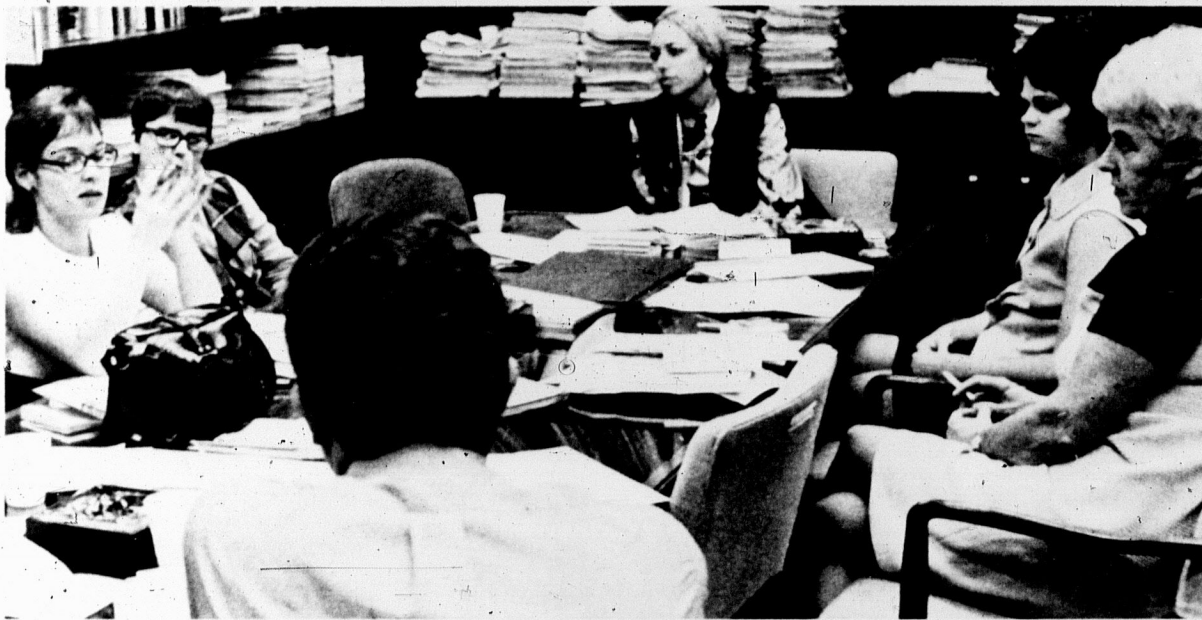


Wide Agenda Set for Women's Conference



Planning Session

Members of the planning committee for ANG conference on women's rights discuss arrangements for the parley. Clockwise, Claudia Levy of Washington-Baltimore, Eleanor Dunn of

Ottawa, Ann C. Scott of New York, Kathleen A. Olsen of Seattle-Tacoma, Dorothy Sain of Cleveland and ANG Research and Information Director James M. Cernik.

Guild members attending ANG's Conference on Sex Discrimination and Women's Rights in the Industry next month will discuss discriminatory practices from pay to press clubs—and how to eliminate them—in informal "interest groups" as well as in general sessions under a conference program announced this week.

The Guildwide conference will be held at the Water Tower Hyatt House Hotel in Chicago Nov. 20 through 22.

ANG's International Executive Board, meeting a few days after the program was drawn, added its voice to the official call for large and representative attendance, urging all Guild locals "to bend every effort to send as many representatives as possible to the conference—and then to send one or two more than seems possible."

This week, in a letter transmitting the IEB statement to all locals and district councils, ANG President Charles A. Perlik, Jr., renewed his appeal for the widest possible participation in the conference, emphasizing the IEB's conclusion that it can provide the impetus for achieving ANG's equal-rights objectives.

He urged district councils to place discussions of the conference and women's rights on the agendas of both their preconference and postconference meetings "so that those locals that cannot possibly find the means to send representatives to Chicago can look to their next council meetings for a summary and briefing on the conference."

Six large locals have already indicated they are planning to send a total of 35 members. In addition, the administrative officers of

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Guild Gets \$339 Top, Up \$100, As New York Post Strike Ends

The GUILD REPORTER

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

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Washington, D.C.

October 23, 1970

Strike Pact Reached in Brockton

BULLETIN

Brockton, Mass.—An agreement settling the Guild's strike against the Brockton Enterprise & Times was ratified at noon yesterday, but a return to work was delayed by company insistence that the Guild sign the contract and a no-reprisal agreement first.

Chief Guild negotiator James Orcutt flew to Washington late yesterday to obtain ANG Contracts Committee permission to

sign the contract and approval of the no-reprisal agreement. The two-year settlement provides a \$46.25 increase in key top minimums and a dues checkoff.

Brockton, Mass.—Negotiations to nail down a settlement of the 9½-week Brockton newspaper strike were still under way early yesterday after a weekend of bargaining that brought the Guild and the Enterprise & Times near a settlement.

A bargaining session that ended at 3 a.m. Oct. 18 moved the two sides "very near" to agreement, according to Brockton Guild President Irving Murphy. Then the company said that it did not plan to call back all employees and intended making economic reductions in the staff.

The company had omitted sending a back-to-work appeal last week to at least 14 members, many of whom had seniority over employees who received

the appeal. A Guild membership meeting called at the end of the bargaining session voted not to accept the reduction.

Company representatives subsequently indicated to a federal mediator that they were prepared to call back employees on the basis of seniority. Those not rehired within two weeks would receive severance and two weeks' notice pay and go on a rehiring list.

(Continued on Page 7)

Lockout Ends as York Gazette Is Sold

BULLETIN

York, Pa.—A two-week lockout at the York Gazette & Daily ended yesterday when a group headed by Democratic District Atty. Harold Fitzkee, Jr., bought the paper, agreed on a contract with the printers and reinstated fired Guild President James N. Snively.

The paper was due to resume publication today as the York

Daily Record. Fitzkee canceled a 10-percent pay cut and agreed to printers' wage increases of \$42 over three years and maintenance of pensions.

York, Pa.—The York Dispatch launched a new morning daily to compete with the shutdown Gazette & Daily this week as a deal to sell the Gazette fell through Aug. 30. Guild members continued idle as the result of a printers' lockout.

Purchase of the paper by Murray C. Hotchkiss, former publisher of the Levittown Times and the Bristol Courier, foundered when the prospective owner failed to reach a settlement with the Typographical Union. He had planned to rename the paper the York Times.

The printers declared a lockout two weeks ago after the company instituted a unilateral 10-percent pay cut. Guild members honored the picket lines, and the Gazette shut down Oct. 10.

Hotchkiss had offered to rescind the pay cut and sign a con-

tract providing a \$42 wage increase over three years, the settlement negotiated earlier at the Dispatch. But the talks reportedly failed because of his reluctance to assume the Gazette's pension obligation of full salary less Social Security, paid out of current earnings.

Negotiations were believed

continuing with other prospective purchasers, including a syndicate of local Democratic leaders who reportedly have offered four million dollars for the paper.

The evening Dispatch, meanwhile, launched the Morning Journal Oct. 21 to compete with the Gazette. The Guild, which

(Continued on Page 7)

Seattle Dress Parade

Pants Suits In After Guild 'Pants-In'

Seattle, Wash.—Newspapers in the Seattle area have been declared safe for the pants suit after a firm stand was taken by Guild members capped by a "pants-in" at the Seattle Times Oct. 9.

The "pants-in" was organized by the Seattle-Tacoma Guild's unit at the Times to give moral support to a classified-advertising dispatch employee who was ordered by her supervisor not to wear a pants suit.

The Times had ruled that it was all right for newswomen to wear pants suits because they meet the public and the garments are in fashion. But it objected to extending the same privilege to other women on the paper.

The Guild's response was the "pants-in," officially called Women's Pants Suit Day. The ruling had been scored in the Sea-Tac Guild Bulletin for its "inside-out" logic.

A few days before P-Day, management quietly let the classified employee know she would be permitted to wear the modish apparel whenever she wanted. But the protest went on as scheduled as a demonstration of sentiment.

On the appointed day the halls of the Times were suddenly filled with pants-suited legs, to the despair of none save some unconverted male admirers of the miniskirt.

(Continued on Page 6)

Wage Scales Set Record in Most Jobs

New York City—The Guild's two-week strike against the New York Post ended Oct. 21 with ratification of a new contract that will raise key top minimums approximately \$100, to \$339, the highest ever negotiated in a Guild contract.

The Guild won a number of fringe and other money improvements in addition to the pattern wage increase of 41.69 percent over three years negotiated by the printers earlier this year. Prior to the strike, the Post, like other New York publishers, had insisted that the cost of these improvements be taken from the wage package, even though this had not been done in the printers' contract.

The average annual increase of \$33.33 at the key top minimum in the new contract is the third largest yet negotiated in a Guild newspaper contract. The highest were negotiated during the past year at the Boston Record American and the Washington Post.

The 41.69-percent increase will be applied to all top minimums and will produce the highest top minimums ever negotiated in a Guild newspaper contract in all

(Continued on Page 6)

IEB Actions...

The International Executive Board, at its quarterly meeting last week:

- Urged newsmen's privilege for radical papers ... P. 3.
- Warned locals to guard jurisdiction over new devices ... P. 8.
- Demanded disclosure of the identity of the U.S. Government's censor ... P. 8.
- Protested Taiwan's imprisonment of two Filipino newsmen ... P. 8.

Cleveland Guild Seeks Job Equality for Women

Cleveland, Ohio—A new Cleveland Guild women's-rights committee has launched a campaign to end job discrimination against women at the Cleveland Press and Plain Dealer and to bring about changes in the "image of women" presented in the papers' editorial and advertising columns.

The committee has issued a women's-rights "manifesto," approved at a local membership meeting, and has held initial meetings with managements of both papers.

The committee, which includes both men and women, is headed by Virginia O'Shea and Mary Swindell, both of the Press.

The rights manifesto charged widespread salary and promotion discrimination against women on the two papers.

Only one of 32 outside display salesmen and one of 28 outside classified salesmen at the press are women, it pointed out. Of Press office employees, it said, only one enjoys a responsible position.

In editorial, it said, few department heads or executives at

either paper are women. All inside ad takers are women, it pointed out, and rarely are they promoted to outside sales. And while office boys and male clerks receive an opportunity to train for outside sales jobs, "women have never been in this program," the committee noted.

The committee also cited instances of women being hired at lower steps on the progression schedule than men with the same experience.

And it objected to many of the papers' job titles as discriminatory, singling out the term "solicitor" as one with "negative connotations." It urged that in the Guild's next contracts such titles as "salesmen" and "newsmen" be changed to "sales people" and "news reporters."

Turning to the papers' editorial and advertising content, the committee urged desegregation of classified ads, elimination of special women's sections, an end to "cheesecake art" in ads and art overhaul of the way women are dealt with in the news columns.

Women's pages, it said, are "for the most part repositories of trivia, advertisers' propaganda and society so-called news."

"Because of this," it said, "good news or feature stories about women or the women's-rights movement that appear on the women's pages lose a lot of impact, not to say readers. Many men won't read the women's pages, and many people won't take stories on the women's pages seriously."

"The use of women as 'come-ons' to sell air conditioners or lumber is repugnant and should be eliminated," it declared in urging an end to "cheesecake ads."

In news stories, the committee complained, "women must invariably conform to a domestic or sexual stereotype before they are portrayed as individuals."

It objected to patronizing treatment of successful women and to the highlighting of irrelevant data on women's physical appearance or domestic status.

And it took exception to the

designation of women by their husbands' names ("Mrs. Robert Jones") rather than "Gloria Jones") and to the use of "Miss" and "Mrs." as discriminatory, serving "mainly to underscore a woman's marital status, even if it has no bearing on the story."

Management of both papers expressed general sympathy with the women's-rights movement. Both, however, maintained that most women employees aren't interested in promotion to executive positions.

When Plain Dealer Director Roy Seitz said many women don't want the responsibility that goes with promotion, the Guild committee rose as one to declare that it was exactly "that type of condescending attitude" that is responsible for the current women's-liberation movement.

Press management promised to review payroll records to determine whether the charge of pay discrimination was true, although it didn't say whether it would share its findings with the Guild.

Assistant Managing Editor

Russell H. Reeves of the Plain Dealer defended sectionalization of women's news as "practical in terms of advertising and reader interest." But Plain Dealer management suggested an "informal rap session" between the committee and editors and department heads to explore the entire subject further.

Management of the Press asked time to review the committee's proposals, but indicated it was not prepared to discuss with a Guild committee "the whole area of how women should be treated in the news columns and advertisements."

"How news is to be presented we consider to be a responsibility of the people who do the managing of the news department," said Labor Relations Director William Holcombe.

He added that the company was aware of the statement of this year's ANG Convention that employees should have a more direct voice in the product but said that "we frankly do not tend to believe that."

Guildsmen Asked to Act

Abel Urges Twin Cities Press Council

Minneapolis, Minn.—To counteract recent government moves toward suppression of the news, the dean of the Columbia University School of Journalism last week urged Minneapolis and St. Paul Guildsmen to establish a local press council.

Speaking at the 22nd annual Twin Cities Guild Memorial Lecture Oct. 15, Elie Abel, former NBC reporter-commentator, said that although press standards in the United States are higher than ever before, "the press today is under more suspicion than it has ever been in my lifetime."

Calling his suggestion for a Twin Cities press council "a modest proposal," Abel declared that unless the press polices itself, "someone from the outside will."

Abel cited recent statements by Vice President Spiro T. Agnew and recent actions by U.S. Atty. Gen. John N. Mitchell.

Abel described the "Mitchell



ELIE ABEL

Doctrine" as a bargain in which the more thoroughly the press works the more often it will be called upon to assist the govern-

ment in court, but if it "lays off," so will the government.

"This turns reporters into informers," said Abel, "and drives a horse and carriage through the First Amendment."

The "Mitchell Doctrine" has already led some government officials at all levels to believe that the "silent majority" will approve suppression regardless of damage to constitutional freedoms, he said.

Abel described the nation's Vice President and his attempts to establish new federal standards for what the news is and how it should be reported as "not faintly comic."

"The safety of the Republic does not rely on any need for a conspiracy to suppress reality," Abel said. "Much of the criticism of the news is really criticism of the grim reality of what is being reported and not one of these realities will go away by being

ignored."

However, because the press errs through both commission and omission, Abel proposed press councils, composed of newspaper and radio-television professionals, as a possible answer to some press critics.

"The time for letting things slide is past; we cannot postpone a broad self-examination of the press," said Abel. "If we don't police ourselves, someone from the outside will."

He added that if press councils were to be effective they would have to make "severe judgments" and they would have to "name names."

The memorial lecture is co-sponsored by the Twin Cities Guild and the School of Journalism of the University of Minnesota to honor the memory of three Minneapolis Guild members who lost their lives in World War II.

Perlik Urges Club to End Woman Ban

An end to the exclusion of women from Washington's National Press Club was urged by ANG President Charles A. Perlik, Jr., early this month as club members prepared to vote on a proposal to rescind the ban.

A statement of the Guild's opposition to discrimination against newswomen was contained in a letter by Perlik to Club President William Hudoba and a similar letter circulated to club members.

Perlik commended the club's board of governors for submitting to referendum the proposal to open club membership to reporters, editors and other news personnel "who happen to be women."

"We question whether there ever was sound rationale for excluding them from NPC membership," he declared. "Certainly there is none today."

The second letter was addressed to William J. Eaton, a Pulitzer Prize-winning Guildsman at the Chicago Daily News and a member of the press club. Perlik asked Eaton to distribute the letter, which reviewed the Guild's opposition to sex discrimination in all areas, as widely as possible among club members.

Eaton, in a covering letter to club members, said "the progressive attitude taken by the Guild makes good sense for our club."

"It is long past time to stop discrimination against newswomen," he declared.

Ballots in the referendum will be tabulated Oct. 28.

Christofferson Quits Hospital

Robert Christofferson, executive secretary of ANG's Contracts Committee, was discharged last week from Northern Virginia Doctors' Hospital, where he has been recovering from a heart attack suffered Sept. 11. He will be convalescing at home for at least a month.

The International Executive Board last week adopted a resolution wishing him a speedy recovery.

San Francisco Publishers Torpedo Kagel Talks

San Francisco, Calif.—Efforts to negotiate new Bay Area and San Jose newspaper settlements well in advance of contract expiration have collapsed in a welter of disagreement over money.

Mediator Sam Kagel, who had proposed the reopening seven months prior to expiration, called off the talks Oct. 8 after failing to bridge a disagreement over application of the money package to Guild minimums.

The publishers and the unions were far apart over the money package itself, and the San Francisco-Oakland and San Jose Guild locals charged that management's refusal to grant the

Guild the same percentage increase as the craft unions was an attempt to make the Guild a scapegoat for the talks' failure.

Management had offered a \$49 package over three years; the unions were demanding \$57.50 over two.

The publishers and the unions had agreed to bargain on a money package to be effective Aug. 1 and on a limited number of noneconomic issues, with other noneconomic issues to be opened in December 1971. The present contracts expire Feb. 28.

Agreement was reached quickly on noneconomic issues, including a new rehiring formula in San Francisco-Oakland, and on wage parity for outside classified salesmen and a cost-of-living clause.

But the talks soon began to founder on the money package and appeared headed for a deadlock when the publishers suddenly announced their rejection of the formula used to apply the package to Guild minimums in the last settlement in 1968. Only a few days earlier they had presented the Guild with a list of

minimums reached by applying the formula to their wage offer.

The formula called for increasing Guild minimums by the same percentage as the average percentage increase the package gave craft-union members. The publishers objected that the formula would increase the gap between key Guild minimums and craft scales and insisted that key minimums be increased only by the same dollar amounts as craft scales while lower minimums be increased by proportionately

that proposal, and the talks broke up.

Kagel attempted to get them restarted Oct. 8, and the Guild said it was willing to negotiate somewhat lesser increases for higher-paid employees in return for greater increases for lower-paid employees.

But the publishers then announced that they were unwilling to give the Guild the same average pay increases received by the other unions, no matter how it was applied. Most of the other unions supported the Guild's position, and Kagel called off the talks a second time.

The San Jose Guild said its negotiating committee was convinced that the negotiations failed "because management desired a blowup."

"Most union participants agreed that without major movement by employers, the Kagel talks would have foundered over the money issue," said the Bay Guildsman, official organ of the San Francisco-Oakland Guild. "The publishers apparently knew this and found a convenient and timely scapegoat in the Guild."

Ridder Seeks Vote In Garden Grove

Los Angeles, Calif.—Ridder's Orange County News last week filed a petition for an election to test the Los Angeles Guild's majority at the Orange County News. The petition was filed in the midst of bargaining for a new contract.

The News converted from a daily paper to a three-weekly publication in August, reducing the Guild's unit from 123 to 50, lesser amounts.

The Guild refused to accept

Lexington Approves Strikebreaker Law

Lexington, Ky.—Lexington has become the 117th city in the United States to pass a city ordinance banning professional strikebreakers, joining four other Kentucky cities with citizens' job-protection laws.

The ordinance was passed last month by a 3-to-2 City Council vote.

IEB Endorses Privilege for Leftist Press

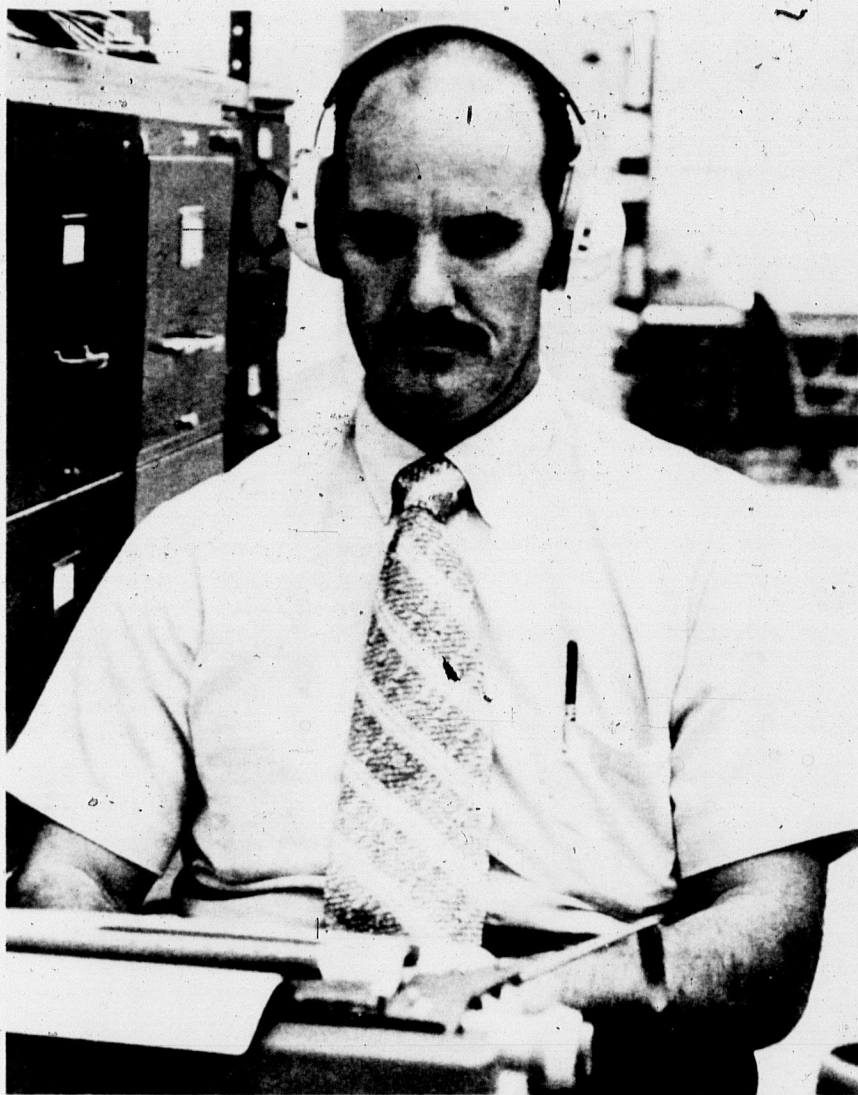
Newsman's privilege to protect their information and sources should apply to the underground, radical and collegiate press as well as the conventional media, the International Executive Board declared last week.

The board noted that despite Atty. Gen. John N. Mitchell's new guidelines on subpoenas for newsmen, they continue to be utilized by both the Justice Department and other government bodies, most recently against leftist and collegiate publications.

"The rights and privileges of a free press, and the Guild's support of them, extend equally to all elements of the press," the board said, "no matter how small their circulation or how controversial or unpopular their views."

"Freedom of the press is indivisible, and the Guild and its locals must be alert to oppose its erosion whenever and wherever it appears."

"For this, as in other areas of our concern as an international union of newspapermen, an injury to one is an injury to all, and a precedent established in a situation involving the collegiate, underground or radical press might later be used against the press in general."



Heard and Unheard

Associated Press Guildsman Robert Heard dons gun-shooter's ear muffs to protect his ears against the din in AP's Austin, Tex., bureau. Heard, who has a permanent partial hearing loss that an audiologist said could have resulted from "prolonged noise exposure," has filed a workmen's-compensation claim against AP's insurance company. The insurance company, which plans to conduct a noise test in the bureau, is paying for the ear muffs.

Privilege Bill Promised in Ontario As Newsman Balks on Sources

A bill protecting newsmen's right to conceal their sources will be introduced in the Ontario Legislature as the result of controversy generated at a provincial inquiry in Toronto this month.

James Renwick, House leader of the New Democratic Party, promised to introduce the bill following a contempt motion filed against a Hamilton Spectator reporter at an inquiry into links between business, police and underworld figures.

"Judges have uniformly refused to recognize a newsman's privilege at common law but at the same time have shown by their reluctance to penalize newsmen who refuse to disclose their sources that the state interest is not overwhelming," Renwick said.

The inquiry commissioner, Justice Campbell Grant, later decided not to press the contempt citation against the reporter, Gerald McAuliffe, but an attorney for the Burlington Police Department said he would appeal the decision to the courts. McAuliffe had refused to name three informants who told him of relations between Oakville millionaire Clinton Duke and police.

Grant said that while McAuliffe's refusal was "a serious matter," he was satisfied that the newsman had nothing to contribute that had not already been disclosed.

Inquiry Counsel J. J. Robinette, an expert on newspaper libel and contempt law, had pleaded for "common sense" in dealing with McAuliffe's refusal.

"Newsmen have a problem," he said. "They have no legal protection, but they should only be compelled [to name sources] in the most extreme cases."

A Superior Court judge in Fall River, Mass., ruled Oct. 16 that a television newsman must reveal what he witnessed at Black Panther headquarters during racial disturbances in New Bedford last summer.

Paul Pappas, a newsman for Station WTEV in New Bedford, had sought to quash a grand jury subpoena on the ground of newsmen's privilege.

In Washington, meanwhile, a U.S. District Court judge, ruled that Thomas W. Sanders, editor of the Berkeley journal Black Politics, must honor a Senate subpoena aimed at disclosing the author of an article on how to make fire bombs.

Judge Howard F. Corcoran rejected Sanders' contention that requiring him to testify before the Senate Permanent Investigation Subcommittee would infringe on his First Amendment rights and damage his relationships with confidential sources.

Last week the Reporters Committee on Freedom of the Press formally announced a joint study by the Michigan University Law School and the Columbia University School of Journalism on the impact of newsmen's subpoenas.

The study, to be financed by a \$26,775 grant from the Field Foundation, will be directed by Prof. Vincent Blasi of the Michigan Law School. The study will include interviews with reporters, editors, prosecutors and news sources.

'Nixon Congress' Threatens, IEB Warns

A Congress "more of the Nixon stripe" may emerge from next month's elections, the International Executive Board warned last week as it urged Guild locals to step up their political-education programs.

"None expected the present Administration to be a strong friend of organized labor and to effectively and eagerly promote the interests of the consumer over that of big business," the board declared.

"But," it said "our U.S. members would do well to consider the prospects if the Congress that emerges from the November elec-

tions is more receptive to the Administration.

"Not the least of the issues which bear on our members' interests is who will sit at the head of bureaus and agencies created primarily to protect their interests against more powerful forces," the board said, citing the following appointments, among others, made by Nixon and requiring congressional approval:

- "A management lawyer to be chairman of the National Labor Relations Board.

- "The general manager of a broadcasting chain to the Federal Communications Commission.

- "A strikebreaker in the Guild's 1965 strike against the Baltimore Sunpapers to be chairman of the Federal Maritime Commission.

- "A man with a clear anti-labor and pro-segregation record on a lower-court bench for the U.S. Supreme Court.

- "A man who has been an outspoken foe throughout his professional career of the right to organize, to be Commissioner of Education."

The board urged U.S. locals to conduct dollar drives for the AFL-CIO's Committee on Political Education and called on both

Strike Fund Grows; General Fund Lags

ANG's International Defense Fund has continued a slow recovery but its General Fund continues at a deficit, the International Executive Board reported last week.

The Defense Fund's net worth stood at \$780,979 at the end of September, up \$250,467 from June 30, the board reported.

A General Fund deficit of \$44,364 at the start of the fiscal year April 1 has increased to \$57,833, although the second quarter produced a slight surplus. The first-quarter deficit was \$15,496.

An operating surplus of \$250,000 in the second quarter enabled the Defense Fund to pay back \$70,000 of \$190,000 owed to the AFL-CIO and its Industrial Union Department.

As the board met, ANG Secretary-Treasurer Robert M. Crocker sent Guild locals a letter asking how much money they would be prepared to lend the Defense Fund from local defense funds should the need arise.

At the time, the New York Post strike threatened to reverse the Defense Fund's growth.

The IEB appointed John E. Deegan, secretary-treasurer of the New York Guild, to ANG's Special Strike Financing Committee and reappointed Robert A. Steinke, executive secretary of the St. Louis Guild; Nick Wallace, president of the Pittsburgh Guild; William H. McLeman, executive secretary of the Vancouver-New Westminster Guild, and Ned Sweet of the San Antonio Guild.

Deegan replaces Thomas J. Murphy, who is retiring as executive vice president of the New York Local. The committee is under a convention mandate to renew its search for a solution to the Guild's strike-financing problems.

The General Fund deficit increased despite a record high in

the Guild's dues-paying membership and expenditures totaling \$6,500 less than authorized. The deficit developed because per-capita payments fell almost 1,000 a month short of expectations, the board reported.

However, it added that the trend in per-capita payments appeared to be upward as the second quarter closed, falling only 57 short of the 29,500 estimate on which the annual budget was based.

The board approved a third-quarter budget of \$197,175, which would produce an additional deficit of \$7,700 at the present income level.

The IEB also approved the investment of Defense Fund reserves in U.S. Treasury bills and bank certificates to obtain a higher rate of interest than yielded by savings accounts.

In other financial action, the board renewed a directive that the Youngstown Guild repay the Defense Fund \$18,966 owed as an outgrowth of the 1964-65 Youngstown Vindicator strike.

The board had offered the Youngstown Local a hearing after local officers disputed the obligation, but the local declined to attend unless "all parties involved" in the Youngstown strike, including former International Representative Robert E. Bruner, were present.

Crocker, in a letter to the local, said the board was "neither empowered nor obligated" to compel the attendance of anyone not on the ANG payroll.

The board also asked the Utica Guild to contribute to striking or locked-out locals at least the equivalent of a \$686 surplus from local contributions made to it during its 1967 strike. The local used the surplus to pay members' assessments, a use the board termed "highly unusual and perhaps without precedent."

Board Urges Union Label For Journalism Reviews

Condemning the printing of local journalism reviews in non-union shops, the International Executive Board last week called on Guild locals to withhold support of any review so printed.

The board urged Guild members to "do all they can to assure that such reviews are printed by union shops having union wages" and called on locals to "condition their support of such reviews on their compliance with this elementary union principle."

The board noted that in at least two cases, Chicago and St. Louis, journalism reviews have

been printed in nonunion shops.

Printing-trades unions protested to the St. Louis Guild after the St. Louis Journalism Review appeared without a union label. A number of the review's contributing editors are Guild members.

The Guild's executive committee adopted a resolution noting that it has neither endorsed the review nor had any connection with it and deplored its publication in a nonunion shop.

Earlier, the fact that the Chicago Journalism Review was printed in a nonunion shop was cited by opponents of a Chicago Guild donation to aid the review.

ANG's 1970 Convention urged locals to provide both encouragement and financial support to local journalism reviews, stating that they are playing "an increasingly significant part in raising journalistic standards." The motion for financial aid was approved in Chicago, but similar donations have been rejected by membership referendums in Denver and Cleveland.

Schrode Stricken at Board Meeting

International Vice President Edward J. Schrode of Wilkes-Barre was stricken with a gallbladder attack Oct. 14 during the International Executive Board's fall meeting at ANG headquar-

ters in Washington.

He was taken to University Hospital in Philadelphia, where the gall bladder was removed yesterday. His condition is reported satisfactory.

THE SHORT

OF IT

International Press Card to Be Issued

ANG President Charles A. Perlik, Jr., last month concurred in a proposal for an international press card to protect newsmen in war zones of Southeast Asia. The proposal was advanced earlier in the month at a meeting of major international newspaper organizations, including the International Federation of Journalists, with which ANG is affiliated, and was adopted at a subsequent meeting Sept. 30.

Meeting in Paris at the call of the International Press Institute, the organizations proposed a press card that would be recognized by "all governments or authorities in effect implicated in conflicts." The governments will be asked to distribute models of the card among their populations and armed forces so that it will be readily recognized.

The press cards will be issued by an international committee for the protection of correspondents on dangerous missions in Southeast Asia. Representatives of the newspaper organizations gave final approval to the plan Sept. 30 after consulting their directing bodies and affiliates.

Newspapers Eye Tobacco Windfall

Newspapers will get the lion's share of the advertising money that cigarette companies will no longer be allowed to pump into radio and television after Jan. 1. And while it may not be as big a bonanza as first envisaged, it is expected to quadruple their revenue from tobacco ads.

The Wall Street Journal reports that the tobacco companies plan to pour from 35 to 60 million dollars a year more into newspapers, which received only 16 million dollars worth of cigarette ads last year.

The Journal says that cigarette manufacturers will not put all the 200 million dollars now spent on television and radio into newspapers and magazines lest Congress be provoked to ban cigarette advertising there, too. Some papers, including the St. Louis Post-Dispatch and the Boston Globe, won't take cigarette advertising, and the New York Times has discouraged it by requiring a health warning.

Newsprint Prices Rise

Eight major newsprint producers have announced an increase of from \$8 to \$10 in newsprint prices, raising prices to from \$159 to \$162 a ton.

The companies blamed mounting labor and other costs and pointed out that the unpegging of the Canadian dollar last spring cost newsprint manufacturers \$8.60 on every ton of newsprint sold in the United States. But American Newspaper Publishers Association President Richard H. Blackledge, stating that "dark days are ahead" for the newspaper industry if the price increase holds, called on the manufacturers to "revise their thinking."

The Toronto Star, Telegram and Globe & Mail increased their advertising rates nine percent and their circulation rates seven percent in response to the price increase, and the Canada Prices and Incomes Commission promptly announced an investigation to determine whether the papers' increases were within the government's price-restraint policy.

Here and There

Harry B. (Britt) Brown, vice president and secretary of the Wichita Eagle and Beacon, was sentenced to six months in prison and fined \$30,000 for income-tax evasion this month. The Aurora Banner, published by Robert H. Buchanan, former executive secretary of the Toronto Guild, has been named the best weekly paper in Canada in its circulation class. Seattle Times Guildsman James Heckman, seeking to avert the environmental damage done by pesticides, recently distributed 100,000 insect-eating ladybugs to fellow Times reporters.

Newsman Speaks English, Is Beaten Up in Montreal

Montreal, Que.—The ability to speak French may be a safety requirement rather than just a convenience for newsmen covering Quebec.

Ronald Golden, a member of

the New York Guild's Reuters Unit, was beaten Oct. 13 when he persisted in asking questions in English at a press conference called by Robert Lemieux, the intermediary for Quebec terrorists who kidnapped British Trade Commissioner James R. Cross and Quebec Labor Minister Pierre Laporte.

Golden continued to interrupt Lemieux in English despite repeated jeers from some of 200 other newsmen attending the conference. Cries of "Speak in French, damned Englishman!" and "Speak white!" echoed through the hall. (Radical French-Canadians often refer to themselves as "America's white Negroes.")

Golden who speaks no French, was finally punched, knocked to the floor by three men and thrown out of the hall. He was not seriously injured.

ANG President Joins Open-Housing Move

ANG President Charles A. Perlik, Jr., was among more than 500 prominent citizens who signed a full-page ad in the New York Times last month pledging themselves to practice open housing.

The ad was placed by Sponsors of Open Housing Investment.

The signers, black and white, pledged that their next housing move would be to an integrated neighborhood. They also pledged they would try to invest a portion of any capital they "might influence toward developing open housing."

L. A. Education Board Weighs Canceling Herald-Examiner

Los Angeles, Calif.—The Los Angeles Board of Education is weighing a union request to end use of the struck Los Angeles Herald-Examiner in city schools.

Bernard Hughes, financial secretary of the Herald-Examiner Joint Strike-Lockout Council, appeared at a board meeting this month to urge reconsideration of the board's 200 subscriptions for use in high schools and junior high schools.

Dr. Julian Nava, president of the board, instructed its legal counsel to determine whether it could refuse to subscribe to the struck paper.

The unions continued to push their boycott of the Hearst paper on other fronts. The Strike-Lockout Council reported that 23 more advertisers withdrew in September. And last week a major automobile advertiser withdrew following the threat of massive picketing Oct. 17.

Joseph Lewis, secretary-treasurer of the AFL-CIO Union Label and Service Trades Department, sent out a new appeal for support of the strike last week. Lewis, whose department is conducting a "Hardship Fund" campaign for the Los Angeles strikers, called Hearst's stand an

Kuhn Charged With Error

Can a strikebreaker know the score?

Doubtful, said ANG President Charles A. Perlik early this month as he protested Baseball Commissioner Bowie Kuhn's appointment of Bob Hunter, baseball writer for the struck Los Angeles Herald-Examiner, as official World Series scorekeeper.

Perlik, in a telegram to Marvin Miller, executive director of the Major League Baseball Players Association, termed the appointment "a gross insult to 2,200 baseball lovers who have been on strike almost three years against the Herald-Examiner."

Perlik said it was an affront to Cincinnati and Baltimore players, as well, and urged Miller, "as head of their union, to take appropriate action to undo this glorification."

"After all," Perlik said, "if a newspaperman can't decide what to do when confronted with a picket line, how can he tell a hit from an error?"

"assault on the whole system of collective bargaining."

The annual convention of the Marine and Shipbuilding Workers here this month voted a \$500 contribution to the Strike-Lockout Council. Additional donations of \$28 were made from the floor, and 99 delegates ordered metal Social Security plates being sold by the council for a dollar each as a fund-raising device.

More than 3,300 of the plates have been sold to date, Los Angeles Guild Treasurer Kenneth Finch reported, including more

than 350 to members of the United Federation of Postal Clerks following an appeal made at the union's recent convention.

Guild locals ordering plates can get the ANG seal printed on them, Finch said. The plates are designed as a long-wearing alternative to Social Security cards.

Bargaining continued between Hearst and the Pressmen and Stereotypers Oct. 14, but no progress was reported. Hearst labor counsel William O. McCarthy reneged on a promise to bring in a new no-strike clause.

Western Council Asks IEB Probe Ways to Finance New Organizing

Bakersfield, Calif.—The Western District Council last week-end urged the International Executive Board to find ways to finance a broadened ANG organizing effort.

As a short-term means, delegates to the council's fall meeting supported a proposal to add three international representatives to concentrate on organizing even though it entail "a sizable deficit" in ANG's General Fund.

As a long-term solution, they favored a diversion to organizing purposes of a part of that portion of ANG per-capita payments now going to the International Defense Fund.

The council acted after hearing reports by International Vice Presidents Hugh H. Harrison and James Young on the IEB's quarterly meeting last week. ANG, they reported, has received more requests for organizing assistance in recent weeks than it has the staff to handle.

"It is vitally important to the success of the ANG and to newspaper workers everywhere that the ANG organize new locals and expand its coverage in cities where locals are already organized," the council said.

Noting that organizing prob-

lems are "almost exclusively financial problems," the council urged the IEB to make recommendations for solving them to the 1971 Convention. It urged that the recommendations be made far enough in advance to permit ample consideration.

Delegates were polled separately and informally on the two proposals for short- and long-term solutions to the problem, which were advanced by Harrison.

The council also adopted a resolution pledging continued

support of the Los Angeles Herald-Examiner strike and urging member locals to encourage the sale of metal Social Security plates being sold by the strikers for fund-raising purposes.

The council also went on record in support of the Victoria Guild's efforts to gain a new contract at the Victoria Colonist and Times. A mediator has been called in following a breakdown of negotiations.

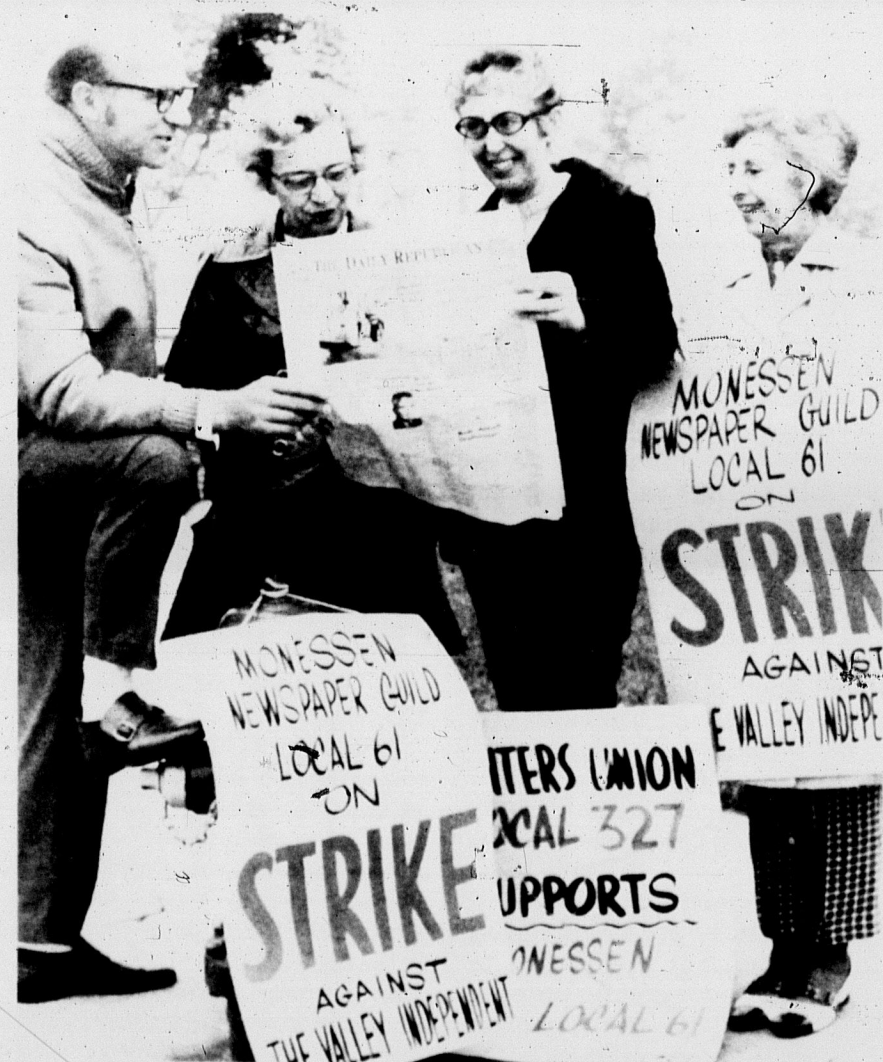
The council's winter meeting will be Jan. 23 and 24 in Stockton.

Monessen Talks Yield Progress

Monessen, Pa.—Bargaining sessions this week and last produced slight progress toward settlement of the Pittsburgh Guild's eight-week strike against Thomson's Valley Independent.

Negotiations were held Oct. 13, 20 and 21. Another session was scheduled for Oct. 27.

On Oct. 16 the Independent mailed a four-page tabloid to subscribers in what appeared to be the start of a weekly publication. It contained no ads and little news and was distributed without charge.



News Break

Pickets at the Valley Independent take time out to read about their strike in the Monongahela Daily Republican. From left, Ed Sedlar, Mary Evans, Ruth Sedlar and Anne Biondi.

Only Publisher Benefits

Monopoly Rates Higher, Study Shows

Conversion of a competitive newspaper into a monopoly one is bad news for employees, readers and advertisers alike.

That's the conclusion of a survey conducted by Gerald L. Grotta, associate professor of journalism at Southern Illinois University.

Grotta found that newspapers that acquired a hometown monopoly had higher increases in advertising rates, steeper increases in subscription prices and a greater decrease in employees than other newspapers.

Grotta, whose findings were published last month by the Chicago Journalism Review, studied changes in a random sample of 76 newspapers over the period from 1950 to 1968. He divided them into two groups, one consisting of those that acquired monopoly status during the 18-year period and the other consisting of competitive papers and those with long-standing monopolies.

These were his findings:

- The milline advertising rates of the newly monopolistic papers increased 41.69 percent while the rates of those in the control group increased 38.77 percent, although the monopoly papers had significantly greater increases in circulation. (Under ordinary circumstances, Grotta noted, milline rates tend to fall as circulation grows.)

- The average price of newspapers, that became monopolies



Drawing by Lorenz, c. 1970
The New Yorker Magazine Inc.

'And though in 1969, as in previous years, your company had to contend with spiraling labor costs, exorbitant interest rates and unconscionable government interference, management was able once more, through a combination of deceptive marketing practices, false advertising and price fixing, to show a profit which in all modesty can only be called excessive.'

increased by 107.31 percent while that of the control papers rose only 87.06 percent.

- The monopoly newspapers had an average decrease of .092 employees per 1,000 circulation; those in the control group had a decrease of .079 percent.

- There were no significant differences in changes in news content between the two groups.

"Thus," said Grotta, "not only did the advertisers and readers reap none of the assumed economic benefits which result from consolidation; they actually paid

higher prices."

"If publishers are to behave like other monopolists in their pricing and production practices," he concluded, "they should not seek to be treated differently under the umbrella of the First Amendment."

More Papers Look to Reprocessed Newsprint

An increasing number of newspapers are looking into the use of reprocessed newsprint as concern over the problems of waste disposal and deforestation grows.

Executives of at least 20 major newspapers are investigating the possibility of using reclaimed newsprint, the New York Times found in an informal survey. And some, including the Times, are already using it for at least part of their press runs.

Only a few, however, have em-

barked on programs of recapturing the newspapers they print for reclamation. And reprocessed paper still constitutes less than five percent of U.S. newsprint consumption, according to Straus Editor's Report.

ANG's 1970 Convention urged publishers to make maximum use of reprocessing facilities to help solve the waste-disposal problem.

The Louisville Courier-Journal and Times recently joined the San Francisco Examiner in seeking to reclaim their own used newsprint. It is asking civic organizations to collect old newspapers for deposit at schools, which will share in the salvage profits. The papers will be shipped to a reprocessing plant in Illinois.

The Gary Post-Tribune has announced that it will double its use of recycled newsprint Jan. 1 as a result of the recently announced increase of from \$8 to \$10 a ton in virgin-newsprint

prices, the latest of several.

The Garden State Paper Co., the only U.S. company that reprocesses newsprint, has plants in the New York, Chicago and Los Angeles areas. It is selling 350,000 tons a year and expects to double its capacity in the next three years, adding plants in Texas, the Ohio Valley and elsewhere.

Reprocessed newsprint currently sells at \$142 a ton, \$10 less than virgin newsprint, and its economic appeal is likely to grow as the price of the fresh product rises.

Collection of old newspapers is the main problem in the way of expanded use of recycled paper.

In Madison, Wis., municipal sanitation trucks have separate bins for old newspapers, which residents are asked to bundle separately. Sale of the paper for reprocessing helps pay the cost of collection.

Two New Jersey municipalities,

Union and Irvington, have worked out different plans in co-operation with Garden State Paper. Residents are asked to save old newspapers and place them at the curb once a month. Community organizations then pick them up.

Similar collections are conducted in San Francisco and San Diego.

New York City's Environmental Protection Administration is weighing experiments with a similar plan in an effort to dent the 3.5 million tons of refuse collected annually in the city.

D.C. Papers Ask Damages Of Printers

The Washington Post, Star and Daily News filed a \$250,000 claim against the Columbia Typographical Union last week, charging slowdowns that have interfered with normal production.

The claim, submitted under contractual grievance machinery, was filed in the midst of negotiations for a new contract with the printers and the Photoengravers' Union.

The threat of a strike eased Oct. 21 when the printers agreed to a 26-month contract calling for increases of \$55 and the purchase of more than a million dollars worth of accumulated reproduction, with the money going to a health and welfare fund. The Washington-Baltimore Guild's executive board had directed members to honor any picket lines.

The three papers charged that editions had been delayed and curtailed, news holes reduced and advertising revenue lost as a result of production slowdowns.

Low Pay Seen Fueling Profits On GI Papers

U.S. Comptroller General Elmer B. Staats is investigating a charge that military newspapers are being put out for private profit by servicemen paid substandard wages.

Wisconsin Sen. William Proxmire, a former Madison Guildsman, called for the inquiry this month in the wake of a controversy over several of the armed-forces publications.

Proxmire said the government appears to be losing "revenue to which it is entitled because of arrangements under which private businessmen publish unofficial newspapers with the labor of military personnel."

Proxmire cited a newspaper published for personnel at Lackland Air Force Base, Tex., on which four airmen doing the editorial work are paid a grand total of \$189.98 a week.

"What is more," he added, "the publisher profits by not having to pay for photographic and other supplies, office space and the work of three airmen who distribute the paper."

Toronto Calls for Parley To Consider Autonomy

Toronto, Ont.—A Toronto Guild membership meeting voted Oct. 19 to convene a conference of Canadian Guild locals "to consider establishing a Canadian Newspaper Guild with a degree of autonomy within the ANG."

Proponents of the move said the step would be consistent with minimum standards of autonomy for Canadian sections of international unions adopted by the Canadian Labour Congress last May.

Opponents, led by International Vice President Glen Ogilvie, local president, and Executive Secretary Fred Jones, argued that the Guild already conforms to

those standards. The standards include election of Canadian officers by Canadians and the right of Canadian officers to speak for the union in Canada and determine policy on Canadian affairs.

Former Local Vice President Ross Miller, who moved the proposal, pointed out that it was not designed to rupture Canadian locals' affiliation with ANG but to obtain greater autonomy.

The local also went on record as being strongly opposed to publication of the Toronto Star and Telegram on statutory holidays. The two evening papers have announced plans to publish on Thanksgiving Day.

Times Mirror Gets FCC OK Of Dallas Buy

The Federal Communications Commission this month approved the transaction under which the Los Angeles Times Mirror Co. has acquired both the Dallas Times Herald and its Dallas television station.

The FCC majority maintained that the transaction would not produce undue concentration of local, regional or national media control.

Commissioner Nicholas Johnson dissented, suggesting that the FCC should have separated the television operation from the newspaper.

But the majority said the decision was not inconsistent with the FCC's proposal of a rule barring common ownership of a newspaper and broadcasting station in the same area. It said it did not consider it "wise or equitable" to judge the Dallas transaction "on the basis of a proposed rule that may never be adopted."

Meanwhile, the Frontier Broadcasting Co. offered to eliminate its cross-ownership of newspaper and broadcasting facilities in Cheyenne, Wyo., if the commission agreed to renew its television license.

Frontier, which owns the only two newspapers in Cheyenne, said it would either sell its Cheyenne television station or the newspapers or divide their ownership among present stockholders to eliminate common control. Its most likely course would be to sell the station, it said.

The FCC had ordered a hearing on the license renewal, citing Frontier's control of Cheyenne's communications media.

A hearing on renewal of the New York Daily News's license for Station WPIX-TV in New York continued with further testimony on the misrepresentation of news reports. Former WPIX News Manager Walter D. Engels testified that the station's former news editor told him UPI newsmen Richard Hughes had been making voice reports from Paris as "Richard Evans, a WPIX correspondent."

He also testified that the station kept a "surreptitious" library of news film despite his orders to eliminate it. WPIX has been accused of passing old film as fresh and misrepresenting its origin.

In another development, the FCC ordered the Western Connecticut Broadcasting Co., part of a jointly owned operation including Stamford's only two newspapers, to show cause why its license for WSTC-AM and FM in Stamford should not be revoked on the ground of alleged censorship of political candidates' broadcasts.



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

Pennsylvania - Ohio - Indiana District Council, fall meeting, Nov. 7 and 8, Holiday Inn Downtown, Erie.

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

Canadian District Council, fall meeting, Nov. 22 and 23, Montreal.

New England District Council, fall meeting, Dec. 5, Portland.

International Executive Board, winter meeting, Jan. 18-21, Washington.

Guild Gets \$339 Top as Strike Ends at N.Y. Post

(Continued from Page 1)

major job classifications except copy boy. It will also provide the highest reporter starting minimum, \$274.

Rounded off to the nearest dollar, the percentage increase will produce a top minimum of approximately \$339 for reporters and display salesmen, up \$100 as of March 31, 1972; \$302 for classified outside salesmen, up \$89; \$224 for classified inside, up \$66; \$271 for district managers, up \$80; \$191 for telephone operators, stenographers and key-punch operators, up \$56; \$177 for porters and lowest clerks, up \$52, and \$127 for copy boys, up \$37.

A position minimum of \$359 is established for editors and supervisory employees.

Starting and step-up minimums will be increased by the same dollar amounts as top minimums in each classification.

The settlement was reached in a marathon 18-hour bargaining session that ended at 8:30 a.m., Oct. 20, two weeks after the 473-member Post Unit struck the paper Oct. 6. Post Publisher Dorothy Schiff participated in the sessions, as did mediator Theodore W. Kheel, Guild Executive Vice President Thomas J. Murphy and Post Unit officers.

Unit members voted overwhelmingly to ratify the settlement that night and returned to work the next day. The Post resumed publication yesterday.

For a time the Pressmen, who had brought suit to enjoin the Post from locking them out during the strike, threatened to stay out until they received wages, fringe payments and credits for the two weeks.

But Federal Judge William R. Mansfield ordered them back Oct. 21, and Kheel announced later in the day that all differences had been resolved except



Silent Picket

A Guild automobile is papered with picket signs as New York Guild pickets march at the New

York Post prior to settlement of the unit's strike for fringe gains and improved job conditions.

one, which would be submitted to arbitration. He gave no details.

The settlement was the first in this year's bargaining between the Guild and the New York dailies. The Guild has taken strike votes at the Times and the News, both of which continued to publish during the Post strike. Bargaining is continuing at both papers with the assistance of federal mediators.

On retirement benefits, one of the key issues in the strike, the new Post contract provides for the first time that, as an alternative to taking their severance pay in a lump sum upon retirement, employees may elect to take it in the form of an annuity that would provide them with tax and interest benefits not available under the lump-sum arrangement.

Guild spokesmen described the "annuity" program as much better than the pension plan won earlier by the crafts. The Post

had refused to extend craft pension gains to the Guild unless the Guild gave up severance pay on retirement.

Under the "annuity" option, the Post would use the employees' severance pay to buy a benefit based on actuarial tables. It would be paid to the employee in annual installments, with interest accruing on the unpaid balance and no tax assessed against his severance as a lump sum.

Severance will be payable on retirement at age 50 after 20 years' service instead of 25.

The question of converting a half-hour a week reduction in hours won by the printers into other fringe benefits was left in abeyance, with the understanding that what is decided upon in Times and News negotiations will also be applied at the Post.

UPI Disclaims Guild Charge

New York City—A United Press International spokesman has denied that a Charleston staff member was transferred from the West Virginia Statehouse beat because of pressure by Gov. Arch Moore.

Labor Relations Director Harry Varian, replying to a Wire Service Guild protest, said UPI had planned to have another staffer share the beat with Fanny Seiler "long before the governor's attack on her."

Varian said UPI did not transfer Miss Seiler from the beat but only assigned another staffer to share it. Miss Seiler responded by resigning.

Varian said it was "telling only part of the story to say that the man who replaced her had worked previously for the State Highway Commission." He had been Statehouse correspondent for a Charleston paper before that, Varian reported.

Date Change

The Guild Reporter, which is normally published on the second and fourth Fridays of the month, will be published on the first and third Fridays in November.

The issue dates are being changed to provide a sufficient interval to allow adequate coverage of ANG's women's rights conference in Chicago Nov. 20 through 22. The conference will be covered in the issue of Dec. 11.

The night differential is improved, and the Post will pay any future increases in the cost of health and welfare benefits.

The mileage rate is increased from 10 cents to 13 cents. The daily guarantee for regular car users will go from \$5 to \$6 and that for irregular users from \$6 to \$7, while automobile liability insurance paid by the company will be extended to additional circulation men.

The contract also provides for a number of individual job reclassifications, while group job reclassifications will be submitted to a joint study committee and, if necessary, to arbitration. Improved grievance and arbitration procedures are also provided by the settlement.

On the question of contractual protection of employees against subpoenas, it was agreed that whatever is negotiated in Times bargaining will be applied at the Post.

The Photoengravers' Union, meanwhile, authorized a strike against the Times, the News and the Long Island Press after rejecting a publisher offer. The Post, which has no photoengraving department, would not be affected.

The Photoengravers, in taking a strike vote, set no date for action, and negotiations were continuing. The union membership rejected a proposed settlement because it failed to provide protection against job losses resulting from automation.

An agreement was reached, meanwhile, with the Paper Handlers' Union, which with the Guild, the Photoengravers and the Machinists had been the only unions still negotiating. Ratification is scheduled for Oct. 25.

\$151 Is Tops

Janitor Pay Still Low

ANG's minimum wage goal for adult classifications is \$200, but as of Oct. 1 only a single Guild contract provided a prevailing top minimum of \$150 for janitors.

That top is at the Boston Record American, where the Guild recently negotiated the highest janitor minimum yet to be won in any Guild contract. The present minimum is \$151; it will go to \$173.25 next July.

Twenty top minimums are under \$100, with the lowest \$64 at the Lowell Sun—only a few miles from Boston.

Following is the table of janitor minimums as compiled by ANG's Collective Bargaining Department:

Minimum	After	Minimum	After
Boston Record	\$151.00—1 yr.	Toronto Globe & Mail	\$107.30—flat
American	147.80—1 yr.	Metro East Journal	107.25—2 1/2 yrs.
Boston Herald-Traveler	141.25—flat	E. St. Louis	104.00—1 yr.
Salem News	140.50—4 yrs.	Rocky Mountain News	103.44—flat
Sacramento Union	139.58—2 yrs.	Denver	103.28—flat
Erie Times, News	134.57—2 yrs.	Ottawa Citizen	102.50—1 yr.
N.Y. Times	125.73—6 mo.	Pawtucket Times	102.25—6 mo.
Detroit News	124.45—3 yrs.	Cincinnati Post	101.00—2 yrs.
N.Y. Post	122.50—3 yrs.	Times-Star	100.47—flat
Malden News, Medford	122.00—flat	Akron Beacon Journal	100.25—6 mo.
Mercury	121.25—2 yrs.	Knickerbocker News	100.25—6 mo.
St. Louis Post-Dispatch	120.08—1 yr.	Albany Times-Union	98.80—1 yr.
Delaware City Times	118.30—6 mo.	Fall River Herald News	97.15—flat
Chester	117.80—flat	St. Paul Dispatch	97.15—flat
San Diego Union	116.77—flat	Pioneer Press	96.00—2 yrs.
Tribune	116.00—flat	Vancouver Sun, Province	95.00—3 yrs.
Woonsocket Call	114.45—2 yrs.	Indianapolis Star, News	94.00—1 yr.
Gary Post-Tribune	114.00—1 yr.	Toronto Telegram	93.75—flat
San Jose Mercury	113.70—1 yr.	Duluth Herald	92.25—1 yr.
News	113.20—flat	News-Tribune	88.44—flat
St. Louis Globe-Democrat	112.05—2 yrs.	Bay City Times	87.50—2 yrs.
Stockton Record	111.50—3 yrs.	New Westminster	85.00—1 1/2 yrs.
Manchester Union Leader	110.00—2 yrs.	Columbian	84.10—flat
Wilkes-Barre Record	109.30—flat	Portland Press-Herald	83.00—1 yr.
Times-Leader, News	109.25—2 yrs.	Express	80.95—4 yrs.
Honolulu Advertiser	109.00—2 yrs.	Providence Journal	80.00—1 yr.
Star-Bulletin	108.80—2 yrs.	Bulletin	80.00—1 yr.
Kingston Daily Freeman	108.50—flat	San Juan Star	79.00—1 yr.
Toronto Star	107.50—flat	Canton Repository	78.00—1 yr.
Pottstown Mercury	107.00—2 yrs.	Huntington Park Signal	75.00—3 yrs.
Sheboygan Press	106.45—2 yrs.	Oshawa Times	73.75—flat
Denver Post	106.00—2 yrs.	Victoria Colonist, Times	72.25—1 yr.
Baltimore Sun	105.00—2 yrs.	Bakersfield Californian	88.44—flat
Yakima Herald	110.00—2 yrs.	Sioux City Journal	87.50—2 yrs.
Republic	110.00—2 yrs.	Memphis Commercial Appeal, Press-Scimitar	85.00—1 1/2 yrs.
Long Beach Independent	109.30—flat	Hawaii Tribune-Herald	84.10—flat
Press-Telegram	109.25—2 yrs.	Hilo	83.00—1 yr.
Massillon Independent	109.00—2 yrs.	San Antonio Light	80.95—4 yrs.
Elizabeth Daily Journal	108.80—2 yrs.	Brockton Enterprise	80.00—1 yr.
Haverhill Gazette	108.50—flat	Pueblo Star-Journal	80.00—1 yr.
Montreal Star	108.00—2 yrs.	Chieftain	66.00—1 yr.
		Lowell Sun	64.00—flat

*Includes \$2.77 cost-of-living increase.
**Includes \$2.55 cost-of-living increase.

'A Year to Remember'

The bargaining procedure between New York's newspapers and newspaper unions has become so sophisticated, in the opinion of mediator Theodore W. Kheel, that it can best be compared to the "fermenting and maturing of wine in the barrel."

Referring to the negotiations between the printers and the publishers earlier this year that produced the 41.69-percent increase that has become the pattern for subsequent settlements, Kheel told a reporter for the New Yorker magazine:

"If you had walked into our negotiations at almost any given time, you would have been sure that absolutely nothing was happening, but chemical reactions were taking place."

"I told those guys that we were producing a year, and it would either be a good year or a bust, but it would in either case be a year to remember."

Women's Pants Suits In After Seattle 'Pants-In'

(Continued from Page 1)

"There was a real uplift in the feeling of Guild camaraderie," said Times Unit Vice Chairman Shirley Caldwell.

"Some of the younger Guild members had the idea the Guild was 'establishment' as management and not really interested in personal, human issues," she said. "But the pants rally showed the Guild keeps the faith."

The pants-suited women turned out mostly in the advertising, circulation and information departments, but even members of the nonunion business department joined in.

At the Seattle Post-Intelligencer, pants suits had been forbidden until some employees petitioned management and finally received permission to wear them, although with stipulations as to length. The Tacoma News-Tribune accorded its employees

similar sartorial rights.

Times Unit Chairman Fred Case said he was "appalled that quasimilitary dress codes were being issued by newspapers."

"We might expect this kind of thing in banks or department stores," he said, "but newspapers are charged with protecting the rights of individuals. Surely we all have the right to choose our own mode of dress."

Detroit Guildswomen Win Grievance on Pants Suits

Detroit, Mich.—A Guild grievance committee has won women at the Detroit Free Press the right to wear pants suits on the job.

The committee moved into action after management told classified phone-room employees they couldn't wear the suits. The company then agreed to permit pants suits and culottes—but not levis, shorts or slacks.

Wide Agenda Slated for Women's-Rights Conference

(Continued from Page 1)

five of the six will attend and the sixth local planned to send at least one member of its local staff.

The program and structure of the conference were developed at a day-long meeting of the conference planning committee, consisting of five local Guildswomen, with ANG officers and staff at Guild headquarters in Washington Oct. 8.

At the suggestion of the planning committee, Perlik will be chairman of the conference. ANG officers and staff had proposed International Representative Edna Berger, the senior woman member of ANG's administrative staff, as chairman, but planning-committee members said that an elected officer in the chair would better demonstrate the importance of ending sex discrimination and advancing women's rights in our industry.

The committee first suggested that two of its members be co-chairmen of the conference, then proposed that Perlik be chairman

after considering the need for both continuity and experience in the chair at a meeting of this size.

The committee recommended a list of several persons as acceptable keynote speakers, and it was the committee's suggestion that the conference break into interest groups to encourage free and extended discussion among all participants.

The conference will begin Friday evening, Nov. 20, with a 6 p.m. reception, cohosted by ANG and the Chicago Guild, followed by a kickoff dinner at 7 p.m. The keynote speaker will be announced later.

A general session, starting at 9:30 a.m. Saturday, will examine the development of Guild policies, programs and achievements in seeking to eliminate sex discrimination and advance women's rights in the industry, as well as the extent of discrimination remaining in Guild jurisdiction.

Meetings of the four "interest groups," with a member of the planning committee as temporary chairman of each, will begin at

11 a.m. and continue until 4 p.m., with an hour out for lunch. Each group will report to a general session scheduled for 5-to-7 p.m.

The group meetings will run concurrently, and conference participants may attend whichever meeting they choose.

One interest group, with Dorothy Sain of Cleveland as temporary chairman, will consider hiring, placement, pay, commissions and pensions.

A second group, with Eleanor Dunn of Ottawa as temporary chairman, will take up discrimination in assignments, press-club and press-box bans against women, and news and advertising treatment of women.

A third group, with Kathleen A. Olsen of Seattle-Tacoma as temporary chairman, will consider such matters as day care, maternity leave and health care.

And a fourth group, with Ann C. Scott of New York as temporary chairman, will examine training programs, promotional opportunities and "protective" and equal-opportunity legislation.

The fifth member of the planning committee, Claudia Levy of Washington-Baltimore, will work with the ANG staff in developing case studies of methods employed successfully by locals in overcoming discriminatory practices.

Presentation of a number of such case studies will be the first item on the program when the conference reconvenes in general session at 10 a.m. Sunday.

This will be followed by a discussion of tools and techniques for achieving the Guild's equal-rights objectives, including bargaining, the law, political action and other organized activity.

The meeting will conclude with a summary of the conference and its conclusions. Adjournment is scheduled for 2 p.m.

The IEB, after hearing details of the program last week, characterized it as "most aptly planned to enable realization of the conference's objectives as delineated by President Perlik in his call to locals."

Vice President James G. McMahon of Detroit, chairman of

the IEB Human Rights Committee, was designated as IEB representative to the conference.

"We are even more convinced than when we recommended the conference to the 1970 ANG Convention that it can provide the impetus toward at least achieving the ANG's objectives in this area—an impetus too long absent in too many locales," the IEB declared.

"Locals should assign as much importance to this conference as they did to previous Guildwide conferences on wages, pensions and other key Guildwide objectives, for the conditions and inequities with which it is concerned are as vital to the Guild and its membership—male and female—as were the issues before the prior conferences," the board stated.

The board emphasized that "local delegations should include—in addition to active Guildswomen—those local leaders—male or female—who handle or direct local negotiations and contract enforcement and administration."

York Lockout Ends As Gazette Is Sold

(Continued from Page 1)

has a contract at the Dispatch, was recognized as bargaining agent for employees of the new paper.

Former Gazette & Daily Publisher J. W. Gitt had instituted the pay cut for printers and non-union personnel two weeks ago, claiming the paper could no longer afford to pay prevailing wages. He had served notice of a similar cut for Guild employees, pressmen and stereotypers.

Guild President James N. Snively was dismissed on a charge of "gross insubordination" after union-management bitterness engendered by the announced pay cut culminated in a newsroom argument between Gitt and Snively. The Guild has asked for a grievance session on the firing.

The printers declared a lockout Oct. 8, and all 39 Guild members at the paper refused to cross the picket lines. The next day they voted formally to observe the lines.

Pressmen continued to work, and the Gazette & Daily managed to print a 16-page tabloid at a shop in Mechanicsburg the

next day. It was unable to publish thereafter; an attempt to print in Westminster, Md., failed early last week when the print-shop owner, former York Guildsman Adam Spiegel, refused to handle the paper.

Members of the Guild's Dispatch Unit voted to assess themselves at the rate of ANG's international assessment to provide extra benefits for idled Gazette & Daily Guildsmen.

As the Gazette & Daily continued closed, the Dispatch announced that it would launch a morning paper of its own. It offered jobs to several Gazette & Daily reporters, who turned them down.

The Dispatch and the Gazette & Daily have been ideological as well as business rivals. The Dispatch is ultraconservative, the Gazette & Daily liberal.

A state mediator was unable to get Gazette & Daily management to the bargaining table late last week as the company continued negotiations with several prospective purchasers, including Hotchkiss and a Democratic group headed by District Atty. Harold Fitzkee, Jr.



York Guild Photo by Dick Geiselman

Night on the Picket Line

York Guild President James N. Snively (in black hat) and Guildswoman Rochelle Valles join print-

ers on the picket line at the York Gazette and Daily at the start of Gazette lockout.

Strike Pact Reached in Brockton

(Continued from Page 1)

Another membership meeting Oct. 20 voted to accept this arrangement, and negotiations were resumed the next day.

A previous bargaining logjam was broken at a meeting in Providence Oct. 16, when the Guild made a new proposal. The company voiced optimism about a settlement after receiving it and made a new proposal of its own when bargaining resumed in Brockton the next day.

Murphy said the Guild accepted the company proposal "in principle," although he said clarification was necessary in some areas and exact language remained to be worked out. Terms of the proposal were not publicly announced.

The company had announced plans to publish with or without the Guild early last week. It sent Guild employees a letter inviting them to return to work Oct. 15, but only three responded.

When Oct. 19 arrived there was neither a mechanical force nor a white-collar staff on hand, and the company announced it would not publish.

Social Action Termed Necessary for Labor

TORONTO, ONT.

Editor:

Brother Ed Griffin of the San Antonio Guild (GR letter, Sept. 25) wants to keep the Guild out of social issues. Such attitudes would keep the North American labor movement in its present shabby state.

It was not the economist-oriented sellouts and class collaborationists who made labor a force on this continent. It was class-oriented militants such as Eugene Debs and Bill Haywood who recognized a fundamental difference between labor and capital and generated spirit. They did not content themselves with pork-chop demands but tried to create a social movement to redistribute society's wealth.

Fortunately, large segments of the Canadian labor movement still see the need for a social movement and have affiliated to the democratic socialist New Democratic Party. This party and its predecessor, the Co-operative Commonwealth Federation, pioneered the most

IT 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.

progressive labor and social legislation on this continent while governing Saskatchewan between 1944 and 1964 (compulsory no-fault auto insurance, universal medicare and fair labor laws). As the government in Manitoba, the NDP is now doing the same.

Most large industrial unions (Steel, UAW, etc.) are affiliated to the NDP, but the Guild has ignored pleas by the Canadian Labour Congress to join. Only a labor party can serve labor's interests.

TERRY CAMPBELL
Toronto Guild

Baltimore Sunpapers Act To Balk Realty-Ad Bias

Baltimore, Md.—The Baltimore Sunpapers, in a move to stop discriminatory real-estate listings, has eliminated separate "city" and "suburban" headings for its real-estate ads.

The step was announced in response to complaints that realtors were using the headings as code

designations for "white" and "black." City and suburban listings are now carried under a single heading.

The Northeast Community Organization, a group attempting to stabilize integrated neighborhoods, had protested to the Sunpapers over misuse of the separate headings.

"We feel that they are just substituting 'city' and 'suburban' for 'white' and 'colored,'" a spokesman said.

The association gave the Sunpapers copies of a study showing that predominantly white sections of Baltimore were consistently listed under the suburban heading.

The Greater Baltimore Real Estate Board made a study of its own following the protest and came to the same conclusion.

Detroit Guild Submits Royal Oak Petition

Detroit, Mich.—The Detroit Guild filed a representation petition this week for employees of the Royal Oak Tribune, a 60,000-circulation suburban daily.

The Guild is seeking to represent the Tribune's advertising, business-office, inside circulation, editorial and janitorial employees. ANG International Representative Harry McCormick is assisting the organizing drive.

Guild Locals Warned on Jurisdiction

The International Executive Board warned last week against any infringements on the Guild's jurisdiction arising from the introduction of such new devices as video display terminals used for editing, makeup and other newspaper purposes.

"The Guild is not interested in expanding its jurisdiction into that of other unions," the board said, "but, in the interests of its members and the industry they serve, it shall repel any efforts to erode the range of functions within its jurisdiction."

The board took the position in adopting a report of its Collective Bargaining Committee. ANG President Charles A. Perlik, Jr., had asked the committee to examine jurisdictional problems arising from introduction of the video display terminal.

The International Typographical Union's annual convention in August claimed jurisdiction over display terminals used on newspapers, and the United Telegraph Workers has claimed jurisdiction over similar devices being introduced by United Press International.

The display terminal enables an editor to correct, add or delete copy on a screen connected to a computer. It is also being put to use for other newspaper tasks.

The IEB said that introduction of such new equipment "if properly utilized, can be beneficial to Guild members and their product."

But it warned that the equipment's introduction "does not change the nature of the tasks within the Guild's jurisdiction."

The board stressed "the importance to each local of including and enforcing strong jurisdiction and job-security clauses in its contracts" and urged locals that do not have them to win them "at the next opportunity."

The board authorized ANG officers to explore a proposal by the international executive council of the National Association of Broadcast Employees and Technicians for a mutual-assistance agreement with the Guild.

NABET, in making the proposal, cited "the community of interests between our organizations and our dedication to common goals."



RICHARD P. LANE

Lane Named Broun-Prize Chairman

Former ANG International Vice President Richard P. Lane of Memphis was reappointed chairman of the 1970 Heywood Broun Award Contest by the International Executive Board last week.

Lane, who was chairman of the 1969 award contest, was unable to attend the judging and award presentation because of illness.

The award is presented annually for journalistic achievement "in the spirit of Heywood Broun," ANG's founder and first president. It carries a citation and a \$1,000 prize.

The deadline for entries for the 1970 award is Jan. 9. The award will be presented during the IEB's winter meeting in Washington Jan. 18 through 21.

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

The IEB also named ANG Vice Presidents George McCormick and James Young and Director of Administrative Operations Ellis T. Baker as judges for the 1971 Guild Service Award.

The award is presented annually for Guild achievement on the local level and provides a scholarship of up to \$1,000 for a course in labor education. The deadline for nominations, which may be made by membership meetings, executive committees or representative assemblies, is Jan. 15.

IEB Hits Secret Deportation, Trial of 2 Manila Newsmen

The International Executive Board last week condemned the imprisonment by Nationalist China of two Philippine-born newsmen of Chinese ancestry after they were secretly deported from Manila in what the IEB called the Philippine government's "complicity in this most serious and far-reaching attack on freedom of the press."

The IEB called on U.S. and Canadian government officials to lodge a protest with Philippine President Ferdinand Marcos. It also called on the International Federation of Journalists, with which the Guild is affiliated, to ask its member organizations "to seek appropriate action to secure the brothers' release."

The board also called upon "all governments" to seek "the release and exoneration of the Yuyitung brothers from their Formosan captors."

The board's action was prompted by press and wire-service stories and reports from the International Press Institute, which sent observers to the four-hour trial of Quintin and Rizal Yuyitung, publisher and editor, respectively, of the Chinese Commercial News in Manila.

The IEB said that "press reports of their arrest, deportation, detention and trial tell a story of press-freedom suppression that is so totally alien to all the principles and practices of press freedom associated with the free world's member nations that we would be tempted to disbelieve them were it not for the variety and reliability of those making the reports."

The reports said the brothers had been secretly spirited to Formosa, although they were born and raised in the Philippines and had never set foot on mainland China or Formosa.

The charges under which they were deported by Philippine authorities even while deportation proceedings were still under way in the Philippine courts, were based on their having printed Western news reports that quoted Peking's New China News Agency.

The brothers' paper, the oldest and largest Chinese-language daily in the Philippines, has long been critical of Marcos, as well as Nationalist China's Chiang Kai-Shek.

The IEB said it found it "im-

possible to comprehend how statements published in another country in a paper forbidden circulation on Taiwan could endanger the security of Nationalist China."

Furthermore, the IEB noted,

IPI observers reported that the brothers were allowed to talk to defense counsel only in the presence of their prosecutors and were not permitted to see attorneys for the first 13 of their 14 weeks of pretrial detention.

Board Demands Nixon Reveal Censor's Name

The International Executive Board last week joined the University of Missouri Freedom of Information Center in calling on President Nixon to disclose the identity of the man who will be the nation's chief censor in the event of a national emergency.

The board noted that the Freedom of Information Center has been unable to obtain the name of the standby censor, who would administer a voluntary press-censorship code at the head of 26 executive reservists.

Samuel J. Archibald, the center's Washington representative, said this month that "if an emergency justifies the imposition of government censorship in a democratic society, the members of

that society have a right to know the identity of the censors."

"And they have the right to know the identity of the censors now," the IEB said in its resolution, "so that their qualifications can be subjected to appropriate examination by both the press and the public before their censorship is imposed, not after."

The board noted that appeals to both the director of the Office of Emergency Preparedness and Herbert G. Klein, Nixon's communications director, had failed to break censorship on the censor's name.

The IEB noted that Archibald has characterized this as "wall-to-wall bureaucratic stupidity."

"We agree," said the board.

Board Appoints Committee To Study New ANG Name

ANG Secretary-Treasurer Robert M. Crocker and the Guild's two Canadian vice presidents were named by the International Executive Board last week to a special committee to study a new name for the international.

The IEB designated Glen Ogilvie of Toronto and James Young of Vancouver to sit with Crocker on the committee. The committee will make a recommendation to the board, which will in turn make a recommendation to next year's ANG convention.

This year's convention directed the board to recommend a name "that reflects the truly international composition of the ANG

and its comprehensive coverage of workers in the various news media and related fields."

Crocker this week sent a letter to all locals inviting them and their members to submit suggestions for a new name—or arguments for retaining the present one—to the committee.

Crocker asked that the request for suggestions be publicized as widely as possible among local members and that suggestions be submitted before the IEB's winter meeting starting Jan. 18. The committee plans to reach a tentative decision between the board's January and May meetings, he said, so that the IEB can act at the May meeting.

IEB Scores Move to Mount Riders On Women's-Rights Amendment

The International Executive Board last week urged the Senate to approve the proposed Equal Rights Amendment to the Constitution without encumbering riders that would imperil its passage.

The board, in a resolution adopted Oct. 12 as the Senate was debating the amendment, warned specifically against a rider that would give the District of Columbia voting representation in both houses of Congress.

"The 800,000 residents of the District of Columbia clearly are entitled to as full a measure of citizenship as residents of the nation's 50 states—including the right to elected, voting representation in the Congress," it said. "If there ever existed a rationale for denying them full citizenship,

it has long ceased to exist."

"However, the millennium has not yet arrived in the United States. Each of the proposed constitutional amendments has encountered its own difficulties, in the Congress. Each can be expected to encounter more before securing approval of the requisite state legislatures."

"To amend the Equal Rights Amendment or to couple it with elected, voting representation in Congress for the District, or any other worthy proposal, is to assure that neither will receive the necessary approval from the 91st Congress."

"Attachment of riders would also increase geometrically the difficulty of securing the state legislative action necessary to effectuate the amendments."

The IEB urged adoption of the amendment, designed to assure equal rights for women, in the same form as passed by the House.

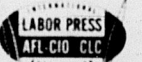
The Senate, however, added two riders, one that would bar women from being drafted into the armed forces and the other permitting prayer in public schools. Supporters of the amendment predicted the riders would kill its chances of passage because it would have to be sent to a Senate-House conference committee, most of whose members oppose it.

The Twin Cities Guild notified the IEB that its membership had gone on record disassociating itself from the position of the AFL-CIO and its president, George Meany, in opposition to the amendment.

The Guild Reporter

DAVID J. EISEN

Editor



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