

Settlement Averts Strike in N.Y., Hikes News Top \$101, to \$343



New York Guild Photo by Jules Geller

Ayes Have It at the Post

A forest of hands go up in support of the Guild's three-year settlement raising key top minimums \$100 at the New York Post. Almost

all of the unit's 473 members turned out for the ratification meeting, which ended a two-week strike for contract improvements.

Caroline Bird Set To Keynote Parley On Equal Rights

Caroline Bird, author of the best-selling "Born Female," will be the keynote speaker at ANG's Conference on Sex Discrimination and Women's Rights in the Industry Nov. 20 through 22.

As the Guild Reporter went to press, ANG headquarters had received the names of 79 representatives from 21 locals planning to attend the conference. It will be held at the Water Tower Hyatt House Hotel in Chicago.



CAROLINE BIRD

Guild Seeks Twin Cities Press Panel

Minneapolis, Minn.—The Twin Cities Guild executive board Oct. 22 proposed the establishment of a press council in Minneapolis and St. Paul.

Acting on a suggestion by Elie Abel, dean of the Columbia University School of Journalism, the board voted to sound out management of the Minneapolis Star and Tribune and the St. Paul Dispatch and Pioneer Press on the proposal.

The Guild received a negative response from the Star and Tribune but got an expression of interest from the St. Paul papers. Minneapolis publisher Otto

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Miss Bird, whose 1968 book on discrimination against women was a forerunner of the women's liberation movement, will address a Friday-night dinner that will open the conference.

The dinner will be followed on Saturday by a general session on discrimination in the industry and the development of Guild policies and programs to eliminate it, a series of "interest-group" discussions on aspects of the discrimination problem and a second general session for reports on the group deliberations.

Case studies on methods used by locals to overcome sex discrimination will be presented at another general session Sunday on "Equality Now and How to Win It," followed by a discussion of tools and techniques for achieving the Guild's equal-rights goals and a summary of the conference and its conclusions.

The interest-group topics will be: (a) "Economics," including hiring, pay, placement, commissions and pensions; (b) "Advancement," including training, promotion and "protective" and other legislation; (c) "Welfare," including day-care centers, health care and maternity leave, and (d) "Professional Interests," including news and advertising treatment of women and discrimination in assignments, press boxes and press clubs.

ANG President Charles A. Perlik will be chairman of the conference. Registration will be at

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THE GUILD REPORTER

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

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Bay Reporter Balks On Source, Gets Jail

San Francisco Examiner Guilds-woman Mary Crawford is under a five-day jail sentence for refusing to testify in the Los Siete murder trial.

Mrs. Crawford was sentenced by Superior Court Judge Lawrence Mana when she refused to discuss a jail interview with one of six Latino youths accused of killing Patrolman Joseph Brod-nik in May 1969.

The sentence was held in abeyance pending a special hearing on the question of whether she must testify. But Mrs. Crawford told reporters as she left the courtroom that "I was prepared to serve five days in jail, and I am prepared to serve right now."

Mrs. Crawford had originally escaped a contempt citation Oct. 15 when Judge Mana reversed himself and decided she could not be forced to state the source

of a story based on an interview with defendant Jose Rios.

Mrs. Crawford said she would refuse to testify for either the defense or the prosecution on the ground it would damage her reputation for impartiality. She based her position on California's newsmen's-privilege law, which protects reporters from forced disclosure of their sources.

When Mrs. Crawford said the source of the information was named in her story, Judge Mana ruled the law didn't apply to her case.

But a recess was declared after defense attorneys objected, and Mrs. Crawford returned with an attorney representing her on behalf of the Examiner and the San Francisco-Oakland Guild.

Defense attorney Charles Garry cited a 1955 appellate-court

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Circulators Up \$145 to Full Parity

New York City—Settlements that will produce record key minimums of approximately \$343 at the New York Daily News and even higher minimums at the Times were negotiated Nov. 2, less than three hours before a 6 a.m. strike deadline.

Under the settlements, which await ratification, the top for reporters and display salesmen at the News will go up approximately \$101 over three years. They will go up even more at the Times (where old key minimums of \$255.25 were some \$13 higher), the exact amount depending on whether unit members agree to divert one percent of the package to pensions.

The settlement raises key circulation employees at the News to parity with reporters, for an increase of approximately \$145. Times circulation men already had parity.

The circulation minimums, like those for reporters and ad salesmen, are the highest in any Guild contract. The News settlement also provides record minimums in a number of other classifications.

The Times Unit is scheduled to vote Nov. 9 on ratification and on a negotiating-committee recommendation to divert one percent to pensions. The News Unit is scheduled to vote on ratification Nov. 12.

Guild pickets were poised to march at either the Times or News as the settlements were announced after 12 hours of bargaining assisted by Theodore W. Kheel and two federal mediators.

The Guild had announced Oct. 30 that it would strike one of the papers, which one depending on the number and seriousness of the issues still unresolved when the deadline was reached.

The News settlement provides an average annual increase of \$33.67 in key top minimums, third highest ever negotiated in a Guild contract. It is exceeded only by settlements during the past year at the Boston Record American and the Washington Post.

The new key minimums exceed the previous record figures won only two weeks ago in a strike settlement at the New York Post. So do the starting minimums for reporters and display salesmen, which go to more than \$274, up \$101 as a result of the local's success in getting the

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Copley Policy Hit

Guild Protests Giving Film to FBI

Sacramento, Calif.—The Sacramento Guild is protesting to Copley's Sacramento Union against an announced policy of turning over pictures and negatives of disorders and demonstrations to the Federal Bureau of Investigation.

A local membership meeting Oct. 22 voted to send Copley "the strongest possible protest" after management set forth its position at a meeting with a Guild representative.

In one case, pictures of disorders assembled by a non-Guild photographer for showing as a slide exhibit to right-wing groups was sent to Copley headquarters in La Jolla and thence to the FBI.

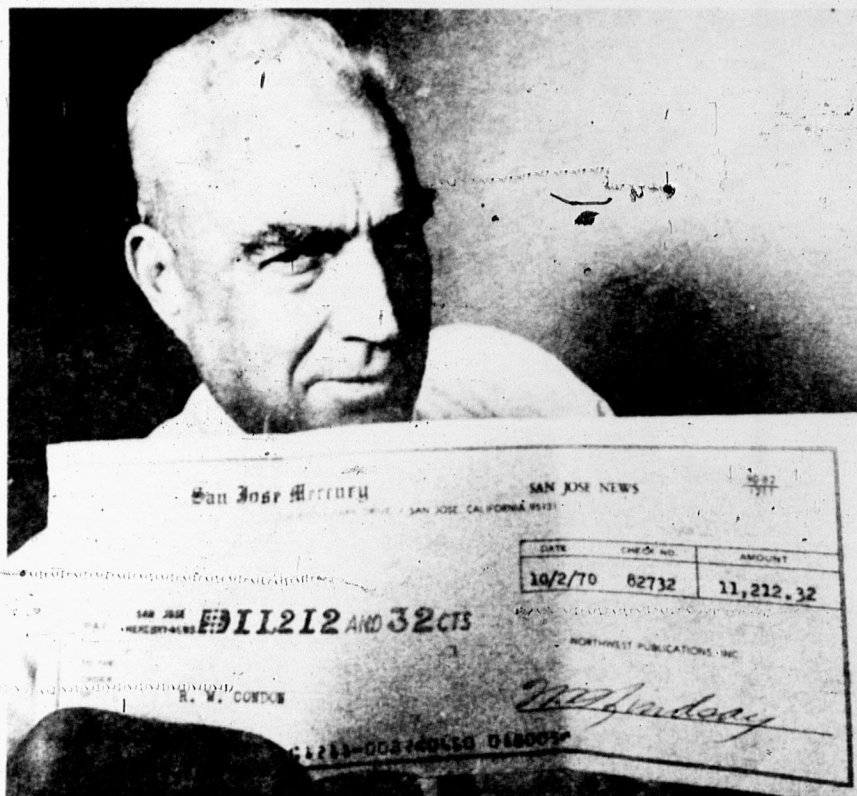
In another, two men who identified themselves as FBI agents came to the Union morgue, asked for all pictures and negatives of disorders and were given them.

Management, at a meeting

with Guild Unit Chairman Robert Coppock, said the materials were turned over without its authorization in the latter case but made clear that its policy is to turn over such pictures to any law-enforcement agency that desires them.

The Guild meeting, in voting to make an official protest, said the policy endangered photographers and violated professional ethics.

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Cashing In

Guildsman Ralph Condon, first San Jose Mercury and News employee to retire under a new Guild pension plan, displays check for \$11,212.32, his lump-sum retirement payment. He'll also receive a monthly benefit of approximately \$200.

Times Mirror Corrals All Newsday Stock

Los Angeles, Calif.—The Los Angeles Times Mirror Co. announced last week that it has agreed to acquire the remaining 49 percent of stock in Newsday from minority stockholders in exchange for Times Mirror stock valued at 35.7 million dollars.

Times Mirror acquired 50 percent of stock in the Long Island, N.Y., paper for an estimated 31 million dollars last May in a purchase strongly opposed by the

minority stockholders and Newsday editorial employees.

The minority group, heirs and trustees of the late Alicia Patterson, Newsday's first publisher, said they were selling their stock because they had "reluctantly given up hope of influencing or controlling the newspaper she built" and because the Times Mirror Co. had made "an encouraging start on their own toward the goal of running Newsday as an independent newspaper."

Otis Chandler, chief of Times Mirror's newspaper division, has confirmed a report that Newsday plans to establish a Sunday edition as well as a satellite plant in Eastern Long Island.

The price of the daily afternoon paper has been doubled to 10 cents since the purchase last May, increasing revenue by \$4,118,400 a year.

The Guild is currently conducting an organizing campaign among Newsday editorial employees in response to union interest stirred by the paper's sale.

RA Nominates Deegan for Murphy Post

New York City—John E. Deegan, secretary-treasurer of the New York Guild, was nominated without opposition Oct. 28 to succeed Thomas J. Murphy as executive vice president. Murphy is retiring after 22 years in the post.

The representative assembly also nominated Local Representative Harry Fisdell for secretary-treasurer, the local's other full-time position. Fisdell defeated Local Representative Jean Davidson for the nomination by more than two to one.

Thomas Lask, a book reviewer for the New York Times, was nominated for president.

Additional nominations can be made by petition until Nov. 13. Elections will be held Dec. 17 and 18 in the event of a contest.

Membership Hits Record

ANG membership inched up to a new record of 32,635 as of Sept. 1, ANG Secretary-Treasurer Robert M. Crocker reported last week.

The figure was six higher than the previous record of 32,629 on Aug. 1 and 651 above the total for Sept. 1, 1969. Membership figures cracked the 32,000-mark for the first time a month after that.

Press Club Fails to Lift Ban; New Vote Set on Women

Members of Washington's National Press Club voted 522 to 243 to admit women to membership in balloting tallied last week. But the doors will remain closed.

The 522 affirmative votes fell 187 short of the two-thirds majority required to amend the club's constitution in a mail ballot.

Proponents of desegregation, heartened by the strong majority voting in favor, immediately circulated a petition and obtained the necessary 10 signatures to put the proposal to a new vote at the club's annual meeting in January, where only a two-thirds vote of those attending will be required.

Donald R. Larrabee, chairman of the club's board of governors, was among those signing the petition and said he had no doubt the proposal would pass.

"This goes to the heart of the club's professional status," he said. "We have got to do this; otherwise, we're nothing but a social club."

A second proposition, to reserve the tap room and the card room for men and set up special facilities for women if they were admitted, was approved by a hair's breadth, 373 to 368.

In Canada, meanwhile, the Winnipeg Press Club joined the Ottawa Press Club in letting down the barriers to women. The vote was 20 to 11.

The proposal to admit women to the Washington press club generated extensive and heated de-

bate. A letter by ANG President Charles A. Perlik, Jr., urging approval was circulated to club members, and another strongly worded appeal for approval was circulated by five members, including Llewellyn King, president of the Washington-Baltimore Guild.

A number of Guild members played an active part in the campaign to end the ban, which has been protested by the National Organization for Women (NOW).

Opponents of the proposal charged that it was being pressed to alleviate the club's financial condition with an eye to merger with the Women's National Press Club, which reportedly has more than \$100,000 in its treasury.

The men's club has been reporting losses for years, but a group of bondholders has filed a suit accusing the club and its officers of concealing profits and thus avoiding dividends by publishing misleading financial reports.

King Features columnist Ralph De Toledano led opposition to the admission of women at a club debate that preceded the vote. Declaring that "this has always been a men's club," he said that "if God had wanted something other than the two sexes, he would have created a unisex."

"Just how many women have applied here anyway?" he asked.

"Why would any women apply now?" retorted William Coblenz of the Library of Congress. "It would be like Jews applying for membership in the Fedayeen."

Times Women Hold Only 82 Of 700 Editorial Positions

New York City—Only 82 of 700 New York Times employees in writing and editing jobs are women, according to testimony by the Times at a New York City Human Rights Commission hearing.

And of 213 high positions, Times personnel director Howard Bishow said, only nine are filled by women.

Bishow blamed the low percentage of women in editorial jobs on a lack of applicants and on the paper's need to go outside the company in order to hire

"the cream of the crop."

A breakdown released later by Bishow disclosed that 70 of the 82 women in writing and editing jobs worked in editorial departments while 12 were in such non-editorial positions as promotion and public-relations writer.

Forty-five were reporters, two were copy editors, five were editors or assistant editors, 17 Sunday deskmen and one a columnist. In addition, there were 15 listed as "apprentices" in new jobs and five in the Sunday department.

"Well, I'm just not for it," De Toledano said. "They're burning their bras, and now they want us to burn our jock straps."

Richard Starnes of Scripps-Howard's Washington Bureau, in a letter printed in the Washington Daily News, said that "the sleeve-garter mentality" personified by De Toledano "has made the Press Club a sepulchral dead-end fit only for troglodyte special pleaders with hobnail liver and ethical infrastructures that would cause a wave of revulsion in a Seranton parlor house."

"Of course women should be invited to join the National Press Club," he concluded. "Women are among the most gifted journalists in this city. Some are even noble, a circumstance that holds the delightful promise of ancient arteries popping like so many pipe-stems in the cloistered wards of the National Press Club."

"It'll be the most excitement they've seen in years. It could even be the salvation of the place."

2 Women Get Outside Jobs In St. Louis

St. Louis, Mo.—Guild pressure last month resulted in the promotion of two women to outside advertising-sales jobs for the first time in the history of the St. Louis Post-Dispatch.

The Post-Dispatch advanced two classified solicitors, Roselle Moser and Jean Skinner, to the outside sales staff, with a top minimum of \$240 compared to a top of \$166.75 for solicitors.

The St. Louis Guild filed a complaint earlier this year when a man with less experience than many of the Post-Dispatch's women solicitors was promoted to the outside staff.

Guild Executive Secretary Robert A. Steinke continued to exert pressure, sending management copies of the paper's equal-rights editorials accompanied by pointed questions about its own hiring and promotion policies.

Early this month the Post-Dispatch announced the two women's promotion.

Organizing Seen Wire Service Priority

Organizing was the watchword at a series of four Wire Service sectional conferences concluded last month.

The local's Eastern conference, leading the way, called for a nationwide organizing drive to increase the number of Associated Press and United Press International employees enrolled in the Guild.

The conference called on its delegates to take back the message to their units and either become organizing chairmen or see that others undertake the job.

It laid out detailed recommendations for the chairmen and asked for reports on their activities by Dec. 15.

Local Administrator Ray Mann told the conference, held Oct. 17 and 18 in Washington, that a "crash program" of organizing was essential. He carried the same message to other sectional conferences in San Francisco Sept. 26 and 27, Minneapolis

Oct. 3 and 4 and Atlanta Oct. 10 and 11.

AP, in particular, appears out to break the Guild, Mann told the Midwest conference.

The Midwest conference adopted a resolution urging the local to intercede in any case of news suppression or distortion.

Another Midwest resolution called for employers to provide full financial protection whenever a staffer runs the risk of harm to his person or property, and a third called for management to provide legal representation for any newsmen attacked or robbed while going to or from work.

W. Vedder Stevens of Chicago AP, in introducing the latter resolution, reported that three staffers had been assaulted recently on their way home and that AP declined to furnish court aid to the staffer in one case where an arrest was made.

The Western Conference called for the maintenance of professional standards in news and fea-

ture stories, free of pressure by government or "sacred cows."

The Southern conference demanded that both AP and UPI abide by contract provisions requiring that every effort be made to provide uniform working conditions and consecutive days off.

IFJ Hits India's Curbs On Foreign Newsmen

Brussels, Belgium—The International Federation of Journalists last month protested to the Indian Government over a series of measures against foreign newsmen, including the expulsion of Toronto Globe & Mail correspondent David van Praagh.

The IFJ, with which ANG is affiliated, questioned whether the expulsion of van Praagh, the withdrawal of accreditation for a BBC newsmen, the closing of the BBC's office in New Delhi and censorship of documentary films

Atlanta staffers are currently being forced to work long overtime and many days without time off because of a staff shortage, it was reported.

The conference also urged establishment of AP and UPI training programs for new employees.

made by foreign television companies is "compatible with the democratic principle of free access to sources of information."

The IFJ bureau, at a meeting here, also appealed to Nationalist Chinese President Chiang Kai-shek to commute the jail sentences of two Filipino newsmen of Chinese ancestry who were deported from Manila and jailed on Taiwan for printing news reports quoting Peking's New China News Agency in a Chinese-language daily in Manila.

Brockton Strike Ends as Guild Signs Contract

Brockton, Mass.—Publication of the Brockton Enterprise & Times was resumed Oct. 26 after the Guild settled a 10-week strike for a new contract.

Guild members had returned to work two days earlier following signing of the two-year contract and a no-reprisal agreement. Management had insisted both be executed before work was resumed.

\$38.50 Hike Brings Pact In Waterbury

Waterbury, Conn.—The reporter top minimum will go over the \$200 mark at the Waterbury Republican and American as the result of a \$38.50 increase in a new 30-month contract with the Connecticut Guild.

General increases range from \$13.50 to \$38.50 under a schedule calling for increases of 21.4 percent, compounded, on all salaries up to \$165.

The reporter top goes up \$10 retroactive to March 1, \$5.25 on contract signing, \$9.50 next March 1, \$5.75 next Sept. 1, and \$8 Feb. 1, 1972, to reach \$201.

The top for editors and deskmen is also increased \$38.50, to \$214 and \$206, respectively. The top for copy boys is raised \$20.25, to \$107.25. A reclassification will raise the state editor an additional \$5, to \$211.

Shift differentials are provided at the rate of \$1 for work in the next higher classification, \$2 in the second higher classification and \$3 in the third higher. The night differential is increased 10 cents, to \$1.10 per shift.

The service requirement for a fourth week's vacation is reduced from 24 years to 20, and the ceiling on sick-leave accumulation is increased from 10 days to 50.

\$24 Increase Is Gained At Sioux City Journal

Sioux City, Iowa—A 23-month contract increasing the reporter top minimum by \$24 has been negotiated by the Guild at the Sioux City Journal. The top will go to \$186.75 in February 1972.

The top for city district men will be increased \$25, to \$180.75, moving the circulation group closer to parity. The top for other jobs will go up \$11, raising that for stenographers and clerks to \$101, that for janitors to \$96 and that for office boys to \$87.

The Guild also won an eighth paid holiday, Veterans Day, and a reduction in the service requirement for a fourth week's vacation from 18 years to 12.

The company will pay the full cost of dependents' health insurance, valued at \$17 a month, starting in the second year of the contract.

Guild Files Charge At Garden Grove

Garden Grove, Calif.—The Los Angeles Guild last week filed a refusal-to-bargain charge against Ridder's Orange County News.

The Guild went to the National Labor Relations Board after management petitioned for an election to test the Guild's majority and then refused to appear for a scheduled Oct. 22 bargaining session.

The contract terms provide a \$46.25 increase, to \$206.75, in the top minimums for reporters and ad salesmen and give the Guild a dues checkoff for the first time. Management's best pre-strike offer was \$38 over two years.

The settlement was reached early Oct. 22 after management agreed to take employees back in order of seniority in each classification and to put those not returning immediately on a rehiring list. As of this week, all but eight of the 90-member unit—seven in editorial and one in advertising—were back at work.

Management said in the closing phase of negotiations that it was its "hope and intention" to ultimately rehire all employees, but Editor-in-Chief Myron Fuller told the Guild this week that "prospects are not bright" for re-employing the editorial staffers. Local President Irving Murphy accused management of "not acting in good faith."

The agreement was ratified Oct. 22, but management refused to allow Guild employees back until the contract and the no-reprisal agreement were signed.

The company had originally insisted on a clause that would have barred Guild fines against members who crossed picket lines, but the Guild said it could not impair a member's right to bring charges against another member under the ANG Constitution. The final agreement provides that the Guild will take "every reasonable action" to prevent such fines, subject to local by-laws and the ANG Constitution.

Guild picket lines went down and craft-union members returned to work Oct. 22 as chief Guild negotiator James Orcutt, assistant director of ANG's New England Servicing-Organizing Program, flew to Washington to obtain ANG Contracts Committee approval of the no-reprisal agreement and permission to sign the contract.

Both were promptly granted, and the contract was signed on Orcutt's return the next night.

The settlement increases the district-manager top \$38, to \$170, that for copy editors and women's editor \$46.25, to \$207.35, that for wire editor \$47.20, to \$211.20, that for telephone operators \$25.35, to \$113.35, that for janitors \$23.05, to \$103.05, that for ad takers \$24.75, to \$10.75, and that for office boys \$22.15, to \$99.15.

The wage increases amount to approximately 29 percent and are retroactive to April 24.

The settlement gives the Guild the right to divert up to \$5 of the wage package to pensions. The company agreed to match any increase in the employee contribution to sick-pay insurance and will pick up a 60-cent monthly contribution to life insurance formerly paid by employees.

The Guild also won a 10th holiday effective next year.



Senatorial Greeting

Massachusetts Sen. Edward M. Kennedy greets members of the Brockton Guild negotiating committee on a visit to the city during the Enterprise & Times strike. From left, Local President Irving

Murphy, Kennedy, James Orcutt, assistant director of ANG's New England Servicing-Organizing Program; Secretary Toni Costa, and Treasurer Fred Cain. The strike ended Oct. 24.

York Journal Throws In the Towel As Gazette Returns Rebaptized

York, Pa.—The four-day-old York Morning Journal expired Oct. 24, a day after the York Gazette & Daily resumed publication under a new publisher and a new name—the York Daily Record.

The Journal, which had been launched with considerable fanfare as a permanent fixture by the rival York Dispatch while the Gazette & Daily was closed by a lockout, discontinued publication with a statement that it had "filled the void" left by the Gazette & Daily's suspension.

The Gazette was bought by York District Atty. Howard Fitzkee and two law associates, Elmer M. Morris and Wentworth D. Vedder. Fitzkee will be publisher, Vedder president and Morris treasurer.

The purchase price was not announced but was unofficially reported as \$1,200,000.

Former Gazette Publisher

Josiah W. Gitt refused to sell the Gazette & Daily's name, insisting that it be retired with him.

"It's like retiring the number of a star baseball player," his son, Gazette President Charles M. Gitt, said in an interview with the New York Times.

A forthrightly liberal paper with a conservative constituency, the Gazette & Daily had been beset by declining circulation and advertising, and Gitt's private fortune had reportedly gone into making up its losses in recent years.

The Typographical Union declared a lockout when Gitt imposed a unilateral 10-percent pay cut a month ago. Gitt had threatened the Guild with the same treatment and had fired Local President James N. Snavelly after a newsroom dispute.

The new owners immediately rescinded the pay cut and signed a three-year contract granting the

Typographical Union a \$42 increase. They promised the Guild the same offer when its contract expires Dec. 31 and reinstated Snavelly.

They set the paper on an avowedly "liberal Democratic" course, but one not quite so liberal as Gitt's, who had supported Henry A. Wallace for president in 1948 and refused to accept advertising for Sen. Barry Goldwater during the 1964 Presidential campaign.

Gitt's liberalism was reflected in the style of both the Gazette and its staff, who frequently went about their jobs without neckties. Some wore jeans, sandals, long hair and love beads, and the paper's City Hall reporter covered his beat wearing tie-dyed shirts and earrings.

Shortly before the lockout a judge barred Snavelly from a courtroom press table because of his refusal to wear a tie.

3 Papers, Magazine Sold

Times Buys Cowles Holdings

New York City—The New York Times last week agreed to purchase most of Cowles Communications Inc.'s profitable enterprises, including three Florida dailies and Family Circle magazine.

The Times will pay 50.7 million dollars in Times stock and will assume 15 million dollars of Cowles's debt. The transaction will give Cowles 23 percent of the Times's Class A stock and will put Cowles Chairman Gardner Cowles on the Times board of directors.

The purchase includes Station WREC-TV in Memphis, a group of seven medical and dental journals and the Cambridge Book Co., publisher of educational materials. It does not include Look and Venture magazines, which Cowles says have been losing money, or other Cowles broadcasting stations in Des Moines, Daytona Beach and Memphis.

Neither does it include Cowles newspapers in Minneapolis, Des Moines and Great Falls, which are owned by a separate corporation.

The Florida newspapers to be acquired by the Times are the Lakeland Ledger, Gainesville Sun and Ocala Star-Banner, with a combined circulation of 60,000.

Consummation of the sale is

dependent on approval by stockholders of both companies and favorable tax rulings.

Times Publisher Arthur Ochs Sulzberger described the acquisition as "an important step toward the diversification the Times has been seeking."

All of the acquired properties "are profitable and have a large potential for further growth and profitability," he said. The properties earned approximately three million dollars in the first nine months of 1970.

Cowles, stating that the Times has "good potential for growth and increased profitability," said acquisition of its stock would yield the company "substantial dividend income."

Cowles President Marvin Whitmore said that while the company expects to report a loss for 1970, he expects increased advertising and a five-million-dollar cost-reduction program to put Look in the black next year.

The Times's assumption of Cowles's debt would free Cowles of a loan requirement that it retain at least 23 million dollars in working capital. A decline of working capital to near 23 million forced it to sell the San Juan Star to Scripps-Howard for 9.8 million dollars earlier this year.

Cowles said that by substan-

tially freeing itself of the debt the company would obtain "an exceedingly strong and liquid balance sheet" and be able to concentrate on "developing the full potential of Look magazine and our other remaining properties."

The Florida newspapers are the first to be acquired by the Times, although the Ochs Trust, majority stockholder in the Times, is also the majority stockholder in the Chattanooga Times.

Engraver Pact Ends D.C. Strike Threat

The threat of a strike at Washington's three newspapers appeared to have ended last week when the publishers reached agreement with the Photoengravers' Union. A pact was reached a week earlier with the printers.

Both settlements are awaiting ratification. Terms of the Photoengravers' settlement were not disclosed; the printers won increases of \$55 over 26 months.

Under the printers' settlement, the publishers agreed to withdraw a \$250,000 claim for damages filed under contractual grievance procedures as a result of production slowdowns during negotiations.

THE SHORT



OF IT

No Prosecution in Salazar Death

Los Angeles District Atty. Evelle Younger says there will be no prosecution of Sheriff's Deputy Thomas Wilson, who fired the tear-gas projectile that killed former Guildsman Ruben Salazar in a tavern during disorders in East Los Angeles Aug. 29.

Wilson testified at a coroner's inquest that he fired the 10-inch missile only after orders were given to clear the tavern. But Salazar's family has filed a \$1,150,000 "wrongful death" claim against the county, charging that the projectile was fired into the bar with disregard for life.

Paddock Cited for Company Union

A National Labor Relations Board Examiner has recommended that Paddock Publications, owner of a string of Chicago suburban newspapers, be found guilty of an unfair labor practice for fostering a company-dominated labor organization.

Examiner Harry H. Kuskin said the organization, dubbed the Staff Advisory Committee, was organized by management to head off a burgeoning move for union representation. Employees had been exploring organization by the Guild or the Office and Professional Employees.

Disneyland Now a Never-Never Land

The American Guild of Variety Artists, which has given active support to the Los Angeles Herald-Examiner strike, is asking unionists to stay away from Disneyland, where the union is on strike against wages such as \$1.87 per show for Indian Village Indians and \$2 an hour for Matterhorn climbers. . . . Also on the union boycott list: (1) the Capitol City Casket Co. of North Little Rock, Ark., where the Furniture Workers are on strike; its customers include the Kurrus Funeral Home in East St. Louis, the Crane & Breed Casket Co. in Cincinnati and the Larry Mickelson Co. in Seattle; (2) products of the Strochmann Bros. Baking Co. of Wilkes-Barre and Schmidt's Baking Co. of Baltimore, where the Bakery and Confectionery Workers are on strike.

Teamsters Upheld in Detroit

The National Labor Relations Board has found the Detroit News guilty of an unfair labor practice for threatening to withhold vacation credits from Teamster employees unless the union withdrew a charge filed with the NLRB.

The case arose from the 1967-68 Detroit newspaper strike, after which an arbitrator awarded the Teamsters vacation credits from the time the Teamsters settled in March 1968 until the strike ended five months later. The company threatened to withhold payment when the Teamsters filed an NLRB charge seeking credit for the entire period of the strike, although the company later relented.

Here and There

A special United Automobile Workers' convention voted last month to assess nonstriking workers in automobile, farm-implementation and auto-supply plants \$20 a month and other nonstriking members from \$7 to \$8 to support the General Motors strike. . . . The Atlanta Journal and Constitution has fired an education writer who wrote a memo to reporters suggesting an Atlanta journalism review. . . . The Washington Star last week disclosed the identity of the U.S. Government's standby censor, a tightly classified secret, as Theodore Koop, a Columbia Broadcasting System executive who was deputy director of censorship in World War II. Editor & Publisher reported that President Nixon is thinking of abolishing the censorship office. . . . ANG President Charles A. Perlik, Jr., is among the sponsors of a testimonial dinner to civil-rights leader Bayard Rustin in New York City Dec. 14.

Guild Hits Baltimore Curb On Underground Press

Citing a recent International Executive Board resolution, the Washington-Baltimore Guild protested to Maryland Gov. Marvin Mandel last week against the denial of Baltimore police press credentials to members of the collegiate and underground press.

Noting that the IEB resolution called for extension of "the rights and privileges of a free press . . . equally to all elements of the press," the local executive committee called on Mandel to guarantee "the right of full and free access to the news" to all newsmen.

The board acted following the Baltimore Police Department's refusal to grant press passes to reporters for the Johns Hopkins University newspaper and Hairy, Baltimore's underground paper. Baltimore police are under direct control of the governor.

The police said it was against department policy to issue credentials to newspapers that are not published at least weekly; the definition of a newspaper under state law for purposes of legal advertising. Hairy is published every other week, but the Johns Hopkins paper is published twice weekly.

Reporters for the underground paper have been arrested at demonstrations and forbidden to take notes in court because they lacked press cards.

Atlantic Unit Looks Into Servicing Plan

Scranton, Pa.—The Middle Atlantic District Council last week-end authorized a committee to study the establishment of an area servicing-organizing program patterned on the one in New England.

Council President Robert M. Golden will name a committee consisting of one member from each local. It was asked to report at the council's next meeting Feb. 6 and 7 in Philadelphia.

The council rejected, for financial reasons, a motion to send a delegate to ANG's Conference on Sex Discrimination and Women's Rights in the Industry in Chicago Nov. 20 through 22.

Proxmire Re-elected; Pucinski, Van Deerlin Win; Rice Loses

SEN. WILLIAM PROXMIRE

Time to Buy 9 Weeklies, Sell Stations

Chicago, Ill.—Time Inc. is adding nine more weeklies to its chain of 24 Chicago suburban papers and selling its 13 domestic radio and television stations to McGraw-Hill Inc.

The papers, in Chicago's western suburbs, are being acquired for an unannounced sum from State Sen. John W. Carroll.

The broadcasting stations are being sold for 80.1 million dollars. The transaction is subject to approval of the two companies' boards of directors and the Federal Communications Commission.

The properties include radio and television stations in Denver, Indianapolis, Grand Rapids and San Diego and a television station in Bakersfield. McGraw-Hill will have to sell the radio stations to meet FCC regulations.

Andrew Heiskell, chairman of Time's board of directors, said its sale of the broadcasting properties stemmed from a reallocation of resources.

"We're looking for investments that have more dynamic possibilities than over-the-air broadcasting," a spokesman said.

Time reportedly plans to move more deeply into CATV.

Time entered the suburban-newspaper field last year when it acquired 22 Chicago-area weeklies from the Pioneer Publishing Co. and 10 weeklies and semi-weeklies from Hollister newspapers. It has consolidated them into 24.

Knowland Eying Citizen-News

Los Angeles, Calif.—Sen. William F. Knowland, publisher of the Oakland Tribune, is "seriously interested" in buying and reviving the bankrupt Los Angeles Citizen-News, it was revealed in Federal Bankruptcy Court last week.

The disclosure was made Oct. 29 by receiver George T. Goggin, who said Knowland was planning to send representatives here this week to inspect the Citizen-News plant and discuss its possible acquisition.

The Citizen-News suspended publication Aug. 28 when it was unable to borrow sufficient funds to continue. The shutdown left 35 Guild members without jobs.

Bankruptcy Referee Russell

Sen. William Proxmire, Wisconsin Democrat, was re-elected and two other Guild alumni were returned to House seats in this week's elections.

Victorious were Reps. Lionel Van Deerlin of San Diego and Roman C. Pucinski of Chicago, both Democrats.

Former Twin Cities Guildsman George Rice, seeking the suburban Minneapolis House seat now held by Rep. Clark MacGregor, was defeated. And Rep. Richard D. McCarthy, former Buffalo Guildsman, lost his House seat because of an unsuccessful attempt to gain the Democratic nomination for U.S. senator from New York.

Proxmire, a former Madison Guildsman, was elected to his third full Senate term, defeating John Erickson, former University of Wisconsin basketball coach, by more than two to one.

Van Deerlin, a former president of the San Diego Guild, won his fifth term in California's 37th District, turning back three opponents—Republican James B. Kuhn, Faye B. Brice, American Independent, and Sritjof Thygeson, Peace and Freedom. He received 72 percent of the vote.

Pucinski won a seventh term, defeating Republican J. Mason



Pucinski



Van Deerlin

by a two-to-one landslide.

Rice, a former Guildsman at the Minneapolis Star and the St. Paul Dispatch, lost out in a close race running as a Democrat against Republican William Frenzel in Minnesota's Third District. He was forced to resign as an editorialist for WCCO-TV, owned jointly by the Minneapolis and St. Paul papers, in order to run.

McCarthy, after losing the Democratic Senate primary to Rep. Richard L. Ottinger, sought to retain his House seat by teaming with Ottinger on a "Conservation Party" ticket. But the line was ruled off the ballot on protests by the Conservative Party.

McCarthy plans to seek the seat again in 1972.

Publishers Challenging CATV Ownership Ban

Newspaper publishers are challenging the Federal Communications Commission's right to outlaw newspaper ownership of CATV systems.

Voicing their position at a recent CATV seminar in Chicago, they contended that Congress, not the FCC, is the only body with authority to limit cable-television ownership.

The FCC has scheduled hearings Dec. 7 on crossownership of newspapers and CATV systems.

Donald Beelar, Washington communications counsel for the American Newspaper Publishers Association, told the seminar that a majority of the FCC is opposed to newspaper CATV ownership.

He urged publishers to make a strong record against prohibition of newspaper ownership, citing the importance of electronic dissemination of newspapers in the future evolution of the media.

The Justice Department, meanwhile, stated its opposition to a proposal by the Frontier Broadcasting Co. to eliminate its cross-

ownership of newspapers and broadcasting facilities in Cheyenne, Wyo., by one of several alternative means in return for renewal of its television license.

The department said the only effective way to eliminate Frontier's media monopoly in Cheyenne was to deprive it of the television license.

In New York City an FCC hearing on renewal of the Daily News's license for Station WPIX-TV continued, with Leavitt Pope, the station's vice president for operations, admitting that a WPIX investigation turned up five instances of misrepresentation of news film.

Nancy McCarthy, an ex-WPIX news writer who was fired after complaining of news misrepresentation, testified that former news manager Walter D. Engels told her he was under "generally terrific pressure" from top management to "create a show that was jazzy, fast-paced and highly competitive" without being given "the money to do it."

Seymour officially declared the paper bankrupt at the Oct. 29 hearing, rejecting a request by Publisher Richard Horton for an additional 30 days to come up with a reorganization plan. The action left Horton on the same footing as any other buyer desiring to bid for the paper.

Meanwhile, Lammont du Pont Copeland, Jr., who owned a controlling interest in the Citizen-News until last February, has filed a bankruptcy action of his own, seeking a court-supervised arrangement to pay off almost 63 million dollars in debts.

Among those who have filed suit against Copeland is the International Brotherhood of Electrical Workers, which claims he

guaranteed a 2.7-million-dollar loan to the Citizen-News in 1967, on which 2.5 million is still due.

2 More Ohio Papers Bought by Thomson

Two more Ohio newspapers, the Zanesville Times Recorder and the Coshocton Tribune, have been added to the Thomson chain, which now embraces 40 newspapers.

The Times Recorder, with a circulation of 240,000, and the Coshocton Tribune, with 10,000 circulation, were both acquired from the Zanesville Publishing Co., it was announced last month.

Ten Ohio dailies are now owned by Thomson.

'The Big Money-makers'

Newspapers Seen Major Growth Industry

THE NEWSPAPER INDUSTRY is not only doing well, it has become a major growth industry, in the view of some of the nation's top publishing executives.

The bullish trend in newspaper publishing was reported by Business Week magazine in a recent article entitled: "Why Newspapers Are Big Money-makers Again."

The article, which focused on the record growth and profitability of the Knight newspaper chain, also cited the example of other newspapers and chains it said were "flying higher than a banner headline."

It cited figures supplied by Stewart MacDonald, executive director of the American Newspaper Publishers Association Foundation, that showed:

- Newspaper advertising revenues up more than 500 percent since 1946, to a record 5.8 billion dollars last year.

- Daily circulation up more than 20 percent, to a record 62 million.

- Readership up to 80 percent of the adult population, more than 98 million Americans.

- Employment up to a level that makes the industry the nation's fifth-largest employer.

- The launching of 28 new dailies last year to more than offset the closing of 11.

"That is growth," the article quoted MacDonald as saying.

THE TEN DAILY NEWSPAPERS owned by Knight Newspapers, five of them acquired last year, had an aggregate circulation of 2.2 million, an annual advertising level of 340 million lines, and a profitability of eight percent on gross revenues of 162.8 million

\$10 Million a Year

The Washington Post, whose earnings are not ordinarily made public, is a 10-million-dollar-a-year profit-maker, according to recent reports in the Wall Street Journal and the Washingtonian magazine.

With revenues of about 100 million dollars, the Washingtonian reported, the Post profit amounts to approximately 10 percent.

The Wall Street Journal, in a survey of Post operations, quoted Managing Editor Benjamin C. Bradlee as stating that "good reporters have got to make at least \$20,000 a year" (\$385 a week)—the Washington-Baltimore Guild's goal in the last round of bargaining at the Post. It won \$300.

dollars.

Chain executives talk confidently of boosting profits to 10 or 11 percent of revenues, Business Week said.

Among other dailies and chains cited by the magazine as big money-makers were the New York Times, with 1969 profits of seven percent of gross rev-

among newspapers."

NEWSPAPERS CONTINUE to attract heavy advertising, according to Business Week, because they are the one medium that can supply so many of the essential service features required by their readers, from detailed



enues, or 282.2 million dollars; the Washington Post, described by a newspaper broker quoted in the article as "the hottest property in the business;" Dow Jones & Co., which publishes the National Observer and the Wall Street Journal and recently bought a chain of nine Eastern dailies and three Sunday papers; the Times Mirror Co., owner of the Los Angeles Times, the Dallas Times Herald and Newsday, and the Newhouse, Scripps-Howard and Gannett chains.

"Newspapers are doing well generally," Dow Jones Executive Vice President Buren McCormack was quoted as saying when he explained why the company recently paid 25.5 million dollars in stock for Ottaway Inc., publisher of the Eastern and Sunday papers. "And when an industry is doing well, you simply try for a bigger share."

Business Week cited two main reasons for the booming newspaper market:

- Rising ad revenues, up 11 percent last year over 1968, to 5.8 billion dollars, compared with 3.6 billion dollars for television advertising.

- Culmination of a "long-term shake-out of metropolitan dailies and the virtual elimination of competition

television, stock-market, real-estate and movie listings to news of local PTA and garden-club meetings—all for the price of a telephone call.

John S. Knight, editorial chairman of Knight Newspapers, describes the demise of metropolitan dailies in the past 10 years as a "long-overdue shakeout" of the industry, according to Business Week. He adds that the industry is now "much, much stronger for it."

Increasing profits have led many publishers to invest in more highly automated plants and equipment, such as computerized typesetters and presses, for even greater returns, the magazine said.

It reported that Newhouse has invested more than 70 million dollars in major improvements at his papers since 1965 and that Knight is spending more than 15 million dollars on new equipment at the Philadelphia Inquirer and Daily News alone. Production per man-hour at the Gannett-owned Ithaca (N.Y.) Journal increased 69 percent in five years through the introduction of new equipment, it said.

COMPUTERS ARE BEING USED more frequently not only to run presses and make out payrolls but also to pro-

duce type automatically from a type-written page by means of an optical scanner, the magazine said. And computerized display screens are being used to redesign ad layouts and facsimile systems to transmit them, it added.

Sam McKeel, at Knight's Akron Beacon Journal, estimated that automated typesetting reduced the annual increase in unit production costs from between five and six percent in 1966 to between one and two percent last year. At the same time, labor costs at all Knight newspapers dropped from 38 percent of total operating expenses to 37.3 percent in the past five years, Business Week said.

Other sources of added revenues include investment in paper plants and refinements in correlating editions with circulation areas to attract more specialized "zone" advertising, it said.

Although rapid growth generally brings more competition, this is not likely in the newspaper industry because it is too costly to start up a newspaper, the magazine quoted a Knight chain executive as saying.

The Knight management sees only a bright and profitable future ahead, it added.

"In many industries," said Knight President Lee Hills, "rapid growth simply brings in more competition. But newspapers to a large extent have already gone through their era of excessive competition and the shake-out of weaker members."

The Truant Press

No newspaper that participated consistently in the American Press Institute's management-improvement programs has ever failed, according to J. Montgomery Curtis, a vice president of Knight Newspapers and former executive director of API.

"To be quite specific," Curtis said, "the New York Mirror, the New York Sun, the New York Journal-American, the Detroit Times, the San Francisco News, the San Francisco Call-Bulletin, the St. Louis Star-Times, the Houston Press and some other U.S. newspapers have two things in common. All are dead. And not one ever sent executives to API or to any other serious seminar."

Newspapers cannot succeed for long without "sound, wise and progressive management," Curtis said, declaring that "some great editorial products went to their graves because they were badly managed."

Newspaper Recruitment of Black Newsmen Lags

U.S. newspapers are making little headway in recruiting black newsmen, according to a survey by Dr. Edward J. Traves, associate professor at Temple University's School of Communications. Dr. Traves's survey of 196 pa-

pers with over 10,000 circulation, made last December, showed that less than two percent of 7,880 news executives, deskmen, reporters, library staffers and cartoonist-artists are Negroes.

Dr. Traves gave the following breakdown:

- Of 7,152 news executives, deskmen, reporters and photographers, only 111—or 1.55 percent—were black.

- Of 1,219 news executives, from assistant city editor through editor, only five—.41 percent—were black.

- Of 1,467 copy, makeup and picture editors, only eight—.55 percent—were black.

- Of 3,691 reporters, 83—2.25 percent—were black.

- Of 775 photographers, only 15—1.9 percent—were black.

Despite the fact that the Negro population of the cities involved ranges to well over 50 percent, Dr. Traves said, "with very few

exceptions there is very little or no black involvement in the news-gathering operations" of the 196 papers surveyed.

Black newsmen are less likely to be found on dailies of 100,000 circulation, he said.

Shortly before the results of Dr. Traves's study were disclosed, the New York Times announced that it has increased its employment of minorities from 495 to 655 during the past year—almost 11 percent of its staff. In upper-echelon Guild jobs, it reported, the number of minority employees rose from 66 to 107, of whom 16 have gone into top-level positions.

Dr. Traves called for special in-service training programs to increase the proportion of Negroes on newspapers. They should be aimed at potential staffers lacking formal or professional education, he said.

Large newspapers might under-

take them individually and smaller papers might join in a state or regional program, he suggested.

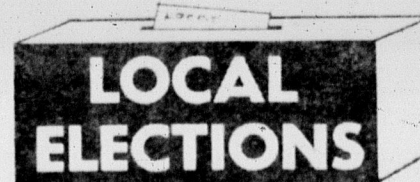
Dr. Traves also suggested that colleges and universities set up special workshops or training programs, either on their own or in co-operation with newspapers. And he urged more active interest in career counseling by both publishers and news-staff members.

Another survey by Dr. Traves showed an increase of more than 50 percent in Negro journalism-school enrollment from February 1969 to February 1970.

But, he concluded, "an extremely low level of black enrollment persists in most undergraduate journalism and communications programs around the country."

Dr. Traves recommended greater efforts to encourage black enrollment through special scholarships and loan funds set up by

newspapers, professional societies, press associations, foundations and journalism-school alumni and faculty members.



Chattanooga

President, William Casteel; vice president, Eugene Carter; treasurer, Ruth Robinson; secretary, Pat Wilcox.

Hampton Roads

President, George D. Morton; secretary-treasurer, Donna Weatherly.

Harrisburg

President, Theodore Stellweg. (Interim election.)

Philadelphia

President, Seymour Ravinsky (Ravinsky, 416; Roberta Bailey 323); treasurer, Robert Fensterer. (Interim election.)

Wire Service

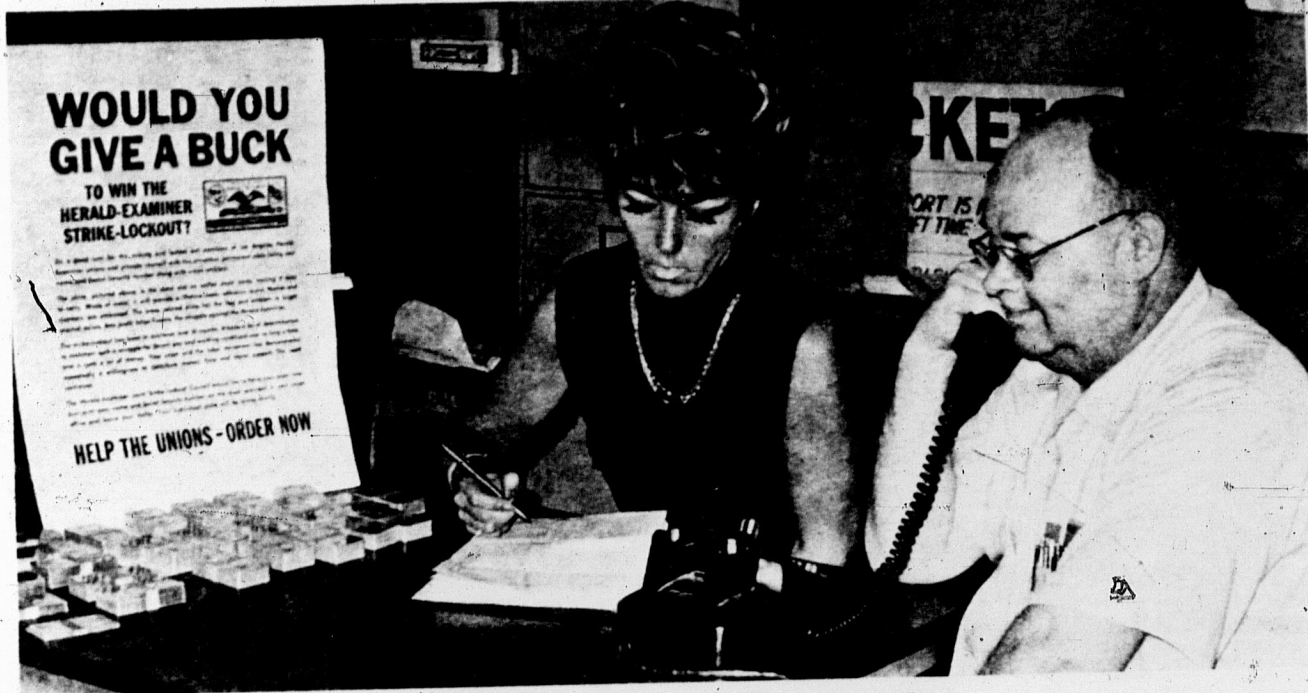
Secretary-treasurer, Edward Hart (Hart, 302; Stella Roberts, 244). (Interim election.)

Joint Bargaining Set By Toronto Unions

Toronto, Ont.—The Toronto Guild and other newspaper unions have agreed to joint bargaining with the Toronto Telegram, Star and Globe & Mail.

Under the agreement, prepared by the Council of Toronto Newspaper Unions, joint committees will be formed to bargain at each paper. The council will draft proposals in areas to be covered by joint bargaining and submit them to each union for approval before presentation.

The agreement was approved by the Toronto Guild membership last month.



Strike-Plate Special

Los Angeles Guild Treasurer Kenneth Finch takes an order for metal Social Security plates being sold by the Los Angeles Herald-Examiner Joint Strike-Lockout Council as a fund-raising device.

Assisting is Lois Benninger of the Guild's publicity unit. The plates, a long-wearing substitute for Social Security cards, are being sold for a dollar each to Guild members and other unionists.

L.A. Talks Stay on Treadmill

Los Angeles, Calif.—Bargaining continued deadlocked between two craft unions and the struck Los Angeles Herald-Examiner this week.

The latest in a continuing series of meetings with the Pressmen and the Stereotypers was held Nov. 4, but the unions reported no progress. It was the

same story at a previous session Oct. 28, when management stood fast on proposed no-strike language. Another session is scheduled for Nov. 13.

Pickets reported that Postmaster Gen. Winton M. Blount drove through the picket line Oct. 28 to confer with Hearst executives.

The Strike-Lockout Council, meanwhile, announced the receipt of a \$1,000 contribution from the International Brotherhood of Electrical Workers.

And the Guild announced \$2,326.50 in new contributions to its own strike fund. Recent donations include the following:

Columbus Guild	\$100.00
Erie Guild	100.00
Denver Guild	150.00
Gary Guild	50.00
Hudson County Guild	50.00
North Jersey Guild	50.00
Sacramento Guild	800.00
San Jose Guild	127.75
Boston Guild	200.00
Kenosha Guild	75.00
Philadelphia Guild	100.00
San Diego Guild	28.50
San Francisco-Oakland Guild	460.00
Washington-Baltimore Guild	125.00
Wilkes-Barre Guild	50.00
Seattle-Tacoma Guild	500.00
Vancouver-New Westminster Guild	100.00

The new donations brought total contributions to \$205,955.

Top Adman Urges U.S. Ethics Council

The chairman of the American Advertising Federation has proposed the establishment of an independent advertising-review council to eliminate unethical advertising in all media.

Victor Elting, Jr., a longtime advertising executive of Quaker Oats, has asked the federation's ethics committee to give "serious thought" to establishment of the council, patterned on England's Advertising Standards Authority.

"It would do for all of us what we want done but cannot do because a competitor is using unethical methods."

The council, as envisioned by Elting, would consist of several members drawn from "all concerned elements of our society"—including the media, labor, advertisers and agencies, the law, education, minority groups, religious groups, consumer organizations and psychologists.

The council's activities would be funded by "an assessment of a small percentage of total advertising expenditure" on advertisers, agencies and the media to provide a budget of about 1.5 million dollars a year.

The council would explore

complaints from "any legitimate group or person" and would be empowered to impose sanctions if it could not obtain voluntary compliance.

These would include publicizing its findings "to direct public scorn at the violators" and calling on all media to refuse to carry the offending ads—a step that Elting noted would require amendment of the antitrust laws to be legal.

In England, Elting noted, the media have agreed not to run any advertising that is not approved by the Advertising Standards Authority.

"The council would be a means of bypassing the weaknesses of self-regulation and of government regulation," Elting said. "It would not be of the private sector or of the government sector but of the independent entirety of our population."

Elting's proposal has met a favorable response from some broadcasters, and from Dean Burch, chairman of the Federal Communications Commission, but has encountered initial opposition from some major advertisers.

Negotiations Stay Stalled In Monessen Shutdown

Monessen, Pa.—Two bargaining sessions this week and last failed to produce further progress toward settlement of the Pittsburgh Guild's 10-week strike against Thomson's Valley Independent. Another session was scheduled for Nov. 11.

Guild President Nick Wallace said the company reneged on a promise to bring in a complete proposal Nov. 4. An earlier session Oct. 27 was also fruitless.

The Guild has received additional contributions of \$1,170 to the Monessen strike fund. Contributions include:

Cleveland Guild	\$150
Cincinnati Guild	50
Columbus Guild	25
Kenosha Guild	25
Twin Cities Guild	50
St. Louis Guild	100
San Jose Guild	25
Stockton Guild	25
Toledo Guild	25
Victoria Guild	25
Boston Guild	50
Denver Guild	50
Detroit Guild	50
Gary Guild	25
Kingston Guild	25
Lansing Guild	25
Sacramento Guild	25
San Francisco-Oakland Guild	50
Scranton Guild	50
Toronto Guild	50
Vancouver-New Westminster Guild	50
Wilkes-Barre Guild	50
Monessen Local 1391, Steelworkers	50
Contributions to date total	\$1,985

Settlement Increases News Top to \$343

(Continued from Page 1)

dollar increases in top minimums produced by a pattern 41.69-percent increase applied to all step-ups.

The settlement also provides the following record minimums, rounded off to the nearest dollar:

Editors and other supervisory employees, \$369, up \$109; telephone operators, stenographers and key-punch operators, \$193, up \$57; lowest clerks, \$181, up \$53, and inside classified, \$226, up \$67.

Other new top minimums include \$262 for classified outside salesmen, up \$77; \$282 for computer operators, up \$83, and \$126 for copy boys, up \$37.

The News agreement also provides for company payment of any increase in health-insurance premiums, and a fifth week's vacation without the previous offset of sick days during the year.

A number of reclassifications will go to a joint study committee at the News; the Times contract provides for a similar study committee, with unresolved disagreements going to arbitration.

Both settlements provide for cost-of-living adjustments in the second and third years to compensate for any price increase beyond six percent in the previous year. And both also allow reopening if wage and price controls are imposed during the contract term, in order to allow conversion of wage increases to fringe benefits.

The settlements also reduce the work day by six minutes.

At the Times, per-diem compensation on out-of-town assignments is increased from \$25 to

\$31.25, but mileage allowances will go to arbitration. The Guild rejected a company offer to increase the allowances for only the first 5,000 miles a year from 13 cents to 14.

Improvements were also won at the Times in clauses on transfers, military pay, vacation arrangements and pay for work in higher classifications.

The Guild's negotiating committee at the Times voted unanimously to approve the settlement, but the News committee was split. Some members opposed the settlement because it did not include the full Guild shop.

Guild officers had set the pre-Election Day strike deadline at the request of the negotiating committees after bargaining reached a deadlock. Murphy announced the deadline after meeting with craft-union leaders.

The Photoengravers' Union, meanwhile, announced a settlement with the Times, News and Long Island Press Oct. 30. It provides the same 41.69-percent increase over three years won by other unions. Ratification is scheduled for Nov. 8.

The Paper Handlers ratified a similar settlement Oct. 25, raising day-shift pay \$70.81 to \$225.70. The only contract still unsettled is a Machinists' one at the Post.

The Guild announced receipt of \$1,425 in contributions to its two-week strike at the Post. The Washington-Baltimore Guild contributed \$1,000, the San Francisco-Oakland Guild \$250, the Empire State District Council \$100, the New York Reporters Association \$50 and the Kenosha Guild \$25.

Newsman Balks, Faces Prison

(Continued from Page 1)

ruling in a strikingly similar case involving Jack Howard, a former labor reporter for the San Francisco Chronicle and an ex-ANG international vice president. The court ruled in that case that Howard didn't have to name his sources in a courtroom even though they were named in the news story.

Judge Mana agreed that the cases were substantially similar and let Mrs. Crawford leave the stand.

But she was cited four days later when she was recalled to the stand by Deputy District Atty. Thomas Norman, who contended that she had waived her immunity by discussing the Rios interview with him last June.

Norman asked her whether she

had interviewed him in connection with the case, she refused to answer on the advice of her attorney, and the judge cited her for contempt.

Earlier Garry had told Mana that "if you force Mary Crawford to testify in this case, what you are doing is curtailing the press so that men and women I know who have lost confidence in the system will have nothing to do with any reporter in the future."

Garry, who is also attorney for the Black Panthers, warned in another San Francisco case that contempt citations against three employees of the Panthers' newspaper threaten freedom of the nation's press. The three were cited for refusing to answer questions before a federal grand jury investigating the Panthers.

"Unless the news media awak-

en to the danger they are in, whereby courts can cut off a reporter's privilege to withhold sources of news," Garry said, "their freedom of the press, which is now extremely limited, will be exterminated, and they will be prevented from any kind of contact with about 30 percent of America."

In Massachusetts, meanwhile, the Massachusetts Broadcasters Association said it will file a friend-of-the-court brief on behalf of a New Bedford television newsman found guilty of contempt for refusing to tell a grand jury what he saw and heard while inside Black Panther headquarters during racial disorders in New Bedford last summer.

The conviction, involving Paul Pappas of WTEV in New Bedford, is before the Massachusetts Supreme Court for review.

...Film to FBI

(Continued from Page 1)

The local's official publication, the Guildsman, terming the policy "professionally appalling," said it "makes it almost impossible to maintain the posture of unbiased newsmen recording events for information of the public."

"Photographers are vulnerable targets in any uprising," the Guildsman said, adding that the policy endangers lensmen at the rival Sacramento Bee and television cameramen, as well as Union photographers.

The Guildsman in recent issues has cited other examples of violation of journalistic standards by the Sacramento papers and has invited members to submit articles on the subject.

Two Guildsmen in Seattle Are Cited for Contempt

Everett, Wash.—Two Seattle Times Guildsmen face contempt of-court sentences for violating a judge's order not to report murder-trial proceedings taking place in the absence of the jury.

Superior Court Judge Thomas McCrea postponed signing the contempt citation until today, to allow the reporters, Dee W. Norton and Samuel R. Sperry, to appeal the constitutionality of the ruling to the State Supreme Court.

The Supreme Court earlier refused a request that the Nov. 2

contempt hearing be prohibited but suspended a McCrea order barring Times reporters from the trial.

McCrea cited the Times staffers after the paper published a story on testimony given in the jury's absence at the trial of two men in the kidnapping and murder of Deanna Buse three years ago.

The judge had ordered reporters not to print such testimony at the start of the trial. On Nov. 2 he modified the order to permit the testimony if it is finally ruled admissible.



JESSE FRANK FROSCH

2 UPI Men Are Slain in Cambodia

Pnompenh, Cambodia—Jesse Frank Frosch, former United Press International Guildsman in Atlanta, and Kyoichi Sawada, Pulitzer Prize-winning UPI photographer, were found dead on a highway near Pnompenh Oct. 29, the sixth and seventh newsmen to be killed reporting the Cambodian war.

Newsmen said the two were apparently slain by Vietnamese or Cambodian Communist troops who ambushed their car and then shot them by the side of the road. Their chests were riddled with bullet holes.

They were driving a civilian car and were dressed in brightly colored civilian clothes. Newsmen said they could not have been mistaken for soldiers.

Frosch was chief of UPI's bureau in Pnompenh. A former captain with U.S. military intelligence in Vietnam, he served in UPI's Atlanta bureau until his assignment to Cambodia last June.

Sawada won a Pulitzer Prize in 1966 for his photograph of a Vietnamese woman taking her children across a river under fire.

Judge Stays Stock Sale At Enquirer

Cincinnati, Ohio—Stockholders of the Cincinnati Enquirer approved the company's purchase of the 60 percent of its stock held by the E. W. Scripps Co. Oct. 23, but consummation of the sale is being held up by court suits filed by minority stockholders.

Scripps agreed to sell the stock to the Enquirer in accordance with a consent decree terminating a federal antitrust suit against the chain, which also owns the Cincinnati Post & Times-Star.

The minority stockholders lined up with William L. McGrath, an Enquirer director, who contended that the company cannot afford the 17.5 million dollars it must pay for the stock. Federal Judge David S. Porter allowed the stockholders to vote on the purchase but barred further action pending a decision on the suits.

The purchase was approved by more than three to one at the stockholders' meeting.

Cincinnati Guild President Ben Schilmeister voted ANG's 10 shares of stock against the proposal on the same ground as McGrath's opposition.

Caroline Bird Set to Keynote Women's-Rights Conference

(Continued from Page 1)

5 p.m. Friday and late registration at 9 a.m. Saturday.

Miss Bird, who has written widely in magazines and other publications, is a former researcher at Time Inc. and also worked at Newsweek and the Journal of Commerce. She was formerly research director for the public-relations firm of Dudley, Anderson & Yutzy in New York and is the author of an earlier book, "The Invisible Scar," on the Great Depression.

"Born Female" is subtitled "The High Cost of Keeping Women Down." ANG Research and Information Director James M. Cesnik, in a letter to locals on the conference, described it as "a passionate depiction of women's plight in the world of work" and "a major factor in the sharpening of public awareness that unequal pay for unequal work and exclusion of women from work they can do destroys, wastes and hides talents that are sorely needed."

A revised edition of the book will be published Nov. 9.

In preparation for the conference, Cesnik last month sent all locals a 23-page questionnaire seeking to ascertain the extent of discrimination in Guild plants. As of late this week, replies had been received from 18 locals.

"It has become clear," Cesnik said in a covering letter, "that more hard-and-fast data is needed than we have heretofore compiled on the condition of women in the industry if the conference and the Guild are going to be able to meaningfully address themselves to correction of inequities and to assign priorities."

The questionnaire covers the extent of female employment, contract clauses barring sex discrimination, complaints of discrimination, clauses on maternity and paternity leave, discrimination because of pregnancy or marital status and discrimination in training, promotion and wages.

The questionnaire includes separate sections on employment, promotion and compensation policies as they affect women for each classified, display, business, outside and inside circulation, editorial and promotion department. Locals were asked to fill in a separate form for each unit.

The Conference Program

Friday, Nov. 20

- 6:00 p.m.—Reception, Cocktails
7:00 p.m.—Opening Dinner; Keynote Speaker: Caroline Bird, author of "Born Female"
- 9:30 a.m.—General Session
1. History and development of Guild policy, program and accomplishment
2. Extent of discrimination in Guild jurisdiction today
- 11:00 a.m.—Interest Groups (to run concurrently)
A. "Economics," including hiring, placement, pay, commissions and pensions—Dorothy Sain, temporary chairman
B. "Advancement," including training, promotion and "protective" and other legislation—Ann C. Scott, temporary chairman
C. "Welfare," including day-care centers, health care and maternity leave—Kathleen A. Olsen, temporary chairman
D. "Professional Interests," including news and advertising treatment, assignments, press boxes and clubs—Eleanor Dunn, temporary chairman
- 1:00 p.m.—Lunch
2:00 p.m.—Interest Groups (continued)
4:00 p.m.—Recess: Group leaders prepare reports
5:00 p.m.—General Session—Interest Groups Report
7:00 p.m.—Recess

Sunday, Nov. 22

- 10:00 a.m.—General Session
1. "Equality Now, and How to Win It"
A. Case studies of local Guild accomplishment
B. Tools and Techniques: collective bargaining, the law, political action, "organization"
2. Conference Summary and Conclusions
- 2:00 p.m.—Adjournment

Press Council Sought By Twin Cities Guild

(Continued from Page 1)

Silha said he was not interested in a local press council but rather in plans for the evaluation of press performance on a state-wide basis being initiated through the Minnesota Newspaper Association's goals and social-ethics committee.

St. Paul Publisher B. H. Ridder, Jr., however, asked the Guild for a detailed memorandum on its proposal. He stated he was interested in a St. Paul council rather than one covering the Twin Cities and said he thought it should be limited to media representatives.

Abel had suggested that "out-

siders" be excluded from the council, but the executive board's resolution proposed that it include representatives of community groups as well as the Guild and management.

Abel, speaking at the annual Twin Cities Guild Memorial Lecture a week earlier, had urged Guildsmen to seek the establishment of a council as "a testing ground" for the feasibility of such councils in a metropolitan area.

Abel, in discussion with Guild representatives while here for the lecture, offered the assistance of Columbia's journalism school in operation of the council.

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 Nov. 20-22 in Chicago:

BOSTON—Barbara Rabinovitz, Frances Yore, Gail Lund, John Breed and Robert E. Bruner.
BUFFALO—Kathleen Kelly and Deborah Williams.
CLEVELAND—Mary Swindell, Dorothy Sain, Betty Klaric, Jack E. Weir, Wilma Salisbury, Judy McCluskey, Donald L. Bean, Mary Engert and Hannah Rayl.
DETROIT—Karen Field, Yolanda Benevides and Thomas McMahon.
LANSING—Beverly Hall.
MADISON—Whitney Gould and John Johnson.
NEW YORK—Lorraine Hargray, Sally Sherrill, Thelma Potter, Judy Scher, Noel Ragsdale, Marian Ellis, Roberta Hollander, Roberta Lieberman, Judy Bentley, Dona Kaminsky, Ann C. Scott, Wanda Jones, Marianne McNellis, Ellen Fleyscher, Lindsay Van Gelder and Judy Murphy.

NORTH JERSEY—Marilyn Ballas and Evelyn Kipness.
OTTAWA—Eleanor Dunn, Jan Hunt and Sheila McCook.
PHILADELPHIA—William M. Brown, Patricia Pierce and Ann Craig.
PITTSBURGH—Ann Curran.
SACRAMENTO—Glenda M. Crank.
ST. LOUIS—Gay Hauser, Rosella Mosek, Sue Ann Wood, Mary Teresa Woods, Barney Wippold and Robert A. Steinko.
SAN FRANCISCO - OAKLAND—Eleanor Rednor.
SEATTLE-TACOMA—Shirley Caldwell, George Lambert and Kathleen A. Olsen.
TERRE HAUTE—Juanita Tryon.
TORONTO—Eileen Craig and Lynne Daynes.
TWIN CITIES—Martha Rose, John Carmichael and Carole Nelson.
WASHINGTON - BALTIMORE—Nancy Beckham, Barbara Cohen, Claudia Levy, Ellen Hoffman, Patricia Wert, Patricia H. Strandt, Sandra Grant, Michael C. Stuart, Joe Holt Anderson, Jr., Llewellyn King and Brian L. Flores.
WIRE SERVICE—Stella Roberts and Sandra Gould.

Cincinnati Petitions for 13 Drivers

Cincinnati, Ohio—The Cincinnati Guild last week petitioned the National Labor Relations Board for the right to represent 13 country-route drivers at the Cincinnati Post & Times Star.

City drivers are represented by

the Teamsters' union, but management has contended the country drivers are independent contractors. The Guild represents inside circulation, advertising, business-office, editorial and maintenance employees.

AMONG



OURSELVES

Homer B. Clonts, former president of the Knoxville Guild and the Southern District Council, has been named city editor of the Knoxville News-Sentinel.



Clonts

Clonts, who has had to resign from the Guild to take the exempt position, was immediate past secretary-treasurer of the Knoxville Local. He had served in Guild office for many years.

Clonts had been acting city editor since February after serving as an assistant city editor since 1964.

Four Guild members are among 13 journalists to receive 1970 Nieman Fellowships at Harvard University.

They are Frederick V. H. Garretson of the Oakland Tribune, Daniel Rapoport of United Press International, Josephine D. Thomas of the Cincinnati Post & Times Star and Jerome R. Watson of the Chicago Sun-Times.

Lou Webb, a longtime officer of the San Francisco-Oakland Guild, has been appointed labor-liaison representative of the San Francisco Labor Council to the United Community Fund.

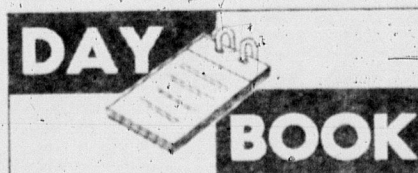
Miss Webb has served as second vice president and recording secretary of the local, chairman of its San Francisco Printing Co. Unit and chairman of its unit at the old San Francisco Call-Bulletin.

Tony Ingrassia, former executive vice president of the Milwaukee Guild, has been appointed director of labor-management relations for the U.S. Civil Service Commission.

Since leaving the Milwaukee Guild post Ingrassia has served as assistant director of the American Federation of State, County and Municipal Employees' District Council 48 in Milwaukee, director of the Post Office Department's labor-relations division and assistant director of the Civil Service Commission's office of labor-management relations.

Two prominent Guildsmen, Frank Cormier, chief of the Associated Press's White House staff, and William J. Eaton, Pulitzer Prize-winning labor reporter for the Chicago Daily News, have written a major new biography of Walter P. Reuther, late president of the United Automobile Workers.

The book, two years in the making, is published by Prentice-Hall.



Southern District Council, fall meeting, Nov. 14 and 15, Sheraton-Peabody Hotel, Memphis.

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

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

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

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

Western District Council, winter meeting, Jan. 23 and 24, Stockton. 38th Annual ANG Convention, July 12-16, Statler-Hilton Hotel, Boston.

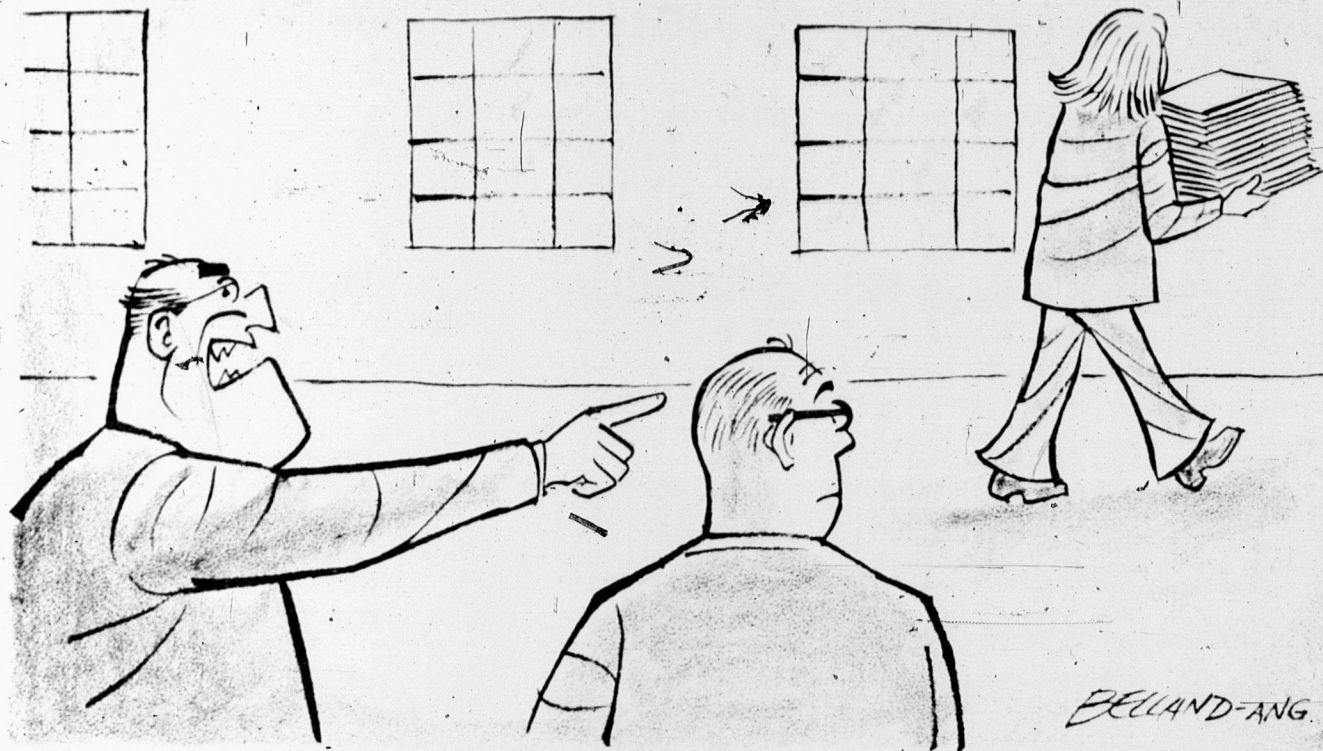
Effort to Keep New World in Chicago Fails

Chicago, Ill.—The New World, official publication of the Chicago Archdiocese, moved its printing from the Lerner newspapers plant here to Huntington, Ind., last week despite vigorous protests by the Chicago Guild and printing-trades unions.

The move is forcing the layoff of 60 craft unionists and may indirectly reduce Guild jobs at Lerner's by weakening its financial position. Printing-trades unions are boycotting the paper.

The Guild wired John Patrick Cardinal Cody that the step threatened the prelate with "anathema or, at the least, alienation from working people and organized labor" and could lead to the "crippling of what we consider the certainly effective, independent and professionally respectable community press in Chicago."

'Fire her for wearing pants—or fire him for long hair!'



How to Settle Vietnam

By THEODORE W. KHEEL

AS ONE PROFESSIONALLY interested in negotiation, I went to Paris to see if it looked like a negotiated settlement in Vietnam is possible.

The roadblocks to analysis are immeasurable. Talks like these cannot be conducted in a fish-bowl. In Paris it is only the propaganda, the press handouts, that are available for study.

But in their public utterances, interestingly enough, all participants endorse the same "final" political solution: an election in which the people of South Vietnam choose the government they want to lead them. Of course, it would be naive not to realize that, behind this apparent agreement, is concealed a basic contest over control of South Vietnam.

In South Vietnam what matters is who runs the government when an election is held. Those who start with control of the army, police and other instruments of government obviously have a decided edge over those trying to gain control. Since all negotiators seek to bargain from strength, it is not surprising that the Communists insist on getting rid in advance of our troops and what they call "the Thieu-Ky-Khiem" administration. Nor is it strange that we are opposed.

The question of control is central to the issues framed in the negotiations in Paris.

If we accept the current Communist proposals, they will surely

Willard Shelton, whose column normally appears in this space, is ill. The column will be resumed on his recovery.

The accompanying column, in which veteran newspaper mediator Theodore W. Kheel offers a mediator's view of the Vietnamese peace negotiations, is reprinted from the New York Times's "op-ed" page. It is extracted from *Interplay*, an international-affairs magazine published by Kheel.

win the election and control of South Vietnam. If they accept our proposals, the Thieu administration will win. We are anxious to end the war in Vietnam but hardly indifferent to arrangements that would produce a Communist victory. And the same but opposite is true of the Communists.

So, it is naive to think that the North Vietnamese or Vietcong will negotiate election arrangements that begin with the Thieu Government possessing a commanding advantage. And it is equally clear that we are not about to renounce the existing leaders of the Saigon Government.

BUT WE MIGHT be asked this question: Can we and should we treat separately our insistence that the Thieu-Ky-Khiem government remain at the bargaining table and the degree of support

they should get from us in negotiation? The question seems to suggest that, to reach a negotiated settlement, we may have to do more than merely act as agent for Saigon.

Indeed, it may be that the general endorsement of an election has made the negotiations more difficult for everyone. What is really being discussed is the final political arrangements for Southeast Asia. It might be easier to do this directly.

Is there any possibility of a negotiated settlement? Its importance cannot be overstated. We may succeed in getting our troops out of the war through Vietnamization, but we shall not be able to relieve ourselves of heavy financial and material burdens except through a negotiated settlement. Nor will withdrawal of troops itself end the war.

But a settlement cannot be negotiated on a formula that spells certain defeat for either side. It can only succeed if it permits both sides to continue to exist. No negotiator will voluntarily agree to his extinction.

Perhaps a settlement can be achieved through a neutralist regime. Perhaps the negotiations should be enlarged to include all of Indochina and Russia and China, as President Nixon has suggested. But it is important for us to see the negotiations for what they are: a contest for control and, in this respect, an alternative to the military conflict.

Is it possible to evolve a solution through negotiation under these circumstances? To answer this question, we must weigh the hard realities of what the participants see as their own self-interest. But if a negotiated settlement is to be achieved, one thing is clear: It must be based on some form of compromise on political control among the contending forces in South Vietnam.

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So What's New?

The National Newspaper Association, representing publishers of U.S. weeklies and small dailies, has told the House Labor Subcommittee that it opposes any increase in minimum-wage levels and urged elimination of the minimum-wage requirement for newspapers with circulation under 4,000.

Editorial

No Women Allowed

Women, who have been persona non grata at Washington's National Press Club for these 62 years, will have to wait at least two more months before they receive the keys.

The club's creaky constitutional machinery will prolong for at least that long what male prejudice has maintained since the club's founding. For although a proposal to admit women was approved by more than two to one in a mail ballot last month, it failed to receive the two-thirds majority of all active members required by the constitution.

In January, if proponents of the open-door policy can pack the annual membership meeting more successfully than proponents of the closed mind, women may gain admission at long last. Only a two-thirds vote of those present is required to amend the constitution there.

That the admission of newswomen to press clubs on the same basis as newsmen should still be a subject for controversy boggles the mind. In the case of the National Press Club, the debate seems to have summoned forth every hoary argument ever advanced by men for keeping women in their place.

Even some of those who have finally permitted themselves to opt for admitting women are trying to make sure the whole thing doesn't go too far. They are proposing that such sacred male haunts as the card room and the tap room be kept off limits to women while graciously agreeing to set up similarly segregated facilities for them. This is roughly analogous to admitting blacks to white schools and then putting them in separate classes.

"Next thing you know it will be integrated rest rooms," the unreconstructed have grumbled. As yet we haven't heard any newswomen raising that burning issue.

Perhaps the next thing you know, in the press club as elsewhere, it will be real rather than spurious equality.

Out of the Mold

Chalk up a small score in the quest for human as well as women's liberation.

Newspaper managements appear to be beating a disorganized retreat in their battle to keep women in skirts. Running somewhat behind their fashion pages, they had sought to keep pants suits out of the plant but seem to be giving up the attempt in the face of Guild and feminine resistance.

Pants haven't kept men from writing good news stories, selling ads or doing an acceptable typing job. They probably won't hinder women much, either.

And since long hair hasn't interfered with women's job performance all these years, perhaps publishers now will stop trying to inflict forced visits to the barber on those male employees seeking to emulate Benjamin Franklin, Theodore Roosevelt or Ulysses S. Grant.

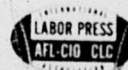
Pending the advent of Huxley's "Brave New World," we needn't all be cast from the same mold, either mentally or physically. Attempts to convert fashions in either dress or hair into moral imperatives are impossibly arbitrary.

With that issue out of the way, maybe publishers can concentrate on improving the paper instead of "improving" their employees.

The Guild Reporter

DAVID J. EISEN

Editor



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GUILD



BRIEFS

New York City—Norman Welton, chairman of the Wire Service Guild's Associated Press branch in New York, has been named to succeed John K. Sloan as the local's assistant administrator.

Sloan, a former ANG international representative, resigned last month to become assistant co-ordinator of staff training for the American Federation of State, County and Municipal Employees in Washington.

Welton, an AP photographer in New York, has been a member of the Guild's representative assembly and AP national committee. Before coming to New

York he was an AP Teletype-setter operator in Chicago.

San Francisco, Calif.—Douglas S. Cuthbertson, first vice president of the San Francisco-Oakland Guild, joined the local staff as assistant executive secretary this week.

Cuthbertson, a copy editor on the Oakland Tribune, was appointed by the local executive committee. He is a former chairman of the Guild's unit at the Richmond Independent, where he was a reporter before switching to the Tribune in 1966.