



Conference Photos by Ray Burley

Conference Urges Drive to End Sex Bias, Names Co-ordinator

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Dunn Picked For Interim Guild Post

Chicago, Ill.—Declaring that exploitation of women employees in the news industry through unequal treatment "will no longer be tolerated," ANG's Conference on Sex Discrimination and Women's Rights last month called for a mobilization of Guild efforts to eliminate it and chose an interim co-ordinator of women's-rights activities within the Guild.

The conference participants—117 representatives of 34 Guild locals and organizing committees in the United States and Canada—adopted a wide-ranging series of recommendations to combat sex discrimination in the shop and on assignments.

Eleanor Dunn, secretary of the Ottawa Guild, was selected as interim co-ordinator.

"Discrimination based solely on sex must be eradicated," the conference declared in a statement adopted at its conclusion (Page 7). "This is not a women's fight; it is a Guild fight."

In a statement this week, ANG's three top officers "wholeheartedly" endorsed the conference call for an immediate end to sex discrimination, pledged their best efforts "to translate this long-standing Guild goal into everyday reality" and called on all Guild members to make this their fight, "as we intend to make it ours." (Page 7)

The statement was issued by International Chairman James B. (Continued on Page 7)

Times Top Up to \$361, Start to \$332; \$311 Pay Won in Bay Area, San Jose

San Francisco, Calif.—A settlement raising key top minimums to \$311.21, highest outside New York, was ratified by the Guild's San Francisco-Oakland and San Jose locals Nov. 22.

The settlement raises the top for reporters and display salesmen \$70.46 over a 34-month extension of the present contracts. And it provides a \$112.29 increase in the top minimum for outside classified salesmen at the San Francisco Chronicle and Examiner and the Oakland Tribune, raising them to parity.

Initial increases are retroactive to Nov. 2, four months before expiration of the current contracts. Most of the money will come in the first 16 months of the extension.

The settlement was ratified by all 16 Guild and craft locals involved in the joint negotiations that produced it—a requirement for its implementation. Rejection by a single local would have torpedoed the settlement.

(Continued on Page 11)

Drivers' Strike Shuts 2 Columbus Papers

Columbus, Ohio — Teamsters struck the Columbus Dispatch Dec. 4, shutting down both the Dispatch and Scripps-Howard's Citizen-Journal and idling 175 Guildsmen.

Both papers suspended publication when Guild members and craft unionists refused to cross the picket lines. The Citizen-Journal is published in the Dispatch plant under a joint production arrangement.

Wages and double time-and-a-half for overtime are the strike issues. The Teamsters are seeking \$51 in a three-year contract; the Dispatch has offered \$49.

The Teamsters struck at 6 a.m. Two hours later a Guild membership meeting voted overwhelmingly to observe the picket lines.

Only one bargaining session, on Dec. 8, has been held since the start of the strike. No progress was announced following its conclusion.

The city's newspaper-union council is supporting the strike, and craft-union members as well as Guildsmen were observing picket lines solidly.

The Guild has threatened strike action at the Citizen-Journal, where it reaffirmed an earlier

New York City—Rejection of a proposed pension diversion by Guild members at the New York Times will produce a key top minimum of \$361.67, more than \$50. higher than that in any other Guild contract.

The starting minimum of \$332.67 itself is more than \$20 higher than the top minimum in any other Guild contract.

Times members rejected a negotiating-committee proposal to defer one percent of the contract's 41.69-percent increase to pensions in a referendum last month, putting the full amount into wages. The vote was 1,355 to 399.

The resulting pay increases will give the Times contract the highest top minimums anywhere in every major job category except copy boy.

Key top minimums—for reporters, display salesmen and circulation roadmen—are increased \$106.42 over the contract's three-year term.

The average annual increase of \$35.47 is the third highest (Continued on Page 11)

Dunn Acts on Ads

Bias Charged to Ontario Papers

Ottawa, Ont.—Charges of violating Ontario's new Women's Equal Opportunity Act by continuing to run sex-segregated help-wanted ads were filed against three Ontario newspapers last week by Eleanor Dunn, secretary of the Ottawa Guild and new interim co-ordinator of women's-rights activities within the Guild.

Mrs. Dunn filed the complaint Dec. 1, the day the act came into effect, with the Department of

Labour's women's bureau.

Mrs. Dunn told department officials she was specifically charging the Ottawa Citizen, the Ottawa Journal, and the Toronto Globe & Mail, as well as "any other Ontario newspapers" that have failed to comply with the act's provisions.

The act says that classification of advertised jobs as "male" or "female" is prohibited, and exemptions must be obtained before

an employer can place or a newspaper print a restrictive job advertisement.

The women's bureau had suggested that classified job columns be headed with such titles as "Jobs of interest to women" and "Jobs of interest to men." The three newspapers have continued to use "Male help wanted" and "Female help wanted" as their column titles.

(Continued on Page 6)

\$300 Payday In Washington

The Guild's first \$300 top minimum for reporters and advertising salesmen took effect Dec. 1 at the Washington Post.

The milestone figure was reached with the implementation of the second part of a \$67 increase won in a 22-month contract negotiated a year ago.

The \$300 top is enjoyed by outside classified salesmen as well as display salesmen and reporters. The top for all three is the highest now in force in any Guild newspaper contract.

EQUALITY
—NOW!

Bird's Appeal to Guildswomen:

'Break Down the Sexual Myths'

marked for the women's page so that men will know that this is something that they don't have to pay any attention to.

Now, this MYTH that jobs have sex, that a job is neither a little girl or a little boy, is reinforced by another: that women are back behind and under men because that's where they want to be.

The really sinister thing about this myth is that it is self-enforcing. Women aren't a separate country—girls and boys learn the myths together—so employers and these craft unions and men can protect women out of decent jobs just by sitting tight and letting women do themselves in.

That's why I have come to the conclusion, which I didn't have at the time that I wrote "Born Female," that just as we have had to compensate by deliberately seeking out and promoting blacks, so we have to rescue women from the myth that they can't do or don't want by systematically recruiting and encouraging them the way you will be doing in the months ahead, I hope.

I don't think you ever restructure any kind of politics without cracking the eggs a little bit. We did not get the suffrage by behaving like ladies. You cannot get people to give up power by being ladylike. You have to get up and scream, at least a little bit.

Now, at the Ladies Home Journal, the women that sat in said nothing more than women have been saying to those editors and I, myself, said to them a week before. But the girls had to come in and spit on the floor and smoke John Mack Carter's cigars and get their lumps on television before they could convince the editors of the Ladies Home Journal that they really meant it, and those people were really rocked.

I went to lunch with them one after another, and they just said, "But I like women. Why did they have to be so impolite?" And I said, "They had to be impolite for you to pay attention to them, because men have a way of sort of turning their minds off, you know, after they have heard a woman speak."

"Ladies" is a term that carries a certain kind of disability with it, I think. Like the blacks, women have discovered that the squeaky wheel gets the grease, and we are really beginning to move now. The Ladies Home Journal did publish an eight-page supplement on Women's Lib. They are more worried about their editorial line than they used to be. Newsweek did the same thing. Fortune researchers are no longer anonymous. They are beginning to put bylines there.

Now, I UNDERSTAND that the women's pages in several newspapers are no longer such sexist ghettos really. The Minneapolis Star has a new section called "Variety." The Washington Post has renamed its women's page "Style." I was in Minneapolis two weeks ago, and a young man appeared from "Variety" to interview me, which was kind of thrilling, and we talked at great length about the philosophy of this thing. I got a note from him afterward saying, "I don't know whether to send the story to you or not because I forget to ask you about your domestic life." So I wrote back and I said, "This is exactly why it's so great to have men on a so-called women's page." I just wish to God that more reporters would forget to ask me about how I get along with my husband, because this is not germane to the thing.

I think we should remind ourselves that we have the laws. The laws are all with us. One-third of the complaints to the Equal Employment Opportunity Commission are sex complaints. We have equal-pay laws, the federal one and many state ones. We have guidelines to spell out the executive order forbidding discrimination on account of sex in government contracts.

Women in the newspaper industry have some assets for the fight for equality. In the first place, women are good at words, according to the psychologists. They do go into publishing, all ends of it. They are good at it. We have a substantial number of successful women from top to bottom. Many women are publishers, for instance. And in every single aspect of the publishing business there are successful women, even in war reporting. This belies the notion that there is anything in the field, from programming direct mail to linotyping, that women can't do.

I think I like particularly the Guild program of a voice in the product. Editorial woman can refuse to designate women as "cute" or "a divorcee" or to detail their clothes where clothes don't matter or even to give women backhanded compliments like the

Kansas City Star did, leading off a story of an appearance I made there, "A feminine feminist came to town."

I think that the women in a newsroom can insist on calling women "women" and not "girls." I think that you can complain, and maybe the Time Inc. women ought to complain, if the magazine calls newspaperwomen "news hens." That has always annoyed me. I see complaints in your own ranks, talking about getting out "Miss Extra."

NAMING THINGS is a primitive journalistic function, and naming things is very important, and you can take the sexism out of identifications just the way we have all agreed to take the racism out. Editorial women can insist on covering the news of women in other than domestic capacities and off the women's page. But I think the most important thing that you can do is to demand equal pay and promotion for your own jobs to help women to overcome their own reticence and their own self-doubts.

I have two rather specific thoughts of what I think women in the newspaper business can do in the industry, not editorial alone—maybe promotion, commercial people—or that the Guild could do to capitalize on one great asset you have, and that is, that the customers your employers are trying to reach are largely women.

What you could do is to help newspaper publishers realize that you have a great asset in that you are women and you know what women really want. So you might tell them there are a lot of young women that want some things more than the domestic consumer role that has been laid out for them, that they want to work and earn a lot of money that they can spend on the advertisers of your paper. One of the things that they need is day-care centers, and another thing that they need is retraining to get back into the work force.

Now, I believe that day care is probably the biggest untapped political issue in the next five years. Everywhere I go, in all kinds of audiences, from conservative to radical, everybody is agreed that we need more day care.

There have been some unions who have sponsored pilot projects in day care, but I could conceive a Guild chapter or some woman on a newspaper going to a publisher and saying, "This is going to happen; let's get together with the big advertiser, maybe a department store or some employer that needs help, maybe several of them together, and organize a pilot day-care center for employees," maybe for employees of a newspaper, and the newspaper is in a very good situation to start a thing like this. This would be a public service, and this would arouse a great deal of interest among readers, as well.

There's only one thing that I would love to see you do on this, and that is, make this day-care center available to the children of male employees as well as female employees. It should be. You should start right out liberating both parents, not making it just a women's thing.

THE OTHER THING that I think we can do is try to rescue a forgotten generation of women. I am convinced that women under 25 no longer expect the U-shaped career—you know, work, then get married and have your babies, stay home, and then come back. More and more of them expect to work right through the birth of their children or work right through on some basis.

But there is this lost generation of women who have been out of the work force for ten years, who need to get back. They need help. They are a constituency for a newspaper, and it would be rather easy and fun to put together, maybe with a big department store or with a major employer, a mother's job-training and placement service in which you could provide a forum for various employers in town to say, "Now, this is exactly the kind of job that we have trouble filling."

Anyway, the time is now. A majority of Americans do feel that women don't get a fair shake at work, that something should be done about this. This is not Women's Lib. This is just a majority of everybody who feel that women are badly treated at work and that they should get equal pay. So in what you are starting out to do, remember you have everybody with you really, even though they don't talk about it very much.

I am proud that the Guild is taking the lead in charting this way, and I just want to say, "Attagirl!" and thank you.



Chicago, Ill.—Author Caroline Bird called on participants in ANG's Conference on Sex Discrimination and Women's Rights in the Industry to use their position as newspaperwomen and union members to help break down the barriers holding women back.

Addressing the conference's opening dinner, the author of the best-selling "Born Female" urged newspaperwomen to seek job equality, help break down myths that keep women in lower-status positions and work for measures that will make it possible for women to compete on an equal basis with men.

She urged particularly that the Guild seek the establishment of child-care centers by newspapers in conjunction with advertisers. She urged a similar approach to retraining and job-placement facilities for mothers returning to the newspaper work force.

Following are excerpts from her address:

I CAN'T TELL YOU how many satisfactions there are for me to be here with so many colleagues and sisters to say "Attagirl!" to your program for writing equal opportunity for women into all Guild contracts.

First, it gives me an opportunity to reaffirm sisterhood with all the women in all the commercial departments of the publications for which I have written. Sisterhood is powerful, and one of the wonderful things about Women's Liberation is that it has been across the board. Women are far less status-ridden, far more willing to appreciate the barriers of occupation, I think, than men have been, and in the universities and business organizations, in the professions, Women's Liberation groups have included non-professional women with the professional ones.

Next, I am proud that the only union I have ever joined is taking the initiative against sexism instead of leaving women to flounder individually against the myths that relegate them to limited pay and responsibility at work. For the worst sexists in America today are the craft unions which are trying to protect women against getting paid for lifting weights no heavier than a child or a grocery sack or out of jobs carrying overtime.

The principal myth is that since people are either male or female, jobs have to be male or female, too. Women are specially fitted by birth, by hormones, by anatomy, for detailed, unskilled, limited, dead-end and particularly anonymous work. Or in a pinch, whatever has to be done that no man around wants to do at the time.

Thus, women are born to cook, they are born with special anatomy for picking up clothes and for operating the simpler office machines. Of course if it's a complicated machine like the computer, then this requires a man.

The typewriter is a very special kind of machine. One of the things about the sex myth that I discovered when I was trying to find the sex of jobs was that men, generally speaking, are supposed to operate machines, except the typewriter, and the typewriter is supposed to be a feminine thing because it is a little bit like playing the piano.

In the newsroom the sex of typewriting merely shifts. Males can compose news stories on the typewriter on any subject, but females can compose stories providing they are to be read by females only and

**EQUALITY
—NOW!**

Training Plans, Tryouts Asked To Aid Women

Chicago, Ill.—Revision of ANG's Model Contract to add women to disadvantaged groups for whom publishers would establish training programs was recommended by ANG's Conference on Sex Discrimination and Women's Rights in the Industry.

In adopting the report of an "Advancement" interest group headed by Ann C. Scott of New York, the conference also called for a substantial increase in the number of tryouts for higher job categories granted to women.

In this and other reports, the conference, noting that women constitute an estimated 40 percent of Guild membership, also called for advancement of women to Guild leadership positions, including the International Executive Board, and urged women to become more active in the Guild at all levels.

It urged that job tryouts "be granted without regard to whether there are present openings." The tryouts should be of "reasonable" duration and should include interim and final evaluations discussed with the candidate, the conference said.

Provision should be made for both the candidate and the Guild to receive from management an indication of the candidate's qualifications and an explanation of its decision, the report added.

The conference proposed women's training programs consisting of on-the-job instruction supplemented by formal classes. In the absence of company-sponsored programs, Guild locals were urged to launch their own training.

A motion by Betty Klaric of Cleveland to eliminate the tryout recommendation was defeated on the floor. "Why should we have to try out on a job when men don't?" she asked, terming the proposal a retrogression.

Miss Scott replied that the proposal was aimed at companies that have "frozen women in jobs" and promoted men over them.

"It's providing women with some mobility that they have never had and that men have always had," she declared.

Locals also were urged to actively enforce nondiscrimination clauses in contracts through grievance proceedings and legal action.

Members were urged to use Guild resources to achieve equality in promotions and locals were urged to inform members "who may not be aware that the Guild will act in their behalf."

The conference recommended "stronger emphasis" on inclusion and enforcement of contractual provisions to assure that promotions are granted on merit.

A change was proposed in the Model Contract to enable employees to apply for positions in their own as well as higher categories, opening up opportunities for lateral transfers.

Locals were urged to resist publishers' insistence on exempting secretaries and others from Guild jurisdiction.

Within the Guild, the conference, citing what it termed "under-representation" of women in Guild leadership positions, proposed that:

- ANG and Guild locals seek out qualified women to fill appointive and elective offices and staff positions and encourage women to assume leadership roles.

- ANG direct locals to choose a proportionate number of women as convention delegates.

- Interested women be among those invited to ANG training seminars for prospective staff personnel.

- The Model Contract provide for Guild meetings on company time; that, in the absence of such a contract provision, meetings be scheduled at times convenient for all members, "especially working mothers," and that locals provide baby-sitting services during meetings.

- Women actively exercise their Guild membership by attending meetings, running for office and supporting candidates "who recognize the unique problems of women."

- "A fulltime woman ANG staff member aid locals in implementing recommendations of the conference, conventions and the Collective Bargaining Program."



Chairman Dorothy Sain addresses 'Economics' interest group.

Conference Calls for Wage Parity For Inside Classified Saleswomen

Chicago, Ill.—ANG's Conference on Sex Discrimination and Women's Rights called for wage parity between inside classified sales jobs, held mostly by women, and outside classified sales jobs, held mostly by men.

The conference recommended that ANG's Collective Bargaining Program be so amended in adopting the report of its "Economics" interest group, headed by Dorothy Sain of Cleveland.

The interest group's report also recommended inclusion in ANG's Collective Bargaining Program of the provision: "There shall be pledges of both affirmative fair employment practices and equal pay for equal work, and women shall advance equally with men."

Similar language is presently contained in the New York Guild's contract with Saturday Review magazine.

The proposal for parity for inside classified jobs was incorporated in the "Economics" interest-group report on a motion from the floor by Brian L. Flores of Washington-Baltimore, who said there had been a consensus for it in the group, even though it was not included in its written report.

The "Economics" report, which called for a Guild women's-rights co-ordinator, also urged the creation of "a special stewardship on the local level relating to women's rights in hiring, placement and other areas of discrimination."

In a similar proposal, the "Advancement" interest group recommended that locals include among their unit officers at

least one woman assigned to deal with women's problems.

The conference, noting the Guild's opposition to discriminatory wage provisions in contracts, called on ANG to initiate legal action "where such discrimination exists."

"I'm sorry to say it's the men who give us the least help," Cammy A. Sessa of Hampton Roads observed during the interest group's discussion. She had reported on women's success in erasing wage discrepancies at the Norfolk Virginian-Pilot through the Wages and Hours Division of the U.S. Labor Department.

"The villain is the employer who sets the discriminatory policy, not the fellow employee, man or woman," replied Jack F. Weir of Cleveland. "The job must be done at the bargaining table."

The conference recommended that locals secure more complete payroll information, including data on merit raises and commissions, "particularly that which shows a breakdown of pay for men and women."

The conference's "Advancement" interest group urged locals to seek contractual provisions for

periodic evaluation of merit pay and to give special attention to achieving maintenance-of-differential and general wage-increase clauses.

Emphasis on achievement of the four-day, 28-hour work week "as a means of creating more job opportunities for women" was urged on ANG in the "Advancement" report.

That report urged the Guild to seek contractual provisions to assure that employers recruit without regard to sex.

The report urged locals to prod managements to actively recruit women on college campuses and in commercial schools for positions in Guild jurisdiction and to make sure that their help wanted advertising is carried in combined "male-female" columns.

The conference urged that minimum of two columns in each issue of the Guild Reporter be devoted to commentary and new about women's-rights activities. Under its proposal, the material would be submitted by female Guild members and edited by the international co-ordinator of women's rights activities proposed by the conference.

Conference Protests Kirk's 'Sexist' Gibe

Chicago, Ill.—Protests against "demeaning and sexist" remarks about a woman reporter by Florida Gov. Claude R. Kirk, Jr., and the AFL-CIO's opposition to the Equal Rights Amendment were authorized by ANG's Conference on Sex Discrimination and Women's Rights in the Industry.

Protest telegrams signed by Eleanor Dunn, interim international co-ordinator of women's rights within the Guild, were sent following the conference to both Kirk and AFL-CIO President George Meany.

Kirk was rebuked for challenging the competence of a woman reporter for the Daytona Beach News-Journal to cover his address at a parent-teacher association meeting during the fall election campaign.

"The editor of the newspaper ought to care a little about the fact that the governor is here to talk about education," the governor said. "But the local Daily Journal sends a lady to report

the most important facts."

Mrs. Dunn's telegram called Kirk's remarks "an insult to women everywhere, especially to the reporter (Mrs. Jennifer Bolch) at whom they were directed, herself a prize-winning education writer."

The remarks were "all the more shocking for having been made by a man elected to the highest office in his state to represent all its citizens equally," the telegram declared.

The telegram to Meany on the Equal Rights Amendment strongly urged the AFL-CIO to "reconsider its opposition to this basic guarantee of equality under the law, not only for women members of its affiliated unions but for all women."

The conference's "Advancement" interest group urged ANG to intensify efforts to secure passage of the amendment and called on the International Executive Board to "take more initiative" in proposing and supporting legislation to benefit women.



Six members of 'Advancement' interest group listen intently.

EQUALITY —NOW!

Maternity, Child Care Pushed

Chicago, Ill.—ANG's Conference on Sex Discrimination and Women's Rights recommended expanded health-insurance coverage, increased maternity benefits and a seven-point program for the establishment of Guild-negotiated child-care centers.

Adopting the report of a "welfare" interest group headed by Kathleen A. Olsen of Seattle, the conference recommended that:

- Locals negotiate for child-care centers that would be available to all employees during their working hours.
- ANG and locals co-operate with other unions and local businesses to establish, fund and administer child-care centers.
- The Guild support legislation for child-care centers and encourage legislation to make the cost of sending children to such centers a tax-deductible expense.
- Locals establish committees to investigate the possibility of setting up child-care centers.
- Locals demand that employers subsidize child care, either in

the plant or in the community.

- Child-care expenses be included in overtime-pay provisions.

- Child care be made available to ANG convention delegates, either at home or in the convention city.

The report deplored what it termed "lack of action" on child-care centers by ANG and "lack of interest" on the part of the AFL-CIO. ANG's 1970 Convention for the first time included employer-financed child-care centers in Guild bargaining recommendations.

The conference called on the Guild to re-evaluate contractual health-insurance provisions in order to obtain coverage in areas "besides those seen by employers."

It urged that health-insurance plans be expanded to include both abortions, where legal, and vasectomies. Blue Cross has provided for abortions in several states now permitting such surgery.

The conference called on locals to seek the elimination of dollar

limitations on maternity benefits, to broaden elective-surgery coverage and to include psychological and all other care by licensed practitioners.

Health-insurance coverage for dependents of women and for "all legally prescribed drugs and devices without limitations" was also advocated by the conference.

It urged coverage for treatment of alcoholism and drug-related problems and provision for family-emergency leaves.

A recommendation that maternity leave be granted for a period of at least two years, with four months' pay and the employee retaining the right to return at a time of her own choosing, precipitated the only objection to the report.

Donald L. Bean of Cleveland argued that allowing an employee to return at any time she chooses would be discriminatory against those seeking her vacated job. But his motion to provide a two-year limitation failed for lack of a second.

The conference urged that maternity benefits be provided without consideration as to marital status and that contracts provide 10-day paternity leaves with pay.

The conference proposed that provision be made for employees on maternity leave to perform work for the employer either at home or at a place of her choosing when such work is available.

A change was recommended in the ANG Collective Bargaining Program to bar discrimination against an employee because of marital or parental status.

Locals were urged to press for safety measures such as shuttle buses to central transportation terminals, adequately lighted parking facilities and sufficient plant-security personnel.

The conference proposed that locals seek a requirement that employers pay all costs of treatment and full salary, without reduction in sick leave, for employees injured because of their failure to provide such safety measures.



KATHLEEN A. OLSEN
Welfare Chairman

Case Studies: How Sex Barriers Fall

Chicago, Ill.—The use of bargaining, contract protections and enforcement and other concerted action—singly and together—to attack discrimination against women was outlined to ANG's Conference on Sex Discrimination and Women's Rights in a series of case studies by representatives of six Guild locals.

Ann C. Scott, a researcher at Time Inc., described the "two-edged sword" of "pressure from the Guild as well as from the legal side" being utilized to bring down barriers that have denied women equal job opportunities on Time's magazines.

The barriers started to teeter, she said, when the New York Guild's Time Unit and the state attorney general's office co-ordinated the filing on the same day of a grievance by the Guild and a sex-discrimination complaint to the New York State Commission on Human Rights. The Guild unit also passed a resolution supporting the substance of the complaint, she reported.

While the company denied the complaint's allegations, Miss Scott said, it agreed to negotiate a settlement after the commission found "probable cause" for the complaint and moved to hold public hearings.

She predicted that an agreement "saying there shall be no sex discrimination" will soon be forthcoming.

The agreement will encompass all departments of the company and will include a promise "to try to integrate all job categories," Miss Scott said.

She said the agreement would include creation of "grievance committees specifically on sex discrimination." The Human Rights Commission has tentatively promised to review Time's personnel records quarterly "for evidence of discrimination in hiring, promotion or salary."

She reported that Time magazine had only 13 women among 160 writers on its New York staff and its bureaus prior to the discrimination complaint. There has been an improvement since, she said, with several women hired or promoted.

In addition, she said Fortune has hired a male receptionist and Time a male researcher. "Slowly the two ghettos are breaking down," she declared.

While urging exploration of legal remedies, she said that responsive Guild locals "can do more" to eliminate restrictive job practices "than any other organization." Miss Scott urged women to become active in their locals and emphasized the necessity "to get the facts straight" through "good, solid research" when seeking to eliminate discrimination.

Miss Scott said she was "very surprised" herself at the results of checking into company records on employment stability to overcome the argument that women don't stay on jobs.

At Time, she said, 44 percent of the women have been with the magazine five years or more, as opposed to 41 percent of the men. Seventy percent of the women, compared to 40 percent of the men, have been working five or more years at Fortune, she said.

Robert A. Steinke, executive secretary of the St. Louis Guild, described how his local utilized its contract and persistent pressure to get the St. Louis Post-Dispatch to promote the first two women to outside advertising-sales positions.

Steinke said major factors in the ultimate promotion of the women to the outside staff were contract provisions prohibiting sex discrimination and providing for the posting of job openings and bidding rights for present employees.

"You get language in your contract and you police your own contract, and you will get your promotions to outside sales staff, you will get your night assignments, you will get anything you want as long as you are militant at the bargaining table and you follow through on your own contract," he declared.

In another case study, Eleanor Dunn, secretary of the Ottawa Guild, reviewed the successful campaign, supported by the

Guild, for admittance of women to membership in Canada's National Press Club.

Her advice for those thinking of "liberating press clubs in your town" was "Get your Guild involved." Guildswomen at the Citizen had "much more freedom of action" than those on non-Guild papers, she pointed out, because of contractual job protection.

She also urged those seeking to break down discrimination to research club leases and charters, noting it was discovered that the National Press Club charter mentioned no specific sexual qualifications for membership.

"Get the support of people in power," she added, if possible persuading one "to burn his press-club membership card in front of the TV cameras."

"Keep your sense of humor," Mrs. Dunn advised, noting that she had been nominated by "some smart guy" for the Press Club hockey team.

"I am sure it was to embarrass me, but I intend to go out to the practices and play just right along with the men anyway," she declared amid applause.

Ellen Hoffman, of Washington-Baltimore reported on the results of a policy statement on discriminatory news treatment issued by the Washington Post after a group of women armed with examples of stereotyped news presentation met with management.

Post newswomen's attempt to

ensure enforcement of this policy declaration has resulted in "a sort of guerrilla warfare" in the office, Miss Hoffman said.

"We have made it a point to send memos and notes to the appropriate editors in cases where we feel that this policy has been violated," she reported. "When we see something in the paper, if we see it in the first edition, we run up to the copy desk and argue with the copy editor or whoever happens to be involved."

Mary Swindell of Cleveland told how women in both commercial and editorial departments have formed a Guild committee to work to end discrimination in hiring, pay and promotion and in the treatment of women in news and advertising at the Press and Plain Dealer.

Meetings with the papers have just begun, but, she said, if necessary "we will have to kind of wear them down."

Beverly Hall of Lansing described steps taken by her local to eliminate a \$22 disparity in minimums between women writers for the "Family Living" section and other reporters on the Lansing State Journal.

The achievement of parity in the present contract, she said, resulted from selection of a woman on the bargaining committee, compilation of data on the number of stories written and awards won and statistics on qualifications and job stability, and mobilizing the support of male local leaders and members.



ANN C. SCOTT
Ghetos Breaking Down

Sex Designation In Ads Dropped

The Minneapolis Star and Tribune and the Hackensack Record eliminated separate "male" and "female" help-wanted ads last week.

The Star and Tribune, whose job columns are now headed only "Help Wanted," said it was making the change voluntarily. It took effect Dec. 1.

The Record acted after complaints against ad segregation were filed against the Record and four other New Jersey papers by feminist groups. The American Newspaper Publishers Association is planning to contest a New Jersey Civil Rights Division edict that separate ad columns violate a new state anti-bias law.

Gridiron Club Hears Women

White Sulphur Springs, W. Va.—Washington's Gridiron Club, picketed by feminists last March when it conducted its traditional all-male dinner, had two women speakers at its winter dinner here Nov. 21 for the first time in its history.

And for only the fifth time in 85 years, it allowed wives of members and guests to attend.

The speakers were Rep. Martha Griffiths of Michigan, chief proponent of the Equal Rights Amendment, and Rep. Margaret Heckler of Massachusetts.

"The Gridiron Club is looking forward to the day when we can look back on Women's Lib as the DAR of the 1970s," Club President Jack Steele declared at the dinner. But he said afterward that there was no move afoot to admit women to membership.

Fight Discriminatory Assignments, Locals Urged

Chicago, Ill.—ANG's Conference on Sex Discrimination and Women's Rights urged locals to combat all discrimination in job assignments and called for the inclusion of language specifically prohibiting it in the Guild's Collective Bargaining Program.

The Conference called for a "National Press Box Liberation Day" as part of a many-sided effort to end discrimination against women on the job.

The conference, adopting the report of a "Professional Interests" group led by Eleanor Dunn of Ottawa, also called on Guild locals to seek an end to the labeling of newspaper sections as "women's" or "society" pages.

It specifically deplored the practice of assigning women to "feminine" jobs and the practice, "common in advertising and circulation departments, of assigning women to 'underpaid, inside jobs.'"

The conference called on ANG to initiate and co-ordinate "Press Box Liberation Day" in the United States and Canada. And it urged locals to initiate their own campaigns to end the exclusion of women from press boxes.

"Because the right to gather news is a basic freedom of the press and because women are excluded from covering sports events through denial of access to press boxes," it said, newswomen "are effectively denied freedom of the press."

The conference also urged the International Executive Board to instruct all locals to initiate campaigns against the exclusion of women from press clubs. It urged public condemnation of those clubs that "perpetuate this offensive practice," which it said limits newswomen "in the practice of their profession."

The proposal to abolish the labeling of "women's" and "society" pages as such, introduced by Mary Ann Butters of Indianapolis, was adopted despite the dissent of several participants.

Cammy A. Sessa of Hampton Roads urged that the character of such sections be changed gradually lest advertisers be lost, and Lisa Hobbs of Vancouver



Chairman Eleanor Dunn makes a point at 'Professional Interests' group discussion.

New Westminster suggested that women's sections be used to change the image of women, "to reflect the reality of life as women experience it and not in the myths of the male institution."

But Patricia Strandt of Washington-Baltimore said she objected "to being put in this particular ghetto," and the amendment was adopted on a show of hands.

Reaffirming "the testimony of women employed in all facets of the media that sexual discrimination is rampant and is a corrosive force on our society and industry," the conference called on Guild locals "to stamp out all evidences of this deplorable condition."

It recommended that ANG conduct a national survey of women members to ascertain "specific instances of discrimination in all areas."

Declaring that "no news organization should bow to the whims of news sources or advertisers who insist on dealing with re-

porters or salesmen of a specified race or sex," the conference urged ANG to instruct locals to "protest this practice vigorously." It commended the Sacramento Guild for taking legal action against discriminatory job assignments resulting from such bias (story elsewhere on this page).

"The news media bears much of the blame for perpetuating the oppression of women through the stereotyping of women in news and advertising," the conference declared.

It reaffirmed the 1970 Convention's call for the elimination of such stereotyping and urged Guild members to seek management directives eliminating it.

It reaffirmed the belief, in this connection, that "those persons employed in the news and advertising media have a right to a voice in the production of their product."

The conference asked ANG to mail all Guild members a copy of the convention's statement on the treatment of women in the news

to "sensitize" them about the conference's concerns. And it urged ANG to "act as a watchdog against sexism in its own publications."

It also called for pressure on newspapers to eliminate discriminatory help-wanted ads.

Members of the interest group told of contacts refusing to give sports stories to women reporters qualified to handle them, of women being barred from auto-race grease pits, of a woman photographer being ejected from an all-male club and of a banker refusing to be interviewed by a woman.

They complained of being assigned to "women's stories," such as those involving medicine and welfare, and of being barred from covering the areas of society "where the power lies"—business, finance, the government and the armed forces.

The excuse, they said, is that much of the important business in these areas is conducted where women are not allowed.

One contact calling in a sports story refused to believe that the woman who answered the phone was a reporter, insisting that she must be a telephone operator or receptionist, it was reported.

"We must raise the consciousness of men," declared Janet Albright of Cincinnati, urging that newswomen handle assignments for "cute" stories about women by writing them "straight."

Diane Monk of Chicago reported the successful refusal of an assignment to write a story on the recipes of political candidates' wives.

Whitney Gould of Madison told how local members, mostly men, had signed a protest against one reporter's use of the expression "broad-beamed women one couldn't stand downwind from" in writing about a feminist demonstration. The protest went on the office bulletin board.

And Mrs. Dunn reported that women at the Ottawa Citizen had succeeded in having wedding and engagement announcements inserted as paid ads instead of as stories (\$15 with a picture, \$7 without).

Mrs. Hobbs reported that newswomen in Vancouver made Women's Strike for Equality Day Aug. 26 the occasion for submitting stories that described men in the news in such phrases as "robust and well-equipped."

"They didn't get in the paper," she said, "but we sure sensitized the desk."

Sacramento Combats Assignment Bias

Sacramento, Calif.—The Sacramento Guild has filed a complaint with the Equal Employment Opportunity Commission against an order by McClatchy's Sacramento Bee forbidding the assignment of female reporters to cover events at "men-only" clubs.

The Guild, which had previously warned Sacramento's Sutter Club that it would urge a boycott of news coverage at the club unless its policy were changed, said the Bee's directive "has the effect of creating two classes of reporters, male and female."

3 Organizing Groups On Parley's Roster

Chicago, Ill.—Representatives of three Guild organizing committees were among 117 participants in ANG's Conference on Sex Discrimination and Women's Rights in the Industry.

Carole Ashkinaze of Newsday, Dorothy L. Wood of the Wichita Eagle and Beacon and Sandra Young of the New London Day attended the conference at ANG expense.

The complaint climaxed a series of events that began when a woman reporter sent to cover a state environmental conference at the Sutter Club last March was barred from entering the building.

The meeting was shifted to another site, and the Legislature subsequently passed a law forbidding state meetings in segregated buildings.

The Guild executive board, however, protested the Sutter Club's "medieval policy." This policy, President Ronald E. Blubaugh wrote the club, "is insulting and most assuredly places a female reporter in an inferior competitive position to her male counterparts."

If the club continues to bar women reporters, Blubaugh said, the Guild will try to convince all organizations desiring press coverage to hold their meetings elsewhere, will urge all news media to boycott any meetings held there and will "encourage our members to refuse assignments in your building."

Copies of the letter were sent to the Bee and the rival Sacramento Union, wire services and area radio and television stations. The Guild asked them to send

reporters to the club only if they are assured newswomen will be admitted.

Bee management reacted angrily. Employee Relations Director Keith Fuller summoned Blubaugh and Unit Chairman Henry Jennings to a meeting at which he warned that any employee who refused an assignment at the Sutter Club would be fired for insubordination.

Blubaugh replied that the Guild had not yet given reporters such advice and said the Guild should not have been obliged to threaten such action because management itself should have taken that position.

"Unfortunately," he said, "we are dealing with a 'gutless' newspaper here, and because the newspaper will not complain, the Guild has to."

Blubaugh speculated that the only reason he and Jennings were called in was because McClatchy Editor Walter P. Jones was a member of the Sutter Club.

Guild attorney William Smith later protested the attempt to "intimidate" the Guild leaders as an unfair labor practice. Smith asked at a subsequent meeting what would happen if all Bee report-

ers refused to cover a "men-only" assignment.

"I guess they would all be out of work," replied Business Manager O. J. Brightwell. But Fuller said he trusted that management and the Guild would be in some discussions before that happened.

Smith suggested that the Bee join the Guild in protesting the Sutter Club's treatment of women reporters, but the company refused.

A few days later Managing Editor Eugene Hill sent a memo to the city desk instructing it not to assign women reporters to events at the Sutter Club, the Elks and other men's clubs.

The Guild, in filing its complaint with the EEOC, noted that women reporters had previously been assigned to cover events at both clubs and had been able to do so. The Elks, as a matter of fact, has never barred women reporters, it added.

The EEOC is investigating the complaint.

The local's official publication, the Guildsman, noted that under the Sutter Club's policy, the Bee's own publisher, Eleanor McClatchy, would be barred from "the Citadel of Stags."

Body Work

Chicago, Ill.—Lisa Hobbs of Vancouver-New Westminster told women in the "Professional Interests" group at ANG's Women's Rights Conference how to get those nudes off the city-room wall.

At the Vancouver Sun, she reported, women retaliated by pinning up male nudes cut out of physical-culture magazines. And over one nude-female pin-up they pasted a card saying, "The man who put this up did so because he isn't getting any."

"The men were outraged," Mrs. Hobbs said, "but there hasn't been one nude female in the city room since."

EQUALITY —NOW!

Parley Calls for Bias Drive

(Continued from Page 1)

Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker. Woods, unable to attend the conference because of a work assignment, sent a message declaring that "despite our achievements, our goals remain ahead of us."

The participants—97 women and 20 men, including seven local executive officers—in addition to choosing an interim co-ordinator, recommended that next year's ANG Convention July 12 through 16 in Boston elect a co-ordinator for a one-year period.

The conference, held at the Water Tower Hyatt House, was by far the largest ever held by the Guild.

Among recommendations emanating from four interest groups and adopted by the conference—many of them elaborations of existing Guild policy—were:

- The establishment of special training, recruitment and tryout programs to expand the number of women employees in upper-level jobs. (Page 3).

- Active campaigns by Guild locals to eliminate discrimination against women by press clubs and in sports press boxes, including a "National Press Box Liberation Day" to be co-ordinated by ANG in the United States and Canada (Page 5).

- Wage parity for inside classified sales with outside classified (Page 3).

- The establishment of child-care centers for working parents in all Guild shops (Page 4).

- Elimination of separate "male" and "female" help-wanted ads in newspapers (Page 5).

- An end to discriminatory job assignments and the labeling of newspaper sections as "women's" or "society" pages (Page 5).

- Expansion of maternity- and

paternity-leave provisions in Guild contracts and the inclusion in health-insurance plans of coverage for abortions, where legal, and vasectomies (Page 4).

- The advancement of women to Guild leadership at all levels, including the International Executive Board, where a number have served in the past, and to more staff positions (Page 3).

The conference participants spent two days in deliberations after hearing Caroline Bird, author of the best-selling "Born Female," urge them at an opening-night dinner to use their position as newspaperwomen and union members to break down the barriers holding women back (Page 2).

She urged the Guild to seek the establishment of newspaper- and advertiser-sponsored child-care centers as a major step to free mothers for newspaper careers and suggested special training programs and placement services for mothers returning to the work force.

The conference was authorized by the 1970 ANG Convention on the recommendation of ANG officers and the IEB. A conference on recruitment and training of minority-group members will be held in the spring.

The recommendation for a women's-rights co-ordinator emerged from an interest group on "Economics," which proposed that she be elected at the convention "on a one-year basis," with a leave of absence from her job. The proposal called for nominations to be submitted to the convention by Guild locals.

The interim co-ordinator was chosen to serve until then "on a lost-time basis," with funds to finance her activities to be solicited from locals. The participants raised an initial \$369 in a floor collection.

Mrs. Dunn, a member of the conference planning committee and chairman of its "Professional Interests" group, was elected on a show of hands in a three-way contest with Barbara Wicklund of North Jersey and Miriam Elias of New York.

As interim co-ordinator, she will attend IEB meetings and will serve as a clearinghouse for women's problems. Conference recommendations will go before the IEB at its winter meeting in Washington Jan. 18 through 21, and several participants indicated they would join Mrs. Dunn when she appears to address the board.

Participants who questioned whether ANG funds could not be made available for the temporary co-ordinator were told by both Perlik and ANG counsel Irving Leuchter that ANG officers, in Leuchter's words, had "absolutely no authority" to allocate money for that purpose in view of the action of this year's convention in rejecting a proposal for a women's-rights co-ordinator.

A joint appeal for contributions to finance the co-ordinator's activities was sent to locals this week by Crocker and Mrs. Dunn in a report on the conference. Even before it went out, an initial donation of \$200 was received from Cleveland.

ANG will set up a special Women's Fund to receive all money transmitted for the purpose.

Mrs. Dunn, in a brief speech before the voting, promised to press for favorable action at the convention on conference recommendations, including the proposal for a co-ordinator to be elected by the convention.

"I would hope that we would have a very strong delegation of women there," she said.

She urged participants to go back to their locals and make sure that women from noneditorial departments—who she said "are probably suffering from greater discrimination than we in the various editorial departments"—become active in combating sex bias.

The "Economics" report as adopted recommended a committee to work with the co-ordinator, but chairman Dorothy Sain explained that the recommendation remained in the report only inadvertently and was not a recommendation of the group.

Information, Please

Eleanor Dunn, interim co-ordinator of women's-rights activity within the Guild, has asked that she be sent information on all aspects of the campaign against sex discrimination, including local actions and grievances, wage inequities, press-club and press-box discrimination and the activities of women's committees.

She asked that the information be sent to her at 2458 Howland Ave., Ottawa 8, Ont.

She asked that financial contributions, however, be sent to her in care of ANG Headquarters, 1126 16th St. N.W., Washington, D.C. 20036. Checks should be drawn to Women's Fund, ANG.

Perlik, asked by Nancy Beckham of Washington-Baltimore at the concluding session about his reaction to the conference, said he would have liked to have seen "a little stronger thrust" on the necessity of using collective bargaining as an instrument for achieving the conference's objectives.

He called for "a sense of commitment, a desire to go home and get on bargaining committees, a desire to go home and ferret out the grievances that we know exist."

Questioned closely on the availability of international funds to finance the temporary co-ordinator's activities, Perlik explained that the conference, operating outside the Guild's constitutional structure, had no authority to supersede the convention's action in refusing to create the position of women's rights co-ordinator.

Asked by Barbara Cohen of Washington-Baltimore about the availability of "emergency funds," he said that even if they were available, they would be "quickly swallowed up in the \$66,000 deficit in our General Fund."

Perlik, who had served as conference chairman at the suggestion of the all-female planning committee, turned over the chair to Lisa Hobbs of Vancouver-New Westminster, for adoption of the conference statement and



ELEANOR DUNN

Women's Rights Co-ordinator

election of the co-ordinator. Mrs. Hobbs was spokeswoman for the drafting committee.

Mrs. Dunn has been active in the women's-rights struggle in Canada, presenting a brief on sex discrimination to the Canadian Senate's Special Committee on the Mass Media last April and a brief to the Royal Commission on the Status of Women in 1968.

Mrs. Dunn helped lead news-women's successful campaign for admission to the National Press Club in Ottawa early this year. She has been Ottawa Guild secretary for two years.

After studying journalism at Carleton University in Ottawa, Mrs. Dunn published her own Ottawa suburban-weekly for eight years. She joined the Ottawa Citizen staff, where she is assistant women's editor, in 1968, and is also a free-lance broadcaster for the Canadian Broadcasting Corp.

Officers' Statement

Following is the statement of ANG International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker on the Chicago Conference on Women's Rights.

We wholeheartedly endorse the declaration of the Chicago Conference on Women's Rights that sex discrimination and exploitation in our industry must be eradicated, and we pledge our best efforts to translate this long-standing Guild objective into everyday reality for all Guild members, wherever they work and whatever their jobs.

We welcome the recommendations of the conference participants as to how this best can be achieved. We share their outrage at the extent of sex discrimination remaining in our industry, and we welcome their determination to see that women participate in the affairs of their union in a manner commensurate with their numbers and importance. We ask their continuing help in making the Guild a more effective union and achieving equality for all workers in our industry, regardless of sex, race, age and other discriminatory distinctions.

As the conference participants themselves recognized, most of their specific proposals, many of which are elaborations of existing Guild goals and policy, require action by the International Executive Board and/or the 1971 Convention, and we will make recommendations with respect to them at the IEB's next meeting in January.

In his official call to the conference, President Perlik said its purpose was to co-ordinate Guild action to end sex discrimination and advance women's rights. The conference participants selected, from among their number, an interim co-ordinator of women's-rights activities, and we agree that continued co-ordination of these activities is desirable. The question the IEB and the convention must consider, as always, is how this best can be effected within the constitutional structure and available resources of our union. We also agree that, if the IEB is to be representative of Guild membership, women must be represented on it.

Meanwhile, we need not wait for the IEB and the convention to act to begin to implement the conference's call to arms. Guild members and Guild locals everywhere must immediately intensify their efforts to end sex discrimination. They can start by contributing generously to the Women's Fund established by the conference to finance the activities of the interim co-ordinator.

When we first proposed that ANG call a Guildwide conference on women's rights, we did so to mobilize our forces to achieve "Equality—Now," as the 1962 Guildwide wage conference mobilized them for achievement of "\$200 a Week—Now." The conference has done its work, but, if we mean to have equality now, our work has only begun. For, as the conference declaration emphasized, this is not just a women's fight. It is a Guild fight, and we call upon every Guild local and every Guild member to make it their fight, as we intend to make it ours.

Conference Statement

Following is the text of the statement adopted at the concluding session of ANG's Conference on Sex Discrimination and Women's Rights in the Industry. It was adopted as a preamble to the interest-group reports approved earlier.

Discrimination is an inherent and all-pervasive reality in the journalistic profession. Women comprise fewer than two percent of management-level positions, while 90 percent of the low-paid clerical help are women.

The unequivocal thrust of the American Newspaper Guild Conference on Sex Discrimination and Women's Rights held in Chicago from Nov. 20-22 was that discrimination based solely on sex must be eradicated.

In the past, contract demands dealing with so-called "women's issues," such as equal pay for equal work, promotion based on real merit rather than sex and attempts to upgrade the lower categories, have too often been the first items sacrificed in contract negotiations.

It was the unanimous opinion of this conference that this kind of exploitation by management will no longer be tolerated.

The American Newspaper Guild has been in the vanguard in the fight to eliminate discrimination. This year the Guild has opened its eyes to the problems its women members face. This conference on women's rights is an auspicious beginning, but it is only a beginning. It is critical to recognize that achievement of our goals depends on every Guild man and woman working together. This is not a women's fight; it is a Guild fight.

The four programs for action presented here are operating principles, not sops. They are ideas which will provide the means for women to achieve their individual potential in the industry: for telephone solicitors to move to outside sales; for women reporters to become editors; for women to assume leadership positions within the ANG.

Women are 40 percent of the American Newspaper Guild membership and are an integral part of the production and profits of every publication in this country. The total acceptance of the conference reports proves women will no longer tolerate organized subservience.

Co-tenants in a Trap

Men, Women Both Seen Victims



Authors Caroline Bird, left, and Lisa Hobbs compare notes.

Chicago, Ill.—“Man is trapped almost as much as woman by current sexual relationships.”

That's the provocative view of Lisa Hobbs, whose “Love and Liberation” is due for publication by McGraw-Hill next month.

Mrs. Hobbs was one of two Vancouver-New Westminster delegates to ANG's Conference on Sex Discrimination and Women's Rights in the Industry. (The other, Simma Holt, is also an author, with two books to her credit.)

Mrs. Hobbs, a feature writer for the Vancouver Sun, said the central thesis of her book is that “neither man nor woman can love unless they're liberated, and they can't be liberated without love.”

Women, she believes, are rejecting their traditional role today because large numbers of children are no longer socially necessary or desirable.

“Women's liberation is not a fad,” she declares. “It rises out of a very real dilemma: ‘Who am I to become now that my sole genuine function that had societal value has become suddenly a destructive one?’”

“The time has come for women to be re-defined in other than the biological context.”

Women are often unable to achieve sexual fulfillment, she says, because sex, “at times highly desirable, at other times is totally degrading.”

“The female cannot achieve any form of successful sexual relationship if she sees herself as a subservient personality,” she declares.

Mrs. Hobbs was a Guild member for 10 years at the San Francisco Examiner and briefly at the San Francisco Chronicle before shifting to Vancouver six months ago. She was instrumental in organizing the Van-

No Sisters Allowed

Lisa Hobbs had to wait only a day after ANG's Conference on Sex Discrimination in the Industry to find that discrimination striking home.

Arrived in Washington for a reunion with her brother, an Australian newsman stopping off at the capital on his way home from Europe, she found she couldn't meet him for a luncheon arranged by the Australian Embassy's press attache.

The luncheon was held in the National Press Club's main dining room—still closed to women.

couver Media Women, which is seeking to end pay discrimination and elevate women to managerial posts at the Sun and Province.

Mrs. Hobbs is the author of two earlier books, “I Saw Red China” and “India, India.” The former was based on her experiences just before the Cultural Revolution in 1966, when she was the first reporter for a U.S. newspaper to be admitted to Communist China. The book was printed in four languages and became a book-club selection.

An Australian citizen, Mrs. Hobbs wrote for the Melbourne Argus before coming to the United States. She has been a correspondent overseas in London, Vietnam, Cambodia and Laos in addition to China and India.

She has won numerous reporting awards—including one from the sex-segregated San Francisco Press Club—and has lectured at more than 250 U.S. universities.

EQUALITY
—NOW!

ANG Survey Shows Women Low-Placed

Chicago, Ill.—Job opportunities for women in the industry are concentrated in the morgue and in the commercial and research departments, Research and Information Director James M. Cesnik told ANG's Conference on Sex Discrimination and Women's Rights in the Industry.

There is, he reported, less merit pay in jobs primarily staffed by women.

Even when there is merit pay in departments heavily staffed by women, he said, most of it goes to men.

Cesnik said these were among the conclusions from an analysis of initial questionnaires returned by locals in response to a pre-conference request by ANG. He analyzed the replies in a presentation at the conference's opening session.

Cesnik said the questionnaires indicated there are two women in commercial-department jobs for every one in an editorial capacity.

Half of 34 units that reported their employers advertise job openings said the employers use “male” or “female” help-wanted ads rather than combined ads to do so.

Three units said employers had made claims that sex is a bona-fide consideration in hiring and promotion, Cesnik said. One publisher was reported to have said he views a mother with children unfavorably for promotion.

Cesnik, citing examples reported by locals, said publishers, in bypassing women, have given such reasons as past practice, excessive absenteeism, “only interested in temporary work,” “men more suited” and “the boss doesn't like them.”

The questionnaire responses, Cesnik said, showed that childcare centers have been proposed by four units but have met with “total disinterest” from the publishers.

ANG President Charles A. Perlik, Jr., in opening the conference, said that “achievement of women's rights is hard to come by in the first place; and the machinery of collective bargaining is the way to achieve it in the second.”

Urging participation by women in Guild activities, Perlik admonished: “Sit by, and so will your dreams, hopes, goals—and rights—just sit by.”

Administrative Operations Director Ellis T. Baker outlined the role women have played in the history of the Guild, beginning with the election of Doris Fleeson to the first National Executive Committee in 1933.

Betty Wenstrom of Cleveland was half of a committee (with Robert Bordner of Cleveland) that drafted a proposed first constitution for ANG, Baker said.

Baker also traced the development of women's-rights policies in the Guild, starting with the 1934 Convention, which condemned wage schedules that discriminated against women and pledged the Guild to work for parity in pay and working conditions.

Survey Returns Urged by ANG

Guild locals that still haven't returned questionnaires on sex discrimination to ANG have been urged to do so as soon as possible by ANG Research and Information Director James M. Cesnik.

“It is highly important that we have most of the reports that are still out—especially those from some large locals and units—when we draw a report on the state of sex discrimination and women's rights in the industry,” Cesnik said.

Reports have been filed from 73 units representing 43 percent of ANG membership, Cesnik said.

ANG Alerts Locals on EEOC Bill

U.S. Guild locals and members last week were urged to press their congressmen to force a bill strengthening the Equal Employment Opportunity Commission out of the House Rules Committee.

Letters urging them to make a double-barreled effort on behalf of the bill were dispatched by ANG Research and Information Director James M. Cesnik.

Cesnik said the bill, which would give the EEOC the same enforcement powers as other federal agencies by empowering it to issue cease-and-desist orders, is “in danger of dying in the pocket” of Mississippi Rep. William Colmer, chairman of the Rules Committee. It has passed the Senate and received the approval of the House Education and Labor Committee.

Cesnik asked locals and members to send wires, cards and letters urging members of the Rules Committee to take the bill from Colmer and move it to the House floor. And he asked that letters be sent to all congressmen urging support of a discharge petition.

Cesnik said ANG itself will be contacting House members to urge support of efforts to bring the bill to the floor before the Congressional session ends prior to Christmas.

Kansas Daily Gets Woman Editor

Another newspaper has been added to the few with women city editors.

Marie Foster Geary, previously an assistant city editor, has been promoted to city editor of the Wichita Eagle, where the Guild is conducting an organizing drive.

Gwen Hall has been promoted from reporter to city editor of the Yonkers Herald Statesman. She succeeds another woman, Eileen M. Campion, who was named editorial-page editor.

Bias Laid to 3 Ontario Papers

(Continued from Page 1)

All the newspapers involved prefaced their help-wanted columns Dec. 1 with the following: “The Women's Equal Employment Opportunity Act 1970 prohibits, with certain exceptions, discrimination because of sex or marital status. Since some occupations are considered more at-

tractive to persons of one sex or the other, advertisements are placed under the male and female columns for convenience of readers. Such listings are not intended to exclude persons of either sex.”

Mrs. Dunn, in her complaint, suggested that the newspapers would be immediately condemned

if the words “Colored,” “Indian” or “French-Canadian” were substituted for “Male” and “Female.”

“I'd like to see them justify that sort of discriminatory listing as a ‘convenience to their readers,’” she said. “It's obvious the publishers have banded together over this.”

She noted that individual advertisements in the columns in question still were specifying “married man,” “married lady,” “five men wanted” and “women over 21 years of age.”

Officials of the women's bureau say the complaint will be investigated immediately. The act provides for fines ranging from \$800 to \$3,000 for failure to comply with its provisions.

“I hope they get the maximum,” Mrs. Dunn said.

Jeanne Curtis Webber; Led Time Unit

New York City—Jeanne Curtis Webber, 55, free-lance writer and onetime chairman of the New York Guild's Time Inc. Unit, died of cancer Dec. 3.

Mrs. Webber headed the unit while a researcher for Time and Fortune magazines from 1936 to 1949. Later she wrote the scripts for the Bell Telephone Labora-

tories' science television series, provided research for a number of books and worked as a writer and securities analyst for a New York brokerage firm.

She was founding cochairman of the Rye (N.Y.) Council for Human Rights and an organizing chairman for the Westchester Women's Strike for Peace.

EQUALITY —NOW!

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Mrs. Dunn, a member of the conference planning committee and chairman of its "Professional Interests" group, was elected on a show of hands in a three-way contest with Barbara Wicklund of North Jersey and Miriam Elias of New York.

As interim co-ordinator, she will attend IEB meetings and will serve as a clearinghouse for women's problems. Conference recommendations will go before the IEB at its winter meeting in Washington Jan. 18 through 21, and several participants indicated they would join Mrs. Dunn when she appears to address the board.

Participants who questioned whether ANG funds could not be made available for the temporary co-ordinator were told by both Perlik and ANG counsel Irving Leuchter that ANG officers, in Leuchter's words, had "absolutely no authority" to allocate money for that purpose in view of the action of this year's convention in rejecting a proposal for a women's-rights co-ordinator.

A joint appeal for contributions to finance the co-ordinator's activities was sent to locals this week by Crocker and Mrs. Dunn in a report on the conference. Even before it went out, an initial donation of \$200 was received from Cleveland.

ANG will set up a special Women's Fund to receive all money transmitted for the purpose.

Mrs. Dunn, in a brief speech before the voting, promised to press for favorable action at the convention on conference recommendations, including the proposal for a co-ordinator to be elected by the convention.

"I would hope that we would have a very strong delegation of women there," she said.

She urged participants to go back to their locals and make sure that women from noneditorial departments—who she said "are probably suffering from greater discrimination than we in the various editorial departments"—become active in combating sex bias.

The "Economics" report as adopted recommended a committee to work with the co-ordinator, but chairman Dorothy Sain explained that the recommendation remained in the report only inadvertently and was not a recommendation of the group.

Information, Please

Eleanor Dunn, interim co-ordinator of women's-rights activity within the Guild, has asked that she be sent information on all aspects of the campaign against sex discrimination, including local actions and grievances, wage inequities, press-club and press-box discrimination and the activities of women's committees.

She asked that the information be sent to her at 2458 Howland Ave., Ottawa 8, Ont.

She asked that financial contributions, however, be sent to her in care of ANG Headquarters, 1126 16th St. N.W., Washington, D.C. 20036. Checks should be drawn to Women's Fund, ANG.

Perlik, asked by Nancy Beckham of Washington-Baltimore at the concluding session about his reaction to the conference, said he would have liked to have seen "a little stronger thrust" on the necessity of using collective bargaining as an instrument for achieving the conference's objectives.

He called for "a sense of commitment, a desire to go home and get on bargaining committees, a desire to go home and ferret out the grievances that we know exist."

Questioned closely on the availability of international funds to finance the temporary co-ordinator's activities, Perlik explained that the conference, operating outside the Guild's constitutional structure, had no authority to supersede the convention's action in refusing to create the position of women's rights co-ordinator.

Asked by Barbara Cohen of Washington-Baltimore about the availability of "emergency funds," he said that even if they were available, they would be "quickly swallowed up in the \$66,000 deficit in our General Fund."

Perlik, who had served as conference chairman at the suggestion of the all-female planning committee, turned over the chair to Lisa Hobbs of Vancouver-New Westminster, for adoption of the conference statement and



ELEANOR DUNN
Women's Rights Co-ordinator

election of the co-ordinator. Mrs. Hobbs was spokeswoman for the drafting committee.

Mrs. Dunn has been active in the women's-rights struggle in Canada, presenting a brief on sex discrimination to the Canadian Senate's Special Committee on the Mass Media last April and a brief to the Royal Commission on the Status of Women in 1968.

Mrs. Dunn helped lead news-women's successful campaign for admission to the National Press Club in Ottawa early this year. She has been Ottawa Guild secretary for two years.

After studying journalism at Carleton University in Ottawa, Mrs. Dunn published her own Ottawa suburban weekly for eight years. She joined the Ottawa Citizen staff, where she is assistant women's editor, in 1968, and is also a free-lance broadcaster for the Canadian Broadcasting Corp.

Officers' Statement

Following is the statement of ANG International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker on the Chicago Conference on Women's Rights.

We wholeheartedly endorse the declaration of the Chicago Conference on Women's Rights that sex discrimination and exploitation in our industry must be eradicated, and we pledge our best efforts to translate this long-standing Guild objective into everyday reality for all Guild members, wherever they work and whatever their jobs.

We welcome the recommendations of the conference participants as to how this best can be achieved. We share their outrage at the extent of sex discrimination remaining in our industry, and we welcome their determination to see that women participate in the affairs of their union in a manner commensurate with their numbers and importance. We ask their continuing help in making the Guild a more effective union and achieving equality for all workers in our industry, regardless of sex, race, age and other discriminatory distinctions.

As the conference participants themselves recognized, most of their specific proposals, many of which are elaborations of existing Guild goals and policy, require action by the International Executive Board and/or the 1971 Convention, and we will make recommendations with respect to them at the IEB's next meeting in January.

In his official call to the conference, President Perlik said its purpose was to co-ordinate Guild action to end sex discrimination and advance women's rights. The conference participants selected, from among their number, an interim co-ordinator of women's-rights activities, and we agree that continued co-ordination of these activities is desirable. The question the IEB and the convention must consider, as always, is how this best can be effected within the constitutional structure and available resources of our union. We also agree that, if the IEB is to be representative of Guild membership, women must be represented on it.

Meanwhile, we need not wait for the IEB and the convention to act to begin to implement the conference's call to arms. Guild members and Guild locals everywhere must immediately intensify their efforts to end sex discrimination. They can start by contributing generously to the Women's Fund established by the conference to finance the activities of the interim co-ordinator.

When we first proposed that ANG call a Guildwide conference on women's rights, we did so to mobilize our forces to achieve "Equality—Now," as the 1962 Guildwide wage conference mobilized them for achievement of "\$200 a Week—Now." The conference has done its work, but, if we mean to have equality now, our work has only begun. For, as the conference declaration emphasized, this is not just a women's fight. It is a Guild fight, and we call upon every Guild local and every Guild member to make it their fight, as we intend to make it ours.

Conference Statement

Following is the text of the statement adopted at the concluding session of ANG's Conference on Sex Discrimination and Women's Rights in the Industry. It was adopted as a preamble to the interest-group reports approved earlier.

Discrimination is an inherent and all-pervasive reality in the journalistic profession. Women comprise fewer than two percent of management-level positions, while 90 percent of the low-paid clerical help are women.

The unequivocal thrust of the American Newspaper Guild Conference on Sex Discrimination and Women's Rights held in Chicago from Nov. 20-22 was that discrimination based solely on sex must be eradicated.

In the past, contract demands dealing with so-called "women's issues," such as equal pay for equal work, promotion based on real merit rather than sex and attempts to upgrade the lower categories, have too often been the first items sacrificed in contract negotiations.

It was the unanimous opinion of this conference that this kind of exploitation by management will no longer be tolerated.

The American Newspaper Guild has been in the vanguard in the fight to eliminate discrimination. This year the Guild has opened its eyes to the problems its women members face. This conference on women's rights is an auspicious beginning, but it is only a beginning. It is critical to recognize that achievement of our goals depends on every Guild man and woman working together. This is not a women's fight; it is a Guild fight.

The four programs for action presented here are operating principles, not sops. They are ideas which will provide the means for women to achieve their individual potential in the industry: for telephone solicitors to move to outside sales; for women reporters to become editors; for women to assume leadership positions within the ANG.

Women are 40 percent of the American Newspaper Guild membership and are an integral part of the production and profits of every publication in this country. The total acceptance of the conference reports proves women will no longer tolerate organized subservience.

Ad Top Goes To \$267 in Providence

Providence, R.I.—A tumultuous year of bargaining marked by a series of stop-work meetings and a near strike ended Nov. 24 when Providence Guild members ratified a three-year contract settlement raising the advertising salesmen's top minimum to \$267 and the reporters' to \$258.

The contract was approved by a 174-to-73 vote after the negotiating committee recommended that it be rejected and the local executive committee recommended approval.

Wage increases of 29 percent over the contract term will raise the ad salesmen's top \$60—\$17.50 retroactive to Jan. 1, \$23 next Jan. 1 and \$19.50 Jan. 1, 1972.

The top for reporters is increased a total of \$58, that for section editor \$65.50, to \$291.50, that for copy editors \$58.50, to \$265.50, that for classified-ad takers \$161.50, to \$184.50, eliminating commissions, and that for receptionists, clerk-stenographers and key-punch operators \$30, to \$133.

Bargaining that followed the entry of Gov. Frank Licht into the dispute to head off a strike last July produced a 1.5-percent increase in the basic wage offer and extra increases of \$7.50 for low-paid clerks and porters and \$3 more for office boys, as well as an improved pension offer.

The top for clerk-typists is increased \$32, to \$127, that for porters \$31, to the same amount, and that for office boys \$31.50, to \$119.50.

The company will pay \$5 a week across the board retroactive to July 26 into a supplementary pension plan.

The work week will be reduced from 40 hours to 37½.

The Guild also won two weeks' military-leave pay for employees called to emergency duty, an increase in special-risk insurance coverage from \$25,000 to \$35,000, a 10th, floating holiday and a 25-cent increase to \$1.75 per shift in the night differential.

The service requirement for a fourth week's vacation is reduced from 13 years to 10. Weekly car-mileage allowances are raised from \$16 to \$17 for the first 100 miles.

Employees working permanently in Massachusetts will receive a special state-income-tax supplement of \$2 a week.

Sports Writers Honor Broun

St. Louis, Mo.—Heywood Broun, the Guild's founder and first president, was selected by the Baseball Writers Association of America this month as recipient of its J.G. Taylor Spink Distinguished Alumnus Award.

The award, named after the late publisher of the Sporting News, is presented posthumously each year to a former baseball writer who displayed both integrity and writing skill.

Broun was a baseball writer before becoming a columnist. His name will be added to baseball's Hall of Fame in Cooperstown, N.Y., and a scroll will be given to his son, sports commentator Heywood Hale Broun.



WILLARD E. SHELTON

Slash in Jobs Due at N.Y. Ethnic Daily

New York City—Guild jobs are due for a cutback at the Staats-Zeitung und Herold, New York's 136-year-old German-language daily.

Editor Erwin Single last week denied reports that the paper will go to twice-weekly publication starting Jan. 1 but said eight to 10 of 33 Guild jobs would be eliminated or curtailed because of financial difficulties. Some will be reduced to a part-time basis, he said.

Losses in classified advertising and readership and increased wage costs have had a serious impact on the paper, Managing Editor Gerhard Hirsland reported, but Single said he hopes to continue it as a daily.

The Guild recently negotiated a new one-year contract increasing minimums by 10 percent, adding health- and life-insurance coverage and a second floating holiday and providing several other improvements.

As long ago as 1954, the papers' then-owner, August Steuer, foresaw that changing cultural patterns would undermine its readership.

"German immigrants now come off the ship with a copy of Life under one arm, the Times under the other, and ask in English where to buy bubble gum," he said. "Times have changed."

Ottawa Guild Fights TV-Station Cutback

Ottawa, Ont.—The Ottawa Guild has filed a grievance challenging Bushnell Communications Ltd.'s threat to pare 10 percent of the staff at CJOH-TV as an economy move.

Under the local's contract with the station, management must establish to the Guild's satisfaction the economic necessity of carrying out its stated intention of laying off two Guild members. Any necessary cuts must be made in inverse order of seniority.

Downey Gives Up Local Presidency

Boston, Mass.—International Vice President Joseph B. Downey has resigned as president of the Boston Guild following his promotion to director of marketing and research for the Boston Herald-Traveler.

Local Vice President John Breed was elected to succeed him.

Downey submitted his resignation because his new position, while not exempt from the contract, is semisupervisory.

Willard Shelton, GR Columnist, Dies; Ran for ANG President

Willard E. Shelton, 65, Washington columnist for the Guild Reporter and former managing editor of the AFL-CIO News, died Dec. 1 at George Washington University Hospital in Washington.

Shelton had been a Guild leader in three locals and ran for ANG president in 1947 against Harry Martin.

In failing health for some time, he was hospitalized late in October for a lung infection.

A member of the Washington press corps for more than two decades, Shelton had been the GR's "Dateline: Washington" columnist since 1954. The column won wide readership for its inside view of events in the capital. He wrote similar columns for several other labor papers.

Shelton first became active in the Guild in St. Louis, where he was editor of the old St. Louis Star-Times's editorial page from 1939 to 1943. Later he went to the Chicago Sun as an editorial writer and labor columnist, be-

coming a member of the Guild executive board and the unit negotiating committee.

He transferred to the Washington Guild when he joined the capital staff of the experimental New York newspaper PM in 1946 and played an active role in that local. He also wrote a weekly labor column for the New Republic, and his articles on labor and the Supreme Court appeared in other magazines.

Running for ANG president on his reputation as a liberal columnist in 1947, he lost to Martin by some 1,500 votes.

Shelton later became capital bureau chief of PM's short-lived successor, the New York Star, and in 1949 he was named Washington editor of the Nation.

He began writing a column for the CIO News in 1953, and when the AFL and CIO merged he became assistant editor of the AFL-CIO News, rising to managing editor in 1958. He was also assistant director of the AFL-CIO publications department.

Born in St. Louis, Shelton was graduated from Eureka College in Illinois, did graduate work at Washington University in St. Louis and taught high school for a time. Then he joined the staff of the Christian Evangelist in St. Louis before moving to the Star-Times.

Shelton's wife, Isabelle, is White House women's-page reporter at the Washington Star.

Washington-Baltimore Guildsman Justin McCarthy, editor of the United Mine Workers' Journal, delivered the eulogy at funeral services Dec. 4.

McCarthy said Shelton was "a participant in most of the decent causes of our times" but "never allowed his personal compassion for the problems of 'his people' to get in the way of telling the story as it really was."

Shelton's family asked that expressions of sympathy be in the form of contributions to the NAACP Legal Defense and Education Fund at 1028 Connecticut Ave. N.W., Washington.

Press-Conference Expulsion

ANG Protests Williams Ouster

The expulsion of James H. Williams, editor of the National Education Association's NFA Reports, from a press conference on an NEA strike at Ulster County Community College in Kingston, N.Y., was protested last month by ANG President Charles A. Perlik, Jr.

Williams, former assistant editor of the Guild Reporter and assistant ANG director of Research and Information, was ousted Nov. 16 from a conference called by Peter J. Savage, chairman of the Ulster County Legislature, to announce an injunction against the strike.

Williams, waiting outside in the corridor after being barred, was the first NEA representative to be served with the injunction, issued under New York's Taylor Law forbidding strikes by teach-

ers and other public employees.

Savage, in barring Williams from the press conference, contended that NFA Reports, published by the NEA's National Faculty Association of Community and Junior Colleges, was "not recognized by me as a legitimate newspaper."

Perlik, in writing Savage a protest against the action, noted that ANG's 1970 Convention had strongly backed the right of all reporters to cover the news and that the International Executive Board in October said the rights of a free press extend to all its segments, no matter how small or controversial.

"We can view your action as nothing less than a blatant attempt to prevent one element of the press from fulfilling its obligation to gain firsthand knowl-

edge of matters of importance to it and its readers," Perlik said.

Williams held a press conference of his own on the steps of the county building after Savage's press conference, attacking the injunction, the Taylor Law, the County Legislature and its chairman.

The faculty members struck Nov. 16 after months of negotiations with the Legislature failed to produce agreement on salaries and workloads. They returned to work Nov. 30 after the NFA and the county made "substantial progress" toward a settlement.

Williams was on the ANG staff until last June. He currently is editor of NSP Forum, published by NEA's National Society of Professors, as well as of NFA Reports.

Vancouver, Victoria Sounded Out On Setting Up Separate Council

Montreal, Que.—The Canadian District Council will sound out the Vancouver-New Westminster and Victoria locals on the creation of a separate district council for Western Canada.

The council decided to seek the two locals' reaction to the idea at a meeting here Nov. 22. The proposal for a separate council was advanced by Ross Miller of Toronto.

Vancouver-New Westminster and Victoria are members of the Canadian council, but distance prevents them from attending meetings, held invariably in Eastern Canada.

The council urged member locals to respond to the International Executive Board's request for suggestions on a name change for the Guild to more adequately reflect its international composition and coverage of different news media. It asked that suggestions be forwarded to the IEB in time for its next meeting starting Jan. 18.

International Vice President Glen Ogilvie reported on the board's October meeting.

The Montreal Guild held a 10th anniversary dinner Nov. 21 in nearby Verdun in conjunction with the council meeting. Among the 400 guests were Ogilvie and International Vice President John C. Edgington, representing ANG, and Montreal Star Publisher Derek Price.

Rupert spoke on Guild developments in Canada. He reported that the Canadian Broadcasting Corp. had rejected a Canadian Wire Service Guild proposal that it cut costs by eliminating freelance public-affairs producers, whom the Guild says constitute a "phantom news service" duplicating the work of Guild newsmen.

Vancouver Rejects Bid To Autonomy Parley

Vancouver, B.C.—The Vancouver-New Westminster Guild last month joined the Victoria Guild in rejecting a Toronto bid for a conference to consider establishing a "Canadian Newspaper Guild" with a degree of autonomy within ANG.

The local executive committee

voted unanimously to notify the Toronto Guild that it is "satisfied with present arrangements within ANG and sees several disadvantages and no advantages" in the Toronto proposal.

It said Vancouver-New Westminster is not interested in attending the proposed conference.

McMahon to Aid Organizing Effort

Detroit, Mich.—International Vice President James G. McMahon was added to ANG's staff as a temporary international representative Nov. 30 to assist a growing number of Michigan organizing campaigns.

McMahon took an indefinite leave of absence from the Detroit Free Press to handle the assignment. He will help in a Detroit Guild bid to gain bargaining rights at the Royal Oak Tribune, where an election is scheduled Dec. 17, and in organizing campaigns in four other cities.

NLRB Won't Upset Washington Fines

The National Labor Relations Board, overriding a trial examiner's recommendation, declined last week to upset Guild fines levied against 11 Washington members who crossed craft picket lines during a 1968 strike.

The board refused to accept Examiner Abraham H. Maller's finding that the fines were "unreasonable," holding that "the reasonableness of union fines is not within the board's purview."

It also rejected Maller's contention that two of the fines were invalid in any case because the members had resigned from the Guild before their trial on the charges. Resignation after commission of the offense cannot stay union disciplinary action, the board said.

The Washington-Baltimore Guild said it will move quickly to collect the fines in court.

The 11 were fined from \$125 to \$300 for working during a four-day citywide Stereotypers' strike. The Washington Post and Star filed unfair-labor-practice charges challenging the fines.

Maller had contended last June that the fines were excessive because they exceeded the employees' earnings during the strike. ANG subsequently filed a brief disputing the contention, and the board ruled in another case three months ago that it had no authority to make such a judgment.

The board held that "such in-

ternal union matters involve equitable standards which courts might review but do not involve restraint and coercion."

The board said the same principle applied to Maller's contention that the fines were unreasonable because relevant clauses in the ANG Constitution were too general to put members on notice that they might be fined for strikebreaking, because a local warning of fines was not received until the employees had begun to cross the picket lines and because the fines exceeded the amount mentioned in the notice.

The board noted that it had previously rejected the contention that union members cannot be fined unless they are warned in advance as to what conduct will result in a fine and in what amount.

As to fines levied against the two who had resigned, the board cited its ruling in a case involving a New Orleans Machinists' local, in which it held that such resignations do not affect the union's right to discipline members "for prior strikebreaking," affecting only "the union's future authority over them."

The board upheld Maller's finding that Guild contracts at the Post and Star prohibit it neither from supporting a craft union's strike nor fining members who violate the policy.

Dispute on Erie Fines Goes to Court, NLRB

Erie, Pa.—The Guild's right to fine 10 members who crossed picket lines during last year's strike against the Erie Times and News is being challenged in cases pending before both Federal Court and the National Labor Relations Board.

The company has filed suit in U.S. District Court to compel the Guild to arbitrate the fines, totaling almost \$65,000. And it has filed an unfair-labor-practice charge against the Guild based on the fines.

The Erie Guild has submitted a countercharge accusing the company of attempting to interfere in an internal union matter. It maintains the matter is not arbitrable.

The company contends the fines violate a return-to-work agreement reached at the conclusion of the strike. The agreement provided for "no discrimi-

natory action" against any employee "for any action during the period of the strike."

The Guild insists the fines are not discriminatory and do not violate the return-to-work agreement. Any contention that they are discriminatory, it said, must be made by the employees involved.

The fines range from \$4,160.84 to \$8,220—equal to the affected employees' pay for the duration of the 132-day strike. They received double pay during the strike.

Fined were Frank Foye, \$7,102; Jan Hauserman, \$7,868.50; George Kloszewski, \$5,829.42; Richard Kubeja, \$7,507; Maria Michaellegko, \$5,179.62; Betty Peebles, \$6,947; Gerald Szosorok, \$8,220; Edward Tarkowski, \$5,998; Walter Witkowski, \$5,998, and Karen Duplant Ormsbee, \$4,160.84.

Guild Election Aid Hailed By Member (Humphrey)

Hubert Humphrey has thanked ANG its officers and members for assisting in his return to the U.S. Senate.

Humphrey, who joined the Guild last year after starting a column for the Register and Tribune Syndicate, sent a letter

of thanks to ANG President Charles A. Perlik, Jr., terming ANG assistance "vitally important" in his election Nov. 3.

"The labor movement once again demonstrated its effectiveness and power at the polls," Humphrey said in citing a Democratic-Farmer Labor sweep in the Minnesota elections.

Humphrey's 1968 running-mate, Sen. Edmund S. Muskie of Maine, who is also a Guild member, also was returned to the Senate. Like Humphrey, Muskie writes a syndicated column. It is circulated weekly by the Ledger Syndicate.



Strikers' Thanksgiving

Printer Jack Molin serves up the celery and olives as Los Angeles Herald-Examiner employees enjoy the third Thanksgiving Day dinner catered by the unions' Joint Strike-Lockout Council.

Herald-Examiner Strikers Mark 3rd Picket-Line Thanksgiving

Los Angeles, Calif.—Striking and locked-out Los Angeles Herald-Examiner employees are preparing to spend their fourth Christmas on the picket line.

With the strike's third anniversary Dec. 15 only four days away, they are getting ready to mark the Yule season as they have the past three years—with parties for young and old between picketing shifts.

A children's party will be held Dec. 19 at Strike-Lockout Headquarters, with members of LAGALS (Los Angeles Gals Against Labor Scabs) serving as hostesses. A combination Christmas-anniversary party will be held the next day, with proceeds

going to the strike fund.

The unionists marked their third Thanksgiving Day on the picket line with a dinner served to more than 200 at Strike-Lockout Headquarters.

An advertising agency that was unable to persuade a client not to place an ad in the struck paper donated its commission to purchase the food, and members of the Cooks' Union stuffed, roasted and sliced the turkeys.

Post-Thanksgiving bargaining by the Pressmen Nov. 30 and the Stereotypers Dec. 2 failed to bring significant progress despite the presence of International Secretary-Treasurer Frank Creamer at the Stereotypers' session.

The Stereotypers submitted a new proposal, but Hearst negotiators promptly rejected it.

The Pressmen, who reported agreement on "some minor sections," scheduled another meeting for Dec. 16.

The National Labor Relations Board last month ordered the Los Angeles Guild to revoke a \$7,139.60 fine imposed upon Herald-Examiner columnist William Kennedy for crossing Guild picket lines.

The board ruled that the fine was improper because Kennedy, who had a personal-service contract, had resigned from the Guild before crossing the picket line. The Guild held that Kennedy's resignation was invalid because it had not been accepted by the local.

The Guild reported \$3,957.15 in additional strike contributions. They include the following:

Bakersfield Guild	\$ 82.00
Boston Guild	100.00
Chicago Guild	975.00
Cleveland Guild	50.00
Denver Guild	50.00
Erie Guild	50.00
Kenosha Guild	50.00
Sacramento Guild	400.00
San Francisco-Oakland Guild	578.00
San Jose Guild	45.00
Seattle-Tacoma Guild	500.00
St. Louis Guild	250.00
Washington-Baltimore Guild	100.00
Wilkes-Barre Guild	50.00
Southern District Council	200.00
San Diego Guild	29.55
Sioux City Guild	50.00
Stockton Guild	100.00
Toledo Guild	100.00
Youngstown Guild	75.00

The donations brought total contributions to \$209,912.

Anti-TB Drug Investigated In Two Newsmen's Death

The U.S. Public Health Service is investigating the hepatitis death of St. Louis Guildsman Timothy Bleck and a newsman for Washington television station WTOP to determine whether they became ill from an anti-tuberculosis drug administered to newsmen and 1,100 others on Capitol Hill.

Bleck, a capital reporter for the St. Louis Post-Dispatch, died Nov. 14. Robert Stuckey, a WTOP newsfilm soundman, died two days later.

Both had been given isoniazid since last February, when six Capitol Hill workers contracted tuberculosis. Hepatitis is a rare side effect of the antituberculosis

drug, the Public Health Service said.

Several other Capitol Hill workers developed hepatitis and were taken off the drug.

A number of Bleck's fellow newsmen have set up a fund for the education of his three children, ages 2 to 7. Contributions are being received by James H. Erickson, assistant to the president of Bradley University, Peoria, Ill. 61606. Bleck was editor of the Bradley student newspaper while in college.

Guild Loses Vote In New London

New London, Conn.—Employees in five departments of the New London Day voted 90 to 45 Dec. 3 against a Guild representation bid.

The Guild had filed for a unit of 115, to which the National Labor Relations Board added 11 mailers during pre election proceedings. Sixteen extra names the Guild had not accounted for appeared on the list of eligibles.

Social Security Plates

Lifetime Social Security plates bearing the American Newspaper Guild seal are available to Guildsmen and their families for the low price of \$1. Kill two birds with one stone—get this attractive plate as a permanent record of your Social Security number and do a good turn for your striking and locked-out brother unionists at the Los Angeles Herald-Examiner.

These plates are the size of wallet credit cards. Made of metal, they provide a lifetime ready-reference record. Names and numbers are embossed. The U.S. flag and ANG seal are in color.

All profits go to help finance the Herald-Examiner strike. Send your orders—name, Social Security number and dollar—to: Herald-Examiner Joint Strike-Lockout Council, 225 W. 11th St., Los Angeles, Calif. 90015. Your plate will be embossed and returned to you promptly.

GR to Skip Issue

The Guild Reporter will skip its normal second December issue because of the Christmas holidays and a strained ANG budget. The next issue will be published Jan. 8.

Newsman Told He Must Bare Identity of Hashish Producers

A Kentucky court ruled Nov. 27 that a reporter has no right to withhold testimony on the identity of persons committing illegal acts.

But a Quebec judge at almost the same time refused to force a newsman to disclose his sources in a case involving a tavern assault.

The Kentucky Court of Appeals said Paul Branzburg of the Louisville Courier-Journal, who wrote a story describing the processing of hashish, could not withhold the identity of the two persons he watched doing it.

The court dismissed a motion brought by Branzburg under a

state law protecting confidential sources. He was seeking to block a lower court from proceeding against him for refusing to divulge the information.

The court said Branzburg was asked to reveal the identity not of a confidential informant but of persons "seen by him in the perpetration of a crime."

"Suppose a newsman or reporter should see the President of the United States or the governor of the commonwealth assassinated upon the street," the court majority said. "Under the construction of the statute sought by Branzburg, such a reporter could not be compelled to identify the perpetrator of the crime."

Judge Edward Hill, in a dissenting opinion, said the majority was adopting "a strained and unnecessarily narrow construction of the term 'source of information procured or obtained'" in the privilege law.

In the Canadian case, Judge Marc Lacoste, chairman of the Quebec Liquor Board, upheld the right of Montreal Star columnist Tim Burke to keep his sources confidential. The case involved the beating of two customers in a night club.

Stating that Burke could volunteer information to the board but could not be forced to testify, Lacoste said that reporters, in covering the news, were performing a public service, sometimes even helping the administration of justice.

The U.S. Justice Department, meanwhile, announced it will seek to have the Supreme Court upset an Appeals Court ruling that New York Times Guildsman Earl

Caldwell need not appear before a federal grand jury investigating the Black Panthers in the absence of a compelling public need.

A spokesman said the ruling was too broad in holding that Caldwell did not even have to appear before the jury no matter what questions were asked him.

"We got 100 percent of what we asked," Caldwell said happily. "I could not have continued as a journalist if I knew I'd have to submit to what the Government has been demanding."

The court, while upholding Caldwell's right to decline the grand-jury subpoena, said its ruling was a narrow one.

"It is not every news source that is as sensitive as the Black Panther Party has been shown to be respecting the performance of the 'establishment' press or the extent to which that performance is open to view." It said, "It is not every reporter who so uniquely enjoys the confidence of this sensitive news source."

The court also declined to "spell out the details" of what the Government would have to do to prove a compelling need for a newsman's testimony.

In Honolulu, meanwhile, William M. Ware, chairman of the Associated Press Managing Editors' freedom-of-information committee, warned that the subpoena controversy "may make the previous press-bench confrontations pale by comparison."

The Ohio Associated Press Society last month went on record in favor of a federal law protecting newsmen's right to withhold their sources. Ohio has a privilege law that is currently being challenged in a Cleveland court.



LUIS MONTANEZ, JR.

Montanez Gives Up Guild Post

San Juan, P.R.—Luis Montanez, Jr., founder of the Puerto Rico Guild and its top executive officer for five years, resigned as local administrator Nov. 29 because of "irreconcilable differences" with other local officers.

Montanez said friction over the administration of local affairs had led to deterioration of his health and a doctor's recommendation that he seek a less tension-filled job. He had been hospitalized for 10 days earlier in the month with what was described as a nervous breakdown.

Local officers indicated they would seek a replacement for Montanez, who became administrator when the post was created late in 1968. For three years previously he had served as a paid local president.

Montanez announced his resignation at a local meeting at which the membership voted \$9 to 25 for a dues increase to help meet local administrative costs and to eliminate a \$39,000 debt owed to ANG.

The local voted for an 11-percent dues schedule to replace a less equitable one under which payments ranged from seven percent for high-salaried members to 13 percent for low-paid members.

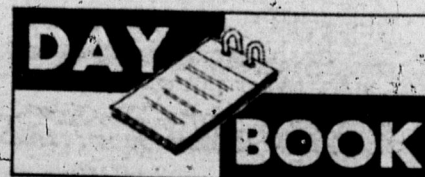
The schedule was adopted after ANG President Charles A. Perlik, Jr., addressed the meeting and urged its approval as essential to putting the local on a sound financial footing. The increase had been recommended by Perlik to local officers last July.

The local's financial situation has improved over the past year. It has reduced \$44,000 in back per-capita payments, assessments and insurance premiums owed ANG to \$39,000, and in October it assumed the full burden of paying Montanez's salary and expenses.

ANG had subsidized these payments since 1965, at first subsidizing the full amount of \$161 a week plus expenses and then reducing the salary portion of the subsidy by one third in April 1969 and two thirds at the start of 1970.

Montanez organized the local's first unit at the San Juan Star in 1961 and served as its president from 1962 until becoming administrator. He was instrumental in organizing units at El Mundo and El Imparcial and at several smaller shops and won ANG's Guild Service Award in 1963.

Montanez was credit assistant to the treasurer of the Star before becoming a fulltime Guild officer. Before joining the Star he was an accounting clerk at the New York Post.



International Executive Board, winter meeting, Jan. 18-21, ANG headquarters, Washington.
Western District Council, winter meeting, Jan. 23 and 24, Stockton.
Pennsylvania-Ohio-Indiana District Council, winter meeting, Jan. 30 and 31, Downtowner Motor Inn, Indianapolis.
Middle Atlantic District Council, winter meeting, Feb. 6 and 7, Philadelphia.
ANG Special Strike Financing Committee, April 15 and 16, ANG headquarters, Washington.
38th Annual ANG Convention, July 12-16, Statler-Hilton Hotel, Boston.

Use of Levy Urged For Organizing

Portland, Me.—The New England District Council Dec. 5 urged a constitutional amendment that would allow ANG to use the proceeds of one month's international assessments a year for organizing purposes.

The council acted unanimously after ANG Secretary-Treasurer Robert M. Crocker advanced the idea of replacing one Defense Fund assessment annually with one for organizing. He said the Guild has had many organizing requests it could not meet adequately for lack of enough international representatives.

Crocker said the income from one assessment would finance four or five more IRs without incurring the cost of borrowing and without an added burden on local treasuries.

IT SEEMS

TO US

Giving Pictures to FBI Held 'a Civic Service'

LONG BEACH, CALIF.

Editor:

Re: Nov. 20th editorial, "Newsman or Policeman?"

I couldn't disagree more if I tried. The idea that a paper reveal pictures to the FBI would come under the heading of civic service rather than lack of virtue.

The FBI is the duly constituted authority charged with protection of the citizenry at large. If giving them pictures of a destructive mob helps them perform their service, I would be the first to want them to have them. After all, the pictures were taken to be published, not gather dust in a file of a paper, so why not present them where they will do the most good?

Forcing a reporter to reveal sources of information is another matter. The presentation of the information should satisfy and demonstrate discharge of responsibility.

Tied to this, the letter by Jim Dickey of San Jose, concerning professional improvement and equal work for equal pay, is quite timely. Although a Guildsman since 1939, I have often struggled with my conscience about the justice of everyone receiving the same pay just because they occupy the same position. Too often the word "occupy" is

what and all that is done by too many persons.

GLENN HOPKINS
Los Angeles Guild

Guild Almost Doubles Victoria Starting Pay

VICTORIA, B.C.

Editor:

Your otherwise excellent report on the Victoria settlement (GR, Nov. 20) failed to mention one of the most significant items—almost doubling the reporter starting salary.

The old rate of \$68.10 per week is increased to \$114.05, going to \$118.61 next May and \$123.15 next November. In addition, it will now take only five years to reach top pay instead of the previous six years and three months.

Victoria cheerfully vacates the cellar of ANG reporter starting rates.

ROGER L. STONEBANKS
President
Victoria Guild

Story on Pants Suits Held Overplayed

TERRE HAUTE, IND.

Editor:

It's great that the gals in Cleveland and Seattle have "won" the right to wear pants, but it seems to me this is a straw-man issue for the Guild.

Hell, these fashions are what the advertisers are pushing. It

wouldn't be a very smart move on the publisher's part to tell women not to wear such apparel.

That the fight was fought and won is worthy of mention in the Guild Reporter, but let's reserve the banner play for something really important—like the Guild really turning screws to equalize pay or refusing to work until contracts include definite, precise recruiting and training programs for the poor.

This is not intended as criticism. We in Terre Haute have nothing to brag about. But even nonunion women wear pants suits here, and it has nothing to do with women's rights or social justice. Who would dare offend an advertiser?

GARY MINICH
President
Terre Haute Guild

Editor's Note: The fact is that publishers of at least five newspapers did attempt to prevent their women employees from wearing pants suits, and this, together with the large number of newspaperwomen elsewhere who wear pants suits and may encounter the same problem, was the reason for the story's play.

Caption Questioned On Pension Benefit

LANCASTER, N.Y.

Editor:

In the Nov. 6 issue of the

Guild Reporter (delivered to me today, Nov. 18, in this suburb of Buffalo) is a cut of San Jose Guildsman Ralph Condon with a check for \$11,212.32, his "lump-sum retirement payment." And, says the outline, "He'll also receive a monthly benefit of approximately \$200."

By implication, this extra \$200 is from a Guild-negotiated pension plan. But wanna bet the \$200 isn't his monthly Social Security check?

This is professional propagandizing—not professional newspapering. The Guild is old enough and big enough to stand on the honest professional standards it demands in every issue in news(?) stories and editorials or columns of the American press.

I first joined the Guild in 1933. I am heartily sick of this kind of journalism, and a lot of other members are. It's long past time for the Guild Reporter to shape up. When it does, only then can it honestly point the finger of scorn at editors and publishers who put their own aims and gains ahead of all other human considerations.

EDWARD L. FAY
Buffalo Guild

Editor's Note: Bet accepted. The San Jose Guild reports that Condon will receive a pension of more than \$200 monthly in addition to the lump-sum payment.

\$311 Top Won in Bay Area, San Jose Settlements

(Continued from Page 1)

The two Guild locals ratified overwhelmingly, and ratification margins were substantial in all locals except the San Francisco Stereotypers, whose members objected to the absence of parity with San Jose stereotypers.

The unique advance settlement was engineered by mediator Sam Kagel, who said he initiated it to avoid a repetition of the 1968 San Francisco newspaper strike.

"I thought we could find a moment of sanity," he said, "and the parties themselves agreed it was to their self-interest to skip the crisis date."

The unions' joint negotiating committee, headed by Fred D. Fletcher, administrative officer of the San Francisco-Oakland Guild, termed the agreement "a better settlement for the months covered than we might reasonably expect to achieve if we waited for orthodox bargaining to begin, union by union, in 1971."

A "major feature" of the negotiations, it said, was "preservation of the unexcelled unity with which this area's newspaper un-

ions emerged from the 1968 newspaper strike."

"The future importance of that unity to all unions and all of their members cannot be over-emphasized," the committee asserted.

Shortly after the settlement was ratified both the San Francisco and San Jose papers increased their price from 10 cents to 15, citing the wage settlement and recent increases in newsprint prices.

The settlement, averaging \$68 per employee, will cost the San Francisco papers an estimated 21 million dollars.

The two Guild locals agreed to divert \$12 from the package—\$8 for health and welfare and \$4 for pensions in the Bay Area and for either pensions or other purposes in San Jose.

The San Jose Mercury and News insisted that the money go to pensions, while the Guild wants it used to eliminate salary inequities or other fringe improvements. The dispute will be resolved by arbitration.

Part of the health-and-welfare

money will be used to establish a dental-insurance plan in San Jose.

Under a complex formula worked out with the assistance of Kagel, the \$68 package will be scaled up and down to provide a 33-percent increase for employees earning up to \$168.74, a \$56 increase for those earning from \$168.75 to \$191.35, a 29-percent increase for those earning from \$191.36 to \$240.74, and a \$70.46 increase for those earning \$240.75 and over.

The top for reporters and display salesmen in San Francisco, Oakland and San Jose and for outside classified salesmen in San Jose, who had previously obtained parity, will go up \$20.13, retroactive to Nov. 2, \$7.04 next March 1, \$11.64 next Nov. 29, \$20.45 July 3, 1972, and \$11.20 April 30, 1973.

The top for inside classified at all four papers is increased \$51.83, to \$208.01.

At the Bay Area papers the top for secretaries and senior clerks is raised \$52.84, to \$212.06, that for clerk-typists is

raised \$37.43, to \$150.24, and that for copy boys \$31.16, to \$125.05.

In San Jose the top for key-punch operators is raised \$42.70, to \$171.39, that for janitors and telephone operators \$39.88, to \$160.02, that for general clerks \$38.25, to \$153.51, that for stenographers \$46.36, to \$186.04, and that for copy boys \$33.18, to \$133.18.

Both locals won an added holiday, on the employee's birthday, and reduction of the service requirement for a fourth week's vacation from 10 years to five.

San Francisco-Oakland will use the pension diversion to increase basic monthly benefits \$50, to \$300, and to accomplish other improvements.

The health-and-welfare diversion will be used to double hazardous-duty life insurance to \$50,000 and to add long-term disability coverage of 65 percent of salary up to \$200 for up to 52 weeks following injury on a hazardous assignment. Other improvements, including a drug-insurance plan and dental insur-

ance, will be added when money in the health-and-welfare fund permits.

The Guild also won improvements in rehiring provisions and mileage allowances, including a clause providing for increases in mileage allowances geared to the rise in the U.S. Consumer Price Index's private-transportation index.

In San Jose the Guild won a jurisdiction clause for the first time. It protects the Guild's jurisdiction over both present work and similar work performed by new processes or equipment.

The Guild also won a job-security improvement stipulating that seniority will be a major factor in selecting employees for economic discharges. Improvements were also won in clauses covering promotions and work schedules.

Mileage allowances are increased two cents, to 13.

Both contracts provide for reopeners on noneconomic issues next December, with voluntary arbitration provided in case of disagreement.

N.Y. Times Top Up To Record \$361

(Continued from Page 1)

ever won in a Guild contract, exceeded only by settlements during the past year at the Boston Record American and the Washington Post.

The resulting \$361.67 top is \$50.47 above the closest comparable figure—a \$311.21 top won only last month in San Francisco, Oakland and San Jose.

Record top minimums were also won in the following job classifications:

- Editors and other supervisory employees—\$397.85, up \$115.48.

- Outside classified salesmen and computer operators—\$313.21, up \$92.16.

- Clerks and porters—\$190.68, up \$56.11.

- Stenographers—\$213.87, up \$62.92.

- Telephone operators and

key-punch operators — \$201.23, up \$59.21.

- Inside classified solicitors—\$233.21, up \$68.62.

The copy-boy top is increased \$40.66 to \$138.17. That figure is exceeded only by a \$148.36 top at the Madison Capital Times.

The top for reporters, display salesmen and roadmen goes to \$293.54 retroactive to last March 31. It will go to \$325.83 next March 31 before the final increase to \$361.67.

The Guild settlements at the Times, Post and Daily News wound up a round of newspaper bargaining that began a year ago and required a series of stop-work meetings by the printers and a two-week Guild strike at the Post to conclude.

Typographical Union President Bertram A. Powers, writing in his local's monthly bulletin last month, called for "coalition bargaining" by the unions in the future to avoid crisis situations.

"It should be worth something to the publishers to be able to settle with a group rather than run the gauntlet of bargaining with 10 individual unions," Powers said.

He also suggested the possibility of an advance settlement to be made effective on ratification before the old contracts expire.

Cleveland Retirees Win Pension Boost

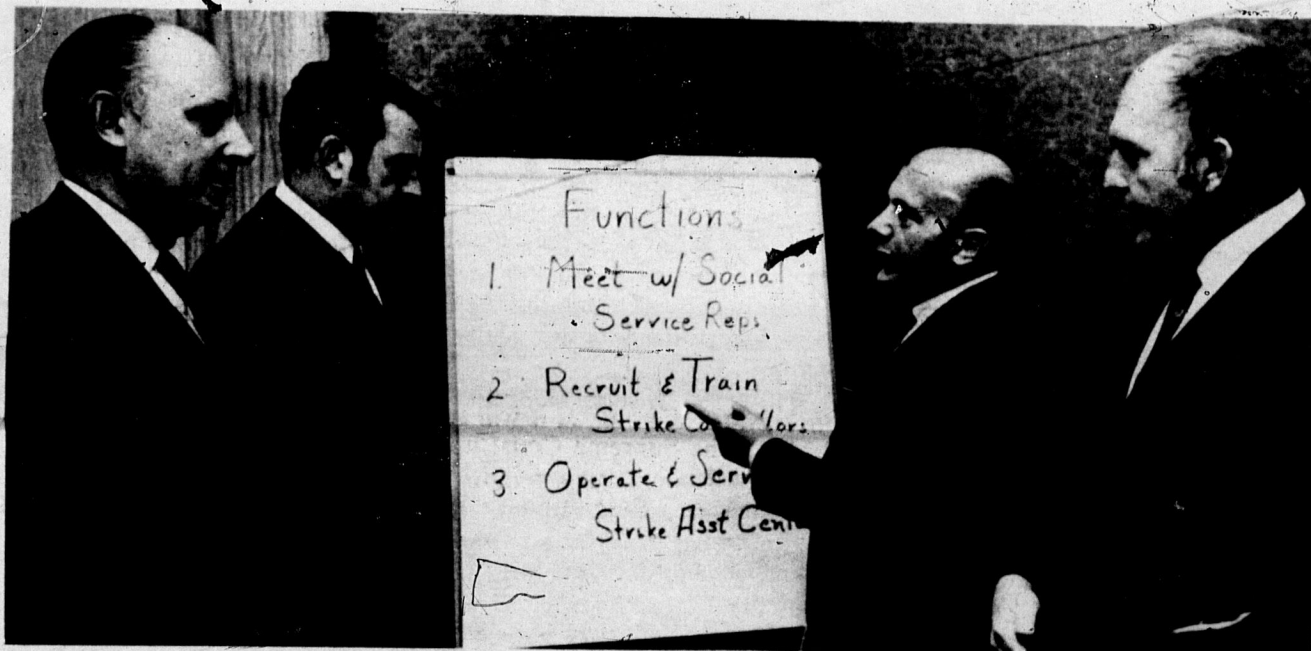
Cleveland, Ohio—The Cleveland Guild's 17-month-old retired members' unit has won a 10-percent increase in pensions from a joint union-publisher pension fund at the Cleveland Press and Plain Dealer.

The increase was approved in a referendum of local members.

The retirees' unit, which publishes its own newspaper, the Fourth Estate Bulletin, is headed by William M. Davy, the Cleveland Guild's executive secretary for three decades and ANG's first paid organizer.

Correction

Robert Keane was incorrectly identified in a picture caption in the Nov. 20 Guild Reporter as a New York Guild local representative assigned to the Daily News Unit. He is no longer a local representative but rather administrator of the Guild-News pension and welfare fund, in which capacity he appeared at the meeting to answer questions. Local Representative William South negotiated the settlement.



At Strike-Assistance Parley

Leo Perlis, director of the AFL-CIO's Community Services Department, outlines strike assistance provided by local union community-services committees to ANG representatives at AFL-CIO Strike Assistance Conference in Washington. From

left, ANG Secretary-Treasurer Robert M. Crocker, William H. McLeman of Vancouver-New Westminster, Perlis and Robert A. Steinke of St. Louis. Steinke and McLeman are members of ANG's Special Strike Financing Committee.

Strike-Finance Committee Weighs Special Referendum Machinery

The establishment of special, streamlined referendum machinery to help meet the financial impact of acute strike emergencies and methods of trimming benefit expenditures were discussed by ANG's Special Strike Financing Committee last week.

The committee came to no immediate conclusions. It scheduled

another session April 15 and 16 to continue its discussions and prepare its report to next year's ANG Convention.

Committee members agreed there was no indication that Guild members are prepared to accept either a general increase in assessments, rejected in two referendums during the past two

years, or a general reduction in benefits.

Committee members are, however, discussing the possibility of modifying benefits by limitations on payments made during the first week of a strike and to employees on vacation or receiving unemployment compensation.

They are also discussing, in accordance with instructions from this year's ANG convention, incorporating International Defense Fund loans from local defense funds into ANG's constitutional machinery. Numerous locals pledged such loans earlier this year when a New York strike emergency threatened.

The committee met Dec. 3 and 4 at ANG headquarters in Washington.

On Dec. 1 and 2 two members of the committee, Robert A. Steinke of St. Louis and William H. McLeman of Vancouver-New Westminster, attended an AFL-CIO Strike Assistance Conference in Washington, along with ANG Field Operations Director Ellis T. Baker and Secretary-Treasurer Robert M. Crocker.

Nine Officers Cited in Rockford

(Continued from Page 12)

graphical Union.

Todd admitted during a press conference last month that the company is "indemnified against losses" from the strike. But he refused to reveal the duration or amount of benefits provided by its strike-insurance policy.

Last week the company began producing "pilot" copies of an eight- to 12-page paper, using cold-metal processes, the Guild reported. It made no attempt to distribute them but announced that it intended to do so "soon."

Nonunion employees are being

ordered to work in unmanned organized departments to help produce the "pilot" paper, and five nonunion employees have been sent to Oklahoma to learn to operate printing presses, the Guild reported.

At a Dec. 3 bargaining session management informed the Guild that two strikers had been permanently replaced and that other strikers would be fired as soon as replacements could be hired.

Earlier the company notified striking Guild members they would be replaced if they did not return to work by Dec. 1. But

the local reported that no Guild member has crossed the picket line since the strike began.

Previously the company had announced it would not import strikebreakers to replace strikers.

Local leaders reported that Rockford Mayor Ben T. Schleicher, who provided three cases of wine for a Thanksgiving dinner at strike headquarters, is opposing the Rockford police chief's request for authority to hire 11 more policemen for assignment to the strike scene, stating that he "will not be a party to strike-breaking."

9 Rockford Officers Held in Contempt

Rockford, Ill.—All nine officers of the striking Rockford Guild were found guilty of contempt Dec. 8 for violating an injunction limiting the Guild to 12 pickets to cover all 12 entrances to the Rockford Morning Star and Register Republic's two-block property.

The court action followed a demonstration by members of the Rockford Building Trades Council, the United Automobile Workers and Rockford United Labor, the city's central labor council, Dec. 4 to protest Gannett's hiring of two strikebreakers as the first step in an announced plan to replace Guild strikers.

Four persons—two ironworkers, a composing-room employee and a Guild member—were arrested during the protest outside the Morning Star and Register Republic, which have not published since the Guild strike began Nov. 8.

Winnebago County Circuit Judge Albert S. O'Sullivan, while finding the local officers guilty of violating his picket-limiting injunction, levied no penalty. But he warned he would be "harsher" if the injunction is violated again.

A few hours after the judge's ruling the company accused the Guild of refusing to bargain and of coercing nonstriking employees in charges filed with the National Labor Relations Board.

Earlier the Guild had filed unfair-labor-practices charges against the papers, and the company had filed damage suits totaling five million dollars against printing-trades unions whose members have not crossed picket lines.

Publisher William K. Todd admitted in a televised interview that the papers are covered by strike insurance, and the company began producing a pilot, in-plant paper of eight to 12 pages.

An NLRB field examiner was expected in Rockford this week to begin investigating Guild charges that the company has not bargained in good faith and has threatened to fire an employee of the unorganized circulation department for his activities on behalf of the Guild. The local represents editorial, library and night switchboard employees at the papers.

The company's suits against the craft unions, besides seeking five million in damages, also ask that the unions be directed to order their members to return to work. All five unions have contracts in force, but the printers' contract has a clause protecting its members' right to refuse to cross another union's picket lines.

The suits name both the local and international unions of the Pressmen, Stereotypers, International Mailers and Photoengravers, but only the local Typo-

(Continued on Page 11)

Detroit Outside Classified Gets Parity in Midterm

Detroit, Mich.—Outside classified salesmen at the Detroit Free Press achieved pay parity with display advertising salesmen in midcontract last month under an agreement with the Detroit Guild.

The agreement, initiated by management, terminated commissions for the outside classified force and raised their top minimum to \$227.25 effective Nov. 16. The action increased some salesmen's pay more than \$47.

The change met the Guild's

persistent demand for parity, pressed during the last contract negotiations in 1968. It came almost a year before expiration of the current contract.

The new language specifies "sales persons" rather than the traditional "salesmen" at the behest of ANG International Vice President James G. McMahon, president of the local and chairman of the International Executive Board's Human Rights Subcommittee.



Helping Hand

Rockford building-trades unionists turn out in a demonstration of support for striking Guild members threatened with replacement by Gannett's Morning Star and Register Republic.

\$54.30 Increase Raises Key Top To \$231.80 in Kingston Pact

Kingston, N.Y.—Key top minimums are increased \$54.30, to \$231.80, in a new 30-month contract at Ingersoll's Kingston Daily Freeman.

The top for district managers moves closer to parity, rising \$57.30, to \$199.10. The top for county and women's-page editors is increased the same amount, to \$238.30, and that for sports and assistant city editors rises \$61.50, to \$256.50.

The top for reporters and display salesmen goes up \$17.60 retroactive to May 20, \$14.60 next May 20, \$6 next Nov. 20 and \$17.60 in May 1972.

Other top minimums are increased a total of 30 percent. They include: clerks and stenographers, up \$35.70, to \$154.95; classified solicitors, up \$43.50, to \$150.55; maintenance employ-

es, up \$41.15, to \$145.65; telephone operators, up \$38.45, to \$135.95, and office boys, up \$31.90, to \$107.90.

Night differentials are increased 10 cents a shift, to \$1.30, and a Sunday differential of \$8 is added for employees not working regularly that day, in addition to overtime for those working a sixth day. The premium for regularly assigned columns is increased from \$1 to \$6.

Pension improvements include an increase in benefits to be achieved by computing them on the employee's five highest-salaried years instead of his last 10. The minimum monthly pension is increased from \$50 to \$75, and employees will be eligible for pensions after 15 years' service instead of 20.

The company will pay for

extended family health-insurance coverage. Sick leave is increased from five days to 10 after a year's service and from two days to five after three months.

The service requirement for a fourth week's vacation is reduced from 15 years to 12 in three steps, and the severance-pay ceiling is raised two weeks, to 46. The company will pay the difference between military pay and salary for up to 30 days for employees called to emergency duty with the National Guard or military reserves.

The Guild also won an anti-discrimination clause, requiring that the company hire without regard to sex, race, creed, age, color or national origin.

Pact in Gary Yields \$46 In 2 Years

Gary, Ind.—A Thanksgiving Eve settlement gave reporters at the Gary Post-Tribune a \$46.65 increase in a two-year contract, raising their top minimum to \$260.

The settlement came after the Guild set a Dec. 1 strike deadline.

The settlement provides for a \$23.65 increase in the reporter top retroactive to Oct. 23 and a \$23 increase next October. The flat minimum for janitors is increased \$23.20, to \$141, and that for maids \$21.20, to \$129.

The company agreed to \$50,000 accidental-death insurance for news employees, providing \$500 monthly on total disability after a one-year waiting period. Other employees will receive coverage of \$10,000 and monthly benefits of \$100.

The company's hospitalization contribution is increased from \$21.47 a month for employees with dependents and \$8.69 for single employees to two thirds of the premiums for each. And its pension contribution is raised 50 cents a week, to \$6.50, with a minimum monthly benefit of \$150 added to the plan.

Maximum life-insurance coverage is raised from \$4,000 to \$6,000.

The service requirement for a fourth week's vacation is reduced from 10 years to nine, and double time instead of time and a half is provided for holiday work. Mileage allowances are increased two cents, to 13, with weekly guarantees for the first 200 miles up \$1, to \$26.

The company agreed to institute a training plan that will defray the cost of job-related studies.

A major point of dispute, the company's right to install an electrostatic dust collector that might displace maintenance employees, was resolved by a clause requiring Guild agreement before it is installed.

The Guild Reporter

DAVID J. EISEN
Editor



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