

Perlik Embraces Wide Range of Rights Demands

A wide range of recommendations by ANG's Conference on Women's Rights were endorsed by President Charles A. Perlik, Jr., as Eleanor Dunn, interim co-ordinator of women's-rights activities within the Guild, conveyed to the International Executive Board this week the determination of conference delegates to end discrimination in the industry.

Conference recommendations embraced by Perlik, including wage parity for inside classified sales with outside classified and display jobs and increased Guild emphasis on child care, were referred to IEB committees for action later this week or at the board's spring session. Many will require convention action.

Noting that the IEB proposed the conference to illuminate discriminatory practices and develop effective remedies, International Chairman James B. Woods declared, "We're determined to do everything we can to eliminate discrimination."

Mrs. Dunn described to board members the outrage and urgency she sensed among conference delegates. "I was shocked by the anger of some of the women," she said.

Mrs. Dunn proposed that instead of an elected co-ordinator, recommended by the conference for a one-year term, an additional female international representative be hired to take charge of women's-rights activities for a two-year period.

A women's-rights co-ordinator may not be needed forever, Mrs. Dunn explained, and a female IR would be free afterward "to do the organizing work that desperately needs to be done in Canada and the United States."

Perlik, who opposed several of the conference proposals, deferred a recommendation on the proposal for a co-ordinator, along with some others, pending further study.

Mrs. Dunn called for increased emphasis on "bread-and-butter issues" in collective bargaining, such as equal pay and non-discrimination in promotions, to broaden the appeal of the women's-rights movement for commercial-department employees. Board members concurred in her recommendation.

"Equal pay for women should not be the first thing traded off in bargaining," Mrs. Dunn declared.

She called on the Guild to take child-care centers "seriously" as a bargaining goal. Perlik, pointing out that the Guild's Collective Bargaining Program urges employer-financed child care, endorsed increased emphasis "without equivocation."

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Key Top Up \$108 at N.Y. Racing Daily

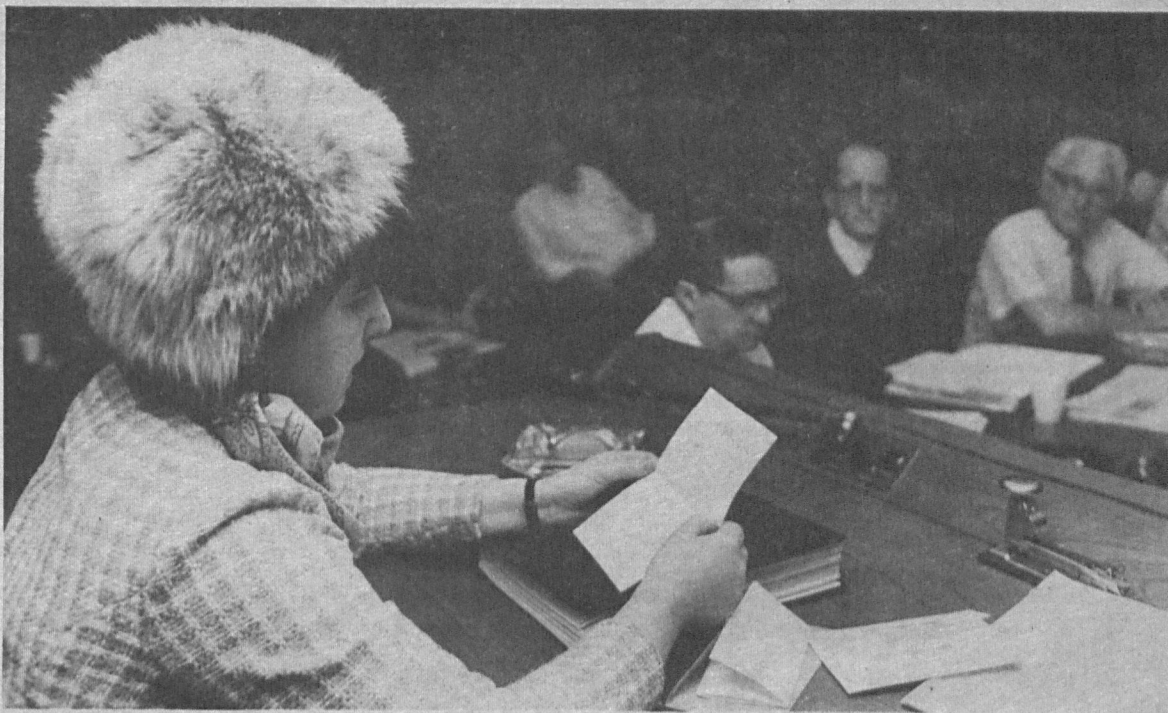
New York City—The 41.69-percent pattern of increases under which contracts at New York's major dailies were settled last year will give employees of the Morning Telegraph increases of up to \$108.40 under a new three-year Guild settlement.

The top for reporters and advertising solicitors at the racing paper will go up to \$351.10 in three annual steps of \$42.25, \$31.35 and \$34.80, the first retroactive to last March 31.

The Guild also won major improvements in pensions, severance pay, vacations and health insurance, as well as protection against relocation of the plant outside New York City.

Annual increases of 15 percent, 11 percent and 11 percent, compounded, will raise the top for typists \$58.35, to \$189; that for

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Look Back at Anger

Interim Women's Rights Co-ordinator Eleanor Dunn reports to the International Executive Board on the anger and determination shown at ANG

Conference on Women's Rights in Chicago. IEB members, from right, are Barney Peterson, Edward J. Schrode and Joseph B. Downey.

Guild Wins \$41 Increase To End Rockford Strike

Rockford, Ill.—A settlement providing a \$41.50 increase, to \$235.50, in the reporter top minimum ended a 10-week strike by the Rockford Guild and paved the way for resumption of Gannett's Morning Star and Register-Republic Jan. 20.

The 30-month settlement included reinstatement of Local President Daniel DiLeo, fired at the bargaining table in December, and five other Guildsmen who were "replaced" when they disregarded orders to return to work.

The Guild, which had sought a "professional standards" clause, won contract language to assure that a reporter's by-line cannot be used over his objection or without his approval if substantive changes are made in his story.

The company failed to eliminate the Guild shop—although strikebreakers hired during the dispute will be excluded—or to eliminate a clause providing that Guild members do not have to cross picket lines at the plant. It also failed to insert a no-strike clause in the contract.

The company refused to include protection for subpoenaed employees in the contract but agreed to incorporate in its policy book a statement embracing the concept of such protection.

DiLeo said the statement will pledge the company to resist efforts by government and law-enforcement agencies to gain access to unpublished material.

The statement will advise employees to appear under subpoena only to authenticate published material and will pledge the company to provide legal counsel for

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Press Union Ends Strike In Pittsburgh

Pittsburgh, Pa.—Sixty-nine furloughed Guild members at the Pittsburgh Post-Gazette returned to work as publication of the city's two daily newspapers resumed Jan. 18 following settlement of a two-week Pressmen's strike against the Press.

The Pressmen negotiated increases of \$55 a week over two years and \$8 in fringe-benefit improvements. The settlement was reached Jan. 15 and ratified the next day.

Scripps-Howard's Press prints the independently owned Post-Gazette, but the papers maintain separate editorial staffs.

The Pressmen did not post picket lines. Eighty Post-Gazette Guildsmen continued to work during the first week of the strike, but only 11 remained on the payroll after Jan. 8.

Production workers at the Press were laid off Jan. 5, but 600 other employees continued to work.

The Pressmen struck Jan. 3 after rejecting a \$50 wage in-

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THE GUILD REPORTER

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

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N.Y. News Writer Wins Broun Prize

ANG's 30th annual Heywood Broun Award went this week to New York Daily News Guildsman Donald Singleton for a 20-part series spotlighting the problems of crime in the nation's largest city.

The 1970 award, which included a Guild citation and a \$1,000 check, was presented at a Jan. 18 luncheon held in conjunction with the quarterly meeting of ANG's International Executive Board in Washington.

Singleton, who was on assignment in Florida, flew to Washington to receive the award. Ironically, he was working on a story—Florida land sales—similar to the subject of a series by Elizabeth Whitney of the St. Petersburg Times, one of 85 other entries in the Broun Award competition.

Singleton, a Guild member since 1964, spent seven months investigating and writing the comprehensive series of articles, which were published in four categories: "Crime and Drugs," "Crime and the Police," "Crime and the Criminal Courts" and "Crime and the Prisons."

"With unusual literary craftsmanship and social perception," the judges said, "he brought home to his readers the realities of a national dilemma, promoting its long-range solution by contributing the first imperative—public understanding."

In accepting the award, Singleton said his newspaper or one of its editors "should be here to receive the honor."

"Many of the things I wrote,"

he explained, "flew in the face of the News's editorial policy." He expressed pride that the articles were published in spite of the conflict.

Singleton, 34, said he was "always proud to be in the profession of Heywood Broun," the Guild's founder and first president, and was honored to have his name linked with Broun's through the award, which is given for writing in Broun's spirit.

Newbold Noyes, editor of the Washington Star and one of the judges, said Broun's crusading spirit "is very much the 'in' thing nowadays, and never was there a time when it was needed more than now."

Noyes recalled that Broun had "great compassion for the underdog." But Broun, Noyes added,

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Judge Holds Reporter Can Obtain Injunction Against Use of By-Line

Baltimore, Md.—A Maryland judge held last week that a reporter can obtain an injunction to prevent the use of his by-line if his stories are sufficiently distorted in the editing process.

Circuit Court Judge James A. Perrott, acting in a suit financed by the Washington-Baltimore Guild, rejected a request for an injunction to prevent the Baltimore Evening Sun from using the by-line of reporter Sandra Grant over her objections.

But, before ruling on the merits of the case, Judge Perrott turned down a Sunpapers request to throw it out on the ground that the court could not grant such an injunction without violating freedom of the press.

Stephen H. Sachs, who represented Miss Grant, said he believed the ruling was the first in the country holding that a reporter has "a sufficient interest in his by-line to restrain its use" if a judge agrees there is "a

sufficient showing of distortion."

"The principle that a reporter can resort to the courts for relief and get it if the case is raw enough is, I think, an enormously important one," Sachs declared.

Miss Grant, acting in conjunction with the Guild, went into court after the company refused to delete her by-line from a series of 18 articles on nursing homes.

Miss Grant and two other reporters who worked on the ser-

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St. Louis Guild Photo by Michael J. Baldrige

Candor on Camera

ANG International Chairman James B. Woods, right, and two young St. Louis-area union members go before the television cameras in a panel discussion on "New Members Look at Their Unions." Woods was moderator of the discussion, video-

taped for an AFL-CIO conference on "Reaching the Union Member," held in St. Louis last week. Panel participants are Kenneth Becker, left, of the Sheet Metal Workers, and Kenneth Parkin, an apprentice member of the Carpenters' union.

Memphis Guild Wins \$242 Top, Up \$37, at Two Scripps Papers

Memphis, Tenn.—Top minimums for reporters and display salesmen will rise to \$242.75, up \$37.75, in a new two-year contract between the Memphis Guild and Scripps-Howard's Commercial Appeal and Press-Scimitar.

General increases range from \$16.50 for employees earning under \$110 to \$37.75 for those at \$200 and over, with initial raises effective Dec. 11. It was the first

Memphis settlement ever negotiated before contract expiration.

The membership, at a ratification meeting, voted to divert part of a \$17.50-to-\$40 money package to pensions. It will increase the average company contribution per employee \$1.68, to \$10 a week.

The top for outside classified salesmen is increased \$27.05, to \$199.05, those for classified tele-

phone saleswomen and telephone operators are up \$20.45, to \$138.55, that for building mechanics \$30.55, to \$193.05, that for typists \$16.50, to \$123.10, and that for clerks \$16.50, to \$109.85.

Flat minimums for truck drivers, porters and maids are increased \$16.50, to \$112.65, \$100.65 and \$95.05, respectively.

A seventh holiday, the employee's hiring anniversary, is added. The mileage allowance is increased one cent, to 12, and the weekly minimum is up \$1.50, to \$16.

\$325 Editor's Pay Won At St. Paul Labor Paper

St. Paul, Minn.—A top minimum of \$325 is established for the editor of the Union Advocate, publication of the St. Paul Trades and Labor Assembly, in a new one-year contract with the Twin Cities Guild.

The top is \$22.50 higher than the former flat minimum of \$302.50. The annual guarantee for ad salesmen is raised \$300, to \$7,500, and their monthly drawing account is increased \$25, to \$625. The advertising manager's monthly guarantee is raised \$133.33, to \$1,083.33.

The Guild also won a \$4.50 increase, to \$7.50, in the publisher's pension contribution.

San Jose Guild Wins Major Pension Gain

San Jose, Calif.—The San Jose Guild and the San Jose Mercury and News have ended a long-standing pension dispute with a settlement that will dramatically increase benefits and, for the first time, provide some form of pension coverage for all unit members.

Management placed a price tag of a million dollars on the settlement, but San Jose Administrative Officer Gene Bryant said actual benefits should prove to be well in excess of that figure.

Agreement was reached shortly before the dispute was scheduled to go to arbitration.

The settlement will:

- Extend one form of pension coverage to approximately 330 Guild members—70 percent of the San Jose membership—all of whom had previously been without pension coverage.

- Improve pension benefits for employees at or near retirement age by tens of thousands of dollars. (In a not unusual case, one employee will receive an additional \$10,000 in pension benefits, payable immediately in a lump sum or, at the employee's option, in the form of an annuity beginning at age 60 or 65.)

- Effective July 1, 1972, enable any employee with 15 or more years of service to quit and take his severance pay with him—severance to be computed at the rate of one week's pay for each six months of service, to a maximum of 60 weeks. (For employees whose age and years of service combined equal 60, this benefit is effective immediately.)

- Guarantee that management-purchased pension benefits in San Jose must be at least equal to the benefits provided by the San Francisco-Oakland Guild's pension plan. Employee contributions, where applicable, will buy additional benefits.

- Provide that any improvements in the San Francisco plan must be matched in San Jose, and incorporate all San Francisco pension options into the San Jose plan.

Under the agreement, one half of the plan—which includes the severance benefit and covers everybody in Guild jurisdiction—will be noncontributory. Service credit will be retroactive to the date of hire.

The other half of the plan will be contributory and voluntary. For those who participate in the contributory plan, the company must purchase the entire San Francisco pension package, with employee contributions buying benefits over and above those in San Francisco.

At the heart of the year-old dispute was contract language requiring that San Jose pension benefits paid for by the publisher equal San Francisco's. Complicating the matter, however, was the fact that San Jose's plan was a contributory one in which only a minority of employees participated.

The company had insisted that the contract language applied only to members of the contributory plan and that it would not pay the severance benefit to anyone.

The Guild agreed to allocate the \$2 per employee provided by the then current contract (since superseded) for fringe benefits to help fund the noncontributory half of the new plan.

The Guild also agreed that no additional bargaining on pensions will take place until the next contract negotiations, locking the settlement into the contract until Dec. 31, 1973.

Pueblo Wins \$40 Raise To \$205 Top

Pueblo, Colo.—The top minimum for reporters and ad salesmen at the Pueblo Star-Journal and Chieftain is increased \$40, to \$205, under a new three-year contract.

The contract's largest increase, \$45.45, is in the starting minimum for district carrier managers, which will go to \$152.35. The managers' top is raised \$38.40, to \$169.55.

The top for advertising-dispatch clerks is raised \$24.40, to \$129.80, that for janitors \$20, to \$92, that for mail-room helpers \$20, to \$98.40, and that for copy boys \$23.50, to \$87.50.

Night differentials are increased 20 cents a shift, to \$1.40, and a number of shift differentials are increased by 50 cents or a dollar.

The service requirement for a fourth week's vacation is reduced from 20 years to 16, and a week's vacation is provided now after six months' employment.

The Guild won a seventh, floating holiday and an increase in severance-pay accrual to a week's pay for each nine months' employment, instead of a year, for employees with at least five years' service.

Health-insurance payments are increased all along the line, including supplemental Medicare payments for employees or their spouses who are over 65, which go up \$2.20, to \$7.90 a month. Sick-leave payments are also improved; the employer will pay the difference between insurance compensation and weekly salary instead of between insurance and take-home pay, after three days of illness.

The mileage rate is increased one cent a mile, to 11, and employees on flat allowances will be paid the allowance for up to one week on illness or incapacity.

A prohibition against discrimination based on age is added to the contract's fair-employment clause.

Pollution Efforts Urged in Canada

ANG's International Executive Board this week urged Canadian locals and members to participate fully in the Canadian Labour Congress's Citizenship Month in February by developing local antipollution programs.

The CLC has chosen the theme "Our Environment" to spur Canadian unions to initiate programs to rectify environmental problems at the work place and elsewhere.

The IEB suggested that Canadian locals assign the responsibility for local antipollution programs to social- and professional-issues committees proposed by the Guild's 1970 Convention.

Cincinnati Battles Attempt To Fire Local Secretary

Cincinnati, Ohio—The Cincinnati Guild is proceeding to arbitration in what the Guild calls the dismissal and the Cincinnati Post & Times-Star calls the resignation of Local Secretary Janet Albright.

Mrs. Albright, a copy reader, was replaced in November, four days after her request for a year's leave of absence was rejected. Managing Editor Woodrow G. Sudoff contends she announced her resignation when the request was refused; Mrs. Albright denies having done any such thing.

The company, maintaining that a replacement was hired four days later, severed her from the payroll Jan. 9.

Mrs. Albright, who was the lo-

cal's delegate to ANG's Conference on Women's Rights in November, asked for the leave in order to go on a group tour of Europe and Asia. When Sudhoff said no, Mrs. Albright says, she replied that she would consider the desirability of resigning in order to make the tour.

Two weeks later plans for the tour fell through, and she left Sudhoff a note saying she would stay. But Sudhoff told her that a replacement had been hired and that he was taking the position she had effectively resigned.

Guild efforts to resolve the matter through grievance meetings proved unsuccessful, and the local invoked arbitration machinery.

Sex Segregation

3 D.C. Papers End Separate Ads

Washington's three major newspapers this week dropped sex segregation of their help-wanted ads.

Separate "men" and "women"

St. Louis Guild Bids For '74 Convention

St. Louis, Mo.—A St. Louis Guild membership meeting Jan. 18 voted to invite ANG to hold its 1974 convention in St. Louis.

This year's convention will be in Boston, next year's in San Juan and the 1973 convention in Vancouver.

listings were discontinued by the Washington Post, Star and Daily News following conferences with the District of Columbia Human Relations Commission.

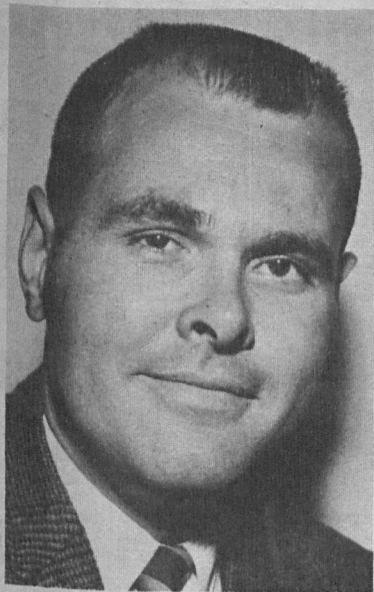
The Star had been in the forefront of newspapers resisting guidelines against sex-segregated ads, issued by the Equal Employment Opportunities Commission. It had joined with the American Newspaper Publishers Association in a suit challenging the guidelines.

The suit was dropped in November after a federal district court ruled in another case that

the guidelines did not have the force of law but refused to block their promulgation. The decision was upheld by an appellate court.

Star Advertising Director Jack Schoo said the decision to eliminate separate male and female ad columns was being made "in the best interest of all concerned" and that it would relieve advertisers of having to decide whether their ads violated prohibitions against discrimination.

Feminist groups have picketed the papers in protest against segregated ads.



DONALD W. ROSSELET

ANG Names Rosselet to Office Staff

Donald W. Rosselet, former president of the North Jersey Guild and a temporary international representative for the past year, joined the ANG administrative staff this week as assistant director of Research and Information and assistant editor of the Guild Reporter.

The position has been vacant since the departure of James H. Williams last June. Rosselet has been in charge of the Guild's organizing drive at the Wichita Eagle and Beacon, where the Guild won a representation election among editorial employees Jan. 6.

Rosselet was president of the North Jersey Local from 1967 through 1969. He was assistant secretary before that, edited the local's official publication for four years and served as chief negotiator for three North Jersey contracts.

Rosselet was assistant city editor of the Elizabeth Daily Journal before becoming a temporary IR. Earlier he worked as a sports writer for the Plainfield Courier-News, a reporter for the Perth Amboy Evening News and a newsman for radio station WERA in Plainfield. He attended Rutgers University.

Rosselet was an unsuccessful candidate for ANG international vice president from Region 1 in 1969. He attended a seminar for prospective IRs at ANG headquarters in November 1969 and was assigned to organizing activity in Kansas City and Wichita last February.

Minnesota Publishers Launch Press Council

Minneapolis, Minn.—The Minnesota Newspaper Association has voted to establish a state press council. It will be the first such regional council in the country.

The association's board of directors voted to establish the council in the wake of a Twin Cities Guild proposal for a community press council in Minneapolis and St. Paul.

The board had earlier planned

Honolulu Paper Buys

Honolulu, Hawaii—The Dickinson (N.D.) Press has been sold to owners of the Honolulu Star-Bulletin for an unannounced price. The acquisition is the second in the past year by the Star-Bulletin, which previously purchased the Guam Daily News.

Illinois Judge OKs Newsman's Silence

Echoing a San Francisco Federal Court ruling in the Caldwell case, a federal judge in Chicago has held that Newhouse News Service reporter Jared Stout need not disclose his sources of information on the Army's surveillance of civilians.

Judge Richard B. Austin upheld Stout's refusal to tell how he had learned military agents were secretly deployed at the 1968 Presidential nominating conventions.

Stout had been subpoenaed to testify in an American Civil Liberties Union suit to bar Army intelligence agents from spying on Illinois civilians. Questioned about an article based on an interview with Army general counsel Robert E. Jordan, 3rd, he restricted his answers to material published in his story.

He refused to answer when Asst. U.S. Atty. William J. Bauer asked how he had learned about the Army's convention activities, and Judge Austin upheld his claim of newsman's privilege.

The ruling followed the thrust of District Court Judge Alfonso J. Zirpoli's landmark decision last spring that New York Times

Guildsman Earl Caldwell need not disclose confidential information to a grand jury in the absence of "a compelling and overriding national interest that cannot be served by alternative means."

In Boston, however, members of the Massachusetts Supreme Court this month indicated a lack of sympathy with a radio newsman's plea for the right to remain silent on what he overheard at Black Panther headquarters during disorders in New Bedford last July.

The court heard arguments by Paul Pappas of Station WTEV in Providence, who is seeking to quash a grand-jury subpoena. A lower-court judge, in rejecting the request, had said "no pledge of privacy or oath of security can avail against demands for the truth in the court of justice."

Pappas's lawyer, William H. Carey, argued that newsmen have a First Amendment right to protect their sources, pointing out that Pappas had been permitted inside Panther headquarters only on a promise not to reveal activities there unless it were raided by police.

Citing the Caldwell decision, Carey conceded that a newsman might be required to testify if the prosecution could show he had information about a possible crime and that the information could not be obtained from any other source.

But Justice Paul C. Reardon described the argument as "a new wrinkle that would put the burden on the government to waltz around and show that a reporter has some relevant information." And Justice R. Ammi Cutter asked whether a newsman who learned of plans for bombing a building could withhold that information.

New Bedford District Atty. Edmund Dinnis, in a brief to the court, declared that "freedom of the press must yield to the public interest in the fair administration of justice."

The Caldwell case has also been cited in Kentucky, where the attorney for Louisville Courier-Journal reporter Paul Branzburg is seeking a rehearing of a state Court of Appeals ruling that he must disclose the identity of two persons he watched making hashish.

The two persons had told Branzburg how they processed the drug, but Branzburg insisted on seeing them do it before writing a story describing the process. The court held that Branzburg's right to withhold their identities "cannot be extended beyond their role of informants to protect their identity in their entirely different role as perpetrators of a crime."

Branzburg has indicated he plans to appeal the case to the U.S. Supreme Court if necessary.

Toronto Cites Attorney Who Fought Subpoena

Toronto, Ont.—The Toronto Guild last month presented Toronto University law professor J. Desmond Morton with a special award for "work in behalf of press freedom."

The award was given in recognition of Morton's role as special counsel, without compensation, for Brantford Expositor Guildsman John White. White, an editorial writer, had been subpoenaed to testify on the authenticity of a letter to the editor involving a police controversy.

Denver Post Edict Caps Dispute on Gifts

Denver, Colo.—The Denver Post handed down a policy edict on employee acceptance of gifts and services from news sources and advertisers last week after months of controversy generated by a new Guild-management ethics committee.

Guild members on the committee had proposed a sweeping ban on the acceptance of "any gift, ticket, trip, meal, lodging, gratuity or any other item of value from any Post advertiser or potential news source."

The management edict was considerably narrower. It banned any solicitation of such items outright but ruled that unsolicited items must be accepted or rejected by employees "as individuals."

The criterion, it said, should be "whether acceptance would create in the mind of the donor any expectation of favored treatment in the Post and/or whether acceptance is necessary to proper execution of the employee's newspaper job."

Management said unsolicited items coming to the Post "as an institution" for group distribution, such as tickets, would be "politely returned with thanks."

And it said the Post would pay for all travel necessary to news coverage except for "rare exceptions where management judges that payment would be unfeasible and consequent rejection of a trip would be harmful to the Post's news coverage or its institutional public relations."

The statement capped a period of intense staff controversy over the ethics-committee proposal, which spilled over into Colorado's new journalism review, The Unsatisfied Man.

Guild members had originally proposed a loophole—a provision

allowing the acceptance of a gift provided management gave its written approval after consulting with the ethics committee. Management members of the committee said the company didn't want the burden of that responsibility.

Opinion was polarized on the committee proposal, with many up in arms over the proposal to cut off all gifts, tickets and trips. One critic pointed out that forbidding the acceptance of meals from a "potential news source" would prevent a reporter from dining at a friend's home—"the friend is a potential news source,"

Another submitted what he described as "a modest proposal" for an ethics code under which an "ethics police" would be set up, with violations punishable by death—"the employee shall be deemed never to have existed at all."

In addition to the ban on gifts, Guild members of the committee have proposed that "puff" stories on advertisers be confined to special sections, set in special type and labeled "advertisement." Management has indicated receptivity to all but the requirement for special type.

Ottawa Workshop

Newsman Seek Better Paper

Ottawa, Ont.—Responding to criticism in the report of Canada's Special Senate Committee on the Mass Media, staff members at the Ottawa Citizen held a day-long workshop on improving the paper Jan. 9.

Participants included Borden Spears, a consultant to the Senate committee; Doug Collins, press reviewer for the Canadian Broadcasting Corp., and Ottawa Alderman Mike Cassidy, a journalism lecturer at Carleton University.

The workshop was organized by an "ad-hoc committee to improve the newspaper."

The committee was set up in

response to a call by Guildsman Murray Wepler in an Ottawa Guild publication, The Third Edition; the Guild contributed the use of its mimeograph facilities for duplicating position papers presented to the workshop.

The workshop, held at the National Press Building, was attended by top Citizen officials, including Publisher Robert W. Southam and Editor Christopher Young.

Among a dozen panel members who presented position papers was Ottawa Guild Secretary Eleanor Dunn, a member of the ad-hoc committee that organized the

workshop. Mrs. Dunn, who is interim international co-ordinator of women's-rights activities within the Guild, presented a paper on the Citizen's women's pages.

Hiring policies, night work and bilingualism were among the areas covered by other position papers.

A memorandum circulated by Young after the workshop indicated that several of the workshop suggestions would be implemented by management.

A series of smaller discussions on specific aspects of the Citizen's operations are being held in the workshop's aftermath.

Minority Parley Set April 2-4

ANG's conference on recruitment and training of minority-group employees will be held April 2 through 4 at the Park-Sheraton Hotel in New York City.

A planning committee of Guild members will be appointed soon, ANG President Charles A. Perlik, Jr., said in announcing the schedule at an International Executive Board meeting this week.

Jurisdiction Arbitration Set on AP Editing Tube

New York City—Jurisdiction over a new cathode-ray-tube editing device being introduced by the Associated Press is headed for a three-way arbitration.

The Wire Service Guild, AP and the United Telegraph Workers have agreed to arbitrate the dispute. AP and the Guild contend that the process, since it involves editing, is part of the Guild's jurisdiction.

United Press International has installed a similar device on an experimental basis in New York.

The UTW has laid claim to jurisdiction over it, but the issue has not come to a head.

AP has introduced the device on an experimental basis at its Columbia, S.C., bureau. News-men there punch their stories on a keyboard, edit them on a display screen and transmit them to AP's Atlanta computer by pushing a button.

AP has told the Guild it does not plan to extend the process to other bureaus until after the arbitration.

Hearst Loses 2 Million L.A. Ad Lines

Los Angeles, Calif.—Hearst's struck Los Angeles Herald-Examiner lost 2,250,000 lines of advertising during 1970, according to the Herald-Examiner Joint Strike-Lockout Council.

The loss, following an even steeper decline in 1969, was announced by the striking and locked-out unions in a new appeal for funds to help finance the unions' "back of the bus" ad-boycott campaign.

The Herald-Examiner's pre-strike circulation has been cut almost 50 percent, to under 400,000, the unions said.

Twenty more advertisers withdrew from the struck paper in December, the council announced, seven of them after being picketed. And one that didn't, the Ambassador Hotel, suffered a reprisal—the State, County and Municipal Employees, learning that the hotel was continuing to advertise with Hearst, refused to hold a convention there.

"We will continue this fight as long as we're able to," the council said in its fund appeal to other unions, "as long as we have the physical and financial resources we need."

The Los Angeles Guild announced new contributions of \$1,376.52 to its Christmas fund and \$1,550 to its strike fund. Following were the Christmas contributions:

Bakersfield Guild	\$116.00
Buffalo Guild	100.00
Erie Guild	50.00
Philadelphia Guild	190.00
San Francisco-Oakland Guild	383.26
Sioux City Guild	25.00
Stockton Guild	93.26
Toledo Guild	119.00
Toronto Guild	50.00
Washington-Baltimore Guild	100.00
Wilkes-Barre Guild	60.00
Youngstown Guild	75.00

The strike-fund contributions, increasing the total to date to \$212,520, were as follows:

Boston Guild	\$100
Chicago Guild	300
Erie Guild	50
Hawaii Guild	50
Kenosha Guild	25
North Jersey Guild	50
Sacramento Guild	400
San Antonio Guild	100
San Francisco-Oakland Guild	300
Stockton Guild	50
Terre Haute Guild	25
Toledo Guild	50
Wilkes-Barre Guild	50

The Strike-Lockout Council has officially commended Guild Treasurer Kenneth T. Finch for making the council's sale of metal Social-Security plates "a significant asset" to the strike. Finch is in charge of the project.

The Pressmen's Union held another bargaining session with Hearst management Jan. 20. It was as unproductive as previous sessions.

Washington Local Seeks Unit at Annapolis Daily

Annapolis, Md.—The Washington-Baltimore Guild is seeking to represent 24 editorial employees of the Annapolis Evening Capital and two jointly owned Maryland weeklies.

The Guild has filed a representation petition with the National Labor Relations Board for employees of the Capital, a 16,000-circulation daily, the Maryland Gazette in Glen Burnie and the Prince George's County News in Bowie.

The Guild has leveled an unfair-labor-practice charge against the company for the dismissal of E. Duff Badgely, one of the Guild's two principal organizers.

Badgely, a reporter, was dismissed on Christmas Eve on a charge of "undermining staff morale" three days after a conversation in which he told the edi-



Discount Newspapers?

Yes, discount newspapers. But even a cut-rate price fails to move Hearst's struck Los Angeles Herald-Examiner in this San Fernando Valley market. Copies of the Sunday Los Angeles Times, marked

down from 50 cents to 45, are half gone; copies of the Sunday Herald-Examiner, reduced from 25 cents to 21, remain virtually untouched at less than half the Sunday Times's price.

Assessment-Lid Increase Is Based On Equity, Perlik Tells Dissenters

The ceiling on ANG's assessment schedule is being raised to \$9 effective April 1 in the interests of "simple equity," ANG President Charles A. Perlik, Jr., said last month in a letter to New York Guild members at Time Inc. and Antiques magazine.

The 1970 Convention acted to raise the present \$6 ceiling because the old schedule was requiring lower-salaried members to pay an increasingly higher share of strike-financing costs, Perlik said.

Perlik explained the motivation behind the increase in a letter responding to identically worded petitions by 109 members at Time and 19 members at Antiques. Objecting to the increase, they declared that "we want to eliminate the assessment, not raise it."

Perlik pointed out that he has

no authority to upset the convention's action, in any case. The convention raised the ceiling to \$9 a month for those earning \$300 and over effective April 1, with lesser increases for those in salary brackets between \$200 and \$300.

The increased ceiling was adopted to assure that "the higher-paid of our members continued to pay their fair percentage share of the cost of operating the Guild" in the face of continually increasing salary levels, Perlik said.

He noted that the old \$6 top for those earning \$200 and over was "at most three percent of a week's salary" while it is but two percent of \$300.

"Thus, as our contract bargaining produced more and more for the higher-paid," he said, "their percentage share of Guild costs would continue to dwindle unless a revision in the schedule occurred."

"The burden of the inequity would continue to fall, as it often does, on the lesser-skilled, poorer-paid of the members. The convention deplored this trend and put an end to it."

The Time and Antiques petitions urged the ANG leadership to "find a new approach" to financing the three-year-old Los Angeles Herald-Examiner strike "while seeking to bring it to a swift conclusion" in order to end assessments.

"The L.A. strike has become the Guild's Vietnam," they declared, "draining our strength in a prolonged struggle that can only weaken our morale and our membership rolls."

Perlik said a contrary conclusion appears justified.

While the strike has been "costly and enervating," he said, "we like to think the fight has caused more and more publishers to

think twice about taking the same route."

He reported that a management spokesman at the Long Beach Independent and Press-Telegram, 30 miles south of Los Angeles, declared at the opening of bargaining there several weeks ago that "we don't want another Herald-Examiner situation here."

Perlik noted that the International Defense Fund, while sustaining the Los Angeles strike, has spent more than two million dollars on strike and lockouts in 22 other Guild locals, including New York, during the past three years.

Current benefit costs in Los Angeles are "well below" Defense Fund income, Perlik said, and the major share of that income is being applied to "restoration of the Defense Fund's health."

"That task would have been completed and assessments ended this past October," he added, "had the assessment schedule adopted by the 1968 Convention not been rescinded by the December 1968 referendum."

Twin Cities Gives Haven To Advocate of Busing

Minneapolis, Minn.—A Minneapolis School Board member whose union failed to re-elect him as a delegate to the Minneapolis Central Labor Union Council after he voted for an integration plan involving school busing has been named a Guild delegate to the council.

Frank Adams, a delegate of the State, County and Municipal Employees for almost two decades, was censured by the council for his support of human-relations guidelines designed to produce greater racial balance by limited busing. His local then

Comics Suit To Reach High Court

The U.S. Supreme Court agreed last week to review a lower court's dismissal of antitrust charges against Greater Buffalo Press, the nation's largest printer of newspaper comic supplements.

A federal district court in Buffalo had dismissed a Justice Department suit to upset Greater Buffalo's 1955 purchase of the International Color Printing Co. of Wilkes-Barre, which prints comics for Hearst's King Features Syndicate.

The Justice Department charged that Greater Buffalo, King Features and the Newspaper Enterprise Association had conspired to monopolize the sale and printing of comic supplements.

The Justice Department, in requesting a review, said the ruling would deal a major blow to the enforcement of antitrust statutes. The two companies print more than 75 percent of the comic supplements for newspapers that don't print their own.

The district court, in dismissing the suit, contended that the two companies do not compete directly because International Color prints only for King Features, which in turn sells the supplements to newspapers. It found that International Color was a failing company at the time of the merger.

L.A. Times Mirror Is Sued On San Bernardino Deal

San Bernardino, Calif.—Former owners of the San Bernardino Sun and Telegram are suing the Los Angeles Times Mirror Corp. for 4.5 million dollars—the windfall they claim it reaped by buying the papers in 1964 and reselling them under an antitrust decree in 1968.

Former Publisher James A. Guthrie and other ex-stockholders charged that the Times Mirror Corp. was "unjustly enriched" by resale of the papers to Gannett after a court order requiring it to surrender them.

The papers were bought for 15 million dollars and resold for 17.7 million. The former owners are seeking the difference between those two amounts plus intervening profits and 1.8 million dollars for property retained by the Times Mirror Corp.

The Times Mirror Corp., meanwhile, has further enlarged its media empire with the purchase of Cowles Comprehensive Encyclopedia from the Cowles Corp. for a reported \$600,000.

failed to re-elect him.

The Guild hired Adams as a dollar-a-year educational consultant, took him into membership and then elected him as a Guild delegate Dec. 23.

The Guild issued a statement saying that since Guild members include reporters and editors who are dedicated as part of their craft to "the proposition that all voices should be heard on major social issues," it felt that Adams's voice "should be heard in all significant labor-union forums such as the Central Labor Union Council."

Owners Seen the Architects of York Gazette's Fall

Josiah and Charles Gitt, who made the York Gazette & Daily "the country's most liberal daily newspaper," were as responsible for allowing it to fail as they were for creating it.

That's the conclusion of Charles-Gene McDaniel, a former Guild unit chairman at the Gazette, in an article published by the Chicago Journalism Review.

Entitled "York Gazette Post-mortem: It Didn't Practice Own Preachings," it credits the Gitts with creating a paper that championed the rights of oppressed groups, provided a forum for unorthodox opinion and took its editorial stands without regard to the special interests of its advertisers.

But its liberalism "stopped at the front door," McDaniel said, and this, together with "intractable, unimaginative management," were important factors in its failure.

McDaniel, now a wire-service newsman, said the paper's "death knell had been sounding for a decade or more, at first faintly, then ever more loudly."

"The ills of the paper were apparent to everybody connected with it but the owners, who had the bad grace to put part of the blame for its death on the International Typographical Union," he said.

The paper was sold after the Typographical Union walked out when management sought to impose a 10-percent salary cut "at

a time when inflation is rampant and its workers were already poorly paid," McDaniel noted, adding:

"The younger Gitt [Charles] was quoted afterward to the effect that it was ironic that labor had played a role in the death of a newspaper which had been pro-labor."

"The assertion that it was pro-labor should not go unqualified. As its former labor reporter, I agree that it was pro-labor as regarded employees of other companies. As an officer of the American Newspaper Guild and a negotiator on editorial contracts, I can testify that the Gitts' friendship for labor stopped at the front door of the plant."

The Gitts, he said, were "unable to countenance disagreements from ungrateful workers who rejected their measly offers for pay increases." At one negotiating session, he recalled, "young Gitt had jumped up and pounded the table and shouted, 'That goddam Guild!'"

"That goddam Guild" maintained that \$45 a week was not much of a starting salary for college-graduate reporters—even in 1955," McDaniel said. "At the time the paper was sold, top minimum for Guild reporters was \$171.57 a week, near the bottom among Guild contracts."

"Management also operated under the ex-post-facto principle that Guild reporters and blue-collar workers should receive

equal pay. However, this had not been a principle until the Guild was organized. Before that, ITU members were more equal than the editorial workers."

"The quibbling negotiations dragged on endlessly, and contracts were never signed by their expiration dates. When I was there, we had to take one to arbitration—which we won. Even then, young Gitt delayed signing until one clause in the 'final' draft was reviewed."

"The ownership and management of the paper was, in short, patriarchal, sometimes tyrannical, at others capable of benevolent paternalism."

The Gazette drew many "young, idealistic reporters" from around the country, McDaniel said, but many left because "they could no longer afford to accept too little pay or to function in the atmosphere of raw hostility between the Guild and management."

"Nothing was done to increase circulation," he said, "and suggestions from the Guild in negotiations that the paper might be in a better position to pay decent salaries if it took steps in this direction brought an angry reaction."

"Not surprisingly. The circulation manager, until he died at a young age, was the publisher's son-in-law, who did his job with his feet on the desk and a cigar in his mouth."

The paper's advertising suffered

because it refused to accept ads for liquor, cigarettes, loan companies and patent medicines and ran Federal Trade Commission stories unfavorable to advertisers on the front page, McDaniel noted.

"These principles were admirable," he said, "but the workers of the Gazette & Daily had families to support and did not have the private resources of the publisher. They, in effect, were being asked to subsidize the rich man's principles by working for low pay."

"If he was unwilling to do those things necessary to make the paper profitable, then he

should have been willing to put his money where his principles were and pay the workers out of his own excess."

The paper's new owners, who changed its name to the Daily Record because the Gitts insisted on retiring the old name, have abandoned "the outspoken leftist columnists" and appear bent on joining "the parade of America's dull, droning, middle-of-the-road, 'respectable' newspapers," McDaniel concludes.

"It is sad to record the death of so great a newspaper," he said. "It is sadder yet because it might have lived."

York Seeks Arbitration Of President's Firing

York, Pa.—The Guild last week moved for arbitration of the York Daily Record's dismissal of Local President James N. Snively.

Snively was fired early last month on a charge of "disloyalty," creating dissension and spreading false rumors about the paper's new owners. Grievance action failed to bring his reinstatement.

It was Snively's third dismissal notice in two months. The paper's old management had fired him on a charge of insubordination in October; he was reinstated when the new publisher, Harold N. Fitzkee, Jr., took over, fired again

by Fitzkee early in November but reinstated once more after Fitzkee reconsidered.

Dismissals as a union officer are nothing new to Snively. He was fired by the Home Life Insurance Co. in the late 1950s while president of the Insurance Workers' Lebanon local but was reinstated by an arbitrator's decision.

In 1940 he was fired three times while helping to organize employees at the Bellanca aircraft plant in New Castle, Del.

Snively was re-elected to his fourth term as York Guild president this month.

Gannett's Chain Adds 2 Dailies, Part of 3rd

Rochester, N.Y.—The Gannett chain has agreed to buy two newspapers in Burlington, Vt., and Chambersburg, Pa., increasing its holdings to 38 dailies.

Gannett will acquire the Burlington Free Press and the Chambersburg Public Opinion, plus a 17-percent interest in the Haverhill (Mass.) Gazette. The Gazette is the only one of the three under Guild contract.

The papers will be acquired in exchange for 400,000 shares of Gannett stock, valued at approximately 13.3 million dollars.

The transaction is subject to approval by Gannett's board of directors and by directors and stockholders of the Free Press

Association, which owns the Burlington paper and the 17-percent share in Haverhill, and McClure Newspapers Inc., which owns the Chambersburg paper.

The acquisition will extend Gannett holdings into Vermont, Pennsylvania and Massachusetts.

J. Warren McClure is publisher of both the Chambersburg and Burlington papers. They had net earnings of \$681,000 on revenue of 5.3 million dollars in the fiscal year ending Sept. 30—a return of more than 12 percent.

Gannett had net earnings of 7.3 million dollars for the first 39 weeks of 1970, up a million dollars from the same period of 1970.



Proxy Presentation

Wilkes-Barre Guild President John J. Wallace presents local's Stanley Kupstas Memorial Award for outstanding service to the Guild to Agnes Walsh,

wife of former International Vice President Joseph M. Walsh, who was too ill to attend. At right are Walsh's son, Philip, and daughter, Phyllis Powell.



Philadelphia

President, Seymour Ravinsky; vice presidents, Eugene B. Jones, Frank Gleeson, Dennis Kirkland, Mary White and Stanley R. Boyer (Jones, 356; Gleeson, 332; Kirkland, 331; White, 318; Boyer, 269); Joseph R. Gavaghan, 268; treasurer, Robert Fensterer; secretary, Patricia Pierce.

Providence

President, Frank Keane; vice president, William McEnery; treasurer, Eugene Maxwell; secretary, Helen Wilber.

San Jose

President, John Howe; vice president, Willard Hatch; secretary-treasurer, Lou Calvert; recording secretary, Jean McClure.

Wilkes-Barre Guild Cites Walsh, Ex-IEB Member

Wilkes-Barre, Pa.—Former International Vice President Joseph M. Walsh received the Wilkes-Barre Guild's Stanley Kupstas Memorial Award for service to the local Jan. 9.

Walsh, who served on the International Executive Board from 1941 to 1945, was honored at

the local's annual meeting. The award was presented to his wife, son and daughter; Walsh suffered a stroke last year and is still recuperating in a nursing home.

A former sports and city editor of the Wilkes-Barre Record, Walsh served in a number of local posts before becoming an ANG vice president. He was at one time CIO regional director in Northeastern Pennsylvania and was editor of the Pennsylvania AFL-CIO News until his retirement last July.

Guild Fails to Get Majority In NLRB Vote at Newsday

Garden City, N.Y.—Editorial employees at Newsday voted 167 to 90 against Guild representation Jan. 14.

A series of management appeals for rejection of the Guild, accompanied by pay raises—as many as three over a four-month period—overcame a Guild majority recorded at the time signed cards were submitted to the National Labor Relations Board.

The Guild filed a representation petition in November after the United Automobile Workers withdrew a similar petition.

William Attwood, installed as publisher in November, asked employees to give him "a chance" before voting for the Guild, promising that if they were still "unhappy" after a year, he would encourage them to join.

A series of anti-Guild appeals by editors were posted on the bulletin board in the closing days

of the election campaign.

On Jan. 7, for the first time, the company established a top minimum for reporters with five years' service, setting it at \$260 and raising all experienced reporters to that level. Only two months earlier it had granted seven-percent increases across the board, in addition to improvements in medical insurance, night differentials and other fringes.

District Managers Sought At East St. Louis Daily

East St. Louis, Ill.—The St. Louis Guild last week filed a National Labor Relations Board petition to represent 10 district managers at the Metro East Journal.

The Guild already represents advertising, business-office, editorial, inside circulation and maintenance employees at the Journal.



Broun Award Winner

New York Daily News Guildsman Donald Singleton receives \$1,000 check as winner of ANG's 1970 Heywood Broun Award from Washington Star Editor Newbold Noyes, one of the contest judges.

N.Y. News Reporter Wins Broun Award

(Continued from Page 1)

"knew that a warm heart has to be backed up all the way by a sharp and perceptive pencil."

Noyes was joined in the judging by Richard Dudman, Washington Bureau chief of the St. Louis Post-Dispatch, and Philip L. Geyelin, editorial-page editor of the Washington Post.

The judges, while they gave no honorable mentions, praised the "extraordinary quality and diversity" of the other 85 entries.

Guests at the luncheon in-

cluded Andrew Pettis, president of the Marine and Shipbuilding Workers; David J. Fitzmaurice, secretary-treasurer of the International Union of Electrical Workers; Victor Reuther, international-affairs director of the United Automobile Workers; Jacob Clayman, administrative director of the AFL-CIO Industrial Union Department, and Washington labor reporters.

Former ANG International Vice President Richard P. Lane was chairman of the contest.

Election Committee Alters ANG Mail-Balloting Rules

ANG's International Election and Referendum Committee has simplified its rules for mail balloting.

Responding to complaints from

\$55 Contract Ends Strike In Pittsburgh

(Continued from Page 1)

crease in a two-year contract. The Pressmen paved the way for a settlement by dropping a demand for eight press crews in the production of Sunday supplements.

Negotiations resumed Jan. 19 in the Pittsburgh Guild's five-month-old strike against Thomson's Valley Independent in Monessen, but the company rejected a modified proposal submitted by the Guild Dec. 21 and repudiated much that it had previously agreed to.

The Guild reported additional contributions of \$145 to its strike fund. Recent contributions include the following:

Erie Guild	\$ 50
Stockton Guild	50
Detroit Guild	50
Kenosha Guild	25
San Jose Guild	45
Southern District Council	150
St. Louis Guild	100
Toledo Guild	25
Toronto Guild	50
Local 616, Barbers	25
Local 302, Plumbers	15
Local 102K, Utility Workers	81
Contributions to date total	\$5,114.

several locals that encountered difficulties in the last election in 1969, the committee has eliminated a requirement that locals prepare a separate list showing the names of voters to whom ballots are mailed.

Henceforth, locals can use their lists of eligible voters for this purpose, attaching a statement that ballots were mailed to all on the list or to those identified by special markings on the list.

A second revision will no longer make it necessary for voters who receive and sign for ballots in the shop to sign outer return envelopes when they mail in their ballots. Voters who receive ballots by mail will still have to sign the outer envelopes, however; the ballots are sealed in unmarked inner envelopes.



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.

International Executive Board, spring meeting, May 10-14, ANG headquarters, Washington.

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

Perlik Embraces Broad Range Of Women's-Parley Demands

(Continued from Page 1)

Mrs. Dunn, citing a survey she made personally at the Ottawa Citizen, said male employees with working wives, particularly among the crafts, may have equal if not greater interest in child-care centers than working mothers.

In response to a question, Mrs. Dunn called the Chicago conference a "good start" toward solving women's problems. She said the conference gave women "the push" to become active in Guild affairs and predicted that women would be candidates for international offices this year.

She conceded that women's lack of involvement is partially responsible for the disproportionate number of women in Guild leadership and staff positions. Several board members agreed, in the words of International Vice President Barney Peterson, that "women must share the blame."

Mrs. Dunn, calling on all Guild locals to complete ANG's sex-discrimination questionnaire circulated before the conference, said the information would give ANG a better awareness of the problem.

The co-ordinator reported that she will conduct a seminar for the New England Press Women's Association in Boston March 27 and has been asked to conduct another in New York State.

Board members praised her report and pledged, as Perlik put it, "all that can possibly be done to relieve a chronic, bad situation."

International Vice President James G. McMahon, who was the IEB's representative at the conference, said it already had been useful as a stimulant to bargaining and organizing in the Michigan area.

Perlik endorsed conference proposals for full tax deductions for child-care expenses, for co-operation with other unions and industries in establishing child-care centers and for baby-sitting services during Guild meetings.

He also supported conference recommendations for expanded health-plan and insurance coverage and for a Guild-wide survey of newswomen to determine specific instances of discrimination.

The expanded health coverage would include abortions where legal, elective surgery, psychological and other care by licensed practitioners, vasectomies, treatment for alcoholism and drug-related problems and all legally prescribed drugs and devices.

Perlik supported a proposal to seek unlimited benefit payments in maternity health plans but opposed a recommendation that maternity leaves be increased

Financial Writers Scored on Ban

A plea for Guild assistance in breaking down the barrier to women's membership in the New York Financial Writers Association has been addressed to Eleanor Dunn, interim co-ordinator of women's-rights activities within the Guild.

Unless "this injustice" is publicized and pressure is applied, a New York newswoman wrote in a letter read by Mrs. Dunn to the International Executive Board, the association will again reject a by-laws change to admit female financial writers and editors.

The association is scheduled to consider changing its by-laws at a meeting Jan. 27. Only men are currently eligible.

from the six months presently incorporated in ANG's Model Contract to at least two years.

Perlik said he would not support the conference's proposal that employees on maternity leave be afforded opportunities to do work at home unless such opportunities were available generally to all employees on leave.

To fulfill the objectives of "equal pay for equal work" and equal advancement for women, which the conference urged be incorporated in ANG's Collective Bargaining Program, Perlik endorsed recommendations for stronger emphasis on achieving provisions for tryout periods, merit promotions, lateral transfers and posting of job openings.

Perlik endorsed the conference's call for publishers to establish training programs for employees, with emphasis on women as well as socially and culturally disadvantaged groups.

He also supported the concept of formulating job descriptions with regular re-examination and correction but said he preferred that the task be undertaken through collective bargaining rather than joint Guild-management committees.

Perlik endorsed conference declarations that employees in the news and advertising media should have a voice in the product, that pressure should be exerted to eliminate sex classifications in want ads and that publishers should be urged to use combined male-female classified advertising in seeking employees.

The ANG president supported a proposal that Guild locals press managements to prohibit stereotyping of women in news coverage and advertising. But he op-

posed the conference call for abolition of labels such as "women's" or "society" pages.

Mailing of the 1970 Convention's statement on treatment of women in the news, as proposed by the conference, would be prohibitively costly, Perlik said, noting that the statement had been published in the Guild Reporter.

Perlik urged stepped-up activity by women at all levels in the Guild but said he could not recommend constitutional or structural changes to force locals to achieve formal proportional representation for women in leadership roles.

He endorsed a recommendation for convenient scheduling of local Guild meetings to enable as many members as possible to participate but opposed the conference's proposal for Guild meetings on company time.

Perlik noted that the Guild had worked actively for passage of the Equal Rights Amendment to the U.S. Constitution but said ANG "is in no position" to lobby any more actively for women's-rights or any other legislation.

Perlik recommended that the proposed survey of discrimination against newswomen be conducted through a questionnaire in the Guild Reporter. However he declined to support a recommendation that a minimum of two columns in each issue of the GR be devoted exclusively to women's news on the ground that it would lead to "compartmentalization" of news.

He concurred in a conference recommendation that ANG act as "a watchdog against sexism" in its publications.

Perlik, reiterating ANG's opposition to all discriminatory practices, said he saw no more reason for the international to initiate legal action against them than there is in the case of other local grievances. Local grievance procedures often are more appropriate, he said.

Perlik endorsed the adoption of contract language to bar discrimination by employers for employees' political activity or beliefs.

He concurred in a conference recommendation that the IEB instruct locals to mount campaigns to eliminate discrimination in press-club memberships and to publicize such practices.

But he said that the conference's proposal for a "National Press Box Liberation Day" to bring down barriers against women covering sports events requires additional study as to targets and methods. Mrs. Dunn, chairman of the conference's "Professional Interests" group that originated the proposal, agreed.

Murphy Hits City's Pay Award

New York City—The awarding of a \$750-a-year increase to Guild-represented municipal photographers by a city dispute-imasse panel has been assailed by outgoing New York Guild Executive Vice President Thomas J. Murphy.

Murphy called on other unions to join in working out a new procedure to guarantee "good-faith bargaining and justice" for all municipal employees.

He termed the present system of bargaining "a sham" for any union not strong enough to cripple a vital public service.

The Guild, Murphy said, has

no choice but to accept the panel's award of \$1,500 over two years, even though it increases the inequity between municipal photographers and those on the city's newspapers. There is "no right of appeal and no right to

engage in effective job action," he noted.

The panel based its award on the minimums prevailing for Associated Press photographers, which Murphy noted were the lowest in the city.

College Gets Terre Haute Dailies

Terre Haute, Ind.—Majority ownership of the Guild-covered Terre Haute Tribune and Star has passed to Rose Polytechnic Institute.

The Terre Haute college acquired 59 percent of the newspapers' stock along with other

assets of the Hulman Foundation given to the school as a gift. The college has been renamed the Rose-Hulman Institute of Technology in appreciation.

The gift was made by Mr. and Mrs. Anton Hulman, Jr. Hulman heads the Indianapolis Speedway.

\$41 Settlement Ends Guild's Strike in Rockford

(Continued from Page 1)

subpenaed employees, DiLeo said. The new contract will increase the top minimum for subeditors \$46.18, to \$261.41, that for telephone operators \$13.49, to \$141.30, and that for copy boys \$21.03, to \$117.75.

In a special upgrading, the top minimum for full-time correspondents will go up \$79.43, to \$218.

A daily reduction of 15 minutes in working time will cut the work week to 37½ hours. The night differential is increased 50 cents a shift, to \$2.50, and extra pay for employees substituting in exempt positions is also increased 50 cents a shift, to \$2.50.

The settlement on Jan. 15 followed Publisher William K. Todd's appearance on television and radio to declare that the community had "suffered enough" without its newspapers and that he was prepared to make a "final effort" to settle.

Todd vowed, "We will publish," in the event no settlement was reached.

For a week and a half prior to Todd's declaration, Guild negotiators had appeared daily at 9:30 a.m. at the Federal Mediation Service offices, prepared to resume bargaining with company representatives. Management stayed away.

Negotiations were broken off by Todd Dec. 29 when the Guild refused to modify its wage demands. The publisher announced he would not return to bargaining until the Guild mailed him a revised, lower proposal.

There were reports just prior to resumption of bargaining that Allen H. Neuhauser, executive vice president of Gannett's flagship papers in Rochester, N.Y., was in Rockford, but Todd denied it.

The company and the Guild, as part of the settlement, agreed to drop all pending charges, including a five-million-dollar company damage suit against five craft unions whose members refused to cross Guild picket lines.

The city is dropping disorderly conduct charges against DiLeo and five Guild members arrested at the start of the strike.

A company attempt to gain a temporary injunction to require craft-union members to cross the picket lines was rebuffed Jan. 11 in U.S. District Court in Chicago and on Jan. 8 by the Seventh Circuit Court of Appeals.

Company charges accusing the Guild of bad-faith bargaining and vandalism were dismissed by the National Labor Relations Board's Peoria office, but the board upheld a charge of mass picketing.

The Guild's charges that the company had refused to bargain in good faith and was discriminating against employees because of Guild activity were also dismissed.

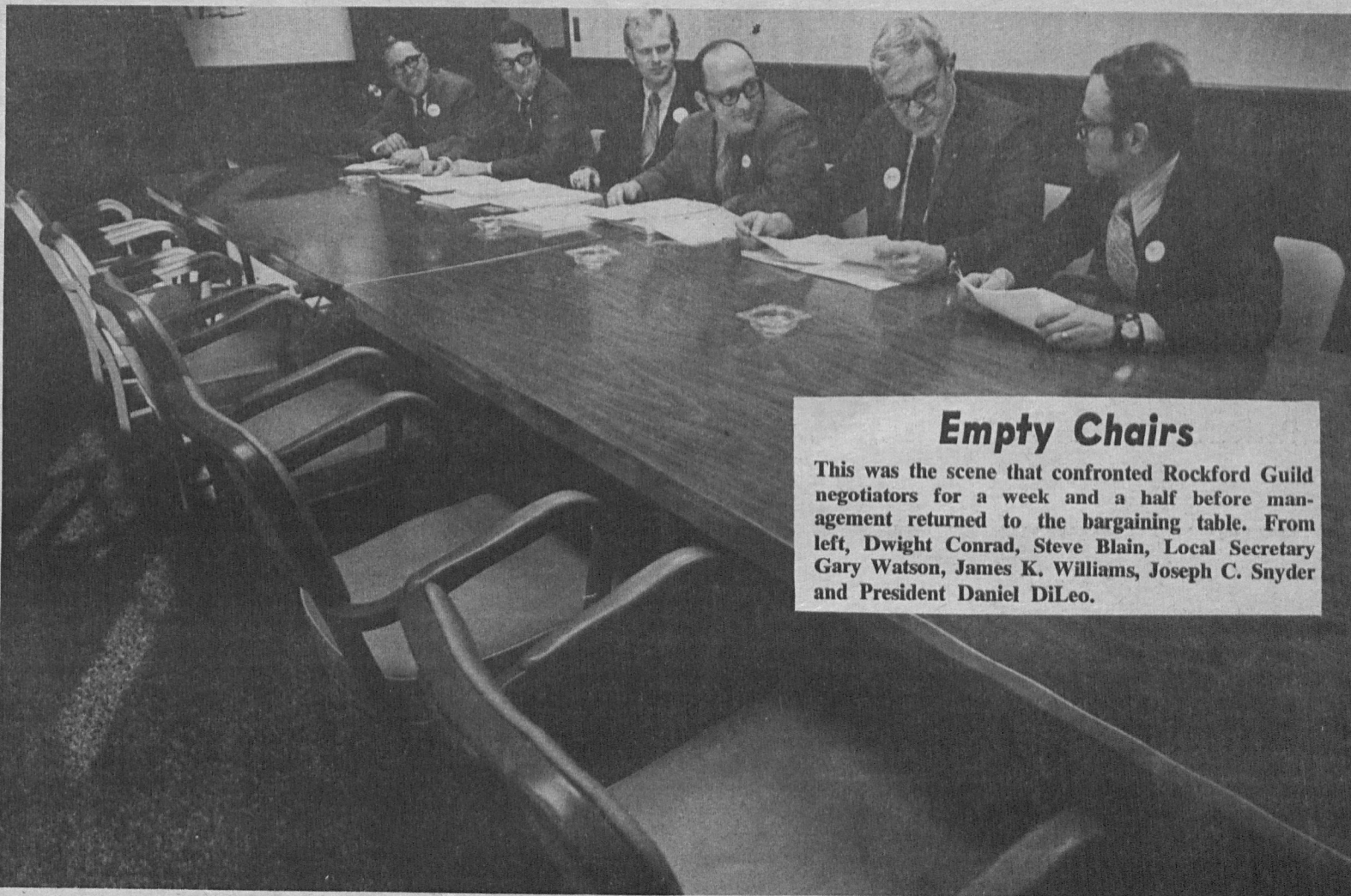
Recent contributions to the local's strike fund included the following:

Rockford United Labor	\$100
Teamsters' Division 1333	75
Firefighters' Local 413	113
IBEW Local 364	150
Lettercarriers' Local 245	100
Boilermakers' Local 1614	100
Rockford Typographical Union	123
Ironworkers' Local 489	82

Tax Memo

In computing income tax, U.S. Guild members may deduct all Guild dues and assessments paid last year. Canadian members may deduct only dues.

There were 12 ANG assessments in 1970, in amounts depending on salary. Assessments were based on a scale ranging from \$1 to \$6.



Empty Chairs

This was the scene that confronted Rockford Guild negotiators for a week and a half before management returned to the bargaining table. From left, Dwight Conrad, Steve Blain, Local Secretary Gary Watson, James K. Williams, Joseph C. Snyder and President Daniel DiLeo.

Judge Holds By-Line Use Can Be Fought

(Continued from Page 1)

ies, John Franklin and Wellford McClellan, objected to use of their by-lines on the story because the names of the nursing homes had been eliminated.

Miss Grant also protested editing of one story that eliminated the exposure of conditions she observed while visiting nursing homes while retaining their owner's glowing description of his operations.

She said the stories had been so "grotesquely distorted" that they no longer represented her work. The edited articles appeared so timid they might reflect on her competence and integrity, she contended.

Management agreed to eliminate the by-lines of McClellan and Franklin, who had done un-

dercover work for the series and had written some of the stories.

The company refused to delete Miss Grant's by-line however, contending that it was needed to give "warmth" and "credibility" to the stories and as part of company policy "to reinforce a reporter's responsibility for his work."

The Sunpapers, in rejecting the Guild's demand in the last round of contract negotiations for a clause barring the use of a by-line without the employee's consent, had indicated it would not reject a "legitimate request" not to use a by-line, the Guild said.

With the series scheduled to start Jan. 11, Miss Grant sought a quick injunction on that date to head off use of her name. The series was delayed a day, and the

first story ran without any by-line. The by-line was used thereafter.

The company argued that the court had no authority under the First Amendment to dictate how it should handle a news story. It contended that Miss Grant's remedy, if any, was a damage suit.

Judge Perrott rejected the company's motion to throw the case out. But on Jan. 14, after extensive comparison in court of the edited stories with the originals, he ruled that Miss Grant did not have the right to have her by-line deleted.

The judge accepted the company's assertion that the names of the nursing homes were eliminated to avoid the danger of libel.

He held that the editing had not altered the articles so much that the public would be misled

or that Miss Grant's "property right in her name" would be injured.

Miss Grant said after the decision that she was considering a civil suit against the Sunpapers alleging an invasion of privacy through use of her by-line.

The nursing-home series was precipitated by a series of salmonella deaths in a Baltimore nursing home. Franklin and McClellan worked as nursing-home orderlies to gather material for it.

Ironically, the nursing-home names deleted by the Sun were broadcast over the rival Baltimore New American's television station in a telecast report of the Guild's suit. The station, WBAL, also broadcast some of Miss Grant's deleted description of nursing-home conditions.

\$108 Increase Won at New York Racing Paper

(Continued from Page 1)

copy boys \$41.15, to \$133.20; that for telephone operators, key-punch operators and stenographers \$52.25, to \$204.80; that for maintenance men \$67.40, to \$218.35, and that for roadmen \$83.55, to \$270.65.

A reclassification will raise the top for clerks \$74.15, to \$204.80. Additional reslotting will be discussed during the contract term, with arbitration provided in the event of disagreement.

Cost-of-living increases equivalent to any increase over six percent in the Consumer Price Index for the preceding year are provided in the second and third years.

Disagreement over provisions covering a contemplated transfer of the plant to East Windsor Township, near Trenton, N.J., had resulted in a strike vote. The company subsequently decided to publish another paper, the Daily Racing Form, at the New Jersey plant, and the Guild negotiated a clause requiring company payment of moving expenses for any employees transferred there.

In addition, the company agreed

to continue recognition of the Guild as bargaining agent should the Telegraph plant be moved either inside or outside the local's jurisdiction. It must give the Guild six months' notice of such relocation.

Employees declining to accept a transfer will receive severance of 2½ weeks' pay for each year of service, with a minimum of eight weeks for employees with at least a year of service. Similar severance provisions cover permanent suspension of the paper, for which three months' notice to the Guild is required.

The accrual rate on severance pay on termination after 20 years' service, at age 50 or on permanent disability is increased to 17 days for each six months of service. All severance will henceforth be computed on highest weekly salary instead of the average for the employee's final 26 weeks.

The Guild also negotiated a supplemental pension plan providing an additional \$50 a month on retirement at or after 65 for employees with 25 years' service and lesser amounts for early retirement. Benefits of \$2 a month

times years of service to a maximum of \$50 are provided for employees disabled at or after 50 if they have at least 15 years' service.

The company will contribute a half hour's pay per shift to help defray the cost of dependents' health-insurance coverage.

A full Guild shop was achieved, replacing a 14-out-of-15 clause.

The service requirement for a fifth week's vacation is reduced from 25 years to 20 and that for a fourth week from eight years to six. Bereavement leave is increased from three days to four.

IT

SEEMS
TO US

Broadened Coverage By GR Applauded

MINNEAPOLIS, MINN.

Editor:

Reading your Nov. 6 issue, I suddenly realize that I'm finding the Guild Reporter a newsier and more generally satisfying paper than I thought it a few years back.

The broadening scope of what's news for so specialized a paper seems to me to make it not only more interesting but also of wider service.

What seems to me a change in orientation may bespeak a change in the Guild itself, a growth to broader interests and purposes. Whatever it is, I like it.

MITCHELL V. CHARNLEY
Journalism Professor Emeritus
University of Minnesota

Editor's Note: Prof. Charnley was the author of an article in the Summer 1969 issue of the Columbia Journalism Review, critical of the GR for devoting insufficient attention to professional concerns.



Flagged Down

The Israeli flag goes up in front of the building housing ANG international headquarters in Washington and David J. Fitzmaurice, secretary-treasurer of the International Union of Electrical Workers, goes off to jail. Fitzmaurice, left, raising the flag at the IUE Building across from the Russian Embassy (right background) to protest death sentences given two Soviet Jews for an alleged conspiracy to hijack a plane, was charged with demonstrating within 500 feet of an embassy in violation of District of Columbia law.

\$52 Hike, to \$236, Gained in Elizabeth

Elizabeth, N.J.—Key top minimums at the Elizabeth Daily Journal are increased \$52, to \$236.00, in a new 27-month contract won by the North Jersey Guild.

The settlement was reached a few hours before the expiration of a "no-contract, no-work" deadline that had been extended to Jan. 5. It contains improvements in pensions, insurance, vacations and holidays in addition to the best wage package in the local's history.

The top minimum for reporters and display salesmen is increased \$25 effective Jan. 1, \$13 next Oct. 1 and \$14 July 1, 1972. General increases range from \$52 for those earning \$165 and over to \$34 for those earning less than \$125.

The top for editors is increased \$52, to \$264, that for district managers \$38, to \$182, that for

classified salesmen \$38, to \$171.25, that for clerk-typists \$34, to \$146, that for telephone solicitors and telephone operators \$34, to \$155.75, and that for office boys \$34, to \$125.25.

The Journal also agreed to fund its pension plan for the first time and to increase monthly benefits from \$4 per year of service to \$5 effective next year.

The Guild won a seventh holiday, of the employee's choice, and the service requirement for four weeks' vacation is reduced from 15 years to 10.

Life-insurance coverage is increased by \$2,000 and \$5,000, varying with salary, hospitalization coverage is increased from \$35 a day to \$50, and payments for doctors' visits are increased \$2, to \$7 for office calls and \$9 for house calls.

Night differentials are increased 20 cents a shift, to \$2, and bereavement leave is extended from three days to five in the the death of a spouse or child.

The settlement was negotiated by Joel Jacobson, an international representative of the United Automobile Workers and an at-large member of the North Jersey Guild.

Guild Fights Sex Bias in Greensboro

Greensboro, N.C.—The U.S. Labor Department's Wage-Hour Division is investigating a Greensboro Guild complaint of sex discrimination against the Greensboro News and Record.

The Guild has presented payroll data showing that the highest-salaried woman, the fashion editor, is paid less than the lowest-paid fully experienced reporter. The fashion editor receives \$170; the lowest-salaried reporter, \$175.

Pay for reporters ranges to \$195. Fully experienced society writers are paid from \$143 to \$168.

The Guild filed the complaint with the U.S. Attorney's office here last month. The attorney's office referred it to the Wage-Hour Division.

Marijuana Firing Fought By Guild in Baltimore

Baltimore, Md.—The Washington-Baltimore Guild is initiating arbitration machinery to gain the reinstatement of a Baltimore Sun-papers reporter fired after his arrest on a marijuana charge.

The company, refusing to await the outcome of his trial, fired Charles P. Kochakian on a charge of "willful misconduct." City Editor William F. Schmick, 3rd, said he had "compromised himself as a reporter."

Kochakian was arrested Dec. 30 on a warrant sworn out by

National Press Club Abandons 63-Year Ban, Admits Women

Washington's National Press Club voted overwhelmingly last week to admit women and defeated a proposal to set up segregated facilities for them.

The club's annual meeting Jan. 15 voted 227 to 56 to end a 63-year-old ban on women members.

Then it rejected by an almost equally overwhelmingly show of hands a proposal to reserve the tap room and card room for men and set up special facilities for women.

The vote came after an attempt by King Features Columnist Ralph De Toledano to have the motion ruled out of order was rejected. De Toledano contended that it was improper to consider the proposal at the meeting because it had failed to carry in a referendum of the membership in October.

The proposal received 522 out of 765 votes in the referendum but failed to get the necessary two-thirds majority of all club members. Only a two-thirds majority of those present was required at the annual meeting.

Washington Post Guildsman Robert A. Alden, who first introduced the proposal last June, said it was "a matter of principle" that no one should be barred from the press club on the basis of "sex, color or creed."

"There are those who like to turn the National Press Club into a 19th Century private men's club," he said. "If those persons have their way, we will not have a National Press Club by the time of the 21st Century."

Opponents, although badly outnumbered, put up a last-ditch struggle.

Robert Tate Allen of Washington Religious News, who described himself as "chairman of the Males Only Ad Hoc Committee," said the admission of women would "destroy the basic character of this 63-year-old club and its image of male journalism."

"This is the last bastion of male privacy in Washington," he declared.

"Instead of a quiet club where we could come for a rest," complained Theodore A. Huntley, a retired Washington newsman, "we'd be subjected to feminine chatter at all hours. This would be one of the noisiest places in Washington."

William Greenwood of the Mutual Broadcasting System said anyone who complained about the prospect of feminine chatter "hasn't been in the men's bar recently."

"I don't give a damn about the radical Women's Lib movement," he declared. "This is a question of professional equality."

The proposal to restrict women to specified areas of the club was defeated with little debate after an unsuccessful attempt to add the pool hall to areas where they would be forbidden to set foot.

After the vote Washington-Baltimore Guild President Llewellyn King shattered club tradition by escorting several news-women who had been covering the proceedings into the men's bar for a drink.

The four were Guildswomen Judith Martin of the Washington Post and Lynn Langway of the Chicago Daily News, Candy Leinweber of the Houston Chronicle and Elaine Shannon of the Nashville Tennessean, which had threatened to bring suit under the Civil Rights Act if she were not admitted.

"We stood there," wrote Mrs. Martin, "sipping beer while jubilant club members pushed up to kiss and hug us, shout congratulations and invite us to play pool in the club's pool room and to press membership applications on

us."

De Toledano objected that the house rules had not yet been changed and that the women had no right to be served as yet. The women looked around for a ruling.

"I rule that you may finish your beer, or I'll punch him in the mouth," said James Srodes of McGraw-Hill.

The club's board of governors had voted to close the meeting to press coverage to prevent news-women, in the words of the mover of the motion, from writing it up in a way that would "make us look silly."

But incoming President Vernon Louviere reversed the ruling the day before the meeting, citing "unexpected interest in coverage."

Three days before the meeting the Women's National Press Club gave final approval to a motion opening its membership to men. Temporarily renamed the Press Club of Washington, it immediately received eight applications from men.

Guild Calls on FCC To Act on Sex Bias

Broadcasters should be required to submit "affirmative employment programs" to eliminate discrimination against women, ANG President Charles A. Perlik, Jr., and Eleanor Dunn, interim co-ordinator of women's-rights activities within the Guild, declared this month in a statement submitted to the Federal Communications Commission.

The statement was filed in support of a petition submitted by the National Organization for Women calling on the FCC to amend its licensing requirements to require such antidiscrimination programs.

"We can see no reason why discrimination based on sex should be treated differently from racial and ethnic discrimination in the procedures followed by regulatory agencies of the U.S. Government concerned with enforcement of the nation's equal-employment-

opportunity laws and regulations," the statement said.

The FCC currently requires broadcasters to establish continuing programs for the employment of racial and ethnic minorities.

The Guild, which represents broadcasting employees as well as those in the print media, has found that women "suffer from discriminatory employment practices, particularly in job assignments and promotions, in the public-information industry in general," the ANG statement said.

ANG's recent conference on Sex Discrimination and Women's Rights found discrimination to be "an inherent and all-pervasive reality" in the industry, it noted, initiating programs to "open the doors to jobs at all levels to women," as well as members of other disadvantaged groups.

The Guild Reporter

DAVID J. EISEN
Editor

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