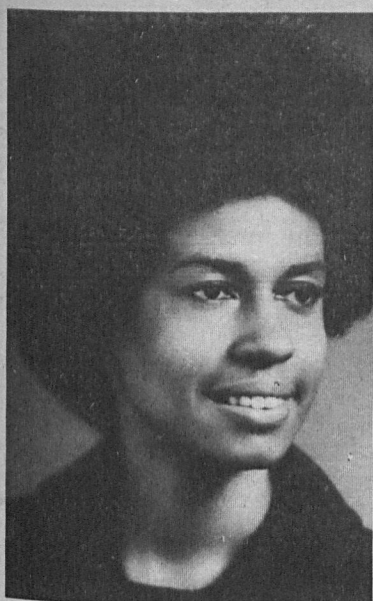




ELEANOR H. NORTON

Norton to Keynote Minority Conference

Eleanor Holmes Norton, chairman of the New York City Commission on Human Rights, will be the keynote speaker at ANG's Conference on Recruitment and Training of Minority-Group Employees April 2 through 4.

Active in the struggle for minority rights since the early 1960s, Mrs. Norton, 33, will address a Friday-night dinner that will open the conference at the Park Sheraton Hotel in New York City.

As the Guild Reporter went to press, eight locals had informed ANG of plans to send 40 representatives to the conference.

Most of the conference's Saturday and Sunday sessions will be spent in general session examining current recruitment and training programs and the tools, techniques

and resources available to expand them and initiate new efforts.

On Saturday, a brief review of Guild policy and the present extent of minority employment in Guild jurisdiction will be followed by a series of case studies of existing programs and panel and general discussions of their strengths and weaknesses and the reasons there are not more of them.

Late Saturday afternoon the conference will divide into discussion groups on departmental requirements and programs, then reconvene in general session for reports from the discussion groups.

Resources for financing, recruiting and training will be examined at another general session Sunday on "Where We Go From Here," followed by a discussion of the

tools and tactics provided in collective bargaining, the law and the community for achieving the Guild's goal of full employment opportunity for racial and ethnic minorities.

Representatives of non-Guild groups are being invited to participate in the presentations, panel and discussions.

Adjournment of the conference is scheduled for 2 p.m. Sunday following a summary of the conference and its conclusions.

Mrs. Norton, a 1964 graduate of Yale Law School, was counsel to the Mississippi Freedom Democratic Party when it challenged the seating of that state's all-white delegation at the 1964 Democratic National Convention.

(Continued on Page 6)

Downey to Decline New Race for IEB

Joseph B. Downey has announced he will not seek re-election as an ANG vice president at large.

Downey told the Boston Guild executive committee last month that he will step down after two years in office. His term expires next October.



JOSEPH B. DOWNEY

Downey said his new position as director of research and marketing for the Boston Herald Traveler has made it difficult for him to take time off for his International Executive Board duties. He resigned as Boston Guild president after receiving the promotion last year.

Nominations for international vice presidents and other ANG elective offices will be made at the Guild's annual convention in Boston July 12 through 16. Elections will follow by membership referendum in the event of contests.

Downey was elected on ANG President Charles A. Perlik, Jr.'s slate in 1969. He served

(Continued on Page 6)



THE GUILD REPORTER

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

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Guild Achieves \$400 Pay For Top Jobs in AFT Pact

Department heads of the American Federation of Teachers, including the public-relations director and editor of the American Teacher, will receive a \$400 top minimum under a new AFT contract with the Washington-Baltimore Guild.

The department heads' top is increased \$80.92 over two years, one of the largest general increases ever won in a Guild contract. But the increase for assistant department heads is even higher—\$88.90, to \$361.54.

The settlement provides for a wage reopener should the cost of living for Washington increase by more than five percent during 1971.

The Guild also won improvements in unique sabbatical and education clauses in the contract.

Nine-month sabbaticals at half pay for study or education-related employment are increased to 12 months after six years' service and broadened to include travel. And a new provision allows for a six-month "rest and rehabilitation leave" at half pay in lieu of sabbatical leave.

The AFT will contribute \$1,000 to a fund for special training or higher-education tuition and will replenish it annually to keep it at that figure. A joint employer-employee committee will decide on grants from the fund.

A joint Guild-management committee will also be set up to make recommendations on hiring practices.

The Guild also won three additional full holidays—Christmas and New Year's eves and the

day after Thanksgiving—increasing the total to 15.

The service requirement for a fifth week's vacation was reduced to three years; it was formerly after five years and each five years thereafter.

The AFT will increase its pension contribution from seven percent of the payroll to 10 percent and its welfare contribution for drug, dental and optical costs by \$100 a year per employee, to \$200. Theft insurance is expanded to cover damage to personal property in the course of an employee's duties.

Notice of reduction-in-force dismissals is increased from four weeks to eight. And weekly expense payments during work in the employee's home city are increased \$7.50, to \$22.50.

Highest Guild Minimum

N.Y. Wins \$412 Supervisory Top

New York City—The highest top minimum in any Guild contract—\$412 for a supervisory position—has been won by the New York Guild in a new contract with Standard & Poor's, financial publisher.

The record top was won for associate manager of the company's industrial and utilities analysis service. It is increased \$102.66 over the three-year contract term.

In addition to wage gains, the Guild won a fifth week's vacation, after 25 years' service.

Wage increases of 11 percent retroactive to Jan. 1 (with a floor of \$10 for messengers and \$11 for others), nine percent next Jan. 1 and 10 percent Jan. 1, 1973, will produce the following top minimums:

Associate editor, \$318.09, up \$79.09; rewrite reporter, \$239.90, up \$59.65; file clerk, \$151.06, up \$37.56, and messenger, \$110.59, up \$28.34.

The Guild also won a \$250 increase, to \$750, in maximum surgical-insurance coverage before application of major-medical provisions. And the company

will pay 70 percent instead of 60 percent of the cost of health insurance.

In addition to obtaining a fifth week's vacation, the Guild won a reduction from 10 years to nine in the service requirement for four weeks' vacation and from five years to four in the re-

quirement for three weeks.

The settlement was the final one of retired New York Executive Vice President Thomas J. Murphy's bargaining career. He stayed on past his retirement Dec. 31 to negotiate the Standard & Poor's and Long Island Press contracts.

Reporter Top at L.I. Press Is Increased \$83, to \$283

New York City—The New York Guild has won an \$83.50 increase in the reporter top minimum at Newhouse's Long Island Press, raising it to \$283.50 in the final step of a three-year contract.

General increases follow the 41.69-percent pattern set at the city's three major dailies. The settlement provides for additional raises equivalent to any increase over six percent in the Consumer Price Index during the first and second years of the contract.

The reporter top is increased \$30 retroactive to Jan. 27, \$25.25 next Jan. 27 and a final \$28.25

in January 1973.

The flat minimum for editors is increased \$90.50, to \$308, and the flat minimum for deskmen and the top for rewriters is raised \$85.50, to \$290.50. The reporter starting minimum is up \$59.50, to \$202.50.

The top for copy boys is increased \$37.50, to \$127.50, that for clerks \$52.50, to \$178.50 and that for editorial assistants \$60.75, to \$206.75.

The severance-pay ceiling is increased two weeks, to 60, and a mileage allowance of 10 cents is incorporated in the contract for the first time.

Prison Access Sought In Seattle Guild Suit

Seattle, Wash.—The Seattle-Tacoma Guild is going to court to open the McNeil Island federal prison to newsmen.

The Guild last week asked the American Civil Liberties Union to file the suit on its behalf. The ACLU agreed, and author Jessica Mitford, who is writing a magazine article on the prison, said she would join the suit after she was refused permission to interview prisoners.

The Guild acted after Warden Jacob J. Parker refused to allow newsmen onto the Puget Sound island to interview leaders of a prisoners' strike that ended March 5. One of the prisoners' demands was for the right to talk with newsmen.

Tacoma News-Tribune Guildsman Dwight Jarrell is also a party to the suit. Jarrell said he was not only unable to get permission to interview prisoners but that Warden Parker refused to give him any information about the strike.

The Guild's press-standards committee at the News-Tribune asked the Guild to act, and Local Administrative Secretary George W. Lambert enlisted the ACLU to file the suit. It challenges the restrictions on access to news sources imposed by officials at McNeil Island.

ACLU attorney Croil Anderson said the suit would contend the restrictions violate the First Amendment and the Freedom of Information Act.

"We are not dealing with the right to press access but in a very real sense are protecting the public's right to know," he declared.

The article cited the case of Unit Chairman Joanne Taushanoff, "classified as an inside ad

(Continued on Page 6)

Guild Lodges Bias Charge In Cleveland

Cleveland, Ohio—A nine-year employee of the Cleveland Press's classified telephone-sales department is passed over for promotion to the outside sales staff in favor of an employee on the job for only nine months.

The nine-year employee is a woman. The nine-month employee is a man.

A prima-facie case of sex discrimination, charges the Cleveland Guild in a complaint filed with the Equal Employment Opportunity Commission.

The complaint was filed as a class action in behalf of Virginia O'Shea and 22 other women employees of the Press's telephone sales department.

The Guild's official publication, For Your Information, reports that Press management has made it clear it "does not intend to promote any of the women in the telephone room," leaving "23 employees in dead-end jobs."

Top Up \$38 In 2 Years At Knoxville

Knoxville, Tenn.—The reporter top minimum is increased \$38, to \$218, in a new two-year contract at Scripps-Howard's Knoxville News-Sentinel.

General increases range from \$14 for those earning under \$75 to \$38 for those earning \$175 and over.

Both the top-minimum and top general increases are \$10 higher than those originally negotiated in a settlement rejected by ANG's Contracts Committee. Increases in reporter step-up minimums range as high as \$70.10, more than \$54 higher than negotiated in the original settlement.

The reporter top is increased \$14 retroactive to last May 1 and \$8 next May 1, Nov. 1 and Feb. 1.

The top for copy boys is increased \$12, to \$84, that for telephone operators \$23.80, to \$123.80, and that for clerical assistants \$16.90 to \$109.90.

The company will contribute an additional dollar a week toward pensions during the life of the contract, increasing its contribution to \$9.75. And it will pay the full cost of health-insurance coverage, formerly shared with employees.

The severance-pay ceiling is increased one week, to 46, and the service requirement for a fourth week's vacation is reduced from 30 years to 20 in two steps.

The company will pay the difference between salary and military pay for employees called to emergency duty with the reserves or National Guard. And it agreed that a break in service of less than six months will be considered no break at all for all purposes except pensions.

Reporter Files \$2 Million Suit In Ship Injury

New York City—New York Times Guildsman Werner Bamberger has filed a two-million-dollar damage suit against three maritime companies he accused of responsibility for injuries sustained when he fell from a gangplank while covering the arrival of the S.S. Dart America.

Bamberger is suing Dart Containerline Inc., the Tynedale Shipping Co. and McAllister Brothers, a tugboat firm, for failing to provide a safe means of debarking from the Dart America to a tugboat.

Bamberger suffered fractures of the collarbone, back, both arms and one leg Dec. 14 when the gangplank became dislodged and hurled him and another newsman into the water. Three other newsmen fell to the tugboat's deck.

Bamberger is suing for injuries, disability, loss of wages and medical expenses.

Correction

The Canadian Consumer Price Index rose by 1.5 percent during 1970, from 127.9 at the end of 1969 to 129.8 last December. The Feb. 28 issue of the Guild Reporter erroneously listed the increase as .1 percent.



Strike Assist

Jesse Unruh, former California Assembly speaker and Democratic candidate for governor last fall, signs up and deposits his dollar for a metal Social Security plate being sold to raise funds for the Los Angeles Herald-Examiner strike. At right, Guild Treasurer Kenneth T. Finch, who is in charge of the sales project. Unruh signed up at a County Federation of Labor meeting.

Management Refuses Monessen Mediation

Monessen, Pa. — Thomson's Valley Independent rejected a County Court judge's effort to mediate the Pittsburgh Guild's 6½-month-old strike for an initial contract last week but agreed to resume bargaining March 17.

Its rejection of Judge Richard McCormick's mediation attempt, consistent with the paper's earlier refusals of federal and state mediation, came after it had complied with the judge's request to submit a new contract proposal to him.

In another development, Henry Shore, regional director of the National Labor Relations Board, said he would issue a complaint in the Guild's refusal-to-bargain charge against the Independent.

He previously had dismissed the charge but changed his mind when the Guild offered new evidence that the company on Jan. 19 repudiated bargaining agreements it had previously made.

The Guild last week filed a new unfair-labor-practice charge to force the company to pay some

20 strikers for 1970 vacations.

The company had agreed in a meeting with the Guild last week to make the payments but insisted that in return the Guild agree to deduct time lost during the strike from 1971 and 1972 vacation credits. The Guild refused.

The Guild had agreed to Judge McCormick's mediation of the dispute. Guild President Nick Wallace arranged the new bargaining meeting after the mediation effort failed.

The negotiating session will be the first since Jan. 19.

Additional contributions of \$715.45 to the local's strike fund were reported, including the following:

Bay City Guild	\$ 50
Boston Guild	50
Cleveland Guild	100
Kenosha Guild	50
North Jersey Guild	50
San Francisco-Oakland Guild	25
Seattle-Tacoma Guild	50
Terre Haute Guild	25
Vancouver-New Westminster Guild	50
Wilkes-Barre Guild	100
Empire State District Council	50
Local 3496, Steelworkers	50

Contributions to date total \$6,760.

GR Moves to Oppose 800% Postal-Rate Hike

The Guild Reporter has joined the International Labor Press Association in intervening in opposition to proposed postal-rate increases that would raise the basic cost of mailing U.S. copies of the GR by more than 800 percent over the next 10 years.

Petitions to intervene were filed last month with the new Postal Rate Commission, which is scheduled to hold hearings on the Postal Service's proposed rates.

Proposed increases in the second-class rates for nonprofit publications, including the GR and other labor papers, would raise the GR's annual postage bill by \$12,000 over the next decade.

First-step increases, which

would take effect as soon as approved by the commission, would increase the GR's U.S. postage costs by more than 180 percent, or \$1,500 a year. Temporary increases, scheduled to take effect May 15 if the new rates are not approved by that time, would raise the GR's postal bill by 19 percent, approximately \$300.

Proposed increases from six to eight cents in first-class rates and from 10 to 11 cents in airmail rates would impose additional increased costs for copies sent at these rates.

The GR is currently mailed for a fifth of a cent per copy. That rate would be increased to 1½ cents a copy over 10 years, plus a charge based on the paper's

Hearst Negotiations Draw Blank in L.A.

Los Angeles, Calif.—The Los Angeles Guild made no headway March 8 as it resumed bargaining with Hearst's struck Herald-Examiner.

The meeting lasted just 20 minutes, with the two sides reviewing their positions and briefly discussing a pension-fund problem. It was the first Guild bargaining session since Aug. 26, and no new meeting was set.

Another in a series of meetings between Hearst's negotiators and the Pressmen's union March 10 produced no better result than the Guild's. No new meeting for the Pressmen was scheduled.

The company said a proposed contract it offered the Guild last year still stands. It refused to make any concession or changes.

Guild negotiators, led by International Representative Charles Dale, replied that Guild members would never accept a contract without union security, severance pay, alternate benefits and provision for continuation of circulation district managers, none of which were included in Hearst's proposal.

"If the members could be persuaded to go out on strike, they could be persuaded to accept this proposal," a Hearst negotiator argued.

Company spokesmen refused to make any commitments on restoration of striking employees to their jobs, declaring that strikebreakers would not be discharged to make room for strikers.

Disclaiming "any interest" in the pension trust fund to which the company had contributed for years, Hearst negotiators refused a Guild plea to transfer the money into bank certificates to end the drain by trust-administration fees.

Presidents of the seven locals involved in the 39-month strike-

lockout, including Nicholas Abraham of the Guild, addressed an urgent appeal for funds to AFL-CIO President George Meany last week.

Noting that strike-lockout activities have had to be curtailed because of a "very significant diminution in the flow of aid," the letter emphasized the unions' determination to continue fighting the "enormously wealthy Hearst Corp."

"We hope you . . . will renew your appeals on our behalf for aid from other unions," the letter to Meany said.

The Strike-Lockout Council last month received \$2,222.07 from the AFL-CIO Union Label and Service Trades Department as its share of a special Christmas appeal for funds.

Guild Treasurer Kenneth T. Finch, project co-ordinator, reported sales of personalized wallet-size Social Security plates as a fund-raising device have exceeded 10,000 at \$1 apiece. He addressed a new appeal to Guild locals to sell the plates to their members.

The Guild reported \$860 in additional contributions to its strike fund, raising the total to \$217,007. They include the following:

Cleveland Guild	\$100
North Jersey Guild	25
Sacramento Guild	400
San Francisco-Oakland Guild	100
Stockton Guild	100
Washington-Baltimore Guild	25
Wilkes-Barre Guild	50
York Guild	50

The long strike-lockout won new backing last month when the Santa Clara County Central Labor Council adopted a resolution urging members to withdraw patronage from Hearst's newspapers and magazines.

The Pacific Slope Conference of Stereotypers and Electroplaters also adopted a resolution pledging continued support of the Herald-Examiner strike.

Newsmen, Publishers Join 1st Quebec Press Council

Quebec City, Que.—Publishers, newsmen and broadcasters have joined to establish Quebec's first press council.

The council, which is expected to be in operation before the end of the year, will have six representatives of the public, as well as six-member groups representing management and newsmen.

A constitution for the council has been ratified by the Quebec Federation of Professional Jour-

nalists, the Quebec Daily Newspapers Association, the Canadian Weekly Newspapers Association and the Canadian Association of French-speaking Radio and Television Broadcasters.

In addition to responding to complaints on the conduct of the press and of individuals and organizations toward the press, the council will issue press-identification cards. It will publish annual reports on press problems.

tion, the National Newspaper Association, the Agricultural Publishers Association, the American Business Press, the Catholic Press Association and the Associated Church Press.

Toronto Regains Two Sales Jobs

Toronto, Ont.—The Toronto Guild last week succeeded in obtaining the reinstatement of two of seven part-time classified saleswomen dismissed by the Toronto Telegram in an economy move.

The dismissals came in the midst of bargaining for a new Guild contract and affected half of the part-time sales staff. They had been announced Feb. 23.

Eugene Pact Raises Key Top to \$230

Eugene, Ore.—The reporter top minimum is increased \$41, to \$230, in the first two years of a new three-year contract at the Eugene Register-Guard. The agreement calls for a wage reopener in the third year.

The settlement also provides for a comprehensive new health-insurance plan, to be jointly administered by management and the Guild, Typographical Union, Pressmen and Stereotypers.

The reporter top is increased \$20.50 retroactive to Nov. 29, \$3.50 May 1 and \$17 Dec. 1.

The top minimum for advertising salesmen and circulation district supervisors is increased \$33.75, to \$202.50, and that for classified telephone sales \$17, to \$133.25. The top for clerk-typist is up \$12.50, to \$100, and that for copy editor \$41, to \$242.

The new health plan provides for payment of 100 percent of the first \$1,000 of hospital expenses, with a \$56-a-day ceiling on room and board, and 90 percent of additional expenses. It also covers 100 percent of the first \$300 of accidental-injury expenses and 90 percent of additional expenses, including prescription drugs, with \$50 deductible for single employees and \$100 for those with families and a \$50,000 ceiling.

Newark Unit Moves for Initial Pact

Newark, N.J.—Proposals for an initial contract were approved by the Guild's new unit at the Newark News March 7.

The unit, at its first meeting since the Guild's 151-90 election victory Feb. 18 and 19, elected officers in addition to mapping bargaining proposals.

Douglas Eldridge, who headed the organizing committee, was elected chairman of the unit, the largest to vote for Guild representation in almost 20 years.

The meeting was held a day after the conclusion of a two-day Machinists' strike that caused the News to miss two Friday editions and all of its Saturday editions.

The paper was unable to publish when pressmen, stereotypers, drivers, mailers and most printers refused to cross the picket lines. The Machinists' union consented to Guild-covered employees' reporting for work in view of the unit's formative status and the impossibility of holding a membership meeting until March 7.

The Machinists settled the strike for wage increases totaling \$81 over three years.

2 Bay State Papers Merge, End Rivalry

Attleboro, Mass.—Another competitive newspaper situation disappeared this month with the March 1 merger of the Attleboro Sun and the North Attleboro Chronicle, both evening dailies.

Out of the marriage of the 13,500-circulation Sun and the 5,000-circulation Chronicle came the Sun Chronicle, anticipating daily sales of about 18,000. The Chronicle's publishing company became a subsidiary of the Sun's publishing company.

Until a year ago the Chronicle had been owned by former House Speaker Joseph Martin and members of his family.

Life insurance, accidental death-and-dismemberment insurance and long-term disability insurance is also included.

The Guild won a seventh holiday, Lincoln's Birthday, and a reduction in the requirement for four weeks' vacation from 19 years to 10 in two steps.

The severance-pay ceiling is increased one week, to seven, with an additional week for each year of service over 20, to a maximum of four.

The contract provides for a joint committee to discuss any problem involving a hazardous assignment. The company will compensate employees for any property loss or damage resulting from hazardous conditions.

Two weeks' notice or a week's pay in lieu of notice is provided in the dismissal of probationary employees. And the weekly car-use guarantee is increased \$2, to \$7.50.

Chronicle Wins First Round on TV License

Finding the San Francisco Chronicle's voice in the Bay Area "powerful" but not dominant, a Federal Communications Commission examiner recommended this month that the Chronicle's television and radio licenses be renewed.

The findings of Examiner Chester F. Naumowicz, Jr., following an extensive hearing last year will become final next month unless there is an appeal or a review by the full commission.

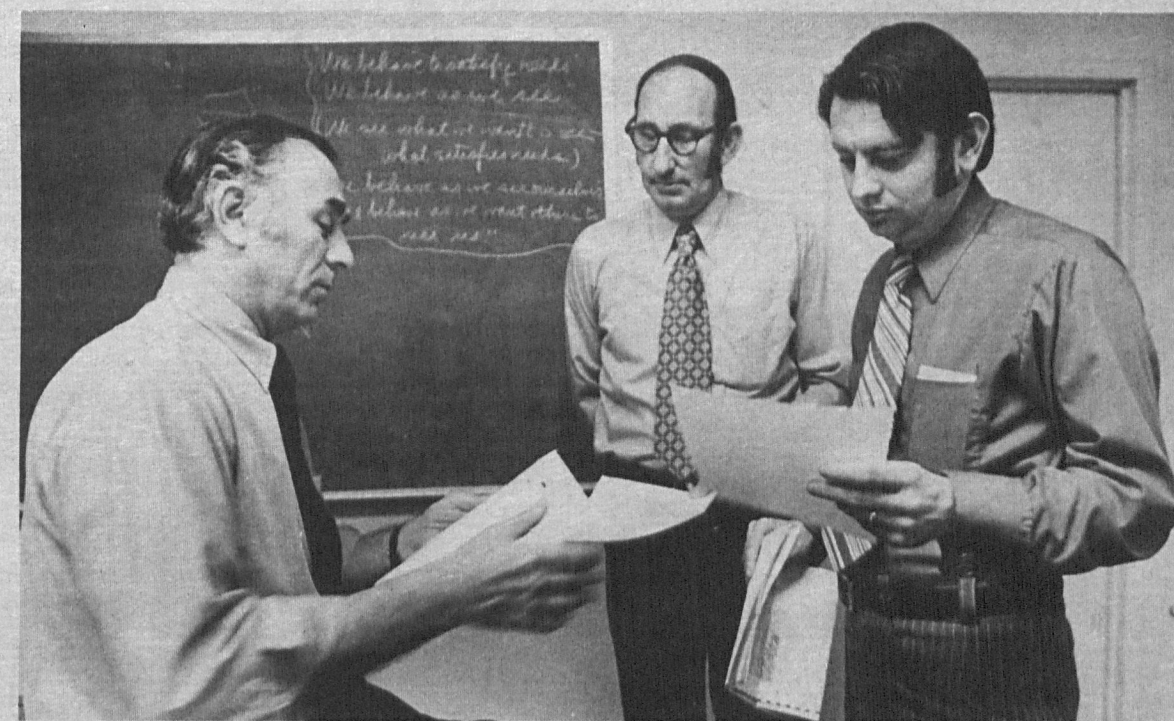
Naumowicz absolved the Chronicle of charges of news management, engaging in anti-competitive or monopolistic practices and undue concentration of media control.

He held that the Chronicle's joint operating agreement with the San Francisco Examiner was designed "to insure survival of two newspapers . . . not to establish a monopoly."

The examiner said that the two newspapers entered into the joint agreement because of continued losses and held that their agreement is not anticompetitive.

"Editorial independence of the two papers has been preserved," Naumowicz said. "Although advertising rates have risen, they have not become out of accord with rates charged by metropolitan newspapers around the country."

Naumowicz said that while advertisers have had difficulty absorbing increased rates and that



Back to School

Gary Guild President James A. McGill, right, discusses a point in a class on communications at the AFL-CIO Labor Studies Center, where he is taking a three-week staff-training course as the winner of ANG's 1971 Guild Service Award. At

left is Helmut Golatz, head of the Department of Labor Studies at Pennsylvania State University, who is teaching the course; in the center, Barron L. Watkins, an international representative of the Printing Pressmen's Union.

Competition, Merged Style

Do joint publishing arrangements with merged commercial departments and pooled profits save "competing news voices," as their supporters argue?

Consider the following memorandum, introduced at a Federal Communications Commission hearing last spring on renewal of the San Francisco Chronicle's television license. It was written by Wells Smith, general manager of Hearst's San Francisco newspapers, to G. O. Markuson, Hearst executive vice president, a month before Hearst's joint agreement with the Chronicle was signed in 1964.

"We should not be competitive with respect to news content in the future," Smith wrote. "What would be the advantage except for prestige? We certainly do not want one paper to overbalance and outrun the other, since both sides are to share 50-50 in the operating results of all three publications."

job opportunities were reduced in the consolidation of production and distribution staffs, the joint agreement has not stifled competition.

Suburban newspapers "prospered in terms of circulation and advertising linage," he said.

Naumowicz noted that the Chronicle spent "substantial sums on promotion" and was "far more successful" in building circulation than the Examiner. But he said it "would be unwarranted to conclude that (the Chronicle's) practices were predatory" or that the profits of its TV station, KRON, were devoted to financing "any improper competitive procedures."

Naumowicz said estimates are that the Chronicle and KRON-TV receive about eight percent of the total Bay Area advertis-

ing revenue. However, he said, "there is no indication that the owners of KRON have a greater concentration of media control than exists in numerous cities."

The examiner held that the Chronicle had not used KRON-TV to "manage" or "slant" the news, although he conceded that the hearing record showed a "tiny core of incidents not inconsistent with guilt."

Naumowicz found "no pattern" of news management. "In retrospect," he said, "not every judgment was perfect, but no judgment is shown to have been made for the purpose of serving any express or implied policy to slant or bury certain news."

Naumowicz also found no fault with the Chronicle's hiring of private detectives to investigate Albert Kihn, a former

KRON-TV cameraman, and Blanche Streeter, a former classified-advertising saleswoman at the Chronicle, on whose charges the hearing was held.

Mrs. Streeter is a plaintiff in one of several antitrust suits against the Chronicle-Examiner operating agreement.

Holding that the Chronicle could not be blamed for suspecting a connection between the news-slanting charge and the suit in which Mrs. Streeter is involved, Naumowicz said the Chronicle's investigation of them was not intended to "harass, coerce or intimidate" and was "no more than was recognized to be proper for a litigant in an American tribunal."

The FCC, meanwhile, has refused to reopen the case in which it denied renewal of the Boston Herald Traveler's license to operate Station WHDH-TV in Boston.

It rejected the contention that one commissioner had been persuaded by factors other than those cited in the FCC decision to lift the license. The FCC noted that the U.S. Court of Appeals in Washington, in affirming the FCC's ruling, turned down a similar contention. The court last month rejected a request to reconsider the decision.

Attorneys for the Herald Traveler indicated they will ask the U.S. Court of Appeals to order the case back to the FCC on the same ground cited in the petition that the FCC rebuffed.

AFT Hits N.Y. Stations for Yielding Videotapes

The Newark local of the American Federation of Teachers has accused two New York television stations of "unethical journalistic practices" in turning over videotapes on the Newark teachers' strike to the Essex County prosecutor's office.

The film was shown at the contempt trial of three union officials. Both the film and the cameramen who shot it were subpoenaed.

Spokesmen for WABC-TV and WCBS-TV said the subpoena called only for footage that had already been aired and that they had no alternative but to comply. They said it was "public record."

The union, however, contended that the stations' compliance

"hampered freedom of the press."

Meanwhile, Providence television newsman Paul Pappas appealed to the U.S. Supreme Court last week against a Massachusetts Supreme Court ruling requiring him to testify on what he observed in Black Panther headquarters during racial disorders in New Bedford last summer.

Pappas's appeal said his appearance before a grand jury would "destroy a confidential association and relationship indispensable to the functioning of a free press." The state has failed to show any compelling reason for his testimony, Pappas said.

A group of congressmen last week called on Rep. Emanuel Celler, chairman of the House

Judiciary Committee, to schedule early hearings on a bill to shield reporters from having to divulge confidential information.

Rep. Charles W. Whalen, Jr., Ohio Republican, and 26 other congressmen joined in the move.

\$3,210 ANG Goal Set by COPE

The AFL-CIO's Committee on Political Education has set the Guild's 1971 quota for COPE's education and voter-registration funds at \$3,210.

Alexander Barkan, COPE's national director, urged an early start on COPE dollar drives in preparation for next year's Presidential-election campaign.

"The plain truth," he said, "is

that the political stakes are so high in 1972 that we must be better-financed and better-organized than in any previous election year, and we must start now.

"We have to use every available tool to keep incumbent friends in Congress and indeed to expand their ranks, if possible."

The Guild raised \$491 last year toward a quota of \$2,950.

THE SHORT



OF IT

Justice Department Drops Salazar Case

Atty. Gen. John N. Mitchell announced last week that the Justice Department has closed its investigation into the death of former Guildsman Ruben Salazar without finding cause for action against sheriff's deputies responsible.

Mitchell said there was no civil-rights violation in the death of Salazar, who was killed by a tear-gas projectile fired into a tavern during disturbances in the Mexican-American section of Los Angeles last summer.

The family of Salazar, news director of a Spanish-language television station, has filed a 1.5-million-dollar suit against the county, charging negligence was responsible for his death.

Court a Profitable Route

An independent carrier who charged Newhouse's St. Louis Globe-Democrat with violating the antitrust laws by terminating his route when he raised his delivery prices has collected the fruits of his suit—\$84,423 in damages and \$50,000 in court costs.

The carrier, Lester J. Albrecht, won triple damages in a ruling upheld by the U.S. Supreme Court. The landmark decision in 1968 held that newspaper enforcement of a suggested retail price for its papers constitutes a violation of the Sherman Act.

For Women Only

Printers are talking about a sit-in to "liberate" an all-female cafeteria at the Dayton Journal Herald and News.

The cafeteria, which serves generous 40-cent lunches, is closed to male employees. Management said it has maintained the eating place for female employees for 72 years so that women won't have to leave the building for lunch in bad weather or eat in places where liquor is served.

"We don't like to go out in bad weather, either," said a printer who was refused service in the cafeteria, "and if we could get lunch for 40 cents we'd even be willing to forgo the liquor."

Now Hear This

If the clatter of Teletype machines and the jangle of newsroom telephones impairs your hearing—as it has done in the case of several wire-service employees—you may be eligible for workmen's compensation.

In Los Angeles 90 percent of 250 prestrike pressmen at the Los Angeles Herald-Examiner have submitted compensation claims. Fifty percent have already collected, in amounts ranging up to \$5,000 each.

Here and There

A California antiwar group, the Peace Union, is seeking a Federal Court injunction forbidding the Palo Alto Times from refusing to publish the group's advertising; the suit also seeks damages for both the Peace Union and the paper's readers. . . . Teachers during a recent 12-week strike in East St. Louis, invaded the Metro East Journal to protest news treatment of their walkout. . . . Newsday, which along with the Milwaukee Journal is giving "socially conscious" reporters special space to express their views, has nevertheless barred its reporters from wearing political buttons. . . . A questionnaire on press councils is being distributed to affiliates of the International Federation of Journalists, including ANG.

Columbus Gets Protection In District-Manager Cut

Columbus, Ohio—The jobs of seven district managers are being eliminated in a consolidation move by the Columbus Dispatch, but the Columbus Guild has moved to see that none are dismissed.

The Dispatch initiated the re-trenchment late last month, consolidating a number of districts. It has agreed with the Guild, however, to keep all of the affected employees on the payroll at least until September.

They will be used as vacation replacements and will be phased into dealerships in several suburban communities as the dealers' contracts expire. The Guild has

served notice it will oppose the dismissal of any who are still on the payroll in September, urging that the reduction be accomplished entirely by attrition.

The Dispatch and the jointly produced Citizen-Journal last month eliminated home delivery to suburban-route subscribers after losing an arbitration with the ITU Mailers over wrapping of the papers.

The Dispatch took a circulation loss of 30,000 Sunday and 18,000 daily and the Citizen-Journal an 8,000 daily loss rather than continue wrapping the papers individually. It had sought unsuccessfully to have them wrapped in bundles, but the union objected that the change would take work from its jurisdiction.

The arbitrator held that the company could not discontinue single-wrapping without the union's consent, declaring: "It seems incredible that the employer would willingly sacrifice suburban circulation . . . because the newspapers were not single-wrapped."

But the company did just that after a final futile effort to work out an agreement with the mailers.

AP, UPI Gearing Computers To Handle All News Wires

New York City—Both Associated Press and United Press International are proceeding full steam with plans to computerize their news transmission.

UPI announced last month that it plans to have its entire system converted to computer transmission by the spring of 1972, eliminating all manual punching.

AP said it intends to activate five more regional computer systems this year, combining cathode-ray tubes and facsimile transmission with computers along the lines of a pilot operation inaugurated last year in Atlanta.

UPI plans to add seven more cathode-ray editing tubes to a test device it has been experimenting with in New York since last summer. The editing tube is combined with a computer to allow direct transmission of copy without additional punching.

The United Telegraph Workers Union has challenged Guild jurisdiction over manning the editing tube, and the issue went to arbitration at AP last month.

UPI said it will cut over to computerized transmission one wire at a time starting by the end of the year, running each new wire for a shakedown period in tandem with the manual wire. The switchover will be completed by the following spring.

Domestic and foreign copy is fed into the computer, from which it can be summoned to a display screen by editors for selection and editing via a light "pencil." The edited story is then transmitted by the press of a button.

UPI said that almost half of its New York editorial staff has



Harris in the CIS Newsletter

"It set 6,600 words a minute. Run an ad for a proofreader that reads 6,600 words a minute."

worked with the experimental editing tube and that many staff suggestions were adopted, including redesign of the keyboard.

AP said it will establish regional computer systems this year in Chicago, Kansas City, Boston, Seattle and Columbus, Ohio.

AP General Manager Wes Gallagher said the computerized operation will free newsmen for more enterprise reporting by relieving them of punching and editing duties.

He said establishment of the

experimental system in Atlanta "like most revolutionary changes, was not without growing pains" but that the system's "bugs" have been eliminated and are not expected to recur in the new transmission centers.

AP newsmen in Atlanta have reported mammoth headaches with the system. The computer has frequently broken down, transmitted garbled copy, repeated stories, lost copy, transmitted late and sent copy on the wrong wire.

Assessment Top Rises \$3 in April Under '70 Convention Mandate

ANG assessments will be increased for members earning \$200 a week and over starting next month under an action taken by last year's Guild convention.

The assessment ceiling, up to now \$6 a month for members earning \$200 and over, will go to \$9 for those earning \$300 and over. Payments in salary brackets below \$200 will remain unchanged.

The revision was adopted by the convention in the interests of equalizing the assessment load. Under the prevailing schedule, members in higher-salaried brackets have been paying a lower percentage of their earnings than those in lower brackets.

Under the new schedule, members with regular weekly compensation of from \$200 to \$224.99 will pay \$6.50 a month, those in the \$225-\$249.99 bracket will pay \$7.25, those in the \$250-\$274.99 group will pay \$8, and those in the \$275-\$299.99 bracket will pay \$8.75.

Under the convention's action, the ceiling will be increased each April 1 to correspond with the highest prevailing reporter top minimum in a Guild contract. Assessment brackets will be increased from \$8.75 in 75-cent jumps.

ANG Secretary-Treasurer Robert M. Crocker, in a letter reminding locals of the increased ceiling, noted that the present assessment schedule was adopted at a time when few members re-

ceived more than the \$200 salary at which the assessment ceiling was pegged.

"Since then," he said, "many Guild contracts have achieved minimums exceeding the \$200-per-week figure, and in a short time a \$300 weekly wage will not be unusual."

"A little arithmetic will show that a member receiving \$300 a week and paying \$6 per month in assessments is paying two percent of one week's pay, while a member receiving \$100 a week pays a \$3.50 assessment, which is 3½ percent of his weekly pay."

While the revision was adopted principally to correct "such gross inequities," Crocker said, it will also yield extra income to the International Defense Fund, still recovering from the effects of recent strikes and lockouts.

ANG recently repaid the last \$50,000 of a \$150,000 loan from the AFL-CIO's Industrial Union Department, made when the Defense Fund neared rock-bottom last March. ANG had been repaying the loan in installments of \$10,000 or \$20,000 a month.

Crocker, in a letter thanking IUD Administrative Director Jacob Clayman for the loan, said ANG is now "well on our way to rebuilding our defense reserves."

The assessment increase for higher-paid New York Guild members will be cushioned by a reduction in local dues. The local last month reduced monthly dues from six percent to five percent of weekly compensation in accordance with a provision calling for payment of the lower rate when the local's emergency fund passes the \$500,000 mark.

Karafin Awaiting Sentencing After Conviction for Perjury

Philadelphia, Pa.—Harry J. Karafin, the strikebreaker convicted of extortion after becoming the Philadelphia Inquirer's star investigative reporter, has been found guilty of perjury in a new trial.

Karafin was convicted of giving false testimony in an attempt to get an arrest warrant for Dist. Atty. Arlen Specter and an assistant on a charge of having him falsely indicted on extortion charges.

Karafin, who had crossed Guild picket lines during a 1958 strike at the Inquirer, was previously convicted of shaking down Philadelphia business firms for thousands of dollars on threats of "exposing" them in the Inquirer.

He is free on bail pending an appeal of the extortion conviction. Sentencing on the perjury charge has been postponed pending action on a motion for a new trial.

San Jose Approves 6% Dues Schedule

San Jose, Calif.—San Jose Guild members voted 172 to 169 last month to raise the local's dues schedule from five percent of weekly salary per month to six percent. There is no ceiling.

Local officers sought the increase to avert a deficit budget and meet negotiating and arbitration bills. It is expected to yield an additional \$8,500 a month on the basis of current wage rates.

ANPA Backs Right to Run Biased Ads

Suitland, Md.—The American Newspaper Publishers Association has rallied to the defense of a weekly newspaper publisher accused by the Justice Department of running racially discriminatory housing ads.

The Courier, a 29,000-circulation paper published here, is fighting a Civil Rights Act suit directed against such classified listings as "white home" and "private white home."

The ANPA has agreed to finance the defense in a trial scheduled to begin March 19 in Federal Court, Baltimore.

"In no sense is the ANPA standing for segregation," said Stanford Smith, the association's general manager. "This is a matter of free press, legal principle, jurisdiction, that sort of thing."

Smith said the case was "significant" for all the ANPA's 1,065 members, describing it as a "test case" in a matter he contended is "strictly the prerogative of the individual publisher."

Bill R. Hunter, publisher of the Courier, challenged the government's right under the Constitution to "tell a newspaper what it can or cannot print."

Hunter questioned the Justice Department's motive in singling out "a little weekly newspaper when the Washington Post, practically right around the corner from it, ran the same kind of ads on the same day as the case against me was filed."

The Post said it had adopted a policy Sept. 13 of prohibiting any reference to race, creed or color in its classified ads. The Washington Center for Metropolitan Studies and the Housing Opportunities Council this week said that the Post and Washington Star had stopped using racial references but the Daily News continues to do so.

Jack Weeks Dies at 63; Led Detroit

Miami, Fla.—Jack Weeks, a founding leader of the Detroit Guild and an early local president, died here Feb. 14. He was 63.

Weeks had worked on newspapers throughout the country and had been managing editor of the New Republic and executive editor of Yank, the Army magazine.

Weeks headed the Guild's Detroit Free Press Unit when the local was founded in 1934 and later became local president. The Detroit Guild executive board after his death adopted a resolution of tribute to his organizing and administrative activities.

Weeks started his reporting career with the City News Bureau in Chicago and later worked for the Free Press, the Detroit News and Newsweek magazine, in addition to the New Republic and Yank, which he edited as a lieutenant colonel in World War II. At the time of his death he was a copyreader for the Miami News.



Labor Reporters, Union Heads Trade Gripes



AFL-CIO Secretary-Treasurer Lane Kirkland addresses seminar on labor reporting for newsmen and top union officials.

By NEIL GILBRIDE

North Miami, Fla.—The largely secret nature of labor negotiations and whether labor affairs other than strikes get adequate news coverage were brought into question last month at a two-day seminar of newsmen, AFL-CIO officials and corporation executives here.

The newsmen, mostly fulltime labor reporters, urged more openness in the bargaining process, including fuller briefings and more details about what goes on in negotiations, although agreeing generally that much of the talks probably must remain behind closed doors.

AFL-CIO officials said their biggest complaint was about news media that send untrained reporters to cover complex labor bargaining. They also complained that most headlines and broadcast bulletins center on strikes and ignore other labor matters.

"The bargaining process does not lend itself to traditional reporting," observed mediator Theodore W. Kheel. "It is a secret process, conducted behind closed doors. And unfortunately it cannot be anything else."

Kheel is adviser to the Institute of Collective Bargaining and Group Relations of New York City, which sponsored the seminar.

AFL-CIO Secretary-Treasurer Lane Kirkland said he thought many of the AFL-CIO's social goals, such as lobbying for Social Security, national medical insurance and civil-rights laws, didn't get attention in the news media equal to news coverage of strikes and other more dramatic events.

Jerry Wurf, president of the American Federation of State, County and Municipal Employees, said there weren't enough fulltime labor reporters in the nation.

News reporters, including this writer, said the labor officials were talking to the wrong group if they wanted more full-time labor writers—that they should call a seminar

Neil Gilbride is a labor reporter for the Associated Press and president of the Wire Service Guild.

of editors and publishers to pursue that point. One AFL-CIO spokesman said a number of publisher representatives had turned down invitations to participate in the seminar.

The newsmen also resisted what they interpreted as suggestions by some of the labor officials that reporters should go slow on publishing and broadcasting news on sensitive matters lest such reports blow up the labor negotiations or cause rank-and-file rejection of contracts.

Michael J. O'Neill, managing editor of the New York Daily News, suggested some labor-management pacts put together behind closed doors that fell apart later perhaps should have been "blown up" by fuller disclosure in the first place.

"Too often—as we have seen in the conduct of the Vietnam War—secrecy is used to cover up mistakes," said William J. Eaton, Pulitzer Prize-winning Washington bureau writer for the Chicago Daily News.

"It seems to me that the essence of the bargaining process may remain secret but the issues in dispute, certainly, and the results obtained should be publicized as soon as possible," Eaton said.

Eaton said management negotiators frequently give little co-operation to labor reporters, then privately "mutter about the bad press they get."

Eaton and Harry Bernstein, labor editor of the Los Angeles Times, said labor and management negotiators might have less to complain about in the area of misleading or incomplete news stories if they themselves would be more frank about bargaining issues and results.

"Although it is clear that legitimate negotiations cannot be carried on in the press or on television, it is nevertheless true that a vast amount of information about bargaining talks, the background of disputes, the reasons for problems and the significance to the public can be reported in the media," said Damon Stetson, New York Times labor reporter.

This writer said news reporters cannot co-operate in suppressing news that affects thousands, sometimes millions, of Americans and that if negotiators want to keep their talks secret, "they will have to tell their own people to keep their mouths shut."

Eugene Roberts, national news editor of the New York Times, said a strong case could be made for opening the doors completely to labor negotiations.

"The collective-bargaining process is guaranteed by public law," he pointed out. "It is protected by public law. The wage settlements reached by way of collective bargaining in a basic industry—say, steel or auto—can help or hinder the growth of the national economy."

Roberts and several other reporters agreed that there should be more labor reporting at the level of the worker in his factory and community, in addition to coverage of national union leaders and nationwide bargaining confrontations.

"Even if a newspaper has two labor reporters—and few if any have more—they don't have much time for reporting in depth," Roberts said.

"For all of these problems, however, the major newspapers and the wire services still manage to find the manpower and space to cover the breaking labor stories—strikes, meetings, bargaining sessions and speeches," he added. "And they are covering it with less passion and more dispassion than in the past."

12 Challenged Ballots Hold Fate of Michigan Election

Mount Clemens, Mich.—Twelve challenged ballots hold the balance in an election to determine whether the Detroit Guild obtains bargaining rights on behalf of 95 nonmechanical employees of the suburban Macomb Daily.

The Guild trails, 35 to 33, in ballots counted on the day of voting Feb. 26. Nine ballots challenged by the Guild and three by a National Labor Relations Board representative remain unopened.

The Guild, however, has already filed a request that the election be set aside, charging that management prejudiced the balloting by discharging 13 employees in January. The Guild had previously filed an unfair-labor-practice charge in the dismissals.

The Guild said the company had told its remaining employees that the staff reduction was necessary to meet the cost of pay increases and improved fringe

benefits. It simultaneously raised the pay of a number of employees and promised raises to others "to get in line," it said, with Guild contracts at the Detroit Free Press and Pontiac Press.

The Guild, in filing objections to the election with the NLRB, said the dismissals had caused many remaining employees to fear additional discharges should the Guild win.

And it noted that although the dismissed employees were eligible to vote pending a final NLRB decision on the dismissals, only one, in practice, had been able to do so. Many have obtained other jobs.

An NLRB decision on the challenged ballots has been delayed by the illness of ANG International Vice President James G. McMahon, who was stricken two days before the election and is still hospitalized. McMahon was in charge of the organizing campaign.

LOCAL ELECTIONS

Denver

President, Richard H. Tucker; first vice president, Richard Martin (Martin, 106; Donald Roach, 66); second vice president, Alan Cunningham (Cunningham, 67; Melvyn Schieltz, 62; Don Lyle, 43); secretary, Ralph Veatch, Jr.; treasurer, Jack Phinney.

Hawaii

President, Stanley J. Souza; vice president, Melvin Sakai; secretary, Aileen Lee; treasurer, William Gee.

Madison

President, Matthew Pommer; first vice president, Nancy Heinberg; second vice president, L. Guy Lewis; secretary, Whitney Gould; treasurer, Diane Woodstock.

Manchester

President, John F. Barker; vice president, Guy Nadeau; secretary, Louise E. Weber; treasurer, Robert Dobens.

Pueblo

President, Charles G. Campbell, Jr.; vice president, Marvin Kissick; secretary, Neal Perkins; treasurer, Ed Orazem.

Sacramento

President, Ronald E. Blubaugh; vice president, Robert M. Coppock;

secretary-treasurer, Lillian K. Hickey; recording secretary, Conale Chronister.

Scranton

President, William Gummer; first vice president, Thomas Casey; second vice president, Daniel Orr; secretary, Christine G. Vanston; treasurer, Joseph X. Flannery.

Toronto

President, Marc Zwelling (Zwelling, 604; Glen Ogilvie, 468; Ross Miller, 335); first vice president, John Lowe; second vice president, Donald F. Manley (Manley, 764; Jean Pakenham, 624); secretary, Eileen Craig; treasurer, Earl Veale.

Victoria

President, J. T. Jones; first vice president, John Hogbin; second vice president, Roger Stonebanks; secretary, Peter McNally; treasurer, Judy Lang.

Wichita

President, Frank Garofalo; vice president, Barry Paris; secretary, K. Bruce Sankey; treasurer, Diane C. Lewis.

Yakima

President, James Gosney; vice president, Mary Hersey; secretary-treasurer, Jack-Lee Richards.



San Francisco-Oakland Guild Photo by Wesley Gibson, Jr.

Newsroom Rock

The Friendly Beasts, Vallejo Times-Herald Guildsmen's contribution to the mod-music scene, perform at a Vallejo Elks Club party. Sounding forth on flute and autoharp are, from left, TV columnist Jimmie Jones, reporter Charlotte Pruitt and deskman Robert Loomis.

Cleveland Guild Files Sex-Bias Complaint

(Continued from Page 1)

salesman while her partner, a man doing exactly the same work, is classified as an outside salesman," at \$59.25 a week more.

The Guild's women's-rights committee has stepped up its activities in the wake of ANG's Womens' Rights Conference last November.

It has established liaison with local branches of the National Organization for Women and the Women's Equity Action League

and has convened a meeting of employees in the Press's women's department to air grievances.

The committee is circulating a questionnaire to women at the Press "to determine how women feel about their jobs, opportunities for advancement and the image of women the Press presents in general."

The questionnaire sounds out sentiment on sex discrimination on the job, salaries, promotional opportunities, maternity leave, day-care facilities and the contents of the Press's women's page.

Newsman Fights Ban By Pro Hockey Writers

New York City—A New York newsman plans to seek aid from the American and Canadian civil liberties unions if the Professional Hockey Writers Association continues to deny her admission to membership.

Shirley Walton Fischler, a contributor to the Toronto Star and Hockey Illustrated magazine,

charged that the association has refused to accept her application because she is a woman.

Associated Press Guildsman Harold Bock, president of the association's New York chapter, said national headquarters had informed him Mrs. Fischler's application was unacceptable.

"I told her we could not give her a card because it would entitle her to a card to go into the men's dressing rooms," Bock said.

"There are adjacent areas where I wouldn't have to see naked men running around," Mrs. Fischler retorted.

Joint Training Plan Starts at Inquirer

Philadelphia, Pa.—The Philadelphia Guild and the Inquirer last week initiated a pilot training program designed to upgrade the skills and job status of lower-echelon editorial employees.

The initial trainee is a photoprinter taking six months of training as a photographer. The Guild and the company hope to expand the program to give copy boys and clerks training as reporters at both the Inquirer and its sister paper, the Daily News.

Norton to Be Keynote Speaker At ANG Minority Conference

(Continued from Page 1)

In the summer of 1964 she represented the Student Nonviolent Co-ordinating Committee and the Committee of Federated Organizations during their drive to register Negro voters in the South. She was also on the staff of the 1963 March on Washington.

Before being named head of New York's Human Rights Commission she was an attorney for the American Civil Liberties Union. Among those she represented in that capacity were Alabama Gov. George Wallace, when New York City sought to prevent his use of Shea Stadium for a political rally during the 1968 Presidential campaign.

She also represented a group of women employees at Newsweek who negotiated an agreement last summer to end sex discrimination and open up new hiring and promotion opportunities.

A founder of the Task Force on Minority Law Enforcement, she is also a board member of the A. Philip Randolph Institute and the Workers Defense League.

In preparation for the conference, ANG Research and Information Director James M. Cesnik last week sent all Guild locals ANG's annual questionnaire on minority employment, recruitment and training "in a somewhat enlarged and changed format," urging a response by March 23.

"It is imperative that conference participants have access to as much current intra-Guild information as possible and this is the best way we know to gather it," Cesnik wrote in a letter accompanying the document.

The questionnaire covers the extent of minority-group employment in departments in Guild jurisdiction and seeks information on local programs and contract-enforcement efforts on behalf of minority employment. Locals were asked to fill in a separate report for each unit.

Cesnik also reminded U.S. locals that the 1970 Convention recommended that they seek copies of reports enumerating minority-group employees that each publisher must file annually with the Equal Employment Opportunity Commission and forward a copy to ANG.

... Downey

(Continued from Page 1)

three terms as Boston Guild president.

A promotion and feature writer for the Herald Traveler for 15 years, Downey served as unit chairman and a bargaining committeeman. He has been a delegate to eight Guild conventions, serving as chairman of committees on rules and the Guild Reporter.

In Toronto, meanwhile, International Vice President Glen Ogilvie failed to win re-election as local president, losing out to Marc Zwelling in a three-way contest.

Ogilvie, seeking a sixth term, received 468 votes to 604 for Zwelling, a labor reporter for the Toronto Telegram winning his first local office. Former First Vice President Ross Miller received 335.

In the only other contest, Donald F. Manley defeated Jean Pakenham for second vice president, 764 to 624.

The Conference Program

Friday, April 2

5:00 p.m.—Registration

6:00 p.m.—Reception, cocktails

7:00 p.m.—Opening dinner; Keynote speaker: Eleanor Holmes Norton, Chairman, New York City Commission on Human Rights

Saturday, April 3

9:30 a.m.—Late registration

10:00 a.m.—Introduction

1. Guild Policy—Its History and Development

2. Minority Employment in Guild Jurisdiction Today

10:30 a.m.—Minority Recruitment and Training: What's Being Done

1. Case studies

12:30 p.m.—Lunch

2:00 p.m.—Minority Recruitment and Training: What's Being Done (continued)

2. Panel discussion

3. What's Right and Wrong with Present Efforts: Why Not More?

4:15 p.m.—Discussion groups on departmental requirements and programs (to run concurrently)

A. Commercial

B. Editorial

5:30 p.m.—Discussion groups report

6:00 p.m.—Recess

Sunday, April 4

10:00 a.m.—Where We Go From Here

1. Resources: Financing, Recruiting and Training

2. Tools and Tactics: Collective Bargaining, the Law and the Community

Summary and conclusions

2:00 p.m.—Adjournment

Crocker Issues Call For '71 Convention

The official call for ANG's 1971 Convention July 12 through 16 went out to Guild locals this week. The convention will be held at the Statler Hilton Hotel, Boston.

Secretary-Treasurer Robert M. Crocker, in issuing the call, asked that delegates' credentials and registration fees of \$30 per delegate or alternate be sent to ANG headquarters by July 2.

Crocker, in a letter to locals earlier, urged officers and members to keep in mind in electing delegates "the renewed emphasis on having women members take their rightful place in Guild operations and policy making."

He enclosed the text of an International Executive Board report urging women to run for convention-delegate positions and locals to elect them.

Crocker, in the convention call, pointed out that both the Landrum-Griffin Act and the ANG Constitution require election of convention delegates by secret ballot.

Crocker, noting that the 1963 Convention urged locals to submit proposed resolutions before the start of future conventions, suggested that four copies of any such resolution, signed by its supporters, be submitted to him at ANG headquarters.

The convention call pointed out that it has been customary practice for locals to submit requests for delegates' committee assignments to the secretary-treasurer well in advance.

The International Executive Board will draw up proposed committees, based on these requests.

Stanley Levey Dead; Writer On Labor Held Guild Posts

Stanley Levey, widely known labor reporter and a former leader in the New York Guild, died March 4 while undergoing open heart surgery at George Washington University Hospital in Washington. He was 56.

Levey had suffered a severe heart attack while vacationing in Turkey last June and had been hospitalized much of the time since.

Levey was labor correspondent for the Scripps - Howard Newspaper Alliance at the time of his death. He had been a labor reporter for the New

York Times for two decades until 1963 and then covered labor and other news for CBS News until 1966.

While at the Times he served as Guild unit vice chairman and as a member of the local executive board.

He was one of the nation's most widely respected labor reporters. AFL-CIO President George Meany issued a statement saying that "the trade union which he covered diligently and with understanding, mourn his death."

Survivors include his wife, Guildswoman Nan Robertson of the Times, and a son, Guildswoman Robert F. Levey, chief of the city bureau of the Washington Post.



Levey

Steady Growth Seen Ahead for U.S. Dailies

Daily newspapers in the United States can expect "substantial" growth in future years, a University of Wisconsin business-school professor has concluded in a study entitled "Economic Trends in the Daily Newspaper Business, 1946-1970."

"This growth," Prof. Jon G. Udell said, "will provide the economic independence that is essential for the preservation of a free press in a democratic society."

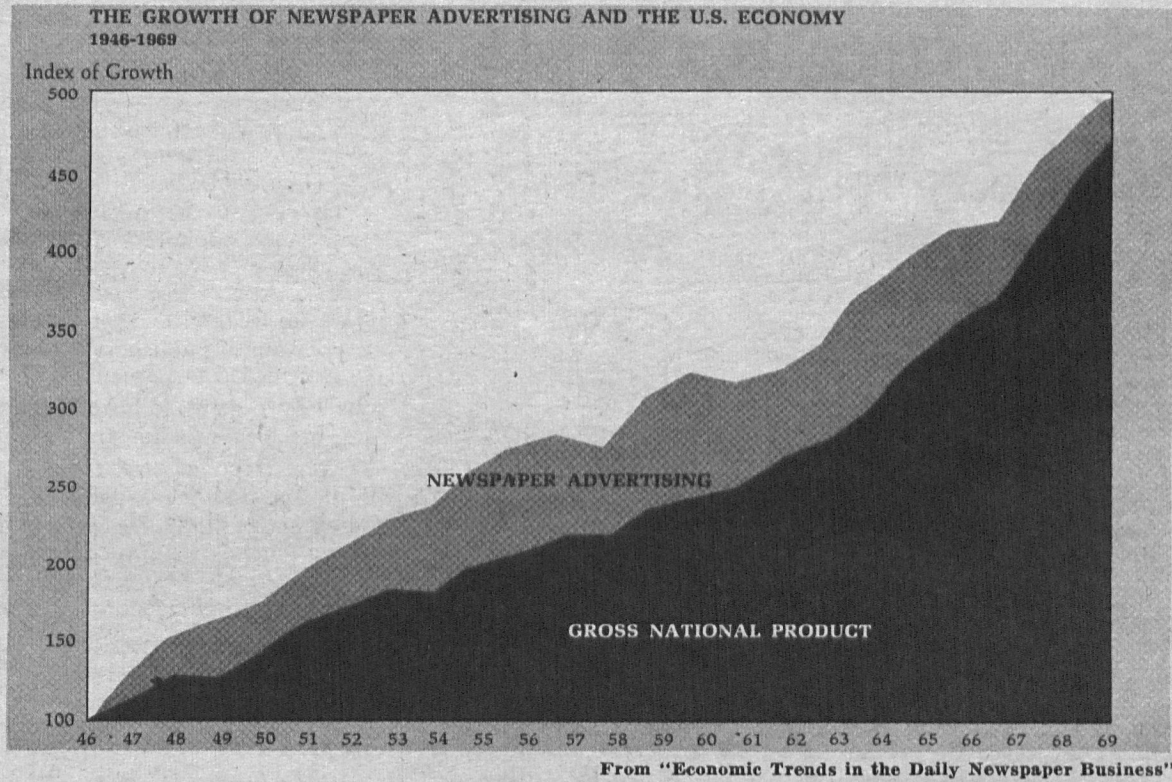
Udell, director of the university's Bureau of Business Research and Services, based his forecast on projections of expanding circulation and newspaper size.

The professor, quoting from Commerce Department compilations, reported that the newspaper business is the fifth largest source of employment in the country and ranks 10th in the value of shipments by U.S. industries.

Newspapers currently employ 373,200 men and women, a gain of 50 percent since 1947, Udell noted in the survey, which was sponsored by the American Newspaper Publishers Association Foundation.

He said most newspapers will enjoy circulation growth in the years ahead "because of the maturation and marriage of the post-World War II baby crop and several other developments."

Metropolitan dailies, he said, should benefit from increased use of public transportation, on



which commuters can read, instead of automobiles.

Udell found that newspapers have "successfully weathered" adjustments during the past two decades, including the shift of city populations into the suburbs, climbing circulation rates and the introduction of competitive communications media.

Since the end of World War II, he noted, there has been a net increase of 12 daily papers—1,749 to 1,761—in the United

States. In the same period, total daily circulation has climbed from 51 million to 69 million.

"Based on anticipated changes in the number of households," Udell wrote, "newspapers can look forward to 14 million more potential customers by 1980 and 21 million more by 1985."

"Further increases in circulation rates brought about by rising costs and a further rise in competition for the leisure time of the newspaper reader" will be limit-

ing factors in future circulation growth, Udell said.

"However," he added, "the outlook is bright because the positive factors should predominate."

Udell said that while the maturation of postwar babies will result in increased numbers of newspaper-buying households, "the qualitative changes associated with household growth are of even greater significance to newspapers."

New families will need hous-

ing and the furnishings and implements to equip modern homes, and they will "rely upon the newspaper as a major source of information on products and prices," Udell said.

"With a growing demand for consumer goods on one hand and the consumer's need for information on the other, newspapers can expect a substantial increase in advertising during the decades of the '70s," he said.

The nation's capacity to produce will outstrip its ability to sell and consume, Udell said. "As a consequence," he stated, "marketing and advertising will grow in importance and advertising expenditures should expand faster than the economy."

Despite the advent of television, Udell reported, the growth of the newspaper business has "tended to parallel" the nation's general economic growth.

Based on an analysis of newsprint consumption, Udell said the greatest growth of U.S. newspapers occurred in small communities. For example, the increase in cities of less than 100,000 population was 93.2 percent between 1953 and 1969; the increase for cities of more than one million was 41.3 percent.

Udell's survey noted that the average number of pages for newspapers of more than 50,000 circulation gained from 23 in 1946 to 47 in 1969. In that period, advertising space rose at about twice the rate of editorial space.

Record Profits Reaped by Gannett, Knight, Ridder; Lee Earnings Rise

Profits of Knight Newspapers and the Gannett Co., two of the United States's growing newspaper chains, reached record levels in 1970, the companies' annual reports disclosed.

Two other chains, Ridder Publications and Lee Enterprises, also reported increased profits. Ridder's earnings climbed to a record \$9,577,000.

Knight's profits, including for the first time earnings of the Philadelphia Inquirer and Daily News, which were acquired in late 1969, rose a million dollars, to 13.6 million.

"This was a good year . . . considering the widespread economic downturn in 1970," said James L. Knight, chairman of the board.

Gannett's net income hit the 11.4-million-dollar mark last year, a 17.4-percent increase over 1969. Chairman Paul Miller and President Allen H. Neuhauser said

Gentle Hint

Palm Springs, Fla.—Ridder Publications, declaring a four-for-three stock split last month, moved the story on the Ridder news wire under the following slug:

"All Cities/Ridder/Must or else."

There was no explanation of what "or else" meant, and thus far there have been no reports of any volunteers willing to find out.

Gannett looks "forward to continuing gains" this year.

The record earnings for Ridder represented a 7.4-percent increase over 1969's 8.9 million dollars.

Lee Enterprises, a 14-paper Midwestern chain, listed a slight increase in profits last year, moving up \$72,103, to \$1,020,369.

The Times Mirror Co., which added Long Island's Newsday to its holdings, earned 30.6 million dollars in profits last year, a slight decline from 1969's 34 million.

Profits for the New York Times were reported at \$9,783,694 on revenues of 231.9 million dollars, compared to 14.8 million in 1969 on revenues of 238.2 million.

Times employees were warned this month in a memorandum from Publisher Arthur Ochs Sulzberger that there might be layoffs because of the "economic vise" of declining revenue and increasing costs.

The Times is working to increase its revenue, but "the outlook continues to be bleak,"

Sulzberger said, adding that "it is doubtful we can relocate all displaced employees elsewhere."

In the past year, Sulzberger said, the Times has laid off 62 composing-room employees and eliminated 228 jobs by attrition.

While anticipating an economic upturn this year, Southam Press, a chain of Canadian papers, reported a slight decline in profits in 1970, from \$8,070,000 in 1969 to \$7,836,000.

The Toronto Star reported an increase in its net earnings for the fiscal year ended Sept. 30, from \$2,769,000 the previous year to \$3,060,000.

Media General Inc., which acquired the Newark News last year, had profits of \$5,862,426, compared to \$6,342,554 in 1969.

Booth Newspapers in Michigan reported profits of \$6,097,050 last year, compared to \$7,160,177 in 1969.

Dow Jones & Co., publisher of the Wall Street Journal, had net earnings of \$17,452,948 last year, down from \$22,371,865 in 1969.

The Post Corp., owner of the Appleton (Wis.) Post-Crescent and Wisconsin broadcast and commercial-printing properties, had operating earnings of \$930,944 in 1970, compared to \$924,952 in the previous year. A loss on liquidation of a subsidiary reduced the profits by 22 cents a share, to \$1.03.

Earnings for Time Inc. in 1970 were \$20,100,000, a \$300,000 decrease. Chairman Andrew Heiskell noted that the profits were achieved "at a time when most major communications businesses were faring considerably worse."

Cowles Communications Inc. dropped from a \$291,000 profit in 1969 to a net loss of \$2,287,000 last year.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

5-Week Vacation Spreading Fast

Five-week vacations, nonexistent in Guild newspaper contracts six years ago and contained in only three just two years ago, now are provided in 12 contracts, the latest ANG vacation-clause summary reveals.

Among 136 newspaper contracts providing four-week vacations, the mean eligibility requirement has dropped from 15 to 10 years' service during the 25 months since the previous summary.

Vacation bonuses, unheard of in newspaper contracts two years ago, now are provided for Guild members after eight and nine years' service, respectively, in Akron and Cleveland contracts.

The vacation-clause summary also encompasses wire- and news-service, magazine and miscellaneous contracts.

The mean eligibility requirement for five-week vacations is 25 years' service in 12 newspaper contracts and 20 years' service in three news and wire-service contracts and 21 miscellaneous contracts.

A reduction of 23 in the number of newspaper contracts containing eligibility requirements of 20 or more years for four-week vacations led to the drop in the mean. For example, the total of contracts calling for 20 or more years' service to be eligible for four-week vacations was reduced from 30 to 12.

Twelve additional newspaper contracts now provide four-week vacations after five years or less,

and an additional 10 now provide such vacations after 10 years or less.

The mean eligibility requirement for four-week vacations in wire- and news-service and miscellaneous contracts also is down. It is nine years in 11 wire- and news-service contracts, 10 years in 57 miscellaneous agreements.

The ANG summary indicates a reduction by 12, to 42, in the number of contracts requiring five years' service for three weeks' vacation. Most of the reduction is to four years' service.

Inside Story

Raleigh, N.C.—It's no contest between inside women classified-ad takers and outside salesmen on the Raleigh News and Observer, according to co-publisher Frank Daniels, Jr.

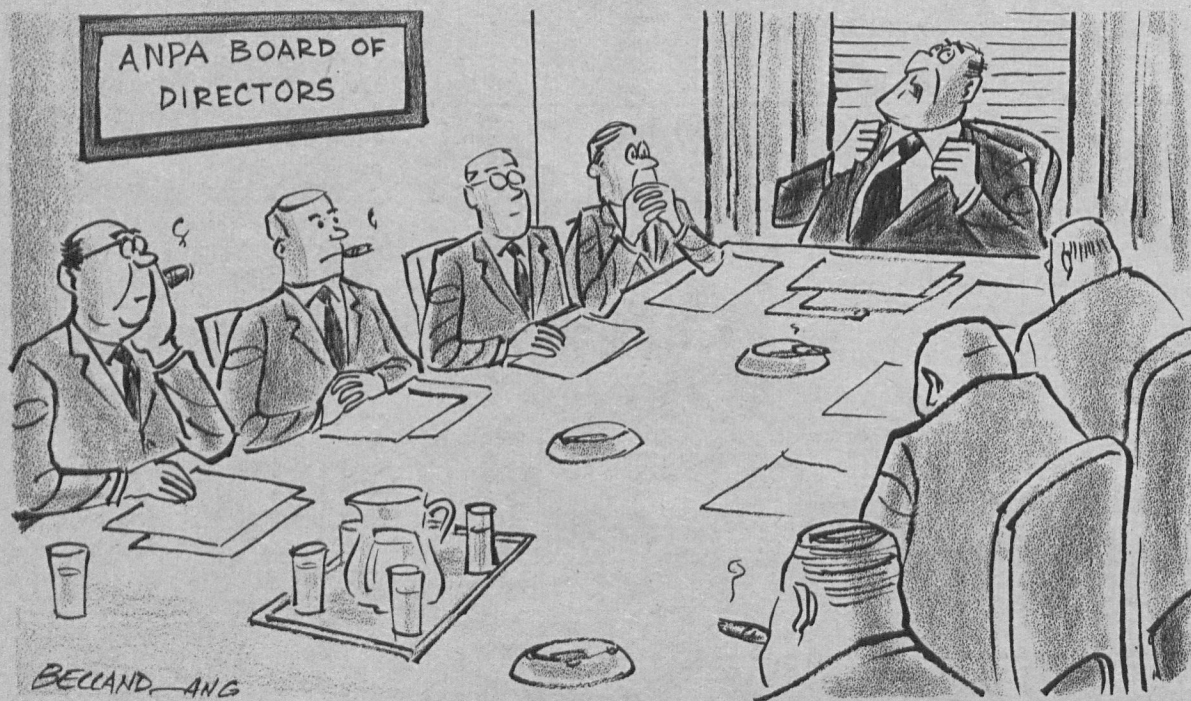
"The girls in our phone room sell three times as many new contracts as the boys outside," Daniels told a group of classified-advertising managers, noting that telephone sales curb travel time and bring direct contacts with casual transient advertisers.

"A salesman going from account to account, particularly by car, must spend 25 to 50 percent of his time traveling," Daniels said. He predicted increasing numbers of contract accounts will be handled in the phone room.

DAY BOOK

- ANG Conference on Recruitment and Training of Minority-Group Employees, April 2-4, Park Sheraton Hotel, New York City.
- ANG Special Strike Financing Committee, April 7 and 8, ANG headquarters, Washington.
- ANG Per-Capita Study Committee, April 15 and 16, ANG headquarters, Washington.
- Empire State and Middle Atlantic District Councils, joint meeting, May 1 and 2, Allentown.
- International Executive Board, spring meeting, May 10-14, ANG headquarters, Washington.
- Western District Council, spring meeting, May 15 and 16, San Jose.
- 38th Annual ANG Convention, July 12-16, Statler-Hilton Hotel, Boston.

'Let's see, now, we haven't opposed motherhood yet. Doesn't it violate the First Amendment?'



IT

**SEEMS
TO US**

Women's-Rights Stories Produce a Male Yawn

SAN ANTONIO, TEX.

Editor:

I am thrilled to learn that our women will get justice: The Guild Reporter has thrown its weight and tremendous influence into the battle. If the Feb. 12 edition is a sample of what is to come, how can one doubt ultimate victory?

According to the lovely box on Page 1, the IEB "did" three things. Presuming they are listed in order of importance, they stressed opposition to sex discrimination in press clubs and backed new laws to assure the ladies of "equal" rights.

Page 3—Victory! Time Inc. bows to clamor to please women. Toronto calls special meeting to surrender press club to dames. Chicago catches hell for having only 12 percent of its editorial staff composed of women.

Page 5—Special layout on a woman "lamenting" the bias which keeps her from playing around in the pits at an auto race. Indianapolis has gals form-

ing a rights committee to howl about discrimination.

Page 7—More about the IEB. Indignation over "sexism" in the Guild's own publications.

Page 8—(You were running short of ideas) a photo of a gal who suffered a bruised finger, for God's sake, while arranging a hackneyed zoo feature story.

Ho-hum.

ED GRIFFIN

San Antonio Guild

ANG Bargaining Aid Is Urged for Locals

ELIZABETH, N.J.

Editor:

Although the Elizabeth Unit, North Jersey Local 173, ANG, has just gained the best contract in its history, the lack of visible co-operation from ANG and the inexperience of the unit's negotiators have resulted in a dissident movement by many members against the ANG.

This could have been avoided with more assistance and concern by ANG for small locals. It is recommended:

1. A visit by an international representative to the negotiating unit at least once during negotiations to answer questions and to show the membership that ANG is with the unit.

2. Preparation of a check list of all necessary steps to be taken in collective bargaining from the writing of the contract to its signing, including clarification on strike sanctions.

3. ANG should conduct collective-bargaining seminars to outline the steps suggested under Point 2 and outlining techniques of negotiations.

4. Assistance should be given to small locals in providing them with a negotiator.

The New Brunswick Unit is undergoing the same turmoil as the Elizabeth Unit and has the same feelings about ANG.

It may be good from a negotiating point of view to get the membership steamed up, but what about the attitude toward ANG?

JEAN-RAE TURNER
Recording Secretary
North Jersey Guild

Under the Spyglass

Army Press Scrutiny Bared

If Army intelligence agents haven't been spying on you as newspapermen, there's a chance they may have been watching you as a union member. And if your name isn't in the Army's files as one worth keeping an eye on, there's a possibility your newspaper's is.

That's the picture that has emerged from more than two weeks of testimony by former military-intelligence agents and

Defense Department officials before the Senate Subcommittee on Constitutional Rights.

Newspaper reporters, along with antiwar activists, political figures, civil-rights leaders and folk singers, were kept under surveillance, eight former agents testified. And union meetings, as well as political conventions, peace rallies and civil-rights demonstrations, were infiltrated, photographed and tape-recorded,

the ex-agents testified.

One ex-agent, John M. O'Brien, said the Army compiled files on newsmen who had written stories it considered favorable to antiwar groups. O'Brien mentioned no specifics, but he had previously identified two Chicago Guildsmen, Henry De Zutter of the Daily News and Morton Kondracke of the Sun-Times, as newsmen who came under scrutiny.

Documents introduced into the committee record included a civil-disturbance information-collection plan that included a request for "the identity of newspapers, radio or television stations and prominent persons who are friendly with the leaders" of any disturbance "and are sympathetic with their plans."

When military agents weren't spying on newsmen, they may have been impersonating them. Ex-agent Christopher H. Pyle said agents posed as press photographers and newsmen to provide them with a cover.

Alioto Charges Spy and Tell

San Francisco Mayor Joseph L. Alioto charged last week that federal, state and local law-enforcement agencies had fed confidential information about him to two Look magazine writers for an article linking him with the Mafia.

Alioto said the source of the information was revealed in the writers' notebooks, which Alioto had subpoenaed in a 12.5-million-dollar libel suit against Look. They prove, he told the Senate Subcommittee on Constitutional Rights, that "the government has not only a big ear but a big mouth, as well."

William H. Rehnquist, a Justice Department official, conceded this week that an FBI agent had given information to the article's authors but denied that other agencies had done so.

Editorial

Another ANPA Crusade

Another cause has joined the honor list of those against which the American Newspaper Publishers Association has gone to war.

The ANPA is rushing to the support of a Maryland weekly publisher whom the Justice Department has accused of violating the Civil Rights Act by publishing discriminatory housing ads.

Of course, the ANPA isn't in favor of racial segregation, spokesman explained, declaring it's "a matter of free press, legal principle, jurisdiction, that sort of thing."

The ANPA has been invoking "that sort of thing" for four decades to oppose any social advance that threatened to take copper out of publishers' cash boxes.

It opposed enactment of the National Labor Relations Act in the 1930s, going so far as to support an Associated Press suit challenging the law's constitutionality before the U.S. Supreme Court. It cited freedom of the press.

It opposed the Wage and Hour Law, establishing a 40-hour week and a 40-cent-an-hour minimum wage, again citing the First Amendment. It opposed the expansion of Social Security. It opposed national health insurance. It opposed child-labor legislation unless it exempted newspaperboys.

More recently it went into court again to oppose an Equal Employment Opportunity Commission edict requiring the elimination of separate "male" and "female" help-wanted columns.

Somewhere, doubtless, there is a cause too pure, a proposal too forward-looking, a change too justified to earn a black mark from the ANPA. It just hasn't been brought to our attention yet.

Labor Costs: Paper Tiger

We're inclined to let the Wall Street Journal be our guest in this week's editorial column.

"Labor costs aren't the Frankenstein monster they're often cracked up to be," the Journal observes.

"Speechmakers from the executive suite frequently portray the cost of labor as climbing utterly out of control, with ever-larger wage settlements dooming the economy to ever-worse inflation if it continues. Typically, R. Heath Larry, board vice president of U.S. Steel Corp., recently complained to a group of Bridgeport, Conn., businessmen about the 'fantastic rise' in U.S. labor costs and worried gloomily whether this inflation-breeding 'habit' could ever be kicked.

"Not mentioned in the speech: Labor costs, far from soaring, are only inching upward nowadays. Some analysts, in fact, predict labor costs may soon begin to decline."

The story goes on to point out that labor costs increased only one percent in the first nine months of 1970, compared to 2.1 percent for the same period of 1969 and 4.1 percent in the comparable period of 1968.

Productivity, it points out, rose at an annual rate of 3.2 percent in the second quarter of 1970, offsetting the impact of wage increases. At the same time, the average hourly earnings of nonfarm workers rose at an annual rate of five percent, compared to 7.2 percent in the comparable period of 1969.

And, interestingly, while wage rates in unionized shops rose at an annual rate of 7.6 percent in the first quarter, up .1 percent from the previous quarter, the rates in nonunionized shops rose at an annual rate of only 5.2 percent.

"While union workers are winning big pay hikes this year," the Journal quotes one Wall Street executive as saying, "the rest of the workers are generally getting much smaller boosts or no increases at all."

Thank you, Wall Street Journal. Come again.

The Guild Reporter

DAVID J. EISEN
Editor

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