

Conference Urges 10 Proposals To Spur Minority Employment



Conference photos by Jules Geller

Co-ordinator Picked; Skills Bank Asked

New York City—Scoring news-industry management for lagging badly in employment of blacks and other minorities, ANG's Conference on Recruitment and Training of Minority-Group Employees April 2 through 4 advanced 10 proposals to break down employment barriers and named an interim co-ordinator to help implement them.

The conference's recommendations included:

- Establishment of a Guild "minority skills bank" as a central source of minority job applicants.

- Negotiation of specific, "realistic" job descriptions that do not require more skill than necessary to the performance of the job.

- Contractually fixed "minimum percentages" of minority employees wherever possible "to remedy past and continuing inequities."

- Creation of Guild scholarships to train minority employees in all Guild-jurisdiction jobs, funded by both Guild members and management.

The conference, attended by 74 representatives of 26 locals in the United States and Canada, chose Chester M. Hampton, assistant metropolitan editor of the Washington Post and a member of the Washington-Baltimore Guild, as interim co-ordinator of minority-group recruitment and training within the Guild.

ANG International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker this week endorsed the conference's call for action by both the Guild and the industry to end job discrimination and achieve

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What's Being Done

Edward R. Cony, executive editor of the Wall Street Journal, outlines minority-recruitment efforts of the Associated Press Managing Editors Association at panel discussion during ANG minority-group recruitment conference. Other panelists who reviewed recruitment and

training efforts are, from left, Edward J. Traves of Sigma Delta Chi, Armistead Pride of Lincoln University, Lionel C. Barrow of the Association for Education in Journalism and Domingo Nick Reyes of the National Mexican American Anti-Defamation Committee.

Per Capitas Up 25.5¢ as Pay Climbs

With the average reporter top minimum in Guild contracts up a near-record \$15.43 over last year, per-capita payments by Guild locals to ANG are scheduled to go up 25½ cents, to \$3.52, effective May 1 under a constitutional formula linking the

More than 10 cents of the increase will go to bolster the International Defense Fund. The remaining 15.3 cents will go into ANG's General Fund.

Locals were notified of the prospective increase this week by ANG Secretary-Treasurer Robert M. Crocker.

The per-capita formula, adopted by ANG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in Guild newspaper contracts.

The new top-minimum average, computed from 130 contracts in effect April 1 covering newspapers published at least five days a week, was \$207.26, Crocker re-

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Anderson Quits Top Board In Local, Doubts IEB Race

Joe Holt Anderson, Jr., resigned from the Washington-Baltimore Guild executive board last week and announced it was "highly unlikely" he would seek re-election to the International Executive Board.

Anderson, who represents the Guild's Southern Region, said he has offered to support Warren Howard, chairman of the Washington Star Unit, for the regional seat. Howard, who ran unsuccessfully for an at-large seat in 1969, has made no announcement of candidacy.

Anderson said he was resigning from the local executive board because his job as night national editor of the Washington Post has made it impossible for him to attend almost all board meetings

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Guild Ratifies New Terms, Monessen Shutdown Ends

Monessen, Pa.—A 224-day strike by the Pittsburgh Guild at Thomson's Valley Independent ended April 9 when unit members ratified an initial contract.

They approved contract terms containing several improvements over a settlement they had rejected March 25. The vote was 34 to 5.

Employees began returning to work April 10, and the Independent resumed publication April 12 for the first time since Sept. 4, a week after the strike began. It raised its price from 10 cents to 15.

The settlement was reached April 7 after a bargaining ses-

sion a week earlier in which Guild negotiators set forth the objections that had led to rejection of the original settlement.

Improvements to which the company agreed included the elimination of split shifts, pay-

ment of overtime after eight hours, pro-rata wage increases for parttime employees and vacation credits for time spent on vacation.

The one-year contract provides

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NORTON

'Media Must Recruit Minorities'

New York City—Minority groups have a right to expect the media to take energetic steps "to make up for the disadvantages of the past," Eleanor Holmes Norton, chairman of the New York City Human Rights Commission, told ANG's Conference on Recruitment and Training of Minority-Group Employees.

Mrs. Norton, keynoting the conference at an opening dinner,

said the employment of minority reporters, editors, executives and clerks "does have an effect on the over-all ability of the media

Excerpts from Eleanor Holmes Norton's Remarks . . . Page 2

to achieve accuracy and sensitivity in covering stories relating to minority communities."

Newspapers cannot wait for blacks and other minorities to

come seeking jobs, Mrs. Norton said, but have an obligation to "energetically reach out" to recruit them in order to correct "a historic imbalance."

She urged the negotiation of money at the bargaining table for "an affirmative recruitment program by management and the union."

"Expensive training programs"

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BLATZ

'Bargaining Is Path to Job Equality'

New York City—Job discrimination in the news industry must be wiped out through collective bargaining, ANG Field Operations Director J. William Blatz told the Guild's Conference on Recruitment and Training of Minority-Group Employees.

"I suggest that inasmuch as discrimination in the newspaper business is the fault of the publisher, let him correct it, and let's

damned well see that he does," said Blatz, who heads ANG's Collective Bargaining Department.

He pointed out that the Guild did not try to find the money when it demanded wage increases, nor the substitutes when it demanded longer vacations, nor the replacements when it demanded a shorter work-week.

"That's the publisher's function," he emphasized.

But the discrimination problem will not be overcome "unless each of us is willing to make a commitment," Blatz said.

"Unless each of us is prepared . . . at the first executive board meeting we attend of our local, the first unit meeting we attend of our local, to sell a program of action, we are just not going to get anything achieved," he de-

(Continued on Page 4)

Norton's New York Message:

'Action Needed to Open Up Jobs'

Following are excerpts from the keynote speech given by Eleanor Holmes Norton, chairman of the New York City Human Rights Commission, at ANG's Conference on Recruitment and Training of Minority-Group Employees and from her answers to questions from the floor.

IT WAS UNDOUBTEDLY the black rebellions which shut white reporters out to which we owe almost all of the modest growth in minority reporters, in particular. The daily media learned quickly that access to a growing population of hostile blacks depended upon the recruitment of more black reporters.

Today no large-city daily newspaper can get along without a black or two, but such reporters are still far too few, possibly because they are brought in specifically to cover black stories most often and thus easily become a confined quota. Not until the black-specialist reporters are supplemented with other blacks who, like whites, cover according to expertise and interest will the news media be able to consider that it offers equal job opportunities. As things stand now, the media have not gotten beyond the minimum necessary quota it takes to cover minority news.

The Kerner Report noted that fewer than five percent of the people employed in editorial jobs in the news business were blacks. Figures reported to the Federal Government in the intervening years show that little has changed in this respect.

In fact, if basic numbers alone were the only criterion my agency used in enforcing anti-discrimination statutes through affirmative-action programs, news organizations would by and large still be at the top of any list of targets.

This is unfortunate, first because news organizations are far from being rigid institutions in terms of their attitudes towards change; second, because minority people have a right to expect the media to take energetic steps to make up for the disadvantages of the past, just as they expect this of other industries, and third, because the employment of minority reporters, editors, executives, clerks and the like probably does have an effect on the over-all ability of the media to achieve accuracy and sensitivity in covering stories relating to minority communities, whether they concern historic conflict or day-to-day living.

On balance, will a skilled and conscientious white editor or a skilled and conscientious black editor be more likely to catch a mistake in coverage of riots in a black neighborhood or a missing element in a feature on black community activities? The troubling fact is that one cannot answer this question in any but completely speculative terms—because there are virtually no black editors, and there are precious few minority reporters, as well.

It is not easy, of course, to make a journalist. I am sure no one here will disagree with my view that news-media personnel of all kinds—but especially writing-press reporters—are badly underpaid when one considers the degree of education, knowledge, the sophistication about issues, energy, and hard work expected of them. It is difficult enough to get and keep anyone with such talent in the news business when there are much greater monetary rewards elsewhere.

It is harder to attract a relatively few minority people lucky enough to have a background that suits them to the profession; they have too many alternatives, as any personnel recruiter looking for black college graduates knows.

THERE ARE, IN MY VIEW, two important points which are too often overlooked in considering this recruitment problem. First—and this is general to all industry—whatever shortage of black college graduates existed in the past, it is rapidly disappearing. No industry which does not energetically reach out to the huge number of blacks now emerging with college degrees will be able to say a decade from now, "We wish we could have found some qualified blacks."

Second—and this is specific to the news business—it was not long ago that certain newspapers took pride in the fact that they made reporters of non-college graduates who apprenticed themselves and learned the trade, often serving as reporters without writing talent. The assumption was that one could be a good reporter at gathering news and leave the prose to a rewrite man.

A changing view of professionalism has all but wiped out this route of access to journalism. But minority people might not be faulted for asking, "How come you could be a reporter on the basis of proven intelligence and ability 30 years ago when Irish and Italian and Jewish youths took jobs as copy boys, but today, when those aspiring to success without the benefit of impeccable credentials are more often black or Puerto Ricans, have the rules changed?"

I am not suggesting that any news organization

change its professionalism, even if newly acquired, to accommodate to the backgrounds of potential minority employees. I am suggesting, though, that it is still good business to take a risk when the talent is clearly potential rather than fully developed and to use more than one route for access to writing jobs in the same news organization.

That kind of diverse sense of where talent is found has historically been the special contribution of American enterprise. It is not surprising, then, that it has become the essential principle underpinning most affirmative-action programs on minority employment. The news industry, more than most industries, therefore, has every reason to find this principle perfectly consistent with its needs as in the past. . . .

IN OUR VIEW in New York City the law doesn't require simply that you don't turn away blacks, because you are liable not to find yourself with any blacks to turn away unless you seek them out, for indeed there is very little reason for a young black person to go downtown and walk into NBC and say, "Hire me." There is very little reason, based on past history, for him to do that. Industry has to give him the reason by searching him out to correct a historic imbalance that's only going to be corrected with that kind of affirmative approach. . . .

There is a precedent which I recommend as the precedent of the future for those interested in equal employment opportunity, and that is at the bargaining table to negotiate out money for affirmative recruitment, an affirmative recruitment program by management and the union.

This has been negotiated out in New York City where there is a shameful dearth of minority teachers, so much so it is a problem of great tension.

The teachers' union, because it has been very defensive about its relations with the black community, negotiated out last time a \$500,000 program so that, as part of their agreement, the Board of Education has put up the money for a program of recruitment.

It was the union that suggested the program in the first place, but it was union power that got the money from the Board of Education to enable the recruitment to occur, and I believe that this kind of demand, though unorthodox at the bargaining table, is an important demand to a union that really wants to do something about equal job opportunities. . . .

(In response to a question about management's argument that black advertising salesmen cannot sell in a white-dominated market.)

It is a violation of the law of the City of New York—the assumption that even were it to prove out that it were indeed the case that blacks had an initial problem selling.

Well, blacks had initial problems doing everything, and thus that problem sort of reminds me of the stereotype—I do believe we have a case of this kind pending at the commission from an employee at a major New York newspaper, who shall go unnamed at this point, who hires women to sell space over the phone, but space sold face to face is sold only by men.

The women have racked up all kinds of points selling. Evidently that doesn't count. In other words, the fact that these women sell out of their minds over the phone does not make these guys think, "Oh God, if they are this good over the phone imagine what they may do face to face." The evidence doesn't change it.

So one thing you have to do is not argue from evidence. If we argue from evidence, then I suppose there is every evidence that any black coming first into anything is going to discombobulate everything he comes first into. Obviously they are more used to dealing with whites.

It may even be that one of these people who gets space sold to him, upon seeing a woman first walk in, would find that a bit disconcerting, but the burden is for change, and as long as that problem between the potential black who goes out to sell and his potential buyer is regarded as a problem that can't be solved, the more entrenched it becomes, because the longer it's there, the harder it's going to be to uproot.

It has to be uprooted sometime. I do not suggest that it would not be a problem for some people, especially in Baltimore or Washington, where I am from, or further south, where you may have scattered people, but I do suggest that the approach must be that the law, certainly the federal law now, puts the burden of that transition on the employer.

Under Title VII of the Civil Rights Act it is a violation of federal law to hire blacks only for ghetto sales, on the assumption that whatever potential problem emerges will disappear, even as blacks and whites have learned to go to school where they never dreamed it possible, and that the federal law puts the burden of bearing that transition period, which in most cases is found to be small, upon the employer.

Any newspaper in the country that wanted to could



fill its force with reporters who had only the best education and thus would be guaranteed to fill its force only with whites.

The problem for every industry in America is that that is not only unacceptable as a social matter, and as a moral matter, but it is illegal.

Since it is illegal, then one has to ask, what does one do? Does one set up expensive training programs as was suggested, or is there another approach?

We work with industries on an industry-by-industry basis according to its own special problems, and suggest to you that on the basis of working with the media, this training concept is a terrible barrier that we all have to get over. . . .

(In response to a question about how to attract black youths to training programs in the face of lack of response to one established last summer by Buffalo newsmen.)

I hate to say it, but it requires a real need for training for a black youth to come down there two nights a week to a black journalism workshop given by an organization that they are not familiar with and have never heard of a black journalism workshop before. It really requires a belief that something is going to flow from that.

In a society in which blacks have met such profound disappointment at every turn, it really does mean that we find, despite all the call for job opportunity, a reluctance to respond to offers of this kind.

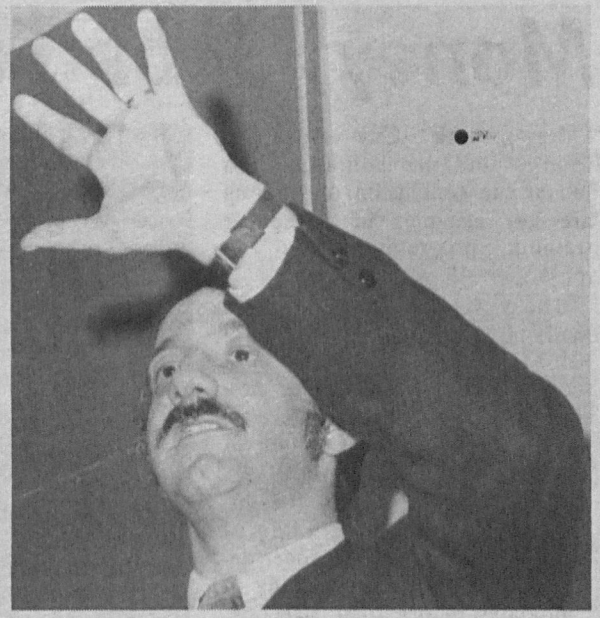
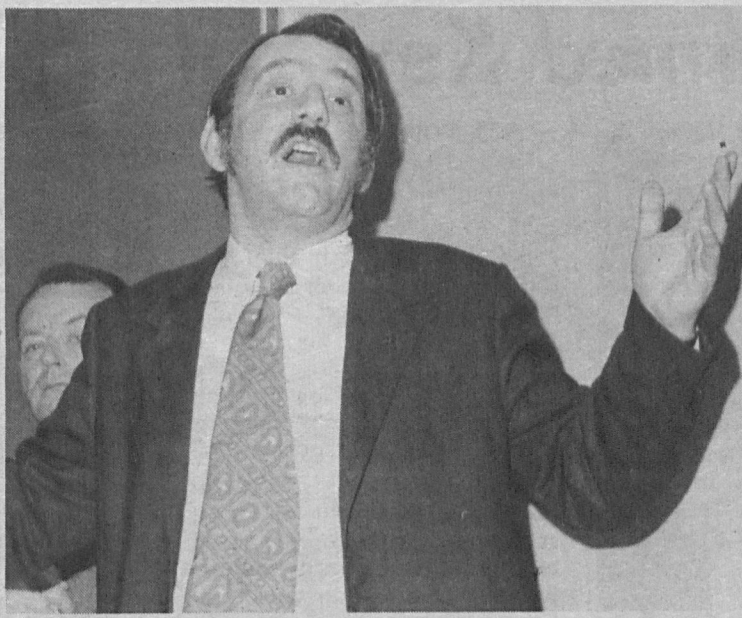
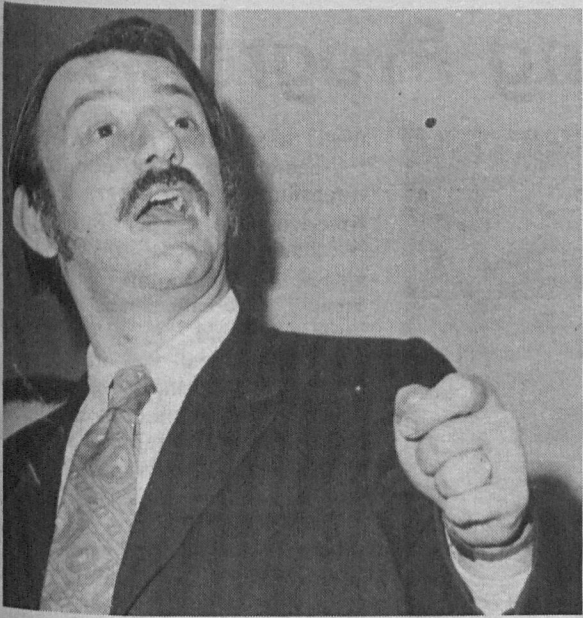
There are some ways, some approaches. One approach might have been to hook in more directly with an established group and have them sponsor the workshop—a black settlement house where people generally go or black "Y" or black church or black something where people generally go, and it is under their sponsorship, then perhaps some greater sense of confidence will be there that this is something that is real for black people to come.

This is a terrible irony. Now that opportunities do come, they come almost too late to provoke immediate faith and especially among, of all people, the young, who have seen that literally a young black person is typically in a family where there has been almost no change between the job his grandfather had and the job his father had.

What has to happen to him is that he has to understand somehow that in his generation a total break away from that terribly un-American horizontal life pattern is possible.

Nobody likes the feeling of being rejected. No one likes to believe that after going through a workshop nothing may come out of it, because, after all, one is black—even if that won't be the case—and devices such as sponsorship by a black organization known in the community or sending black people to where people are to recruit them, something as simple as that might make the difference.

For example, a single black reporter going into high school to talk to young blacks about coming down to learn something about journalism because he is a journalist, and "Here is what I write about, and want some more blacks, and you can do it, and let me tell you I did it; my mother was a domestic, too, and I grew up in a house where nobody had any books, and I got onto this, and I learned the trade, and now I am a reporter on this paper, and I am trying to get some more blacks to come down"—that approach, going to them, is more likely to bring on black kids whose ambition has been, quite frankly, stunted by historical circumstances.



Craig Sawyer, Chief Legal Counsel of the Equal Employment Opportunity Commission
A Study in Gestures

Most Job Qualifications Illegal, Says EEOC Aide

New York City—"Almost all employer-instituted qualifications for jobs are illegal," the chief of the legal-counsel section of the Equal Employment Opportunity Commission told ANG's Conference on Recruitment and Training of Minority-Group Employees. "If you can show that the requirement operates disparately against minorities . . . and, second of all, if you can show that it is not necessary for the performance of the business of the employer, you have a violation," said EEOC attorney Craig Sawyer.

Title VII of the 1964 Civil Rights Act, Sawyer said, outlaws qualification tests that do not meet these two requirements.

He discussed the significance of a March Supreme Court decision (Griggs vs. Duke Power Co.) that bars the requirement of a high-school diploma and job tests that, regardless of intent, could

screen out minorities without realistically testing their ability to perform their jobs.

"Get some statistics," Sawyer urged, "and if you can demonstrate from those statistics that the requirement is likely to exclude blacks at a higher rate or percentage or women at a higher rate or percentage . . . or anybody else at a higher percentage than it does whites . . . you have a violation of Title VII."

Sawyer described a case in which an employer refused to hire persons with beards. "That's discrimination on its face," he said, "because the requirement only knocks out men."

He said the rule also discriminates against blacks. "Why? Because I have a set of statistics . . . that shows that more blacks between the ages of 20 and 30 have beards than whites."

The company, he said, then claimed the rule was necessary

to conduct its business because customers do not like to deal with persons with beards. "I'd say, 'prove it,'" Sawyer said.

"There is nothing in our act that says you can discriminate because your customers want to discriminate," he added.

Finally, he said, he called on the company "to demonstrate to me that having a beard or not having a beard is necessary for the operation of that job or the performance of that job, and they can't do that."

Sawyer also warned against the "chairman - of - the - board syndrome," under which management contends that everyone hired in the simplest jobs must be potentially capable of performing the most complex jobs, such as chairman of the board.

Sawyer said EEOC contends that job tests are "qualifications which have been assumed to be necessary for the job for which

they have been imposed." He said the assumptions have been based on stereotypes, "gut bigotry," arbitrariness "and sometimes upon rational judgment."

Sawyer said the burden is on the employer to demonstrate that the qualifications are necessary to the performance of the job. "If he cannot do so and you can show that there is disparity in effect . . . he is engaging in unlawful practice," he declared.

"The people who have been discriminated against, together with all the members of the class which they represent, are entitled to a remedy," Sawyer asserted. But, he added, they may have to sue to get it, since the EEOC has no enforcement power.

He said the remedy may include back pay or imposition of a quota or preferential hiring system.

"Remedy is the ball game," he said, "because when it's no long-

er economical to discriminate, you won't see much discrimination around."

Sawyer, noting that the 1964 Civil Rights Act does not specifically sanction quotas, said "there's nothing wrong with a court imposing a quota system or preferential hiring system to eliminate the past effects of discrimination."

He suggested that the same reasoning—the necessity to eliminate past effects of discrimination—can be used to support the inclusion of hiring quotas in collective-bargaining agreements.

"The real solution to employment discrimination," he said, "is to understand its nature and forget gut bigots. Gut bigots are not the problem. Systematic rules, practices and procedures which are not understood to be discriminatory are the things that cause problems, and you are not going to get rid of them without fighting."

Industry Job Picture Bleak for Minorities, Conference Told

New York City—Minority-group members have had limited job opportunities on newspapers in the past and the picture isn't much better today, according to U.S. Equal Employment Opportunity Commission data presented to ANG's Conference on Recruitment and Training of Minority-Group Employees.

ANG Research and Information Director James M. Cesnik disclosed the EEOC figures for the first time. They cover 573 newspapers with about 80 percent of U.S. daily circulation.

He said only 6.2 percent of 204,570 employees of papers required to report under the 1964 Civil Rights Act in 1969—the last year for which figures are available—were members of minority groups.

ANG President Charles A.

Perlik, Jr., in opening the conference business sessions, said that "in these two days we hope to take steps, along with others in the communications industry, that will open more doors wider for unnumbered thousands who have found them closed for too long."

Turning first to "the mote in our own eye," Perlik said:

"For years we've been letter-perfect, policywise, but I'm afraid most of us must plead guilty to a large dose of lip-service. We have extolled the virtue, the rightness and the need for open hiring, training, promotion and so on in our industry."

"But until now we have accomplished all too little, and, although our heart has been in the right place, all too often we have responded to the mandates of the

policy declarations by adopting new policy declarations."

Cesnik, in reviewing the EEOC employment data, painted a bleaker picture for minority-group members in white-collar jobs than on the total payroll of the 573 newspapers.

Of the 104,557 white-collar employees, more than half of the total payroll, Cesnik said the EEOC compilation showed that 4.4 percent were members of minority groups compared to 6.2 percent in blue-collar jobs.

He said whites constitute 98.3 percent of the 14,055 management and "submanagement" employees, 97.7 percent of 23,112 reporters, 95.8 percent of 4,608 photographers and artists, 94.7 percent of 23,358 in inside and outside sales jobs and 93.9 percent of 39,424 office and clerical workers.

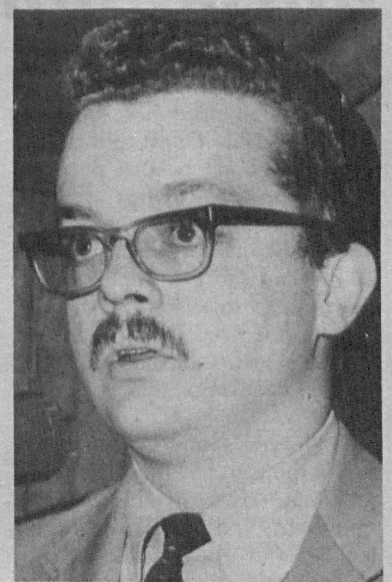
Negroes and Spanish-surnamed employees, who constituted only three percent of the white-collar work force on New York's major dailies in 1966, constituted 9.8 percent in 1970, Cesnik reported in describing improvement in minority-employment opportunities.

He said the percentage of Negroes employed as reporters, in office and clerical capacities and as officers and managers had more than doubled, in each classification, between 1966 and 1970.

On Washington's three dailies, Cesnik said, black white-collar employment increased from 8.2



CHARLES A. PERLIK, JR.
'Open More Doors Wider'



JAMES M. CESNIK
'Few Minority Employees'

percent in 1966 to 14.9 percent in 1969.

In 1966 there were only seven Negro reporters out of 600; in 1969 the number had jumped to 22, Cesnik said. While only 18 of 342 sales jobs were filled by blacks in 1966, he said, 165 of 838 were held by blacks in 1969.

Perlik traced the development and expansion of ANG policies against discrimination in employment since the Guild's founding in the 1930s.

"But when all is said and done," he stated, "the strength of our commitment hasn't been enough to support the day-in-and-day-out effort in every one of our 85 locals that's going to be neces-

sary to erase the evils we so eloquently complain about.

"In our defense, let me emphasize that a lot of people, organizations and institutions in the industry are in a position to do a lot more a lot faster. We don't, for instance, do any of the industry's hiring."

But, Perlik said, there is room for the Guild to do more, too, and "we see this conference as a major step in fully translating our principles into practice in every area of our jurisdiction."

The end product, he concluded, quoting from the conference call, must be "a common offensive which will produce results."

A Message from Salazar

New York City—Ruben Salazar, former Guild activist in El Paso and the San Francisco Bay area who was killed by a tear-gas missile during rioting in the Mexican-American section of East Los Angeles last August, had a message for ANG's Conference on Recruitment and Training of Minority-Group Employees.

"Stranger in One's Land," Salazar's account of the U.S. Civil Rights Commission's 1968 hearing in San Antonio, was distributed to those attending the conference as a commission pamphlet.

"The hearing may have focused a growing feeling among Mexican Americans," Salazar wrote. "That is, that they understand the importance of becoming Anglicized but that in the process they insist that Anglos become Mexicanized, if the melting-pot theory of America is to have value."

Money, Jobs Termed Key to Training Programs

New York City—Adequate funding and the assurance of a job at the conclusion of training are key elements in newspaper training programs geared to minorities.

These were among the points made by the men who have helped run such programs in a series of four case studies presented during ANG's Conference on Recruitment and Training of Minority-Group Employees.

They also emphasized the importance of proper recruiting of trainees and, in one instance, described the intensive screening of candidates before their selection.

Of the four case studies, only the one at the San Francisco Examiner is still continuing.

A lack of funding from both industry and foundation sources has led to a curtailment of the programs, the speakers said, although the broadcast-news segment of Columbia University's summer program is continuing, heavily bankrolled by two of the



WARREN HOWARD
'Company Dropping Program'

broadcasting networks.

The San Francisco program, described by Lynn Ludlow, an assistant city editor at the Examiner and the program's director, uses a "parallel-reporting method" in which trainees accompany regular reporters on their beats and write duplicate stories not for publication.

Ludlow said the program, now three years old, has had minimum financial support from the publisher, has no job guarantees upon completion of 13 weeks' training and suffers from inadequate recruiting.

"Management made it clear it wouldn't pay top salaries" to the trainees, Ludlow said, so they receive only "peon's pay." However, the co-ordinators are given time during their work-day to supervise the trainees.

Nine of the 21 who completed the training are now working on daily newspapers, he reported.

Ludlow read a memorandum from Alan Cline, who has helped

co-ordinate the program, in which Cline said of the minority-training problem:

"The only way we are going to make a dent, either in the newsroom or the business or any other department, is to get something in writing in our contracts, a definite program stating specifics about hiring, something that can be translated into jobs, not just hot air about equal employment."

Warren Howard, assistant city editor and Guild unit chairman at the Washington Star, outlined both a noncontractual editorial program and a contractual program in which messengers and messenger-drivers were given formal education and on-the-job training in a higher classification.

Howard said one of three recruits had "made the grade" during a yearlong parallel-reporting program and is now employed as a reporter by the Star. He attributed the two failures to "improper selection" by the company.

The Star financed both training programs but has now suspended them on the ground of lack of funds. The editorial trainees were paid at a level below that of a starting reporter.

A New York Times program—also suspended now due to lack of financing—consisted of a half day of school and a half day of on-the-job training, reported Freeman Moyler, staff assistant in the Times's personnel department.

Most of the financing was provided by the Times, but the program did qualify for a federal subsidy. Training was conducted in the commercial departments as well as editorial, he said.

Ten high-school dropouts were hired for the program at its start in September, 1968, Moyler said. The trainees had regular jobs and drew entry-level pay at the out-



LYNN LUDLOW
'Minimum publisher financing'

set, with normal contract progression thereafter, said Moyler, a former Guildsman who was responsible for developing the training plan.

Richard Kwartler, administrator of the summer program at Columbia, to which the Ford Foundation had contributed \$800,000 the past four years to provide training for 93 carefully chosen trainees, said all of them have been placed in broadcast and newspaper jobs.

He outlined the nationwide recruiting for the program, including personal interviews by a team of recruiters. Trainees, he said, have come from varied occupations, including two at the Denver Post who were formerly postal employees, one at the Wall Street Journal who sold dairy products, one at the Washington Post who was a housewife and one at the Detroit News who was a doorman.

Gary Gilson, associate director of the Columbia program,

urged a series of regional training centers across the country as extensions of the program. The American Newspaper Publishers Association "needs to be convinced to come up with the bread" to create such regional centers, he said.

He said local volunteer programs "let publishers cop out of their quotas" without truly providing the type training needed to prepare minority-group members for employment.

Chester M. Hampton, assistant metropolitan editor of the Washington Post, briefly described Post training program negotiated in the existing contract and just under way:

Participants, he said, attend on their own time and are not paid by the company. They are current employees who voluntarily attend evening classes to upgrade themselves to reporter jobs.

Hampton said some of the participants may qualify for the Post's summer intern program this year.



RICHARD KWARTLER
'Recruitment is Careful'



FREEMAN MOYLER
'Trainees guaranteed jobs'

Bargaining Is Path to Minority Jobs, Says Blatz

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clared emphatically. "We don't need new language in the ANG Constitution," he said. "We don't need a new bargaining program in this area. We don't need more convention recommendations in this area. We don't need more Model Contract language in this area."

"We just need to achieve them. We are just too damned timid about believing that we can do it."

He urged Guild locals to "fix the responsibility for getting the job done" by designating a committee to find "what our problem is and then define it with

real precision as we do every other time we go to the bargaining table."

Blatz recommended that the emphasis be on hiring.

"It doesn't make much sense, it seems to me, to get concerned about minorities not getting merit increases, minorities not getting promotions, et cetera, if there are no minorities on your newspaper," he said.

He pointed out that Guild locals are entitled by law to "every bit of information the employer has with respect to hiring," including not only numbers of employees and numbers of minorities but "what the hiring process is."

Locals are entitled to information on employment applications, qualification tests, job descriptions and turnover statistics, he said.

"Once we have that," he said, "it seems to me we have to find out from which classification you advance to other classifications: what is the normal pattern of advancement and promotion?"

Blatz suggested that local committees prepare a "road map" of job movements.

"Where does management get its retail display salesmen, where does it hire them? We ought to know," he said. "From where does it hire its classified outside salesmen, where does it hire its district managers, what are the qualifications, what are the skills necessary for the job?"

Once these patterns are known,

Blatz said, it can be determined if contractual prohibitions are being violated, or whether the grievance procedure or a law suit is the most suitable remedial method.

Blatz said the Guild has neither

the money nor manpower to conduct extensive training programs. "Publishers do have the money, though," he said.

The collective-bargaining process is founded on power—the power to persuade and the power

to compel, Blatz emphasized.

"We are going to have to perhaps eventually demand, insist, bargain and threaten to strike to force the publisher to put some real money on the line to fund these programs," he concluded.

Industry Must Recruit Minorities To Rectify Past, Norton Declares

(Continued from Page 1)

are unnecessary and "a ruse," she declared, stating that the nature of newspaper skills makes on-the-job training a feasible solution.

Mrs. Norton decried the argument that black advertising salesmen, for example, cannot sell in a white market, declaring that discrimination has given blacks "initial problems doing everything" and that federal law puts the burden of bearing the "transition period, which in most cases is found to be small," upon the employer.

Mrs. Norton said those seeking to attract black youth to training programs should try to have them sponsored by black organizations and promoted by a black newsman, if one is available, to overcome deeply ingrained doubts about the reality of job opportunities in the industry.

She was responding to a question by Arthur H. Page of Buffa-

lo, who reported that a workshop run by a group of Buffalo newsmen for black youths last summer attracted only a dozen students.

ANG International Representative Robert J. Rupert reported an even more pronounced negative reaction when the Los Angeles Guild sought to muster support for a demand that the next 30 employees hired by Hearst's Los Angeles Herald-Examiner be black. A militant black campus organization sounded out by the Guild objected that the number was insufficient to rectify the imbalance in the paper's staff.

Mrs. Norton, who called the proposal "an extraordinary step for you," suggested that the proper organizations to approach were those representing adults looking for jobs, such as civil-rights groups, instead of "people who are in the throes of an identity crisis based on their blackness."

Praising the Guild's "historic

commitment to action for equal employment," Mrs. Norton said that whatever shortcomings may exist, the Guild's "leadership instincts" in the fight for equality are indicated by its position of women's rights "at a time when nearly all male-dominated institutions" have not yet been able "to utter a kind word" on the subject.

Mrs. Norton was introduced by International Chairman James B. Woods, who described the conference as "the beginning of fruition of the long years of effort that the Guild has made in the area of equal rights."

"Perhaps the ANG and its leadership have been far ahead of some of the locals, and probably some of the locals have been ahead of some of the individual members," he said, "but there has been progress, real progress, and I like to think we have a share in it."



J. WILLIAM BLATZ
'Bargaining Is the Key'

Editors See Industry Lagging on Minority Hiring

New York City—News-industry participants in a panel discussion on recruitment and training efforts at ANG's Minority-Group Recruitment Conference criticized newspaper management for lagging on the problem and emphasized that minority youth must be attracted to the media at the high-school level.

"We on newspapers are responsible for the present state of affairs," said Norman Isaacs, former executive editor of the Louisville Courier-Journal and past president of the American Society of Newspaper Editors. "We had a closed-door policy towards all minority groups up until the recent past."

"Only in the last 15 years has there been any strong movement towards breaking open the doors."

Edward R. Cony, executive editor of the Wall Street Journal and a member of the Associated Press Managing Editors Association's personnel committee, said "we in the newspaper-industry business have only ourselves to blame" for the short supply of black reporters.

Isaacs said that "editors and their city editors and their copy desks and good large parts of their staffs are well behind their communities" in this area.

He said both the ASNE and the APME have "considerable power" to alter the situation. "I wish to hell they'd use it," he declared.

"The publishers are not your problem," he maintained. "They are nobody's problem. It is the editors and managing editors, and once their disposition is correct, proper, right, and they want to get it done, they will get some hiring done."

An ASNE "editor-in-residence" project on college campuses is currently directed at recruiting on the college level, he reported. At the same time, he said, the ASNE is trying to get editors to "bring some weight to bear in the high-school area," which he termed "most essential."

Cony reported that the APME, too, has been concentrating on high schools, trying to persuade managing editors to talk to both guidance counselors and students themselves "to convince the kids that there are careers open for them on newspapers."

Armistead Pride, head of the journalism department at Lincoln University, a predominantly black college in Missouri, said his school has an extensive recruiting program aimed at high-school youth in five states.

"There are many talented, capable black youths who could do well in journalism," he said, "but they need information, encouragement, and many need money to see them through."

Scholarships to college are "most important," Pride said, and



The Panelists Ponder

Members of conference panel on "What's Being Done" in minority recruitment and training weigh a speaker's point. From left, ANG President Charles A. Perlik, Jr., conference chairman; Mel-

vin Tapley of the Amsterdam News, representing the National Newspaper Publishers Association, and Norman Isaacs, past president of the American Society of Newspaper Editors.

so is information on the chances of media employment after college.

The importance of reaching youngsters at high-school age was also stressed by Thomas E. Engleman, director of the Dow Jones-sponsored Newspaper Fund, at another conference session on resources available for recruitment and training.

Describing the Fund's program of summer journalism workshops for inner-city high-school students, he declared, "If we're ever going to reach first base, we have to get into the high schools . . . and give them a taste of what it's like to write and edit and put out a newspaper."

The Fund sets up workshops in areas where publishers agree to share the cost of training on a matching-fund basis. Engleman said it is often difficult to get a publisher "to put out money"—\$1,000 to \$1,500—to train 15 or 20 "good, talented youngsters."

Lack of financial support will result in termination of United Press International's two-year-old on-the-job training program for minority-group members, Harold Blumenfeld, its director, told the resources session.

The Ford Foundation, which provided \$142,500 for the program, is halting its contribution, Blumenfeld reported.

A foundation memorandum distributed at the conference said that budgetary pressures have forced it to fund no new training programs and that it is continuing a grant for broadcast training at Columbia only because two broadcast networks are providing

Spanish Lesson

New York City—Participants in ANG's Minority-Group Recruitment Conference received an object lesson from Domingo Nick Reyes, executive director of the National Mexican American Anti-Defamation Committee, in the communication problem faced by many minority groups.

Reyes's opening words to the conference were in Spanish.

"It's hell trying to get a level of understanding when the medium just doesn't communicate," he said when he finally switched to English.

What Reyes rendered in Spanish was a Guild Reporter story on the Justice Department's closing of an investigation into the slaying of former Guildsman Ruben Salazar during rioting in East Los Angeles last summer.

matching funds. The training grant for print media is being discontinued.

Blumenfeld said that UPI is experiencing difficulty in finding jobs for a number of its trainees, who work at newsman starting minimums during their training period but are not intended to be a manpower pool for UPI itself.

Bernard Barnett, executive assistant to the New York regional administrator of the Manpower Administration, told the session that funds are available from his agency to reimburse employers for extra costs in training the disadvantaged.

But newspapers, he said, have not generally taken advantage of the program, known as JOBS (Job Opportunities in the Business Sector).

A newspaper should be interested, he said, because it would enable it to "do its part" in bringing minorities into the business and because it is a way for newspapers to "get the government to pay for training costs."

At the panel discussion, Lionel C. Barrow, head of the Association for Education in Journalism's division on minorities and communication, said the Urban Coalition Communications Skills Bank, which served as a clearinghouse for minority job-seekers, "was killed because the press of

this country wouldn't give it the kind of support that would force the Urban Coalition to even go to the Ford Foundation to ask for money to keep it going."

Cony said the Newspaper Fund is trying to get larger papers with a surplus of minority applicants to "pair off" with smaller papers that are looking for applicants. Barrow, referring to the defunct skills bank, said that was "reinventing the damned wheel."

Barrow said the AEJ, which runs a work-study program in New York for aspiring minority journalists, needs a national recruiting campaign, a national college guidance and placement service, a "very sizable scholarship program" and a national placement service "to do the job properly."

"Above all, we need co-ordination," he said, disclosing that the AEJ is planning to meet with other interested organizations April 29 to set up "a coalition of organizations which are working in this particular area."

ANG President Charles A. Perlik, Jr., said the Guild will participate.

"Co-operative efforts" were also urged by Edward J. Trayes, journalism professor at Temple University and chairman of Sigma Delta Chi's minority news-recruitment committee.

Sigma Delta Chi is seeking "as much co-ordination as possible" on the matter of scholarship material, he said, reporting that "there just isn't enough money around to finance programs."

It is also establishing journalism-career workshops in areas with large minority populations, Trayes said. "Most of this, we hope, will be in a co-operative venture with groups such as the American Newspaper Guild," he added.

"A lot of people are duplicating efforts," he said, "and I think one of the things that might be worked toward is co-operative efforts rather than each of us going along separate paths and meeting once in a while at meetings like this."

Melvin Tapley, chairman of the New York Guild's Amsterdam News Unit, appearing for his managing editor on behalf of the National Newspaper Publishers Association, a Negro publishers' group, suggested that

the Guild compile a list of minority journalism graduates and make it available to both the general-interest and minority press.

He also urged local journalism classes, similar to those run by the New York Guild, to upgrade the skills of minority employees, "lobbying" for government and private funds to finance scholarship programs and the use of Guild and other publications as clearinghouses for jobs and job-seekers.

Domingo Nick Reyes, executive director of the National Mexican American Anti-Defamation Committee, warned against giving "too much attention" to blacks "at the expense of the Chicanos."

As matters stand, he said, "the media simply does not communicate the insights and perceptions which Chicanos want to know about with respect to each other and certainly want to communicate to the larger society."

Armando B. Rendon, a member of the Anti-Defamation Committee's board and a onetime Guild member at the Oakland Tribune, said most Chicanos reject training courses because "they don't see a job at the end of the road."

Citing his own difficulty in rising from a copy boy's job, he said, "If all Chicanos have to go through what I did . . . in order to make a by-line, then it really isn't worth it."

Reyes subsequently left the dais and walked out of the meeting after Jack F. Weir of Cleveland objected to a suggestion by Barrow that "a small tax of no more than five bucks per Guild member per year" be used to set up a national scholarship fund for minorities.

"God knows we have enough trouble settling our problems in convention year after year," Weir objected, "and we don't have to have people come around and tell us that we ought to tax ourselves for this or that."

Wilton Woods of New York immediately moved that Weir be censured for "remarks insulting to our guests," but he withdrew the motion after Robert E. Bruner of Boston said that, while he thought Weir's remarks were "out of order" he opposed censuring him, and Perlik said "we not only invite but welcome suggestions from the panelists."

The American Newspaper Publishers Association had been invited to send a representative to the panel, but Perlik reported that Stuart MacDonald, executive director of the ANPA Foundation, had told ANG he was unable to attend and that no one else had sufficient knowledge of ANPA's activity in the field to participate.

Reunion

New York City—Eleanor Holmes Norton's appearance at ANG's Conference on Recruitment and Training of Minority-Group Employees was the occasion of a high-school reunion for Jean Wall, ANG office secretary.

Mrs. Wall, attending the conference as a member of the office staff, met Mrs. Norton for the first time since they were graduated together from Dunbar High School in Washington in 1955.

"She was a member of the honor society and active in everything," Mrs. Wall recalled.

Locals Urged to Donate Funds for Co-ordinator

A joint appeal for contributions to pay the expenses of Chester M. Hampton, interim co-ordinator of minority-group recruitment and training within the Guild, was made this week by Hampton and ANG Secretary-Treasurer Robert M. Crocker in a letter to Guild locals.

They pointed out that no ANG funds are available for the purpose in view of last year's convention decision not to finance such a co-ordinator and noted that ANG's Minority-Group Re-

crutment Conference early this month called for expenses of the post to be met by local contributions.

Unlike last November's Women's-Rights Conference, they pointed out, no floor collection was made to help meet expenses, making the need for contributions from locals even greater than that following the November conference.

Checks should be made payable to the ANG Minorities Fund, they said.

10 Minority-Hiring Proposals Pressed

(Continued from Page 1)

"truly equal employment opportunity for all, in all areas of the Guild's jurisdiction."

Pledging "our best efforts to translate Guild policy into industry practice," they declared that the Guild must mobilize its forces behind the demand for equal employment "at every Guild bargaining table in every Guild local in the United States and Canada."

Eleanor Holmes Norton, chairman of the New York City Commission on Human Rights, addressing the opening dinner, told the conference that minorities "have a right to expect the media to take energetic steps to make up for the disadvantages of the past, just as they expect this of other industries."

And ANG Field Operations Director J. William Blatz, summing up at the conference's closing session, declared that equal employment, like other Guild objectives, must and will be won by collective bargaining.

Representatives of other organizations at the conference, including editors' and journalism-school associations, criticized news-industry management for not doing more in minority recruitment and training. Relatively few programs have been started, and of these, it was disclosed, several already are being suspended because of management's failure to make funds available to continue them.

ANG President Perlik, who was chairman of the conference, said that ANG welcomed the opportunity to participate in another conference, called by the Association for Education in Journalism for later this month, to explore further the co-ordination of news-industry recruitment and training programs.

Prior to ANG's conference, Perlik reported, he and ANG staff members met with legal officers of the U.S. Equal Employment Opportunity Commission to examine the relationship between bargaining and legal action to end

employment discrimination.

In a statement adopted at its conclusion, the conference noted that ANG had made contractual guarantees against racial discrimination part of its mandatory Collective Bargaining Program 24 years ago and declared:

"But statistics continually show that despite its repeated declarations of intent, the men who run the industry responsible for informing millions of people every day of the changes taking place in the world's most powerful nation have not brought about enough meaningful changes in their own empires."

The latest available management reports to the EEOC, the statement said, indicate that in 1969 nonwhites held only about six percent of U.S. newspaper jobs, with by far the greatest concentration still in service and laboring positions.

The conference's recommendations will go to ANG's International Executive Board for consideration in its recommendations to the Guild's 1971 convention in Boston July 12 through 16. The conference urged the IEB's Human Rights Committee to see that its proposals are carried out.

Other conference recommendations were:

- That ANG issue a call to all locals "to live up fully to their responsibilities, expressed first in 1947 and repeatedly over the past 24 years, to actively work for full employment of all groups, regardless of race, religion, sex or cultural background and to educate their members to the necessity for accomplishing these vital goals."

- That ANG "set an example in minority hiring, training and job upgrading."

- That ANG, and Guild locals in consultation with ANG, "actively seek out, prosecute and where necessary bring public pressure to bear on employer practices that violate federal, state or local laws and actively co-operate with human-rights commissions, fair-employment-practices

commissions and similar groups in enforcing their administrative regulations."

- That locals start programs "to encourage community people at all levels to enter the media in all Guild jurisdictions."

Perlik, in opening the conference, had noted the absence of minority-group members from top ANG leadership positions and its administrative staff, a situation he described as a "mote" in the Guild's own eye.

"We anticipate an early, and proper, end to this condition," he said, "as enlarged employment opportunities in the industry expose more and more Guild members of every race and nationality to the kind of activity and experience that qualifies them for consideration for election to office or appointment to highly-skilled jobs on ANG staff."

Perlik said ANG had offered administrative staff employment to Negro Guild members at various times in recent years but that, for various reasons, none was able to accept.

Hampton, in a speech of thanks following his selection as co-ordinator, said his "first order of business is to get a black person on the national staff of the American Newspaper Guild."

Eight of the conference recommendations were embodied in its statement, presented by Austin Scott of the Wire Service Guild on behalf of a five-member drafting committee.

The proposal for a co-ordinator "to attend IEB meetings and the 1971 Guild convention to supplement the staff resources of the ANG to assure the adoption of programs adopted by this conference" was added as an amendment by Brian L. Flores of Washington-Baltimore.

Flores proposed that the co-ordinator be financed by contributions from Guild locals, as have the activities of Eleanor Dunn, the interim co-ordinator selected by ANG's Women's Rights Conference last November.

The proposal was adopted with-

out dissent, as was a second Flores amendment specifically calling upon locals to establish human-rights committees "to actively pursue the problems connected with discrimination in our industry."

The conference urged the establishment of a Guild skills bank to make it harder for management to "cop out on the question of minority hiring by saying they sought but couldn't find."

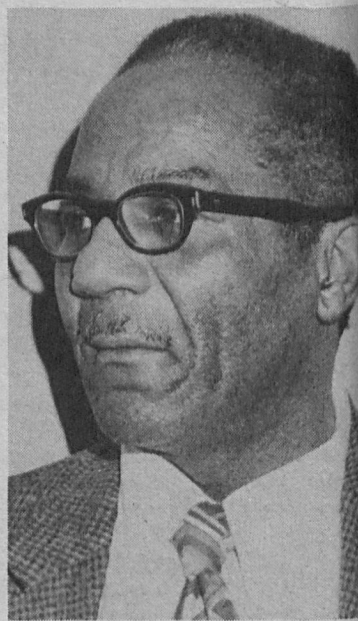
In addition to serving as "an information center and referral service for all minority training programs run by local Guild units," the conference said, it would operate as "a central referral service for the dozens of private and public programs operating to train minority persons in all areas of newspaper work."

"Locals should aggressively seek to reduce the time required for an employee to reach top experience levels in each job classification," the conference said, in urging that locals negotiate "specific job descriptions in each category that are realistic and do not require more skill than necessary."

The conference recommended the negotiation wherever possible of "minimum percentages of minority employees in each job category, tied closely to the percentages of minority citizens in the area, and specific, enforceable programs for satisfactory on-the-job training and job upgrading."

"There is ample precedent for such a requirement in other areas, such as building trades," the conference statement said, "where hiring and promotion programs have lagged behind the demands of elementary justice for all Americans."

The conference proposed that ANG scholarships to train minority-group employees in all Guild-jurisdiction jobs be financed by having members "contribute three percent of one week's salary each year" and by demanding that management "live up to its responsibilities by matching each



CHESTER M. HAMPTON
Minority Co-ordinator

Guild-produced dollar with two of its own."

Hampton, nominated for the co-ordinator's post by Alex Beauchamp of New York, was selected without opposition.

Hampton, in addition to his duties as assistant metropolitan editor, has been assisting in the Washington Post's minority-recruitment program, which he reviewed in one of a series of case studies at the conference.

Hampton was chairman of a discussion group on editorial recruitment and training at the conference; Arthur E. Guerrero of Denver headed a second discussion group on commercial jobs.

A 1949 graduate of Ohio State University, Hampton worked as a reporter, writer and editor for the Ohio State News, a black weekly in Columbus, for a year, taught English and handled public relations at Clark College in Atlanta and then served five years as city editor of the Atlanta Daily World, one of the nation's two black dailies at the time.

From 1956 to 1963 he was assistant managing editor of the Afro-American newspaper chain. In 1963 he became the first black to join the Baltimore Sunpapers staff, serving as a copy reader and writing an occasional critical column on the Evening Sun.

Minority Conference Statement

Following is the introductory portion of the statement adopted at the conclusion of ANG's Conference on Recruitment and Training of Minority-Group Employees in New York City April 2 through 4.

TWENTY-FOUR YEARS ago this summer the American Newspaper Guild called for "full employment of members of racial, religious and ethnic minorities" throughout its jurisdiction and made contractual guarantees against racial discrimination part of its mandatory Collective Bargaining Program.

At the same time, recognizing that fair-employment-practices pledges in themselves would not assure realization of ANG's minority-employment goals, the 1947 ANG convention admonished locals that they "must" act to "make these provisions effective" when they are achieved.

Several times in the long 24 years since, ANG conventions have strongly called upon the industry to do what the industry has repeatedly admitted would be in the best interests of fairness and simple human justice.

But statistics continually show that despite its repeated declarations of intent, the men who run the industry responsible for informing millions of people every day of the changes taking place in the world's most powerful nation have not brought about enough meaningful changes in their own empires.

In an age when our larger news media are devoting increasing amounts of space to minority affairs, when minorities around the nation are coming together around their once suppressed cultures, when anger pent up for centuries is

exploding all around, the news media are lagging way behind in acting to show they understand the reasons behind the nation's social movements.

The latest available EEOC figures for 573 of the nation's largest newspaper publishers show that in 1969, while nonwhites made up approximately 20 percent of the national population, they held only 6.2 percent of the 204,570 jobs.

Breaking that down, nonwhites held 2.3 percent of the reporting jobs, 4.2 percent of the technical jobs, including photographers and artists, 5.3 percent of the sales jobs and 6.1 percent of the clerical jobs.

On the other hand, among service workers, including maids, charwomen, elevator operators, porters, janitors and cafeteria workers, 38.4 percent were nonwhite, and 18 percent of the laborers were nonwhite.

Clearly the social forces at work in the nation have not been great enough so far to convince the men who run the industry that they must try harder.

There are too many cries of "We can't find anyone qualified. . . ." There is too much willingness to give up too easily when the first hesitant efforts do not pay off.

And this failure to try harder comes at a time when the need is even more urgent than in those rigidly segregationist days 24 years ago. Too many members of all minority groups are losing faith in the promises of news media and their unions. They do not see themselves reflected in newspaper staffs. They do not see their concerns and their problems and their cultures accurately reflected in newspaper pages. And they do not see the often-promised changes become realities.

Officers' Statement

Following is the statement of ANG International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker on ANG's Conference on Recruitment and Training of Minority-Group Employees.

WE WHOLEHEARTEDLY ENDORSE the call of the New York Conference on Minority-Group Recruitment and Training for action now, by both the Guild and the news industry, to end job discrimination and achieve truly equal employment opportunity for all, in all areas of the Guild's jurisdiction.

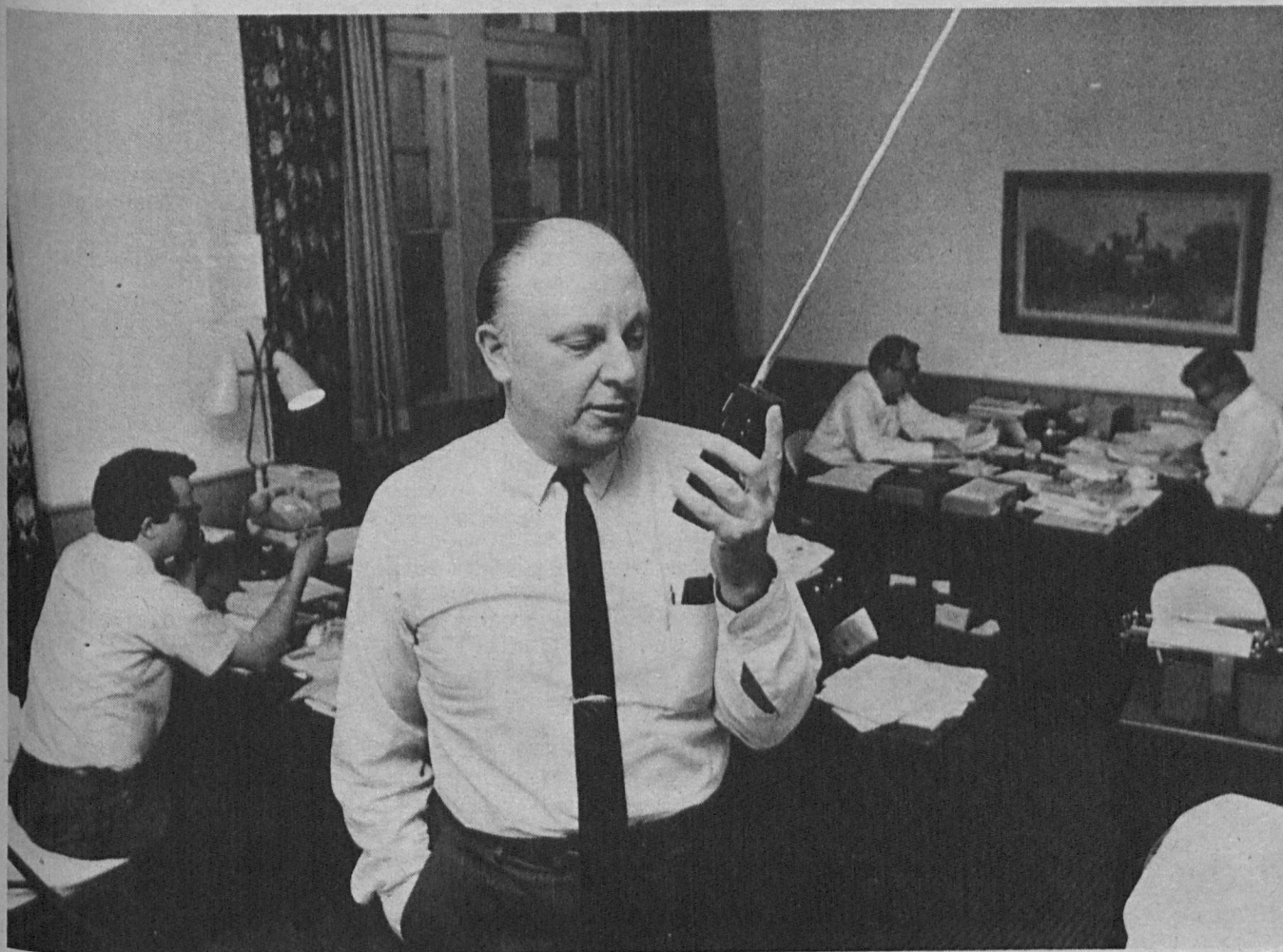
Clearly, as the conference declaration asserts, the social pressures at work in our society have not been great enough to convince the industry that it must end its discrimination against minorities. Equally clearly, neither have the membership pressures at work in our own contract negotiations and enforcement.

But, if we mean what we say about ending minority discrimination in our industry, we cannot wait for larger social forces to do the job for us. We must do it ourselves by mobilizing our own forces behind our demand for equal employment at every Guild bargaining table in every Guild local in the United States and Canada.

This is the lesson and the promise of the New York conference, and we pledge our best efforts to translate Guild policy into industry practice for both those minority-group members already at work in our business and the many others who have for too long been unjustly denied entry to it.

Most of the conference's specific proposals will require action by the International Executive Board and/or the Guild's July Convention. We welcome its proposals and will make our recommendations with respect to them at the IEB's meeting next month.

Meanwhile, we urge all Guild locals to contribute generously to the Minorities Fund established to finance the activities of the interim co-ordinator chosen by the conference. And we join the conference in calling upon Guild locals and members everywhere to fulfill their responsibility, first expressed by the 1947 Convention and reiterated through the years, to end minority discrimination in our industry now.



Headquarters-in-Exile

ANG Secretary-Treasurer Robert M. Crocker uses a walkie-talkie to message Carol Solano, manning the "switchboard" in another room of ANG's improvised headquarters at the Pick-Lee House in Washington. In

the background, from left, are Research and Information Director James M. Cesnik, Administrative Operations Director Ellis T. Baker and Field Operations Director J. William Blatz. ANG moved back into its headquarters

last week after the Office Employees took down a picket line at the Philip Murray Building, site of the ANG offices, after settling a strike against the United Automobile Workers, who are co-tenants.

ANG Returns to Offices as Picketing of UAW Ends

ANG returned to its headquarters and Detroit Guild members on the United Automobile Workers' staff returned to their jobs following settlement of a three-week strike against the UAW by the Office and Professional Employees International Union April 2.

ANG had moved into improvised headquarters in Washington's Pick-Lee House March 24 after the Office Employees extended their picket line to the UAW's legislative office, which is housed in the Philip Murray Building,

site of ANG headquarters.

The Washington picket line was also observed by the Washington-Baltimore Guild's three-man unit at the IUE News during most of the time it was up. The International Union of Electrical Workers owns the Philip Murray Building and occupies much of it.

Several other unions, including the Washington Central Labor Council, the Industrial Union of Marine and Shipbuilding Workers and Local 2 of the Office Employees Union itself also moved their

headquarters from the picketed building during the strike.

In Detroit, several, but not most, of the UAW's international representatives joined eight Guild public-relations staff members in observing the picket lines. The Guild unit had voted to honor the lines but not join them.

The Office Employees had demanded a \$10.85 increase in the first year of a three-year contract, plus a \$100 vacation bonus; the UAW had offered \$8.05 and no bonus. The final settlement provided for \$8.05 retroactive to

Feb. 1 and another \$1.75 effective April 5, plus a \$50 vacation bonus.

The Guild unit returned to work after ratification of the settlement April 2. ANG moved back into its headquarters April 5, the day it had been scheduled to move into temporary headquarters in a building owned by the Lithographers' and Photoengravers' International Union.

ANG carried on its operations without interruption during its week in makeshift headquarters, with a minimum of materials re-

moved from the picketed building with the Office Employees' consent.

"The Guild has a historic and traditional policy of staying on the right side of a union picket line," ANG President Charles A. Perlik, Jr., said in a letter to locals explaining ANG's move out of the building.

Twin Cities Invites Women to Dinner

St. Paul, Minn.—Seventy women accepted the invitation of the Twin Cities Guild to attend its 32nd annual Gridiron Dinner March 22, the first women aside from Guild members ever to be invited.

A total of 623 members and guests turned out for the annual Guild-sponsored dinner and show. Invited women were on the guest list for the first time, although women Guild members had been attending since 1969.

AP Jurisdiction Arbitration

Guildsmen Allowed to Run New Editing Tube

New York City—Employees in Wire Service Guild jurisdiction may operate Associated Press's new cathode-ray-tube editing and transmission system on all work that involves editorial functions under an arbitration decision handed down March 29.

An arbitration board headed by William E. Simkin, former director of the Federal Mediation and Conciliation Service, rejected a contention by the United Telegraph Workers that employees in its jurisdiction should operate the system when editorial and

transmission functions are intermingled.

But the board held that an estimated 50 operators' jobs that would be eliminated by awarding jurisdiction to editorial employees must be cut back by attrition, not layoffs.

The Wire Service Guild was not a party to the arbitration. AP had sought to have editorial employees operate the system where mixed editorial and transmission functions are performed.

The arbitration opinion, written by Simkin, noted that the transmission aspect of such mixed functions is limited to pressing a button to send the edited story out on the wires. Most of the work, he pointed out, involves the editing of copy on a video display screen.

The board held that UTW employees can operate the system when only transmission is involved and there is no editorial function to perform.

On the other hand, it ruled that editorial employees may operate it even for transmission purposes in bureaus where no UTW operators have traditionally been employed or where using the system would be a substitute for facsimile transmission.

The UTW raised no objection to editorial operation in the latter two cases, objecting only to editorial operation in locations where UTW employees have previously been employed.

Post-Dispatch Purchases Divorced Tucson Daily

Tucson, Ariz.—The Arizona Daily Star was sold to Pulitzer's St. Louis Post-Dispatch last week, fulfilling a court order requiring the Tucson Citizen to divest itself of the Star.

The Star is being purchased for an estimated 10 million dollars.

The Justice Department, which initiated an antitrust action that forced the Citizen to sell the Star, has approved its purchase by the Post-Dispatch.

But it is requiring the Post-Dispatch to sell Station KVOA-TV in Tucson within a year in conformity with its opposition to common ownership of a newspaper and broadcasting station in the same city.

The Post-Dispatch acquired the station three years ago.

Michael E. Pulitzer, assistant managing editor of the Post-Dispatch, will become editor and publisher of the Star.

The Citizen, which has a joint operating arrangement with the Star, bought the competing paper six years ago, and the Justice Department promptly challenged both the acquisition and the papers' long-standing joint operating agreement.

The U.S. Supreme Court upheld a decision requiring sale of the Star and modification of the joint agreement to exclude profit pooling and price fixing. Passage of the Newspaper Preservation Act exempting joint operating agreements from the antitrust laws nullified the latter requirement last year but did not affect the order for sale of the Star.

Manchester Fights Firing Of 'Apologetic' Reporter

Manchester, N.H.—The Manchester Guild is moving to arbitrate the case of a veteran reporter dismissed after apologizing for his editor's introduction of an error into his copy.

The reporter, David Strickler of the Manchester Union Leader, had written a story about pending state legislation to ban no-deposit containers and require a deposit of five to 10 cents on all bottles.

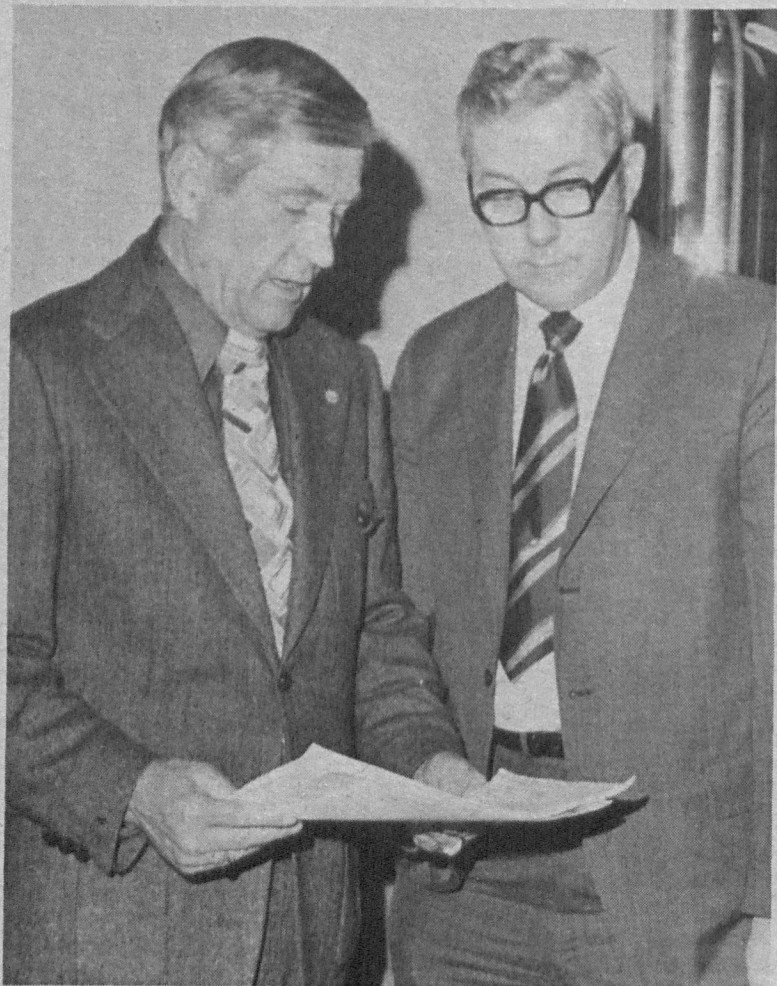
Editor-in-chief B. J. McQuaid changed the figures to 10 to 15 cents, the amounts provided in an earlier version of the bill. Although Strickler showed McQuaid an earlier Union Leader clipping setting forth the new figures, the editor kept his revisions.

On the same day the story was published the Union Leader printed an editorial denouncing the bill on the ground it would be too costly to consumers.

Strickler wrote a letter to the bill's sponsor, Rep. Kenneth Spalding, apologizing for the error. He sent a copy to the Union Leader and was fired for insubordination three weeks later.

Spalding read the letter of apology to the Legislature after the weekly Manchester American published a two-page story about Strickler's dismissal.

Management refused a Guild request for Strickler's reinstatement, and the Guild announced it was proceeding to arbitration in the case.



Checking Boycott Progress

ANG President Charles A. Perlik, Jr., right, reviews Herald-Examiner advertising losses with Strike-Lockout Director William Robertson during visit to Los Angeles to review 40-month-old strike with top officers of four other newspaper unions.

Per-Capita, Strike-Finance Panels Weigh ANG's Fiscal Problems

Special ANG committees on strike financing and per-capita payments were meeting concurrently at ANG headquarters in Washington this week to prepare recommendations for this year's Guild convention.

The Special Strike-Financing Committee was originally to have met April 7 and 8 and the Per-Capita Study Committee April 15 and 16.

But ANG Secretary-Treasurer Robert M. Crocker said the disruption caused by the temporary relocation of ANG headquarters as a result of a picket line raised by an Office Employees' strike against the United Automobile Workers at the headquarters building, together with the desirability of integrating the two committees' deliberations, resulted in a decision to bring

them together this week.

The meetings began April 14 and were scheduled to conclude today, with the two committees meeting jointly at times.

The Strike Financing Committee is charged with finding a

solution to ANG's recurrent strike-financing problem. The Per-Capita Study Committee is reviewing ANG's per-capita formula and the effect any changes in it would have on the union's financial structure.

L.A. Racing Form Top Up \$54

Los Angeles, Calif.—Top minimums are increased as much as \$53.93 under a new 32-month contract between the Los Angeles Guild and Triangle Publications' Los Angeles Racing Form.

The highest increase goes to handicappers, whose top will rise to \$255.48 in September 1972. At the same time, the progression schedule is cut by six months to 4½ years.

The top for selectors is increased \$47.89, to \$226.89, that for district managers \$47.50, to \$225.05, that for junior statistical clerks \$31.24, to \$148.04, that for copy boys \$26.75, to \$126.75, and that for switchboard operators \$33.69, to \$159.64.

Night differentials are increased from \$7.50 a week to \$10 and a differential paid district managers in compensation for an irregular work week is raised from \$11 to \$12.

The Guild won a new clause providing reimbursement for loss or damage to clothing or other

personal property on hazardous assignments. A joint committee will meet during the contract term to discuss safety measures for employees engaged in such assignments.

The company's pension contribution is increased from \$4.20 a week to \$6.20 per employee, and the service requirement for severance pay on resignation is reduced from 20 years to 18. Major-medical insurance is extended to dependents.

A new no-discrimination clause requires hiring without regard to age, sex, race, creed, color or national origin.

Commerce Department Forecast

Steady Newspaper Growth Seen

Continued "modest but steady growth" is foreseen by the Commerce Department this year and through the 1970s for the U.S. newspaper industry.

In its annual industrial report, the department said the industry's "stability and assured future growth . . . are based on the continuing demand for newspapers and ability to meet and accept the challenge of technological change."

With expected increases in circulation and advertising revenues, the report said, the industry will grow at an average rate of four percent each year until 1975 and then increase its growth rate to five percent an-

nually through 1980.

The total value of industry receipts in 1975 will be approximately 8.5 billion dollars, and by 1980 the total will be about 11.4 billion, the report predicted.

The department noted that the industry is the 10th largest in the country and its fifth biggest employer.

Expansion of newspapers into suburban markets—"one of the major growth segments of the industry"—will continue, the report said. It added that there will be increased numbers of multiple-printing plants and satellite editions and plants in metropolitan areas.

Circulation, while accounting

for only 30 percent of the industry's receipts, "continues to grow, enabling the industry to record consistent gains in both advertising lineage and total revenue," the report stated.

"Demand for newspapers increases in direct proportion to the growth of the reading-age segment of the population," the report said. "This population group is expected to increase 18 percent in the 1970-80 period, growing more rapidly than the total population in the same 10 years."

Total newspaper circulation reached a record 140.4 million in 1969, the Commerce Department noted.

New Westminster Pact Raises Key Pay \$45

New Westminster, B.C.—A two-year contract increasing key top minimums \$45.31 and raising social reporters to parity with an \$80.47 increase has been negotiated by the Vancouver-New Westminster Guild at the Columbian newspapers.

The settlement also moves circulation district managers closer to parity with a \$58.14 top-minimum increase, to \$205.31.

The top for reporters and display salesmen is raised to \$209.52—up \$19.93 retroactive to March 1, \$14.50 next March 1, \$7.25 July 1, 1972, and \$3.63 Nov. 1, 1972.

General increases range from \$25 for employees earning under \$100 to \$45.31 for those at \$160 and over.

The flat minimum for social editor is increased \$65.46, to \$219.52, and that for city and sports editors \$45.31, to \$229.46.

The top for classified-advertising salesmen is raised \$48.88, to \$159.44, and that for janitors \$27.64, to \$124.79.

The company agreed to establish a joint plantwide pension plan during the life of the contract, with the publisher contributing 50 cents a shift per employee.

Night differentials, formerly 25 cents an hour for employees earning \$100 and over and 20 cents for others, are increased to seven percent of salary.

The Guild won double time for overtime work after the first two continuous hours at time and a half. And sick leave after the first 13 weeks at full pay is increased from a range of \$40 to \$60 to a maximum of \$105.

Mileage allowances are increased one cent a mile, to 13 for the first 700 miles a month, 11 cents thereafter. Reporters authorized to use their cars will receive a minimum of \$1.50 per shift. District managers will get a minimum of \$100 a month; ad salesmen will get a flat \$100 a month.

The service requirement for a fourth week's vacation is reduced from 20 years to 13 years in two steps.

Language from the Guild's Model Contract is added to cover transfers of employees to another city.

Antiwar-March Support Goes to Vote in D.C.

Members of the Washington-Baltimore Guild will vote in a referendum April 23 on a resolution endorsing the April 24 "March on Washington" to end the war in Southeast Asia.

A local membership meeting voted with only two dissenting

votes March 25 to endorse the demonstration.

The resolution was introduced by David Elsila of the American Federation of Teachers' Unit, who noted that the Guild's 1970 Convention went on record in support of immediate withdrawal of troops from Southeast Asia.

But opponents of the resolution quickly gathered 162 names to put it to referendum, and the local executive board ordered the vote last week.

"We think it is dangerous for the Guild to back any one side of any political event or issue," the petition said. "We think news persons should remain neutral."

The petition said the issue was not the war and that signing it did not commit one to supporting the conflict.

The referendum could not be held earlier than the eve of the demonstration because of local by-laws requiring 15 days' notice.

Wilmington Poll Lost by Guild

Wilmington, Del.—Editorial employees of the Wilmington News and Journal voted 71 to 43 April 8 against representation by the Philadelphia Guild.

Company President Richard P. Sanger had said he would quit if the Guild won the National Labor Relations Board election. Management asked the employees to "give us a year" to demonstrate an improvement in conditions that led to the bid for Guild representation.

Welton Gets Top Job in Wire Guild

New York City—Norman Welton, assistant administrator of the Wire Service Guild since last November, was named administrator last week by the local executive committee.

Welton succeeds Raymond A. Mann, who resigned earlier this year and is now a local representative for the New York Guild. Welton had been acting administrator since Mann's resignation.

The executive committee appointed Rees Crosby, an international representative for the Air Line Pilots Association, as assistant administrator.

Welton is a former chairman of the local's New York Associated Press Branch and served on the representative assembly and national grievance committee.

An AP photo editor when he took the Guild job last fall, he had worked for AP's photo department for 25 years in Chicago, Minneapolis and New York. He served for a time as photo advisor to the Commercial Telegraphers' Union while working in the CTU's jurisdiction in the wirephoto department.

Crosby, a graduate of Pennsylvania University's Wharton School of Business, was an industrial-relations assistant to the Bethlehem Steel Corp. from 1965 to 1968 before joining the Air Line Pilots.

Crosby got the Guild post by answering an ad in the Wall Street Journal.



ELEANOR DUNN

Dunn Bids Women 'Stand Up' For Equality in Employment

Lynn, Mass.—“You have to stand up and declare your rights—and complain!” Eleanor Dunn, interim co-ordinator of women's-rights activities within the Guild, told a day-long conference on women's rights in journalism March 27.

Mrs. Dunn was the keynote speaker at the conference, sponsored by the New England Women's Press Association.

“No matter what paper they work on or what department they're employed in, whether it's commercial or editorial, women

find they are disadvantaged when it comes to promotion,” she said.

Mrs. Dunn said the women attending ANG's Women's Rights Conference last November were “bitter about the treatment they have been accorded by the predominantly male hierarchy in the media, and justifiably so.”

“In commercial departments they are kept in stereotyped jobs,” she said. “They can sell over the telephone but never face to face.”

“In circulation they can be clerks, typists and bookkeepers, but not district supervisors because the male management feels they are incapable of handling children.”

“This is contrary to the opinions expressed by some of these men in senior positions that women should be at home looking after their children. If you can run a family, run a Cub pack or work as a volunteer with children surely you are just as capable of handling a group of carrier boys and girls as a man is.”

Mrs. Dunn said she discovered that in some cases where girls had been hired to deliver newspapers, they were receiving less money than carrier boys.

“It would appear discrimination starts early,” she observed.

She said women are denied on-air jobs in broadcasting with the excuse that women's voices are not suitable.

“I was told by a male broadcaster once,” she said, “that the reason his station didn't hire women for on-air positions is that the public identifies a woman's voice as resembling mom's—and

who listens to mom, anyway?”

“I was also told people wouldn't believe the news if it was read by a woman; we are supposed not to have enough authority in our voices.”

She outlined some of the things women in the media are angry about—welfare packages that give them less coverage than their male counterparts, unequal pay in some cases, the treatment of women in news and advertising and the fact that women journalists are denied access to legitimate assignments because of their sex.

She advised the group that collective action is the best method to achieve their rights and ambitions.

Lynn Guild Secretary Nancy Popkin, co-ordinator for the conference, introduced Mrs. Dunn as “the Gloria Steinem of Canada.”

Following Mrs. Dunn's address a panel discussed discrimination against women in different areas of the media.

Panelists included Gwendolyn Peters, co-ordinator for “Sesame Street,” Brenda Badolato, Boston correspondent for Women's Wear Daily, and Helen Sullivan, a Guild member and feature writer on the Boston Herald Traveler.

Rita Jean Dunn, women's editor for Essex County Newspapers and Jerry D'Alfonso, women's editor of the Boston Globe, discussed “What's Wrong with Women's Pages” during the afternoon session.

Mrs. Dunn declared they should be re-evaluated, saying she feels they are passé.

Guild, AP Air Problem Of Atlanta Computer

New York City—The Wire Service Guild is planning another meeting with Associated Press management this month to try to resolve problems created by AP's new Atlanta computer.

The computer is hurting the AP news report and increasing the workload, the Guild complained at a grievance session last month.

At the March meeting AP Assistant General Manager Keith Fuller agreed to make available to the Guild AP's version of how the computer program is supposed to function. The Guild, for its part, agreed to report its findings on how the program is operating.

The Atlanta AP branch initiated a grievance charging a work speedup caused by the nature

of the regionalized system and the erratic functioning of the computer. It also complained of increased noise due to poor placement of machines and an efficiency loss attributed to inexperienced personnel hired to handle the additional work.

Fuller admitted the improperly operating Atlanta computer had caused problems for the bureau but said the difficulty has now been cleared up.

The Guild demanded payment of a differential to personnel in “hub” bureaus because of the speedup and a requirement that a computer console be operated in order to edit copy.

Full implementation of video-screen editing will mean a heavy increase in operating the consoles, the Guild complained. It said such duty has “turned newsmen in Atlanta into computer operators.”

Warning of increased dissatisfaction, Guild Administrator Norman Welton told Fuller, “You're going to have an awful lot of stagnant newsmen becoming nothing but an adjunct of a computer.”

Manitoba Bars Segregation In Want Ads

Winnipeg, Man.—Manitoba's New Democratic Party government has ruled that help-wanted ads segregated by sex violate the province's new Human Rights Act.

Winnipeg's two newspapers, ordered to eliminate the separate columns, have responded by listing jobs in which men are wanted under the heading “Male or Female Help Wanted” and jobs for which women are preferred under “Female or Male Help Wanted.”

The Winnipeg papers have said they will resist any directive that would force them to publish completely undifferentiated help-wanted columns.

Even so, their help-wanted columns have been listing such jobs as “sales persons,” “vending-machine repair persons” and “mining persons.”

Bruce Stevenson, advertising manager of the Winnipeg Tribune complained that “such generic terms as ‘pressmen’ and ‘night watchman’ have been causing difficulties. ‘One day somebody will advertise for a night watch person,’ he said, ‘and they will get a person who likes to make watches at night.’”

Guild Contests AP Firing In Marathon Arbitration

Montpelier, Vt.—The Wire Service Guild and Associated Press are locked in a major arbitration of marathon proportions on the demotion and subsequent dismissal of Daniel A. Neary, former Montpelier bureau chief.

Fourteen sessions have been held here and in New York since December, and another dozen are expected in May and June before the case is wound up. The hearings are costing the Guild more than \$1,000 a day.

AP demoted and then fired Neary after a complaint that his stories on a rift between Gov. Deane C. Davis and the lieutenant governor lacked objectivity. Gov. Davis has been among seven witnesses called by AP. Others have included AP Deputy General Manager Harry Montgomery and Assistant General Manager Keith Fuller.

AP is challenging the arbitrability of Neary's demotion, con-

tending that it is strictly a management prerogative. Arbitrator Tim Bornstein of the University of Massachusetts has indicated support for the Guild's position but has not made a final decision on the arbitrability question.

The press has been excluded from the hearings at AP's insistence over the Guild's protest.

The Guild, in a bulletin to its units, said that AP's introduction of “an overwhelming volume of exhibits and testimony” is the cause of the arbitration's length. The Guild thus far has called only two witnesses, former Local Administrator Raymond Mann and ANG Secretary-Treasurer Robert M. Crocker, a former Wire Service Guild officer.

“This strain on our budget will not stop us from seeing this case to its conclusion,” the Guild declared, terming it “vitally important” in protecting injured members.

Pottstown Unit Votes Recall Of Steward in Pay Dispute

Pottstown, Pa.—Members of the Philadelphia Guild's Pottstown Mercury Unit voted last week to recall an editorial shop steward who the Guild charged was manipulated by management in a dispute over holiday pay.

The vote was 31 to 14 to recall Joseph E. Dougherty, who was instrumental in the return of triple overtime pay for Thanksgiving Eve work by 17 of 18 editorial employees who received it. The Guild had insisted on pay-

ment at the overtime rate under terms of the contract after the editorial employees asked management to let them work a half day on Thanksgiving Eve so that they would not have to work a full day on Thanksgiving. The holiday eve rather than Thanksgiving itself is a holiday under the contract.

The company subsequently gave employees who returned the overtime checks a “bonus” equivalent to the amount returned.

Steel City Dailies Told To End Split Want Ads

Pittsburgh, Pa.—Pittsburgh's two daily newspapers have been ordered by an Allegheny County Common Pleas Judge to publish help-wanted ads under a single classification, ending separate male and female listings.

The order, first of its type by a state court, is to go into effect April 23. In requiring the Pittsburgh Press and Post-Gazette to combine the ads, Judge Edwin J. Martin upheld a ruling by the city's Human Relations Commission.

The Press, which acts as agent for the separately owned Post-Gazette, contended the separation of ads is a service to and a preference of readers and advertisers.

But Martin said the paper was guilty of aiding employers, labor organizations and employment agencies engaged in “unlawful

employment practices.”

Although he conceded in his 27-page opinion that some employers have a bonafide need for workers of one sex or the other, the judge said this qualification should be pointed out in individual ads.

“An advertisement which states ‘attendant for a male rest room’ might be permissible,” the judge wrote. “The court is not interested in changing our culture to conform to some found in the South Pacific, as some women's liberators seem to hope.”

The case began in 1969 when the Pittsburgh chapter of the National Organization for Women (NOW) accused the Press of discriminatory practices relating to employment in a complaint filed with the Human Relations Commission.

Newsman Roams Free

D.C. Stadium Liberated

THE BARRIERS against newswomen came down noiselessly at Washington's RFK Stadium on baseball opening day April 5.

Theda Cumbridge, a reporter for WTOP-TV, was allowed on the field, in the press box and in the clubhouse—precincts heretofore closed to women.

Last year, when she applied for credentials to cover color aspects of opening day, she received them with every key area crossed off and “bleachers only” typed in. She objected strongly, but to no avail.

This year the credentials arrived with no deletions, and attendants raised no objection to her going anywhere in the park. “You didn't get into the locker room,” sports announcer Warner Wolf observed on the 6 p.m. newscast.

“The story wasn't there,” Miss Cumbridge replied. “It was on the field.”

L.A. Daily Files Revival Plan as Auction Looms

Los Angeles, Calif.—Assets of the bankrupt Los Angeles Citizen-News will be sold at auction May 17 unless Publisher Richard M. Horton can make arrangements with creditors to permit a resumption of publication by that date.

The auction of the suspended paper's real and personal property was ordered by Referee Russell B. Seymour March 26, although Horton offered the Federal Bankruptcy Court a plan to resume as a weekly with its creditors as stockholders.

The referee subsequently agreed to a hearing on Norton's plan after it was officially filed in Bankruptcy Court.

Horton's major problem is that one of the largest creditors is the

U.S. Government, which holds a \$210,000 tax lien on the paper, published as the Hollywood Citizen-News until five months before it was suspended last August. The government cannot become a stockholder.

Earlier last month Seymour rejected as insufficient two bids for the paper's masthead and equipment.

Meanwhile, Horton outlined to unions that had contracts with the Citizen-News, including the Los Angeles Guild, his plan for resuming publication as a weekly with a limited staff.

Horton told the unions he proposed to restart the paper under the old contracts, with no obligation to rehire immediately all of the employees who were idled

when the paper suspended.

He projected a May 1 restart date, with reconversion to daily publication in the fall.

The Guild gave Horton no commitment that its members would agree to become stockholders in lieu of about \$20,000 in wages and severance and vacation pay. That decision, the Guild said, must be made by the 30 individuals involved.

At the time of filing for reorganization, according to court records, the Citizen-News had assets of \$2,775,000 and liabilities of \$2,058,000. The principal creditor was the Maccabees Mutual Life Insurance Co., which claimed \$480,000.

The 66-year-old newspaper had a circulation of 28,000. It

dropped its Hollywood identification a year ago and attempted to compete in the Los Angeles evening field with Hearst's struck Herald-Examiner.

The Citizen-News is owned by Graphic Productions Corp. under Lamot du Pont Copeland, Jr., 38-year-old son of the chairman of the board of E. I. du Pont de Nemours & Co. It was one of the first pieces in a complex financial jig-saw puzzle that led Copeland himself into bankruptcy last year.

Copeland had been a chemist-salesman for the Du Pont Co. in San Francisco and, according to associates, was intrigued by California and the newspaper business. He subsequently acquired the Citizen-News and a group of

27 associated weeklies in Southern California in the early 1960s.

By 1966 the newspapers were experiencing financial difficulties and Thomas A. Shaheen, a financier who acted as an informal adviser to the Barbers' Union pension fund, arranged a 3.8-million-dollar loan for the newspapers from the Barbers' and International Brotherhood of Electrical Workers' pension funds. Copeland guaranteed the loans.

Shaheen talked Copeland into investing in a Phoenix real-estate project. They created a holding company for their investments and it became involved in a variety of enterprises, including toy manufacturing, movie distribution, insurance and a car wash. It subsequently went bankrupt, too.

The Copeland-Shaheen investments through the holding company established a pattern of acquiring interests in businesses strapped for cash. At least nine of the businesses now are in various stages of bankruptcy proceedings.

Shaheen was indicted by a federal grand jury in Chicago in February, together with Barbers' Union President Joseph N. DePaola and several others, on charges of soliciting or giving kickbacks for loans from the union pension fund.

Unfair Practices Laid to Copley

Los Angeles, Calif.—The South Bay Publishing Co., owner of three weeklies in suburban Los Angeles, has filed a two-million-dollar unfair-trade-practices suit against Copley Press, publisher of the South Bay Daily Breeze and a string of competing weeklies in the area.

South Bay Publishing charged that Copley conspired to destroy its business by giving free advertising to South Bay clients and selling advertising at a loss in other cases.

Philadelphia Sprouts Journalism Review

Philadelphia, Pa. — Editorial staffers of the Philadelphia Inquirer launched the Philadelphia Journalism Review this month.

The Review is being published by a six-member Inquirer City Room Committee elected by "professional members of the editorial department." While the first issue was focused on the Inquirer, the Review said it hoped to add representatives from other Philadelphia media and broaden its scope.

The Review is being distributed free, and the editorial board—all Guild members—appealed in the first issue for contributions to meet the cost.

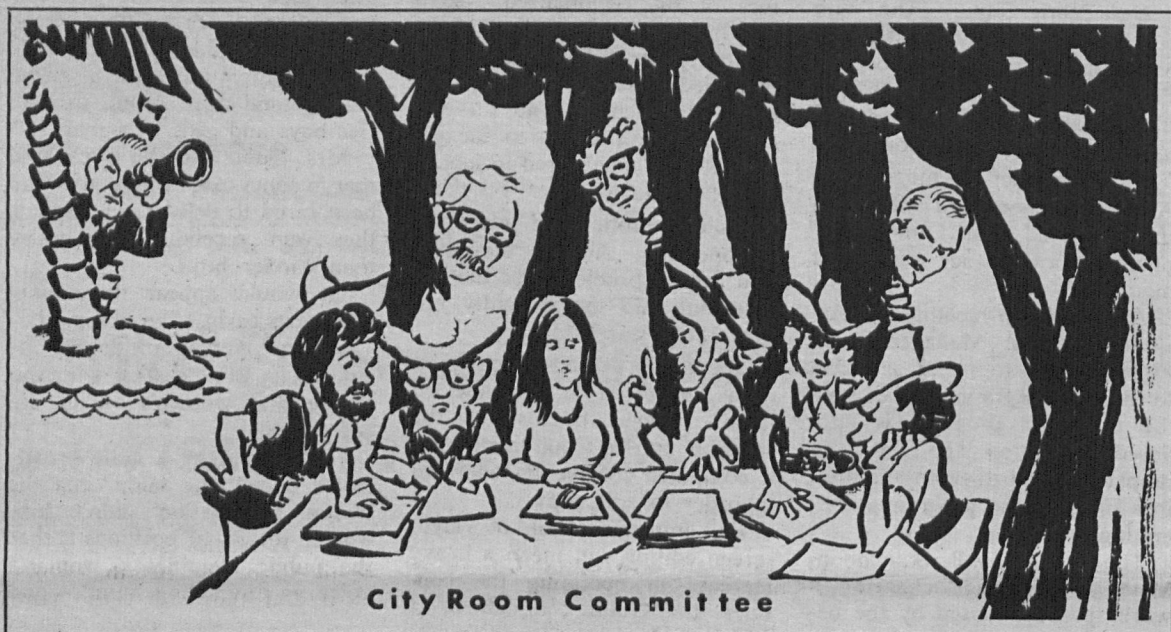
The Review said it had rejected a Philadelphia Guild offer of financial support in return for a column devoted to Guild news, but Guild Administrative Officer William M. Brown said that was not so. Some executive-committee members had suggested this, he said, but a majority of both the committee and the Review board rejected the idea.

The Guild is co-operating with the Review, however, and the Review asked that contributions be sent to the Guild office.

The first issue contains articles on the movement for an employee voice in editorial operations, infringements on "the right to know" by state and local agencies, and the results of a survey by the City Room Committee on employee attitudes and opinions at the Inquirer.

The survey showed considerable employee resentment over "petty economies." Thirty-three percent of those responding said their morale was low, although 71 percent said the Inquirer has improved since being purchased by Knight Newspapers.

The Philadelphia Review is the second to be launched in the past two months. The Hawaii Journalism Review was started last month, and similar reviews are being published regularly in Chicago and Denver.



Philadelphia Scene

This cartoon anticipating management's reaction to the Philadelphia Journalism Review appeared on the front-page cover of the first issue. Snooping on the editorial board are, from left, John S.

Knight (with spyglass), Inquirer City Editor Robert Greenberg, Executive Editor John McMullan and Managing Editor John Gillen. The Inquirer City Room Committee is the editorial board.

ANPA Vows Court Fight on FCC Limitations

The American Newspaper Publishers Association told the Federal Communications Commission this month that it would go to Congress and the Supreme Court if necessary to defeat a proposed rule barring newspaper ownership of broadcasting and cable-television stations.

ANPA General Manager Stanford Smith announced the publishers' position at a press conference in Washington April 2.

Seven Dismissed In San Francisco

San Francisco, Calif.—The San Francisco Newspaper Printing Co. has announced the dismissal of seven employees as an economy measure.

The printing company, which publishes the San Francisco Chronicle and Hearst's Examiner, discharged four of 26 outside classified salesmen, two of seven artists and a clerk-typist.

Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, said the dismissals came after five months of staff reductions by attrition. The company has been hiring only five or six employees a month, while an average of more than 20 have been leaving.

The Oakland Tribune recently dismissed two clerk-typists in a similar cutback.

Smith said the commission lacks the authority to impose such a rule and said it would be contrary to the public interest.

Smith said the proposal would force newspapers to sell 476 radio and television stations, producing a glut that would cut the value of all stations by from 20 to 40 percent and result in a "massive restructuring of the entire broadcasting industry."

ANPA General Counsel Arthur B. Hanson charged that the proposal violated Constitutional guarantees of free speech and freedom of the press.

An ANPA legal brief said the FCC proposal resulted from "intimidation of the FCC by the Antitrust Division" of the Justice Department. It accused the Antitrust Division of "a lobbying campaign to single out newspaper owners" for discriminatory treatment.

Meanwhile the National Association of Broadcasters filed two reports with the FCC, one aimed at demonstrating that there has been no increase in concentration of media control in the nation's top 100 marketing areas since 1950 and the other challenging the commission's authority to order divestiture.

One of the reports, made by Dr. Christopher H. Sterling of Temple University, said newspaper ownership has decreased. Less than seven percent of all

broadcast stations in the top 100 markets are owned or controlled by a daily newspaper in the same area, it said.

But a study by Dr. Harvey Levin of the Center for Policy Research maintains that joint ownership of a newspaper and broadcasting station imperils program diversity.

Claiming that newspaper ownership diminishes the quality of television news and public-affairs programming, he recommended immediate divestiture in nine cases where the only newspaper in a market controls the only television station.

The New York Times disclosed last week that it is considering the sale of its WQXR radio stations "in view of the fact that the attitude in Washington is increasingly hostile to newspaper and broadcast combinations in the same market."

The FCC has approved Gannett's sale of AM and FM radio stations in Cocoa, Fla., where it publishes the newspaper Today, to a newly formed corporation, stating that the divestiture by Gannett "will result in the diversification of control of mass media by splitting a newspaper-broadcasting combination."

Edward McCarthy Dies; Was Buffalo President

West Seneca, N.Y.—Edward McCarthy, former three-term president of the Buffalo Local and former chairman of ANG's Heywood Broun Award contest, is dead at the age of 62.

McCarthy headed the Broun contest in 1965.

In 1952-53 he was a leader in the campaign to affiliate the old Buffalo Courier-Express Editorial

Association with the Buffalo Guild. He served as Buffalo Guild president from 1953 to 1956.

McCarthy also was the first unit chairman at the Courier-Express and was a delegate to a number of ANG conventions. He was an editorial writer for the Courier-Express at the time of his death and had worked for the paper since 1947.

McCarthy was a graduate of St. Bonaventure University and served as a journalism instructor at Canisius College while on the Courier-Express.



McCarthy



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.

New England Servicing-Organizing Program, spring meeting, May 23, Guild headquarters, Boston.

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

Per Capitas Up 25.5¢ as Pay Climbs

(Continued from Page 1)

ported. The 1970 average was \$191.83.

Last year's increase in the top-minimum average was \$15.65, producing a total two-year increase of \$31.08.

The new average was multiplied by .0165, producing a per-capita figure of \$3.41979, rounded off to \$3.42. To this was added a special 10-cent increase voted by the 1969 ANG Convention.

In establishing the formula in 1964, ANG determined that the then-existing per capita of \$2.30 represented .01625 percent of the 1964 top-minimum average of \$141.83. The Guild's 1967 Convention changed the formula to .0165.

The per-capita formula is designed to provide ANG with an increasing level of income to meet rising costs, geared to the increase in its members' own income.

The per-capita increase does not affect members' dues, applying only to the monthly payments made by locals to finance ANG's operating costs.

The ANG Constitution provides that the new per capita take effect May 1 (with payments due by June 15) unless revised by the International Executive Board.

The General Fund will receive \$2.152 of the new \$3.52 per capita and the Defense Fund \$1.368.

New Pact Ends Monessen Strike

(Continued from Page 1)

increases of \$14 for key employees, with higher increases for some. The top minimum for reporters will be \$165 and that for display salesmen \$155.

The company agreed to negotiate a pension plan and life insurance. Contract terms provide for six holidays, four weeks' vacation after 25 years' service, job security and a checkoff.



Pittsburgh Guild Photo by John Hurrianko

The End of a Strike

Elwood Paulina mounts a ladder to take the sign off ANG strike headquarters with an assist from James Altamare as the 224-day Monessen strike ends. Tearing up picket signs are, from left, Lorraine Mrytryk, Ruth Yatsko and Unit Chairman Steve Menzler.

The Guild reported new contributions of \$825 to its strike fund before the walkout ended. Recent contributions include the following:

Chicago Guild	\$ 75.00
Denver Guild	100.00
Kenosha Guild	50.00
Kingston Guild	50.00
Ottawa Guild	100.00
San Jose Guild	50.00
Seattle-Tacoma Guild	50.00
Stockton Guild	50.00
Terre Haute Guild	25.00
Boston Guild	50.00
Empire State District Council	75.00

San Francisco-Oakland Guild	25.00
St. Louis Guild	50.00
Vancouver-New Westminster Guild	50.00
Steelworkers' Local 2698	25.00
Steelworkers' Local 2994	63.45

The new donations brought total contributions to \$7,585.

Cincinnati Pulls Plug On Post Time Clock

Cincinnati, Ohio—You can't get the time of day without bargaining, says the Cincinnati Guild—if the time has to be punched on a company time clock.

The Guild has filed an unfair-labor-practice charge against the company, accusing it of installing a time clock in the production-service department and posting a list of disciplinary rules for failing to punch it, all without bargaining.

The company said that keeping time records is a management function; the Guild replied that anything concerning hours and working conditions is negotiable under its contract.

Production Manager Robert

Five Are Dismissed In WQXR Cutback

New York City—The New York Times has added five employees of its Radio Station WQXR to 17 scheduled for economy dismissals May 22.

The Guild recently completed negotiations for a new WQXR contract, bargaining increases matching the 41.69-percent raises won at the Times and providing for virtually all other gains won in the Times pact.

Guild Charges UPI Reneges on Noise

New York City—United Press International has failed to live up to a contractual agreement to take "all reasonable steps to alleviate the noise conditions" in its bureaus, the Wire Service Guild charged last month.

The Guild said UPI has "insultingly ignored" severe noise problems in several bureaus and "is telling all of its staffers that it cares more about money than their well-being."

Vowing that the Guild "will do all within our means to force improvements to safeguard the health and well-being of the employees," Administrator Norman Welton called on UPI units to grieve on and protest noise problems in all bureaus in which they arise.

The Guild cited specifically its efforts to ease the problem at UPI's bureau in Columbus, Ohio. A grievance was filed Jan. 27, four months after an initial complaint was made to the bureau management.

UPI said it had plans to relocate the bureau, so it was not prepared to take steps to alleviate the noise problem, even on a temporary basis.

In preparing for its grievance, the Guild asked the Ohio Department of Health to conduct a sound test at the bureau. The department said it had conducted such a test last May, but UPI refused to disclose the results except to report that it revealed "no loud noises."

The Guild obtained the test result from the Health Department and found that the noise level was within one decibel of the "critical" range. The test detected a peak noise level of 89 decibels, described as the "annoyance" level.

In a March 10 letter, UPI Labor Relations Director Harry Varian failed to disclose a date for the shift of the bureau, say-

ing only that it would be "as quickly as possible."

Meanwhile, the Guild said Associated Press has done nothing but spend \$40 for cork board to ease noise problems at its Newark, N.J., bureau after having promised in contract negotiations two years ago to use the Newark office as a test site for "use of certain sound-absorbing materials."

AP reportedly is considering plans to relocate the Newark bureau.

CBS to Defy House Unit On Subpena

(Continued from Page 12)

Poindexter, defendant in the federal prosecution.

The U.S. attorney's office said the prosecution was attempting to prove the stories were printed or broadcast on certain days but not that they were true or false.

Subpenas, while not naming individuals, were issued to four newspapers and three television stations in Chicago, two papers and three stations in Detroit, the New York Times, Time-Life, Newsweek and the three national television networks.

The subpoenaed materials were produced, and several media executives testified that reports of warrants for Miss Davis's arrest had been printed and broadcast. The material was introduced despite objections from Poindexter's attorney.

Poindexter was acquitted, however, after Federal Judge John M. Cannella said the crux of the case was whether Poindexter knew about the indictments. Defense attorney Stanley Arkin ridiculed introduction of the news reports in his summation, terming them "a few forlorn snippets."

NBC, meanwhile, has joined Providence television newsmen Paul Pappas in asking the U.S. Supreme Court to overturn a Massachusetts Supreme Court ruling denying Pappas's right to protect confidential information.

NBC, seeking to intervene as a friend of the court, said the decision, if allowed to stand, "would severely stifle the ability of the press to obtain and report the news."

Pappas is fighting a subpoena requiring him to testify on what he saw and heard in Black Panther headquarters during racial disorders in New Bedford last July.

Court Upsets Conviction Of 2 Seattle Newsmen

Olympia, Wash. — Reversing the contempt conviction of two Seattle Times Guildsmen, the Washington Supreme Court ruled last week that a judge cannot, under most circumstances, "suppress, edit or censor" news about proceedings in open court.

The high court threw out \$75 fines imposed on Sam Sperry and Dee Norton for reporting testimony taken in the absence of a jury. Superior Court Judge Thomas McCrea had forbidden its publication.

"To sustain this judgment of contempt," the court said, "would

be to say that the mere possibility of prejudicial matter reaching a juror outside the courtroom is more important than is a constitutionally guaranteed freedom of expression."

Sperry and Norton charged that the contempt citations violated their rights under the First Amendment. Their position was supported by the Seattle-Tacoma Guild.

The citations were issued during the trial of Thomas Braun and Leonard Maine for the kidnapping of Deanne Buse four years ago.

IT

SEEMS TO US

Publishers Defended On Housing-Ad Suit

NEW YORK CITY

Editor:

For years, as we old-timers know, the American Newspaper Publishers Association automatically responded to anything the Guild did. The ANPA directors didn't have to think. If the Guild was for it, they were against it.

Has the situation gone into reverse? That conclusion seems borne out by the editorial "Another ANPA Crusade" in the March 12 issue of the Reporter. Instead of attacking the ANPA, the Guild should join it in defending the Maryland weekly accused of violating the Civil Rights Law by publishing discriminatory housing ads.

If the First Amendment means anything at all, it means that the government cannot tell a publisher what or how he shall print.

The past idiocies of the ANPA cited by the editorial are accurate

By ANG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Letters relating to elections or referenda to appear in the issue preceding distribution of ballots and subsequent issues preceding the start of voting shall be confined to rebuttal of material already published.

but not pertinent.

These involved the internal operation of the papers and, of course, were subject to legal restraints, no matter how loudly the ANPA yelled. Restraints on publication are quite a different matter.

No matter what the ANPA motivation, it can be right in objective. "The Devil may quote scriptures for his own purpose," but that does not mean we should ignore the scriptures.

BERT GUMPERT
Retirees Unit
New York Guild



On CBC Picket Line

David Getz of the Canadian Wire Service Guild joins Heidi Suter, former Ottawa Guildswoman now with the Canadian Union of Public Employees, on Ottawa picket line set up by CUPE in a

short-lived strike at Canadian Broadcasting Corp. stations across the country. Guild members joined the production workers' picket lines in many cities in the few hours before they came down.

Brief Encounter

Guild Joins CBC Picket Lines

Ottawa, Ont.—Canadian Wire Service Guild members joined picket lines raised by the Canadian Union of Public Employees against Canadian Broadcasting Corp. installations across the country in a short-lived strike March 31.

CUPE, which represents CBC production employees, put up picket lines in Ottawa, Toronto, Winnipeg, Vancouver, Edmonton, Halifax, St. John's, Moncton, Saskatoon, Regina and Quebec following a bargaining deadlock.

But its members returned to work after a few hours when CBC Vice President Guy Coderre promised to do everything possible to expedite a settlement. An agreement was reached two days later.

Ratified April 10, the three-year contract provides for wage increases of 15½ percent.

The Guild, which was in mediation itself at the time of the strike, reached a tentative settlement April 7, patterned on an agreement nailed down two

weeks earlier by another CBC union, the Association of Radio and Television Employees.

The settlement, which provides wage increases ranging from 18¼ to 21½ percent over three years, is under consideration by ANG's

Contracts Committee.

It was reached after mediation efforts that brought federal Labour Minister Bryce Mackasey and his executive assistant, Arnold Masters, to the bargaining table.

Trio Attacks Newsman At Meeting in Newark

Newark, N.J. — New York Times Guildsman Fox Butterfield was assaulted at a Newark school-board meeting April 6 by three men who punched him in the stomach and seized his notebook and wallet.

Butterfield told police that the trio grabbed him on instructions from Dr. E. Wyman Garrett, a former member of the board, after Butterfield refused to turn over notes on a threat by Garrett against a white member of the board.

Dr. Garrett was arrested the next night on a charge of having ordered the attack.

Butterfield said Garrett told him, "We're going to kiss you off, honky, and you better believe it." He said a black policeman turned his back while the assault took place.

Times Metropolitan Editor Arthur Gelb filed a protest with Mayor Kenneth Gibson and the Police Department. Police Director John L. Redden promised action against the patrolman on duty if he can be identified.

When Butterfield appeared in Municipal Court April 8 to press charges against Dr. Garrett the defendant shouted to the courtroom crowd, "That's Butterfield! That's Butterfield!" Two of the spectators responded by shoving the reporter.

The assault took place during debate on a new contract to end a strike by the Newark Teachers Union.

State Sen. James H. Wallwork denounced the attack as "a public outrage and a deliberate attempt to suppress news and intimidate reporters."

Toronto Star Offers 5%, Guild Breaks Off Talks

Toronto, Ont.—The Toronto Guild broke off negotiations with the Toronto Star and moved for provincial conciliation April 1 after the Star made a wage offer of only five percent in top classifications.

The offer was accompanied by a qualification providing for a downward adjustment should the Guild negotiate lower wage increases for key jobs at any other Toronto paper.

Star Vice President Burnett

Thall conceded that the Star was making more money than other Canadian newspapers but said that didn't mean it had to pay more.

"No one here is saying the Star is not doing well," Thall declared. "We want to do better."

The Council of Toronto Newspaper Unions, which is co-ordinating bargaining at the paper, voted full support to the Guild and reaffirmed its determination to pursue parallel bargaining.

CBS Set to Defy House Subpena For Notes, Film

The Columbia Broadcasting System declared last week that it will defy a Congressional subpoena for unused film, narrative material and notes on its controversial documentary, "The Selling of the Pentagon."

The subpoena for both televised and untelevised material was issued by the House Interstate and Foreign Commerce Committee, which has investigated previous CBS documentaries.

CBS President Frank Stanton said the network would turn over televised film and a transcript of the program but nothing else.

A committee spokesman explained that members want to examine unused film to determine whether editing resulted in material being shown out of context, and Stanton said the committee apparently wants to make CBS's news judgment subject to legislative surveillance.

Stanton said the subpoena raised "an unprecedented issue in the history of the relationship between the Federal Government and the press."

"No newspaper, magazine or other part of the press could be required constitutionally to comply with such a subpoena with respect to material gathered by reporters in the course of journalistic investigation but not published," he said.

The fact that broadcasting stations are licensed by the government, he declared, does not deprive them of protections enjoyed by other media.

"That protection," he declared, "doesn't depend on whether the government believes we are right or wrong in our news judgments."

The subpoena is returnable April 20, and the possibility of a House contempt citation has been raised if CBS fails to comply.

The subpoenaed material Stanton said CBS would not produce includes not only unused film, outtakes and tape recordings, but the names and addresses of per-

sons appearing in the film, a statement of any disbursement of money to them and copies of any contracts or agreements with them.

Support for CBS's position came immediately from the American Civil Liberties Union, Sigma Delta Chi, the National Association of Broadcasters and Elie Abel, dean of Columbia University's Journalism School.

Sigma Delta Chi wired a protest to the House committee, terming the subpoena unwarranted harassment, and the ACLU urged CBS to stand firm, declaring that "the clear purpose of the subpoena is to warn the press not to get too close to an issue about which the government rightfully has become sensitive—the role of the military in our society."

The committee also subpoenaed material from the National Broadcasting Co. in connection with the inclusion of an allegedly falsified sequence on the shooting of a polar bear in "Say Good-bye," a documentary on the balance of nature. NBC said it would turn over the film and a transcript.

Both NBC and the American Broadcasting Co. are supporting CBS's stand.

Representatives of 18 newspapers, magazines and television stations in New York, Chicago and Detroit were subpoenaed last week to "produce and authenticate" news items about Angela Davis as evidence in the Federal Court trial of a man accused of harboring her as a fugitive.

The office of Whitney North Seymour, Jr., U.S. attorney for the Southern District of New York, said the subpoenas were issued to demonstrate there was "public knowledge" that federal warrants were out for Miss Davis's arrest in connection with a California murder-kidnap case last year.

She was arrested last October in New York with David R. (Continued on Page 11)

The Guild Reporter

DAVID J. EISEN
Editor

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