

Wilkes-Barre Guild Strikes Sunday Independent

Local Fights Move to Gut Fringe Gains

Wilkes-Barre, Pa.—A 20-member Guild unit struck the Wilkes-Barre Sunday Independent May 11 to resist a sweeping series of publisher-proposed retrogressions. Printers, pressmen and stereotypers were observing the Guild's picket lines, although International Typographical Union President John J. Pilch ordered the printers back to work May 12. The company announced the same day it was suspending publication until further notice.

The company obtained an injunction in County Common Pleas Court May 12 limiting Guild pickets to three at each of eight entrances to the plant—a total of four more than the entire Guild unit.

The Guild and Publisher Thomas Heffernan, Jr., met yesterday. Heffernan asked time to study a Guild counterproposal, and no new meeting was set.

The Independent is seeking to eliminate sick leave, slash severance pay and shift the burden of health-insurance premiums from the company to the employees.

Wages are not at issue. The Independent has agreed to wage increases won by the Guild at the Wilkes-Barre Record and Times-Leader, News earlier this year—\$50 over two years in key top minimums, raising them to \$249.75.

But the company is resisting a fifth week's vacation and other fringe gains won at the two dailies, in addition to demanding contract retrogressions. It wants to reduce the severance-pay ceiling from 54 weeks to 24 and eliminate five-hour holiday-eve shifts as well as take away sick leave and health-insurance payments.

The Guild is pressing for increased night and shift differentials and a hazardous-assignment clause.

The Guild's old contract expired Oct. 7, and bargaining ended in a stalemate May 6.

McGill Joins Contest for Board Seat

Gary, Ind.—James A. McGill, president of the Gary Guild and winner of ANG's 1971 Guild Service Award, announced his candidacy for an at-large seat on the International Executive Board last week.

He said his aim in running for an ANG vice presidency is to give smaller locals a voice in ANG leadership.

McGill said he has received promises of support from a number of locals and asked for help from "other small and medium-size locals to organize a power base so that their voice may be heard."

"Areas in which small locals need more help and guidance from ANG are collective bargaining, organizing and training of local officers, to name a few," he said.

McGill is the fourth candidate to announce for the IEB's six at-large seats. Others who have declared their candidacies are Eleanor Dunn of Ottawa, Raymond G. Dick of Washington-Baltimore and Ray Inouye of Seattle-Tacoma. Several of the

(Continued on Page 6)

The ANG GUILD REPORTER

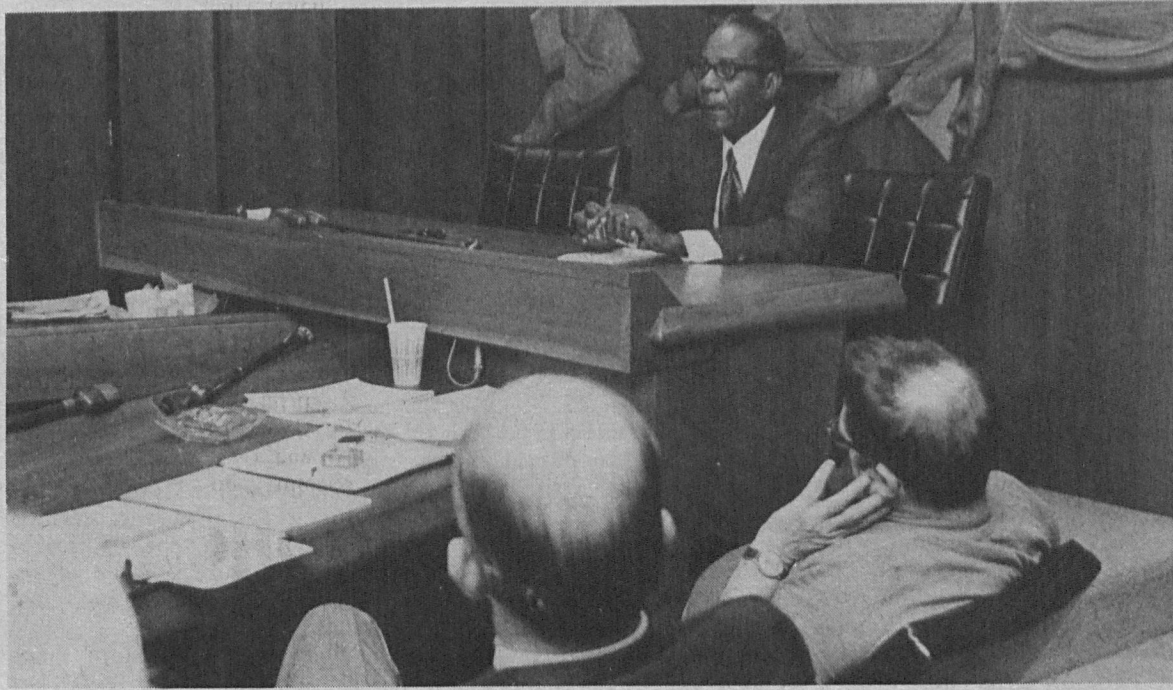
OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XXXVIII, No. 9

Washington, D.C.

May 14, 1971

Perlik Calls for Expansion Of Minority-Training Aid



Report to the Board

Chester M. Hampton, interim co-ordinator of minority-group recruitment and training within the Guild, reports to the International Executive

Board on recommendations of ANG's April Conference on Recruitment and Training of Minority-Group Employees in New York.

Pledges Help In Setting Up Skills Bank

ANG President Charles A. Perlik, Jr., this week endorsed expansion of ANG's information and referral service for Guild minority training programs as Chester M. Hampton, interim co-ordinator of minority-group recruitment and training, presented this and other recommendations of last month's Minority-Group Recruitment Conference to the International Executive Board.

Perlik also pledged the Guild's co-operation with an effort spearheaded by the Association for Education in Journalism to establish a national skills bank and clearing house for recruitment and training of minority-group employees.

Hampton, in urging support of the conference's recommendations, described them as "a reasonable, positive plan for action which, if implemented, can be fruitful."

"We've been waiting since 1947," Hampton said, referring to the year the Guild incorporated full employment of minority groups in its mandatory Collective Bargaining Program. "We can't wait any longer."

The IEB also heard its second report from Eleanor Dunn, interim co-ordinator of women's-rights activities within the Guild, who reported on progress in women's rights since the January IEB meeting and said the two major remaining problems are "equal pay for equal work" and upgrading of women in commercial-department jobs.

Under the circumstances, she said, she had concluded that a permanent, fulltime co-ordinator is no longer necessary. Since the Women's Rights Conference last November, she said, ANG offi-

(Continued on Page 7)

6 Newsmen Jailed, 2 Attacked By Police in Mayday Turmoil

Three Washington Guildsmen were among at least six newsmen jailed in a police sweep that bagged demonstrators and the uninvolved alike during the capital's antiwar disruptions last week. One of the three was arrested while covering the Mayday demonstrations.

At least three other reporters were arrested but released before going to jail. Two of the six imprisoned were assaulted in the course of being arrested.

John F. Mathews, a reporter for the Washington Star; Angus Phillips, assistant national editor of the Star, and Henry Allen, assistant editor of the Washington Post's style section, each spent 20 hours in jail before their release.

A United Press International stringer, Kirby Smith, was tackled by police who ripped the film from his camera and beat him before charging him with disorderly conduct.

A Time magazine newsman, Robert Anson, was also attacked and jailed.

Mathews, arrested while covering a demonstration at the Justice Department May 4, disappeared for almost 20 hours despite efforts by the Star, Mayor Walter E. Washington's office, jail officials, the corporation counsel's office, the D.C. Bail Agency and police information officers to find him.

Like the demonstrators with whom he shared a cell, Mathews could not be found until he surfaced the next day in Superior

Court to face a charge of crossing police lines. The charge was later dropped.

Washington - Baltimore Guild President John V. Reistrup protested Mathews's arrest in a letter to Police Chief Jerry V. Wilson. He said Mathews was "in no way interfering" with police and that the inspector who arrested him was fully aware he was a working reporter.

Phillips and a companion had left their Georgetown home to witness the May 3 traffic-blocking attempt and to take pictures. A policeman walked up, searched them and ordered them into a bus used to transport prisoners.

They were held for 20 hours

in an open yard at the District of Columbia jail and in a station-house cell before being allowed to put up \$10 collateral on disorderly-conduct charges.

Allen, a Marine combat veteran of Vietnam, was arrested with three friends while walking near a traffic circle demonstrators were trying to tie up. He was held 21 hours in the open jailyard and then the Washington Coliseum before being allowed to pay \$10 collateral and leave.

Smith said he was following a group of policemen, taking pictures of their pursuit of demonstrators, when one policeman tackled him from behind and

(Continued on Page 6)

U.S. Arranges Sudden Craft Pact In Detroit; Guild Balks, Hits Move

Detroit, Mich.—Federal Mediation Service Director J. Curtis Counts announced tentative agreement by six craft unions May 9 on new Detroit newspaper contracts negotiated in rapid-fire bargaining promoted by the federal government under stringent rules governing acceptance and subsequent action.

The Detroit Guild was asked to participate with the craft unions in joint bargaining under Counts's direction but declined on the ground it could not prepare for negotiations on a day's notice or wrap up complicated

noneconomic issues in a few hours.

A half-dozen smaller unions were not invited to participate.

There was no hint of what was afoot when Detroit Guild President James G. McMahon and ANG President Charles A. Perlik, Jr., received similar telegrams from Counts last week inviting them to a May 6 meeting here.

Counts summoned publishers of the Detroit News and Free Press and local and international leaders of the Guild and six craft unions to the meeting "because of this administration's deep in-

terest in the Detroit newspaper-union negotiations."

Detroit was the scene of a 255-day strike in 1967-68 and of six shorter strikes and lockouts over the past 15 years.

The agreement announced by Counts provides a money package totaling \$31 the first year, \$22 the second and \$19 the third. Improvements in fringe benefits would be subtracted from the package at the option of the individual unions.

Under conditions laid down by the publishers and set forth by

(Continued on Page 6)



Can-Shakers at Work

Los Angeles Guildswomen Anna Mae Gehrke, left, and Colleen Scrivner solicit funds for the Herald-Examiner strike in one of a series

of plant-gate collections. This one, outside the Chrysler plant in Bell, produced \$490 from automobile workers.

L.A. Strikers Fight to Stay on the Bus

Los Angeles, Calif.—The Herald-Examiner Joint Strike-Lockout Council was preparing this week to go to court to preserve its Herald-Examiner boycott signs on city buses as the struck Hearst paper's vendors were chased from another race track.

The vendors were barred from Hollywood Park following picketing of the race track by the Strike-Lockout Council. The California Court of Appeals recently upheld the right of Santa Anita Race Track to bar Hearst vendors.

A new policy voted by the board of directors of the Los Angeles Rapid Transit District, prohibiting controversial and political advertising on buses, jeopardizes the council's two-year-old back-of-the-bus boycott signs.

The directors, however, agreed to continue to accept the coun-

cil's anti-Hearst advertising pending the outcome of the unions' suit challenging the constitutionality of the transit district's new policy.

Meanwhile, Strike-Lockout Council attorneys were preparing briefs to conclude the third phase of hearings on unemployment claims by striking and locked-out Herald-Examiner employees.

State Employment Service Referee David Reith held three days of hearings last week, concluding with a 90-minute examination under oath of ANG International Representative Charles Dale.

The U.S. Supreme Court last month invalidated a California regulation permitting the state to suspend unemployment compensation payments pending settlement of an employer's appeal of a former employee's claim. The Herald-Examiner unionists have

been denied jobless pay while Hearst is appealing.

Hearst attorneys are also preparing an appeal of a federal court's denial of their motion to stay or dismiss the Los Angeles Guild's multimillion dollar suit to collect severance pay and alternate benefits for retired Herald-Examiner employees.

Hearst attorneys have asked Federal Judge Robert J. Kellegher to review his order denying the company's motion, preparatory to taking an appeal to the U.S. Ninth Circuit Court of Appeals.

Legislation to bar the employment of professional strikebreakers in California cleared an initial hurdle last week when the State Assembly's Labor Relations Committee approved the bill by voice vote after testimony by Strike-Lockout Council repre-

sentatives and other labor officials.

Dale told the committee that the Los Angeles strike probably would not have occurred and certainly would have ended long ago had Hearst not been able to bring in professional strikebreakers.

The council will send a delegation to Sacramento to press for adoption when the antistrike-breaker measure is voted on by the full Assembly later this month.

A single-day record of more than 400 orders for Social Security plates pushed sales toward a second straight record month in April, according to Guild Treasurer Kenneth T. Finch.

More than 15,000 metal plates bearing individuals' Social Security numbers have been sold at a dollar apiece by the Strike-Lockout Council.

Wichita Eagle Seeks to Spike Newsmen's Paper

Wichita, Kan.—The Wichita Eagle and Beacon moved last week to defuse an "experiment in new journalism" designed to bring together Kansas underground and establishment journalists "who recognize the need for an alternative press."

The first issue of the Central Standard Times, initiated by newsmen in Wichita and Law-

rence, was published last month. The staff included Barry Paris, vice president of the Wichita Guild, and six other Wichita Guildsmen.

Management of the Wichita Eagle and Beacon last week ordered the seven staffers to disassociate themselves from the Times or resign their Eagle and Beacon jobs.

Publisher John H. Colburn charged a "conflict of interest" in the situation. He took particular objection to an article dealing with "payola" in the Eagle and Beacon newsroom.

The seven, including two members of the Guild executive committee and three members of the bargaining committee, agreed to "dissociate" from the Times in the absence of contract protection while maintaining their right to participate in such outside activities.

The Guild is in the midst of negotiating an initial contract at the Eagle and Beacon. Management's action precipitated a petition signed by 80 employees affirming their right to participate in outside activities.

The Times's credo affirms that the dissemination of news "should afflict the comfortable and comfort the afflicted, not make an

excessive profit," and that ownership and control of the media "should eventually rest in the hands of the staff and those it seeks to serve."

It promises to "provide information the established press ignores or refuses to disseminate," to furnish "a different angle on the news—one which is oriented toward social change," and to lodge its own ownership and control in the hands of its staff and readers.

In addition to the article on "payola" to newsmen, the initial issue includes critical looks at the operations of the state attorney general and the Atomic Energy Commission's plans for an atomic-waste depository in Kansas, and articles on collective bargaining for farmers, police who sleep (literally) on the job and the black student movement on Kansas campuses.

Expose Police 'Newsmen,' Kansas SDX Unit Urges

Wichita, Kan.—The Kansas Professional Chapter of Sigma Delta Chi has called on the state's newsmen to publicly expose "on the spot" any policeman or other person impersonating a newsmen.

Such impersonations by law-enforcement officers, the chapter said, "threaten and interfere with the freedom of the press, undermine the credibility of legitimate news personnel and weaken the public's confidence in the free press."

Sigma Delta Chi said the exposure of impersonation should "be made openly so as to warn all persons in the immediate area of the imposter, even if it means interrupting a press conference or any other type of gathering."

"If the imposter is known," it said, "his or her identity and affiliation also should be exposed by the legitimate newsmen present."

The chapter simultaneously adopted a resolution scoring the widespread subpoenaing of newsmen's notes, film and materials. It promised both moral and material support to Kansas newsmen who resist subpoenas directed to them.

And in a third resolution the chapter urged media executives to establish a policy barring newsmen from accepting law-enforcement commissions from sheriffs, police chiefs and others except under "extreme emergency conditions."

The holding of such commissions, it said, may create conflicts of interest "and may be construed as being improperly used in the performance of legitimate news gathering."

The resolutions were sponsored by the chapter's freedom-of-information committee, headed by Frank Garofalo, president of the Wichita Guild.

Court Suit Nets Duluth Local \$1,300 in Back Assessments

Duluth, Minn.—Court action has enabled the Lake Superior Guild to collect more than \$1,300 from six members delinquent in paying assessments dating back to 1961.

The payments were made after the Guild won a judgment last year in Minnesota District Court against one member who owed \$270.25.

Judge C. L. Eckman upheld

the Guild's contention that pledges on membership applications to abide by the ANG Constitution and the local's by-laws constitute a legally binding contract, enforceable to collect assessments and dues.

The other five members paid 90 percent of their arrearages under an out-of-court settlement worked out after the judge ruled in the test case.

Pact at CBC Ratified; Top Raised \$43

Toronto, Ont.—A three-year contract increasing the key reporter top minimum at the Canadian Broadcasting Corp. \$43.50 to \$268.41, was ratified by Canadian Wire Service Guild members in a mail vote last week.

ANG's Contracts Committee had urged that it be rejected because of insufficient wage increases and inadequate jurisdiction protection.

The \$43.57 increase—\$15.14 retroactive to last June 1, \$14.43 next June 1 and \$13.99 June 1972—is for national, legislative and municipal reporters at two editor classifications. The starting minimum is increased \$37.49, to \$231.01.

The top minimum for a second group of reporters and editors is increased \$39.48, to \$243.25. The top for the contract's highest-paying jobs, national-affairs reporter and two editors' positions, is increased \$47.80, to \$294.42.

The top for editorial assistants is raised \$28.32, to \$151.38, and that for copy clerks \$19.25, to \$102.90. In addition, editorial assistants and copy clerks will receive an extra one-time payment of \$115.

CBC will either pay 50 percent of provincial Medicare premium or 25 percent of the projected per-capita costs of Medicare, whichever is greater, and will also pay 50 percent of premium for extended medical and supplementary hospital plans. It has up to now paid nothing in these areas.

The company will also maintain its current ratio of payment for group life insurance in the event of a rate increase.

A 33-week ceiling on severance pay is eliminated, and the service requirement for a four-week vacation is reduced from 20 years to 18.

Premium pay for work in higher classifications is increased several areas, and mileage allowances are increased from 10 cents a mile to 12.

The contract provides for a opener in the third year in number of areas, including jurisdiction and general salary provisions, although not on minimums or salaries themselves. CBC and the Guild also agreed to extended discussion during the contract term of a number of concepts underlying contract provisions.

San Jose Combat Jurisdiction Blow

San Jose, Calif.—A National Labor Relations Board hearing will be held May 24 on a management attempt to exclude jobs from the Guild's jurisdiction at the San Jose Mercury and News.

The company's unit-clarification petition was filed less than four months after a new three-year contract took effect last Nov. 2.

Management seeks to exclude from contract coverage 17 employees in editorial, nine in display advertising, three in classified advertising, four in circulation and four in other jobs, claiming they are supervisory.

Canadian Parley Adopts Guild Resolutions

Ottawa, Ont. — Guild-sponsored resolutions calling for an advertising tax to fund training programs and sabbatical leaves for journalists and a federal loan fund to aid new publications were adopted at a "Media 71" conference of Canadian journalists May 1 and 2.

A third Guild resolution calling for a national shield law to protect the confidentiality of newsmen's sources and information was approved at a conference workshop and will be voted on at a later date.

Guild delegates also strongly backed a conference resolution calling for employee and public participation in media editorial decisions.

Seven Guild delegates, from ANG and the Ottawa, Toronto, Vancouver-New Westminster and Canadian Wire Service locals, participated in the meeting of 350 newsmen and management representatives. The conference was called by Content, a journalists' magazine with headquarters in Montreal.

The resolution calling for a shield law was proposed by Ottawa Guild President Eleanor Dunn and Toronto Guild President Marc Zwelling in a workshop on media performance.

The law would give newsmen the right to withhold both their sources and information from police and the courts.

The resolution, while approved at the workshop, failed to get to the conference floor before adjournment. It will come to a vote by means of a ballot to be printed in Content magazine.

Zwelling and Mrs. Dunn also submitted the proposal for an advertising tax.

The Guild's resolution calling for a federal loan fund for new publications differed from a recommendation on the subject by Sen. Keith Davey's Special Senate Committee on the Mass Media in that loans would be judged not on the papers' profit-making ability but on their ability to attract an audience.

Guild delegates also supported a resolution declaring that community groups must have access to cable-television channels.

The Guild delegation strongly supported the resolution calling on all delegates to work for greater participation by journalists and the public in editorial decision-making "with the aim of increasing the quality and integrity of the news media."

The resolution did not specify the means by which an employee or public voice should be exercised. But during the workshops Guild representatives stressed that collective strength was the only way.

"I know of no way to force an employer to discuss employee control other than through the contractual relationship," ANG International Representative Robert J. Rupert told the workshop on ownership and control of the media. "We can only do this through gaining collective-bargaining strength."

"You have to have a power base," Norman DePoe of the Canadian Wire Service Guild told the workshop on journalistic standards.

Jackie Wolfe, a reporter and editorial writer with the New Westminster Columbian, said that during recent Guild negotiations staff members told the publisher they would take a wage increase just covering the cost of living if he would negotiate handing more editorial control to the staff.

The Guild succeeded to a degree, without sacrificing a wage increase. The company has agreed orally to discuss operations, policy and other matters with a Guild committee whenever it desires, and two meetings have already been held.

The conference called for the establishment of regional or national press councils, another recommendation of the Davey committee.

The delegates had heard Davey himself discuss the press-council recommendation in an address in which he urged the



At 'Media 71' Conference

Guild delegates ponder the proceedings at "Media 71" conference in Ottawa. From left, at table in foreground, ANG International Representative Robert J. Rupert, Norman DePoe of Canadian Wire Service,

ice, Eleanor Dunn of Ottawa, Marc Zwelling and David Scott of Toronto, Jackie Wolfe (partly obscured) and Olgeir G. Arnason of Vancouver-New Westminster and Michael Moore of Toronto.

ert J. Rupert told the workshop on ownership and control of the media. "We can only do this through gaining collective-bargaining strength."

"You have to have a power base," Norman DePoe of the Canadian Wire Service Guild told the workshop on journalistic standards.

Jackie Wolfe, a reporter and editorial writer with the New Westminster Columbian, said that during recent Guild negotiations staff members told the publisher they would take a wage increase just covering the cost of living if he would negotiate handing more editorial control to the staff.

The Guild succeeded to a degree, without sacrificing a wage increase. The company has agreed orally to discuss operations, policy and other matters with a Guild committee whenever it desires, and two meetings have already been held.

The conference called for the establishment of regional or national press councils, another recommendation of the Davey committee.

The delegates had heard Davey himself discuss the press-council recommendation in an address in which he urged the

newsmen to "stop griping and start organizing."

Davey cited as a candidate for the "fatuous-quote-of-the-month" award a statement by one Canadian publisher who said, "On behalf of the Canadian public, I reject the formation of a press council."

A recent Gallup poll showed that 60 percent of the Canadian public actually favors the establishment of a voluntary press council, the senator noted.

The conference unanimously condemned what it called police and government intimidation of the news media during the October kidnapping crisis in Quebec.

It approved a resolution "viewing with dismay the interference and intimidation" practiced by Quebec police and Justice Department officials.

The conference approved a motion proposed by Toronto Guildsman Terry Matte, asking the Ontario attorney general to conduct an immediate investigation of the arrest by the Ontario Provincial Police in Toronto Oct. 16 of Gilles Bourcier and Roger Belanger, a reporter and photographer for Montreal Matin.

They were in Toronto at the time to cover a prize fight and a football game. They were arrested at gunpoint in their hotel room, and while Belanger was in jail for 35 hours, police in Montreal forced their way into his apartment.

The over-all resolution, based on evidence of suppression of news and harassment of journalists collected by the Federation Professionnelle des Journalistes du Quebec, will be sent to Prime Minister Trudeau.

The evidence was circulated at the beginning of the conference in a 26-page document entitled "Dossier Z." It gives the dates, places and names involved in arrests of journalists without apparent motive. Some were held in jail and then released without ever being questioned.

During the opening plenary session Guild delegates criticized the Davey committee's report on the mass media for identifying the Guild as an organization concerned with "lunch-pail" issues only. They also expressed concern that they had not been invited to participate in the organization of the conference.

The "lunch-pail" image was shattered during the conference, and as a result the Guild will be represented on the steering committee of a continuing conference of journalists that will meet again

within the coming year.

It took a major floor battle, however, to get Guild representation on the steering committee.

A resolution proposed by Donald Cameron, one of the publishers of the Mysterious East, a news magazine set up as an underground competitor of the K. C. Irving press, called for steering-committee representation from all interested journalists' organizations, including the Guild.

The Montreal-based group organizing the conference came forward with its own resolution, which would have left the steering committee completely in its hands. It was rejected in favor of the Cameron resolution.

Official Guild delegates to the conference, in addition to Rupert, Zwelling, DePoe, Mrs. Dunn and Mrs. Wolfe, were Jim McKenzie and David Scott of Toronto and Olgeir G. Arnason of Vancouver-New Westminster.

Besides the official delegates, the Guild was represented by a large contingent from the Ottawa Local, several from the Toronto Local and a few from the Canadian Wire Service Local. There were also a large number of delegates from the Syndicat des Journalistes du Quebec.

Publishers Reject Merger-Review Panel

Toronto, Ont.—Proposals of the Canadian Senate's Special Committee on the Mass Media for a press-ownership review board and a loan fund to help small publications were rejected by the Canadian Daily Newspaper Publishers Association April 29.

The association was divided on the committee's proposal for a national press council. Some publishers favored the formation of regional press councils rather than a national one.

The association rejected the idea of a government review board to forestall monopolistic mergers as "unwarranted government intrusion on the operations of the industry."

And it opposed a loan fund to help struggling publications survive on the ground there should be "no form of government subsidy to the news media."

Sen. Keith Davey, chairman of the Senate committee, had urged the association to consider the two recommendations and had challenged it to open its

doors to working newsmen. The publishers responded by permitting press coverage for the first time.

Davey also urged the association to concern itself with editorial quality and ethics and to establish university scholarships for journalists. The publishers referred these proposals to committee for further study.

Davey also recommended that the publishers provide more funds for Canadian Press to en-

able the co-operatively owned wire service to assign at least six more newsmen abroad, and he recommended that Canadian papers include the names of their true owners in their mastheads because "the people should be told who is talking to them."

In urging a merger review board, Davey said it was vital to have a device that would prevent monopoly acquisitions rather than one that was punitive after the fact.

Davey said too many publishers continue to reject even "the minimal public involvement" that would be created by a press council. Much of the opposition, he noted, comes from publishers who operate in one-newspaper towns.

The publishers' association instructed its officers to lobby against proposals restricting the right of publishers to acquire cable-television franchises for newscasts.

Chicago Papers' Ad Segregation Hit

Both the National Organization for Women (NOW) and the American Civil Liberties Union have filed complaints with the Equal Employment Opportunity Commission against sex segregation of want ads in Chicago's major newspapers.

The Sun-Times and the Daily News have told NOW they are "seriously considering" integrating the ad columns.

In neighboring Wisconsin, meanwhile, the Wisconsin Equal Employment Opportunity Association has sent letters to newspapers throughout the state asking them to drop separate listings.

Elsewhere, the American Newspaper Publishers Association has joined Scripps-Howard's Pittsburgh Press in appealing a court decision requiring it to eliminate separate male and fe-

male help-wanted advertisements.

The Press won a 15-day stay in a Common Pleas Court order to integrate its classified columns. The delay enabled it to appeal the decision to the Commonwealth Court in Harrisburg.

Judge Edward J. Martin ruled in March that separate want-ad columns violated a city ordinance prohibiting discrimination in hiring.

Bouquet

Ottawa, Ont.—The Guild "is responsible for the fact that journalists in many places in Canada now earn at least close to a living wage," according to Joseph Scanlon, director of the Carleton University School of Journalism.

Scanlon made the observation in commenting on the Guild's role at the May 1 and 2 "Media 71" conference in an article in the Ottawa Citizen.

The Blue-Chip Investment Newspaper Stocks: Up, Up and Away

Newspaper stocks are for the most part blue-chip investments and are outpacing the stock market generally, investment analysts report.

"Newspaper stock is going up in anticipation of an over-all growth and a very strong 1972," according to Barry A. Gluck of William D. Witter Inc.

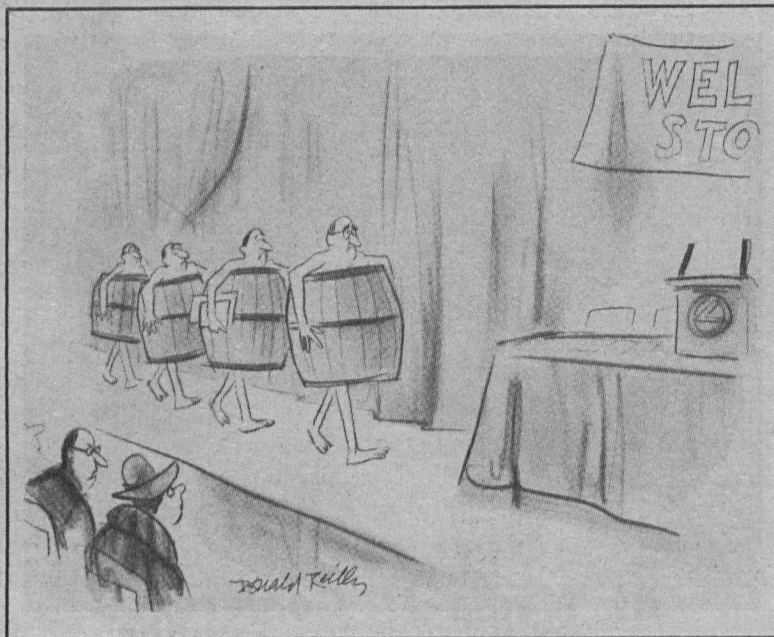
Lee E. Dirks of Dirks Brothers Ltd. said an analysis of recent market trends shows both an "unusually heavy volume of individual newspaper stocks" and an "outstanding performance of newspaper stocks in recent weeks as compared with the stock market generally."

A report by Dominick & Dominick Inc. said "newspaper companies tend to be in relatively sound financial condition." It said the newspaper industry should be "among the first communications media to participate in an improved business climate in the second half of 1971."

"Some experts believe that newspaper stocks are the stocks par excellence to be recommended to mutual funds, banks, pension funds, insurance companies and, generally speaking, to institutions with long-term plans," according to an Editor & Publisher survey of financial opinion.

"Though newspaper stocks have commanded premium multiples for most of their brief history," Dirks said in a report to 2,000 financial institutions last October, "they are now selling at an average multiple just a shade above the Dow Jones industrials."

"The newspapers deserve high-



Drawing by Donald Reilly; © 1971 The New Yorker Magazine, Inc.

'Get ready for a song and dance about no dividend.'

er multiples not merely for short-term reasons," he added. "The fundamentals are sound."

Dirks cited these reasons, among others, for buying newspaper stocks:

- Proven earnings performance, with a growth rate that has averaged 15 percent a year during the past five years and that should average at least 12 percent a year for the next five.

- Sound balance sheets, with cash and equivalents equal to 89 percent of liabilities against an 18-percent ratio for industry at large, and debt levels described as "quite low."

- Dominance in their market areas, with only 65 cities having

competing newspaper ownerships.

J. Kendrick Noble of Auerbach, Pollak & Richardson notes that newspapers have maintained a steady share of advertising revenues since 1963 and that "the recent reawakening of interest in local advertising, where newspapers are strongest, has given newspapers stability for the last seven years and promises gains for the next two years."

Circulation revenue should also show gains, he said, averaging 10 percent a year.

Noble told E&P that in the first quarter of 1971 advertising in both newspapers and magazines was stronger than a year

earlier, when he made the original predictions.

With newspapers "now clearly recognized as a growth industry," Dirks said, the increasing number of papers going public should have no difficulty selling their shares.

E&P noted that early last month an offering of 448,895 shares in Multimedia Inc., which owns both newspapers and broadcasting stations, were sold out upon reaching the market, climbing from \$25 to \$27 a share.

The Washington Post is among the latest newspapers to announce a public sale of its stock, the 10th to do so since 1963. Hearst and the Chicago Tribune Co. are reportedly considering a similar move.

Merrill Lynch, terming the publishing field "a fertile area for new investment money," has put out a booklet listing eight publishing securities it recommends for investment. They include the Gannett newspapers, the New York Times and Time Inc.

Although it recommends some of the stocks because they have been selling at depressed prices, it says Gannett is selling at a 1971 high and predicts another banner year.

Merrill Lynch looks for a sharp improvement in the advertising picture, predicting an increase in newspapers' local-ad revenue sharper than that of 1970. It expects second-half revenue to be higher than in 1970 and predicts that earnings, spurred by cost-reduction programs, will also show marked improvement.

29% Profit Is Medium Daily's Net

A rate of return three times that of U.S. manufacturing industries as a whole was chalked up last year by an "average medium-city newspaper" whose progress is monitored annually by Editor & Publisher.

Owners of the 55,000-circulation daily earned a 29.5-percent profit on total revenue before taxes and 14.4 percent after taxes. The rate of return for U.S. manufacturing industries as a whole was 6.8 percent before taxes and four percent after.

The paper's after-tax profits rose from \$843,000 in 1969 to \$861,000 last year despite a decline in before-tax profits from \$1,853,000 to \$1,746,300. Its taxes were only \$903,300, compared to \$1,010,000 in 1969.

The paper's operating revenue increased five percent, but operating expenses rose 9.18 percent. Advertising revenue was up from \$2,686,800 to \$2,934,000, and circulation revenue from \$1,207,500 to \$1,362,400.

Two in Buffalo Get Circulation Award

Buffalo, N.Y.—George Sullivan and Richard A. Schwede, district managers at the Buffalo Evening News, have been named winners of the Buffalo Guild's 1970 circulation-service award.

The two were cited for their leadership in bringing News district managers into the Guild and negotiating the unit's initial contract coverage.

\$20-Million Deal

Two Agencies OK Enquirer Sale

Cincinnati, Ohio—The Justice Department and the Federal Reserve Board have approved the sale of the E. W. Scripps Co.'s 60-percent interest in the Cincinnati Enquirer to the American Financial Corp.

American Financial will pay Scripps \$20,080,000 for its stock and has offered to buy out minority stockholders at the same \$40-a-share price, bringing the paper's total price to \$33,360,000.

Justice Department approval was required by a consent decree under which Scripps is disposing of the Enquirer stock. The government had brought an antitrust

suit against Scripps's control of the Enquirer, citing its ownership of the city's only other daily, the Post & Times-Star.

The sale must also be approved by the U.S. District Court here.

Federal Reserve Board approval was required because of American Financial's banking interests.

American Financial owns the Provident Bank of Cincinnati, which it would have to sell within 10 years under a law forbidding bank holding companies to invest in nonbanking ventures.

The Reserve Board said American Financial has filed "an ir-

revocable declaration of intent" to cease being a bank-holding company by 1981, although the Wall Street Journal last month quoted American Financial President Carl Lindner as saying that it has no intention of selling the Provident Bank.

"The situation has 10 years to evolve, and the law could change," Lindner said.

The Enquirer reported an increase in operating profits from \$984,785 to \$1,045,021 in the six months ending March 31, but the cost of litigation connected with the Scripps stock sale reduced its net to \$901,550.

Terre Haute Writes Its History

Terre Haute, Ind.—In 1934, a group of editorial workers on the Terre Haute Star agreed with Heywood Broun and other ANG founders that it was time to get organized.

Unfortunately, their attempt was rebuffed, and all they salvaged until nine years later was the low local number "46."

Most of those founders are gone now. A few survive to tell the story of the early days to new Guild members. But, from their records and remembrances, the Terre Haute Guild has compiled a 36-year record of its accomplishments.

The Guild history, to be updated every five years, will be included in information kits given every new member.

In addition to recording the major events and listing the men

and women who have provided local leadership since 1943, the history summarizes every contract signed by the local—showing how newspaper men and women have benefited from Guild organization.

"The future of the labor movement in general is dependent on 'getting through' to our youth," Local President Gary Minich said in explaining the publication project. "While we have been very successful in recruiting activists from among those fresh from the campuses, this publication will help us reach some of those whom we have failed to 'turn on.'"

The cost of the publication is being borne by merchants, friends and other unions.

A special page of "congratulations" is planned for listing sis-

ter Guild locals. Locals desiring such a listing and a copy of the publication have been asked to send \$25 to Local Secretary-Treasurer Raymond Cronin, Jr., at the Terre Haute Guild, Room 205, 22 S. Eighth St., Terre Haute, Ind. 47807.

Tacoma Newspaper Names Adwoman

Tacoma, Wash.—The Tacoma News-Tribune has its first ad saleswoman in almost 20 years.

Helen Sweeney, formerly secretary to a News-Tribune vice president and the wife of a Seattle-Tacoma Guild executive committee member, has been added to the advertising staff.

"Next liberation targets," says the Sea-Tac Guild Bulletin, are "classified sales, photographers, office boy and the police beat."

Copley Sued By Paddock On Ad Rates

Chicago, Ill.—Copley Press faces a \$1,350,000 damage suit by Paddock Publications, owner of a string of Chicago suburban dailies and weeklies, on a charge of unfair advertising-rate competition.

Paddock's Federal Court suit charges that a shopper established by Copley's Elgin Courier-News last August has been selling below cost in a competitive move aimed at Paddock publications. Paddock said it has been forced to sell advertising at little more than cost to meet the Copley threat.

Paddock charged that "unreasonably low and below-cost advertising rates are maliciously designed to eliminate plaintiff, to destroy and lessen competition and to monopolize the market area."

Copley, it said, has diverted "substantial revenue from other profitable newspapers" to cover losses by the shopper and "has supplied financial assistance, expertise and other support from successful newspapers."

Copley, entering an official reply, denied that it had sold advertising below cost.

A similar charge was filed recently against Copley's South Bay Breeze by a suburban publishing firm in the Los Angeles area.

Copley, in a major move into the Chicago area, has taken over operation of the Wheaton Daily and Sunday Journal and has bought seven of 26 suburban weeklies owned by Pioneer Press, a subsidiary of Time Inc. It also owns daily newspapers in Aurora and Joliet, in addition to Elgin.

Pioneer, which sold an eighth weekly to another buyer, said it was unloading them because they were too remote from its main printing plant.

A proposed purchase of nine Pickwick-group papers by Pioneer was abandoned recently after the Justice Department said the acquisition would be anticompetitive.

Judge Backs AP in Firing Of Copy Boy

New York City—An arbitrator's reinstatement of an Associated Press copy boy accused of going berserk in AP's Washington office has been thrown out in New York Federal Court, bringing a five-year-old case to close.

The court ruled that the first of two arbitrators to rule in the case failed to make it mandatory for AP to reinstate the copy boy if a psychiatrist certified that he had returned to mental stability.

The Wire Service Guild went to arbitration a second time when AP refused to reinstate him despite a psychiatrist's certification. The second arbitrator said AP had "welched" on an agreement for reinstatement, but AP still refused to return the copy boy to his job.

The Guild then went into court, but the court held that the Guild had failed to prove the original arbitrator made a binding decision.

Lewis Wins Top Post at NDP Parley

Ottawa, Ont.—David Lewis, a member of Parliament and labor lawyer who has represented both the Toronto Guild and ANG, was elected leader of the New Democratic Party April 24.

Lewis, who was supported by labor delegates to the party's convention, defeated James Laxer, a Queen's University lecturer who was the candidate of a radical Canadian nationalist faction composed largely of teachers and students.

Lewis, 61, won on the fifth ballot, with 1,046 votes to 612 for Laxer, 29, the runner-up in a field of five.

Lewis succeeds T. C. Douglas, who is retiring after heading the party since its formation in 1961. Lewis has been deputy leader.

The convention overwhelmingly rejected a proposal by Laxer's "Waffle" group to nationalize Canada's oil and mineral industries as a means of reducing U.S. companies' control of the Canadian economy. It left open the possibility of eventual nationalization, however.

Lewis has consistently opposed Canadian nationalism. He told the Guild's 1967 convention in Ottawa that opposition to international unionism in Canada was in reality "opposition to the labor movement of Canada."

ANG Joins Writers Congress Scoring Free-Speech Attacks

New York City—An American Writers Congress sponsored by ANG and 19 other organizations voiced concern last month over recent repressions of free speech.

The congress urged "government officials at every level to remind themselves that criticism has long been part of the American process and tradition" and affirmed the belief that "free speech is the necessary and fundamental basis of all useful communication."

"It is only through freedom of expression and a decent reward for artistic effort that writers can produce an American literature worthy of its name," the resolution declared. "This congress declares its determination to sup-



Lewis Becomes Leader

David Lewis, who has represented the Toronto Guild and ANG as a labor attorney, receives an ovation after winning election as leader

of Canada's New Democratic Party. With him as broadcasting microphones are thrust forward is his wife, Sophie.

High Court to Hear 3 Subpena Cases

Accepting three key cases, the U.S. Supreme Court last week agreed to rule on the Constitutional right of newsmen to protect their information and sources.

The court will hear appeals next winter in cases involving New York Times Guildsman Earl Caldwell, Paul Pappas, a New Bedford television news-

man, and Paul M. Branzburg of the Louisville Courier-Journal.

ANG will file a friend-of-the-court brief with the Supreme Court in all three cases, ANG President Charles A. Perlik, Jr., told the International Executive Board this week.

Even as the court agreed to take up the three cases, a fourth one of perhaps greater propor-

tions was shaping up. The Columbia Broadcasting System reaffirmed its refusal to turn over nonbroadcast materials to a House subcommittee, opening itself to a possible contempt citation it has vowed to take through the courts.

President Nixon told a May 1 press conference that he takes "a jaundiced view" of attempts to force the revelation of news sources.

Asked to comment on the CBS subpoena, he said he would favor government efforts to subpoena background information only in a "very narrow area," where newsmen's notes contained information dealing directly with a major crime.

In the Caldwell case, the Justice Department is appealing an Appeals Court decision upholding the newsmen's right to ignore a grand-jury subpoena for testimony on stories he had written about the Black Panthers.

The government, in appealing the decision, objected that it "gives a reporter an absolute right to refuse to appear before a grand jury unless the government first shows a specific compelling need" for his presence.

The department said newsmen, like other citizens, should at least be required to appear before a grand jury.

In the other two cases, the newsmen involved are appealing from unfavorable court decisions.

Pappas is contesting a Massachusetts Supreme Court decision requiring him to testify on what transpired while he was in Black Panther headquarters during racial outbreaks in New Bedford last summer.

Pappas's appeal objected that the grand jury had not even attempted to demonstrate a compelling need for his testimony. He said a requirement that he appear would "destroy the confidential association and relationship indispensable to the functioning of a free press."

The Supreme Court, in agreeing to hear the appeal, allowed the National Broadcasting Co. to participate. NBC said the Massachusetts decision "would severely stifle the ability of the press to obtain and report the news."

Branzburg is appealing a Kentucky Court of Appeals decision requiring his appearance before two grand juries. One is seeking

the identity of two men Branzburg observed making hashish to give him the background for a story; the other wants testimony on an article dealing with the use of drugs in the Louisville area.

Branzburg's appeal challenged governmental efforts to use newsmen as "fact-finding instruments." He questioned whether the objective of some of the attempts was not to cut off the sources of "embarrassing disclosures."

CBS, meanwhile, refused to back down on its refusal to hand over outtakes and other background material on its "Selling of the Pentagon" documentary to the House Subcommittee on Investigations. The committee had given it 10 days to change its mind or face a possible contempt-of-Congress citation.

CBS also faces scrutiny from the Federal Communications Commission on the documentary. The FCC has given the network until May 18 to submit a statement on whether it complied with the "fairness" doctrine in presenting it.

The American Newspaper Publishers Association's board of directors has voted to stay aloof from the CBS case, although it authorized ANPA's appearance as a friend of the court on behalf of Caldwell.

Although it said the CBS case raised "a serious constitutional problem," it did no more than authorize its general counsel to "keep the controversy under review." It noted an Investigations Subcommittee statement that the committee "in no way seeks prior censorship nor to sit in judgment of the viewpoints expressed in television news."

N.Y. Donates \$1,100 For Scholarship Aid

New York City—The New York Guild has donated \$1,100 to the Columbia University Graduate School of Journalism for a Guild scholarship. The funds were appropriated from the local's Page One Yearbook profits.

Executive Vice President John E. Deegan said the scholarship would be helpful in creating a favorable public image for the Guild.

Seattle Chief Mum

Guild Raps Police News Policy

Seattle, Wash.—The Seattle-Tacoma Guild last month protested Police Chief George Tielsch's refusal to hold further "open-subject, give-and-take" news conferences.

A Guild membership meeting April 21 voted unanimously to condemn Tielsch's stand, an-

nounced after the appearance of news stories he said were distorted.

Terming police press conferences "essential to a democracy's knowledge and review of its law-enforcement arm," the Guild declared:

"To confuse the press's role

with the personalities involved in discharging the duties of that role is a classic example of confusing the message and the messenger.

"A society limited by those facts determined by police to be 'discloseable' cannot be an informed, sympathetic or trusting society."

The Guild also criticized Tielsch for what it termed an "inflammatory statement" singling out newspaper reporters for attack. It said he had ignored the fact that broadcast media had carried essentially the same story he criticized in the press.

The story that touched off the controversy concerned relations between the police chief and a county grand jury.

editorial employees at the Knoxville News-Sentinel. The Journal, independently owned, is printed by the Scripps-Howard News-Sentinel as part of a joint operation.

International Representative Richard Ramsey is assisting the organizing campaign.

Guild Seeks Knoxville Journal Unit

Knoxville, Tenn.—The Knoxville Guild last week filed a petition to represent 45 editorial employees of the Knoxville Journal.

The petition was filed with the National Labor Relations Board following a whirlwind organizing drive in the Journal newsroom.

The Guild currently represents



JAMES A. MCGILL

McGill Joins Contest for Board Seat

(Continued from Page 1) present incumbents are also expected to seek election.

McGill is serving his fourth term as Gary president. He had previously served as vice president and treasurer and won the local's "Guildsman of the Year" award in 1969.

He attended a three-week staff-development course at the AFL-CIO Labor Studies Center in Washington this year on a scholarship received as the prize for winning the Guild Service Award.

A photographer for the Gary Post-Tribune, McGill has won local, state, national and international awards for his pictures. He is currently vice president of the Indiana News Photographers Association.

Two Councils Meet Jointly

Bethlehem, Pa.—The Middle Atlantic and Empire State district councils met here May 1 and 2 in the first of a projected series of joint meetings designed to produce closer co-operation between the two councils.

ANG Field Operations Director J. William Blatz participated in a discussion of mutual problems, including recent automation developments.

The councils, after hearing representatives of the North Jersey Guild's new Newark News Unit report on difficulties in bargaining an initial contract, urged top ANG officers to participate in the negotiations should the unit voice a need for their assistance.

The councils also urged ANG to provide locals with a check list of steps involved in bargaining.

The Middle Atlantic Council was host to the meeting. Empire State will host the next joint meeting Aug. 7 and 8 in Kingston.



New England Servicing-Organizing Program, spring meeting, May 23, Guild headquarters, Boston.
Canadian District Council, spring meeting, May 28 and 29, Lord Simcoe Hotel, Toronto.
International Executive Board, pre-convention meeting, July 9, Statler-Hilton Hotel, Boston.
38th Annual ANG Convention, July 12-16, Statler-Hilton Hotel, Boston.
Middle Atlantic and Empire State District Councils, joint meeting, Aug. 7 and 8, Kingston.

6 Newsmen Jailed in D.C. Turmoil

(Continued from Page 1) two more piled on. They beat and kicked him on the ground while his film was being destroyed, Smith said, inflicting a cut over one eye.

The police refused to look at his press credentials. Jailed on a disorderly charge, it was 13 hours before he was able to win his release on \$10 collateral.

Anson was arrested in the midst of a group of demonstrators near the Lincoln Memorial. Knocked to the ground by one policeman, he escaped being Maced by another only by holding out his press card, he said.

The card didn't keep him from being thrown onto a prisoners' bus face down on the floor and transported off to jail. He spent 12 hours behind bars before a disorderly-conduct charge was dropped.

Also jailed was Bruce Soloway, a reporter for radio station WBAI-FM in New York, whose press card police refused to honor. The result of Soloway's imprisonment was an extensive tape recording of prisoners' conversations in the jail van and in the mass detention pen at Kennedy Stadium, smuggled out and later aired.

Two UPI Guildswomen and a UPI radio newsman were arrested for briefer periods but managed to talk themselves out of trips to jail.

Judith Frie was arrested while covering an attempt by Dr. Benjamin Spock and a group of other demonstrators to block the 14th Street Bridge May 3. A policeman slammed her against a guard rail, ignoring her press credentials, but she was released after 20 minutes when a sergeant appeared on the scene.

Carol Ross was arrested on a charge of crossing against a traffic light by two policemen who took away her transistor radio. They ignored her press card, but a lieutenant later intervened and released her.

The radio newsman, Frank Ballard, was arrested twice during the day, both times at the same traffic circle.

Covering the demonstration

Guild Fights ITU Raid in San Juan

San Juan, P.R.—The Puerto Rico Guild is resisting a bid by the Typographical Union to break away 200 mechanical-department employees from its unit at El Mundo, the island's largest daily.

The petition was filed two weeks ago, and the National Labor Relations Board held an informal conference on it May 3.

The Guild submitted a motion to dismiss the petition on the ground that the unit sought by the printers' union is inappropriate, cutting across units now under separate Guild contracts, and that the printers have not submitted a sufficient showing of support among the affected employees in each unit.

El Mundo's mechanical-department employees voted overwhelmingly for the Guild in 1965 in a three-sided election including the Typographical Union and the Teamsters. The unit includes printers, pressmen, mailers, electricians, photoengravers and maintenance employees.

ANG International Representative Harry McCormick has been assigned to help repel the raid.

the first time, he was accused of jaywalking and released only after a group of other pedestrians said they, too, should be charged if Ballard was. On his way home in the evening he was seized by two policemen who shoved him up against a car, finally releasing him after he produced his credentials.

Mathews, Allen and Phillips all wrote about their ordeals in first-person stories in their newspapers. Allen told of being crammed into the open jailyard without medical or legal aid or

access to a telephone, and with the crudest of sanitary facilities.

Phillips told of a police threat to gas the prisoners' bus, of being crammed into the same jailyard, with some seven square feet of space per prisoner, and later, with nine other prisoners, into a five-by-eight-foot cell.

Mathews described the "sense of community" he came to share with 100 demonstrators with whom he was crammed into a 20-by-40 foot cell, sharing a single toilet and water fountain and with only two bologna sand-

wiches each during their 20 hours' imprisonment.

Both Phillips and Mathews emerged from the experience with altered perspectives.

Phillips concluded his story with the words, "if you think I'm not radicalized. . . ."

Mathews ended his relating how he told his fellow prisoners "I didn't know whether to flash a V sign for peace or a fist for power."

"Give them both," said a friend.

"I did."

U.S. Arranges Sudden Craft Pact In Detroit; Guild Balks, Hits Move

(Continued from Page 1) Counts before three days of intensive bargaining, the union bargaining committees were required to recommend any settlement reached.

If the settlement is approved, all of the participating unions are pledged to continue working. Unions agreeing to participate were the Pressmen, Typographical, Teamsters, Stereotypers, Photoengravers and Paper Handlers.

Perlik was unable to attend the exploratory meeting but was represented by McMahon, an ANG international vice president. The Detroit Guild was also represented by Thomas McMahon, its executive secretary.

Thomas McMahon assailed the Mediation Service attempt to

"stampede a settlement."

"Our issues are far too complex for settlements rammed through over a weekend," he told Counts, pointing out that the Guild has noneconomic issues far more numerous and difficult than the crafts.

The Guild, called to the meeting on brief notice, had no time to draw up proposals and have them approved by ANG's Contracts Committee, as constitutionally required, he pointed out.

Under the bargaining arrangement, the individual unions were supposed to wrap up noneconomic issues quickly before joint economic bargaining began.

The Guild, McMahon said, has such pressing noneconomic issues as minority training and parity for women to resolve. A petition

signed by 60 Free Press Guildsmen this week called on the local not to abandon its minority hiring goals under pressure for a quick wage settlement.

The Guild this week received telegrams from three black leaders—State Sen. Coleman A. Young, John B. Forsyth, staff coordinator of the Detroit Interfaith Action Council, and Erma Henderson, director of the Detroit Equal Justice Council—stressing the urgency of adding black staff members and urging the Guild to adhere to its minority-hiring demands.

Young said that any retreat from the Guild's position, "whether as a result of economic enticement or for any other consideration," would be "a betrayal of basic trade-union philosophies."

The six unions plan ratification action May 17. The settlement would be effective on ratification, some five weeks before expiration of the Guild's and other unions' contracts.

Counts said ratification of the settlement would "insure three years of peaceful relations," adding that "the format devised . . . if continued and improved upon as expected should serve this harmonious relationship for the future."

During the exploratory meeting Counts praised the joint bargaining fostered by mediator Sam Kagel at San Francisco Bay Area newspapers, which produced an economic settlement last year in advance of contract expiration.

Inquirer Is Hit By One-Day Craft Strike

Philadelphia, Pa.—An unauthorized one-day stoppage by members of the Pressmen's and International Mailers' unions May 8 prevented publication of the Philadelphia Inquirer's Sunday editions but failed to idle Guild departments.

The pressmen and mailers did not post picket lines when they struck to protest the discharge of a pressman.

The pressman was reinstated after negotiations but the employees refused to return to work until they were guaranteed pay for the time they were on strike. The company obtained injunctions to force them back to work, and the two sides finally agreed to arbitrate the matter.

The company dropped a threatened half-million-dollar damage suit against the two unions as part of the settlement.

Key Top Hits \$300 At Rail-Union Paper

The top minimum for editorial employees of Labor, publication of 14 railway unions, will go to \$300, up \$29.50, under a new one-year settlement with the Washington-Baltimore Guild.

A general increase of six percent, with a floor of \$16.50, is retroactive to Oct. 1, and a second increase of \$13 is effective April 1. The starting minimum is increased to \$246.50.

A 13th holiday, the Friday after Thanksgiving, is added, and the service requirement for a fourth week's vacation is reduced from eight years to five. The ceiling on severance pay is raised two weeks, to 60.

Under a new clause Labor will

pay tuition costs of employer-approved educational courses to improve editorial skills. A struck-work and picket-line clause was also added.

Discrimination because of age is added to other forms of discrimination barred by the contract.

Prior to final agreement on the contract the Washington-Baltimore Guild executive board censured ANG's Contracts Committee for refusing permission to submit the settlement to ratification because of a clause excluding employees earning \$360 or over from hours and overtime provisions. The exclusion was subsequently deleted.

NLRB Complaint Cites Five Erie Strike Fines

Pittsburgh, Pa.—The National Labor Relations Board has issued a complaint charging the Erie Guild with an unfair labor practice in fining five members who worked in what the board termed supervisory positions during a 1969 strike at the Erie Times and News.

The board's regional office charged that fines levied against the five were unlawful on the ground that they "restrained and coerced" the company in the choice of its bargaining and grievance representatives. Fines against five other members who worked during the strike are not involved in the proceeding.

Guild attorney Edwin L. R. McKean, in an official reply to the complaint, denied that the

employees were supervisory under the law. And he said they were not fined simply for working as supervisors during the strike but for violating ANG constitutional provisions prohibiting work in a struck shop.

A hearing in the case will be held June 29.

The five employees involved are City Editor Janice Hauserman, fined \$7,868.50; Telegraph Editor Richard Kubeja, fined \$7,507; Chief Photographer Frank A. Foye, fined \$7,102; Society Editor Betty Peebles, fined \$6,947, and Assistant Circulation Manager Gerald Szorek, fined \$8,220.

The fines were equivalent to the pay received by the five during the 132-day strike. They were paid at double rates.

Survey Shows 1 of 3 Editorial Staffs All-White

Nearly one third of 75 U.S. Guild newspaper and magazine units responding to ANG's 1971 Minority Employment—Human Rights Questionnaire reported their publishers' editorial departments were totally devoid of minority-group employees.

Twenty-three of the units said there was no minority representation in editorial despite the fact that only eight of the 75 reported the absence of any substantial number of minority-group members in their communities.

The units also identified 25 inside circulation departments, 24 display-ad departments, 23 classified departments, 14 outside circulation departments, 14 business offices and 11 maintenance departments without a single minority employee.

Responses to the questionnaire covered 89 units in 41 locals with more than two thirds of Guild membership in the United States and Canada, ANG's Research and Information Department reported to the International Executive Board this week.

U.S. responses covered 80 units in 39 locals. Canadian responses covered nine units in two locals.

Only 13 of the 41 locals reported they have human-rights committees: Albany, Denver, Hudson County, Lansing, New York, Providence, San Francisco-

Employment by Racial and Ethnic Group 573 U.S. Newspapers—1969¹

	Total Employees	Officials, Managers	Professionals ²	Technicians ³	Sales Workers ⁴	Office, Clerical	Total White Collar	Service Workers
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
All Groups	100 (204,570)	100 (14,055)	100 (23,112)	100 (4,608)	100 (23,358)	100 (39,424)	100 (104,557)	100 (5,668)
Males	77.2	93.6	77.6	83.6	76.1	32.1	62.5	86.6
Females	22.8	6.4	22.4	16.4	23.9	67.9	37.5	13.4
Anglo-Saxons	93.8	98.3	97.7	95.8	94.7	93.9	95.6	61.6
Negroes	4.2	0.7	1.5	2.6	3.8	4.0	2.9	34.7
Spanish-surnamed ..	1.4	0.6	0.4	0.8	1.1	1.4	1.0	3.1
Oriental	0.4	0.3	0.4	0.7	0.2	0.7	0.4	0.4
Indians	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.2

¹ Figures from Equal Employment Opportunity Commission, based on reports filed by private-sector employers of 100 or more persons or with federal contracts of \$10,000 or more.

² Includes accountants, artists, editors, librarians and reporters.

³ Includes photographers.

⁴ Includes circulation district managers.

Oakland, San Jose, Seattle-Tacoma, St. Louis, Terre Haute, Toronto and Washington-Baltimore.

Responses covering U.S. newspaper units produced the following enumeration of minority employment in Guild-covered departments:

● **Classified**—A total of 52 Negroes, seven Spanish-surnamed Americans and one Oriental employed in 13 plants. Seven of the blacks and the Oriental in outside sales, 37 of the blacks and all seven Spanish-surnamed in inside sales.

● **Display**—A total of 18 Negroes, seven Spanish-surnamed, seven Orientals and one American Indian working in 11 departments. Five of the blacks and one each of the Orientals and Spanish-surnamed in outside.

● **Business office**—A total of 210 Negroes, 40 Spanish-surnamed, 18 Orientals and two Indians in 20 departments.

● **Inside Circulation**—A total of 28 Negroes, 11 Orientals and two Spanish-surnamed in 11 departments.

● **Outside Circulation**—A

total of 27 Negroes, 11 Spanish-surnamed and one Oriental in 10 departments. Twenty-three of the blacks, seven of the Spanish-surnamed and the Oriental are district managers, with nine of the black district managers working for one paper.

● **Editorial**—A total of 235 Negroes, 32 Spanish-surnamed, 22 Orientals and two Indians working in 36 departments. Reporter, copy-editor or photographer jobs were held by 135 of the blacks, 22 of the Spanish-surnamed, 14 of the Orientals and one of the two Indians.

Four blacks were reported in supervisory jobs ranging from news editor to assistant city editor. One Oriental was reported as editor of a Sunday magazine. One Spanish-surnamed assistant news editor was reported.

● **Maintenance**—A total of 297 Negroes, 52 Spanish-surnamed and two Orientals was reported in 22 departments. Three of the blacks were in supervisory positions.

Affirmative-action programs to recruit members of racial and ethnic minorities were reported in only 13 of the 89 plants.

Perlik Urges Expansion of Minority-Training Aid

(Continued from Page 1)

ers and staff have been doing "a tremendous job . . . pursuing what the women want."

Perlik, in an earlier report to the IEB this week, announced that ANG would resume its regional weekend institute series in the fall with basic courses aimed at developing new and prospective local leadership, especially among minorities and women.

He also disclosed plans for a collective-bargaining forum on the opening day of the Guild's 1971 Convention, July 12, on how best to negotiate women's rights and minority-employment goals.

With respect to a recommendation of the Minority-Group Recruitment Conference that the Guild seek "minimum percentages of minority employees" tied to area population ratios, Perlik said that the concept of quotas of any kind poses the Guild

with serious problems.

Before giving an "unconditional-green light to the quota concept," Perlik suggested, the Guild should authorize locals to propose contractual quotas only under "guarded circumstances" in an attempt, in the words of the conference, "to remedy past and continuing inequities."

International Vice President Barney Peterson, while expressing the hope that quotas could be avoided, suggested that the IEB issue a policy statement declaring that there is not "effective compliance" with no-discrimination clauses if the percentages of minority-group employees and residents in an area are not approximately the same, and that there must be effective movement toward that goal.

The conference recommendations were referred to IEB committees for action later in the week. Some will require action

by this year's convention.

Perlik, reiterating his pledge made at the conference, said ANG will continue to seek to add minority-group members to its staff at the earliest opportunity.

Commenting on the conference's call for ANG to "set an example in minority hiring," Perlik pledged that "it is our intention to correct that image of the Guild."

Perlik, noting the financial burdens Guild members have been under during the current assessment series, said it would be "unfortunate" if the Guild adopted the conference's proposal for an annual member-contribution for scholarships to train minority-group members "and then failed."

"I would be very fearful of the outcome," he said.

Commenting on the conference's recommendation that ANG and locals prosecute and bring public pressure against unlawful employer hiring policies, Perlik said these tools can best be used as a supplement to "vigorous" collective bargaining which "we see . . . as the basic solution" to discriminatory practices.

Conference proposals calling for locals to adhere to fair-employment pledges, encourage minority-group members in their communities to enter newspaper careers and establish and maintain human-rights committees were referred to IEB committees with Perlik's endorsement.

Hampton, summing up the conference, said it revealed that "generally speaking there are only a handful of programs specifically designed to improve minority employment."

"What we heard was a mandate for the Guild to get moving on its own," he declared.

He noted in urging a national skills bank for minority groups, as the conference did, that the Guild currently is the closest

thing to a central source of such information in the newspaper industry.

Publishers, in recruiting minority-group members, have been seeking "black white guys," Hampton told the board. They have to learn, he added, that minority-group members must be hired regardless of their differences in appearance, dress or hair style from whites.

While supporting the conference's proposal for a minority-group scholarship program financed partially by Guild members' dollars, Hampton warned that it might cause members to "sit back and say I've given my three per cent."

Money is needed, he said, but "it will also take a dedicated, persistent effort to get the doors open."

Declaring that he was "kind of ambivalent" on the "controversial question" of quotas, Hampton said he embraced the concept "only if they are treated as minimums, not maximums."

He told the board that he had accepted a speaking engagement May 18 for a career conference at Lemmel Junior High School

in Baltimore, his home town. A second invitation from a group in Atlanta in June is tentative, he said, pending additional contributions to a fund initiated by the conference to finance his activities.

Additional contributions of \$100 from Cleveland and \$25 from Pittsburgh have raised the fund to \$625.

Mrs. Dunn, in suggesting that a permanent women's-rights coordinator is no longer needed, proposed that some \$1,700 remaining from funds contributed to support her activities be devoted to ANG staff assistance "at the local level" in achieving pay parity for women, or upgrading of women in commercial jobs.

"The international must push the locals on equal pay," she asserted, adding that the Guild also must try to convince qualified women to constantly seek advancement.

She expressed her appreciation to the IEB for its support and noted that she had "received nothing but co-operation from the ANG" since her designation as interim co-ordinator last November.

Scali, an Ex-Guildsman, Gets Key Nixon Post

John A. Scali, the American Broadcasting Co.'s chief diplomatic correspondent and a former Associated Press Guildsman, was named a special consultant to President Nixon last month.

Scali, the intermediary through whom the 1962 Cuban-missile crisis was resolved, will advise the President on co-ordination of foreign-policy information. He will work with Henry Kissinger, Nixon's national-security adviser, Press Secretary Ronald L. Ziegler and Communications Director Herbert G. Klein.



Scali

a Nixon offer to serve as assistant secretary of state for public affairs. A registered Democrat, he has been publicly critical of Vice President Spiro T. Agnew's attacks on the media and of the Administration's press policies.

He had served with ABC since 1961 after working as a war correspondent and diplomatic reporter for AP, where he was a Guild member for 15 years. He worked earlier for United Press and the Boston Herald.

During the Cuban missile crisis Soviet diplomat Alexander Fomin approached him with a proposal to withdraw the missiles in return for a U.S. pledge not to invade Cuba. Scali took the plan to President Kennedy and played a key role in subsequent negotiations.

ANG Joins Move to Spur Minority Job Programs

Representatives of ANG and more than a dozen other organizations concerned with increased minority employment in the communications industry agreed last month to continue to explore the possibility of forming a coalition to co-ordinate and expand recruitment and training efforts.

Research and Information Director James M. Cesnik represented ANG at the meeting, held April 30 in Washington at the invitation of the Association for Education in Journalism's minorities and communication division.

Other organizations represent-

ed at the session included Sigma Delta Chi's minority-news recruitment committee, the Joint Equality Committee of the New York City locals of the American Federation of Television and Radio Artists, Screen Actors Guild, Directors Guild and Writers Guild, East; the communications division of the U.S. Justice Department's Community Relations Service, the National Urban League, the Community Film Workshop, the National Mexican American Anti-Defamation Committee and Black Efforts for Soul on Television.

Pressmen's Strike Ended in Elizabeth

Elizabeth, N.J.—Publication of the Elizabeth Journal was resumed May 11 after a 10-day Pressmen's strike that idled 93 North Jersey Guildsmen for up to five days.

Guild and other union employees honored the Pressmen's picket line the first day of the strike, May 1, when the Journal suspended publication. They worked with the striking Pressmen's consent on the next three scheduled publication days before being laid off.

York Leader Reinstated By Arbiter

York, Pa.—An arbitrator last month ordered York Guild President James N. Snively reinstated to his job at the York Daily Record with full seniority and back pay.

Snively was discharged last Dec. 3, shortly after the end of a Typographical Union strike against the paper and its acquisition by new owners.

Arbitrator S. Harry Galfand said the company had failed to prove charges of disloyalty, creating dissension and spreading false rumors.

Galfand, while ordering Snively's reinstatement, penalized him two weeks' pay for failure to accept a change in working hours and carrying a gun in the plant.

Galfand accepted Snively's explanation for carrying the gun "in view of certain threats he received in connection with his investigative reporting" and admonished the company for having been aware of the gun and doing nothing about it.

But he also said Snively knew of the company rule against guns in the plant and was aware of posted signs specifically prohibiting them.

Galfand, in ordering the reinstatement, blamed the company for much of the difficulty that led to the discharge. "It has seemed to have a facility for being overlenient at the wrong time and then clamping down for the wrong reasons," he said.

Galfand said management was as much responsible as Snively for the fact that he continued to report for the morning shift after being assigned to an afternoon starting time, since it continued to give him morning assignments.

"It seems that management was giving Snively rope with which to hang himself, a form of entrapment which cannot serve as an adequate basis for his discharge," the arbitrator said.

Galfand said the company had failed to prove other charges against Snively, who had been fired and reinstated twice in the two months preceding Dec. 3.

They included allegations that he told Guild and other union members the new management leased instead of purchased the paper, that he attacked the competency of management and that he caused the managing editor and a senior staff member to fear him.

Guild Seeks to Add 7 to Merkle Unit

The Washington-Baltimore Guild last month filed a petition asking the National Labor Relations Board for bargaining rights for seven employees of the sales-service production department at Merkle Press, Washington printing and publishing firm.

The petition was filed after the company rejected the Guild's bid for voluntary recognition. The Guild currently holds bargaining rights for Merkle's editorial employees.

Guild Unit Chairman Anthony Andriola helped arrange a May 8 bargaining meeting at which a settlement was reached. The Pressmen voted eight to one next day to ratify a three-year contract providing \$77.03 in wage and fringe-benefit increases.

The union and company also agreed to arbitrate the extension of fringe benefits to substitute pressmen, and the company assured a job for an apprentice at the completion of his apprenticeship, two of the principal issues in the dispute.

Pressmen's pickets withdrew during three days of the strike to enable other employees to enter the plant once the suspension of publication was announced. But the company said May 5 it would "close temporarily," sending employees home.

The Guild unit had voted before the strike to honor the Pressmen's picket line.

Guild-covered employees in the advertising and editorial departments and the business office were recalled May 10 after the strike settlement. Remaining Guild members were back on the job the following day.

Elizabeth Unit Fights Economy Dismissals

Elizabeth, N.J.—The North Jersey Guild has moved to arbitrate the Elizabeth Journal's dismissal for economy reasons of three employees, and the discharge of former Local President Joan Haggerty Feller.

Management terminated Mrs. Feller after ordering her to return to work from an extended sick leave. She said she was still ill.

The company also dismissed a reporter, its outdoor columnist and a mailer-driver. None of the three was a low-seniority employee.

N.Y. Post Unit Wins Pay in Strike Dispute

New York City—An arbitrator has upheld the Guild's claim for wages denied New York Post circulation employees sent home after reporting for work at the end of the Guild's 15-day strike at the Post last October.

However, he declined to award a full day's pay, ordering payment for only two hours to roadmen, inspectors and return-room clerks.

Although the circulation staffers were recalled to work, the Post sent them home, telling them there would be no papers to distribute until the following day.

Arbitrator Louis Yagoda agreed that management was responsible for bringing the employees in and should pay them for the time they spent reporting to work. But despite the absence of any contract clause allowing management to send employees home if they're not needed, he held that nothing in the agreement prevented the company from "using employees as he... needs them."



North Jersey Guild Photo by Richard T. Koles

Foul-Weather Friends

Raindrops falling on their heads fail to deter North Jersey Guild members from marching in support of Pressmen's picket line. From left, James Gillich of the Stereotypers, Evelyn Kipness of the Guild, Pressman Peter Ortuso and Guild Unit Chairman Anthony Andriola. At left, behind the umbrella, is Recording Secretary Jean-Rae Turner.

Hearst Fires Sweet In San Antonio

San Antonio, Tex.—Hearst's San Antonio Light last week fired John (Ned) Sweet, the Guild's bargaining chairman, for being absent from work while in negotiations.

The Guild promptly instituted grievance proceedings to gain his reinstatement. Sweet is a long-time local leader, having served several terms as president. He ran for ANG secretary-treasurer two years ago.

Sweet, a sports writer, had come to work two hours earlier May 6 so he could put in time before attending an editorial bargaining session at 10 a.m. He returned to work after the session, completing a full working day.

The company, however, told him he was dismissed for being absent from his job during the bargaining meeting.

The Guild has filed a refusal-to-bargain charge against the Light on the ground that it has declined to negotiate terms of an editorial contract unless the Guild withdraws a proposal for combining its three contracts at the Light into one.

The Guild is currently negotiating contracts for circulation district managers and a new unit of news vendors and street dealers, in addition to editorial.

Howe Resigns Post

San Jose, Calif.—John Howe, president of the San Jose Guild, resigned last month to open an antique store in nearby Santa Cruz. Vice President Willard Hatch was named acting president pending an election.

Revival Push Fails to Save Citizen-News

Los Angeles, Calif.—Hopes of reviving the dormant Los Angeles Citizen-News flickered out last week when Publisher Richard M. Horton was unable to put up a \$350,000 deposit required to put the paper back in business.

The Citizen-News's plant, equipment and other assets were sold at a bankruptcy auction May 11 and 12.

Benjamin Smith, a Beverly Hills real-estate investor, bought the land and buildings for \$400,000, and Benjamin Slavkin, a printing-machine dealer, bought the masthead of the Citizen-News and 16 subsidiary weeklies for \$32,048, as well as a printing press for \$13,500.

There were unconfirmed reports that Slavkin was acting on behalf of Horton in buying the mastheads. There was also a rumor that Smith was acting on behalf of Horton in buying the plant, but this was doubted by Los Angeles newspaper-union leaders.

Hopes of 35 Guild members and other employees for restoration of their jobs had risen when Horton won approval of a reorganization plan from a majority of the paper's creditors—including the employees themselves.

Horton received assent to a plan under which the creditors would have received stock in a new Citizen-News publishing firm in lieu of money owed them. Both a numerical majority of the creditors and those creditors representing a majority of the paper's indebtedness agreed.

But Horton was able to put up only \$150,000 of the \$350,000 required by Bankruptcy Referee Russell Seymour to assure that the paper would not go more deeply into debt. Added to \$75,000 in outstanding accounts receivable, it left him \$125,000 short.

Horton's attorney, Edward S. Coleman, said there was no hope of obtaining further capital, and Seymour declared the company bankrupt.

The Guild Reporter

DAVID J. EISEN
Editor

Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month. \$5 per year. Single copies 25c. Guild Reporter deadline at 1126 16th St., N.W., Washington, D.C. 20036: News, the Monday preceding publication; features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXVIII, No. 9 Washington, D.C. May 14, 1971

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D.C. 20036
Area Code 202-296-2990

INTERNATIONAL CHAIRMAN: JAMES B. WOODS
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Edward J. Schrode, 3 Brown St., Wilkes-Barre, Pa. 17702; Region 2—Joe Holt Anderson, Jr., 1735 34th St., N.W., Washington, D.C. 20007; Region 3—George McCormick, 1991 N. Adolphus St., St. Paul, Minn. 55117; Region 4—Hugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Philip Brennan, 1381 E. 15th St., Brooklyn, N.Y. 11230; Region 6—Glen Ogilvie, 399 Spruce Ave., Oakville, Ont.

AT-LARGE VICE PRESIDENTS: Joseph B. Downey, Furnace Lane, Pembroke, Mass. 02359; John C. Edgington, 235 Brookhaven Dr., N. Gahanna, Ohio 43020; James G. McMahon, 1994 Stanhope St., Grosse Pointe Woods, Mich. 48236; Barney Peterson, 288 Grand View Ave., San Francisco, Calif. 94114; Harry E. Ryan, 330 First Ave., Apt. MD, New York, N.Y. 10009; James Young, 1090 Cliff Ave., North Burnaby, B.C.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz
DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker
DIRECTOR OF RESEARCH AND INFORMATION: James M. Cesnik
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert W. Christofferson

INTERNATIONAL REPRESENTATIVES: Ed Allen, Edna Berger, Charles Dale, Harry L. McCormick, Dick Pattison, Richard Ramsey, Robert J. Rupert.