

Picket Lines Shut Newark News As Guild Strikes for 1st Contract

THE GUILD REPORTER



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

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New Bargaining Goals Urged for Rights Drive

The International Executive Board this month recommended amending ANG's Collective Bargaining Program to demand intensified efforts by employers to recruit women and minority-group members and assure them equal advancement opportunity in all areas of Guild jurisdiction.

Implementing proposals of ANG conferences on minority-group recruitment and women's rights, the board recommended expanded ANG recruitment and training informational services, pledged ANG to continue to seek adequate representation of both minorities and women on its

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staff and called on locals to do the same.

The IEB, noting that it is responsible for the supervision of all ANG programs between conventions, recommended that it be authorized to designate two of its members, or two other Guild members, to oversee future Guild progress in the areas of women's and minority rights, respectively.

It commended the interim coordinators chosen by the two conferences for their contributions to the advancement of the conference proposals and women's

and minority rights in the Guild. The IEB recommendations, adopted at the board's spring meeting in Washington May 10 through 14, will go before the 1971 Convention in Boston July 12 through 16.

In its Collective Bargaining Report to the convention the

IEB, while emphasizing that contractual minority hiring goals are a "largely uncharted" approach that raises questions of both policy and implementation, urged locals to propose them in their next contract opening "so that their application and effectiveness

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George Lambert Dies; Seattle Administrator

Seattle, Wash.—George W. Lambert, 58, administrative secretary of the Seattle-Tacoma Guild since 1955, died of a heart attack May 16.

Lambert was stricken in a Seattle motel, where he was staying preparatory to joint negotiations for new Seattle newspaper contracts. He had just returned from a meeting of the Guild's Western District Council.

Lambert died while playing back a tape-recorded discussion of problems involved in such joint negotiations, taped at a breakfast meeting with International Representative Charles Dale, International Vice President Hugh H. Harrison and Fred D. Fletcher, executive sec-

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GEORGE W. LAMBERT

IEB Urges \$425 Key Wage Goal, 13-Week Vacations Every 5 Years

The International Executive Board is urging this year's convention to raise the Guild's wage goal for key classifications to \$425 and to include 13-week vacations every five years in ANG's Collective Bargaining Program.

The board is recommending that the wage goal for starting

minimums in key classifications—including inside classified sales for the first time—be increased to \$285 and that the minimum goal for all adult classifications be raised to \$212.50.

The present goals are \$400 for key classifications, \$267 for starting minimums in these classifica-

tions and at least \$200 for all other adult classifications.

The board, at its spring meeting this month, recommended that the goals be increased to keep pace with increases in productivity and the cost of living since the present goals were adopted at last year's convention.

In addition to calling for a 13-week vacation every five years as a bargaining goal, the board recommended that the Bargaining Program's goal for annual vacations be increased from four weeks to five. Five-week vacations have already been won in a number of contracts.

The board also recommended an addition to the program that would require employers to reduce excessive noise levels to a point where they will not cause ear or other injury.

And it recommended that a requirement for bereavement leave also be added to the program.

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IEB Urges ANG Become 'The Newspaper Guild'

The word "American" will be dropped from the American Newspaper Guild's name if the Guild's 1971 Convention follows a recommendation of the International Executive Board.

The IEB, accepting the recommendation of a special study committee, this month proposed that the Guild be known simply as The Newspaper Guild.

Last year's ANG Convention directed the IEB to study suggestions for changing the name

and propose one "that reflects the truly international composition of the ANG." A change had been urged by the Victoria Guild and had the support of other Canadian delegates.

The 1970 Convention urged a name that would also reflect the Guild's coverage of workers in "various news media and related fields."

But the IEB said alternatives to the term "Newspaper," such

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Call for Firing of 35 Produces Deadlock

Newark, N.J.—The North Jersey Guild struck the newly organized Newark News May 26 after negotiations broke down over a company demand for 35 dismissals.

Craft-union members refused to go to work when pickets appeared at 5 a.m., forcing the News, New Jersey's second largest daily, to suspend publication.

Guild pickets were posted at News branch offices in Elizabeth, Metuchen, Belmar and Morristown, in addition to about 125 at the main plant in Newark.

The demand by News President Bruce Mair for a "free hand" to discharge editorial staffers, coupled with a \$35 difference on wages, snagged last-ditch negotiations. The reduction would eliminate nearly one-fifth of the fulltime staff in the Guild's bargaining unit.

Mair, at a meeting with three Guild representatives on May 24, sought the right to pare 50 editorial jobs without proving economic necessity but reduced this demand to 35 on the eve of the strike.

Prior to Mair's demand—made during his first direct participation in bargaining—Guild and management negotiators reached tentative agreement on union security, severance pay, holidays and mileage allowances.

The Guild won a modified union shop, requiring eight out of each 10 new employees to join, and a four-cent increase to 12 cents in the mileage allowance, with a \$5 daily minimum.

The company also agreed to 10 paid holidays and a severance-pay scale providing two weeks' pay per year of service to a maximum of 40 weeks in the third year of the contract.

But in addition to the disagreements over wages and the elimination of jobs, bargaining was snagged on Guild demands for an improvement in the company's hospitalization-insurance plan (which pays \$12 a day for a hospital room) and for a picket-line clause.

Company negotiators previously had agreed to a clause that would enable the Guild to honor any authorized picket line at the News's plant, but Mair this week said he would not agree to a clause that would allow the

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Strike Shuts 2 Papers in Pittsburgh

Pittsburgh, Pa.—Seventy Guild members at the Pittsburgh Post-Gazette were laid off last week as a printers' strike closed the Pittsburgh Press. The Press prints the Post-Gazette.

The Typographical Union struck the Press May 14 in a wage and benefit dispute, and both papers shut down immediately although no picket lines were raised. The Post-Gazette kept 84 Guild-covered editorial employees on the payroll until May 21 but then sent all but 14 home.

It was the second craft strike at the Press in five months. A two-week pressmen's strike closed the papers for two weeks in January.

A federal mediator brought the Press and the printers together May 21 for the first time since the start of the strike. They adjourned until today, however, without any report on progress.

Last-minute efforts by the mediator failed to bring an accord after eight months of bargaining. The printers rejected a final company proposal of a \$52.61 money package over two years.

ITU President John J. Pilch, who took part in prestrike negotiations, termed the offer inadequate. The union is seeking \$63 over two years.

Management said the printers had turned down an offer to pay the union for the privilege of using tape other than that provided by the wire services and to buy out accumulated reproduction.

The union rejected a management proposal to arbitrate the dispute.

Scripps-Howard's Press, which

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Sen. Davey Will Address Guild's 1971 Convention

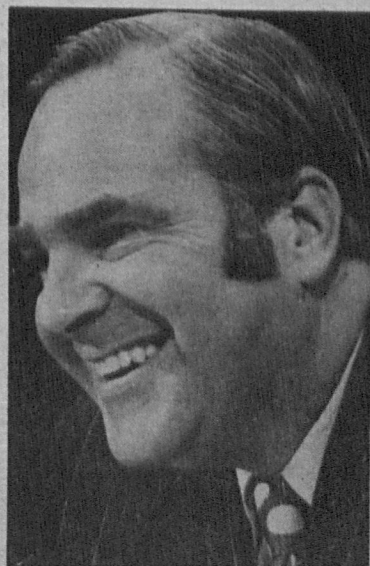
Sen. Keith Davey, chairman of Canada's Special Senate Committee on the Mass Media, will address ANG's annual convention in Boston July 12 through 16.

Davey, whose committee issued a wide-ranging series of recommendations for media reforms last December, will address the convention banquet July 13.

Among other convention speakers will be Massachusetts Gov. Francis W. Sargent, who will deliver a welcoming address on the opening day.

ANG President Charles A. Perlik, Jr., in a letter inviting Davey to address the convention, said Guild members were in-

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SEN. KEITH DAVEY



No News Today

Guild pickets march in close formation at the Newark News. The paper announced suspension of

publication when craft-union members refused to cross the Guild's picket lines.

Picket Lines Close Newark News As Guild Strikes for 1st Contract

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Guild to honor craft picket lines. Mair said the News would agree to improve the hospitalization plan only if the increased cost was subtracted from the money settlement or borne by the employees.

Mair met with ANG International Representative Edna Berger, Unit Chairman Douglas Eldridge and Frank Rossi, a bargaining committee member, during 10 hours of bargaining on May 24.

The company raised its wage offer during the May 24 meeting to provide a reporter top minimum of \$220 after six years' experience, with a \$50-a-week lower minimum for photographers and artists.

The company proposed to raise the reporter top minimum to \$235 and \$250 in the second and third years of the contract. It offered \$170, \$180 and \$195 for photographers and artists in annual steps.

The Guild's last money demand was for a \$255 reporter top minimum, with parity for photographers and artists, increasing to \$265 after six months

and by 11 percent in each of the last two years of the contract. Currently, according to payroll information, the average News reporter earns \$166 and the average photographer earns \$151.

Management refused to improve its wage offer during six hours of bargaining that ended 90 minutes before the walkout began.

Earlier, in an effort to compromise on the demand for 50 jobs, the Guild proposed that the News accept voluntary resignations with severance pay.

Mair rejected the proposal, countering with an offer to accept resignations with severance pay under the old wage scales for a month but insisting that if such resignations and the process of attrition did not eliminate sufficient jobs within six months the company be allowed to dismiss the necessary number of employees.

He insisted that the company be free to decide who is dismissed, without regard to seniority.

The Guild said it could not accept economic dismissals without the company's substantiating

that they were necessary to insure the newspaper's survival.

Management last week posted in the newsroom a statement declaring that the paper had suffered a \$919,336 pretax loss in the first quarter of the year.

Miss Berger, the Guild's chief negotiator, noted that Media General, the News's parent company, raised its earnings last year from 5.7 million dollars to 6.5 million and that Mair has engaged a number of "high-priced executives" since he became News president last year.

The company raised its newsstand price to 15 cents this month, and the Guild estimated that it will derive more than a million dollars a year from the price hike despite a five-percent drop in sales.

The Guild last week amended an earlier unfair-labor-practice charge to incorporate an accusation that the company has refused to open its books for inspection while pleading an inability to meet the Guild's wage demands.

The membership voted unanimously May 16 to authorize the strike action.

Fund Revision Seen Spur to Organizing

ANG's International Executive Board said this month that the per-capita reallocation proposed by two special finance-study committees "provides the best opportunity at this time for expansion of the organizing program in light of budgetary limitations."

"Until the financial situation improves," the IEB said, "we must continue to follow a policy of investing our limited resources in projects whose success will produce the greatest gains in membership and income."

The IEB's statement, in its organizing recommendations to the 1971 Convention, was in response to a resolution by the Western District Council calling for intensified organizing efforts.

The council had urged the IEB to study "alternative means" of raising funds for expanded organizing efforts and to recommend "a specific plan for providing the money needed for an effective organizing campaign."

The special finance-study committees' recommendation for reallocation of per capita to increase the General Fund's share from 60 to 70 percent would provide it with an estimated \$100,000 a year more.

Recalling that four consecutive ANG conventions have said organizing efforts could not be expanded because of lack of funds, the IEB declared that "now that new General Fund moneys are on the horizon, it is imperative that a significant por-

tion of the added income be allocated to organizing."

The IEB also recommended:

- That additional ANG field staff be assigned to organizing as soon as possible, "consistent with financial capacity."

- That locals and units police contracts to assure that all those required to join the Guild do so and that other eligible employees be urged to do so.

- That all locals lacking organizing committees comply with a 1970 Convention recommendation calling for establishment of such committees.

The IEB noted Wichita, Newark and Royal Oak, Mich., had joined the lineup of Guild cities in the past year, "representing the fruits of the ANG's continuing campaign to organize the unorganized." The Guild also won elections covering additional departments in Buffalo and East St. Louis, it noted.

But the IEB expressed concern over the "growing gap" between certification of a new unit and the conclusion of contract bargaining.

"Delaying tactics on the part of employers are taking an increasing toll of Guild assets, in terms of money and manpower," the board said. It declared that ANG has no choice but to combat "with all the means at its command" efforts by "recalcitrant employers to achieve through a delay in the bargaining process what they have failed to achieve through the secret ballot."

Boycott Ads to Remain On Back of L.A. Buses

Los Angeles, Calif.—The Herald-Examiner Joint Strike-Lockout Council's anti-Hearst messages will continue on the backs of city buses.

In an officially unexplained move, the Rapid Transit District's board of directors rescinded a decision not to accept controversial or political advertising that would have ended the Herald-Examiner boycott ads.

The Strike-Lockout Council, which had been preparing court action against the decision, estimated that the district gleaned about \$125,000 in 1970 from the type of advertising that would have been banned.

The council reported last week that 10 more advertisers have agreed to withdraw their ads from the Herald-Examiner following work of the council's ad-cancellation committee.

Los Angeles Guild Treasurer Kenneth T. Finch reported that the council's sales of Social Se-

curity plates have mounted to 17,287, with additional orders being received daily.

On May 10 Finch recorded a single-day record of 593 orders for the plates, which, at a dollar apiece, carry an individual's name and Social Security number. The council reported that a single Machinists' lodge in San Bruno has placed orders for more than 3,500 plates—by far the largest purchase since the fund-raising project started.

The Guild reported \$1,525 in additional contributions to its strike fund, including:

Chicago Guild	\$500
Denver Guild	100
Erie Guild	100
North Jersey Guild	100
Philadelphia Guild	100
Sacramento Guild	100
San Francisco-Oakland Guild	100
San Jose Guild	100
Stockton Guild	100
Vancouver-New Westminster Guild	100
Washington-Baltimore Guild	100
Wilkes-Barre Guild	100

The contributions increased the total to \$222,585.

Catholic Register Goes South

Sale Ends Denver Guild Unit

Denver, Colo.—The Denver Guild's unit at the Catholic Register is headed for dissolution with the sale of printing contracts for the National Register and 21 diocesan editions to a company in Fort Worth, Tex.

Sale of the printing work by the Denver Archdiocese to All Church Press Inc. of Fort Worth

was announced this month. Transfer of the work to Texas is expected to be completed by July 1.

Several of the Guild's nine members at the Register have been offered an opportunity to move with the paper to Fort Worth, but one has been dismissed and two others, nearing retirement age, are not being given the chance.

The Register's Denver edition will continue to be edited here, but only one Guild-covered employee, executive-board member Martha Tharp, will remain, and the Register has served notice that it will not negotiate a contract for a one-member unit.

The Guild is seeking to obtain severance pay for both her and employees of the National Register.

The national paper and its diocesan editions were sold to Twin Circle, a conservative Ca-

tholic weekly, last year. But the archdiocese's Catholic Press Society continued to do the printing under contract with Twin Circle, which agreed to recognize the Guild's Register contract.

The society said it was continuing to lose money, however, and could no longer afford to stay in the printing business.

Cincinnati Secretary Wins Job Back

Cleveland, Ohio—An arbitrator this month reinstated Cincinnati Guild Secretary Janet Albright, who the Cincinnati Post & Times-Star contended had resigned from her copy editor's job.

Cleveland arbiter Harry J. Dworkin upheld the Guild's contention that Miss Albright had merely served notice she might resign in order to take a round-the-world trip.

The company hired a replacement for Miss Albright three days after her request for a year's leave of absence to take the trip was rejected last November. It maintained that her statement that "I guess I would have to resign" constituted an effective resignation.

Two weeks later Miss Albright served notice that plans for the trip had fallen through, but the company removed her from the

company payroll Jan. 9.

While Dworkin affirmed the Miss Albright's statement did not constitute "a final and irrevocable resignation," he granted payment of only half her lost earnings. He pointed out that the company had suffered financial loss by hiring a replacement and said Miss Albright's conduct "contributed in some degree" to management's impression that she had resigned.

IEB Backs Reallocation to Aid General Fund

The International Executive Board this month endorsed a proposed per-capita reallocation to channel "urgently needed" revenue into ANG's General Fund without harming the "near-record war chest" in the Defense Fund.

Under the per-capita split jointly recommended to this year's convention by the special strike-financing and per-capita study committees, an estimated \$10,000 more a month would accrue to the General Fund.

The committees proposed to increase from 60 percent to 70 percent the share of each per-capita payment devoted to the General Fund, with a resultant diminution of the Defense Fund's share.

In endorsing the committees' report, in accordance with a recommendation by ANG President Charles A. Perlik, Jr., the IEB noted that the reallocation would not add to the dues burden of members.

Adoption of the report, the IEB added, would afford members "a respite from a long series of emergency assessments." The committees proposed that once the Defense Fund reaches two million dollars no new assessments be ordered until it drops below 1.5 million.

The IEB approved a 1971-72 fiscal-year budget of \$867,094 and estimated income for the period of \$821,320, which would produce a deficit of \$45,774. Adoption of the per-capita reallocation would balance the year's budget if it should take effect no later than November.

ANG ended the 1970-71 fiscal year with an accumulated deficit of \$77,740, including a \$33,376 deficit incurred during the fiscal year.

Although income will increase 8.5 percent as a result of a 25½-cent per-capita increase, the IEB said that without re-apportionment of per capitas "there is no way in which it can rise enough . . . to cover even the minimum, basic services which Guild members and would-be members must receive from the international union."

The IEB warned in its Finance Report to the convention that failure to change the existing apportionment "inevitably will mean an even larger deficit" next year.

If the per-capita reallocation is enacted by the convention and takes effect, as envisioned, in October, the impending 1971-72 deficit would disappear and be replaced by a small surplus, through an estimated \$60,000 in additional income during the last six months of the year.

"This would enable the Guild to start rebuilding its organizing and service capacity without the inhibiting effects of repeated deficits," the IEB said.

Secretary-Treasurer Robert M. Crocker told the board that barring a major new emergency the Defense Fund will attain the two-million-dollar level with the payment of September assessments due at ANG in October. This would enable the per-capita allocation to be changed without adversely affecting the Defense

Fund, Crocker declared.

The Fund stood at approximately \$1,350,000 at the end of April.

International Vice President Philip Brennan of New York voted against the Finance Report, opposing its endorsement of a continuation of assessments until the two-million-dollar Defense Fund floor is reached.

John E. Deegan, the New York Guild's representative on the strike-finance committee, had urged that assessments stop when the fund reaches 1.5 million and resume only when it falls below 1.25 million.

Vice President Harry E. Ryan, the other board member from New York, had to leave the meeting early and was not present when the report was considered.

International Vice Presidents Hugh H. Harrison and John C. Edgington endorsed the report, although they said they support a specific date for effectuating the proposed per-capita reallocation.

The General Fund deficit climbed during the past fiscal year despite the fact that no new services or staff were added, the IEB said, explaining that "the cost of practically everything the Guild buys had increased, just as it had in families across the land."

The IEB, in response to a proposal by the Federation of Guild Representatives, approved the acceleration of previously negotiated salary increases for ANG staff personnel to compensate for the steep increase in living costs. It advanced raises scheduled for Aug. 1 retroactively to April 1 and those for next Feb. 1 to Oct. 1.

In addition to the per-capita reallocation and a respite from assessments, the two finance study committees urged retention of the present formula providing automatic per-capita payment increases geared to the average reporter top minimum in Guild newspaper contracts.

They also recommended that the amount striking members may earn in temporary jobs be increased from \$35 to \$50 before being offset against strike benefits.

In its Collective Bargaining Report, the IEB recommended broadening the circumstances under which strike benefits may be

paid to include applicants eligible for membership but whose application is awaiting the process of organization, certification or negotiation of an initial contract.

The recommendation would also authorize the IEB to pay strike benefits in any instance in which "the IEB decides that it is in the interest of ANG to do so."

In another action, the IEB authorized Crocker to purchase necessary vehicles for use of ANG personnel. At present the Guild leases cars for President Charles A. Perlik, Jr., Crocker and James H. Orcutt, assistant director of ANG's New England Servicing-Organizing Program.

The IEB's Finance Committee estimated there would be a monthly saving of \$36 by purchasing vehicles instead of leasing them.

Noting that the 1970 Guild Service Award winner's lost-time, travel, hotel and per-diem expenses exceeded the \$1,000 scholarship presently granted, the IEB recommended an increase to \$1,500 in the amount awarded for a course in trade-union education.

The IEB scheduled hearings July 9 for the Toledo Guild and July 10 for the Youngstown Guild to explain their objections to the conclusion of strike audits that they owe money to the Defense Fund.

The IEB says audits of Toledo and Youngstown strikes indicate benefit overpayments were made when profits of interim strike

papers were distributed to Guild members following the papers' liquidation. The Youngstown strike occurred in 1964-65 and the Toledo strike in 1966-67.

Contributions of \$100 to the Association for Education in Journalism's summer internship program for minorities and \$25 to the City of Hope, a pilot medical center backed by organized labor, were approved by the IEB.

Vice President James Young joined Vice Presidents Harrison and Edward J. Schrode in opposing the City of Hope contribution. The latter two have consistently opposed most contributions as long as sufficient money is not available for organizing.

The IEB agreed to assist the San Jose and Erie locals in the payment of legal expenses in National Labor Relations Board cases of widespread significance. San Jose requested aid in its fight to defeat a management move to exclude 37 jobs from coverage of a recently concluded contract. Erie sought help in its defense against management's attack on fines levied against five members who worked during a 1969 strike.

The board turned down financial-aid requests from the Wire Service Guild in connection with a marathon Associated Press arbitration in Vermont and the Stockton Guild in connection with management's attempt to farm out advertising sales for special sections. It held these did not have the same national significance.

Two News Services Face Antitrust Suit

New York City—The Justice Department sued in U.S. District Court last week to break up a recently concluded agreement under which news services of the New York Times and Chicago's Field newspapers share a single teletype wire and sales force.

Charging an antitrust-law violation, the suit claims the agreement lessens what had been "substantial competition" between the two news services prior to Feb. 1.

Arthur Ochs Sulzberger, publisher of the Times, and Marshall Field, publisher of the Chicago Sun-Times and Daily News, vowed to resist the suit.

They said the wire sharing was designed to cut costs after the Federal Communications Commission ended special press tariffs that allowed purchase of wire time by the hour.

They said their single sales unit "broadens competition" by offer-

ing the Chicago services on "an independent network" and that the two news services remain editorially independent.

The Justice Department is seeking an injunction to bar any similar agreement in the future.

Although there are other shared-wire agreements between supplementary news services, Justice Department spokesmen said the Times-Field operation was singled out because the Times News Service is the largest.

Sale OK'd, but Citizen-News Fate Unsure

Los Angeles, Calif.—The future of the Los Angeles Citizen-News continued in a shroud of doubt last week as sale of the paper's equipment was approved in Bankruptcy Court but sale of its plant was held up.

Publisher Richard M. Horton continued to talk of attempts to revive the paper, and Benjamin Slavkin, a printing-press dealer who bought a press and the paper's mastheads, voiced hope that publication would be resumed.

There had been rumors that Slavkin and Benjamin Smith, a real-estate investor who submitted a high bid of \$400,000 for the plant, were acting on behalf of Horton.

Bids totaling \$168,000 for the paper's equipment were approved by Bankruptcy Referee Russell Seymour May 21. But Seymour reserved action on Smith's bid for the plant after trustee George T. Goggin reported that a Beverly Hills investment and development firm had submitted a letter of intent



Newspaper Graveyard

Typewriters that once pounded out the news remain stilled awaiting the auctioneer's hammer at

the Los Angeles Citizens-News following unsuccessful efforts to revive the paper.

to offer \$500,000 for it subject to an inspection for possible earthquake damage.

Seymour authorized Coggin to continue negotiations and ex-

tended a restraining order against foreclosure of a \$442,000 mortgage on the plant pending the court's next review of the situation June 25.

The Citizen-News suspended publication last August, throwing 35 Guild members out of their jobs. Many are still owed back wages.

Negro Named City Editor

Portland, Ore.—William A. Hilliard has become the first black to be named city editor of a major U.S. daily.

Hilliard was appointed by Newhouse's Portland Oregonian after 19 years on the staff, as a copy boy, sports reporter, church editor, general-assignment reporter, picture editor and assistant city editor. He was a Guild member during the 1959 strike against the Portland papers but returned to work in early 1961 before the strike ended.



ARTHUR ROSENSTOCK

Rosenstock Retires, Gets IEB Praise

The International Executive Board this month paid tribute to former ANG President Arthur Rosenstock on his retirement as supervisory librarian at the New York Post. He served in ANG's highest office longer than anyone in the union's history.

Rosenstock retired last month, ending a 47-year career with the Post and the defunct Bronx Home News. He said he has no plans except to relax.

In extending its best wishes in a resolution, the IEB noted Rosenstock's long service to the Guild and its New York Local, of which he is a charter member.

"His contribution as a distinguished representative of ANG before other labor organizations in North America and abroad helped to bring ANG the respect it enjoys as a viable representative of more than 30,000 workers in the communications field," the resolution said.

Rosenstock held the ANG presidency from 1959 to 1967, almost two years longer than Heywood Broun, the Guild's founder and first president. He was an international vice president from the New York City region from 1955 to 1957.

A former president and vice president of the New York Guild, he served many years on the local's representative assembly and executive board.

The representative assembly, of which Rosenstock was once chairman, took note of the local and international posts he held in a resolution adopted April 28.

"In all these offices Arthur Rosenstock fought, without compromise, for an honest Guild that would honestly battle for the needs and the rights of the members," the New York tribute said.

Three Indicted for Assault On N.Y. Times Guildsman

Newark, N.J.—Three men, including Dr. E. Wyman Garret, a former member of the Newark Board of Education, were indicted this month on charges of assaulting, robbing and threatening to kill New York Times Guildsman Fox Butterfield.

Butterfield was beaten and robbed of his notebook and a wallet containing \$40 while covering a tense school-board hearing on a proposed settlement of Newark's two-month teacher strike April 6.

Butterfield accused Garret, a black gynecologist, of ordering

A constitutional amendment to enable the International Election and Referendum Committee to enfranchise Guild members whose dues have been paid or checked off but whose per capita payments have not been received in time by ANG was recommended this month by the International Executive Board.

The amendment would empower the IERC to certify members who are in good standing but for whom their locals have not submitted per capita payments to ANG, provided the local treasurer or two other officers submit a statement detailing the members' status and the reason ANG has not received the remittances.

The IEB approved the change on a voice vote over the objections of ANG's three top officers, International Chairman James B. Woods, President Charles A. Perlík, Jr., and Secretary-Treasurer Robert M. Crocker.

The Washington - Baltimore Guild initiated the proposal a year ago after 80 new members were disqualified from voting in the 1969 elections because checked-off dues were not submitted to the local in time for transmission of their per capita payments to ANG by the deadline. Last year's convention referred it to

the IEB for further study.

Existing constitutional provisions require the remittance of a member's per-capita payments to ANG for either June, July or August as a prerequisite for voting eligibility in international elections.

In its recommendation to the convention the IEB said the proposed change "would lessen the danger that an individual member might, through no fault of his own, be deprived of his rights."

The proposed amendment would authorize the IERC to enfranchise voters "in the event it appears that a member's dues and assessments are checked off under Guild contract or have in fact been paid by the member."

It requires the receipt by the IERC of the explanatory statement from local officers "not later than the 15th day of the last month in which good standing may be determined."

Perlík objected that the proposal would "abandon 38 years of regulation . . . to enhance the members' right to vote" by adoption of "a procedure which still has in it the seeds for a member disenfranchising himself."

Characterizing the proposal as "empty" and "nonproductive," Perlík said he could envision "al-

most a resident IERC, or at least the chairman at ANG headquarters" to deal with numerous certification requests.

Woods lauded the intent of the proposed amendment but questioned whether it would accomplish that intent. "Each change we make gets us further into a box," he asserted.

International Vice President Joe Holt Anderson, Jr., of Washington-Baltimore, chairman of the IEB's Constitution Committee, conceded that the proposal "doesn't accomplish everything" but said it would enable the IERC "to correct injustices it is not now empowered to correct."

International Vice President George McCormick of Twin Cities described the proposal as an appeals mechanism, "not an abandonment of strictures." Vice President Philip Brennan of New York said it would help the member "who has done all in his power to be able to vote."

The IEB, in its Guild Reporter Report to the convention, recommended a change in GR policy governing letters in election and referendum campaigns.

The proposed policy would bar publication of letters containing new charges relating to the campaign in the issue preceding distribution of ballots and subse-

quent issues preceding the end of voting.

Existing convention-authorized policy bars any letters except rebuttals from these issues. The board, in recommending the change, said it would broaden the time period for general-advocacy letters while more effectively serving the purpose of preventing last-minute charges that cannot be answered in time.

The IEB also proposed constitutional amendments to tighten the status of alternate delegates to Guild conventions. It would prohibit an alternate from acting as a delegate "in any way" unless he is registered as a delegate in place of one stricken from the register.

Noting that the ANG Constitution was amended in 1958 to permit a separate strike vote in a bargaining unit smaller than the constitutional unit of which it is a part, the IEB recommended an amendment to permit separate contract ratification in the same circumstances.

The IEB also recommended an amendment to require that a copy of the ANG Constitution accompany the service of charges upon an accused member so that he can familiarize himself with constitutional procedures covering disciplinary action.

Detroit Guild Presents Black-Caucus Demands

Detroit, Mich.—The Guild headed into bargaining with the Detroit Free Press this week armed with a set of minority-hiring and advancement proposals prepared by a black caucus.

The demands were presented at a Guild membership meeting May 18 and whipped into proposal form by a special committee. Bargaining began with the Free Press May 24 and with the Detroit News the next day.

Guild negotiations were launched after six craft unions ratified settlements providing a money package of \$72 over three years. The Guild declined to participate in rapid-fire joint bargaining that led to the agreement because it had insufficient time to prepare and resolve non-economic proposals.

The black caucus demands included a written commitment from the Free Press not to tolerate racial discrimination and the appointment of a joint Guild-management committee to rule on charges of discrimination.

Noting that the Free Press does not have a single black national- or retail-advertising salesman, the caucus demanded that management begin recruiting blacks in every department, with a requirement that at least 10

percent of every department consist of blacks or other minority-group members within nine months of contract ratification.

Asserting that qualified minority-group members are available for all jobs, the caucus objected to "any type of training program that would segregate blacks and put them in a separate category."

The caucus also charged that many in job categories occupied largely by blacks are receiving

less pay than employees in other categories filled principally by whites, that overtime is assigned on a racial basis and that many black employees are in dead-end jobs.

It also complained of harassment of black employees, of "irrelevant" hiring tests, favoritism for white workers and the use of blacks in "visible" outside jobs in greater proportion than in inside jobs.

Guild Poll of Women Prompts Pay Survey at Cleveland Press

Cleveland, Ohio—The Cleveland Press is undertaking a comparative survey of the salaries received by its male and female employees following a Guild survey that showed most women responding feel they are not paid equally.

The Press also agreed to closer scrutiny of its treatment of women in the news to assure that stereotyping is eliminated.

Guild Executive Secretary Jack F. Weir and the local's women's-rights committee met with management May 6 after the results of a questionnaire of women employees were tabulated.

The survey showed that 38 of 69 women replying felt that women are paid less than men doing the same job. Seven felt women were paid more.

Since the Guild's contract allows no pay differential by sex, the women's-rights committee noted, any inequality would have to be the result of merit pay or the application of different job

titles to men and women doing essentially the same work.

Fifty-seven of the women felt that they are not given equal consideration for promotion. But only 12 said they had ever complained about sex discrimination.

The committee said the response indicated that the women "took discrimination for granted, figured they couldn't do anything about it and never said anything about it until the women's-rights committee asked them."

Fifty-nine women said the Press should grant maternity leave, with replies ranging from leaves of two months to two years and averaging seven months. But a majority, 44, felt the Press should not be required to provide child-care facilities for all employees.

Many of those responding objected to emphasis on "housewife stuff" in the Press's women's pages, urging more stories relevant to working women. Some

Although the caucus statement was directed at the Free Press, it was signed by 21 employees of both the Free Press and the News. The Guild represents only maintenance employees at the News.

Local President James G. McMahon named Bobbie Jean Ruffin, chairman of the caucus and a dispatch driver at the Free Press, to head the committee that drew up the contract proposals.

objected to the idea of a women's section itself, while others urged more consumer-oriented news and stories on black women.

The Press, at its meeting with the Guild, rejected a suggestion that engagement and wedding announcements be run as paid advertising. It voiced concern over the possible resulting loss of wedding-oriented commercial advertising.

The Queen Is Dead

Vancouver, B.C.—Women's liberation sentiment has ended a long-standing tradition of Page One queens in the Vancouver-New Westminster Guild.

The Guild held its Page One Ball without a queen May 15, and Executive Secretary William H. McLeman said there won't be any at future balls.

McLeman said the decision was made in response to sentiment expressed by both male and female members that "beauty contests are not in order in this day and age."

The local is weighing the possibility of replacing the queen contest with journalism awards contests next year.

New England Unit Ups Per Capitas

Boston, Mass.—Representatives of ANG and four member-locals last weekend approved increases in monthly payments to finance the Guild's New England Servicing-Organizing Program.

Payments for the Brockton, Manchester and Portland locals

were raised from \$2 to \$2.50 per member, while payments by the Boston Local and ANG were increased from \$400 to \$480 a month.

Secretary-Treasurer Robert M. Crocker represented ANG at the meeting.

IEB Endorses Women's-Rights Measures

Pending legislation dealing with equal pay and maternity leaves in Canada and with operation of child-care centers in the United States was endorsed this month by ANG's International Executive Board.

The IEB reaffirmed its January support of U.S. health-security bills, contending that a health-care program subsequently proposed by President Nixon "falls far short of meeting the nation's health-care needs."

The board also endorsed a nationwide voter-registration and education drive among 18-to-21-year-old youths in the United States, urging Guild locals to participate and to seek ratification of the Constitutional amendment lowering the voting age to 18 in all elections.

In urging approval by the Canadian Parliament of amendments to the Federal Labour Code, the IEB noted that they would redefine the types of work for which men and women must receive equal pay and establish employees' right to maternity leaves of up to 17 weeks.

The Labour Code amendments would apply to Canadian Wire Service Guild members employed by the Canadian Broadcasting Corp. and United Press International.

Under the amendments, equal pay would be required for women in "similar" jobs instead of "substantially identical" work, as now provided. In addition to establishing the right to maternity leaves, the amendments would prohibit dismissals or layoffs because of pregnancy.

The amendments would also fix minimum severance-pay amounts for employees terminated after five or more years of service and require employers to give 16 weeks' notice to the government and any affected union before terminating 50 or more persons.

Proposed legislation to extend

California Policy on Masquerading Hit

Los Gatos, Calif.—The Western District Council this month called on California Justice Department officials to abandon their announced policy of having law-enforcement agents pose as newsmen to gather information.

The policy, announced by law-enforcement chief Robert A. Houghton and endorsed by Atty. Gen. Evelle Younger, was scored as "an affront and an injury to the profession of journalism" and "a serious infringement on the public's right to know."

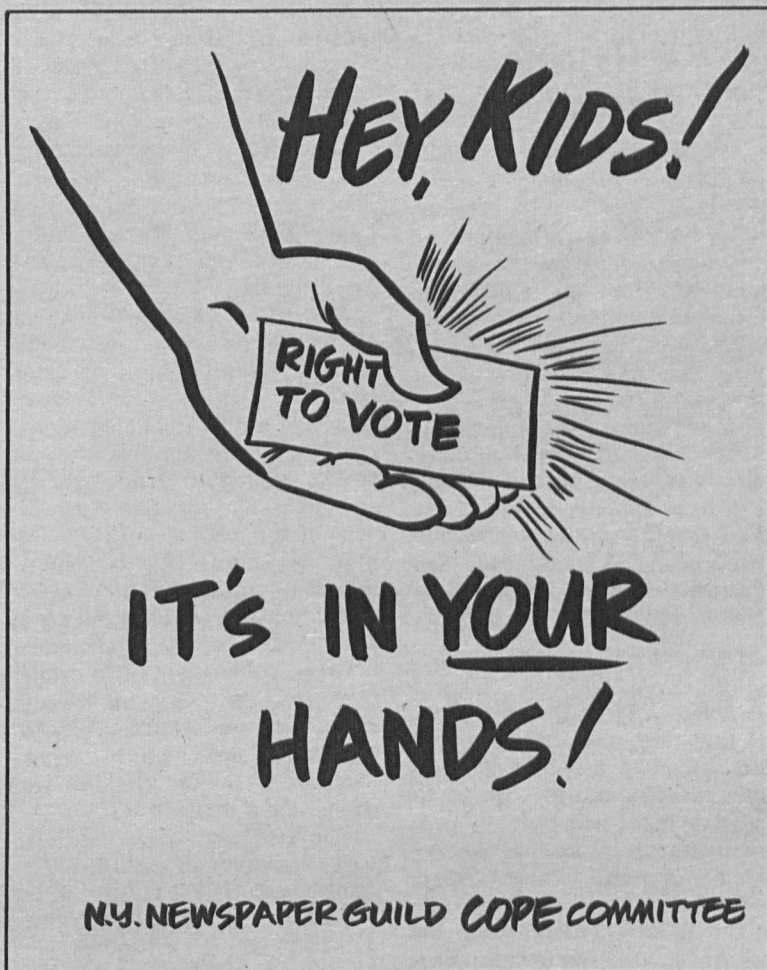
A council resolution cited Guild convention resolutions opposing police impersonation of newsmen and recent apologies for impersonation incidents by

Guild Files Petition At Hoboken Plant

Newark, N.J.—The North Jersey Guild last week filed a petition seeking to represent 50 employees of Alco-Gravure, a division of the Publications Corp., in Hoboken.

The petition covers employees in the plant's mail room, production department, stock room and sample department, as well as business-office personnel. The plant prints some of the New York Times's Sunday sections, in addition to other publications.

International Representative Ed Allen is assisting the organizing campaign.



New York COPE Effort

One of a series of leaflets published by the New York Guild's COPE Committee in an accelerated effort to encourage political action and contributions to COPE's Dollar Drive. A subcommittee headed by Romeo Cherot is conducting the campaign.

coverage of Canadian federal-provincial unemployment-compensation insurance to all workers was endorsed by the IEB. The bill before Parliament would eliminate the present salary-eligibility cutoff and boost payments from \$58 to \$100.

In re-endorsing the Kennedy-Griffiths health-care plan, the IEB noted that it meets "the criteria set by the 1970 Seattle Convention for a system of quality, comprehensive health care."

The IEB said the Nixon Administration proposal not only is based on private insurance but "would not cover all citizens, including migratory workers, and would not cover all costs, even of catastrophic illnesses."

The board called for enactment of the Child Development Act, supported by the AFL-CIO, which would provide assistance in the establishment and operation of child-care centers.

The bill would provide free

child care for families with incomes of less than \$6,900 a year and a graduated scale of costs for those earning more than \$6,900.

Noting that the amendment lowering the voting age still lacks ratification in the requisite 38 states, the IEB called on Guild locals in Illinois, Missouri, New Hampshire, New York, Ohio, Oregon, Rhode Island and Virginia, where legislatures are now in session, to work for adoption of the amendment.

The IEB, in its Political Action Report to this year's convention, urged all locals to "encourage and assist members to register and vote."

It specifically urged participation by U.S. locals in the nationwide voter-registration program conducted by the AFL-CIO's Committee on Political Education (COPE).

The IEB also appealed to locals to conduct COPE dollar drives among members and make treasury contributions to COPE's education and voter-registration funds to fulfill the Guild's \$3,210 COPE quota.

ANG Research and Information Director James M. Cesnik this month addressed letters to U.S. locals and district councils, urging their support of the COPE campaign.

In other recommendations, the board urged locals to appoint political-action committees and support antistrikebreaker legislation at local, state, provincial and federal levels.

The IEB called on Canadian locals and the Canadian District Council to oppose oppressive labor legislation, guard against efforts to fragment national bargaining units, support efforts to further unify labor in Canada and back the Canadian Labour Congress and provincial federations of labor in seeking elimination of injunctions as a strike-breaking weapon.

Nixon Wedding Rebuff

Martin Gets a Cold Reception

Washington-Baltimore Guild President John V. Reistrup has asked Mrs. Nixon to reinstate Washington Post Guildswoman Judith Martin's credentials as a member of the wedding.

Reistrup acted after the White House announced that Mrs. Martin would be barred from covering the marriage of Patricia Nixon to Edward Finch Cox June 12.

"The First Family does not feel comfortable with Judith Martin," explained Mrs. Nixon's staff director, Constance Stuart.

White House antipathy to Mrs. Martin stems from her success in covering a closed wedding reception for Julie Nixon in 1968.

Reistrup, in a letter urging Mrs. Nixon to reconsider, declared that "once news sources begin granting accreditation on the basis of whether they 'feel comfortable' with particular reporters or photographers, they are setting up censorship before the fact" and "relegating members of a great and free press to the status of courtiers dependent upon a monarch's whim."

"For years this union has insisted that the women who work as reporters of 'society' news

are not second-class citizens economically and are entitled to journeymen's rates of pay. Now we must recognize the additional principle that these reporters should not be second-class citizens when it comes to access to the events they are assigned to cover.

"To deny a particular reporter accreditation to a 'society' event that is recognized as major news and is open to other members of the press is as repugnant as would be a Cabinet member's closing a news conference to a particular reporter on grounds he did not 'feel comfortable' with the reporter's coverage," Reistrup said.

Post executives, after appealing unsuccessfully to the White House, announced that Mrs. Martin would still be assigned to cover the wedding and that five other Post reporters who had sought accreditation will not go unless she does.

Mrs. Martin said she planned to "get as near as I can and cover as well as I can" with help from reporters from other papers who have promised to keep her informed.

Top at Salem Up \$43 in 2-Year Pact

Salem, Mass.—Key top minimums at the Salem News are increased \$43.35, to \$218.79, in a new two-year Guild contract.

The contract raises the top minimum for janitors \$37.61, to \$189.87, highest negotiated in any Guild contract except that at the New York Times.

The top for reporters and ad salesmen is raised \$10.72 retroactive to Oct. 1, \$10.70 effective April 1, \$10.70 next Oct. 1 and \$11.23 next April.

The top for photographers is raised the same amount, to \$236.79, a higher minimum based on an additional 3½ hours of work a week. The top for district reporters, sports editor and sports writers is increased \$49.85, to \$251.61, but their minimums include 3½ hours of guaranteed weekly overtime.

The top for circulation district men is increased \$37.73, to \$190.40, the flat minimum for copy-desk men is up \$45.70, to \$230.63, the top for computer operators is up \$34.26, to \$149.17, and that for switchboard operators rises \$28.40, to \$143.31.

The contract provides a five-day week for circulation district men for the first time.

The Guild won an increase in pensions to \$1,520 a year, up \$260.

Probers Raid Irving Papers

Fredericton, N.B.—Federal combines investigators last month seized documents from Irving newspapers in Fredericton, Saint John and Moncton in apparent pursuit of an antitrust investigation.

The raids were condemned in Parliament by Progressive Conservative members, who questioned whether they were part of a "vendetta" against the provincial chain by Sen. Charles McElman of New Brunswick, a member of the Senate's Special Committee on the Mass Media.

The Irving newspapers came under heavy attack at the committee's 1970 hearings as having a virtual monopoly on the province's news media.

Bargaining Focus Urged for Guild Rights Drive

(Continued from Page 1)

can be evaluated in the light of Guild experience."

Emphasizing "the need for eliminating sex and race discrimination in our industry," the IEB recommended the following additional provisions in ANG's Collective Bargaining Program to meet the need directly and indirectly:

- Equal pay for equal work.
- Wage parity for inside classified-sales employees with other key classifications.
- Provision that individual merit shall be acknowledged by increases above the minimums, together with twice-annual evaluation of employees for merit-pay purposes.
- Addition of hiring and promotion standards to the list of payroll information to be furnished by employers.
- An increase from five to 10 days in paid paternity leave added to the provision for "adequate" maternity leave.
- Addition of marital or parental status and political activities to the program's antidiscrimination clause and addition of women to the groups for which training programs are emphasized.
- Specification that training programs shall provide on-the-job training, supplemented by formal classes.
- The right to lateral transfers.
- A demand that employers post job openings, provide written explanations for denying promotions or transfers sought by employees, furnish the Guild the criteria and tests used to evaluate employees and discuss employees' progress frequently with them during trial periods.
- Paid leaves for family emergencies.
- Employer payment of all medical costs when an employee is injured working under hazardous conditions or as a result of the employer's failure to provide adequate safety measures.
- Inclusion of an employee's spouse in health-care plans and a broader range of special care and services to be covered.

In recommending that it be authorized to designate two of its members or two other Guild members to oversee women's-

and minority-rights progress, the IEB noted that it was recommending that the convention incorporate key proposals of the two conferences into ANG's over-all program, to be achieved primarily through collective bargaining.

"As is true of the rest of ANG's over-all program," the board said, "the implementation of the conference proposals will be the responsibility of all ANG officers and its entire staff."

The women's-rights conference recommended the creation of a fulltime women's-rights coordinator, but Eleanor Dunn, the interim co-ordinator chosen by the conference, told the IEB this month that, in view of the progress made since the conference, a fulltime co-ordinator is no longer necessary.

The IEB, which said it "enthusiastically" endorses the concept of equitable minority hiring, specified that a condition of Contracts Committee approval of minority-hiring goal proposals would be "inclusion of a goal based on local-area or national percentages (of minority citizens) . . . whichever is greater, to be achieved at the earliest feasible time."

The board said it recognizes that both the effectiveness and legality of hiring goals remain to be finally determined, noting that the Supreme Court has not ruled on them, and said locals making such proposals must consult with the Contracts Committee for guidance.

Urging that where employer practices violate either the Guild's contract or federal, state or local laws, the IEB said locals should "aggressively" enforce the contract or, if the contract is inadequate, use appropriate laws to achieve redress after consulting with ANG.

The IEB also urged locals to co-operate with human rights commissions, fair-employment-practices commissions and similar groups in enforcing administrative regulations.

The IEB questioned whether bargaining for employer-financed scholarship funds to train minority-group members would give them maximum job opportunities in the industry.

"The most effective contribution Guild members can make at the bargaining table," the IEB

sponsored by AFL-CIO central labor councils.

The board also pointed out that an effective shop-steward system "offers a continuing supply of new local leadership and a natural avenue of advancement in the union."

The IEB noted that ANG's women's-rights and minority-recruitment conferences had accomplished their major goals of giving "renewed impetus and militancy to Guild efforts at all levels to end discrimination and advance women's and minority rights in our industry."

In another recommendation, the IEB urged locals to join ANG in depositing past records and other relevant materials in the labor-archives collection at Wayne State University so that it can become "the central repository for all Guild records of historical value." ANG has already sent some of its records there.

Funds Urged For Hampton

Pointing to a need for additional funds to support the activities of Chester M. Hampton, interim co-ordinator of minority-group recruitment and training within the Guild, the International Executive Board this month appealed to locals that have not contributed to the special fund to do so.

Additional contributions of \$200 from Washington-Baltimore (its second such donation), \$75 from Denver, \$50 from the Federation of Guild Representatives and \$25 each from San Francisco-Oakland and Gary have raised the fund to \$1,000.

declared, "is to persuade employers that they must begin to hire minority-group members in equitable numbers and then go on to negotiate adequate training programs for them at the expense and on the time of the employer."

The IEB, in its Human Rights Report to the convention, proposed that locals "establish or redirect scholarship programs to assist interested but deprived men and women from minority groups" to obtain training needed for industry jobs.

Concerning a minority-group conference proposal that Guild members contribute three percent of one week's salary each year to finance a scholarship program, the IEB said this could be "an easy way out of what should be total commitment by our members to equitable minority hiring."

"The IEB is convinced that assuring equal opportunities in hiring and training is the responsibility of the employer," the board said, urging that the Guild concentrate money and efforts on "making employers live up to that responsibility" by agreeing to Guild contract objectives "which cover both employees and the hard-core unemployed."

The IEB noted that a number of the suggestions of the women's-rights conference are already covered in the mandatory Collective Bargaining Program and in the Guild's Convention Recommendations on Collective Bargaining.

It urged locals to guard against job-assignment bias and other forms of discrimination against women, obtain complete payroll information to check equal-pay compliance and examine closely employer attempts to exclude jobs from contract coverage.

The IEB endorsed the women's-rights conference's call for special emphasis on achieving the four-day, 28-hour week and concurred in its recommendation that locals appoint committees to investigate the establishment of child-care centers.

In advocating expansion of health-care plans to include coverage for aural and psychological care, drug-related problems, abortions, vasectomies and unlimited obstetrical and liberal elective-surgery benefits, the IEB urged emphasis on negotiating benefits as such rather than negotiating their cost.

It called for evaluation of health-care plans to assure maximum benefits for dollars spent and explore alternative insurance or prepaid group-practice plans.

It also advised retention of independent professional consultants to assist in the assessment of health-care plans.

The IEB recommended that a demand for employer-financed child-care centers on or near company premises be shifted from Convention Recommendations into the Collective Bargaining Program.

The IEB proposed amending a Convention Recommendation on job classifications to call for specific and accurate job descriptions, carefully negotiated to assure "that they are realistic and do not set higher standards than are necessary for the performance of the job."

In its Human Rights Report, the IEB urged locals to seek elimination of sexual stereotypes and "irrelevant" racial identifications in publications with which they have contracts and to seek an end to section labels, such as women's pages, which denote that interest in the contents will depend on a reader's sex.

The IEB also urged locals to seek elimination of classified help-wanted columns headed "male" or "female" and racially discriminatory real-estate advertising and to insist that employers use sexually desegregated columns and the statement "an equal-opportunity employer" when advertising for new employees.

Observing that these were among the women's-rights conference's recommendations, the IEB said they were "in keeping with the (1970) Seattle Convention's endorsement of employees' right to a voice in the product."

The IEB urged locals to consult with ANG's Research and Information and Collective Bargaining departments in developing and executing human-rights programs and keep ANG informed of their human-rights activities.

In advocating expansion of ANG recruitment and training informational and job-referral services, the IEB said ANG is preparing a summary of minority recruitment and training efforts within the Guild and will issue summaries of subsequent new programs.

The IEB pledged to work with other organizations and groups toward formation and operation of a "central and industry-wide referral service and clearing house" for all private and public minority-training programs. It

cited the Association for Education in Journalism's proposal for a "skills bank" program, in which the Guild is already co-operating.

Noting that an ANG survey has revealed that few press clubs in large Guild cities deny women membership, the IEB urged those locals in cities with sexually restrictive clubs to follow the desegregation examples set when national clubs in the United States and Canada were opened to women.

The IEB suggested that press-box barriers to women be attacked at the local level rather than through a "national press-box liberation day," since ANG research indicates access to press facilities at sports events generally is controlled by the host college, club or team.

Concerning a women's-rights conference recommendation that ANG lobby actively for equal rights, equal-employment-opportunity and child-care legislation, the IEB vowed that ANG would "do all within its means on behalf of these and other legislative proposals of importance to its members and workers generally."

The IEB called on locals to act in instances where managements yield to "a news or advertising source's refusal to deal with a reporter or salesman because of that employee's race or sex."

While calling for increased participation by women in all levels of Guild activity, as advocated by the women's-rights conference, the IEB said that election of convention delegates on a formal quota basis would be "both undesirable and unworkable."

The IEB urged locals to encourage women "to play active roles and make their voices heard in the Guild" and recommended that ANG and local leaders encourage women to seek appointive and elective Guild positions.

Reiterating the minority-group conference's reaffirmation of previous convention calls, the IEB appealed to locals to establish human-rights committees and chart "meaningful" programs to pursue employment discrimination in the industry.

The IEB called on locals "to live up to their responsibility to work for full employment of all groups, regardless of race, religion, sex, or cultural or ethnic background, and to educate their members to the necessity for accomplishing this vital goal."

Institutes Proposed to Train Women, Minority Leaders

The International Executive Board this month recommended that ANG's regional weekend institute series for 1971-72 be aimed at developing new local leadership, especially among women and minorities, and that locals supplement the institutes with short school and college courses in local administration.

The institute series, conducted by the Research and Information Department, would implement the 1970 Convention's call for special efforts to bring more women and minority-group members into Guild leadership. It would be devoted to basic instruction in local activities and administration.

The IEB, in its Research and Information Report to the 1971 Convention, recommended that locals supplement the institutes with "appropriate school and college 'short courses' in local-union administration," many

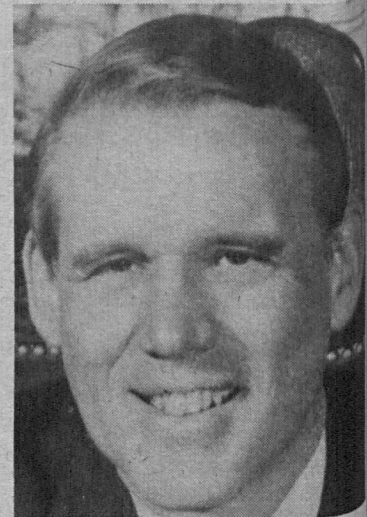
Sen. Davey to Address Guild's Boston Parley

(Continued from Page 1)

interested in hearing him comment on what the Senate committee's hearings showed about the communications industry and on reactions to the committee's report.

Efforts undertaken by Canadian newsmen in response to the report "have demonstrated once again that newspaper workers both north and south of our common border have more to unite them than to divide them," Perlik observed.

Davey, who once served as manager of a Toronto radio station, is president of a communications consulting firm bearing his name in Don Mills, Ont. He was elected to the Senate in 1966 after serving as national organizer and executive director of the Liberal Federation.



GOV. FRANCIS W. SARGENT

In 1966-67 he served as commissioner of the Canadian Football League.

Board Urges Dropping 'A' From ANG

(Continued from Page 1)

as "communications," "news" or "media," were either pre-empted by other unions, "faddish" or "vague."

Moreover, the board said, changing the term "Newspaper" is not necessary because it is "not resented by our magazine-employee members" and "at least some of our labor-union-employee members hold the title in esteem."

The IEB said the term "Guild" is too traditional "to warrant removing it from our title."

In recommending that the term "American" be dropped from the title, the board agreed that it is generally understood to mean "United States." The board said "American" should be dropped in justice to the 10 percent of ANG's membership that is "justly proud of their Canadian citizenship."

The IEB said finding a substitute for "American" proved "unexpectedly difficult." It rejected "International" and "North American" on the ground that they are "held in some disregard by many Canadians."

In seeking a substitute that would preserve the initials "ANG" the IEB rejected "allied," "associated" and "amalgamated" on the ground such terms "convey the impression of a group of sovereign organizations joined together for limited purposes."

In preparing its report, the special committee of Secretary-Treasurer Robert M. Crocker and Canadian Vice Presidents Glen Ogilvie and James Young sifted nearly 50 suggestions for name changes.

The IEB's Constitution Committee prepared language to amend the ANG Constitution to effect the proposed change to "The Newspaper Guild," including the substitution of "TNG" in its references by initials to the international Guild.

In another recognition of Canada's role in the Guild, the IEB voted to hold its Oct. 18-21 reorganization session in Toronto subject to a final review of cost estimates at its July 9 meeting.

Crocker said the consensus of an IEB committee appointed to weigh the feasibility of a Toronto meeting was that it would be "worthwhile" despite an additional cost of \$2,000 or \$3,000.

In its Research and Information Committee report to the convention, the IEB recommended that the Guild publish a general-purpose pamphlet for use in Canada comparable to the new "Thanks to the Guild..."

"Thanks to the Guild..." is a new title for ANG's familiar pamphlet "If I Were a Newspaperman..."

...Pittsburgh

(Continued from Page 1)

handles advertising sales as well as printing for the Post-Gazette, laid off 1,100 mechanical-department employees at the start of the strike but retained 700 editorial, advertising and business-office employees. The Press is also bargaining with several other craft unions.

The Pittsburgh Guild began lockout payments to its Post-Gazette members today with a \$10,000 check from ANG's International Defense Fund.



Seattle-Tacoma Guild Photo by Richard S. Heyza

Tribute to Lambert

Employees in the classified-ad department of the Seattle Times rise in two-minute silent tribute to George W. Lambert, administrative

secretary of the Seattle-Tacoma Guild, on the day of his funeral May 20. The observance took place as the funeral began.

Lambert, Seattle Administrator, Dies

(Continued from Page 1)

retary of the San Francisco-Oakland Guild, during the district-council meeting.

Dale flew in from Los Angeles the next day and was named acting administrative secretary by the local executive board to conduct the Guild's end of the joint talks.

The negotiations, conducted under the auspices of San Francisco mediator Sam Kagel, were recessed briefly May 17 because of Lambert's death. They were adjourned after five days until Kagel's return June 14.

ANG President Charles A. Perlik, Jr., in a message of condolence to Lambert's wife, Alma, termed him "one of the most able and dedicated leaders in the Guild."

"His contributions to the well-being of the members of both his local and the ANG put us all in his debt," Perlik declared.

Lambert, a native of Dyersburg, Tenn., taught Sunday school before coming to Washington in 1939. He worked for the Puget Sound Power & Light

Co. for several years, then joined the Seattle Times as a circulation district advisor.

Lambert was president of the Seattle-Tacoma Guild in 1953 during a strike at the Times and was named administrative secretary two years later.

He was instrumental in organizing the Yakima Guild and in bargaining its initial contract.

A familiar figure at ANG conventions, Lambert was chief host at his last one, in Seattle last June.

"Gruff, bluff and respected" was the way a Guild bulletin on his death described him. He used all three characteristics to advantage at the bargaining table, but in more leisurely moments he was a genial and bass-voiced entertainer and energetic dancer at many Guild gatherings.

Lambert had little use for pretense and made no attempt to conceal a fault. Speaking at a bargaining session devoted to women's rights shortly before his death, he said that "all of us for too long have been guilty of

male chauvinism—including me." "Too often men sneer at the intelligence and capabilities of women and leer at their physique," he observed.

Kirk Smith, a former assistant executive secretary of the San Francisco-Oakland Guild and now a labor writer for the Seattle Post-Intelligencer, paid tribute to Lambert in a column after his death.

Noting that he had died on the brink of new negotiations, Smith wrote:

"If Lambert could have participated he would have done his best to see to it, as always, that the 900 people he represented got the best wages and benefits bargaining could muster, and would have concluded, as always, that it wasn't enough."

"Lambert was 58, and though his friends saw little change over the years, to many he looked far older than his age. Union professionals often do. It's a job that drains the conscientious, and few others ever make it a success."

"It leaves no room for outside interests, makes the 'pro' a frequent victim of frustration, anger and anxiety and makes a man's friends and family second to the needs of the union."

"Any good union representative, or management agent, for that matter, is half ham actor, and the years had honed Lambert's forensic skills. Deep his voice could roll in denunciation, battling over a grievance, could cajole when he knew he had everything but facts on his side, or exude comradely when he knew he had won the fight..."

"It's not likely that anyone will lay a plaque to the memory of George Lambert. Like the other thousands who hold the reins of labor unions, his epitaph is written in the contracts he bargained for the men and women he served."

"His contribution will be there long after some other name fills the line on that contract document that since 1955 has read: 'George W. Lambert, for the Guild.'"

Underground Paper Denied Press-Card Appeal

The U.S. Supreme Court, by a 6-to-3 vote, has refused to hear an underground newspaper's contention that press credentials are part of the Constitution's guarantee of freedom of the press.

A bid by the Los Angeles Free Press to present its case to the high court failed by a single vote.

The consent of four justices is required for consideration of a case.

Justices William O. Douglas, Hugo L. Black and William J. Brennan voted to accept it. Opposing justices gave no statement on their position.

The Free Press has tried for

three years to obtain press accreditation for its reporters. Its appeal to the Supreme Court said it was the only publication, except for a small-circulation paper, ever to be denied credentials in Los Angeles.

The Ninth Circuit Court of Appeals, in upholding the Los Angeles police, said that the First Amendment does not guarantee the unrestrained right to gather information.

It said, the Free Press "as a news gatherer has no constitutional protected right of access to information which is not free-

ly accessible to the public generally."

Meanwhile, Harry, Baltimore's underground paper, has filed suit in Federal Court to force police to issue press cards to its staff. It claimed that Police Department regulations and the city code require their issuance.

Police Commissioner Donald D. Pomerleau has taken the position that Harry does not qualify as a newspaper under the code.

Four Guild Members Win Pulitzers in Journalism

New York City—Four Guildsmen were among those receiving Pulitzer prizes in journalism this month.

Among them were Harold C. Schonberg, music critic for the New York Times, who won the second annual Pulitzer award for distinguished criticism.

Jimmie Lee Hoagland, the Washington Post's African correspondent, won the prize for international reporting for stories on South Africa's apartheid system.

The prize for national reporting went to Guildsman Thomas Powers and Lucinda Franks of United Press International for "The Making of a Terrorist," a five-part series on the life and death of Diana Oughton, who was killed in an explosion of a Weatherman bomb factory in Greenwich Village.

Jack Dykinga of the Chicago Sun-Times won the feature photography prize for pictures illustrating overcrowding and other harrowing conditions in two Illinois schools for the mentally retarded.



Midwest and Pennsylvania-Ohio-Indiana District Councils, joint pre-convention meeting, June 12 and 13, Sheraton-Blackstone Hotel, Chicago.

International Executive Board, pre-convention meeting, July 9 and 10, 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.

Western District Council, fall meeting, Oct. 23 and 24, Sacramento.

ANG Urged to Help Small Units Bargain

Newark, N.J.—The North Jersey Guild last month urged ANG's 1971 Convention to authorize a collective-bargaining seminar during the current fiscal year to help small locals win better contracts.

A local membership meeting also urged that a check list and manual on steps in collective bargaining be prepared and distributed to locals and that an international representative visit each unit at least once during negotiations.

The resolution was critical of assistance received from ANG in recent bargaining in Elizabeth and New Brunswick.

...Wage Goal

(Continued from Page 1)

Reiterating a previous recommendation, the IEB called for increased interunion co-operation and exploration by ANG of the possibility of merger or affiliation with other news-media unions.

It urged intensified efforts to obtain wage parity for all key classifications and better wage settlements for clerical, maintenance and mechanical departments and to achieve job protection through adequate jurisdiction clauses and a ban on dismissals resulting from automation.

It urged greater efforts to win union security in magazine contracts and that locals bring their pension plans into ANG's Commingled Pension Trust for higher returns and lower costs.

Single Issue Snags Wilkes-Barre Pact

Wilkes-Barre, Pa.—The Wilkes-Barre Guild's strike against the Sunday Independent entered its third week May 25 with only one issue unresolved.

The company on May 18 accepted, then repudiated a compromise proposed by State Mediator Anthony Andriole to settle a dispute over five-hour holiday-eve shifts, which management seeks to terminate.

Other issues which led to the May 11 strike were resolved in bargaining May 18 after the company had termed unacceptable a Guild counterproposal made five days earlier.

Management dropped a number of proposed retrogressions, including a reduction in severance pay and unlimited sick leave and elimination of company health-insurance payments.

The Guild won a 25-cent increase, to \$1.75, in the night-shift differential, a fifth week of vacation after 25 years' service and a clause enabling employees to refuse an assignment where there is danger to "life, limb or health."

The mediator's compromise on holiday-eve work would have preserved four shortened pre-holiday shifts in the contract but would have suspended them during one year of the two-year agreement.

The Guild and management both accepted, but the company reneged only a few hours later when the Guild refused to withdraw its picket lines before the agreement was approved by the unit and ANG's Contracts Committee.

ANG's Contracts Committee subsequently approved the agreement and the unit voted 17 to 0 to ratify, but the company insisted at a mediation session May 22 that the shortened pre-holiday shifts be entirely deleted from the contract.

Before agreeing to Andriole's compromise, the Guild had submitted eight alternatives to shortened pre-holiday shifts. But none was acceptable to management.

No attempts were made to publish the May 16 and 23 issues of the paper, as pressmen, stereotypers and printers observed the Guild's picket lines.

The Guild won co-operation from other unions in the area, including the Teamsters. A truck driver refused to cross the picket line to make a delivery last week despite the urging of the paper's general manager, Joseph Ressa.

Cincinnati Appeal Filed With NLRB

Cincinnati, Ohio.—The Cincinnati Guild is awaiting National Labor Relations Board action on its appeal of a regional director's decision holding that 17 country-route drivers for the Cincinnati Post & Times-Star are independent contractors.

Regional Director John C. Getreu held that the drivers could not be considered employees because the company's only measure of control over their activities is the determination of their territories and the price they pay the company for the newspapers they circulate.

He said the drivers are free to charge any price for the paper, have a proprietary interest in their routes, and are required to conform with no company rules on their method of operating.

The Guild is seeking representation rights for the drivers.



The Carriage Trade

Picketing becomes a family affair at the Wilkes-Barre Sunday Independent. Guild members' wives and children doing their bit are, from left, Maryann Mikulka and Charles, Jr., nine months; Elizabeth Casterline and Cheryl Beth, four months, and Marilyn Ney and Amy Beth, 10 months.

IEB Condemns Subpenas, Assaults, Harassment Aimed at Newsmen

The International Executive Board this month condemned recent police harassment and assaults on newsmen and the use of subpoenas to force disclosure of their confidential sources.

A board resolution called on local, state, provincial and federal authorities in the United States and Canada "to exercise constant vigilance to assure an immediate and permanent end to these practices."

The IEB condemned attempts by U.S. and Canadian authorities "to force disclosure of newsmen's sources and materials, whether through use of the subpoena, through the search of newspaper offices under the color of a search warrant . . . or through the search of newsmen's homes under color of the (Canadian) War Measures Act."

The IEB endorsed ANG President Charles A. Perlik, Jr.'s announced intention of having a Guild brief filed in three newsmen's privilege cases to be heard by the U.S. Supreme Court.

It also endorsed Perlik's protest against a House subcommittee's subpoena to the Columbia Broadcasting System demanding background material used in producing the documentary, "The Selling of the Pentagon."

In its Political Action Report to ANG's 1971 Convention, the IEB urged locals to press at all levels of government for guarantees to enable reporters and photographers to gather the news "without harassment, intimidation, assault or arrest."

The board also urged locals to seek an end to government agents' posing as newsmen and to back effective legislation to protect newsmen against forced disclosure of information and sources "when study indicates conditions favorable to passage."

The IEB resolution denouncing police harassment cited a number of examples, including a police search of the offices and files of the Stanford University campus newspaper, arrests and assaults on newsmen covering Washington antiwar demonstrations and widespread arrests of newsmen and searches of their homes during last fall's kidnapping crisis in Quebec.

In the Stanford case, police used a search warrant issued by a municipal court judge to search the student paper's office for photographs and notes to aid prosecution of participants in a sit-in demonstration at the university hospital.

Editors of the paper, the Stanford Daily, filed suit in U.S. District Court for Northern California this month, charging that the search violated First, Fourth and Fourteenth Amendment rights and asking the court to enjoin any reoccurrence.

Toronto Star Relents, Agrees to Joint Talks

Toronto, Ont.—For the first time in memory the Toronto Star is negotiating jointly with the Guild and five other unions on new contracts.

Joint talks began May 18. The Star, which had previously resisted such negotiations, consented May 12 on the third day of conciliation meetings between the Guild and company representatives.

The Star changed its position after the Guild rejected a new company offer as "totally unacceptable."

The offer provided for an average pay increase of 6.4 percent this year, six percent next year and six percent in 1973. It would raise key top minimums to only \$225 in the third year.

Unions participating with the Guild in joint negotiations are the Pressmen, Stereotypers, Photoengravers, Machinists and Electrical Workers.

Provincial Conciliation Officer Trevor R. Smith entered the negotiations after Guild rejection of an earlier wage offer.

Guild to Aid Ex-Scab in Court Case

Los Angeles, Calif.—The Los Angeles Guild is filing a friend-of-the-court brief in a contempt case against a former Herald Examiner strikebreaker cited for refusing to disclose the source of a story connected with the Sharon Tate murder case.

"We're acting on behalf of the principle, not the man," a Guild spokesman explained.

William Farr was cited after rejecting an order by Superior Court Judge Charles H. Older to disclose the informant who told him of a statement linking Charles Manson and his group with a plan to kill several movie stars.

Older has directed Farr to show cause June 3 why he should not be subject to a \$500 fine or five days in jail. Farr's Herald-Examiner story appeared last October; he now works as a news secretary for Los Angeles District Atty. Joseph Busch, Jr.

Top executives of the National Broadcasting Co. and the American Broadcasting Co., meanwhile, mounted counteroffensives against the latest attempts to subpoena broadcasting files.

ABC President Elton H. Rorabacher pledged that broadcasters would "rally to grind down any attempt at censorship or inhibition of our freedom."

Reuben Frank, president of NBC News, declared that TV newsmen were through "allowing fishing expeditions in their back files and psyches."

A meeting of ABC affiliates this month voted unanimously to oppose attempts by Congress or other legislative bodies to subpoena untelevised material, reporters' notes or sources.

The Massachusetts House, meanwhile, killed two bills designed to protect newsmen's confidential sources. Both were defeated by two-to-one margins following an adverse report by joint legislative committee.

The Massachusetts Senate, however, voted to reject the report and consider a bill stronger than either of those killed by the House.

The Guild Reporter

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