$380 Top Won at Washington Star

A two-year contract extension providing increases of $120 in key top minimums, to $380 a week—the highest key minimum in any Guild newspaper contract—was achieved at the Washington Star this month by the Washington-Baltimore Guild.

The $60 average annual increase is the highest ever won in a Guild key minimum, surpassing the $54 won earlier this year at the Boston Record American. The increase exceeds 46 percent.

The $380 top minimum, which will be reached in June 1973, exceeds by almost $20 the $361.67 top won at the New York Times, which will take effect next March.

Advertising and promotion copy writers are upgraded to the key level, raising their pay by $194 a week, and the librarian job also is elevated to the key level, increasing it by $178.50.

Desk jobs will maintain a $50 differential over the key minimum, hiking the top desk classification to $430—also highest in any Guild contract.

A new minimum is established for editorial writers at $30 above the reporter minimum, rising to $410 during the contract term—the highest for a writer category in any Guild agreement. The $397.85 negotiated for New York Times editorial writers was the previous high.

The settlement provides for Guild-company feasibility studies of child-care centers at the Star, a four-day work week and sabbatical leaves for travel, study or education.

A monthly $3,000 company contribution to a jointly trusteed pension trust will rise to $5,000 a month effective Jan. 1, 1973, to augment an existing unilateral pension plan.

The company agreed to increase its health-insurance contribution by $17.50, to $31.50 a month, for family coverage and by $5.95, to $10.75 a month, for individuals.

Washington-Baltimore, in achieving the $380 key minimum, becomes the sixth Guild local to win a key minimum in excess of $300, joining Detroit, New York, Buffalo, San Francisco-Oakland and San Jose.

TNG President Charles A. Perlik, Jr., hailing the record wage gain, said:

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Perlik, Flores Vie for President; Convention Pushes Rights Drive

THE GUILD REPORTER

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

Vol. XXXVIII, No. 14 **Washington, D.C.** **July 30, 1971**

Broad Thrust Is Aimed at Job Equality

Boston, Mass.—The Boston Convention adopted the most wide-ranging women's- and minority-rights program in the Guild's history and broadened the Guild's Collective Bargaining Program to implement the program in both areas.

The convention, reacting to the results of Guild conferences on women's rights and minority hiring, adopted a 30-point list of human-rights recommendations and added or amended a dozen sections of the Guild's Bargaining Program and Convention Recommendations on Bargaining.

Among the new bargaining demands are pay parity for inside classified saleswomen with other key jobs and active employer recruitment of minorities and women.

"Elimination of discrimination and its effects is not the battle just of those discriminated against," the convention declared in its Human Rights Report. "It is a Guildwide battle."

"Contract provisions against discrimination . . . must be strengthened," the convention's Collective Bargaining Report affirmed. "But they are not enough. Existing provisions must be vigorously enforced at the local level, and every Guild member must strive to find new ways to insure an equitable division of the economic pie."

The convention, while rejecting the appointment of full-time

(Continued on Page 12)

4-Day Week Won During Summer

New York City—A four-day, 30-hour week for employes who choose it will be worked from July 4 to Labor Day instead of the customary five-day, 35-hour week under a new one-year agreement negotiated by the New York Guild with the Foreign Policy Association, which publishes the magazine Foreign Affairs.

The four-day-week provision is the first to be won by a Guild local in many years and the first that shortens the hours in the work week to achieve it.

Minimums and salaries are increased six percent. The top minimum for associate editor goes up from $198 to $210 and the top for clerk from $102 to $108.

Crocker, Sweet Run In Election Contest

Boston, Mass.—Guild President Charles A. Perlik, Jr., will once again be opposed by Brian L. Flores of Washington-Baltimore and Secretary-Treasurer Robert M. Crocker by John (Ned) Sweet of San Antonio this fall in a repeat of the Guild's 1969 election contest.

Perlik, Flores, Crocker and Sweet were nominated July 16 at the end of the Guild's 38th Annual Convention, which, in adopting key recommendations of the International Executive Board:

- Embraced a wide range of demands to transform the Guild's minority-hiring and women's-rights goals into reality.
- Increased the General Fund's share of per-capita payments from 60 to 70 percent to expand Guild services and staff, envisioning an end to assessments in the fall.
- Called for pay parity for inside classified jobs with other key classifications and 13-week vacations every five years.
- Changed the union's name from American Newspaper Guild to The Newspaper Guild—or TNG.

The convention also set a new wage goal of $450 for key classifications, called for the ouster of Atty. Gen. John N. Mitchell because of his attempt to suppress publication of the Pentagon papers and denounced police interference with and impersonation of newsmen.

Perlik told the convention in his opening address that, at the present rate of expenditures, the Defense Fund will attain its constitutional two-million-dollar floor with the September assessment and that the resulting increase in allocation of per-capita income to the General Fund will permit TNG to enlarge its field staff by a minimum of three to

(Continued on Page 9)

Boston 'T' Party

An instant job of changing the Newspaper Guild seal is performed by International Vice Presidents James Young, left, and Glen Ogilvie, center, and J. T. Jones of Victoria after the convention changed the union's name to The Newspaper Guild in recognition of the Guild's Canadian membership. It was the Victoria Guild that first suggested a change in ANG's name. (Story on Page 3.)

General Fund Reallocation Due To Augment Staff, Services

Boston, Mass.—The Boston Convention voted to increase the General Fund's allocation of per-capita payments from 60 to 70 percent to expand TNG organizing, bargaining and servicing activities and authorized a "breather" before any new assessments are imposed after the current series ends.

The convention approved recommendations of the International Executive Board and two special finance-study committees to divert an additional 10-percent of per capitas from the Defense Fund and bar new assessments after the Defense Fund reaches two million dollars until it falls below 1.5 million.

It rejected a minority report of the convention Finance Committee proposing that assessments end at the 1.5-million-dollar mark and not be reimposed until the Fund falls below 1.25 million dollars again.

The convention, in adopting the report of its Finance Committee, headed by Robert E. Bruner of Boston, said that barring new strike emergencies the two changes would produce both an end to assessments in the fall and reversal of the General Fund's deficit trend.

In other financial actions, the convention:

- Recommended that a special committee be appointed by the IEB to study the feasibility of basing per capitas on individual income rather than the average reporter top minimum in Guild newspaper contracts.
- Rejected a New York Guild proposal that would have required all locals to collect dues and assessments on the basis of salary and other regular compensation rather than contract minimums.
- Raised the amount of money a striker can earn before it is offset against strike benefits from $35 to $50 a week.

(Continued on Page 8)

Convention Increases Wage Goal to $450

Boston, Mass.—The Boston Convention established a new TNG wage goal of $450 for key top minimums, $20 a week higher than the figure that would have been reached on the basis of cost-of-living and productivity increases.

The convention also approved goals of $300 for starting minimums in key jobs and at least $225 for the top minimum in all other adult classifications.

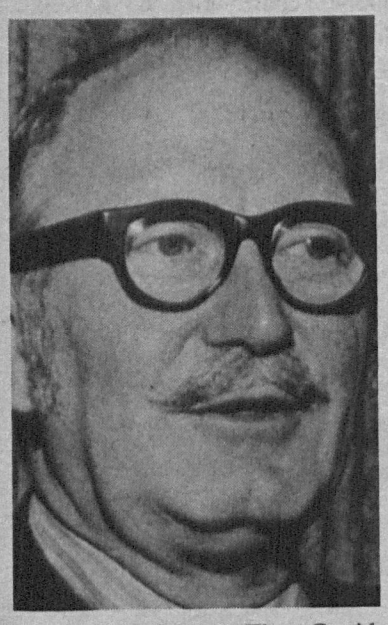
In adopting the report of its Collective Bargaining Committee, headed by Jack Wallace of Wilkes-Barre, the convention also:

- Called on locals to seek a 13-week paid vacation every five years and annual vacations of at least five weeks.
- Directed the TNG Contracts Committee to permit longevity pay-increase provisions in the demands of locals under "special circumstances."

(Continued on Page 7)

Woods

'Guild Must Fight Attack on Press'



Boston, Mass.—The Guild should fight "shoulder-to-shoulder" with management in resisting intensified attacks on freedom of the press, TNG International Chairman James B. Woods declared in his official address to the Boston Convention.

"We have an equal stake in freedom of the press and an equal responsibility in its utilization," he declared.

Woods centered his fire on the government's attempt to suppress the Pentagon papers, declaring that "the greatest addition to the Washington scene today would be a subtraction—the departure of Atty. Gen. Mitchell and his mouthpiece, Martha."

The convention, following Woods's lead, subsequently called for Mitchell's resignation or dismissal in the light of his actions on the Pentagon papers.

"Probably at no time in this nation's 195-year history has the press been under such heavy and sustained assault as it is today," Woods declared.

"A year ago we were concerned only about the mouthings of Vice President Agnew and efforts to compel reporters to testify and reveal confidential sources," he said. "This year, those efforts continue.

"But other and even more serious incursions have been launched. I am convinced—as I am confident most delegates are—that Vice President Agnew would not and could not continue his vituperative fuming without the assent and support of President Nixon.

"The President, who said a decade ago that the press no longer would have him to kick around, evidently is now trying to reverse his field and do the kicking himself. How else would Atty. Gen. John N. Mitchell have had the affrontery to make his abortive attempt to muzzle the press in the Pentagon papers case?

"And while the 6-3 majority in the Supreme Court decision was clear, the individual opinons of some in the majority made it equally clear that under given circumstances they could have voted the other way.

"Now a Congressional committee is seeking 'a piece of the action' and subpenaing 'out-takes' of CBS's 'Selling of the Pentagon.' Here again, we face a move to discredit the communications media just as definite as the others we have encountered. . . .

"The press has the responsibility to guard freedom of the press and to exercise its judgments wisely and in the public interest. It has done so to a high degree and must continue to do so. . . .

"We have had arguments among ourselves as to whether we should concentrate on strictly economic, 'bread-and-butter' issues or embrace so-called social concerns. But this issue of rights under the First Amendment must take on priority for us all."

Woods spoke out against two proposals for TNG constitutional changes advanced by Brian L. Flores, administrative officer of the Washington-Baltimore Guild—for biennial conventions and election of paid local officers to the International Executive Board.

The two measures, advanced in a position paper setting forth Flores's candidacy for TNG president, were subsequently rejected by the convention—the latter after Woods, in an unusual departure, left the chair to speak against it again from the floor.

"It's too easy to turn all union affairs over to paid employes or paid officers," Woods said in his official address. "The member has less to do and less responsibility but also less voice in the operation and less control of its affairs.

"This union has always been fully democratic, and I hope it always remains so. I believe the membership wants it that way.

"These paid employes and officers contribute immeasurably to the Guild. They should be richly rewarded. They are professionals. But I prefer that a re-

(Continued on Page 17)

Perlik

'TNG to Expand Field, Inside Staffs'

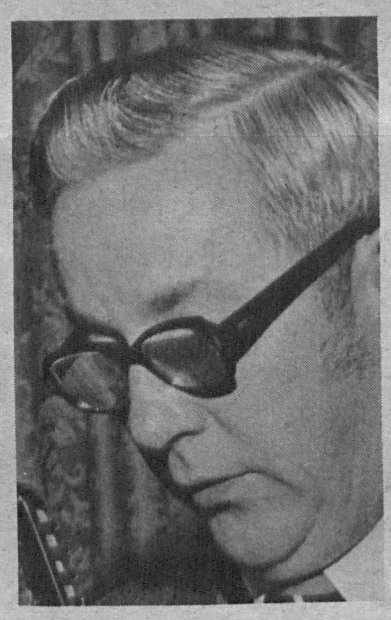
Boston, Mass.—TNG plans to hire additional international representatives and headquarters personnel to expand Guild services with new funds flowing from a reallocation of per capitas, TNG President Charles A. Perlik, Jr., disclosed in his official report to the Boston Convention.

Perlik said an estimated $120,000 a year accruing to the General Fund from a reapportionment later approved by the convention would be used to expand services rather than retire a current deficit of more than $85,000.

"Primary consideration has to be given," he said, "to enlarging our field staff, I would say by a minimum of three to four international representatives. Given a break in the financial weather, such an increase should be well under way, if not completed, by the end of this fiscal year.

"Next, we need additional personnel at ANG headquarters. We've fallen too far behind in the preparation and distribution of research and collective-bargaining materials, and since we're doomed for the foreseeable future to telephonic and written communication rather than frequent personal contact by international representatives, we can't let these internal services slip any further.

"We need additional clerical personnel to halt that trend. And to bolster our ability to answer internal demands for service as well as to further our external activities, we need at least one additional employe at the professional level to work across the Research and Information and the Collective Bargaining departments. If we get all of this, I think it will be money well and profitably spent."



It is important to stop the growth of the General Fund deficit, Perlik said, "but I think it is far more important to initiate new activities and enlarge on present ones than it is to put the books back in balance immediately," he added.

Perlik, in appealing for convention approval of the per-capita reapportionment, noted that the deficit has forced TNG to curtail its services. Some collective-bargaining materials have been going out less frequently and others not at all, he noted.

The Defense Fund, on the other hand, is at an all-time high of $1,600,000 and the Guild's "long-cherished goal" of a two-million-dollar Fund is close at hand, he pointed out.

"We've reached this point while spending seven million dollars on benefits for 9,800 Guild members who fought 22 strikes or lockout situations over the past 3½ years," Perlik said. "We have a right to be forever proud of a membership that has responded so well, with so little complaint, to this series of emergencies.

"Our members have built this union's reputation as a union that takes care of its own, and no tribute could be more glowing."

Turning to other problems, Perlik declared that "at no time before in its history has the Guild been called upon to come to the aid of beleaguered elements of the media being buffeted by the forces of restraint."

He noted that the Guild had protested the attempts of a House subcommittee to subpena "out-takes" of the Columbia Broadcasting System's "Selling of the Pentagon" documentary, that it had protested the government's attempt to suppress publication of the Pentagon papers and that it has filed briefs with the Supreme Court in three major privilege cases.

"New cases of intimidation, harassment and assault and/or arrest of newsmen in the United States and Canada come to light almost daily," he said, "and law-enforcement officials continue to undermine the integrity of the press by masquerading as news-

(Continued on Page 17)

Crocker

'New Funds Will Aid Organizing'

Boston, Mass.—Additional financial infusions for TNG's General Fund will enable the Guild to respond to "the needs of the workers of a news industry which is all too largely unorganized or insufficiently organized," TNG Secretary-Treasurer Robert M. Crocker declared in his report to the Boston Convention.

"There is no newspaper—or news magazine or news service—in North America whose staff doesn't need Guild representation," Crocker said, "and to the limit of our ability, we must provide it."

"Your response to this need must be basically in the area of money," he told the delegates, "because we have already the experienced and imaginative leadership and the solid professional staff—at both the local and international levels—on which the Guild can build and grow."

Crocker, in urging a per-capita reallocation to increase General Fund income, later approved by the convention, said a growing General Fund deficit had placed the Guild "in a vicious circle." He explained:

"For lack of manpower we cannot organize as we should. For lack of enough organizing we have been unable to grow. For lack of growth our expenses outrun our gains in income. And for lack of sufficient income we cannot hire the extra manpower we need."

The General Fund's deficit has grown to $85,000 since the start of the new fiscal year in April, Crocker disclosed, and without additional income that deficit would grow by $46,000 more, he said. But he added:

"More important than being able to reverse the deficit trend is the fact that a substantial increase in General Fund income will permit us to improve our stance as the aggressive and involved kind of organization we all want the Guild to be."

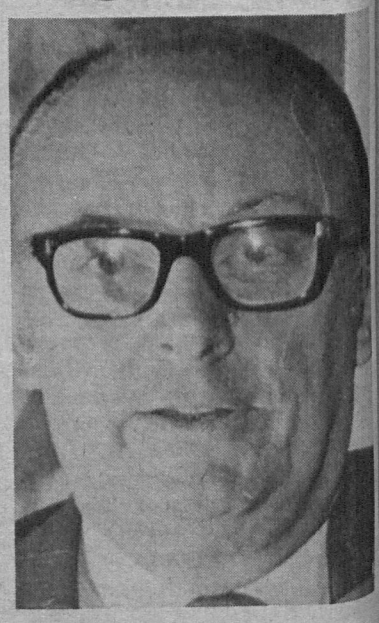
Crocker hailed the continuing growth of the Defense Fund, stating that the vigor with which it has "rebounded from near-emptiness should give publishers some pause before they try to portray us as bankrupt, as some of them like to do."

The hoped-for end of assessments in the near future "should be the signal for our locals to examine their dues structures and to adjust them if they need to do so," Crocker declared.

Replies to a recent questionnaire sent Guild locals indicate that some locals "are not asking their members for enough money to run an efficient local organization," he said.

"There could hardly be a better time for locals to raise their dues to adequate levels than the point at which Defense Fund assessments are being removed," he noted.

"The Guild," he said, "must have adequate financial support at both the local and the international level, and members who are conscious of the needs and the actual and potential benefits do not and will not begrudge the money it costs, for they know it is well spent."



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The Kennedy Touch

George Washington gazes down benignly and television cameras grind as Sen. Edward M. Kennedy lashes out before the convention at the Nixon Administration's attacks on the media.

Kennedy, at Convention, Hits Nixon Move to Fetter Press

Boston, Mass. — Administration efforts to halt publication of the Pentagon papers constituted an attempt to "fetter the press," Sen. Edward M. Kennedy told delegates to the Guild's Boston Convention.

Kennedy, addressing the convention's opening session July 12, said the episode "provided an instant lesson in how far this Administration is willing to expand the definition of national security."

"Prior restraint, the basic ingredient of censorship, is alien to our customs; it is alien to our laws; it is alien to our liberty," the Massachusetts Democrat declared. "Only the gravest, only the most immediate, only the most threatening set of circumstances can ever justify prior restraint of the press."

Delegates applauded as Kennedy said that "in most circumstances I would rather bank on the responsibility of the press to decide whether or not to publish than to rely on the judgment of this or any other administration."

Kennedy said the Administration's attack on press freedom "follows a pattern set by Vice President Agnew, whose tirades against the press went far beyond the bounds of legitimate criticism."

The pattern, he said, includes efforts to force New York Times Guildsman Earl Caldwell to disclose his sources of information, the assertion of a right to wiretap without court approval and the assertion of a right "to make mass arrests to meet political demands for a show of law and order" in the Mayday demonstrations.

"With this background," he declared, "it is not surprising that the Administration has claimed the authority to determine when the public should be granted the right to know.

"In this atmosphere the freedom of the press is placed in jeopardy. In this atmosphere it becomes easier for a Congressional committee to consider legislating on how a television network should carry out its news function."

"All of you here today should be sounding the tocsin at the interference by government with the news operations of the television networks," he told the delegates. "It ill behooves the working press to adopt a laissez-faire attitude because it is the president of CBS who faces contempt charges and not the publisher of the Los Angeles Times.

"The threat against one newspaper or one network must be viewed as a threat to all."

Kennedy said that "one can never know what course of action the nation would have followed if the cloak of secrecy had been removed earlier from the decisions revealed by the Pentagon papers."

"Perhaps," he said, "the nation would have been spared some of the terrible costs of our Vietnam policies had those secret councils been open to the public.

"The lesson to be drawn from this episode is that without debate, without criticism, without dissent, no Administration and no nation can survive. That is why the First Amendment was written, that is why the press is protected."

Kennedy, in welcoming the Guild to Boston, noted that Boston newsmen were among those responding to Heywood Broun's call for a newspapermen's union when the columnist founded the Guild in 1933.

In those days, he recalled, publishers opposed a weekly minimum of even $15 for reporters, a cub reporter "was likely to work his first weeks for free," and on smaller newspapers "it would be years before he saw a weekly paycheck of more than $10."

"Over the past four decades," Kennedy said, "the American Newspaper Guild has not only been a spokesman for adequate wages and working conditions, it has been a voice demanding greater professionalism, a voice demanding reform, a voice demanding change."

Convention Asks Mitchell Ouster In Press Attack

Boston, Mass.—The Boston Convention demanded the resignation or dismissal of Atty. Gen. John N. Mitchell for his "attempts to subvert the Constitution" in the Pentagon papers case.

In a companion resolution the convention condemned the government's attempt to indict New York Times Guildsman Neil Sheehan, whose investigative reporting led to publication of the Pentagon documents.

The convention, in adopting a report of its Resolutions Committee, headed by Carl Nolte of San Francisco-Oakland, warned that freedom of the press "is under grave and unprecendented attack in the United States and Canada."

In addition to what it described as "the incredible actions" of the U.S. Government "in attempting to muzzle newspapers in the Pentagon papers case, the resolution cited Congressional attempts to subpena materials from the Columbia Broadcasting System and "even more gross violations involving restraints on publication and the arrest of journalists in Quebec during last fall's terrorist kidnapings."

"That these events occurred in two countries which have long venerated and respected the principle of a free press has alarmed and dismayed free people throughout the world," the resolution declared.

"Even more dismaying to people in the United States," it added, "was the fact that the attack on the Constitutional guarantees of free press and free speech were carried out by the Attorney General . . . a Cabinet officer whose duty it is to preserve, protect and defend the Constitution—not to weaken its guarantees and destroy it."

The convention declared that free-press guarantees "extend not only to printed media but to all media" and denounced "attempts to censor, muzzle, intimidate or otherwise violate the integrity of the press or of newsmen."

The second resolution was introduced from the floor by New York Guild President Thomas Lask after newspapers of July 15 reported that the Justice Department was planning to ask a federal grand jury in Boston to hand down a criminal indictment against Sheehan.

The government, it was reported, is seeking to charge Sheehan with moving "stolen property"—the Pentagon papers—across state lines. Earlier it had been reported that the grand jury was considering action against the Times, the Washington Post and the Boston Globe in connection with the documents' publication.

The Lask resolution condemned the Justice Department for its "vindictive attitude" in the face of the Supreme Court's decision refusing to enjoin the papers' publication. It demanded that Mitchell "cease from harassing newspapermen and from trying to intimidate them from conscientiously carrying out their assigned duties."

In another resolution citing freedom of the press the convention censured the Canadian Labour Congress for "its unexplained intention to close to the press three days of meetings in Ottawa in mid-October dealing with the subject of industrial democracy."

The convention, while calling for Mitchell's resignation or dismissal, tabled without debate a minority Resolutions Committee report by Larry Green of Chicago calling for the resignation of AFL-CIO President George Meany because of his stand on the Vietnam war, price and wage controls and minority-group employment. The resolution was tabled after Fred Jones of Toronto termed it "an insulting proposal."

End War Now, Nixon Urged

Boston, Mass. — The Boston Convention urged President Nixon and Congress "to bring an end now to all U.S. military involvement in Southeast Asia contingent upon the release of all U.S. prisoners of war."

The convention went on record in a succinct one-sentence resolution produced by its Resolutions Committee. It was adopted without debate and with only a scattering of "nay" votes, in sharp contrast to the extensive debate that accompanied last year's resolution calling for immediate withdrawal of troops from Southeast Asia.

Import Quotas Are Urged by ACW Aide

Boston, Mass.—A plea for the adoption of import quotas on foreign goods was made to the Boston Convention by Robert Wiseman, national representative of the Amalgamated Clothing Workers.

Wiseman asked the delegates to urge their senators and representatives in Washington to pass such quotas "so that we can exist and do not become eventually a country mainly of services and not of industry."

Foreign textile imports, mostly from Japan, cost 8,000 jobs in the clothing industry in 1970 and shrank the average work week from 38½ to 34 hours, Wiseman said.

If the influx of Japanese goods continues, he declared, "what they will do to the economic scene will make Pearl Harbor look like a sewing bee."

Our New Name—'The Newspaper Guild'

Boston, Mass.—The American Newspaper Guild became The Newspaper Guild at the Boston Convention.

Delegates voted to change the name under which the Guild has been known since its founding 38 years ago. It took a roll-call vote of 268½ to 136¾ to accomplish it.

The name change, first proposed by the Victoria Guild, was made in cognizance of the Guild's Canadian membership. But Canadian delegates supported the change only after losing in an attempt to have "News Media Union" adopted as the new name.

Under a constitutional amendment effecting the change, the switch to "The Newspaper Guild"—or "TNG"—will take effect immediately, "leaving it to the IEB and the Guild office to convert its facilities to the new name within whatever time is practicable and feasible."

The Constitution Committee, headed by Harry S. Culver of Wire Service, reported that "there were many divergent views" on the name change recommended by the International Executive Board but that it voted to recommend adoption as a means of permitting the convention to vote on it.

William J. Fox of Ottawa moved adoption of the Canadian District Council's recommendation of "News Media Union"—or "NMU"—arguing that the word "newspaper" was "too restrictive" in view of the Guild's organization of other media and that "Guild" was "no longer quite apt."

Margaret Daly of Toronto, supporting the proposal, argued that "News Media Union" would be more appropriate "because of our long-range ambition to see mergers with other unions."

The convention rejected the proposal on a voice vote, however, and then voted for "The Newspaper Guild," with Canadian delegates voting solidly for the change.

Press Seen Key to Urban Progress

Boston, Mass.—A solution to the problems of American cities is probably more dependent on newspapermen's response than that of any other segment of the American public, Boston Mayor Kevin White told convention delegates.

White, in his welcoming address to the convention, said the hopes of the nation's mayors for solving urban problems "will be diminished just in the degree in which the Fourth Estate finds or feels that it is no longer an attractive subject to digest or discuss before the American public."

Davey Sees Newsmen Key to Better Press

Boston, Mass.—It's up to working newsmen and women to fill a leadership vacuum in improving the press, and in Canada they are responding, Sen. Keith Davey, chairman of Canada's Special Senate Committee on the Mass Media, told the Boston Convention banquet.

Leadership in making improvements, he said, "is inextricably linked with a dramatically increased professionalism."

Davey, noting that "professionalism will not come easily," said the committee feels little change will be made in the "journalistic environment" until journalists assume or demand responsibility for "minimum standards of training."

Endorsing Guild principles wholeheartedly, Davey suggested that the Guild support establishing press councils, as advocated by the committee's report, "to monitor the press much in the way in which the press itself now monitors society."

Subsequently the convention adopted a resolution calling for creation of press councils in both the United States and Canada.

Davey said the "net impression" of the Guild's testimony before his committee was "a preoccupation with salaries." But, he asked rhetorically, "what's wrong with a preoccupation with salaries?"

Quoting from the report, he said publishers can well afford to pay more and that newspaper employes are "subsidizing the extraordinary profits" of the industry.

Following are excerpts from his address:

●

THE PRESS IS a convenient whipping boy, at least for the extremes, and surely what is relevant here is for us to realize that the press is so available, so immediate, that it is very often an initial target for those people who are no longer able to distinguish between the usual and the unusual, between the topical and the typical.

It's here, from the so-called silent majority, that we surely have the most real threat to press freedom—not from Parliament, not even from the Senate Committee on Mass Media, but from an alarmed and frightened populace, suddenly aware of a distinct challenge to its traditional value system; in short, from people who are unable to sort out the challenge from those who report it.

Does in fact the press have a credibility gap? In our report we answered "yes" in these words:

"It seems to us that there has never been a period in the nation's history when the press has been so distrusted, so disrespected, so disbelieved."

As part of our study we commissioned a sociologist to interview 2,500 Canadians, a sample from coast to coast. He reported back that most of these people seemed pleased with their newspapers. But he also told us that most of them used television as a primary source of finding out what's happening in the world; most of them did not know who owned the newspaper they read; most of them did not care to know. Most of them would actually have favored some form of government censorship of mass media, a concept which I don't have to tell you our committee rejected out of hand.

We had three basic concerns—more media voices, better media voices, cultural survival.

First, more media voices. We wanted to find ways and means of encouraging a multiplication of media voices. Our research almost immediately confirmed our worst suspicions. The facts in Canada are alarmingly simple. Sixty percent of the daily newspapers are involved in some form or other of common or group or concentrated ownership.

I hardly need to add that in both Canada and the United States common ownership of both the electronic media and the print media occurs with depressing regularity.

I do not believe that most owners and managers of mass media in my country or in the United States lack a responsibility or lack tolerance for a diversity of views. Emotion often outruns the evidence of those who argue a conspiracy theory of propagandist manipulation of the masses.

One reason evidence is so hard to come by is that the media tend to give less publicity to their own abuses than to, say, those of politicians. The media operate as a check upon other institutional power centers in our country. There is, however, no check upon media.

And so in this area our committee made one major recommendation. We called for the formation of a press-ownership review board. The board should have one basic guideline which would be spelled out in its enabling legislation: All transactions that increase concentration of ownership in the mass media are undesirable and contrary to the public interest unless shown to be otherwise.

●

LET'S TURN TO THE QUESTION of better media voices. What, in fact, is a good newspaper?

Publishers who appeared before our committee told us it was enough, for example, to report accurately everything that has happened in the past 24 hours. But surely this is something which any newspaper worthy of its name must do as an absolute rock-bottom minimal requirement. And surely such obvious rock-bottom minimal requirements are not those against which we should measure performance and qualities. Certainly our committee thought otherwise. The standard we chose to employ was pretty straightforward—how successful is that newspaper in preparing its audience for social change?

Change, indeed, is ubiquitous. The velocity of change smashes against each one of us almost literally on a daily basis. In that circumstance I believe that the media's traditional obsession with facts and events is no longer enough.

These must be reported, but so, too, must causes, effects and trends.

Change need not be feared if it is understood. But if day after day we are assaulted with the news of violent events which we have not anticipated or whose causative factors have not been explained, we can hardly expect to avoid the feeling that events chase each other across our lives without rhyme or reason and are so far beyond our ability to effect or control that we might just as well lapse into apathy or seek change of authority through violence.

Quite properly the Fourth Estate plays a vital role as the watchdog of society, governments included. But who then is going to guard the guards? Clearly it is the people who must—either directly, which is not yet practical, or indirectly, through their government, through their judiciary.

One thing was very clear from our study, and that is that the media collectively on the average, because of their profitability, have the resources to do much better.

Canada's newspapers by and large aspire to quality.

The desire to make money and the desire to make a good newspaper are not mutually exclusive, but some publishers are unable and some are unwilling to give excellence an equal priority with profit.

Finally, we were concerned about Canadian cultural survival.

One wonders about laws insisting upon Canadian ownership of mass media if the principal source of revenue of this selfsame mass media is controlled from a foreign country, even if that foreign country is the United States.

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THE REPORT'S RECOMMENDATIONS, while vital, really represent only the report's tertiary value. Its first importance is the fact that we have provided all concerned, the owners, the working press and the people of Canada, with one considered assessment of where the press in Canada was at the end of 1970, in terms of its impact, in terms of its influence. And equally of importance was our parallel study of media ownership patterns and trends in Canada which, as of the middle of 1970, was both exhaustive and definitive.

Secondly is the fact that we have triggered in Canada something of a national discussion about media, discussion which will be in the interests of Canadian newspapers and Canadians generally to sustain.

What about the public response in Canada? It was better than we had expected, but it was hardly overwhelming. Media owners take the public for granted, and of course I am sure you know the public takes the media for granted.

Did the media get the message? The far more fundamental question is what are they going to do about it and what about those actual recommendations we made to government, to owners, to the working press, to the people of Canada—recommendations which we described as exhortations, wistful wishes, and expressions of earnest hope?

We say in the report: "We also believe there is very little that government can do or even should do to bring those improvements about. . . . It is not a role for governments."

Virtually every one of our major recommendations had at least some newspaper support; a few of them had a great deal of newspaper support.

The publishers are in fact coming on, but make no mistake, they could hardly be described as coming on strongly. Nor, for that matter, are the editors, though in fairness they are moving more quickly than their employers.

Editors aren't owners. They are people professionally engaged in media.

If all the daily newspaper editors had applied all the wisdom dispensed at 22 Canadian managing editors' conferences, Canada would have an elite press, and there would have been little, if any, need for a Senate Committee on Mass Media.

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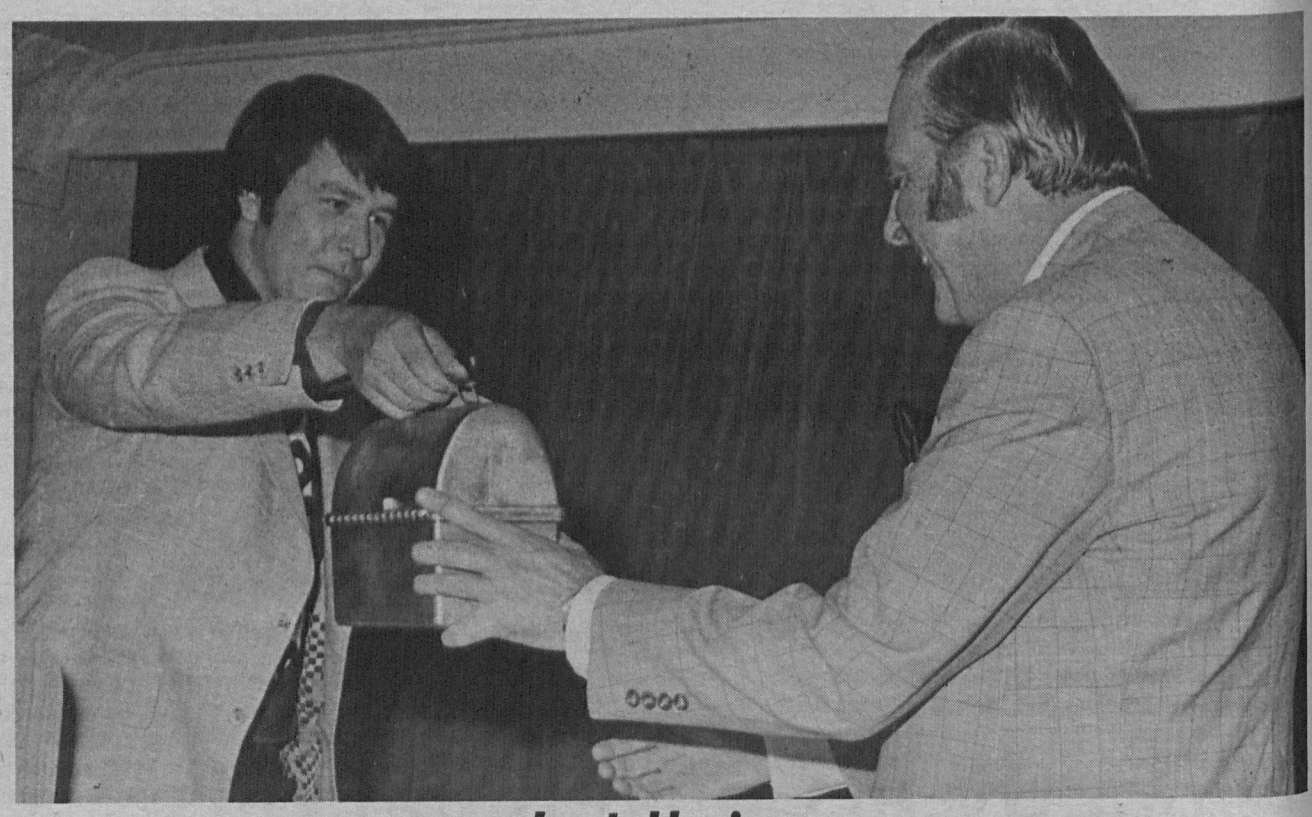
HAPPILY, IN CANADA the working press most certainly got the message loudly and clearly, including the basic fact that leadership in bringing about these various improvements is inextricably linked with a dramatically increased professionalism. The basis of professionalism surely is that there are certain things a professional will not do and other things he must do.

We don't think the journalistic environment is going to change very much unless and until journalists start assuming or demanding such responsibility.

Professionalism will not come easily. Priorities will have to be determined. Hard-nosed decisions will have to be made, decisions about those things a journalist will not do and those things a journalist will have to do, all of which will take time, money, patience, understanding.

Where will the leadership come from? Hopefully, in Canada the process was begun on the first week.

(Continued on next page)



Lost Horizon

William J. Fox of Ottawa presents a gold lunch pail to Sen. Keith Davey in tart recognition of the Davey committee's injunction to the Guild to broaden its horizons "beyond the lunch-pail level."

Press Councils Get Support

Boston, Mass.—The establishment of press councils and press-ownership review boards in both Canada and the United States is urged in a resolution adopted by the Boston Convention.

The convention called for Guild representation at the local level on such bodies but said no elected official should be appointed to a press council.

Both press councils and a press-merger review board were recommended by Sen. Keith Davey's Special Senate Committee on the Mass Media in Canada. The convention, in supporting both, noted widespread Canadian concern over press standards and concentration of media ownership.

GR Policy On Letters Broadened

Boston, Mass.—A change designed to facilitate the publication of letters to the editor in the Guild Reporter during election and referendum campaigns was approved by the Boston Convention.

The new policy will allow the publication of letters of "affirmative political advocacy" at any time while barring letters making any new charges in the issue immediately preceding distribution of ballots and subsequent issues before the end of voting.

Under the former policy, all letters except those of rebuttal were prohibited in those issues.

The convention, in approving a report of its Guild Reporter Subcommittee, said the old policy allowed "only a minimum of time" for publication of advocacy letters without adequately serving the purpose of preventing last-minute charges that could not be rebutted in time.

The convention, in a departure from previous procedure, combined the Guild Reporter and Research and Information committees, and the combined committee divided its work among subcommittees. Gary Minich of Terre Haute served as chairman of both the combined committee and the GR Subcommittee.

The convention urged locals to report cases of news suppression and "other examples of poor newspaper performance" to the GR "for nationwide exposure within the industry." Journalism reviews have disclosed a number of cases of news suppression, it noted, citing "the desirability of focusing national attention on such cases."

The convention also urged locals to appoint regular correspondents for the GR and to make sure that it receives all local publications.

Citing the continuing problem of late delivery, it urged the GR to seek the assistance of the new Postal Service ombudsman in expediting delivery. As a "stopgap solution" for members seeking accelerated delivery it noted that first-class delivery of the GR is available at cost—$2.75 a year.

Greening the Newark Strike

Part of the $600 collected for Newark strikers on the convention floor is poured out for counting at the North Jersey table. At center, in dark coat, Newark Unit Chairman Douglas Eldridge; to his left, in light coat, Local President George B. Dawson.

Delegates Hail Newark, L.A. Strikers

Boston, Mass.—Striking and locked-out members at the Los Angeles Herald-Examiner, the Newark News and the Pittsburgh Post-Gazette were saluted by the Boston Convention as examples of "courage, valor and endurance."

Delegates contributed $600 in a floor collection for the Newark strikers and $481 in donations and the purchase of special metal Social Security plates for those in Los Angeles.

Noting that the News had asked the Guild to "collaborate in its own demise by agreeing to unheard-of layoffs in order to secure its first contract," the convention declared:

"The unit's efforts to repel this publisher's ploy and secure for itself a decent and self-respecting contract are being sympathetically watched by the entire Guild membership, which knows that firmness and unyielding resolve will bring about the results for which they are striking."

The Herald-Examiner, said the convention, "has embarked on a course that can only be called suicidal."

"Once the evening paper with the largest circulation in the United States," the convention resolution said, "its circulation has plummeted, its reputation and integrity have degenerated to the point where the paper has the substance of a shadow of a rat that has starved to death."

The convention lauded locked-out members at the Post-Gazette for taking "an admirably determined stand with other unionists" in supporting a printers' strike.

The resolution of support for all three strikes was adopted following a report on the Newark strike by Unit Chairman Douglas Eldridge.

Eldridge paid tribute to assistance rendered the unit by International Representative Edna Berger and temporary International Representative Thomas J. Murphy and thanked TNG international officers and staff for their support and Guild locals for their financial assistance in the strike.

In addition to the floor collection for Newark, contributions of $250 from the St. Louis Guild, $500 from New York, $100 from Albany, $200 from Buffalo, $200 from Wire Service and $30 from the Wichita Guild, itself seeking an initial contract, were announced.

Albany also announced a $50 contribution and St. Louis a $250 donation to Los Angeles.

At the behest of the Wichita Guild the convention also adopted a resolution urging a boycott of camping equipment manufactured by the Coleman Co., one of Wichita's major employers. The Allied and Technical Workers have been on strike against Coleman since late May.

Condemning Coleman for firing strikers and replacing them with strikebreakers from early in the strike, the convention said a failure of the strike would have an adverse impact on all bargaining in the Wichita area.

Recycled-Newsprint Use Is Urged by Convention

Boston, Mass. — The Boston Convention urged the use of recycled newsprint and other measures to conserve and purify the environment.

Urging publishers "to practice what they preach" in the area of environmental protection, the convention asked TNG Secretary-Treasurer Robert M. Crocker to communicate with newspapers and other publications in the United States and Canada to urge they do "all in their power to conserve our environment."

It recommended the use of recycled newsprint wherever possible. But in a companion resolution it asked publishers not to buy such newsprint from the Garden State Paper Co., one of the largest producers of recycled newsprint.

Garden State, it noted, is a subsidiary of Media General Inc., which is currently breaking a printers' strike at its Richmond newspapers and is involved in a Guild strike at the Newark News.

And it urged all publishers and Guild members to do everything possible, including in-plant conservation measures, "to protect the air, the water, the land and the aesthetics of our environment."

Davey Sees Newsmen Key to Better Press

(Continued from Page 4)

end in May when nearly 400 working journalists from every corner of Canada attended a conference in Ottawa called Media 71, a first-ever conference of working journalists.

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THE SECOND LAST THING in the world that I want to do is to come into any kind of conflict with the Guild, whose principles I support entirely. And the last thing I want to do is delay progress towards a more professional status for journalists and for newsmen everywhere.

Our report contains three main references to the Guild, and here verbatim is the quote that really put the fat into the fire:

"It"—and the "it" is sitting down to help to decide how to invent a press council—"might help broaden the Newspaper Guild's horizon beyond the lunch-pail level."

I have now had several opportunities . . . to reread the Guild's Constitution as well as to reread the transcript of the hearing the day that the Guild appeared before our committee, and having done these things, I can honestly say that I can understand the annoyance of the Canadian members of the Guild.

In the defense of the committee, I can only tell you and tell them that what came through to the members of the committee as a net impression was in fact a preoccupation with salaries. But what's wrong with a preoccupation with salaries? Most certainly in our report we did not skirt the issue:

"We do intend to talk about salaries. We contend that publishers and broadcasters should be paying more to the people who produce the product they are selling, that they can well afford to do so. Their employes are in fact subsidizing the extraordinary profits which, as we have already shown, are being enjoyed by all but a few publishing and broadcasting enterprises. The standard industry yardstick for this purpose is a salary paid to a reporter with five years' experience. This is the base from which editorial salaries go up or down, mostly down, in union contracts, and it is the newspapers with American Newspaper Guild contracts which generally set the pace for the rest."

I would encourage an all-out membership drive, and most of all, an all-out drive to organize the smaller cities in Canada and the United States. Believe me, it is your colleagues in the boondocks who need your help most desperately.

Secondarily, salaries—but as well a renewed concern about that section of your constitution which talks about words like "honesty," standards," and "ethics."

Finally, would it not be possible for the Guild to demonstrate its concern for its readers, for newspaper readers, by supporting and encouraging the formation of press councils? It would serve as a watchdog to monitor the press much in the way in which the press itself now monitors society.

Secondly, for the first time it would bring together journalists and publishers to discuss something other than money—to discuss, for example, quality and ethics and standards. A press council would consist of publishers, working journalists and media consumers. There would be absolutely no government involvement.

Between the kind of petty grievance that can be redressed by a letter to the editor and the major complaints that are best adjudicated by the courts, there is a large area of medium-sized problems where a press council would be most effective, and yet, regrettably, too many publishers and even some working newsmen continue to reject even this minimal degree of reader involvement in their affairs.

And far too much of this opposition comes from one-newspaper cities. Publishers in those cities know, or they ought to know, that if a reader feels his newspaper isn't performing adequately, or if he feels he's been harassed or mistreated by his newspaper, there is practically nothing he can do about it.

Finally on press councils, in spite of massive publisher resistance, in spite of only minimal public discussion, the people of Canada favor the idea, and they evidenced this in a Gallup poll which appeared in January in newspapers across Canada.

Bargaining, Grieving Seen Keys to Rights Fight

Boston, Mass. — Recruitment of minorities and equal rights for women can be won by bargaining, grieving and, when these fail, legal action, convention delegates were told at a forum on bargaining for equal employment opportunity and advancement.

The step-by-step process of mobilizing local action on minority and women's rights was set forth by Robert W. Christofferson, executive secretary of TNG's Contracts Committee, after Field Operations Director J. William Blatz outlined the extent of the Guild's success in winning equal-employment contract clauses.

They spoke after Chester M. Hampton, interim co-ordinator for minority-group recruitment and training, and Eleanor Dunn, interim co-ordinator for women's-rights activities, emphasized the urgency of affirmative action to end racial and sexual discrimination.

TNG President Charles A. Perlik, Jr., in introducing them, noted that one result of the Guild's conferences to spur such action was already evident—an increased number of minority and women delegates to the convention.

"For sheer survival in the future," Christofferson said, "we have to do something real about the task of bringing into our industry a more representative group of the minorities in this country. Collective bargaining, we think, is the way to do it."

Christofferson noted that "there are laws, and laws can play their part in the job that we have to perform." But, he emphasized, "collective bargaining is what the American Newspaper Guild is set up to perform."

The first step, he said, is the establishment of a local human-rights committee to find out "what the facts are in the shop or shops with which the Guild bargains."

He suggested listing every job covered by the contract and the employes filling them, information that he noted employers are required to furnish under the law. The aim, he said, should be to discover hiring, advancement and turnover patterns.

The committee should also find out how employes are hired and determine the extent of turnover in order to know what openings are available, Christofferson said. Job descriptions should be obtained for each job, but he cautioned against taking the employer's word for them; the employes themselves should be consulted, he said.

He also warned against confusing job descriptions with hiring standards and alerted locals against the "chairman-of-the-board" syndrome—the employer contention that employes hired for lower-echelon jobs should have the capability of filling higher ones.

"If the job is that of typist," he said, "we shouldn't let the employer claim that the prospect must have the qualifications to be an executive secretary."

Determination of job descriptions can be obtained either through bargaining or arbitration, he said, and the committee should obtain copies of the company's hiring standards. The committee should insist on getting a copy of every rejected application, with the reasons for rejection, he added.

The information should then be examined for patterns of discrimination, Christofferson said —"they are there, believe me"— and the contract should then be examined clause by clause to determine what portions are being violated.

This information should go before the local executive committee, he said, which should determine how to proceed against discriminatory practices. If bargaining for a new contract is approaching, the issue can be pressed there, he said, but if not, arbitration may be available under existing contract clauses.

Only if these avenues are closed, Christofferson said, should action be considered under equal-pay or civil-rights laws. But he emphasized that the Guild's Constitution requires consultation with TNG before starting legal action.

Before proceeding through legal channels, he added, it may be desirable to seek a meeting with the publisher to lay the facts on the table and seek a remedy.

"If you have cases of open discrimination in his newspaper," Christofferson said, "he is going to place himself in a bad light in many ways if he doesn't move to correct these injustices when you call them to his attention."

Locals should keep the information they have gathered up to date and might also compile a list of minority job applicants, Christofferson said, although he stressed that it is the employer's responsibility to recruit. If sources of employes are supplied by the Guild, he said, they should be checked periodically to find if they are being used by the publisher.

Few if any locals have proceeded through grievance channels to right hiring and employment practices, he noted, although this path has been successful in other industries.

Equal-rights clauses must be enforced, he emphasized, stating that "they are no good just sitting there" in the contract.

Blatz, in an analysis of fair-employment clauses in Guild contracts, reported that four out of five contracts have clauses banning discrimination in either hiring and working conditions but that only three of five have each considered separately and only two out of five have both.

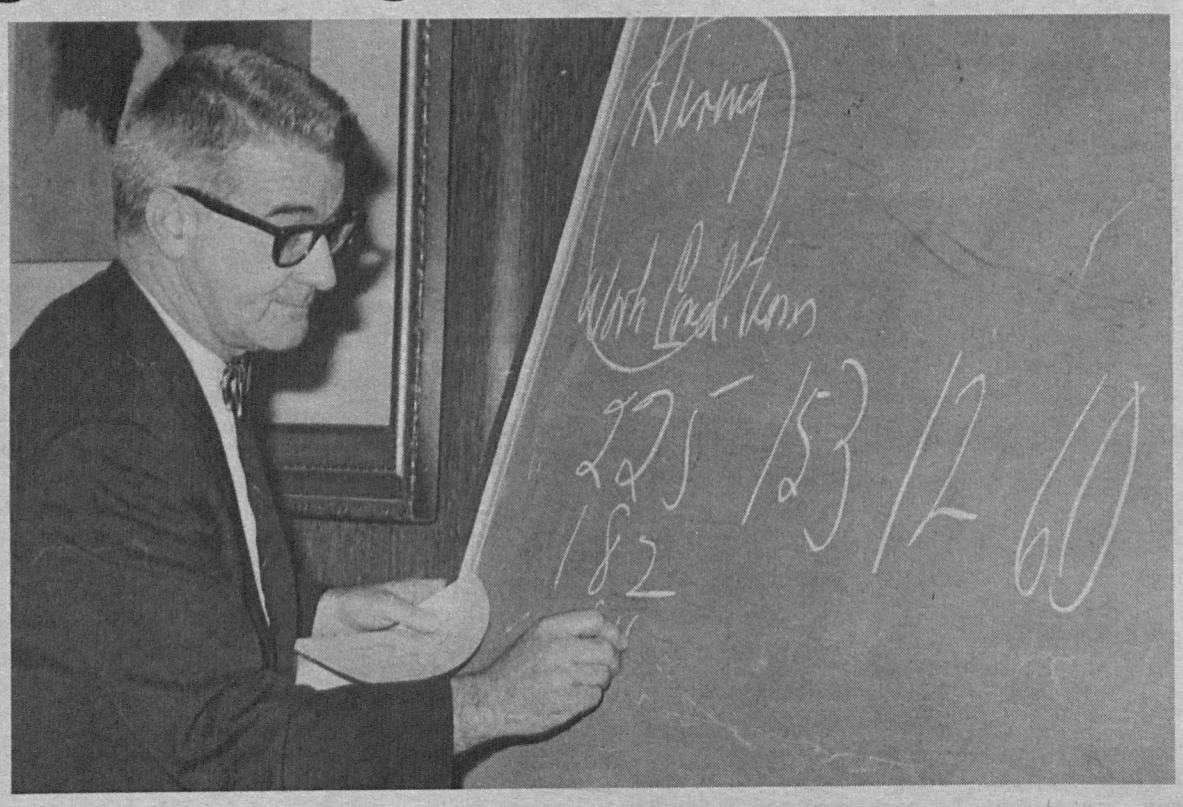
"You can see," he declared, "that we are a long way from achieving in our contracts the two basic nondiscrimination areas, hiring and working conditions."

Mrs. Dunn told the delegates that "equality for women will not be achieved unless every local in the Guild makes up its mind to do something about it."

"Every woman member," she declared, should tell her local: "Enough is enough! You're not going to take parity off the table because it's the very first thing you can throw away. You're not going to take equality for classified people off the table because we're just a bunch of women and we can be sacrificed."

Hampton urged the delegates to go forth from the convention "with a determination that the American Newspaper Guild shall lead all other collective-bargaining agencies in the vigorous, dedicated commitment and prosecution of their hiring goals."

"I'd like to see you go back to your respective communities saying that this is the year," he urged, "so that next year . . . we can say, 'Look what we've done. We have achieved. We have brought forth some meaningful gains. We have overcome'."



Chalking Up the Score

Figures on the number of Guild contracts with fair-employment clauses are set forth by TNG Field Operations Director J. William Blatz at convention forum on bargaining for equality.

Board to Study Feasibility of Canadian Guild Office, Director

Boston, Mass.—Responding to a proposal by five Canadian locals, the Boston Convention recommended that the International Executive Board study the feasibility of establishing a national Guild office in Canada, with a Canadian director.

The convention also recommended that the board consider the need for "distinctly Canadian research."

The recommendations were contained in the report of the convention's Research and Information Subcommittee, headed by Charles Beintker of St. Louis. The Canadian locals, in urging their adoption, said they are required to meet a "growing spirit of nationalism" in Canada.

The convention also recommended the publication of a new Guild pamphlet especially designed for use in Canada. It is to be prepared by Canadian Guild members "in co-operation and consultation" with TNG's Research and Information Department.

Under an amendment from the floor proposed by J. E. MacDonald of Canadian Wire Service the pamphlet will be published in both English and French.

In other Research and Information actions, the convention recommended:

- That TNG's 1971-72 regional weekend training institutes be devoted to "basic courses in local activities and administration designed to help develop new and prospective local leadership, especially among women and minorities."
- That Guild locals utilize "appropriate school, college and labor 'short courses' in local union administration as a supplemental approach to this objective."
- That the IEB revise and update TNG's Code of Ethics and draft a newsmen's bill of rights for submission to next year's convention—two proposals urged by TNG President Charles A. Perlik, Jr., in his opening address to the convention.
- That Guild locals join TNG in depositing past records and other historical documents in the labor archives at Wayne State University. St. Louis is the latest Guild local to do so.

The convention rejected a proposal by three Chicago delegates for the creation of a commission to "study, evaluate and make recommendations" on raising the level of journalistic standards and ethics.

The Chicago delegates—Karen Hasman, David Anderson and Larry Green—sought to amend the Research and Information Report from the floor to provide for a commission that would report to Guild locals prior to the 1972 Convention. They urged a commission composed of one journalist from each of the Guild's six regions, to be chosen by a caucus of volunteers immediately after the convention.

The Research and Information Subcommittee, in rejecting the proposal, had expressed the belief that updating the Code of Ethics and drafting a newsmen's bill of rights together with implementation of TNG's Collective Bargaining Program in these areas would serve the purpose of raising journalistic standards and ethics at less cost.

The report recommended that the IEB, in revising the Code of Ethics, solicit suggestions from individual members, as well as locals and district councils, and that the proposed new code and the bill of rights be distributed for consideration in advance of the convention.

Toledo Disputes Strike Audit

Boston, Mass.—Representatives of the Toledo Guild disputed a strike audit's conclusion that $2,651.83 in excess benefits were paid to its members during the 1966-67 Toledo Blade and Times strike at a preconvention hearing before the International Executive Board.

The Toledo spokesmen contended that a poststrike disbursement by the newspaper unions' strike paper, as well as payments made by the paper during the strike, constituted outside income rather than benefits and thus should not have been considered in determining the extent of benefit payments.

TNG policy allows strikers to earn up to $35 a week in outside jobs without any offset against strike benefits. Top TNG officers said strike-paper payments have always been considered benefits, not earnings. Benefits are restricted to 90 percent of prestrike earnings.

The IEB deferred action on the Toledo case pending a decision on a similar case involving the Youngstown Guild. Youngstown representatives failed to appear before the board for a similar hearing.

Youngstown has disputed a strike audit's findings that it owes $18,966 to TNG, mostly as a result of similar benefit overpayments resulting from strike-paper disbursements after the 1964-65 Youngstown Vindicator strike.

Former International Vice President Kenneth E. Rieger, the Toledo Local's chief spokesman, argued that strike-paper payments should not be considered benefits. But TNG Secretary-Treasurer Robert M. Crocker noted that the poststrike payments were made to all who were available for work on the paper, regardless of whether they actually worked for it.

The board, in deferring action, directed the Toledo Guild not to permit distribution of any remaining assets of the strike paper. The motion to defer action was protested by the Toledo representatives, and International Vice President John C. Edgington voted against it on a roll call.

New Funds Held Imperative for Organizing

Boston, Mass.—It is "imperative" that a major portion of new income accruing to the General Fund from a reallocation of per-capita payments be channeled into organizing, the Boston Convention declared.

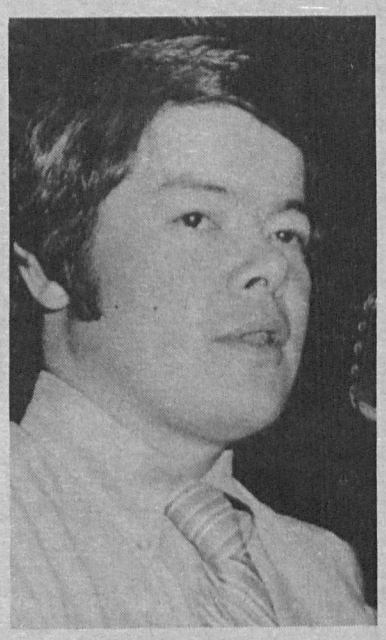
The convention, approving a report of its Organizing Committee, said "top priority" should be given to "an extended program of organizing." Recruiting of additional international representatives "should start at once so that the first addition can be made within two months after the 70 percent/30 percent per-capita apportionment becomes effective," the report declared.

"Emphasis must be placed on utilizing all additional field workers in areas where the ANG can make substantial progress in adding to the rolls of the Guild," the convention declared.

The committee, headed by Jack West of Buffalo, urged small and medium-size locals to explore the possibility of grouping together on the pattern of the New England Servicing-Organizing Program to employ a full-time professional for organizing, servicing and bargaining.

Citing the "dire need" of many locals for such assistance, the convention urged TNG to encourage the establishment of such regional programs "wherever and whenever feasible" and to provide supporting funds for them.

"Organizing and servicing are inseparable in sustaining and developing organizing and bargaining leverage," the convention said, citing the success of the New England program.



BRIAN L. FLORES
'Locals would be helped'

The convention rejected by a 356½-to-62½ roll-call vote an amendment by Warren E. Howard of Washington-Baltimore that would have required the assignment of "all future international representatives" to "the six existing Guild regions."

The proposal, part of a position paper advanced by Brian L. Flores, Washington-Baltimore administrative officer, in his campaign for TNG president, would have given the regional IRs responsibility for organizing and servicing within their areas, serving as a liaison between locals and TNG and providing "basic organizing and collective-bargaining educational opportunities" for Guild leaders in their region.

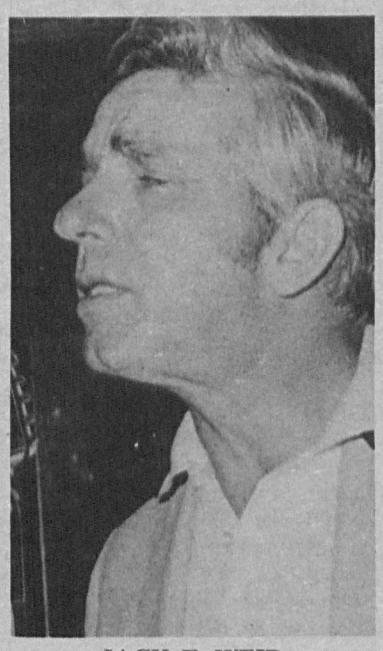
The amendment, submitted from the floor rather than as a minority report, characterized the regional IR plan as "the first move to encourage small and medium-size locals to participate in regional servicing programs."

Howard and other supporters of the amendment contended that regional assignment of IRs would provide smaller locals with regular servicing, bargaining and organizing assistance, but opponents argued that it was too inflexible, preventing TNG from sending IRs where they are needed.

Al Glusker of San Jose termed it an attempt to "shackle" the administration in assigning IRs, and Jack F. Weir of Cleveland said it was "an impractical approach" to the problem until "we get much larger and are able to establish districts or some similar breakdown in our organization."

TNG President Charles A. Perlik, Jr., queried on his reaction to the proposal, said it lacked flexibility and urged continuation of the practice of assigning IRs "on the basis of project and need and not on the basis of the landscape."

Field Operations Director J. William Blatz, questioned on how the amendment would affect IR assignments, said that even if



JACK F. WEIR
'An impractical approach'

IRs were to be assigned by geographical areas, doing so on the basis of the Guild's regions wouldn't make "any real sense." He cited the great distances between Ottawa and Vancouver in the Canadian Region and between Washington and San Antonio in the Southern Region, for example.

Howard, in response to the objections, amended his proposal to allow the president to assign IRs outside their regions in emergencies, but said the proposal would prevent an IR from acting as "a fireman, hopping and skipping and jumping back and forth across the country."

Flores, taking the floor in support of the proposal, argued it would tend to reduce a turnover of IRs resulting from frequent assignments far from their homes. He said it would also save money by reducing extensive travel while giving many locals hope of obtaining "the kind of service they need."

The Organizing Report, as adopted, emphasized the importance of local organizing committees, urging locals to establish them and forward the names of their members promptly to TNG headquarters.

Delegates, it said, "should give more than lip service to the need for a smooth-working organizing committee" in their locals.

It also urged concentration on recruiting free riders and organizing unorganized departments.

"Organizing should begin at home," the convention declared. "It has been proven that dues-paying members have to pay the freight for each freeloader in a unit."

"A look about other departments for that small crack may lead to a breakthrough," it said in urging organizing activity in that area. "The key to success in new and existing contracts is multicovered departments."

A two-day staff conference on organizing was held after the convention, with Perlik and Blatz leading discussions of how to improve Guild results in National Labor Relations Board elections.

Convention Jacks Up Key Wage Goal to $450

(Continued from Page 1)

- Urged that employers be required to reduce excessive noise levels in plants and offices.
- Warned that strong automation and job-security clauses must be negotiated quickly to protect members from loss of jobs from rapidly increasing automation.

The new $450 key wage goal is $50 above the goal established by last year's convention. The $400 figure was approached in the past year in settlements at the Washington Star and the New York Times, the convention pointed out.

"Wage goals cannot be recommended which are within our grasp," the convention declared in raising the goal to $450. "They may be exceeded sooner than many of us expect."

The new wage goal, like the previous one, is designed to be increased with monthly increases and quarterly productivity increases.

Citing published profitability figures of small newspapers, the convention said, "It's time to call a halt to false arguments by the publishers of small newspapers that they can't afford to match or come closer to the salaries and minimums paid by the larger papers."

Full parity for all key minimums "is a goal that must be pursued" in all contracts, the convention said, declaring that lagging minimums in clerical, maintenance, mechanical and delivery departments must also be improved.

Proponents of the longevity pay-increase plan, which emerged as a minority report of the Collective Bargaining Committee, argued that it would be an aid in shops where merit increases have been consistently denied to longtime employes.

Timely Injunction

Seattle-Tacoma Guild President Ben L. Cheney finds convention collective-bargaining display particularly appropriate. He came to the convention after units at the Seattle Times and Hearst's Post-Intelligencer authorized strike action in a bargaining deadlock with the two papers.

Urging that the Contracts Committee permit longevity-pay provisions in opening contract demands under these circumstances, Harry Fisdell of New York said no employe should work 15 or 20 years without an increase above the minimum.

"Those who feel as I do have the right to put that in their demands and that it be permitted," Fisdell asserted. "You may not want to do it, so don't—but don't deny us the right."

Speaking against longevity-pay provisions, International Vice President George McCormick of Twin Cities urged that locals instead "make sure that our contracts include a real, a meaningful way to insure that our employers are going to give just, equitable consideration to the merit pay that our employes deserve."

John F. Grim of Lehigh Valley, noting that his local has a longevity-pay provision, warned, "Wait until you have longevity." The company uses longevity "as a club" to beat down wage-raise demands, he said.

The convention added to the mandatory Collective Bargaining Program provisions for "adequate" bereavement leave with pay and for correction by the employer of excessive-noise problems.

It expanded the program's vacation provisions to include the 13-week vacation every five years and at least five weeks' vacation each year.

New advances in automation, including cathode-ray tubes and facsimile-transmission methods, prompted the convention's call for strong, "vigorously enforced" jurisdiction and job-security clauses to bar contracting-out work and dismissals resulting from introduction of automation and new methods.

The report urged increased efforts at all levels to build inter-union co-operation, and a special resolution called for continued exploration of merger or affiliation possibilities with other news-media unions. It also urged locals to weigh "advantages of joint bargaining."

The convention also recommended increased efforts to improve union-security provisions in magazine contracts and that locals strive to include new or existing pension plans in TNG's Commingled Pension Trust—for higher return on investments.

It called for preparation and distribution to locals of a checklist of bargaining steps and a list of available negotiators.

Councils' Conference Re-elects Gilson, Lay

Boston, Mass.—Robert Gilson of Erie was re-elected president of the Conference of District Councils at a preconvention meeting July 11.

Geoffrey Lay of Ottawa was re-elected secretary.

Fund Reallocation Due to Augment Services

(Continued from Page 1)

The per-capita reallocation proposed by the convention will take effect the month after current assessments end with achievement of the two-million-dollar Defense Fund floor fixed by the Guild's constitution.

The reallocation, said the Finance Report, should enable TNG to "better respond once again to the servicing and organizing needs of this union and to restore services and materials that our locals need in collective bargaining and contract enforcement."

Proponents of cutting off assessments at the 1.5-million-dollar mark, spearheaded by New York, argued that the membership needed an immediate respite after paying 44 consecutive assessments over 3½ years.

Adoption of the minority report would have ended assessments at once, since, TNG Secretary-Treasurer Robert M. Crocker reported, the Defense Fund will stand at $1,635,000 with receipt of June assessments. He estimated that it would reach $2,015,000 with the October assessment.

Opponents of cutting assessments now argued that to do so would only bring their reimposition in a couple of months, even with a 1.25-million-dollar trigger.

New York delegates disputed this. John E. Deegan, New York's executive vice president, said that even if the minority proposal were adopted, assessments, at least in New York, could not be terminated until after August, raising the Fund to 1.8 million.

Thus, he contended, it would be six or seven months before the Fund could slip below 1.25 million, and when that happened it would take only two assessments to bring it back to 1.5 million.

But proponents of the majority report argued that the long-sought two-million-dollar floor should not be abandoned when its achievement is so close.

Jack F. Weir of Cleveland, noting that he had opposed adoption of the two-million-dollar goal when it was first proposed in 1964 because of doubts about the membership's willingness to bear the assessments, said the membership has "held up well" and urged that "we mush on and obtain it."

The minority report lost on a voice vote. New York had lost, 279 to 136, on an earlier roll-call vote in its efforts to require that dues be based on earnings rather than minimums.

The proposal was advanced by Harry Fisdell, New York's secretary-treasurer, in an effort to cut through a controversy of several years' standing on what constituted "regular compensation." Under Fisdell's amendment, that question would have been left to each local.

Fisdell argued that there was a "basic inequity" in allowing some locals to collect dues on contract minimums while others collected on salaries.

But Fred D. Fletcher of San Francisco-Oakland, who said the proposal was aimed at his local, among others, objected strongly. He said that while San Francisco-Oakland collects on contract minimums, it collects "more dues, higher dues" than New York because it collects on a percentage schedule that produces higher returns as minimums go up.

To require San Francisco-Oakland and other locals to restructure their entire dues schedules would create "financial turmoil," he declared.

The proposal for a new per-capita study committee was advanced by Harvey Sanford of Sioux City, who contended that the present per-capita formula is unfair because it requires locals with low-salaried members to pay a higher proportion of per capitas than those with high-salaried members.

A formula based on individual incomes, he said, would leave locals with lower-salaried members more money for local purposes while not depriving the international of any income.

Opponents objected that the computations required to base per capitas on individual income would be impossibly complex, but others pointed out that all that was being asked was a study, and the motion was carried on a voice vote.

Under the amendment, the special study committee—the second in two years on the subject—will be composed equally of representatives of small and large locals and will report its findings to the 1972 Convention in San Juan.

The per-capita study committee appointed by last year's convention recommended no change in the existing formula.

In addition to voting an increase in the amount of outside earnings allowed strikers without affecting their benefits, the convention, in its Collective Bargaining Report, broadened TNG benefits policy to allow payments to applicants for membership who would be eligible for benefits were their applications not being held in abeyance pending organization of their shop or the negotiation of an initial contract.

The convention also authorized the IEB to pursue in future strikes "the course of action" it followed in recent strikes in Erie and Rockford, where benefits were paid to craft-union members who observed Guild picket lines.

Tallying the Roll Call

David Anderson of Chicago, left; Eugene Bryant of San Jose, center, and George Holmes of New York keep score as locals vote on finance amendment to require payment of dues on earnings. The computation seems to puzzle Guild founder Heywood Broun as much as Anderson.

Convention Asks Passage Of Kennedy Health Bill

Boston, Mass. — The Boston Convention urged Congress to enact the Griffiths-Kennedy National Health Security Bill and reject the Administration's alternative Health Security legislation.

"The Kennedy-Griffiths bill would set up a health-benefits system based on need, not ability to pay," the convention declared in a resolution. "Freedom from the financial horrors of serious illness is, we feel, a right, not a privilege, of all citizens."

While the Administration plan is based on existing private health-insurance plans, the Griffiths-Kennedy bill "calls for a reform of health-care systems and provides for a consumer voice in planning, managing and operating the program," it pointed out.

And while the Administration bill would be "too expensive" for the poor, "who need health protection most," the convention said, the Griffiths-Kennedy bill is "in line with the Guild's goals of reform, consumer participation and comprehensive care for all."

The Convention Roll Calls: How Locals Voted

Following are the results of four roll-call votes taken on disputed issues at the Guild's Boston Convention. One was on a Finance Report amendment to require locals to base dues on salary and other regular compensation. A second was on an Organizing amendment to provide for regionally assigned international representatives. A third was on a constitutional amendment changing the union's name to The Newspaper Guild. The fourth was on a minority report of the Human Rights Committee opposing the creation of a full-time minority-rights co-ordinator; a "yes" vote meant opposition to the majority recommendation for a full-time co-ordinator.

Local	Dues on Earnings		Minority Co-ordinator		Name Change		Regional IRs	
	Yes	No	Yes	No	Yes	No	Yes	No
Akron	—	3	3	—	3	—	—	3
Albany	5	—	5	—	—	5	—	5
Bakersfield	—	3	—	—	3	—	—	3
Bay City	2	—	2	—	—	2	—	2
Boston	—	11	11	—	11	—	—	11
Brockton	—	2	2	—	2	—	—	2
Buffalo	—	7	2	5	—	7	—	7
Canadian Wire Service	—	4	4	—	4	—	—	4
Chattanooga	—	2	2	—	—	2	—	2
Chicago	1	7	1	7	1	7	5	3
Cincinnati	—	5	5	—	—	5	—	5
Cleveland	7	2[1]	9	1	—	10	—	10
Columbus	—	4	4	—	—	4	—	4
Denver	—	8	—	8	—	8	—	8
Detroit	—	8	—	—	—	8	—	8
Erie	—	3	3	—	—	3	—	3
Gary	—	2	—	2	—	2	—	2
Hawaii	—	6	6	—	6	—	—	6
Hudson County	—	2	2	—	—	—	2	—
Knoxville	—	2	1	1	—	2	1	1
Lake Superior	—	2	2	—	—	2	—	2
Lansing	—	2	2	—	—	2	—	2
Lehigh Valley	—	—	—	3	—	3	—	3
Los Angeles	—	17	17	—	17	—	—	17
Madison	—	2	2	—	—	2	2	—
Manchester	—	3	3	—	2	1	—	3
Memphis	—	5	5	—	1¼	3¾	2½	2½
Montreal	—	4	4	—	4	—	—	4
New York	71	—	71	—	71	—	—	71
North Jersey	4	—	1	2[1]	—	4	4	—
Ottawa	—	4	4	—	4	—	—	4
Pawtucket	—	2	—	2	—	2	2	—
Peoria	—	3	3	—	3	—	3	—
Philadelphia	14	—	4	10	14	—	10	4
Pittsburgh	—	3	—	3	—	3	—	3
Portland	—	4	4	—	4	—	—	4
Providence	—	5	—	5	—	5	—	5
Pueblo	—	3	—	3	—	3	—	3
Rockford	—	3	—	3	3	—	3	—
Sacramento	—	6	—	6	6	—	—	6
St. Louis	1	13	6	7[1]	5	9	2	12
Salem	—	2	2	—	—	2	—	2
San Antonio	3	—	—	3	3	—	3	—
San Diego	—	8	8	—	—	8	—	8
San Francisco-Oakland	—	16	16	—	16	—	—	16
San Jose	—	7	7	—	7	—	—	7
Scranton	3	—	—	3	—	3	—	3
Seattle-Tacoma	—	11	4⅖	6⅗	11	—	—	11
Sheboygan	—	2	2	—	—	—	—	2
Sioux City	2	—	—	2	2	—	2	—
Stockton	—	3	3	—	3	—	—	3
Terre Haute	—	3	—	3	3	—	—	3
Toledo	—	6	6	—	—	6	—	6
Toronto	—	21	21	—	21	—	—	21
Twin Cities	—	8	—	8	—	8	—	8
Utica	2	—	2	—	—	2	—	2
Vancouver-New Westminster	—	9	3⅖	5⅗	9	—	—	9
Victoria	—	3	—	3	3	—	—	3
Washington-Baltimore	21	—	—	21	21	—	21	—
Wilkes-Barre	—	3	3	—	—	3	—	3
Wire Service	—	15	15	—	15	—	—	15
Totals	136	279	282⅕	123⅕	278¼	136¾	62½	356½

[1] One abstention

Perlik, Flores to Vie for Guild Presidency

(Continued from Page 1)

four international representatives.

The contests for TNG president, secretary-treasurer and one regional and six at-large vice presidencies will be settled in an international election Sept. 23 through 28.

In the last election Flores lost to Perlik by 2,088 votes, the largest margin of any candidate for the Guild's top executive post since the Guild's first international election referendum in 1941. Crocker defeated Sweet by 1,545.

International Chairman James B. Woods was re-elected without opposition at the convention, as were four regional vice presidents: Edward J. Schrode of Wilkes-Barre in the Northeast, George McCormick of Twin Cities in the Midwest, Hugh H. Harrison of Seattle-Tacoma on the West Coast and Philip J. Brennan in New York.

Warren E. Howard of Washington-Baltimore and Clifford L. Huffman of Memphis were nominated for vice president from the Southern Region, but Huffman withdrew from the race last week, assuring Howard's election.

Huffman said he had entered the race "as a protest candidate against Flores's attempted power-grab" for three Washington-Baltimore seats on the IEB despite the conviction that his candidacy was "doomed from the start" because Washington-Baltimore has more than twice as many members as the rest of the region combined. (See letter on Page 19.)

The remaining regional contest, in Canada, pits incumbent Regional Vice President Glen Ogilvie of Toronto against incumbent At-Large Vice President James Young of Vancouver-New Westminster.

As in 1969, the Perlik-Crocker team will include a slate of six candidates for at-large vice presidencies: incumbents John C. Edgington of Columbus, Barney Peterson of San Francisco-Oakland and Harry E. Ryan of New York; Eleanor Dunn, president of the Ottawa Guild and former interim co-ordinator of women's-rights activities; Dorothy Sain, president of the Cleveland Guild, and James A. McGill, president of the Gary Guild and winner of TNG's 1971 Guild Service Award.

Also running for the six at-large posts are incumbent James G. McMahon of Detroit, Ray Dick, former president of the Washington-Baltimore Guild, and Arthur E. Guerrero, vice chairman of the Denver Guild's unit at the Denver Post.

Two hundred and eighteen delegates from 62 locals attended the convention in Boston's Statler-Hilton Hotel July 12 through 16. The convention program included a forum on bargaining for equal employment opportunity and a clinic at which TNG officers and staff discussed small locals' problems with local delegates.

Politics bubbled to the surface early as Flores distributed a position paper setting forth "A Program for Change and Progress in the American Newspaper Guild."

Three major structural changes proposed in the position paper—allowing paid local officers to serve on the IEB, assigning international representatives by regions and holding conventions biennially—were overwhelmingly defeated on the convention floor. One, for regional IRs, went to a roll call and lost by 356½ to 62½.

A fourth, for a study of a general board of delegates from each region to advise the IEB, appeared on the floor linked to biennial conventions and died when that proposal was defeated.

A fifth major change advocated by Flores was to place day-to-day responsibility for organizing on the secretary-treasurer, with appointment of a professional comptroller to head the Guild's business staff. It was not advanced on the floor.

Flores's position paper also urged closer communication between TNG and locals on strikes and bargaining, with the proposed general board and regional IRs playing a part.

Flores charged that "dynasty politics" in the Guild's international leadership since the early 1940s has resulted in resistance to change and a "benign neglect" of Guild members' increasing concern over social issues, which he attributed to the "traditionalist upbringing" and "basic conservatism" of the incumbent officers.

In nominating Flores for the presidency, Dan DiLeo of Rockford made essentially the same charge. He said the present leadership "has lost touch with the rank and file" and finds "change difficult to accept and understand."

But in nominating Perlik for re-election, Fred D. Fletcher of San Francisco-Oakland, after citing organizing and bargaining gains during his first administration, described Perlik as a "bold, imaginative and innovative executive officer whose concern encompasses the full range of the Guild's constitutional purposes and its members' interests."

It was Perlik, he said, who helped initiate the New England Servicing-Organizing Program endorsed by the convention as an answer to the needs of small locals; who proposed the Guild's women's-rights and minorities conferences that led to the convention's expanded program to end discrimination; who first proposed that the Guild seek a contractual voice in the product and protection of newsmen's privilege, update its Code of Ethics and draft a newsmen's bill of rights, and who recommended to a special interim finance committee the formula adopted by the convention to strengthen the Guild's General Fund, enlarge its staff and "ensure a respite from future assessments."

Flores, who is administrative officer of the Washington-Baltimore-Guild, and Sweet, former president of the San Antonio Guild, will be making their second try for top Guild office. In his 1969 race, Flores carried 22 locals to Perlik's 51, losing in every region but the South.

A Committee to Re-elect the Perlik-Crocker Team was organized at the conclusion of the convention under the chairmanship of Harry S. Culver, secretary-treasurer of the Wire Service Guild.

Perlik's nomination was made and seconded by 49 delegates from 36 locals, compared to Flores's 28 delegates from nine locals. Flores picked up a net of 19 delegates and three locals from nominations two years ago. New locals from which he received seconds included Philadelphia, which he carried in 1969, and New York, from which he received two seconds to eight for Perlik.

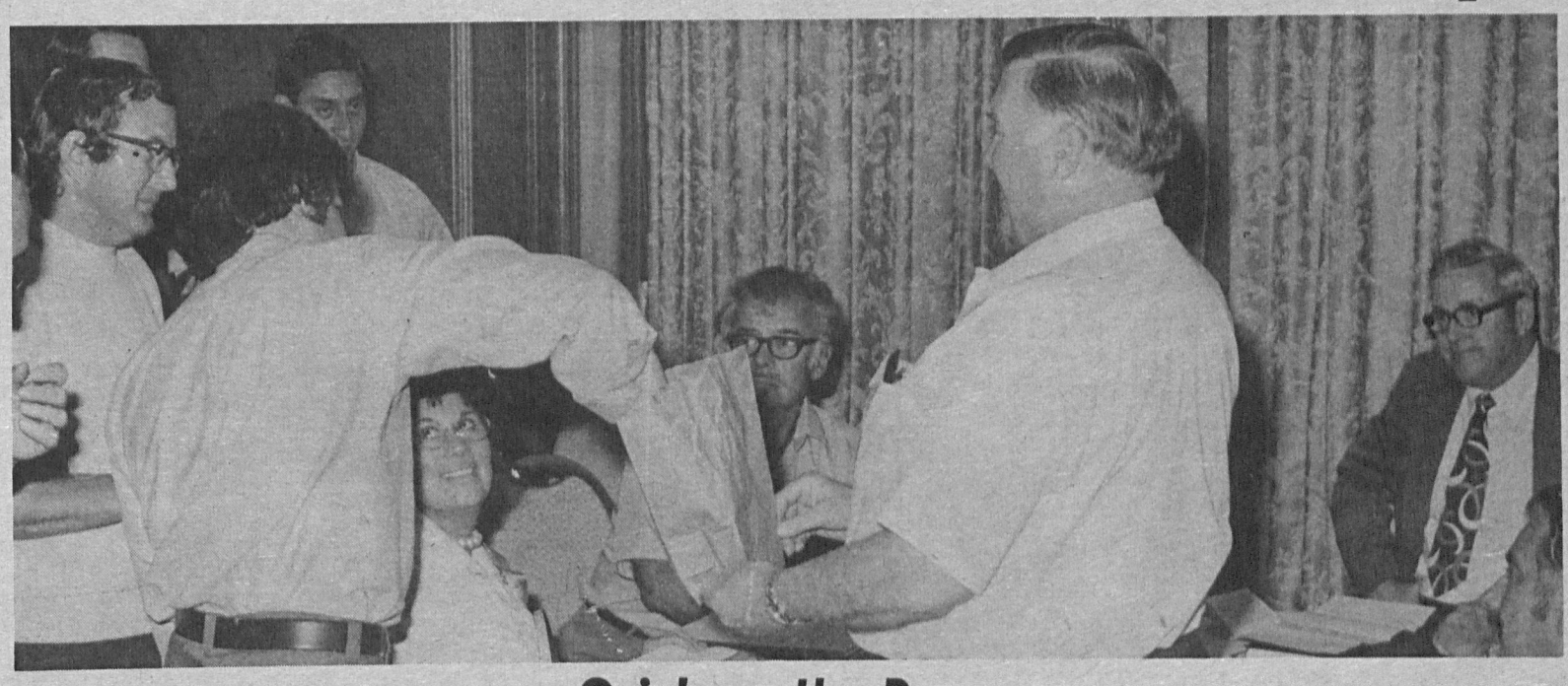
(A Midwest District Council proposal to limit seconding speeches to two to a candidate was rejected by the convention in a Rules Committee report that termed it "an infringement on the open, democratic process" that would deprive members of their right to be heard.)

The convention elected a six-member International Election and Referendum Committee to conduct the election. It consists of George Holmes of New York, subsequently elected chairman; Jack H. Shannon of Denver, Edward Gilbreth of Chicago, Frank L. Jaquinto of Albany, Roselle Moser of St. Louis and David Manley of Vancouver-New Westminster.

Drawings for ballot position by the IERC immediately after the convention gave Perlik the top line over Flores, Sweet the top line over Crocker, Huffman the top line over Howard and Ogilvie the top line over Young.

The ballot order for at-large candidates will be Dick, Edgington, Miss Sain, Peterson, Guerrero, Ryan, McMahon, McGill and Mrs. Dunn.

The IERC will meet Aug. 6 in Washington to approve the ballot form. It will mail ballots to locals Sept. 3 and convene for a final time Oct. 8 to tabulate returns.



Quick on the Draw

Brian L. Flores is the first to draw for ballot position in lottery conducted by International Election and Referendum Committee. He drew the second line. At left, Flores's running mate, John (Ned) Sweet; at right, his rival, TNG President Charles A. Perlik, Jr.

IEB to Meet In Toronto In October

Boston, Mass. — The International Executive Board July 16 confirmed arrangements to hold its fall meeting in Toronto after Secretary-Treasurer Robert M. Crocker said the extra cost of a meeting outside Washington would be only $2,000.

The meeting will be held Oct. 18 through 21 in the King Edward Sheraton Hotel.

At its post-convention meeting, the IEB also designated International Vice President Glen Ogilvie of Toronto, International Representative Robert J. Rupert and Fred Jones, executive secretary of the Toronto Guild, to attend a Canadian Labour Congress conference on industrial democracy Oct. 12 and 13 in Ottawa.

The board named International Chairman James B. Woods, President Charles A. Perlik, Jr., and Crocker as delegates to the AFL-CIO Industrial Union Department convention in Washington Oct. 5 and 6. The chairman, president and secretary-treasurer were named delegates to the AFL-CIO Convention in Bal Harbour, Fla., starting Nov. 18.

Convention Hits Police Harassment of Newsmen

Boston, Mass.—Police harassment, intimidation and impersonation of newsmen were assailed by the Boston Convention as a threat to the press's freedom and independence.

The convention urged all working newsmen to expose "imposters" masquerading as journalists "whenever and wherever they may be found."

"These odious practices undermine public confidence in persons engaged in collecting and reporting news," the convention said in a resolution on police-press relations. "The public cannot be sure, if these practices continue, who is a newsman and who is a spy, who is a reporter and who is a secret agent.

"The result, in some cases, has been that the physical safety and the very lives of working newsmen have been placed in jeopardy."

The convention also demanded an end to such abuses as preventing reporters and photographers from reaching the scene of news events.

"In cases where police lines are established," it declared, "newsmen must be allowed to determine for themselves that they wish to assume the risk of entering such areas if that is necessary to gather the news."

The board congratulated those publishers who have resisted efforts to obtain information through subpenas, unconstitutional use of search warrants and requests for pictures and reporters' notes.

On the other hand it condemned those publishers who "are undermining the very principles they espouse when they speak of a free press by ordering their employes to turn over unpublished material to agencies outside the news industry."

"The freedom and independence of the press is lost the moment the press becomes an arm of the police, the military or the government," the convention warned.

In a related action, the convention's Political Action Report recommended that locals press local, state, provincial and federal officials to guarantee that newsmen be free to gather the news without "harassment, intimidation, assault or arrest" and that they not be denied their right to cross police lines "on the pretext of potential hazard or danger."

Citing recent Oregon and Rhode Island bills purporting to protect newsmen's privilege to withhold their sources but criticized by Guild locals in Eugene and Providence as totally inadequate and even destructive, the convention said it was "not only premature but tactically unwise" to seek such legislation while Supreme Court decisions are pending in three cases involving the broad issue of newsmen's privilege.

It reported that TNG's counsel has drafted model privilege legislation, however, and warned locals not to seek or support such bills without consulting with TNG.

Move to Let Local 'Piecards' Serve on IEB Fails

Boston, Mass.—A constitutional amendment that would have allowed paid local officers to serve on the International Executive Board was defeated by the Boston Convention.

The convention also rejected a renewed proposal for biennial instead of annual conventions.

Both amendments were pressed by Washington-Baltimore delegates in accordance with proposals made in a position paper advanced by Brian L. Flores, Washington - Baltimore administrative officer, in his campaign for the TNG presidency.

In rejecting the proposal that paid local officers and employes—"piecards," in the language of majority and minority Constitution Committee reports—be allowed to serve on the IEB, the convention warned against allowing "paid professionals" to run the Guild.

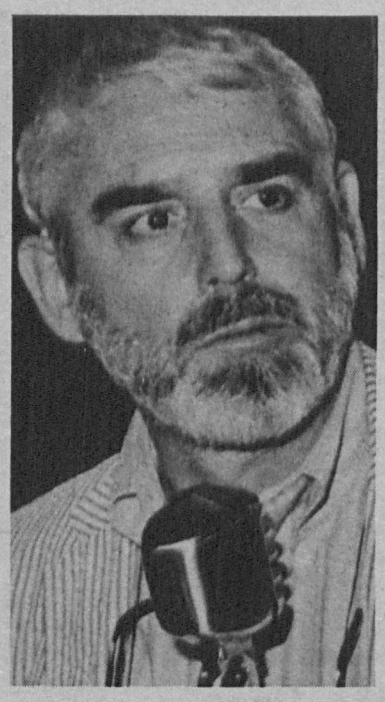
International Chairman James B. Woods had spoken out against the proposal in his official address to the convention and, in an unusual step, took the floor in convention debate to reiterate his opposition.

"I don't fear the executive officers; I admire them," Woods declared. "But I do fear what would happen to the union if it were run entirely by paid employes."

The constitutional amendment proposed in a majority report of the Constitution Committee would have allowed "piecards" to serve in at-large but not regional vice presidencies.

The committee majority argued that permitting them to serve would strengthen the board by providing their "expertise." "Perhaps no other group within the Guild works so closely with rank-and-file Guild members," it said.

But the minority report contended that executive officers are already "the power" in their locals and that they are the ones most frequently asked to serve on special international committees.



FRED D. FLETCHER
'A political football'

"An IEB dominated — even half-controlled — by these professional Guild local leaders is hardly within the strong tradition of the Guild," it said.

Robert A. Steinke, the executive secretary of Woods's own St. Louis Local, supported the amendment, saying that piecards "pay dues" and should not be discriminated against. John Carmichael, Twin Cities' executive secretary, also backed the proposed change.

But five other paid local officers and employes—Fred Jones and Jack Dobson of Toronto, Fred D. Fletcher of San Francisco-Oakland, Richard E. Wanek of Denver and Justin F. McCarthy, Jr., of Chicago, spoke out against it, although Fletcher said he did so only because he saw it as "a political football' in the forthcoming TNG election campaign.

The proposal for biennial conventions emerged as a second minority report from the Constitution Committee, where it was coupled with a proposal for an IEB study of the feasibility of establishing a general board to meet in nonconvention years as an advisory body to the IEB. Like the other two proposals, it had been advanced in Flores's position paper.

John V. Reistrup of Washington-Baltimore, who moved the amendment, said biennial conventions would save locals and the international money and that the proposed general board could be empowered to take emergency action that would otherwise require a special convention.

Biennial conventions were rejected with little debate after being severed from portions of the minority report calling for an IEB study of a general board, expanded regional training conferences in off-convention years and a nonpartisan review board for Guild disciplinary cases, a proposal advanced by Washington-Baltimore at last year's convention.

The Constitution Committee report, adopted by the convention, rejected a study of the review board as well as biennial conventions or a referendum on holding them. The severed portions of the minority report were not voted upon since they were contingent on biennial conventions.

A change in election-eligibility requirements pressed by Washington-Baltimore at last year's convention and subsequently supported by a majority of the IEB was adopted without discussion.

It will allow the International Election and Referendum Committee to qualify a member whose dues have been paid or who is on checkoff but whose local has failed to forward the necessary per-capita remittances covering his payments in time, provided the local can provide a valid reason for the delay.

In the 1969 election Washington-Baltimore protested unsuccessfully against the disqualification of 80 new members who were on checkoff but whose dues had not been transmitted to the local in time to meet the deadline.

In a second constitutional change, the convention amended the qualifications for local convention representation to require that it be based on the number of members in good standing, not just on per-capita payments. The old provision did not pare a local's representation if many of its members were delinquent in assessments; the new one would.

ROBERT A. STEINKE
'We do pay dues!'

Another amendment will allow locals to determine the ballot order of candidates in local elections by lot, conforming to a provision already allowing such a method of selection in contests for convention delegates.

The convention incorporated provisions governing alternate convention delegates for the first time. An alternate will not be allowed to act as a delegate unless a regular delegate from his local has been stricken from the convention register, but he will be allowed a voice although not a vote in convention committee sessions.

The convention rejected two alternative Chicago proposals, one that would have required locals to elect convention delegates by proportional representation among their units and the other that would have directed the IEB to study allowing locals to use such an election system.

The constitution was amended to specifically state that fines for working in a struck shop may be enforced by court action. The change was to meet a Washington State court decision holding that if such a provision is not in a union's constitution expulsion from membership is the only enforceable penalty.

The convention also adopted an amendment to permit a bargaining unit smaller than the over-all unit in an affected shop to take a separate ratification vote on an initial contract if the other bargaining unit involved in the shop is renegotiating its contract at the time.

Locals Alerted on Election Eligibility

Guild members will not be eligible to vote in the Sept. 23-28 international election unless they were in good standing as of either June, July or Aug. 1 and per-capita and assessment payments for them are sent to ANG postmarked no later than Aug. 15.

Notice to this effect was served on all locals last week by TNG Secretary-Treasurer Robert M. Crocker, who emphasized that it is the responsibility of local officers to assure that the necessary payments for members in good standing are received in time.

Only if a protest to the International Election and Referendum Committee establishes a valid reason for any late remittance of these payments can a member who is on checkoff or whose dues have been paid be allowed to vote under a new constitutional amendment.

Political Action Deemed Essential to Heal Social Ills

Boston, Mass.—The Guild must join "labor's efforts to support and expand the numbers of its friends in elective office" if the United States "is to again begin to treat meaningfully such major sores as poverty, joblessness and inequality of opportunity," the Boston Convention declared.

"Those who opposed the domestic social and economic goals of labor and other progressives are preparing for next year," the convention warned in its Political Action Report. "The battle lines are being drawn around the national administration, which increasingly has sought to shift to workers and their unions the responsibility for and the brunt of the economic problems it faces as the 1972 elections approach."

The Political Action Report, drawn up by a subcommittee headed by Eugene B. Jones of Philadelphia, urged "special support" for the AFL-CIO Committee on Political Education's voter-education and registration programs and COPE's annual fund-raising efforts to finance these programs and aid candidates sympathetic to labor's goals.

Thus far, it reported, $1,044.35 has been contributed toward the Guild's $3,210 COPE quota, including $913.95 raised in a New York Guild dollar drive and $119.40 contributed by the St. Louis Guild.

A floor collection taken at the convention yielded $190.31, raising the total to $1,234.66.

The convention urged U.S. locals to conduct dollar drives and make treasury contributions to COPE's educational and voter-registration funds. District councils were also urged to make such contributions.

Locals were urged to make special efforts to encourage newly eligible 18-through-20-year-olds to register and vote through participation in the COPE registration effort.

In a separate resolution the convention condemned attempts to disenfranchise students by prohibiting them from voting in the communities where they are attending college.

The Political Action Report urged locals to appoint political-action committees, make sure that they meet regularly and act on their recommendations.

Locals in both the United States and Canada were urged to continue working for antistrike-breaker legislation, and Canadian locals and the Canadian District Council were urged to oppose "oppressive labor legislation," guard against the fragmentation of national bargaining units and support the elimination of strikebreaking injunctions.

In a special resolution the convention urged Illinois Gov. Richard B. Ogilvie to sign recently enacted legislation banning professional strikebreakers.

The resolution was rushed to the governor at the behest of Rockford Guild delegates, who reported that Gannett's Rockford Star and Register-Republic had asked Ogilvie to veto the bill.

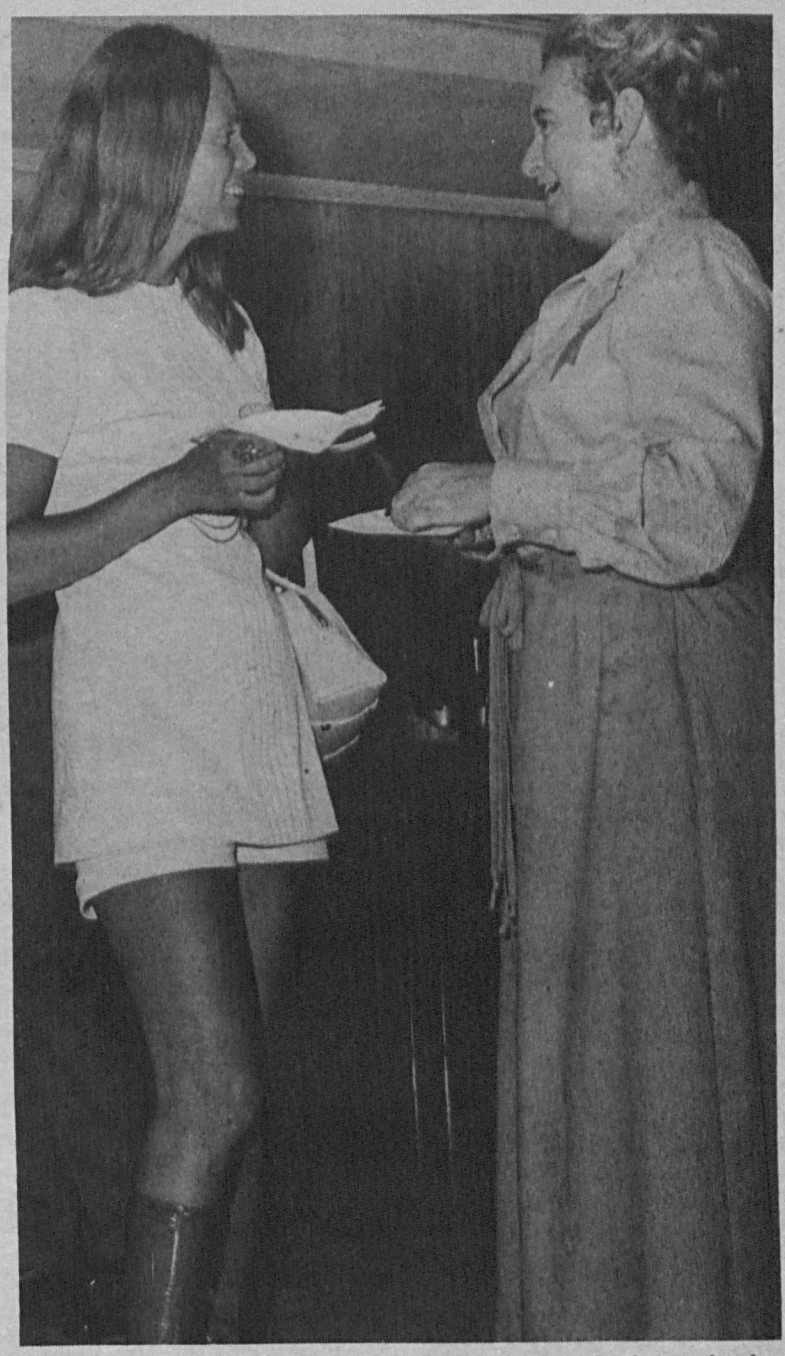
A Buck to COPE

Don L. Bean of Cleveland gives his dollar to convention floor collection for the AFL-CIO's Committee on Political Education. Carrying the bucket is Virginia Johnson of Philadelphia; at left, former International Vice President Noel Wical of Cleveland. The collection yielded $190.31.

Debbie Dick of Washington has Earl Veale of Toronto eating out of her hand as delegates demolish lobsters at convention clambake.

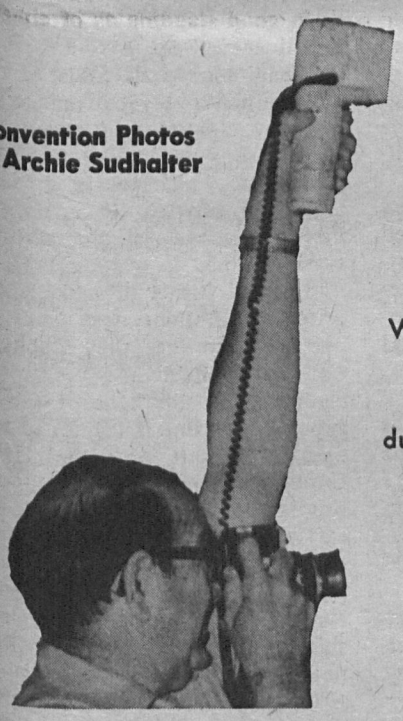
Boston

Mostly work but some play

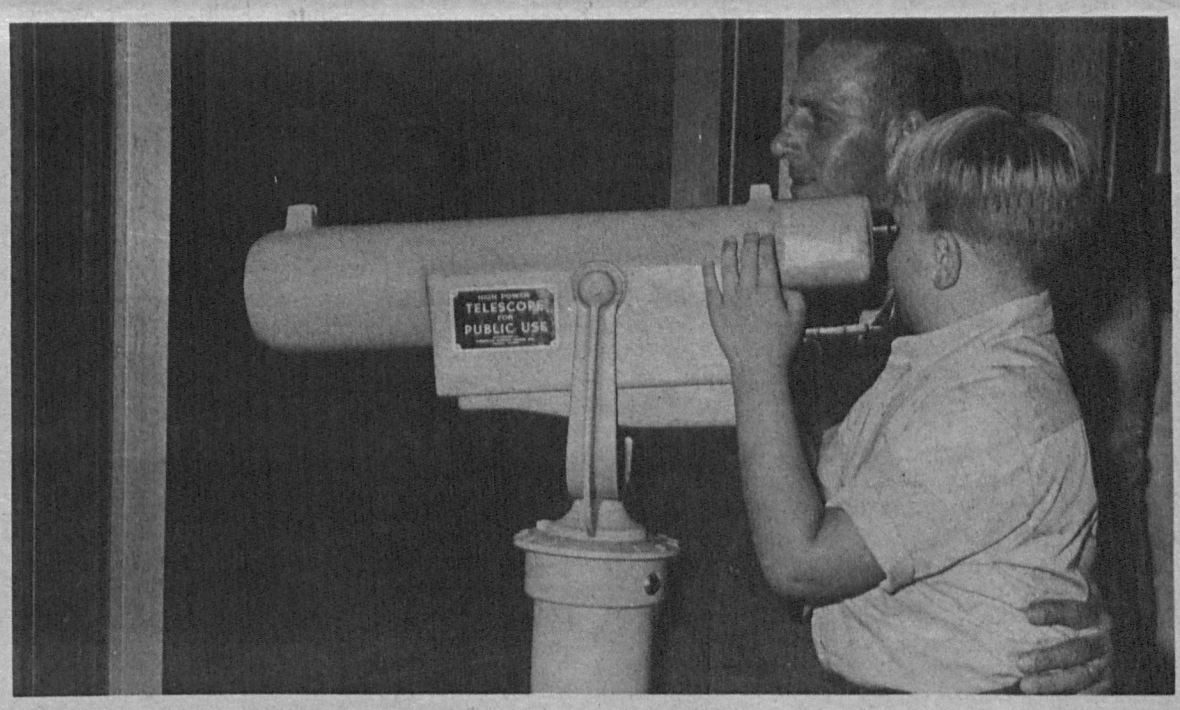


Caye Rupert of Ottawa and Dorothy Steinke of St. Louis display the long and the short of it at opening cocktail party.

Convention Photos By Archie Sudhalter



William Gummer of Scranton and son Tom, 9, man a telescope on 50th floor of Prudential Building during opening cocktail party



Peggy Beaton, wife of Boston's convention chairman, mothers a crew of delegates' children riding a swan boat at Boston Public Gardens

Convention Presses Wide Drive for Job Equality

(Continued from Page 1)

co-ordinators for minority hiring and women's rights, directed the International Executive Board to designate from among its members or from among other Guild members two persons "to oversee Guild progress" in these areas.

Their appointment was authorized by a 282 4/5-to-123 1/5 roll-call vote on a minority report of the Human Rights Committee. The proposal replaced a section of the majority report that called for a full-time paid minority-rights co-ordinator although not a full-time women's-rights co-ordinator.

The Human Rights Committee, elevated to full convention committee status for the first time, was headed by Eleanor Dunn of Ottawa, who served as interim co-ordinator of women's rights activities following the Women's-Rights Conference.

The committee's report, in addition to directing the appointments of watchdogs over minority hiring and women's rights, recommended that:

● Locals "demonstrate their commitment and live up to their responsibility to aggressively pursue achievement of full employment of all groups regardless of race, religion, sex or cultural or ethnic background" and "educate their members to their responsibility and the urgency for accomplishing this vital goal."

● TNG expand its recruitment and training informational and job-referral services to locals, quickly complete and distribute an expanded memorandum on "Suggested Approaches for Locals to Advance Equal Employment Opportunities," complete and distribute a new memorandum summarizing minority recruitment and training programs in Guild shops, and in its revision of the booklet "Careers for Negroes on Newspapers," make sure that the booklet "will reflect the diversity of minorities and address and refer to them in contemporary terminology."

● TNG "work to the extent possible" with other organizations towards formation and operation of a central, industrywide referral service and clearing house for private and public programs for recruitment and/or training of minority persons.

● Locals and local human-rights committees undertake programs to encourage disadvantaged persons and persons in minority communities to seek employment in all areas of Guild jurisdiction.

At Human-Rights Committee

Eleanor Dunn, designated "chairperson" of convention Human Rights Committee, presides at committee session, flanked by Charles Staples of St. Louis, right, secretary, and TNG Research and Information Director James M. Cesnik. Human Rights had full committee status for the first time.

● All locals establish and maintain functioning human-rights committees to actively pursue resolution of employment discrimination in the industry by charting and carrying out meaningful employment-opportunity programs.

● Locals be encouraged to make direct contact with both employers and potential sources of employes to achieve the hiring and, where necessary, training of socially and culturally disadvantaged persons.

● Locals insist that managements actively seek and recruit minority applicants for jobs throughout the Guild's jurisdiction.

● Locals insist that managements open all Guild departments and jobs on an equal-opportunity basis and that any agency or institution utilized as a source or training spot for employes admit persons on an equal-opportunity basis.

● Locals insist that every publisher insert a statement affirming that he is "an equal-opportunity employer" in any and all ads he runs seeking applicants for jobs in Guild jurisdiction.

● Locals, in keeping with employes' right to a voice in the product, seek elimination of sexual stereotypes in the editorial and advertising columns of the publications with which they have contracts and insist on the elimination of discriminatory real-estate advertising.

● Locals protest to top management of any papers in their areas that follow the practice of making or allowing irrelevant racial or ethnic identifications in advertising or news stories.

● Locals seek to assure that "the content of any section of the paper aimed at women readers maintain the same standards of excellence found in other parts of the publication," seek the elimination of classified help-wanted columns headed "male" or "female" and insist that when management advertises for employes in Guild jurisdiction it use only sexually desegregated columns.

● Locals take appropriate action to end the practice by some managements of yielding to a news, advertising or circulation source's refusal to deal with a reporter or sales or circulation representative because of that employe's race or sex.

● Locals seek removal of discriminatory bars that prevent working women reporters and photographers from utilizing some press boxes at sports events, including, where practical, seeking redress through appropriate administrative or governmental agencies.

● Locals in cities where women are denied press-club membership seek an end to this discrimination and publicly censure those clubs that refuse to end the practice.

● Recognizing "the handicaps to employment faced by the returning military veterans as primarily human-rights problems," TNG and locals include efforts on their behalf in their human-rights programs.

● TNG locals and all Guild members continue "to do all within their means" on behalf of legislative proposals in both the United States, Canada and Puerto Rico that would advance the opportunities for their women and minority-group members.

● Locals, in order to facilitate greater participation by women members, seriously consider the possibility of providing child-care services during local meetings and TNG conventions.

● TNG invite to any future seminars for prospective Guild staff, women and members of minority groups who have demonstrated the ability for Guild staff work and that both TNG and locals intensify efforts to seek adequate representation of both minorities and women on their staffs as openings occur.

● Locals direct or redirect their scholarship programs to assist "interested but deprived men and women" to obtain the training necessary to qualify for both editorial- and commercial-department jobs in the industry.

● TNG distribute the latest obtainable U.S. Equal Employment Opportunity Commission data on minority and women's employment in the industry as it becomes available.

● In order to encourage and assist locals in achievement of TNG's bargaining goals for child-care centers, TNG prepare and distribute to locals a questionnaire for local use in compiling statistics on the number of employes and children to be served by such centers and provide each local with comprehensive material on child-care centers, including any available information on financial savings attributable to lower employe turnover resulting from the availability of child-care facilities.

● Locals consult with TNG's Research and Information and Collective Bargaining departments in developing and executing their human-rights programs and keep TNG informed of their human-rights activities.

Acting on the recommendation of both the Human Rights and Constitution committees, the convention amended the Guild's constitutional statement of purpose to include "equal employment and advancement opportunity in the industry."

The Human Rights Report also called for the enactment of legislation to establish national systems of child-care centers in the United States and Canada, with first priority for children of working mothers and provisions for parental participation.

It urged Congress to adopt pending legislation to strengthen the Equal Employment Opportunity Commission, giving it the power to issue cease-and-desist orders.

It called on Congress to approve the Equal Rights Amendment to the U.S. Constitution without amendments and urged the AFL-CIO to reconsider its opposition to the amendment.

The report called on Guild delegates to this year's AFL-CIO Convention to suggest a national conference and a series of regional conferences of union women, similar to TNG's Women's Rights Conference, to which both women union leaders and rank-and-filers would be invited.

The report called on TNG and local leaders to continue to encourage women to seek elective and appointive Guild posts at all levels and warned women members "against becoming discouraged at what may seem to be slow progress."

It urged racial and ethnic minorities, too, to seek such positions, calling upon TNG and locals to "encourage greater involvement and participation by our minority-group members."

The Human Rights Committee stressed that achievement of the Guild's rights program rests "primarily on collective bargaining" and that bargaining is "a 365-day-a-year function, involving aggressive contract policing and enforcement as well as other direct local action."

The convention Collective Bargaining Report endorsed the concept of minimum hiring goals but warned that they raise "questions of policy, application and effectiveness."

It said such goals "must be related either to the percentage of minority citizens in a given local area or . . . in the nation as a whole," whichever is greater, and must provide for achieving that percentage "at the earliest feasible time."

It urged locals to make such proposals in their next contract openings "so that their application and effectiveness can be evaluated in the light of Guild experience." But it cautioned locals to consult with the TNG Contracts Committee in drafting proper language.

The convention, in adopting the Collective Bargaining Report, rejected the idea of bargaining for employer-financed scholarship funds as the answer to minority recruitment.

It also turned down a proposal that Guild members contribute three percent of a week's salary per year to finance a Guild scholarship program.

(Continued on next page)

Freshmen Get Perlik Praise

TNG President Charles A. Perlik, Jr., last week praised the participation and contributions of the 85 freshmen who constituted more than a third of the 218 delegates and six alternates at Boston.

"The Class of '71 did itself and the Guild proud," Perlik wrote to the first-time delegates. "It was attentive and inventive; it reasoned and was reasonable; it was concerned and committed."

Perlik assured the freshmen delegates "that the international headquarters of your union stands ready at all times to help you make . . . the Guild more meaningful, more productive and more understandable to you."

Opportunity for Chicanos Urged

Convention Eulogizes Salazar

Boston, Mass.—The Boston Convention eulogized the late Ruben Salazar, former Guildsman killed during disorders in the Mexican-American section of Los Angeles last summer, and in his name urged publishers and Guild locals to provide "training and opportunity for Mexican-Americans to participate in this profession."

The convention also urged locals and publishers to recognize the problems of Mexican-Americans and "their unique contribution to our society, their special culture which should not be destroyed by mindless discrimination."

The convention's Human Rights Committee rejected a Sacramento Guild proposal that TNG establish a Salazar scholarship fund for apprentice Mexican-American newspapermen when it was learned that a Salazar scholarship fund already exists outside the Guild.

Committee members voiced the feeling that additional scholarships "would better remain within the preserve of a local or locals."

Salazar, a former Guild activist in El Paso and San Francisco-Oakland, was memorialized in a special convention resolution that termed his life and his professional performance "an inspiration for all working newsmen."

"Ruben Salazar was to his people one of the great hopes in their aspirations to achieve equal opportunity and justice in a country which far too often has treated them as inferior," the resolution declared. "He was in his profession a rarity, a Mexican-American who was allowed to cover Mexican-American problems with truth and clarity. He died in the pursuit of his profession."

Guild $$$: Where They'll Go

The following budget for fiscal 1971-72 was adopted by the Guild's Boston convention:

Per Capita Taxes	
AFL-CIO	$ 31,175
IUD	12,470
CLC	5,460
IFJ-IAFWNO	5,355
Total	$ 54,460
Field Operations	
Director	
Salary	$ 21,622
Expenses	4,500
Organizing and Servicing	
IR Salaries	152,986
IR Expenses	72,000
Secretary-stenos	4,114
Misc. organizing expenses	10,000
Collective Bargaining	
Salaries	
Executive secretary	17,378
Pension consultant	3,500
Secretary-stenos	4,114
Expenses	
Personnel	500
Total	$290,714
Administrative Operations	
Director	
Salary	$ 21,622
Expenses	400
Research & Information	
Salaries	
Director	16,685
Research associate	13,010
Assistant	6,912
Secretary-stenos	4,114
Expenses	
Personnel	700
Books & periodicals:	
Legal and bargaining services	500
Subscriptions	600
Other printed material	300
Publications & literature:	
Contracts survey	500
Constitution	3,600
Organizing & other	1,800
Institutes & seminars	1,000
Miscellaneous	400
Guild Reporter	
Salaries	
Editor	16,685
Assistant	6,912
Clerical	7,464
Expenses	
Personnel	900
Printing	38,800
Postage	11,000
Addressing	7,125
Pix & special material	1,800
Miscellaneous	400
Total	$163,229
Office Management	
Salaries	
Office manager	$ 12,923
Secretary-stenos	12,342
Bookkeeping	21,862
General clerical	7,464
Expenses	
Rent and maintenance	21,175
Stationery & supplies	8,200
Equipment & machinery	800
Telephone & telegraph	14,400
Repairs & improvements	1,000
Postage	4,600
Auditing	3,200
Insurance & bonding	2,650
Employe pension	15,690
Employe health & welfare	16,025
Directly billed transportation	43,000
Data processing	6,125
Miscellaneous	3,000
Total	$194,456
Executives	
Officers' salaries	$ 45,900
Officers' expenses	9,000
Total	$ 54,900
Other Expenses	
Legal fees	$ 12,000
Payroll & property taxes	13,600
Contributions & tickets	2,000
Delegates & committees	4,000
IEB meetings	23,000
Severance-pay provisions	17,735
Convention reserve	12,000
Convention expense above reserve	16,000
Broun Award	1,000
Broun Award expenses	1,000
AFL-CIO & IUD conventions	3,500
IFJ-IAFWNO conventions	2,000
Guild Service Award	1,500
Total	$109,335
GRAND TOTAL	**$867,094**

FCC Set to Demand Equal-Rights Action

The U.S. Federal Communications Commission is proposing to extend its requirement that broadcasters adopt affirmative equal-employment opportunity programs to cover women as well as racial and ethnic minorities.

The FCC's announcement of the proposed rule change, issued June 28, said it is acting in response to a petition by the National Organization for Women.

TNG President Charles A. Perlik, Jr., and Eleanor Dunn, interim coordinator of women's-rights activities within the Guild, were among 29 individuals and groups who filed statements with the FCC supporting the NOW petition for the rule change.

Convention Presses Wide Rights Drive

(Continued from Page 12)

The convention said it was convinced that "assuring equal opportunities in hiring and training is the responsibility of the employer" and that it would be "better for the Guild to concentrate its money and efforts on the task of making employers live up to that responsibility" by agreeing to the Guild's bargaining proposals on minority hiring.

An attempt by Ronald Blubaugh of Sacramento to delete the report's scholarship stand was defeated on the convention floor.

Declaring that "it is well past time to demand parity for inside classified sales," the convention noted that "almost without exception the inside classified sales department is staffed by women." "This inequity must stop," it asserted.

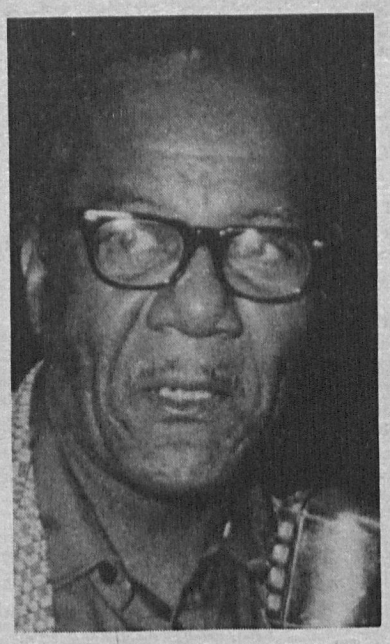
Added to the Collective Bargaining Program were provisions calling for "equal pay for equal work," and for merit-increase reviews at least every six months, with locals called on to determine if there is any pattern excluding women, minority workers, local Guild leaders or other employes.

Added to the Collective Bargaining Program is a provision that "the employer shall actively recruit women and members of minority groups for positions in all areas of Guild jurisdiction" and that "hiring and promotional standards shall not require more skill than is necessary for the performance of the job involved."

On-the-job training supplemented by formal classes is also provided, with emphasis on women and minority groups.

The Program calls for locals to "vigorously pursue integration of employes in traditionally segregated jobs," such as circulation, classified and display sales and editors, and to periodically update data on the sexual and racial composition of all job classifications.

Also added are provisions requiring publishers to furnish the Guild with full information on hiring and promotional standards as well as written explanations of why applicants are denied promotions or transfers and the criteria and tests used in evaluating employes.



CHESTER M. HAMPTON
'No guarantee of action'

Added to Convention Recommendations on Collective Bargaining is a provision requiring that job descriptions accurately describe the functions performed and that they "do not set higher standards than are necessary for the performance of the job."

The Collective Bargaining Program was amended to provide for at least 10 days' paid paternity leave in addition to "adequate maternity leave." A proposed amendment by Patricia Strandt of Washington-Baltimore to provide two years' maternity leave, four months of it paid, was defeated.

A revised health-care provision based on recommendations of the Women's Rights Conference calls for coverage of abortions, vasectomies and tubal ligations, as well as aural and psychological care and treatment of drug-related problems, among others.

Locals are urged to evaluate their health plans to determine if they are getting maximum benefits and to investigate new possibilities, such as prepaid group-practice plans, using professional consultants.

Added to the Bargaining Recommendations are provisions calling for co-operation with other unions in establishing child-care centers and local compilation of data on the number of employes' children needing accommodation.

A provision for family-emergency leaves with pay is also added to the Bargaining Program.

The convention recommended that locals "aggressively enforce" equal-employment provisions through grievance procedure or, if the contract is inadequate, use "appropriate laws to achieve redress" after consultation with TNG. It also urged local co-operation with human-rights and fair-employment agencies.

The minority report calling for two persons to oversee Guild progress in the areas of minority hiring and human rights cited the fact that the responsibility for implementing all TNG programs "rests upon all TNG officers and its entire staff" and that the responsibility for supervising these programs "lies with the IEB."

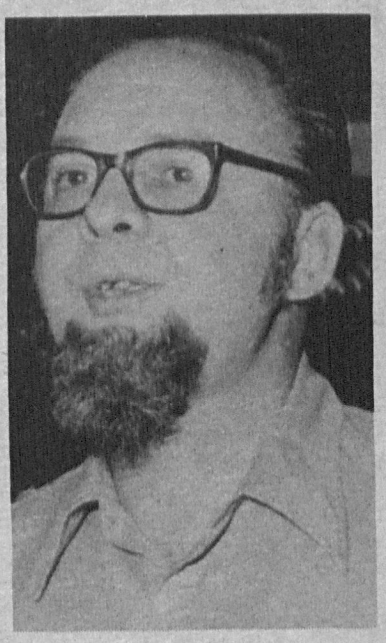
Supporters of the minority report argued that the Guild's financial situation could ill afford a full-time paid co-ordinator and that, in the last analysis, minority hiring and training was a problem that had to be solved by work on the local level.

But Chester M. Hampton, interim co-ordinator of minority-group recruitment and training, declared that without such a permanent co-ordinator (he said he himself was not qualified for the full-time job) there was nothing that the convention had done "that is going to guarantee any positive action."

"We have arrived at a time when we should put up or we should shut up," declared John (Ned) Sweet of San Antonio.

But Rex Adkins of San Francisco-Oakland, in presenting the minority report, argued that "having a co-ordinator will not get done in our shops the job that needs doing." "A co-ordinator in Washington," he said, "simply cannot get the employers to do what we on the spot in our locals can do and should have done long ago."

Following rejection of the full-time co-ordinator, Patricia Strandt read into the record a second minority report calling for the appointment of a full-time women's-rights co-ordinator.



REX ADKINS
'Won't get the job done'

"There is a program to be done in the national office by a women's-rights co-ordinator on training, on getting out literature, on liaison with other women's groups," she declared in presenting the report. But in view of defeat of the proposal for a minority-hiring co-ordinator there was no move for its adoption.

Souvenir

International Vice President James G. McMahon of Detroit receives a convention memento during registration from Mrs. James McGonagle, one of the Boston Guild's hostesses.

ASNE Moves To Spur Hiring Of Minorities

The American Society of Newspaper Editors has established a seven-member committee to promote the employment of minority-group members by newspapers.

The committee is headed by past ASNE President Norman Isaacs, editor-in-residence at the Columbia University School of Journalism and a panelist at TNG's Minority-Group Recruitment Conference in April.

The committee will work in liaison with other newspaper groups seeking to advance minority hiring, according to ASNE President C. A. McKnight.

McKnight said the committee will canvass the nation's leading dailies to determine the present state of minority employment, ascertain the extent of minority enrollment in journalism schools and seek to spur interest in journalism among high-school students.

Publishers Oppose Wage-Floor Boost

A new minimum-wage bill introduced by Rep. John Dent, Pennsylvania Democrat, appears to have bowed to objections voiced last year by the National Newspaper Association.

This year's bill contains no provision for removing an exemption from the wage law for newspapers of less than 4,000 circulation. Removal of the exemption in last year's Dent bill was opposed strongly by the NNA, which represents publishers of weeklies and small dailies.

The bill provides for a $1.80 minimum wage effective next Jan. 1 and a $2 minimum Jan. 1, 1973. Missing is a provision for automatic increases in the minimum geared to the Consumer Price Index, a provision also opposed by the NNA.

House Balks At Move to Cite CBS

The House of Representatives voted 226 to 181 July 13 to recommit to committee and in effect kill a contempt-of-Congress citation against the Columbia Broadcasting System and its president.

The action, a bitter rebuff for Rep. Harley O. Staggers of West Virginia, House Commerce Committee chairman, came after CBS President Frank Stanton defied an Investigations Subcommittee subpena to yield materials used in preparation of the CBS documentary, "The Selling of the Pentagon." The Commerce Committee had voted to cite CBS for contempt.

On the eve of the House vote, TNG President Charles A. Perlik, Jr., sent letters to every congressman denouncing the contempt action as "an ominous infringement upon basic freedom of the press" and urging them to reject it.

After the House vote, Perlik, in a message from Boston where the TNG Convention was in session, congratulated Stanton for CBS's "defense of those rights so precious to us all."

Perlik said Stanton's courage in fighting the House committee's subpena "will serve as a warning to elected servants in high places in the years to come."

Although the House Commerce Committee theoretically could revive the contempt action, Staggers conceded after the floor vote that the issue was dead. "I don't see how we can bring it back up again," he stated.

But he indicated that his committee might still draft legislation asserting Congress's right to exercise control over the networks as users of the public airwaves.

"Sooner or later," he declared, "I believe something will have to be done, in some way, to assure the American people that what they are seeing on their home television screens is not calculated deception."

But Staggers admitted it would be difficult to enact such legislation. Referring to "the awesome power of the television networks and the news media," he said, "When they've got the power to stop this (the contempt citation), they've got the power to stop any legislation."

THOMAS McMAHON

Detroit Guild Removes Executive Secretary

Detroit, Mich.—The Detroit Guild executive committee terminated Thomas McMahon as exexutive secretary July 22 following a call by the Free Press Unit for his resignation.

The committee designated former Executive Secretary Irv Kreisman, now a newsman in Madison, to fill the post for three months after rejecting a motion to name Local President James G. McMahon on an interim basis. But Kreisman said this week he could not accept the position.

The Free Press Unit had also voted to seek James McMahon's resignation as president.

Asked at the executive-committee meeting whether he would resign, James McMahon, who is a TNG international vice president, said he would do so only if named executive secretary. His term expires in February.

Thomas McMahon, who is not related to James, was terminated on a 23-to-1 vote following charges by Free Press Unit Chairman Robert McKelvey of internal dissension in the local under the McMahons' leadership.

Thomas McMahon offered to resign, but the offer was rejected by the executive committee because it was conditioned on the receipt of severance pay and other terminal benefits of the Free Press contract. This week the committee voted him severance payments totaling almost $4,000, however.

Kreisman, who was offered the position by a 21-to-2 vote, had been Detroit executive secretary for 2½ years until September 1960, when he resigned for health reasons. He had been on a leave from the Madison Capital Times.

The motion to name James McMahon interim executive secretary was coupled with a proposal that he be empowered to name a committee to pick a new executive officer. The committee voted 15 to 8 to reject the proposal.

Thomas McMahon, before his appointment in August 1967, was a former vice president of the local and had been its legal counsel. He also had been Free Press Unit chairman.

The executive board named a seven-member committee to seek a successor to Thomas McMahon, instructing it to recommend at least two candidates at the September meeting.

2nd Macomb Vote Set If Guild Loses First

Detroit, Mich.—A new election will be held in the Detroit Guild's bid to represent 95 nonmechanical employes at the Macomb Daily in Mount Clemens if the opening of eight ballots challenged in a Feb. 26 vote does not produce a Guild victory.

The board ordered the February election set aside if the Guild doesn't win because of election violations by the company. The company and the Guild agreed to the new vote and to opening of the eight challenged ballots in a signed stipulation.

Nine ballots were challenged by the Guild and three by a National Labor Relations Board representative in the February election, in which 33 ballots were cast for the Guild and 35 for no union.

The election result was challenged by the Guild, which also filed wholesale charges of unfair practices against the Mount Clemens paper.

The NLRB's regional office, in the stipulation ordered the company to cease interfering with employes engaged in organizing, paying wage increases and improving benefits and threatening employes to discourage Guild activity, and encouraging employes to bargain individually.

The board ordered 14 discharged employes placed on a rehiring list. They will be permitted to vote in the new election.

$334 Wage, 14 Holidays Achieved in UAW Pact

Detroit, Mich.—Editorial and public-relations employes of the United Automobile Workers will receive a top minimum of $17,387.50 a year—or $334.38 a week—under a new Detroit Guild contract.

The contract also provides for six more paid holidays, providing a solid week off from Christmas through New Year's Day and increasing the contract total to 14.

The wage settlement, patterned on increases of 13.6 percent won by the UAW Staff Council for international representatives, will raise the top minimum $1,025 a year ($19.71 a week) retroactive to last Nov. 23 and $1,137.50 a year ($21.88 a week) effective in August. The contract is for a term of two years.

The starting minimum is increased by the same amounts, to $300.40.

The contract provides for a prepaid dental-care program at the same time the program becomes effective for employes represented by the UAW Staff Council.

Job- and union-security provisions are strengthened, and a provision against discrimination because of age is added to the contract's no-discrimination clause. Leaves of absence for employes taking TNG or local Guild office are broadened to include staff positions with the Guild or any labor organization with which it is affiliated.

AFL-CIO Pact Won

Reporter Top Increased to $337

A settlement negotiated by the Washington-Baltimore Guild brings the top minimum for AFL-CIO News reporters to $337.50 as of July 1.

In addition to general increases totaling seven per cent, wage rates at the end of the 18-month contract term will have been increased by percentage rises in the Washington-area Consumer Price Index from last March 1.

The agreement provides for general increases of two, two and three percent at six-month intervals. In addition, wage rates will be adjusted at three-month intervals to match increases in living costs. All nine increases will be calculated as percentages of top minimums in each classification, applied to all experience steps.

The Guild represents 72 AFL-CIO employes in the legislative, research, publications, public-relations, civil-rights, community-affairs and international-affairs departments, as well as COPE field-staff members.

The first general increase, retroactive to April 1, plus the first cost-of-living increase, effective July 1, brings the top minimum for legislative representative to $415, and the starting rate to $375.

Starting rate for the majority of staff members, who share the reporter minimums, is $301.

Administrative assistant, the lowest classification, has a top of $221 and a starting rate of $203.

The seven other increases will be added to these figures.

The progression schedule in all classifications has been cut from four years to three, but an additional step will apply to workers with seven or more years' experience, effective next April 1. The number of wage classifications was cut from seven to five.

Employes with five years' service will be permitted to carry over one week's vacation for each of three years, in order to take periodic extended vacations.

An education committee, made up of one management and one Guild member, will keep unit members informed of educational opportunities to be made available at the AFL-CIO Labor Studies Center, as well as other courses that may be of value to unit members.

Talks Recessed In Pittsburgh

Pittsburgh, Pa. — Bargaining between the striking Typographical Union and the Pittsburgh Press was in indefinite recess this week, keeping both the Press and the independently owned Post-Gazette off the streets for the 11th week.

Seventy of 84 Guild members at the Post-Gazette, which is produced by Scripps-Howard's Press, have been idled since May 21, a week after the strike began.

Some movement by the company on wages was reported during a series of meetings two weeks ago, when the two sides last met. The printers had rejected a prestrike offer of a two-year $52.61 money package.

Bargaining may not resume until after the ITU Convention Aug. 7 to 14. ITU Vice President Joe Bingel has been heading the printers' bargaining.

Victoria Local Joins Interunion Council

Victoria, B.C.—The Victoria Guild and five other unions have formed the Victoria Newspaper Council preparatory to joint bargaining for new contracts at the Victoria Colonist and Times.

Guild President Roger Stonebanks has been named cochairman of the council, which also includes the Typographical, Stereotypers', Pressmen's, ITU Mailers' and Operating Engineers' unions.

Guild Repels ITU Raid in Puerto Rico

San Juan, P.R.—The Puerto Rico Guild, by a 144-to-66 vote, rebuffed a Typographical Union attempt to sever mechanical-department employes from Guild jurisdiction at El Mundo in a National Labor Relations Board election July 22.

Immediately prior to the voting the Guild notified the NLRB that 20 employes the company termed supervisory were eligible to vote and said it would include them in coverage under a new contract.

The Guild initially won jurisdiction in the mechanical departments in 1965, when the employes voted overwhelmingly for the Guild in a three-way contest with the Typographical Union and Teamsters.

The election campaign was marked by two pro-Typographical Union leaflets seeking to make capital of an alleged $44,000 local Guild deficit, an issue raised in the campaign of Washington-Baltimore Guild Administrative Officer Brian L. Flores for TNG president two years ago.

One leaflet, in response to a Guild claim that ITU dues were high, read:

"High dues for maintaining 'fat cats?' Who was fed the $44,000 deficit of the local? What way was that money carried off? That question was answered in a leaflet printed by a man who ran for the presidency of the international."

A Flores campaign tabloid in 1969 charged that TNG President Charles A. Perlik, Jr., had done nothing for two years to recover the "missing" $44,000. The International Executive Board, in a postelection report, found that nothing was missing and that the money was a debt owed by the local to ANG.

Decertification Election Ordered in Muskegon

Detroit, Mich.—The National Labor Relations Board's regional office has ordered an Aug. 11 election on a petition by three employes to decertify the Guild as editorial department bargaining representative at the Muskegon Chronicle.

The move for a decertification election came shortly after the Guild filed a refusal-to-bargain charge against the Chronicle. The Guild also charged that the company refused to consider bargaining-unit employes for merit raises in order to discourage Guild membership.

The Guild's charges were withdrawn this month prior to the scheduling of the election.

Helping Hand

No stone is being left unturned in the Washington-Baltimore Guild's effort to achieve a successful contract settlement at the Bureau of National Affairs.

Larry Bryant, a member of the Guild negotiating committee, has persuaded the negotiators to begin each bargaining session, including subcommittee meetings, with an invocation asking God's blessings on the negotiations.

The prayer is delivered by Bryant, who customarily wears a button reading "PTL" — for "Praise the Lord."

L.A. Times Heightens Hearst Competition

Los Angeles, Calif.—Hearst's struck Los Angeles Herald-Examiner suffered another blow this week when the rival Los Angeles Times advanced its first edition to compete directly with the Herald-Examiner's two final editions.

The Times, amid rumors that it was planning all-day publication, canceled its 5 p.m. "Preview" edition and began issuing a 2 p.m. "Review" edition July 26.

Home-delivery and final street editions of the evening Herald-Examiner are published at 3 and 5 p.m.

The Herald-Examiner was continuing to publish this week despite rumors that it would fold the day the Times went to competitive publication.

The National Labor Relations Board this week entered a settlement stipulation in which the striking Los Angeles unions agreed to cease picketing—but not necessarily leafleting—two used-car dealers to keep them from advertising in the Herald-Examiner.

The Strike-Lockout Council aided the successful campaign of Assemblyman David Roberti for a seat in the State Senate in a special election last week that assured Democrats of control. Roberti is sponsor of an antistrike-breaker bill pending in the California Legislature.

The Joint Strike-Lockout Council this month mailed more than 6,000 letters to labor bodies appealing for continued financial support of the strike-lockout effort. Help is needed "desperately," Strike-Lockout Director William R. Robertson, said, urging regular monthly contributions.

The Los Angeles Guild reported $925 in additional contributions to its strike fund, raising the total since the strike began to $226,980. They include the following:

Chicago Guild	$300
Cleveland Guild	100
New York Guild	25
San Jose Guild	75
San Francisco-Oakland Guild	200
Stockton Guild	50
Vancouver-New Westminster Guild	100
Washington-Baltimore Guild	75

The Strike-Lockout Council reported the receipt of more than $2,300 from other unions to help keep boycott ads on city buses.

Citizen-News Retrenches; 7 Laid Off

Los Angeles, Calif. — Seven Guildsmen were laid off last week and the publisher and editor were ousted as the Hollywood Citizen-News announced a retrenchment less than a month after resuming publication as a weekly.

Harold Greenlin, who financed the sale and reopening of the bankrupt former daily, fired Publisher Richard M. Horton charging that Horton was overspending the budget.

Horton was fired after employes' pay checks bounced because Greenlin ordered his bank not to honor checks signed by Horton. Greenlin later countersigned the checks, and they cleared the bank.

The Citizen-News and 10 companion suburban weeklies published their fifth editions this week. The Citizen-News's return to daily publication is not in the foreseeable future, Greenlin said, canceling Horton's previously announced plans for immediate daily publication.

The Citizen-News has acquired a chain of weeklies in the San Fernando Valley and announced it would publish these in conjunction with its other weeklies.

Robert Whearley, who was fired as Citizen-News editor, said he hopes to buy out Greenlin with money from some "Eastern backers."

Horton also said he hoped to raise money to purchase the paper.

The layoffs last week reduced the Citizen-News editorial staff to eight Guildsmen.

3-Day Walkout Idles 14 in N.Y.

New York City—Fourteen Guild-represented members of the Textile Workers Union professional staff returned to their jobs yesterday following settlement of a three-day strike by union field representatives.

The Guild members had observed the picket line set up July 26 by the Federation of Textile Representatives following expiration of its contract July 23.

The FTR won increases of 10 and six percent in a two-year contract, plus an additional holiday and a $7-a-week increase in the field representatives' per-diem allowance.

Bargaining is under way between the Textile Workers and the New York Guild.

Buttoning Up Pensions

Elwyn Pride, senior Madison Guildsman with 36 years' service at the Capital Times, gets a pension-improvement campaign button from Guildswoman Johna Johnson. The buttons read "Madison Guild Pension $500," reflecting a bargaining demand that pensions be improved to allow a $500 monthly benefit in addition to Social Security for employes retiring at 65 with 30 years' service. The Madison pension plan now allows a maximum of $255 a month for retired employes.

Chicago Guild Award

Controversial Prosecutor Honored

Chicago, Ill.—Special Cook County Prosecutor Barnabas F. Sears, whose indictments against Chicago police officials in the death of Black Panther leader Fred Hampton have stirred a whirlwind of controversy, received a special award from the Chicago Guild at its Page One Ball last month

The local also cited the Rev. Robert A. P. Holderby, executive director of the Crisis Ministry, for community service; Harlan Draeger of the Chicago Daily News for service to the Guild, and Arthur J. Snider, science editor of the News, for service to journalism.

Sears, whose indictments of State's Atty. Edward V. Hanrahan and other officials have involved him in bitter controversy with a federal judge, was cited for his handling of the Panther-raid investigation, his work as a special prosecutor investigating police scandals in 1960 and his long service to law schools and legal groups.

Holderby, whose Crisis Ministry of clergymen works in Chicago hospitals, was cited for "the comfort and assistance he renders patients in the hospitals' emergency rooms, which he has made his pastorage."

Draeger, who has served the local as a steward, executive-board member and negotiator, was cited for numerous contributions to the Guild, including a recent efficiency report known as the "CNG Action Plan for a More Effective Union."

Snider was honored for "his ability to translate clearly and accurately from the dialects of science and technology to the language of newspaper readers," particularly in his coverage of space flights.

GUILD BRIEFS

Charles Hughes, chairman of the Washington-Baltimore Guild's AFL-CIO Unit, is the recipient of the local's annual award for outstanding service to the union.

Hughes was cited for the leadership he provided to his unit in 1970 contract negotiations that led to a brief strike against the AFL-CIO.

The local's steward-of-the-year award went to Wilbert Elsroad of the Baltimore Sunpapers.

An award for special-interest publications went to the American Teacher as "an attractive, well-written publication which is unafraid to deal with the controversial issues facing its readers in an objective manner."

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San Jose, Calif.—A journalism scholarship in memory of Oscar E. Liden, a former president of the Denver Guild and managing editor of the San Jose Mercury, has been set up at San Jose State College.

Liden died of a heart attack while duck hunting last December. He had headed the Denver Local in 1942 and 1944 and was a central figure in a celebrated National Labor Relations Board case in which the Denver Post was found guilty of labor spying and anti-Guild discrimination.

The scholarship has been initiated with contributions totaling $2,600 from Liden's widow and two sons. Additional donations are being sought by Dr. La Mar Mackey of the journalism and advertising department at San Jose State.

•

San Jose, Calif.—Clover Cummings, who has held virtually every office in the San Jose Guild, has been given the local's Frank Rene Sauliere Award for outstanding service to the Guild.

Cummings was president of the local in 1962 and served several terms as its secretary-treasurer and representative to the Santa Clara County Central Labor Council. He was formerly secretary of the Guild's Western District Council.

•

New York City—Sol Abramson, holder of Card No. 1 in the New York Guild, has retired after 47 years as a newsman.

One of the local's founders, he worked almost 20 years as head of the copy desk on Hearst's old New York American, Journal-American and Mirror. At the time of his retirement he was editor of the New York Hotel and Motel Trades Council's official publication.

He served as unit chairman at the American, grievance chairman at the Mirror and as a member of the local executive board and representative assembly.

Justice Department Eyes Gannett-Federated Link

The Justice Department is investigating the acquisition of the Federated Publications chain of seven newspapers by the Gannett Co., Gannett reports.

Gannett, in a note to its stockholders, said Justice Department interest apparently centers on the fact that acquisition of Federated's Lafayette (Ind.) Journal & Courier would give Gannett a paper not far from its present Danville (Ill.) Commercial-News. Gannett also owns a Danville radio station.

Gannett shareholders approved the merger June 28. The Internal Revenue Service has been asked by the two companies to rule the 70-million-dollar stock transfer a tax-free operation.

Federated, which owns Guild-covered papers in Battle Creek and Lansing, Mich., earned $2,670,000 last year and had 1971 first-quarter earnings of $570,300, up from $475,166 in the same period last year.

New Group Sought At Pottstown Unit

Pottstown, Pa.—The Philadelphia Guild has petitioned the National Labor Relations Board for a clarification of its unit at the Pottstown Mercury, seeking to add a newly established department and two newly created jobs.

The Guild seeks to include the dispatch department and the retail- and national-advertising managers in the existing unit, which encompasses the editorial, circulation, advertising, maintenance and telephone-operator departments.

WANTED
Administrative Officer for the San Diego Guild
Starting Oct. 1, 1971
Good salary, benefits. Send resumes to Executive Board, San Diego Newspaper Guild, 419 Spreckels Bldg., San Diego, Calif. 92101.

Century Club

Four retired Guildsmen representing 100 years of membership are honored by the Youngstown Guild. Holding plaques presented by Local President Jack Kennedy, second from right, are, from left, Harry Dunkel, R. S. Lyman, Stanley Wolfe and R. Bruce Stafford. Third from left is former Local President Richard Riley. Wolfe and Stafford are charter members of the local.

Locals Gain $2,663 In Insurance Rebates

More than $2,600 in rebates derived from an operating surplus during the 1970-71 policy year is being credited to the 28 Guild locals participating in TNG's Group Life Insurance Program.

In announcing an experience-rating refund of $2,663.95, TNG Secretary-Treasurer Robert M. Crocker this month sent rebate checks to most of the participating locals.

Crocker said premiums paid last year to the Canada Life Assurance Co. totalled $61,874. The net cost of claims was $46,500, he reported.

The company declared a refund of $5,269 plus $58.90 in interest, making a total of $5,237.90 available for distribution.

Half of this is being retained, Crocker explained, to reimburse TNG's General Fund for part of the insurance program's administrative costs.

Crocker said a special reserve created to cover contingencies such as advancing payments to locals on strike and temporarily without funds "is now at a reasonable level" and does not need a portion of the refund.

Rebates due locals in debt to TNG have been applied toward repayment of the debt.

Crocker said the Guild's experience in the group life-insurance program has enabled retention of previous premium rates—85 cents per month for U.S. members and 75 cents per month for Canadian members for the fourth successive year.

2 Executives Form Firm, Buy 'Review'

New York City—The Guild-covered Saturday Review was sold this month for an undisclosed price to two executives of a subsidiary of Boise Cascade Corp., a conglomerate that itself had been negotiating to buy the magazine.

The transaction was completed July 10, three days after Boise Cascade without explanation called off talks with Norton Simon Inc. on buying the magazine and the trade-books division of Norton Simon's McCall Publishing Co.

Officials declined to comment on published reports that the sale was for 5.5 million dollars.

A new company was formed to acquire Saturday Review and the trade-books unit by John J. Veronis and Nicholas H. Charney.

Newsmen Ask Network Jobs For Minorities

New York City—Twenty-six top U.S. broadcasting-network news correspondents have called upon the networks to "immediately begin a major drive" to substantially increase the number of "ethnic minority-group employes in their newsrooms."

In a statement issued jointly with the Joint Equality Committee of the New York City locals and branches of their unions, the broadcast newsmen and women charged that "whatever impetus there once was" among the networks to hire minority-group employes, it "appears now to have lessened."

Noting that there has been "some increased minority-group participation in some local newsrooms," the statement charged that "employment in the presentation and production of network news is virtually all white."

Among the signers were Walter Cronkite, Douglas Edwards, George Herman, Alexander Kendrick, Dan Rather, Dallas Townsend and Hal Walker of CBS News, Frank Blair and Peter Hackes of NBC News, and Jules Bergman and Bill Downs of ABC News.

The Joint Equality Committee was formed in 1965 by the New York local of the American Federation of Television and Radio Artists, the Directors Guild of America East, the New York branch of the Screen Actors Guild, and the Writers Guild of America East, to work for minority employment by the radio, TV and film industries.

Retirement

'72 a Better Year for It?

Planning to retire? It may pay you to wait until next year.

Under a recently announced Treasury Department ruling, private pension plans will no longer be able to deduct increases in Social Security payments from pensions for workers who retire after Dec. 31, 1971.

Nine pension plans covering Guild units have provisions under which all or part of Social Security payments are offset against pensions. Thus, when Social Security payments go up, pensions go down, depriving retirees of the increase.

That will no longer be possible after this year, however. The Treasury Department is inaugurating a rule that will prohibit private pension plans from reducing benefits when Social Security payments are increased.

From next year on, pension offsets will be limited to Social Security rates in effect in 1968 or when the reduction is first applied.

Full or partial Social Security offsets are in effect in Guild pension plans at the Akron Beacon Journal, Battle Creek Enquirer & News, Kingston Daily Freeman, New York News, Providence Journal and Bulletin, Washington Star, York Daily Record, Look magazine and Standard & Poor's.

Some provide for offset of the full Social Security payment, some of half and one of all but $5.

Cleveland Loses ComCorp. Vote

Cleveland, Ohio—Employes of ComCorp, Inc., publisher of 17 Cleveland-area weeklies, voted 76 to 58 against representation by the Cleveland Guild in a National Labor Relations Board election July 7.

The Guild petitioned the NLRB to set aside the election result, charging that the company interrogated employes about union activity, promised wage increases to employes hostile to the Guild and misrepresented the Guild in an election-eve letter to employes.

The NLRB has issued a complaint against ComCorp. on an earlier Guild charge that the company discharged two employes for union activity.

One of the owners of ComCorp. is Howard M. Metzenbaum, unsuccessful Democratic candidate for the U.S. Senate last year.

Poll Slated Aug. 12 At Knoxville Daily

Knoxville, Tenn.—A representation election will be conducted by the National Labor Relations Board Aug. 12 in the Knoxville Guild's bid to win bargaining rights for a 44-member editorial unit at the Knoxville Journal.

The election was ordered by the National Labor Relations Board after a hearing at which the Journal sought to throw every possible roadblock in the Guild's path, including subpenas of Guild membership lists and financial records. The board quashed the subpenas.

2 Papers Settle Antitrust Suits

Chattanooga, Tenn.—An out-of-court settlement was reached this month in civil antitrust suits filed against each other by Chattanooga's two daily newspapers.

Details of the settlement were not revealed, but Roy MacDonald, publisher of the News-Free Press, said he would be paid damages. Ruth S. Golden, publisher of the Times, described the settlement only as "agreeable to both sides."

The evening and Sunday News-Free Press sued last year, claiming 3.5 million dollars in losses as the result of unfair attempts by the Times to monopolize Chattanooga's newspaper business.

The Times, which is published seven mornings a week, responded with a countersuit making a similar complaint against the News-Free Press. Each suit sought several millions of dollars in damages.

John Hunt Dies at 65 Led Portland Guild

Portland, Me.—John F. Hunt, a former president of the Portland Guild, died here July 5. He was 65 and had suffered a heart attack.

Hunt headed the Portland Local in 1949 and served several years on its executive committee. He was a copy editor 2[illegible] years for the Portland Press Herald and Express.

Prior to joining the Portland papers he worked for the Lynn Item and was publisher of a weekly in Saugus, Me.

Revised Steward Manual Out

Effective shop steward systems, in addition to helping enforce contracts, provide locals with a continuing source of new leadership, TNG Research and Information Director James M. Cesnik reminded locals this month in a letter enclosing copies of the new, 1971 edition of TNG's steward's manual, "Building a Strong Union."

Noting that TNG's 1970 Convention, its women's-rights and minorities conferences and the International Executive Board have urged greater participation in Guild leadership by women and minority-group members, Cesnik said that "the position of shop steward provides an excellent training ground and first step on the leadership ladder."

DAY BOOK

Middle Atlantic and Empire State District Councils, joint meeting, Aug. 7 and 8, Kingston.

International Executive Board, fall meeting, Oct. 18-21, King Edward Sheraton Hotel, Toronto.

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

39th Annual TNG Convention, June 25-29, San Jeronimo Hotel, San Juan.

Clean Own House, Publishers Urged

Palo Alto, Calif.—U.S. Interior Secretary Rogers C. B. Morton challenged newspaper publishers last month to "clean their own environmental house," instead of merely demanding reforms by others.

"You have cried aloud for environmental reform, but are you printing your publications on recycled paper?" he asked in an address to the California Newspaper Publishers Association.

"Are you contributing space to public-service environmental material? Have you informed your readers of the really good things that are happening in the environment?"

LOCAL ELECTIONS

Albany

President, **John L. Klucina**; first vice president, **Fred Lebrun**; second vice president, **Thomas R. O'Roarke**; secretary-treasurer, **Frank Jaquinto**.

Bakersfield

President, **J. R. Sanders**; editorial vice president, **John MacDonough**; outside circulation vice president, **Coleman Hooper**; office vice president, **James McGlasson**; treasurer, **Dorothy Gleixner**; secretary, **Claudia Sentell**; chaplain, **B. Harrison Foley**.

Connecticut

President, **Jack Conway**; vice president, **James Needham**; secretary, **Ruth Parsons**; treasurer, **Robert Perry**.

Eugene

President, **Lloyd Paseman**; vice president, **William Lynch**; secretary, **Michael Stahlberg**; treasurer, **Paul Harvey 3rd**.

Hudson County

President, **Arnold Freilich**; vice president, **Joseph Casey**; corresponding secretary, **Robert Aronson**; recording secretary, **Thomas Hester**; treasurer **Milton Kerzner**.

Knoxville

President, **Harold Julian** (Julian, 23; Marvin West, 15); vice president, **Roland Julian** (Julian, 29; Willard Yarbrough, 9); secretary-treasurer, **Georgianna Vines** (Vines, 30; Fran[illegible] Jordan, 8); recording secretary, **Charla Sear** (Sear, 22; Susan Mo[illegible] day, 16).

Pittsburgh

President, **Nick Wallace**; first vice president, **William Levis**; second vice president, **Marino Parascenzo**; third vice president, **Ann Curran**; secretary, **Jonathan Williams**; treasurer, **Patrick A. Lutz**.

San Jose

President, **Willard Hatch**; vice president, **Charles Geer**. (Interim election.)

Sheboygan

President, **Milton Freimuth**; first vice president, **Hans Petermann**; second vice president, **Jane Brown**; secretary, **Loren F. Sperry**; treasurer, **Elsie Brager**.

Twin Cities

President, **John Connelly**; vice presidents, **Bernie Shellum** and **Bill Au[illegible] stett**; secretary, **John Kelly**; treasurer, **John Greenwald** (Greenwald, 263; Everett Englund, 120); executive secretary, **John Carmichael**.

Wire Service

Secretary-treasurer, **Harry S. Culver** (Culver, 255; Michael Kaeser, 144; Joseph Chapman, 65). Interim election.

PERLIK:

'TNG to Expand Its Field, Headquarters Staffs'

(Continued from Page 2)

men and photographers, practices several past conventions have condemned."

Helping to combat these onslaughts has put an increasing demand on the Guild's time and energy, Perlik said.

"But despite this burden on an already overtaxed staff and treasury," he declared, "not for one minute can we consider letting down our guard or relaxing our vigilance in any instance where the press as an institution is under attack, for, as an institution, it is the underpinning of everything else we do or attempt."

Perlik said that responding to the challenge "has kept us from two projects this past year that now take on added significance: updating our own Code of Ethics and drafting a newsmen's bill of rights."

"I hope that these vital pieces of internal legislation can soon be added to our necessary armor," he said.

Perlik urged adoption of the International Executive Board's proposals on women's rights and minority hiring as "a far-reaching response to the continuing injustices and inequities that make these issues so pressing."

Hailing the results of two Guild conferences on these subjects in the past year, Perlik said the only disappointing aspect of their work was their inability to spend the necessary time examining "how collective bargaining serves us as the best available instrument for achieving our goals."

He said that "Treat people as people" is the message Guild members have to deliver to their employers, "and the bargaining table is the best place to deliver it if we are to fulfill our expanded goals to assure equality of opportunity in our business."

"No other group can have a greater impact on breaking down traditional taboos and prejudices," he said, "unless it be the employers themselves, and, sadly, too many of them don't seem interested or willing."

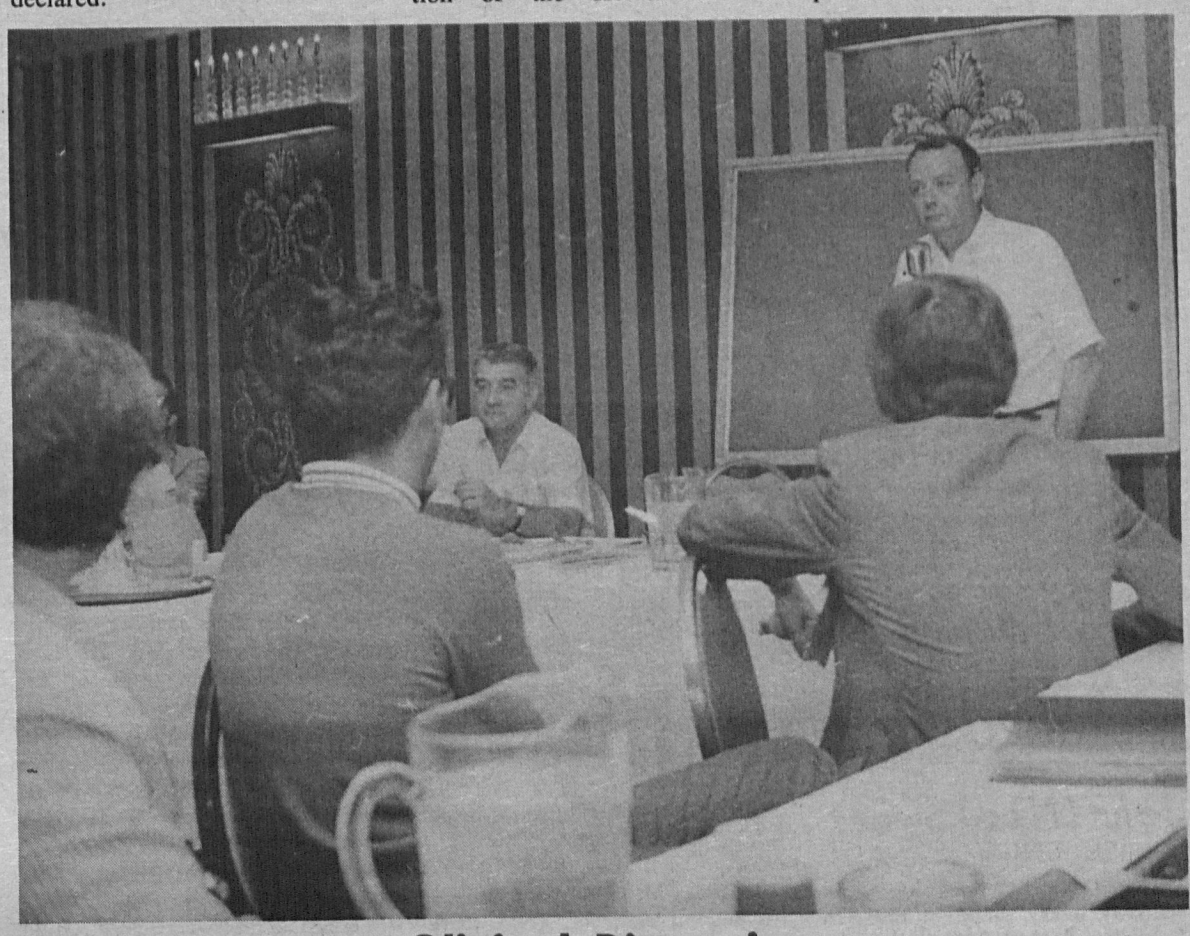
Reviewing Guild wage gains during the past year, Perlik said that "this union's worth to its members—and to nonmembers, as well" is "most dramatically illustrated" by a $46.16 two-year average money gain during the past fiscal year—up 463.6 percent since the Guild's 1962 Wage Conference.

"We foresee more of the same kind of wage improvement," he declared.

Perlik reviewed the progress of current Guild strikes in Newark and Los Angeles, predicting victory in Newark with the cooperation of craft-union members and hailing the continuation by 230 Los Angeles Guildsmen of "what seems to have become an endless war with the Hearst empire."

Both advertising and circulation of the Herald-Examiner have been cut to "less than skeleton size," he said, but "neither a settlement nor a solution is yet in sight."

But, he added, that the "day will come" when "union men and women under union contracts" can begin rebuilding the paper is "the unshakeable conviction" of those "still waging the struggle after almost four years on the picket line."



Clinical Discussion

Administrative Operations Director Ellis T. Baker is at the microphone as TNG officers and staff discuss small locals' problems at convention clinic. Discussion by International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker and delegates ranged over negotiating, servicing, organizing and administration, as well as local-TNG relations.

$380 Key Top Won At Washington Star

(Continued from Page 1)

"Such an exceptional settlement underscores the wisdom of TNG's decision years ago to arouse the membership for the wage breakthrough they so richly deserved. That decision, and implementation of it, has created the atmosphere and the climate in which locals can bargain confidently and expectantly. The money's there—and can be had almost for the asking."

The settlement, achieved in just five bargaining sessions, provides $20 increases effective May 12 and July 12, prior to expiration of the old contract Dec. 7, to raise the key Star minimums to the $300 level now in effect at the Washington Post.

Other negotiated increases in the key minimum are $25 on Dec. 8, $20 next June 8 and Dec. 8, 1972, and $15 June 8, 1973. In addition to reporters, copy writers and librarian, the $380 key minimum covers photographers, artists, display and outside classified ad salesmen, principal senior make-up clerk and supervising administrative assistant.

For all other job categories, five-percent increases are negotiated on the same dates beginning retroactively with May 12—a 30 percent over-all increase.

The settlement increases the top minimum for copy boys to $152.33, highest in any Guild contract. It boosts senior circulation clerks $44.34, to 192.21, and telephone ad solicitors $46.88, to $204.43.

The pact was bargained by a six-member negotiating committee headed by Washington-Baltimore Administrative Officer Brian L. Flores and including Unit Chairman Warren E. Howard, William Weaver, Ronald Sarro, Martha Angle Walters and Ray Dick.

WOODS:

'Guild Must Fight Attack on Press'

(Continued from Page 2)

sponsible membership of workers in the industry retain control of its own destiny."

Woods stated his conviction that annual conventions "are best for the ANG and best for the membership."

He scouted the contention that biennial conventions would enable smaller locals to afford to attend as "hogwash," asking why, if that were the case, they don't now attend in alternate years, or at least when the convention is in their area.

Off-year activities generally proposed by advocates of biennial conventions would cost essentially as much as conventions, Woods said, without giving the membership "the annual opportunity to check and improve the Guild program and to evaluate the performance of their officers."

Woods conceded that biennial conventions would place a reduced burden on the TNG staff. "But to me," he declared, "this organization is designed for the benefit of the members and run for their benefit."

Woods paid tribute to two "Guild professionals" who died during the past year: former Executive Vice President Ralph B. Novak and George W. Lambert, administrative secretary of the Seattle-Tacoma Guild.

"Two more links with the past have been broken," he said. "The Guild is the poorer for it."

Guild Backs Newsmen's Privilege In Brief to U.S. Supreme Court

(Continued from Page 20)

basic purpose of the First Amendment, to enlighten the people, unless it is an informed press. . . . What its newsmen do not know, the press cannot publish."

Noting that subpenas to newsmen are "now common occurrence," TNG asserted that government has "come to rely extensively" on newsmen to learn and record "facts publicly observable and equally available" to police and investigative agencies.

The newsman's advantage is that he is a newsman and not a police agent, the brief said, adding, "He will not be able to acquire facts freely, to probe, question, investigate, if he is recognized as a potential government informer."

Objecting to secret interrogation of newsmen, the brief pointed out that the possibility that a newsman has disclosed a confidence in secret "has the same potential effect as knowledge that he has."

"To be effective," the brief declared, "the privilege must protect him against appearance, and not merely against answering questions about privileged subject matter."

The Justice Department, in the Caldwell case, declared that Caldwell's refusal to answer a subpena to testify in secret before a grand jury undermined "the traditional investigative function of that body."

Caldwell should be ordered to tell the jury about nonconfidential matters even if he may have a right to protect confidential sources, the department argued in a brief submitted this month.

Meanwhile, a reporter for syndicated columnist Jack Anderson is appealing Federal District Judge Howard F. Corcoran's ruling requiring him to name a news source in a 10-million-dollar libel suit.

Under Corcoran's ruling, A. Britton Hume faces a contempt conviction unless he names the source of a story stating that United Mine Workers' President W. A. (Tony) Boyle and UMW Counsel Edward L. Carey removed documents from UMW headquarters. Carey is suing Hume for libel.

The New York State Supreme Court has dismissed subpenas requiring the Rochester Democrat & Chronicle and Times-Union, the Columbia Broadcasting System, the Canandaigua Messenger, the Geneva Times and two Rochester television stations to turn over information on disturbances at Hobart College.

The subpenas had been issued by defendants charged with a firebombing. The court ruled that disclosure would violate First Amendment rights.

Crafts' Support Renewed In Newark News Strike

(Continued from Page 20)

the bargaining committee and unanimous appreciation of craft-union support.

The New York Guild executive committee has urged New York Guild units to organize picket-line visits on a regular schedule to demonstrate support of the Newark strikers.

The Guild reported $3,151 in additional contributions to its strike fund, raising the total to $6,753.90. They include the following:

TNG Convention delegates	$600
Albany Guild	100
Buffalo Guild	100
Cleveland Guild	100
Denver Guild	100
Elizabeth Journal Unit	64
Hudson County Guild	777
Manchester Guild	100
Memphis Guild	50
New York Guild	100
St. Louis Guild	250
San Diego Guild	50
Stockton Guild	50
Toronto Guild	100
Vancouver-New Westminster Guild	200
Washington-Baltimore Guild	250
Wichita Guild	30
Wilkes-Barre Guild	50

The 55-member Hudson County Guild's contribution of $777 represented the total of first-week pay increases recently negotiated at the Jersey Journal.

TNG Candidates and Their Records

Following are the records of the 15 candidates who will appear on the ballot in a membership referendum for election to TNG office Sept. 23 through 28. Two candidates are competing for the presidency, two for secretary-treasurer, two for the vice presidency in Region 6 (Canada) and nine for six at-large vice presidencies. The candidates were nominated by delegates at the Guild's 38th Annual Convention in Boston earlier this month.

President

Charles Perlik

Charles A. Perlik, Jr., elected TNG president in 1969 and previously its secretary-treasurer for 14 years, served as Buffalo Guild president in 1951, when he worked as a general-assignment reporter for the Buffalo Evening News.

He began his newspaper career in 1942 as a copy boy with the International News Service, later going to United Press's Pittsburgh and Chicago bureaus as a newsman.

Perlik was elected TNG secretary-treasurer after serving as an international representative for three years. He was appointed this year by President Nixon to the new National Commission on Libraries and Information Sciences.

He is North American vice president of the International Federation of Journalists.

Brian Flores

Brian L. Flores, administrative officer of the Washington-Baltimore Guild since 1966, is a delegate to both Washington and Baltimore Councils of Newspaper Unions, the Greater Washington Central Labor Council and the Baltimore Council of AFL-CIO Unions.

He joined the local's staff on a part-time basis in 1963 to organize at the Washington Star, and became a local representative in 1964. He led a seven-week strike at the Baltimore Sunpapers in 1965 and a 7½-month strike at the Bureau of National Affairs in 1966.

Flores, who has served on several convention-directed TNG committees, ran for TNG president in 1969. He is a former advertising artist and assistant to the copy-service chief at the Washington Post.

Secretary-Treasurer

John (Ned) Sweet

John (Ned) Sweet has held virtually every office in the San Antonio Local, including two terms as president and two as secretary, since he joined the San Antonio Light as a sports writer 14 years ago.

Sweet, who was a candidate for TNG secretary-treasurer in 1969, helped organize, as local organizing-committee chairman, the Light maintenance department and its circulation district managers, news dealers and street vendors, as well as the staff of the Alamo Messenger.

Sweet has served two terms as secretary of the San Antonio AFL-CIO and as secretary-treasurer of two AFL-CIO rent-subsidy housing projects. He currently is manager of the San Antonio Guild's own rent-subsidy housing project.

Robert Crocker

Robert M. Crocker, seeking his second term as TNG secretary-treasurer, is a former president and secretary-treasurer of the Wire Service Guild. In addition, he has been chairman of the local's Associated Press national committee.

Earlier, while working for the Worcester (Mass.) Evening Gazette, he served as the old Worcester Guild's first president. A member of the Portland Guild before the Wire Service Local was organized, he was a member of the new local's constitutional assembly in 1957 and served on AP bargaining committees in 1966 and 1968.

Crocker was Statehouse correspondent for the AP in Maine. He is a member of the AFL-CIO Secretary-Treasurers' Conference.

Return to Office

International Chairman James B. Woods, right, receives a congratulatory handshake from President Charles A. Perlik, Jr., after Woods's re-election. At left, Secretary-Treasurer Robert M. Crocker.

At-Large Vice Presidents

Ray Dick

Ray Dick, a former president of the Washington-Baltimore Guild, was named the local's "Guildsman of the Year" in 1968. He has also been local vice president and chairman of the Washington Star Unit.

He is editor of the Washington Star's news service.

A delegate to four TNG conventions, Dick has served on local bargaining committees that achieved record $300 and $380 settlements and has helped organize two units for the local. In 1970, in a contract off-year, he helped achieve a new medical-insurance plan at the Star.

John Edgington

John C. Edgington, a TNG international representative from 1965 to 1968, is seeking his second term on the IEB. He is a circulation district manager for the Columbus Dispatch.

Edgington has been a Guild member for 13 years and is a past president and secretary of the Columbus Local. He is a former treasurer of the Pennsylvania-Ohio-Indiana District Council.

He has attended every Guild convention since 1961, serving as Research and Information Committee chairman in 1969. He serves on the IEB's Organizing and Finance committees.

Dorothy Sain

Dorothy Sain is serving her first term as president of the Cleveland Guild and has been treasurer of the Pennsylvania-Ohio-Indiana District Council since 1967. She has been a local executive board member 14 years.

Miss Sain was on the planning committee for TNG's Women's Rights Conference and headed the conference's "Economics" interest group. She also was a delegate to TNG's Minority-Recruitment Conference.

A former chairman of the local's organizing committee, she is a senior clerk in the Cleveland Press's advertising department.

Barney Peterson

Barney Peterson, a three-time president of the San Francisco-Oakland Guild, has served on the IEB since 1965.

A photographer for the San Francisco Chronicle, he was one of the signers of a public call to organize the Guild in San Francisco. He has been Chronicle Unit chairman and heads the IEB's Collective Bargaining Committee.

Peterson was director of TNG's boycott against advertisers in the Los Angeles Herald-Examiner in 1968-69 and has served as chairman of Credentials and Resolutions committees at TNG conventions.

Arthur Guerrero

Arthur E. Guerrero, vice chairman of the Denver Post Unit, is a two-year member of the Denver Guild's executive committee. He has served on the local's grievance and bargaining committees.

Guerrero, a circulation district advisor for the Denver Post for 10 years, has been a delegate to the past two TNG conventions.

He was on the planning committee for TNG's Conference on Recruitment and Training of Minority-Group Employes in April and was chairman of the conference's "Commercial" discussion group.

Harry Ryan

Harry E. Ryan, vice chairman of the New York Guild's Daily News Unit, is seeking his third term on the IEB.

A member of the News editorial staff for 27 years, he has been active in the Guild since 1953, serving as unit chairman and as a member of the local's executive board.

He has served as a delegate to nine TNG conventions and was elected TNG vice president in 1967, serving on the IEB's Constitution, Organizing, Finance, Guild Reporter and Research and Information committees. He is Organizing chairman.

James McMahon

James G. McMahon, president of the Detroit Guild, is seeking his third term on the IEB. A display-advertising salesman at the Detroit Free Press, he has served more than six terms in local office and was Guild benefits chairman during a 17-week Pressmen's strike in 1964 and a three-week lockout in 1962.

Chairman of the IEB's Research and Information Committee, McMahon is serving as a TNG temporary international representative.

He has been grievance chairman at the Free Press and a delegate to the Detroit Council of Newspaper Unions.

James McGill

James A. McGill is serving his fourth term as president of the Gary Guild. He is a former treasurer and vice president of the local and in 1969 won its "Guildsman of the Year" award.

A photographer for the Gary Post-Tribune, McGill was the winner of TNG's 1971 Guild Service Award, for which he won a scholarship to attend an AFL-CIO staff-development course.

McGill has been a Guild member since 1961 and is a member of the executive board of the Midwest District Council. He is vice president of the Indiana News Photographers.

Eleanor Dunn

Eleanor Dunn, who was interim co-ordinator of women's rights activities within the Guild, is serving her first term as president of the Ottawa Guild. Previously she was secretary for two years.

Mrs. Dunn, a general-assignment reporter for the Ottawa Citizen, joined the paper as assistant women's editor in 1968.

She was on the planning committee for TNG's Women's Rights Conference and was chairman of its "Professional Interests" interest group. She was Human Rights Committee chairman at this year's convention.

Region 6 Vice President

Glen Ogilvie

Glen Ogilvie, a five-time former president of the Toronto Guild, is seeking a third term on the IEB. Ogilvie helped organize the Toronto Guild in 1949 at the Toronto Star, where he is a copy-reader.

Since then, Ogilvie has served as a steward, executive-board member for 18 years, unit chairman and delegate to the Canadian District Council and the Toronto Council of Newspaper Unions.

Ogilvie is chairman of the IEB's Research and Information Committee and a member of the board's Organizing Committee.

James Young

James Young, elected to the IEB as a vice president at-large in 1969, is serving his third term as president of the Vancouver-New Westminster Guild. He previously served as an executive board member and vice president.

A circulation district advisor for the Vancouver Province, he is one of two Guild representatives to the Vancouver Council of Newspaper Unions.

Young has been chairman of the TNG Convention's Canadian caucus for three years and is a member of the IEB's Constitution and Research and Information committees.

IT SEEMS TO US

Administration Slate Urges Vote Turnout

BOSTON, MASS.

Editor:

A chain is no stronger than its missing links.

The Guild election will be affected—possibly decisively—by the number of Guildspeople who do not vote. In the last election fewer than half of our members bothered to cast their ballots. Fewer than 13,000 valid votes were cast.

Let this year's election reflect the wishes of all members who love their union. Vote for the administration or vote against it, but vote!

The undersigned feel sure that if an overwhelming majority votes, our victory will be overwhelming. Don't take the victory of the administration slate for granted. We don't.

CHARLES A. PERLIK, JR.
ROBERT M. CROCKER
JOHN C. EDGINGTON
DOROTHY SAIN
BARNEY PETERSON
HARRY E. RYAN
JAMES A. McGILL
ELEANOR DUNN

Hampton Charges Lack Of Action on Minorities

WASHINGTON, D.C.

Editor:

As former interim co-ordinator for minority recruitment and training, I was very disappointed by the failure of our 38th Annual Guild Convention to take any positive action toward guaranteeing that minorities shall be hired, trained and/or upgraded in the newspaper industry.

This failure is, demonstrably, directly attributable to the failure of the Guild's national leadership —executive officer and executive board—to give forceful support and direction to such an effort.

If you, as Guild members, are really sincere about wishing to rectify the continuing wrong of ethnic discrimination. I urge you to support Brian Flores—who has demonstrated his impatience with lack of action on this and many other persistent problems of our organization—for the presidency of The Newspaper Guild.

CHESTER M. HAMPTON
Ex-Minority Co-ordinator

Huffman Withdraws, Hits 'Power-Grab' by Flores

MEMPHIS, TENN.

Editor:

I have written Secretary-Treasurer Robert M. Crocker that I am withdrawing from the race for IEB member from Region 2. This will automatically mean the election of Warren Howard of Washington-Baltimore, who will have no opposition.

I did not enter the race simply to oppose Howard. I entered because I and others are deeply concerned over the attempts by the Flores forces in the Washington-Baltimore Guild to control the Southern District Council and to try to capture three of the 15 IEB posts for Washington-Baltimore members in the coming election. That would be one-fifth of the IEB from a local having but one-sixteenth of the Guild membership.

My candidacy, of course, was doomed from the start, since Washington-Baltimore has 2,000 eligible voters, more than twice the number of those in all the other Region 2 locals combined. But I entered the race as a protest candidate against Flores's attempted power-grab.

However, I have decided to withdraw, but in doing so, to make it clear why I became a candidate in the first place. I will work through the Guild in other ways to insure that no single group can exercise a dominating voice in this international union of ours.

CLIFFORD HUFFMAN
President
Memphis Guild

Disappointment Voiced On Convention Results

WASHINGTON, D.C.

Editor:

The recent Guild convention was a tremendous disappointment to those of us who have been riding a crest of union interest all year on women's and minority-group rights. We were hoping for some real commitment on the part of our international in the way of full-time paid-staff co-ordinators but got only a repeated "This is not the time," "We don't have the funds available."

We honestly believe that standpattism on minority and women's rights is what the Guild really cannot afford. The fact that there were only 34 women delegates out of a total of 224 at the convention (apparently an all-time record high!), and an actual handful of blacks, spoke eloquently of the Guild's needs.

In electing Brian Flores to the Guild presidency we would go far toward changing this "status-quo" attitude, which threatens progress for everyone in our union, most particularly women and blacks.

NANCY BECKHAM
DIANNE BROCKETT
BETTE COOPER
CAROLYN JONES
PATRICIA STRANDT
JACKIE TRESCOTT
Washington-Baltimore Guild

Flores Receives Rebuke On Assessment Pledge

OTTAWA, ONT.

Editor:

Just before the last election—too late for the voters to question him on it—Flores ran an ad in the Guild Reporter to proclaim himself the man to "end assessments for all time."

To members tired of assessments, Flores's questionable promise had some appeal but not enough, since he lost by more than 2,000 votes.

It turned out after the election that Flores would have ended assessments by adding them to our dues! The explanation appeared in the Guild Reporter a month after the election (GR, Sept. 26, 1969).

When Canadian delegates to the 1971 Boston Convention in July, including the undersigned, faced him with the question after he had announced again for the presidency of TNG, Flores admitted that raising dues was the way he intended to "end assessments for all time." But that is hardly the impression he tried to give Guild members two years ago, before the vote.

Beware of the candidate to whom gaining an office is more important than the truth.

WILLIAM J. FOX
Ottawa Guild

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

Letters relating to elections or referendums to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the end of voting shall contain no new charges.

Flores's IR Plan Is Seen Meeting Locals' Need

PAWTUCKET, R.I.

Editor:

In his address at the 1970 Convention, President Perlik voiced concern that settlements on medium and smaller papers "are not keeping pace with the gains on the metropolitan papers." He also said, "There is no reason why such a wide gulf should exist and absolutely no reason for it to widen."

Now let's be honest; medium and smaller locals don't have paid administrators to bargain contracts and have to rely on local talent or whatever help they can receive, if any, from Washington.

Brian Flores's plan is to assign IRs the responsibility for maintaining contact with specific local unions on a basis to be determined by TNG.

Supervision of the bargaining, organizing, grievance and servicing activities for their assigned locals and in their assigned jurisdictions shall be the task of the IRs. Such assignments shall be made by the president, who shall retain the authority to temporarily assign IRs to projects, based on need, irrespective of their jurisdictions.

This plan would give medium and smaller locals the assistance they badly need and would also improve the communication gap that now exists with Washington.

I hope TNG members, who know that national leadership needs some new blood, will support Brian Flores.

PAUL A. LABRECHE
President
Pawtucket Guild

TNG Administration Lauded on Record

NEW BRUNSWICK, N.J.

Editor:

"Creative Change Without Creating Chaos" was the promise Chuck Perlik, Bob Crocker and their running mates made to us two years ago, and they and the IEB elected with them have managed to do what they promised—chart and implement new programs while keeping TNG strong and united for the basic job of collective bargaining.

With three new faces on their ticket—Eleanor Dunn of Ottawa, Dorothy Sain of Cleveland and Jim McGill of Gary—joining veterans Harry Ryan of New York, Barney Peterson of San Francisco-Oakland and John Edgington of Columbus, the Perlik-Crocker team offers continued change without chaos. I'm for it. I predict the majority supporting them this time will be even greater than two years ago.

MARILYN BALLAS
North Jersey Guild

Flores Wins Praise For Leadership Role

WASHINGTON, D.C.

Editor:

I once asked Brian Flores about his ability to remain patient during long and complicated contract negotiations.

"It's easy," he said. "Because I'm half Irish, I get mad as hell, but because I'm half Chinese, I can wait 100 years to get even."

Happily, Flores has not asked the members of the Washington-Baltimore Local to share his patience. He has brought them the best contracts in the nation and has done it with the ultimate in professional care and skill.

Most of the nation's Guildsmen have been patient for far too long with national officers who are as gray as newsprint, who have limited vision, who set their sights too low.

Flores's candidacy for president of The Newspaper Guild offers the nation's Guild members the opportunity to share in his leadership, which is demonstrated by the recent settlement at the Washington Star.

GEORGE CLIFFORD
Washington-Baltimore Guild

Perlik, Crocker Backed On Field-Staff Program

ALLENTOWN, PA.

Editor:

As a result of convention action, there's going to be money available to increase the IR staff for needed work in the field.

The 1971 Convention, at which I was a delegate, endorsed the program advanced by Perlik, Crocker and their teammates on the IEB to increase the field staff by as much as 50 percent without any increase in our dues resulting from this program.

The need for more manpower in the field is obvious, and as president of a small local, I enthusiastically support this program. It demonstrates the sound, thoughtful leadership that Perlik, Crocker and their teammates are giving the Guild. That's the kind of leadership the Guild needs.

JOHN F. GRIM
President
Lehigh Valley Guild

Makeup of Committee In Detroit Clarified

DETROIT, MICH.

Editor:

I wish to clarify information about the appointment of our minority-affairs committee in the lead story on our new Detroit Free Press contract in the July 9 Guild Reporter.

Appointed to the committee were Gloria House (since named chairman), Mike Maidenburg, John Oppedahl, Tim Pozdol, Bobbie Jean Ruffin, Ed Price, Tom Ricke, Dorothy Wilson, Frank Wilkes, *the* unit chairman, *the* local president and *the* executive secretary. The last three are traditional ex-officio appointments.

At no time was either James or Thomas McMahon nominated to the committee by name. Indeed, at the same meeting which gave the committee mandate, the Free Press Unit voted to ask for the resignations of both McMahons.

We at the Free Press hope convention delegates were not misled by the Guild Reporter story.

HELEN FOGEL
Free Press Delegate
Detroit Guild Executive Board

'Meet Us in St. Louis'

St. Louis President Barney Wippold folds St. Louis convention invitations over chairs on the dais as decision time for the 1974 Convention nears. St. Louis, which conducted a high-pressure campaign all week with buttons, stickers and posters, had no competition; it won the convention by acclamation after a 30-second invitation by Executive Secretary Robert A. Steinke.

7 Craft Unions Renew Support in Newark Strike

Picket-Line Barbecue

Newark News strikers enjoy a Fourth of July barbecue on the picket line in back of the struck plant. Preparing or enjoying the sizzling main course are, from left, Joseph Yeninas, Donald Dust, Lindsay Miller, Thomas Christie, William Quinn and daughter, Jean, and Barbara Spector.

Newark, N.J.—Leaders of seven craft unions renewed their support of the North Jersey Guild's nine-week-old strike against the Newark News this month after their proposal that management reinstate its prestrike offer was rejected.

The craft-union leaders vowed continued support to the Guild after meeting with management. There had been reports some craft-union members might return to work and that the News would try to resume publishing.

Negotiations for an initial contract remained deadlocked, with no new talks scheduled by federal mediator Joseph DeLorenzo.

Attempts by Gov. William T. Cahill and other high officials to intervene in the dispute were rebuffed by the company this week. It's "not the right time" for a third party, said company spokesman David J. Winkworth.

Meanwhile, TNG President Charles A. Perlik, Jr., acting on "current and persistent reports," sent an urgent message to the Justice Department's Antitrust Division in an attempt to determine whether chain owner S. I. Newhouse had sought clearance to buy the News or merge it with his Newark Star-Ledger. There was no immediate reply.

Perlik's message pointed out that a sale or merger would establish for Newhouse a monopoly "not only in the city of Newark but over much of Northern New Jersey, where he also owns the Jersey Journal."

At the 14th poststrike negotiating session July 27, Winkworth confirmed that the News is considering dropping its Sunday edition, although no decision has been made.

The Guild lodged its third unfair-practice charge against the News this month, accusing the company of discriminating against Guild members in vacation and fringe-benefit payments during the strike.

While refusing similar payments to Guild members, the Guild said, the News offered to give vacation pay and continue its share of group health- and life-insurance payments for editorial employes who reported for work in the early days of the strike and were later laid off.

The National Labor Relations Board's regional office is investigating the charge. The board has scheduled a hearing Aug. 25 on two previous Guild charges that the News unilaterally cut regular overtime and expense payments last March and that it failed to open its records to prove it could not afford to meet Guild salary demands.

Guild negotiators, headed by temporary International Representative Thomas J. Murphy, held a fruitless series of daily bargaining sessions with the News on eight consecutive days early this month.

Management refused to change its poststrike position—a step backward from the tentative agreements that had been reached prior to the walkout. It has reneged on agreement to a partial Guild shop and severance pay and has continued to insist on a free hand in economic dismissals.

The Guild, for its part, lowered its own demand to a $240 top for reporters and photographers and proposed several alternative formulas for economic layoffs.

Guild concessions drew complaints from many members at a July 12 meeting, but the unit voted overwhelming support of

(Continued on Page 17)

'Subpenas Violate Free Press'

Guild Brief to High Court Backs Privilege

Compulsory disclosure of confidential news sources and unpublished background information, which are essential to an effective free press, violates First Amendment press rights, the Guild argued in a friend-of-the-court brief filed this month in two privilege cases before the U.S. Supreme Court.

The brief, prepared by TNG counsel Irving Leuchter, says the First Amendment forbids "compelling the press to function as an investigative agency of government."

The brief urged that a newsman "not be required to appear for secret interrogation about facts he has acquired in the course of news-gathering activity."

The brief was entered in support of newsmen's privilege in the cases of New York Times Guildsman Earl Caldwell and New Bedford, Mass., television newsman Paul Pappas, which the high court has agreed to hear in the fall.

The Toronto Guild, meanwhile, has protested a $500 contempt-of-court fine levied against Globe & Mail reporter John Zaritzky for refusing to tell a judicial inquiry how he procured a copy of a confidential Ontario provincial government report on land acquisition.

The Guild is supporting an appeal of the conviction and has offered to help raise money to pay the fine. "At issue are Mr. Zaritsky's professional integrity and a free press," a Guild executive-committee resolution said.

In the Caldwell case the Justice Department is seeking to upset a ruling by the Ninth Circuit Court of Appeals that a reporter cannot be forced to appear before a federal grand jury in the absence of a compelling "public need."

Pappas is appealing a Massachusetts contempt citation based on his refusal to tell a grand jury what he saw and heard inside Black Panther headquarters during racial disorders in New Bedford last summer.

In a third privilege case involving a Kentucky reporter the state has refused to agree to a Guild brief. Leuchter has asked the Supreme Court to permit TNG to file one.

Louisville Courier-Journal reporter Paul M. Branzburg is appealing a Kentucky Appeals Court decision requiring his appearance before two grand juries. One is seeking the identity of two men he saw making hashish to give him the background for a story; the other seeks testimony on an article about drug use in the Louisville area.

In its brief, TNG cited "the deep concern to protect confidences and news sources that the working newsman has expressed through the medium of representative Guild conventions since the inception of the Guild."

It pointed out that the Guild's Code of Ethics, adopted in 1934, calls for newsmen to "refuse to reveal confidences or disclose sources of confidential information in court or before other judicial or investigating bodies."

Urging the preservation of confidentiality of sources and unpublished information, the brief declared:

"The working newsman has always known that forced disclosure will cut communication with news sources and so severely limit the scope of news and commentary which the press can report to the public.

"A free press cannot serve the

(Continued on Page 17)

Guild President Shifted from Beat In Toronto; Perlik Scores Action

Toronto, Ont.—Publisher John Bassett ordered Toronto Guild President Marc Zwelling removed as Toronto Telegram labor reporter during contract negotiations last week, evoking a protest from TNG President Charles A. Perlik, Jr.

Bassett, noting that he learned "for the first time" the previous week of Zwelling's March election, directed that he be reassigned on the ground that "it is not professional to have an official in a senior position of a trade union" covering the labor beat.

Perlik, in his letter to Bassett, said he was "horrified" to learn of the reassignment order and urged an "early withdrawal."

"Surely you don't plan to sterilize your entire news staff," Perlik wrote. "Wouldn't such a policy bar a reporter newly elected to office in his church congregation from assignment to the religion beat, a reporter newly appointed to his district school board from assignment to the education beat or a hundred other equally valid comparisons?"

Bassett refused to rescind the reassignment, however, in a letter to Perlik and a memorandum in response to a protest petition signed by 67 Telegram staffers. The petition termed Zwelling's removal "arbitrary."

The Guild and Telegram were scheduled to hold a grievance session on the reassignment today.

Bassett's action followed a story in the New Lead, the Guild's official publication, that quoted Zwelling as saying Bassett should sell the Telegram if he can't make a profit with it.

Bargaining at the Telegram has moved into the conciliation phase mandatory before a strike or lockout can occur.

Bassett has called on the Guild to accept a wage freeze for 1971, insisting that the Telegram will not attempt to match its competitors' wages. "There's no money in the till to do that," he said.

The Guild last month won a two-year contract at the Toronto Star that will increase key top minimums $50, to $240.

The Paper Handlers after returning to the bargaining table to "clarify" money terms, reversed themselves July 12 and ratified the jointly bargained pact.

The settlement had been held in abeyance while the Paper Handlers, who originally rejected the terms, returned to bargaining. The settlement was contingent on ratification by all unions.

The Guild Reporter

DAVID J. EISEN
Editor

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