

TNG Pledges Fight for 'Justice' For Members in Wage Freeze

THE GUILD REPORTER

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

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United Press International Photo

The News Is Cold

Newark News strikers (left to right) William Quinn, Melvin R. Solomon and Dorothy Allard read grim news of President Nixon's wage-price freeze during a stint on the picket line. New unit re-

jected Nixon's end-all-strikes call and urged high-level federal mediators to intervene, noting that there was no contract in effect under which the striking Guild members could return to work.

6 Executive Officers Urge Defeat Of Flores, Sweet on Picket Issue

Executive officers of six major Guild locals this week called on TNG's membership to repudiate in the Sept. 23-28 international election both Brian L. Flores and his running mate, John (Ned) Sweet, as a result of Sweet's admission that he crossed a sister union's picket line.

Sweet, of San Antonio, "has earned . . . the membership's repudiation" for crossing the

picket line during an International Mailers' Union strike against his employer three months after he was unsuccessful in his first bid to be elected TNG secretary-treasurer two years ago, the executive officers said.

Flores, administrative officer of the Washington-Baltimore Guild, "has earned . . . the same repudiation" for "reckless disregard for the Guild's good name

and reputation" in again choosing Sweet as his running mate in his second bid for the TNG presidency despite Sweet's having crossed the Mailers' line, they said.

The IMU has contracts with newspapers in 20 Guild locals.

Flores, seeking to unseat TNG President Charles A. Perlik, Jr., responded that he was "given full details of the incident by Sweet himself" at the 1971 TNG Convention "prior to nominations" and charged that "Perlik endorsed the course of action taken by the San Antonio Local."

Sweet, seeking to unseat TNG Secretary-Treasurer Robert M. Crocker, charged that his conduct in the Mailers' strike "has become a political thing," adding, "I don't think it has a helluva lot to do with the trade-union movement."

Sweet said he had discussed the circumstances of his action with Perlik and, along with Flores, charged that Perlik had disregarded Sweet's strike conduct in naming him to a Special Strike Financing Committee.

Perlik, noting that Sweet first talked to him about the Mailers' strike "after the line went up," said he "in no way sanctioned or indicated any approval of Sweet's or the local membership's

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Officers Ask IEB to End Assessments in October

Top TNG officers initiated a poll of the International Executive Board this week to terminate assessments with the October payment.

Reporting that the International Defense Fund "clearly

will achieve and no doubt exceed" its two-million-dollar constitutional floor in November, International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker urged the IEB to terminate the longest series of assessments in the Guild's history.

IEB members have until Sept. 9, to return the mail ballots.

The Defense Fund stood at \$1,760,749 at the end of August, the officers reported, and is firmly headed for the two-million-dollar mark in November despite benefit payments of \$23,000 a week to striking and locked-out Guild members in

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Membership Hits Record

TNG membership hit an all-time high of 32,681 Aug. 1, 46 above the previous record set a year ago, Field Operations Director J. William Blatz reported this week.

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Nixon Move Assailed As Unfair to Workers

Reacting swiftly and in concert with the AFL-CIO position on President Nixon's declaration of a freeze on wages and prices for 90 days, TNG vowed "every effort will be expended" to assure economic justice and fairness for its members.

Echoing AFL-CIO President George Meany's characterization of the freeze as "unequitable, unjust, unfair and unworkable," TNG President Charles A. Perlik, Jr., said Guild members will bear "their share of whatever burden must be imposed to right the nation's economy."

"But they shouldn't be assigned, and there's no need for them to accept, an obligation to bear more than their fair share," he declared.

In the confusion and controversy that followed the President's sudden announcement Aug. 15, there were these developments:

- Protesting the President's action, Perlik resigned his newly confirmed appointment to the National Commission on Libraries and Information Science.

- Perlik sent several memorandums to local presidents, International Executive Board members, international representatives and administrative officers advising them of the impact of the freeze order on bargaining, wage increases and retroactivity.

- Some employers continued to implement experience increases despite the freeze, but others refused to do so and still others are joining with Guild locals in seeking clearance for the increases.

- The Los Angeles Guild and other striking and Locked-out unions offered to return to work at the Los Angeles Herald-Examiner under previous contract conditions and current prevailing wages in compliance with Nixon's end-all-strikes plea. (See story below.)

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L.A. Return Offered; Newark Says 'Can't'

Newark, N.J.—Pointing to the "absence of any old contract" and the company's threat of wholesale layoffs, the North Jersey Guild last month maintained it could not comply at the Newark News with President Nixon's end-all-strikes call.

In a telegram to Federal Mediation and Conciliation Service Director J. Curtis Counts, Newark Unit Chairman Douglas Eldridge called for assignment of a team of top mediators to resolve "our unique situation."

The North Jersey Guild is seeking an initial contract with the News after winning bargaining rights in a representation election in February. The strike began May 26 when negotiations failed to achieve a satisfactory agreement.

No direct response was forthcoming from Counts to Eldridge's telegram, although Frank Brown, New York regional di-

(Continued on Page 3)

Los Angeles, Calif.—Striking and locked-out unions at Hearst's Herald-Examiner offered to return to work last month at the paper's "current prevailing wage rates" and former contract conditions, then issued a bitter denunciation when the chief federal mediator said President Nixon's end-all-strikes appeal did not apply to "lost strikes."

TNG President Charles A. Perlik, Jr., in a separate response to J. Curtis Counts, director of the Federal Mediation and Conciliation Service, said Counts's statement made "a sham and a farce of the (President's) back-to-work call, assuming it had any original validity."

Perlik also questioned "how the nation's chief mediator can preserve his historic role of a neutral while publicly characterizing the condition of this or any other union's strike."

Counts was quoted in the Los

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Flores Raps Offer, L.A. Says 'Surrender, Hell!'

TNG presidential candidate Brian L. Flores last month said it would have been better for Los Angeles Herald-Examiner strikers to surrender to Hearst before associating the Guild with President Nixon's end-all-strikes policy—to which the Los Angeles Guild replied, "Surrender, Hell!"

"If Brian Flores can't tell the difference between surrender and strategy calculated to win a strike, God help the Guild if he's elected," Los Angeles President Nicholas Abraham said in an Aug. 23 letter endorsed by the local's representative assembly. The letter, sent to all Guild locals, accused Flores of using the strikers as "political pawns" and "stepping-stones to office."

The Guild and other unions at Hearst's Herald-Examiner last week offered to return to work under prevailing wages and former contract conditions if Hearst would agree to take back all available employees on strike or locked-out.

Flores subsequently issued a statement describing the offer to return to work "under the aegis of the Nixon 'back-to-work' plea" as a "tragedy of major proportions."

"It would have been better to surrender to Hearst prior to associating the Guild with Mr. Nixon's economic game plan," Flores said. "I guess The Newspaper Guild's old 'team players'

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Wichita Files Unfair Count In Woman Activist's Shift

Wichita, Kan.—The Wichita Guild last month filed an unfair-practice charge against the Wichita Eagle and Beacon following notice to an editorial writer that she was being transferred because of what management called a "conflict of interest" stemming from her role in a women's political caucus and her Guild activity.

Dorothy Wood, who represented the Wichita Guild at TNG's Women's Rights Confer-

ence last fall and is a member of the local's executive board, was reassigned, effective Aug. 23, to the Sunday department.

In a "confidential" memorandum to Mrs. Wood, publisher John H. Colburn said the reassignment was prompted because she became a co-ordinator of A Political Caucus of Wichita Women without consulting her supervisor.

"Your present involvement with the Wichita Newspaper Guild has made it necessary to prohibit you writing editorial commentary on labor matters," Colburn wrote.

He said the transfer—temporary until a permanent new assignment is made—was necessary because of the limited size of the editorial-writing staff and restrictions on "the subjects you can handle for editorial comment."

"You have been publicly

identified as an editorial writer," Colburn declared, "and the public can question the credibility of the newspapers as to any comment we may make (on the women's political caucus)."

In its petition to the National Labor Relations Board, the Guild asserted that the company's "policy on conflicting interests" is "artificial."

"There is no more conflict between Mrs. Wood's activities with A Political Caucus of Wichita Women and her editorial writing than there is between the management's membership in Chamber of Commerce activities and the newspapers' editorial positions," the petition said.

The Guild won bargaining rights at the Eagle and Beacon on Jan. 6 after the NLRB rejected the company's attempt to exclude editorial writers from the bargaining unit. An initial contract is being negotiated.

Maine Women Picket Papers on Want Ads

Feminists in Portland, Me., picketed the Portland Press Herald and Express on the 51st anniversary of women's suffrage Aug. 26 in protest against the papers' listing of separate male and female help-wanted ads.

The demonstration was conducted by 15 members of the National Organization for Women as part of a series of nationwide demonstrations for women's rights.

In Fayetteville, N.C., the local NOW chapter filed complaints

with the Equal Employment Opportunity Commission against several newspapers, charging discrimination in help-wanted ads.

Three days earlier the Las Vegas Sun turned over its entire editorial column to a woman staffer, Bobbe Dabbling, for a rebuttal to a Sun editorial denouncing Rep. Bella Abzug for her militant activities on behalf of women's liberation.

She denounced the editorial's "male author" for presuming "to know what was best for 'women-folk,'" defending Rep. Abzug's bill to replace "Mrs." and "Miss" with "Ms." before women's names as important in ending discrimination because of marital status.

Court Upholds Strike Fines

A federal appeals court has ruled that while the Taft-Hartley Act allows employees either to engage in or refrain from concerted bargaining it does not permit them to abandon a voluntarily undertaken activity in midcourse.

Reversing a National Labor Relations Board ruling, the U.S. Appeals Court at Boston held that the Textile Workers Union did not violate the law by suing to collect fines levied against 30 members who resigned from the union and went to work during an authorized strike.

The union had voted to strike and to fine any member who aided or abetted the employer, the Paper Box Machine Co., of Nashua, N.H., during the strike.

Re-elect

GLEN OGILVIE

for
Region 6 Vice President

'To serve all Canada'



Joint Picket Line

Newark News Guild Unit members Donald Vaillancourt and Joanne Rajoppi, at right, fall in behind striking Typographical Union members picketing Richmond home base of Media General.

Printers have been on strike against the Richmond Times-Dispatch and News Leader since March 31, while Guild strike at Media General's Newark News has lasted 14 weeks.

Newark Unit Says It Can't End Walkout

(Continued from Page 1)

director for the mediation service, did enter the dispute this week.

There was no progress reported, however, at two bargaining sessions Aug. 26 and 31. Another is scheduled Sept. 7.

Company negotiator David J. Winkworth, head of the New Jersey Publishers Bureau, had deferred "serious bargaining" at the 16th poststrike session Aug. 19, contending that the effect of the President's wage freeze was too uncertain.

Meanwhile, the National Labor Relations Board's regional office postponed until Sept. 8 a hearing on Guild charges that the News was unfair in unilaterally curtailing regular overtime and expense payments and in refusing to open its books to substantiate that it could not afford Guild wage demands.

The NLRB was continuing to investigate a third charge, that the News discriminated against striking Guild members in the payment of vacations and fringe benefits.

A group of 10 Guildsmen traveled to Richmond, Va., Aug. 18 to meet with members of the Richmond Typographical Union and help picket Media General's flagship papers, which the printers have struck since March 31.

The delegation drew substantial coverage from Richmond radio and television stations but not a line in the Richmond newspapers, which are being published with strikebreakers. However, Media General did have a photographer on the scene to take pictures of the Newark Guildsmen.

The delegation to Richmond was headed by TNG International Representative Harry McCormick and unit vice chairmen Harold Crystal and Donald Vaillancourt.

In another development, Guildsmen hurried to New York

Aug. 19 when a group of young women wearing "hot pants" were engaged by Media General to distribute sample copies of its new Financial Daily on Wall Street.

When Guildsman David Berliner asked the women, in front of grinding television cameras, if they were aware they were undermining the Newark strike effort, they became flustered and abruptly left.

Guildsmen, meanwhile, distributed a leaflet entitled "The Media General Financial Dilly," in which the Guild said that while the company is boasting about its new Financial Daily it isn't "even talking about the News."

"Officials are conspicuously silent on why they can't settle this strike," the leaflet said. "The men of Media General are too busy with their computers to worry

about Newark."

In other developments, the Guild called on U.S. Sen. Harrison A. Williams, Jr., of New Jersey, chairman of the Senate Labor Committee, to initiate investigations of strike insurance and unemployment compensation for strikers.

Strike insurance, Unit Chairman Douglas Eldridge said in a letter to Williams, has enabled the News "to take its time in reaching a settlement."

The fact that strike insurance is not sold by American or Canadian companies and has to be obtained overseas, Eldridge said, "indicates that it is a device of dubious legality."

The Guild also urged adoption of a national standard for payment of unemployment benefits to workers engaged in strikes.

In a separate letter to the New Jersey Division of Employment Security, the Guild called for an investigation of payment of benefits to nonstriking editorial employees whom the News has laid off. The letter said that if strikers are disqualified for benefits, "the personal willingness" of nonstriking workers to work should also disqualify them.

The Guild reported \$1,570 in additional contributions to its strike fund, raising the total to \$10,345.90. They include the following:

Chicago Guild	\$100
Elizabeth Journal Unit	60
Philadelphia Guild	100
Portland Guild	100
San Jose Guild	100
Seranton Guild	50
Washington-Baltimore Guild	250
Middle Atlantic District Council	200
Empire State District Council	100
Ladies Garment Workers Union	150

L.I. Press-Card Fingerprints Dropped When 55 Protest

Garden City, N.Y.—The Nassau County Police Department has stopped a long-standing policy of requiring the fingerprinting of applicants for press cards following a protest by 55 reporters, editors and photographers of Newsday.

The newsmen signed a petition asking cessation of the fingerprinting, terming it an inconvenience, an invasion of privacy and an infringement upon press freedom.

"Too many agencies are as-

sembling too much information on people these days without giving any clear idea of how it will be used, who will have access to it or what public purpose is served by collecting it," the petition said.

"The freedom to gather and report news is a constitutional right. It's not a privilege granted by the police. The fewer arbitrary controls placed on this freedom, the better its chances for surviving," the Long Island newsmen's petition declared.

X
Elect
RAY
DICK
Vice-President At-Large



TNG Vows 'Justice' for Members in Freeze

(Continued from Page 1)

● Noting that it had no prior contract under which to return, the North Jersey Guild urged top-level federal mediators to help resolve the dispute that has shut down the Newark News for 14 weeks. (See story, Page 1.)

● The Nixon Administration indicated that "less severe" controls would be initiated following the 90-day freeze and said the new program would be adequate to prevent a new wave of inflation.

In resigning from the library commission, Perlik wrote Nixon that he found it impossible "to lend credibility to your Administration when the best interests of my organization and its members are so severely and seriously undercut by the Administration's economic and wage policy."

He also told the President he was "absolutely stunned" by the characterization by J. Curtis Counts, director of the Federal Mediation and Conciliation Service, of the Los Angeles strike as "lost."

Counts's statement, made in response to a question about the applicability to the Los Angeles Herald-Examiner strike of the plea for ending strikes, "blatantly and unconscionably destroyed whatever meaning your end-all-strikes call might have had," Perlik said in his resignation.

Urging in a memo to Guild officers that the freeze period not be wasted, Perlik called on locals to pay special attention to contract areas that in the past have been "shoved into the background so readily in the usual pell-mell rush for a money settlement."

He said local bargaining committees could "examine the company's fringe package in all its details," or analyze the adequacy of medical-surgical and life insurance plans.

"Take the time now to fully bargain with the employer, and fully explain to your membership, the Guild's increased interest in and emphasis on contractual guarantees and protections benefiting its women and minority-group members," Perlik encouraged locals.

He also suggested that locals "force a good look at the question of whether your members want a voice in the quality and content of the product they help produce."

TNG has received no written reply to its question on step-up increases from the Office of Emergency Preparedness, which has been handling public inquiries about the freeze.

But in a general answer to a question on step-ups, the OEP said they would be permitted only if "a bonafide apprentice or



Guild at the meeting.

Most of the attorneys who attended the session agreed that the best strategy would be to urge organized labor's own economic program in Congress.

Although Perlik said wage improvements agreed to but not signed or implemented prior to Aug. 15 "clearly" should be allowed, he told Guild leaders "we cannot say for certain that the government will give a green light."

Later, in response to a direct question from TNG, the OEP said wage increases not actually in effect prior to Aug. 15 would be disallowed.

Implementation of deferred increases in 27 Guild newspaper contracts, two wire-service contracts and five miscellaneous contracts will be postponed by the freeze, TNG's Collective Bargaining Department reported.

In addition, the department said, 59 contracts were open when the freeze took effect and 15 more will expire during the 90-day period. No increases may be negotiated retroactively before or during the freeze, according to the government.

Perlik said the government had banned for 90 days the payment of merit and longevity increases but forbade only increases in the rates of commissions and bonuses, not in the amounts received.

After Perlik said in a memo that the government had issued nothing to bar increases in shift differentials or in employer contributions to health, welfare or pension plans, the official Federal Registry said the following day that increases in shift differentials and in both contributions to and benefits from insurance and pension plans are forbidden.

Instead of allowing publishers to convert frozen wage increases into accelerated plant or equipment depreciation, Perlik proposed that locals seek to negotiate "a lump-sum, interest-producing, jointly administered arrangement that will produce interest income for some general employee or social good, like a feasibility study for a child-care center."

He declared that, in TNG's view, neither continuation of existing strikes nor the start of new ones is barred during the freeze period, although he noted the government's call for a voluntary end of strikes and an embargo on new walkouts.

Perlik cautioned locals, however, to exercise "more than the usual co-ordination and liaison" with TNG as negotiations proceed toward "the strike stage."

In addition to the Newark and Los Angeles developments, there

were responses from a number of Guild locals to the wage-price freeze.

The day after Nixon's freeze announcement, Washington-Baltimore Guild Administrative Officer Brian L. Flores said the local would insist on retroactivity of wage increases, with interest, in negotiations with the Washington Post. The contract will expire Oct. 1.

If retroactivity is forbidden, Flores said, "the Guild proposes that the Washington Post Co. . . place in escrow the amount of additional profits which will be realized from such wage savings and that such profits be used solely for the benefit of the employees."

The Cincinnati Guild, in a telegram to Perlik, urged that the government be advised of "our protest of discriminatory economic policy." "Why should shaft be given to the working man?" it asked.

Cincinnati President Ben Schilmeister also directed letters to seven Ohio and Kentucky senators and congressmen urging rectification of "inequities" in Nixon's freeze order and pointing out that "it is difficult to rationalize in a free society the power of the government to nullify a legal agreement between consenting parties."

Applauding the AFL-CIO's opposition to Nixon's freeze order, Terre Haute Guild President Gary Minich sent a telegram to Meany saying: "Right on, George."

The San Jose Guild executive committee, in a resolution, said "big business" is "responsible for the nation's economic difficulties." "The nation's wage earners are in no way responsible," it said.

Calling the freeze order an attempt to make wage earners "pay for the follies of big business," the resolution supported the "right of any union to take any action it considers proper in the defense of its members during and after the freeze period."

Harrisburg Guild President Ted Stellwag called on Pennsylvania Gov. Milton J. Shapp to withhold approval of a 2.3-percent state income tax approved by the Legislature. In view of the freeze, such a tax would be a "severe hardship" on low- and middle-income families, Stellwag

ANPA to Seek Price Thaw

If wage-price controls are extended beyond the present 90-day freeze period, the American Newspaper Publishers Association says it will seek an exemption for newspapers — on price increases.

Noting that Congress exempted newspapers from price controls in 1941 and 1942 "to avoid inevitable controversy over such controls being used to affect editorial content," ANPA General Manager Stanford Smith said the association will seek similar exemptions.

Newspaper advertising and circulation rates, as well as wages, are currently frozen. Smith did not indicate that ANPA would seek exemptions from wage controls for newspaper employees.

said.

Thirty-five members of the Madison Guild signed a petition condemning Sen. William S. Proxmire for advocating a wage-price freeze and endorsing the President's directive while "remaining strangely silent about any corresponding freeze on corporation or company profits."

Proxmire was a newsman and a member of the Madison Guild in the late 1940s. The local currently is engaged in negotiations on a contract to succeed one that expired Aug. 7.

The petition called Proxmire's action a "sellout of the voters who returned him to office in 1970" and urged similar condemnation of the senator by Madison and Wisconsin labor bodies.

The San Francisco-Oakland Guild, at a membership meeting, used Meany's description, "unequitable, unjust, unfair and unworkable," to characterize the President's wage freeze in a resolution.

The San Francisco-Oakland Local, in a notice to members of four suburban units engaged in bargaining, said a retroactive increase is not "gone forever." "We intend to get it, all of it," (Continued on next page)

TNG Dues Extension Held Not Affected by Freeze

Extension of the upper brackets of TNG's Minimum Dues Schedule will take place Oct. 1 as authorized by the 1970 Convention despite the wage-price freeze, TNG Secretary-Treasurer Robert M. Crocker advised locals this week.

Noting a statement by President Nixon's Cost of Living Council equating union dues with those of country clubs and banning increases in both, Crocker told locals that "we think our extension is not a dues increase within the meaning of the council's pronouncement."

Crocker said he has told the council the extension will be placed in effect on schedule unless the council specifically forbids it.

Under the TNG Constitution, Minimum Dues Schedule brackets are extended from a top monthly rate of \$12.50 for those earning \$245 or more a week to a top monthly rate of \$15 for those earning \$295 or more a week.

Crocker advised locals that other council statements have made it clear that locals should continue to collect dues as in the past on increased pay resulting from promotions, commission increases, incentive pay, bonuses or awards.

The increased dues money will go entirely to local treasuries and not to TNG, Crocker pointed out. No local action is necessary to implement the Minimum Dues extension.

For Canada

VOTE

JIM

YOUNG

Return
Experience
and More
New Ideas
to the IEB



X ELECT
BRIAN L.
FLORES
President
JOHN (NED)
SWEET
Secretary-Treasurer

Staff Barred From Politics In Louisville

Louisville, Ky.—A policy on outside work that forbids employees from holding political office or working voluntarily or for pay for politicians has been put into effect at the Louisville Courier-Journal and Times.

"It is absolutely essential that our newspapers, which claim always to be neutral and fair in their handling of news, are believed by others to be neutral, fair and untainted by outside influence," a company statement said.

The policy bars staff members from doing professional work for pay for any organization, profit or nonprofit. It permits free-lance work for publications outside the papers' circulation area.

Although forbidding paid radio or television appearances, it encourages public appearances as speakers or lecturers, permitting pay for them since the employees are representing the papers.

Work for politicians or political organizations, either paid or voluntary, is not allowed, nor is holding public office or accepting political appointment to a position for which there is remuneration beyond expenses.

The staff members are asked not to enter into business arrangements that may result in a conflict of interest or cause embarrassment for the papers.

Guild Pledges 'Justice' Fight In Pay Freeze

(Continued From Page 4)

one legal way or another," the local said.

Akron Guild President Richard L. McBane, in a letter to Perlik in which he said he was not speaking for the local, expressed the hope TNG had not participated in the AFL-CIO's "defiance of the President's efforts to solve the country's economic problems."

Calling the action "unpatriotic and treasonable," McBane said that he is "far happier to forgo my (Nov. 1) pay increase in the hope of economic stability than I am to pay my dues to union organizations now seemingly bent upon destruction of the United States through greed and vindictiveness."

One of the first locals affected by the freeze, the Brockton Guild, whose members were due a general increase Aug. 24 under its contract with the Brockton Enterprise, issued a statement decrying the government's "economic injustice."

It pointed out that the freeze is "a windfall to management," which had raised prices to meet the cost of the wage increases now either delayed or canceled. It added that management now may invest withheld wage increases in plant expansion, in effect forcing the employees to subsidize expansion "with our own money."

Blaming the freeze, United Press International dismissed at least two temporary vacation-relief employees prior to their scheduled termination dates. The early discharges were reported in New York and San Francisco.



Punching for the Guild

Dianne Severn, foreground, and Carol Solano of the TNG office staff punch out cards as the first step in the process by which TNG per-capita sheets and Guild Reporter mailing labels are produced by computer. Information on the cards is translated onto tape that is fed into the computer as part of a new system that will make TNG membership information more comprehensive.

Guild Leads in Close Knoxville Vote

Knoxville, Tenn.—A decision in the Knoxville Guild's bid to represent editorial employees of the Knoxville Journal is sealed in nine ballots challenged in an Aug. 12 National Labor Relations Board election.

The Guild gained 16 votes, while 15 favored no union, leaving the outcome of the election in the disposition of the challenged ballots, four each by the Guild and company and one by the NLRB.

One of the 41 eligible employees was unable to cast a mail ballot because he was on a Marine Reserve leave. The Guild cited this denial as one ground for objecting to the conduct of the election.

The Guild also cited threats to employees on loss of benefits and changed working conditions, plus a last-minute company publication it said contained false and misleading information about the Guild that could not be effectively answered.

50 to Vote Sept. 10 At Hoboken Plant

Hoboken, N.J.—Approximately 50 office and plant clerical employees of the Alco-Gravure Division of Publication Corp. will vote in two units Sept. 10 in a North Jersey Guild representation bid.

The National Labor Relations Board's regional office in Newark ordered separate elections following a hearing last month. The board also included in the

unit 15 of 18 employees the company claimed were supervisory or managerial.

The Hoboken plant, which has some 500 other employees in 11 craft unions, publishes rotogravure work, including the New York Times Magazine.

L.A. Local Loses San Pedro Unit

San Pedro, Calif.—The Los Angeles Guild was decertified in a National Labor Relations Board election Aug. 13 by a vote of 21 to 12 as bargaining agent for editorial, business-office, advertising and circulation employees of the San Pedro News-Pilot.

NLRB Issues Complaint In ComCorp Dismissals

Cleveland, Ohio—A National Labor Relations Board hearing will be held Oct. 5 on the Cleveland Guild's charge that ComCorp Inc., publisher of a chain

Vancouver Protests Police Harassment

The Vancouver - New Westminster Guild protested against police "harassment and intimidation" of newsmen covering a demonstration Aug. 7 in Vancouver's Gastown section, prompting a promise of a full investigation by Leslie R. Peterson, attorney general of British Columbia.

In a telegram to the provincial attorney general, Guild President James Young said the incident "raises serious questions regarding freedom and safety of working newsmen."

The demonstrators were protesting a police crackdown on drug use in the Gastown area. Violence erupted when police moved into the crowd.

Two news photographers complained that police repeatedly poked them as they tried to take pictures of violence. A radio reporter who said he tried to break up a joust between police and a photographer claimed he was threatened by the police.

Guildsman Glenn Baglo, a Vancouver Sun photographer, said a policeman tore part of his equipment, another shoved him and a third refused to honor his press credentials.

In protest, Young said Vancouver "Sun and Province news-

men who covered Gastown demonstration attest to police harassment which resulted in rough handling and damaged equipment."

Young urged "an immediate end to such violent police tactics against working newsmen."

At least a dozen civilians were injured in the rock- and bottle-tossing melee. Police arrested about 80 persons. There were scores of complaints about police brutality.

In Eastern Canada, meanwhile, the Toronto Guild protested to Niagara Regional Police Chief Albert Shennan the impersonation of newsmen by a policeman during a strike at the Kimberly-Clark paper plant in St. Catharines, Ont.

The Guild said it learned that one policeman posed as a Toronto Globe and Mail photographer and as a radio reporter on separate occasions.

Noting that "it's the right of the public to know" if a policeman impersonated a newsmen and what steps are being taken to prevent a repetition, the Guild sought assurance that "such practices are not and will not be condoned."

"Such odious practices," Guild Executive Secretary Fred Jones said in a letter to Shennan, "undermine public confidence in persons legitimately engaged in collecting and reporting news."

\$40 Offer Is Made On Enquirer Stock

Cincinnati, Ohio—American Financial Corp., a bank-holding company that bought 60-percent ownership of the Cincinnati Enquirer this year, is seeking to acquire the remaining minority shares.

American Financial offered to pay \$40 per share or give its own stock in exchange to the minority shareholders, who had a contract earlier this year to buy the controlling interest from the E. W. Scripps Co.

Scripps, owner of the Post and Times-Star here, was under an antitrust decree to divest itself of its Enquirer stock. It obtained federal-court permission to cancel the contract and sell to American Financial for 20.1 million dollars.

Among the minority stockholders in the Enquirer is TNG, owner of 10 shares.

Guild Is Decertified In Muskegon Vote

Muskegon, Mich.—Editorial employees of the Muskegon Chronicle voted 17 to 14 Aug. 11 to decertify the Guild as bargaining agent. There were 33 employees eligible to vote in the National Labor Relations Board election.

The Guild filed objections to the election on Aug. 17, claiming the company had unfairly blamed the Guild for its refusal to give anticipated wage increases in advance of the voting.

Re-Elect Jim McMahon Vice President at Large



- Served four years on the I.E.B.
- Serving 4th term as President in Detroit.
- Chairman—I.E.B. Human Rights Committee.
- Attorney at Law.
- T.N.G. Michigan Organizer since Nov., 1970.

My experience in organizing in the Detroit Metropolitan area has been convincing and fruitful: 180 new members are expected by October with at least as many more anticipated within a year. I intend to push in every way to assure that International experience is blended with Local talent to achieve similar results in other Locals at minimum expense.

The Guild's work in eliminating discrimination and assisting minority groups to achieve jobs on newspapers on a nondiscriminatory basis must be expanded. If re-elected I intend to see that it is.

Once again I appeal to you to vote for Jim McMahon, Vice President at Large.

X
Elect
RAY
DICK
Vice-President At-Large

International Election Forum . . .

TNG members will vote in a referendum Sept. 23 through 28 for president, secretary-treasurer and six

international vice presidents at large. Canadian members (Region 6) will vote, in addition for a regional vice

president. Statements on this and the following two pages are printed in accordance with the TNG Constitution.

For TNG President

Charles A. Perlik, Jr.

THE GUILD TODAY STANDS on the threshold of a period of potential growth and achievement unprecedented in its recent history.

Thanks to continuing bargaining and organizing gains and careful financial management, we can now anticipate the end of assessments in October and look



ahead to enlarging our staff and developing programs and services too long restricted by lack of money and manpower. I have already asked locals to survey their organizing potential so we can begin assigning priorities.

But if the future is rich in new opportunities, it is rife with new challenges that threaten to jeopardize both our past gains and future goals: new computer technology, increasing polarization on both women's and minority rights, mounting inflation and, in the United States, an increasingly antilabor administration that has undertaken to end inflation by preserving profits and breaking strikes.

Two years ago, when Bob Crocker and I were first elected, we made Guild members one promise: to develop new programs to meet new responsibilities while keeping the Guild strong and united for its basic job of collective bargaining.

I think the record shows we have fulfilled that promise.

Today, new challenges require new initiatives, and we are determined that the Guild shall continue to grow in both numbers and influence and that neither government action nor social reaction shall erode our gains or thwart our thrust for equality.

The prospect of more money and manpower offers the promise of unparalleled Guild progress in the years ahead.

Bob Crocker and I are committed to seeing that promise fulfilled, for all Guild members everywhere, and so are the other members of our team—Dorothy Sain, Barney Peterson, Art Guerrero, Harry Ryan, Jim McGill and Eleanor Dunn.

We ask your support in next month's election, and your help in the months to come.

Brian L. Flores

ORGANIZING, SERVICING, collective bargaining—these are the things with which our leadership should be most concerned and the area in which our members might expect to find the most campaign promises. I point to my record in the Washington-Baltimore Local.

More importantly, what I promise is a more responsive, truly representative Guild.

In my view, the Guild convention and many of its actions do not represent the thinking of the majority of Guild members.

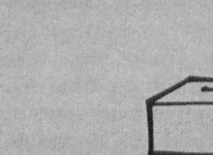
The convention is called upon to endorse canned programs put forth in the "Officers' Report" authored by the president, secretary-treasurer and the Guild staff (IEB members are not encouraged to push new ideas, and their dissent from the officers' position is never recorded in the Officers' Report).

The convention has become the president's rubber stamp.

I have proposed an expansion of participation in the form of a general board which would expose all the leaders often and directly to members' thinking and ideas. It would make our leaders more responsive to the issues important to our membership. The membership is supposed to be the ultimate Guild authority.

A simple idea—a public review board which would be the ultimate avenue of membership appeal—has twice been voted down by convention. Such boards are used by the American Federation of Teachers and the United Automobile Workers, two progressive international unions. This proposal would be approved in a membership referendum, but procedures for initiating such votes are purposely difficult. The proposal continues to be described in the Guild Reporter as a committee to "supervise" Guild activities—obviously such is not the case.

I ask a chance to return the Guild to the members—it's time for change.



For Secretary-Treasurer

John (Ned) Sweet

DISREGARDING, AS WE SHOULD, the administration's sudden burst of programs, a biennial orgy of activity provoked by electoral competition rather than trade-union expansionist commitment, the true state of The Newspaper Guild's unwell-being is best exposed by incumbent Secretary-Treasurer Robert Crocker's address to the Boston Convention:

"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."

Undermanned.

Inert.

Broke.

Getting broker (pardon, grammarians and balanced-budgeteers).

The administration's self-analysis is devastatingly honest—and accurate.

Brian Flores has been begging (crying in the wilderness, it would seem) for four years for the Guild to stimulate its General Fund and enlarge and upgrade its staff.

I have been evangelizing for as many years that we must multiply our organizing efforts a dozenfold.

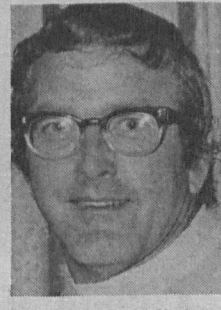
Scattered organizing successes in recent months have sustained what I have felt all along: that persons in the communications media will join the Guild if offered such an opportunity by competent staff men.

Instead, the Guild has offered a prosperity of promises and an austerity of accomplishments in a time of unending assessments.

The Guildsman has given much—and received little.

Some improvements are coming to pass under the current administration only whenever its own programs—or lack of programs—forces a bit of plant-snitching.

But the thought lingers that these programs could better be implemented by Flores and Sweet, who really feel that this ultimately will be the Guild's economic salvation, than it could be by Perlik and Crocker, who view it primarily as a deterrent to their own unemployment.



Robert M. Crocker

IN 1969 I COULD SOLICIT your vote for Guild secretary-treasurer only on my record as a newsman and Wire Service Guild officer and bargainer, and on my proudly held place on the Perlik-Crocker slate. Now I can also invite examination of my performance as a TNG officer. I am proud of our administration's accomplishments and program.

In those two years our Defense Fund has recovered from near depletion. We have paid off a quarter-million dollars borrowed from the labor movement to pay benefits and have brought assets to a record high above 1.6 million dollars. That means assessments in force nearly four years will soon be ended.

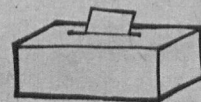
The money we saved is working for the Guild through investments in the United States and Canada, all quickly convertible to cash in emergency.

The Commingled Fund is now close to 20 million dollars, and to make it more useful to Guild locals' pension programs, we are trying to improve its yield and are consulting pension investment experts.

I have kept this office open for aid and advice to local officers, as Chuck Perlik did before me—for me one of the job's most challenging and enjoyable features. I want to expand this function.

Circumstances have forced on us a change in membership accounting but we have designed a computer system eventually to ease local reporting chores and to provide information useful to all. On the horizon are interesting computer applications valuable in contract research. These are just some of the details of administration and policy-making in which this office participates, with the focus always on one aim: to strengthen the Guild in organizing and bargaining and as a social force.

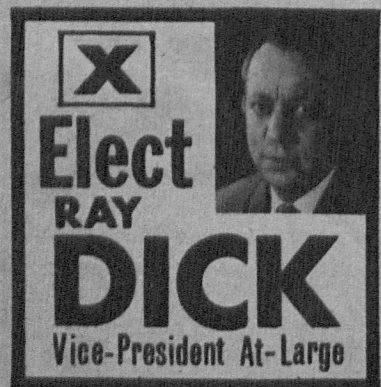
I respectfully suggest we have earned your vote Sept. 23 through 28 for the Perlik-Crocker slate.



Washington Wins Unit at Institute

The Washington-Baltimore Guild gained recognition Aug. 10 as representative of nine professional employees of the Human Resources Development Institute, jointly operated by the AFL-CIO and the Labor Department.

The institute assists minority-group employment.



Atlanta, New England Media Get Review

The news media in Atlanta and the Connecticut Valley of Massachusetts and Connecticut are the latest to come under critical scrutiny by working newsmen and women this summer.

New entries in the spreading number of journalism reviews are Thorn, issued by the Connecticut Valley Media Review, and the Atlanta Journalism Review, published as a supplement to the Columbia Journalism Review.

Meanwhile, editors of [More], a New York-based review, are concluding the first regular edition due this month, and The Unsatisfied Man, published by the Colorado Media Project, reached the end of the first year of its existence.

Thorn's first issue (it is to be published "occasionally") appeared in June, and, in the process, its first editor, Peter Hendrickson, was fired on short notice from the Springfield (Mass.) Daily News.

"Our premise is that the media are a public

trust," said Hendrickson in the first issue. "Our dilemma is that they operate as private enterprises—sometimes at the expense of that public trust."

Thorn is being published with a rotating editorship "to avoid a single slant" and a board of editors to fix general policy.

In its initial issue, Thorn carried an analysis of the coverage by eight newspapers of the 50th anniversary of women's suffrage, an article on the problems of a new public television station in western Massachusetts and a commentary forecasting the review's doom "by the very idealism and ironically naive hopes that have served as its father and mother."

The Atlanta Journalism Review, concentrating on Atlanta magazine and the city's commonly owned newspapers, was assembled as a pilot issue at the invitation of editors of the Columbia Journalism Review.

"The former is a chamber of commerce publication, the latter is thought to be by

many of its critics," the review's lead article said of Atlanta magazine and the Journal-Constitution.

The Atlanta Review, written by current and former Atlanta newsmen, contains a story on racial coverage in the city ("Once Over Lightly"), an article on the Constitution's Action-Line column and a piece on employees' difficulties neatly explained in its headline: "Hair Today, Gone Tomorrow."

Atlanta's newspapers do not tolerate dissenters or union activists, or subeditors who support the dissenters and activists, one article explained.

"The list of those reporters who have been fired for complaining or union organizing, who have been demoted, who have been pigeonholed and whose consciences have forced them to quit is amazingly long," the "Hair Today" story said.

Constitution newsroom staff members belong to the Atlanta News Associates; there is no union for Journal editorial employees.

... Candidates Take Their Stands

For At-Large Vice Presidents

Ray Dick Washington

SEVEN REASONS TO ELECT Ray Dick:

1. **Collective Bargaining:** I have bargained landmark contracts—such as the \$380 Washington Star contract—and I have bargained at units where landmarks weren't set—just good, solid contracts.

2. **Organizing:** I believe this is the life of The Newspaper Guild. I have organized and my local has grown 155 percent in membership in 10 years.

3. **Communication:** This, I believe, is the greatest challenge and the greatest failure of The Newspaper Guild. Let's bring the leadership and membership together.

4. **Responsibility:** I don't believe all responsibility for progress should fall on the locals. I believe those elected to leadership should lead—not react.

5. **Social Issues:** Some think this has no relevance for The Newspaper Guild. I think the Guild can grow by becoming the leader in advancing all the needs of members—not just money and hours.

6. **Minorities:** I believe in one standard for all.

7. **Solidarity:** In Washington-Baltimore, the union all others look to is the Guild—the Washington-Baltimore Newspaper Guild. Elsewhere, the Guild follows. In Washington-Baltimore, we lead. This should be the role of The Newspaper Guild.

Dorothy Sain Cleveland

MY CANDIDACY for an at-large seat on the IEB comes as a result of action taken years ago by three Guildsmen who went to bat for me over a change in classification and a substantial wage increase during another wage freeze. That's when it began. Today, after over 14 years' experience as a local officer, board member, convention delegate, committee chairman and district - council officer, I seek your support for a vice presidency — as a woman, a commercial-department employee, president of a large local which represents several units, but most importantly, as an active, interested union member who seeks the opportunity to work on an expanded level for all interests of the Guild.

As an IEB member, I feel I can help meet the many challenges facing the Guild—those of the minority groups, including women; the growing interest of so many younger members; the ever-growing needs of the smaller locals, as well as efforts needed in well-known areas.

My Guild experience in the past has given me the confidence to seek this office. I ask that you give me the opportunity to put this experience to work for the betterment of our union.

Barney Peterson San Francisco

MY IEB SERVICE is exceeded only by TNG President Chuck Perlik, who joined it as secretary-treasurer, and International Chairman Jim Woods, who joined it as Region 3 vice president in 1955.

The opportunity to serve TNG has been very gratifying to me, and I hope the membership will give me the opportunity to continue as chairman of the IEB's Collective Bargaining Committee and assist in bringing about more of the solid gains we've made and in opening the doors of employment and advancement for women and minorities. I support fully the expanded bargaining goals in these areas that our last two conventions have established.

My service to TNG has included a year's leave of absence from my job as a photographer with the San Francisco Chronicle to co-ordinate Guild and craft-union efforts to dissuade advertisers from using the scab-produced Los Angeles Herald-Examiner.

My Guild membership dates to the 1930s, when I helped organize the San Francisco-Oakland Guild as a charter member. I served three terms as local president.

I respectfully request your support for a fourth term as an international vice president at large and urge your vote for the entire Perlik-Crocker slate.

Arthur L. Guerrero Denver

THE NEWSPAPER GUILD has taken firm stands in conventions about minority hiring and opportunities in newspaper employment, including important TNG positions, which of course includes the IEB. As a Mexican-American, I believe I fit this definition, without limiting myself to sponsoring only minority-oriented plans and ideas.

I would like to see a better representation of youth on the board. I can see in my local, through the leadership of senior members, that young people are finally taking part in local affairs.

I pledge, if elected to the IEB, to work for the benefit of all Guild members, North, East, West or South. Although I may be the youngest candidate for the IEB, I think my experience in working on local committees on grievances, organizing, human rights, revitalizing local circulation department ideas, qualifies me to be one of your representatives on the IEB.

If you believe, as I do, that youth and new ideas are vital to any organization, please ask your members to support my candidacy and the entire Perlik-Crocker slate, which in the past has set many records to be proud of.

Harry E. Ryan New York

I DECIDED TO SEEK a third two-year term as a vice president at large as one means of assuring that the efforts inaugurated by the present administration to strengthen and expand the role of The Newspaper Guild will go forward in spirited fashion.

As a member of the IEB I have seen the Guild reach record highs this past year in the areas of both membership and wage levels. In similar fashion, significant organizing gains have been made under the direction of the present administration.

I have served this term on two of the IEB's most sensitive committees—Finance and Organizing. I am cognizant of the challenges we face in both sectors but am confident that steps taken at the Boston Convention to bolster TNG's General Fund finances, coupled with the prospect of a speedy end to the current assessment series, will provide new opportunities to carry out our long-cherished goal of expending our membership through new, more effective organizing efforts. Carrying out the programs mandated by the 1971 Convention will require a unified team effort.

I ask you to support my candidacy and urge full support of the Perlik-Crocker team.

James G. McMahon Detroit

AFTER FOUR YEARS on the IEB, four terms as Detroit Local president and nine months as TNG special representative organizing new Detroit Local units, I've concluded that financial problems at both levels can only be solved in one of two ways: higher dues or higher membership. I vote for the latter.

My experience in organizing the Detroit area has been convincing and fruitful: 180 new members are expected by October, with as many more anticipated within a year. I have always believed people deserved to be organized. Now I know they want to be. If re-elected to the IEB I intend to push in every way I know how to assure that international experience is blended with local talent so as to achieve similar results in other locals at minimum expense.

Along with higher membership it is apparent we need happier membership. This means the Guild's work in eliminating discrimination on sexual or racial bases must be continued, expanded, accelerated. As chairman of the IEB's Human Rights Committee I'm convinced that it can be, and if re-elected I intend to see that it is.

A higher, happier membership means a healthier Guild. Please help me achieve it with your vote.

More statements on next page

These Are the Candidates

Following is the official list of candidates in the TNG international election Sept. 23 through 28:

For President

CHARLES A. PERLIK, JR.

BRIAN L. FLORES

For Secretary-Treasurer

JOHN (NED) SWEET

ROBERT M. CROCKER

For Vice President at Large

RAY DICK

HARRY E. RYAN

DOROTHY SAIN

JAMES G. McMAHON

BARNEY PETERSON

JAMES A. MCGILL

ARTHUR L. GUERRERO

ELEANOR DUNN

For Region 6 (Canada) Vice President

GLEN OGILVIE

JAMES YOUNG

Region Six

Glen Ogilvie Toronto

I SEEK RE-ELECTION as international vice president for all of Canada for a third term. I hope to continue my 25 years of service to the Guild during the challenging two years ahead and to help carry out the instructions of the recent convention, which

so vitally concern Canadian Guild members.

The IEB must study and report on the feasibility of establishing a national office and director in Canada and on the need for distinctive Canadian research. It must publish a pamphlet especially designed for and prepared in both official languages by Canadians for Canadians, to help in organizing new members and implement a variety of directives designed to advance the interests of men and women members everywhere.

I am especially interested in interunion co-operation, which I helped bring about in my own local, at all Guild levels.

When the new convention-authorized allocation of funds becomes effective, I want to make sure the additional field-staff members are used in organizing to help the Guild become ever stronger in advancing the interests of every member.

In asking your support, I pledge myself to serve the Guild to the best of my ability.

31st Canadian Daily Bought by Thomson

Belleville, Ont. — Thomson Newspapers has picked up its 31st Canadian daily with the acquisition of the Belleville Intelligencer.

The Thomson chain, which also owns 15 weeklies in Canada, bought a commercial printing department as well as the paper.

X ELECT
BRIAN L.
FLORES
President
JOHN (NED)
SWEET
Secretary-Treasurer

James Young Vancouver

CANDIDATES IN THE 1969 contest for Canadian vice president emphasized the need for Canadian autonomy and representation for all Canada on the Guild's International Executive Board.

At this year's Guild Convention, specifically in the Canadian caucus, it was again evident that Canadian Guild members—designated either Eastern or Western—had differences of opinion regarding the direction of the Guild in Canada.

Certain convention actions will give Canadian Guildsmen the program toward their desired autonomy. My goal will be to eliminate imaginary boundaries between East and West or North and South that have further divided Canadian Guildsmen.

Among my concerns is the Guild's program on women's rights—for too long local leaders haven't placed necessary importance on providing or enforcing the contract protections necessary to produce full job equality and opportunity for all Guild members. I support a major program to advance women's rights in key and clerical classifications.

I am running for regional vice-president so that the vote for an at-large vice president won't be divided among two Canadians—from Ottawa and Vancouver. I also feel representation from Western Canada should continue on the board.

I pledge, if elected, to support the goals of all Canadian Guild members.

For Canada VOTE

JIM
YOUNG

Return
Experience
and More
New Ideas
to the IEB



Election Forum

For Vice Presidents

**James A. McGill
Gary**

I AM SEEKING election to TNG's International Executive Board as a representative of smaller locals, particularly those without paid help. To smaller locals, service is the name of the game. More international reps are much of the solution. Other major assistance would be training of local leaders in trade unionism and more guidance in collective bargaining and organizing.

I would bring to the IEB a background conducive to tackling these problems and promoting solutions.



I have been treasurer, vice president and am serving my fourth term as president of a 61-member local with an independently negotiated contract better than many larger locals—\$260 per week for 35 hours.

As winner of the 1971 Guild Service Award, I attended a staff development course at the AFL-CIO Labor Training Center in Washington. In 1969 I was named Gary's Guildsman of the Year.

These honors are most gratifying—but they are in the past. I have enjoyed my service to the Guild so far because of support and help from fellow Guildsmen in Gary. Now I ask for the support of all Guildsmen. I promise hard work and dedication if elected—an attempt to earn the support I request in advance.

**Eleanor Dunn
Ottawa**

WOMEN IN THE MEDIA have very real problems—some don't enjoy parity with their male counterparts, many are barred from assignments because of their sex. Publishers keep them in telephone rooms rather than allowing them to sell display advertising. They can handle circulation complaints over the phone but can't be supervisors. That's discrimination!



It doesn't have to be that way.

When I joined the Ottawa Citizen in 1968 as assistant women's editor, I found I earned less than my male counterpart. I went to the Guild, and the Guild helped me. Result: Women's department staffers now enjoy parity.

In 1970, when women reporters in Ottawa were being denied membership in the National Press Club, we went to the Guild. The Guild acted, and women now enjoy full membership.

I've experienced discrimination because of my sex, and I know what the Guild has done for me.

I'd like to give something back to the Guild in return, and that's why I'm seeking election as at-large vice president.

I'm happy to be on the Perlik-Crocker team because I know that for them discrimination for any reason is not just an election issue but a problem to be faced seriously, every day.

Guild Bids Senate Pass Child-Care Funds Bill

TNG's support of legislation that would set federal child-care center standards and provide funds to assist in establishing and operating the centers was conveyed last month to all members of the U.S. Senate.

Asking them to support the Comprehensive Child Development program, TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker urged defeat of reported efforts to amend the bill.

In reporting their action to presidents of U.S. Guild locals, Perlik and Crocker urged that Guild members be encouraged to express their support of the legislation to their senators.

The legislation was specifically endorsed by the Guild convention in July. It would assure parent participation in the planning and operation of the child-care centers.

Free comprehensive care would be provided to families with incomes of less than \$6,900 a year, and priority would be given to preschool children with the highest economic and social need until programs and facilities are available to all children.

The child-care bill will be presented to the Senate as an amendment to the legislation (S. 2007) to continue the Office of Economic Opportunity.

Perlik and Crocker, in their memorandum to the senators, pointed out that the number of working women with children under 18 has risen to 13 million, or twice as many as 20 years ago.

Greek Newsmen Hit Code, Athens Bows

Athens, Greece—Greek newsmen and publishers, vowing an all-out fight, called on the government last month not to adopt a measure that would impose a "code of ethics" on journalists.

The government last week bowed to the pressure, reducing the proposed code to a four-point admonition to journalists to be dignified, accurate and moderate and to respect truth and shun distortion.

Stripped from the bill were provisions requiring the journalists to adhere to "the Hellenic-Christian traditions," suppress information that might harm the "public interest" and demonstrate "solidarity to colleagues."

Re-elect

**GLEN
OGILVIE**



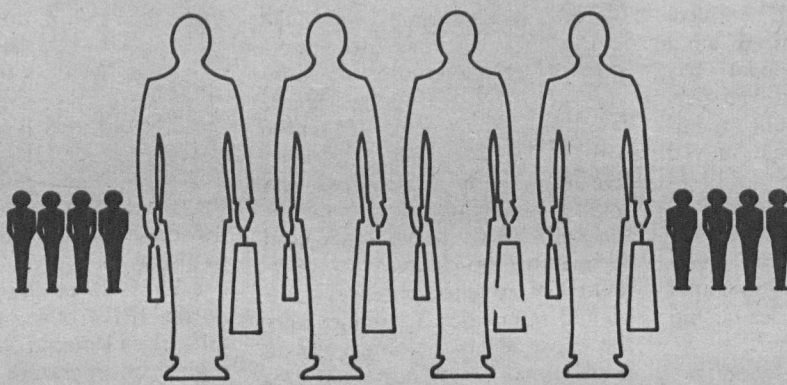
for
Region 6 Vice President

'To serve all Canada'

On the record of achievement...

The Perlik-Crocker For the Guild and

MORE MANPOWER

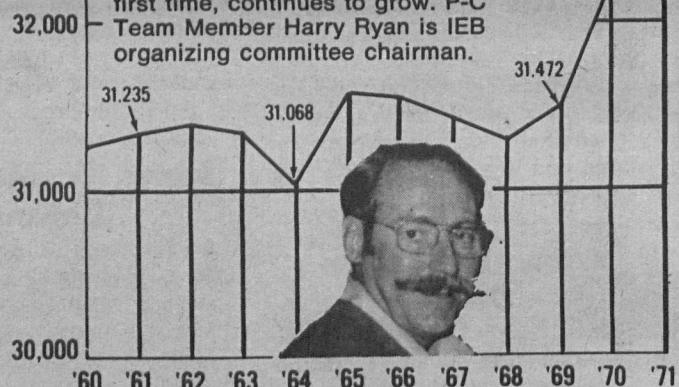


New income due Guild General Fund this fall, under Perlik-Crocker Administration formula adopted by Convention, will enable Guild to hire three to four more International Representatives, increase organizing, services to Locals.

33,000

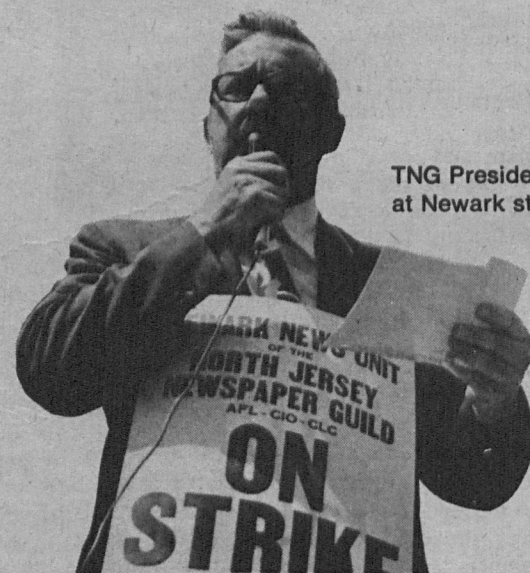
MORE MEMBERS

After 10-year plateau, Guild membership under Perlik-Crocker Administration rose above 32,000 for first time, continues to grow. P-C Team Member Harry Ryan is IEB organizing committee chairman.

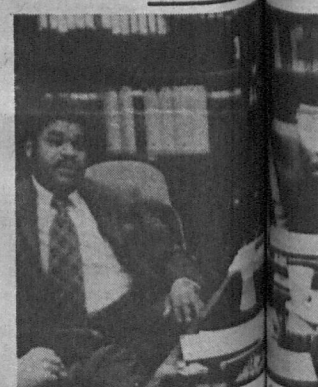


30,000

'60 '61 '62 '63 '64 '65 '66 '67 '68 '69 '70 '71



TNG President Chuck Perlik at Newark strike rally



P-C Team Member Harry Ryan helped plan Guildwide Minorities to end discrimination, increase

MORE MONEY

Under Perlik-Crocker Administration Guild Fund has been near \$2,000,000 ship assessments



1967

FOR MORE TNG PRE

VOTE FOR

PERLIK • CROCKER

Committee to Elect the President

er Team Can Do More For You

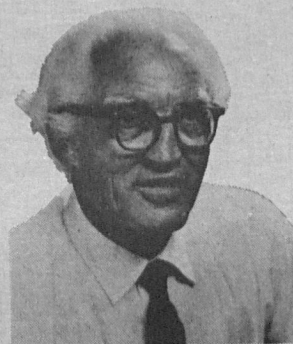
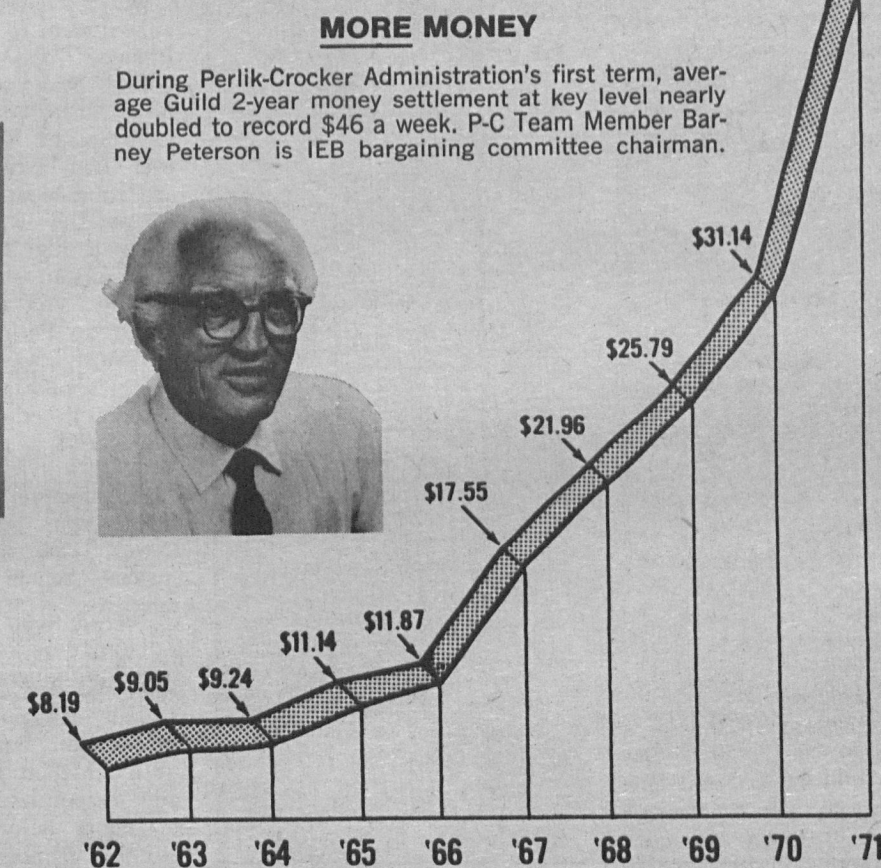
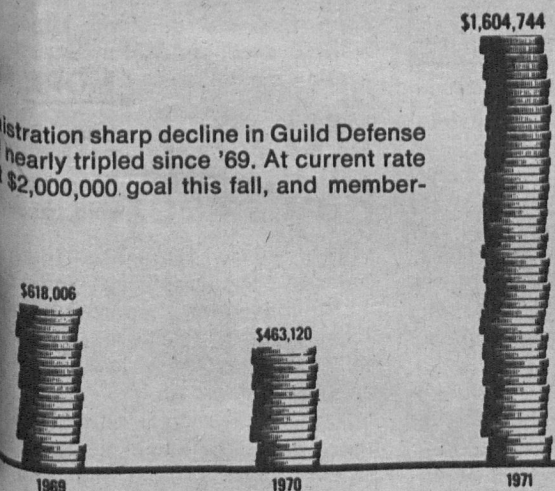
Now...
To Come!

WOMEN

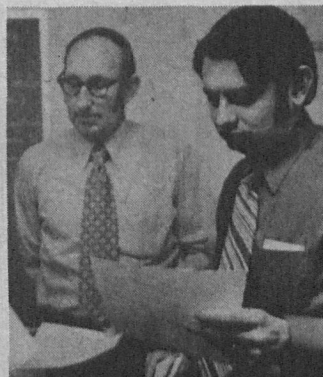


P-C Team Members Dorothy Sain, Eleanor Dunn will give Guild women representation asked by Guildwide Women's Conference, which they helped conduct.

Administration sharp decline in Guild Defense
s been nearly tripled since '69. At current rate
it will reach \$2,000,000 goal this fall, and member-



MORE SERVICE



P-C Team Member Jim McGill used his '71 Guild Service Award scholarship to study how best to serve small Locals like his own (Gary, Ind., membership 61).

MORE LEADERSHIP



President Perlik fights government censorship of Pentagon Papers before Congressional committee hearing on press freedom.



TNG Secretary-Treasurer Bob Crocker with new TNG computer system

Perlik Slaps Deportation Of Newsmen

TNG President Charles A. Perlik, Jr., last month called on President Nixon to investigate "reports of what appear to be attempts by the governor of American Samoa . . . to silence or at least mute criticism of his administration" through deportation of an editor and two reporters.

In a letter to Nixon, Perlik also questioned the "seemingly abrupt" reassignment back to the U.S. of Joseph W. Goss, the associate justice of the Samoa High Court, who initially stayed the deportation of J. P. King, managing editor of the biweekly Samoa News.

Late last week the judge who replaced Goss in Samoa set aside the deportation order against King, stating that the evidence upon which it was based did not support it.

Earlier in the week an Interior Department official reprimanded Samoa Gov. John Haydon, owner and publisher of the Marine Digest of Seattle, for making "ill-advised" and "inappropriate" comments to the Washington Post about Judge Goss's performance in Samoa.

The Samoa News is the only privately owned paper in the territory. The government owns the only daily and the radio and television stations.

Perlik, in his letter to the President, said none of the articles and editorials on Haydon, a Nixon appointee, "should have produced any more than a grimace from any but the most thin-skinned public official in the U.S."

In June the Samoa News reported Haydon had dumped garbage on the desk of a high Samoan chief in his anger over the failure to collect trash.

The paper editorialized: "For the governor to bring his wrath down upon an innocent Samoan chief is the most insulting act that could be attributed to any individual."

Later the Samoa News charged that under Haydon's administration garbage and rubbish have become "the major distractions from the beauty of American Samoa."

Copies of Perlik's letter were sent to Interior Secretary Rogers C. B. Morton, whose department ordered Goss's reassignment, and to senators and representatives who head congressional insular-affairs and territorial-affairs committees.

A White House aide, in response to Perlik's letter to Nixon, said he found it "difficult" to make "any connection" between King's criticism of the governor and the deportation action against him. Gov. Haydon wrote to Perlik that "I have just as great a respect for the freedom of the press as you do."

Neither Haydon nor the White House responded to Perlik's query about the two reporters.

PRESS IN THE YEARS AHEAD...

ROCKER

Dorothy Sain • Barney Peterson
Art Guerrero • Harry Ryan
Jim McGill • Eleanor Dunn

Harry Culver, chairman; James B. Woods, honorary chairman



International Executive Board, fall meeting, Oct. 18-21, King Edward Sheraton Hotel, Toronto.
Western District Council, fall meeting, Oct. 23 and 24, Sacramento.
Midwest District Council, fall meeting, Nov. 13 and 14, Holiday Inn, Kenosha.
39th Annual TNG Convention, June 25-29, 1972, San Jeronimo Hotel, San Juan.

Six Executive Officers Urge Defeat of Flores, Sweet

(Continued from Page 1)

crossing the picket line." He pointed out that Sweet had been appointed to the special committee by the International Executive Board at its October 1969 meeting, "one month before" the Nov. 17-20 strike.

"Ned now can rationalize if he wishes," Perlik said, adding, "Others who cross picket lines... all have 'good' reasons, but none who does is running for the Guild's second highest office. Ned is. And nothing can change the fact that he crossed that picket line."

Meanwhile, in other developments:

Outgoing TNG Southern Regional Vice President Joe Holt Anderson, Jr., of Washington-Baltimore, in a memorandum to other IEB members, criticized Guild Reporter coverage of both this and the last Perlik-Flores election contests and proposed that the question of the "fairness and professional standards" of GR campaign coverage be submitted to a "fair and impartial professional group."

Harry Culver of the Wire Service Guild, chairman of the Committee to Elect the Perlik-Crocker Team, announced that the two officers have been endorsed for re-election by three more local executive boards, four more local presidents, two more local executive officers, one more district-council president, five of the six top officers of the New York Guild, the Los Angeles Guild's representative assembly and two more local memberships, in Buffalo and Bakersfield.

Seymour Ravinsky, president of the Philadelphia Guild, announced that the local's representative assembly has endorsed Flores's candidacy for TNG president, and Akron Guild President Richard L. McBane reported that his local's executive board has endorsed Flores and Sweet.

Ravinsky is one of seven local presidents, in addition to a New York Guild vice president and the Chicago Guild's treasurer, listed as co-chairmen of the Committee to Elect Brian Flores President/Ned Sweet Secretary-Treasurer.

The six local executive officers who called for "repudiation" of Flores and Sweet in a joint statement this week are Robert E. Bruner of Boston, John E. Deegan of New York, Fred D. Fletcher of San Francisco-Oakland, William H. McLeman of Vancouver - New Westminster, Robert A. Steinke of St. Louis and Jack F. Weir of Cleveland.

Declaring, in apparent reference to Sweet's letter in the Aug. 13 Guild Reporter, that Sweet "now publicly admits" crossing the Mailers' picket line at Hearst's San Antonio Light, the six said "our union obviously could not afford to have Sweet as one of its principal officers."

"What could we say," they asked, "when, eyeball-to-eyeball in our own local bargaining,

1971 Official Ballot

REGION VI
THE NEWSPAPER GUILD
(CLC, AFL-CIO)



1971 Official Ballot
REGION VI
THE NEWSPAPER GUILD
(CLC, AFL-CIO)

Referendum Election
For the Offices of
President, Secretary-Treasurer
Vice President for Region VI, and
Vice President-at-Large
— Official Voting Period —
September 23 through 28, 1971

PRESIDENT
(Vote for not more than one)

CHARLES A. PERLIK, JR. ☐
BRIAN L. FLORES ☐

FOR SECRETARY-TREASURER
(Vote for not more than one)

NED SWEET ☐
ROBERT M. CROCKER ☐

VICE PRESIDENT FOR REGION VI
(Vote for not more than one)

GLEN OGILVIE ☐
JIM YOUNG ☐

FOR VICE PRESIDENTS-AT-LARGE
(Vote for not more than six)

RAY DICK ☐
DOROTHY SAIN ☐
BARNEY PETERSON ☐
ARTHUR LEE GUERRERO ☐
HARRY E. RYAN ☐
JAMES G. McMAHON ☐
JAMES A. MCGILL ☐
ELEANOR S. DUNN ☐

Votation officielle 1971

REGION VI
THE NEWSPAPER GUILD
(CLC, AFL-CIO)



Votation officielle 1971
REGION VI
THE NEWSPAPER GUILD
(CLC, AFL-CIO)

Votation Référendum
pour les charges de
Président, Secrétaire-Trésorier
Vice Président pour la Région VI
et Vice Président Général
Date officielle de votation
23-28 septembre 1971

PRESIDENT
(Voter pour un seul nom)

CHARLES A. PERLIK, JR. ☐
BRIAN L. FLORES ☐

SECRETAIRE-TRESORIER
(Voter pour un seul nom)

NED SWEET ☐
ROBERT M. CROCKER ☐

VICE-PRESIDENT DE LA REGION VI
(Voter pour un seul nom)

GLEN OGILVIE ☐
JIM YOUNG ☐

VICE-PRESIDENT GENERAL
(Voter pour six noms au maximum)

RAY DICK ☐
DOROTHY SAIN ☐
BARNEY PETERSON ☐
ARTHUR LEE GUERRERO ☐
HARRY E. RYAN ☐
JAMES G. McMAHON ☐
JAMES A. MCGILL ☐
ELEANOR S. DUNN ☐

Parlez-Vous Francais?

Canadian Guild members will receive a ballot in two languages for the first time in next month's international election in recognition of Canada's French-speaking minority.

craft-union leaders demanded how we could ask their members not to cross our picket line when our own secretary-treasurer had crossed one of theirs?"

Noting that picket-line crossing is "contrary to the Guild's historic and traditional position," they said his action "has earned Sweet the membership's repudiation."

Citing Flores's statement in seconding Sweet's nomination at the Boston Convention that "if there was ever a guy in the Guild whose thinking was more like mine I haven't met him... what's necessary at the top is to have two people who think the same," the six said Flores's "deplorable bad judgment and reckless disregard for the Guild's good name and reputation" in choosing Sweet for a running mate in light of his strike conduct "has earned Flores the same repudiation."

Responding to both the six's statement and to questions posed in a letter from James H. Orcutt, assistant director of TNG's New England Servicing - Organizing Program (see Page 13), Sweet said that to his knowledge Flores "first became aware of the racist Mailers' situation" the night before nominations at the Boston Convention.

Stating that he had consulted Perlik by phone although "I may not respect his judgment as much as that of Brian Flores," Sweet said he doesn't believe that anyone with "first-hand knowledge of the labor situation in South Texas would risk many pesos on the ability of a TNG local to survive such a crisis without ample time for preparation." "Such time was not afforded in this crisis," he added.

Inviting Orcutt to read his

Aug. 13 letter for the answers to most of his questions, Sweet said that "the question of blatant racism on the part of some IMU members was such that the Guild well could have been split along black-white lines."

Saying that "all of these factors were discussed" on the phone with Perlik, Sweet said that "the course chosen was such that both unions, the Guild and the Mailers, survived."

Flores, characterizing the six executive officers as "well-meaning (and well-paid) labor patriots" and their statement as "another 'news story' arriving late for the letters column," said the six's statement "deserves little time or attention."

Both Flores and Sweet accused the administration of raising Sweet's picket-line action, in Flores's words, "to cover up for a lack of any real accomplishment on the part of the Perlik-Crocker team."

Both also charged that Perlik, in Flores's words, "had no qualms about Sweet's strike conduct" when Sweet was appointed to the Special Strike Financing Committee.

Sweet said that no member of the committee, which included signers of the statement, had questioned him about the incident subsequently and asked "if I injured the Guild why the local did not censure me, why the IEB, in fact, did not censure me."

Perlik, denying that he endorsed Sweet's action, said that when Sweet first talked to him, "after the line went up," Sweet "was advised to begin immediately to build a relationship with other unions in the plant that would, in the quickest time possible, confront the employer with

a united front in support of the Mailers."

"Sweet either ignored this advice or failed in the effort," he said.

Noting that three months before Sweet crossed the picket line he had sought a TNG office in which he "would have been called upon regularly to give guidance and advice," Perlik asked: "Why did he need any [guidance] in order to do the right thing?"

As for Sweet's "redeeming" appointment to the Special Strike Finance Committee "one month before" Sweet worked behind the picket line, Perlik said he "would have sought his removal had I ever thought that, in the face of his subsequent discrediting behavior, he would ever again aspire to high Guild office."

Anderson, who ran for election in 1969 on Flores's slate, called on Perlik to submit GR campaign coverage to review by a professional group in a memorandum to other IEB members, with copies to all candidates and the GR.

He suggested that the professional group include Sen. Keith Davey, chairman of Canada's Special Senate Committee on Mass Media; Mitchell V. Charney, journalism professor emeritus at the University of Minnesota, and Ben. H. Bagdikian, assistant managing editor of the Washington Post and president of the Mellett Fund for a Free and Responsible Press, and that it report before next month's election, if possible, and to the October IEB meeting, if not.

Declaring that the last issue of the GR looked like a "Perlik campaign document," Anderson said there was a "distinct politicization" of every story on Page 1 except perhaps the Irving Leuchter obituary and suggested that "ethical editors" would try "extra hard" to get replies in the same issue to letters containing "blatant perversions or misstatements of fact."

Anderson also proposed, as did Flores after his defeat two years ago and again last month, that Flores's 1969 charge that the Guild was "missing \$44,000" in Puerto Rico (and perhaps, Anderson suggested, Flores's 1969 pledge to "end assessments for all time") also be submitted to a "neutral outside body"—or that the "whole shooting match" of the 1969 and 1971 campaigns be submitted "to the Labor Department to investigate."

Culver reported additional local-president endorsements of Perlik and Crocker for re-election by Jack L. Bradley of Peoria, Robert Picard of Bay City, James K. Meyers of Kenosha and Neil Gilbride of the Wire Service Guild, bringing total local-president endorsements to 53.

Additional local executive-board endorsements of the Perlik-Crocker slate, Culver said, have been made by San Jose, Brockton and Knoxville, bringing total local-board endorsements to 14.

Endorsement of the Perlik-Crocker slate by Donald E. MacLean of the New England District Council brings council-president endorsements of the slate to seven.

Total executive-officer endorsements grew to 14 with the addition of two by Norman Welton of the Wire Service Guild and Richard E. Wanek of Denver.

The New York Guild officers announcing their endorsement of the Perlik-Crocker slate are

Timetable

Following is the timetable for this month's international election of officers:

Sept. 9—Deadline for local posting of voting instructions in shops.

Sept. 17—Deadline for protesting inaccuracies in voter-eligibility lists.

Sept. 23-28—Locals conduct balloting.

Sept. 28—All ballots counted.

Sept. 30—Deadline for posting official returns to the International Election and Referendum Committee in Washington, posted no later than midnight.

Oct. 8—IERC meets at TNG headquarters to tally returns and certify the results.

Thomas Lask, president; George Holmes, second vice president; Thomas P. Murphy, third vice president; Harry Fisdell, secretary-treasurer, and Deegan, executive vice president.

Cochairmen listed by the Committee to Elect Brian Flores President/Ned Sweet Secretary-Treasurer, in addition to Ravinsky, are Gerry Passarella, first vice president of the New York Guild; Dan DiLeo, Rockford Guild president; Paul LaBrecche, Pawtucket Guild president; J. V. Reistrup, Washington - Baltimore Guild president; Ronald Blubaugh, Sacramento Guild president; Walter E. Taylor, Toledo Guild president; Matt Pommer, Madison Guild president, and Karen Hasman, Chicago Guild treasurer.

Incumbent Region 1 Vice President Edward J. Schrode, meanwhile, said that he has endorsed Perlik and Crocker for re-election and is working for the election of Dorothy Sain of Cleveland and Ray Dick of Washington-Baltimore as at-large vice presidents. Schrode was inadvertently listed in the Aug. 13 Guild Reporter among the IEB incumbents who have endorsed the entire Perlik-Crocker slate.

Culver also reported the following previously unlisted local presidents who have endorsed Perlik and Crocker for re-election: Richard H. Tucker of Denver; John L. Klucina of Albany; James G. McMahon of Detroit; Nick Wallace of Pittsburgh, and John Connelly of Twin Cities, with Tucker and Connelly endorsing the entire slate.

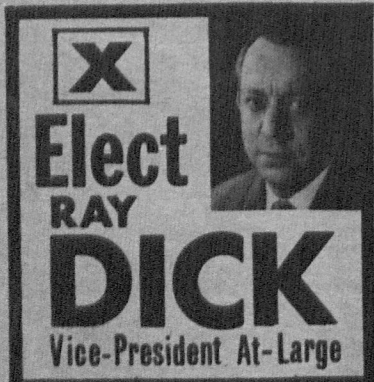
ITU Opposes Pay Freeze

Hollywood, Fla.—The International Typographical Union's 113th convention supported President John J. Pilch's opposition to government wage and price controls last month.

The convention's public-relations and legislation committee endorsed Pilch's stand, maintaining that wages would be "very effectively frozen while prices continue to rise."

A report of the convention's organizing committee said that the ITU will have to change its traditional organizing approach because of major technological changes in the industry.

"Organizing committees should be alert to the possibility that in order to protect the jurisdiction of the ITU" it may be necessary to organize "across traditional craft lines due to integrated job classifications in many plants," the report said.



Farr Appeals L.A. Citation In Contempt

Los Angeles, Calif.—A former strikebreaking reporter for Hearst's Los Angeles Herald-Examiner is appealing a jail sentence imposed when he refused to answer 13 questions posed by the judge who presided in the Sharon Tate murder trial. Superior Court Judge Charles H. Older sentenced William Farr, now press secretary for Los Angeles District Attorney Joseph P. Busch, Jr., after ruling that California's reporter-privilege statute does not cover ex-newsmen.

Older said Farr could no longer claim protection because he is not now a reporter.

The Los Angeles Guild, noting it was acting "on behalf of the principle, not the man," filed a friend-of-the-court brief in opposition to the move to compel Farr to reveal the source of a story he wrote for the Herald-Examiner.

Farr reported last Oct. 9 that a cellmate of one of three women convicted with Charles Manson of the Tate murder had been prepared to testify for the prosecution at the trial that Manson and the women planned the torture murder of other well-known entertainers.

The cellmate, Virginia Graham, was not permitted to testify, but her account was made available to defense attorneys, who were ordered not to discuss evidence outside the courtroom.

Farr was asked to reveal the source of his story but declined. The judge did not press the matter during the trial.

When Farr became press secretary for the district attorney, however, Older brought to court the six lawyers who were in the Tate case last October. Each denied giving the Graham account to Farr.

Farr was questioned by the judge July 19 and revealed he obtained the transcripts of Miss Graham's statement from some of the six lawyers who had appeared before the judge on June 30 and from another person. He would not reveal their names.

Older ruled Farr had committed 17 acts of contempt and ordered him to jail until he answers the questions. But he is free on bail pending an appellate-court hearing Oct. 6.

In an editorial, the Los Angeles Times observed that Older's rationale that the law no longer protects Farr because he is no longer a reporter is "so light and fluffy that we, in turn, conclude that it will dry up and blow away on appeal."

Bradley Wins Office

Peoria, Ill.—Jack Bradley, president of the Peoria Guild, has been named vice president of the National Press Photographers Association. He won a three-way race on the first ballot.

ELECT
BRIAN L. FLORES
President
JOHN (NED) SWEET
Secretary-Treasurer

Guild Leaders, Locals Praise Leuchter

Guild leaders and locals combined their praise and sorrow with respect and gratitude in tributes to Irving Leuchter, TNG's late general legal counsel, who died Aug. 10 at his home in Verona, N.J.

Leuchter, who was 59, served as the Guild's legal counsel for nearly a quarter of a century and appeared frequently on behalf of locals in arbitration, courtroom and National Labor Relations Board proceedings.

"We will all miss Irving as a friend and counselor, and as a kind and patient teacher," said Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild. "I can't really imagine what it's going to be like without him. He's been a part of our union for much longer than most of us have been around."

Fletcher said future leaders of his local would benefit from Leuchter's counsel "for another 20 years."

"Laws may change," he said, "but not the value to be found in the brilliant and penetrating analysis in countless Leuchter letters and memos in our files."

Former TNG Executive Vice President William J. Farson,

noting the Guild Reporter's headline, "Counselor Leuchter Dies at 59," on his obituary, said, "He was counselor in every sense of the word to the Guild and to me, as attorney, advisor and friend."

Recalling that he was the Guild's director of organizing in 1947 when the former counsel, Morris Isserman, died, Farson said he was relieved by "the smooth and efficient transition when Irving was appointed."

Farson said the TNG Constitution "as it stands today is a memorial to his concern and fairness."

"I have lost a kind and gentle friend who was never too tired or too busy to let me pick his brain—it was a very fertile field," Farson added.

Washington-Baltimore Guild Administrative Officer Brian L. Flores said TNG had lost "a loyal worker and a great friend." He said Leuchter's work "should be a model for all who would do service for their fellow man."

Noting that Leuchter's "work was done too soon," Flores said it is "up to those of us who remain to keep the memory of his service alive in our words and

deeds."

Leuchter's service, Flores said, "was dedicated to guiding our feet along the path of democratic unionism. At the times we strayed from the path, he was always there to guide us back."

Norman Welton, Wire Service Guild administrator, said he was most impressed by Leuchter's "concern with the problems and situations of the involved employees."

Observing that Leuchter worked often for the Wire Service Local, Welton said "the factors that would enter these issues because of our widespread operation never tried his patience to dig out the vital facts and law."

"In the heat of events of the recent Boston Convention," Welton recalled, "Irving took several hours to sit on a Commons park bench with me to discuss several cases of great concern to the Wire Service Guild."

"This was typical of his devotion to the various locals of the Guild."

The New York Guild's executive committee, in a resolution, expressed its "sense of profound sadness at his passing, the passing of a longtime friend of the Guild and, in the words of its chief officer, 'one of the Guild's most valued, trusted and selfless servants.'"

"For nearly a quarter of a century he made the Guild's problems, both in and out of the courtroom and arbitration chambers, his personal problems," the resolution continued.

George B. Dawson, president of the North Jersey Guild, praised Leuchter as "long a colleague of the local in many of our battles."

The North Jersey executive committee adopted a resolution citing Leuchter's service to the local, particularly in his handling

of a lengthy court fight to collect a fine imposed on former member Ronald E. Rakos for crossing a Typographical Union picket line that the Guild unit had voted to honor in Perth Amboy in 1965.

Leuchter successfully carried that case to the New Jersey Supreme Court, which refused to overturn a lower court's order for payment of the fine.

His widow, Ethel, asked that in lieu of flowers contributions be made to the Newark News strike fund of the North Jersey Local. Leuchter had worked late on matters connected with the strike the day he died.

The local's Newark office is located in the same building in which Leuchter's firm maintained its office. North Jersey plans to create a memorial to him in the Newark office.

Mrs. Leuchter, in a note of appreciation to TNG, said "Irving loved the Guild and loved working with it. In the 25 years of his association with the union, he had nothing but praise for the organization, for its staff and for its membership. He referred to you as 'that wonderful, unique group of men and women.'"

Arthur Gilbert Dies; Led Bay Area Local

Albany, Calif.—Albert L. Gilbert, president of the San Francisco-Oakland Guild in 1941, died of a heart attack at his home here Aug. 23, about a year after his retirement. He was 67.

Gilbert had spent nearly 50 years in the newspaper business and was retail advertising director of the San Francisco Newspaper Printing Co., jointly owned by the San Francisco Chronicle and Examiner, when he retired. He started with the Examiner in 1931 as an ad salesman.



Gilbert

Wichita Executive Begins Jail Term

Wichita, Kans. — Harry R. (Britt) Brown, a principal owner of the Wichita Eagle and Beacon, last month began a six-month federal sentence for income-tax evasion.

Brown, who was also fined \$30,000, will serve his term in the federally approved Butler County Jail in El Dorado, Kan.

He was convicted a year ago on six counts of failing to report as income to the Internal Revenue Service goods and services received in return for advertising space in the Eagle from 1959 to 1961.

Montreal Daily Locks Out 5 Unions, Still Publishes

Montreal, Que.—Starting with the Typographical Union and ITU Mailers and Pressmen, Montreal's French-language La Presse has locked out nearly one-fourth of its employees but is continuing to publish with the remaining personnel.

The lockout began July 19 with the Printers, Mailers and Pressmen and spread July 26 to Stereotypers and Aug. 3 to the Photoengravers.

La Presse cut back the size of

its daily editions during the first few days of the lockout but was publishing a 96-page edition by July 28.

The company said it wants to reach agreement on new contracts with the five locked-out unions before it begins bargaining with six other unions whose contracts expire Dec. 31.

The dispute centers on jurisdictional claims by the unions and cutbacks in personnel due to automation.



Adding Up the Score

Tallying the ballots after San Francisco-Oakland members voted overwhelmingly to raise the ceiling on local's dues schedule and to authorize up to

three local assessments when international levies end are, from left, Jan Jansen and Suzanne Caster, of the election committee, and Patria Basayne.

Bay Area Guild OKs Dues-Top Hike

San Francisco, Calif.—Proposals raising the ceiling on the dues schedule to \$19.50 a month and permitting a local assessment for up to three months were approved overwhelmingly last month in a San Francisco-Oakland Guild membership referendum.

The higher dues-schedule ceiling, which will rise in five steps coinciding with increases in the key top minimums in the local's metropolitan contracts, was adopted by a vote of 558 to 124, or 82 percent affirmative.

Approval of the provision for

a three-month local assessment was given by a vote of 528 to 145, or 78 percent in favor.

Executive Secretary Fred D. Fletcher said the local assessment for three months—but not when an international assessment is levied—will produce between \$10,500 and \$11,000 for the local's contract-enforcement reserves.

The dues-schedule increase will not affect members paying dues on contract minimums of less than \$260. But effective Sept. 1 the ceiling rises to \$14.50 on those minimums between

\$260 and \$269.99.

A second step will go into effect Dec. 1, followed by increases in the top next Aug. 1, May 1, 1973 and Jan. 1, 1974. Major San Francisco-Oakland Guild contracts expire Dec. 31, 1973.

The Jan. 1, 1974, increase will lift the dues-schedule ceiling to \$19.50 a month on minimums of \$350 a week and above. The key top minimum April 30, 1973, will be \$311.21.

Both referendum proposals carried in each of the local's nine units and among at-large members.

Re-elect

GLEN OGILVIE

for

Region 6 Vice President

'To serve all Canada'



TNG Audit

Following is the report of TNG's financial standing and General Fund operations for the year ending March 31, as audited by Shulman, Ross, Kurtz and Turer, certified public accountants.

Statement of Condition of General Fund, 3/31/71

ASSETS	
Cash in banks and on hand	\$78,502.46
Advances receivable	8,275.38
Loans receivable	17,182.85
Exchanges receivable	5,637.55
Prepaid insurance	1,826.05
Deposits	1,625.00
Investments	100.00
Accounting equipment (net)	1.00
Total Assets	\$113,150.29
LIABILITIES	
Exchanges payable	\$8,739.49
Due to Defense Fund	66,312.19
Payroll taxes payable	1,875.84
Total Liabilities	\$76,927.52
RESERVES	
Reserve for severance pay	\$98,839.45
Reserve for International Affairs activity	3,123.88
Reserve for convention	12,000.00
Total Liabilities and Reserves	\$190,890.85
Deficit	77,740.56
Total Liabilities, Reserves and Deficit	\$113,150.29

Statement of Condition of Defense Fund, 3/31/71

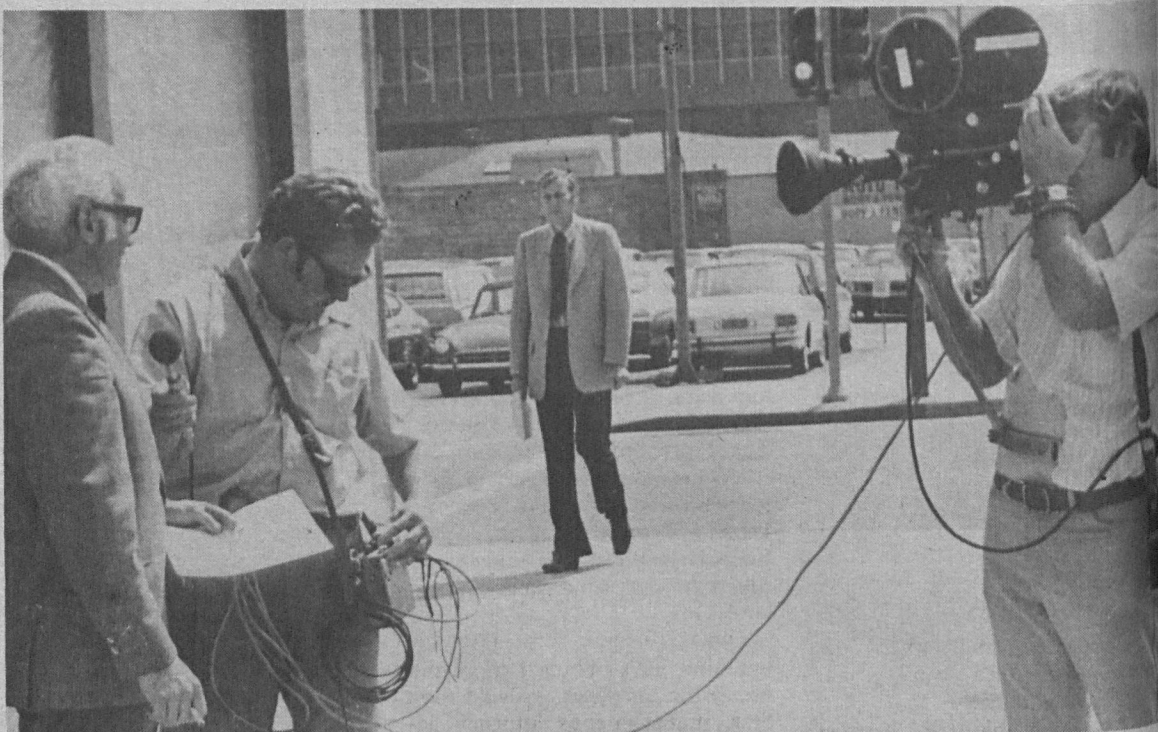
ASSETS	
Cash in checking account	\$99,366.08
Cash in savings accounts	698,329.38
A.T.A. Bond	500.00
Loans receivable	321,734.81
Scripps-Howard Investment Corp. Stock	46,629.00
Due from General Fund	66,312.19
Other investments	7,091.74
Total Assets, Net Worth	\$1,239,963.20

Income and Expense, General Fund, Year Ended 3/31/71

INCOME	
Membership Income	\$706,135.58
Per-capita taxes	16,985.00
Initiation fees	511.88
Reinstatement fees	3,922.34
Agency fees	3,476.31
Servicing salaries paid by locals	1,722.12
Servicing expenses paid by locals	1,214.00
Guild Reporter income	708.90
Research Department sales	22,034.26
Expenses paid by Defense Fund	567.24
Interest income	92.28
Other income	
Total Income for Period	\$757,369.91
EXPENSES	
Per-capita taxes	\$52,038.24
Field operations	265,923.37
Administrative operations	138,740.75
Office management	182,544.69
Executives	49,891.11
Other expenses	101,809.24
Total Expenses for Period	\$790,746.40
Operating Deficit	\$33,376.49

General Fund Budget and Expense, Year Ended 3/31/71

	Expended Year Ended 3/31/71	Budget Year Ended 3/31/71	(Over) or Under Budget
1. Per-capita taxes	\$52,038.24	\$53,750.00	\$1,711.76
2. Field Operations			
A. Director			
Salary	\$18,714.00	\$18,714.00	—
Expenses	4,314.27	2,000.00	(2,314.27)
B. Organizing and Servicing			
Salaries—representatives	\$126,431.91	\$138,200.00	\$11,768.09
Expenses—representatives	73,554.64	60,000.00	(13,554.64)
Secretary-stenographer	3,630.41	3,920.00	289.59
Misc. organizing expenses	16,875.31	9,000.00	(7,875.31)
C. Collective Bargaining			
Salaries—Secretary, Contracts	\$15,179.70	\$15,180.00	\$0.30
Committee	3,450.04	3,500.00	49.96
Pension consultant	3,630.41	3,920.00	289.59
Secretary-stenographer	141.68	1,000.00	858.32
Expenses—personnel			
	\$265,923.37	\$255,434.00	(\$10,489.37)
3. Administrative Operations			
A. Director			
Salary	\$18,714.00	\$18,714.00	—
Expenses	235.84	500.00	264.16
B. Research and Information			
Salaries—Director	\$15,179.70	\$15,180.00	\$0.30
Research associate	11,656.88	11,625.00	(31.88)
Assistant	4,108.28	6,270.00	2,161.72
Secretary-stenographer	3,630.41	3,920.00	289.59
Expenses—personnel	691.32	500.00	(191.32)
Books and periodicals:			
Legal, bargaining services	664.14	500.00	(164.14)
Subscriptions	889.43	650.00	(239.43)
Other printed material	358.97	300.00	(58.97)
Publications and literature:			
Contracts survey	—	800.00	800.00
TNG Constitution	3,585.24	2,000.00	(1,585.24)
Organizing, other literature	1,334.23	1,900.00	565.77
Institutes, seminars	895.53	1,000.00	104.47
Miscellaneous	172.29	500.00	327.71
C. Guild Reporter			
Salaries—Editor	\$15,179.70	\$15,180.00	\$0.30
Assistant	4,102.36	6,270.00	2,167.64
Clerical	7,738.06	7,140.00	(598.06)
Expenses—personnel	887.67	750.00	(137.67)
Printing	36,630.50	36,500.00	(130.50)
Postage	9,612.83	9,000.00	(612.83)
Addressing	982.90	660.00	(322.90)
Pictures, special material	1,186.94	2,000.00	\$813.06
Miscellaneous	303.53	500.00	196.47
	\$138,740.75	\$142,359.00	\$3,618.25
4. Office Management			
Salaries—Office manager	\$11,399.58	\$11,400.00	\$0.42
Secretary-stenographer	10,891.23	11,760.00	868.77
Bookkeeping	20,215.45	20,025.00	(190.45)
General clerical	7,738.12	7,140.00	(598.12)
Rent and maintenance	21,174.96	22,650.00	1,475.04
Stationery and supplies	8,134.02	7,500.00	(634.02)
Equipment	344.20	1,000.00	655.80
Telephone and telegraph	14,397.46	13,000.00	(1,397.46)
Repairs and improvements	1,272.92	500.00	(772.92)
Postage	3,535.15	5,000.00	1,464.85
Auditing	3,125.00	3,200.00	75.00
Insurance and bonding	1,800.00	1,800.00	—
Employee pension	16,290.47	16,400.00	109.53
Employee health and welfare	16,101.18	14,000.00	(2,101.18)
Directly-billed transp. costs	43,329.52	34,500.00	(8,829.52)
Miscellaneous	2,795.43	1,200.00	(1,595.43)
	\$182,544.69	\$171,075.00	(\$11,469.69)
5. Executives			
Officers' salaries	\$41,669.46	\$41,700.00	\$30.54
Officers' expenses	8,221.65	9,000.00	778.35
	\$49,891.11	\$50,700.00	\$808.89
6. Other Expenses			
Legal	\$11,232.59	\$12,000.00	\$767.41
Payroll, other taxes	12,065.89	12,000.00	(65.89)
Contributions, tickets	2,119.50	2,000.00	(119.50)
Delegates and committees	8,623.70	2,500.00	(6,123.70)
IEB meetings	20,522.43	19,000.00	(1,522.43)
Severance-pay provisions	13,137.83	12,500.00	(637.83)
Convention reserve	12,000.00	12,000.00	—
Convention expense above reserve	16,022.14	15,000.00	(1,022.14)
Brown Award	1,000.00	1,000.00	—
Brown Award expenses	1,190.11	750.00	(440.11)
AFL-CIO, IUD Conventions	392.50	600.00	207.50
IFJ Convention	1,302.55	2,000.00	697.45
Guild Service Award	2,000.00	2,000.00	—
	\$101,609.24	\$93,350.00	(\$8,259.24)
Totals	\$790,746.40	\$766,668.00	(\$24,078.40)



Special to TV

TNG International Representative Charles Dale, left, gives details of Joint Strike-Lockout Council's offer to return to work at Los Angeles Herald-Examiner in a special television interview outside

strike-lockout headquarters. Approaching is Harold Featherstone, president of Stereotypers' local. There was no comment from Hearst on the offer to end the 3½-year strike.

L.A. Unions Offer to Return to Jobs

(Continued from Page 1)

Angeles Times Aug. 19, the day after the Herald-Examiner Joint Strike-Lockout Council made its return-to-work offer to publisher George R. Hearst, Jr.

There was no immediate response from Hearst, who was reported on vacation. But the paper's general manager, George Sjostrom, said he had no comment and was unsure management would reply.

Perlik, in his telegram to Counts, said "it's clear the Nixon Administration wants to muscle working men and women into ending their strikes only if they are winning.

"But if in your judgment they are losing, then you see no obligation to muscle the corporation, especially a big one like Hearst, into a settlement.

"Your characterization of the Herex strike is untrue. I resent your intrusion into it in this fashion. You have been invited to play a useful role in that and the Guild's other strikes. Will you?"

Counts, making no reference to his "lost-strike" statement, assured Perlik in a letter that the

mediation service would continue its "statutory responsibilities to assist both labor and management to resolve disputes."

He said he had instructed Los Angeles regional director Edwin W. Scott to discuss the Strike-Lockout Council's proposal with Herald-Examiner management.

TNG International Representative Charles Dale, who signed the Joint Strike-Lockout Council's offer to return to work, urged Counts to retract his opinion, noting that the only thing "lost" is the Herald-Examiner.

"It is only a skeleton of its former self," Dale said in a statement joined by Los Angeles County Labor Federation leader Sigmund Arywitz, "and has deteriorated to the point where it can never regain its former stature."

The return-to-work offer was conditioned on Hearst's readiness to end its lockout and accept back all available employees who have been on strike or locked out for 3½ years.

The offer also included the unions' agreement to begin bargaining an acceptable settlement and a call for Counts's personal

intervention, first as a mediator and ultimately, if necessary, as an arbitrator with power "to hand down a final and binding ruling on terms and conditions of a settlement."

Dale outlined the unions' offer at a widely attended press conference.

Meanwhile, the California Legislature began its summer recess with an antistrikebreaking bill, for which the Strike-Lockout Council lobbied aggressively, back in the labor-relations committee of the State Assembly.

It was relegated to committee following an unsuccessful attempt to expedite a vote on the measure prior to the recess.

The Guild reported \$2,388 in additional contributions to its strike fund, including:

Boston Guild	\$100
Cleveland Guild	100
Denver Guild	50
Erie Guild	50
Kenosha Guild	50
Memphis Guild	50
Philadelphia Guild	100
Sacramento Guild	100
St. Louis Guild	250
San Francisco-Oakland Guild	400
San Jose Guild	250
Seattle-Tacoma Guild	250
Sioux City Guild	50
Toledo Guild	50
Washington-Baltimore Guild	75
Wilkes-Barre Guild	50

The contributions increased the total to \$228,443.

TNG Urges New Servicing Ties

(Continued from Page 16)

TNG officers and staff and after a proposal to merge several locals into one was considered and rejected.

Locals in Brockton, Manchester and Portland agreed to join with the Boston Guild and TNG to pool resources and hire a full-time servicing and organizing representative jointly. In the case of the three smaller locals, this meant approval of dues increases to pay their shares.

The agreement calls for the Brockton, Manchester and Portland locals to pay \$2 each per member per month, with Boston and TNG sharing the balance of the cost equally and TNG providing an automobile for the use of the servicing representative. The present cost to Boston and TNG is about \$480 each per month, which meets approximately half of the cost.

The Boston Guild provides desk space and routine clerical services, although the program budget provides for extra part-

time clerical help as necessary. Each participant is entitled to equal votes in the periodic meeting of representatives.

James H. Orcutt, former Brockton president, was hired as the professional representative with the title of "assistant director" and works under the direction of Boston's administrative secretary, Robert E. Bruner.

Orcutt has just started the first round of contract bargaining since the agreement took effect. Most of his time to that point had been spent in processing grievances and arbitrations.

All the local leaders concerned have expressed satisfaction with the operation of the program.

"Locals lacking a fulltime administrator are at a distinct disadvantage," Portland President Elwood B. Bigelow, Jr., said, "and Portland was no exception in recent years. The need for professional help was painfully obvious.

"The New England Servicing-Organizing Program has filled

that need and beyond. With respect to contract enforcement alone the program has been invaluable; the successful prosecution of a number of grievances has helped strengthen the local and make the contract mean more than just words on paper.

"As far as Portland is concerned the program was long overdue and certainly has justified the local's participation. I am convinced this type of collective arrangement can be the salvation of many locals."

Elect RAY DICK
Vice-President At-Large

Officers Ask IEB to End Assessments

(Continued from Page 1)

Los Angeles, Newark, and Pittsburgh.

"If no new emergency of major proportions occurs," they added, "it may be expected that Guild members will have at least nine or 10 months as a 'breather' before the fund reached the \$1.5 million-dollar point below which assessments would have to be reinstated."

They said it seems unlikely that all of the current stoppages will continue and noted that President Nixon's wage freeze makes it unlikely that there will be any sizable strike between now and November," making the projection of a two-million-dollar Defense Fund by that time more reliable than it might normally be.

Favorable action on the proposal, they noted, would trigger a convention decision to divert a larger portion of per-capita payments to the General Fund "so that a start can be made . . . on strengthening our organizing efforts and meeting other needs of General Fund activities."

Crocker, in an earlier letter, noted that some locals have paid one or more assessments from their treasuries and may want to obtain reimbursement by extending the assessment series locally, which they have the right to do.

Defense Fund-asset totals have been setting records since June. Until then, the largest accumulation of benefit reserves in the Guild's history was \$1,436,911 at the end of October, 1967.

Assessments have been in effect since the start of the Los Angeles Herald-Examiner strike at the end of 1967, producing a record total of 46 payments with the October levy.

Flores Hits Offer, L.A. Says 'Surrender, Hell!'

(Continued from Page 1)

just can't resist getting into a game even if it's out of their league."

"Guildsmen in Los Angeles who have suffered for more than three and one-half years only to face the same contract and working conditions they had when they struck must wonder what it was all for," he continued.

Declaring that labor solidarity has never been more important than it is now on the eve of the 1972 Presidential elections, Flores said the Guild's action "does little except convince other working people that the Guild feels Mr. Nixon's course is the correct one." "I do not share this view,"

Strike Ends

(Continued from Page 16)

ing job-training opportunities for minority-group members in addition to economic gains.

The settlement provides for wage increases of \$44 over 34 months, a 35-hour week, improvements in pensions, welfare, holidays, vacations and sick leave and a picket-line clause.

The issue of minority job opportunities will be subject to further negotiations during the contract term.

Albany President Cites Hearst Use of Tabloid

ALBANY, N.Y.

Editor:

I have reread the letter sent to me (as president of the Albany Newspaper Guild) by Alfredo Gonzalez, Jr., president of the Guild in San Juan, Puerto Rico.

It's easy for me to understand why President Gonzalez is up in arms.

During negotiations last fall with Hearst's Times-Union and the Knickerbocker News-Union Star, management's attorney actually questioned our committee about Flores's campaign tabloid at the bargaining table and demanded to know about the story headed "ANG Missing \$44,000."

If I hadn't been aware of the IEB special committee report which ruled Flores's charge "false and irresponsible," I'd have been in a tight spot.

Flores can help the Guild make further progress—and further unity in the Guild—by publicly admitting his error in the 1969 campaign tabloid.

JOHN L. KLUCINA
President
Albany Guild

Protest Registered On GR Article

WASHINGTON, D.C.

Editor:

Sorry fellas! But the attempt to smear the candidacy of Brian Flores by way of a "news story" in the Guild Reporter (Aug. 13) insults the intelligence of the TNG membership.

I have no illusions as to why the "story" was published. However, there is some doubt as to what you wished to accomplish. You must realize that this type

of smear tactic is deplored by anyone with a shred of integrity and would automatically cast some doubt on the credibility of those who would use such a ploy.

Most of the membership fights, daily, against the ugliness that comes with this sort of thing, and heaven knows, we certainly didn't expect to finance it. Or have those responsible forgotten that membership dues pay for the Guild Reporter?

I must liken myself to a mother whose child has destroyed something at the store. Though it's not her fault, she must take the responsibility. With this in mind, I take the responsibility of apologizing to Brian Flores, on behalf of those members who deplore this misuse of their dues.

NANCY GONZALEZ
Washington-Baltimore Guild

GR Scored for Use Of Gonzalez Story

BALTIMORE, MD.

Editor:

I have just read a letter from Senor Alfredo Gonzalez printed in the Guild Reporter as a news item. The letter is 400 words, 200 more than it takes to print as a letter. Needless to say, it opposed the candidacy of Brian Flores.

I also wrote a letter to the Guild Reporter. It was also 400 words. It supported Brian Flores for what he is: an honest man of great ability and devotion to the membership. Naturally it was returned to me with instructions to cut it back to 200 words. No one asked me if the GR could run my letter as a news item.

It is a sad thing that a newspaper that is supposed to represent the whole membership can waive policy to suit its own interest, all in the name of that membership and fair play, deciding for us who is the good guy and who is the bad guy.

Mao Tse-Tung once said, "Our newspapers can print whatever they wish—as long as they print the right things." I am ashamed that the editors of the GR follow that line of thinking. This union can do without them!

DORIS HARP
Secretary
Baltimore Sun Unit

Editor's Note: The Gonzalez letter was handled as a news item because it was a letter sent as a formal appeal to all Guild locals, not a letter to the editor.

Rieger Raps Flores For Attacking GR

TOLEDO, OHIO

Editor:

There's an art to playing dirty politics.

You've seen it operate, just as I have, many, many times in the past.

One of the cardinal rules of that kind of game is that when

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.

you're stung badly by the truth, and you have no defense, you attack the person, the vehicle or the method.

That's exactly what Flores now is trying to do.

He knows his charge that "ANG Missing \$44,000" in Puerto Rico was untrue.

He has no defense against Puerto Rico President Alfredo Gonzalez's letter to other local presidents (GR, Aug. 13) telling how Flores's "missing \$44,000" charge was used against the Puerto Rico Guild in a recent election when the ITU was trying to take 217 members away from the Guild—a letter calling on help from local presidents in defeating Flores in next month's Guild election.

So Flores attacks the Guild Reporter for running a story on Gonzalez's action.

Truly, let's end Flores for all time.

KENNETH E. RIEGER
Former Chairman
IEB GR Committee

Golden Chides Sweet On Picket-Line Action

ALLENTOWN, PA.

Editor:

Sister Doris Harp, Baltimore Sunpapers Unit Secretary, has an interesting letter (GR, Aug. 13) in the light of the one that leads off "It Seems To Us" in that issue.

That's the one that tells us, sort of, that Sweet crossed a Mailers' picket line in San Antonio. Hers tells us he walked a Pressmen's picket line in Baltimore.

It's nice to know Sweet found a picket line he could walk, instead of cross, even though he had to go 2,000 miles away to find it.

Wonder how easy it will be for Flores to build that craft-union support Sister Harp raves about if his choice for running mate wins and has to be explained away, especially in Baltimore, where members of the same Mailers' Union work in the same plant with Sister Harp?

ROBERT M. GOLDEN
President
Middle Atlantic District
Council

Sweet Seen Giving Guild New Energy

SAN ANTONIO, TEX.

Editor:

The Newspaper Guild needs an officer with Ned Sweet's proven commitment to organizing the unorganized to plant some seeds of unionism in the vast washlands of the South, Prairies and Rocky Mountains—the states to the south of the border as well as the provinces to the north of it.

Only one who has labored all his life, as I have, in the barren economy of the Southwest, can tell you how critical it is to Guildsmen in these parts to have

new blood—new energy—pumped into The Newspaper Guild's efforts to establish strong new locals where none existed before.

New leadership is necessary to energize a Guild which has stood still in terms of membership and guiding principles for many years.

That this leadership should come from a part of the country where dire conditions have bred the old forms of union militance is desirable.

Speaking personally, I am reluctant to concede that Ned Sweet may be leaving San Antonio but I'm reassured by the fact that he will never be far from us—the small locals in geographical isolation—in spirit.

ROBERT D. PERKINS
President
San Antonio Guild

Queries Posed to Sweet On Picket-Line Crossing

BOSTON, MASS.

Editor:

I have sent a letter to Ned Sweet regarding his letter in the Aug. 13 Guild Reporter in which he seemed to be trying to justify picket-line crossing. Sweet's letter made certain accusations about political tactics but left the reader in doubt on key points. I have asked Sweet to answer the following questions in the same issue of the GR in which this letter is published:

"1. Did you cross the picket line of the International Mailers' Union at the San Antonio Light in November 1969?"

"2. Did you then go to work at your regular job inside that picket line?"

"3. Was any picket-line pass granted to you by the IMU or its local?"

"4. Was Brian Flores, your running mate for TNG office, aware of this picket-line crossing then or later?"

JAMES H. ORCUTT
Assistant Director
New England Servicing-
Organizing Program

Recent Attacks on Flores Seen as 'Understandable'

BALTIMORE, MD.

Editor:

It has been interesting to see—at and since the Boston Convention—how supporters of the incumbent administration at TNG have been reduced to expressing their position by trying feebly to attack Brian Flores.

Interesting but understandable. For there is precious little they can point to that the objects of their support have done on their

(Continued on next page)

X ELECT
BRIAN L.
FLORES
President
JOHN (NED)
SWEET
Secretary-Treasurer

Re-elect
GLEN OGILVIE
for
Region 6 Vice President
'To serve all Canada'

IT SEEMS

TO US

(Continued from Page 13)

own to seriously advance their candidacies.

In the areas of finance, collective bargaining and minority and women's rights, many of the ideas and accomplishments of the past two or three years were first generated by Brian Flores, as those who have participated in Guild activities during that period know.

Those of us who have been through negotiations and strike situations with Flores support him wholeheartedly because we know the kind of steady, constructive and creative thinking he can bring to problems confronting the entire Guild.

We in Baltimore will also support with enthusiasm Ned Sweet—who took the trouble to join the picket lines 18 months ago in three-degree weather during our lockout at the Sunpapers—and Ray Dick—who has stood solidly with us in every crunch situation that has developed in Baltimore over the past decade.

RICHARD M. BASOCO
Chairman
Baltimore Sun Unit

Jones Finds No Reason To Switch From Perlik

BAKERSFIELD, CALIF.

Editor:

While I intended to support Charles Perlik and the Perlik slate for selfish reasons—Bakersfield Guild has flourished during the Perlik administration and attributes its gains to that—I was prepared to consider others.

I was surprised at the letter from Ned Sweet (GR, Aug. 13). In my infant conception of unionism, I don't understand his explanations for crossing a Mailers' picket line—they only asked 22 hours in advance for help, Guild resistance to "racist" Mailers, no national officers to reach during weekend crisis. Finally, Sweet reasons, Perlik "concurred with Sweet that should the San Antonio Light attempt to stall negotiations with the Mailers or import strikebreakers, that the Guild could reassess its position."

I'm somewhat dull. Did Perlik give Sweet permission to cross a picket line? If Sweet doesn't have more than 22 hours' notice, does that mean he can cross any picket line? And, referring to the paragraph of his letter concerning "the IMU's two-man picket line," do numbers on a picket line impress Sweet proportionate to validity of a strike, or do other unions crossing it give him justification to cross?

Frankly, I was looking for leadership. I haven't changed. I was "right on" to begin with.

BOB JONES
Bakersfield Guild

Toronto Leaders Urge Perlik-Crocker Victory

TORONTO, ONT.

Editor:

Deeds, not promises. Facts, not fiction.

These are basic ingredients we seek from candidates for the two key Guild posts. The record shows, beyond question, TNG President Perlik and Secretary-Treasurer Crocker have met the tests of able, responsible leaders and merit the support of all Guildsmen for another term.

Facts:

- Barring major strikes, the long-range goal of a two-million-dollar Defense Fund will be reached in October and assessments will end.

That's prudent management.

- To head off an increase in dues, the Perlik-Crocker team initiated a formula to wipe out a General Fund deficit resulting from increased operating costs over which the administration had no control. It's anticipated the formula will also create additional funds for essential additions to the field staff, providing expanded services.

That's foresight.

- Under their administration the average Guild reporter top minimum exceeded \$200 for the first time.

That's progress.

- Despite limited funds and staff, Guild members climbed to record levels in fiscal 1970 and 1971.

That's growth.

- They gave unstintingly of their time as stewards, unit and local officers before assuming the responsibilities of top office.

That's dedication.

A number of local and unit officers join in this endorsement.

FRED JONES
Executive Secretary

JOHN LOWE
DON MANLEY
EILEEN CRAIG
EARL VEALE
AL DOW
JIM MacKENZIE
STAN WILLIAMS
MOE BOIRE
BOB HALLAM
JOHN SLAWKO
Toronto Guild

Flores's White Paper Criticized by Bryant

SAN JOSE, CALIF.

Editor:

A number of ladies from Washington-Baltimore have observed (GR, July 30) that the recent Guild convention was a "tremendous disappointment" to them.

How true.

It was a disappointment because so much time had to be wasted in attempting to digest and/or expel the hot air emanating from Washington-Baltimore—in committee, on the floor, in the hallways, in certain hotel rooms—and in the Flores White Paper, a political tract of the something-for-everybody genre.

Brother Flores, in his position paper, seems to be saying, among other things, that the Guild has been somewhat strike-happy under the current leadership.

I suppose this is a new stance

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.

that Brother Flores and his followers have deemed to be politically advantageous this year (two years ago there was something about "end assessments for all time").

I suggest that the overwhelming majority of Guild members will immediately recognize this pitch for what it is—so much nonsense.

It is time for a change all right, but the change needed is a final laying to rest of the blatant political expediency and colossal windbaggy of Flores and company.

EUGENE BRYANT
Administrative Officer
San Jose Guild

Flores Seen Unequaled In Gains for Members

PHILADELPHIA, PA.

Editor:

The representative assembly of the Newspaper Guild of Greater Philadelphia voted to endorse the candidacy of Brian Flores in the TNG presidential contest on a motion by Inquirer-Daily News Unit Chairman Joseph Martin that was seconded by Administrative Officer William M. Brown and myself as local president.

The Guild leadership in Philadelphia applauds Brother Flores's record gains in collective bargaining and organizing. We feel the real issue in this campaign is the ability of the respective candidates to produce real gains for Guild members. On this score Flores has no equal.

I would hope that the TNG membership will see through the campaign smoke screen, recognize the talent of a proven leader and join with Philadelphia in electing Brian Flores to the top post of our union.

SEYMOUR RAVINSKY
President
Philadelphia Guild

Perlik Hailed for Raising Guild's Contract Goals

BOSTON, MASS.

Editor:

Effective, productive collective bargaining can be fashioned only in an atmosphere that takes years to create: viable, achievable goals strongly asserted and tenaciously protected, a strong commitment to a strong Defense Fund, constant pressure on local bargainers to try, try again.

The current Guild administration headed by Chuck Perlik put it all together. He was part of the team that raised our sights to "\$200-a-week—Now!" back in 1962 and has kept our noses to that grindstone since. He planned and sold the financial package that put the two-million-dollar Defense Fund floor in our defensive armor back in 1964, and he's kept our noses to that grind-

stone, too, to the extent that before this year ends we'll reach that milestone. And most of all, and not always because we like it, he has used the influence of his office and the staff to goad local after local into better settlements.

One measurement tells the story: Since the current wage emphasis emerged in 1962, the average key minimum two-year money settlement has gone up 463.6 percent—from \$8.19 a year to \$46.16. Let's do ourselves a favor and keep the administration around that produced that record.

ROBERT E. BRUNER
Administrative Secretary
Boston Guild

Washington Held Active In Equal-Rights Fight

WASHINGTON, D.C.

Editor:

In response to Sister Lyon's letter concerning the lack of concerted effort on the part of the Washington-Baltimore Local and Brian Flores, I would like to point out the following points:

As early as 1968, the Washington-Baltimore Local had a fair-employment-practices committee which over the years has contributed to the establishment of unit FEP committees which are fully recognized by the various managements, and at one paper—the Star—brought about an affirmative-action statement on the part of the publisher, all in the interests of minority rights.

As early as 1969, the Washington-Baltimore Guild had a human-rights committee, of which I was honored to serve as chairman, and in such a capacity, as "co-ordinator" of minority, women's and even older persons' rights.

Also, in June of 1969 the Washington-Baltimore Guild held a conference that not only encompassed minority and women's hiring but also how these people would be used in their daily coverage of the news.

And also for Sister Lyon's information, TNG (then ANG) was invited to cosponsor the conference but declined.

WALTERENE SWANSTON

A 'Symbolic' Co-ordinator Unnecessary, Says Dunn

OTTAWA, ONT.

Editor:

So Brian Flores is going to "change the status-quo attitude which threatens progress for everyone in our union, most particularly women and blacks." Strong words, these.

But the six sisters from Washington-Baltimore who support him (GR, July 30) don't condescend to inform those of us who haven't developed our powers of clairvoyance to the mind-reading level yet as to exactly what they have in mind.

Actually, I know what they have in mind. Elect Brian Flores and you'll get a full-time paid co-ordinator to handle women's-rights activities—a person, who, in the words of Pat Strandt, when asked at the Boston Convention to outline what work this person would do, replied that

she envisaged a sort of "symbol."

Personally I've never felt the need for a "symbol," and I doubt very much that a "symbol" will ever replace hard work at the local level.

It's also interesting to note that considerably more has been achieved for women in the Guild in locals like Seattle, St. Louis, Cleveland, Indianapolis and my own, for example, where Guildswomen, rather than wasting time ruminating about the need for a "symbol," get down to brass tacks and do the job that needs doing.

ELEANOR DUNN
Interim Co-ordinator
Women's-Rights Activities

Wire Service Guildsmen Urge Perlik-Crocker Win

OKLAHOMA CITY, OKLA.

Editor:

Charles Perlik and Robert Crocker have proved they have the leadership and know-how to produce the goals The Newspaper Guild has sought since its founding.

In the past two years, under their leadership we have rewritten the book in achieving record gains in wages, minority rights, ethics. Membership has set new records. The Defense Fund has been restored to sound footing. It now appears certain monthly assessments will end later this year. Let's keep a good thing going.

The following Wire Service Guildsmen have joined in endorsing re-election of the Perlik-Crocker team:

Stella Roberts, Oklahoma City AP; Phil Newman and Fred Downs, New York UPI; Bud Bond and Preston McGraw, Dallas UPI; Mike Barron, Atlanta AP; Richard Harnett and James Clifford, San Francisco UPI; Albert Auvil, Pittsburgh UPI; Neil Gilbride, Washington AP; Norman Welton, local administrator, and Rees Crosby, assistant administrator.

HARRY CULVER
Secretary-Treasurer
Wire Service Guild

Alexandria Member Hails Dick's Guild Dedication

ALEXANDRIA, VA.

Editor:

At 6 a.m. one cold, rainy November morning, a federal mediator and several Guild and company negotiators put on our hats and coats and prepared to end six months of difficult negotiations—I was destined for the picket line and a rather gloomy Christmas.

Ray Dick was still talking, and 30 minutes later, hats and coats went off and we settled one of the most improved small-news-paper contracts in the country.

At the time, Dick was on vacation while his wife was in the hospital with a new baby. Not only is he dedicated to Guildsmanship, he never gives up. He gets results, and that's what counts.

I have never met a better union man. The international union would be very fortunate to have him as a vice president.

BRYAN HARRISON
Alexandria Gazette Unit

Elect

RAY

DICK

Vice-President At-Large



IT SEEMS

TO US

Perlik Lauded for Helping Los Angeles Strikers

LOS ANGELES, CALIF.

Editor:

Several months ago the unions involved in the long Herald-Examiner strike-lockout sent to Newspaper Guild President Charles A. Perlik, Jr., the Joint Strike-Lockout Council's "Friend in Need Award," a certificate handed out very sparingly, only to those, in fact, who have been outstandingly diligent and energetic in helping our fight to beat back the Hearst Corp.'s union-busting efforts.

Perlik is especially deserving of the award because he has, indeed, been a "friend in need" to Guildsmen and other unions involved in the Herald-Examiner fight.

As one of those people on strike who has seen Perlik in action and been inspired by his leadership, I intend to vote for his re-election and to encourage all others to do so. He's been a real asset here in Los Angeles and to the entire Newspaper Guild. I urge all Guild members to support him and the entire Perlik-Crocker slate.

DARLENE LEE
Secretary
Los Angeles Guild

Weir's Attack on Flores Called 'Cheap Shot'

ALEXANDRIA, VA.

Editor:

Jack Weir's letter in the last Guild Reporter is a model of inaccurate reporting. He overlooked two fundamental rules.

1. Check your facts.
2. Check again.

Using the Alexandria Gazette contract to flail Brian Flores is the ultimate "cheap shot." With Brian's assistance, our shop was organized three years ago when average salaries were \$75.

Key minimums today are more than twice that sweatshop figure, with another increase scheduled in April. For the first time in the history of "America's Oldest Daily," desk differentials are included in our contract.

Our tiny unit won better sick leave and holiday benefits. And most important, we are the second newspaper to achieve, by contract, a provision granting employees a voice in the product.

These significant accomplishments were won by a handful of dedicated journalists and the guidance of a truly committed Guildsman—Brian Flores.

Despite our size and location in a right-to-work state—light years away from the "rich liberal Washington Post," as Jack Weir quaintly describes us—we negotiated a bedrock contract that

will launch us into the mainstream of trade unionism.

Our unit will vote 100 percent in next month's referendum—for Brian Flores.

DAVID M. STACK
Alexandria Gazette Unit

Freshman Delegate Gives Perlik Nod

AYLMER, QUE.

Editor:

As a freshman delegate to the recent convention, I would like to share with members at large a few of my reactions.

One concerns the Guild itself. What a ferment of goodwill toward the Guild the convention left in me! If somehow we could, in our relations with our coworkers in the industry, simulate by excellence of communication with them the sort of exposure we get at a convention we would have an ever stronger Guild.

Other reactions concern contestants for the presidency. I liked very much both the principal candidates. Chuck Perlik struck me as a person who can give us that valuable combination of stability and imagination. Brian Flores seemed imaginative yet unreal (I think probably because he lacks the breadth of experience of a Chuck Perlik). The other delegates from my local shared my impressions.

I hope, therefore, that Guild members who have not had the opportunity to meet the candidates will weigh our views and back Chuck for the presidency. Brian, I hope, will continue to give us at the local level the sort of wins he helped achieve in Washington.

MICHAEL BLAGG
Ottawa Guild

Little Canadian Benefit Seen in Flores's Plan

OTTAWA, ONT.

Editor:

Vice President Joe Holt Anderson, Jr., informs us in a letter to the GR that we Canadian Guildsmen would have been among the first to reap the benefits of the Flores "end-assessments" plan.

How? Our membership financial obligations would have become completely tax deductible in Canada, just as they are in the United States.

Well, if that's the biggest benefit of the proposal, thanks but no thanks.

Guild financial obligations have been completely tax deductible in Canada for many years.

If this "oversight" is indicative of the other proposals in the Flores platform, shouldn't we all be wondering?

WILLIAM JOHN FOX
Ottawa Guild

Denver Leaders Urge Election of Guerrero

DENVER, COLO.

Editor:

The executive board of the Denver Newspaper Guild strongly endorses Art Guerrero for an at-large position on the International Executive Board.

If elected, Art will be the youngest member of the IEB and

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.

its only Mexican-American member.

We in Denver know that Art will lend his aggressiveness and energy to benefit the Guild and all its members, with a particular emphasis on minority problems.

As Denver president, I want to express my individual backing for the team headed by President Chuck Perlik and Secretary-Treasurer Bob Crocker.

That includes Guerrero for the IEB, along with Barney Peterson, Eleanor Dunn, Dorothy Sain, Harry Ryan and Jim McGill.

RICHARD H. TUCKER
President
Denver Guild

Support of Coast Locals Wins Praise for Perlik

LONG BEACH, CALIF.

Editor:

Chuck Perlik and Bob Crocker have made an exceptional team as Guild president and secretary-treasurer. They're for real.

On the West Coast their support, not only of the Los Angeles Local but all of our locals, has been key. Without their help recent major contract settlements, including the one here at the Long Beach Independent, Press-Telegram, would have been impossible. And no West Coast publisher is a pushover.

As a Guild member here, in San Jose and in San Francisco-Oakland, I've seen the kind of excellent work Chuck Perlik has done over the years. For the past two years Bob Crocker has been a valuable addition to the Guild national team.

Let's keep the team together and let's make sure The Newspaper Guild grows.

GIL BAILEY
Los Angeles Guild

Pakenham Backs Sain As Women's Voice

TORONTO, ONT.

Editor:

Being a true believer in the "power of positive thinking," I am convinced that the Perlik-Crocker team will be leading us in '72 to even greater achievements. Also I am certain the addition of Dorothy Sain to the team will add the "voice" women feel is necessary to further their cause.

An example—"equal pay for equal work." She was a delegate to the Conference on Women's Rights held in Chicago last fall and has kept in step with all subsequent happenings of particular interest to women.

Dorothy is a senior clerk in the display department of the Cleveland Press and has first-hand knowledge of problems that beset members of commercial departments. She is president of the Cleveland Local and has served

as executive-board member and other local officer positions for the past 13 years with plenty of experience in bargaining contracts, grievances, strike situations, etc.

So I urge "women of the Guild, unite." Vote Dorothy Sain our representative on the International Executive Board of TNG.

JEAN M. PAKENHAM
Toronto Guild

N.Y. Officers Support Perlik-Crocker Slate

NEW YORK, N.Y.

Editor:

The following officers of the Newspaper Guild of New York wholeheartedly endorse the Perlik-Crocker slate at the upcoming TNG election:

Thomas Lask, president; George Holmes, second vice president; Thomas P. Murphy, third vice president; Harry Fisdell, secretary-treasurer, and myself.

JOHN E. DEEGAN
Executive Vice President
New York Guild

Breed Asserts Flores Just Doubles the Gap

BOSTON, MASS.

Editor:

I'm an ad salesman, and I don't buy the Flores political line that he's the world's greatest negotiator.

Look what's happened to the display salesmen on the Baltimore Sunpapers (that's not the rich, liberal Washington Post).

When Baltimore was a local before it became a unit of Flores's Washington Local, the display salesmen's minimum was only \$4 behind the reporter minimum.

In the first settlement after Baltimore became a Flores unit, display salesmen fell \$8 behind—that exactly doubled the gap.

In the second settlement, display salesmen fell \$19.60 behind—that more than doubled the gap.

Right now, display salesmen are \$30.50 behind. Under the latest contract negotiated by Flores, display salesmen will go \$47.50 behind—that more than doubles the gap again.

That puts the Sunpapers contract into a class all by itself in this respect—the worst in the whole Newspaper Guild.

It's easy to understand how the gap widens. You negotiate a raise of \$47.10 for ad salesmen and \$75 for reporters.

We don't bargain like that here in Boston.

If Flores can double the gap just one more time, the ad salesmen will be only \$95 behind.

JOHN J. BREED
President
Boston Guild

Moss Offers Suggestion For 'Rights' Bargaining

DENVER, COLO.

Editor:

I would like to suggest some thought for possible future action by The Newspaper Guild in attempts to make gains in matters of human-rights and minority problems.

To my knowledge, there has

not been much discussion of a factor I considered extremely important and influential on gains made in these areas during our last contract negotiations here at the Denver Post.

The Guild should at least adopt a resolution that would earnestly request that management use its younger members when negotiating contract language on human-rights and minority-group matters. I think more locals might find a more sympathetic attitude and understanding from younger members of the management team towards the subject of human-rights and minority-group problems.

IRVIN MOSS
Denver Guild

Keep Market Place Free, Ottawa Members Urge

OTTAWA, ONT.

Editor:

One of the most dramatic moments at the recent Guild convention was a speech from a visitor—Robert Wiseman of the Amalgamated Clothing Workers of America.

His was a witty, funny speech. It was also sinister.

Early in his presentation he said: "Unless we wake up, we are going to find a lot of ourselves without jobs."

And later he spelled out what he saw as the threat of cheap imports from low-wage countries, particularly Japan. His punchline: "They are doing more harm than all other countries, I think, put together, and if it keeps up, believe me, what they will do to the economic scene will make Pearl Harbor look like a sewing bee!"

Delegates to the convention unanimously expressed their concern about assaults on press freedom and freedom of speech. Freedom of choice in the market place is a matter which, if not as important as free expression, is very important in nations which espouse liberty.

We, the undersigned, hope that Wiseman's message will win no Guild support. There will always be those who give us reason why we should not enjoy freedom, whether of expression or of choice. We must reject their counsel.

ELEANOR DUNN
MICHAEL BLAGG
WILLIAM FOX
GEOFFREY LAY
Ottawa Guild

For Canada**VOTE**

JIM

YOUNG

Return
Experience
and More
New Ideas
to the IEB



X ELECT
BRIAN L.
FLORES
President
JOHN (NED)
SWEET
Secretary-Treasurer

