

# Push for End to Freeze, Perlik Urges

Put political pressure on Congress and the White House while preserving bargaining and contract-enforcement positions to facilitate recovery of "whatever losses Guild members have suffered" during President Nixon's 90-day wage freeze.

That was the advice TNG President Charles A. Perlik, Jr., gave to local presidents and administrative officers this week as the midway point of the freeze period neared.

He urged individuals and locals to petition their senators and representatives and the Nixon Administration to "bring about

a complete end to the unfair wage freeze on the 91st day," Nov. 14.

Perlik also called on locals to be prepared to bargain after the freeze ends "to continue to achieve what Guild mem-

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bers long have deserved" but cautioned against costly, time-consuming and fruitless efforts during the freeze to "upset or overturn the present, even though harsh, restrictions."

A lesser form of controls on wages and other contract benefits is anticipated in

the second phase of Nixon's economic game plan, Perlik said in the memorandum to local leaders.

"How tough it will be and whether it will apply to Guild employers and Guild members remains to be seen," he added.

Perlik said the President's Cost of Living Council, headed by Treasury Secretary John B. Connally, is, "under Nixon's orders," giving the wage portion of the freeze "the most extreme and adverse meaning possible."

The council, he noted, is permitting "absolutely no exceptions to its rulings,

irrational as they may be."

Labor Secretary James D. Hodgson last week said the freeze should not be interpreted as a moratorium on collective bargaining or as an effort to discourage contract settlements.

He said economic as well as noneconomic issues are bargainable, although, he conceded, the economic gains will be subject to executive order, Cost of Living Council decisions and regulations that will follow the freeze.

Perlik, meanwhile, urged Guild locals  
(Continued on center spread)

## Telegram to Suspend in Toronto

### 700 in Guild To Lose Jobs In Shutdown

Toronto, Ont.—The Toronto Telegram announced last week that it intended to suspend publication in the near future because of financial losses, throwing almost 700 Guild members out of jobs.

The Telegram sold its subscription lists to the rival Toronto Star for 10 million dollars and agreed to lease its plant to the Star until new presses are installed in the Star's new plant.

The Guild and other newspaper unions at the Telegram called for federal and provincial investigations into circumstances surrounding the suspension and launched efforts to find a purchaser who would keep the Telegram going.

Bassett, in announcing the suspension decision Sept. 18, said he had tried unsuccessfully to find a purchaser.

His announcement set no date for the Telegram's demise.

"Hopefully the newspaper will continue to appear for a time," he said in a front-page statement, "but the decision has been taken."

Representatives of the Council of Toronto Newspaper Unions tried unsuccessfully Sept. 20 to have Bassett reconsider his decision. Bassett, who had cited a two-million-dollar loss over the past two years, said he was "pessimistic" about the Telegram's ability to survive and flourish.

The unions sent wires to Prime Minister Pierre Trudeau, members of Parliament, Ontario Premier William Davis and candidates in the provincial elections urging an investigation into the possibility that the Star's purchase of the Telegram's subscription lists and leasing of the Telegram plant constituted a breach of the Combines Act and other legislation barring monopoly and unfair business practices.

The Telegram's demise will leave the Star with a monopoly  
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## The TNG GUILD REPORTER

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

Vol. XXXVIII, No. 17

Washington, D.C.

September 24, 1971

## Newark News Sells Plant to Newhouse

### Management Torpedoes Strike Pact

Newark, N.J.—The Newark News this week torpedoed a settlement of the North Jersey Guild's four-month-old strike after announcing last week the sale of its plant and Sunday paper to Newhouse's Newark Star-Ledger for 20 million dollars.

Withdrawing agreements reached before the strike and presenting new demands unacceptable to the Guild, the News undercut agreement on a federal mediator's formula for settling the strike.

The sale to Newhouse, which includes an arrangement for the News to print its six-day afternoon editions in the Star-Ledger plant, was protested by the Guild in a telegram asking for a U.S. Justice Department investigation.

News President Bruce Mair described the sale as "the only practical course" for the paper in the face of "heavy losses" even before the strike.

"These losses," Mair explained, "along with the high unit costs of operation as the result of prior wage settlements, make it impossible for the News to resume publication on a prestrike basis."

Unit Chairman Douglas Eldridge, noting that the sale "establishes a virtual monopoly in Northern New Jersey for Newhouse," urged an antitrust probe in a telegram to Atty. Gen. John  
(Continued on Page 6)



### Century Mark

Newark News strikers chalk up their 100th day on the picket line. From left, Hugh Delano, Jeffrey Romanition, Eileen Pearson and Thomas Oommen utilize both the blackboard and graffiti.

## Executive Board Votes to End Assessments After October

The longest series of assessments in TNG history will end next month.

The International Executive Board has voted without dissent in a mail poll to bring the levy to an end with the October payment. The action will end 46 months of assessments triggered by the Los Angeles Herald-Examiner strike.

The board acted on a recommendation by top TNG officers, who reported that the International Defense Fund is due to reach its constitutional floor of two million dollars in November.

The Fund stood at \$1,760,749 at the end of August and will grow to between \$2,050,000 and \$2,100,000 with the receipt of October assessments, International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker said in a letter announcing the assessments' end.

The Fund has been growing at the rate of \$100,000 a month despite payment of \$23,000 a week in benefits to Guild members in Los Angeles, Pittsburgh and Newark, they said. The Pittsburgh shutdown ended this week.

The termination of assessments will automatically trigger a reallocation of per-capita payments authorized by the Guild's 1971 Convention. Effective with November, the General Fund's share of per capitas will be increased from 60 percent to 70 to

help eliminate a chronic deficit and expand TNG operations.

The reapportionment will make approximately \$10,000 more a month available for organizing, service to locals and other TNG needs, the officers said.

Under another convention ac-  
(Continued on Page 6)

## Guild Sweeps Twin Votes In Jersey Gravure Plant

Hoboken, N.J.—The North Jersey Guild picked up a unit of 35 employees by winning a representation election at the Alco-Gravure Division of the Publications Corp. Sept. 10.

Office clerical employees voted 15 to 3 for Guild representation and plant clerical workers voted 11 to 1 for the Guild in twin National Labor Relations Board elections.

The Hoboken plant, which has 500 other employees in 11 craft

unions, prints rotogravure work, including the New York Times Magazine.

The victory, coupled with the recent addition of Newark News editorial employees to the North Jersey roster, increases the local's membership to almost 400 in six units at Newark, Hoboken, Elizabeth, Woodbridge, New Brunswick and Plainfield.

International Representative Ed Allen assisted the Hoboken organizing drive.

## Pittsburgh Strike Ends

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## Peak Total Eligible to Vote

Story on Page 3

## Look Folds; 70 Jobless

Story on Page 2



# 18-Week Pittsburgh Strike Ends

Pittsburgh, Pa.—An 18-week shutdown of Pittsburgh's two newspapers ended this week following the Pittsburgh Press's settlement of tail-end strikes by the Teamsters' and Service Employees' unions.

Seventy Guild members, idle since May 14 except for a short-lived return to work two weeks ago, went back to their jobs with the Post-Gazette starting Sept. 17, and the two papers resumed publication Sept. 20.

Guild and craft-union employees had been recalled Sept. 7 after the Typographical Union, which had been on strike for 15 weeks, settled. The Post-Gazette, which is printed by the Press, rolled off the presses the next night but was never delivered because Teamster drivers failed to show up for work.

The presses were stopped when negotiations with the Teamsters broke off. The next morning Service Employees began picketing the plant in a strike for their own contract, and Guild members refused to cross the picket line.

The Teamsters were seeking a one-year money settlement greater than a pro-rata portion of the \$57.95 over two years won by the printers because they work a longer week. The Service Employees balked at accepting \$32



## Back in Harness

Pittsburgh Guild President Nick Wallace, right, confers with Treasurer Patrick A. Lutz as Guild members return to work in the Post-Gazette newsroom after four-month strike shutdown.

in a three-year contract.

The Teamsters reached agreement Sept. 13 at a session mediated by Federal Judge John L. Miller, winning a higher weekly increase than the printers. The Service Employees settled quickly thereafter for \$37.86½ in wage increases and fringe benefits over

a two-year contract period.

Resumption of publication was delayed, however, pending settlement with the Photoengravers.

That was reached at midweek and ratified Sept. 18, leaving only the Stereotypers without a contract. The Stereotypers said they would return to work while their

negotiations continue.

The Press said all of the agreements, which involve retroactivity, are subject to approval by the Cost of Living Council under the wage freeze. It estimated the settlements would cost it almost eight million dollars this year.

# 70 Face Job Loss in Look Suspension

New York City—Seventy Guild-represented employees at Look magazine will be out of jobs when the magazine publishes its last issue Oct. 19.

Board chairman Gardner Cowles announced that the magazine had reached the end of the road after a Cowles Communications board of directors meeting voted to scuttle it Sept. 16.

Cowles told New York Guild representatives that Look had lost five million dollars last year, had been expected to lose an equal amount this year if publication had been continued and would have lost even more in 1972.

The magazine had been profitable continuously until 1970, when it began to suffer from a steady desertion by advertisers. Look cut its circulation and

slashed its ad rates a year ago in an effort to win them back, but while ad volume increased slightly, revenue plunged as a result of the rate slash.

Cowles said proposed postal-rate increases played a large part in the decision to suspend. They would have boosted Look's mailing costs from four million dollars a year to 10 million over the next five years.

"As we considered this action," Cowles said at a press conference, "my heart said 'keep it going,' but my head said 'suspend it,' and there really was no other way."

Guild leaders were informed of the impending decision at an 8:30 a.m. meeting, before the directors convened. The Guild and management drew up a joint form letter notifying each employee of the severance, notice

and overtime pay due him. The company agreed to cash payment of accrued overtime in lieu of compensating time.

Employees with pension credits will receive insurance-company annuity certificates for credit accrued before last April and cash payments for credits accrued since.

Guild leaders outlined the situation at a unit meeting in the company's conference room later in the day.

"Stunned acquiescence" was one observer's description of the staff's reaction. Rumors of the magazine's imminent demise had been circulating for several months, but few had thought the end would come so soon.

Cowles, who wept as he announced the decision to staff members, thanked them for "everything you did to bring Look alive . . . and everything you did to keep it alive."

A total of 1,050 Look employees throughout the country will be left jobless. The Guild represented only New York editorial employees.

Life, Time, Sports Illustrated, Fortune, Reader's Digest, Ladies' Home Journal and American Home will take over Look's unexpired subscriptions.

Look's suspension leaves Life as the nation's only photojournalism magazine, and the stock of its parent company, Time Inc., jumped \$4.75 on the New York Stock Exchange after the announcement. Cowles sold its Des Moines distribution center to Time for \$2,850,000 immediately after the suspension was announced.

Cowles predicted that Life's future would be a rosy one despite the fact that it, too, has been losing advertising. "There is enough advertising volume so that Life, being alone in the field, will do extremely well in the years ahead," he said.

The once-flourishing Cowles empire is left with only television and radio stations in Des Moines, Daytona Beach-Orlando and Memphis, a travel paper and two small nonpublishing enterprises. The Federal Communications Commission has approved sale of the Memphis stations to the New York Times but has attached conditions the Times may not accept.

Last October the Times bought Family Circle magazine, three Florida newspapers, a group of medical and dental publications and a textbook company from Cowles.

# Hearst's Central Press To Close Shop Oct. 1

Cleveland, Ohio — Central Press, a division of Hearst's King Features Syndicate, will go out of business Oct. 1, throwing a dozen Cleveland Guildsmen out of jobs.

Central Press provides a mat service for weeklies and small dailies across the country. Management said financial costs have become too great to continue it.

The company's business has been declining for several years due to newspaper automation and

shifts to offset printing.

The company has agreed to pay severance due under the Guild's contract, but rejected a demand that the severed editorial employees receive an extra six months' pay.

Cleveland Guild Executive Secretary Jack F. Weir said the Guild has determined to its satisfaction that the work performed by Central Press is being discontinued rather than transferred to other King Features offices.

# Negro Wins Job Battle At N.Y. Post

New York City—The State Division on Human Rights has ordered the New York Post to reinstate a black Guildsman dismissed during his probationary period and to "cease and desist" from discriminatory employment practices.

The probationary reporter, William Artis, had charged he was dismissed because it was a long-standing Post policy to retain not more than three black reporters at a time. The Post's three black reporters supported his claim in testimony before the division.

Post Publisher Dorothy Schiff said she would appeal the order to the division's appeals board, contending that it was not supported by the evidence.

The division, charging the Post with violating the state's Human Rights Law, directed it to rehire Artis for his full probationary period and to continue the recruitment of minority-group reporters.

Artis, an Ohio State journalism graduate, recipient of a Rockefeller Foundation Fellowship for International Reporting at Columbia University and a former reporter for the Buffalo Evening News, was hired by the Post in June 1970.

He was dismissed the next month after being told he didn't have "the afternoon newspaper approach," his writing was not lively enough and his "news perspective" was poor. He was reinstated a week later on a Human Relations Division order but was fired again in September, less than two weeks before the expiration of his probation period.

Artis said the Post not only had a quota for black newsmen but restricted them to coverage of black news and had never hired a Puerto Rican newsmen.

Ted Poston, Emil Milne and Ernest Johnston, Jr., the Post's three black reporters, supported Artis's charges during the hearings. Poston said that despite winning numerous national awards during a 28-year career at the Post he had never received a merit raise.

Poston said as many as 15 or 20 merit increases a year were handed out to white reporters. When he asked about it, he said, management "just laughed it off."

Poston noted that he had sent numerous memorandums to Mrs. Schiff warning that the paper faced discrimination charges if it adhered to its policies. He listed a number of black newsmen and women who had tried out for jobs on the Post and been rejected, subsequently to receive jobs on more highly regarded newspapers and in broadcasting.

## Court Dismisses McClatchy Suit

Sacramento, Calif.—A federal court suit seeking to force McClatchy Newspapers, publisher of the Sacramento Bee, to divest itself of television station KQVR here has been dismissed at the plaintiff's request.

The suit, started in 1969 by a Sacramento construction company, had complained that acquisition of the TV station tended to create a monopoly advantage for the newspaper.

# Washington Files for Unit At Catholic News Service

The Washington - Baltimore Guild is seeking bargaining rights for 30 employees of the National Catholic News Service.

The local filed a representation petition with the National Labor Relations Board Sept. 9 after the service declined voluntary recognition. It is seeking a unit of accounting, library, mimeograph and editorial employees.

The news service serves 125 Catholic weeklies.

## Muskegon Plea Vetoed, Guild Files New One

Detroit, Mich.—Jerome H. Brooks, acting regional director of the National Labor Relations Board, has recommended that the Muskegon Guild's objections to the conduct of a decertification election at the Muskegon Chronicle be dismissed, but the Guild filed a new motion to set aside the vote.

The Guild lost the Aug. 11

election by a 17-to-14 vote, and the NLRB certified the loss after Brooks recommended that it dismiss a charge based on a company accusation that the Guild was to blame for its refusal to give anticipated wage increases.

The Guild's new motion charges the company with fostering the decertification petition, whose signers it said included a management official.

## Unfair Charge Is Filed At Michigan Weeklies

Detroit, Mich.—The NLRB's regional office has issued a complaint that Observer Newspapers of Livonia, publisher of a group of weeklies, discharged five employees for Guild organizing activity. A hearing on the complaint will be held Sept. 27.

The charges were filed before the Detroit Guild announced to the company that the organizing campaign was under way.



# Record 31,269 Are Eligible in TNG Election

A record total of 31,269 Guild members are eligible to vote in the TNG international election that began yesterday and will conclude Sept. 28.

The International Election and Referendum Committee, meeting in Washington Sept. 3, certified 1,402 more members than the previous record of 29,867 qualified to vote in the last international election two years ago.

This month's vote is a virtual repetition of the 1969 contest, pitting TNG President Charles A. Perlik, Jr., against Brian L. Flores of Washington-Baltimore and Secretary-Treasurer Robert M. Crocker against John (Ned) Sweet of San Antonio. Perlik won the 1969 election by 2,088 votes and Crocker by 1,545.

Members will also be voting to elect six at-large members of the International Executive Board from among eight candidates. And Canadian members will decide a contest for their regional vice presidency.

Ballots will be counted at the end of the voting period Sept. 28, and official returns to the Election and Referendum Committee must be postmarked no later than Sept. 30. The IERC will meet in Washington to tally returns Oct. 8.

The Hazleton Guild jumped the gun by voting and counting the ballots last week. The IERC ordered the ballots impounded, declared the voting invalid and directed the local to conduct new voting during the official period.

The committee acted on legal advice based on a TNG constitutional clause providing for a liberal interpretation of voting rules and on the fact that the violation could be rectified.

The local reported that 17 ballots were cast for Perlik and Crocker to none for Flores and Sweet in the invalid vote. Two years ago Flores carried the local by 15 to 2.

Only three locals, with a total



## Ballot Stuffing

Members of the International Election and Referendum Committee pack ballots off to locals in preparation for Sept. 23-28 international election. From left, David Manley of Vancouver-New Westminster,

Jack H. Shannon of Denver, chairman George Holmes of New York, Roselle Moser of St. Louis and Frank L. Jaquinto of Albany, preparing some of the 31,269 ballots for shipment.

of 53 members, were unable to qualify any voters. They are Greensboro, Hampton Roads and Muskegon.

The IERC rejected an appeal by the Lehigh Valley Guild to enfranchise 46 members for whom per-capita payments were received seven days after the Aug. 15 deadline. It said the local had no valid reason for the delay.

Perlik and Flores spoke in a campaign confrontation sponsored by the Toronto Guild Sept. 13. The two candidates, together with vice presidential candidates, were invited to address the Toronto membership after a motion to endorse the Perlik-Crocker slate was defeated by one vote at an executive-committee meeting in August.

Others who addressed the meeting were Ray Dick of Washington-Baltimore, James G. McMahon of Detroit, James A. McGill of Gary and Eleanor Dunn of Ottawa, candidates for at-large vice president, and Glen Ogilvie

of Toronto, seeking re-election as regional vice president.

As the campaign entered the final stretch Washington-Baltimore President J. V. Reistrup dispatched a bitter protest to Los Angeles President Nicholas Abraham over Abraham's response to Flores's criticism of the Los Angeles Herald-Examiner strikers for offering to return to work under President Nixon's end-all-strikes plea.

Reistrup, declaring himself "enraged" at Abraham's reply, accused the Los Angeles president of pulling Flores's remarks "totally out of context . . . so as to cloud the issue."

Reistrup said Flores's reference to "getting into a game" clearly referred to the "ploy" of offering a return to work under Nixon's "economic game plan," not to the strike itself, as suggested by Abraham.

Reistrup supported Flores's criticism of the offer, stating that it was "doomed to go nowhere" toward settling the strike.

## Hearst Rebuffs Move To End L.A. Strike

Los Angeles, Calif.—Hearst negotiators refused to comply with President Nixon's appeal to end all strikes and lockouts at a Sept. 1 session called by the Federal Mediation and Conciliation Service.

The Los Angeles Guild and other striking and locked-out unions had offered to return to work under the Presidential appeal. But Hearst bargainers said "we are not prepared to accept it in the form in which it has been made."

The company said the only offer it would accept was an unconditional agreement by each striker to return to work. If there was a job opening, if he was qualified and if he was not guilty of "strike misconduct," it said, he might be taken back.

The company also rejected a union proposal for binding arbitration of the dispute should a renewal of negotiations fail.

Mediation Service representatives said there was nothing further they could do because there was no Presidential order to end strikes and lockouts, only a "request for co-operation." Even if there were such an order, they added, the Mediation Service would have no power to enforce it.

The session was called by the Mediation Service following a furor that erupted when the service's director, J. Curtis Counts, said Nixon's appeal did not apply to "lost strikes."

(The Mediation Service is apparently applying the same policy to a lengthy printers' strike at the San Rafael Independent-Journal. Leon Olson, president of the San Francisco Typographical Union, told the San Francisco Labor Council last month that Edward C. Scott, regional director of the service, had told him it no longer is carrying the San Rafael strike "on our active list.")

(The Independent-Journal, like Hearst, has refused a strikers' offer to return to work in accordance with Nixon's appeal, terming the union's offer "propaganda.")

Don McCaughan, international vice president of the Pressmen's Union, protested the service's policy in a letter to Scott after the Sept. 1 meeting. He charged that "politics is affecting" the service's activities.

More than \$2,000 was raised for the Herald-Examiner strike through the sale of tickets for a Sept. 5 "Salute to Labor" baseball game between the Los Angeles Dodgers and the Cincinnati Reds.

## Carmichael Attends Course at Harvard

Cambridge, Mass.—John Carmichael, executive secretary of the Twin Cities Guild, began a three-month course of trade-union studies at Harvard University last week.

Carmichael was awarded a scholarship to the internationally renowned Harvard program, attended by trade-union leaders from both the United States and abroad.

## Rosselet Hits GR's Campaign Coverage

Donald W. Rosselet, assistant editor of the Guild Reporter, has charged that the Guild Reporter has been used for "partisan political purposes" in the current election campaign and proposed that control of the GR be placed in the hands of an elected editorial board.

Rosselet made the charge in a letter responding to International Vice President Joe Holt Anderson, Jr., of Washington, who issued a memorandum to the International Executive Board last month scoring GR campaign coverage. Anderson made the letter public, and it was widely distributed, in a leaflet issued by the Flores-Sweet campaign committee.

Harry Culver, chairman of the Committee to Elect the Perlik-

Crocker Team, said in a letter to the committee that distribution of the letter, together with Anderson's memorandum, "makes it clear that the Flores people—who have been hurting badly for lack of a campaign issue—will try to make an issue of campaign coverage."

A protest against the GR's campaign coverage was also registered by the Guild's unit council at Time Inc., which called the Aug. 13 issue "a shocking example of partisan politics."

David J. Eisen, editor of the GR, was on vacation during preparation of both the Aug. 13 and Sept. 3 issues. Rosselet was in charge of putting out the paper under the supervision of Administrative Operations Director Ellis T. Baker, former GR editor, who is responsible for the general supervision of the paper.

Rosselet, in writing to Anderson, said he fully subscribed to the latter's memorandum, in which the vice president charged that the Aug. 13 issue looked "like a Perlik campaign document." (GR, Sept. 3.)

Rosselet, in what he termed "a wholly inadequate apology not only to you but to the membership of the Guild," said he had fought, "albeit in vain, to achieve some semblance of fairness."

Rosselet said he had told Baker he was "embarrassed, infuriated and insulted by the way in which the GR appeared and

the way in which I was manipulated for partisan political purposes" and that he would "have no part of it any more."

He said he had asked to be transferred to the TNG field staff.

Rosselet said an investigation of GR campaign coverage suggested by Anderson would not solve "the problem of the Guild Reporter being produced by one of the adversaries in the political arena." "If not forgotten," he said, it would be "at least ignored in the next campaign regardless of who is in office."

He suggested that "the only cure for the human fallibility to be partisan during a campaign" was to place the GR under supervision of an elected editorial board that would appoint the editor. The editor is presently appointed by the IEB, unlike other TNG staff members, who are appointed by the president.

Rosselet suggested that the editorial board be elected biennially, "just like our IEB," and that its members be prohibited "from participating (at least openly) in partisan politics."

"Perhaps, to achieve the utmost in fairness," he said, "the Guild Reporter . . . might be physically removed from the TNG premises to relieve any inclination by the administration, regardless of who's in office, to attempt to exert pressure or control over the news coverage."

Anderson, in an introduction

## Guild Cash Burns In Oshawa Blaze

Oshawa, Ont.—Some \$50 in Guild petty cash went up in flames when fire engulfed the Oshawa Times plant Aug. 27.

The fire began in a furniture store in the same building and damaged the plant so extensively that the paper had to be printed at the Peterborough Examiner, 50 miles away, for four days.

Staff members, many of whom lost personal belongings in the blaze, worked out of a hotel to put out the paper while the plant was being repaired.



# Answers on the FREEZE

Following is a summary prepared by TNG's Collective Bargaining Department of rulings on the wage freeze issued by the Cost of Living Council, appointed by President Nixon and chaired by Secretary of the Treasury John B. Connally. "Q&A" references are to the "Question and Answer" series issued by the council.

## All Employees Covered

**SIZE NOT A FACTOR:** The wage freeze applies to all employers regardless of the number of employees he employs. (Q&A, No. 2).

## Collective Bargaining

**BARGAINING NOT STOPPED:** The freeze does not terminate bargaining for wage or any other changes during the 90-day period. No wage or fringe-benefit increase negotiated during the 90-day period may go into effect during the 90-day period. (Q&A, No. 2).

**STRIKES PERMITTED:** Strikes are permitted in the 90-day period. Nixon's call to end strikes and not start new ones was just that—a call, not an official order. (Not covered in Q&A).

## Settlements

**PRIOR TO AUG. 15:** Settlements, including increases and other additional benefits, agreed to prior to Aug. 15 to become effective prior to Aug. 15, even though actually received on the pay check after Aug. 15, are permitted. Retroactivity in these circumstances is permitted. The date of agreement, not the date of signing is controlling. (Q&A, No. 2; Q&A, No. 11).

For example, the Cost of Living Council allowed the settlement between Western Union and the United Telegraph Workers because agreement had been reached before Aug. 15, although ratification and signing did not occur until after Aug. 15.

**DURING 90-DAY PERIOD:** Settlements are permitted during the 90-day period, but increases and other improvements negotiated cannot take effect during the 90-day period. (Q&A, No. 20).

**RETROACTIVITY:** A union and management cannot negotiate for pay increases to be effective after the date of the freeze but also retroactive to cover the freeze period. (Q&A, No. 2).

Retroactive wage increases for work performed prior to the freeze are permitted, provided that the parties can demonstrate that they did not change their position during negotiations in order to compensate for or absorb the impact of the freeze. This requires the parties to produce evidence of past practice and the pattern of present negotiations. A procedure will be established by the CLC for resolving evidence.

However, for work performed after Aug. 15 the actual rate which was in effect during the base period is the ceiling wage for the freeze period. For example, a contract is agreed to on Sept. 1, effective July 1, increasing a wage rate from \$2.80 to \$3. For the period July 1 through Aug. 15 the worker's wage is \$3; from Aug. 16 through the duration of the freeze, \$2.80. (Policy Statement No. 17)

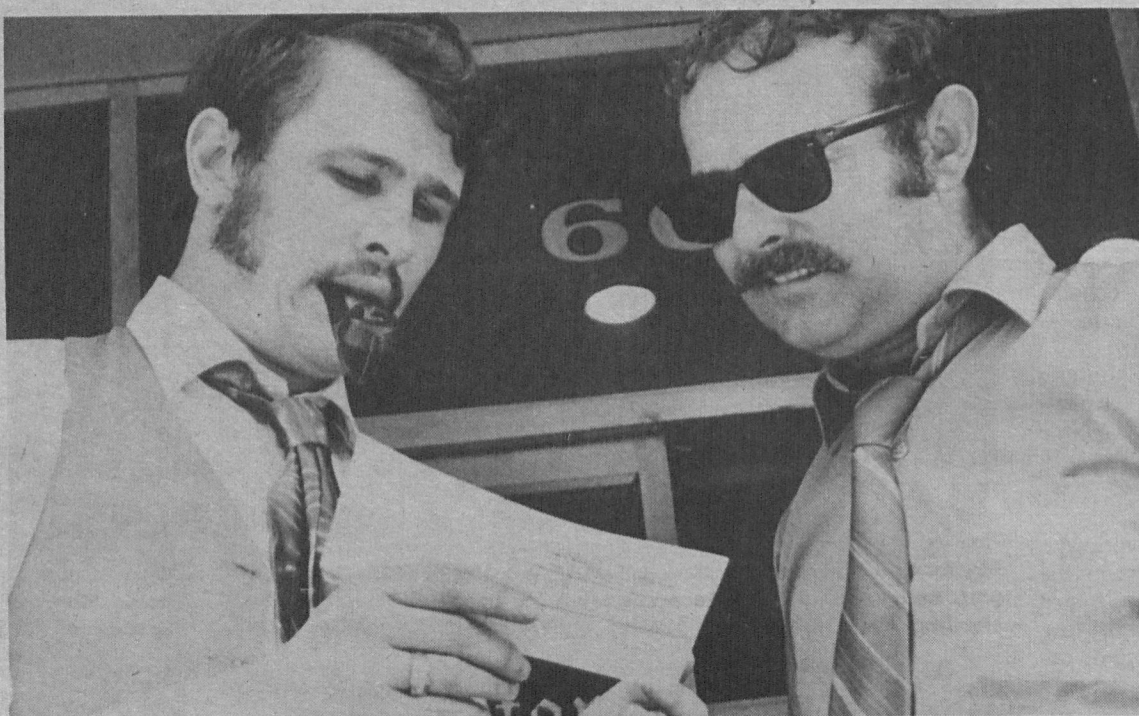
## Wage Increases

**MINIMUM INCREASES:** Increases in minimums negotiated prior to Aug. 15 to take effect in the 90-day period are banned. (Q&A, No. 1).

**GENERAL INCREASES:** General increases negotiated prior to Aug. 15 to take effect in the 90-day period are banned. (Q&A, No. 1).

**EXPERIENCE, STEPUP, PROGRESSION INCREASES:** Newly hired reporters progress from year to year at a higher rate of pay until they reach "journeyman" stage. If the conditions specified below apply to any occupation, including reporters, the employee is eligible for scheduled wage increases under the program. If these conditions do not exist, these increases are considered longevity increases which may not be granted.

A bona-fide apprentice or learners' program must be demonstrated by the existence of a formal program of on-the-job or classroom training whereby the apprentice or learner assumes greater responsibilities or additional



## The Iceman Cometh

Brockton Guildsman Robert Townsend shows his frozen paycheck to Local Vice President Rob-

ert Burns. Missing from the check is a contract increase that was to have become due Aug. 24.

functions as he progresses through each step of the program. These must be established programs which were in existence prior to the freeze. (Sept. 4, OEP reply to TNG letters)

**NOTE:** TNG believes that Guild experience, stepup or progression increases are at least equivalent of OEP requirements and should be paid. TNG, meanwhile, is continuing to seek a more affirmative answer from Office of Emergency Preparedness.

**COST-OF-LIVING INCREASES:** Cost-of-living increases negotiated prior to Aug. 15 to take effect in the 90-day period are banned. (Q&A, No. 1).

Cost-of-living increases due prior to the freeze but delayed until the Consumer Price Index was published are permitted with retroactivity. (Q&A, No. 15).

**LONGEVITY INCREASES:** Longevity increases negotiated prior to Aug. 15 to take effect in the 90-day period are banned. (Q&A, No. 1).

**MERIT INCREASES:** Merit increases in the 90-day period are banned. (Q&A, No. 1).

**COMMISSIONS:** Commission rates may not be increased, but an individual or group is not banned from making more money on the same rates. (Q&A, No. 1).

**PROMOTION INCREASES:** Promotion increases are not banned if the promotion constitutes an advancement to an established job with greater responsibility. (Q&A, No. 1).

**BONUS PAYMENTS:** Cash awards may continue under the same formula and controls. (Q&A, No. 1).

**PROBATIONARY INCREASES:** Probationary raises may be granted if the probationary period for the job does not exceed three months and such raises are established practice. (Q&A, No. 13).

**APPRENTICESHIP INCREASES:** Increases in apprentices' and learners' rates under programs established prior to Aug. 15 are allowed. (Q&A, No. 1—printed booklet).

**EQUALITY INCREASES:** Increases to eliminate illegal wage practices of discrimination because of age, sex or race are permitted. (Q&A, No. 7).

**TRANSFER INCREASES:** Increases resulting from a transfer to higher cost-of-living areas are permitted if such a plan was in effect prior to the freeze. Such increases are permitted if the transfer is temporary but for an extended period of time. (Q&A, No. 8; Q&A No. 11).

**EDUCATIONAL RAISES:** Increases are permitted where the employer is willing to certify that an agreement was in existence that provided for increases in pay dependent on the employees' completing educational requirements for specific job levels, because the increase can be granted on the basis of a bona-fide promotion. (Q&A, No. 3).

## Other Contract Provisions

**FRINGE BENEFITS DEFINED AS SALARIES, WAGES:** As used in the Executive

Order, the term "Wages and Salaries" includes all forms of remuneration or inducement to employees by their employers, including but not limited to vacation and holiday payments, bonuses, layoff and supplemental unemployment-insurance benefits, night shift, overtime and other premiums, employer contributions to insurance, savings or other welfare benefits, employer contributions to pension or annuity funds, payments in kind, job perquisites, cost-of-living allowances, expense accounts, commissions, discounts, stock options, payment for deferred compensation, and all other "fringe" benefits. (Q&A, No. 6).

**WORK-WEEK REDUCTIONS:** In addition, there may be no changes in working conditions which result in more pay per hour worked (for example, a schedule which shortens the workweek without a proportionate decrease in pay). (Q&A, No. 6).

**SALARIES, NEW EMPLOYEES:** A new employee may be paid any salary within the range which the qualifications of the applicant justify as long as the average wage paid by the firm in the employee's job classification does not increase. (Q&A, No. 4).

**SALARIES, NEW JOBS:** Scales determined on basis of comparable jobs within business or firm. If none, on basis of comparable jobs in nearby firms. (Q&A, No. 1).

**SALARIES, SERVICEMEN:** Veterans returning to their premilitary service employment are permitted to receive all of the increases they would have received had they not been in the service, are paid at the now existing wage scale. (Q&A, No. 7).

**SEVERANCE PAY:** Severance pay in excess of the normal pay rate in effect on Aug. 14 is permitted. (Q&A, No. 3).

**PROFIT SHARING:** No new profit sharing program can be instituted in the 90-day period because fringe benefits cannot be increased. (Q&A, No. 5).

**FUNERAL LEAVE:** No increase in the number of days off for funerals, etc., is permitted during the 90-day freeze. (Q&A, No. 6).

**OVERTIME:** No overtime may be paid sooner, for example, by reducing the work day from eight to seven hours and paying overtime for the eighth hour. (Q&A, No. 6).

**VACATIONS:** It is the policy of an employer to increase the amount of paid vacation given employees after they have completed a specific length of employment (e.g., increasing vacation from two to three weeks upon the completion of ten years' service). Are such increases allowed during the freeze?

No. Increases in paid vacations are treated the same as longevity increases and may not be granted during the freeze. (Q&A, No. 15).

**PENSIONS:** Previously planned increases in pension benefits are permitted for both those who retired before Aug. 15 or after Aug. 15. (Q&A, No. 4).

An increase in the employer contribution is permitted to a pension fund to finance benefit increases which were granted and became effective before Aug. 15. (Q&A, No. 7).

## The

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Perlik urged closed contracts to tions open" to assum ously negotiated nized by employers freeze can "be through whatever seems indicated."

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**Q. Who are the gnomes in Switzerland?**

A. They're tiny little men, three feet tall, who buy and sell dollars all over the world.

**Q. Can President Nixon do anything about the gnomes in Switzerland?**

A. He can. Just before the elections he will announce that if he is re-elected he will go to Zurich.

**Q. Could President Nixon have done anything to avoid a wage-price freeze?**

A. Yes. He could have sold Alaska. As a matter of fact, there is a rumor he might still do it. That's why he asked Emperor Hirohito to meet him there, so Japan could make him an offer.

**Q. How will the wage freeze affect poor people?**

A. They have nothing to fear from it. It's been set up in such a way that their poverty will be protected.

**Q. Why did the stock market go up so high when the President clamped the freeze on?**

A. Many top-flight Wall Street investors and brokers were called back from their vacations. They figured as long as they were there and didn't have to go home to dinner, they might as well buy stocks. As soon as their wives come home they'll probably sell.

**Q. If my boss promised me a raise and he can't give it to me because of the wage freeze, what does that make him?**

A. The happiest man in the world.

**Q. How could this have happened to the dollar when it says right on it "In God We Trust"?**

A. God didn't do this to us. It was the Germans, the French and the Japanese.

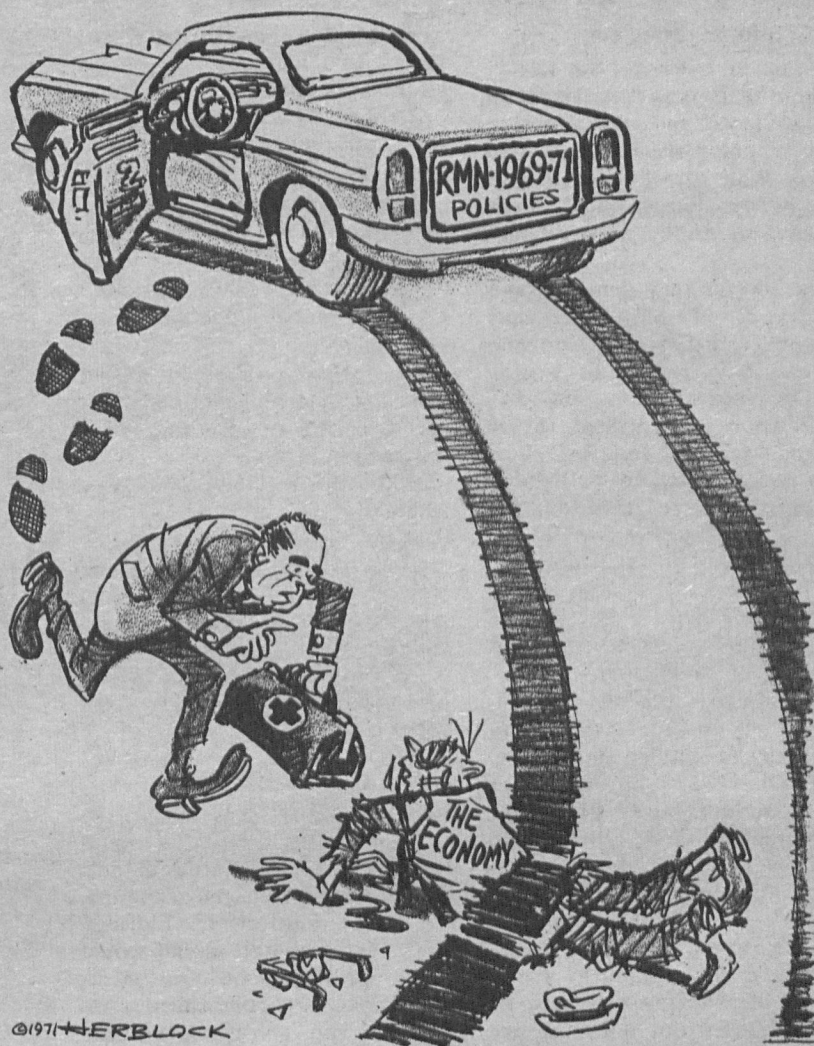
**Q. But why should God allow this to happen if He knows we put all our trust in Him?**

A. The President has asked Billy Graham to head up a blue-ribbon panel to find an answer to this question.

**Q. When will we know?**

A. Next Sunday.

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"You're lucky I happen to be here"

# esor End to Pay Freeze, Perlik Urges

TNG, if the employer refuses to provide such information, Perlik said.

Perlik, citing one response received from the Cost of Living Council to TNG's request for clarification of stepup raises, said "no useful answers" could be expected from the council.

The letter from the Office of Emergency Preparedness, which is processing public inquiries about the freeze, said Guild stepup increases "appear to fall" within the broad range of "experience" increases, but did not specifically state whether or not they would be permitted by the Cost of Living Council. "Perhaps you can use it [the letter] to convince your employer that he is now free to pay stepup increases," Perlik wrote, noting that at least five employers with which locals have contracts have granted such increases.

United Press International, while holding up stepup increases, has agreed to join with the Wire Service Guild in seeking answers from the Cost of Living Council on the impact of the freeze on its employees.

The Associated Press said it is unilaterally seeking relief from the freeze for stepup increases.

Perlik told local leaders that the Guild is preparing a brief to the Cost of Living Council "addressed specifically to the matter of stepup increases."

If an employer won't proceed to implement stepup increases based on existing responses from the council, Perlik said, locals will have to await the council's answer to the brief.

Pointing out that congressmen are responsive to individual and organizational pressures, Perlik urged locals to "tell them loud and clear" to support and work for an end to the freeze.

Each local, by executive-board, representative-assembly or membership action, should urge congressmen to seek an end to the freeze and should solicit as many similar expressions as possible from individual Guildsmen, he said.

Perlik's letter went out as Administration officials hinted that the second phase of Nixon's new economic policy would be a program of voluntary restraints enforced by legal authority to force cutbacks of wage and price hikes deemed inflationary by the government.

Commerce Secretary Maurice Stans told a group of businessmen at the White House that postfreeze wage increases would be based on gains in productivity but that the President does not envision controls on dividends or profits after the thaw.

Stans also indicated that the Administration favors continued government control of wage and price increases rather than the tripartite-board approach (labor, employers and the public) urged by organized labor in a meeting with the President.

The Labor Department said productivity, defined as output per worker per hour, was 3.7 percent higher in the second quarter of this year than in the same quarter in 1970 and that the average gain in the past 20 years has been about three percent annually.

An AFL-CIO official indicated unions would oppose a wage-increase formula based on productivity or "any other formula handed down by the government rather than determined by an independent board which includes labor representatives."

Nixon himself said his Phase 2 economic plan would restrain wages and prices in major in-

dustries "and will have teeth in it."

The Amalgamated Meatcutters and Butcher Workmen, challenging Nixon's wage freeze in a Federal Court suit in Washington, sought an order to enable some 50,000 of its members to collect an increase scheduled Sept. 6.

The union's secretary-treasurer, Patrick Gorman, said it would "welcome a genuine attack on the real causes of inflation" instead of the Nixon freeze, which he said only denies "needed wage increases to workers."

Meanwhile, the Office of Emergency Preparedness had a measure of good news for workers due to have Columbus Day, Oct. 11, as a paid holiday for the first time.

Reversing an earlier position, the OEP said Columbus Day could be observed as a paid holiday, even if it represented a new benefit this year, provided either that such provision is in the contract, that the employer's practice is to grant federal holidays or that the holiday was announced by the employer prior to Aug. 15.

However, the OEP apparently barred any increases in paid vacations, even under old contract provisions, in cases where employees become eligible for longer vacations based on length-of-service milestones reached during the freeze.

The Cost of Living Council, easing its earlier position on retroactivity, said retroactive wage increases could be negotiated under certain conditions for work performed prior to the freeze.

The council said the parties must "demonstrate that they did not change their positions during negotiations in order to compensate for or absorb the

impact of the freeze."

It gave this example:

"A contract is agreed to on Sept. 1, effective July 1, increasing a wage rate from \$2.80 to \$3. For the period July 1 through Aug. 15 the worker's wage is \$3; from Aug. 16 through the duration of the freeze, \$2.80."

Newspaper publishers, who are pocketing extra dollars from the wage increases and fringe benefits they don't have to pay, are moving to seek exemptions from the price freeze similar to those extended to advertising and subscription rates during World War II and the Korean war, according to Publishers' Auxiliary.

Some 20 newspapers have had to defer planned advertising-rate hikes, according to Straus Editor's Report, and UPI had to defer a 10-percent rate hike it had scheduled for Sept. 1.

Advertising Age said publishers are being required to give credit for future advertising sales on ads sold at rates scheduled to go into effect during the freeze period but higher than prefreeze prices.

Publishers will benefit, however, from postponement of a \$7-a-ton rise in newsprint prices planned for Nov. 1. And the Cost of Living Council said the new 10-percent import surcharge does not apply to Canadian newsprint shipped into the United States.

In the wake of the freeze announcement, Newsweek magazine, owned by the Washington Post, ordered sharp curtailment of expenses and a hold-down on new hires.

Citing its inability to raise advertising and subscription rates, Newsweek said new personnel could be hired only with the personal approval of Osborn

Elliott, editor-in-chief and president.

It also directed employees to travel tourist class and ordered a 10-percent reduction in entertainment expenses, a staggered work schedule to curb overtime payments and curtailment of telephone calls and "intramural lunches" to discuss stories.

In other reactions to the freeze, the Toledo Council of Newspaper Unions sent a message to Nixon urging "immediate rescinding of this unpopular directive," and the Bakersfield Guild vacated its strike headquarters for the duration.

The Toledo message to the White House said the wage freeze "greatly discriminates against the working man" and described the price freeze as "merely window dressing."

The Bakersfield Local, deciding to leave the office it had rented in preparation for a possible strike, said it would resume occupancy of similar space when the freeze is lifted and a strike becomes feasible.

## Thawsday Is Nov. 13

Nov. 13 will be the lucky day for U.S. wage earners whose pay has been iced under the wage freeze.

That's the day of the thaw, according to the latest calculation by the Office of Emergency Preparedness.

The OEP admitted, with some embarrassment, that its original calculation that the freeze would end Nov. 12 was wrong. It performed a recount after receiving a legal opinion that the freeze, while declared Aug. 15, didn't actually take effect until Aug. 16.



# Newark News Sells Its Plant to Newhouse Paper

(Continued from Page 1)

N. Mitchell following the sale.

He said the sale was "unnecessary to save" the News, noting that its publisher had admitted in the Wall Street Journal that first-quarter losses "had been turned into profits in April and May."

The News's new demands and withdrawal of old agreements were set forth Sept. 20 at a meeting called to reduce to writing the recommendations on key strike issues made Sept. 9 by Federal Mediator Joseph DeLorenzo and accepted by both sides. The Guild rejected the demands, and no new meeting was set.

The Guild membership ratified DeLorenzo's terms by a vote of 74 to 29 Sept. 9 but insisted that the final contract be presented to it for ratification.

DeLorenzo, making recommendations on four key issues in the hope of settling the strike, proposed a \$220 top minimum for reporters and \$170 for photographers and artists, with parity at \$250 for all three jobs in the third year of a 36-month contract.

The proposal included a modified Guild shop requiring membership of at least six of each 10 new employees but no severance pay and no restrictions on layoffs except that the News would have to discharge in inverse order of seniority.

Prior to the strike the News had rejected pay parity with reporters for photographers and artists and had demanded the right to lay off up to 35 employees.

The News had agreed before the strike to a severance-pay schedule providing two weeks' pay per year of service up to a maximum of 40 weeks but withdrew the agreement when the strike began.

In the draft contract submitted following acceptance of DeLorenzo's recommendations, the

News omitted more than six provisions that had been agreed on prior to the strike and sought to add a no-strike clause and stringent restrictions on outside activities.

The company also demanded that the Guild withdraw three unfair-practices charges on which the National Labor Relations Board's regional office has issued complaints.

The News's draft contract lacked both a seniority definition and a rehiring provision to which the two sides had agreed before the strike. The Guild said there would be no contract without them.

The Guild also objected to the lack of a status-quo clause on grievances, an automation clause and provision for notice of sale or discontinuance, all of which had been agreed on prior to the strike.

Reports that craft-union members, who had honored the Guild's picket lines since the start of the strike May 26, would return to work led to the Guild's acceptance of DeLorenzo's terms.

"It was quite clear," Eldridge said, "that five craft unions would cross our lines soon. Our members became convinced we couldn't run an effective strike all by ourselves."

But following the announcement of the sale of the plant and Sunday paper, the News, which had been purchased in February 1970 by Media General Inc. in a 50-million-dollar stock exchange, terminated its printers, mailers, pressmen and stereotypers.

The Star-Ledger was expected to hire many of the craft-union members discharged by the News. It was meeting with union representatives this week to work out agreements to enable the Star-Ledger to produce the News.

The News will continue to operate separate news, advertising, circulation, delivery and



North Jersey Guild Photo by Jack Johnston

## Happy Anniversary

Newark News Unit chairman Douglas Eldridge, right, offers cake numbered 42 to Ervin Hess, who celebrated 42nd anniversary as Newark News photographer on picket line. Joining in the anniversary

celebration are, from left, Felix Barton, Joseph Storch, Ann Pickering, William Kennedy, temporary TNG International Representative Thomas J. Murphy and Eric Parham.

business-office departments.

Although the agreement between the two papers would not be a joint-operating agency under the Newspaper Preservation Act, it was reported that the transaction had been submitted to the Justice Department for antitrust clearance.

In notifying the Guild of the sale to the Star-Ledger, Mair said, "We hope that the News can resume daily publication on a sound and continuing basis."

However, the sale announcement prompted speculation about the News's future and on why Newhouse would pay 20 million dollars for a newspaper plant for which he appears to have no use and a Sunday paper that has not appeared in competition with his own in four months.

The Star-Ledger, now the

state's largest morning and Sunday paper, edged past the News last year in both daily and Sunday circulation.

In other developments, the NLRB's regional office here issued a third unfair-practice complaint against the News and dismissed a charge lodged by the News against the Guild.

The NLRB notified the News that its investigation failed to establish that the Guild restrained and coerced nonstriking employees during a picket-line incident July 27.

It issued a complaint against the newspaper on the Guild's charge of discrimination against strikers in the payment of accrued vacation benefits, consolidating it with two earlier complaints, including the News's unilateral termination before the strike of

regular overtime and expense payments.

The Guild reported \$2,002.50 in additional contributions to its strike fund, raising the total to \$12,348.40. They included:

|                                          |          |
|------------------------------------------|----------|
| Seattle-Tacoma Guild                     | \$321.50 |
| St. Louis Guild                          | 250.00   |
| Boston Guild                             | 100.00   |
| Denver Guild                             | 100.00   |
| Elizabeth Journal Unit                   | 50.00    |
| Wilkes-Barre Guild                       | 50.00    |
| Stockton Guild                           | 25.00    |
| Torre Haute Guild                        | 25.00    |
| Kenosha Guild                            | 25.00    |
| Toledo Guild                             | 25.00    |
| Kingston Guild                           | 25.00    |
| Victoria Guild                           | 25.00    |
| State, County & Municipal Employees      | 200.00   |
| Local 194, Bakery Drivers                | 250.00   |
| Local 50, Bakery & Confectionery Workers | 50.00    |

The Bakery Drivers' and Bakery Workers' contributions, plus \$25 of the Seattle-Tacoma contribution and \$75 in other donations, were made in memory of the late TNG counsel Irving Leuchter, who had represented the Newark strikers.

## U.S. Challenges Newsmen's Right to Shield Data

Reporters do not have a constitutional right to withhold confidential sources or information, the Justice Department contended in a brief filed with the U.S. Supreme Court last week.

If "newsmen's privilege" is needed to preserve the flow of sensitive information to the press, Solicitor Gen. Erwin N. Griswold declared, Congress and not the Supreme Court should create it.

The brief was filed in the cases of two newsmen cited for contempt for refusing to disclose

sources or information. One involves Paul M. Branzburg of the Louisville Courier-Journal, who has refused to disclose the names of persons involved in hashish peddling, and the other, Paul Pappas, a Massachusetts television newsman who has refused to give information on the Black Panthers to a grand jury.

TNG has filed a brief on behalf of Pappas and is seeking permission to file one on behalf of Branzburg.

Griswold's brief argued that newsmen have been able to obtain confidential information for almost two centuries without a court ruling protecting them from forced disclosure, although he conceded that the flow of confidential information has increased in recent years.

"The reporters are claiming not merely the right to gather news but the right to withhold news on the basis of promises that they, in their sole discretion, make to their informants," Griswold objected.

The Pappas and Branzburg cases will be considered by the high court together with a landmark case involving New York Times Guildsman Earl Caldwell, who has refused to appear before a grand jury investigating the Black Panthers. TNG has also filed a brief supporting Caldwell.

Friend-of-the-court briefs in support of the three newsmen were also filed by editors, re-

porters' and photographers' organizations, the three major television networks and six major newspapers and magazines.

Sen. Sam J. Ervin's Subcommittee on Constitutional Rights will open hearings Sept. 28 on the increased subpoenaing of newsmen, efforts to secure injunctions against newspapers, the use of false press credentials by police and other problems involving press freedom.

A District Court judge in Tucson last month extended the protection of a Court of Appeals ruling in the Caldwell case to the underground press.

Judge William Frey quashed a government subpoena that would have required Tom Miller of the Liberation News Service to appear before a grand jury investigating radicals. A U.S. attorney, directed to demonstrate a compelling need for Miller's testimony, declined.

And in Los Angeles the Garden Valley News succeeded in quashing a subpoena for testimony by a reporter who interviewed an Irish Sweepstakes winner. The subpoena had been obtained by attorneys for the winner's husband in a divorce proceeding to determine whether their client was entitled to a share in the winnings.

A state judge threw out the subpoena under both the First Amendment and California's newsmen's-privilege law.

The Hearst Corp. last week pressed the Federal Trade Commission for enforcement of a subpoena against consumer columnist Arthur E. Rowse, denying that any infringement of newsmen's privilege was involved in the case.

Hearst is seeking to obtain documents, notes and other materials used by Rowse in preparing an article on deceptive magazine-sales practices in order to defend itself against charges before the FTC. It said Rowse's motion to quash the subpoena raises issues broader than those now before the Supreme Court.

It termed Rowse's motion "a naked effort by a newsmen to avoid testifying as to nonconfidential facts."

"Consumers and congressmen,

unlike the Black Panthers, are not a clandestine set whose contacts with the 'establishment' press are made only in confidence," said the Hearst brief.

Rowse, in moving to quash the Hearst subpoena, said it was ironic that "this well-known publisher of magazines and newspapers, this defender of First Amendment freedoms, has now gone full circle with this demand for access to a reporter's notes and files."

Rowse, in a letter thanking TNG President Charles A. Perlman, Jr., for voicing the Guild's support, commended TNG for "its alertness in spotting such threats to First Amendment rights and for the strength of your support."

## ... Assessments

(Continued from Page 1)

tion, new assessments will not be triggered until the Defense Fund falls below \$1,500,000. Even at the \$23,000-a-week rate of benefit payments to Los Angeles, Pittsburgh and Newark it would have been close to a year before that point would have been reached, the officers noted.

Pointing out that several locals began their assessment collections late, they said such locals would have to continue collections for a corresponding number of months to maintain their members in good standing.

Locals that have paid one or more assessments from their treasuries are free to continue assessments locally until their defense funds are reimbursed, they added.

## Vancouver Feminists Ban Male-Reporter Coverage

Vancouver, B.C.—The Women's Lib Alliance in Vancouver isn't talking to male reporters any more.

Only women will be allowed to cover alliance meetings, the women have announced.

Cynthia Flood, spokeswoman for the alliance, said there would be less distortion in stories about women's liberation if newswomen handled them.

"A great number of male col-

umnists are strongly antiliberation and can't resist the slightest temptation to make cheap cracks about the movement," she said.

Sending a male reporter to a women's-liberation meeting is "a subtle kind of insult, like sending a white person to a meeting of blacks," she declared. But she said the alliance might "bend a little" if there were a good reason a woman could not be sent to cover.



# Toronto Telegram to Fold; 700 Facing Job Loss

(Continued from Page 1)  
in the Toronto afternoon field.

Star Vice President Burnett M. Thall, addressing the editorial staff Sept. 20, said the Star would make the Telegram presses available to anyone willing to buy the Telegram and keep it operating.

Bassett's announcement came in the midst of a bargaining crisis, two days after the Guild and the Pressmen's Union had voted to authorize strike action.

TNG President Charles A. Perlik, Jr., in a telegram to the Toronto Local, expressed shock at the announcement and pledged TNG's aid in "your efforts to find alternatives to this catastrophe."

"Those resources are equally available, if consummation of the Telegram's suspension cannot be interrupted or delayed, to all Guild members who will be forced to seek new jobs and careers," Perlik said. He assigned TNG International Representative Robert J. Rupert to full-time assistance in the crisis.

The Guild and the Pressmen had voted to strike after Bassett rejected an "IOU" proposal by the two unions and the Stereotypers to suspend 1971 wage increases in a new contract and pay them retroactively when business improves.

The Guild voted 298 to 111 and the Pressmen 75 to 1 to authorize strike action. The Guild was free to strike and the company to lock out at 12:01 a.m. today following an Ontario Labour Department decision not to appoint a conciliation board in the dispute.



## At Telegram Meeting

Toronto Telegram Guildsmen take a vote during Sept. 16 meeting at which strike action was authorized after the Telegram turned down an offer to defer wage increases until the paper became

profitable. At the microphone, International Vice President Glen Ogilvie; beside him, hand upraised, Unit Chairman William Weatherup; seated left, Local President Marc Zwelling.

Bassett termed the unions' "IOU" proposal "nonsense" and said he would refuse to honor checkoff and maintenance-of-membership provisions of the Guild's contract after today.

Bassett had offered a three-year contract under which em-

ployes' wages would be frozen the first year and they would receive \$10 increases at key top-minimum levels in each of the second and third years.

Accountants for the Council of Toronto Newspaper Unions who examined the company's books

have said its statements on operating losses are "substantially correct," although they noted the Telegram is raising five million dollars through sale of the Toronto Argonaut Football Club and stock in Maple Leaf Gardens.

The way for strike action was cleared when the Labour Department issued its "no-board" report after a one-day attempt by a conciliation officer to resolve the dispute. The waiting period required after the report expired today.

The contract dispute was marked by a brief work interruption Aug. 21 when Bassett published a front-page editorial accusing the Pressmen of slowing down the previous day's run.

The presses slowed down and Guild drivers balked at delivering the paper when they learned that Bassett had run the editorial without giving the Pressmen a chance to reply, a bulletin issued by the newspaper-union council reported.

It said Bassett, confronted by a demand from a Pressmen's spokesman that he either remove the editorial or print a Pressmen's reply on the same page, chose the latter.

Bassett subsequently charged the Guild with responsibility for an illegal strike and announced he would seek unspecified damages in arbitration. The Guild denied any liability and contended the matter was not arbitrable.

Last week Bassett fired three pressmen, blaming them for a press failure that forced cancellation of an edition following his rejection of the unions' "IOU" offer Sept. 15. He ran a front-page statement the next day accusing the employees of responsibility but this time gave the Pressmen's Union equal space for a reply.

# AP, UPI Lag in Hiring of Minorities, U.S. Charges

Both Associated Press and United Press International are in violation of federal regulations requiring government contractors to have affirmative goals and programs for hiring minorities and women, the government has notified the two wire services.

AP and UPI are submitting minority-hiring proposals to the government and have begun hiring minority-group members from a referral list set up by TNG and the Wire Service Guild.

The wire services are govern-

ment contractors by virtue of wires leased by government agencies.

AP Personnel Director Keith Fuller said the company's attempt to find "qualified blacks" is "going full tilt" and expressed confidence its program would win approval.

UPI Labor Relations Director Harry Varian said his company plans to step up recruiting but added that "it's going to have to be on the basis of the economic conditions of the time." He cited a shrinking number of vacancies.

Fuller said AP has 20 black newsmen and a higher ratio of black clerical employees and copy boys. Black trainees are currently working in three bureaus.

Varian said UPI has 40 black employees but did not say how many were newsmen.

Neither company has any black employees in managerial positions.

The government originally demanded that the services' hiring goals reflect the black population on a city-by-city basis, a requirement that would have made it

necessary for their Washington bureaus to have black majorities.

But they say the government has now agreed their goals can reflect the nation's 10-percent black population on a nationwide basis.

Government regulations require recruiting efforts in schools, contact with community self-help organizations, special training programs and strong top-level co-ordination of recruiting and training.

Wire Service Guild Administrator Norman Welton welcomed

the government action.

"It's obviously prodding them to take effective steps," he said. "It will also help us to achieve our contract goals."

These include a six-month on-the-job training program designed to bring minority representation in line with national population ratios.

Welton reported that UPI has hired two black newsmen from the Guild's referral list. He asked that the Guild be sent the names of any minority newsmen available for jobs.

# IT

# SEEMS TO US

## 'Creative Ideas' Termed TNG Leadership Need

NEW YORK CITY

Editor:

Congratulations to Warren E. Howard for his IEB seat with the "honor of becoming the first black to serve the Guild's IEB." I find it very interesting that this pinnacle was finally reached in the same historical year that man's advanced integrity controlled a car on the moon. Think about that one.

I share the disappointment of many who attended the Guild's 1971 minority conference in New York. We returned to our units with new impetus and renewed hope. We had listened to flowered speeches and new resolutions. Our portfolios contained some guideline literature which was first printed in the 1950s, which should have been updated with a preface saying "nothing to report in 1971."

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.

Nature doesn't demand that we be perfect. It requires only that we grow. "Treating people like people" is a normal procedure of life and doesn't require any talent. We all know the story of Narcissus, who fell in love with his own image in the water. Leadership requires creative ideas, which in turn promote growth and progress.

I welcome the election and creative ideas of Flores, Sweet and Dick.

EVANGELINE FOSTER  
Vice Chairman  
New York Post Unit

## Flores's Leadership Of Strike Disputed

WASHINGTON, D.C.

Editor:

In your July 30 issue, in reporting on the Guild candidates, it was reported that Brian Flores "led a seven-week strike at the Baltimore Sunpapers in 1965."

It would be more fair to say that the strike was led by Jerry Borstel, the Sun Unit president; Harris Monroe, the then Washington-Baltimore Guild administrative officer, and Edna Berger, who, as an international representative, provided invaluable leadership assistance.

Brian, who was at that time the assistant administrative officer, repeatedly displayed fortitude and ingenuity during the course of the strike.

STUART S. SMITH  
Former Member  
Washington-Baltimore Guild

## Hawaii Guild Vetoes Donation To New Journalism Review

Honolulu, Hawaii—The Hawaii Guild executive committee has rejected a request for financial assistance from the fledgling Hawaii Journalism Review.

The committee said that it supported the idea of a review but that the Guild lacked the resources to make a contribution. It offered to appeal for individual

contributions from Guildsmen.

The Honolulu Press Club has offered to underwrite five issues of the review if sufficient funds are not received from other sources. Grants of \$200 each have been received from the Hawaiian Electric Co., the Hawaiian Telephone Co. and the Milici Advertising Co.

## Executive Secretary Wanted

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## Ice Follies



BELLAND-TNG

DATELINE: WASHINGTON

## The Old Nixon Moves on Stage As '72 Curtain Rises

By WILLIAM J. EATON, Chicago Guild



SAD TO SAY, the President Nixon who appeals to the worst in us is back again. It looks like another rough and dirty campaign in 1972.

Whether he is talking about welfare, the economy, school busing or the Attica prison disaster, Nixon has resorted increasingly to shabby rhetorical ploys that earned him the label of "Tricky Dick."

An essential element of this style is described by Nixon watchers as "having it both ways." For example, while ostensibly refusing to discuss Presidential politics at his news conferences, Nixon manages to slip a shiv into Muskie, McGovern Jackson et al at regular intervals.

(And while deploring Sen. Edmund S. Muskie's statement that a black vice presidential candidate might be a drag on the Democratic ticket, Nixon makes no explanation of why he has not named a black to the Cabinet or even to any important job on his White House staff.)

Even when he is following his better instincts, the President suffers from political schizophrenia. Welfare reform is a good example. His plan to provide a guaranteed family income certainly is in the progressive tradition. Yet Nixon cancels out any credit he may deserve by constantly implying that everyone on welfare is a cheater, ducking honest toil and smirking at the suckers who pay

### You Read It Here

There was no reason for Guild Reporter readers to be surprised by the wage-price freeze.

William J. Eaton's last GR column, published two days before the freeze, said that "although anything said about Nixon's economic policy may be out of date by the time it gets into print, the President seems to be bragging about a 23.2-billion-dollar deficit while tippie-toeing toward a wage-price restraint plan."

taxes.

The President knows better. He is aware that children make up the overwhelming majority of those on relief rolls. Does he want to revive child labor? Or is he unable to resist the cheap political shot?

IT'S THE SAME STORY on the economy. If Nixon believes that the way to restore prosperity is to slash taxes of corporations and upper-income Americans, why doesn't he say so? Instead, he invents the deceptive title of "Job Development Credit Act" for legislation that would cut business taxes by four billion dollars a year with little assurance that the savings would go for job creation.

Most of the benefits would go

to firms for buying what they would buy anyway. The Treasury's own figures show that the President's tax programs would channel more than 70 percent of the benefits to one third of the taxpayers with incomes of more than \$10,000 a year.

Yet the President can tell Congress with a straight face that: "Hard work is what made America great." If the average workingman was aware how he would be shortchanged by Nixon's proposals there really would be a tax revolt.

The wage-price "freeze" is another case of Presidential double-talk. Employers, performing their patriotic duty as decreed by the White House, are quietly pocketing millions of dollars that were coming to workers during the freeze under previously negotiated contracts. Even the interest earned on this money in 90 days would be phenomenal.

But corporations are under no obligation to roll back price increases they imposed months ago, supposedly to offset the impact of the wage settlements. The President talks nobly to Congress about "willingness to sacrifice."

ON THE SCHOOL BUSING issue, Nixon is equally two-faced. He insists that he favors desegregation of big-city schools in the South yet condemns travel by bus to make it possible. This is like being in favor of babies but against sexual intercourse.

It is worse because the President previously encouraged the moderates in the South who were trying to adjust to reality in 1971.

Nixon's reaction to Attica is simply incredible. Few expected him to weep over the prisoners, but his first reaction did not even display any sympathy for the guard-hostages. His thoughts seemed to dwell on a fellow politician in crisis, Gov. Nelson A. Rockefeller. Three years ago the President's motto was "Bring Us Together."

The portents for 1972 are obvious. Nixon is going to campaign against welfare chiselers, labor bosses who refuse to sacrifice and partisans of busing. And at the same time, no doubt, he will urge others to "speak up for what is right in America." Ugh!

## Editorial

### Nixon's Leaky Icebox

A policy conceived inequitably and applied inequitably.

That must be the conclusion of any considered analysis of President Nixon's wage-price freeze.

It is, of course, misnamed. It freezes wages, puts a chill on prices and allows profits to boil merrily along.

The wage freeze is complete. It applies to everyone, whether or not his increase was negotiated before the freeze, to stepup increases apparently unless a formal program of training can be demonstrated, even to vacation and holiday improvements.

The price freeze is a good deal slushier. Raw agricultural products—although not the wages of farm workers—are exempted; consumers will have to pay high-jumping food prices with paralyzed paychecks. And the gimmicks open to manufacturers are limitless; the Cost of Living Council has allowed shirtmakers to increase their prices if they add such useful features as an extra pocket.

On profits, dividends and interest there is not even the pretense of a freeze. The Nixon game plan appears to be one for redistributing the nation's wealth—toward the upper end of the income ladder.

The Cost of Living Council has proceeded to write the letter of the law in true accordance with its spirit.

It has allowed colleges to implement previously announced but not effected tuition increases, on the ground that they have contractual "commitments." Never mind the parent who planned to meet this increased tuition commitment with a contractual raise he now isn't allowed to receive.

It has ruled that experience stepup increases won't be allowed in the absence of a formal program of classroom or on-the-job training, forging an unjustifiable distinction between what the craftsman learns during an apprenticeship program and what other workers learn through less formal instruction and experience.

It seems to have ruled that increased vacation benefits falling due during the freeze, even under contract clauses negotiated a decade ago, can't be granted. If this interpretation is sustained, a worker whose second week of vacation, say, would have been earned during the freeze won't be able to take it; if he perchance has made a down payment on a two-week charter flight to Europe, he'll find that his income has not only been frozen, it's been rolled back.

All signposts point to a continuation of the basic inequities when freeze is replaced by slow thaw in November. President Nixon is reported determined to keep profits and interest free to rise to the stratosphere while keeping wage increases close to the ground under meager productivity guidelines.

The burden of checking inflation, in other words, is being apportioned in accordance with inability to pay. Workers who by and large have found their wage increases lagging behind prices during the past few years will not only have that position frozen they will find the gap opening up even further.

Food prices and interest rates are not the only unchecked ones they will likely have to meet. The wings are already filling up with business interests looking for exemptions. Newspaper publishers have announced they will seek the same exemption for their prices they enjoyed during World War II; they have not, of course, proposed that the wages of their employees be similarly exempted.

The President plans a long, cold winter for most of us, dangling a vision of economic paradise to take off the chill. It's not worth buying, even at a frozen price.

## The Guild Reporter

DAVID J. EISEN  
Editor

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

Vol. XXXVIII, No. 17

September 24, 1971

### The Newspaper Guild

1126 Sixteenth St., N.W., Washington, D.C. 20036

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## Twin Cities Antiwar Stance Adopted by State AFL-CIO

Minneapolis, Minn.—A Guild-sponsored resolution urging the establishment of "a practicable yet immediate date for the complete termination of the United States's military involvement in Vietnam" was adopted by the Minnesota AFL-CIO convention last week.

The resolution, introduced by the Twin Cities Guild following its adoption at a Sept. 9 membership meeting, was approved almost unanimously.

Noting that the United States is continuing "major air offensives and supports" despite

diminished participation in ground combat, the resolution opposes "the presence of the United States and allied land, sea and air forces and all other military involvement in Indochina."

"The 13 years of a United States military and economic presence has not resulted in the establishment of a stable South Vietnamese democracy nor in the establishment of a true Asian peace," it said. "Hundreds of thousands of soldiers and innocent civilians have been needlessly killed as result of the prolonged American presence."