

Key to Hit \$400 at Washington Post

Surpassing the recent record settlement at the Washington Star, a new 30-month contract, boosting the key top minimum to \$400 and providing 28-percent wage increases in all other categories, was achieved at the Washington Post this month by the Washington-Baltimore Guild.

The \$400 key minimum, scheduled to be reached Aug. 15, 1973, two months after the Washington Star key climbs to \$380, is the highest in any Guild newspaper contract.

Seven-percent increases in all other job

and pay categories are scheduled retroactive to Oct. 1 and on next May 15 and Jan. 1 and Aug. 15, 1973.

A new 25-percent position minimum is created above the key level and will provide a \$500-a-week minimum for the news, sports and foreign editors on Aug. 15, 1973.

The settlement, achieved after a strike vote by the unit and strike authorization by the International Executive Board, which overrode denial of sanction by TNG President Charles A. Perlik, Jr., was ratified this week in an unusual mail ref-

erendum by a vote of 372 to 74.

Anticipating the still-uncharted guidelines to be promulgated by President Nixon's pay board, the Post settlement provides for a reopening and renegotiation or implementation "to the fullest extent possible" of economic items, at the option of the Guild.

The settlement provides for sabbatical leaves at partial pay, a publisher contribution to a pension trust fund and a study of the feasibility of the four-day week.

It also provides for a joint Guild-company job-classification study, a company-

financed study of child-care centers, new classifications and other procedures to aid advancement of women and minority-group employees.

The sabbatical-leave provision calls for the executive editor to grant three such leaves for nine-month academic-year durations, with the recipients paid at half the applicable scale for their jobs. Eligible will be reporters, editorial writers, editors and photographers with the Post at least seven years.

An initial publisher contribution of
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Perlik, Crocker, Slate Certified; IERC Rejects Flores's Protests

Panel Bars New Vote After 2-Day Hearing

Rejecting a petition by the Flores-Sweet slate to set aside results of the Sept. 23-28 voting, the International Election and Referendum Committee last week certified the re-election of TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker.

The Official Tally

These are the official results of TNG's international election in September (names in bold face elected):

For President

Perlik—9,209
Flores—4,342

For Secretary-Treasurer

Crocker—8,908
Sweet—4,392

For At-Large Vice President

Sain—9,440
Ryan—9,136
Dunn—9,110
Peterson—9,106
McGill—8,880
Guerrero—8,582
Dick—5,833
McMahon—5,054

For Region 6 Vice President

Ogilvie—649
Young—581

IEB Weighs Problems of 'Phase Two'

Problems posed for the Guild by Phase Two of President Nixon's economic-stabilization program were under consideration by the International Executive Board this week in Toronto.

Like everyone else grappling with the problem, it was handicapped by continuing uncertainty over the exact policies to be set forth by the pay board created under the new economic plan.

Still to be determined is the extent of wage increases and fringe benefits the board will allow, the disposition of contractual increases stayed by the freeze and the extent to which the newspaper industry, composed of relatively small contractual units, will come under the pay board's surveillance.

President Nixon, in announcing the general outlines of things to come, said some upward adjustment of wages and prices would be allowed. He set a goal of an annual rise of from two to three percent in consumer prices.

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Toronto Guild Photo by Brian Miller

Swearing-In

Donald MacDonald, right foreground, president of Canadian Labour Congress, inducts new TNG International Executive Board at its meeting in Toronto. Taking the oath, clockwise, are President

Charles A. Perlik, Jr., International Chairman James B. Woods, Secretary-Treasurer Robert M. Crocker and Vice Presidents Dorothy Sain and Edward J. Schrode.

IEB Picks 5 to Hold Hearings On Canadian Office, Director

Toronto, Ont.—A panel of five to conduct public hearings in Canada on the establishment of a Canadian national Guild office and director elected by Canadian members was appointed by TNG's new International Executive Board this week.

Acting almost immediately after being sworn in by Canadian Labour Congress President Donald MacDonald Oct. 18, the board named TNG President Charles A. Perlik, Jr., Vice Presidents Glen Ogilvie of Toronto, Eleanor Dunn of Ottawa, and

Harry E. Ryan of New York and former Vice President James Young of Vancouver-New Westminster to conduct the hearings.

Perlik said the questions recommended for study by this year's TNG convention are "too weighty and too significant to be treated lightly." He suggested that the panel hold at least three hearings of two days each in different sections of Canada.

Perlik urged that persons from "all parts of the industry," Guild members and nonmembers, representatives of other industry unions and even publishers be invited to testify.

MacDonald, after swearing in the IEB at its first nonconvention meeting ever held in Canada, said the study of a Cana-
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Loan Sought to Save Telegram, Jobs

Toronto, Ont.—A proposal for a 10-million-dollar loan from the Canada Development Bank to enable a group of Toronto Telegram employees to keep the paper afloat was before Prime Minister Pierre Trudeau this week.

The proposal, the latest in a series spurred by the Guild in an effort to save the Telegram, was being pressed in the face of an

Oct. 30 deadline for the paper's suspension.

TNG International Representative Robert J. Rupert was seeking approval of the loan despite the announcement of a new morning tabloid for Toronto by three former Telegram employees.

The new tabloid, to be known as the Sun, is scheduled to make its appearance Nov. 1. But it

will absorb only some 60 of almost 700 Guild employees who will be left jobless at the Telegram.

Rupert placed the proposal for a Development Bank loan before National Defence Minister Donald S. MacDonald, Barney Danson, Trudeau's parliamentary secretary, and a group of other
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Gary Award Winner

The Rev. Robert Lowery receives the Gary Guild's Community Service Award and Donna McAdams gets the local's Guild Service Award at Gary's an-

nual Page One Ball. At left, International Vice President James A. McGill, local president; at right, Gary Minich, Terre Haute Guild president.

Gary Guild Photo by Dave Fryer

IEB Weighs Problems Posed by Freeze

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Observers said that figure would permit wage increases of from five to six percent, with half of the cost being absorbed by increased productivity.

There will be no specific limits on profits, the President said, except for "windfalls" created by operations of the freeze itself.

Under the program set forth by the President, settlements in major industries will have to be submitted in advance to the pay board, those in middle-sized economic units will have to be submitted afterward, with the possibility that increases will be pared down, and those in small units will be subject to general surveillance and possible spot checks to see that they stay within the guidelines.

Exactly how major industries, middle-size ones and small ones

will be defined has yet to be announced.

TNG President Charles A. Perlik, Jr., told the IEB this week that the procedures that will have to be executed in submitting contract settlements to the pay board will probably require additional TNG inside-staff help.

The AFL-CIO Executive Council agreed to labor representation on the pay board last week after Nixon personally initialed a memorandum pledging that the board's decisions will not be subject to veto by the Cost of Living Council.

With Phase Two policies still unclear, TNG is advising locals to negotiate a clause in new contracts that would allow the Guild to reopen or terminate the contract on 60 days' notice if any provision of the agreement is not implemented in full.

TNG acted after the Cost of Living Council said agreements providing for employers to put unpaid wage increases into escrow presupposed retroactive payments covering the freeze period and therefore violate "the intent of the economic-stabilization program."

But Sidney Reitman, of the law firm serving as TNG counsel, pointed out that such escrow accounts could be set up with a provision that the money in them will be paid only as permitted by law.

The New York Guild, in a statement sent to 30 congressmen and six senators from the New York Metropolitan area shortly before Nixon announced his Phase Two program, urged Congress to make sure the program "does not lead to a one-sided freeze" of wages that would

Newswoman Booted; Guild Hits Grid Club

Cleveland, Ohio—The Cleveland Browns' action in ordering a Plain Dealer newswoman off the field during an Oct. 4 pro football game with the Oakland Raiders has been protested by the Cleveland Guild.

The Guild's objections were registered by Executive Secretary Jack F. Weir, who termed the action "a misuse of hired police power." The Cleveland chapter of Sigma Delta Chi also protested.

Guildswomen Judy Sammon had been assigned to write a color story on the game, had proper press credentials and wore a field ticket issued by the Plain Dealer.

Weir, in a letter to Nate Wallack, the Browns' public-relations director, said the policeman who ordered her off the field said he was doing so under Wallack's instructions.

"It is apparent," Weir said, "that while the Plain Dealer is trying to avoid sex discrimination, the Browns are practicing it.

This is indefensible."

Wallack replied that neither male or female reporters, as distinct from photographers, are allowed on the field, but Weir said male reporters have been permitted to roam the sidelines in the past.

Girl Refused Paper Route; Allentown Publisher Cited

Allentown, Pa.—The Pennsylvania Human Relations Commission has charged the Allentown Call and Chronicle with sex discrimination for refusing to give a 12-year-old girl a carrier route.

The commission acted on the complaint of a minister, the Rev. John D. Ickes, whose daughter was refused the route. The minister's son is a Call-Chronicle carrier.

The newspaper claims it can't hire a girl because of a state law that prohibits "any female minor" from distributing or selling newspapers in any public place.

Guild Leads Macomb Poll

Mount Clemens, Mich.—The Detroit Guild led, 42 to 41, with two challenged ballots unopened, in a representation election at the Macomb Daily Oct. 15.

One of the challenges was by a National Labor Relations Board representative and the other, involving the publisher's executive secretary, was by the Guild.

It was the second election in the Guild's effort to gain bargaining rights for 90 nonmechanical employees of the suburban paper. The first one, lost by the Guild, 41 to 35, was set aside by the NLRB because of company violations.

The violations included dismissal of 14 employees during the pre-election period. One of the 14 has been rehired, and the remainder placed on a rehiring list.

Key Top to Reach \$400 in New Pact at Washington Post

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\$5,000 a month starting next Jan. 1 will be increased to \$8,000 monthly a year later to establish the joint pension program as an addition to existing retirement provisions at the Post.

TNG to Launch '71-72 Institutes

The first two of TNG's 1971-72 regional training institutes will be held the first two weekends in November.

The Pennsylvania-Ohio-Indiana District Council will sponsor the first at its Nov. 6 and 7 meeting at the University Inn in East Lansing, Mich., and the Midwest District Council the second Nov. 13 and 14 at the Holiday Inn in Kenosha, Wis.

The new institutes are designed to help develop new and prospective local leadership, especially among women and minorities. The sessions will be conducted by TNG Administrative Operations Director Ellis T. Baker and Research and Information Director James M. Cesnik.

The four-day-week study will be undertaken jointly by the Guild and company, but the Guild will have a veto over any tests that might be recommended, to protect affected employees.

Binding arbitration would be the final step if the Guild and company cannot reach agreement on upgrading as the result of the full classification study provided in the new contract.

New classifications of telephone inside-outside sales and news interns are created. The telephone sales job will be to enable inside-classified employees to switch to outside sales, with the pay schedule for the new classification set midway between the minimums for inside and outside positions.

News interns would be hired at the reporter starting minimum and advance to the second-year reporter minimum after a year, but would be limited to two years in the classification. The goal is to enable the company to employ prospective reporters, photographers and editors, particularly women and minorities, who might not otherwise be considered because of the short probation period.

The company will provide up to \$10,000 for the feasibility study of a child-care program for Post employees. The study will be undertaken by a joint committee, with its report due within six months.

A new provision will enable employees on maternity leave to be offered work at their homes.

The company will furnish the Guild copies of notices of satisfactory or unsatisfactory work performances of probationary employees.

Employees with seven or more years of service will be entitled to save two weeks of each year's four-week vacation entitlement, to a maximum of four weeks, and take an eight-week extended vacation every three years.

Severance pay is increased four weeks to a maximum of 62 weeks pay at the rate of two weeks for each year of service.

Editorial writers, reporters, photographers, editors, artists, copy writers, layout artists, makeup editors, advertising sales employees, librarian and programmer analysts are covered by the \$100 increase in the key top minimum. Differentials for those above minimum are maintained.

The settlement also creates these top minimums: Assistant librarians and editorial researchers, \$242; teletype operators, \$233; copyboys, \$161.25; secretaries, \$211.50; clerks and key-punch operators, \$202.25; classified telephone solicitors, \$221.75.

The company said the 30-month wage package would cost \$5,242,000—\$333,000 more than the 24-month package, extended to 30 months, that the unit had rejected Oct. 4 by a 136-to-16 vote.

Members of the unit, in rejecting the first proposal, authorized a strike starting Oct. 6, but sanction for a walkout was denied by Perlik.

He based his denial on the unknown policies of Phase Two of the President's economic program. "It is poor and unacceptable strategy to strike now to obtain something the law might prevent us from keeping," he said.

Once Phase Two is clear, Perlik said, "a resubmitted sanction request would permit an intelligent evaluation . . . in the light of wage-regulation realities."

According to TNG Constitutional requirements, Perlik polled

the IEB members for approval of his action. The result was a 9-to-5 vote overruling the denial and granting the sanction.

A revised contract proposal was achieved and submitted to the membership Oct. 7. It was extended from 24 months to 30 and raised the key top minimum offer from \$385 to \$400.

But the unit, fearful that the new proposal was retrogressive, voted 243 to 114 on Oct. 7 to postpone any action on the proposal for three days.

Members complained that the second proposal would provide wage increases less over the first 24 months than the offer rejected at the Oct. 4 meeting.

But Guild negotiators pointed out that the second proposal would produce higher percentage increases for employees in the lower-pay categories, at a slight loss to those in the higher brackets.

They also argued, in a series of messages to unit members, that it would be foolish to strike for additional money that conceivably the President's pay board would deny them—Perlik's position in his denial of strike sanction.

Wire Service Unit Vows Organizing Aid to TNG

A Southern sectional conference of the Wire Service Guild this month pledged co-operation with TNG in organizing low-paying Southern newspapers.

The conference, meeting Oct. 2 and 3 in Atlanta, called on Guildsmen in the South to encourage organizing efforts in their areas, declaring that a "new generation" of newsmen more open to Guild organization has emerged.

The conference also urged that TNG and the Wire Service Guild study establishment of a joint office in Miami to organize the city's newspapers.

The conference, one of four sectional meetings held by the Wire Service Guild in September and October, urged concentration on wages, hours, union and job security, health and pension benefits, working conditions, minority employment and professional integrity in forthcoming contract negotiations.

It called specifically for the elimination of the six-day week still prevailing in many United Press International bureaus, terming the practice one that "should be relegated to its rightful place in antiquity."

The conference also urged the

Wire Service executive committee to consider the appointment of a permanent arbitrator for both the UPI and Associated Press contracts.

The Midwest conference, held in Chicago Sept. 18 and 19, urged the AP and UPI negotiating committee to insist on the inclusion of minority training and recruiting classes in their contracts.

Supporting recommendations of the Guild's AP automation committee, it urged new pay scales for employees in hub bureaus and inclusion of a hub expert on the AP negotiating team.

The conference established a sectional council for the first time to co-ordinate sectional activities between conferences. Roy Malone of St. Louis AP was elected president and Joan Deppa of Chicago UPI, secretary.

The Western conference, held Sept. 11 and 12 in Santa Monica, Calif., urged a continued study of regionalization and automation in the wire services, with particular attention to added responsibilities imposed on staffers.

It urged a contract push for higher pay, a four-day week, and pension-plan improvements, among other demands. And it

called on the wire services to allow the use of interbureau communications wires to inform employees of the progress of negotiations.

The Eastern conference, in New York City Oct. 9 and 10, urged negotiators to hold firm for a one-year contract and to seek the extension of Guild jurisdiction to bureau managers in bureaus with 10 or fewer employees.

Another resolution called for a clause providing that the employer shall "impose no standards of physical appearance" on employees.

Guild Urges 5 Steps To Help AP Service

New York City—Five recommendations to make the Associated Press's new automation and regionalization program better serve both AP's employees and its clients have been advanced by the Wire Service Guild's automation committee.

In a report pinpointing deficiencies in the AP program geared to regional computers, the committee cites a management description of it as "the forward edge of the bright new spear thrown by the AP in the fight for progress in news gathering," and warns:

"The backward edge of that same electronic spear threatens to slash from the AP's ranks some of the dedicated newsmen and newswomen who can move 'the new AP' past its dawn."

"While the AP spends millions in equipment and manpower to plunge into the computer age, far too little money and time is being spent on the people the AP is counting on to make it all work—the news staff."

The committee made the following recommendations:

- That manpower in new hub bureaus be increased on all shifts to reduce the hub staff's work load.

- That new pay scales "in line with new job responsibilities" be introduced, particularly for hub deskmen.

- That a major effort be made to obtain "top-notch hub editors with experience, with a love of that kind of tough desk work, and with tact, patience, understanding and a bit of humility in dealing with line bureaus."

- That facsimile transmission be abandoned entirely in favor of the new cathode-ray tube system, which staffers have acclaimed as more reliable and efficient.

- That state and hub operations in hub bureaus be separated and have their own telephone lines, including a "hot line" between the hub desk and line bureaus.

The committee said surveys of AP bureaus have shown that a shift of the work load from line to hub bureaus has resulted in what one editor described as "damned sweatshops." Manpower in the hub bureaus has not

been increased proportionately, it said.

In at least three hub bureaus, it reported, staffers have threatened to resign or transfer out unless conditions are improved.

It said staffers have also expressed concern that regionalization "is leading to a shoddy report by driving out real newsmen and replacing them with people skilled mainly at keeping the machines humming properly."

It cited one hub editor who decried the system's tendency "to make newsmen appendages to machines."

The report said most staffers believe the new system's goal of producing "a higher level of quality control on the wires" has not been met. And the mingling of hub and state desks has drastically interfered with state operations, it reported.

"A new breed of AP reporter is developing," the committee report concluded, "and it is the Guild's responsibility to see he is compensated—in all ways—for facing up to this challenge and succeeding."



Foot-Weary

Three strikers with a combined total of 122 years' service with the Newark News take a picket-line break. Massaging a tired foot is photographer Jack

Johnston, with 24 years. Others are photographer Horace Porter, with 51 years' service, and artist Augustus McGinnis, with 47.

NLRB Hearing Charges Against Newark News

Newark, N.J.—The National Labor Relations Board opened a hearing this month on the North Jersey Guild's three unfair-practice charges against the Newark News, but there was no progress toward settlement of the 21-week-old strike.

No meetings have been scheduled since Oct. 4 when the News continued to renege on prestrike agreements and advance new demands, thus frustrating a federal mediator's settlement formula that had been accepted by both sides.

Newhouse's Newark Star-Ledger, meanwhile, still lacked agreements with craft unions that would enable it to produce the News under contract. The News

sold its plant and Sunday paper to Newhouse and discharged its craft-union work force last month shortly after the mediator had proposed a solution of key issues in the Guild strike for an initial contract.

Seven Guild witnesses testified at the NLRB hearing last week. The hearing was adjourned after two days until Nov. 8, when News President Bruce Mair may testify.

The NLRB issued complaints against the News on the Guild's charges that the paper unilaterally terminated regular overtime and expense payments to employees, refused to open its records to substantiate a claim it could not afford Guild wage demands and

discriminated against Guild members by withholding vacation pay.

NLRB Examiner Frederick Creel sought unsuccessfully to settle the issues before the hearing testimony began.

Despite repeated efforts by attorneys for the News to have the Guild drop its charges, Guild spokesmen said they could not withdraw the charge that the News ceased payment of regular overtime and expenses without bargaining with the Guild.

The Guild said about 125 employees had lost between \$50,000 and \$75,000 in overtime and expenses between early March, when the company acted, and May 26, when the strike began.

A company attorney, Stuart Rothman, described the overtime and expense payments which were terminated by the News as "private, individual deals" about which the company was unaware. He said the News had no obligation to continue what he called "thievery" by the employees.

Four witnesses for the Guild testified they collected payments for expenses they had not incurred and for overtime they had not worked, in lieu of wages from the News under long-standing practices.

The Guild reported \$575 in new contributions to the Newark strike fund, raising the total to \$13,195.40. They include the following:

Hazleton Guild	\$ 25
New York Guild	100
San Francisco-Oakland Guild	100
Wilkes-Barre Guild	50
IEB Tardy Fund	15
United Automobile Workers	200

The local sent a letter last week to all Guild locals, reminding them that the strike and financial obligations still exist, and that there is a continuing need for contributions to prosecute the strike.

Testimonial Hails Detroit Officer

Southfield, Mich. — August Scholle, longtime Michigan labor leader and currently interim executive secretary of the Detroit Guild, was honored by 1,300 persons at a testimonial dinner here Oct. 12.

Scholle, recuperating from recent surgery, received tributes from a battery of speakers headed by Gov. William G. Milliken and United Automobile Workers' President Leonard Woodcock. A malignant tumor was removed from Scholle's neck in an operation last month.

Scholle, who had founded a Glass Workers' local and an industrial union council in Toledo, came to Michigan as a CIO regional director in the 1930s. He served as president of the State CIO Council and its successor, the Michigan AFL-CIO, until his retirement earlier this year.

Southam Buys Daily

Toronto, Ont.—Southam Press Ltd. has acquired all the shares of the Daily Commercial News in a stock-exchange transaction. The newspaper, formerly owned by U.S. interests with a minority of Canadian shareholders, will be operated as part of Southam Business Publications.

News-Office Raids Upheld

Fredericton, N.B.—A provincial court has refused to quash search warrants used by Canadian combines investigators to seize documents in April raids on offices of newspapers in Fredericton, Saint John and Moncton owned by industrialist K. C. Irving.

The warrants had been issued in April by Provincial Judge Charles F. Tweedale. Justice Albany M. Robichaud of the New Brunswick Supreme Court refused Irving's application to quash the warrants used in the

searches of the newspaper offices.

But Robichaud granted Irving's move to quash warrants used by the federal probes in searching Irving's home and the homes of two of his publishers. And he ordered documents and information taken to be returned.

The Irving newspapers had been severely criticized during the 1970 hearings of the Canadian Senate's Special Committee on the Mass Media for having a virtual monopoly on the province's news media.

Official IERC Election Tabulations

Local	Voters Eligible ¹	Ballots Cast	PRESIDENT		SECRETARY-TREASURER		AT-LARGE VICE PRESIDENTS						
			Perlik	Flores	Sweet	Crocker	Dick	Sain	Peterson	Guerrero	Ryan	McMahon	
Region 1													
Albany	18	10	6	3	1	8	6	8	7	3	8	2	
Boston	906	565	382	160	151	385	227	344	340	277	347	250	
Bridgeport	18	16	14	2	6	10	4	14	14	13	12	4	
Brockton	66	58	48	8	5	52	18	52	48	53	48	21	
Buffalo	521	197	126	62	67	126	90	139	146	130	141	106	
Connecticut	58	41	37	2	10	26	23	31	30	24	30	23	
Erie	154	124	112	8	15	105	32	109	100	91	91	43	
Harrisburg	65	51	44	5	6	43	4	45	47	44	46	10	
Hazleton	17	17	16	1	0	17	17	17	17	14	12	9	
Hudson County	56	47	36	9	7	38	14	37	40	36	40	16	
Kingston	43	42	38	3	4	37	7	38	37	31	39	14	
Lehigh Valley	16	12	10	2	2	9	6	9	11	9	11	6	
Lynn	24	21	10	8	4	14	10	13	5	8	8	9	
Manchester	104	57	50	7	6	50	12	51	50	49	51	14	
Newburgh-Beacon	3	3	3	0	0	3	0	3	3	3	3	0	
North Jersey	304	196	58	134	104	85	140	128	104	96	115	122	
Pawtucket	61	49	11	38	40	8	47	11	11	10	13	11	
Philadelphia	1204	375	169	192	200	156	238	194	217	176	209	179	
Pittsburgh	110	55	42	12	7	47	31	47	45	32	31	29	
Portland	190	98	83	12	11	83	42	71	70	60	71	40	
Providence	308	109	65	32	31	62	56	63	67	48	69	53	
Rochester	45	25	10	7	5	12	9	12	11	12	11	6	
Salem	57	57	46	11	19	38	35	29	35	22	35	32	
Scranton	88	61	15	45	40	20	43	20	26	24	26	30	
Utica	8	8	8	0	1	7	3	7	8	6	8	1	
Wilkes-Barre	150	138	116	16	25	105	100	105	50	73	123	89	
Woonsocket	39	33	27	6	7	26	17	30	28	28	29	18	
York	79	63	38	21	31	28	30	43	43	29	45	36	
Region 1 Totals	4,712	2,528	1,620	806	805	1,600	1,261	1,660	1,610	1,401	1,672	1,173	
Region 2													
Chattanooga	52	48	44	3	5	40	17	39	39	33	34	12	
Knoxville	47	19	13	4	2	15	6	11	14	12	12	4	
Memphis	315	223	182	30	40	170	51	187	175	169	172	61	
Puerto Rico	625	493	447	36	32	436	22	435	429	440	433	27	
San Antonio	101	65	10	54	61	4	59	56	17	31	15	16	
Washington-Baltimore	2009	1,093 ²	112	935	857	155	929	329	270	258	275	258	
Region 2 Totals	3,149	1,941	808	1,062	997	820	1,084	1,057	944	943	941	378	
Region 3													
Akron	69	64	24	39	45	16	27	35	27	29	29	33	
Battle Creek	12	6	4	2	1	5	2	5	1	3	2	0	
Bay City	43	39	21	18	14	25	29	34	30	31	31	17	
Chicago	549	231	116	94	92	117	108	142	114	127	122	80	
Cincinnati	328	233	196	37	38	195	88	201	184	187	201	80	
Cleveland	790	636	511	103	126	477	106	590	415	406	418	144	
Columbus	191	138	97	40	45	88	62	100	108	92	102	68	
Detroit	581	151	84	54	60	73	62	77	69	66	56	73	
Gary	62	58	46	9	9	46	12	45	38	44	41	12	
Indianapolis	3	— ³	—	—	—	—	—	—	—	—	—	—	
Kenosha	32	28	19	4	9	13	12	19	19	12	20	12	
Lake Superior	73	28	26	1	5	22	12	17	16	13	20	9	
Lansing	52	42	6	36	34	8	27	19	19	2	16	29	
Madison	51	43	13	30	26	17	16	29	19	23	20	15	
Peoria	110	47	30	13	13	30	29	27	26	18	21	24	
Rockford	59	42	4	37	38	3	36	8	10	6	9	10	
St. Louis	1,192	751	562	165	173	550	235	562	578	556	572	274	
Sheboygan	59	49	36	13	13	36	6	40	37	41	40	15	
Sioux City	43	38	22	16	16	19	26	27	26	19	25	23	
Terre Haute	95	64	50	10	10	47	10	48	48	49	48	13	
Toledo	419	124	73	47	41	76	58	85	60	46	63	76	
Twin Cities	582	321	246	59	67	231	85	242	215	237	219	88	
Youngstown	123	82	39	41	44	34	35	75	35	25	45	38	
Region 3 Totals	5,528	3,215	2,225	868	919	2,128	1,083	2,427	2,094	2,056	2,120	1,133	
Region 4													
Bakersfield	110	68	60	6	7	57	14	51	60	51	57	15	
Coos Bay	19	11	0	1	1	0	0	1	0	10	0	1	
Denver	650	171	125	39	45	120	57	122	121	140	115	53	
Eugene	14	12	3	8	6	4	5	3	6	2	3	5	
Great Falls	66	38	31	6	7	29	15	28	23	28	22	12	
Hawaii	425	196	152	42	40	149	71	116	131	113	112	75	
Los Angeles	1,119	390	287	40	57	261	96	254	266	244	248	106	
Pueblo	86	75	55	18	22	51	23	43	42	67	32	42	
Sacramento	388	117	39	75	61	51	58	57	67	61	62	61	
San Diego	669	52	41	10	14	37	24	44	46	36	39	27	
San Francisco-Oakland	1,300	517	382	129	134	361	147	324	430	329	331	150	
San Jose	471	168	131	29	38	119	65	108	129	112	106	81	
Seattle-Tacoma	866	367	252	130	117	250	153	271	276	250	271	153	
Stockton	123	84	60	20	32	46	40	68	64	47	57	53	
Yakima	22	12	7	2	2	7	4	4	4	5	4	6	
Region 4 Totals	6,328	2,278	1,625	555	583	1,542	772	1,494	1,665	1,495	1,459	840	
Region 5													
New York	6,354	2,792	1,684	670	705	1,616	910	1,686	1,632	1,683	1,841	815	
Region 6													
Canadian Wire Service	233	203	179	13	25	167	33	165	166	163	163	39	
Montreal	185	84	74	6	11	69	18	73	73	72	74	58	
Ottawa	205	111	103	8	16	95	33	74	85	69	82	36	
Toronto	2,120	647	311	156	163	277	266	273	261	197	251	225	
Vancouver-New Westminster	754	323	242	49	47	233	121	210	225	194	214	116	
Victoria	143	67	50	14	15	49	32	40	42	29	44	34	
Region 6 Totals	3,640	1,435	959	246	277	890	503	835	852	724	828	508	
Wire Service	1,327	482	270	133	101	297	205	269	291	266	263	194	
Members at Large, Armed Forces ..	226	—	18	2	5	15	15	12	18	14	12	13	
Grand Totals	31,269	14,691	9,209	4,342	4,392	8,908	5,833	9,440	9,106	8,582	9,136	5,054	

¹ There were no eligible voters in Greensboro, Hampton Roads and Muskegon.

² A total of 268 ballots cast at the Washington Post were disallowed by the International Election and Referendum Committee because of a lack of balloting secrecy and are not included in this total.

³ No returns were received from Indianapolis.

IRS Vetoes Increase in Guild Dues Top During Price Freeze

(Continued from Page 8)

freeze." (See letter on Page 7.) Wallace, in a simultaneous letter of protest to Crocker, expressed surprise at TNG's action, saying: "I can understand a corporation trying to get by with a price increase at the present time. They are greedy animals, and we expect that sort of thing from them. But a union?"

In a reply, Crocker noted that the dues adjustment was ordered by a convention amendment of the TNG Constitution in June 1970 and said TNG officers do not have authority to nullify the provisions of the Guild's Constitution, although presumably the law does.

He also objected to Wallace's comparison of the Guild with a

greedy corporation.

"Guild dues," he wrote, "do not enrich anyone. The Guild does not exist to amass money or make a profit. Dues are levied by the members on themselves solely to pay for mutual aid and I can see no reason why you or I, simply because we earn more than \$250 a week, should pay a lower percentage of our income

in dues than somebody who earns \$150."

A few days after Wallace's complaint, an IRS representative called TNG and said the increase was a violation, advising that it be abandoned during the freeze period and that members who have paid it be given a credit against future dues payments.

Crocker, in his subsequent

letter to the OEP, noted extension of the Minimum Schedule is "well beyond the range of dues already being paid in many locals and does not represent an across-the-board increase in dues rates. It is to place higher-paid members on the same percentage as lower-salaried members," he pointed out.

REGION 6 VICE PRESIDENT			
	Dunn	Ogilvie	Young
2	6		
250	362		
4	15		
21	46		
106	136		
23	29		
43	92		
10	46		
9	0		
16	36		
14	35		
6	8		
9	11		
14	49		
0	3		
122	120		
11	15		
179	201		
29	49		
40	67		
53	61		
6	10		
32	22		
30	26		
1	7		
89	38		
18	20		
36	48		
173	1,558		
12	37		
4	12		
61	177		
27	418		
16	8		
258	271		
378	923		
33	36		
0	3		
17	20		
80	145		
80	185		
144	443		
68	86		
73	74		
12	45		
12	17		
9	16		
29	25		
15	30		
24	23		
10	9		
274	561		
15	47		
23	20		
13	52		
76	70		
88	238		
38	43		
1,133	2,188		
15	49		
1	1		
53	120		
5	6		
12	25		
75	118		
106	249		
42	45		
61	62		
27	41		
150	362		
81	110		
153	275		
53	60		
6	4		
840	1,527		
815	1,650		
39	178	148	44
58	27	65	11
36	94	49	55
223	417	364	129
116	215	17	284
34	43	6	58
508	974	649	581
194	273		
13	17		
5,054	9,110	649	581



Election-Committee Huddle

Members of the International Election and Referendum Committee ponder disputed Washington-Baltimore ballots. From left, Edward Gilbreth of Chicago, Roselle Moser of St. Louis, Jack H. Shannon of Denver and IERC chairman George Holmes of New York.

IERC Bars Protests, Certifies Perlik, Crocker

(Continued from Page 1)

son of San Francisco-Oakland and Harry E. Ryan of New York; elected for the first time were Dorothy Sain of Cleveland, Eleanor Dunn of Ottawa, James A. McGill of Gary and Arthur L. Guerrero of Denver.

The IERC also certified the re-election of Glen Ogilvie of Toronto as Canadian regional vice president. He defeated James Young of Vancouver-New Westminster, an at-large incumbent who switched to the regional race, by 649 to 581.

International Chairman James B. Woods was re-elected at last July's TNG Convention without opposition, as were Edward J. Schrode of Wilkes-Barre as vice president from the Eastern Region, George McCormick of Twin Cities from the Midwest, Hugh H. Harrison of Seattle-Tacoma from the West Coast and Philip J. Brennan from Metropolitan New York.

Warren E. Howard of Washington-Baltimore had been declared elected in the Southern Region by the IERC earlier when his opponent nominated at the convention, Clifford L. Huffman of Memphis, withdrew after failing to sign an acceptance statement.

The petition to set aside the election was presented by Howard, outgoing International Vice President Joe Holt Anderson, Jr., of Washington-Baltimore, Ray Dick of Washington-Baltimore, a defeated candidate for at-large vice president, and J. V. Reistrup, Washington-Baltimore president.

Acting on behalf of Flores, Sweet and Dick, they asked the IERC to order a new election and hold a hearing on their

charges "at a future date" allowing a suitable disclosure period and disclosure procedure."

In support of the claim that the GR was used unfairly they presented copies of a letter by Assistant GR Editor Donald W. Rosset charging that the paper had been used for "partisan political purposes" (GR, Sept. 24) and of separate memorandums by Editor David J. Eisen to Perlik and the new International Executive Board. The latter were critical of GR campaign coverage in two controversial issues published while he was on vacation.

The IERC, in rejecting the petition, declared in a written statement:

"The issues raised in the documents submitted do not substantiate the charges leveled. Rather, the evidence submitted reflects that the issues raised have been forwarded to the IEB, which in our opinion is the proper forum to consider them."

In turning down the request for a future hearing, the committee noted that it had been in session for two full days and had "considered all matters timely presented."

The petition as originally presented also accused Perlik and Crocker of using TNG staff members as poll watchers in Washington-Baltimore. It also said the IERC was "not demonstrably either nonpartisan or bipartisan."

But these charges were withdrawn near the close of the hearing, during which the staff members involved testified that they served as poll watchers voluntarily and on their own time. Both Anderson and Reistrup praised the IERC for its fairness at the conclusion of the hearing.

Perlik told the committee he thought it had "admirably balanced judgment with mercy."

The IERC invalidated ballots cast during the first four days of voting at the Washington Post after hearing testimony that ballots were marked in plain view of David Moy, local election chairman, and other observers.

The IERC, after receiving the complaint during the voting period, had ordered ballot boxes at the Post and three other units sealed and segregated and provision made for secret balloting during the remaining time.

The IERC said the local election committee "failed to fulfill its obligation to provide for secrecy of the ballot," terming such secrecy "of foremost importance to assure the integrity of our elections."

Ballots cast at the Post under new arrangements providing for voting-table partitions were validated by the IERC, as were all ballots at the Washington Star, the Washington Daily News and the Baltimore Sunpapers. Perlik and Crocker had asked that the ballots at all four units not be counted because of lack of secrecy.

The IERC said that while there was "some evidence" of failure to comply with secrecy requirements at the other three units, the evidence was insufficient to warrant "a finding of violation."

"It is the obligation of each local union to take appropriate measures to guarantee secrecy of the ballot," the committee warned. "This must be strictly complied with, and any deviation therefrom cannot be countenanced."

Testimony on the lack of ballot secrecy was presented by Perlik, Crocker, Blatz, Research and Information Director James M. Cesnik, Robert W. Christofferson, executive secretary of the Contracts Committee, and Yetta Riesel, TNG research associate.

The IERC said that Washington-Baltimore also "violated the spirit and intent" of the election rule requiring 15 days' notice of the times and places of polling. But it decided not to invalidate voting in the affected units, pointing out that it was the first time failure to comply with the notice

provisions had been raised before the committee.

However, it served notice that the decision "shall not constitute a precedent in any future cases" and directed that every local be notified that failure to comply with the notice requirement may invalidate any voting conducted under IERC rules.

It directed Washington-Baltimore to post the IERC's decision on all Guild bulletin boards, notify its membership of the notice rule and promise, through its president, that it would comply with the rule in all future international elections. Reistrup said it would do so.

Perlik-Crocker observers testified that at the Post, in particular, notices of the times and places for voting were posted only a few days before the election period, and in two cases, on the first day of the period.

Before the protracted hearing got under way, IERC Chairman George Holmes of New York reported that, at Perlik's and Crocker's, suggestion, he had sought to have the two sides reach an agreement to withdraw their objections but that Flores's representatives had refused.

A motion to hear the complaints had previously been approved by a three-to-two vote, with Edward Gilbreth of Chicago, Roselle Moser of St. Louis and David Manley of Vancouver-

(Continued from Page 7)

Vancouver Police Rescind Plan to End Press Cards

Vancouver, B.C.—Police Chief John Fisk rescinded a plan to suspend the issuance of police press passes last week after the Vancouver - New Westminster Guild voiced concern over its effect on press freedom.

The Guild, however, continued to press for a meeting with Vancouver publishers and the Police Commission to discuss police-press relationships.

Fisk said he was suspending the plan pending study of a report by British Columbia Supreme Court Justice Thomas Dohm on police handling of an Aug. 7 demonstration against police actions in the Gastown area of Vancouver.

The Guild said Fisk's action was apparently "police retaliation" for reporting of the demonstration, which the Dohm report said turned into a riot after

police used unnecessary and excessive force to break it up.

The Dohm report cited police mistreatment of a Vancouver Sun photographer, whose camera was torn off his neck despite the fact he was wearing a police press pass. The Guild had protested the harassment of several photographers during the disturbance.

The Guild, in addition to seeking a meeting with the publishers and the Police Commission, plans to discuss the problem with the Policemen's Union.

The local executive committee said any unilateral decision to curtail press access to the news was "a danger to democratic freedom." Any changes, it said, should be "studied carefully" by the Police Commission, the City Council, publishers and the working press.

NG Protests

Crocker asked for a written ruling on whether the extension is exempt from the freeze and, in the event of a negative reply, whether it can later be applied retroactively.

The extension will presumably come under review from the price board to be established in Phase Two of President Nixon's New Economic Policy.

Loan Sought to Save Paper, Jobs

(Continued from Page 1)

Liberal members of Parliament from the Toronto area Oct. 18.

Rupert said that the 10-million-dollar Federal loan together with one of 2.5 million from the Ontario Development Bank should make it possible for a group of Telegram employees to continue the paper by raising an additional 2.5 million dollars.

The paper would be governed by a committee representing a cross section of the Toronto community, Rupert said, until it can become a regular public corporation. A former Telegram executive has agreed to run it.

"It's a long shot, but it's worth it," Rupert declared.

The new morning Sun will be launched by Telegram Managing Editor Douglas Creighton, Syndicate Director Don Hunt and Guildsman Peter Worthington, who will serve as executive editor.

They said they have the financial backing of a diverse group and anticipate an initial circulation of 50,000. Telegram Publisher John Bassett has agreed to give the Sun the Telegram's library, and the Sun will continue a number of the Telegram's features.

The Telegram has sold its subscription lists to the Star for 10 million dollars and plans to lease its plant to the Star until that paper gets new presses.

Telegram Publisher John Bassett, who announced the paper's suspension without a date last month, said earlier this month that it will close down Oct. 30.

The Metropolitan Toronto Labour Council on Oct. 7 called for a full federal investigation into the sale of the Telegram's circulation lists to the Star. A preliminary inquiry into the situa-

tion is currently under way.

The council charged that Bassett made only "feeble" efforts to keep the Telegram alive and said his agreements with the Star have hindered purchase of the paper by a new owner.

Denison Mines offered to buy the paper for 12.5 million dollars three weeks ago, receiving a Guild pledge of a two-year bargaining moratorium in return for a profit-sharing arrangement, but Bassett turned the offer down because of disagreement over payment terms.

The labor council urged the Federal Government to "examine very closely" all aspects of the Telegram's deal with the Star, which it said "point to a possible

conspiracy to restrict competition."

Toronto Guild President Marc Zwelling told the council the Telegram was "much more valuable to its present owners dead than alive."

"If Bassett owned a railway spur serving 236,000 people a day—and that was the number of Tellies sold a day—no government would let it close down to make its owner a profit," Zwelling said.

Rupert, in an article written for the Toronto Guild's official publication, the New Lead, said a management consultant who had been shown the Telegram's balance sheets said its losses were "marginal" and could have been

eliminated "if there was any fat around at all."

Rupert, who had accused Bassett of "financial mismanagement," said the publisher's presuspension proposal for a one-year wage freeze was unacceptable because "it offered no incentive where renewed motivation was essential for both management and the employees."

The Toronto Guild, in a letter to TNG this week, voiced the local's appreciation for Rupert's efforts to save the Telegram.

Local Executive Secretary Fred Jones, writing at his executive committee's direction, said "no single individual . . . has done more—and is still trying—to keep the Telegram alive."



Gloomy Forecast

The sagging job market will get little help from President Nixon's new economic game plan, AFL-CIO Research Director Nat Goldfinger, center, warns on AFL-CIO Labor News Conference,

broadcast weekly over the Mutual radio network. Questioning him are Guild Reporter columnist William J. Eaton of the Chicago Daily News and Tom Joyce of Newsweek.

5 Picked for Hearings on Canadian Office

(Continued from Page 1)

dian office and director, with the Guild's recent change of name to eliminate the word "American," should "contribute in large measure to offsetting the hostilities and effectiveness" of those "reactionary forces of the right and left" who oppose international unionism in Canada.

MacDonald said the growth of multinational corporations makes it essential to extend international unionism to a "global basis" rather than press it back behind "narrow nationalistic walls."

National unions, he said, are ill-equipped to cope with the growing power of these corporations which "operate without regard to national interests or the welfare of the citizens" of the countries in which they thrive.

Opponents of international unionism are already seizing on the closing of the Toronto Telegram as a weapon in their cam-

paign, MacDonald said, by blaming the paper's demise on labor.

Actually, he declared, labor will suffer from the loss of one more voice with which to "have our story conveyed to the public at large," an undertaking he said is "already difficult at best."

MacDonald assailed President Nixon's new international economic policies, warning that imposition of the 10-percent import surcharge and the threat of other measures "can literally wreck the Canadian economy."

MacDonald said he was "literally aghast at the lack of sympathy demonstrated by the American government" toward the Canadian economy, voicing hope that "we can gain understanding, sympathy and support from our union brothers and sisters in the United States."

MacDonald also scored the policy of Prime Minister Pierre Trudeau, which he blamed for

giving Canada the highest rate of unemployment in the world, 7.1 percent in the most recent tabulation. He termed the situation "completely intolerable."

Perlik also took cognizance of the Telegram's suspension in his official report to the board, noting that the Guild had done "more to salvage this newspaper" through attempts to find a buyer than any paper in the history of the industry.

Turning to the Guild's financial situation, Perlik announced his intention of adding two new international representatives by the end of November and making two further staff additions by early in January as a result of increased income allocated to TNG's General Fund.

The board, acting on a convention recommendation, named a six-member committee to study the feasibility of basing TNG per capita on individual income rather than the average reporter top minimum in Guild newspaper contracts.

Named were Harvey Sanford, president of the Sioux City Guild, who originated the proposal; William M. Brown, administrative officer of the Philadelphia Guild; John C. Edington, executive secretary of the San Diego Guild; Earle Veale, treasurer of the Toronto Guild; Irene M. Reed, secretary-treasurer of the Erie Guild, and John F. Barker, president of the Manchester Guild.

The board appointed the following IEB committees:

Contracts—Perlik, chairman; Secretary-Treasurer Robert M. Crocker, Field Operations Direc-

tor J. William Blatz, Administrative Operations Director Ellis T. Baker and Robert W. Christofferson, executive secretary.

Finance—Crocker, chairman; Ryan and Ogilvie.

Collective Bargaining—Vice President Barney Peterson, chairman; and Vice Presidents Hugh H. Harrison, George McCormick, Edward J. Schrode, Warren E. Howard and Philip J. Brennan.

Organizing—Ryan, chairman; Ogilvie, Schrode and Vice Presidents Dorothy Sain and James A. McGill.

Constitution—Harrison, chairman; Brennan, Peterson, Mrs. Dunn and Arthur L. Guerrero.

Appeals—Harrison, chairman; Schrode and McCormick.

Ogilvie will serve as Guild Reporter chairman, McCormick as Human Rights chairman and Miss Sain as Research and Information chairman on a three-headed committee consisting, in addition, of Mrs. Dunn, Guerrero, McGill and Howard.

Reports of later IEB actions will appear in the next issue, Nov. 13.

Seattle Times Buys Paper

Seattle, Wash.—A controlling interest in the Walla Walla Union-Bulletin has been sold to the Seattle Times for an undisclosed price.

The paper was purchased from Publisher Donald Sherwood, who will continue in that post. The Times is covered by a Guild contract; the Walla Walla paper is not.

Arbiter OKs Penalty for Lengthy Hair

Toledo, Ohio—An employer may impose on an employee disciplinary suspension "for failure . . . to maintain a reasonable appearance while performing his duties," an arbitrator ruled in the case of a Toledo Blade photographer who refused to cut his hair.

Arbitrator Harry Dworkin found that a contractual prohibition on discharges except for just and sufficient cause does not preclude an employer from invoking other disciplinary action.

Dworkin ruled that excessively long and unkempt hair may "warrant corrective measures on the part of employer to improve upon the personal appearance of his employees."

The case involved a photographer who was directed by the managing editor to shorten his hair, refused and was suspended five days. When he returned to work he was not assigned to outside work until he voluntarily cut his hair.

Dworkin said that personal appearance is "particularly valid" when an employee has regular contact with the public and where success of the enterprise is somewhat dependent on the employer's image in the community.

Local Loaned \$20,000 to Fight Firing

TNG has extended a \$20,000 interest-free loan to the Wire Service Guild to help it finance the costliest arbitration case in the local's history—the Associated Press's firing of Montpelier correspondent Daniel A. Neary.

Eight months of arbitration hearings on Neary's demotion from bureau chief and subsequent dismissal were concluded last month, and briefs are being submitted. AP accused Neary of displaying political bias.

The Wire Service Local will have three years to repay the loan.

"We think the Wire Service Guild consistently has shown high courage and high principle in resisting attacks on isolated members by vengeful management," TNG Secretary-Treasurer Robert M. Crocker wrote in sending the check.

In another recent case, a Baltimore Sunpapers messenger, fired for wearing long hair was ordered reinstated by an arbitrator who ruled that "unduly long hair" and "some slovenliness in general grooming habits" is not just and sufficient cause for dismissal.



Pennsylvania-Ohio-Indiana District Council, TNG Regional Institute on Leadership Training for Women and Minorities, Nov. 6 and 7, University Inn, East Lansing, Mich.
Middle-Atlantic District Council, fall meeting, Nov. 6 and 7, Le Chateau, White Haven, Pa.
Midwest District Council, TNG Regional Institute on Leadership Training for Women and Minorities, Nov. 13 and 14, Holiday Inn, Kenosha.
Board of Representatives, New England Servicing-Organizing Program, Nov. 14, Sheraton Wayfarer Motor Inn, Bedford, N.H.

Three Unions Fail to Heed 2-Day Pickets at N.J. Daily

Woodbridge, N.J.—A drivers' picket line was mounted at the Woodbridge News Tribune for two days last week when the company fired two drivers whose routes it had arranged to farm out.

Pressmen refused to cross the picket line, but the News Tribune was able to continue publication. Most North Jersey Guild members at the paper reported for work after printers and stereotypers did. TNG had directed them to observe the picket line.

Only James Franklin, newly hired in a clerk-typist's position designed to lead to a reporter's job, refused to cross.

The dispute, which erupted Oct. 12, was settled two days later when the company agreed to reinstate the men pending a National Labor Relations Board decision on a company objection to an election in which the Newspaper and Mail Deliverers' Union won the right to replace the Teamsters as the drivers' representative.

IERC Bars Protests Of Voting Results

(Continued from Page 5)

New Westminster voting in favor of Jack H. Shannon of Denver and Frank L. Jaquinto of Albany against.

Sidney Reitman of the law firm serving as TNG counsel had advised that the committee not consider the merits of the protest against Washington-Baltimore voting but set the votes aside in view of the fact that they could not affect the outcome of any of the contests.

The IERC rejected Moy's complaint that Blatz had coerced a voter at the Washington Post by questioning his identity. Blatz testified that he had questioned Moy, not the voter, and had done no more than seek confirmation of his identity.

The committee also turned down a request by the Flores-Sweet delegation that it throw out the vote in Puerto Rico, where Perlik won by 447 to 36, because per-capita taxes and assessments for some of its members were unpaid.

Holmes said the time to have raised any such objection was when voter eligibility was being determined in early September. He said the IERC had approved the eligibility of Puerto Rico voters like all others, on the basis of TNG-supplied lists which are based on a constitutional provision extending eligibility to

members in good standing in any one of three stated months before the voting period.

Perlik, in defeating Flores by more than two to one, rolled up the highest margin of any candidate for the Guild's top executive office in the union's history.

His 4,867-vote majority was 2,676 higher than the previous record of 2,191 amassed by Sam B. Eubanks in the Guild's first membership election in 1941. And it exceeded his 1969 edge over Flores by 2,779 votes. Perlik won that election by 7,455 to 5,367.

Crocker, too, won by more than two to one, increasing his 1969 margin of 1,545 votes to 4,516. The vote in 1969 was 7,026 to 5,481.

Only 14,959 of a record 31,269 eligible voters cast ballots, including the 268 at the Washington Post whose votes were disallowed. The turnout was just under 48 percent, compared to 49 percent in 1969.

Perlik carried 65 locals to 14 for Flores, taking every major local except Washington-Baltimore and Philadelphia. In 1969 he won 51 to Flores's 22.

Perlik swept every region but the South, where big Flores-Sweet majorities in the candidates' two home locals of Washington-Baltimore and San Antonio gave Flores a 1,941-to-808 edge.



Legal Conference

Election procedures involved in the challenge to Washington-Baltimore balloting are discussed at International Election and Referendum Committee meeting by Sidney Reitman, left, of the law firm representing TNG; Dean Wagner, Washington-Baltimore attorney, and David Moy, chairman of the Washington-Baltimore election committee.

Perlik won 14 locals that had given Flores majorities in 1969; five locals he had won two years ago switched to Flores.

Unlike 1969, when several locals that voted for Perlik gave Sweet an edge in the secretary-treasurer's race, there was little line crossing in this year's election. Only one Perlik local, York, gave Sweet a majority.

Miss Sain, in her first run for international office, led the Perlik-Crocker at-large slate with 9,440 votes. Ryan was second

with 9,136, Mrs. Dunn third with 9,110, Peterson just four votes back with 9,106, McGill fifth with 8,880 and Guerrero sixth with 8,582.

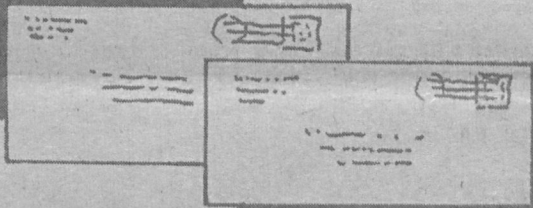
Dick was well behind, with 5,833, and incumbent James G. McMahon, running as an independent, was last with 5,054.

Ogilvie, carried the Toronto, Montreal and Canadian Wire Service locals to offset big Young margins in Vancouver-New Westminster and Victoria and a narrow edge in Ottawa.

In a postelection development, the executive board of the Wilkes-Barre Guild, which voted 116 to 16 for Perlik, went on record "disapproving the lack of objectivity" of the Guild Reporter's Sept. 3 pre-election issue.

It said the issue was "particularly slanted in favor of the Perlik-Crocker slate," stating that "this is not in keeping with traditional objectivity of the press and particularly in a publication that is an official organ of The Newspaper Guild."

IT SEEMS



TO US

GR Election Coverage Scored as 'Shoddy'

SAN ANSELMO, CALIF.

Editor:

During the last two international elections I have watched the disgusting spectacle of The Newspaper Guild's administration turning the Guild Reporter into a personal campaign sheet.

One would think that the post-convention issue of 1969 was blatant enough to have forced President Perlik into realizing that it was counterproductive and shoddy and demonstrated the shoddiness of those responsible. But the 1971 performance was, if anything, worse.

Particularly disgusting is the realization that it is done in the name of a union which represents working newspapermen and women who think more highly of their craft—demonstrably more—than do their international officers and employees responsible for the GR.

It is certainly time that the International Executive Board and the 1972 Convention take a hard look at how a newspaper that represents newspaper employees ought to conduct itself during a union election campaign.

Perhaps the answer is the oft-suggested editorial board that would remove control of the paper from the IEB and, by extension, the president and secretary-treasurer.

Or maybe the answer is that international officers and their employees remember that they work for honest newspapermen and women who, every election

lose a little more respect for their union and its officers.

JAMES HOUCK

Chairman

San Francisco Examiner Unit

Editorial-Board Control Held Demanded for GR

SAN FRANCISCO, CALIF.

Editor:

Now that the election is over and we can't be accused of electioneering, we wish to formally and vigorously protest the use of the Guild Reporter as a propaganda arm of the Perlik-Crocker campaign.

The shoddy, blatant and totally irresponsible use of the Guild Reporter for purely political purposes is inexcusable in any context, but it is particularly distressing in this case since, as the alleged representative forum of the working part of the newspaper industry, the Guild Reporter should be the symbol of journalistic ethics and responsibility.

Further, it is a sad reflection on the personal integrity of the president and the paranoia of his followers that this corruption of the TNG news process was permitted.

Further, we invite fellow Guildsmen to join us in demanding that the Guild Reporter be taken away from the direct jurisdiction of the TNG president and put under the control of a representative, multiregional editorial board. This would not only prevent a recurrence of its recent use but also promote the raising of its journalistic standards to an acceptable level.

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.

The integrity of TNG and the Guild Reporter and the self-respect of every Guild member demands nothing less.

TOM EMCH

RICHARD REVENAUGH

BILL WEINBRENER

LARRY D. HATFIELD

WILLIAM O'BRIEN

DON A. FORTUNE

JERRY BELCHER

San Francisco Examiner Unit

Editor's Note: Brother Perlik was given the opportunity to reply to the above letter under the rule covering personal attacks. He submitted the following statement:

"While the authors of the above letter, all of whom are members of the one San Francisco-Oakland Newspaper Guild unit that gave my opponent a charge of 'electioneering,' politics knows no season. Evidently, too, they either don't understand or refuse to accept the distinction between the president as a candidate and the president as the Guild's chief executive officer, whose statements, actions and decisions, I think most Guild members will agree, are just as newsworthy for the Guild

Reporter's campaign editions as they are for noncampaign editions."

Dues Increase Held Violation of Freeze

WASHINGTON, D.C.

Editor:

I never thought I'd see the Neanderthal management of the Associated Press cast in the role of protector and defender of its employees' welfare. But, by gum, The Newspaper Guild has managed to disco-opt the AP into just that position.

On Aug. 23 Robert Crocker notified local presidents The Newspaper Guild was upping dues for members earning between \$250 and \$300 a week. On Aug. 28 the Cost of Living Council specifically—underline specifically—designated union dues as being frozen by the wage-price freeze. Today [Oct. 4] a bulletin from the Wire Service Guild informs me the national is still trying to ramrod the increase through, although the AP has refused to deduct the increase from employees' paychecks.

Thank you, AP. Get smart, TNG.

I'm enclosing copies of my letters to Mr. Crocker and the Internal Revenue Service in case you might care to use part of them.

G. DAVID WALLACE

President

Washington AP Branch

Wire Service Guild

Editor's Note: Brother Wallace's letter to the Internal Revenue Service reported the exten-

sion of TNG's Minimum Dues Schedule to higher salary brackets as a violation of the freeze; his letter to Crocker protested it. See story on Page 8.

AP Lashed on Tests For Minority Interns

BERKELEY, CALIF.

Editor:

Guild members should know that AP Personnel Director Keith Fuller speaks with forked tongue. While he talks about going full-tilt to find "qualified blacks," his firm insists on a phony vocabulary and IQ test that effectively keeps the ranks where Fuller wants them.

We know about those tests and AP's eagerness. Since 1968 we have had a minority-intern program; since 1968 we have been sending interns to AP for interview. Most have been college graduates; all spend at least 13 weeks on the Examiner. Our record, zero, Mr. Fuller, zero.

As for UPI, hell, it's been cutting back at least since I first joined AP in '51. As they say and have said, "There is a shrinking number of vacancies."

There may be a chance for a Brooks Brothers-clad Harvard Ph.D. with the speed of Jack Bell, the wit of Hal Boyle and the skills of Saul Pett (at the bottom, of course), but those of lesser beginning talents should go elsewhere.

We do not hold much hope that the government, the Guild or the wire services will bring any change.

ALAN D. CLINE

San Francisco Examiner Unit

IRS Vetoes Rise in Guild Dues Top

An extension of TNG's Minimum Dues Schedule to increase the dues of members earning \$250 a week and over has been stayed by an Internal Revenue Service ruling that it violates President Nixon's freeze of wages and prices.

TNG Secretary-Treasurer Robert M. Crocker last week advised locals to countermand instructions for the increase, which became effective under the Guild's

Constitution Oct. 1.

Crocker has asked the Office of Emergency Preparedness for a written ruling on the matter, but he said in a letter to locals that it seems unlikely the dues extension will be approved "regardless of the dictates of fairness, need or past practice."

Under convention action, the Minimum Dues Schedule, which has had a \$12.50 ceiling up to now, would have gone to a top

of \$15, increasing the dues of members earning \$250 and over by 25 cents for each \$5 salary bracket.

Crocker told locals last month to implement the new schedule despite a ruling from the Cost of Living Council barring union dues increases. He said TNG believed that the extension was "not a dues increase within the meaning of the council's pronouncement."

But the Associated Press and United Press International refused to deduct the increase from pay checks under checkoff provisions, challenging the Guild's right to implement them. And early this month G. David Wallace, chairman of the Wire Service Guild's Washington AP Branch, protested the increase to the Internal Revenue Service as "a violation of the wage-price (Continued on Page 4)

Solons Hear Call for Rule On Privilege

Testimony in favor of national legislation to establish a newsman's privilege to withhold his sources and information if the Supreme Court fails to do so continues to pile up before the Senate Subcommittee on Constitutional Rights.

Among those testifying on behalf of privilege as the committee's hearings resumed last week were Stanford Smith, president of the American Newspaper Publishers Association; Dave Hamer, president of the National Press Photographers Association; National Broadcasting Co. President Julian Goodman, former CBS News President Fred W. Friendly, American Broadcasting Co. News President Elmer W. Lower, former Maine Supreme Court Justice Robert B. Williamson and New York Times Guildsman Fred P. Graham. The latter two are members of a Twentieth Century Fund task force on government power and press freedom.

Goodman warned that the practice of subpoenaing unused film clips and reporters' notes could dry up news sources and lead the public to view the press as an arm of government.

He endorsed legislation that would guarantee "protection of information on a uniform national basis."

Smith, in expressing a similar position, urged that Congress wait, however, until the Supreme Court rules on three current cases involving privilege. So did Harold W. Anderson, president of the Omaha World-Herald.

But William H. Fitzpatrick, editor of six Landmark Communications newspapers in Virginia and North Carolina, said a privilege law would be unconstitutional. He argued that the news media's credibility would be endangered if newsmen were immune from "the same responsibility to serve the public interest that is required of everybody else."

Illinois Adopts Privilege Law

Springfield, Ill.—Gov. Richard S. Ogilvie has signed a bill protecting Illinois newsmen from being required to disclose confidential sources.

The bill affords only limited protection, however. It provides that a reporter can be required to divulge his sources if "all other available sources of information have been exhausted and disclosure is essential to the protection of the public interest."



'It's Like This...'

West German Sen. Heinz Ruhnau, a former officer of the West German Metal Workers' Union, explains the status of Germany's two affiliates of the International Federation of Journalists to TNG President Charles A. Perlik, Jr., the IFJ's North

American vice president, at reception in conjunction with Washington convention of the AFL-CIO's Industrial Union Department. At left, IUD Administrative Director Jacob Clayman. Perlik was a Guild delegate to the convention.

L.A. Contempt-Case Brief

Guild Backs Enduring Privilege

A reporter's privilege of protecting his sources doesn't end retroactively the day he ceases to be a reporter, the Los Angeles Guild has declared in a brief filed on behalf of a former Los Angeles Herald-Examiner newsmen cited for contempt.

The Guild acted in the case of William Farr, a strikebreaking Hearst newsmen sentenced to jail after he left the paper to become press secretary for the Los Angeles district attorney.

"The Newspaper Guild holds no brief for the individual who was found in contempt in the instant case," the Guild brief said. "The Newspaper Guild does, however, care deeply about the First Amendment and freedom of the press."

The First Amendment, it declared, requires that the confidentiality of a newsmen's sources be protected. And it added, California's newsmen's-privilege law specifically gives newsmen that right "whether or not they happen to be employed on the day contempt proceedings are brought."

Farr was cited for refusing to disclose the name of an attorney who defied a court gag rule by telling him that the cellmate of one of three women convicted in the Sharon Tate murder case was prepared to testify that Charles Manson's cult had planned to murder other entertainers.

Superior Court Judge Charles Older, ruling that the state's privilege law did not apply once a newsmen left his job, ordered Farr to testify.

The Guild, in a brief submitted

by its counsel, Stephen Reinhardt, supported Farr's appeal of the sentence.

Stating that the decision would subvert the purpose of newsmen's privilege, the brief declared:

"Confidential sources of information would quickly disappear if the sources were advised that the privilege was a transitory and ephemeral one rather than one guaranteed by law."

The Los Angeles Professional Chapter of Sigma Delta Chi has also filed a brief in support of Farr's appeal.

In Washington, meanwhile the Hearst Corp. appealed to the Federal Trade Commission to reinstate a subpoena for background materials from consumer columnist Arthur E. Rowse. The petition was quashed by an FTC examiner who said it would not contribute to Hearst's defense against charges of deceptive magazine-sales practices.

Hearst said it was entitled to discover information even if that information was not admissible as evidence in the FTC proceeding as long as the materials involved were "reasonably calculated to lead to relevant evidence."

Rowse, in an answer to the appeal, said it confirmed characterization of the subpoena as "a fishing expedition for information which might lead to other information which might be relevant."

The FTC examiner didn't raise a First Amendment issue, but Hearst's appeal did.

Elsewhere in the farflung legal

warfare surrounding subpoena, the American Civil Liberties Union filed a brief with the U.S. Supreme Court in support of New York Times Guildsman Earl Caldwell and two other newsmen fighting grand-jury questioning. Compelling newsmen to testify, it said, would threaten to dry up their sources of information.

Leave Order To Candidate Is Reversed

Buffalo, N.Y.—Guildsman Edward Wiater won't have to take a leave of absence from his reporter's job at the Buffalo Courier-Express in order to run for mayor of North Tonawanda.

Intervention by the Buffalo Guild last month resulted in withdrawal of a management order requiring Wiater to take the unwanted leave. The company contended that Wiater was in effect serving as a "paid public-relations representative" without the company's permission, an interpretation of the contract's outside-activities clause contested by the Guild.

The Guild contended that the forced leave was a suspension without just cause and was, to boot, probably illegal.

Guild members of the Courier-Express's joint grievance committee refused to accept a management stipulation that "in the future no editorial employee will be allowed to run for or serve in a public or political office without the prior permission of the publisher."

Wiater is running for the part-time office on the Democratic ticket. The paper has said he will not be allowed to cover politics during the campaign.

Guild to Confer With Print Unions

TNG and its New England locals will be represented at a meeting of the New England Allied Printing Trades Association in Pawtucket Nov. 13. The association is seeking Guild affiliation on the regional and local levels.

TNG President Charles A. Perlik, Jr., will attend the session, and he has urged all of the Guild's New England locals to participate.

John F. Abate, president of the association, invited Guild representatives to the meeting as "the first step" in "developing a close fraternal relationship between the Guild and the Allied structure" in New England. Guild affiliation is the association's "long-term objective," Abate said.

The Guild Reporter

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