

\$380 Key Pay Won at Washington News

Pact Agreed On Deadline For Strike

A reporter top minimum of \$380, matching the Guild's second highest, at the Washington Star, was achieved at the Washington Daily News Oct. 31 in the face of a strike deadline.

The settlement raises the key top minimum \$85 over 26 months, for an average annual increase of \$39.24, one of the highest in Guild negotiating history.

The settlement also provides for a joint Guild-management committee to promote equal employment and promotion practices.

In addition to the wage increase, the Scripps-Howard paper will pay a dollar a week more into pensions and will more than triple its contribution to health insurance.

If the wage terms are not approved during Phase Two of wage-price controls, economic provisions of the contract are subject to renegotiation for 90 days. If there were no agreement after that, it could be submitted to arbitration by either party.

The company offer that settled the contract came 30 minutes after a 6 p.m. strike deadline and was ratified unanimously at a quickly called unit meeting. TNG President Charles A. Perlik, Jr., had granted strike sanction following a unit strike vote the previous week.

The settlement, if approved under the wage-price program, will provide a key top minimum exceeded only by the \$400 won last month at the Washington Post. Beginning June 8, 1972, the top minimum will be identical to that at the Star, although the increase is less than the \$120 over two years won in July at the Star. The contract will expire on Dec. 7, 1973, the expiration date of the Star contract.

The reporter top will go to \$325 retroactive to Oct. 1, to \$345 next June 8, \$365 Dec. 8, (Continued on Page 6)

Battle Won To Collect N.Y. Fines

New York City—A five-year legal battle to avoid paying Guild fines has ended in failure for 64 Guild members who crossed picket lines at the New York Times.

Attorneys for the picket-line crossers have agreed to terms under which the 64 will pay 55 percent of the fines levied by a Guild trial board. The fines were equivalent to the sums earned by the 64 during the Guild's four-week strike at the Times in 1965.

The 64 all agreed to plead guilty to the charges.

In addition to payment of the fines, the settlement requires the payment of all back assessments, which had been withheld, and for the signing of dues checkoff cards by all who remain in the Times's employ.

Any who refuse the settlement terms will face continued Guild efforts to collect the fines in court and will have to pay their own legal expenses.

The settlement terminated a Guild suit to collect the fines.

The 64 had fought the case unsuccessfully before the Na-

(Continued on Page 2)

The TNG GUILD REPORTER

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

Vol. XXXVIII, No. 20

Washington, D.C.

November 12, 1971

Freeze Ending; Pacts Now Fully Effective, TNG Says

TNG advised U.S. locals this week, following the first policy statement by the new Nixon pay board, that all economic provisions of contracts entered into before the end of the wage freeze at midnight Nov. 13 are fully operative as of Nov. 14, the beginning of Phase Two of the economic stabilization program.

It urged locals to insure that their employers immediately implement such provisions, including fringe benefits as well as step-up and all other kinds of wage increases.

While noting that such economic provisions are subject to review by the pay board if challenged as "unreasonably inconsistent" with its general pay standards, TNG emphasized that they do not require advance approval of the board but become fully operative immediately.

The pay board said that retroactive payment of scheduled increases denied during the freeze may be made "only if approved by the board in specific cases."

It set a basic 5.5 percent standard for acceptable annual "aggregate" increases in contracts entered into after the freeze.

Unofficially, it was indicated that the board would apply its basic pay standard with some flexibility.

Both in approving Phase Two contracts and in reviewing pre-Phase Two contracts that may be challenged, the board said it would consider "ongoing collective bargaining pay practices and the equitable position of the employees involved, including the impact of recent changes in the cost of living upon the employees' compensation."

With respect to new contracts, the Cost of

Living Council announced that pay increases affecting 5,000 or more employees must receive advance approval of the pay board, that increases affecting between 1,000 and 5,000 employees must be reported to the board when they become effective and that, in general, increases affecting fewer than 1,000 employees will be spot checked but need not be reported nor receive advance approval.

No Guild contract covers as many as 5,000 employees and only a few as many as 1,000.

The Guild's International Executive Board, confronted last month in Toronto by Phase Two without any specifics, adopted a flexible position to meet any new or continuing inequities in Nixon's economic program that began with the 90-day wage and (Continued on Page 5)

Bid for Loan Fails; Toronto 'Tely' Folds

Toronto, Ont.—The Toronto Telegram died on schedule Oct. 30 despite a last-ditch Guild effort to give it a new life.

Two days before the Telegram printed its obituary edition the Canadian Cabinet turned down a request for a 10-million-dollar loan from the Canada Development Bank to help keep the paper going under new ownership.

National Defence Minister Donald S. Macdonald said the Cabinet had decided the government "couldn't put itself in the position of having a heavy investment in a newspaper."

Macdonald and other Toronto members of Parliament had met with TNG International Representative Robert J. Rupert 10 days earlier to receive the proposal. The group of Telegram employees had planned to raise another 2.5 million dollars themselves and borrow another 2.5 million from the Ontario Development Bank.

"It was the only hope we had left," said Rupert who had previously succeeded in having a company offer 12.5 million dollars for the paper only to have the deal fall through because payment would not have been completed until 1973.

The Telegram, which had previously sold its circulation lists to the Toronto Star for 10 million dollars, sold its building and equipment to the Toronto Globe & Mail for a reported seven million dollars just before closing down. The plant has been leased to the Star for two years, however, at a reported million dollars a year.

The Telegram went out with a 208-page Saturday issue loaded with stories and pictures on its demise. "This Is It, Our Last Day," read the lead headline. A five-column picture of three Telegram front pages over the years was overprinted with a huge red "30."

Forty-eight hours later the (Continued on Page 6)



Laughing on the Outside...

... But crying on the inside are Toronto Telegram employees as they prepare paper's final edi-

tion Oct. 31. The smiles are aimed at printer-bugler's rendition of "Taps."

Flores Bars New Vote Challenge, Says Election Was 'Full and Fair'

Toronto, Ont.—Terming the recent international election "full and fair," Brian L. Flores, defeated candidate for TNG president, told the International Executive Board last month he would take no further steps to have it set aside.

Flores, in an unusual appearance before the newly elected board, said he had no intention of asking either the IEB or the Labor Department to nullify the results.

Flores supporters had unsuccessfully petitioned the International Election and Referendum Committee to set aside the vote

on the ground TNG funds were used to promote the incumbents' candidacies through the Guild Reporter.

Calling the election "much more" full and fair than the first in which he sought election, in 1969, Flores pledged his support to President Charles A. Perlik, Jr., and the elected officers.

"I wanted to be elected, but it was not in the vote," he declared, "and that's most probably the way it should have been."

Saying that he could "think of no better person" to be in the Guild's leadership than Perlik, he expressed confidence that "this

union can go ahead if the person that was elected goes ahead and drives us to go ahead."

Flores, who addressed the board at his own request during its fall meeting here Oct. 18 through 21 said he nevertheless had "one caveat with the election." He charged that Article I of the TNG Constitution, calling for "constant honesty" in the news, "was given a kick" in the Guild Reporter.

Stating that "the labor press is not the voice of the elected administration," Flores said the issue "should be taken care of (Continued on Page 7)

Pan-Africa Seminar Set by IFJ in Nigeria

Bonn, West Germany—The International Federation of Journalists will set up and conduct a week-long seminar in Lagos, Nigeria, for African journalists, unions and associations under an action by the IFJ Bureau (executive board) at a

meeting here Nov. 4-6.

The seminar, requested by the Nigerian Confederation of Trade Unions and the Nigerian Union of Journalists, will cover such areas as journalistic ethics and training, press freedom and organizing. Principal financial support will be by the African-American Labor Center, which also is assisting IFJ in arrangements for the event.

Among other actions at the Bureau sessions, attended by TNG President Charles A. Perlik, Jr., IFJ's vice president for North America, were:

- Approval of a study of the establishment of an IFJ freedom-of-the-press award.

- Preliminary consideration of a draft statement on "Inner Press Freedom," dealing with matters such as employees' right to a voice in the product and protection of journalists' integrity.

- Authorization for a survey of all IFJ affiliates on the feasibility of establishing an IFJ "Solidarity Fund" to aid journalists who lose their jobs as a result of efforts to advance press freedom or to organize newswriters.

- Setting the 11th IFJ World Congress (biennial convention) for September 1972 in Istanbul, Turkey.

Newswriters organizations from at least a dozen nations in Africa, besides Nigeria, will be invited to send representatives to the Lagos seminar. Among them are the Congo, Ethiopia, Ivory Coast, Kenya, Ghana, Liberia, Madagascar, Ouganda, Senegal, Togo, Tunisia and Zambia.

Warning Pledged In Bomb Threats

San Jose, Calif.—Responding to complaints from the Guild and other plant unions, the San Jose Mercury and News management last month agreed to notify all employees of future threats to bomb the newspapers' plant.

The agreement was made after an Oct. 5 bomb scare, about which employees first learned when police and fire units began a search of the building.

No warning was given by management when the anonymous telephone threat was received. The plant was evacuated at the direction of union leaders because management representatives could not be located.

Management agreed at a subsequent meeting with the unions' unity committee that warnings would be issued immediately in the future so that employees can leave the plant if they feel their safety is endangered.

Killing Spurs N.Y. Plea for More Police

New York City—The New York Guild and 10 other unions at the New York Times pressed demands this week for increased police protection for employees following the slaying of a Times delivery driver in front of the plant.

Police Commissioner Patrick V. Murphy promised to increase police presence in the area and make it more visible following the shooting Nov. 7. He said he would consider other measures and report back at another meeting.

The unions emphasized at the meeting, attended by publisher Arthur Ochs Sulzberger and other Times executives, that uniformed patrolmen and mounted police were needed as a deterrent to increasing violence in the area.

Nearly two-thirds of the Times's 960,000 circulation was lost on Nov. 8 after union truck drivers walked off their jobs in the wake of the shooting.

The victim, William O'Connor, was a part-time driver who was working for the Times because of the Guild strike at the Newark News in New Jersey. A second driver was wounded in the incident.

The accused slayer claimed he, his wife and another woman had nearly been run over by O'Connor's truck.

Guild President Thomas Lask, a Times book reviewer, Executive Vice President John E. Deegan and Secretary-Treasurer Harry Fisdell represented the local at the meeting with Murphy.

Cheney Relinquishes Seattle-Tacoma Post

Seattle, Wash.—Ben L. Cheney has resigned as president of the Seattle-Tacoma Guild to accept an exempt position of assistant city home-delivered circulation manager at the Seattle Times. He has served three terms.

Vice president Thomas Barlet, a photographer for the Seattle Post-Intelligencer, was appointed to fill the balance of Cheney's term, which expires in January.

Notice on Strike Votes?

Toronto, Ont.—The International Executive Board is seeking comment from Guild locals and members on a possible constitutional requirement of advance notice for meetings at which strike votes are taken.

At present, Barney Peterson, the IEB's Collective Bargaining chairman, pointed out at the board's meeting last month, there is no constitutional requirement for such notice, although some locals require it as part of their by-laws.

Such a requirement would reduce the possibility that a small minority of an affected unit could take the unit out on strike, Peterson pointed out. But it would also limit the unit's freedom of action in emergencies, he added.

Peterson asked that comments be sent to him at the San Francisco Chronicle, 901 Mission St., San Francisco, Calif. 94119. The committee will consider the proposal at its Jan. 24-27 meeting.



Protest Picket Line

The Michigan Congress Against Repression mounted this picket line at the Detroit Free Press to protest the dismissal of Guildswoman Gloria

House for leaving her editorial-department job to attend a civil-rights demonstration. At left, with white hair, Guildsman William Allan.

Detroit Bias Charge Filed

Arbitration Voted in Black's Firing

Detroit, Mich.—Spurred by an overwhelming unit vote, the Detroit Guild executive board last month voted to arbitrate the dismissal of black militant Gloria House by the Detroit Free Press.

Mrs. House, who is chairman of the Guild's minority-hiring committee at the Free Press, filed a complaint with the Michi-

gan Civil Rights Commission last week, charging that her dismissal was racially discriminatory.

The Guild executive board rejected a company proposal to reduce the dismissal to a two-week suspension and transfer Mrs. House to another job, on the night shift. A Free Press

membership meeting had requested that the case be arbitrated.

Mrs. House, an editorial-page makeup and copy editor, was fired Sept. 23 for leaving her job to attend a civil-rights demonstration. She had asked permission to attend and had been refused.

The Michigan Congress Against Repression, which put up a protest picket line at the Free Press following the discharge, said it would continue to arouse public pressure for Mrs. House's reinstatement without penalty.

Mrs. House reported that she has also received support from the Southern Christian Leadership Conference, the Republic of New Africa, the United Black Trade Unionists, the Black Conscience Library, the People Against Racism, Interfaith Centers for Racial Justice and the State of Emergency Committee, which called the rally she left work to attend.

Sexism Study Starts At Toronto Star

Toronto, Ont.—A committee of Toronto Star Guildswomen is launching an officially sanctioned study of sexism in the paper's newsrooms and news columns.

Managing Editor Martin Goodman has named Helen Worthington, women's-section columnist, to head the committee. A number of other newswomen are serving on it.

N.Y. Wins Battle to Collect Picket-Line-Crossing Fines

(Continued from Page 1)

tional Labor Relations Board and in a brief to the Supreme Court when it considered fines levied by the United Automobile Workers against members during the Allis-Chalmers strike. The UAW fines were upheld, and the NLRB rejected a charge that the Guild fines were unfair.

The agreement put no restrictions on the Guild's right to publicize the settlement—a key element in previous proposals rejected by the Guild. They would have prevented the Guild from

informing its membership of the terms.

Guild Executive Vice President John E. Deegan and Secretary-Treasurer Harry Fisdell issued a statement hailing the agreement as a landmark one.

"Collecting a lot of money was never the Guild's purpose in this matter," they said, "but establishing the Guild's right to discipline members who violate the Guild Constitution and Guild orders in a vital Guild strike was certainly the Guild's aim. That right has now been established."

IEB to Study GR Operation, Elections Role

Toronto, Ont.—The general performance and operation of the Guild Reporter, including its role in international Guild elections and referendums and other key aspects of its content, coverage and distribution, will be studied by the International Executive Board's Guild Reporter Committee.

The IEB, acknowledging criticism of the GR's coverage of the recent international election campaign, approved a committee proposal that it submit its recommendations to the board's next meeting Jan. 24 through 27. The

action came at the board's fall meeting here last month.

"If the Guild Reporter is to be fair and relevant and credible in the eyes of Guild members," the board said in adopting a report by the GR Committee, "it must not only be fair and thorough in its coverage but it must also appear to be fair."

The board said it recognized "that there has been continuing criticism of the general performance of the Guild Reporter in dealing with issues of concern to Guild members as trade unionists and as journalists."

Specifically, it noted that "pre-election issues of the Guild Reporter have been criticized by many Guild members, including supporters of both slates of candidates for the top offices, on grounds that coverage of the campaign appeared to be weighted on the side of the incumbents."

(International Vice President Warren E. Howard of Washington-Baltimore was recorded as taking exception to the phrase "appeared to be," preferring "was.")

The board said it recognized

that "such charges are probably inevitable so long as incumbent officers are, or are thought to be, in a position to influence the content of the Guild Reporter, especially insofar as coverage of issues relating to internal Guild politics is concerned."

The IEB authorized the GR Committee to "study the performance of the Guild Reporter and to examine ways in which it might be improved and responsibility for its content be defined so as to prevent a recurrence of the current criticism."

In addition to studying "the role of the Guild Reporter" in international elections and referendums and the "definition of the authority of the editor," as requested by Editor David J. Eisen in a postelection memorandum to the board, the committee said it also would study the following, among other things:

Ways of using the GR to "promote the principles of trade unionism," ways of using it to promote worker education, the GR's distribution problems, its format, its frequency of publication, its content, including strike coverage, contract settlements and other collective-bargaining material, locals' responsibility in channeling news to the GR, and increasing the amount of news of interest to noneditorial employees.

Meanwhile, Middle Atlantic District Council delegates at a meeting Nov. 7, adopted a resolution demanding changes in the GR operation to assure that the

paper "honestly reflects the diverse views of all Guild members."

The council's resolution called on the IEB to implement changes to enable the GR to function "particularly during an election or referendum campaign, without regard to the narrow self-interest of an incumbent administration."

On Oct. 27 the executive board of the Washington-Baltimore Guild, the home local of defeated TNG presidential candidate Brian L. Flores, adopted a resolution terming the IEB action an "inadequate" response to "slanted election coverage."

The resolution said it was "vital for TNG's own newspaper to practice the standards the union preaches (to guarantee, as far as it is able . . . constant honesty in the news [and] to raise the standards of journalism and ethics in the industry)."

The resolution commended Eisen and Assistant Editor Donald W. Rosselet "for their courage in attempting to adhere to these principles in the face of resistance by TNG's top officers."

The IEB committee plans to meet in advance of the January board meeting to complete its study. It asked Guild members to send submissions relevant to the study to the committee chairman, International Vice President Glen Ogilvie, in care of the Toronto Newspaper Guild, 100 University Ave., Suite 1100, Toronto, Ont.

Price, Ex-IEB Member, To Head Broun Contest

Toronto, Ont.—Former International Vice President Philip Price will serve as chairman of TNG's 1971 Heywood Broun Award Contest.

Price, who will retire Jan. 1 as assistant news editor of the Washington Star, was named by the International Executive Board at its fall meeting here last month.

The Broun Award is presented annually for journalistic achievement "in the spirit of Heywood Broun," TNG's founder and first president. It carries a citation and a \$1,000 prize.

The deadline for entries for the 1971 award is Jan. 15. The award will be presented during the IEB's winter meeting in Washington Jan. 24 through 27.

Employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico are eligible to enter the Broun contest, whether they are Guild members or not.

The IEB also named Vice Presidents Eleanor Dunn and James A. McGill and Administrative Operations Director Ellis T. Baker as judges for the 1972 Guild Service Award.

McGill won the award last year and used his scholarship prize to attend a three-week staff development program at the AFL-CIO's Labor Studies Center in Washington.

The award is presented annually for Guild achievement on the local level and provides a scholarship of up to \$1,500 for a course in labor education. The deadline for nominations, which may be made by membership meetings, executive committees or representative assemblies, also is Jan. 15.

Price succeeds former International Vice President Richard P. Lane as Broun Award chairman.

Price was TNG's Southern Regional Vice President from 1947 to 1955 after serving two terms as president of the Washington Guild. He held several other local offices and was unit chairman at the Star, where he has worked since 1944.

Price first became active in the Guild in the early 1930s while working on the Greensboro Daily News. He helped organize the Greensboro Guild in 1935 and became its first president. He was a delegate to nine Guild conventions.



PHILIP PRICE

4 to Oversee Rights Programs

Toronto, Ont.—The International Executive Board last month named International Vice Presidents Arthur L. Guerrero and Warren E. Howard to oversee Guild progress in minority rights and Vice Presidents Eleanor Dunn and Dorothy Sain to do so in the area of women's rights.

The appointments were recommended by TNG President Charles A. Perlik, Jr., in accordance with a directive of the Guild's 1971 Convention in July.

The board, in adopting a report of its Human Rights Committee on the appointments, said that "while these four vice presidents may be designated to share the direct responsibility for overseeing Guild progress in their respective areas, every member of the IEB must make a personal commitment to promote and pursue Guild programs in these areas at every level and locale within the Guild."

Howard is the first black to serve on the IEB. He is chairman of the Washington-Baltimore Guild's human-rights committee and served on the planning committee for TNG's Conference on Minority-Group Recruitment last March.

Guerrero, who is Mexican-American, has been a member of the Denver Guild's human-rights committee. He served on the planning committee for the Minority-Group Conference and was chairman of its commercial-

department discussion group.

Mrs. Dunn was named interim co-ordinator for women's rights activities within the Guild by last year's TNG Conference on Women's Rights after serving on the planning committee and as chairman of its professional-interests discussion group. She was Human Rights Committee chairman at this year's convention.

Miss Sain also served on the Women's Rights Conference planning committee and was chairman of the conference's economics interest group. Both she and Mrs. Dunn were also delegates to the Minority-Group Conference.

The convention, in directing appointment of IEB members or others to oversee the two programs, noted that "responsibility for the implementation of all TNG programs rests upon all TNG officers and its entire staff" and that responsibility for the supervision of these programs lies with the IEB.

Help Wanted

Toronto, Ont.—The International Executive Board will seek Guild members' help in revising TNG's Code of Ethics and drafting a newsmen's bill of rights.

The board last month concurred in a staff proposal that TNG solicit suggestions from Guild locals and district councils by circulating materials to them and that it seek suggestions from members through the Guild Reporter.

This year's TNG convention urged updating of the 37-year-old Code of Ethics and preparation of the "bill of rights" in accordance with a recommendation by TNG President Charles A. Perlik, Jr.

Broun Towers Revived in N.Y.

New York City—Heywood Broun, the Guild's founder and first president, may yet be memorialized by a New York Guild-sponsored co-operative housing project.

The possibility appeared dead three months ago, when the New York Guild's executive committee turned down a proposal to transform the proposed co-operative into a high-rent apartment house.

But last month the executive committee approved a compromise plan under which the building would be constructed as a co-operative with the aid of a federal grant. State officials and the builders have approved the plan, which is contingent on the federal grant.

If it is forthcoming, Broun Towers will be erected on an urban-renewal tract on Manhattan's West Side. Apartments

will be available for a down payment of \$731 a room and monthly payments of \$40 to \$50 a room.

Guild members will receive preference as purchasers. More than 1,000 have indicated an interest.

If the federal grant is refused, the building will go up as a luxury apartment house without Guild sponsorship—or Broun's name.

Board Bids Locals Weigh Joint-Servicing Plans

Toronto, Ont.—The International Executive Board last month urged all Guild locals to examine the possibility of entering joint organizing-servicing arrangements and to take immediate steps toward establishing local organizing programs.

The board noted that local response to TNG surveys on the appointment of organizing committees and interest in joint organizing-servicing arrangements similar to one in New England has been "disappointing." Both steps were urged by this year's TNG convention.

The organizing-servicing program, it said, "offers unmatched opportunities for locals and TNG

to pool their resources in the most productive fashion possible for the purpose of providing long-needed services to the membership."

It urged every local to "re-canvass its servicing needs, to re-examine the possibilities of entering into joint arrangements with TNG and/or nearby locals" and to advise TNG President Charles A. Perlik, Jr., immediately of the results.

Declaring that "organizing begins at home," the board urged all IEB members to "impress on local leaders" in their areas "the importance of establishing a viable local organizing program and of informing TNG of those

who are charged with carrying such programs forward.

Perlik, in his official report to the board, noted that only 13 of 83 locals had replied to the organizing questionnaire (a 14th replied subsequently) and only 10 have responded to the organizing-servicing inquiry.

The board called for "implementation to the fullest extent possible" of a 1971 Convention recommendation that organizing be made the primary objective of any new members of TNG's field staff.

The board, in adopting its Organizing Committee's report, said it was "delighted" with Perlik's announcement that he would ap-

point two new international representatives by the end of November with the initial proceeds of a per-capita reapportionment accruing to TNG's General Fund.

"As more money becomes available in the General Fund," the board said, "it will be imperative that first consideration be given to hiring additional IRs."

The prospective additions announced by Perlik would increase the field staff to nine. He said he planned to make two further additions to the staff in January, although he said they might not both be to the field staff.

Great Lakes May Be New Name of POI

Lansing, Mich.—Delegates to the Pennsylvania-O h i o-Indiana District Council meeting Nov. 6-7 gave preliminary approval to changing the body's name to the Great Lakes District Council.

Final action on the change, undertaken in recognition of the council's member locals in Michigan and New York, is scheduled for the winter meeting.

Council delegates also discussed the Nixon Administration's wage-price freeze and Phase Two of the President's wage-control program with TNG Research and Information Director James M. Cesnik.

TNG leadership-development institutes scheduled for the POI meeting and a Midwest District Council meeting this weekend were postponed after consultation with council officers and representative locals showed that because of short notice and, in some instances, the location, only a few locals were planning to send delegates at whom this year's institute series specifically is directed: new and prospective local Guild leaders, especially those from among women and minority members.

POI will sponsor the leadership development institute at its winter meeting, to be held in February at a location to be determined by council officers.

Unit Head Fights Lexington Firing

Lexington, Ky.—Donald C. Edwards, chairman of the Cincinnati Guild's Lexington Herald and Leader Unit, charged in a complaint to the National Labor Relations Board last month that he had been dismissed for union activity.

Edwards, who is seeking reinstatement with back pay, said the company fired him on a charge of using "offensive language" in a newsletter he prepared to inform the membership of a pending arbitration.

The arbitration for which Edwards was preparing was on a Guild grievance that the company changed working hours and schedules without proper notice and in violation of an agreement not to alter schedules of employees working other than an eight-hour day.

4 Guild Locals Protest H-Blast

Vancouver, B.C.—Protests from four Canadian Guild locals were as fruitless as hundreds of others voiced in Canada and the United States against the U.S. Government's underground nuclear explosion on Amchitka Island Nov. 6.

The Toronto, Ottawa and Victoria locals joined Vancouver-New Westminster in urging President Nixon to call off the five-megaton hydrogen-bomb blast. Their telegram voiced concern over its effect on the environment.

The Canadian Labour Congress was among those urging that the explosion be called off. The blast went off on schedule.



JOSEPH M. WALSH

Joseph M. Walsh Dies; IEB Member in '40s

Wilkes-Barre, Pa.—Joseph M. Walsh, 77, a TNG international vice president from 1941 to 1945, died Oct. 30 in the Wilkes-Barre VA Hospital.

Walsh had been an invalid since suffering a stroke in the summer of 1970, when he retired as editor of the Pennsylvania AFL-CIO News.

A former sports and city editor of the Wilkes-Barre Record, Walsh was a charter member and secretary of the Wilkes-Barre Newswriters Union, which preceded the Guild.

He served in a number of local Guild posts before becoming an international vice president. Early this year the Wilkes-Barre Guild gave him its Stanley Kupstas Memorial Award for service to the local.

In September 1970 the Pennsylvania House of Representatives adopted a resolution of tribute citing his contributions to the state's labor movement.

TNG President Charles A. Perlik, Jr., in a message of condolence to Walsh's widow, Agnes, described Walsh as an "honored member and long-time friend" who was a "pioneer in the organization of newspapermen's unions."

Noting that others will remember Walsh for his service to labor generally, Perlik said "we may be forgiven, I trust, if we remember him as a Guild member who served his union well as both a local and an international officer and who devoted the better part of his adult life to helping advance the cause of unionism in our industry as well as others."

Harry Boyer, president of the State AFL-CIO, said Walsh's "dedication to labor's cause in the State of Pennsylvania will always be remembered by those of us who had the privilege to work with him."

Walsh became CIO regional director for Northeastern Pennsylvania in 1942. He later worked for the Communications Workers in New York and Chicago before joining the staff of

Denver Petitions For Distributors

Denver, Colo.—The Denver Guild has petitioned the National Labor Relations Board to obtain representation rights for three suburban distributors of the Denver Post, but the company is resisting with the claim they are independent contractors.

The petition was filed last month, and the NLRB is conducting hearings on the dispute.

TNG to End Long Law-Firm Tie; '16th Member' of IEB Praised

Toronto, Ont.—The International Executive Board paid tribute to its "16th member," the late TNG counsel Irving Leuchter, last month as it learned that the law firm of which he was a member is severing a 38-year-old relationship with the Guild.

Sol Kapelsohn, the firm's senior partner, told the board that the burden of other legal work makes it impossible to continue representing TNG despite a relationship he said it was painful to terminate.

The law firm, Kapelsohn, Lerner, Leuchter, Reitman & Maisel

of Newark, has been linked to the Guild since the union's founding in 1933. Kapelsohn said it would continue to represent TNG until a successor can be found.

The board, in its resolution of tribute to Leuchter, noted that the place of its "16th member" was vacant for the first time in 24 years.

Guild leaders, it noted, have paid tribute to Leuchter as one of the Guild's "most valued, trusted and selfless servants," as "a friend and counselor," "a kind and patient teacher," "a model for all who would do service for their fellow man."

"He, indeed, was all of these and more," the board said. "And he will remain so for all of us and those who come after us, who will continue to benefit from the legacy of clear and penetrating insights preserved in his memoranda, letters and opinions."

"Though he is gone, his presence will ever be a part of the Guild. The 16th place on The Newspaper Guild's International Executive Board will never be held by another."

Leuchter died Aug. 10 at the age of 59 of a heart attack.

Kapelsohn, in explaining the reasons for the firm's decision to terminate its relationship with the Guild, reviewed the history of that relationship in detail, recalling his work with Heywood

Broun, the Guild's founder and first president.

Although he said that in recent years the firm has worked for the Guild at a financial loss, it would have continued the relationship, he declared, had he seen a way to solve the "professional problem." The firm would have had to add another partner, he said, and he voiced doubt that it could have found someone qualified within the next six or eight months.

TNG President Charles A. Perlik, Jr., in moving acceptance of the resignation with "deep regret," expressed TNG's "extreme gratitude" for the firm's "able, willing and bountiful service over the years."

"Without the counsel of Irving Leuchter and others in the firm," he said, "the Guild would not be as far advanced as it is today."

Perlik, in notifying Guild locals of the resignation Oct. 29, said that while no timetable has been established for discontinuing the relationship, TNG was hopeful that "we can be well under way in a new relationship before the first of the year."

In the meanwhile, he said, locals that have been represented by the firm in the past can continue to utilize its assistance, and other locals seeking advice from international counsel should channel their requests through TNG.

IEB Aims to Save Jobs

New Aid Urged for Radio Europe

Toronto, Ont.—The International Executive Board called on Congress last month to continue interim funding for Radio Free Europe and Radio Liberty to maintain the flow of "uncensored information" to Eastern Europe and the Soviet Union and safeguard the jobs of 284 New York Guild members.

The board voiced concern lest Congressional divisions over the form that permanent funding should take force the stations to curtail or suspend operations when their present funds run out. It urged that interim funding be extended pending a study of alternative proposals for permanent financing.

The board's resolution will be submitted to the AFL-CIO Convention in Bal Harbour, Fla., starting Nov. 18.

Radio Free Europe, which broadcasts to Eastern Europe, employs 66 Guild members in New York and 218 in Munich. Radio Liberty, which broadcasts

to the Soviet Union, has no Guild unit.

The two stations were financed by Central Intelligence Agency funds until Congress forbade further covert financing last July—an action the IEB resolution said was taken "wisely." Present interim financing is through the U.S. Information Agency.

The Senate passed a bill in August providing for financing through the State Department pending further study, but the Nixon Administration is opposed to that. It is backing one of several alternative proposals for operation by a public corporation.

The IEB, in urging that the flow of funds be continued, said Radio Free Europe has "provided the people of Eastern Europe with their only alternative to the government-controlled press of their homelands and their most direct contact with the peoples and events in the West."

Both Radio Free Europe and

Radio Liberty, it said, "seek to lessen tensions between the peoples of the East and West by a means long championed by The Newspaper Guild—the freer flow of information and ideas."

Board Urges Young-Adult Vote Survey

Toronto, Ont.—TNG will ask U.S. Guild locals to undertake a census of potential 18-through-21-year-old voters among Guild members and their families.

The International Executive Board, meeting here last month, urged all U.S. locals to complete the census quickly after getting necessary materials from TNG.

The census is part of a nationwide survey initiated by the AFL-CIO's Committee on Political Education to secure the names and addresses of union-family members newly eligible to vote under the 26th Amendment to the Constitution.

Millions of the new potential voters are union members, and thousands are undoubtedly Guild members, the IEB pointed out in a report on the survey. Millions more are sons, daughters, brothers or sisters of union members, it added.

"It is highly important that the young union-family members have the opportunity to be fully informed of labor's views of the issues," the board declared. "It is equally important that they be encouraged and assisted to register and vote."

These new voters, it said, "will have a tremendous impact" on the 1972 elections and may "hold the key to the outcome."

N.J. Local Scores Members For Crossing Picket Line

New Brunswick, N.J.—A North Jersey Guild membership meeting Oct. 15 voted last month to censure members who crossed picket lines during a two-day drivers' strike at the Woodbridge News Tribune Oct. 12 and 13.

The local reaffirmed its policy of respecting all union picket lines.

It also voted to censure TNG International Representative Ed Allen for "lack of direction" during the strike. Both Allen and International Representative Harry McCormick urged Woodbridge members at a unit meeting to observe the pickets of the

then-uncertified drivers' union.

Local President George Dawson, in a letter of apology to Carl Levy, president of the Newspaper and Mail Deliverers' Union, noted that he and the Guild's international officers had sought to deter Woodbridge members from crossing the line.

"We hope the incident will have served to prove to these members the value of union affiliation and the need to remain strong and united," Dawson said, "not only for their own self-interest but for the self-interest of workers in the newspaper industry in general."

Freeze Ending; Pacts Now Fully Effective, TNG Says

(Continued from Page 1)
price freeze on Aug. 15.

"Whatever appears necessary will be done," the board declared in adopting the report of its Collective Bargaining Committee, including, if necessary, a special interim meeting of the board itself "to help forge a united response to any lingering injustices."

International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker will participate in formulating organized labor's response to the Phase Two guidelines during the AFL-CIO's biennial convention in Miami starting Nov. 18.

Initial reaction to the guidelines and the restriction on retroactivity, was led by AFL-CIO President George Meany, who said: "They abrogated our contracts."

There were similar reactions from the four other labor representatives on the pay board who had opposed the guidelines but been outvoted by the five public

and five business members.

Labor's viewpoint was reinforced Nov. 7 by Rep. Wilbur Mills, chairman of the House Ways and Means Committee, who said in a broadcast interview that the pay board "must recognize the validity of contracts entered into before Aug. 1." He said Congress had no power to nullify such contracts, therefore couldn't delegate it to the President or the pay board.

Union leaders counted on Congress to overrule the pay board's policy on retroactivity. The House Banking and Currency Committee has voted legislation to require payment of all contractual wage increases unless "grossly disproportionate."

Senate Majority Leader Mike Mansfield said he would support the House committee's legislation.

Meanwhile, the executive committee of the New York Guild adopted a resolution Oct. 19 calling on Congress to deny to the President an extension of his power to abrogate contracts.

It urged Congress "to make certain that the working people of America remain free to shape their relations to their employers and their jobs through the process of collective bargaining and that all agreements reached be meticulously observed."

The pay board said retroactive payments may be approved under certain circumstances. It cited these two:

- Prices were raised by an employer in anticipation of contractual wage increases.

- A wage agreement made after Aug. 15 to succeed a contract that expired before Aug. 16 and retroactivity is "an established practice or had been agreed to by the parties."

The pay board declared that it would not question future scheduled increases in existing contracts unless the increases were challenged "by an interested party" or by five members of the board itself and judged by the pay board to be "unreasonably" inconsistent with the 5.5 percent standard.

In its report last month, the IEB said that "if Phase Two perpetuates the wholesale injustices of Phase One, it seems clear that only a united challenge by the entire labor movement will have the weight necessary to bring about the necessary reversal."

But, the board continued, if Phase Two injustices are more limited in affect, such as the Phase One denial of step-up increases, "a challenge will have to be effectively mounted by TNG and a smaller number of labor allies."

While denouncing the inequities of Nixon's wage-price freeze, the IEB report pointed out that even Canadian Guildsmen had been indirect victims because of the 10 percent surcharge on exports to the United States, which has helped boost Canada's unemployment to a 7.1 percent rate.

The report specifically berated the Cost of Living Council's veto of step-up increases for Guild members who have not reached top minimum. The council, which made Phase One rulings, contended such increases are different from raises provided in apprenticeship programs, which it approved.

Noting in the report that profits, interest rates and dividends were not frozen during Phase One, the IEB said that TNG recognized the "futility" of trying to fight the freeze in the courts and concentrated on urging a second phase "less weighted toward the benefit of employers at the expense of workers."

Ottawa Increases Dues to 8% Level

Ottawa, Ont.—The Ottawa Guild voted last month to raise membership dues from six percent to eight percent starting next July 1.

An Oct. 17 membership meeting approved the increase and voted to continue assessments at the international rate for eight months for local purposes.

The local also voted to fine executive-committee members \$3 for each committee meeting they miss. A proposal to fine members \$2 for missing quarterly membership meetings will come before the next quarterly meeting in December.



St. Louis Guild Photo by Ken Winn

Testimonial

Raymond L. Kringer, left, a nine-term president of the St. Louis Guild, receives a plaque on his retirement from current president Barney Wippold. The plaque cites his leadership of the local in the '40s and '50s, when it had no executive secretary.

Ottawa Protest Saves 2 Photographer Jobs

Ottawa, Ont.—Canadian Press has agreed to hire two of the three United Press International photographers who will be losing their jobs when CP takes over Jan. 1 as the contract photographer for the Ottawa Citizen.

The two photographers will be paid the equivalent of the rates in the Canadian Wire Service Guild's contract with UPI, although they will not be protected by contract with CP.

Ottawa Guild members had protested the change; 35 Citizen staff members signed a petition objecting to the switch to CP. Local President Eleanor Dunn and Guildsmen James McCarthy and Michael Blagg held a meeting with Citizen management Nov. 5, at which the agreement to hire two of the photographers was announced.

The third lensman, Robert Carroll, was not hired, according to CP, because it planned to use one of its own photographers as chief photographer. Carroll is senior cameraman for UPI in Ottawa.

The Guild representatives said

Carroll would be willing to take a pay cut in order to obtain a job with CP. A decision on further steps is pending.

Guild Seeks Larger Unit At Triangle

Philadelphia, Pa.—The Philadelphia Guild is seeking to expand its unit at Triangle Publications by adding 19 employees of the company's planning department.

A petition to represent the unit has been filed with the National Labor Relations Board. The Office and Professional Employees Union, at the same time, is petitioning to represent 15 accounting department employees in a unit that overlaps the one sought by the Guild.

The Guild currently represents the quality-control department at Triangle, which publishes TV Guide and Seventeen magazine.

The Guild has filed unfair-labor-practice charges against Triangle for discharging Nancy Bierlin, a leader in the organizing campaign, for offering to promote another employee in the unit and for interrogating an employee in what it termed a coercive manner.

But it has agreed to proceed to an election without waiting for the NLRB to dispose of the charges.

Atlantic Council Backs Schrode

White Haven, Pa.—The Middle Atlantic District Council, at a meeting Nov. 6 and 7, adopted a resolution supporting International Vice President Edward J. Schrode and encouraging him to continue to express "independent" views in International Executive Board deliberations.

The resolution followed a report by Schrode on the IEB meeting in Toronto last month and other actions of the board.

Delegates contributed \$76 to the Newark News strike fund.

Phase Two Rule OKs Increase in Dues Top

TNG Secretary-Treasurer Robert M. Crocker told Guild locals this week that with the expiration of the wage-price freeze tomorrow they are free to implement upward adjustments in dues rates.

Crocker reminded them that they are required by the Guild Constitution to collect dues at least equivalent to the rates in TNG's Minimum Dues Schedule, including an extension of the ceiling scheduled to go into effect Oct. 1.

Under the Guild's Constitution, the Minimum Dues Schedule's ceiling was to have risen from \$12.50 to \$15 Oct. 1, increasing the dues of members earning \$250 and over by 25 cents for each \$5 salary bracket up to \$295 a week.

Guild Members, Families Asked to Monitor Prices

Urging Guild participation in the nationwide network price "watchdog" units being organized by the AFL-CIO, TNG President Charles A. Perlik, Jr., this week called on U.S. locals to enlist their members and families as volunteer monitors.

Jobs Sought For Victims

TNG has asked Guild locals to be on the lookout for job openings for hundreds of Guild members left jobless by suspension of the Toronto Telegram, Look magazine and Hearst's Central Press.

Some of those out of work have indicated a willingness to work in other cities, TNG Research and Information associate Yetta Riesel said in a letter enclosing a list of job titles for which applicants are available.

Close to 700 Guild-covered employees have been left jobless in Toronto, 70 at Look and a dozen at Central Press in Cleveland.

In a letter to local presidents, Perlik pointed out that the Nixon Administration is counting on voluntary co-operation of the business community to hold the line on prices in Phase Two of the economic stabilization program.

Perlik said that, although the economic policy is intended to stabilize prices as well as wages, there is no effective machinery to control prices.

Perlik named Yetta Riesel, TNG research and information associate, to work with the AFL-CIO community services department in implementing the "watchdog" program.

He quoted AFL-CIO President George Meany, who said that "unless businesses are watched and watched carefully, some will either raise prices or reduce quality or quantity or all three."

The "watchdog" units will spot violations of the price-control guidelines. Central labor bodies across the country, through which the price monitoring program is being organized, will pursue complaints and violations with appropriate federal authorities.

Guild Bid for Loan Fails; Toronto 'Tely' Dies

(Continued from Page 1)

Toronto Sun made its debut as a tabloid competing with the morning Globe & Mail. Published by a group of former Telegram employees, its initial press run of 75,000 was sold out and sales jumped to 125,000 the next day and fell back to 85,000 on the third day.

The evening Telegram had a circulation of 242,000. The evening Star has a circulation of 376,000 and the Globe & Mail, 287,000.

Bassett had announced in September that the Telegram would cease publication. He cited recent losses of a million dollars a year.

The Telegram did not die entirely peacefully. The day before it folded Bassett fired reporter Ronald Kish for posting a statement denouncing the publisher and urging staffers to stop his "demoralizing of employees."

Kish complained to the Labour Department's Employment Standards Branch against his firing since the Guild's contract had expired. The dismissal will cost him \$5,000 in severance pay.

The whole question of severance and notice pay for Telegram employees was still in dispute. Bassett has refused to pay 16 weeks' notice pay, required under provincial law, on top of up to 38 weeks' severance pay provided under the Guild's contract.

The Guild has asked the Ontario Labour Department to enforce the notice-pay requirement.

Earlier, Bassett had announced that short-term employees receiving notice pay in lieu of severance would have to work until Jan. 15, the expiration of the

notice period, to receive it. But the day before the paper closed he rescinded the order, notifying the employees they need only leave a telephone number at which they could be reached for work if necessary.

His edict had stirred a furor on the staff. A Guild attorney complained to the Employment Standards Branch, and Telegram employees signed a petition asking for an investigation of whether Bassett was seeking to evade his obligations to the staff.

Guild Executive Secretary Fred Jones, questioning what the employees would do in a plant that was no longer producing, said Bassett was trying to pressure employees into resignation.

Bassett also ended a joint job-hunting effort with a Manpower Department committee complaining that the Telegram had to pay 50 percent of the chairman's \$100-a-day fee and accusing it of being a hindrance rather than a help.

Rupert said the Guild felt that the committee was helpful in finding jobs for Telegram employees, but Bassett complained because it would not help him place printers in jobs at Montreal's La Presse, where employees have been locked out in a bitter labor dispute. La Presse has suspended publication.

Bassett said he preferred to continue job-hunting efforts with a joint labor-management committee. In a farewell editorial Oct. 30 he reported that some 800 of 1,350 Telegram employees had already found other jobs.

The 1,350 include almost 700 Guild members.



The Final Final...

Front page of Toronto Telegram's last edition.

Ron Haggart, widely known Telegram columnist and a leader in the Guild's efforts to find a buyer for the paper, had been scheduled to write a column on

provincial affairs for the Star. But the Star suddenly called off the arrangement, after Haggart wrote an article in a New Democratic Party publication extolling NDP candidates.

Haggart offered the Star three alternatives: that he write a City Hall column instead of a provincial one; that the Star announce his support of the NDP, or that he write as a paid nonemployee. The Star rejected all three.

Buttons reading "Ex Tely Staffer," with the final day's publication date, sprouted on staffers' lapels as the end neared.

Bargaining Sought For 70 in Topeka

Topeka, Kan.—The Guild petitioned the National Labor Relations Board this week to represent 70 employees in the editorial departments of the Topeka Capital and State Journal.

The newspapers, part of a chain of 15 owned by Stauffer Publications Inc., would be the second bargaining unit in Kansas organized by the Guild. The Guild won a representation election for a 130-member unit at the Wichita Eagle and Beacon in January and is bargaining an initial contract.

TNG International Representative Richard J. Ramsey assisted the Topeka organizing drive.

Washington Bars Antiwar Support

Members of the Washington-Baltimore Guild voted 267 to 106 in a mail referendum against supporting the Nov. 6 Washington antiwar demonstration.

With less than a fifth of the local membership voting, the proposal was rejected by a greater margin than one to support this year's April 24 demonstration. That proposal lost by 458 to 427.

A contingent of Guild members marched despite the referendum outcome.

Telegram artist Ted Martin had them made up, in what one employee called "a reverse status symbol."

Even before the Telegram published its last edition, two books were in print on its demise: "Who Killed the Telegram?", by Doug Fetherling, and "The Death of the Toronto Telegram and Other Newspaper Stories" by Telegram Guildsman Jock Carroll.

Higher Yield In Pension Fund Sought

(Continued from Page 8)

tually to place all of the Fund under a single investment counselor, reducing the fees. The board's resolution authorizes him and Crocker to change the portion of the Fund managed by the different agencies and to terminate the services of any of them in their discretion.

In another financial action, the board asked TNG's auditor to develop an analysis of the expenditure of Guild funds in Canada, in accordance with a request by Ottawa Guild Treasurer Geoffrey Lay.

Action on a request by the Federation of Guild Representatives for a Nov. 1 wage reopener under a contract expiring next Aug. 1 was deferred until the board's next meeting Jan. 24 through 27.

Contributions of \$100 were voted to the Labour College of Canada and the United Givers Fund of Washington, where TNG headquarters are located.

The board also voted contributions of \$50 to the United Negro College Fund and \$25 each to the Fair Campaign Practices Committee, the Scholastic Education Fund for Racial Equality, the Southern Christian Leadership Conference, the American Indian Fund and the American Civil Liberties Union.

\$380 Key Won at D.C. Paper

(Continued from Page 1)

1972, and \$380 June 8, 1973.

The contract creates position minimums 10 percent above the reporter top for two principal assistant city editors, women's editor and sports editor. That minimum will go to \$418 in the final stage of the contract.

The contract, which covers editorial employees only, will increase the top for clerks \$34.19, to \$171.28, and that for copy boys \$23.49, to \$145.89. The reporter starting minimum is increased \$51, to \$195.

The dollar-a-week increase in pension payments, effective Jan. 1, 1973, will boost them to \$10 a week. Health-insurance contributions are increased \$21.50 a month for family coverage, to \$31.50, and \$7.35 for individual coverage, to \$10.75.

A fair-employment-practices clause specifically bans discrimination because of sex, race, creed, color or national origin for the first time. A four-member joint committee will "provide guidance in recruiting, hiring, counseling and promotion on this basis."

A new clause affirms as "con-

trary to sound journalism" and "not countenanced by the publisher or the Guild" the following practices:

Forcing an employee to distort the facts, requiring him to write as his own convictions matter contrary to those convictions, forcing an employee to work under conditions endangering his life or safety, and requiring a reporter to use his influence for any purpose other than to ob-

tain material for the paper's use.

The contract's military-leave clause is improved to provide service credit for conscientious objectors performing alternate service as well as those serving in the armed forces. And service with VISTA is added to those requiring the granting of leaves of absence.

Local Representative Michael Stuart headed the Guild negotiating committee.

North Tonawanda Mayorality Won by Buffalo Guildsman

North Tonawanda, N.Y.—Guildsman Edward Wiater, veteran reporter for the Buffalo Courier-Express, last week was elected Democratic mayor of this Buffalo suburb of 38,000 residents.

Wiater, who will be sworn in Jan. 1, won the part-time mayorality Nov. 2 by piling up more than a 1,500-vote margin over Republican-Conservative and Liberal opponents.

The Courier-Express had ordered Wiater to take a leave of absence during the election campaign but rescinded the order when the Guild intervened. The company had contended that Wiater would, in effect, be serving as a "paid public-relations representative" during his campaign.

Wiater said he will keep his job on the Courier-Express, fulfilling his mayoral duties on weekends and in the evenings.

Wilkes-Barre Officer Wins Borough Contest

Plymouth, Pa.—Guildsman William DeRemer, a reporter for

the Wilkes-Barre Times-Leader, News, was elected Nov. 2 to a four-year term as borough councilman. He will join the council's Democratic majority Jan. 1.

DeRemer, who polled 1,917 votes to finish second among three Democrats elected, is recording secretary of the Wilkes-Barre Local.

N.Y. Guild Leader Elected To Seat in N.J. Assembly

Summit, N.J.—Elizabeth L. Cox, chairman of the New York Guild's representative assembly, will be a New Jersey assemblywoman for two months.

Miss Cox, who is also chairman of the local's Saturday Review Unit, rolled up a three-to-one edge over the combined votes of two opponents Nov. 2 in an election to fill a two-month unexpired term.

Miss Cox, a Republican, will be sworn in Nov. 15, when the legislature returns from a recess, and serve until mid-January, when the lawmakers also elected Nov. 2 will assemble to begin full terms.



Southern District Council, fall meeting, Nov. 20 and 21, Washington Hilton Hotel, Washington.
International Executive Board, winter meeting, Jan. 24-27, 1972, TNG Headquarters, Washington.
Western District Council, winter meeting, Jan. 29 and 30, Los Angeles.
Middle Atlantic District Council, winter meeting, Feb. 5 and 6, Philadelphia.
39th Annual TNG Convention, June 25-29, 1972, San Jeronimo Hotel, San Juan.

Women's Programs Asked of AFL-CIO

Toronto, Ont.—A Guild resolution calling on the AFL-CIO to hold national and regional conferences on the problems and needs of women workers will be placed before the federation's biennial convention next week.

The resolution, adopted by TNG's International Executive Board last month, also would reverse the AFL-CIO's historic opposition to the Equal Rights Amendment.

Both steps were urged by this year's TNG Convention. The resolution incorporating them will be presented at the AFL-CIO convention in Bal Harbour, Fla., by the Guild's three delegates—International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker.

The proposal for a national conference and a series of regional conferences on women workers' problems calls for attendance by both women trade-union leaders and rank-and-file members and stipulates that they have "a major part in the planning."

"Many within organized labor have learned that the trade-union movement can be ever more responsive to its women members and even more effective in combatting sex discrimination when both men and women leaders examine with affected rank-and-file members at special conferences the special problems faced by women workers," the resolution declares.

"Women," it said, "are looking to the trade-union movement in ever-increasing numbers as the only effective means of gaining and maintaining justice and equality that is denied them because of their sex."

In endorsing the Equal Rights Amendment, the resolution terms it "precisely the kind of clear statement of national commitment to the principle of equality of sexes under the law that work-

ing women and their unions can use to advantage in their efforts to eliminate discrimination against women in the workplace.

The AFL-CIO has traditionally opposed the amendment on the ground it would endanger so-called protective legislation affecting women. This year it indicated it would support the amendment if it carried a rider specifically validating such legislation, but the rider was defeated in the House.

TNG, in urging Congress to approve the amendment, said such legislation has worked to handicap women in the competition for jobs and pointed out that courts have already invalidated much of this legislation under the Civil Rights Act of 1964.

In other human-rights actions, the IEB called for the adoption of legislation to arm the Equal Employment Opportunity Commission with enforcement authority and urged President Nixon to name at least one woman to the Supreme Court.

The latter action, taken only a few hours before Nixon announced the nomination of William H. Rehnquist and Lewis F. Powell, Jr., noted that "there are several women learned in the law and serving with distinction in, among other places, the Congress, the lower courts and as professors of law and deans of law schools."

The board, in its EEOC report, urged the Senate to adopt a bill giving the commission "cease-and-desist" authority in place of an Administration-backed measure, passed by the House, that would only give the EEOC power to bring suit in "case-clogged" federal district courts to enforce its finding of employment discrimination.

Terming the Nixon measure a "ripper" bill that "tears up existing law under the guise of offering improvement," the IEB pointed out that it would prohibit victims of discrimination from seeking redress through other legal avenues once they complain to the EEOC.

It would also cut in half the time period in which complaints can be filed and would prohibit class actions against employment discrimination.

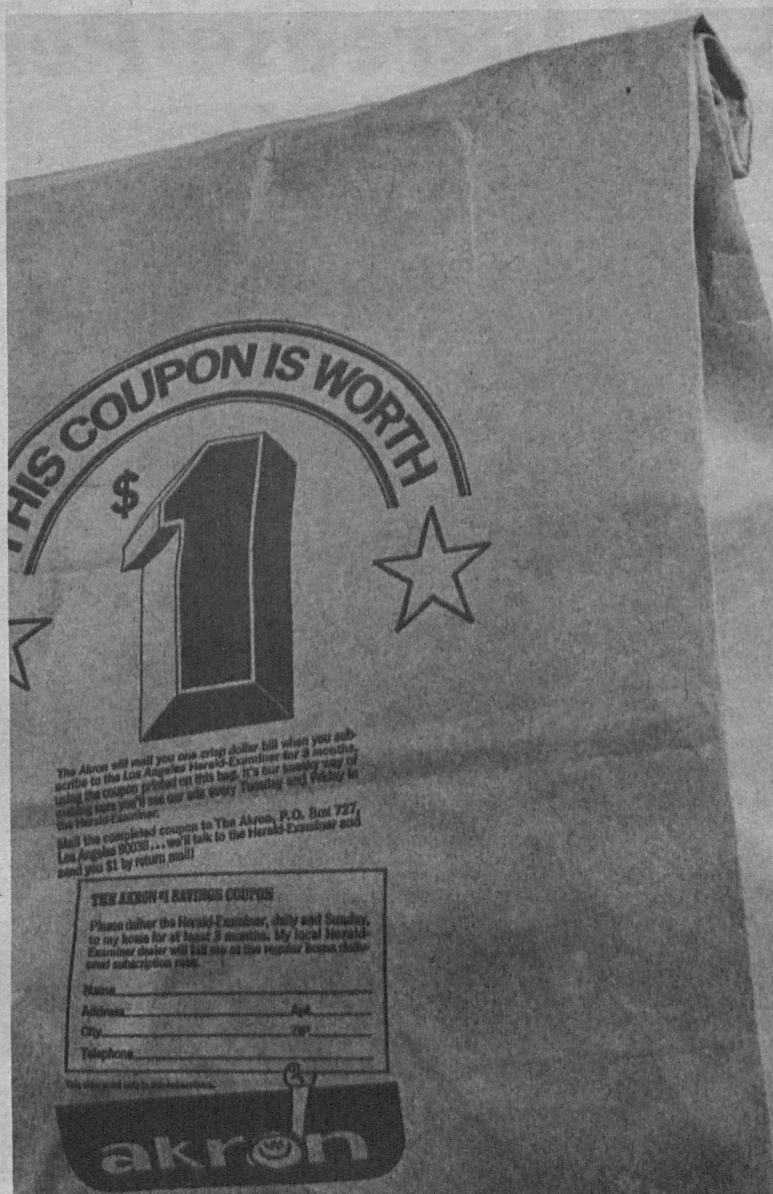
Perlik, in addition to being a delegate to the AFL-CIO convention, will serve on the AFL-CIO's General Board. The IEB designated him for that post, in addition to those of Guild representative on the executive board of the federation's Industrial Union Department and the Presidents' Committee of Allied Printing Trades and Related Councils.

To Red Cross?

Los Angeles, Calif.—TNG International Representative Charles Dale, leafleting a store that is advertising in Hearst's strikebreaker-produced Herald-Examiner, approached a car entering the store's parking lot.

The driver paused as she entered the lot, and Dale, wearing a "don't patronize" sign, handed her a leaflet pointing out that the store was abetting strikebreakers by advertising in the Herald-Examiner.

"Oh, I already gave at the office," the lady said, handing the leaflet back to a puzzled Dale, and drove away.



Dollar Bag

Los Angeles-area Akron stores are using this bag with one-dollar offer to boost Herald-Examiner circulation. Coupon says it's a "sneaky way of making sure" customers read store's ads.

Strikers in L.A. Picket Shopping-Bag Dollars

Los Angeles, Calif.—The Joint Strike-Lockout Council has stepped up its picketing of Akron Stores, a Los Angeles-area chain of discount outlets, to blunt a circulation gimmick for Hearst's struck Herald-Examiner.

The effort against Akron, which has been advertising in the Herald-Examiner, was intensified when it was discovered that the store chain was offering a "crisp dollar bill" to customers who filled out a coupon printed on the store's shopping bags.

The coupons are for three-month trial subscriptions to the Herald-Examiner. "It's our sneaky way of making sure you'll see our ads," the shopping-bag promotion said.

In another development, the Pressmen's Union held a negotiating session with the Herald-Examiner Nov. 3 after the company announced an increase in group hospitalization insurance rates.

The Pressmen protested in vain the company's decision to require employees to pay for the premium increase for dependent coverage.

U.S. District Judge Robert Kelleher took under advisement after two days of testimony last month a decision on the Los Angeles Guild's petition to set aside an arbitrator's ruling that the Guild's claim for severance and alternate benefits for retired Herald-Examiner employees is not arbitrable.

Guild Treasurer Kenneth T. Finch reported sales of Social Security plates have exceeded 23,400, including 1,688 with TNG emblems on them. The metal plates, sold for \$1 each, include an individual's Social Security number.

The Guild reported \$2,639.95 in new contributions to its strike fund, including the following:

Boston Guild	\$100.00
Chicago Guild	375.00
Kenosha Guild	50.00
Sacramento Guild	400.00
Stockton Guild	50.00
Toledo Guild	50.00
Cleveland Guild	100.00
Erie Guild	50.00
New York Guild	25.00
San Diego Guild	25.95
San Francisco-Oakland Guild	510.00
San Jose Guild	200.00
Seattle-Tacoma Guild	250.00
Washington-Baltimore Guild	75.00
Wilkes-Barre Guild	100.00
Western District Council	164.00
IEB Tardy Fund	15.00

The contributions brought the four-year total to \$234,053.

Veto Doooms Antiscab Bill

Springfield, Ill.—Gov. Richard B. Ogilvie has vetoed legislation banning the use of professional strikebreakers in Illinois and the state legislature failed to override.

Ogilvie, in rejecting the measure, said it was vague and might do an injustice by preventing anyone from ever hiring someone who had at one time served as a strikebreaker.

Henry Coco, secretary of the Chicago Allied Printing Trades Council disputed Ogilvie's contention. He said the bill, patterned on legislation adopted by 14 other states, would have simply prohibited the use of professional strikebreakers.

He accused Ogilvie of capitulating to "the antiunion newspaper publishers and the Illinois Manufacturers Association."

TNG's 1971 Convention last July sent a wire to Ogilvie urging his approval of the bill after learning that Gannett's Rockford Star and Register-Republic had urged him to veto it.

Flores Bars New Try to Upset Vote

(Continued from Page 1)

within our own body."

"Let's not hush it up within our own circles," he said. "If somebody has to be censured, let's do it here, within our own union."

(The IEB subsequently authorized its Guild Reporter Committee to study the role of the GR in international elections and referendums as part of a larger study of general GR performance for report to its January meeting. Story page 3.)

Flores said he thought the International Election and Referendum Committee had dealt "fully and fairly" with his supporters' complaint, which he agreed raised an issue—GR election coverage—that properly belonged before the IEB.

But he urged a change in the procedure for electing IERC members, terming it "strange" that their election should be the last item on the convention agenda. He urged that the names of committee nominees be listed in the Officers' Report to the convention so that delegates could weigh their merits before the convention.

Flores said the action of the outgoing IEB in overriding Perlik's refusal of strike sanction at the Washington Post earlier in the month had taught him that the IEB was not "the handmaiden of the elected leader." The action demonstrated that "the board system is not dead," he declared.

He voiced the hope that he would be able to present proposals to board members and have them brought before the board and reported in the GR rather than be told to "take it to the convention."

Flores said his discussions with Guild members during an extensive tour of Guild locals during the campaign had convinced him there is a gap between the leadership and the rank and file. Many said their leaders failed to communicate with them, he reported.

"The answer to me is quite clear," he said. "We have a dire need to get the leadership off their apathy."

Flores asked the board to give renewed consideration to his proposal that paid local executive officers be allowed to serve on the IEB. The proposal was rejected by this year's convention.

Newark News Stalls Accord

(Continued from Page 8)

Guild wage demands while refusing to provide documentation. A third charge that the News discriminated against Guild members by not granting them vacation pay given other employees was not discussed in early testimony.

The Guild reported \$912 in additional contributions to its Newark strike fund, including the following:

Cleveland Guild	\$100
Hudson County Guild	100
Denver Guild	100
Seattle-Tacoma Guild	100
Vancouver-New Westminster Guild	100
Boston Guild	50
Peoria Guild	50
San Jose Guild	50
Twin Cities Guild	50
Wilkes-Barre Guild	50
Kenosha Guild	25
Ottawa Guild	25
Stockton Guild	25

The contributions raised the total to \$14,107.40.

IT SEEMS

TO US

Buffalo Guild Is Accused Of 'Sabotaging' Activists

WASHINGTON, D.C.

Editor:

The Oct. 8 issue of GR reports that the Buffalo Newspaper Guild has challenged an independent study that the Guild scuttled a professional-standards group of young reporters.

As a former member of the Buffalo Guild, it is with regret that I must confirm the role of the Guild in sabotaging this group.

The editor should be informed that the sole sources for GR's story are those individuals most responsible for destroying any hope of establishing constructive professional dialogue at the Buffalo Evening News.

The sorry story of Buffalo and the shameful actions of the leadership of the Buffalo Guild must not be repeated. I urge GR to conduct its own investigation of the role of the Guild with activist Professional groups throughout the newspaper business.

ALLEN Y. ZACK
Washington-Baltimore Guild

TNG Acts to Increase Pension-Fund Yield

Toronto, Ont.—The management of investments for TNG's Commingled Pension Fund has been shifted from the Chase Manhattan Bank to the Equitable Life Assurance Society and four investment counselors in a move to increase their yield.

Authorization to make the change was given to TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker by the International Executive Board at its fall meeting here last month.

The IEB authorized the retention of an investment counselor for TNG's International Defense Fund.

The board acted on the Pension Fund after hearing a lengthy analysis by TNG pension consultant Joseph H. Daoust, who said the step would be in conformity with a nationwide trend toward the use of investment counselors and insurance companies instead of trust companies to handle corporate investments.

The yield from investments handled by these firms has generally been far in excess of that from investments handled by trust companies such as Chase Manhattan, Daoust said.

Crocker said Equitable and the four counseling firms have been instructed to make no investments for the Pension Fund in either South Africa or Rhodesia. Chase Manhattan's South African investments have been a target of civil-rights groups for several years; none of TNG's funds were invested there, however.

Equitable will handle 17 per-



Photo by Brian Miller, Toronto Guild

Investment Analysis

TNG pension consultant Joseph H. Daoust reviews investment performance of TNG's Commingled Pension Fund compared with similar funds prior to International Executive Board action

authorizing placement of the Fund's investments in new hands. IEB members, from foreground, are Glen Ogilvie of Toronto and Harry E. Ryan and Philip J. Brennan of New York.

cent of the Fund's assets under an investment annuity contract. Of the remainder, Scudder, Stevens & Clark and T. Rowe, Price & Co. will each handle 25 percent, while Montag & Caldwell will handle 17 percent

and the Shareholders Asset Management Co., 16 percent.

Scudder, Stevens & Clark, in a letter to Crocker, said the yield from Defense Fund reserves could be increased appreciably through investment in prime and

high-grade commercial paper and government-guaranteed mortgage-participation certificates. Reserves are now limited to bank deposits, bank certificates and government securities.

The board, accordingly, au-

thorized Crocker to invest Defense Fund reserves in these and other securities under the guidance of a professional fund manager. No steps to retain a manager have yet been taken, however.

Management of Pension Fund investments by Equitable and the four counselors was recommended by a committee consisting of Perlik, Crocker, Daoust and a representative of Reynolds & Co., an investment brokerage firm. The committee studied proposals from seven investment counselors.

Daoust, in his presentation to the board, said Chase Manhattan's investment-yield record was comparable to that of funds managed by investment counselors and insurance companies through 1968. But then Chase became too heavily invested in airline stocks, which plummeted, and "stayed too long" with bonds, he said.

In 1969, as a result, the Fund's rate of return was negative by more than seven percent, and in 1970 it was again negative, although by only a fractional amount. Other trust companies were also reporting negative results for those years, Daoust said, but funds handled by investment counselors fared better, booming in 1970 and 1971.

On the basis of their past records, Daoust said, one of the investment counselors designated by the board is expected to give the TNG pension funds under its management a return of 10 percent annually, and a second from 10 to 12 percent. Chase Manhattan's nine-year average from 1960 through 1968—excluding the last two years in which returns were negative—was 6.76 percent.

Chase Manhattan will continue as trustee for all of the money except that handled by Equitable, investing it in accordance with the counselor's directions.

Total fees to be paid Equitable and the counselors will be \$80,000, Daoust said. An increase of .6 percent in the rate of return would offset the fees, Daoust said, and the increase is expected to far exceed that amount.

Perlik said TNG hopes even-

(Continued on Page 6)

The Freeze This Time

Newark News Stalls Strike Settlement Again

Newark, N.J.—The Newark News last week threw up another roadblock to settlement of the North Jersey Guild's 24-week strike, arguing that it wanted to await the end of the federal price freeze before putting into effect the wage increases to which it has agreed in an initial Guild contract.

The company, at two meetings last week, claimed it wanted to be free to raise advertising and circulation rates before implementing the wage increases.

Meanwhile, testimony—including an appearance by News President Bruce Mair—continued in a National Labor Relations Board hearing on three unfair-practice charges by the Guild.

The latest snag in negotiations to end the strike came after agreement was reached a second time on a settlement. The earlier accord was torpedoed when the News sought to withdraw pre-strike agreements and inject new demands to undercut a federal mediator's formula for settling the strike.

Thomas J. Murphy, the Guild's negotiator, last week rejected the

Strike Strikes Board Hearing

Newark, N.J.—The fourth session of the National Labor Relations Board hearings on three unfair-practice charges by the North Jersey Guild against the Newark News was interrupted and postponed, Nov. 8, because of a strike.

Representatives of Teamsters Local 840 entered the hearing room as News President Bruce Mair was testifying. They advised that court reporters were on strike and that the reporter for the hearing was nonunion.

The Guild immediately declared its support of the striking court reporters and asked for a postponement in the hearing. It was tentatively rescheduled for Nov. 19.

company's effort to delay negotiated wage increases by linking the wages to the paper's advertising and home-delivery prices.

There was no immediate re-

sponse at the bargaining table to Murphy's objection, since the company spokesman, David J. Winkworth, said he would have to confer with Mair.

Agreement was reached Nov. 3 on language of a letter on the interpretation and application of sections of the proposed contract. The letter will be submitted together with the contract for ratification by the unit when the question of implementing the wage increases is resolved.

Earlier the company accepted the Guild's insistence on a rehiring list for employees laid off in the event of a staff reduction, which the Guild held was part of the mediator's formula.

The Guild, in turn, agreed on limitations on strikes during contract term and on outside activities. It dropped demands for a guarantee of two weeks' pay in the event the paper is sold or closed and for a larger general increase for employees already at or above negotiated minimums.

Negotiations are still underway between craft unions, whose members were discharged by the News in September, and Newhouse's Newark Star-Ledger, which bought the News's plant and Sunday paper in a 20-million-dollar deal that includes an arrangement for the News to be produced in the Star-Ledger plant.

An estimated 500 craft-union members may lose their jobs as a result of the arrangement between the Star-Ledger and the News.

The U.S. Justice Department announced last month that it would not challenge the agreement between the two competi-

tive Newark newspapers.

In its defense of the Guild charges before the NLRB, the News attempted to show through witnesses that it was unaware of regular overtime and expense payments that the Guild alleged were unilaterally terminated last March.

Company witnesses also denied a second Guild charge that it had pleaded inability to meet

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The Guild Reporter

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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. 20

November 12, 1971

The Newspaper Guild

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

Area Code 202-296-2990

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Guild Reporter
1126 16th St., N.W.
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Nov. 12 arrived 1971

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