Contractual Increases Resumed; TNG Mulls Retroactivity Action

Newspapers, magazines and wire services across the United States resumed payment of all wage and benefit increases due under existing Guild contracts effective Nov. 14 following expiration of the 90-day wage freeze. The only exceptions reported were in Scranton.

TNG officers delayed any recommendations to locals on recouping retroactive pay denied for the freeze period as they watched the progress of Phase Two legislation in Congress and participated at the AFL-CIO Convention in formulating organized labor's response to limitations on retroactive increases imposed by President Nixon's Pay Board.

Legislation approved by both the House and Senate banking committees would require payment of retroactive increases, contravening the strict policy declared by the Pay Board.

The AFL-CIO Convention, adopting a policy of virtual noncooperation with the Pay Board, directed its three representatives on the 15-member board to refrain from voting on key proposals until it agrees to retroactivity.

The Senate Banking Committee last week rejected an exemption from wage and price controls for newspaper, magazine and book publishers.

But Sen. Alan Cranston (D-Calif.), chief sponsor of the exemption proposal, vowed to reintroduce the amendment when the legislation is considered by the full Senate. Its 14 cosponsors include Sens. Barry Goldwater and Hubert Humphrey.

Backers of the proposal, which has the support of the National Newspaper Association, an organization of small-daily and weekly newspapers, expressed optimism that it will be enacted by the Senate.

Both the Scranton Times and Tribune, after paying a $20.96 key-minimum increase retroactive from Oct. 1, 1970, through last Aug. 14, refused to pay any increase for the freeze period and only 5.5 percent, or $12.39, instead of an $18.62 contractual raise, starting Nov. 14 with the end of the freeze. The publishers took the same position on craft-union contracts.

The Scranton contracts were among 11 Guild settlements closed in the final week of the freeze.

TNG's Collective Bargaining Department urged the settlements, pointing out that such

(Continued on Page 7)

41.5% Raises Won in Philadelphia

Philadelphia, Pa.—Wage and fringe increases totaling 41.5 percent over three years were won at the Philadelphia Inquirer and Daily News in a settlement reached hours before Phase Two regulations took effect Nov. 14.

The pact will raise the top minimum for reporters and display salesmen $85.69, to $311.44. The Guild also won a news-integrity clause and contractual protection against subpenas.

Management had been warned that a strike would begin immediately after a scheduled noon meeting Nov. 13, the day before Phase Two wage restrictions went into effect.

The company agreed that the wage increases would take effect immediately and that it would not protest them to the Pay Board. It also agreed not to oppose a Guild application for retroactivity during the freeze period.

Wage and fringe increases total 17.5 percent the first year, and 12 percent each in the second and third.

The contract terms call for retroactivity to Sept. 23, with key top minimums rising $35.51 on that date, $25.09 the second year and $25.09 the third.

A reclassification will boost the top minimum for classified telephone solicitors (retitled "inside telephone sales representatives") an extra $5.25, for a total of $59.29, to $208.79.

The top for desk assistants is increased $100.32, to $361.32, that for ad takers and telephone operators $47.61, to $181.61, and that for copy boys $32.05, to $128.55.

Additional upgradings will boost the top for computer operators $70.97, to $216.53; for key-punch operators $50.02, to $168.52, and for adjustment clerks $53.98, to $187.98.

New provisions protecting employes from governmental demands for confidential information or sources are introduced by a preamble declaring:

"The publisher, believing that a free press best gathers news without external pressures, and the Guild, believing that a news employe should be responsible in his work only to his conscience and to his employer, agree that protection of a news employe's security is of prime importance to his work."

The clause requires the company to provide immediate legal help through its counsel to employes confronted with demands for information or sources and to subsequently pay for an attorney of the employe's choosing.

It protects the employe from any loss of pay or benefits resulting from such a demand and requires that he be made whole, to the extent permitted by law, against any fines or damages unless he pursues a course contrary to legal advice.

News-integrity provisions prevent the use of a reporter's by-line without his consent and require that it be eliminated if substantial changes are made in his story under circumstances in which he cannot be consulted.

If any question is raised as to the accuracy of a published story, the employe who wrote it

(Continued on Page 6)

The GUILD REPORTER

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

Vol. XXXVIII, No. 21 Washington, D.C. November 26, 1971

Newark Strike Ends; Pact Signed

Newark, N.J.—The North Jersey Guild's 175-day strike against the Newark News ended Nov. 16 with signing of an initial contract, but the News said it would not resume publication until late next month "at the earliest."

Picket lines were disbanded and strike headquarters closed after the unit membership voted to accept a contract embodying terms and language negotiated during the past three months.

Twenty-four employes were recalled effective Nov. 29 to prepare for resumption of publication.

The News is to be printed by the rival Newark Star-Ledger under a 20-million-dollar transaction announced in September. The Star-Ledger is still negotiating with craft unions on terms for printing the News.

The Guild signed a company-proferred stipulation limiting first-step wage increases to 5.5 percent initially. A company spokesman said the News is prepared to pay the full amount provided by the contract if the Pay Board approves and if the company is able to raise its advertising and circulation rates under price controls.

Signing of the stipulation was delayed until Nov. 23 while the Guild sought to clarify the stipulation. The company signed the contract and the stipulation the same day.

The News insisted on limiting increases initially to the 5.5-percent formula provided under Phase Two of federal wage controls even though the settlement was reached before Phase Two began. Fringe benefits are to be paid in full immediately.

After signing the contract, the News presented the Guild with a list of 29 employes whose jobs it said it intends to eliminate for economic reasons. The 29 are in addition to 35 employes who have resigned since the strike began May 26.

The dismissals, which would be accomplished in inverse order of seniority, would include 14 reporters, six photographers, three artists, five copy boys and a library clerk, some with as much as 24 years on the newspaper.

The News said it would pay

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Photo by Hal Crystal, North Jersey Guild

Strike Epilogue

Unit Chairman Douglas Eldridge and Second Vice Chairman Dawn Lospaluto fold up strike-headquarters banner as Newark News strike ends with signing of an initial contract.

Wilmington Circulation Pay To Rise $50 in Two Years

Wilmington, Del. — The top minimum for key circulation employes is increased $50 over two years, to $250, in a new Philadelphia Guild contract at the Wilmington News and Journal. The Guild also won a fifth week's vacation.

The contract was signed during the week preceding the start of Phase Two wage-control regulations after the company agreed to a TNG-recommended proviso calling for reopening of the contract if any of its provisions cannot be effected because of the freeze.

The $50 increase is in the minimum for city circulation representatives, which goes up $25 retroactive to Sept. 1 under the contract's terms. It will rise another $13 next Sept. 1 and $12 more March 1, 1973.

The top for circulation supervisors is increased $58.26, to $291.26, that for country representatives $51, to $255, that for secretaries $32.97, to $164.87, and that for clerks $30.26, to $151.30.

Employes with 25 years' service will receive five weeks' vacation for the first time under the contract's new vacation clause.

The company's contribution to health insurance is increased $7.50 a week, to $12.50. Weekly car allowances are up $3.50, to $38, for country and suburban districts and $2, to $34 and $35, for other districts, with the allowance for all miles over 300 up two cents, to 12.

The Guild won an automation clause protecting its jurisdiction over work performed by new or modified equipment.

Task Force Advocates Broad Newsmen's Privilege

New York City— Broader protection than is presently found in 18 state laws shielding reporters from forced disclosure of their sources was recommended last week by a Twentieth Century Fund task force on the growing conflict between press and government.

The report, "Press Freedoms Under Pressure," condemns the use of newsmen as a source of evidence in government investigations and calls for enactment of a "broad privilege" to protect them from forced disclosure of confidential information and sources.

The task force recommended that reporters subpenaed to provide testimony should be privileged to withhold any information that might damage confidential relationships, including notes, tapes and films.

A majority of the task force urged that a reporter be granted the right not to enter a grand-jury room or secret hearing if he could show that entering would damage his news-gathering capacity. Only if the prosecution could show a compelling need for his testimony should he be required to enter, it said.

Any qualification of reporters' privilege should be precisely outlined, the majority said, so that both reporters and their sources would know whether the protection applies.

The task force said free-press privilege should extend to the underground and collegiate press, the broadcast media, newsletters, periodicals and news services, as well as newspapers and wire services.

It decried the establishment of a "double standard" for the underground press, strongly urging that it be granted the same protections against arrest, searches and other "official acts of harassment" as is accorded the established press.

The task force said that in no case should the government be allowed to precensor any publication or broadcast report.

It condemned the practice of police masquerading as newsmen to gather information, warning that it "endangers the integrity of the press and renders it less effective in performing its responsibilities to society."

The report also was critical of newsmen's serving as paid informants for law-enforcement agencies, describing the practice as a "sullying of the profession" and a danger to press freedom.

"A journalist who accepts any compensation for providing information or conducting surveillance for law-enforcement officials—during working hours or not—has compromised his own neutrality as a journalist and has damaged the integrity of the journalistic craft," the report said.

It cited 14 verified cases of police "infiltration" of the media, terming the practice "regrettably widespread, both geographically and organizationally."

The task force was headed by Robert Williamson, former chief justice of the Maine Supreme Court. Guildsman Fred Graham, Supreme Court correspondent for the New York Times, was rapporteur and the author of a factual background paper to be published with the report.

Members of the task force included columnist Ralph de Toledano, Norman Isaacs, editor-in-residence at the Columbia University School of Journalism; former Presidential Press Secretary George E. Reedy, CBS News correspondent Mike Wallace, Bert H. Early, executive director of the American Bar Association, and Thomas King Forcade, of the Underground Press Syndicate.

Precedent in Ellsberg Case?

'Academic Privilege' Sought

Boston, Mass.—Scholars subpenaed in the Pentagon Papers case are attempting for the first time to invoke an academic privilege akin to that claimed by newsmen.

Citing the Earl Caldwell case, Profs. Noam Chomsky, Richard A. Falk and Samuel L. Popkin are contending that academic research on such matters as foreign policy is essential to the public's right to know and that scholars should therefore be protected under the constitutional guarantee of a free press.

Popkin, who is writing a book on Vietnam, says he has interviewed numerous officials in sensitive positions in both the U.S. and South Vietnamese governments. If he were to appear before a grand jury, he says, it would be exceedingly difficult to obtain further confidential information.

A furor was touched off in academic circles early this month when the Council on Foreign Relations, which analyzes international issues under strict confidentiality, surrendered to a federal subpena for the text of a seminar paper delivered by Dr. Daniel Ellsberg.

The paper was subpenaed for a federal grand-jury investigation here into transmittal of the Pentagon Papers to the press. Ellsberg has admitted responsibility for transmitting them.

The main target of the inquiry, in addition to Ellsberg, reportedly is New York Times Guildsman Neil Sheehan, whose investigative reporting led to publication of the Times's series of articles on the papers.

Harrison E. Salisbury, an assistant managing editor of the Times, predicted in a speech at Georgia State University last month that several Times reporters and editors would be indicted for their part in publishing the papers.

Federal Judge W. Arthur Garrity, Jr., has refused to entertain the concept of academic privilege. But the grand-jury investigation was stayed late last month by a challenge in the First Circuit Court of Appeals to testimony it was charged would violate the legislative immunity of Alaska Sen. Mike Gravel.

GR Gains ILPA's 'General Excellence' Award

Miami Beach, Fla.—The Guild Reporter last week won an award of merit for general excellence in the International Labor Press Association's annual journalism contest.

The GR also received an honorable mention in the features category.

The awards were presented at the ILPA's biennial convention, at which former Guildsman Raymond W. Pasnick, director of public relations for the United Steelworkers and editor of Steel Labor, was elected association president, succeeding Guildsman Kenneth Fiester.

John M. Barry, former assistant editor of the GR and now managing editor of the AFL-CIO News, was re-elected secretary-treasurer, the association's chief executive post.

The GR received its award of merit, the second-place award, for general excellence among labor papers of under 100,000 circulation in a contest judged by Jack Rosenthal of the New York Times, Henry Lowenstern of the U.S. Labor Department's Monthly Labor Review, and Charles E. Crissey, retired editor of the GR.

Winner of the first-place award was the Seafarers Log, publication of the 85,000-member Seafarers International Union.

Describing the GR as "professional-looking and taut," the judges said the paper has a "newsy, if somewhat noisy," front page, a "competent and original" editorial page and an "excellent" letters column.

"Even though it has only eight pages, it has well-written pieces on interesting subjects to the profession and to the union," the judges said, and, while running heavily to economic subjects, "it avoids the trap of simply reporting contract settlements in individual places by relating these local gains to the national picture, hence making the stories relevant to readers everywhere."

The GR received an honorable mention for a center-spread feature story on the Chicago Journalism Review, headed "Chicago's Journalistic Gnat" and written by John O. Linstead of the Chicago Daily News.

The judges described the feature, which appeared in the GR of April 24, 1970, as "well-written," "interesting" and of "palpable national relevance" and a "welcome exercise of the GR's sometime function as a professional critic."

Six Guild members were among 15 elected to ILPA vice-presidencies. They are Sal Perrotta of the Los Angeles AFL-CIO's Citizen, Charles Borsari of the Ohio AFL-CIO's Focus, Al Herling of the Bakery and Confectionery Workers' B&C News, Morden Lazarus of the Ontario Federation of Labour's Labour Review, Aldo Vagnozzi of the Michigan AFL-CIO News and Stan Williams of the Pennsylvania AFL-CIO News.

The convention established honorary ILPA memberships, and Guildsman Fred Sweet, former ILPA president now retired, was awarded the first.

Award for the GR

John Gavin, right, Screen Actors Guild president, presents International Labor Press Association's award of merit to the Guild Reporter to TNG Administrative Operations Director Ellis T. Baker. The GR won the award for labor papers of under 100,000 circulation in the ILPA's annual contest.

Toronto Printers Continue Strike

Toronto, Ont.—The Toronto Typographical Union is continuing its seven-year strike against the Toronto Star and Globe & Mail despite termination of international benefits.

Local President Balfour MacKenzie said the strike is in effect until the local calls it off. International benefits to 250 of 900 printers and mailers who struck in 1964 were terminated at the end of October.

Firings Held Arbitrable In Monessen

Monessen, Pa.—The dismissal of 10 employes last April following the Pittsburgh Guild's strike against Thomson's Valley Independent is arbitrable under the contract, arbitrator Herbert L. Sherman, Jr., ruled this month.

Sherman rejected management's contention that the dismissals were not arbitrable because they were made to reduce the work force. The Guild charged that the 10 were dismissed for Guild activity and in violation of seniority provisions governing dismissals.

Three of the 10 have been rehired since the proceeding was initiated. The remaining seven dismissals will go to a new arbitration on their merits.

The contract allows the company to reduce the force at its discretion without being compelled to arbitrate. But it prohibits discrimination because of Guild activity and provides that seniority be the controlling factor in dismissals if both competency and "level of performance" are equal.

Sherman ruled that the question of whether the discrimination and seniority provisions were violated by the dismissals was a proper matter for arbitration. He said that while a dismissal to reduce the force for business reasons is not arbitrable, the question of whether the reduction is actually being made for business reasons is.

Northeast Locals Meet With Crafts

Pawtucket, R.I.—Six New England Guild locals attended a Nov. 13 meeting of the New England Allied Printing Trades Association, which is seeking Guild affiliation on the regional and local levels.

TNG President Charles A. Perlik, Jr., and International Representative Ed Allen also participated in the meeting. The Boston, Manchester, Salem, Providence, Pawtucket and Connecticut Guild locals were represented.

The association invited the New England locals to attend its spring meeting.

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N.Y. Newsmen Sue For Access to Trial

New York City—Four New York Guildsmen filed suit last week to reopen a loan-shark trial from which State Supreme Court Justice George Postel has barred the press and public.

The New York Guild executive committee, in a separate action, denounced the judge's ruling and called on higher courts to reverse it.

Judge Postel announced the extraordinary step Nov. 15 on the motion of defense counsel for Carmine J. Persico, who is being tried on charges of extortion, coercion, criminal usury and conspiracy. Defense counsel Maurice C. Edelbaum said the step was necessary to assure a fair trial.

Postel, in ordering the trial closed, criticized the press for publishing information about Persico's purported relationship with reputed Mafia leader Joseph A. Colombo, Sr., despite the judge's admonition not to print such background material.

He also excoriated them for publishing his warning that they might find themselves "in the can" for violating the admonition.

The Appellate Division suit to reopen the trial was filed by Guildsmen Richard Oliver of the Daily News, David Burnham of the Times, Jack Robbins of the Post and Howard Reiser of the Long Island Press, in addition to Edward V. McCarthy of UPI.

It was filed on behalf of a "Committee of 100 Reporters," organized through a series of telephone calls by Oliver and another News Guildsman, Martin McLoughlin.

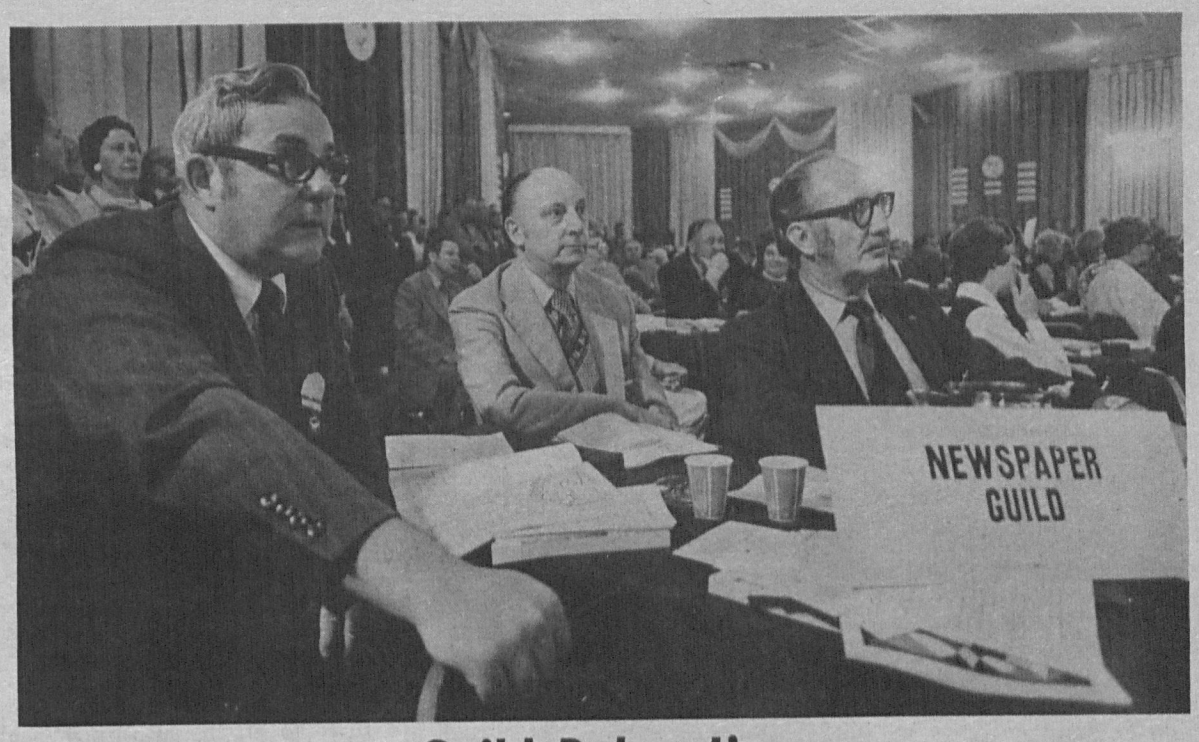
The suit charged the judge with "an extreme abuse of judicial discretion," declaring that the rights of a free press and a public trial are so basic they cannot be abridged except "under the most extraordinary circumstances."

The Guild executive committee said it was "shocked" by the court's action, which it termed "a prime danger to principles of both a free press and a fair trial."

It called on higher state or federal courts to overrule Judge Postel's "easy—and dangerous—method of guaranteeing a fair trial to the defendant by a method that would destroy a free press and people's right to know."

The Times, News, Post, NBC, CBS and the Radio-Television News Directors Association filed briefs in support of the reporters' suit. So did the New York Civil Liberties Union, acting on behalf of the New York City Reporters Association, although it said it was opposed to publication during a trial of a defendant's reputed underworld connections or prior arrests or of information about codefendants.

It said "the right to a public trial is too precious and too crucial to be tampered with."



Guild Delegation

TNG President Charles A. Perlik, Jr., left, Secretary-Treasurer Robert M. Crocker, center, and International Chairman James B. Woods at AFL-CIO convention session in Bal Harbour, Fla.

AFL-CIO Adopts Guild's Appeal For Radio Free Europe Funds

Bal Harbour, Fla.—A Guild resolution calling for continued Congressional funding of Radio Free Europe and Radio Liberty was adopted by the AFL-CIO Convention last week.

The Guild's position in favor of the Equal Rights Amendment failed to win support, however, and the convention reaffirmed the federation's opposition to the amendment as "more harmful than helpful to the legal rights of women."

The Free Europe resolution called on Congress to continue interim funding for the two stations to maintain the flow of "uncensored information" to Eastern Europe and the Soviet Union. Some 285 Guild members work for Radio Free Europe in New York City and Munich.

The House last week approved a Nixon-backed measure that would provide the stations with funds for two years while a nine-member commission prepares recommendations on their future. The measure now goes to the Senate, where some opposition is expected.

The AFL-CIO Convention, in urging continued funding, said Radio Free Europe has "provided the people of East-European nations with their only alternative to the government-controlled press of their homelands."

Until this year the stations were financed by the Central Intelligence Agency.

The Guild's resolution in support of the Equal Rights Amendment and calling for AFL-CIO national and regional conferences on the problems and needs of women workers was defeated in the resolutions committee of the convention.

The resolution had been authorized by the International Executive Board in accordance with a recommendation by the Guild's 1971 Convention.

TNG delegates to the convention were International Chairman James B. Woods, President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker.

NLRB to Act On San Jose Exclusion Bid

The full National Labor Relations Board has taken over consideration of a San Jose Mercury and News petition to exclude 38 employes from Guild jurisdiction on the ground they are supervisory.

The NLRB's regional office in San Francisco transferred the case to Washington because it apparently felt the issue at stake was sufficiently important to require consideration by the board. The regional office held hearings during the summer.

TNG has provided the San Jose Guild with financial assistance to fight the management move because of its implications for other Guild contracts.

The 38 jobs at issue constitute eight percent of the local's membership. The Guild, while disputing their supervisory status, has argued that the issue is irrelevant because the positions are clearly covered by an unexpired contract.

Girl Wins Ruling On Carrier Job

Harrisburg, Pa.—Pennsylvania Atty. Gen. J. Shane Creamer has ruled that the Allentown Call and Chronicle must permit girls to deliver newspapers.

Creamer said the Call and Chronicle must hire 15-year-old Laura Bray for a route vacated by her college-bound brother.

The company had refused on the ground that the state's Child Labor Law forbade girls from selling or distributing newspapers, but Creamer said a recent amendment to the state constitution forbidding sex discrimination voided that part of the 46-year-old law.

Toronto Hiring Dispute

Guild Fights Star on Haggart

Toronto, Ont.—The Toronto Guild is weighing legal action to upset the Toronto Star's turnabout on hiring former Telegram columnist Ron Haggart.

The local executive committee voted last week to take whatever action is necessary to "obtain justice" for Haggart following the Star's rejection of a Guild protest.

The Star had agreed to hire Haggart as a provincial-affairs columnist following announcement of the Telegram's suspension. But it canceled the agreement after Haggart wrote an article in a New Democratic Party publication endorsing NDP candidates in last month's provincial elections.

The Guild, in a letter asking the Star to reconsider, said it was "appalled" at the treatment accorded "one of Canada's top crusading columnists and journalists."

Describing the action as in "sharp conflict" with the Star's own principles, it said Haggart had a "fundamental and democratic right" to express his political opinons.

Star Publisher B. H. Honderich replied that it was the Star's policy not to let its newsmen write about matters in which they have a personal involvement. The provincial-affairs column it had intended Haggart to write was a different type of column than Haggart wrote on the Telegram and during his earlier employment on the Star, Honderich said, adding that the Star had no other position open for him.

The executive committee said it was not satisfied with the reply. Local Executive Secretary Fred Jones said the committee may be asked to authorize a suit for breach of contract on Haggart's behalf.

The executive committee also directed Jones to investigate charges that the Star discriminatorily refused to hire a number of Telegram employes who were active in the Guild.

Toronto's new morning tabloid, the Sun, has purchased the Toronto Telegram Syndicate, it was announced last week.

Settlement Averts Strike

Oshawa Wins $34 Key-Pay Hike

Oshawa, Ont.—Key top minimums are increased $34 over 26 months in a Toronto Guild contract won on the eve of a threatened strike at the Oshawa Times.

The settlement was almost upset by the company's dismissal of a probationary display salesman following ratification. But the Times agreed to give him a new probationary period after the unit directed the bargaining committee to reconsider the settlement and authorized a charge before the Ontario Labour Relations Board.

The $34 increase will raise the reporter top to $178.90, elevating it from near the bottom of Guild contracts. The top is increased $9 retroactive to July 3, $8 next Feb. 3, $9 Sept. 3 and $8 April 3, 1973.

The top minimums for display salesmen and circulation representatives are increased the same amount, to $172.60 and $128.50 respectively.

The settlement was ratified Nov. 11, a day before the Guild was free to strike under provincial conciliation regulations. TNG International Representative Robert J. Rupert had been sent in to aid in strike preparations and bargaining.

The Times, in agreeing to reinstate the dismissed ad salesman for a three-month probationary period, conceded the Guild's right to grieve should he not be retained after that.

The contract increases the top minimum for classified solicitors $28.30, to $110.20, and that for social assistants $27.10, to $109.

The night differential is increased from $1 to $1.25 per shift, and split-shift differentials are increased from $1.25 to $1.50, with the maximum number per year for editorial employes cut from 50 to 40.

The Guild won a fourth week's vacation after 24 years' service, and the service requirement for three weeks was reduced from eight years to six.

The company's share of health- and life-insurance payments is increased from 60 percent to 62½ percent, and the mileage allowance is raised from nine cents to 10. The company agreed to compensate photographers for theft of their cameras, to keep them in repair and pay a depreciation allowance of 10 percent a year, to a maximum of $50.

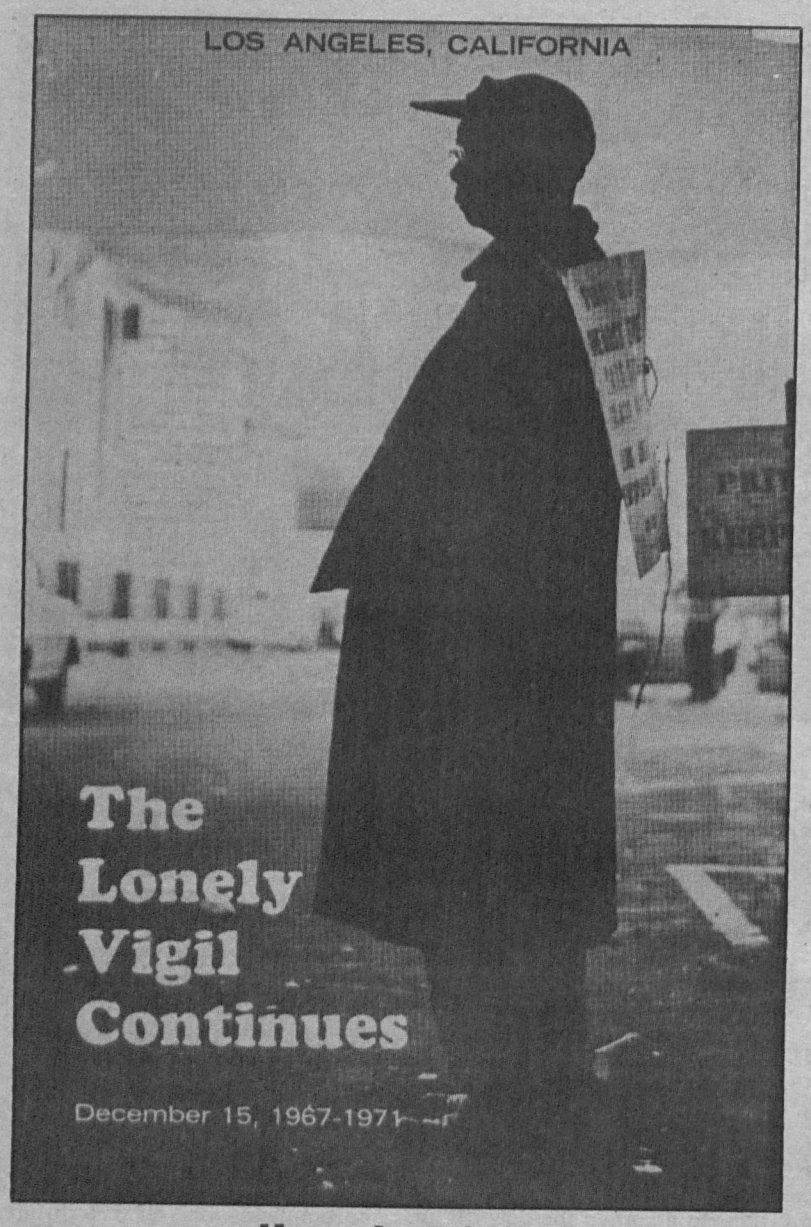
Peoria's Top To Rise $50

Peoria, Ill.—Key top minimums are increased $50 in a new three-year Guild contract at the Peoria Journal-Star, giving reporters a top of $231 and district managers $226.

The settlement, negotiated just prior to Phase Two of wage controls, took effect Nov. 15.

The contract increases the publisher's contribution to health insurance $13.72 a month, to $39.49, and raises the mileage allowance one cent, to 12 cents inside Peoria and 11 cents outside.

The reporter top is increased $20 the first year, $15 the second and $15 the third. The top for subeditors is increased a total of $50, to $242.50, the top for stenographers $21.50 to $132, and that for copy boys $19.25, to $122.



'Lonely Vigil'

Cover of a brochure distributed by Los Angeles Herald-Examiner strikers at the AFL-CIO convention in an appeal for continued labor support of the four-year-old strike. Mounting the night-time vigil is Guildsman Eddie Louie. "We've come this far," the brochure said in tracing the strike's history. "We'll continue."

Wire Service Local Challenges Columbus Activist's Suspension

New York City—The Wire Service Guild is headed to arbitration over the suspension by United Press International of Columbus Chapter Chairman Jay Gibian on a charge he "interfered" with UPI's relationship with the Columbus Dispatch.

A resolution calling on the Wire Service executive committee to authorize a nationwide strike vote against UPI if the suspension is not rescinded was signed by scores of UPI Guildsmen throughout the country.

The Guild charged that Gibian was being punished for union activity. It moved the case to arbitration after the company refused to lift the suspension in a national grievance session Nov. 5.

Gibian, who is chairman of the Columbus UPI Branch as well as the local chapter, covering both Associated Press and UPI employes, had postponed his lunch to go to the Dispatch office Sept. 24 to fix a malfunctioning UPI Photo Fax machine.

Then, starting on his lunch period, he chatted briefly with several employes of the Dispatch, where he was formerly employed, and visited the AP office, located in the Dispatch building.

Five weeks later Gibian was notified that he was being suspended for three days for "interfering with UPI's relationship with a subscriber." Dale Johns, UPI's general manager of personnel relations, subsequently told the Guild that a night editor had charged Gibian was trying to organize the Dispatch and that the paper was canceling its UPI service.

Gibian denied the charge, and the Guild said the action against him was apparently motivated by the vigor with which he had pressed grievances on noise and scheduling during the past year.

It noted that UPI Eastern Division Manager Richard E. Fales, who had asked Gibian for reports on his visit to the Dispatch, had fired Baltimore Branch Chairman Ralph Osterberg earlier this year. Osterberg, too, had been active in pressing grievances. An arbitration decision in that case is expected shortly.

The resolution demanding a strike vote over the suspension has been distributed to UPI employes throughout the country. It termed UPI's action "a clear-cut violation of the contract" and "an obvious attempt to harass a Wire Service Guild leader and intimidate Wire Service Guild members."

Only circulation employes at the Dispatch are represented by the Columbus Guild.

Marijuana-Sale Case

Reporter Reinstated in Baltimore

Baltimore, Md.—A Baltimore Sunpapers reporter fired after his arrest on a charge of selling marijuana has been reinstated by an arbitrator who accused the company of a lack of objectivity in evaluating the accusation.

Reporter Charles P. Kochakian, who subsequently pleaded no defense to a reduced charge of marijuana possession, was restored to his job with full compensation for lost earnings.

"The act of discharge is the most serious consequence that can be visited upon an employe," said arbitrator Howard W. Kleeb. "When an employe is accused of willful misconduct, someone in management other than the management employes who are witnesses against him should evaluate the employe's conduct."

Managing Editor Paul Banker and City Editor William Schmick, 3rd, fired Kochakian last New Year's Eve, three hours after learning that Baltimore police were planning to arrest him.

The Washington - Baltimore Guild said Kochakian had been entrapped into giving, not selling, six marijuana seeds he had been given as a joke by the editors of Harry, an underground paper.

Kochakian had written a tongue-in-cheek article on "How to Grow Marijuana" for Harry under the pseudonym of "Prince Kropotkin."

The Sunpapers, in dismissing the reporter, charged him with writing for a "competing" newspaper in addition to "willful misconduct" in possessing the marijuana.

The arbitrator held that Kochakian's actions might have been "foolish" enough to warrant a warning but that they didn't constitute a cause for dismissal.

Kochakian, he noted, was fired without receiving an opportunity to defend himself. Banker and Schmick, he added, "lacked the necessary objectivity and fairness that should accompany an investigation leading to the discharge of an employe for willful misconduct."

Kleeb rejected the contention that the underground paper was a competitor to the Sunpapers, saying that Kochakian had no reason to think the Sun thought this was the case. He noted that Banker had to seek advice from Sunpapers Vice President J. Stephen Becker as to whether Harry was a competitor and that Becker himself had not so considered it until the Kochakian case arose.

General Tire Rebuffed On Halting L.A. Boycott

Los Angeles, Calif.—An effort by the General Tire & Rubber Co. to spike the Los Angeles Herald-Examiner strikers' boycott of its products was rejected by the National Labor Relations Board's regional director this month.

The director, Wilford W. Johansen, dismissed a General Tire complaint that letters sent out by the Joint Strike-Lockout Council scoring the company's continued advertising in the Herald-Examiner were unfair.

General Tire is one of 10 major Hearst advertisers against whom the strikers have been conducting a sustained boycott. The company is appealing the decision to the full NLRB.

The Strike-Lockout Council, pressing its escalated campaign against Akron Stores for joining the Herald-Examiner in a joint promotional program, sent a leaflet recounting the story to all local, state and national labor bodies.

Thirty-five more advertisers withdrew from the Herald-Examiner from August through September, Syd Wartell, chairman of the Strike-Lockout Council's ad-cancellation committee, announced.

Meanwhile, belated advertising linage figures for February compiled by Media Records showed a continued drop in Herald-Examiner linage. Its February linage was down 68,731 lines from the same month in 1970, to 1,237,126.

Sigmund Arywitz, executive secretary of the Los Angeles County Federation of Labor, said the paper suffered the heaviest advertising loss of the strike, 227,094 lines, last month.

Arywitz, writing in the federation's official publication, the Los Angeles Citizen, as the fourth anniversary of the strike, Dec. 15, neared, declared:

"The Herald-Examiner will continue to deteriorate until it decides it has had enough. The only way it will come back is as a union publication."

The Guild reported $768.15 in new contributions to its strike fund, raising the total to $234,821. They include the following:

Boston Guild	$200.00
Cleveland Guild	100.00
Erie Guild	50.00
San Diego Guild	28.15
San Francisco-Oakland Guild	200.00
Stockton Guild	50.00
Washington-Baltimore Guild	75.00

L.A. to Probe Women's Pay

Los Angeles, Calif.—Gilbert Bailey, the Los Angeles Guild's new president, has announced that the local plans to investigate whether women are receiving equal pay for equal work on Southern California newspapers.

"We know in many shops that women do equal work with men reporters but receive less pay," Bailey said. "Our investigation is not particularly intended to be used as an organizing tool but instead to inform state and federal agencies of violations of equal-rights laws."

Time Inc. Unit Signs Up 100 Free Riders

New York City—More than 100 free riders at Time Inc. have joined the New York Guild during the past year, most of them in the past two months.

The membership rush was announced by the Guild as it prepared for negotiations to replace a contract expiring Dec. 1.

To spur the tide of new Guild members, Unit Chairman Wilton Woods and membership chairman Kathy Brandes sent a letter to the unit's 800 remaining free riders last month detailing the benefits employes enjoy under the Guild's contract.

"Assessments have ended and dues are at the lowest rate in 12 years," they wrote. "There couldn't be a better time to join the Guild."

Guild Wins Overtime For Survey Meetings

San Jose, Calif.—San Jose Mercury and News employes who participated in "feedback meetings" in a management survey of employe attitudes and opinions must be paid the regular time and a half for overtime, an arbitrator ruled last month.

The arbiter, Howard E. Durham, rejected the company's payment of straight time to employes who attended the sessions outside their working hours.

The dispute arose from a survey conducted by Prof. Robert M. Burns of the University of Chicago Industrial Relations Center in the course of designing a supervisory training program. To help develop the program, a questionnaire on job conditions, wages and other terms of employment was given to a number of employes in all departments.

Three months later, at the center's recommendation, the company called a series of "feedback" meetings to give results of the survey to employes who had filled out the questionnaire.

The company argued that it was not required to pay time and a half to those attending the meetings on the grounds attendance was "voluntary" and the survey was "not related to the employes' jobs."

But Durham upheld the Guild's argument that the voluntary nature of attendance was irrelevant because the Guild is entitled to enforce terms of the contract even if employes are willing to violate them.

An employe, the Guild had pointed out, might be willing to work overtime at straight time but would not be allowed to do so under the contract.

Durham held that the feedback sessions were "directly related to the jobs of the participating employes." The "greatest beneficiary was the publisher," he said, "in terms of improved supervision, improved morale and improved production."

Southam Buys Windsor Star

Windsor, Ont.—Southam Press has added the Windsor Star to its nationwide chain, increasing it to an even dozen.

The sale was announced by Star Publisher Mark Farrell, who will retain his post. The sale price was not disclosed but was believed to be between seven and 10 million dollars.

The Star is the second Ontario daily to be purchased by Southam this year. It earlier bought the Brantford Expositor.

Simultaneously with the sale, Southam announced a four-for-one stock split, a quarterly dividend of 36 cents, up six cents, and an extra dividend of 24 cents compared with one of 15 paid last December.

Newsmen Endorse Privilege As Ervin Hearings Recess

C. A. McKnight, president of the American Society of Newspaper Editors, and NBC newsman David Brinkley backed newsmen's-privilege legislation as the Senate Subcommittee on Constitutional Rights ended seven days of preliminary hearings last month.

TNG will testify before the subcommittee when it resumes its hearings on threats to press freedom after Jan. 1.

McKnight said that if the Supreme Court fails to uphold the claim that newsmen have a constitutional right to protect their sources, the ASNE will have "a deep, urgent interest in the passage of federal legislation to supplement existing state statutes."

McKnight warned that newsmen's rights "can be bartered piecemeal in frenzied negotiations between prosecutors, newspapers and newspapermen in an atmosphere of broadly drawn subpenas, contempt citations, threats and hastily convened legal proceedings seeking protective orders."

McKnight expressed serious reservations about the adequacy of pending federal legislation to protect newsmen's privilege. He urged that photographers, as well as reporters, be brought under the protective shield.

Brinkley endorsed the privilege legislation introduced by Sen. James B. Pearson of Kansas and Rep. Charles W. Whalen, Jr., of Ohio. He said subpenas and demands for newsmen's notes, films, tapes and other material are "dangers to freedom of the press" and should be stopped.

Sen. Sam J. Ervin, Jr., of North Carolina, chairman of the Senate subcommittee, said after the initial hearings that he favored privilege legislation but did not believe it should exempt newsmen from testifying about crimes they witness.

A case currently before the Supreme Court involves a Louisville Courier-Journal reporter who defied a subpena to testify on his watching two men make hashish.

"If a newsman is in a position to give a positive, direct testimony, if he sees a violation, he should be subpenaed," Ervin said.

Ervin said he supports other provisions of the pending legislation, particularly a prohibition against government subpenas of newsmen's notes and film. But he said he was not optimistic about its chances for passage.

Queen of the Ball

Hewing to an old tradition, the Pawtucket Guild crowns Mary-Lou Cotton queen of its 19th annual Page One Ball. Participating in the coronation, from left, are Pawtucket Times Business Manager Rodman R. Black, Guild President Paul A. LeBreche and Regina Lacaillade, last year's queen. Proceeds from the ball will go to finance a $300 college scholarship for a Pawtucket-area high-school student.

Bookbinders, LPIU Vote Unity

Conventions Approve Merger

Conventions of the Bookbinders and the Lithographers and Photoengravers International Union have voted overwhelmingly to merge the two unions into a new Graphic Arts International Union.

The merger proposal will go to international referendums of both memberships. Officers of the two unions have set next Labor Day as the target date for completion of the merger.

Delegates to the Bookbinders' convention in Miami Beach in mid-October voted 964½ to 72½ for the merger. The LPIU's convention in New Orleans this month approved it by a weighted vote of 55,451 to 1,693.

The LPIU, product of a 1964 merger between the Photoengravers and the Amalgamated Lithographers, has 60,000 members and the Bookbinders' union, 70,000. Amalgamation of the two would produce one of the largest unions in the printing-trades industry, about the same size as the International Typographical and Pressmen's unions.

LPIU President Kenneth J. Brown said the merger action was a possible forerunner of an eventual union of all graphic-arts workers. The convention instructed LPIU officers to continue exploration of additional mergers and invited 8,000 New York City lithographers who seceded when the LPIU was formed to rejoin.

Under the proposed agreement, Brown would head the merged union, with Bookbinders' Secretary-Treasurer Wesley A. Taylor holding the secretary-treasurer's post. Bookbinders' President John Connolly would be executive vice president.

If the two memberships approve merger, a joint convention will be held to prepare a constitution. The constitution would be subject to a final referendum.

The merger timetable calls for a step-by-step amalgamation of the two unions on the local level over a nine-year period.

Knoxville Vote Is Tied; 2 Ballots Still Sealed

Knoxville, Tenn.—The opening of seven challenged ballots Nov. 15 produced a 19-19 tie with two challenges still unresolved in the Knoxville Guild's effort to represent editorial employes at the Knoxville Journal.

The election result hinges on a National Labor Relations Board decision on votes cast by the assistant city editor and the news editor. The board's regional director rejected the Journal's challenge to the assistant city editor and upheld an NLRB representative's challenge to the news editor, but the Journal has asked the full board to overturn those decisions.

Three of the seven ballots opened last week were for the Guild and four against.

The Guild had a 16-to-15 edge when unchallenged ballots were counted Aug. 12. The Guild and the Journal each challenged four, and the National Labor Relations Board's representative challenged one.

Last month the regional director threw out all the challenges but the board's own.

The director also dismissed Guild objections to the conduct of the election. The Guild had complained of threats to employes and a last-minute company publication it said contained false and misleading information about the Guild.

N.J. Local Hits GR Coverage Of Campaign

Rahway, N.J. — The North Jersey Guild executive committee, charging that the Guild Reporter was "misused by international officers to further their re-election" in the last campaign, demanded this week that the International Executive Board implement changes to avoid its future use "in a partisan manner."

The North Jersey Local, which supported Brian L. Flores's unsuccessful bid for TNG president in the last campaign, said "misuse of the Guild Reporter by incumbent international officers is an abuse of their offices" and contended that the GR has "increasingly lost credibility" with the Guild's membership.

It called upon executive committees and members of all other Guild locals to "speak out strongly so that the principles which are emblazoned in the TNG Constitution may be reflected in the Guild Reporter."

Servicing Tie Backed By Southern Council

The Southern District Council last weekend urged its affiliated locals to establish a servicing-organizing arrangement similar to one operating in New England.

The council, meeting in Washington, recommended that its locals agree to a $2 per-capita tax to finance a full-time professional for bargaining, contract servicing and organizing in the Southern Region, ranging from San Antonio to Baltimore.

The council, in a resolution on the Guild Reporter, said a study of the GR's role in international elections and referendums, to be undertaken by the International Executive Board's Guild Reporter Committee as part of a larger study of Guild Reporter performance, was an "inadequate" response to "slanted election coverage."

The resolution, introduced by Regional Vice President Warren E. Howard of Washington-Baltimore and adopted with one dissent, followed the wording of an earlier Washington - Baltimore resolution. It said it was "vital for TNG's own newspaper to practice the standards the union preaches."

The council voted to hold a spring meeting in Nashville March 25 and 26 to discuss acceleration of its activities, including four meetings a year instead of two.

The council re-elected Thula Hampton of Washington-Baltimore, president, and William Gibson of Memphis, vice president, John (Ned) Sweet of San Antonio, secretary, and Doris Austin of Memphis, treasurer.

Automation Study Rejected In Vancouver Craft Dispute

Vancouver, B.C.—A jurisdictional dispute between two craft unions over the introduction of photocomposition continues to simmer at the Vancouver Sun and Province in the wake of management's rejection of a Guild proposal for an in-depth study of automation.

The Guild advanced the proposal two months ago in the early stages of a dispute between the Typographical Union and the Lithographers and Photoengravers International Union. Each claimed jurisdiction over photocomposition.

The Guild asked the company and the Typographical Union to agree to the appointment of an expert in technological change to study the problems of automation as they affect Pacific Press and make recommendations to the company and all unions involved.

The printers agreed, but the company said no, indicating it wanted a quicker solution than a technological study would produce.

The photocomposition dispute was accordingly submitted to arbitration. The arbitrator awarded the initial phase of photocomposition work, handling of the first negative, to the photoengravers, but the dispute has continued over which craft should handle subsequent phases of the photocomposition operation.

Saturday Review to Start 4 Monthlies, Double Staff

New York City—The Saturday Review announced last week that it will expand its operations by starting four new monthly magazines, a book club and a book-publishing enterprise.

The announcement by the Review's new owners, Nicholas H. Charney and John J. Veronis, resulted in the immediate resignation of Norman Cousins, Saturday Review's editor for 31 years. Charney will take his place.

The New York Guild has a contract covering 80 Review employes. The company has indicated it will double its staff and open a second office in San Francisco, increasing its editorial budget by four million dollars.

Charney and Veronis, who bought the Review from the McCall Publishing Co. last July, plan to concentrate on the arts, science, education and public affairs on a rotating basis in the Review and to establish a separate monthly for each of these interest areas.

Cousins said he was resigning because he opposed editorial "compartmentalization." He is reportedly planning to establish a new magazine reflective of the Saturday Review's traditional approach.

Newark Strike Ends as Pact Is Signed

(Continued from Page 1)

for 1971 vacations if the Guild agreed to the recall of 24 non-strikers before Guild members were scheduled to return to their jobs. But it later agreed to recall the 24 on the basis of seniority by classification.

The Guild had filed a National Labor Relations Board charge against the News, claiming discrimination in the company's refusal to pay for unused vacations.

The contract, scheduled to produce a $250 reporter top minimum, would result in an average pay gain of $81.42 over the term of the agreement for reporters, photographers and artists and an average gain of $69.39 for all classifications.

Individual increases over former salary levels would range from $30 to $130. Thirty-six employes are scheduled to receive increases of at least $100 a week.

A company spokesman said the News's intention is to implement all of the raises agreed on. "If they can be paid, they will be paid," he said, subject to the News's "ability" to increase advertising and circulation rates.

A National Labor Relations Board hearing on three unfair-labor-practice charges brought by the Guild against the News was concluded last week in Washington, with a decision expected in January. The hearing was transferred from Newark because of a strike of court stenographers.

News President Bruce Mair, testifying on the Guild's charges that regular overtime and expense payments were discontinued without bargaining, said he hadn't been aware they had been guaranteed to anyone.

Media General, which owns the News, announced to its stockholders Nov. 11 that its agreement with Newhouse's Star-Ledger has been consummated. It provides for sale of the News's plant and Sunday paper to the Star-Ledger.

The News this week said it will have to evacuate the plant but did not indicate where it would operate.

The Institute for Public Interest Representation at the Georgetown University Law Center has asked the Justice Department to make public its reasons for acceding to the News's deal with the Star-Ledger.

Victor H. Kramer, the center's director, said it wants to know whether the agreement falls under provisions of the Newspaper Preservation Act, which requires a stipulated procedure for Justice Department approval.

Editor & Publisher reported last week that the Justice Department had determined that no one except the Star-Ledger had an interest in acquiring the Sunday News.

Photo by Richard Lowey, North Jersey Guild

Warm-Up Time

Striking members of the North Jersey Guild stoked up an ash can and a borrowed hibachi as temperatures plummeted shortly before picket lines came down at the Newark News. From left, sports writer William Kennedy, photographer James Lowney, artist Thomas Walker, reporter Daniel Hays and photographer Thomas Christie. News officials objected to the fire, but strikers refused to douse it.

Nixon Apology Urged

Council Hits Probe of Schorr

Kenosha, Wis.—The Midwest District Council last week called on the Nixon Administration to apologize publicly for its FBI investigation of CBS News correspondent Daniel Schorr.

It said the investigation appeared to be "a government effort to frighten a critic into silence" and said it was "likely to be taken as such by other prospective critics."

White House officials have contended that Schorr was being investigated because he was under consideration for a federal appointment. But the council noted that Schorr has been unable to find anyone in the Administration who knows anything of such a prospect.

Moreover, the council noted, it is the usual procedure for the government to notify potential candidates before beginning such an investigation.

The council asked the Administration to disclose all the facts in addition to apologizing to Schorr for "what appears to be, even if it were not, an attempt to compromise a newsman's integrity."

Robert W. Christofferson, executive secretary of TNG's Contracts Committee, discussed bargaining prospects under Phase Two of the wage freeze at the council meeting, held Nov. 13 and 14.

The council will sponsor a TNG regional institute on leadership training for women and minorities at its next meeting Feb. 5 and 6 in Gary.

Union Paper Is Target

Minnesota Council Gets 1st Case

St. Paul, Minn.—The first case to come before the Minnesota Press Council, set up principally to air complaints against the state's general-circulation dailies and weeklies, is one involving a labor paper.

The complaint has been brought against the St. Paul Union Advocate by House Majority Leader Ernest Lindstrom, who charged unfair reporting of events surrounding the killing of a liquor-tax increase.

Union Advocate Editor Gordon Spielman, a Twin Cities Guildsman, invited Lindstrom to take his complaint before the council after offering him three ways to get his side of the story before Advocate readers.

Lindstrom complained about a story reporting that he and Assistant Majority Leader Thomas Newcome were part of a dinner party hosted by liquor lobbyists immediately prior to attending a legislative conference at which the liquor-tax increase was deleted from a pending bill.

Spielman, after meeting with the two legislators and checking the sources of his story, stood by it. He offered to print an interview with Lindstrom, include a press release from Lindstrom in a new story or print a letter from him.

But he declined a request to submit any story or statement on the dispute to Lindstrom for prior approval.

Spielman is a member of the press council and its grievance committee. He has asked to be excused from the hearing on the complaint, which is scheduled for Dec. 16.

Guild Wins Overtime Plea For Reluctant UPI Staffer

Montgomery, Ala.—A United Press International bureau manager who doesn't belong to the Guild will receive overtime pay she doesn't want as a result of a complex arbitration won by the Wire Service Guild.

Jay Murphy of the Alabama University Law School upheld the Wire Service Guild's contention that UPI must pay for overtime under the contract regardless of whether the employe claims it.

The case involved Bessie Ford, manager of a two-person bureau in Montgomery, who had been working overtime without compensation for many years. With no co-operation from Miss Ford, it took the Guild more than a year to prepare the arbitration case to protect overtime provisions of the contract.

Told by Miss Ford that her overtime activities were "none of the Guild's damn business," the Guild put together its case from her news copy, wire messages and telephone calls.

Murphy upheld the Guild's contention that it could claim overtime for a nonmember who doesn't want it and hasn't filed overtime claim forms. But while he upheld two specific claims for overtime, he rejected several others on the ground Miss Ford had been merely "fiddling around for the sheer joy of being there" when she produced some of the news copy.

He said the overtime had to be paid where "not to act" might have put her in peril of reprimand or criticism.

DAY BOOK

International Executive Board, winter meeting, Jan. 24-27, 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.

Midwest District Council, TNG Regional Institute on Leadership Training for Women and Minorities, Feb. 5 and 6, Downtown Holiday Inn, Gary.

Empire State District Council, winter meeting, Feb. 5 and 6, New York City.

Southern District Council, spring meeting, March 25 and 26, Nashville.

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

Philadelphia Wins 41.5% Increases

(Continued from Page 1)

must be consulted before a retraction is printed.

The clause also requires that news stories and features be presented "in accordance with sound journalistic practice, without distortion of facts, malice or creating false impressions."

A clause barring discrimination in hiring or dismissals because of race, sex, age, creed, color or national origin is added for the first time. And the company agreed to continue training programs for reporters, photographers and advertising salesmen.

The company's pension contribution will be increased $4 a week, to $9 plus three percent of total payroll. Health-and-welfare payments will be raised $3 a week, to $8.75.

Shift differentials are increased $3 a week, to $7 for the night shift and $10 for the lobster shift. Mileage allowances are increased two cents, to 13, with daily guarantees up 50 cents, to $5.

The service requirement for a fourth week's vacation is reduced from 13 years to six, and leaves of absence are provided for the first time for fellowship studies under university or foundation grants.

The settlement was achieved in three days of intensive bargaining after the Guild served notice Nov. 9 that it would strike if there were no settlement before Nov. 14. A strike vote had been taken a week earlier, and the executive board of Teamsters' Local 628, representing the papers' deliverers, voted unanimously to support Guild strike action.

TNG International Representative Harry McCormick was sent in to assist in strike preparations, and bargainers talked around the clock from 10 a.m. Nov. 12 before the company brought in its final offer 24 hours later. The terms were ratified that afternoon, and the contract was signed at 7:30 p.m.

Local Administrative Officer William M. Brown headed the negotiating committee.

Yarbrough a Colonel

Knoxville, Tenn. — Willard Yarbrough, reporter for the Knoxville News-Sentinel and former Knoxville Guild president, has been named a Kentucky colonel. The honorary commission was conferred by Kentucky Gov. Louis B. Nunn.

Jan. 15 Deadline On Award Noted

Locals were reminded last week that the deadline for submission of candidates for the Guild Service Award is Jan. 15.

The award, given annually for outstanding Guild service at the local level, is a scholarship of up to $1,500 for a course in trade-union education. The maximum award has been increased $500 over that of past years.

TNG Administrative Operations Director Ellis T. Baker said in a letter to local presidents that the Service Award "is as important to the Guild as its better-known counterpart, the Broun Award for journalistic achievement."

Contractual Increases in Pay, Benefits Resumed

(Continued from Page 1)

contracts, by Pay Board definition, would be "existing contracts," with all terms operative after midnight Nov. 13.

If challenged subsequently by the employer or five members of the Pay Board, they would be subject, on Pay Board review, to criteria being established by the board rather than the "general pay standard" of 5.5 percent set for settlements made on or after Nov. 14.

Among other contracts settled on the eve of Phase Two were those at the Philadelphia Inquirer and Daily News, the Wilmington News and Journal, the Peoria Journal-Star, the Portland (Me.) Press Herald and Express, the Allentown Call and Chronicle, the New Brunswick Home News and Scholastic magazine.

Citing a Pay Board interpretation, TNG President Charles A. Perlik, Jr., told local leaders in a memorandum last week that contracts in existence prior to Nov. 14 "are fully operative."

The Pay Board said that "effective Nov. 14, 1971, all the terms of such contracts and pay practices are fully operative" and that "in the event of a challenge, these terms shall remain in effect unless and until the Pay Board rules otherwise."

Perlik said that, on the basis of Pay Board regulations, "no Guild pay adjustments fall into the category which requires prenotification and prior Pay Board approval before they can become effective."

Prior approval is required for settlements affecting 5,000 or more employes, and notification is required for those affecting 1,000 to 5,000 employes. Neither prior approval nor notification is required for smaller units.

"Only a handful of Guild units" fall into the second category, requiring notification at the time of the adjustment, Perlik noted. He said "the vast majority" of Guild pay adjustments will be subject only to spot checks and monitoring.

Perlik, International Chairman James B. Woods and Secretary-Treasurer Robert M. Crocker attended the AFL-CIO Convention in Bal Harbour, Fla., where delegates last week directed the AFL-CIO's three Pay Board members to remain "only so long as a reasonable hope exists of securing recognition of the validity of contracts and of achieving justice for working people generally."

The convention also called on affiliated unions to "insist at every level on the validity of their contracts in all their terms and in all their particulars."

While calling for legal action by local unions to insure that contracts are honored, the convention pledged continued efforts to secure Congressional legislation to win pay increases withheld during the freeze.

The Pay Board said it would permit retroactivity in cases of "severe inequity," such as those involving an employe denied a new or improved fringe benefit during the freeze, an increase for an employe earning less than $2 an hour, or workers in small bargaining units who customarily receive increases matching those in larger units.

In its initial policy statement, the Pay Board said it also would allow payment of retroactivity in cases where prices were raised in anticipation of wage increases scheduled to occur during the freeze or where an agreement made after Aug. 15 succeeded a contract that had expired prior to Aug. 16 and "retroactivity was an established practice or had been agreed to by the parties."

Labor and management representatives on the board joined to approve "without modification" the initial first-year increase presented to it that was far in excess of the 5.5-percent guideline, holding that it was an "existing contract."

Three public members of the board objected to the 15-percent raise in a contract covering soft-coal industry miners, but they were outvoted.

However, the public members indicated that they would approve a first-year increase of up to 12.5 percent for the miners, taking into account the 5.5-percent guideline, a 4.1-percent factor to account for health-and-welfare-fund deficiencies and "a further adjustment" to reflect interindustry wage relations."

Management members said the increase was justified because of the health-and-welfare-fund boost, the wage position of the miners, the difficulties of their work and the need to attract new workers.

The Empire State District Council, at a meeting Nov. 13 and 14, concurred in a New York Guild executive committee resolution calling on Congress to deny President Nixon an extension of his power to abrogate union contracts.

There are 34 Guild contracts, 27 of them with newspapers, in which deferred increases were withheld during the 90-day freeze, TNG's Collective Bargaining Department reported. It said 64 contracts were open when the freeze expired.

The department also noted that four Guild contracts, including that with Time Inc., are expiring this month after the freeze and that 11 more agreements, including those with the Associated Press, the two major St. Louis papers, Newsweek and the Boston Record American will expire next month.

Ex-Guildsman Is Making Price-Increase Rulings

A former New Orleans Guild member who describes himself as a "country boy" is exercising substantial power over price controls as head of President Nixon's Price Commission.

In fact, says C. Jackson Grayson, Jr., a reporter at the New Orleans Item in the early 1950s, "I will make most of the decisions . . . . The commission is advisory to me."

A former publisher of the Milwaukee Sentinel, Robert C. Bassett, is one of five management members of the companion Pay Board in Phase Two of the Nixon economic program.

Bassett, who headed the Sentinel when it was owned by Hearst, is now president of a magazine-publishing company in Chicago and a publishing company bearing his name.

Grayson, who is on leave as dean of the Southern Methodist University Business School, said in an interview that he had granted American Motors permission to raise its 1972 automobile prices an average 2.5 percent after consulting only one other member of the seven-member Price Commission.

Grayson, the only full-time member of the commission, said his task is to apply the basic policies established by the full commission to specific cases as they arise.

"I want to use the commission to the maximum," he said, characterizing the panel's role as supportive. But he said he doubted he would "ever go against a majority, saying it would be "unwise to ignore" the other six members.

Alamo Contract Drops Bar On Hiring Married Women

San Antonio, Tex.—The married state will no longer be outlawed for women employes of the Alamo Messenger, Catholic archdiocesan publication.

A provision reserving the paper's right not to hire married women has been dropped from the fair - employment - practices clause of a new contract between the Messenger and the San Antonio Guild.

The new contract also eliminates a provision allowing the publisher to request the resignation of any female employe who marries.

The advances were included in a one-year settlement raising the reporter top minimum $6.78, to $142.28. TNG's Contracts Committee refused the local permission to sign the contract because of the low pay increase, but the unit ratified and signed it without awaiting permission.

The top minimum for production manager is increased $8.25, to $173, that for news editor $7.38, to $154.88, that for advertising sales $5.30, to $111.30, that for clerk-typist-receptionist $4.78, to $100.28, and that for maintenance $3.92, to $75.75.

Severance pay will now be payable on resignation, but a new requirement provides that an employe must have 18 months' service to be eligible for severance under any conditions.

IT SEEMS TO US

Columbia Review's Dart On GR Coverage Cited

WASHINGTON, D.C.

Editor:

I have a suspicion the Guild Reporter might not find it "newsworthy" enough to mention in its news columns, so I am sneaking the following verbatim quotation from the Columbia Journalism Review's column of laurels and darts into the letter column:

"Dart: to the Guild Reporter, organ of The Newspaper Guild, for stacking its pre-election issue (Sept. 3) in favor of the incumbent candidates for national union offices. Although the paper observed such forms of impartiality as 'battle pages' and numerous letters to the editor, the presumed 'news' coverage was neither impartial nor balanced. Again, the Guild Reporter has fallen short of representing well the profession of much of its membership."

When others have raised the issue of fairness in the GR, President Perlik has generally responded by saying such critics supported his opponent—as if that were enough to prove that the Truth is not in them and their allegations are therefore groundless. I am not aware, however, that the Columbia Journalism Review took a position in the election campaign.

J. V. REISTRUP
President
Washington-Baltimore Guild

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

Guild Shop Is Seen Periled in Detroit

DETROIT, MICH.

Editor:

In August, after three frustrating years of unresolved problems in collecting regular dues from members, the Detroit executive board accepted a procedural agreement detailing how the Guild-shop clause was to be fulfilled. The motion to accept the agreement was made by Bob McKelvey, Free Press Unit chairman.

The agreement allowed an employe to be 45 days late with his dues payment. On the 46th day he was to be dismissed under the Taft-Hartley Act for failure to pay dues on time.

In October, the Guild requested the Free Press to fulfill its obligation and dismiss three employes who had not met the terms for payment of dues. The Free Press refused.

To the shock of Free Press Guildsmen, McKelvey and other board members switched sides and prevented enforcement of the agreement. These board members have been adamant in their refusal to see the precedent they are establishing—a precedent which will soon render the Guild-shop clause either discriminatory or ineffective or both.

Discriminatory application of a shop clause is a giant step toward the complete disintegration of a union. We are faced with that here in Detroit, aided by Guildsmen with no concern for the future of our Guild.

KAREN E. FIELD
Secretary
Detroit Guild

Editor's Note: The Detroit Guild reports that one of the three affected employes has quit the Free Press; the other two have tendered their dues belatedly and agreed to go on check-off. The executive committee has voted to accept their offer provided the Free Press signs a letter agreeing that it will not establish a precedent or be prejudicial to the Guild-shop clause and that the procedural agreement will henceforth be vigorously enforced.

Photo by Bernie Boston, Washington-Baltimore Guild

Token of Support

Former TNG International Vice President Philip Price, with his wife, Lile, unwraps a cane, one of a shower of gifts given him at a party in honor of his retirement from the Washington Star. Price, who is chairman of TNG's 1971 Heywood Broun Award contest, received a telegram from TNG's top officers saluting "one of the most affable stalwarts to come down the Guild's 38-year-old trail."

'Can't you let me go to my reward?'

DATELINE: WASHINGTON

President Seeks to Provoke Confrontation With Labor

By WILLIAM J. EATON, *Chicago Guild*

Miami Beach, Fla.—The agent provocateur is a familiar figure in labor history. Infiltrating union ranks, he encouraged illegal or unwise actions that would tend to undermine workers' unity and discredit the labor cause.

President Nixon's trip to the AFL-CIO convention was a slicked-up version of political provocation, and his attitude of injured innocence over the AFL-CIO's frigid reception is not credible.

After all, Daniel expected to be scratched when he entered the lion's den, and Nixon no doubt hoped to convert labor antipathy into sympathy for himself and hostility toward AFL-CIO aspirations.

The President can expect—and he got—deference to his office. But he cannot really expect labor leaders or anyone else to mute their differences or cheer him on command. He knew before he came that the AFL-CIO was not composed of sissies or sycophants.

The real question now is whether the President is going to declare war on his major antagonist, AFL-CIO President George Meany, or the labor movement in preparation for the 1972 campaign.

Antiunion hawks in the Nixon Administration are convinced that the American people will side with the President in a concerted drive to reduce the economic and political power of organized labor.

They have watched with dismay as Nixon bargained with Meany over the structure of the Pay Board and its role in wage controls. The "hawks" advocated a policy of confrontation rather than negotiation, a reversal of the President's approach to Peking and Moscow.

Now that Nixon himself has felt the ice-cold blast from the labor leadership in balmy Miami, he may be more willing to adopt a hard-line strategy and reject the conciliatory advice of "doves," such as George Shultz, his budget director.

The White House clearly feels it has public sympathy for Nixon following the AFL-CIO brush-off. Through Treasury Secretary John B. Connally, it also is trying to exploit Meany's poorly timed salary increase to $90,000 a year to drive a wedge between him and the rank and file.

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YET THERE ARE RISKS for the President, and for the nation, if he decides to begin an all-out assault on Big Labor through legislation, investigation and condemnation.

First, it is a divisive policy that would make it difficult, if not impossible, to achieve the anti-inflation goals the President has set for the year ahead. Strikes to "bust" Pay Board standards could be anticipated in several industries.

Second, a Nixon offensive would redouble labor's efforts to defeat the President next November, uniting the Teamsters, Auto Workers, building trades and industrial unions in a potent political army.

Third, the relatively narrow differences between the AFL-CIO spokesmen and the majority of the Pay Board would be widened and kill hopes for any agreement on retroactivity for freeze-canceled pay increases.

Finally, Republican efforts to impose restrictions on labor unions through state "right-to-work" laws proved disastrous in 1958. The President must consider that a new, broad attack on labor unions could boomerang against him at the polls in 1972.

Nixon may be willing to consider such a course, however. His best applause-getting lines—attacks on work-shirking welfare recipients and praise for hard-hat support of the Vietnam war—failed to thaw the deep freeze he found here.

If the maze of wage-price regulations starts to unravel or break down, the President seems likely to tell the country that George Meany and his colleagues are responsible. Such a cold war with labor unions could determine who sits in the White House in 1973.

On thing is perfectly clear. The AFL-CIO delegates would be delighted not to have Richard Nixon to kick around any more.

Arrest of Cameraman Spurs Toronto Action

Toronto, Ont.—A clarification of police policy toward newsmen has been requested by the Toronto Guild following the arrest of a Canadian Broadcasting Corp. cameraman while filming a picket-line disturbance.

The cameraman was accused of obstructing police when he shot a closeup of police arresting a woman picket. The charge was later dropped.

The Guild executive committee, expressing concern over the incident in a letter to Toronto police, urged continued fair treatment for newsmen.

Police Commissioner C. O. Bick, replying to the letter, said police are happy to co-operate with the press as long as it does not obstruct police action. But the Guild, citing its own members' experiences, asked Bick to publicize the policy and is giving members copies of the letter to carry with them.

Niagara Regional Police Chief Donald Harris, replying to a Guild protest against police impersonation of a news photographer during a strike at the Kimberly-Clark paper plant in St. Catherines, denied that there had been any impersonation. He said the man involved was a regular police photographer who made no attempt to pass himself off as a newsman.

Detroit Papers Bow On Segregated Ads

Detroit—The Detroit News and Free Press have discontinued separate male and female help-wanted columns following pressure by the Michigan Civil Rights Commission.

Complaints to the commission by militant feminists led to discontinuation of segregated ads by the News in September and the Free Press a month later. The Michigan Fair Employment Practices Act forbids advertising for jobs by sex.

Editorial

Death in the Afternoon

They blew "Taps" for the Toronto Telegram Oct. 30, but there are many who will remain convinced it was a call that never had to sound.

The Telegram was Number Two in the Toronto evening field, but all too often that position in the newspaper business is not a prod to try harder but a signal to roll over and die.

The Telegram admittedly had been losing money—for a couple of years. So have many other companies that have never given a thought to going out of business.

At least one investor, a mining company, was confident of its ability to make the Telegram a going concern. It offered to buy the paper, even after the Telegram's shutdown announcement had made it a less attractive property, for 12.5 million dollars. Publisher John Bassett accepted the price but insisted on immediate payment of the full amount, and the deal fell through.

To say that Bassett was unenthusiastic about the Telegram's continuing publication under other auspices would be an understatement. In the period between the time the Telegram's demise was announced and interment took place he issued one statement after another calculated to discourage anyone's coming to him checkbook in hand.

And little wonder. With the Toronto Star paying 10 million dollars for the Telegram's subscription lists and the Globe & Mail paying a reported seven million for its plant, the Telegram, indeed, was worth more to Bassett dead than alive.

And no need to wonder, either, why the Star was willing to pay 10 million dollars for a list of names. What it was buying was a monopoly in the Toronto evening field; had it not been willing to pay for the funeral, the Telegram might still be alive today as a competitor.

The payoff is not likely to be long in coming. The Star is expected to pick up much of the Telegram's circulation and its 15 to 20 million dollars a year in advertising revenue. It has already announced a nine-percent rate increase, and industry sources predict an eventual 25-percent increase.

For the Telegram's employes, unlike its publisher, there was no profit in the paper's death. They tried hard, extraordinarily hard, to save it.

The Guild, in particular, combed every path in a search for survival. TNG International Representative Robert J. Rupert prepared an analysis of the Telegram's situation and carried it to every potential buyer he could find. It was he who came up with the mining company that produced the offer that barely failed.

Anyone could have been forgiven for quitting after that. But Rupert didn't. With a group of Telegram employes he sought to obtain a 10-million-dollar federal loan to enable the employes to buy the paper and keep it going. But that effort, too, proved fruitless, and the Telegram printed its last.

Ironically, the Telegram's death, while producing an evening monopoly for the Star, has brought forth a competitor for the morning Globe & Mail with the rising of the Toronto Sun. But facing all the disadvantages of a new, small paper competing against an established giant, it has a hard row to hoe.

It's easier to bury a paper than to give birth to one. And, sadly enough, sometimes more profitable.

The Guild Reporter

DAVID J. EISEN
Editor

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The Newspaper Guild
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