

Sacramento Wins Minority Hiring, \$314 Top

Sacramento, Calif.—A \$314.71 key top minimum, highest outside Washington and New York, and a pioneering minority-recruitment and training program have been won by the Sacramento Guild in a new contract at the Sacramento Bee.

Top minimums for reporters and advertising salesmen are increased \$70.46 over 34 months under a formula by which San Francisco-area newspaper contracts were renegotiated under

mediator Sam Kagel late in 1970.

The contract commits the company to "strive toward a hiring practice . . . geared toward a goal of developing a work force in the Guild departments at the earliest feasible date which will reflect the proportionate percentage of minority-group representation in the community."

The contract is the first Guild agreement to aim at minimum hiring goals, a concept endorsed by last year's TNG convention.

The contract also pledges management and the Guild to "aggressively recruit" Negroes, Orientals, American Indians and Spanish-surnamed Americans for newspaper jobs.

It calls for a minority-training program under which trainees will be paid at no less than starting minimums for six-month training periods.

The program will be conducted by a training co-ordinator. Trainees will be considered tem-

porary employees and need not be retained after the six-month period elapses. Up to four trainees may be employed at a time.

The contract commits the Bee to make sure that management and all members of its staff responsible for employment practices are instructed to implement equal employment opportunity for all minority groups.

The San Francisco formula governing wage increases calls for a 33-percent increase for em-

ployes earning up to \$168.74, a \$56 raise for those earning from \$168.75 to \$191.35, a 29-percent increase for those earning from \$191.36 to \$240.74, and a \$70.46 increase for those earning \$240.75 and over.

The top-paying job, copy-desk head, will have a top minimum of \$339.71. The top for switch-board operators is increased \$44.67, to \$179.26, that for stenographers is increased \$46.40, to (Continued on Page 6)

Congress Kills Media Exemption; Board Permits Retroactive Pay

Hikes to 7%
OK'd During
'71 Freeze

BULLETIN

The Pay Board ruled yesterday that wage increases of up to seven percent that fell due during last year's 90-day freeze period could be paid retroactively to their effective dates. Increases greater than seven percent can be paid if prices were raised in anticipation of the increase.

With Congressional efforts to exempt the news media from wage and price controls killed, the Guild and other unions this week were awaiting action by the Pay Board on the recovery of scheduled increases delayed by President Nixon's three-month wage freeze.

The Economic Stabilization Act signed by Nixon Dec. 22 directed the President to act "promptly" to permit retroactive payment of increases scheduled to take effect during the freeze.

The law bars retroactivity only in cases where payment would be "unreasonably inconsistent" with the Pay Board guidelines.

The Youngstown Vindicator, in response to Guild efforts to collect a pay increase due Sept. 1, said it would not comply until after the Pay Board had issued its ruling. The paper had implemented the raise Nov. 14.

No new action has been taken by the Pay Board on deferred increases in existing contracts, although the five business members of the board announced they would challenge any increase in excess of seven percent.

AFL-CIO President George Meany, one of five labor members of the board, said the management representatives' position "adds to the confusion and (Continued on Page 6)



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

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Davey to Lead Off Canadian Hearings

Sen. Keith Davey, chairman of Canada's Special Senate Committee on Mass Media, will be the leadoff witness when TNG opens a series of public hearings in Montreal Feb. 28 on the establishment of a Canadian national Guild office and elected director.

TNG, in announcing the schedule of hearings this week, said they are intended to "enlighten and guide it in determining how the desire of Canadian Guild members to assert and maintain their national identity can best be served in a bi-national membership organization such as the Guild, whose primary purpose is to advance the mutual economic and professional interests of all its members."

Hearings will be conducted in Montreal Feb. 28 and 29 at the Sheraton Mt. Royal Hotel; on March 1 and 2 in Toronto, at the King Edward Sheraton Hotel; March 3 in Winnipeg, at the Sheraton-Carlton Motor Hotel; and March 6 and 7 in Vancouver, at the Blue Horizon Motor Hotel.

The hearings will be conducted by a five-member task force appointed by the International Executive Board.

It was authorized to draw on the counsel and experience of others in implementing a 1971 convention directive to study the feasibility of a national Guild office and director in Canada, as (Continued on Page 7)



Dogging Hearst

A German shepherd owned by Guildsmen Bill Chance joins an automobile caravan marking the fourth anniversary of the Los Angeles Herald-Examiner strike. (Story on Page 2.)

Guild Strike Ends at Triangle

Philadelphia, Pa.—The Philadelphia Guild and the Office and Professional Employees ended their 23-day recognition strike against Triangle Publications Dec. 28 with an agreement that will assure a speedy representation election.

Mayor Frank L. Rizzo, who helped settle the strike just prior to his inauguration, was given veto power over any further efforts by Triangle to delay a decision on the unions' quest for recognition as bargaining agents for some 43 employees.

The Guild is seeking a unit of 25 planning-department employees and the OPEIU has petitioned for 18 accounting employees.

Triangle, at a meeting with representatives of the Guild and the OPEIU in Rizzo's campaign headquarters, agreed to reinstate all strikers and pledged no reprisals.

The company also agreed not to appeal the forthcoming decision of the National Labor Relations Board's regional director on the scope of the bargaining units unless it is so far out of line that Rizzo approves an appeal.

In the hearing on the two unions' petitions, Triangle contended that the units are not appropriate and urged an election covering all unorganized workers in the plant.

(Continued on Page 7)

Milton Murray Dies at 67; Guild President in 1940s

Detroit, Mich.—Milton M. Murray, the Guild's international president from 1941 to 1947, died Dec. 27 in Detroit General Hospital. He was 67.

Murray, who served as an officer or staff official of three international unions after his term in Guild office, had been incapacitated for the past six years with a broken hip and later a fractured back.

Murray headed the slate that ousted left-wing elements from

top Guild office in 1941, sweeping to victory with the late Sam B. Eubanks and William W. Rodgers in the first international referendum for Guild office.

He served as president for three terms, stepping down in 1947, when he failed to seek reelection and was succeeded by the late Harry Martin.

Subsequently he served as secretary-treasurer of the old Government and Civic Em- (Continued on Page 7)

Hatch Joins Guild Staff

Story on Page 8

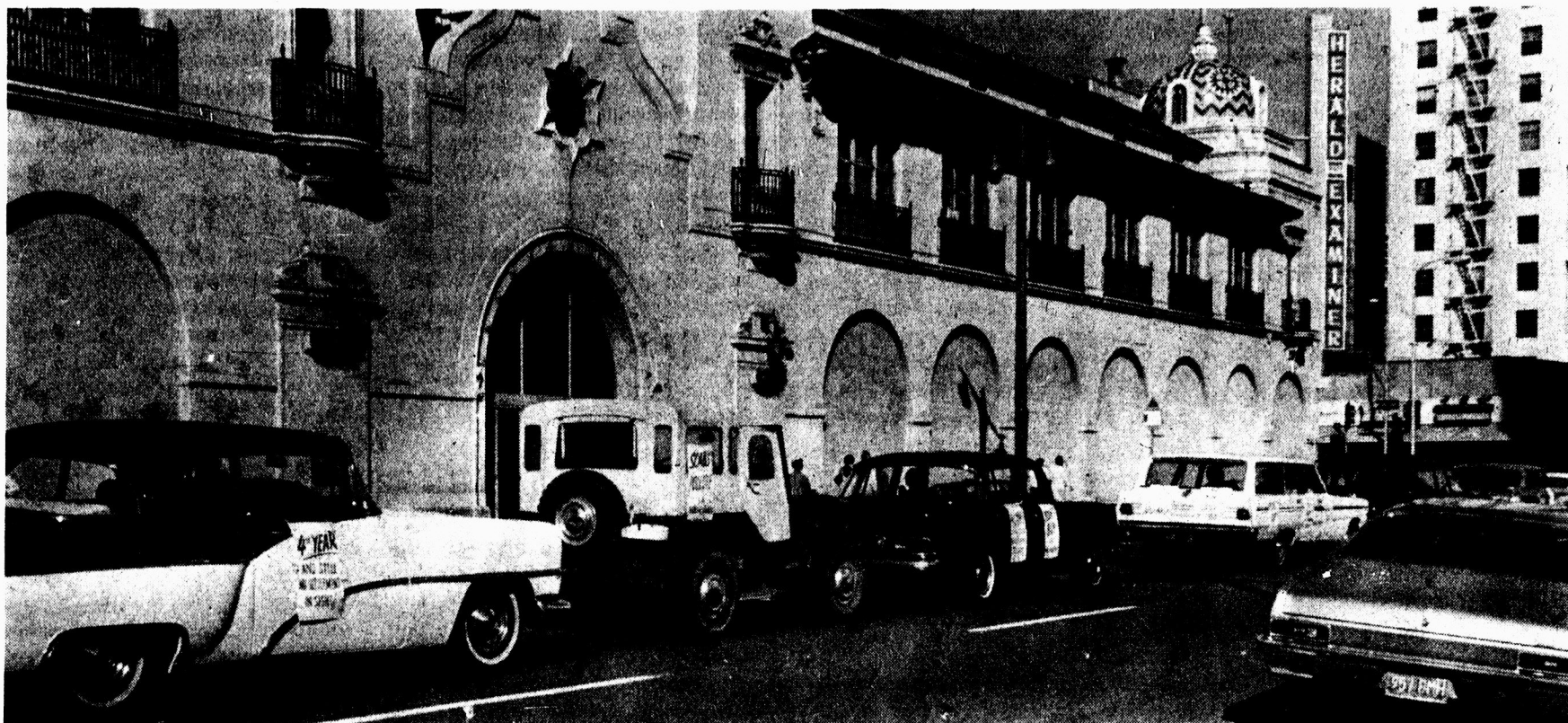
Arbiter Reinstates Sweet

Story on Page 8

Sacramento Bias Cited

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Caravan Marks 4th Anniversary of Hearst Strike



Still Under Siege

Part of the motorcade mobilized by the Los Angeles Herald-Examiner Strike-Lockout Council on the fourth anniversary of the Herald-

Examiner strike circles the struck Hearst plant. More than 100 cars participated in the milestone observance.

Los Angeles, Calif.—More than 100 cars circled the struck Los Angeles Herald-Examiner plant Dec. 15 in a motorcade marking the fourth anniversary of the bitter Hearst strike.

The caravan, displaying strike signs and led by a "truth wagon" broadcasting the story of the strike, drove from the Los Angeles Convention Center to the Hearst plant. Then it broke up into sections to travel through other parts of the city.

At one point a Herald-Examiner truck manned by a strike-breaker found itself in the middle of a long line of cars urging the public not to buy the paper. It had trouble getting out.

A combined anniversary and Christmas party was held by the Joint Strike-Lockout Council in Hollywood four days later. And the anniversary was marked by the appearance of TNG International Representative Charles Dale and Joe Lee, printers' chapel chairman, on radio station KPFK's "Wayward Press" program Dec. 24 to discuss the strike.

Representatives of the Guild and other unions involved in the strike met with management Jan. 5 and 12 to review a long-promised pension proposal. It would provide credit only for future service and that only after three years' employment. It also calls for mandatory retirement at 65.

The Herald-Examiner agreed to several minor improvements during the bargaining, and another meeting was tentatively scheduled for Jan. 26 to continue the pension discussions.

Queried by each other, both sides said there was no change in their positions on basic strike issues. The company again rejected a union proposal for binding arbitration.

The Guild reported \$2,876.45 in new strike contributions and \$1,821.21 in Christmas Fund contributions. On a consolidated basis, they include the following:

Cleveland Guild	\$ 100.00
Columbus Guild	50.00
Sacramento Guild	400.00
San Diego Guild	32.25
San Francisco-Oakland Guild	1,201.91
Scranton Guild	50.00
Washington-Baltimore Guild	250.00
Wilkes-Barre Guild	100.00
Boston Guild	100.00
Chicago Guild	450.00
Eric Guild	50.00
New York Guild	25.00
San Jose Guild	558.00
Seattle-Tacoma Guild	250.00
Toledo Guild	80.50
Buffalo Guild	50.00
Cincinnati Guild	100.00
Sioux City Guild	75.00
Vancouver-New Westminster Guild	200.00
Stockton Guild	50.00
Terre Haute Guild	50.00
Lehigh Valley Guild	100.00
Portland Guild	50.00
Ottawa Guild	100.00
Southern District Council	100.00

Total contributions to the strike fund have reached \$239,050.

Toronto Printers Terminate Strike

Toronto, Ont.—The Toronto Typographical Union last month officially ended its 7½-year strike against the Toronto Star, the Globe and Mail and the defunct Telegram. The Telegram folded last Oct. 30.

Picketing of the newspapers had continued until Oct. 25, when the international union terminated strike benefits. It paid an estimated 13 million dollars in benefits during the strike.

The papers continued to publish during the strike with the aid of professional strikebreakers.

High Court Rejects Hearst-Picketing Plea

The U.S. Supreme Court this week refused to review a National Labor Relations Board decision that Los Angeles Herald-Examiner employees conducted an illegal secondary boycott when they picketed Hearst's San Francisco Examiner in 1969.

Without comment, the high court turned down an appeal by the Los Angeles Guild, which claimed the San Francisco picketing was a legitimate part of the strike operation against Hearst's Herald-Examiner.

The NLRB, in reversing a trial examiner's decision, ruled in

1969 that the two newspapers, although divisions of the Hearst Corp., operated with sufficient independence to qualify as separate entities, with protection against secondary picketing.

Arguing for the NLRB, the Justice Department told the court that the two newspapers would be entitled to separate-entity status if they were separate corporate subsidiaries of Hearst.

The Justice Department said that to conclude that because they are separate, autonomous divisions of Hearst rather than

separate subsidiary corporations they should be treated differently is, as the NLRB found, "to exalt form over substance."

The Guild contended in its petition to the court that the picketing was not designed to force either newspaper to cease doing business with the other.

"The picketing here occurred because the Examiner is one arm of the Hearst empire, and the unions are forced to fight the economic strength of that empire in this labor dispute," the Guild asserted.

It said the two newspapers

cannot be treated "as separate, neutral persons, wholly unconcerned in one another's labor disputes."

"A single entity cannot be a neutral, innocent bystander with respect to a labor dispute involving itself," the Guild said.

The two Hearst papers claimed that each is entitled to insulation against the other's labor disputes.

In 1969 Trial Examiner Herman Marx rejected Hearst's contention that the newspapers were separate entities, upholding the San Francisco picketing by striking Los Angeles unions.

Jewish Day, Bell Syndicate Suspend in New York

New York City—The Day Jewish Morning Journal, largest of three Yiddish-language dailies in the country, folded suddenly last month, surprising Guild employees and without notice to the 35,000 readers it had continued to retain.

Twenty-five commercial-department Guild members were among 110 employees left jobless by the abrupt termination on Dec. 28, which the publisher, Arthur L. Jacobs, blamed on rising costs and declining circulation. The paper once boasted a circulation of 100,000.

"We decided we'd had enough," Jacobs said.

Guild unit members met Jan. 3 with New York Local Secretary-Treasurer Harry Fisdell to discuss severance pay and other benefits due them under a contract that was in the process of renegotiation when the end came.

The final edition carried no announcement of the suspension, Jacobs said, because "I didn't want any recriminations" from the unions.

The paper's editorial employees were represented by their own union, the Peretz Verein, which was formed prior to organization of the Guild's unit in 1938.

Jacobs singled out the Typographical Union in explaining his decision to suspend, claiming that the printers had refused last year to allow the Day to switch to offset printing—a move he said would have made the paper profitable.

The Guild unit had authorized strike action Dec. 9 after a management offer of a \$10 increase over 18 months.

New York Guild Wins Unit Of WPIX News Staffers

New York City—News-staff members of television station WPIX, owned by the New York Daily News, voted 11 to 6 in a National Labor Relations Board election Dec. 22 for representation by the New York Guild.

The victory marks the New York Guild's first entry into television news, although it currently represents the news staff of the New York Times's radio station, WQXR.

The Guild's jurisdiction—all employees not represented by other unions—will include news writers, assignment and news editors, teleprompter operators and the news-operations co-ordinator.

A decision is being awaited from the Federal Communications Commission on renewal or revocation of the Daily News's license to operate WPIX. The renewal has been challenged by Forum Communications, Inc., which is seeking the license.

FCC Examiner James Tierney, who has been conducting the hearing on the challenge, has ordered the record on the case closed more than two years after

New York City—The Bell-McClure Syndicate bade its 20 Guild employees a Happy New Year with dismissal notices.

The syndicate and two affiliated operations, the North American Newspaper Alliance and the Women's News Service, went out of business Jan. 1.

Columns and features owned by Bell-McClure and NANA, including Jack Anderson's, were sold to the United Feature Syndicate.

Bell-McClure had been in financial difficulties for some time. Last spring, in recognition of the company's situation, the New York Guild agreed to a contract providing wages increases of only 10 percent over two years.

The syndicates' parent company, the Good Reading Corp. of Stamford, Conn., reportedly had been trying to sell them for several weeks. A buyer was said to have expressed interest, but Good Reading reportedly decided to sell the features instead in order to obtain ready cash.

United Feature will hire six of the displaced Guild employees. The others will receive full severance, notice-pay and vacation benefits, the Guild has been assured.

The Guild has no unit at United Feature.

Last Stations Sold

Philadelphia, Pa. — Triangle Publications has sold its last seven broadcasting stations for 16 million dollars to Gateway Communications Inc., owned 80 percent by the Bergen Evening Record Corp. of Hackensack, N.J.

the hearing began. No decision is expected for a year, however.

Forum Communications accused WPIX executives of fostering mislabeling of stale film footage, the use of spurious interviews and the addition of fictitious elements to its news broadcasts, among other charges.

Examiner Backs Guild Charges at Newark News

Newark, N.J.—A National Labor Relations Board trial examiner this week recommended that the Newark News be ordered to reimburse employees with interest for compensation lost when the News unilaterally cut regular overtime and expense payments last March.

The decision by examiner Frederick U. Reel, who held five days of hearings on the North Jersey Guild's unfair-practice charge, covers the period until May 26, when the Guild struck the News. If upheld, it will give 110 employees an estimated \$52,000.

The Guild charged that the News, which was purchased in May 1970 by Media General Inc., terminated without bargaining a long-standing practice of paying for hours not worked and expenses not incurred. The practice was intended to compensate for exceptionally low salaries.

The new management, which said it had been unaware of the practices, said they were "thievery," "a conspiracy," "illegal" and so offensive to morality that there was no duty for the com-

pany to bargain about them.

"I doubt whether it is for the board to pass moral judgment on a practice joined by employer representatives as well as by the employees," Reel declared in his decision. But he added:

"If we are to embark on a discussion of morals, is it a higher morality to fix starting wages so low that one can attract employees only by offering them the opportunity to pad expense accounts, or to permit an employer suddenly to pocket a raise he had previously given in the guise of guaranteed overtime?"

Reel refused to credit testimony of News President Bruce Mair that he was unaware of the practices before he ordered that overtime authorized in advance and expense accounts be fully documented.

In any case, Reel said, the News is "chargeable with the knowledge possessed by its supervisors."

Seven Guild witnesses testified that they had been paid for overtime not worked and expenses not incurred not only with the knowledge—but often on the in-

United Front

Newark, N.J.—Artist Joseph Yeninas and reporter Barbara Spector became Mr. and Mrs. on Dec. 28, proving that picket-line bonds are stronger than those of the newsroom.

Although they had known each other casually as Newark News employees for the past five years, their romance didn't bud until they began serving as picket cocaptains during the North Jersey Guild's strike starting last May.

They both served on the Guild organizing committee. Yeninas is among News employees who have been laid off; his bride, who is Newark unit treasurer, is scheduled to be recalled when the News resumes publication.

structions—of their supervisors.

The News called as a witness only one of the supervisors identified by Guild witnesses as knowing of the overtime and expense practices, and he, Reel said, "did

not fully support the company."

Four of the named supervisors still work for the News, Reel said, observing that "it is fair to infer from the failure of the company to call these other supervisors that their testimony would have been adverse to the company."

One Guild witness testified that, as state and suburban editor from 1958 to 1966, he had hired employees with the assurance that they would get "a generous expense account."

He related that when in 1946, as a new employee of the News, he submitted an expense account for \$1.25, "the office manager handed it back to me and said, 'What are you trying to do, wreck the system?'"

Another witness said he turned in an expense account in 1958 for "around five dollars." The office manager, the witness testified, "looked at it, sort of chuckled and gave it back to me and said, 'Make it for \$25.'"

A third witness testified he once submitted a \$5.85 expense account that was returned with the message that "I can't ruin it

for everybody else."

Still another said he had turned in claims for expenses of more than \$50 above expenses actually incurred, which the examiner described as "a fact well known to supervisors who approved his claims."

The trial examiner's decision will automatically become the NLRB's order unless it is appealed.

The Guild's 175-day strike ended Nov. 16, but the News has not yet announced when it plans to resume publication. Only 22 employees have been recalled to work.

During the strike the News sold both its plant and Sunday paper to Newhouse's Newark Star-Ledger and made arrangements to have its paper printed in the Star-Ledger plant.

However, the Star-Ledger has been unable to come to terms with the Pressmen's and Stereotypers' unions on contracts to enable it to produce the News. The Typographical Union and ITU Mailers have reached agreements including five-year no-strike provisions.

IEB Asked to Weigh Louder 'Voice' Bid

Chicago, Ill.—TNG's International Executive Board is being asked to consider a series of far-reaching Chicago Guild proposals that would give employees of the Chicago Sun-Times and Daily News both a voice and a vote in how their newspapers are run.

The proposals, inserted into contract demands by the Sun-Times and Daily News units, include the right to equal space on the editorial page for any unanimously held position of Guild representatives on the papers' editorial board, a veto by employees of any sale of the papers and of department-head appointments and a 90-day first option for employees to buy the papers if they are offered for sale.

TNG's Contracts Committee, in a letter to the local, said they should be referred to the IEB before being submitted to management because they "pose new and far-reaching policy questions of concern to the Guild as a whole."

The Contracts Committee did not hold up several other new proposals, including one-third Guild representation on the editorial board and daily editorial conferences, a reporter's right to

respond in the same issue to any letter mentioning him or his work, and Guild approval of any "substantive changes in basic services" such as the library and communications center.

Also cleared was a proposal that the Guild be notified immediately, prior to notification to brokers or prospective buyers, of any decision to sell a newspaper property.

The IEB is scheduled to meet in Washington Jan. 24 through 27. The Contracts Committee, in its letter to the Chicago Local, said it was welcome to present its case for the proposals to the board should it desire to do so.

Among the clauses held up by the committee was one requiring the publisher to meet with affected employees to work out additional hiring should 75 percent of the employees in any division of the editorial department decide in writing that the work force is inadequate.

The proposal on veto of department heads would make any appointment invalid if it were disapproved by a majority of the staff affected within 30 days.

Under the proposed veto on sale of any newspaper property, no sale would be allowed unless the sale and buyer were approved by a majority of the staff affected, even should employees not exercise the 90-day option to buy it themselves.

Some of the proposals reflect concern over possible sale of the papers by Marshall Field, who the Chicago Journalism Review reported this month "is looking for an opportune time to rid himself of the Daily News."

Others are an outgrowth of an editorial employees' revolt over the papers' endorsement of Mayor Richard J. Daley in last spring's Chicago election. Field refused to give more than 270 editorial employees who protested the endorsement space to answer it on the papers' editorial pages.

Three years ago management refused to even discuss a Guild proposal that a staff representative sit in as an observer on editorial conferences.



Seeing Is Believing

TNG International Representative Charles Dale, right, and Los Angeles Typographical Union President Bernard Hughes utilize slides showing professional strikebreakers at the Los Angeles Herald-Examiner in testimony before the Cali-

fornia Assembly Labor Relations Committee, which is considering legislation to outlaw their use. Dale told the legislators that anyone studying the strike would become a vigorous supporter of antistrikebreaking legislation.

High Court Snubs Wilmington Plea To Deem Deliverers Independent

Declining to hear an appeal by the Wilmington News and Journal, the U.S. Supreme Court this week left standing a lower-court ruling that the newspapers' bundle-delivery drivers are employees and the company must bargain with the Guild.

It was the court's second refusal in a month to consider a publisher's plea that newspaper distributors are independent contractors rather than employees.

Earlier it had declined to hear a similar appeal by Newhouse's Syracuse newspapers, backed by the American Newspaper Publishers Association.

In the Wilmington case, the Third Circuit Court of Appeals had upheld a National Labor Relations Board order requiring the company to bargain with the Philadelphia Guild on an initial

contract for the distributors. The Guild won a representation election among the 20 employees.

In Syracuse, the NLRB, rejecting the company's contention that the distributors were independent contractors, had ruled

that the newspapers maintained effective control of the distributors' work.

The Building Service Employees Union had won a representation election among the distributors.

Perlik Home From Hospital

TNG President Charles A. Perlik, Jr., who was hospitalized for three weeks before Christmas, expects to return to work on a limited basis next week in preparation for the International Executive Board's winter meeting beginning Jan. 24.

Perlik, who entered the hospital Nov. 30 for treatment of a circulatory disorder, returned home in time for the holidays and has been conducting an in-

creasing amount of Guild business from there pending his return to the office.

He is scheduled to be among the first witnesses Feb. 1 when Sen. Sam J. Ervin Jr.'s Senate Subcommittee on Constitutional Rights resumes its hearings on threats to freedom of the press. The committee recessed the hearings in October after listening to a number of newsmen and senators.

Defense Funds Top \$2 Million

TNG's International Defense Fund has reached the two-million-dollar mark for the first time in its history.

The Fund totaled \$2,084,556 at the end of November, triggering an increased diversion of per-capita payments to TNG's General Fund under a 1971 Convention action. With the lowered share of per capita and the end of assessments, the Fund fell to \$2,039,222 by the end of December.

The General Fund will reap an estimated \$110,000 a year from the increase in per-capita diversions. Seventy percent of per capita instead of 60 is going to the General Fund.

Perlik Hits Joint-Operation Approval Rules

Rules proposed by the U.S. attorney general for filing and approval of joint newspaper operating arrangements under the Newspaper Preservation Act were compared to contracts of a company-union last week in an official submission by TNG President Charles A. Perlik, Jr.

The proposed rules, Perlik said, reminded him of company-union contracts "which, while clearly and unambiguously protecting employee rights in some sections, so qualify those protections in others as to make the contracts practically useless."

But, Perlik said in comments filed with the Justice Department's Antitrust Division, "as with some of that kind of contract," the deficiencies in the proposed rules could be corrected "by a few deletions and some recasting of language."

The attorney general issued the proposed rules last November, as required by the Newspaper Preservation Act.

The act permits profit pooling, price fixing and market splitting by jointly operated newspapers

that meet the "failing-newspaper" standards established by the anti-trust-exemption measure. It requires the attorney general's written consent before new joint operations are launched and requires that amendments and renewals of joint-operating agreements be filed with the attorney general.

While strongly urging the retention of the proposed rules' provisions for notice, hearing and documentation before consent is given for new joint arrangements, Perlik was highly critical of a provision that would allow the attorney general to withhold as "privileged or confidential" commercial and financial data required to be filed with him.

He also opposed another that would allow the attorney general to permit joint operations to be launched before public hearings and yet a third that states that the antitrust-exemption law does not require all joint operations to "obtain the prior written consent of the attorney general."

The latter rule, Perlik said, "seems to fly directly in the face"

of the law's statement that "it shall be unlawful for any person to enter into, perform or enforce a joint-operating arrangement" not in effect when the law was passed, "except with the prior written consent of the attorney general."

Calling for elimination of all provisions that would allow non-disclosure of financial and commercial data, Perlik said mandatory public disclosure, as well as the requirements for public notice and hearing, "will not, in our view, present the newspaper owners involved with any more than a small inconvenience . . . and perhaps open them to some public embarrassment . . . a small price to pay for the privilege of being excused from antitrust statutes."

Any claim to confidentiality for profit-and-loss and assets-and-liabilities statements "evaporates in the face of the obligation for public accountability by anyone seeking to establish eligibility to engage in practices long held to be injurious to the public good, especially when those seeking the

dispensation are part of an industry whose very raison d'être is accountability and credibility," Perlik said.

He also suggested that the data be required for the previous 10 years rather than five, as proposed by the attorney general.

The Hearst Corp., the E. W. Scripps Co. and seven U.S. senators objected this week to the requirement that the newspapers be required to file financial information even if it is held confidential.

Scripps said the requirement would contradict the Freedom of Information Act, and Hearst said it would give the attorney general the power of both judge and jury.

The proposal to allow temporary approval of new joint operations "ex parte and without hearing," Perlik said, appears to be unnecessary "under the definition of 'failing newspaper' established in the act, a considerably less strict standard than the Supreme Court's 'failing-company' doctrine."

While taking no issue with the

stated purpose of the provision—to allow swift action if it appears necessary "to prevent one or more newspapers from failing" before procedures under the rules can be completed—Perlik pointed out that the record "clearly shows that newspapers have not entered joint operations hurriedly, though the appearance of haste and the necessity for it are often projected by the principals involved."

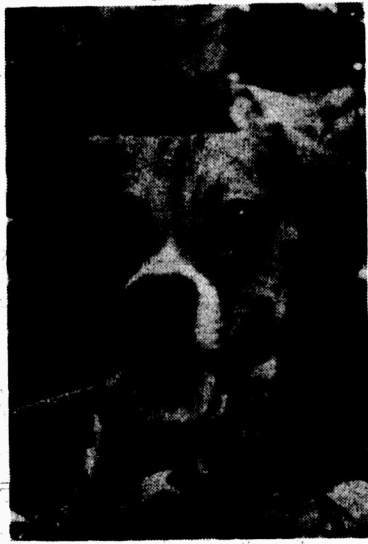
He also noted that antitrust-enforcement officials in the past "have expressed to the Guild the practical futility of seeking to disjoin a joint newspaper operating arrangement after it has begun operation and about which questions have been raised."

"How do we unscramble the eggs?" they have asked," Perlik pointed out, adding that the possibility of temporary approval "would only seem to open the door to more prematurely scrambled eggs, one of the very things it seems to us that Congress was seeking to avoid when it added the prior-approval provision to the act."

Ready, Aim... Click!



MCGILL . . .



. . . AND QUARRY

Gary, Ind.—A caption writer's slang has put International Vice President James A. McGill in, you might say, the doghouse.

McGill, a photographer for the Gary Post-Tribune, snapped a picture of a dog one day, and the paper ran it over a caption ending, "Jim McGill shot the happy hound as he drove through Glen Park."

From an anonymous "Dog Lover and Post-Tribune Reader for Many Years" came an anguished protest over McGill's assassination of an unoffending animal.

Post-Tribune columnist Blaine Marz sought to exonerate McGill, who he noted has a beagle, two cats and a goldfish of his own. He identified a Leica as McGill's weapon.

"Our Jim really is a good ol' boy with an easy smile, except perhaps at contract-negotiating time," testified Marz.

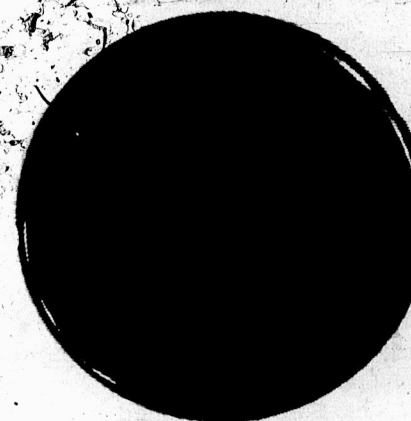
N.Y. Guild to Mount Publicity Drive Against Consumers Union Shift

Mount Vernon, N.Y.—The New York Guild is preparing to launch a publicity campaign against Consumers Union's impending transfer of 150 employees to a new plant 30 miles away across the Hudson River.

A resolution adopted at a unit meeting last month calls for a campaign to inform the public of management's "complete indifference to the welfare of its employees."

Consumers Union publishes Consumer Reports magazine, which the unit noted has passed the two-million circulation mark and produced revenue that "exceeds the wildest expectations of management."

Management plans to transfer employees in its subscription, data-processing, printing and mailing departments from Mount Vernon to Orangeburg in June or July and may eventually move all its operations there.



Guild members at Consumer Reports are wearing this button—in orange and black—to convey their sentiments about management's announced shift of part of its operations to Orangeburg.

Orangeburg is 30 miles distant by road, and there is no public transportation available between there and Mount Vernon. Many employees who live in Brooklyn

and Long Island and already must travel long distances to work will be unable to keep their jobs if the move is made.

Management originally refused to pay severance to employees who cannot make the move. A contract clause calls for severance in relocations of more than 10 miles, but management maintained that it didn't apply because the distance from Mount Vernon to Orangeburg is 10 miles as the crow flies.

Consumers Union conceded the point, however, after adoption of the Guild's resolution. But its board of directors last weekend reaffirmed its decision to make the move. It offered to discuss the provision of special bus service.

The Guild's resolution noted that a recent survey made for Consumers Union recommended expansion in the Mount Vernon area.

Two-Year Agreement

Tonawanda Reporter Top Up \$42

Tonawanda, N.Y.—The reporter top minimum is increased \$42, to \$230.75, under a two-year agreement negotiated in the wake of a strike vote at the Tonawanda News.

The Buffalo Guild bargained a wage package of \$21 a year, scaled up and down from the reporter top, with the initial increase retroactive to May 21. The company agreed to put retroactive pay for the wage-freeze period into escrow if it cannot be legally paid.

In addition to the wage increase, the Guild won a second floating holiday, a fourth week's vacation after 15 years' service instead of 20 and a one-cent increase in the mileage allowance, taking it to 13 cents.

Company-paid life insurance will be increased from \$5,000 to \$8,000 in the second year, when the company will also pick up an additional dollar a week for dependents' medical-insurance coverage.

Pension payments will also be

increased in the second year, going from \$2.25 a month to \$3.50 for each year of service. All past service will be credited henceforth in computing pension benefits.

Circulation Pact Lifts Pay \$25 at San Antonio Light

San Antonio, Tex.—Hearst's San Antonio Light has agreed to a three-year contract, retroactive a year and a half, raising top minimums for district managers \$25.50, to \$162.50.

But management has again refused to bargain with the Guild on an initial contract for 22 news vendors following a National Labor Relations Board decision to grant a review on six challenged ballots in a June decertification election.

The district managers' contract is retroactive to June 19, 1970, with a \$1.50 increase due Nov. 15 to be retroactive to Sept. 1 if allowed by the Pay Board.

It provides for a \$1.88 increase

in company pension-fund contributions, to \$8.88, and a \$1.90 increase in daily mileage allowances, to \$6.40.

The Light refused to bargain on the news dealers after the NLRB agreed to review its regional director's action in sustaining six of nine ballots challenged by the Guild. The Guild won the election, 13 to 9.

The Guild won a representation election among the dealers in March 1969, but the company dragged out negotiations for an initial contract.

Cafeteria Unit Gains \$6 Hike in Baltimore

Baltimore, Md.—Minimums for cafeteria workers at the Baltimore Sunpapers are increased \$6 in a one-year agreement with the Washington-Baltimore Guild.

Flat minimums go to \$98 for general cafeteria workers and \$128 for cooks. They are retroactive under the contract to June 7.

Detroit Seeks New Unit Of 60 at Wayne Eagle

Detroit, Mich.—The Detroit Guild, pressing an organizing drive among suburban newspapers, moved last month to represent 60 employees in all departments of the Wayne Daily Eagle.

The Guild filed a representation petition with the National Labor Relations Board for a unit that includes 10 production employees. The paper's printing is jobbed out.

The Eagle has a 30,000 circulation in seven communities west of Detroit. It is owned by the Panax Corp., which also owns the Macomb Daily in Mount Clemens, another of the suburban papers that the Guild is seeking to organize.

The Guild holds a 42-to-41

lead, with two challenged ballots uncounted, in an NLRB election held in October at Mount Clemens. An NLRB hearing officer has recommended that both challenges, one by the Guild and the other by the company and an NLRB representative, be rejected, but the company is appealing the latter decision.

The hearing officer has also recommended that the NLRB determine whether a new election should be held because the board erred by 11 days in setting the eligibility period. He suggested that it should be if the number of employees whose eligibility status would be changed were sufficient to effect the outcome after all the ballots are tallied.

Nixon at Miami: Protocol or Politics?

AN ATTEMPT to get matters of etiquette and protocol back out of the 1972 election campaign is being made by the AFL-CIO with the aid of a sheaf of newspaper clippings.

A massive effort to set the record straight on President Nixon's controversial appearance before the AFL-CIO Convention last fall in Miami, has been launched in response to a White House-orchestrated campaign to portray the President as a victim of rudeness if not insult.

An eight-page brochure, "The Making of a Campaign Issue: Nixon at the AFL-CIO Convention," is being widely circulated in an effort to put the events at Miami into focus.

Among the editorials, columns and stories the brochure cites to refute the contention that Nixon received an unseemly reception is a Nov. 26 Guild Reporter column by Chicago Daily News Guildsman William J. Eaton.

The federation is also distributing a 36-minute tape of Nixon's convention appearance. It records welcoming applause, eight interruptions for other applause and not a single boo or catcall.

The tape also shows that three minutes went by while Nixon mingled with convention delegates before AFL-CIO President George Meany asked the delegates to take their seats, and another two minutes before he made his widely publicized remark, "We will now proceed with Act II."

Videotape splicing at the time of Nixon's appearance made it seem as if Meany sought to gavel delegates away from the President almost as soon as he left the platform.

White House assistants called the television networks and news services when Nixon was scarcely out of the conven-

tion hall to complain that the AFL-CIO was guilty of boorishness toward the President.

Among the counts: the failure to play "Hail to the Chief" when Nixon entered the hall. The resulting stories failed to point out that the only musical group on hand was a string ensemble, whose performance of "Hail to the Chief" would have been analogous to a 21-gun salute given by a cap pistol.

A New York Times story by James M. Naughton a few days after the event reported that White House assistants who called the press to complain of the President's treatment had been briefed by an undisclosed source on the convention's supposed discourtesy within an hour of Nixon's appearance.

The stories relating the White House grievances were written by reporters unfamiliar with the convention and its procedures; labor reporters covering the gathering, who knew better, didn't get their licks in until several days afterward.

When they did, there was no mistaking their verdict.

"The President was received politely though not enthusiastically," wrote Ed Townsend, labor correspondent of the Christian Science Monitor, in an article widely reprinted by the labor press.

"Contrary to the impression some White House sources try to convey, the President was not treated rudely," wrote columnist John Herling.

Eaton's Guild Reporter column termed the President's "attitude of injured innocence . . . not credible."

"After all," Eaton wrote, "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."



Copyright 1971 by Herblock in the Washington Post

"Next time send ahead MY reception committee, MY band, MY television cameras and MY White House guards in full uniform, saluting me."

21.8% Hikes Negotiated In Haverhill

Haverhill, Mass.—Raises of 21.8 percent over two years are provided in a new two-year contract between the Haverhill Gazette and the Boston Guild.

The settlement, negotiated before Phase Two of wage-price controls, will raise the top minimum for reporters and display and outside classified salesmen \$38, to \$199.60.

The contract provides for increases of 9.3 percent retroactive to Nov. 11, 1970, 2.3 percent retroactive to last May 1, 5.5 percent effective last Nov. 1 and 4.7 percent next May 1, with maximums totaling \$38.

The top for sports editor is increased \$38, to \$209.40, that for social reporters \$29.30, to \$154.50, that for telephone ad takers, switchboard operators and advertising clerks \$24.30, to \$127.90, that for office boys \$20.70, to \$108.40, and that for maintenance employees \$25.50, to \$134.30.

Guild Loses in Vote At Topeka Papers

Topeka, Kan.—Editorial employees of the Topeka Capital and State Journal voted 51 to 19 Jan. 12 against Guild representation.

The Guild had obtained signed cards from two thirds of the eligible voters, but management conducted an 11th-hour blitzkrieg, including three captive-audience meetings and individual interviews with employees by 10 supervisors, after posting an erroneous notice that all campaigning was prohibited in the 24 hours before the election.

Youth Census

Guild Seeks to Find New Voters

Guild members in the United States are being asked to help complete a census of newly enfranchised young voters in cooperation with the AFL-CIO's Committee on Political Education.

TNG Research and Information Director James M. Cesnik last month mailed U.S. locals the material needed to conduct the census among Guild members

and those in their families.

Cesnik noted that the International Executive Board at its meeting last fall urged the cooperation of locals in the census of newly enfranchised 18-to-21-year-old voters who, the IEB pointed out, may hold the key to the outcome of the 1972 Presidential election.

"It is highly important that young union-family members

have the opportunity to be fully informed of labor's views of the issues and of the records of the candidates in the 1972 elections, and that they be encouraged and assisted to register and vote," Cesnik quoted the IEB as saying.

He forwarded a sample census form, a suggested letter to be used if the local conducts the census by mail and suggested instructions if the local utilizes stewards to make the census.

The census seeks to list the youthful sons, daughters, brothers, sisters and cousins of Guild members as well as members who themselves fall in the 18-to-21-year bracket.

Cesnik expressed hope that the census could be completed by the end of this month. COPE is conducting the nationwide census through AFL-CIO unions.

Cesnik also reported that \$1,574.66 in contributions from Guild members and locals was forwarded by TNG in 1971 to COPE's individual-contributions, educational and voter-registration funds.

Contributions included \$913.55 from New York, \$225 from San Francisco-Oakland, \$119.40 from St. Louis, \$45 from San Jose, \$41 from Youngstown, \$18 from Toledo, \$11 from Albany, \$10 from Terre Haute, and \$1 from Providence.

Time Sells Stations

New York City—Time Inc. has sold its Indianapolis radio stations to the Rahall Communications Corp. for \$3,050,000 and received FCC approval for sale of its San Diego radio station to Retlaw Enterprises Inc. for \$2,900,000.

LOCAL ELECTIONS

Cleveland

President, Donald L. Bean; first vice president, Anthony Natale; second vice president, Robert Stoek; third vice president, William Golden; fourth vice president, Mary Engler; treasurer, John D. Fairfield; executive secretary, Jack F. Weil.

Gary

President, James A. McGill; first vice president, Wallace M. Throver; second vice president, Joseph Hopkins; treasurer, Larry A. Bretts; secretary, Ann Joslin.

Hazleton

President, Harrison M. Henritsy; vice president, Margaret Manning; treasurer, William C. Crooks; secretary, William F. Berry.

Lehigh Valley

President, John F. Grim; vice president, Larry Vadelund; secretary, Charles E. Gulek; treasurer, Kenneth A. Clauser.

Los Angeles

President, Gilbert E. Bailey; first vice president, James V. Cadilli (Cadilli, 300; Norman Hallquist, 123); treasurer, Kenneth T. Finch; secretary, Darlene E. Lee.

Sacramento

President, Theodore Fourkas; vice president, Robert M. Coppock; secretary-treasurer, Lillian Hickey; recording secretary, Bonnie Kay.

Wire Service

President, Neil Gilbride; AP vice president, Barry Schweid (Schweid, 273; John Steede, 65); UPI vice president, Philip Newman; secretary-treasurer, Harry Culver (Culver, 348; Michael Kaeser, 286).

Fred Sweet Dies; Ex-Head of ILPA

St. Paul, Minn.—Twin Cities Guildsman Frederick B. Sweet, past president of the International Labor Press Association, died Dec. 17 of emphysema. He was 62.

Sweet retired last June as editor of the St. Paul Union Advocate, where his editorials won the ILPA's best editorial award for the past three years. Sweet was editor of the Catering Industry Employee, magazine of the Hotel and Restaurant Employees, for 18 years.

COPE Parleys Start Next Month

The AFL-CIO's Committee on Political Education will initiate its 1972 area conferences next month to help mobilize labor for the 1972 elections.

Alexander E. Barkan, COPE's national director, has asked maximum representation from local unions "in view of the critical nature of this year's elections and the importance of the COPE area conferences in kicking off

the campaign."

TNG President Charles A. Perlik, Jr., urged all Guild locals to participate in the conferences in their areas. Full information on registration can be obtained from TNG's Research and Information Department.

The initial conference will take place in Atlanta Feb. 3. The conferences will continue until early May.

Kagel Vetoes Salary Cuts, Awards \$1,000 in Stockton

San Francisco, Calif.—Arbitrator Sam Kagel has awarded more than \$1,000 in back pay to two Stockton Record employees whose salaries were cut in violation of the Guild's contract.

Kagel ruled that the Record had no right to cut their pay when their titles were changed from display-advertising clerk to advertising proof boy last year.

The arbitrator also directed the company to abide henceforth by a contract clause requiring maintenance of the status quo during grievance procedures. The

company had implemented both pay cuts despite the contract provision.

Kagel held that while the company was entitled to demote the employees under contract provisions, it was not entitled to reduce their salaries.

The award came on the birthday of one of the affected employees, Steven Brannon. Brannon, in addition to receiving back pay, will continue to receive the rate of pay he would have had as advertising clerk; the other employee, Tom Vote, is no longer with the Record.

Media Exemption Killed; Retroactivity OK Waited

(Continued from Page 1)
chaos" resulting from the board's failure to adopt "clear, equitable rules and procedures."

"Endless delays in developing policies and conflicting reports on procedures are undermining the attempt to establish an equitable wage-stabilization set-up," Meany said in a letter to Pay Board chairman George H. Boldt.

Meanwhile, the Pottstown Mercury challenged as exceeding the Pay Board's 5.5-percent guideline a Guild pay increase implemented Nov. 14. The increase, which is being paid pending action on the challenge, amounted to 6.5 percent at the key-minimum level.

Responding to the challenge, the Philadelphia Guild's attorney, Edward B. Bergman, noted that the 5.5-percent figure "is a guideline only and not a mechanical formula."

Bergman noted that none of the other newspapers with which the Guild has contracts has challenged deferred increases. He also pointed out that the Mercury had increased its circulation and advertising rates in anticipation of the contractual wage increases.

Dirks Brothers, an investment firm specializing in newspaper stocks, said it considered it "very likely" that the New York Times would protest the 11-percent pay increases due under contracts with the Guild and other unions March 31.

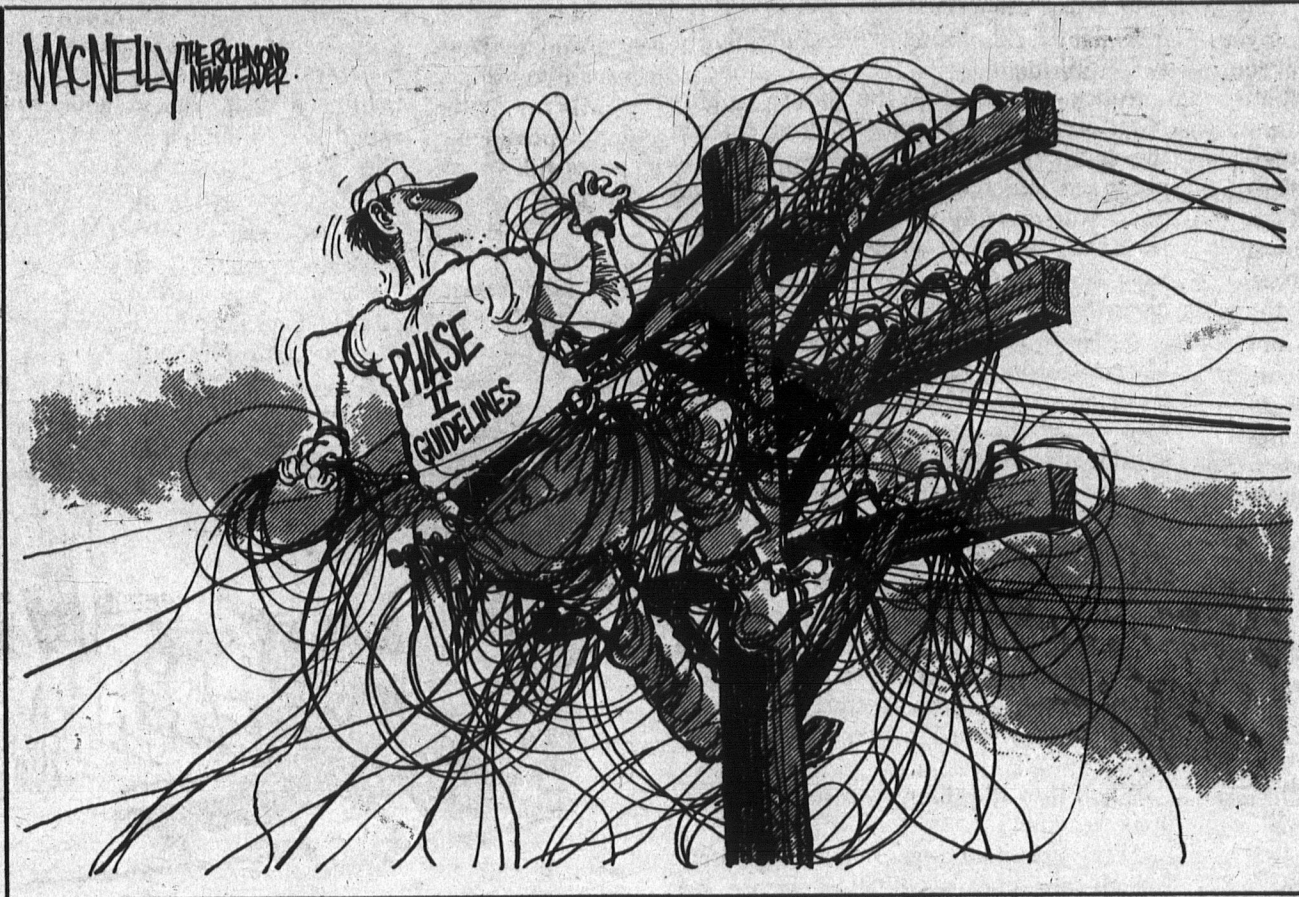
A blanket exemption that would have freed the wages of media employees and the rates and prices of media employers failed in a Senate-House conference committee last month.

The Senate tacked a media exemption to the bill it adopted to extend the President's power to control wages and prices for a year, but no such provision was offered in the House.

Sen. William Proxmire (D-Wis.), a former Guild spokesman, provided the key vote when Senate members of a joint conference committee voted 4 to 3 to delete the media exemption contained in their own bill.

Proxmire, who voted for the amendment on the Senate floor, switched in the conference and joined three Republicans who had opposed the exemption on the floor.

Congressional sources said that editorial opposition to the



exemption by the New York Times, Washington Post, Chicago Sun-Times and Daily News and Boston Globe swayed Proxmire's vote.

Broadcasting magazine said that although some newspapers argued against special treatment for the press "there is suspicion... that the newspapers have in mind coming negotiations with their employees, particularly those in the typographical unions, and they would like to have reason to resist major wage demands."

Sen. Alan Cranston (D-Calif.), chief sponsor of the exemption, said the Nixon Administration was willing to accept the exemption.

Quoting a Treasury Department aide, James Smith, Cranston said the Administration was not planning to enforce controls against the media. He said the Administration considered productivity in the media impossible to measure and enforcement of controls therefore too complicated.

Smith, however, said he did not know whether the media would be exempted and didn't mean to imply that they would. But he said the Administration did have the power to make the exemption.

Stating that "it is wise public policy not to tempt any administration too much by giving it

life-or-death economic power over the press," the chief counsel of the Senate Subcommittee on Constitutional Rights deplored the exemption's defeat.

Lawrence M. Baskin, counsel for the committee headed by Sen. Sam Ervin (D-N.C.), noted that the committee in its recent freedom-of-the-press hearings had heard examples of government power subtly and not so subtly directed against elements of the press for criticism of the Administration.

Some state newspaper associations have asked exemption from price controls on their legal-advertising rates, contending that these are already regulated by the state governments.

The Pay Board, after approving higher settlements in the coal and rail industries, rejected a 12-percent wage hike for aerospace workers this month. It was the board's first rejection of a negotiated increase.

Although the Pay Board indicated it would approve increases up to 8.3 percent for the aerospace contracts, the Automobile Workers and Machinists' unions vowed to go to court to overturn the rejection.

The Associated Press invoked the Pay Board's 5.5-percent guideline in its initial wage proposal to the Wire Service Guild last month.

Wire Service Guild negotiators, rejecting the proposal, said the guideline is not "a hard-and-fast rule," noting that the Pay Board has already approved increases triple the 5.5-percent

figure and that the AP offer ignored equity provisions of the wage-stabilization program.

The AP made a second offer Dec. 28, but the Wire Service Guild calculated that its two \$18 increases in a two-year contract would amount to boosts of only 5.8 and 5.5 percent.

A membership vote last week overwhelmingly rejected the second offer, which the Guild negotiators had called "totally inadequate."

The Pay Board said it would approve wage increases in excess of 5.5 percent in the case of a tandem relationship, a shortage of employees or catch-up raises.

TNG joined other unions this week in urging establishment of an annual income of no less than \$6,900, the Bureau of Labor Statistics' lowest city-worker family-budget standard, as the guide for exemption from the 5.5-percent guideline.

TNG President Charles A. Perlik, Jr., in telegrams to the Pay Board and the Cost of Living Council, said Guild members' experience shows that workers paid even at the next higher BLS budget level — \$10,600 — are "hard-pressed to live more than a hand-to-mouth existence."

Anyone advocating a guideline lower than the \$6,900 standard "should have his income cut to that level for six months before being allowed to vote on the question," Perlik said.

The Cost of Living Council, which has over-all responsibility for the President's anti-inflation programs, ruled last month that

Puerto Rico is exempt from Phase Two wage and price controls.

The council this month announced an exemption for postal rates, prompting a request from Time Inc. for a public hearing. Substantial rate increases are now under consideration for labor and other nonprofit publications as well as commercial magazines and newspapers.

The American Newspaper Publishers Association called on its members to resist newsprint price boosts of more than \$5.25 a ton, the 3.4-percent increase approved by the Cost of Living Council for newsprint produced and sold to publishers in Southern states.

ANPA called the \$8-a-ton hike posted for newsprint produced in Canada and sold in the Northern states "discriminatory."

At least two newsprint producers, the Bowater Sales Co. and Abitibi Paper Co., this month announced a rollback on the \$8-a-ton boosts. The Price Commission had approved a 5.1-percent price increase sought by Bowater for its newsprint.

The commission also approved additional circulation- and ad-rate increase requests from newspaper and magazine publishers without significant changes.

Approved were the following increases: 2.2 percent in ad rates for Dow-Jones's Ottaway Newspapers and .8 percent in its ad rates for Barron's, 8.2 percent in ad rates for Hearst's Baltimore News American, 2.7 percent in ad rates for Newsweek, 1.91 percent in ad rates for Readers' Digest, 6.16 percent in ad rates for the Los Angeles Times, 9.09 percent in circulation and ad rates for Scripps-Howard's Pittsburgh Press, 6.37 percent in ad and circulation rates for Knight Newspapers, 7.5 percent in ad rates for the Detroit News, 3.41 percent in ad rates for Time Inc.'s Time, Life, Sports Illustrated and Fortune magazines, and 3.61 percent in circulation rates for Life.

... Sacramento

(Continued from Page 1)

\$186.23, that for copy boys and girls \$34.83, to \$139.79, that for telephone sales persons \$51.83, to \$208.01, and that for clerks \$49.63, to \$199.17.

A reclassification will raise the flat minimum for telegraph newsman \$75.46, to \$329.71. And a \$2 swing-shift differential is provided for the acting chief telephone operator.

All job titles are revised to eliminate sex distinctions.

John Edelman Dead at 78; Philadelphia Guild Pioneer

Arlington, Va.—John W. Edelman, president emeritus of the National Council of Senior Citizens and a pioneer Guildsman who helped bargain several of the Philadelphia Guild's early contracts, although he was not covered by them, died Dec. 27. He was 78.

Edelman, a veteran of more than 50 years in the labor movement, was education director of the American Federation of Full Fashioned Hosiery Workers and editor of its newspaper for 11 years. He later became Washington representative of the Textile Workers Union.

Edelman worked as a union

organizer in England, where he was raised, and as a newspaperman in Springfield, Mass.; Reading, Pa., and Camden, N.J., before joining the Hosiery Workers.

He served extensively with the government, as a consultant to the Federal Housing Administration and the Resettlement Administration under Franklin D. Roosevelt, with the Office of War Emergency and the Office of Price Administration in World War II and on the Task Force on the Aging Poor under the Kennedy and Johnson administrations.

The Philadelphia Guild once gave him its Man of the Year Award for his contributions to organizing the Guild, and the Washington-Baltimore Guild later honored him with its Arthur Riordan Award.

Balm for ComCorp Firing

\$1,000 in Back Pay Awarded

Cleveland, Ohio—A Cleveland Guildsman fired during an organizing drive at ComCorp Inc. last summer will receive \$1,000 in back pay under a National Labor Relations Board order consented to by the company.

ComCorp, which publishes a group of weeklies, must also post notices promising not to interfere with its employees' right to organize and bargain collectively. The Guild lost a representation election at ComCorp by 76 to 58 in July.

The \$1,000 will go to Thomas Shaughnessy, who the Guild charged was fired because of his

organizing activities. Shaughnessy, a practicing attorney, agreed to waive restoration to the payroll.

A second employee who the Guild charged was dismissed for union activity was subsequently rehired as a free-lance photographer. NLRB complaints had been issued in both cases.

Another Cleveland Guildsman, Peter Almond of the Press editorial staff, has been awarded \$2,730 in back pay under an arbitrator's ruling that he was hired at \$42 a week less than required under the contract. He had been placed on a lower stepup than his experience called for.

A second arbitration has resulted in the reinstatement of James McConnell, a Canton Repository photographer fired after company-owned photographic equipment was stolen from his car while he was vacationing in New York City.

The Repository contended he had no right to take the equipment along, but the Guild said it was common practice for Repository photographers to take their gear wherever they went. The arbitrator restored McConnell with half back pay, saying he should have checked with his supervisor before taking the equipment with him.

Murray Dies; Guild President in '40s



MILTON M. MURRAY

F. C. Porter Dies; Led In Baltimore

Frank C. Porter, 53, nationally known labor and economic reporter and a former leader in the Baltimore Guild, died Dec. 8. He succumbed after choking on a piece of meat in a Washington restaurant.

Porter, who covered labor and business for the Washington Post, was highly regarded for his knowledge and even-handed coverage. AFL-CIO President George Meany, Secretary of Labor James D. Hodgson and Walter

Porter Heller, former chairman of the President's Council of Economic Advisers, were among those who paid tribute to his reporting in statements on his death.

Porter worked at the Baltimore Sunpapers in a variety of posts from picture editor to drama critic from 1949 to 1954. He served on the Baltimore Guild executive board and on several negotiating committees. He was also president of the Baltimore Press Club.

He joined the Washington Post as a financial reporter in 1954. He began covering labor and economic news in 1962, and his stories on the tangled 1962-63 New York newspaper strike a year later won widespread commendation for their penetrating quality.

(Continued from Page 1)

employees Organizing Committee, executive vice president of the State, County and Municipal Employees and director of organizing for public employees of the Service Employees' International Union.

TNG President Charles A. Perlik, Jr., in a statement of tribute, said that Murray "had served not only the Guild but the American labor movement long and well in a remarkably varied range of responsible positions at literally every level of union operation."

"He served as Guild president during a crucial period of transition," Perlik said, "and, with Sam Eubanks and Bill Rodgers, helped lay the basis for the growth and achievement of our union that has continued to this day."

Murray served two terms as Detroit Guild president before his election to international office. He was instrumental in organizing the local and was active in organizing activity elsewhere in Michigan.

He was a reporter and assistant city editor for the old Detroit Times, often leaving his desk as an editor to cover an important story.

Murray was elected international president by almost 2,200 votes over incumbent Donal M. Sullivan in the 1941 election. He was re-elected without opposition in 1943 and 1945 but declined to run in 1947 after a falling-out with Eubanks, the Guild's executive vice president, over a paid presidency and other

matters of Guild policy.

Executive vice president was the Guild's top executive office at that time, and Murray, who served as an unpaid president, had proposed unsuccessfully that the presidency be made a full-time position.

While president, Murray was a labor member of the War Labor Board, a consultant to the Treasury Department on war-bond sales, a vice president of the CIO and a member of the CIO's Latin American Affairs Committee and Political Action Committee.

Murray joined the Washington bureau of PM in the 1940s. When that paper folded he became editor of the Shipbuilder, official publication of the Marine and Shipbuilding Workers.

CIO President Philip Murray subsequently appointed him secretary-treasurer of the Government and Civic Employees Organizing Committee, which he helped lead into a merger with the State, County and Municipal Employees in 1956. For two years after that he was executive vice president of State, County.

He served briefly as television co-ordinator for the AFL-CIO, then joined the Service Employees' International Union as director of organization for public employees.

Murray was forced to retire in 1965 when he broke his hip after stumbling over his dog one night in the dark. He subsequently broke the hip again and then suffered a back fracture when he fell while trying to walk with the hip injury.

Arbitrator Overrules Elizabeth Dismissals

Elizabeth, N.J.—The Elizabeth Journal's economic discharge of two employees out of seniority order have been overruled by an arbitrator despite the lack of a seniority provision in the Guild's contract.

The dismissals "contravened long-standing and governing past practice," arbiter Jay Kramer decided, ordering reinstatement with full back pay of mailer-driver John Kennedy.

Kramer also held that the dismissal of reporter Ronald Porambo was without just and sufficient cause but ordered no remedy because Porambo had re-

jected a company offer of re-employment.

Kramer also ordered the company to reinstate former North Jersey Local President Joan Haggerty Feller and renew her sick leave through March 15. But he upheld the company's dismissal of outdoor columnist William Backus, whom it subsequently engaged on a free-lance basis.

Kramer ruled in Kennedy's case that "the discharge of a conceded senior employee was clearly improper and contravened established custom under the contractual relationship."

The arbitrator rejected the company's contention that past practices are dissolved when a new publisher appears, as was the case at the Journal.

In Mrs. Feller's case, the company contended she "resigned" after it rejected her request for an indefinite sick-leave extension last March. She had been working part-time after an earlier six-month leave from her reportorial duties.

Strike Ends Triangle

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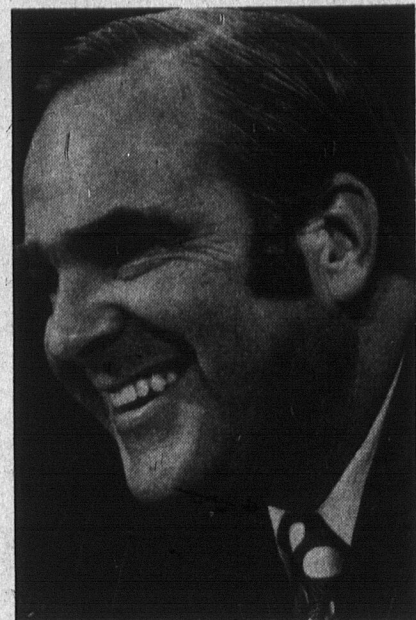
The joint strike began Dec. 6 after the unions charged that Triangle was deliberately prolonging the hearing in order to undermine the unions' majorities. Four sessions were held prior to the strike, with the testimony of only one company witness completed.

The hearing ended Dec. 17 after the third session following the strike's start. Decisions on the bargaining units and an elec-

Murray, who keynoted the Guild's second wage conference in 1946, to mobilize the Guild behind a \$100 wage goal, was called on to address the Guild's 1962 wage conference, aimed at a \$200 goal. He urged delegates to "reach for the stars" in collective bargaining.

He also addressed the Guild's 1965 convention in Detroit, hailing the "boldness and determination" with which Guild members were meeting new problems.

"You have built and are still building a union in which I am proud to be a dues-paying member," he told the delegates.



SEN. KEITH DAVEY

Davey Will Lead Off Canadian Hearings

(Continued from Page 1)

well as of distinctively Canadian research in the light of what Canadian convention delegates characterized as a "growing spirit of nationalism" in Canada.

Members of the task force are TNG President Charles A. Perlik, Jr., and International Vice Presidents Eleanor Dunn of Ottawa, Glen Ogilvie of Toronto and Harry E. Ryan of New York. A third Canadian will be named by the IEB at its next meeting Jan. 24 through 27 to replace James Young, who resigned as president of the Vancouver-New Westminster Guild last fall following his promotion to an exempt position.

The task force will make its recommendations to the IEB in time for the board to act on them and report to the Guild's 1972 Convention in San Juan June 26 through 30.

TNG said it had invited Davey to lead off as head of the special Senate committee that issued a wide-ranging series of recommendations on the media last year. He was the principal speaker at last year's TNG convention banquet.

Davey, in accepting the invitation, said he was "delighted" with "the Guild's concern about the growing spirit of nationalism in

Canada."

TNG said it hoped many others would appear to testify, including local Guild officers and members, representatives of other unions, both in and out of the news and communications industry, non-Guild workers in the industry, newspaper publishers, broadcasting executives and representatives of news-industry management, press clubs, professional organizations and journalism and communications schools.

Perlik urged Guild locals and members, in particular, to testify. He said their testimony will be given priority in scheduling and conducting the hearings.

TNG said the task force would welcome briefs from those who cannot participate in the hearings, which will be open to both the press and public.

Witnesses will be requested to limit their appearances to 45 minutes. There will be simultaneous translation of French presentations in Montreal.

Announcement of the hearings is being sent to all Canadian daily newspapers, with a French text going to French-language papers. Announcements are also going to unions, publishers, broadcasters and others who may be interested in testifying before the task force.

Black Caucus in House Calls Hearings on the News Media

(Continued from Page 8)

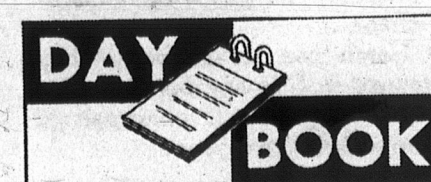
Yette said he had experienced difficulties for much of his four years at Newsweek but that only after publication of his book last February did management decide that he "no longer could be tolerated as a reporter on the Washington scene."

The book dealt with repression against blacks in the United States and raised the possibility of genocide against them.

Newsweek President Osborn Elliott would say only that Yette

was fired for "professional reasons."

Yette was not a member of the New York Guild's Newsweek Unit and did not take his complaint to the Guild.



New England District Council, winter meeting, Jan. 22, American Legion Hall, Manchester.

International Executive Board, winter meeting, Jan. 24-27, TNG Headquarters, Washington.

Western District Council, winter meeting, Jan. 29 and 30, Olympian Hotel, 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.

Pennsylvania-Ohio-Indiana District Council, TNG Regional Institute on Leadership Training for Women and Minorities, Feb. 19 and 20, Cleveland.

Southern District Council, spring meeting, April 15 and 16, Nashville.

39th Annual TNG Convention, June 26-30, San Jeronimo Hotel, San Juan.

IT

SEEMS TO US

Organizing Drive Urged In Book-Publishing Field

WEST BARRINGTON, R.I.

Editor:

With the Guild financially secure, established as the reputable representative of North American journalists, this seems a good time to expand to an area which needs its services: publishing.

In New York, Boston and other literary centers, employees with master's degrees often start at little more than \$100 a week, with subsequent raises small and capriciously doled out. Many employees work overtime without proper compensation.

Publishing houses, several of which are now parts of large conglomerates, are known for the low wages paid to women. Hints

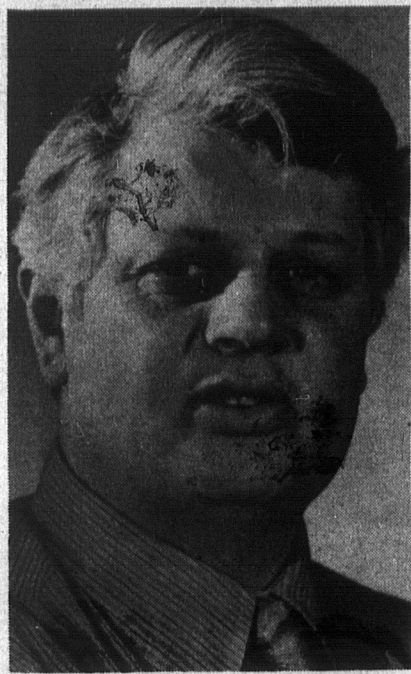
By TNG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Letters relating to elections or referendums to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the end of voting shall contain no new charges.

of collective action to improve economic conditions are met with threats of dismissal.

In other words, publishing wants and needs organizing. The Guild should be the logical bargaining agent. I hope the Executive Board will give this matter particular consideration.

ALEXANDER CRUDEN
Providence Guild



WILLARD W. HATCH

Hatch, Head Of San Jose, Becomes IR

San Jose Guild President Willard W. Hatch was named this week as TNG's ninth international representative.

In announcing Hatch's appointment, TNG President Charles A. Perlik, Jr., noted that he is the second new field staffer to be added in little more than a month as the result of increased funds from the reallocation of per-capita payments from locals. Luis Montanez, Jr., former administrator of the Puerto Rico Guild, joined the staff last month.

Hatch, who has been assistant copy-desk chief for the San Jose Mercury, joined the TNG staff this week. He will remain in Washington for two months for orientation at TNG headquarters and to attend a two-week training course for new union-staff members at the AFL-CIO's Labor Studies Center starting next week.

He will return to the center in June for a four-week follow-up session.

Elected vice president of the San Jose Guild in 1971 and quickly elected president to fill a vacancy, Hatch was re-elected president last month. An election will be held Jan. 19 to pick a successor.

Hatch joined the Erie Guild in 1964 when he was wire editor of the Erie Morning News. He came to San Jose in 1969 after working on papers in Santa Fe, N.M., and Ontario, Calif.

In 1967, he attended a five-month collective bargaining class conducted in Fontana, Calif., under the auspices of Chaffey College.

Hatch has served as a shop steward in Erie and San Jose. He has been grievance chairman in San Jose for two years.

Guild Wins AP Checkoff Case

New York City—An arbitrator has ruled that the Associated Press violated the Wire Service Guild's contract by removing from checkoff almost 100 Guild members who tried to revoke authorizations during the 1969 AP strike.

The decision by arbitrator Jesse Simons came in the midst of negotiations for a new contract to replace one resulting from the strike.

Simons ordered AP to pay the Guild all dues and assessments that it refused to check off since

Sacramento Bee Is Cited for Sex Bias

Sacramento, Calif.—The Equal Employment Opportunity Commission has found that a Sacramento Bee order barring its women reporters from covering events at men's clubs violates the 1964 Civil Rights Act.

EEOC District Director Jules H. Gordon also found that the Bee discriminated against women by segregating job applicants' files by sex, giving certain jobs exclusively to men and establishing "special screening" procedures pertaining to women's marital status and children.

The Bee, in an official reply, said many of the practices, including the discriminatory assignment policy, had been or were being eliminated. It denied others.

The EEOC charge was brought by the Sacramento Guild after the all-male Sutter Club prevented a newswoman from covering a political conference on its premises and the Bee's managing editor instructed the city desk not to assign women to cover events in men's clubs.

Gordon, in his finding of discrimination, said the rule was instituted "to accommodate the Sutter Club's discriminatory policy" without any attempt to "resolve the matter with the Sutter Club."

Furthermore, he said, it was applied to all men's clubs regardless of whether or not they would admit women reporters.

The Bee, in its reply, said the policy "to the extent it previously existed has been expressly eliminated." It attached a copy of

a memorandum issued by Managing Editor Marty Smith Dec. 14—the day the Guild issued a press release on the EEOC finding—stating that the policy "has not been in effect for some time" and was being "officially rescinded."

The EEOC said women job applicants are "given special screening with regard to their marital status, number of children and child-care arrangements, which tends to determine the job category for which a woman will be considered."

Male applicants, it added, "are considered for jobs regardless of their marital or family status."

Gordon quoted a McClatchy personnel assistant as saying that "the bulk of [McClatchy's] female employees are in clerical jobs, the 'usual' job categories for women."

He said that all of the women considered for editorial trainees were without children and that

female applicants were found in such job categories as clerical specialist and intermediate clerk while males were placed in such categories as business executive, mechanical executive, clerks, sales and advertising sales.

In addition, he cited the existence of job categories designated by "sex terms," such as "deskman," "financial man," "advertising salesman," "layout men" and "display makeup man."

All of these titles have been eliminated in a new contract just negotiated between the Bee and the Guild. "Advertising salesman" has been changed to "advertising sales persons," for example, and "deskman" to "deskman/woman."

The EEOC also cited the paper for maintaining sex-segregated help-wanted ads for positions where sex "is not a bona-fide occupational requirement." The Bee noted that separate columns had been eliminated last August.

The Bee's reply said the

EEOC's findings on the treatment of women applicants and employees were irrelevant to the charge of discriminatory assignments.

But it said its personnel files are "presently maintained on a completely unsegregated basis" and that a clerks' file composed exclusively of women has been eliminated.

The Bee denied any special screening of women, saying the existence of children was of concern only where child-care responsibilities bear upon the applicant's availability for employment. It cited one editorial trainee hired despite the fact she had two children and was divorced.

The Bee conceded that "certain job categories, such as pressroom and circulation mailroom employees, have been held exclusively by males, other categories by women." It said state laws limiting weights to be lifted by women were "in some degree responsible."

Arbitrator Reinstates Sweet, Fired For Attending Bargaining Session

San Antonio, Tex.—John (Ned) Sweet, fired by Hearst's San Antonio Light last May 6 for being absent from work while in negotiations, was ordered reinstated with back pay last week by an arbitrator.

The arbitrator, Kenneth Florey, found that the Light had dis-

missed Sweet for Guild work and ordered the company to honor a contract clause barring discrimination because of union activity.

The Light, he declared, must give more than "lip service" to collective bargaining.

In ordering reinstatement with back pay, Florey subtracted a 9½-week period between July 23 and Sept. 29. The arbitration hearing was originally scheduled for July 23 but was postponed at Sweet's request until Sept. 29.

Sweet, who was a candidate for TNG secretary-treasurer last year and in 1969, was attending the Guild's convention in Boston when the first hearing date was set. Sept. 29 was the next mutually agreeable date.

Sweet, who had been the Guild's bargaining chairman, started work two hours early on May 6 in order to attend a negotiating session. He finished a full-day's work after the bargaining ended for the day, but management charged him with being absent from work.

No date has been set for Sweet to resume his sports-writing duties at the Light. Since his dismissal, Sweet has been managing the Guild Park apartments, a low-rent project sponsored by the San Antonio Local.

Light Business Manager Maurice Cotton insisted that all economic aspects of the arbitrator's award be resolved before Sweet is reinstated, claiming that Sweet's \$600-a-month salary for managing the apartments should be subtracted from the Light's \$4,500 back-pay obligation, although the arbitrator did not so rule.

Cotton also claimed that Sweet must return \$4,800 in severance pay, although the Light did not mention severance pay during the arbitration hearing and no such ruling was made by Florey.

Sweet is a veteran San Antonio Guild leader, having served two terms as president and two as secretary. He is currently secretary of the Southern District Council.

Black Caucus in House Calls Media Hearings

The House of Representatives' black caucus will hold hearings March 6 and 7 on the news media's treatment of black issues and black newsmen.

The hearings were announced in the wake of discrimination complaints filed against Newsweek magazine last week by Samuel F. Yette, a black newsmen. They were lodged with the Equal Employment Opportunity Commission and the District of Columbia Human Relations Commission.

The caucus of 13 black House members said it was supporting Yette and that he and some 20 others would "air their specific experiences in regard to black people and white-controlled mass media."

"Numerous instances of the white mass media's failure to properly interpret the black movement and the issues affecting the black community, their unwillingness to adequately increase minority employment on

their staffs and the insidious method of firing a number of highly competent black journalists prompted this thorough investigation of the mass media," the caucus said.

Yette, who is represented by former EEOC Chairman Clifford L. Alexander, Jr., charged he was fired because of views expressed in a recent book, "The Choice: The Issue of Black Survival in America."

Alexander said Yette, who has been named head of the journalism department at the new Howard University School of Communications, is not seeking reinstatement. He wants the EEOC to investigate Newsweek's employment policies.

Yette was fired from Newsweek's Washington bureau on Christmas Eve after protracted negotiations in which he rejected offers of separation pay, help in finding a new job or transfer to another bureau.

(Continued on Page 7)

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