

Guild Strikes Paper in Fall River

Fall River, Mass.—The Guild struck Ingersoll's Fall River Herald-News Jan. 31 after management refused to accept a mediators' proposal for settlement.

Craft-union members, escorted by police, crossed a 105-member Guild picket line and the paper continued to publish one edition a day, but home delivery, more than 90 percent of its circulation, was knocked out completely.

Guild members were picketing some 15 stores where the Herald-News concentrated its sales, urging readers not to buy the paper. Circulation, normally 42,000, was down to an estimated 14,000.

The paper's ads dived sharply and news content was substantially reduced, with no local pictures and few local news stories appearing. The Feb. 7 issue was down to 20 pages with 25-percent ad content.

Bargaining was resumed Feb. 8 for the first time since the start of the strike. But there was no progress, and mediators recessed the session without scheduling a new one.

The unit, organized in 1968 (Continued on Page 7)



Reception Committee

Guild pickets give a hot reception to clerk-typist Barbara Kelley, one of only two Guild members who crossed picket lines at the Fall

River Herald-News when the Guild struck Jan. 31. She appears abashed, but she entered the plant anyhow.

Seek Maximum Gains, Locals Told

The

TNG

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

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Chicago's 'Voice' Demands OK'd

The International Executive Board last month authorized the Chicago Guild to submit proposals that would give Chicago Sun-Times and Daily News employees a voice in their papers' news policies, editorial pages and selection of department heads.

The precedent-setting proposals were approved after a personal plea by Sun-Times Guildsman Charles J. Lewis, a member of the negotiating committee.

Lewis agreed to withdraw two

other proposals that would have given Guild members at the two papers a 90-day first option to buy either newspaper before it could be sold to a third party and the right to veto any sale to a third party.

Several board members raised the possibility of a conflict of interest in having Guild members holding a large portion of the voting stock in a company with which the Guild has a bargaining relationship.

Earlier TNG's Contracts Committee had approved proposals for one-third Guild representation on the papers' editorial boards, for Guild approval of any "substantive changes in basic services" such as the library and communications center, and for a reporter's right to answer any letter mentioning him or his work in the same issue.

But it referred the other proposals to the full IEB, stating that they posed "new and far-

reaching policy questions of concern to the Guild as a whole."

One of the proposals approved by the board would give Guild representatives a voting voice in the papers' news-policy conferences, and a second would give Guild representatives on the editorial board editorial-page space to voice disagreement with any editorials if the Guild representatives were of one view.

The third would give Guild members the right to veto the appointment of department heads—the city, financial and sports editors, the first assistant city editor and the chief photographer.

The first and third proposals were approved unanimously, but International Vice Presidents Hugh H. Harrison and Edward J. Schrode objected to the second. Harrison said it might be a "dangerous precedent" in view of current attempts to compel newspapers to print dissenting material.

The proposals for an employee (Continued on Page 2)

Board Rejects Proposal to Dilute President's Authority Over GR

The International Executive Board last month reaffirmed the authority of TNG's president over the Guild Reporter, like other Guild operations, between quarterly IEB meetings, rejecting by 10 to 5 a proposal to de-

clare the editor accountable directly to the IEB itself for the papers' day-to-day operations.

The board turned down on a roll-call vote a minority report of its Guild Reporter Committee that would have declared the editor responsible for the day-to-day management of the GR, answerable only to the IEB, which has the power to remove him if dissatisfied.

Adopting the committee's majority report, the board said the proposal was, "unworkable" and did not "fit the framework" of the TNG Constitution, which invests the president, as TNG's top executive officer, with day-to-day authority over Guild operations.

"It was felt," the GR Committee said, "that in the absence of the board its authority over the GR should continue to be exercised through the president."

"Decisions on Guild policy in the course of publication of the Guild Reporter," it said, "should no more be placed in the hands of staff members than such decisions in other areas of TNG op-

erations, which are not left in the hands of others than those directly responsible and accountable to the entire Guild membership."

The GR Committee reported after a study of the Guild Reporter's role in international elections and referendums and the scope of the editor's authority, authorized by the board in October following criticism of the GR during last year's TNG election campaign.

GR Editor David J. Eisen, who was critical of some aspects of campaign coverage during his absence on vacation, had asked the board to "clearly define the authority of the editor over stories involving internal Guild politics."

The GR Committee majority, while rejecting the proposal to make the editor accountable directly to the IEB for the paper's day-to-day management, said the problem of finding "a practical method of insuring that, as well as being fair, the GR's cov-

(Continued on Page 6)

Guild locals should seek the maximum increases and benefits that can be obtained "in any given bargaining situation" despite Phase Two wage controls, the International Executive Board declared at its winter meeting Jan. 24 through 27.

The IEB noted that, despite the Pay Board's 5.5-percent guideline, wages can be increased as much as seven percent under various circumstances, and the Pay Board has approved some settlements providing considerably more.

"There is no limit upon what can be agreed to in a contract for payment now if approved by the Pay Board," the IEB said in a Collective Bargaining Committee report, "and there are no controls at all on what increases may be negotiated in a second or third year of a contract."

Currently, it noted, the Pay Board is examining only the first year of new contract settlements.

"Once the maximum possible gains are negotiated," the IEB said, "the parties can turn their attention to how to get them approved and placed into effect."

It pointed out that there are a number of factors that can be utilized to obtain Pay Board approval of increases greater than 5.5 percent, including tandem contractual relationships, essential employees, cost-of-living clauses and catch-up increases, and others that can gain approval of increases over seven percent, including ongoing collective bargaining, inequities, hardships, labor shortages and windfall profits.

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BULLETIN

San Juan, P.R.—The Puerto Rico Guild struck El Mundo, the island's largest newspaper, yesterday morning, bringing publication to a halt.

Two pickets were injured by police and two more by cars as 200 supervisors and district managers crashed through the picket lines. One of the pickets was hospitalized. Police arrested 15 strikers.

The Guild struck after bargaining deadlocked on wages and coverage of district managers, the only employees the Guild does not currently represent. The unit of 460 includes all mechanical-department employees.

Anstett Named '72 Winner Of Guild Service Award

William E. Anstett, a vice president of the Twin Cities Guild for the past six years, is the winner of this year's Guild Service Award.

Anstett was selected from seven nominees during the International Executive Board's winter meeting in Washington last month. The judges were International Vice Presidents Eleanor S. Dunn and James A. McGill and TNG Administrative Operations Director Ellis T. Baker.

The judges, in a departure from ordinary practice, named two candidates for honorable

mention—Gary Minich,¹ president of the Terre Haute Guild, and Margaret Daly, a member of the Toronto Guild executive board.

Anstett will receive a scholarship of up to \$1,500 for a course in labor education as the contest winner.

The Twin Cities Local, in nominating Anstett, cited his leading role in obtaining employee participation in decisions involving the circulation department of the Minneapolis Star and Tribune, where he is employed (Continued on Page 6)



At Legislative Session

Two Guild witnesses and one from the Teamsters' Union discuss the fate of antistrikebreaking legislation with a reporter outside Sacramento hearing held by the California Assembly's Labor Relations Committee. From left, United Press International newsman Pat Jones, Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, TNG International Representative Dick Pattison and

San Francisco newspaper drivers' leader Jack Goldberger. Pattison testified that a threat to bring in strikebreakers was damaging to recent Guild negotiations at the Bakersfield Californian; Fletcher emphasized that labor was seeking protection against imported strikebreakers, not strikebreaking by executives. Sacramento County's Board of Supervisors recently enacted a local antistrikebreaking ordinance.

Pressmen Halt Talks In Newark

Newark, N.J.—Reporting that Newhouse's Newark Star-Ledger was unwilling to make any concessions, the Pressmen's Union broke off talks Feb. 4 on an agreement under which the Newark News would reappear for the first time since May 26.

No new negotiations were scheduled, and the News's future remained uncertain.

The News sold its plant and Sunday edition to Newhouse during the North Jersey Guild's 175-day strike ending last November and arranged to have its surviving afternoon daily produced in the Star-Ledger plant.

But the Star-Ledger's inability to reach agreement with the Pressmen has prevented a resumption of publication.

The Pressmen expressed willingness to print the News under the existing Star-Ledger contract, but Newhouse held out for changes in some 20 clauses in the pact, plus a five-year no-strike pledge.

News President Bruce Mair told a skeleton staff of editorial employees last week that he was "very optimistic" that an agreement would be reached with the Pressmen, who he said were concerned about the possible loss of their jobs and those of other employees.

TNG is continuing to pay strike benefits to 74 Guild members at the News. Total benefits paid since the strike started exceed \$200,000.

Citing what it called "false and malicious statements" by Guild Unit Chairman Douglas Eldridge in a letter to a Trenton newspaper, the News last week issued a statement declaring it would refuse to hold further meetings with the Guild "until and unless it is required to do so by law." It suggested that it had no obligation to do so until the Guild's contract became effective on resumption of publication.

Eldridge, in a letter to the News's attorney, pointed out that the company is obliged to meet with the Guild whether there is a contract in effect or not.

Chicago's 'Voice' Demands OK'd by IEB

(Continued from Page 1)
voice in the Chicago papers' operations were approved by the Sun-Times and Daily News units. Similar proposals have been adopted by Guild members at the Lerner community newspapers in Chicago, and the IEB action will allow these and similar proposals advanced elsewhere to be presented if they do not conflict with any other contract provisions, such as seniority.

Guild members active in the move for a voice in the papers financed Lewis's trip to Washington after the local executive board declined to authorize such an appearance. Former Local President Lloyd Green sent the IEB a letter opposing the proposals, objecting that they represented "too great an effort to take over the management of the Sun-Times and Daily News."

Lewis read the board a detailed statement of the proponents' position signed by himself, Daily News Unit Chairman Larry Finley and William Smith, chairman of the Lerner Unit's ethics committee, named by the executive board to draft a letter to the IEB.

The proposals, they said, "would allow a newspaper's staff to influence major decisions that

affect the paper or the staff instead of leaving these important issues solely in the hands of a single person, who often is a businessman lacking both journalistic experience and journalistic goals."

"We believe that the day is long gone when the journalist's interest in a newspaper is limited to a weekly pay check," they said. "A journalist now is interested in the paper's editorial-page positions, its news policies, its hiring policies and its integrity and fairness."

"In short, journalists are interested in how a newspaper measures up to its public responsibilities."

They termed the proposals "merely new devices" for achieving the Guild's constitutional purpose of guaranteeing "as far as it is able, constant honesty in news, editorials, advertising and business practices" and raising "the standards of journalism and ethics of the industry."

A veto of department heads, they said, would mean that such a head would have "the confidence of his or her colleagues, a confidence that would be reciprocated and that would influence for the better the day-to-day working conditions for all

Guild members."

Members should have a voice in determining news policy, they said, because decisions in this area "affect the credibility and professional stature of the entire staff."

And a Guild minority voice on the editorial board should be heard, they said, because "a newspaper's editorial voice is too important to be limited to that of only one man."

"Those who are involved in the news operations are better informed and therefore are more qualified to comment," they said.

They argued that veto of a prospective purchaser and a first option for the staff to buy were necessary to prevent a change of ownership from negating "a newspaper's principles and policies that were developed over a long period of time and that may have the confidence of the public and the staff."

But these two proposals evoked considerable concern from some IEB members. International Vice President Barney Peterson questioned how the Guild would bargain with a Guild-dominated corporate entity.

They were defended by Lewis and Ron Dorfman, editor of the Chicago Journalism Review, who

accompanied Lewis to Washington. Dorfman said the purchasing group need not be a stock company but could be a cooperative.

But Lewis, after conferring with the IEB's Collective Bargaining Committee, agreed to withdraw the proposals.

Harrison, while stating that he favored an employee voice in newspapers, said he didn't like to see it accomplished through forcing the publisher to print the position of dissenting Guild representatives.

"I don't want to see any newspaper required to print answers from politicians we disagree with," he said.

But International Vice President George McCormick disagreed.

"Freedom of the press now is freedom for the publisher," he declared. "What we're saying here is that the press is not only the man who owns it but that members whose whole lives are involved shall be able to state an editorial voice. We are the press, too."

Secretary-Treasurer Robert M. Crocker, agreeing, said that newspaper employees "have a vested interest" in what goes into their paper.

Denver to Oppose New Driver Duties for District Advisors

Alarmed by the Denver Post's addition of truck deliveries to the duties of some circulation district advisors, the Denver Guild is girding to fight the trend in forthcoming contract

negotiations.

A similar conversion effected full scale last spring at the Ottawa Citizen is causing residual problems for Ottawa Guild members.

In the past four months the Post has converted four districts from station to truck operation while at the same time requiring the district advisors to surrender company cars.

The advisors assigned to truck districts are required to spot newspaper bundles at the homes of carriers in addition to such usual servicing duties as promotions, engaging carriers and supervising collections.

District advisors in truck districts use company trucks, but they no longer have company cars, which they had been able to operate for personal use, paying the Post seven cents for each mile in excess of 100 a week.

The Post has denied that it plans to convert entirely to truck districts, but supervisors in the circulation department in-

dicate that the operation will be all-truck within a few years.

The present breakdown is 32 truck districts and 23 station districts. Newspaper bundles presently are delivered to the station districts by drivers for an independent contractor.

In Ottawa, Guild complaints led to a reduction in the size of the circulation districts and the hiring of 10 additional district managers after the managers were given the additional duties of delivering and spotting newspaper bundles.

The managers claimed that the loss of company cars, which they had been able to drive for personal use during off-duty hours, is costing them about \$1,500 a year.

The change was effected last May. The managers were required to load their trucks, although the Citizen now has hired some men to assist in the loading process.

The Guild is pressing hard in current negotiations for job

descriptions and hazardous-duty protection.

It had complained earlier about the lack of fire extinguishers in the company trucks and the lack of a front seat in one of the vehicles and a barrier to prevent bundles of papers from falling on the drivers during emergency stops. The company took remedial action following the complaints.

The Citizen also responded by paying overtime when the district managers complained that they could not complete their records during working hours and had to take the paper

work home with them.

There has been an increase in the number of back injuries since the district managers have been required to load trucks and spot papers at carriers' homes.

While Denver and Ottawa have been converting district managers to truck drivers, the Bakersfield Californian recently went the other way—at the cost of at least 25 Guild jobs. Despite Guild protests, it is switching to carrier-boy delivery and converting district supervisors operating motor-delivery routes to district managers while eliminating their helpers.

Hoboken Union Joins the Guild

Hoboken, N.J.—An independent union representing maintenance employees of the Alco-Gravure plant voted 22 to 1 Feb. 6 to follow company clerical employees into the Guild. The 26-member unit has been represented by the Maintenance Employees Union. The union voted to affiliate with the North Jersey Guild, which won twin representation elections among clerical employees last September.

An initial contract is being negotiated with the rotogravure company.

TNG Helps Gain Home-Rule Airing

Long-delayed hearings on home rule for the District of Columbia began Feb. 8, less than three weeks after TNG and other members of Self-Determination for D.C. called for them.

Their telegram to House District Committee Chairman John McMillan was critical of the com-

mittee for failing to act on any of 10 home-rule proposals that have been before it for almost a year.

The telegram was signed by TNG President Charles A. Perlik, Jr., and representatives of other members of the home-rule coalition.



Airing the Strike Story

Frank X. Percy, second from right, editor of the Los Angeles Guildsman, ticks off the struck Los Angeles Herald-Examiner's advertising and circulation losses in a picket-line interview with Harvey Sider, producer of Station KABC-TV's "Eye Wit-

ness News" program as television cameras grind. The other pickets being interviewed are Leo Newman of the Typographical Union and Carmen Cross of the Guild. The pickets told of the hardships imposed by a four-year strike.

IEB Bids Locals Eye Organizing Outside Traditional Jurisdiction

The International Executive Board recommended last month that Guild locals be on the alert for organizing opportunities in "appropriate areas other than the traditional newspaper shops."

The board noted that the Guild recently broke new ground in New York City by organizing employees of television station WPIX and of three medical journals. It urged other locals to take advantage of similar organizing opportunities.

A proposal to contribute \$2,500 to a \$250,000 Canadian Labour Congress fund for a nationwide white-collar organizing drive was referred to an IEB-appointed task force that will conduct hearings this month and next on the establishment of a Canadian national Guild office and an elected director.

TNG President Charles A.

Perlik, Jr., who moved the referral, said the proposal should be evaluated in the light of the task force's findings. The contribution would represent a dollar for each Canadian white-collar member of the Guild.

The board, approving a report of its Finance Committee, adopted a fourth-quarter budget of \$252,590. The committee reported that an \$11,278 deficit in the third quarter pushed the General Fund's net deficit to \$107,774.

The board voted to increase TNG's annual contribution to the Leadership Conference on Civil Rights from \$150 to \$250. It also voted donations of \$25 each to Frontlash, an organization designed to mobilize the support of young voters for labor-supported candidates, and the Black Athletes Foundation for work to

combat sickle-cell anemia. All three groups have labor backing.

The board rejected a request by the Federation of Guild Representatives, the union representing TNG staff members, for a wage reopener in its contract, which expires July 31. But it offered to terminate the contract four months early and negotiate a new one effective April 1. The FGR is conducting a referendum on the proposal.

The IEB authorized Perlik and Secretary-Treasurer Robert M. Crocker to investigate the possibility of moving TNG headquarters to another building in the Washington area and to make the move if it is deemed feasible. TNG is currently located in the Philip Murray Building, owned by the International Union of Electrical Workers, where it has been for more than 15 years.

Lewis Is Invited To Testify at TNG Hearings

David Lewis, leader of Canada's New Democratic Party and former TNG and Toronto Guild attorney, international union leaders in the newspaper industry and directors of journalism schools and industrial-relations centers have been invited to testify at TNG's public hearings on the establishment of a Canadian national Guild office and director.

Five Canadian Guild locals have announced they will offer testimony during the series of sessions across Canada starting later this month.

Roger Stonebanks, a vice president and former president of the Victoria Guild, was named by the International Executive Board last month to round out a five-member TNG task force that will conduct the hearings.

In addition to Lewis, TNG President Charles A. Perlik, Jr., extended invitations to testify at the hearings to John J. Pilch, president of the International Typographical Union; Alexander J. Rohan, president of the Pressmen's Union; James H. Sampson, president of the Stereotypers; Kenneth J. Brown, president of the Lithographers and Photoengravers, and either Mike Rykus, general vice president in Canada, or Harold Thayer, Canadian public-relations director, of the Machinists.

Perlik also invited Joseph Scanlon, director of the Carlton University School of Journalism in Ottawa; Frances Bairstow, director of the Industrial Relations Center at McGill University in Montreal, and Dr. John Crispo, director of the Center for Industrial Relations at the University of Toronto and author of the book, "International Unionism in Canada."

The committee will conduct public hearings in Montreal Feb. 28 and 29, Toronto March 1 and 2, Winnipeg March 3 and Vancouver March 6 and 7.

Sen. Keith Davey, chairman of Canada's Special Senate Committee on Mass Media, will lead off the hearings in Montreal.

The Ottawa Guild has announced plans to present testimony by several of its members on the initial day of the hearings in Montreal. The Toronto Guild's Canadian-policy committee is drawing up a brief, and the Vancouver-New Westminster, Victoria and Montreal locals are also preparing to testify.

The IEB, in addition to naming Stonebanks to the task force, designated Dunn and Ogilvie to attend the Canadian Labour Congress convention in Ottawa starting May 15, with International Representative Robert J. Rupert as an alternate.

Dunn invited the board to hold its fall meeting in Ottawa. Last fall's meeting was held in Toronto as an experiment to test the feasibility of holding annual sessions in Canada.

Brief Strikes Continue to Snarl CBC

Toronto, Ont.—Rotating work stoppages by the National Association of Broadcast Employees and Technicians continued to disrupt the Canadian Broadcasting Corp.'s radio and television programming this week as Canadian Wire Service Guild members cooperated.

NABET mounted picket lines in some cases, and members of the Wire Service Guild, which represents newsroom personnel, walked out as long as the lines remained up. Where there were no picket lines, Guild members were refusing to handle struck work.

Federal mediators met separately with the two sides last week and with the union this week but made no move to call a joint meeting.

Guild members honored picket lines twice in Toronto last week, as well as in Vancouver, Halifax, Edmonton, and St. John's, Newfoundland, and this week in Halifax, Vancouver and Winnipeg. There were stoppages, lasting up to 36 hours, in a number of other cities across the country, but no picket lines.

When NABET members returned to work in Vancouver yesterday, management said there was no work and locked them out. They posted new picket lines, and Guild members walked out again.

There had been briefer lockouts, without picket lines, in Halifax and Windsor Feb. 8.

In Toronto, a NABET walk-out Feb. 3 forced postponement of the recording of a 50th-anniversary concert by the Toronto Symphony. And when it was secretly rescheduled the following afternoon, NABET technicians stopped work again and set up picket lines.

The musicians, who were paid for appearing for the concert, congratulated NABET and Guild pickets as they left the concert hall, urging them to continue the fight for an equitable contract.

Management retracted a verbal threat to charge the Guild with violating its contract by walking off the job. There have been threats of suspension directed at some Guild members, but no action has been taken.

Judge Limits N.Y. 'Privilege'

New York City—The first judicial ruling on New York State's new reporter's-privilege law imposes sharp limitations on its scope.

The decision, handed down late last month by State Supreme Court Justice Harold Birns, limits application of the privilege to information given in confidence.

Judge Birns rebuffed an attempt by New York's Village Voice to avoid a subpoena requiring it to turn over the original manuscript of an article it had published on conditions in the Tombs prison.

The article was published under the byline of Ricardo de Leon, who was subsequently indicted for allegedly participating in riots at the prison. The prosecution wants the original handwritten manuscript because

it would be stronger evidence against de Leon than the printed article.

Judge Birns held that the privilege law applies only when information has been given to the press with the understanding the information or its source will not be disclosed. Since the de Leon article was printed under his name, the judge said, no element of confidentiality was present.

The new statute says nothing about confidentiality. It provides that no "professional journalist" may be held in contempt for refusing to disclose "any news or the source of any such news coming into his possession in the course of gathering news" for publication or broadcast.

The Village Voice is weighing an appeal of the decision. Its attorney, Nathaniel J. Bickford,

pointed out that "the words of the statute are that all news is protected."

"We feel that the Legislature knew what it was doing," he said. "If they wanted the word 'confidential,' they would have put it in."

Guild Sues for Sweet Reinstatement

San Antonio, Tex.—The San Antonio Guild has filed suit in Federal Court to enforce an arbitrator's directive requiring the San Antonio Light to reinstate former Local President John (Ned) Sweet.

The Hearst paper refused to reinstate Sweet, who had been fired last May 6 for being absent from his job while in negotiations, until he returned his dis-

missal and notice pay.

Arbitrator Peter Florey ordered Sweet reinstated with back pay, except for a 9½-week period during which the arbitration hearing was postponed at Sweet's request.

In notifying the Light of the suit, the Guild said "there is nothing in the (arbitrator's) award indicating that the back pay is to be offset by the dismissal and

notice pay."

The Light lodged a grievance against the Guild, claiming that the failure to return the notice and dismissal pay was a violation of the contract.

Sweet, who was a candidate for TNG secretary-treasurer in 1969 and 1971, received \$4,800 in severance pay. He is continuing to manage the Guild's low-rent housing complex here.

THE SHORT

OF IT

Photoengravers Approve Merger

Members of the Lithographers' and Photoengravers' International Union have voted overwhelmingly for a merger with the International Brotherhood of Bookbinders.

The vote in a referendum tallied last week was 27,669 to 12,057, a majority of almost 70 percent. The Bookbinders are voting this month.

If they approve, the two unions will unite in a new Graphic Arts International Union by next Labor Day.

Western Union found an easy way to dispose of antitrust complaints brought against its acquisition of a public-relations wire service. It made the monopoly complete by buying the complaining company, PR Wire Service Inc. . . . Wilmington News and Journal President Richard P. Sanger says there may be ownership changes at the du Pont papers but not those called for by a detachment of Nader's Raiders. He says stock may eventually be offered to employees . . . The National Labor Relations Board's general counsel has ruled that installing a time clock is a management prerogative but that establishing a disciplinary schedule for punching in late is something else again. So it ordered a complaint on the Cincinnati Guild's charge that the Post and Times-Star refused to bargain on the subject . . . The San Francisco Labor Council has adopted a resolution of appreciation to former San Francisco-Oakland Guild President Ernest Rapley, retiring after a long career as a labor reporter.

Court Orders Sexless Ads

Pennsylvania's Commonwealth Court has rejected an appeal by the Pittsburgh Press against an order requiring it to desegregate its classified ad columns.

The court, in a 4-to-2 decision, ruled that separate listings violate a Pittsburgh ordinance against sex discrimination. The court majority rejected the Press's contention that there was no accusation of specific discrimination, citing a woman who testified she had applied for a dishwasher's job listed in the "male-interest" column and been told women would not be hired.

In Baltimore, meanwhile, a dozen women, joined by two members of the City Council, picketed the Sunpapers Jan. 24, urging a boycott of the papers because of segregated want ads.

Washington Post Guildsman Ken W. Clawson is the new deputy director of communications for the Nixon Administration . . . Printers at the Cleveland Press and Plain Dealer and the Dayton News and Journal Herald have won contractual guarantees of lifetime employment in return for giving up reproduction . . . An Arizona Superior Court judge has ruled that a Tucson Daily Citizen reporter need not produce tape-recorded interviews for articles on low-rent housing in connection with a real-estate developer's libel suit against the Citizen . . . TNG President Charles A. Perlik, Jr., is on an honorary committee sponsoring a Four Freedoms Foundation tribute to Teamsters' President Frank E. Fitzsimmons, who will receive a foundation award April 12 for his leadership of the union.

Judges Weigh Denver Post Sale

A three-judge panel of the 10th Circuit Court of Appeals is weighing an appeal that may determine whether S. I. Newhouse acquires eventual control of the Denver Post.

Arguments on the Post's appeal of a lower-court decision requiring it to sell a 16.5-percent block of stock at auction were heard last month. Newhouse, who brought the suit and already owns a minority block of stock, is considered almost certain to buy the disputed stock if it goes to auction.

Former Supreme Court Justice Arthur J. Goldberg, representing the Post, charged that the sale would merely give Newhouse an opportunity to "grab" the paper. He said Post employees are anything but eager to work for Newhouse.

Associated Press to Cut Staff 1.5% By Attrition

New York City—The Associated Press announced last week that it was cutting back its New York, Washington and foreign staffs but assured the Wire Service Guild the reductions would be achieved through attrition.

General Manager Wes Gallagher said the reduction would be about 1.5 percent and denied a report that a 30-percent cut-back was planned. AP has about 3,600 employees.

At least three jobs in the Washington bureau and several in the New York headquarters have not been filled, the Guild

reported. Foreign-based employees are not covered by the Guild contract.

AP Guild members have ratified a new two-year contract that will produce a \$300 top minimum for AP newsmen on Oct. 21, 1973. The vote was 447 to 277, with less than 85 ballots outstanding.

The Pay Board last week approved both the settlement and retroactive payment of step-up increases, some more than seven percent, that were withheld during Phase One of government wage-price controls.

Locals Urged to Steer Funds Into Minority Scholarships

Guild locals are being asked to set up awards for labor reporting and earmark the prize money for minority-group scholarships in journalism.

The request is being made by International Vice Presidents Warren E. Howard of Washington-Baltimore and Arthur L. Guerrero of Denver, whom the International Executive Board has designated to oversee Guild progress in minority rights.

Howard, reporting at the IEB's winter meeting last month, said he and Guerrero are suggesting that the scholarships be patterned on one being established by the Washington-Baltimore Guild in memory of Frank C. Porter, one of the nation's most respected labor reporters, who died Dec. 8.

The \$200 Washington award will go to set up a scholarship at

Howard University's School of Communications. The award winner will receive a plaque.

Howard and Guerrero have joined with International Vice Presidents Eleanor S. Dunn of Ottawa and Dorothy Sain of Cleveland, the IEB's overseers of progress in women's rights, in a letter urging locals to send representatives of both women and minorities to this year's TNG leadership training institutes. The institutes, sponsored by district councils, are aimed particularly at women and minorities.

"We believe participation by both women and minority members in the institute sponsored by your district council will encourage participation and action at the local level," they said.

Howard and Guerrero reported at the board meeting that they

had agreed to divide responsibilities, with Guerrero overseeing minority progress in commercial departments and Howard in editorial. Guerrero is a Denver Post circulation district advisor. Howard is an assistant city editor at the Washington Star.

Guerrero said he was also asking all locals to urge craft unions in their areas to press for minority hiring in their jurisdictions.

A survey by the Denver Guild, he reported, showed that only 52 of 1,600 Post employees are minority-group members, although they constitute from 10 to 12 percent of the staff in Guild departments.

The Guild has submitted resumes of 12 minority-group job candidates to the Post and the Rocky Mountain News, he reported, and two have been hired.

Examiner Recommends Increase Boosting GR Postal Costs 800%

Postage increases that would raise the basic cost of mailing U.S. copies of the Guild Reporter and many other labor publications by more than 800 percent over the next 10 years were recommended by a Postal Rate Commission examiner last week.

The examiner, Seymour J. Wenner, also recommended approval of stiff—but not equally stiff—increases in other second-class rates despite protests by newspaper and magazine publishers.

The Postal Rate Commission can override the recommendations. But the Cost of Living Council has exempted postal rates from Administration price controls.

In recommending the full second-class increases asked by the Postal Service, Wenner rejected protests by the International Labor Press Association, the Catholic Press and other

nonprofit publications that the increases were exorbitant.

He conceded that the increases amounted to as much as 800 percent for some nonprofit publications but said the percentage was so high because the base rate—.2 of a cent—was so low.

"If these mailers don't pay their costs, who will?" the examiner asked. "Should the commission compel other classes to contribute to these organizations by raising the rates for other classes to cover the costs of serving these classes?"

The increases recommended by Wenner would raise the GR's annual postage bill by \$12,000 over the next decade. First-step increases, which would take effect as soon as approved by the commission, would increase GR postal costs by \$1,200 a year, or 56 percent, on top of a temporary increase of \$300 incurred last May pending the rate com-

mission's decision.

Initial increases of two cents for first-class mail and one cent for air mail imposed additional increases for GR copies sent at those rates. Wenner proposed a further increase of two cents, to 13, for air mail, but the Postal Service is opposing that.

The cost of mailing most copies of the GR would be increased over 10 years from the old .2 of a cent to 1.5 cents plus a charge based on the paper's weight and amounting to approximately .3 of a cent per copy.

The ILPA, in testimony before Wenner, warned that proposed increases would "literally destroy a significant portion of the labor press" and impose hardships on the remainder. It urged that rate increases for nonprofit publications be no higher than the under-200 percent proposed for other publications.

Rupert Named To Aid Plans For 'Media 72'

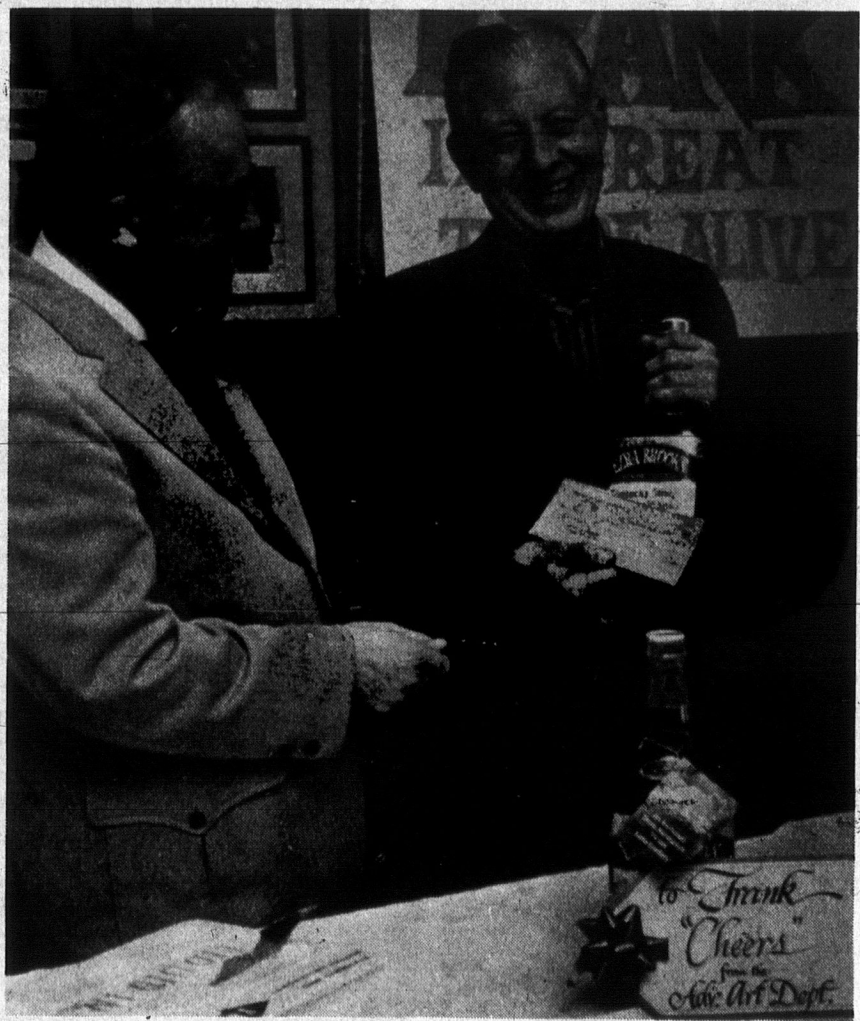
Montreal, Que.—TNG International Representative Robert J. Rupert is on a six-member steering committee for "Media 72," the second annual nationwide conference of Canadian journalists scheduled for March 10 through 12 in Ottawa.

The conference, like last year's "Media 71" parley, is being held under the auspices of Content, Canadian journalists' publication with headquarters here.

Delegates from the Guild's Ottawa, Toronto, Vancouver-New Westminster and Canadian Wire Service locals attended last year's conference, which adopted several Guild-sponsored resolutions.

The public's right to know will be a central theme of the conference, which will also deal with professional standards, freedom of the press and on-the-job problems.

There will be workshops on photojournalism, editorial writing, sports reporting, the police beat, business writing and radio and television interviewing, in addition to general plenary sessions.



Dollar-a-Year Man

A \$25 check—a dollar for every year he has been in the Guild—is presented to Frank R. Johnson, right, by Denver Guild Administrative Secretary Richard E. Wanek, on his retirement as an advertising artist at the Denver Post. The check and other liquid assets were given at a retirement party attended by 80 colleagues and friends.

Male Press Groups Recognize 2nd Sex

Newswomen are continuing their successful storming of the nation's press clubs, but outposts of male exclusiveness are still holding out.

The New York Financial Writers' Association, which last year fell nine votes short of the required two-thirds majority needed to admit women, voted 100 to 23 at its annual meeting Jan. 26 to drop the bar.

And New York State's Legislative Correspondents Association last month voted without dissent to admit "appropriate" women to its annual show and dinner and allow women members to perform. The step paralleled, to an extent, action taken recently by Washington's Gridiron Club.

But the San Francisco Press Club kept its precincts a male preserve when ballot counting last week produced a 271-247 tally against admitting women to full membership. A two-thirds majority was needed.

It required the largest vote in the history of the Financial Writers Association to let women in. As it was, the 100 votes for admission were barely two more than necessary.

Newsweek Guildsman John Concannon, the association's president, led the push to end the discriminatory rule.

San Francisco Examiner Guildsman Richard S. Alexander, president of the San Francisco Press Club, was among those actively seeking an end to

that club's ban on full membership privileges for women. But the officers were not unanimous, and the effort failed.

Women are presently admitted in a special "newswoman" category in which they are not allowed to vote, hold office, occupy rooms in the club residence or use the swimming pool.

Opponents centered their opposition on the use of the club's "hydro" facilities—the pool and sauna. They objected that members would no longer be able to swim in the nude.

Alexander said a swimming schedule could be worked out.

Meanwhile, Washington's National Press Club, which only last year admitted women to membership, has elected one to office.

She is United Press International Guildswoman Helen Thomas, who was named financial secretary. She was elected as part of an independent slate that overturned the club's established administration.

Earlier last year Thomas became the first woman ever elected to office by the White House Correspondents Association.

The independents, who put Warren Rogers of the Chicago Tribune-New York News Syndicate in the presidency, centered much of their fire on the administration's handling of negotiations that led to a four-week strike by the club's waiters and bartenders last fall.



Gary Guild Photo by Larry Bretts

Less Mileage on the Beltway

International Vice President James A. McGill presents TNG President Charles A. Perlik, Jr., with a new belt—four inches shorter than his old one—on behalf of the Gary Guild in recognition

of his "commendable achievement" in losing 30 pounds over the past two months in compliance with doctor's orders. The presentation was made at Midwest District Council's meeting in Gary.

Leadership Institute for Women, Minorities Draws 35 in Midwest

Gary, Ind.—Thirty-five members of nine Guild locals attended the first of TNG's 1972 series of regional weekend institutes here Feb. 5 and 6, held in conjunction with the Midwest District Council's winter meeting.

The institute series, titled "Putting the You in Union," offers a program of basic instruction in local union administration and activities designed to help develop new and prospective local leadership, especially among women and minority members.

At the first day's session here, TNG Administrative Operations Director Ellis T. Baker led institute participants through a brief examination of Guild history and more extensive explorations of leadership roles at both the shop and local level, including contract negotiation and enforcement, organizing, communications and membership participation.

At the second day's session, conference participants and TNG Research and Information Director James M. Cesnik discussed the nature and extent of job discrimination against women and minorities and ways to eliminate it.

The institute was attended by Arthur L. Guerrero of Denver, one of the two TNG vice presidents charged with overseeing Guild progress in minority rights, and Dorothy Sain of Cleveland, one of the two vice presidents charged with overseeing progress in women's rights.

Guerrero also represented the Denver Guild, which the council invited to affiliate. Denver is also weighing the possibility of

affiliation with the Western District Council.

The council re-elected Robert A. Steinke of St. Louis as its president and James K. Meyers of Kenosha as treasurer. It elected Wallace (Mickey) Thrower of Gary as vice president and Thomas J. Stundza of Gary as secretary.

The council heard a report

from TNG President Charles A. Perlik, Jr., on last month's International Executive Board meeting and on Pay Board policies and their relation to Guild bargaining.

The next institute will be held Feb. 19 and 20 in Middleburg Heights, Ohio, sponsored by the Pennsylvania-Ohio-Indiana District Council.

Holmes, Golden Elected District-Council Chiefs

New York City—Robert M. Golden of Lehigh Valley was re-elected president of the Middle Atlantic District Council and George Holmes of New York was elected president of the Empire State District Council at twin meetings here last weekend.

Joseph Mele of Philadelphia was elected vice president of the Middle Atlantic Council and Jean-Rae Turner Phillips of North Jersey was elected secretary. International Vice President Edward J. Schrode of Wilkes-Barre was re-elected treasurer.

The Empire State Council elected Frank Jaquinto of Albany and Edwin Harnett of Hudson County as vice presidents and re-elected Robert L. Bain of Kingston secretary-treasurer.

The Middle Atlantic Council paid tribute to Sidney Benjamin of Scranton, who did not seek re-election as secretary after serving 13 years in that post.

Delegates voted to discontinue the council's annual sponsorship of a competition for college newspapers because of waning interest among student publications. A

five-member committee was set up to propose a scholarship or other award to be presented by the council to a journalism student.

The Empire State Council voted a \$25 contribution to the American Cancer Society and a resolution of sympathy in memory of B. Paul Lyman, a former council vice president and a long-time treasurer of the Albany Guild.

The councils met jointly to discuss wage-control problems with TNG Field Operations Director J. William Blatz. Delegates heard a tape recording of a report to the International Executive Board by attorney Elliot Bredhoff, who is Pay Board advisor to United Steelworkers' President I. W. Abel.

TNG Secretary-Treasurer Robert M. Crocker reported on recent Guild developments.

Board Rejects Appeal Against Detroit Fines

The International Executive Board last month rejected an appeal against Detroit Guild fines imposed on 14 members who crossed picket lines during the 1967-68 Detroit newspaper strike.

The appeal, submitted by Louis Cook, chairman of the Detroit Free Press grievance committee, on behalf of the penalized members, was rejected on the ground it was not submitted within the constitutionally required 30 days after local membership action.

The IEB Appeals Committee, in recommending rejection, noted that Cook gave no mitigating reason for failing to meet the

deadline following membership action Sept. 14.

The fines were imposed by a trial board two years ago on 32 members who reported for "housekeeping chores" during the strike despite an "all-in or all-out" decision by the unit. Cook argued that they were needed to maintain pension, insurance and other programs for striking members.

The trial board gave the defendants the alternative of attending all unit and local membership meetings for a year as a means of escaping fines of four or five days' pay. Many availed themselves of the probationary alternative, but some, for various reasons, did not.

The IEB also rejected an appeal for a change of venue for Robert Patton, sports editor of the Wilkes-Barre Record, accused of working on his day off in violation of Guild warnings.

Patton's defense representative, Carl Romanelli, contended that Patton could not obtain a fair trial in Wilkes-Barre because of "partiality and hostility" by members of the trial board. But the Appeals Committee said Romanelli failed to submit any evidence to substantiate the claim.

Patton has been charged with using information obtained at an auto race on his day off in a subsequent column in violation of the Guild's contract.

The board, at the request of the Twin Cities Guild, rescinded bargaining controls imposed on the local five years ago after it signed a contract with the Minneapolis Star and Tribune despite denial of permission to do so by TNG's Contracts Committee.

IEB Raps Efforts To Gut EEOC Bill

The International Executive Board last month called on the U.S. Senate to reject crippling amendments to a bill to arm the Equal Employment Opportunity Commission with enforcement powers.

Warning that "politically powerful forces are still working to keep enforcement of federal equal - employment - opportunity laws diffuse and toothless," the board urged senators to reject all amendments and vote for the bill as reported from committee.

Senate liberals gave in this week, however, after unsuccessful attempts to break a filibuster. They introduced a compromise proposal, along lines favored by President Nixon, that would empower the EEOC to seek court action against discrimination but not to issue cease-and-desist orders.

New L.A. Strike Support Pledged

Los Angeles, Calif.—The Western District Council, noting the "grim fighting spirit" observed during a visit by delegates to Los Angeles Herald-Examiner strike headquarters and the picket line, pledged renewed support to the strike at a meeting Jan. 29 and 30.

The council called on locals to redouble their financial aid to

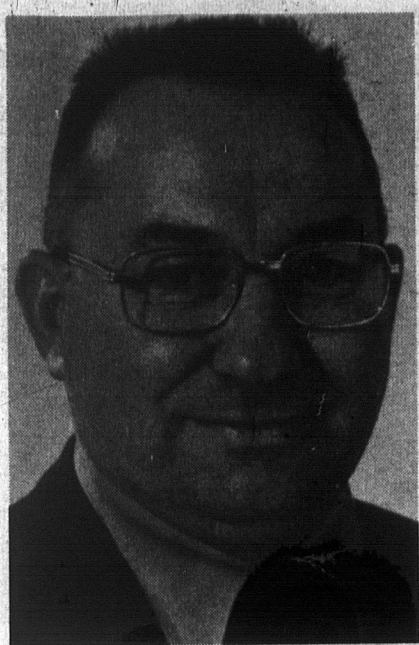
"match those strikers' will to win."

The council elected Jose Stell of San Jose, president; Gene Turner of Stockton, first vice president; Darlene Lee of Los Angeles, second vice president, and Robert L. Jones of Bakersfield, secretary-treasurer.

The council's next meeting will be May 6 and 7 in San Diego.

The Toronto Guild

Invites applications for the position of executive secretary. The Toronto Newspaper Guild has 1,500 members in daily newspapers and television. The position begins June 1. Qualifications include a thorough knowledge of Canadian and Ontario Labour law and experience in the union movement. Media industry experience helpful. Applicants should submit a resume stating salary required to: Secretary, Search Committee, Toronto Newspaper Guild, 100 University Avenue, Suite 1100, Toronto 1, Ontario.



WILLIAM E. ANSTETT

Anstett Wins '72 Guild Service Award

(Continued from Page 1)
as a district manager.

His record of achievement, the judges declared, "combines extended productive service to his local at almost every level with pioneering and innovative activity in an area most other locals are only beginning to explore: worker participation in operational decisions hitherto reserved to management."

They noted that Anstett had also led a successful fight for the Guild shop in his department.

"In short, as his nomination asserts," the judges said, "his performance exhibits the essential characteristics of the kind of

effective local union leadership the Guild Service Award is intended to recognize and encourage: firmness in pursuit of basic Guild objectives, and imagination and resourcefulness in initiating and developing new areas of Guild involvement which have greatly benefited his local and will serve as useful examples to others."

Anstett led a Guild committee that launched an initial effort 10 years ago by seeking to obtain the hiring of more district managers. Similar meetings continued in subsequent years, with management responding by hiring additional personnel most years;

three years ago it agreed to hire 10.

Anstett's efforts, the local said, culminated in establishment under the current Guild contract of a continuing joint Guild-management committee on circulation-department production and operations.

The local said that in this area Anstett's department is "ahead of the newsroom . . . where we have had some minimal participation in decision-making."

Anstett has been on the local executive board for 14 years and on negotiating and grievance committees for 10.

In citing Minich and Daly,

the judges expressed pleasure "that several of the nominees were relative newcomers to Guild leadership" and noted that "outstanding service to the Guild at the local level need not necessarily be long service."

The Terre Haute Guild, in nominating Minich, credited him with infusing new life into the local through his leadership in gaining an improved contract, prosecuting grievances and "reducing provincialism" through local involvement in district and international Guild affairs as well as local labor activity.

The Toronto Guild gave Daly credit for "tangible improvements in the local's program, including reactivation of its newspaper, and cited her work as publicity chairman during a pre-strike situation at the Toronto Star and in pressing grievances there.

Also nominated were Raymond G. Dick, former president of the Washington-Baltimore Guild; Darrell R. Glover, chairman of the Seattle-Tacoma Guild's human-rights committee; Shirley Lee Caldwell, Seattle-Tacoma's women's-rights coordinator, and Douglas Eldridge, chairman of the North Jersey Guild's Newark News Unit.

Anstett will have a choice of several places in which to undertake the course of labor studies provided by his scholarship. Recent winners, including McGill, have attended the AFL-CIO Labor Studies Center in Washington.

John Carmichael, executive secretary of Anstett's local, who attended a recent session of the Harvard Trade Union Program, has suggested that TNG and several Guild locals pool funds to provide an annual scholarship to the 13-week Harvard program. The suggestion was referred to the IEB's Research and Information Committee.

Carmichael, who said he thought the program would be extremely useful for both international and local staff members, told TNG he was prepared to recommend that Twin Cities contribute \$5,000 it has collected for a memorial to the late Sam Romer, labor reporter for the Minneapolis Tribune, to help establish the scholarship.

Curb on President's GR Role Rejected

(Continued from Page 1)
erage of Guild political affairs should also have the appearance of being fair" was "of continuing concern" and would be pursued.

The proposal to fix responsibility on the editor came in a minority report presented by International Vice Presidents George McCormick of Twin Cities, Eleanor S. Dunn of Ottawa and Warren E. Howard of Washington-Baltimore. The GR Committee had split 4 to 3, on the proposal.

The minority report cited the IEB's "constitutional responsibility" for supervision of the GR and appointment of its editor and the GR's constitutional mandate to promote Guild policies "in every legitimate way."

It would have declared the editor responsible for "day-to-day decisions" in the management of the Guild Reporter within the framework of that mandate and, "when appropriate, after consultation with the proper officers or staff members of TNG."

It would have provided that the editor be "answerable for those decisions, as well as for his diligence in carrying out the Guild Reporter's constitutional mandate, to the IEB, which has the authority to remove him if dissatisfied with his performance."

The majority report, subsequently adopted by the board, said the minority proposal failed to fit the constitutional framework that, "while investing the IEB with the responsibility for Guild operations between conventions, provides that the president shall be the chief executive officer, with responsibility for Guild operations between meetings of the board."

The committee majority said it considered the minority proposal "both impracticable and unworkable."



Pennsylvania-Ohio-Indiana District Council, TNG Regional Institute on Leadership Training for Women and Minorities, Feb. 19 and 20, Hospitality Motor Inn, Middleburg Heights, Ohio.

TNG Task Force Hearings on Canadian Guild Office and Director, Feb. 28 and 29, Sheraton Mt. Royal Hotel, Montreal; March 1 and 2, King Edward Sheraton Hotel, Toronto; March 3, Sheraton-Carlton Motor Hotel, Winnipeg; March 6 and 7, Blue Horizon Motor Hotel, Vancouver.

Southern District Council, spring meeting, April 15 and 16, Nashville, International Executive Board, spring meeting, May 1-5, TNG Headquarters, Washington.

Western District Council, spring meeting, May 6 and 7, San Diego.

Middle Atlantic District Council, spring meeting, May 6 and 7, Philadelphia.

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

Pardon Our Name Dropping

Women henceforth never will be missed—or mrsed, for that matter—in the Guild Reporter.

Acting on a proposal by the International Executive Board's two women members, the IEB's Guild Reporter Committee and the board as a whole recommended that the GR drop the practice of using the honorifics "Miss" and "Mrs." before women's names.

Vice President Dorothy Sain, who advanced the suggestion, and Eleanor S. Dunn, who supported it, said the use of a marital indicator was offensive to many women.

The GR doesn't use any honorific before men's names, and most Guildwomen they've talked to would be content to be designated in the same way, said Sain and Dunn.

Asserting that nonetheless, IEB members and the officers "have a continuing responsibility to watch over the affairs of the Guild Reporter," the committee said it would "enlarge and intensify its attention" to GR affairs.

On a roll-call vote demanded by McCormick, he, Dunn and Howard were joined by International Vice Presidents Edward J. Schrode of Wilkes-Barre and Hugh H. Harrison of Seattle-Tacoma in supporting the minority report.

It was opposed, however, by International Chairman James B. Woods, President Charles A. Perlik, Jr., Secretary-Treasurer Robert M. Crocker and International Vice Presidents Philip J. Brennan and Harry E. Ryan of New York, Glen Ogilvie of Toronto, Arthur L. Guerrero of Denver, James A. McGill of Gary, Barney Peterson of San Francisco-Oakland and Dorothy Sain of Cleveland.

The five-member minority subsequently voted against adoption of the entire GR Committee report, which embraced other areas. Harrison said he was voting against it because "if people asked me I would have to say nothing has been done about the main problem."

Following adoption of the report, Peterson moved to appoint an IEB subcommittee to exercise "more immediate supervision" of the GR, a proposal that Howard had told the GR Committee he planned to advance if the minority proposal were adopted.

Perlik, citing the committee's commitment to a continuing review of the matter, moved to refer the proposal to the committee. The referral motion was adopted on a voice vote.

McCormick, in presenting the minority proposal, said it did not give the editor "complete autonomy" but reflected his constitutional responsibility to the IEB. It would, McCormick declared, "avoid the appearance of someone having the opportunity to use the GR to political advan-

tage."

Both Peterson and Ogilvie, who is chairman of the GR Committee, contended that the proposal would create "an independent editor." Ogilvie said any appeal to the IEB against the editor's actions "might be remote from the present needs of the situation," putting the board "in the position of locking the barn door after the horse has been stolen."

Perlik pointed out that McCormick, in the GR Committee, had made it clear that in the day-to-day operation of the GR, in case of disagreement—including disagreement on Guild policy—after consultation between the editor and top officers and staff, the editor's judgment would prevail under the minority proposal. That, he said, would "take apart" the Guild's administrative structure and "make this organization unique among all organizations."

Brennan said the GR is "the forum by which the president gets to the membership" and that any policy in the GR should therefore "reflect the opinion of the president," not the editor.

McCormick, summing up for the minority, decried the idea that the editor "could run off on his own without any regard to the policies of TNG." If the editor were to disregard those policies, he said, "I don't think the

James O'Neill, 65; Led Salem Guild

Danvers, Mass.—James J. O'Neill, Jr., past president of the Salem Guild and the New England District Council, died at his home here Jan. 16 of a heart attack. He was 65.

Elected local vice president in 1953, O'Neill advanced to president in 1954 and led the district council from 1955 to 1957.

A 23-year employee of the Salem News, for which he held a variety of reportorial assignments, O'Neill had just finished writing a column for the paper when he died.

IEB would let him last as editor very long."

Peterson, in advancing the proposal for a three-member committee to exert more direct supervision over the GR, said that "our members expect some action from us on this subject."

The committee, as envisioned by Peterson, would operate by telephone in case of disputed stories and would have a "determinative" voice under its mandate from the IEB.

Crocker, terming it "very late, very hasty and ill-thought out" to present the motion at the conclusion of the GR debate, said there was no hurry about acting on it since "political charges" were not going to arise before the board's next meeting. Woods, too, urged "thorough exploration," and the referral motion carried.

The GR Committee met for a full day Jan. 23 before the board's meeting to discuss the issue and other questions with a view, in the words of its report, to enhancing the GR's "usefulness to the membership."

The report endorsed a series of proposals by the officers and GR staff to improve the paper's appearance and content and urged their implementation at the earliest possible time.

Declaring that both TNG officers and the GR staff have not been satisfied with "the balance being struck by the GR in accommodating available news to available space," the report declared:

"They have come to the conclusion the volume of news currently being generated in the Guild and the industry requires new approaches to both content and coverage if the Guild's basic union purposes and priorities, especially in the area of collective bargaining, are to be properly served, and that the GR cannot hope, and should not try, to be a 'journal of record' for the industry."

The changes include more trend and analysis stories, regular publication of the editorial and local-copy pages and periodic publication of wage-minimum tables, contract-clause studies, payroll and financial data and other material.

To open up space for such material in the face of an increasing flow of Guild and industry news, the GR plans "new approaches to both content and coverage," the report said.

There will be less frequent and less detailed coverage of some areas, with spot news stories in many cases being replaced by occasional wrapup pieces. More summary treatment will be employed in other areas.

LOCAL ELECTIONS

Bay City

President, Stephen J. Sirianni; vice president, Mark Van Patten; secretary, Mary Vardock; treasurer, Margaret Baker.

Chicago

President, Lester Hausner; third vice president, Nick Farina (interim election).

Detroit

President, James G. McMahon (McMahon, 208; Karl Mantyla, 195); vice president, Louis Cook (Cook, 221; Lonnie Rembert, 166); secretary, James Stackpoole (Stackpoole, 215; Sharon Ruffino, 182); treasurer, Michael Murphy (Murphy, 244; Judith Diebolt, 172).

Ottawa

President, Eleanor Dunn; vice president, Michael Blagg (Blagg, 96; Harold Lundy, 87); secretary, Anne Carey; treasurer, Geoffrey Lay.

San Jose

President, James R. Choate, Jr. (Choate, 99; James Geiger, 29); vice president, Muriel Tobin; secretary-treasurer, Robert Dudnick; recording secretary, Jean McClure.

Washington-Baltimore

President, Charles Hughes; vice president, Martha Angle Walters; secretary, Gregory Koneck; treasurer, Patricia A. Wort.

Guild Strikes Herald-News in Fall River



Mobilization

Guild pickets, with clerk-typist Paula Rocha in the van, prepare to march from strike headquarters to the Fall River Herald-News picket line. Crouching

is Unit Chairman Fred Garde; beside him, James Orcutt, assistant director of the Guild's New England Servicing-Organizing Program.

(Continued from Page 1)
as part of the Boston Guild, is striking for a second contract. It represents employees in all non-mechanical departments of the paper.

The critical moment in pre-strike negotiations came Jan. 30, the day before a strike deadline fixed Jan. 26 when the unit rejected a three-year company offer of \$46 at the key top minimum—plus \$4 the company had indicated it was probably prepared to add.

Under an arrangement agreed upon by Guild Administrative Secretary Robert E. Bruner and the company's attorney, the two sides traded proposals simultaneously through a mediator.

The Guild proposed a \$70 increase over three years in the key top minimum of \$180, down \$5 from its previous proposal. The company came up \$4, to \$50, but Bruner pointed out that the unit had for all practical purposes already rejected that.

The Guild also modified its position on vacations and expenses, two of the major fringe issues in dispute. Others included an improved Guild shop, health insurance and severance pay.

With the two sides deadlocked, state and federal mediators then proposed a settlement of \$59.35, the terms contained in a 1970 Typographical Union contract. The Guild agreed, provided pay in lower classifications was increased proportionately, but the company refused.

The strike began a minute

after midnight, and 105 Guild pickets were on hand when craft unionists gathered to report for work at 6:30 a.m. So were a dozen police cruisers and 20 policemen.

Police escorted the craft employees through the picket lines, and in the milling-about that ensued James Orcutt, assistant director of the Guild's New England Servicing-Organizing program, and Richard Larsen, a reporter, were arrested. Larsen was Maced before being placed under arrest.

Both he and Orcutt pleaded innocent in District Court, and the case was continued for three weeks.

With only two Guild members and a handful of nonmembers in Guild departments crossing the picket lines, management was forced to discontinue all home delivery. Several outside trucks turned back initially, hampering the company's efforts to deliver the paper to retailers.

The Guild, in addition to mounting informational picket lines at the stores, launched a campaign to get advertisers out of the paper. A group of Brockton Guild district managers, headed by Local President Fred Cain, came down to help picket.

Ralph A. Roberts, manager of the International Ladies' Garment Workers' Union here, had boycott pleas posted in all of the union's shops, and full strike support was pledged by Alford Dyson, president of the Fall River-United Labor Council.

Seek Maximum Wage Gains, IEB Tells Locals

(Continued from Page 1)

The IEB urged locals to insist on a provision that any time a contractual benefit is denied by the Pay Board the contract shall be opened for renegotiation. The IEB's specific permission must be obtained to sign any contract not containing such a clause, the board said, delegating that authority to its Contracts Committee.

The IEB urged locals to insist on one-year contracts, wherever possible, but to seek a reopener clause even in these. Such a clause is vital in any longer contract, it emphasized.

The board cautioned locals that it is "of the utmost importance" that TNG be kept informed of all developments involving their bargaining units' relationships with the Pay Board.

Locals should send TNG copies of all correspondence with the Pay Board or the Internal Revenue Service, the enforcement arm of Phase Two controls,

TNG Weighing Pay Consultant

TNG President Charles A. Perlik, Jr., announced this week that he is exploring the possibility of retaining an economic consultant and analyst to handle Guild matters relating to the Pay Board.

The consultant, he said, would assist in preparing and processing Guild cases before the board, engage in research on wage-control matters, advise the Guild in Pay Board areas and, if necessary, appear before the board.

Perlik said several prospective consultants are under consideration.

whether filed unilaterally or with employers, the IEB said.

Locals should seek to persuade employers to file such communications jointly and to check the contents of such communications with the Contracts Committee before sending them, it added.

The IEB pointed out that any employer who refuses to pay increases in contracts negotiated before last Nov. 14 is violating the contract. If he challenges any such increase, the IEB said, he must pay it while awaiting Pay Board action on the challenge.

Any refusal to pay such an increase can be combated through grievance and arbitration machinery and may, depending on the contract, be subject to an immediate challenge in court, the IEB said.

If the court remedy is available, the board said, locals should pursue it in preference to time-consuming arbitration procedures after clearance with the Contracts Committee.

The Gannett Co., has challenged retroactive increases of 8.9 percent it was scheduled to pay under union agreements at the Rochester Times-Union and Dem-

Guild Loses Vote In Puerto Rico

San Juan, P.R.—Employees of Olivetti de Puerto Rico voted 31 to 21 against a representation bid by the Puerto Rico Guild Feb. 4 after management handed out raises ranging from \$90 to \$100 a month.

The increases, announced just before the election, will be cited in a request the Guild is planning to file asking the National Labor Relations Board to set aside the vote.

The election embraced 55 service and maintenance employees of the business-machine company,

ocrat & Chronicle as "unreasonable." The protest has been referred to the Pay Board by the Internal Revenue Service.

Record Gannett profits of \$19,747,426 last year were up 22 percent.

The Cost of Living Council, disregarding protests by the Guild and other unions, last month set a wage figure of \$1.90 an hour, or \$3,952 a year, as the maximum poverty level below

which increases can be granted without regard to controls.

TNG and labor representatives on the Pay Board had urged an annual income of \$6,960 as the poverty line, but the Pay Board majority refused to recommend that figure.

Few Guild contracts have any minimums below the \$76 that a \$1.90 figure would provide for a 40-hour week. Only five contracts have top minimums that low for



Participation of Employees In Management Defended

Editor:
I shudder at the thought that International Representative Robert Rupert was speaking for the Guild international when he "opposed employees becoming part of management, as has taken place in West Germany, Israel and Yugoslavia," but that's the implication I get.

Rupert to the contrary, we should be so lucky.

It's an enormous oversimplification to say the workers "became a part of management." In Yugoslavia, workers have assumed the power of management—all of it—under their system, which is credited by many observers in this country, including some pretty conservative ones, with decentralizing the Yugoslav economy, replacing the Stalinist centralized economy.

West German workers participate in the managerial decision-making process in various industries, more in some than in

others, with some very positive results.

I don't speak for anyone except myself when I say the West German-Israeli-Yugoslav systems (and Great Britain and Sweden) are worth some serious study by us before we start actively opposing this kind of development.

Rupert in no way speaks for me in his remarks about worker participation. I was not aware that the Guild had ever made a policy decision on the issue.

JOHN CARMICHAEL
Executive Secretary
Twin Cities Guild

Sacramento Story Held Misleading

SAN FRANCISCO, CALIF.

Editor:
To read the lead on the Sacramento Bee settlement (Jan. 14), one might easily assume that, by golly, here's little Sacramento with the highest top minimum outside Washington and New York.

The Kagel formula, used to settle problems in the San Francisco-Oakland Local, scores again.

Wrong. Very wrong.

A closer reading, beyond the headline and the lead, indicates the \$314.71 doesn't arrive for 34 months, or November 1974. By then Sacramento should be far down the list or someone is sure screwing up in negotiations.

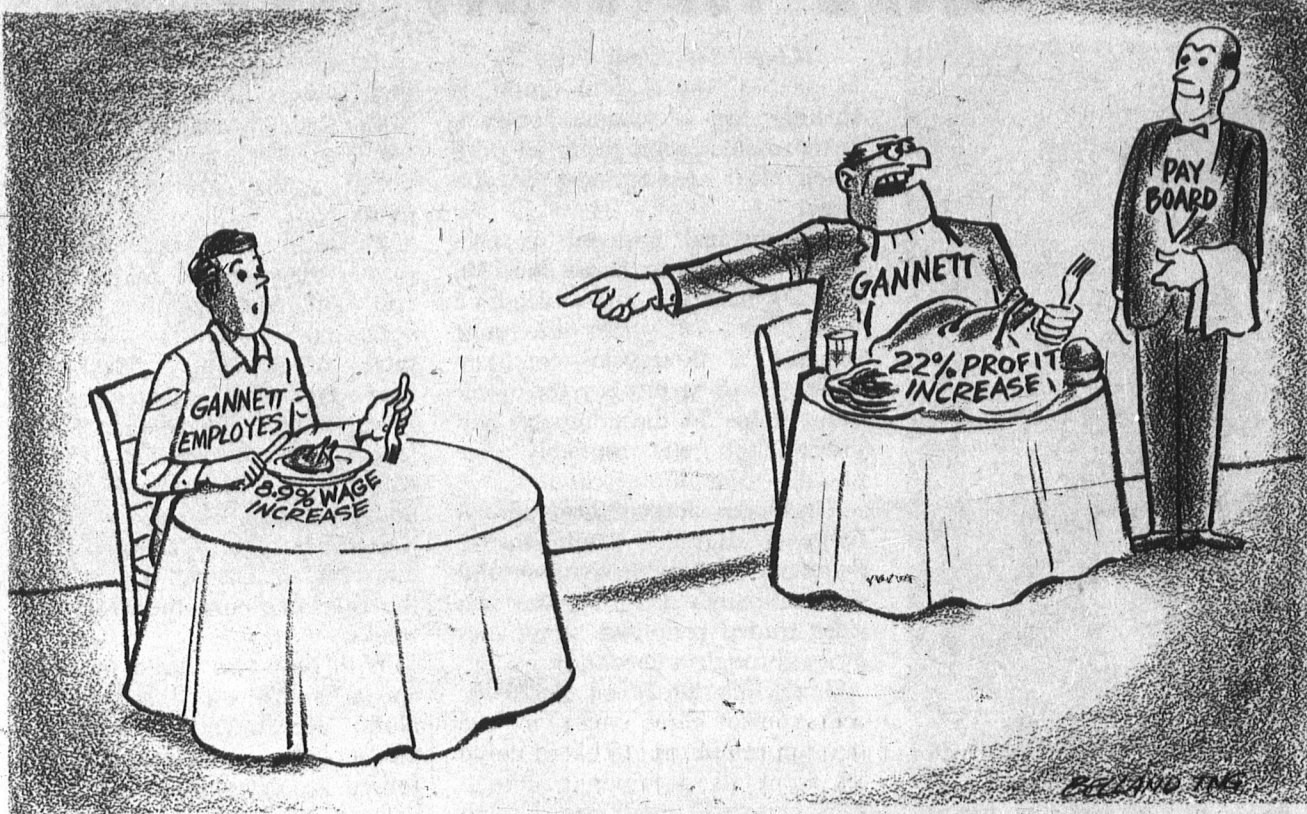
SFONG, opting for the Kagel or "economic issues only" settlement, took a \$311 top effective mid-1973. Our newspaper, as it does with every contract settlement, made it seem as if we had hit the jackpot. We didn't. Some of us, indeed, look on that settlement as a row of lemons.

Although the Bee used the Kagel formula, it accomplished something our much larger local has done little but talk about. That contract provision calling for a minority-training program certainly is precedent-setting.

A recognition that the Guild wants and intends to get better minority-group representation in all its departments is also noteworthy. Perhaps department heads now will move a bit faster.

ALAN CLINE
San Francisco-Oakland Guild

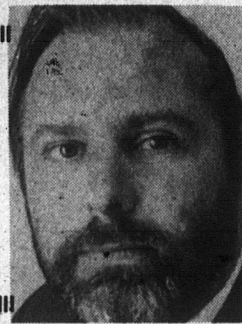
'Bring that to me! If there's anything I can't stand, it's a glutton'



DATELINE: WASHINGTON

Road Back to the White House Runs Through Red Square

By WILLIAM J. EATON, Chicago Guild



PRESIDENT NIXON is relying on chopsticks and samovars to pull him through the early stages of his re-election campaign. Not many White House candidates can arrange parades in Peking during the New Hampshire primary or arrive in Red Square in Moscow about the time that Californians will go to the polls in June.

Nixon's China trip, already rivaling Marco Polo's journey for wordage even before the travelers have departed, is designed to undergird the President's promise of a "generation of peace."

Similarly, the chief executive wants to forget the "kitchen-debate" confrontation he had with Nikita Khrushchev in 1959 and move into the diplomatic parlor with the rulers of the Soviet Union. Their meeting may yield an agreement to limit production and deployment of enormously destructive nuclear weapons as proof of Nixon's promise.

Ironically, the President will be visiting two nations whose economic and military aid have allowed the North Vietnamese regime to carry on the war in Southeast Asia that will haunt his 1972 re-election effort.

THE INTENSITY of Nixon Administration attacks on Sen. Edmund S. Muskie for criticism of the President's peace proposal shows that the Vietnam war is still an issue and probably will

remain one this fall.

The unleashing of Secretary of State William P. Rogers and Republican senators to berate the Maine Democrat is a pathetic reminder of former President Lyndon B. Johnson's sarcastic dismissal of antiwar Democrats as "nervous Nellies."

Nixon's revelation of secret negotiations with Hanoi shows that he adopted virtually all of the ideas that the Vietnam doves have proposed over the years.

He is now willing, apparently, to withdraw all American troops by an agreed-upon deadline without demanding the simultaneous pull-out of all North Vietnamese forces. In addition, the Administration is willing to have a coalition government in Saigon and has offered to pay 2.5 billion dollars to help repair some of the damage inflicted on the North by U.S. aerial warfare.

The major concession now sought by Washington, it seems, is the release of American prisoners of war. The status of the Nguyen Van Thieu regime in Saigon is another sticking point in the negotiations.

Although Nixon received credit for "doing his best" to get a peace treaty, his announcement of Henry Kissinger's mystery missions was a clear sign that he had given up hope of reaching agreement through this route. That is why it was somewhat hypocritical for the President's men to denounce Muskie for re-

jecting the peace plan before Hanoi had a chance to consider it.

Once exposed, the plan was as good as dead.

IF NIXON'S TRACK record provides any basis for judgment, the strength of his indirect attacks on the Muskie plan may indicate that he wants to adopt a variation of it himself.

Muskie brought down White House wrath for suggesting that the United States agree to pull out all its troops from Southeast Asia by a certain date if the enemy would return all American prisoners. It would leave unsettled the tougher issues of a postwar government in Saigon and a cease-fire throughout Indochina.

Nixon campaigned in 1968 with a pledge to get the nation out of the war in Vietnam. He has adopted a policy of unilateral withdrawal to reduce the number of American troops to a remarkably low level, and U.S. casualties have dropped dramatically, too.

Yet U.S. planes continue to drop tons of bombs in Laos and North Vietnam while once-neutral Cambodia is now a bloody battleground.

Even a tumultuous triumph in China and a diplomatic success in Moscow may not remove the question of war or peace in Southeast Asia from the campaign trail.

Job Focus Urged on Canada Locals

The International Executive Board is urging Canadian Guild locals to join in the Canadian Labour Congress's current Citizenship Month campaign aimed at focusing union attention on the need for a full-employment program.

Acting at its quarterly meeting last month, the board urged Canadian locals to participate in the February campaign "to the fullest possible extent" and to solicit suggestions and guidelines for appropriate programs from local labor councils and provincial federations.

It also recommended that locals have their social- and professional-issues committees participate in efforts to elicit government action to alleviate the nation's serious unemployment problem, as long as the problem exists.

The Citizenship Month campaign is designed to arouse the support of Canadian union members to demand a shift in the government's economic policies, which the CLC blames for an unemployment rate of more than six percent during the past 18 months, the highest of any major

industrial country.

Asserting that "the economic system must work for man and not man for the system," the CLC is calling for a full-employment program within which "every Canadian willing and able to work shall be guaranteed a job commensurate with ability and training and wages which are reasonable and fair."

The CLC has recommended that every local establish a citizenship committee to direct its participation in the campaign and coordinate it with efforts of local labor councils.

Editorial

Listening to Unreason

Gannett took time out from adding to its newspaper collection a few weeks ago to file a challenge with the Internal Revenue Service against the increases it was scheduled to pay union members at its Rochester papers.

Those increases, effective Nov. 14, amounted to all of 8.9 percent in most cases. Gannett said the increases were "unreasonable" under the Pay Board's guidelines.

Now comes the company's annual profit statement, which shows that its net 1971 earnings of \$19,747,426 were up 22 percent from 1970, when the company barely managed to scrape together \$16,186,447, a shade above the poverty level. Its net profits were a record, its gross profits were a record, and its earnings were a record.

One would think that a company whose profits were up 22 percent would find it discrete to use an adjective other than "unreasonable" to describe wage increases under 10 percent. But, of course, that reckons without President Nixon.

Under the President's economic-stabilization program, there isn't any profit board before which Gannett employees can challenge the reasonableness of a 22-percent increase. The President has voiced confidence in the "trickle-down" theory, which does appear to be working—22 percent has trickled all the way down to somewhere around 5.5.

What Price Low Salaries?

The growth of the consumer movement is partly the result of low newspaper salaries, according to a novel theory advanced by Howard L. Grothe, new president of the International Newspaper Advertising Executives.

"What happens as I see it," he told an Editor & Publisher reporter, "is that the young reporter, fresh out of college with a baby and wife to support, lands a job on a paper at \$145 a week, which is much too little."

"After seeing most of his salary going for groceries and rent, this individual begins to take a negative view against business for charging what he thinks are high prices. Eventually, all this reporter wants to write about are stories that make businessmen look bad."

Grothe, who is advertising director of Knight's Miami Herald, said he had discussed the matter of playing down coverage of consumer issues with some Knight editors. But because Knight has a strict policy of separating the editorial and advertising departments, Grothe said ruefully, he cannot control what goes into the news columns.

Perhaps Grothe might have better luck with some Knight presidents. The reporter starting minimum at Knight's Akron Beacon-Journal is only \$128, for example, low enough to breed a whole newsroom of consumer-affairs reporters. And those at the Detroit Free Press (\$157.40) and Philadelphia Inquirer and Daily News (\$160.50) are hardly high enough to eliminate that lean and hungry look haunting Grothe.

Meanwhile, who knows what Grothe may have started? Advertisers may soon be sitting down on the Guild side of the bargaining table.

The Guild Reporter

DAVID J. EISEN
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