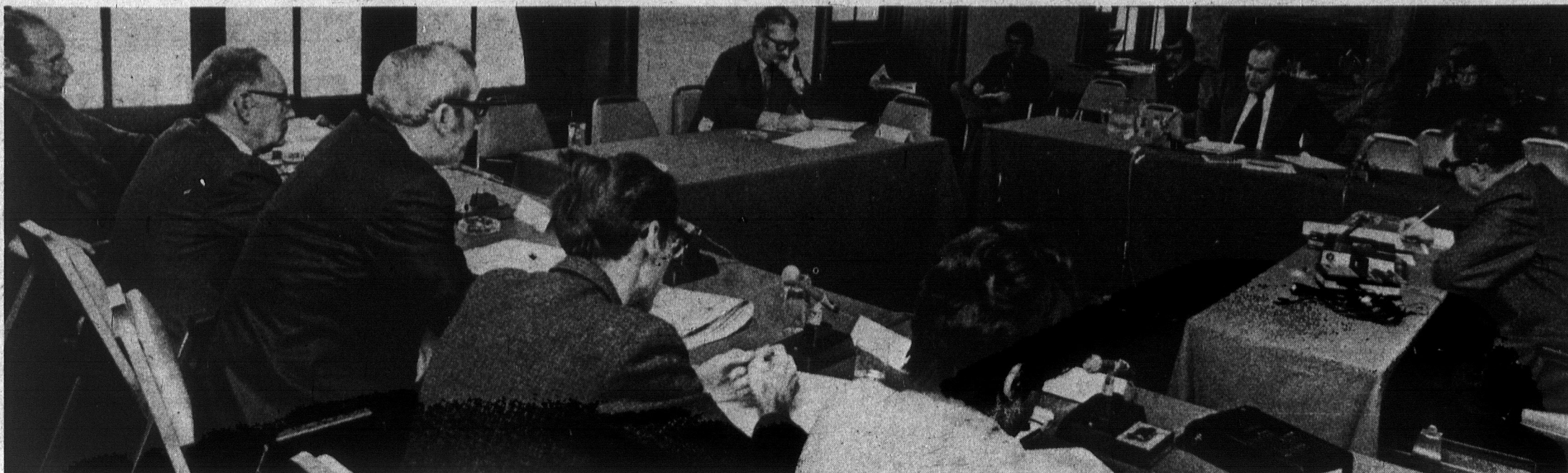




Guild Reporter Photo by Barry G. McGee

Task Force at Its Task

Sen. Keith Davey, at rear, testifies at opening of TNG Canadian task-force hearings in Montreal. Task-force

members, from left in foreground, are Harry E. Ryan, Glen Ogilvie, Charles A. Perlik, Jr., Roger Stonebanks

and Eleanor Dunn. Booth in the background houses simultaneous French-language translators.

Opposing Views Mark Hearings On Canada Guild Office, Director

Idea Backed By 3 Locals; 2 Score It

Vancouver, B.C.—TNG's task force on Canadian identity and the Guild heard conflicting testimony from Canadian locals this week and last on the feasibility of establishing a national office of the Guild in Canada with an elected Canadian director.

At a series of public hearings across Canada Feb. 28 through March 7, the Ottawa, Montreal and Toronto locals strongly urged the creation of such an office as essential to more effective Guild organizing, bargaining and political action in Canada and to meet the growing spirit of nationalism in their country, especially among the rising generation of newspapermen and women.

But the Vancouver-New Westminster and Victoria locals opposed the creation of a Canadian national office as unnecessary and potentially divisive, even within Canada itself.

Canadian Wire Service Guild President Philip Calder, speaking only for himself because his local had not had time to act due to continuing strikes at the Canadian Broadcasting Corp., said that a Canadian office concentrating solely on organizing and servicing could be of "great benefit" but that he was anxious nothing be done to "mitigate in any way" the international strength of the Guild in Canada.

Representatives of the Canadian locals generally emphasized that

(Continued on Page 4)



Vol. XXXIX, No. 5

Washington, D.C.

March 10, 1972

40% Hike Lifts St. Louis Top to \$360

St. Louis, Mo.—Key top minimums are increased \$104, to \$360.16, in a new three-year contract negotiated by the St. Louis Guild at the St. Louis Post-Dispatch.

The increase amounts to more than 40 percent in top minimums for reporters and advertising representatives, although not in total payroll. General increases range from \$21 to \$81.

The new reporter top is the highest of any to be negotiated outside New York and Washington and only \$1.51 behind that scheduled to take effect at the New York Times March 31.

The settlement was reached with the help of federal mediators following a unanimous strike vote in January and the receipt of strike approval from TNG.

A St. Louis Globe-Democrat offer that would have provided a key top minimum of \$346.66, \$13 below the Post-Dispatch top although up \$106.66, was rejected by a vote of 120 to 113 March 4. The unit, which is seeking parity with the Post-Dispatch, has authorized strike action, but negotiations are continuing.

The Post-Dispatch, which estimated the settlement would cost it more than a million dollars a year, said it would give full support to its approval by the Pay Board.

In addition to specific wage in-

creases, the settlement provides for additional raises equivalent to any increase beyond six percent a year in the cost of living in the first and second years of the contract.

The top for reporters and ad-

vertising representatives (formerly called salesmen) is increased \$29 retroactive to Jan. 1, \$35 next Jan. 1 and \$40 Jan. 1, 1974. The top for copy editors is increased the same amount, to

(Continued on Page 6)

Police Seize Six in Fall River

Fall River, Mass.—Fall River police arrested six pickets March 3 as 300 area unionists rallied to Guild picket lines at Ingersoll's Herald-News.

Among those arrested were Robert E. Bruner, administrative secretary of the Boston Guild; James H. Orcutt, assistant director of the Guild's New England Servicing-Organizing Program, and Fred Garde, unit chairman.

Bruner was charged with assaulting a policeman, although

witnesses said he hadn't laid a hand on the officer. A trial date has been set for April 10.

The incident occurred as members of the Clothing Workers, Garment Workers, Textile Workers, International Union of Electrical Workers, Bakery and Confectionary Workers and other unions flocked to the Herald-News plant in a "Labor Unity Day" called by the Fall River United Labor Council.

More than 30 police were on

hand, and a scuffle broke out when printers led by Local President James Sullivan sought to cross the picket line.

Arrested in addition to Bruner, Orcutt and Garde were Robert Toulon of the Fall River Unit, Brockton Guildsman Robert Townsend and a 16-year-old former mailroom employee. They were charged with disorderly conduct and disturbing the peace.

A reporter with For the People

(Continued on Page 6)

380 Radio Jobs Periled By Deadlock on Funds

The jobs of 380 Guild members at Radio Free Europe hung in the balance this week as Congressional supporters of the Free Europe station and Radio Liberty sought to break a House-Senate deadlock on continued funding.

Government funds for the two stations were cut off at midnight Feb. 22 with the expiration of a temporary appropriation. A House-Senate conference committee has been unable to resolve disagreement on what form continued funding should take.

Radio Free Europe management told New York Guild representatives last week that it would have to start up the "wheels for possible liquidation" if additional money were not on the horizon by the end of this week.

A resolution stating Senate intent to provide adequate funds for the two stations has been introduced in the upper chamber, and a national citizens' committee supporting continued funds for

(Continued on Page 6)



Under Arrest

Police seize James H. Orcutt, assistant director of the Guild's New England Servicing-Organizing

Program, following altercation on the Fall River Herald-News picket line.

Pay Board Lets Fringes Exceed Its 5.5% Limit

Some fringe-benefit increases for Guild members won't count in the Pay Board's 5.5-percent guideline for annual wage increases, but there is still a ceiling on them under a new board ruling governing fringes.

The ruling, adopted over the abstention of the board's five labor representatives, allows fringe increases of .7 percent of total compensation in addition to the 5.5 percent allowed for wage and all other increases.

Congress, in enacting a one-year extension of President Nixon's wage-price control powers, stipulated that employer contributions to pension, profit-sharing, savings and annuities, group insurance and health and disability plans should not count against the 5.5-percent guideline.

The Pay Board, in its interpretation ruling, allowed certain exceptions to the .7-percent guideline for the exempt fringes:

- Increases of 1.5 percent of total compensation for fringes will be allowed if employees have received no increases in these benefits for three years.

- Higher employer contributions to maintain existing employee benefits will be permitted.

- The limit will be waived if tandem relationships, where wage patterns of one company or industry traditionally follow those of another, can be demonstrated for a five-year period.



Conference on Controls

TNG officials meet with the Guild's newly named economic consultant and Pay Board legal counsel to map procedures for handling Pay Board cases. Clockwise, from left foreground, TNG President Charles A. Perlik, Jr.; Secretary-Treasurer Robert M. Crocker; economic

consultant Stanley H. Ruttenberg; Marvin Friedman, his associate; TNG Field Operations Director J. William Blatz; Pay Board counsel Elliot Bredhoff, and David Barr, his law partner. To Blatz's left, mostly obscured, is TNG Contracts Secretary Robert W. Christofferson.

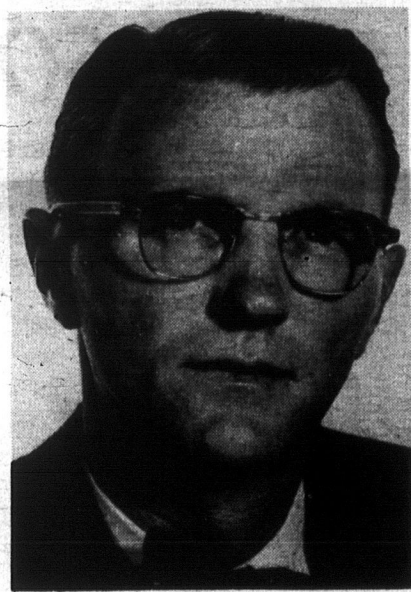
Bredhoff's firm was requested to draft a letter to the Internal Revenue Service in response to a challenge of deferred increases by Scranton's two dailies.

The National Newspaper Association is seeking relief from wage-price controls for small newspapers despite a rebuff by the Cost of Living Council to its initial plea for a general newspaper exemption.

The association, which repre-

sents weeklies and small dailies, is urging an exemption for newspapers with annual revenues of less than \$100,000; noting that the council has granted exemption to small retailers.

But Publishers' Auxiliary reported that representatives of the association, the American Business Press and the Magazine Publishers Association have received no encouragement from top council officials.



FRED JONES

Jones Resigns Position As Toronto Executive

Toronto, Ont.—Fred Jones will step down as executive secretary of the Toronto Guild in May.

Jones gave three months' notice of resignation to the local executive committee last month. He gave no reason for his action.

The local, put in a financial squeeze by the loss of almost 700

members at the suspended Toronto Telegram, is combining the positions of executive secretary and local representative effective June 1 and has been seeking applicants for the new position.

Jones has been on a leave of absence as a TNG international representative since taking the Toronto post in 1968 but said he did not know whether he would return to the TNG staff. Neither he nor Local Representative Jack Dobson have applied for the new Toronto job.

Jones, 55, was president of the Toronto Local for three terms before joining the TNG staff in 1956.

He helped organize Guild units at the Telegram and the Toronto Globe & Mail while working on the Telegram and served as chairman of his unit and local vice president in addition to president. He was also an officer of the Canadian District Council.

While executive secretary, Jones served on a special TNG Per-Capita Study Committee authorized by the 1970 Convention.

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.

Canadian Council Stand

Freedom Urged for GR Editor

Montreal, Que.—The Canadian District Council last month urged constitutional protection for "the editorial freedom and autonomy of the Guild Reporter editor."

The council acted at its Feb. 27 meeting after hearing reports on the International Executive Board's January action reaffirming the authority of TNG's president over the GR and rejecting by 10 to 5 a proposal to declare the editor accountable directly to the IEB for the paper's day-to-day operations.

A motion introduced by Marc Zwelling of Toronto and seconded by William J. Fox of Ottawa asks TNG's international office to draft a constitutional amendment providing such protection for presentation to the next convention.

The council also voted to ask TNG President Charles A. Perlik, Jr., to seek support from the International Federation of Journalists for former Toronto Telegram columnist Ron Haggart whose hiring was canceled by the Toronto Star because he wrote an article in a New Democratic Party publication endorsing NDP candidates in last fall's provincial elections.

It asked the IEB to "support

generously" the Canadian Labour Congress's white-collar organizing drive.

The council made sweeping changes in its bylaws, among them two designed to encourage affiliation by Canada's two West Coast locals, Victoria and Vancouver-New Westminster.

One provides an equal number of votes for all locals regardless of size or representation, allowing a distant local to be fully represented by a single delegate, and the other authorizes a partial plane-fare subsidy for delegates traveling long distances.

Perlik reported during a council brunch on recent Guild strikes and U.S. Pay Board developments.

Guild Wins Macomb Vote; Ruling Pends on New Poll

Detroit, Mich.—A National Labor Relations Board decision on challenged ballots has given the Detroit Guild a 43-to-42 victory in a representation election at the Macomb Daily in Mount Clemens.

But the election, second to be held at the suburban daily, may be thrown out on a technicality. The board has yet to decide whether to schedule a new vote

because an NLRB agent used the wrong payroll period for determining eligibility.

The board upheld a hearing officer's recommendation that one ballot challenged by the Guild and another challenged by management be disallowed. When the two ballots were opened, they were split, leaving the Guild with a one-vote victory.

The hearing officer recommended that a new election be held, however, if the number of employees whose eligibility was affected by the mistake in payroll periods were sufficient to affect the outcome. That would require only one employee.

The Guild lost an earlier election among the paper's advertising, business, circulation, editorial and janitorial employees, but it was thrown out because of unfair company practices during the election period.

Favoritism Charged To Nevada Paper

Las Vegas, Nev.—TV Station KVVU here has charged the Donrey Media Group with giving favored treatment in its Las Vegas Review Journal to Donrey-owned Station KORK-TV.

The Las Vegas Valley Broadcasting Co. is seeking to take away the KORK-TV license.

N.Y. Petitions For Unit at 3 R.N. Journals

New York City—The New York Guild, named bargaining agent for employees of three medical journals in January, is seeking representation rights at three nursing journals.

A petition for 12 employees of the American Journal of Nursing, Nursing Outlook and Nursing Research was filed with the National Labor Relations Board last week. The journals are published by the American Nursing Association.

The Editors Group, an independent union with a contract covering the 12 employees, voted to affiliate with the Guild Feb. 14. But management refused to recognize the Guild as bargaining agent.

Employees of World-Wide Medical Press Inc., the Physicians News Service and the International Medical Press voted 32 to 1 for Guild representation Jan. 14.



Pueblo

President, Gilbert P. Zamora; vice president, Jack Hildner; secretary, Elizabeth Skul; treasurer, Ed Orazem.

San Diego

President, Gerald Schultz; vice president, Philip McMahan; secretary, Linda Ritter; treasurer, Francis (Mike) Curtis.

Vancouver-New Westminster

President, David Manley (Manley, 65); vice president, Donald McLeod and Simma Holt; recording secretary, Marlene Anderson; treasurer, George Milne.

Victoria

President, J. T. Jones; first vice president, David Webber; second vice president, Roger Stonebanks; secretary, Brian Butters; treasurer, Judy Lang.

El Mundo's Aerial Delivery Sputters

San Juan, P.R.—Aerial delivery of a few thousand newspapers from the strikebound El Mundo plant was resumed this week following a three-day interruption forced when the helicopter that had been flying them out was riddled by bullets.

The helicopter was damaged March 3 when a group of men attacked it as it was landing on a farm in Juncos owned by Vincente Pierantoni, the paper's circulation director. Pierantoni's car and that of a strikebreaking district manager were also damaged.

Earlier in the strike a firebomb attack for which responsibility was claimed by the Armed Commandos of Liberation, a terrorist group, disabled five rented helicopters. El Mundo rented another 'copter and bought a second, but one was grounded by mechanical trouble before the latest attack.

El Mundo got both helicopters back in the air March 7, resuming distribution of about 10,000 copies of a 16-page paper produced with the aid of imported strikebreakers.

Five strikers, including Local Secretary Astorberto Villahermosa, face charges as a result of the Juncos incident. Four were charged with damaging the cars, and one, in addition, with assault on the district manager. All are free on \$1,000 bail pending trial.

The National Labor Relations Board announced this week it would go into court to seek an injunction against mass picketing of El Mundo.

There has been little bargaining since the Guild struck Feb. 10 for a new contract. A Feb. 25 negotiating session called by Jorge L. Otero, head of the Puerto Rico Labor Department's Division of Conciliation, produced no progress.

The Guild filed charges accusing El Mundo of bad-faith bargaining. The company has refused to negotiate the status of 221 so-called supervisors, resorting instead to a unit-clarification petition before the National Labor Relations Board.

Other Puerto Rican unions have been working with the Guild in support of a boycott of the newspaper and its few advertisers during the periods when the



Photo by Juan J. Rodriguez, Puerto Rico Guild

Viva the Guild!

A portion of the more than 3,000 University of Puerto Rico students who marched on the El

Mundo plant Feb. 23 raise clenched fists in support of the Guild's strike.

paper has been published.

A fund-raising telethon that the Guild had planned to conduct on Station WRIK-TV was canceled amid controversy. The station claimed that there was no time available and denied making any commitment to broadcast it.

A Catholic mass was conducted in front of the El Mundo

plant by five priests Feb. 27. It is believed to be the first mass ever conducted on a picket line in Puerto Rico, and an offering of \$109.33 collected during it was donated to the strike fund.

The New York Guild's representative assembly, responding to the strike, has voted an initial \$1,000 contribution and launched

a "grassroots campaign" to raise strike collections in its shops.

Meanwhile, a strike threatened at Puerto Rico United Press International, the source of most of El Mundo's news. Guild members at the unit have voted strike sanction in a struggle for their own new contract, and TNG has granted strike approval.

Canton Daily Cancels Prestrike Offer

Canton, Ohio — Thomson's Canton Repository withdrew its prestrike wage offer March 3, claiming it would have to reduce its economic package to conform to the Pay Board's 5.5-percent guideline for wage increases.

Negotiators for the Cleveland Guild unit, which struck the paper Feb. 19 in a contract dispute, walked away from the bargaining table. Thomson's prestrike offer

amounted to 18 percent at the key minimum.

Noting that there is no law preventing the Repository from negotiating a contract exceeding the guideline, Cleveland Guild Executive Secretary Jack F. Weir said many Canton members earn such low salaries their pay is exempt from the guideline.

Federal Mediator Chris Siesky stepped into the dispute this

week and called a bargaining session March 8, but no progress was reported. Siesky said the company refused to back down from its position that it could not legally bargain above 5.5 percent, and no new meeting was scheduled.

The Guild said after this week's bargaining session that it was exploring the possibility of publishing a strike paper.

The Repository, which locked out craft-union members, has not published since the strike began. Two days after the shutdown it announced it would not try to publish "until feasible."

The company reportedly made a new attempt to bring in strikebreakers yesterday despite a municipal antistrikebreaking ordinance. Nine apparent strikebreakers in two cars tried to enter the plant, but they were unsuccessful.

Thirteen Guild members and 17 union supporters were to appear in Stark County Common

Pleas Court today to answer contempt-of-court citations brought by the company, charging them with violating an injunction limiting pickets to 18 at five plant entrances.

Weir characterized as a "flagrant example of the company's desire to break the unions" its refusal to continue hospitalization insurance due to expire at the end of the month.

The Guild had proposed that the Repository continue the insurance program during the strike and be reimbursed in full through payroll deductions when the dispute ends.

The Guild reported \$1,032 in initial contributions to its strike fund, including \$130 from the Canton Allied Printing Trades Council, \$100 from the Canton Typographical Union, \$500 from the Greater Canton AFL-CIO Council, \$250 from the Akron Typographical Union and \$27 from the Massillon Typographical Union.

CBC Strikes Accelerated By NABET

Toronto, Ont.—The National Association of Broadcast Employees and Technicians accelerated its rotating work stoppages against the Canadian Broadcasting Corp. this week.

The actions led to additional lockouts of Guild members in Toronto March 5 and in Edmonton all this week and idled Guild members in Halifax, where they honored NABET picket lines starting March 6.

Grievance procedures were initiated by the Canadian Wire Service Guild after one Guild leader was suspended and another had his job status downgraded.

William Laing, a national-council member from Edmonton, was suspended after CBC said he slanted a news item about the NABET actions, and Jerry MacDonald, national treasurer, was reduced from national assignment editor in Toronto to news writer. MacDonald had been active on the picket line in support of NABET.

The Toronto Guild's executive committee, meanwhile, sent telegrams to federal Secretary of State Gerard Pelletier and Treasury Board President Charles M. Drury urging them to press CBC to negotiate with NABET.

NABET members walked out in Montreal last week, then were locked out for a week. They were finally allowed back March 7.

Guild and NABET members returned to work at Toronto March 6 after the weekend lockout. The Guild members were locked out when they refused to sign statements promising not to stop work again.

NABET staged a weekend stoppage in Edmonton, and after they returned, Guild members were locked out when they refused to sign a similar statement.

Other actions were in Moncton, N.B., and Chicoutimi, Que., but no picket lines were set up and Guild members continued to work.

Election Win Helps Double Unit at Time

New York City—Members of Time Inc.'s duplicating department voted 21 to 0 to join Time's Guild unit last week in the latest phase of an organizing drive that has doubled the unit's size in the past half year.

The National Labor Relations Board election added a department that duplicates editorial material arriving by wire and cable. Last August, in another NLRB election, employees of the wire room voted 8 to 5 for Guild representation.

But the biggest increase in unit membership has come from an intensive organizing drive among nonmembers of the editorial department. Local Representative Jean Davidson reported to the local's representative assembly recently that 220 nonmembers had joined up, increasing the unit's strength to 450.

The unit, which has no Guild-shop clause, has been conducting a continuing organizing campaign in conjunction with negotiations for a new contract.

NLRB Orders 2 Triangle Elections

Philadelphia, Pa.—The National Labor Relations Board, upholding the Philadelphia Guild and the Office and Professional Employees, has ordered separate representation elections among employees of Triangle Publications.

The board's regional director rejected a management request for a single unit embracing separate groups sought by the Guild and the Office Employees, plus 40 other unrepresented employees.

The two unions struck in December in protest against company delaying tactics before the labor board. The strike was settled after Mayor Frank L. Rizzo obtained company agreement not to appeal the unit found appropriate by the board.

The Guild is seeking to represent 25 planning-department employees; the Office Employees, 18 accounting workers. The Guild currently represents quality-control employees.

Clashing Views Mark Hearings on Canadian Office

(Continued from Page 1)

they valued their affiliation with TNG and wished to continue it. But Toronto recommended that TNG's Constitution be amended to allow the Guild's "Canadian section" to merge with another Canadian union or section should it desire to in the future, and Victoria, while opposing a Canadian office at this time, said it recognizes an all-Canadian Guild as a "desirable long-term goal."

However, Toronto Executive Secretary, Fred Jones, testifying after outgoing Toronto President Marc Zwelling had made the local's presentation, said it would be "economic suicide" for any Canadian local or group under Guild contract to "even suggest that they divorce themselves from the international body of the Guild."

The concept of a Canadian office and director was also supported at the hearings by a number of union officials and journalism and industrial-relations professors and by Sen. Keith Davey, chairman of Canada's Special Senate Committee on Mass Media.

Davey, who was the opening witness at the task force's first hearing, in Montreal, said that a Canadian national office and director should be the Guild's minimal objective but that the Canadian region should not become separate and distinct from the international.

"There is great value in such an international relationship," he said, declaring that he would like to see Guild units organized at more Canadian (as well as U.S.) papers. "Canadian Guild members can enjoy the best of both worlds," he said.

In seven days of hearings, the task force heard more than a score of witnesses and received two written submissions.

The presidents and/or publishers of CBC and major papers with which the Guild has contracts in Canada were personally invited by TNG President Charles A. Perlik, Jr., to testify at the hearings, but none chose to do so.

When informed of this by Perlik, Davey said he found it "quite incredible and regrettable." He agreed that it was proper to have invited them and said he would have thought about half of them would have accepted.

The public hearings, for which announcements went to 300 publications, broadcasters, unions, professional and management groups and communications schools, were



JOHN CRISPO
'Beware self-styled saviors'

held in Montreal, Toronto, Winnipeg and Vancouver, where they were concluded this week.

They were authorized by TNG's International Executive Board, in implementing a recommendation of last year's Guild convention that it study the feasibility of establishing a Canadian national office with an elected Canadian director.

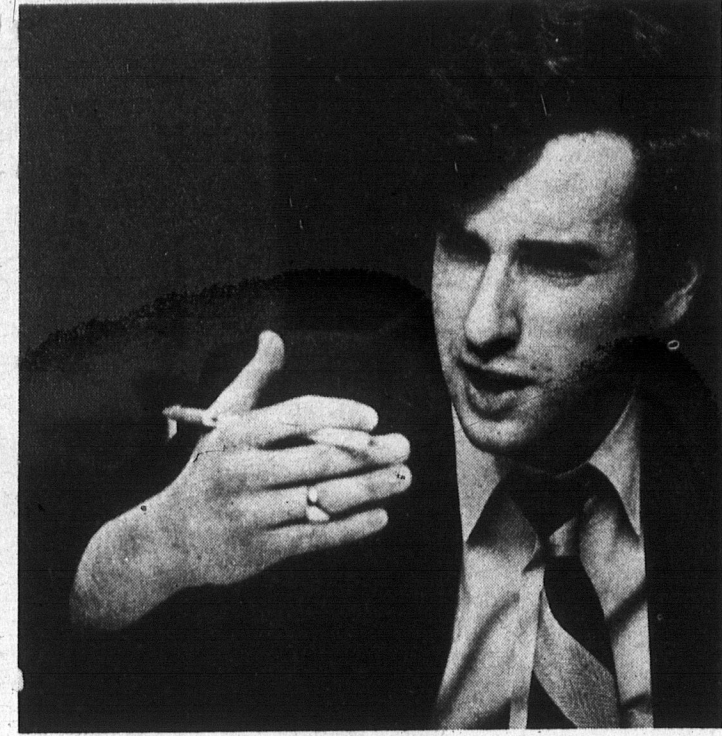
In addition to Perlik, members of the task force that conducted the hearings were Glen Ogilvie of Toronto, TNG's Canadian regional vice president; Eleanor Dunn of Ottawa, an international vice president at large; Roger L. Stonebanks, second vice president and former president of the Victoria Guild, and Harry E. Ryan of New York, an international vice president at large. They took turns presiding at the hearings.

Of the three Canadian local submissions urging creation of a Canadian national office, Ottawa's and Toronto's were the most detailed, running to 29 and 41 pages, respectively.

Each calls for a Canadian office and office staff, a Canadian director elected by Canadians, a staff research person and a monthly Canadian Guild paper.

The Ottawa proposal also includes a national representative.

The Ottawa proposal projects an annual budget of \$99,890, including a salary of \$17,000 for the director; the Toronto proposal projects a budget of \$95,794, including a salary of \$15,500 for the



Guild Reporter Photos by Julien LeBourdais
MARC ZWELLING
'Guild stands at crossroads'

director.

The methods advanced by the two locals for financing the projected Canadian office, while different, would both require additional per-capita payments by Canadian Guild members or their locals and the diversion of part of the present regular per capita to Canadian use.

In addition, the Toronto proposal would provide for a one-time assessment of \$3 on the entire TNG membership, U.S. as well as Canadian, to finance the first year's operation.

The Ottawa submission, presented by Local Secretary Anne Carey, Treasurer Geoffrey Lay and executive-committee member William J. Fox, said a Canadian office would be a "center of gravity" for Canadian activities and provide impetus for Guild leaders of tomorrow, younger newspaper men and women who are in the "forefront of the wave of Canadian nationalism that is the basis of our hopes for Canadian autonomy and self-determination."

Declaring that the Guild stands at a "crossroads" in Canada and that there is "ample" evidence that TNG leaders are out of touch with Canadian issues, the Toronto submission said that "while a Canadian office and director 'can't do it all,' such an office would be a 'meaningful way to demonstrate the relevancy this union can have for Canadian workers.'"

The Montreal Guild, in a presentation by Local President George Light and Secretary Fred Dunham, supported in principle the creation of a more autonomous Canadian region administered by a fulltime, elected Canadian director without undertaking to project the operations of his office in detail.

Asserting that the advantages of a more autonomous Canadian region and elected director outweigh the disadvantages, the Montreal submission said, "Most important, we think Canadian Guildsmen want their own regional director and more autonomy, and, in the democratic tradition which the Guild has so proudly and consistently upheld, if the people want it, they should have it."

Montreal recommended that the director become the Canadian regional vice president and sit on the International Executive Board and that decisions regarding Canadian organizing, the makeup of the Canadian Model Contract and Bargaining Program, the appointment of Canadian delegates to meetings and conventions, and positions on Canadian legislation be made in Canada.

It suggested that Canadian contract settlements be approved jointly by the Canadian director and the president of TNG and that strikes also require their joint sanction.

Ottawa, in a supplemental submission by Lay, who accompanied the task force across the country, also proposed a double veto on strike sanction but proposed that the Canadian director have final approval over contracts.

It proposed that the director become a second Canadian vice president, thus formalizing the "traditional courtesy" under which Canadians have had two seats on the IEB and reducing the present number of at-large vice presidents by one, and suggested that the Canadian District Council sponsor a "sort of mini-convention" annually on Canadian policy.

Toronto, in its submission, proposed that Canadian contracts and bargaining goals be approved by the Canadian director, perhaps in consultation with the Canadian District Council or a new "Canadian Executive Board" or "Canadian contracts committee."

It also asked for a yearly accounting of how money raised in Canada is spent and how much money is spent by TNG on behalf of Canadian members.

Ryan, who said he was "very loath" to recommend such a proposal, said that Toronto's proposal to provide for possible future disaffiliation of Canadian Guild locals "gives me the impression that all your earlier recommendations to strengthen the Guild in Canada would only lead to an eventual divorce once you are strong enough to stand on your own feet."

"It isn't, as you might suspect, a strategy for liberation from the international," Zwelling replied, "but an orderly process to enunciate union democracy."

"It sounds more like an orderly process to disband the union," Ryan replied.

The Toronto submission was sharply critical of the Guild in Canada, especially of what it called the Guild's "dismaying" growth record, which it characterized in language that led Perlik to declare it was providing "ammunition to the enemy."

In his testimony, Jones, who has announced his forthcoming resignation as Toronto executive secretary, explained that as a member of the committee that drafted the Toronto submission he had unsuccessfully taken issue with both its terminology and form.

"Some of our people have short memories about how they got con-

dited infinitely better than Perlik said," he said, speaking as an individual, but he agreed that a Canadian office and director would be advantageous and would enhance Guild growth in Canada.

The Vancouver-New Westminster Guild, however, in a submission presented by Local Executive Secretary William H. McLeman and President David Manley, said that a Canadian office and elected director, with its attendant costs, would provide no services to Canadian members that they don't already receive.

Declaring that the questions of patriotism and unionism must be separated, Vancouver said, "We feel that geographical boundaries should be ignored when people with common interests, such as we have in the Guild, band together to advance the goals of its members."

Expressing satisfaction with Canadian representation in TNG and the services provided by it, Vancouver noted that for every four dollars paid TNG in per capita and assessments it had gotten back three dollars in strike benefits in two crises, in 1967 and 1970.

It said that the value of being able to call upon the expertise of the international and the resources of 30,000 international members is "immeasurable" and expressed concern lest the establishment of a separate Canadian office be the first step toward a separate Canadian union, with 3,000 members instead of 30,000.

It said Guild money could better be spent in hiring additional international representatives to intensify organizing activities in the United States as well as Canada, where, it said, the need is "acute."

Asked by Ogilvie and Dunn



JOSEPH SCANLON
'Must recognize nationalism'

about the desirability of the sort of Canadian identity a Canadian office and director would provide, McLeman said he had not found the question of national identity a problem in either organizing or other Guild activities.

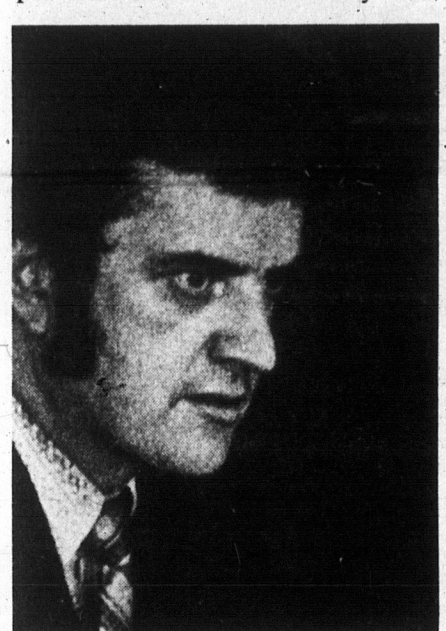
"Expertise is more important than nationality," he said.

In a separate submission presented by Dick Schuler, 23 Guild members at the Vancouver Sun, while supporting the local brief in other respects, urged that TNG appoint a Canadian national organizer who would devote his full time to organizing for a trial period of three years "to establish once and for all whether it is really as hopeless to organize as some in our union would like to suggest."

They projected the cost at \$30,000 a year, or approximately the amount of Vancouver's annual per-capita payments, and proposed that after three years the Canadian caucus at TNG's convention decide whether the experiment was worth continuing or not.

Like Vancouver, the Victoria Guild, in a submission presented by Local President J. T. Jones, said that the most a Canadian director could offer "would be equal service at added cost."

Declaring that both communication and service from TNG have been "consistently excellent," Victoria said the "insertion of a Canadian directorate" would not improve service or efficiency and



WILLIAM H. MCLEMAN
'Expertise more important'

might interfere with the "present smooth-working system."

The Victoria submission reported an almost complete lack of interest in a Canadian office among Victoria members and expressed apprehension lest it become an Eastern-based operation that might do serious harm to Guild unity in Canada.

"For these reasons," it concluded, "the Victoria Guild would feel bound to oppose the suggested Canadian directorate as of dubious value, unjustified expense and considerable hazard."

Asked about the submission's recognition of a separate Canadian Guild as a long-term goal, Jones explained that there "is a body of opinion in the local that we should have a Canadian Guild when it's big enough to stand on its own feet, in 25 years, say, when there are as many Guild members in Canada as there are in TNG today."

Questioning by Stonebanks brought out that, except for Victoria's, none of the local submissions had been approved by the general membership, which Stonebanks characterized as a "serious omission."

Advancing its proposal as a guideline, Ottawa suggested that the bulk of the budget be raised

by prorating the average monthly per-capita payment of Canadian members (projected at \$3.24) according to the ratio between TNG's Canadian membership of approximately 3,100 and the total TNG membership of approximately 32,500.

Thus, TNG would receive 10 percent of the average Canadian per-capita payment, or 32 cents, plus 94 cents for the International Defense Fund, in which Canadian members would continue to participate on a regular basis.

The remaining \$1.98 would go to the Canadian office.

The balance would be raised by an additional charge of 75 cents a month (or \$9 a year) per Canadian member, which would produce \$27,900 a year.

To raise initial operating capital, Ottawa proposes that TNG lend the Canadian office \$50,000, to be underwritten by Canadian locals and repaid over 10 years at \$5,000 a year. Repayment money would be raised by levying an annual assessment of \$2 on Canadian members.

Toronto expressed its submission that it had based its proposed Canadian-office budget of \$95,794 on the expenditure patterns of Canadian national unions and the average amount they spent per year per member—\$31.30 in 1968, the most recent year for which figures were available.

That annual figure comes to approximately 60 cents a week. Toronto proposes that half of this amount be raised by increasing the Canadian-member per-capita payment by 30 cents a week, or \$1.30 a month, on the average.

It proposes that the other half be raised by TNG's rebating 30 cents a week, or \$1.30 a month, from present per-capita payments in recognition of the fact that the Canadian office would provide services for Canadian members that are now provided by TNG.

The task force heard testimony from two individual Guild members and received a written statement from a third.

Simma Holt, a member of the Vancouver executive committee who testified in support of the local submission, said that nationalism is not only divisive but "suicidal" in today's world of mergers and conglomerates and urged the avoidance of even the smallest compromises with "national egoism" that "can weaken this organization that has taken so long to build to its present stature."

John Condit of the Vancouver Province told the task force that true international unionism calls for entirely independent newspaper unions in the U.S. and Canada with a "hands-across-the-border" arrangement to exchange information.

Declaring that a Canadian union of only 3,900 members could not be effective by itself, Mather said that the CWA locals' action is their particular solution to a particular problem and that they do not advocate that others "take the path to full independence."

Richard J. Clarke, Canadian vice president of the Lithographers' and Photoengravers' International Union, noted that his union's Canadian office had been established 10 years ago primarily for servicing purposes under a continuing international subsidy and said the decision had proven itself "over and over again" in enhancing both service and Canadian identity.

He emphasized the continuing importance of the international to its Canadian members, however, declaring that the LPIU's 6,500 Canadian members "just don't



The Ottawa Guild's three-member delegation—from right, Local Treasurer Geoffrey Lay, William J. Fox and Secretary Anne Carey—presents its testimony.

tion. He suggested that Canadian members be invited to decide their own destiny in a constitutional convention.

William Johnson of the Toronto Globe & Mail, in a written submission, said the Guild in Canada "will prosper better if it repatriates to this country the apparatus of decision-making, research, financing, information and its perceived identity" and that continuing relations with the Guild in the U.S. should be through coordination and association rather than subordination.

In a message to Perlik, David Lewis, leader of Canada's New Democratic Party, commended the hearings, saying that it came as no surprise to him to see the Guild responding "openly and publicly" to Canadian needs since it "always has shown an awareness and sensitivity to the identity needs of its Canadian operations."

Perlik explained that Lewis, who formerly was legal counsel of the Guild and several Guild locals in Canada, had been invited to testify not as a party leader but as one who has been closely associated with the union.

The task force also heard Canadian officials of three international unions describe their unions' Canadian regional operations.

Boris Mather, director of the Canadian Communications Workers Council of the Communications Workers of America, explained that Canadian locals are withdrawing from the CWA to form their own union but only to enable them to enter into a federation with another, larger Canadian telephone workers' union in British Columbia and perhaps others in order to strengthen their bargaining positions.

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He emphasized the continuing importance of the international to its Canadian members, however, declaring that the LPIU's 6,500 Canadian members "just don't

have the resources to fight the companies we need to fight."

Ronald J. Pambrun, international vice president for Canadian affairs of the National Association of Broadcast Employees and Technicians, who reported his union has 3,800 Canadian members and maintains offices in Toronto and Montreal, said Canadian autonomy in NABET had "definitely" helped in organizing.

"I believe in international unionism, period," he declared. "I believe in Canadian autonomy within the framework of international unionism, period."

Paul Robinson, general chairman of the Canadian Press Division of the United Telegraph Workers, told the task force that the Canadian National and Canadian Pacific railroad divisions had been authorized to withdraw from the UTW should they merge with a Canadian railway union to increase their bargaining strength.

But, he said, the Canadian Press Division believes it is to its advantage to remain in the UTW because of common interests and problems between telegraphers in Canada and the U.S.

Jack Williams, public-relations director for the Canadian Labour Congress, while emphasizing the "valid and practical" role of international unions in Canada and warning against those who would create disunity by denouncing them, reiterated the CLC's minimum standards of autonomy for Canadian sections of international unions and encouraged the establishment of a Canadian Guild office and director.

So did Morden Lazarus, public-relations director for the Ontario Federation of Labour, speaking as an individual Guild member. But he said a \$100,000 budget would only finance a "holding operation."

Two industrial-relations experts

—John Crispo, director of industrial relations at the University of Toronto, and Frances Bairstow, director of industrial relations at McGill University—told the task force that a truly international union should grant "its Canadian members all the autonomy possible and needed."

Crispo, who emphasized that he was not "preaching separatism," said that international unions should provide for a separate Canadian section, a separate Canadian policy conference, Canadian officers elected by Canadians, adequate financing and staffing of the Canadian section, and Canadian control over union expenditures in Canada.

But he warned against those he called "self-styled saviors of Canada's national sovereignty who appear, at times at least, to be even more interested in furthering their own private, corporate, trade-union and political pursuits by packaging them in a Canadian flag."

The task force received a written submission from Dick Macdonald, editor of Content, the monthly Canadian journalists' magazine, urging the Guild not to lose sight of its professional responsibilities to the press and public.

And, at the outset of its hearings in Montreal, it heard Joseph Scanlon, director of the School of Journalism at Carleton University and a former Guild member, warn that if the Guild fails to recognize the growing spirit of nationalism he sees among his students, it will not "command the support and loyalty of future generations of Canadian journalists as it has held the respect and admiration of mine."

A week later the closing hearings in Vancouver were attended by three journalism students from Cariboo College and their instructor, Bill Fairbairn.

NABET Leader Hails Guild's Help at CBC

Winnipeg, Man.—Thanking the Canadian Wire Service Guild for its support of his union's rotating strikes against the Canadian Broadcasting Corp., the international vice president for Canadian affairs of the National Association of Broadcast Employees and Technicians pledged that, in return, NABET would honor any future Guild picket lines at CBC.

Asked by TNG President Charles A. Perlik, Jr., during his appearance before TNG's task force hearing here whether he was satisfied with Guild support of the NABET strikes, Ronald J. Pambrun said:

"Without qualification, it has been fabulous. Absolutely 100 percent everywhere."

Pambrun said he believed that NABET and the Guild should begin discussions looking toward a

continuing mutual assistance pact at CBC, Perlik said he agreed.

Earlier, at the Toronto hearing, Canadian Wire Service Guild President Philip Calder told the task force that the basic reasons the Guild has been able to support NABET as it has is the "understanding and backing" of TNG and the fact that "we knew we were supported by a large international membership."

Calder said he would be "loath to see any move to impair our knowledge of that kind of international backing." "We're proud of TNG," he said.

Perlik, in response, expressed TNG's pride in the Canadian local and its members for their response to the strikes. "You have distinguished yourselves as unionists and Canadians," Perlik declared.

THE SHORT

OF IT

Rehnquist Asserts HIS Privilege

Eyebrows rose at the U.S. Supreme Court last month when Justice William H. Rehnquist, President Nixon's new appointee, failed to disqualify himself from consideration of three landmark cases involving newsmen's privilege.

Rehnquist helped prepare the Justice Department's subpoena guidelines while he was an assistant attorney general, and he came out strongly for the power of the courts to compel reporters' testimony at a 1970 panel discussion. His comments from the bench indicated the elevation hadn't changed his mind.

Elsewhere, February was a mixed bag for privilege. A federal district court in New York ruled that Alfred Balk, now editor of the Columbia Journalism Review, did not have to disclose the sources of a Saturday Evening Post article on "block-busting" in Chicago. But the Canadian Broadcasting Corp. surrendered film of a battle between police and demonstrators during Soviet Premier Alexei Kosygin's 1971 visit to Toronto at the order of a provincial judge who said an official inquiry was entitled to see it.

In a "never-say-die" fight to retain its television station WHDH, the Boston Herald Traveler is seeking at least 19,000 signatures on a petition, run as a newspaper ad, to have the Federal Communications Commission reverse its refusal to renew. The U.S. Court of Appeals in Boston has denied an order directing the FCC to review its grant of the channel to Boston Broadcasters Inc., but WHDH is filing a new appeal in the Washington Court of Appeals. . . . An arbitrator has upheld the dismissal of Ralph Osterberg, chairman of the Wire Service Guild's United Press International branch in Baltimore, holding that just cause, not union activity, was the reason. . . . Top officers of the International Typographical Union and the Printing Pressmen have renewed merger discussions after a lapse of several years. . . . The following classified ad appeared in Pulitzer's St. Louis Post-Dispatch during recent Guild bargaining: "Dear Mr. P: Happiness is getting a lot more than S.S. R.P., R.K., S.B., etc."

The Shadow Convention

While the nation's publishers hold their annual summit meeting under auspices of the American Newspaper Publishers Association at the Waldorf-Astoria in New York April 23 and 24, the "A. J. Liebling Counter-Convention" will be assembling across town at the Martin Luther King Labor Center to discuss "the real issues of American journalism."

It is being convened by [More], New York's journalism review, which cited a quote from Liebling, the New Yorker's late press critic, noting that the ANPA convention reaches New York at the same time as the circus and "like the Big Show . . . always bears a certain resemblance to its predecessors."

Among those scheduled to participate in panels and discussions are I. F. Stone, Jack Anderson, Seymour Hersh, Tom Wicker, Gay Talese, Nat Hentoff, Studs Terkel, Murray Kempton, Gloria Steinem, Nicholas Von Hoffman, Jack Newfield and George Reedy.

The City of Sacramento has joined Sacramento County in banning the importation of strikebreakers. It became the 123rd U.S. city to do so, despite opposition by both Sacramento newspapers, the Bee and the Union. . . . "In one lifetime he gave more to two great unions than most of us will ever give to one," said the San Francisco-Oakland Guild's representative assembly in a tribute to Guild pioneer Morris Watson, who also served with the Longshoremen's and Warehousemen's Union. It gave a memorial contribution in his name to the Los Angeles Guild's strike fund. . . . Guildswoman Betsy Wade has been named head of the New York Times's foreign copy desk, the first woman ever to hold that position.

New York Mirror Dies Again

The New York Daily Mirror, after a short 14-month reincarnation, went the way of its namesake last month, leaving the Times and News again unchallenged in the morning field. The Mirror blamed a ban on its sale by three major newsstand companies.

Two other papers are on the drawing boards, however. One, an afternoon daily, is being planned by John Shaheen, head of the Newfoundland Pulp & Chemical Co. Ltd.; the other, the New York Daily Newspaper Rider, plans on April 4 debut as an "alternative, nonestablishment" paper.

Fall River Police Arrest Six on Guild Picket Line

(Continued from Page 1)

ple, a community newspaper, was also arrested, charged with using profanity.

The Guild accused the police of brutality and the printers of provoking picket-line clashes by taunts and obscenity. It said many policemen have been placed on the Herald-News payroll as guards inside the plant and on delivery trucks and in some cases have been doing Guild work.

In another incident March 6, Guildsman Robert Gajoli filed

assault charges against six pressmen who he said attacked him as he was picketing at the rear of the plant.

Pressroom foreman Douglas MacRae, who suffered a head laceration in the scuffle, filed a countercharge of assault against Gajoli. Gajoli was alone, having sent another picket for help.

The paper has been publishing during the six-week strike with the assistance of craft unionists crossing the picket lines. But its circulation has been held to a third of normal.

Congress's Deadlock on Funds Perils 380 Radio Europe Jobs

(Continued from Page 1)

the stations pending a study of their effectiveness was formed this week under the leadership of former Under Secretary of State George Ball.

The New York Guild has 80 members working for Radio Free Europe in New York and 300 at the station's broadcasting facility in Europe.

Evdo Eydokimov, chairman of the Munich unit, flew to New York last week to join with New York Unit Chairman Romeo Cherot and Local Executive Vice President John E. Deegan in a meeting with station officials.

The New York Guild's representative assembly adopted a resolution Feb. 23 calling on the White House and Congress to extend "all necessary financial and other support for the continued operation of Radio Free Europe so that the peoples of Eastern Europe may continue to receive objective news."

The AFL-CIO executive council, in continuing response to a TNG resolution adopted at the federation's 1971 convention, also called for continued funding. "The closing of these vital communications with the captive peoples of the Soviet Union and Eastern Europe will be a clear sign of U.S. capitulation in the war to bring truth and courage to countless millions behind the Iron Curtain," the council declared.

The two stations were covertly financed by the Central Intelligence Agency for more than 20 years, although Radio Free Europe received 46 million dollars through public fund-raising as well as almost 307 million from the government. Radio Free Europe broadcasts to Eastern Europe and Radio Liberty to the Soviet Union.

CIA financing was halted last spring after Congressional objec-

tions, and an interim appropriation was voted to tide the stations over while alternative systems of permanent financing were considered.

President Nixon sought the establishment of a nonprofit public corporation through which government funds would be channeled, and the House adopted a measure providing funds for two more years while a study group reviewed this and alternative proposals.

But the Senate adopted a bill that would finance the stations through the Secretary of State for only one year. The Administration opposes that bill, arguing that the stations should be free of direct government control.

Sen. J. William Fulbright, chairman of the Senate Foreign Relations Committee, is the principal opponent of the Nixon plan. He has backed the proposal for a limited one-year appropriation, making no secret of his opposition to the stations' continuation.

"These radios should be given an opportunity to take their rightful place in the graveyard of cold-war relics," he has said.

An 11th-hour House-Senate conference on the situation Feb. 22 failed to produce agreement despite a fervent State Department appeal for continued funds. Fulbright rejected a compromise proposal to allow interim funds until June 30, 1973, proposing instead that funding be continued only through this June.

An appropriation bill providing funds until June 30 has already been adopted by Congress and signed by the President, but it was passed contingent upon approval of an authorization bill.

A resolution sponsored by 59 senators was introduced in the Senate last week to apply pressure for a break in the deadlock.

The resolution must go through the Foreign Relations Committee, however, and only six of its 16 members were among the sponsors. Fulbright this week issued a statement reaffirming his belief the stations should be liquidated.

The two stations have indicated they cannot operate for more than a few weeks without additional funds.

The Guild waived an eight-percent wage increase due to New York employees of Radio Free Europe last July in order to avoid inflating the amount of money that would have to be asked of Congress.

In a parallel step, the Munich unit and two West German unions representing the station's German personnel deferred negotiations for new contracts until the station's future was resolved.

August Scholle Dies of Cancer

Caseville, Mich. — August Scholle, retired president of the Michigan AFL-CIO and interim executive secretary of the Detroit Guild for a time last year, died of cancer at his home here Feb. 15. He was 67.

Scholle was named to the Detroit Guild post on a temporary basis last August. His illness forced him to resign in October.

Scholle headed the Michigan CIO Council from 1937 until the state AFL and CIO organizations merged in 1956. He headed the merged federation until his retirement last year.



Scholle

Key St. Louis Top to Hit \$360

(Continued from Page 1)

\$372.66. Upgradings will increase the top minimums for classified-advertising representatives (formerly called telephone solicitors) by \$72.58, to \$250.10, and circulation district men and advisors \$79.58, to \$250.10.

The top for stenographers and telephone operators is increased \$30.25, to \$170.20, that for typists, clerical workers, watchmen and cleaners \$29, to \$159.35, and that for office boys and girls \$22, to \$112.44.

The Guild also won new health- and life-insurance protection. The former includes \$10,000 major-medical coverage.

The Blue Cross and Blue Shield premiums will be paid by the company in full for employees and 25 percent the first two years and 50 percent the third for dependents. The company will also pay premiums for retired employees.

The company will pay the full premium for a minimum of \$10,000 life-insurance coverage. It will continue to pay premiums on up to \$15,000 of insurance for retired employees.

The Guild won increases in mileage allowances, which will vary from 11 to 13 cents. A new provision requires the company to equip company-furnished cars used by photographers with air conditioning.

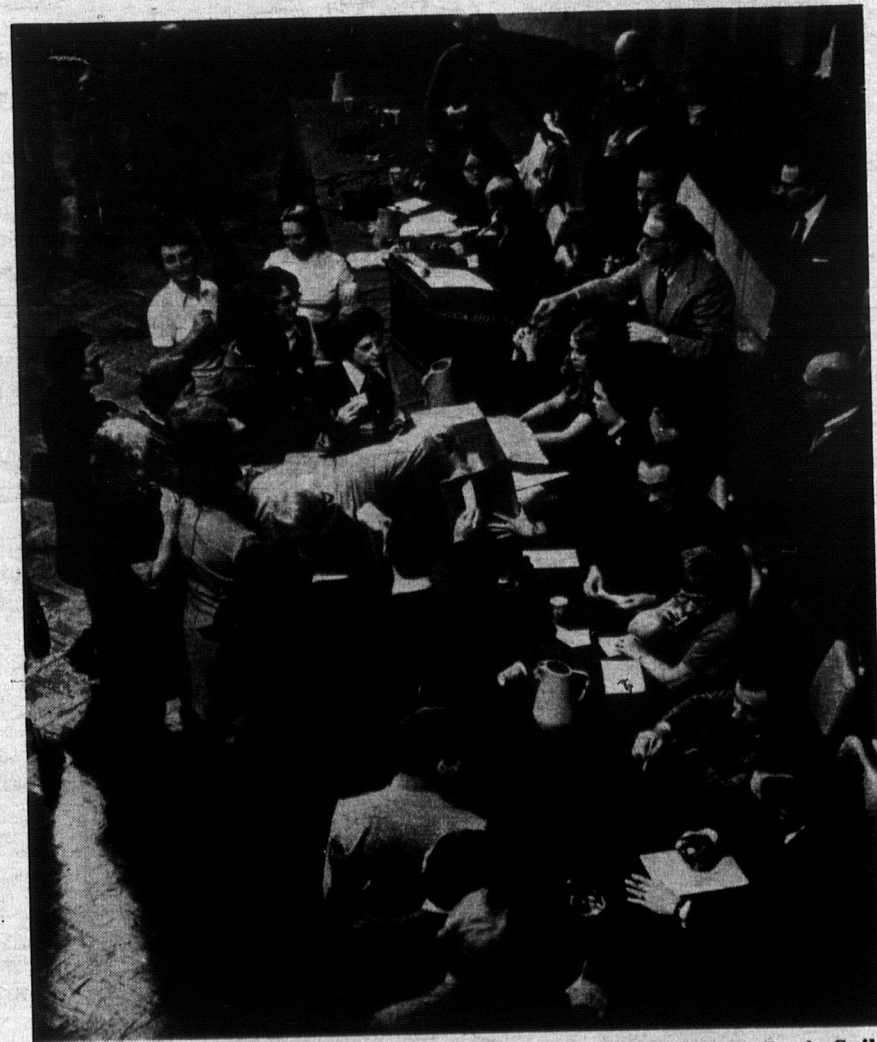


Photo by Steve Perille, St. Louis Guild

The Members Say Yes

Members of the St. Louis Post-Dispatch Unit line up to cast their ballots in ratification vote on a new contract increasing key top minimums by more than 40 percent over three years.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Display Minimums

Reporters Lag in 6 Pacts

Top-minimum salaries for display-advertising salespersons exceed those for reporters in six of 96 U.S. and Canadian Guild contracts covering both jobs, according to figures compiled by TNG's Collective Bargaining Department.

The ad-sales minimums trail reporter minimums in nine Guild contracts, in three of them by more than \$20 a week. Display minimums are at parity with reporters' in 76 Guild newspaper contracts.

The largest spread between display-sales and reporter minimums is at the Baltimore Sunpapers, where the reporter minimum is higher by \$30.50. Reporter minimums are also way ahead at the Eugene Register-Guard, by \$27.50, and the Bridgeport Sunday Herald, by \$20.50.

Display-ad minimums are higher than those for reporters at the Boston Herald Traveler, by \$10.40; Providence Journal and Bulletin, \$9; Hammond Times, \$8.75; Detroit Free Press, \$4.90; Los Angeles Herald-Examiner, \$3.75, and Manchester Union Leader, \$2.50.

Five newspaper contracts in New York City and Washington provide minimums of more than \$300 a week for display salespersons.

Following are the display-ad minimums as of Feb. 1:

	Minimum	After		Minimum	After
N.Y. Times	\$325.82	4 yrs.	Vancouver Sun, Province	\$225.88	5 yrs.
Washington Post	325.00	4 yrs.	Sheboygan Press	223.10	4 yrs.
Washington Star	325.00	4 yrs.	Elizabeth Journal	222.50	4 yrs.
N.Y. News	306.21	6 yrs.	Tacoma News-Tribune	220.75	5 yrs.
N.Y. Post	305.35	4 yrs.	Pawtucket Times	217.27	4 yrs.
			Baltimore Sunpapers	213.50	5 yrs.
San Francisco Chronicle, Examiner	279.57	6 yrs.	Bay City Times	211.80	5 yrs.
San Jose Mercury, News	279.57	4 yrs.	Lynn Item	210.00	4 yrs.
Sacramento Bee	271.43	6 yrs.	Duluth Herald, News-Tribune	209.00	5 yrs.
Boston Record	270.50	3 yrs.	Kingston Freeman	208.20	4 yrs.
Boston Herald Traveler	270.40	4 yrs.	Salem News	207.56	4 yrs.
			Brookton Enterprise-Times	206.75	4 yrs.
Detroit Free Press	269.40	3 yrs.	Portland Press Herald, Express	205.25	4 yrs.
San Mateo Times	268.82	6 yrs.	Pottstown Mercury	204.12	5 yrs.
Vallejo Times-Herald	268.82	6 yrs.	Woonsocket Call	204.00	5 yrs.
Providence Journal, Bulletin	267.00	5 yrs.	Allentown Call, Chronicle	202.73	4 yrs.
Honolulu Star-Bulletin, Advertiser	262.50	5 yrs.	Manchester Union Leader	202.50	3 yrs.
Philadelphia Inquirer, News	261.26	4 yrs.	Eugene Register-Guard	202.50	5 yrs.
Denver Post	260.00	5 yrs.	Erie Times, News	201.50	5 yrs.
St. Louis Post-Dispatch	*256.16	5 yrs.	Indianapolis Star, News	196.00	6 yrs.
San Diego Union, Tribune	255.75	4 yrs.	Haverhill Gazette	190.60	4 yrs.
St. Paul Dispatch, Pioneer Press	255.00	5 yrs.	Albany Times-Union, Knickerbocker News	190.50	4 yrs.
Cleveland Press	250.00	4 yrs.	San Juan Star	190.00	5 yrs.
Hammond Times	245.75	5 yrs.	Pueblo Star-Journal, Chieftain	189.00	5 yrs.
Sacramento Union	244.25	6 yrs.	Victoria Colonist, Times	188.38	5 yrs.
Memphis Commercial Appeal, Press-Scimitar	242.75	5 yrs.	Yakima Herald, Republic	188.00	4 yrs.
Stockton Record	240.75	6 yrs.	Huntington Park Signal	185.55	5 yrs.
Bakersfield Californian	239.61	5 yrs.	Hawaii Tribune Herald, Hilo	184.50	5 yrs.
Seattle Post-Intelligencer	239.50	5 yrs.	New Westminster Columbian	184.14	5 yrs.
Seattle Times	239.50	5 yrs.	Great Falls Tribune	182.09	5 yrs.
Wilkes-Barre Record, Times-Leader News	236.75	4 yrs.	Coos Bay World	180.21	5 yrs.
Wilkes-Barre Sunday Independent	236.75	4 yrs.	Fall River Herald-News	180.00	4 yrs.
Toledo Blade, Times	233.75	4 yrs.			
Metro-East Journal, East St. Louis	**232.13	5 yrs.	Los Angeles Herald-Examiner	178.55	5 yrs.
Cincinnati Post, Times-Star	230.00	4 yrs.	York Daily Record	171.58	5 yrs.
Delaware County Times, Chester	229.85	5 yrs.	Canton Repository	170.00	5 yrs.
Toronto Star	#229.50	3 yrs.	Massillon Independent, Bridgeport Sunday Herald	170.00	5 yrs.
			Valley Independent, Monessen	166.00	3 yrs.
			Oshawa Times	155.00	5 yrs.
			Lowell Sun	147.40	4 yrs.
				130.30	5 yrs.

* Includes \$2.66 cost-of-living increase.

** Includes 53-cent cost-of-living increase.

25 percent-plus-one of group receive additional \$6.50, or \$236.

Educational Leave Is Seen As Socially Desirable Goal

Geneva, Switzerland—Technological, economic and social change and growing requirements for cultural development make paid educational leaves for employees socially desirable, according to a conference of experts convened by the International Labor Organization.

The January gathering of 28 specialists representing governments, employers, workers and universities in a score of countries concluded that every employee should have the chance for continuing education and to be free for this activity during normal working hours without suffering financial loss.

A plank added to TNG's Collective Bargaining Program in 1970 calls for "an educational-benefit clause providing for management financing of employee education that will serve to improve skills and make the employee of more value to the publisher."

The ILO experts termed paid educational leaves "a new social right" and said they should be available to all as an instrument for "supplementary education."



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.
Empire State District Council, spring meeting, May 20-21, Rome, N.Y.

Glamor Investment

Newspaper Stocks Dazzle

Newspaper shares are glamor stocks for both intermediate- and long-term investment.

That's the opinion of Merrill Lynch, Pierce, Fenner & Smith, a leading Wall Street investment firm. It's backed up by the investment officer of the First Pennsylvania Banking and Trust Co. of Philadelphia, who says newspaper balance sheets are virtually without a rival.

"As a long-term consideration, there appear to be few areas for investment that can balance the inherent excellence of the newspaper industry," said First Pennsylvania's Daniel V. Cashman.

Merrill Lynch, in a stock commentary, said "the current state of economic health in the industry leads us to believe that most publicly held newspaper-publishing companies will be able to extend their earnings growth for the next few years."

Merrill Lynch said that while Congress has declined to exempt the newspaper industry from wage and price controls, "we see nothing in the current economic or legislative situation that diminishes the longer-term attractiveness of newspaper stocks, and we expect most publicly held newspaper companies to post increased earnings for 1972."

The investment firm had these comments about the individual companies:

- Gannett—"Most attractive among publicly held companies."
- Knight—"We expect consistent growth."
- Ridder—"An attractive speculation for long-term growth."
- Multimedia—"History of realizing maxi-

mum profits."

● Washington Post—"Profits . . . should continue to show gains."

● Dow Jones—"Shares should be held for further price recovery."

● New York Times—"We regard the recent acquisitions as constructive."

The industry has made "consistent gains in advertising revenues and circulation for the past two decades," Merrill Lynch commented. "Newspapers' share of the advertising dollar has also shown strength despite the growth of television advertising."

Cashman, in his analysis of the industry, noted that investors are looking for "companies which are going somewhere." He said "it is obvious that the newspaper industry is possessive of unique qualities which should be of interest to the aggressive investor."

He said it is "nearly impossible to ignore an industry that is guaranteed survival by the U.S. Constitution, enjoys legal monopolies in many markets and is looked upon as a necessity by almost every American adult."

He said the "immense capital investment involved in commencing a newspaper operation" virtually prohibits competition, and the industry, compared to others, is "uncommonly free from government interference."

The balance sheets of newspapers, Cashman said, are "basically unrivaled by any industry." Of the eight publicly held companies, he said, cash and equivalents are equal to 89 percent of current liabilities, compared to an 18-percent figure for industry as a whole.

Is There Discrimination?

FCC Provides a Bias Checklist

Is your local fighting—or planning to fight—discrimination in employment or advancement of women and minority-group members?

A handy checklist to measure an employer's equal-employment-opportunity program is provided in a recent Federal Communications Commission order to broadcast-license applicants.

To assure nondiscrimination in recruiting:

- Are notices posted to inform job applicants of their equal-employment rights and their right to appeal to appropriate government agencies if they believe they have been victims of discrimination?
- Is a notice of fair-employment practices included on job application forms, together with a statement of an applicant's right to seek redress if he believes he has been a victim of discrimination?
- Does help-wanted advertising appear in media with significant circulation among women and minority groups?
- Is recruiting conducted through schools with significant minority-group or female enrollments and are all recruitment sources advised that qualified women and minority members are being sought for job vacancies?
- Are present employees and women's, minority-group and human-relations organizations encouraged to refer qualified women and minority-group members?

To assure nondiscrimination in selection and hiring:

- Are there any selection techniques or tests used that have the effect of discriminating against women and minority members?
- Are staff members who are responsible for hiring decisions instructed that women and minorities are to be considered without discrimination?
- Do contracts contain non-discrimination clauses and is there cooperation with unions to

develop programs to assure qualified women and minorities of equal-employment opportunity?

To assure nondiscriminatory placement and promotions:

- Is there a review of job areas in which there is little or no female or minority representation to determine if this results from discrimination?
- Do women and minority-group employees receive equal opportunity for positions that lead to higher-paid jobs?
- Is there an inquiry as to interests and skills of all lower-paid employees, followed by assistance, counseling and effective

measures to enable them to qualify for higher positions?

- Are seniority practices and seniority clauses in contracts reviewed to assure that they are nondiscriminatory and don't have a discriminatory effect?
- To assure nondiscrimination in other employment practices:
- Are rates of pay and fringe benefits for present employees with equivalent duties examined and adjustments made of any inequities found?
- Are all qualified employees advised whenever there is an opportunity to perform overtime work?



Photo by Ken Winn, St. Louis Guild

In St. Louis Fashion

St. Louis Globe-Democrat reporter Susan Kelly has parity on her mind—and on her ears and throat. The buttons are being sported by Globe-Democrat Guild members in a campaign for a return to parity with minimums at the St. Louis Post-Dispatch, which galloped ahead in the previous contract settlement.

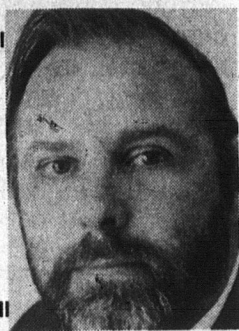
'Why not live a little? Overrule the Supreme Court'



DATELINE: WASHINGTON

The 'Harrisburg Seven' Trial: Some Disturbing Questions

By WILLIAM J. EATON, Chicago Guild



Harrisburg, Pa.—"This is not a funny trial," the judge told spectators who burst into laughter at one point in the proceedings against the Rev. Philip F. Berrigan and six others accused of a kidnap-bombing conspiracy. It may not be funny ha-ha, but it is funny-peculiar in several respects, raising questions about the quality of justice in America, 1972.

A visitor to the courthouse might be pardoned if he thought that John Dillinger or the Ma Barker gang were on trial, in view of the size of the security forces. Uniformed guards check passes and run the elevators serving the ninth-floor courtroom, where about a dozen marshals are posted near the doors.

In the first six weeks of trial there were no hints of any disruption, and the only demonstrations were of affection—hugs and kisses—among the defendants and their friends. But will the jury think the Harrisburg Seven must be dangerous if the government takes such elaborate

precautions?

The star witness for the prosecution is Boyd F. Douglas, Jr., an ex-convict who befriended Father Berrigan in the federal prison at Lewisburg, Pa., in 1970 and then became a prisoner-informer for the FBI when caught in a letter-smuggling role.

Douglas, who once asked the FBI for a tax-free \$50,000 for his espionage services, indicated he was a participant as well as an observer of the alleged plot to abduct Henry Kissinger and to blow up the federal heating tunnels in Washington, D.C., as anti-war protests.

For example, Douglas said he posed as an explosives expert, agreed to supervise the dynamiting, turned over FBI-furnished demolition manuals to two defendants and offered to provide a gun to help seize Kissinger.

Was Douglas, acting more like an agent provocateur than a source of intelligence for the FBI?

According to the indictment, Father Berrigan approved of a

kidnap-Kissinger plan in August 1970 and urged his followers to carry it out the following February. The record shows that he was transferred from maximum security at Lewisburg late in August 1970 to the minimum-security prison at Danbury, Conn., where his brother, the Rev. Daniel Berrigan, was held.

Is this the way prison authorities deal with someone suspected of masterminding a kidnap plot? Or was the transfer arranged in hopes of implicating Father Daniel, who had antagonized federal law-enforcement officials by evading arrest for four months?

THE PRIORITY PLACED ON the imprisonment of Father Daniel for destroying draft files can be judged by testimony that 100 FBI men once were assigned to attend an antiwar rally in New York City in hopes of capturing him. He later was found, ironically, through a clue in an FBI-intercepted letter sent to Father Philip, already in Lewisburg for the same offense.

The disappearance of Father Daniel from the case also seems a bit peculiar. FBI Director J. Edgar Hoover publicly accused him and Father Philip of directing the kidnap-bomb plot in November 1970—well in advance of the first indictment. Father Daniel was not indicted but only named as a co-conspirator in that charge, and his name was dropped altogether in a second, superseding indictment in April 1971.

Seven counts in the 10-count indictment charge Father Philip and Sister Elizabeth McAlister with exchanging "contraband" letters in violation of prison rules. Yet all but one of these letters were, according to the government, taken in and out of prison by an informant with the consent of top prison officials.

Should the government condone an exchange of letters and then use them as the basis for criminal charges of mail-smuggling?

The jury might not even consider such questions in deciding the guilt or innocence of the Harrisburg Seven. But the answers would be useful in deciding how faithful we are to the concept of due process of law.

IT

SEEMS
TO US

Anderson Renews Appeal For GR-Coverage Study

WASHINGTON, D.C.

Editor:

The International Executive Board, in its 10-to-5 wisdom, has declared meaningless that language in TNG Constitution which gives the editor of the Guild Reporter a special status among TNG employees. Although I believe the board misread the constitution, it has fulfilled its obligation to interpret the constitution between conventions. So be it.

What the board has not determined, however, is whether the Perlik-published GR did or did not do an honest job of reporting to the members the news of last summer's campaign.

I renew my challenge to the administration, to permit an independent group—a press council, if you please—to review GR performance and report on it to

the membership.

If the administration has the balls to accept such a study, it may well have its own names in mind for the panel. But until it does, I renew my suggestion of neutral, fair panelists for such a study: Mitchell V. Charnley, Ben H. Bagdikian and Sen. Keith Davey.

JOE HOLT ANDERSON, JR.
Ex-International Vice President

26 on Bakersfield Staff Left Out of Prayers?

SAN JOSE, CALIF.

Editor:

I've often felt that management of most American newspapers could stand a few prayers, but not quite in the way they do it in Bakersfield—where a bolt of lightning apparently was unleashed at 26 circulation employees.

BILL DAVIS
San Jose Guild

Editorial

Throwback to the '30s

Morris Watson's death last month is a reminder of another era, an era when the idea of a newspaperman's union was still largely untried and the Guild was struggling to maintain itself against publishers intent on nipping that idea in the bud.

Watson gave his name to a case that is still a beacon light for newspaper unionism. It produced a Supreme Court decision affirming that publishers could not indulge their reflex of invoking the First Amendment to keep their employees from obtaining union protection.

The court put it in these words:

"The publisher of a newspaper has no special immunity from the application of general laws. He has no special privilege to invade the rights and liberties of others. He must answer for libel. He may be punished for contempt of court. He is subject to the antitrust laws. Like others, he must pay equitable and nondiscriminatory taxes on his business."

That decision was handed down 25 years ago, but the news has been slow in reaching some publishers. In Wichita, Kan., for example.

The Wichita Eagle and Beacon, in magnificent disregard of that decision and its implications, is trying for the second time in two years to invoke the Constitution to escape the obligation of treating its employees fairly under the National Labor Relations Act.

The company, to be sure, is contesting only a small part of the terrain awarded to newspaper employees by the 1937 decision; it contends that the National Labor Relations Board has no right to intervene in actions involving editorial writers because it would call into question the paper's right to control its editorial columns.

It takes a long bridge of rhetoric to span the gulf between the right to control one's editorial columns and the right to treat one's editorial writers arbitrarily. In attempting to build it, Wichita management is following a blueprint that proved thoroughly inadequate 35 years ago.

Editorial writers, like reporters, work under management's direction. The right to arbitrarily transfer or dismiss an editorial writer is no more necessary to control what goes into the paper's editorial columns than the right to act similarly against a reporter is necessary to control the paper's news columns.

And that, the Supreme Court held 35 years ago, is a right that not even the First Amendment gives to newspaper publishers. The decision should perhaps be required reading at every American Newspaper Publishers Association convention.

A Law Pays Dividends

Most Canton Guild members probably weren't aware that their municipality had a law banning the importation of strikebreakers. They know now.

The city's police chief had a copy in his hand when he entered the Canton Repository plant following the reported entrance of more than 30 strikebreakers. A few minutes later, the strikebreakers exited. To nail it down, a court injunction was issued requiring the company to observe the ordinance.

A municipal antisab ordinance is worth fighting for. Ask anyone in Canton.

The Guild Reporter

DAVID J. EISEN
Editor

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