

Howard Flays 'Racist Hiring' at Caucus Hearing

There are few blacks in the newsrooms of U.S. newspapers because publishers are tied to employment practices "they cannot or will not recognize as racist," TNG Vice President Warren E. Howard told congressional Black Caucus hearings on mass media and the black community early this month.

Following the hearings, Howard, the first black to serve on TNG's International Executive Board, told the caucus that the Guild would like to be part of a task force the caucus plans to set up to monitor the media in both its employment and treatment of blacks.

While most of the 23 persons who appeared before the caucus March 6 and 7 concentrated their testimony on radio and television and the treatment of blacks already in the media, Howard urged the caucus not to lose sight of hiring.

"That's where change begins," he pointed out, adding that blacks cannot get assignments or promotions to decision-making positions unless they are hired.

Howard said a "yawning gap" exists between TNG policies and proposals and their achievement, saying part of the reason for it is that "too many Guild locals and members fail to push TNG's programs hard enough either in bargaining their contracts or in enforcing them."

But, he declared, "more and bigger roadblocks sit across the table from the Guild—the side that owns and manages the nation's newspapers and does the hiring, assigning, promoting, etc."

(Continued on Page 6)



'Change Begins With Hiring'

TNG International Vice President Warren E. Howard, right, outlines to congressional Black Caucus the roadblocks the Guild has encountered

to employment of blacks on newspapers. Sharing the witness table with Howard is M. Carl Holman, National Urban Coalition president.



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Denver Daily Cited For Perpetuating 'Anglo, Male' Staff

Denver, Colo.—"Word-of-mouth" recruiting and the use of "stereotyped characterizations of females" by the Rocky Mountain News has perpetuated an "all-male, Anglo work force" and virtually excluded women from general-assignment and copy-desk jobs, an Equal Employment Opportunity Commission field director has found.

Funding Pact Saves 380 Radio Jobs

Agreement by House and Senate conferees on continued U.S. funding for Radio Free Europe and Radio Liberty removed a threat last week to the jobs of 380 Guild members at the Free Europe station—at least until June 30.

The House approved legislation embodying the conferees' compromise March 22. The Senate was scheduled to act today.

The legislation provides for interim financing of the two stations until June 30. Supporters of the two stations, which beam programs to Eastern Europe and the Soviet Union, will press in the meanwhile for more permanent financing.

Senate conferees led by J. Wil-

(Continued on Page 7)

Elections Won at Triangle, Catholic News Service

Employees of the National Catholic News Service voted 20 to 2 for representation by the Washington-Baltimore Guild March 22.

The election will bring employees in the service's news, photography, accounting, library mimeograph, research, features and special-projects departments under Guild coverage.

An election conducted by arbitrator Howard Kleeb was

(Continued on Page 7)

Philadelphia, Pa.—The Philadelphia Guild, which conducted a strike for union recognition at Triangle Publications in December, won it last week in a representation election.

Employees of the company's planning department voted 19 to 3 for the Guild in balloting conducted by the National Labor Relations Board.

The Office and Professional Employees, which struck jointly

(Continued on Page 7)

BULLETIN

New York City—The Wire Service Guild initiated a strike vote at United Press International March 22 after a 20-hour session in which the company rejected a Guild proposal for a \$69 increase over two years in news-men's top minimums.

San Juan, P.R.—The Puerto Rico Guild, embroiled in a bitter six-week-old strike against El Mundo, the island's largest newspaper, took on a new adversary March 11—United Press International.

The Guild struck Puerto Rico UPI after months of fruitless negotiations for a new contract to replace one that expired last

November. Wages and a Guild shop were the principal issues in dispute.

The company, in a last-ditch offer to avert a strike, proposed a \$17 increase in one year in the newsman's top minimum, raising it to \$183. The Guild is holding out for \$20.

Picketing by the dozen-member unit crippled operations of the office, which had been supplying local news to El Mundo since the strike started there Feb. 10.

UPI's office manager was continuing to write stories for El Mundo but had to send them to UPI in New York for translation into Spanish. That flow was reduced to a trickle by the end of last week after Wire Service Guild

members in New York complained vigorously to management against having to perform the work.

Deprived of its local news, El Mundo was continuing to publish a few thousand copies of a thin, 16-page newspaper without advertising and distributed by helicopter to a few towns in the interior of the island.

Federal Judge Jose V. Toledo last week issued a temporary order restraining the Guild from mass picketing and preventing employees from entering the El Mundo plant. The order was issued at the request of the National Labor Relations Board.

Judge Toledo, stating that

(Continued on Page 7)

Orcutt Beaten Unconscious Near Struck Fall River Plant

Fall River, Mass.—James H. Orcutt, assistant director of the Guild's New England Servicing-Organizing Program, was beaten unconscious March 17 in a parking lot a few blocks from the struck Fall River Herald-News plant.

Orcutt, a leader in the Guild's strike effort, was attacked by two unidentified men in the dark. One held his arms from behind while the other punched him repeatedly in the face.

They left him sprawled across the hood of his car, unconscious and bleeding from cuts and bruises. A nine-inch boulder was thrown through the left front window of the car.

The attack came at the end of a day that began with a "labor unity" rally on behalf of the strikers in front of the Herald-News plant.

A parade of state and area labor officials spoke at the rally to 300 members of 15 unions who gathered in support of the Guild's eight-week-old strike.

Among the speakers was James P. Loughlin, secretary-treasurer of the Massachusetts State Labor Council, AFL-CIO, who called on officers of four craft unions whose members have been crossing the picket lines to come out of the plant and meet with him.

He said the strike would be

over quickly if craft unionists observed the picket lines.

After the rally Loughlin telephoned Typographical Union President James Sullivan inside the plant and asked him personally to come out or to meet with him at any time subsequently. Sullivan did not respond.

Orcutt had filed a charge accusing Sullivan of threatening him with bodily harm after an early-morning incident on the picket line the same day. He said Sullivan, irate at a remark made by Orcutt as he was entering the plant, warned, "If you keep that s-t up, I'll have your head busted."

Sullivan's car was destroyed by a firebomb March 18, police reported, and another firebomb thrown into the yard of Typographical Union Secretary-Treasurer Don Hussey damaged Hussey's car.

Other speakers at the rally, held in a driving rain, were Joseph Sullivan and Dan Murray, executive vice presidents of the state labor council; Alford Dyson, president of the Greater Fall River Labor Council; Gilbert Ferreira, assistant regional director of the Amalgamated Clothing Workers, and Ralph Roberts, manager of the International

(Continued on Page 6)

AFL-CIO Quits Pay Board

BULLETIN

The three AFL-CIO members of the Pay Board resigned March 22, a day after a wire from TNG President Charles A. Perlik, Jr., urged them to "stay aboard." The AFL-CIO Executive Council said the board "represents political and business interests," declaring, "We will not be a part of the window dressing for this system of unfair and inequitable government control."

Reacting, Perlik called the case against the board "compelling" but said the departures will "leave the remaining membership even freer to give the dirty end of the stick to the working people."

Perlik's telegram to the AFL-CIO said that by staying on the board the labor members "surely will find better ways to offset and upset the unfair and discriminatory rulings, such as the recent one affecting the ILWU, than they would by standing outside and grousing."

Guild Combating CBC Lockout as Strike Spreads

Toronto, Ont.—Canadian Wire Service Guild members were locked out in Toronto and Windsor, starting last week and in Halifax, the Northwest Territories and the Yukon this week as the National Association of Broadcast Employees and Technicians

TV Manager Holds Tapes, Goes to Jail

New York City—The general manager of New York City's Pacifica Foundation radio station spent 44 hours in jail this month for refusing to surrender tapes made during an uprising in the Tombs prison.

Edwin A. Goodman, jailed without bail for contempt, was freed on a habeas-corpus writ pending an appeal to the New York Appellate Division.

U.S. District Court Judge Marvin E. Frankel accepted a defense argument that Goodman's continued imprisonment could have "a chilling effect" on First Amendment rights.

The station, WBAI, lost a week-long battle in State Supreme Court March 2 to have the tapes considered privileged. They were broadcast during the uprising in October 1970 and had been offered for sale to the general public before Manhattan Dist. Atty. Frank S. Hogan subpoenaed them.

Justice Gerald P. Culkin ruled that the tapes were not privileged under a new state law because they had been broadcast.

WBAI, which was fined \$250, had argued that broadcasting did not automatically make a communication a matter of public record, asserting a distinction between broadcasting and print.

"The mere fact comments are broadcast makes those comments public only for the fleeting moment during which they are actually broadcast," the station said. "Beyond that, the public record exists only in the minds and recollections of the listeners."

"It is precisely the transitory, perishable quality of broadcast news that encourages news sources to speak freely and spontaneously over the air waves," WBAI said.

Goodman was sentenced to 30 days when he refused to turn over the tapes.

The U.S. Court of Appeals in New York reversed the habeas-corpus writ last week, ruling that Judge Frankel had "intruded" before state courts had a chance to act. But WBAI quickly obtained a stay of the jail sentence from the Appellate Division.

Guild Membership At December High

TNG membership totaled 32,592 as of Dec. 1, the highest December figure in the Guild's history, Field Operations Director J. William Blatz announced this month. The total was 357 higher than that of the previous December.

The Ottawa and San Jose locals reached record membership highs in December.

turned rotating work stoppages against separate Canadian Broadcasting Corp. facilities into full-scale strikes.

A Guild application for an injunction against the lockouts was dismissed March 21 by the Ontario Supreme Court, but the Guild is awaiting permission from federal Labour Minister Martin O'Connell to prosecute CBC on the ground of an illegal lockout.

NABET called a nationwide strike against the CBC radio network last week, but members responded in only a few locations.

The technicians continued rotating stoppages this week, shutting down Montreal, Moncton, N.B., and Cichoutimi, Que., yesterday and Newfoundland today.

NABET leaders met March 21 in Ottawa with top corporate executives of CBC to discuss the strike. No progress toward settlement was announced, but NABET said the "air was cleared."

Guild members met here the same day with TNG Secretary-Treasurer Robert M. Crocker to discuss the lockout situation. At the conclusion of Crocker's remarks, Larry Stout, a CBC reporter, voiced gratitude for lockout benefits and other aid from TNG, saying that without it the Guild would not have been able to support NABET's strikes.

Guild members in numerous cities have responded to NABET's series of rotating work stoppages by either refusing to cross picket lines or refusing to do technicians' work when no picket lines were set up.

Management, in turn, demanded that Guild members sign statements contravening a contractual clause that states they will not be required to assist, handle or perform work in the jurisdiction of a striking union.

The Guild, in its court action for an injunction, cited the statements management has insisted members sign before being allowed to work.

The Toronto Metropolitan District Labor Council voted last week to refuse to cooperate with strikebreaking CBC workers in news interviews.

The Guild announced receipt of a \$1,000 contribution to its benefit fund from the Toronto Guild and \$25 from the Windsor District Labor Council.

A lockout headquarters has been established here by the Guild.

Ontario Inquiry Set on Telegram Benefits

Toronto, Ont.—A one-man provincial board of inquiry will begin public hearings April 24 on whether the Toronto Telegram paid its employees the separation benefits they were entitled to.

The Ontario Department of Labour, authorizing the inquiry at the request of the Toronto Guild, named Prof. Donald Carter of Queens University to conduct the public hearings.

The Telegram, in suspending



Four Canadian Wire Service Guild members plod through the rain in support of striking Canadian Broadcasting Corp. technicians in Vancouver. From

left, William James, a member of the Wire Service Local's national council; Mike McCourt, William Dobson and James Bamber.

Slush, Sloss

L.A. Unions Submit New Proposal As Talks Resume After a Year

BULLETIN

Los Angeles, Calif.—More than 650 locked-out Los Angeles Herald-Examiner craft unionists and a half-dozen Guild members have been awarded more than a million dollars in unemployment benefits by a state referee, it was announced this week. It was one of the largest benefit awards in state history.

Los Angeles, Calif.—A "skel-tonized, bare-bones" contract proposal was submitted to Hearst by striking Los Angeles Herald-Examiner unions March 16 at the first general bargaining session in a year.

Company negotiators asked for two weeks to study the proposal, and another session was set for April 5.

There had been no bargaining in the four-year-old strike since last March, except for sessions on a new company pension plan.

Last week's half-hour meeting was an outgrowth of the pension sessions. The company suggested at the last meeting March 2 that the unions submit a new proposal if they wanted to get contract talks resumed.

The unions, in submitting a stripped-down proposal containing minimal demands, said they could make no further concessions. Hearst negotiators objected immediately to a provision for union security but agreed to study the proposals.

The pension talks had produced some progress, but negotiators were apparently deadlocked on the major issue—credit for

past company service.

The unions even invited competitive bids on a counterplan based on the company's cost estimate of \$4 a week per employee and submitted one providing for unlimited past-service credit. But management said it was "unalterably opposed to past-service credits—we're taking care of future service only."

The company did agree to reduce the service period for vesting from 20 years to 15, the age for early retirement from 60 years to 55, the waiting period for eligibility from three years to two and the number of weekly hours of work required for continued eligibility from 30 to 25.

The new pension plan led to an unfair-labor-practice charge against Hearst by the Newspaper Independent Union Council, an unaffiliated union of business-office employees whose members have worked throughout the strike.

The union filed the charges after the company insisted on discontinuing its former dismissal-pay and retirement plans even though the new pension plan was not ready. But a National Labor Relations Board examiner found the company not guilty of "sham bargaining," despite its unilateral discontinuation of the benefits.

The union had offered to surrender a wage increase if the company would continue the benefits until the new pension plan was available, but Hearst negotiators demurred. The examiner, Martin S. Bennett, said the com-

pany was afraid that granting the benefits to the business-office employees would imperil its legal position with the striking unions.

Bennett's decision disclosed that at one point in negotiations, when the union objected that the company's wage offer did not even meet the increase in living costs, Hearst negotiator William McCarthy replied that the company "would not negotiate wages based upon any artificial index until it . . . was responsible for the economic policies of the country."

Figures compiled by Media Records showed a new plunge in Herald-Examiner advertising during the first half of 1971, from 8,597,571 lines in the comparable period of 1970 to 7,999,196.

Union contributions continue to come in to the Herald-Examiner strike fund, among the latest a \$1,000 donation from the Pulp, Sulphite and Paper Mill Workers. The Guild received an additional \$5,338 for its own strike fund, including the following:

Boston Guild	\$200.00
Cincinnati Guild	100.00
Denver Guild	100.00
San Francisco-Oakland Guild	1,000.00
San Jose Guild	750.00
Stockton Guild	150.00
Vancouver-New Westminster Guild	75.00
Washington-Baltimore Guild	325.00
Scranton Guild	100.00
Seattle-Tacoma Guild	400.00
Kenosha Guild	100.00
San Diego Guild	194.60
Toledo Guild	103.00
Wilkes-Barre Guild	100.00
Erie Guild	50.00
Sacramento Guild	800.00
Ottawa Guild	25.00
Buffalo Guild	50.00
Chicago Guild	25.00
Eugene Guild	25.00
Youngstown Guild	50.00
Pawtucket Guild	50.00

The contributions brought total donations to \$244,388.

ployees to resign with a promise of severance pay in order to escape having to give them notice pay. Other employees, who stayed on after the paper suspended in order to collect notice pay, were removed from the payroll when they obtained other jobs, the Guild charged.

"The Telegram is saying a person cannot hold a second job," said Guild Executive Secretary Fred Jones, "and there's no prohibition in law against a per-

son having more than one job."

Carter will look into other aspects of the Telegram's suspension obligations, including the inclusion of vacation pay in termination benefits, changes in employment conditions during the notice period, benefits due part-time employees and whether Typographical Union members who had been picketing the paper in a contract dispute since 1964 were entitled to severance benefits.

Canton Guild Launches Strike Paper

Canton, Ohio—The Canton Reporter, a Guild-sponsored strike newspaper, was launched last week to fill a news void created by the suspension of Thomson's struck Canton Repository.

Bargaining was resumed under the auspices of federal mediator Chris Siesky this week but was broken off yesterday when the company refused to make any new proposal.

The first edition of the Canton Reporter was distributed last weekend under a March 18 date, and by Monday morning there were less than 1,500 copies remaining of a 25,000 press run.

Advertisers' demands forced the Unity Publishing Co., formed by the Guild to publish the interim paper, to schedule 12 pages instead of the eight-page tabloid originally planned. The 12-pager had 70-percent advertising.

The second edition appeared March 22. Plans are underway to increase the frequency to three weekly in April.

Copies of the interim paper, priced at 15 cents, were sold on street corners and in Canton neighborhoods by striking Guild members and other union supporters.

Contempt-of-court fines totaling \$1,700 were levied against 26 Guild members and other unionists in Stark County Common Pleas Court March 15, but payment was stayed pending appeal.

The 26 were found guilty of violating an injunction forbidding the strikers to bar access to the Repository plant, although Judge Lucien Young said there was "no evidence of violence." Charges that 20 others violated a court-ordered limitation on the number of pickets were dismissed.

The stiffest fine, \$200, was



levied against Cleveland Guild Executive Secretary Jack F. Weir. Another defendant was fined \$150, two others \$100 and the rest \$50.

A negotiating session March 20 was the first since March 8, when the company refused to budge from its position that it could not bargain a wage increase in excess of the federal Pay Board's 5.5-percent guideline. Weir said the company indicated it was ready to move from that position March 20.

The Guild submitted new alternative wage proposals based on one- and three-year contracts, and at Siesky's request the Guild submitted a list of demands it said must be met in order to achieve a settlement.

At a second session March 22 the company agreed to continue health-insurance coverage for

Guild members and locked-out craft unionists with the Guild paying the premiums. The Guild had sought a federal-court injunction to force the company to meet its contractual requirements and had filed an unfair-labor-practice charge.

An unfair-practice charge was also filed on the basis of the company's refusal to negotiate past 5.5 percent and its refusal to provide pension information.

Stereotypers, Pressmen and Typographical Union members have been locked out since the start of the strike. The Pressmen and the Stereotypers are receiving lockout benefits.

District 27 of the United Steelworkers has contributed \$1,000 to provide benefits for craft unionists who are not receiving them from their internationals. The contribution was among

\$3,608 in initial donations reported by the Guild, including the following:

Akron Guild	\$250
Peoria Guild	50
Cincinnati Guild	100
Pittsburgh Guild	100
Wilkes-Barre Guild	50
Denver Guild	25
St. Louis Guild	200
Pawtucket Guild	50
Youngstown Guild	50
Madison Guild	50
Great Falls Guild	25
Memphis Guild	50
Erie Guild	50
Kingston Guild	25
New York Guild	150
Stockton Guild	25
Plumbers', Pipefitters', Bricklayers' Local 84	91
Canton Printcraft Bowling Association	50
Women's Auxiliary, Canton Typographical Union	25
Retail Clerks' Local 688	50

The United Steelworkers' Canton Local 1123 announced it will donate \$100 a week for the duration of the strike. Carm's Foods, a major Canton supermarket, donated a \$5 food certificate for each of 347 idled Repository employees.

Loss of TV Station Perils Boston Paper

Boston, Mass.—The Boston Herald-Traveler Corp. lost its prized television station March 19, leaving the future of the Herald Traveler and its 500 Guild employees under a heavy cloud.

The license for Station WHDH-TV went over to Boston Broadcasters Inc. after the U.S. Supreme Court rejected a last-ditch company plea to postpone the transfer until a new appeal could be filed.

Herald-Traveler President Harold E. Clancy, who had said earlier the newspaper could not survive the loss of the television station's revenues, said last week there were no immediate plans to close down the paper.

Negotiations are reportedly taking place with Hearst's Boston Record American for joint use of the Herald Traveler's printing facilities in a move to save the paper.

The Supreme Court refused to stay transfer of the WHDH li-

cense March 17 despite appeals by TNG and other internationals with members at the Herald Traveler.

The Guild, in a statement filed by Field Operations Director J. William Blatz, asked the court to grant the Herald Traveler's appeal in view of the fact that suspension of the Herald Traveler would "produce grave economic consequences for the employees whom we represent and whose job security and financial livelihood presently hang in the balance."

Clancy confirmed to Herald Traveler unions recently that conversations had taken place with the Record American on printing that paper in the Herald Traveler plant. The Washington Post quoted an unnamed Herald-Traveler official as indicating last week that these negotiations, which it said had almost reached agreement, were being resumed.

"If the current downtime on our presses could be filled in by

the Record," the Herald-Traveler official was quoted as saying, "we'd have a paying proposition here."

The morning Herald Traveler has a daily circulation of 200,000, while the Record American, also a morning paper, has a circulation of 370,000 and the all-day Boston Globe circulates 445,000.

Herald-Traveler officials have said that WHDH's profits have been covering the newspaper's losses for several years.

The company, which also has two radio stations, reported a net loss of \$300,000 for 1971, although it had a profit of more than two million dollars in 1970. The television station had reportedly earned the company five million dollars a year in previous years while the paper was losing about 2.5 million dollars.

The company had postponed its annual stockholders' meeting, originally scheduled for April 12, "due to current uncertainties in

the license proceedings and pending appeals."

The New York Times reported earlier this month that the paper's largest stockholder, millionaire newsstand-company owner Henry Garfinkle, has been supporting Clancy's efforts to keep the paper alive but that two Des Moines businessmen, Joseph F. Rosenfield and John Ruan, with 35 percent of the stock, favor liquidating it.

The Boston Guild's attorney sent a letter to Clancy last week asking that money for employees' severance and vacation pay be placed in escrow.

Attorneys for the Herald-Traveler Corp. said the paper's future was imperiled in asking the Supreme Court to stay the transfer. But the Justice Department, the Federal Communications Commission and Boston Broadcasters said that issue was irrelevant, and the court denied the plea without dissent.

The Herald-Traveler went to the Supreme Court after similar pleas were rejected by appellate courts in Boston and Washington. The case has been heard up and down the federal court system for the past 16 years.

The FCC, in voting to take away the license, cited the desirability of diversifying newspaper and broadcasting ownership, among other considerations.

The Herald-Traveler Corp., in asking for the stay, said it wanted time to file an appeal contending the transfer was illegal. The FCC had sought to reconsider the transfer, but the courts had refused to allow it.

Edition Cut, 25 Lose Jobs In Sioux City

Sioux City, Iowa—The Sioux City Journal abandoned its afternoon edition last week, throwing 25 of 50 employees under Guild coverage out of jobs.

Suspension of the afternoon paper came barely three months after the Journal was purchased by a new company owned jointly by Howard Publications of California and the Scripps-Hagadone Co., a division of the Scripps League.

The new management said it was no longer feasible to operate an afternoon paper. The Journal had been published as an all-day paper, with a combined circulation of 71,500.

The Journal's former management had hinted for several years during Guild bargaining that it might surrender the afternoon paper as unprofitable.

Between 100 and 125 employees out of 300 in all departments were thrown out of work by the decision. The Guild employees affected are in the editorial, circulation and janitorial departments.

The discontinuation was announced March 13, and the Journal published its last afternoon edition four days later. Mechanical-department employees were given only one week's notice, plus four weeks' severance pay. Guild-covered employees received two weeks' notice under their contract, plus a week's severance pay for each six months of service.

Dismissals in Guild departments were according to seniority. The Guild is seeking jobs for the displaced employees, and management agreed to pay for a trade-press ad to help them find employment.

Bookbinders, Engravers To Merge

A new Graphic Arts International Union will emerge next Labor Day, combining the Lithographers' and Photoengravers' International Union and the International Brotherhood of Bookbinders.

Members of the two unions voted overwhelmingly for the merger in separate referendums last month. The Bookbinders' vote was 24,775 to 6,372, the LPIU's, 27,669 to 12,057.

The Bookbinders have 70,000 members and the LPIU 60,000. Their merger will produce the largest union in the graphic-arts industry.

LPIU President Kenneth J. Brown will be president of the new union and Bookbinders' President John Connolly will be executive vice president.

Connolly, in hailing the result of the votes, said the merger will be "a giant step towards one printing-trades union, which should be the ultimate goal of all workers in the printing industry."

The merger referendums were authorized by conventions of the two unions, which approved the merger agreement last fall. A joint committee will draft a constitution that will be submitted to new referendums in each union, and the merged organization will come into existence on Labor Day.

Fired Lexington Leader Reinstated

Chicago, Ill.—A Chicago arbitrator has overturned the Lexington (Ky.) Herald-Leader's dismissal of Unit Chairman Donald C. Edwards on a charge of using "offensive language" about the company in a Guild publication.

Edwards, fired Oct. 5, was ordered reinstated with full back pay by arbiter Peter M. Kelliher.

Edwards, in reporting on delay in resolving a grievance, had accused management of having an "inherent tendency . . . to

prevaricate."

Management, citing one dictionary definition of "prevaricate," said Edwards had accused it of lying. Edwards hastened to deny it, saying he had employed the word in the sense of "to use ambiguous language."

The company dismissed Edwards despite his submission of a letter expressing regret at his use of the word.

The Guild pointed out in an official brief that the National

Labor Relations Board had held in a number of cases that even a direct accusation of lying made by a union representative against management in the unionist's official capacity was a protected activity and not a valid cause for discharge.

The arbitrator, in ordering reinstatement, said he thought Edwards exercised "extremely poor judgment" in using the word but said the company should have accepted his retraction.

THE SHORT



OF IT

A recent issue of the Chicago Sun-Times was printed entirely on recycled newsprint, the first time that a major American newspaper has been so printed. The Oakland Tribune followed suit, using 70 rolls of recycled paper for its March 6 press run. . . . Harry J. Karafin, the Philadelphia Inquirer strikebreaker turned extortionist, has added a sentence for income-tax evasion to the ones he is serving for blackmail and perjury. . . . Miles B. Patrone, chairman of the American Newspaper Publishers Association's labor-relations committee, wants publishers to get tough. He suggested at a recent meeting of Ohio publishers that being prepared to publish during a strike was the key to success in bargaining. . . . The National Labor Relations Board has extinguished the Wilmington News and Journal's latest ploy to avoid bargaining for a newly organized group of Guild drivers. It dismissed a decertification petition filed after only a single bargaining session.

Sex and the Single Ad

The switch to single, unsegregated want-ad columns is becoming a virtual stampede. Among the latest to drop sex distinctions are Chicago's four dailies, the St. Louis Post-Dispatch and the Winston-Salem Journal and Sentinel.

The Chicago papers changed on the advice of a federal judge who dismissed a suit challenging separate ad columns but suggested that they drop them of their own accord. The Post-Dispatch acted under threat of a similar suit.

A recent classified-managers' meeting in Chicago was told that many managers who had resisted the change folded when large classified advertisers threatened to withdraw their ads if they didn't. Few complaints have materialized, it was reported.

The New York State Assembly has again passed a bill that would broaden the definition of "newspaper boy" to include girls. A similar bill died in the Senate Labor Committee last year. . . . Toronto Star Guildswoman Sally Barnes has become the first woman to be elected president of the Ontario legislative press gallery. . . . Another feminine first has been racked up by radio newswoman Lee Arthur, first of her sex to be accredited as a boxing writer by the New York State Athletic Commission. She's received permission to enter the fighters' dressing rooms. . . . United Press International has named Cynthia Jo Rich, a black newswoman, as assistant manager for personnel and recruiting to take charge of UPI's government-required affirmative-action program to find and hire minority-group employees.

A Voice in La Presse

A bitter strike that had kept Montreal's La Presse shut down for three months has ended with a series of agreements including one that gives its editorial employees a foot in the policy door.

The editorial union representing La Presse employees failed to gain the veto it had sought over appointment of the managing editor, but both that post and the editor-in-chief's will be filled in consultation with the union.

More important, perhaps, grievances over news coverage will be aired by a joint committee, with arbitration by a public figure experienced in journalism if there is disagreement.

The nation's two largest cities now have antistrikebreaking laws. Chicago, the second largest, joined New York last month when its city council adopted an ordinance, the nation's 124th. . . . Twenty-five New York Guild members left jobless when the impoverished Jewish Day suspended in January have been forced to accept 50 percent of severance pay. . . . The latest New York Daily Mirror to fold is suing the Daily News and the Union News Co. for nine million dollars, charging a conspiracy to keep the Mirror off newsstands. . . . The Cleveland Press Unit, looking for a painless way to raise money in preparation for bargaining, found it in a book sale. Members brought in 300 books, and they brought in \$194.

Toronto Firing Overruled, Ex-Lensman Wins \$4,000

Toronto, Ont.—A former photographer for the defunct Toronto Telegram has been awarded nearly \$4,000 in lost wages in

an arbitrator's decision that he had been wrongfully discharged last July 15.

Arbitrator J. Harold Brown overruled the Star's contention that David Davies was unable to perform assignments satisfactorily, advanced following a dispute over a missed assignment.

Davies was discharged six days after he had returned from a photo assignment and became involved in an argument with an editor who gave Davies an assignment by radio while the photographer was en route to an earlier assignment.

By proceeding to the second assignment without fulfilling the first, the arbitrator ruled, Davies did "all that could be reasonably have been expected of him in the circumstances."

Sacramento Mailers Vow Guild Support

Sacramento, Calif.—Support given by the Sacramento Guild in recent contract negotiations has brought a letter of thanks and a pledge of reciprocity from Sacramento ITU Mailers.

The letter from Mailers' President Donald L. Gergen said it was "impossible to overemphasize the need for unity."

"Should you have problems in the future with our undernourished management," he said, "be assured that your problem is our problem."

Davey Cites Dual Benefit

Guild Seen as Boon to Press

Montreal, Que.—Sen. Keith Davey, in his testimony before TNG's task force on Canadian identity and the Guild, said Guild organization of unorganized Canadian papers would benefit "not only members of the working press in those communities but also the communities at large."

"Far too few Canadian (and American) papers are organized," Davey, chairman of Canada's Special Senate Committee on Mass Media, told the task force at its hearings here last month.

Davey, in response to a question by task-force member Eleanor Dunn, said there is a correlation between "low wages and quality" on most Canadian papers and that a "prime consideration" of the Guild must be the "escalation of salaries."

"The Canadian people don't really realize how well they are served by the members of the working press, many of whom stay in the business only at some considerable sacrifice when they could make more money elsewhere," Davey declared.

Although there remains much for the Guild to do in Canada, Davey said, Canadian newspapermen and women should not forget how much "worse off" they would be if there were no Guild.

Davey, who said both organizing and bar-

gaining would be "greatly assisted" by the creation of a national office of the Guild in Canada, also urged the Guild to escalate its interest in one of its other stated purposes: raising the standards of journalism and the ethics of the industry.

Declaring that the working press in Canada, especially in Quebec, is in the vanguard of such "media reforms" as "participatory journalism" in North America, Davey said such developments deserve the "closest possible scrutiny."

"They are undoubtedly the direction in which things are moving," he said.

Davey said he hoped French-Canadian journalists in Quebec, who now have their own unions, would one day be working "under the aegis of the Guild."

Asked by TNG President Charles A. Perlik, Jr., if he agreed with the Guild that reporters should have absolute privilege to refuse to disclose their sources of information, Davey replied:

"I think I'm moving in that direction."

But, he said, if reporters' privilege has a high priority for media workers, other things have greater priority for media consumers, including reduction in concentration of media ownership, establishment of loan-development funds for new media enterprises and creation of press councils.

Sacramento Edict

No Queens at Center of 'Bee' Hive

Sacramento, Calif.—"Women have no gump-tion."

With that provocative statement, McClatchy Newspapers Editor Walter P. Jones explained his refusal to consider a woman for the city desk of the Sacramento Bee and touched off an explosion among the paper's female staffers.

"That's the hardest job on the paper," Jones told a Guildswoman after a petition went up on the newsroom bulletin board urging the appointment of a woman. "It would be an exercise in futility . . . a total failure."

The Equal Employment Opportunity Commission cited the Bee only last December for, among other things, giving certain jobs exclusively to men. The Bee conceded such discrimination only in press- and mail-room jobs involving the lifting of heavy weights.

The petition had been posted by the Guild's women's caucus after an opening developed on the city desk. It gained additional signatures after it went up.

A Guild membership meeting instructed Local President Theodore Fourkas to initiate griev-

ance action over Jones's statement.

Jones, whose publisher is a woman, subsequently appointed a woman to the Sunday desk, an action the Guild's official publication termed "remarkable" in view of his comment.

The women's caucus, outgrowth of a committee formed after TNG's 1970 conference on women's rights, is being formally incorporated into the local's organizational structure as a part of the bylaws.

Under a provision approved by a local membership meeting March 15, membership in the caucus will be open to both men and women.

The caucus's stated purpose is "to secure equal rights for women and to oppose anything which demeans, degrades, or discriminates against them" and its task "to discover acts of discrimination, inform the members of them and, if possible, take corrective action."

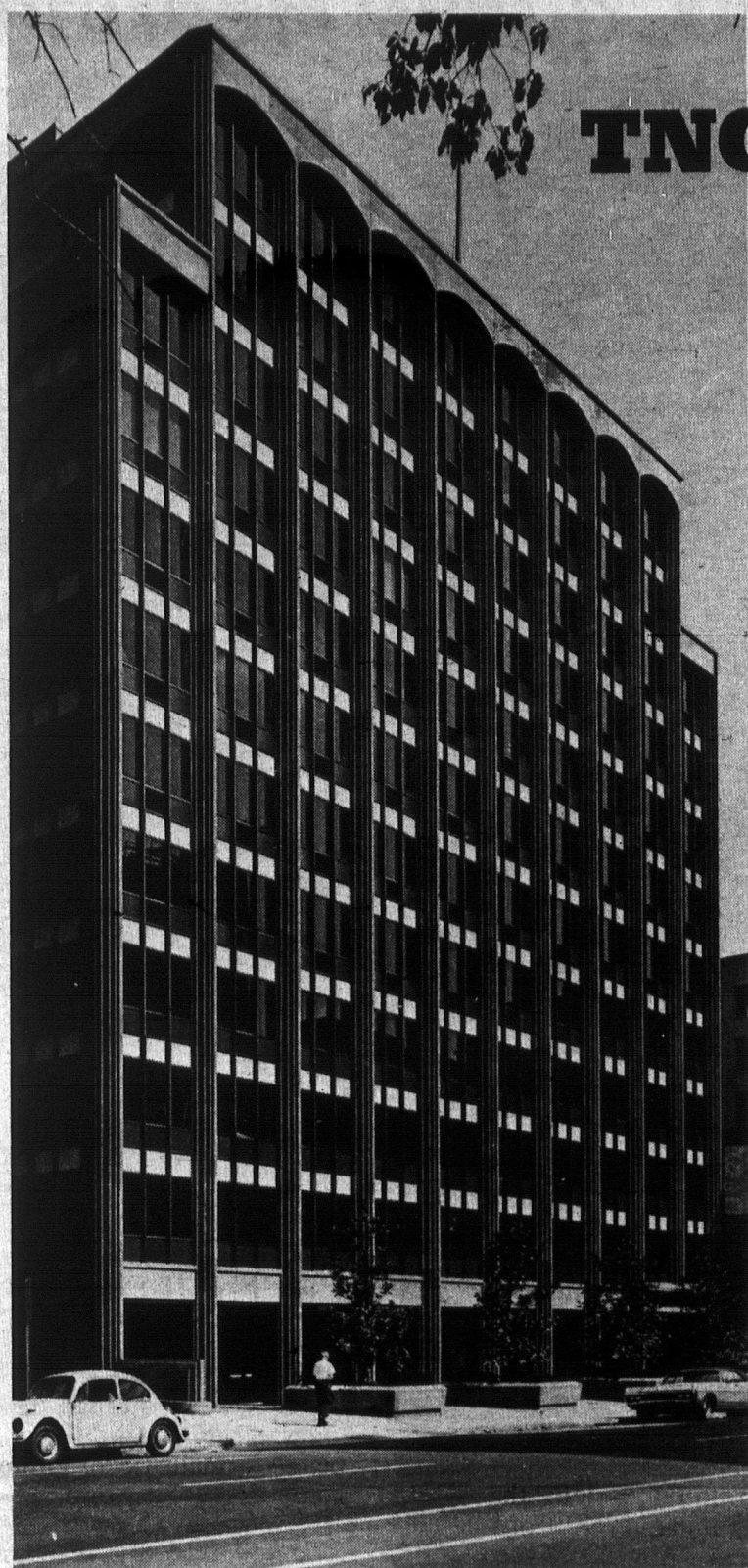
The membership directed that the Guildsman, its official publication, publish the full text of a manifesto on newspaper treatment of women adopted almost two years ago by the women's caucus of the Washington-Baltimore Guild.



Overseas Visitor

TNG President Charles A. Perlik, Jr., receives insignia of the Korean Journalists Association from Sohn Joo-whan, its president, during a visit by Sohn to TNG headquarters. Sohn, who is touring

the United States to study press-government and employer-employee relationships, also visited the New York Guild, a number of newspapers, journalism schools and press clubs.



The new IBEW building the Guild will occupy

TNG to Move

TNG will move its international headquarters in Washington to a new building owned by the International Brotherhood of Electrical Workers, it was announced last week.

Secretary-Treasurer Robert M. Crocker said the move is being made to obtain more adequate and modern office space and services. Guild officers were authorized by the International Executive Board in January to move the headquarters.

Crocker said the change will probably be made in July or August.

The IBEW building is located at 1125 15th St., N.W., a block away from the Guild's present headquarters at 1126 16th St., N.W. The 16th Street building is owned by the International Union of Electrical Workers.

The Guild will occupy part of the new building's eighth floor. The IBEW occupies the top four floors of the 12-story building and a portion of the eighth.

The building contains an assembly hall, equipped with food-serving facilities and equipment for showing and taking television films.

Although the IBEW has already moved into the building, parts of it, including those to be occupied by TNG, are not yet finished. Dedication ceremonies are expected to be held in April or May.

The Guild has occupied space in the IUE building since moving to Washington from New York in 1956.

Press Council Rules Union Paper Erred

St. Paul, Minn.—The Minnesota Press Council has handed down a ruling in its first case, finding that the St. Paul Union Advocate erred in reporting a story involving Minnesota House Majority Leader Ernest Lindstrom.

The council imposed no penalty, recommending only that the Advocate print its findings.

Advocate Editor Gordon Spielman did so, although he said he disagreed with the council's unanimous decision. He reaffirmed his confidence in the truthfulness of the story.

Spielman, a member of the council and a Twin Cities Guildsman, disqualified himself from consideration of the case.

Lindstrom went to the council after the Advocate wrote that he had been taken to dinner by a beer and liquor lobbyist a few hours before the committee of which he was a member voted to delete tax increases on beer and liquor.

Lindstrom denied dining with the lobbyist, stating that he was at another table.

In accordance with the council's procedure, Lindstrom met with Spielman in an attempt to resolve the dispute after submitting his complaint to the council's 10-member grievance committee.

Spielman offered Lindstrom several alternatives to tell his side of the story, including an interview, press conference, press release or unedited letter. But the legislator refused, insisting on an article that he would have the right to censor.

The grievance committee, after a preliminary investigation, held a public hearing on the case. Lindstrom, in accordance with council requirements, agreed to

waive any libel action against the Advocate.

The grievance committee submitted its report to the council, which issued a finding that the Advocate story was "not accurate" in reporting the events in question and also erred in stating that Lindstrom voted against a taconite-tax increase after conferring with lobbyists for the taconite and steel industries.

It said the Advocate failed to "fulfill a professional obligation to check its information with the principals and others known to have been present."

Spielman, dissenting from the opinion, said he could understand why the council accepted Lindstrom's version of the liquor-tax story since the legislator produced three witnesses while the editor refused to identify five confidential informants who were at the restaurant on the evening in question.

Spielman said he was nevertheless confident in his informants' accuracy, noting "serious inconsistencies and contradictions" in the testimony of Lindstrom's witnesses.

Spielman added that he was "appalled at the very suggestion made in the press council's recommendations that we should violate a basic tenet of newsmen's ethics and reveal our sources of information."

The council's decision was scored by Robert P. Sylvester, news editor of the Catholic Bulletin, in the Twin Cities Journalism Review. He said the council conducted "a very shallow investigation" and returned "a very shallow decision" turning "opinion into fact" and ignoring newsmen's privilege and constitutional law.

'Media 72' Parley Calls for Newsmen's Control

By JACKIE WOLFE
Vancouver-New Westminster Guild

Ottawa, Ont.—Editorial control in Canada's newsrooms, problems of journalistic privilege and chain ownership, and ethical standards in the media were the major concerns of 300 participants attending the Media 72 conference here March 10 through 12.

The conference, organized by a group of independent, Montreal-based journalists and spearheaded by Content magazine, was an outgrowth of Media 71—the first national conference of journalists, called to discuss the report of the Senate Committee on Mass Media.

In several resolutions conference delegates showed a growing awareness that professional and ethical standards cannot be achieved by journalists unless they can bargain from an economic power base. For example:

- In a resolution providing machinery for planning a Media 73 conference, delegates specifically directed that the steering committee should not act as a bargaining agent for journalists but that journalists should be encouraged to use the Guild or Le Syndicat des Journalistes, the Quebec journalists' union, as bargaining agents—and that all journalists should support the Guild and other media groups in their efforts to upgrade newspaper performance.

- Participants directed the Media 73 steering committee (which will have Guild representation) to study the feasibility of a national professional association for journalists but, again, specified that this association should not act as a bargaining agent.

Through International Representative Robert J. Rupert, the Guild participated in planning and preparation by the conference's steering committee. Guild representatives also served on the resolutions committee.

Throughout the conference, the two dozen-odd Guild participants (including Rupert and members of the Toronto, Ottawa, Vancouver-New Westminster and Canadian Wire Service locals) stressed the necessity of using collective-bargaining means in order to achieve journalists' goals.

These arguments were most strongly presented at

two workshops, titled "How to Get Things Done" and "Where Do We Go from Here?" Guild arguments were strengthened considerably by two other conference sessions—a discussion with Henry Bate, vice chairman of the British Press Council, and a seminar session on settlement terms of the recent La Presse strike in Montreal.

Bate's speech related primarily to the operation of the British Press Council, but in the following question-and-answer period he made it clear to delegates that the council would not have succeeded if British journalists had not been highly organized.

When one delegate asked Bate whether Canadian journalists should be more interested in a professional association than a collective-bargaining agent, Bate replied flatly that professional standards could never be achieved without the power of a union.

Bate's British experience dovetailed with the Quebec experience at La Presse. Quebec journalists have a professional association, La Federation des Journalistes Professionnelles du Quebec, which does not act as a collective-bargaining agent. At organized papers, the goals of the federation were negotiated by Le Syndicat des Journalistes.

After a three-month strike, La Presse writers (theirs was the last union to settle) achieved a measure of control over news and editorial content and agreed to a compromise clause ensuring that both the managing editor and editor-in-chief would be named by the company in consultation with the union. (Their original demand was for veto power over management appointments.)

Partially as an outgrowth of the La Presse discussion and partially as an outgrowth of increasing disillusionment with management ethics, the conference delegates passed a strongly worded resolution on editorial control.

Unanimously supported by Guild delegates, the resolution declared that private media ownership "is a privilege, not a right" and that editorial staffs should have complete control over their own "departmental-manpower resources."

The resolution also said newspaper editorial policy should be decided by a joint employer-employee com-

mittee and that editorial employees should have veto power over management appointments within their department.

Other conference-adopted resolutions in which Guild delegates played a prominent role included:

- One calling for codified protections for journalists' sources, pictures, notes, tapes and other materials, a resolution sought by syndicate members who have faced continuing police seizure of their documents since before the 1970 Quebec kidnapping crisis.

- One asking the federal government to establish a press-ownership review board to limit the expansion of monopolies, particularly those of the FP, Southam, Thomson, Power Corp. and K. C. Irving holdings. Delegates also asked the government to require full annual financial reports from all media outlets.

- One condemning the Toronto Star for "abrogating its commitment" to hire former Toronto Telegram columnist Ron Haggart on the stated ground that Haggart wrote a signed article supporting a political party during the recent Ontario provincial election. The resolution rejected the concept that political belief is a criterion for establishing achievement in journalism and noted that the Star (and other papers) have staff writers with known political preferences. (The Toronto Guild currently is arbitrating the Haggart case.)

- One calling for a national investigation of municipal harassment of the Brandon (Man.) Sun since it published, five months ago, a secret local Royal Canadian Mounted Police report on "Problem Meti Families."

- A separate resolution setting up a committee for future media conferences to air such disputes as the Haggart and Brandon cases and to make a full investigation into all aspects of similar controversies.

Rupert gave the conference a detailed history of events surrounding closure of the Toronto Telegram and the Guild's role in attempting to achieve continued publication. Rupert said that earlier notification to the Guild of the paper's financial condition could have significantly improved chances of finding a buyer.

Howard Flays 'Racist Hiring' at Caucus Hearing

(Continued from Page 1)

The publishers who sit there are tied to a system of "racist" employment practices, he charged.

"It's the system that says: 'Who, me? I don't discriminate. I'll hire the first graduate of a properly accredited journalism school that walks in the front door the next time there's an opening and asks for a job. And I'll do it without regard to race, sex, etc.'"

Pointing to Guild efforts since 1956 to push the industry into launching active recruiting of blacks, Howard said that "the fact is that the industry still by and large depends on walk-ins . . . and refuses to accept experience in lieu of formal education and degrees."

Stating that "we still face the old cry that 'there aren't any qualified blacks available,'" Howard said that "we know the industry has not looked either much past the end of its nose or in the right places," adding, "You don't find black journalism majors in Yale and Princeton."

Quoting an anonymous news-

paper personnel manager who asked, "Why should we hire blacks?—they rarely stay," Howard accused some publishers of being victims of a "plantation syndrome," a possessive attitude toward the blacks on their staffs.

"I doubt that he says the same thing about whites who go on to greener pastures," he said.

Declaring that few of "the training programs that have been attempted" remain, Howard charged that some "were intentionally designed to fail."

"The economy, too, is being used as an excuse to abandon or cut back to the point of abandonment those efforts at recruitment and/or training that did have some promise," he said. They are the most vulnerable when a publisher is trying to prevent a "dip in profits and dividends," he added.

Both in his testimony and in his subsequent letter to the caucus, Howard noted that one of the problems the Guild faces in achieving its minority-employment goals is the failure of many

Blacks Spreading To Other Media

Princeton, N.J.—Newspapers continue to hire more minority-group members than other media employers, but the gap is closing fast.

Figures announced by the Newspaper Fund show that 24 of 162 minority journalism graduates last year were hired by daily newspapers. But that total was only three higher than in 1969.

On the other hand, the number hired for television news rose from seven to 17, by public-relations agencies from two to 13, by weeklies from one to eight, by journalism schools from none to seven and by non-journalism employers from two to 13.

young blacks "to utilize—or even check into—the collective strength and machinery the Guild has to offer them."

"Perhaps they dismiss it," he said, because Guild leadership, like the media's management and work force, "is mostly white."

"We can expect the white Guild member to go only so far in sticking his neck out for us if we aren't right behind or alongside him," Howard said in his letter.

"TNG is more willing to act. But to do so most effectively, TNG needs these black newsroom caucuses to come to us with their grievances rather than merely agitating and making a lot of noise that doesn't really produce much in the way of concrete results."

Another witness, Lu Palmer, a reporter and columnist for the Chicago Daily News and a member of the Chicago Guild, said that of nearly 500 editorial employees on Chicago's four major dailies, there are only 11 black reporters and one black assistant city editor. A year ago there were 16 black reporters, he said.

He said news copy written by blacks at the dailies is often

"laundered if not eliminated" by white editors.

Besides establishment of the task force, the caucus's preliminary recommendations, released after the hearings, included a call to "black students to enter journalism and to batter down the doors of the media, if necessary, seeking employment."

Rep. Charles B. Rangel of New York said the caucus will meet with media executives at a symposium in Cambridge, Mass., April 5 through 7.

Rep. William L. Clay of Missouri, who conducted the hearings, accused the media of using their "rhetorical skill to hide their own failures to adequately report on the black communities and to bring black talent into the field."

And, he said, the press has used the same skills to "cover up the fact that the advancement of black professionals into the decision-making areas of the communications field has lagged far behind that of blacks in most every other major American industry."

Orcutt Beaten Near Struck Paper's Plant

(Continued from Page 1)

Ladies' Garment Workers' Union's local in Fall River.

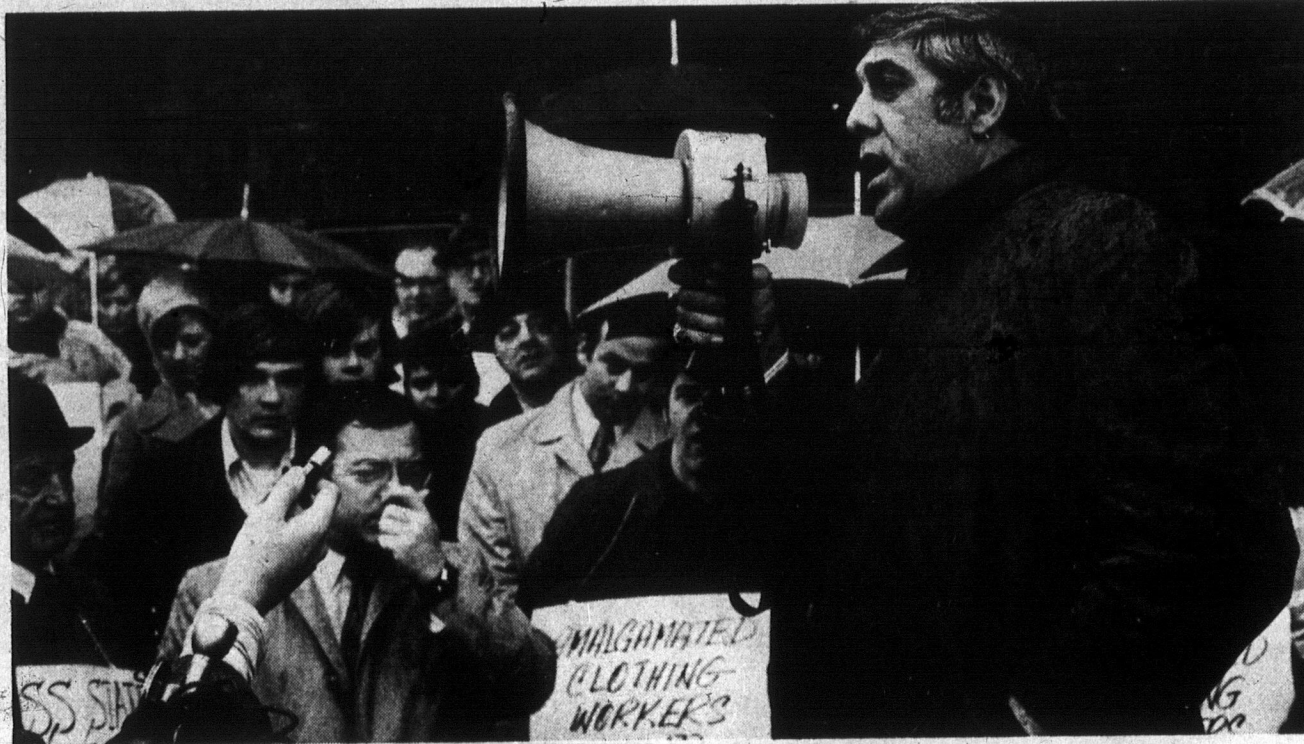
A Guild request for an investigation of the conduct of Fall River police during the strike will come before Fall River's city council March 28.

The Guild accused police of "intimidation, over-reaction, brutality, inequitable and arbitrary enforcement of the law, inordinate show of force, unwarranted arrests and conflict of interest." A number of policemen stationed on the picket lines have been moonlighting for the Herald-News, the Guild said.

Orcutt, who had been arrested during a previous labor rally at the plant March 3, has filed an assault-and-battery charge against one of the policemen who seized him; a second picket accused the same policeman of threatening him with bodily harm. A second policeman has been charged with assault by another picket.

Full-scale negotiations with the Herald-News resumed March 22 for the first time since Feb. 8. The Guild modified its wage proposal, but the company failed to budge. Another meeting is set for March 30.

This week's session was scheduled by state and federal mediators after a front-page editorial



Undampened Enthusiasm

Gilbert Ferreira, regional director of the Amalgamated Clothing Workers and a vice president of the Massachusetts AFL-CIO council, addresses a

"labor unity" rally outside the struck Fall River Herald-News plant. Three hundred turned out despite a heavy downpour.

in the Herald-News scuttled a series of unpublicized meetings arranged by the mediators.

The first of these private sessions, attended by Boston Guild Administrative Secretary Robert E. Bruner and a company at-

torney, was held March 14. They agreed to hold future meetings in an attempt to break the bargaining deadlock, but the next day the Herald-News editorial accused the Guild of responsibility for the fact that no negotia-

tions were taking place.

Bruner went on television and issued a press release accusing the company of lying in view of the sessions that were taking place, and the private meetings were abandoned.

Ex-President Of San Jose Dies at 55

San Jose, Calif.—Clover Cummings, past president of the San Jose Guild, died Feb. 9, one day after undergoing surgery for cancer. He was 55 and had suffered a long illness.

Cummings was president of the local in 1962 and had also served as vice president and secretary-treasurer during 20 years in local leadership. He received the local's Frank Rene Sauliere Award last year for outstanding service to the San Jose Guild.



He was secretary-treasurer of the California-Nevada District Council, now the Western District Council, in 1966. He represented the Guild on the executive committee of the Santa Clara County Central Labor Council.

Cummings was assistant Sunday editor of the San Jose Mercury and News. He joined the Mercury as a sports writer in 1945 and returned in 1955 as telegraph editor after nine years at the Santa Barbara News-Press.

Publishers Level Fire at Newspaper Preservation Act Rules

The Justice Department's proposed rules for administering the Newspaper Preservation Act are generating almost as much controversy as the act itself did in Congress.

Publishers and their supporters in Congress are complaining that the rules are arbitrary and would violate the press's constitutional rights. They have centered their fire on a provision that would allow public inspection of the financial data submitted by newspapers seeking exemption from antitrust laws in order to start new joint operations.

TNG and others concerned about the growth of newspaper monopoly, on the other hand, have objected that the rules are insufficiently strong.

TNG President Charles A. Perlik, Jr., pointed out in a state-

ment to the Justice Department that one proposed provision would permit newspapers to launch joint operating arrangements before public hearings are held and another would not require all new joint operations to obtain the department's prior written consent (GR, Jan. 14).

The point is not an academic one. Acting Atty. Gen. Richard G. Kleindienst, then deputy attorney general, has already cited the Newark Star-Ledger's purchase of the Newark News's plant and Sunday edition as one that did not require such consent.

Kleindienst made the statement in commenting on a challenge by the Institute for Public Interest Representation at the Georgetown University Law Center.

Victor H. Kramer, the center's

director, charged that the Newark arrangement violated the antitrust laws if it was not a joint operating agreement and that it violated the Newspaper Preservation Act if it was, since the Attorney General's consent had not been obtained.

Kleindienst rejected Kramer's demand that he make public Justice Department documents that might disclose more about the nature of the Newark transaction.

The National Newspaper Association, representing weeklies and small dailies, has voiced concern lest arrangements for joint printing alone be subject to Justice Department approval under the act. It read advocacy of such a step into the position of the Guild and the Georgetown institute.

Bigger guns have been rolled out by the American Newspaper Publishers Association, Hearst, Newhouse, Scripps-Howard, eight newspapers with joint operating agreements and 17 senators and congressmen prominent in pushing for adoption of the act.

ANPA general counsel Arthur B. Hanson charged that Justice Department antitrust attorneys were trying to achieve through "administrative fiat" what Congress had denied them in passing the act—prevention of profit-pooling and rate-fixing in the case of failing newspapers.

But the publishers' sharpest fire was reserved for the provision allowing public disclosure of documents showing the financial condition of newspapers seeking antitrust exemption in order to launch new joint operations.

Morris J. Levin, attorney representing the eight newspapers with joint production arrangements, said the rule would require disclosure of "trade secrets" and would violate provisions of the Freedom of Information Act.

Another publisher target is a provision that would require newspapers filing for an antitrust exemption to publish a front-page announcement of the fact for two weeks, stating that documents are available for inspection at the newspapers and the Department of Justice and that protests may be filed with the department.

Hanson said the requirement raises "a very substantial constitutional question," declaring that no rule of law can require a paper "to publish any legal notice in its columns."

Guild Strikes, Cripples San Juan UPI

(Continued from Page 1)

there was "reasonable cause" to believe allegations of mass picketing and coercive action against strikebreaking personnel were true, set March 27 as the date for a hearing on a temporary injunction.

Peter F. Albi, El Mundo's executive vice president, had charged in an interview with Editor & Publisher that 147 employees, including strikebreakers brought in from the mainland, were living in a state of siege inside the plant. Dormitories have been set up for men and women, and food and clothing are being flown in.

A striking El Mundo driver, Carlos Ramos Rodriguez, Jr., was arrested and charged with setting fire to a supervisor's car. He is free on \$2,000 bail pending trial on an accusation of malicious property damage.

In a newspaper ad March 16 the company said it was prepared to offer \$48 over three years when the Guild was ready to discuss money. The offer, which would raise the reporter top minimum to \$216, would be \$18 better than El Mundo's best pre-strike proposal.

The Guild has announced it will not resume bargaining until a dispute over the exclusion of 221 district managers and so-called "supervisors," now before the NLRB, is resolved. El Mundo has refused to discuss that issue.



Benefit of Clergy

A Catholic monk flashes the victory sign as he joins the Puerto Rico Guild's picket line at El Mundo. Monks, priests and Protestant clergymen have all appeared on the line.

Funding Pact Saves 380 Radio Jobs

(Continued from Page 1)

liam Fulbright, chairman of the Foreign Relations Committee, refused to accede to the House-passed bill to extend the funding for two years while a study group reviewed proposals for future operation. And in the end, it was the Fulbright position that prevailed.

Fulbright, who has termed the stations "cold-war relics," had offered to approve funding until June 30 as an alternative to a Senate bill providing for an additional year of operation under State Department auspices.

The New York Guild, which has 80 members working for Radio Free Europe in New York and 300 in Munich, sent telegrams to a number of congressmen and senators supporting continued government financing of the two stations.

Munich Unit Chairman Evdo Evdokimov, assisted by TNG Research and Information Director James M. Cesnik, spent a week in Washington visiting organizations and agencies supporting the two stations.

He conferred with AFL-CIO President George Meany and Victor Reuther, international-affairs director of the United Automobile Workers, among others.

Evdokimov also urged the International Federation of Journalists to adopt a resolution supporting efforts by TNG and the AFL-CIO to have funds for the two radio operations renewed.

The IFJ, while abstaining from "any position regarding the political aspects" of the dispute, expressed hope that "a solution would be found respecting both the democratic right to impart information and ideas through any media and regardless of frontiers" (Article 19—Universal Declaration of Human Rights), as well as the legitimate rights and the social position of over 500 journalists.

Meany accused Fulbright of "thwarting" the will of the American people, declaring that continuation of the stations is essential "as long as captive peoples are denied the truth."

Interim government funds for the stations expired Feb. 22.

Guild Prevails In NLRB Vote At Triangle

(Continued from Page 1)

with the Guild for recognition as bargaining agent in the accounting department, also won its election, by 13 to 5.

The Guild already represents employees of Triangle's quality-control department, where it is currently bargaining a new contract.

The Guild and the OPEIU struck for 23 days after Triangle employed delaying tactics at an NLRB hearing. The strike was settled when Mayor Frank L. Rizzo obtained a company pledge not to appeal the unit found appropriate by the labor board.

Triangle had sought to combine the two units into one and add other unorganized employees. The board upheld the unions, ordering the separate elections they sought.

Denver Daily Cited for 'Anglo, Male' Staff

(Continued from Page 1)

● That use of the job title "copy boy" indicates a preference for male applicants and discourages women.

● That the News requires three years' service before granting maternity leaves while having no service requirement for other leaves.

Esquivel said the News has failed to hire women for key editorial jobs despite the availability of "a substantial number of female applicants possessing requisite skills."

Since January 1971, he noted, the News has received applications from 64 women with college degrees, nine of them with master's degrees.

The Guild, in bringing its charges, said the News has consistently assigned its female reporters to the features section rather than the city side. Except for a short time in 1969, it said,

the paper has had only one woman working in the city room as a regular assignment.

Esquivel quoted News Editor Vincent Dwyer as saying he would not hire a woman for the police beat and hasn't done so for the legislative beat "maybe because of all the walking involved."

"A person's natural interests dictate where you do a good job," he told Esquivel, stating that the News has a male fashion editor but that he doesn't do as complete a job as the woman fashion editor.

The EEOC director discovered that two women employees had submitted applications for reporter and copy-reader jobs but have not yet been given them. One has a college degree and writes book reviews for the News but is employed as a classified-ad solicitor; the other, taking courses to complete her degree, is employed as a library clerk.

Esquivel quoted News officials as saying no outside recruitment sources are used and that applications are solicited only through academic personnel in Denver and the East and via the

"grapevine" in Denver's press club and other newspapers. "Word-of-mouth recruitment by a predominately all-male, Anglo work force perpetuates a work force of all male, Anglo employees," Esquivel said.

Bias Charge Gains New Job For Negro at Denver Post

Denver, Colo.—The Denver Post has restored a demoted black employee to a higher-echelon job following a complaint of racial discrimination filed with the Colorado Civil Rights Commission.

The complainant, Clarissa A. Price, who had been downshifted from ad taker to file clerk, although without a cut in salary, was made an intermediate account clerk under a conciliation agreement arranged by the Civil

Rights Commission.

The Post, which denied the charge of discrimination, challenged Price's competence in the ad taker's job. But under the conciliation agreement, it promised to restore her to either that position or an equivalent one.

Price originally cited both the Denver Guild and the Post in her complaint, but the commission dismissed the charge against the Guild. The local had intervened in her behalf with management but did not file a formal grievance.

Price subsequently thanked the Guild for its assistance in bringing about the conciliation agreement.

...Catholic

(Continued from Page 1)

agreed to after several months of controversy in which the news service contended that it was not covered by the National Labor Relations Act.

Guild units at Catholic publications in Cleveland, Twin Cities and St. Louis protested to their managements and to the Catholic hierarchy in their cities over the news service's position, and several archdiocesan editors and members of the hierarchy wrote to the service objecting to its position as contrary to Catholic doctrine on labor.

The news service then tried to have 18 members of the unit exempted as executives. The Guild finally agreed to seven.

Survey of U.S. Papers

Women Hold Few Top-Echelon Jobs

Women presently account for 35 percent of editorial personnel on U.S. newspapers, according to a survey by Time magazine, but most remain in subordinate positions.

"No network news operation and no large publication aimed at a general audience is headed by a woman," Time noted in a "situation report" on the status of women in the industry (March 20).

"Women commentators, broadcast producers, columnists and foreign correspondents remain relative rarities," it added.

Time said the proportion of women on newspapers has remained at the 35 percent it was at in 1950, although women now constitute 44 percent of journalism graduates.

It reported the following specific figures:

The Associated Press has only 112 women on a U.S. news staff of 1,050, and only two are bureau managers. United Press International has 81 women on a staff of 900, but seven are bureau managers and one a general-news editor.

The New York Times has 64 women on a staff of 626, the Washington Post 70 out of 385, the San Francisco Chronicle 36 out of 147, the St. Louis Post-Dispatch 23 out of 206, the Chicago Tribune 52 out of 373 and the Los Angeles Times 50 out of 417.

Time reported that periodicals hire more women than newspapers do. Magazine publishers reported to the government this

year that 45 percent of their 5,941 "professional" employees are women, it said, but most work for women's magazines or hold jobs below writer-correspondent categories.

Life has nine women writers and six correspondents, Time one woman senior editor, six writers and six correspondents, Newsweek six women writers and 14 correspondents, and U.S. News & World Report two women writers and four correspondents, Time reported.

"Women fare little better on TV and radio news," it observed. Most are on local rather than network news, it said, reporting only one woman among 44 network correspondents for ABC-TV, five out of 54 at NBC and one out of 56 at CBS.

'Businessmen? There's nobody here but us workers'



DATELINE: WASHINGTON

ITT, Justice Squirm in Net Of Their Own Weaving

By WILLIAM J. EATON, Chicago Guild

THE SENATE HEARINGS into the tangled affairs of International Telephone and Telegraph Corp. and the Justice Department have produced enough evidence to convict several of the principals, at least of political stupidity.

Let's take Acting Atty. Gen. Richard G. Kleindienst as a starter. When Democratic Chairman Lawrence F. O'Brien suggested last December that Kleindienst dictated terms for a settlement of three antitrust cases against ITT, the No. 2 man in the Justice Department demurred, saying negotiations had been handled "exclusively" by his underlings.

Under oath before the Senate Judiciary Committee, however, Kleindienst had a sudden attack of memory. His hands-off policy, as it turned out, consisted in meeting five times with an ITT director and arranging a critical session for him with the chief of the Antitrust Division. It seems clear that Kleindienst was highly influential in shaping the settlement.

IT SEEMS

TO US

Women Enter the Silurians But Stay in Outer Circle

NEW YORK CITY

Editor:

Re GR story Feb. 11 on sex requirement for membership in press groups, the Silurians, a New York organization of veteran reporters, voted late last year to admit women who were willing to admit that their journalistic experience dated back at least 25 years. Quite a few have joined.

However, the Inner Circle, a New York organization of political reporters, voted in February of this year to postpone for several months a vote on changing its constitution to admit qualified women.

OLIVER PILAT
Former President
New York Guild

There may be nothing wrong with Kleindienst's efforts to reach agreement with ITT, as former Atty. Gen. John N. Mitchell has contended. If so, why did Kleindienst deny them at first?

WHEN COLUMNIST Jack Anderson first published the memo attributed to Dita D. Beard, ITT Washington lobbyist, her immediate reaction did not alleviate suspicion. She joined in a file-shredding ceremony at her office, then left town and disappeared before she was found by the FBI in a Denver hospital.

Three weeks later she denounced the memo as a forgery. It is like a woman crying "Rape!" when she finds out she is pregnant.

Two of the first witnesses at the Senate hearings portrayed her as an emotionally unstable drunk as she convalesced in a cardiac-care unit. Instead of disowning her, however, ITT "discovered" evidence to disown the memo. This would have been more persuasive if ITT had not first conducted a search-and-destroy mission in its Washington office to prevent additional "embarrassment."

ITT President Harold S. Geneen denied that there was any connection between an ITT-Sheraton Hotel pledge of \$200,000 to help San Diego secure the Republican convention and the Republican administration's settlement of the antitrust litigation eight days later.

Let's look at ITT's investment in the GOP meeting. According to Geneen, he was expecting "a million dollars' worth of publicity," since the commitment was made "in consideration of the naming of the Sheraton Harbor Island Hotel as Presidential headquarters."

Well, Geneen has a great deal of publicity, but it is doubtful that President Nixon will be camping out at any Sheraton hotels for awhile. Talk about "Selling of the President" in 1968!

THE ROLE of Peter M. Flanigan, the White House ambassador to Big Business, also is bizarre. Flanigan emerges as a talent scout for Richard W. McLaren, the former head of the Antitrust Division, supplying Mc-

Laren with a handy 15-page report by a Flanigan-hired financial analyst that supposedly helped McLaren see the wisdom of a settlement he had been opposing.

This raises a serious question concerning conflict of interest, since the analyst was in a brokerage firm with a \$200,000 investment in ITT stock that would have been worth much less if the courts had upheld McLaren's original plan to seek a split-off of the Hartford Fire Insurance Co. from ITT. It also raises a question about McLaren's candor, since he was conveniently vague about the source of that report until questioned repeatedly about it.

McLaren, incidentally, holds the modern speed record for Senate confirmation as a federal judge—four hours. The bar-association committee chairman who vouched for him (surprise!) turns out to be Lawrence E. Walsh, an ITT counsel who wrote Kleindienst to urge a settlement of the antitrust suits.

At least some of the explanations offered for Justice Department and ITT conduct sound contrived. Or as Sir Walter Scott put it:

*Oh, what a tangled web we weave
When first we practice to deceive.*

Institutes Slated For West Coast

Two TNG regional weekend institutes designed to help develop new and prospective local Guild leadership, especially among women and minority members, will be held on the West Coast next month.

The first, sponsored by the Western District Council, will be held at the Los Gatos Lodge in Los Gatos, Calif., April 15 and 16, three weeks before, and separate from, the council's regular spring business meeting in San Diego May 6 and 7.

The second, for Pacific Northwest locals, will be held at the Roosevelt Hotel in Seattle April 22 and 23 in cooperation with the Seattle-Tacoma Guild.

Editorial

Look Who's on Guard

The U.S. Department of Labor was created in 1913 "to advance the public interest by promoting the welfare of the wage earners of the United States, improving their working conditions and advancing their opportunities for profitable employment."

Government regulatory agencies almost invariably fall under the spell of precisely those whom they are supposed to stand guard against. The Labor Department is an administrative department rather than a regulatory agency, but under the Nixon Administration it appears to be realizing the ultimate in placing the fox in charge of the chicken coop.

From Secretary of Labor James D. Hodgson on down, the department's hierarchy is encrusted with officials who made their mark in the world of business, not labor.

Hodgson himself was vice president in charge of industrial relations for the Lockheed Corp. before his appointment by Nixon. With him as one of his top assistants Hodgson has taken Lockheed's corporate information director, William H. Schmidt.

The rest of the department's ruling roster reads like a "Who's Who in Business," in the words of Press Associates Inc., a labor news service that has collected the pedigrees of department officials. This is what it found:

- A special assistant to the Secretary for Legislative Affairs, Frederick L. Webber, who was formerly with the National Forest Products Association, trade organization of the lumber industry.
- An executive assistant to the Undersecretary of Labor, Richard J. Wise, who was assistant director of industrial relations for the John Hancock Life Insurance Co.
- The department's Assistant Secretary for Administration, Frank G. Zarb, a former investment-banking executive.
- The Assistant Secretary for Occupational Safety and Health, George C. Guenther, former president of a hosiery company that fought off an organizing bid by the Hosiery Workers.
- The Assistant Secretary for Manpower, Malcolm Lovell, a former executive of Ford and American Motors.
- The Assistant Secretary for Employment Standards, Richard J. Grunewald, a former vice president of the Olin Corp.
- The department's solicitor, Richard F. Schubert, former assistant manager of labor relations for Bethlehem Steel.
- Donald M. Irwin, until recently Deputy Undersecretary for International Affairs, a former executive with Chrysler, Deere & Co. and Hawaiian Airlines.
- The Job Corps' director, John L. Blake, former assistant secretary of the Marine Midland Trust Co.

Only three high department officials have labor backgrounds: Asst. Secretary for Labor-Management Relations W. J. Usery, Jr., a former grand lodge representative of the Machinists; Deputy Asst. Secretary for Manpower Paul J. Fasser, Jr., formerly with the Steelworkers, and Asst. Manpower Administrator Robert J. Brown, formerly with the Automobile Workers.

There is a certain perverse logic in all of this, of course—the sort of logic that, if extended to other departments, would have led the President to appoint the Berrigan brothers as Secretaries of State and Defense, Ralph Nader as Secretary of Commerce, and William Kunstler as Attorney General.

Logic seems to have stopped short, however. Perhaps it has something to do with the President's constituency.

The Guild Reporter

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