

\$48 Hike, to \$300, Won at UPI

The TNG GUILD REPORTER

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

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Picket Chain

Representatives of other Ingersoll Guild units join Fall River Herald-News picket line after forming a chain council. From left, James Sussman of Pottstown Mercury, International Vice President Edward J. Schrode, James Orcutt, assistant director of the Guild's New

England Servicing-Organizing Program; Frank D. DiGiacomo of Delaware County Times, Frederick T. Garde of Fall River, Paul LaBrecche of Pawtucket Times, William M. Brown, Philadelphia Guild administrative officer, and Anthony Andriola of Elizabeth Daily Journal.

Ingersoll Chain Council Born in Strike

Fall River, Mass.—Six Guild units at Ingersoll newspapers organized a chain council at a meeting here April 16 in response to "union-busting tactics" by management of Ingersoll's struck Fall River Herald-News.

The council wired Ralph M. Ingersoll, head of the chain and president of the Herald-News, urging him to "use your influence" to bring about a settlement of the 13-week strike.

The council was organized after negotiations between the

Guild and the Herald-News were broken off April 13 when the company added new retrogressive demands to those already on the table.

"Guildsmen throughout the Ingersoll Newspapers view the union-busting tactics being used in Fall River as a prelude to what they may expect in the future," the council's telegram said, adding:

"If attempts continue to break the Guild in Fall River, the inevitable conclusion will be that

Guild units throughout the newspapers must prepare themselves to fight for the very survival of their union."

The telegram was signed by William M. Brown, Philadelphia Guild administrative officer; James Sussman, vice chairman of the Pottstown Mercury Unit; Frank D. DiGiacomo, chairman of the Delaware County Times Unit in Chester; Anthony Andriola, chairman of the Elizabeth Daily Journal Unit; Paul LaBrecche, president of the Paw-

tucket Guild; Frederick T. Garde, chairman of the Fall River Unit, and Charles J. Tiano, president of the Kingston Guild.

The day after the council was organized, Guild members at Ingersoll's Pawtucket Times voted unanimously to authorize strike action after rejecting an offer of \$31.45 at the key top minimum over two years. Negotiations are continuing.

The Guild Council of Ingersoll Newspapers will meet periodically to explore avenues of mutual support in crises, to review contracts, grievances and arbitrations and to "keep alert for patterns developing within the Ingersoll newspapers."

DiGiacomo was elected president and Garde secretary.

The Guild, at the April 13 bargaining session, agreed to reduce its wage demand from \$59.35 over three years at the key top minimum to the company's pre-strike offer of \$50 if the company withdrew retrogressive proposals denying retroactivity, calling for an open shop and offering no guarantee against dismissals resulting from the settlement.

The company responded by adding four new retrogressive proposals: withdrawal of its agree-

New York City—A \$300 top minimum for newsmen and newswomen and a maximum pension benefit of \$402.50 a month were won by the Wire Service Guild at United Press International last week.

The two-year agreement, raising the key minimum by \$48, matches one negotiated at the Associated Press in January. UPI members are voting on the settlement this week.

The settlement, reached following a strike vote, increases the maximum pension by \$162.50, with a maximum credit of \$11.50 a month for each year of service up to 35. The former maximum, for 30 years' service, was \$240.

The Guild also won pension vesting rights after five years' service instead of 15, extending pension rights to 250 additional employees immediately and possibly as many as 375 during the contract term.

The Guild successfully resisted a management demand for compulsory retirement at age 65, although pension credits will be frozen at that age except for calculation of benefits on the basis of the employee's average wage during his final five years.

The settlement includes provision for a joint Guild-management committee that will meet periodically to resolve problems of noise, equipment and supplies and other working conditions.

Increases at the key top minimum—in a job category whose title is expanded to include "news-women" for the first time—will go fully to employees earning above the minimum. It is the first time merit pay has been fully maintained in a UPI contract.

All first-year newsmen and newswomen will be upgraded to the second-year level of \$164 im-

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Wages Up. Per Capitas Climb 29c

With the average reporter top minimum in Guild contracts up a record \$17.50 over last year, per-capita payments by Guild locals to TNG are scheduled to go up 29 cents, to \$3.81, effective May 1 under a constitutional formula linking the two.

More than 20 cents of the increase will go to bolster TNG's General Fund, which had a year-end cumulative deficit of \$132,179. The remaining 8.7 cents will go into the International Defense Fund.

Locals were notified of the prospective increase last week by TNG Secretary-Treasurer Robert M. Crocker.

The ceiling on assessment payments will rise from \$9 to \$10.25 under another constitutional formula taking effect April 1.

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'Blitz' by 4 Locals Organizes Newsroom at Montreal Star

Montreal, Que.—The Montreal Guild organized the editorial department of the Montreal Star last weekend with the aid of three other Canadian locals.

The Guild April 24 filed cards signed by almost 70 percent of the Star's editorial employees with

the Quebec Department of Labour. Certification is automatic if the department sustains the cards of 55 percent.

The Guild currently represents 185 Star delivery and maintenance employees.

Eleven members of the To-

ronto Guild, three from the Ottawa Guild and two from Canadian Wire Service in Ottawa came to Montreal to aid a weekend card-signing "blitz" under the leadership of International Representative Robert J. Rupert.

They were International Vice President Eleanor Dunn, Michael McDermott and Phil Carter of Ottawa, Toronto Guild President James Robinson and John

Guild Wins San Juan Star Vote . . . Page 6

Guild Submits Petition For 236 at K.C. Star

Kansas City, Mo.—With a majority of employees signed up, the Guild this week filed a petition to represent 236 editorial employees of the Kansas City Star and Times.

The unit is one of the largest for which the Guild has filed in 20 years. The morning Times has a circulation of 324,430 and the evening Star 310,584.

International Representative Richard J. Ramsey, who has been conducting the organizing campaign for two months, filed the petition with the National Labor Relations Board April 26.

The Guild conducted an organizing drive at the Star two years ago, but failed to gain a sufficient number of cards. Employees concerned about salaries, health insurance, pensions and journalistic concerns covered by TNG's Model Contract sought out the Guild again last December.

Supervisors attempted to discourage Guild interest in conversations with employees even before the petition was filed.

Editorial and other employees of the Star and Times own a minority of the papers' stock.

Saunders, John Adams, Dennis Anderson, Sue Feldman, Robert Johnstone, William Johnson, Bruce Garvey, James MacKenzie, Michael Moore and Ian Urquhart, all of Toronto, and Andre Sormany and Arthur Lewis of Canadian Wire Service.

Garvey, a former Montreal Star employee, flew in from the Toronto Star's Washington bureau to help out. Joining with Montreal Guildsmen, the out-of-towners worked through the weekend visiting employees' homes.

One Star photographer drove 200 miles for one signature.

Average U.S. Profit Rate Tripled by Big-City Daily

An 8.4-percent increase in profits was reported last year by a 257,000-circulation daily whose operations are analyzed annually by Editor & Publisher magazine.

The big-city daily reported a profit rate of 23.2 percent before taxes, more than three times that for U.S. manufacturing industries as a whole. (The rate is profit as a percent of revenue.)

The company's after-tax profits

and profit rate were not disclosed, but a 35,000-circulation daily whose operations were also analyzed by E&P enjoyed a profit rate of 21.6 percent before taxes and 10.2 percent after.

The before-tax profit rate of all U.S. manufacturing industries last year was seven percent, according to Securities and Exchange Commission figures. The

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'Liebling Convention' Sparks Press-Reform Move

By PHILLIP M. KADIS
Washington-Baltimore Guild

New York City—A grass-roots movement by working newsmen "to reform American journalism" was launched here this week as a direct outgrowth of the two-day "A. J. Liebling Counter-Convention" sponsored by [MORE], New York City journalism review.

A group of 60 convention participants elected a steering committee of 13 members to prepare a "declaration of independence from news-media management on professional matters." Its members include TNG President Charles A. Perlik, Jr.

The committee—composed of representatives of journalism reviews and others—was also charged by the group with implementing journalistic reform in the spirit of the declaration. Working newsmen throughout the country will be asked to sign the declaration, to be drafted by a subcommittee.

Among other members of the steering committee are Sidney Zion, a former editor of Scanlan's magazine; James Higgins, professor of journalism at Boston University and former editor of the York Gazette & Daily; Robert Blair Kaiser, author of "RFK Must Die!"; Ron Dorfman, editor of the Chicago Journalism Review, and Richard Pollak, editor of [MORE].

The committee was the only continuing body to emerge from the April 23-24 convention, which drew an estimated 1,500 to 2,000 people associated with journalism and more than 100 panelists.

Participants ranged across the journalistic spectrum from Tom Wicker, New York Times associate editor and columnist, to representatives of the underground press, who won a role on the panels after invading the convention floor en masse with leaflets. There was no accreditation or registration.

Several publishers attending the American Newspaper Publishers Association convention—to which the Liebling assembly was counter—drifted into the Martin Luther King Labor Center to listen.

The news media, by the testimony of its own angry and concerned practitioners, was found to be as wayward as it ever was when its sins and errors were

carefully chronicled and caustically analyzed by Liebling in the New Yorker magazine for 15 years before his death in 1963.

Among the targets were the persistence of racial, class, ethnic and sexual stereotyping, trivialization of the news by focusing on personalities, uncritical acceptance of news handouts from government and other official sources, antilabor bias, detailed descriptions of political campaigns with little serious treatment of the issues, and the use of inaccurate or umbrella terms like "enemy" for a wide variety of Vietnamese groups and "invasion" for North Vietnamese actions and "incursion" for similar South Vietnamese and U.S. actions.

No provisions for plenary sessions were included in convention planning, and the reform group grew out of a suggestion by Lance Tapley, formerly of the San Francisco Chronicle, during one panel discussion, that the convention consider passing some resolutions. Pollak hastily scheduled a meeting to consider resolutions, and about 100 people showed up. But although resolutions were gathered by Tapley at random, the group later decided they would not be truly representative of the views of convention participants, and they were discarded in favor of the steering committee.

In several of the panels—principally the ones on "Democracy in the Newsroom," "A Public Hearing on Government and the Press," "Why Journalists Leave Daily Newspapers" and "Racism, Sexism, Elitism and Journalism"—the discussions shifted from media performance to internal newspaper operations.

It was in those panels that authoritarianism and white middle-class male domination of the city room were attacked, together with whimsical and vengeful assignment policies, failure of the media to back up their reporters in confrontations with law-enforcement officials over access to information, and a growing trend toward subpoenaing reporters' notes and source documents. Some panelists and participants strongly criticized the Guild as being deficient in some of these areas.

Perlik, who was invited to join the newsroom-democracy panel after he was recognized in the

audience, acknowledged that the Guild may not have moved as strongly in this area as many of the convention participants would have preferred. But he noted that the Guild in 1970 had provided for a "voice in the product" in its Model Contract and said that there is no reason the collective-bargaining process can't be used in this area "in the same way it was used to achieve a \$400 minimum at the Washington Post."

Perlik, noting that "democracy in the newsroom still needs to be defined," said the only way of achieving it "is through combined muscle, through the joint weight of all those involved in the industry to force the changes you want."

Dorfman said a growing minority of journalists now want to share editorial control.

"The spirit has begun to infect the Guild," said Dorfman. "If you want editorial control, you can have it if you are willing to do what the people at Figaro [Le Figaro, a leading Paris newspaper] did—go on strike."

Morton Mintz, Washington Post reporter, said he did not much like the idea of mixing the roles of editor and reporter, but preferred "some reliable, systematic mechanism whereby reporters and editors can meet for questioning and auditing of the decision-making process."

At another panel discussion, Mintz said that his own experience in Guild contract negotiations at the Post led him to the conclusion that an "impossible burden is placed on the negotiator if he is asked to forgo some pension or profit-sharing plan for professional considerations."

Zion, who compared newspaper managing editors to political bosses, said "there is no democracy in the city room, only a shit list."

"At the [New York] Post," he said, "we had to use the AP wire to cover the city—not because there were no reporters but because everybody was on the list."

At the close of the convention, the first A. J. Liebling Award was presented to I. F. Stone, recently retired publisher of I. F. Stone's Bi-Weekly and now contributing editor to the New York Review of Books.

'Postel's Law' Nullified

Closed-Trial Ruling Reversed

Albany, N.Y.—"Postel's Law" has been nullified by the New York State Court of Appeals.

Acting unanimously to uphold a suit by four New York Guildsmen and a wire-service newsman, the judges rejected State Supreme Court Justice George Postel's contention that he could close a trial to press and public to prevent prejudicial news coverage.

The ruling will have no effect on the trial in question, which was concluded behind closed doors in December. But it may halt a trend to closed trials precipitated by Postel's order.

The judge, in closing the extortion trial of Carmine J. Persico last fall, said he was acting because newsmen disregarded instructions to print nothing but what transpired in court. Asked on what law he was relying, he replied, "Postel's Law."

The law had a short life. Promulgated in November, it was

struck down last month as "an unwarranted effort to punish and censor the press."

The appellate court said there had been no showing that Postel's ruling was necessary to protect the defendant's right to a fair trial.

"The fact that it constituted a novel form of censorship," said the jurists, "cannot insulate it from constitutional attack."

If such an order "could ever be justified," the court said—and it added that it did not consider that question—it could stand only on a clear showing that it was necessary to avert "a serious and imminent threat to the integrity of the trial."

The court did not come to grips with one of the principal points raised by the newsmen—whether the right to a public trial belonged to the defense or to the public. The defense in the Persico case had asked that the

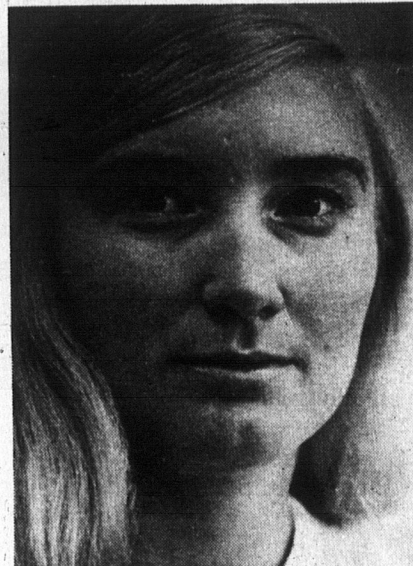
press be barred from coverage.

"A public trial," the newsmen had maintained in their brief, "serves a number of other public purposes in which the defendant has no interest and which may in some cases actually be adverse to the defense's interest."

One of those purposes, it said, was that of keeping the administration of justice open to scrutiny.

Closed trials, almost unprecedented in all but rape, divorce and similar cases before Postel's ruling, had been ordered in two subsequent cases—one involving arson and the other murder.

The suit challenging Postel was brought by Guildsmen Richard Oliver of the Daily News, David Burnham of the Times, Jack Robbins of the Post and Howard Reiser of the Long Island Press, in addition to Edward V. McCarthy of United Press International.



BARBARA LUGOVICH



YETTA RIESEL

Riesel, Lugovich Get New TNG Positions

The promotion of Yetta Riesel to a new position in TNG's Collective Bargaining Department has been announced by President Charles A. Perlik, Jr.

Barbara Lugovich of TNG's office staff will be advanced to the professional staff to succeed Riesel, Perlik announced.

Riesel, TNG Research and Information associate, will take on new duties, including some of those performed by Robert Christofferson, executive secretary of the Contracts Committee. She will continue to handle some Research and Information Department duties.

Perlik said the new Collective Bargaining position is being created because the expanded department work load can no longer be handled by the existing staff. Lugovich will handle Collective Bargaining statistical work formerly performed by Riesel.

The promotions were announced March 31.

Riesel, whose brother is labor

columnist Victor Riesel, has been a member of the TNG staff for more than 20 years. Before that she worked as a fund-raiser for liberal groups, including the American Veterans Committee, and as a researcher and speech writer in the New York City Council president's office, helped organize administration of the New York City Center of Music and Drama and worked with New York's Group Health Insurance, helping unions set up health-insurance programs.

Riesel attended City College of New York. A sculptress, her work has been exhibited at Washington's Corcoran Gallery and the Smithsonian Institution.

Lugovich has been a secretary with TNG for a year. Before that she worked for the World Bank and for seven years as a secretary for the United Telegraph Workers in Washington.

She has been shop steward for the Office and Professional Employees at TNG and the UTW.

Pay Board Stiffens Merit Regulation

Merit-pay regulations requiring that increases exceeding 5.5 percent be part of a written, spelled-out merit plan were announced by the Pay Board last week.

The final regulations, unlike proposed ones previously published, make no provision for unwritten merit arrangements governed by past practice. TNG, in a brief to the board, had urged that greater emphasis be placed on past practice.

The brief pointed out that the entire merit-increase system in the newspaper industry has been built on past practice and warned that the imposition of "inflexible qualifications" on such increases

would severely handicap the industry in attracting and holding able employees.

But whereas the proposed regulations allowed the criteria for merit raises to be unwritten if "readily ascertainable by past practice," the final rules contain no such loophole.

The regulations require that where merit increases exceeding 5.5 percent are to be granted under a plan taking effect prior to Phase Two regulations last Nov. 14, there must be documentation that the aggregate amount to be paid was fixed prior to that date.

Where increases exceeding 5.5

percent are to be granted under a plan renewed since Nov. 14 or continued for another period of time, the plan must have been reduced to writing and communicated to management personnel or the employees involved prior to then.

The plan must spell out what jobs are covered, the rate ranges for specific positions, the policy used to determine the amount of the raise and the system of administrative control used.

Even if these criteria are met, increases cannot exceed seven percent. There is no limit on increases under plans before Nov. 14.



CBC Cortège

With Guildsman John Como, dressed as a minister, in the lead, members of the Canadian Wire Service Guild and striking Broad-

cast Employees conduct a mock funeral for the Canadian Broadcasting Corp.'s program schedule outside CBC offices in Toronto.

CBC Guildsmen Return on OK by NABET

Toronto, Ont.—Most Canadian Wire Service Guild members in Toronto and Halifax were back at work this week, reporting to their jobs under a waiver from striking and locked out broadcast technicians.

The Guild last week negotiated an agreement with management under which members who wanted to return to work could do so while those who didn't could stay out without prejudice to their jobs.

The local's top officers—President Philip Calder, Secretary Sheldon Turcott and Treasurer Jerry E. MacDonald were among 14 of 87 Toronto employees who refused to go back. All Guild members but two went back in Halifax.

Those are the only cities in which the National Association of Broadcast Employees and Technicians is still either on strike or locked out. NABET took down its picket lines in Ottawa two weeks ago after a court injunction barred it from picketing at Parliament Hill during President Nixon's visit, and its members went back to work there April 26.

Under the agreement reached last week between CBC and the Guild, there will be immediate arbitration of a dispute over in-

terpretation of the Guild's struck-work clause. Guild members, during a series of rotating strikes by NABET, have refused to handle material prepared by supervisors doing NABET work.

NABET has discontinued the rotating stoppages but is striking in Toronto and locked out in Halifax. It gave Guild members a waiver to cross picket lines.

Negotiations between NABET and CBC were resumed this week after a 2½-week interruption, and there was some progress toward resolution of their dispute over automation, job security, wages and hours.

CBC's program schedule has been crippled by the stoppages, which have forced cancellation of hockey-game broadcasts and many public events.

Guild members began returning to work in Ottawa after the picket lines came down following Nixon's visit. The Guild had sent 20 members from Toronto to picket Parliament Hill in place of enjoined NABET members, but they found on their arrival that they, too were enjoined.

NABET was unable to get the injunction against Parliament Hill picketing lifted, but it picketed other stops on Nixon's itinerary,

and CBC was unable to televise the visit.

The Guild had sought to obtain permission from Labour Minister Martin O'Connell to prosecute CBC for locking out its members in Toronto and Halifax, but it was refused.

Britain's National Union of Journalists, acting on a request from TNG, asked its free-lance members to refrain from doing any work that might be used by CBC. CBC had been airing news and commentary sent from England.

The Toronto Guild, invoking its struck-work clause, forced the Toronto Star to stop sending bundles of newspapers through the picket lines to CBC headquarters.

The Ottawa Guild announced that two moonlighting Ottawa Citizen employees who crossed picket lines to prepare a sports-cast for CBC in place of union members who were observing picket lines will face charges before a trial board. Other Ottawa members at Station CJOH observed the picket lines during Nixon's visit, and some who free-lance regularly for CBC have not worked since the strike.

The Toronto and District Labour Council, spurred by an ap-

peal from Toronto Guildsman Murray Tate, has been giving full support to NABET, acting to prevent deliveries to CBC. Tate told the council CBC was using taxpayers' money for "a union-busting tactic."

Last month Calder led a group of Guild and NABET members who spoke to Prime Minister Trudeau during a visit here. They urged him not to give interviews to CBC supervisors doing the work of striking or locked-out unionists.

The message to Trudeau was broadcast in French and English on "Radio Free CBC," a sound truck used by the Guild to disseminate news on the dispute.

NABET officials, thanking the Guild for its support, have promised to observe any Guild picket lines in the future.

Calder thanked other Guild locals for financial assistance in the dispute. Following were among the first contributions received:

Toronto Guild	\$1,000
Windsor Labour Council	25
Washington-Baltimore Guild	200
San Francisco-Oakland Guild	100
Ottawa Guild	100

Calder, MacDonald and a number of other Toronto and Ottawa members contributed their entire TNG lockout benefits to the local's emergency fund.

Time Unit Pickets Stockholders on Job Security

New York City—One hundred and fifty Guild members picketed Time Inc.'s annual stockholders' meeting April 20 in protest against management's refusal to grant job security.

"We Want Job Security" and "Security Is Happiness" were among the signs carried by pickets who paraded outside the Time-Life building in a down-pour.

The Guild said that management has refused to grant adequate security against future staff reductions. Last December Time announced the dismissal of 80 Guild members from the editorial department of Life, and there have been rumors of new corporate retrenchment moves.

The Guild has insisted on the inclusion of provisions for notice, severance pay, pension-plan vesting and a rehiring list for all employees dismissed for economic reasons in the future. The company has steadfastly refused in negotiations under way since last November.

Time Chairman Andrew Heiskell told the shareholders he thought the company's offer to the Guild was "eminently fair and generous." But he conceded that job security was the major stumbling block.

Heiskell said there were no plans for further dismissals, and

company officials took the occasion to announce the launching of a new monthly magazine, Money. The publication, to be of news-magazine size, will deal with personal and family finances.

The company also reported that its first-quarter operating income rose 11 percent, to three million dollars, and that extraordinary income of almost 1.2 million dollars increased its net to 4.2 million.

Most of the extraordinary income was a capital gain of about three million dollars from sale of radio stations in Denver and Grand Rapids. Some of the gain was offset by unusual losses.

Time's 1971 earnings showed a 12.6-percent increase after four years of declining profits. Its net income rose to 22.6 million dollars from 20 million in 1970. Adding extraordinary items, the company earned 23.3 million dollars.

\$335 Top Is Won at Newsweek

New York City—The top minimum for writers at Newsweek magazine is increased \$42.40, to \$334.90 in a new 25-month New York Guild contract.

The contract also provides one of the first paternity-leave clauses in a Guild contract and contains a clause protecting employees who refuse to disclose confidential information or sources to law-enforcement authorities or others.

General increases are eight percent for the first year and six percent for the last 13 months of the contract.

The contract, which is retroactive to Dec. 1, increases the top for associate editor \$44.90, to \$354.40, that for researchers \$29.70, to \$235.20, that for stenographer-typists \$21.65, to \$170.90, and that for copy clerks (formerly office boys) \$15.85, to \$125.10.

The contract provides for a cost-of-living increase next Jan. 1 equivalent to any increase over five percent in the New York cost-of-living index.

A path-breaking clause will give male employees with a year's service paid paternity leave of one week on the birth of a child. The only other paternity-leave clause in a Guild contract, at the Portland Press-Herald and Express, provides for three days' leave.

Maternity leave itself is improved. Formerly unpaid, it will now be paid for the first month and can extend to a year after birth instead of being limited to six months.

A "privilege" clause patterned on one at the New York Times requires the company to pay the legal expenses of employees subpoenaed for confidential information or sources and to reimburse them for fines or any loss of pay and benefits resulting from legal action.

A severance-pay ceiling of \$16,010 is eliminated, mileage allowances are increased five cents, to 15, and the service requirement for five weeks' vacation is reduced from 25 years to 15.

The Guild also won a byline clause, inclusion of a company tuition-aid plan in the contract, an antidiscrimination clause and a provision granting leave to employees entering service alternative to military.

The New York Guild has also negotiated wage increases of 10 percent over 15 months at the National Maritime Union's Pilot and 19 percent over three years at the German-language publication Aufbau.

The Pilot contract will increase the assistant editor's pay \$27.99, to \$301.08. The top increase in the Aufbau contract, which has no minimums, is \$30.95, to \$184.10.

Reporter Top to Rise By \$23 at Waukegan

Waukegan, Ill.—The reporter top minimum is increased \$23, to \$233.25, in a one-year wage reopener at the Waukegan News-Sun.

The increase comes in two steps, the first, \$18, effective March 10, and the second, \$5, Nov. 1. The flat minimum for city editor is raised the same amount, to \$247, and that for clerk-typist is increased \$13, to \$131.50.

Washington Guild Members Uphold Picket-Line Fines

A Washington-Baltimore Guild membership meeting last month upheld fines imposed on 29 members who crossed picket lines in three strikes during the past three years.

The fines, generally equivalent to the amounts earned by the accused members during the strike, ranged from \$25 to \$1,000. Only two have thus far paid.

The membership upheld trial-board guilty verdicts against seven Washington Post and three Washington Star employees who

crossed Pressmen's picket lines in 1969, 15 who crossed Pressmen's lines at the Baltimore Sun in 1970 and four who crossed Machinists' lines at the Star last year.

Only two fines were lower than the salaries earned by the accused during the strikes. A \$25 penalty was levied against a Sun member who worked for two weeks but then stayed out for eight and a \$50 penalty was levied against a deaf Sun member.

THE SHORT OF IT

The Guild and the Toronto Star have formed a joint committee with the assistance of federal manpower aides to develop a training program for upgrading truck drivers and messengers. . . . Re-opener negotiations on noneconomic matters have foundered in San Francisco and Oakland and have resulted in only minor improvements in San Jose. "We are not interested in advancing your ideas to benefit society through our organization and at our cost," a management spokesman told the Guild in response to a proposal that employees be reimbursed for time spent recruiting minority employees. . . . The San Francisco Newspaper Printing Co. was the only employer to dock the pay of a juror in the Soledad Brothers murder trial. It penalized classified salesperson Helen Palter after her 15 days of contractual jury leave expired. . . . Dozens of East Coast newspapers have turned down a request by the National Swimming Pool Institute to establish a code of ethical standards for pool ads, according to the Gallagher Report.

Hearst Aides Charged With Fraud

Four officials of Hearst's Interstate Publishers Service face trial on fraud charges as the result of an indictment handed down by a Baltimore federal grand jury investigating misrepresentation in magazine subscription sales.

Interstate's director, public-relations counselor, office manager and sales-crew manager have been indicted on mail-fraud charges that could bring fines of \$1,000 and five years in prison.

Meanwhile, the Federal Trade Commission has rejected a Hearst appeal against the quashing of a subpoena to force consumer columnist Arthur E. Rowse to disclose information on which he based a column on a federal probe of magazine sales practices. The FTC said the material sought by Hearst appeared irrelevant.

Heywood Hale Broun relates how his father, the Guild's founding president, came to quit his first job on the recently deceased Morning Telegraph. Broun, who wrote a short-lived column under the name "Beau Broadway," found himself in poker games in which the city editor kept reaching for his money, saying, "I'll borrow five and raise you five." "He decided that was no way to make a living," says his son. . . . Triangle's Telegraph is dead, but an unfair-labor-practice charge filed by the Guild on behalf of a deskman transferred from Triangle's Racing Form in New Jersey for trying to organize a Guild unit there survives. . . . A single Chicago Sun-Times photographer, Guildsman Duane Hall, has been subpoenaed to testify in 11 proceedings over 18 months, according to an American Society of Newspaper Editors report citing inroads on press freedom. . . . Los Angeles Police Chief Edward Davis will introduce a resolution at California and international law officers' meetings to outlaw the use of press credentials by police. The resolution is reportedly in response to the use of press cards by Central Intelligence Agency and San Diego and San Francisco police agents to gain access to revolutionary groups.

Poston Leaves the Post

Guildsman Ted Poston, one of the earliest blacks to attain prominence as a newsman, has retired as a reporter for the New York Post.

Poston, who has received numerous awards over a 41-year career, helped organize the Guild's Amsterdam News Unit and led it, as unit chairman, in a bitter strike for an initial contract.

The New York Guild executive committee, in a resolution of tribute, concurred in the words of a 1960 citation that termed him "journalist, humanist and courageous fighter for the rights of his fellow men."

Stockton is the latest California municipality to ban professional strikebreakers. A ordinance was passed April 10. . . . A complaint issued by the National Labor Relations Board's general counsel on a Cincinnati Guild charge has been followed by withdrawal of a disciplinary schedule for employees punching in late at the Post & Times-Star. The Guild challenged introduction of the schedule without bargaining on it. . . . Neither of Denver's two papers published a line about an Equal Employment Opportunity Commission aide's finding that the Rocky Mountain News has been guilty of discrimination against women, reports The Unsatisfied Man, Colorado's journalism review. . . . The Good News Paper, published by a Sacramento businessman, succumbed this month after 16 months of publishing only cheerful stories. True to itself to the end, it printed not a line on its own death.

Closed-Door Meetings Draw Protest From Toronto Guild

Toronto, Ont.—The Toronto Guild is supporting the Queen's Park press gallery's protest against exclusion of reporters from meetings of Ontario's Select Committee on Economic and Cultural Nationalism.

"We feel the public has a right to know what its elected representatives are doing about this important issue, including the

decision-making that goes on while the committee is drawing up its report," said a letter from Executive Secretary Fred Jones, sent at the local executive committee's direction.

The letter, sent to Ontario Premier William G. Davis, also protested a hearing held behind closed doors at the request of a witness.

'BACKTALK': a report on press councils

BACKTALK: Press Councils in America, by William L. Rivers, William B. Blankenburg, Kenneth Stark and Earl Reeves, Harper & Row, New York, 146 pp., \$2.95.

By ARTHUR E. ROWSE

THIS IS BOTH A HEARTENING and disappointing report on a noble experiment inspired by a public-spirited newspaperman on a subject of supreme importance to citizens of a democracy, especially in an election year.

The experiment was a series of community press councils. The newspaperman was the late Lowell Mellett, the first editor of the Washington Daily News and later a syndicated columnist. The subject is press criticism and how the news media can be made to listen to complaints.

Mellett left approximately \$40,000 in his will to The Newspaper Guild with a request that it be used in some way to help establish "a relationship between the people and the press whereby full responsibility for its behavior would be met by the press." The Guild set up an independent nonprofit corporation to devise a plan to implement the bequest.

With such a broad mission and so little money, the Mellett Fund faced a difficult task in finding a practical way of accomplishing its mission. After considerable thought, it decided to promote a series of experimental press councils in several communities.

The purpose was principally to test the feasibility of resolving differences between press and public through informal discussion between journalists and private citizens. The reasons for choosing this type of vehicle to do the job are stated in an introduction to the book by Ben H. Bagdikian, president of the Mellett Fund and an assistant managing editor of the Washington Post.

First, he said, the idea "seemed eminently suitable" to the local nature of American newspapers. Second, the idea "had never before been tried as independent projects carefully designed and recorded to produce a body of experience available to the whole trade." Third was the hope that the projects would have a multiplier effect in other places.

THE IDEA OF A PRESS COUNCIL, a place where newspaper editors could discuss differences with private citizens, is not new. Nationwide groups of this type have been in existence in European countries for more than half a century. In this country, the idea first received widespread publicity when the Hutchins Commission on Freedom of the Press recommended a national council in 1947.

The suggestion was immediately attacked by many editors and publishers in strong terms, while others simply tried the silent treatment, hoping it would go away if not mentioned. It did. Between then and the advent of the Mellett Fund, few supporters of the concept spoke up in the press. Consequently, few attempts were made to test it. The Mellett program sought to operate only where local publishers would participate.

By design, the guidelines were extremely flexible, leaving almost every aspect of organization and procedure in the hands of local groups to decide for themselves and deliberately encouraging a variety of approaches. Indeed, the instructions to the journalism professors who were assigned to set up and direct the councils said little more than: See what you can do to get such a group started and let us know what happens. The councils were to be nothing more than discussion groups, with no power to force a paper to do anything. Each was to run for a year.

In all, six councils were established, including two that involved broadcasters as well as publishers. The four newspaper councils were located in Bend, Ore.; Redwood City, Calif.; and Sparta and Cairo, Ill. The other two, in Seattle and St. Louis, were special councils representing the news media and the cities' black communities.

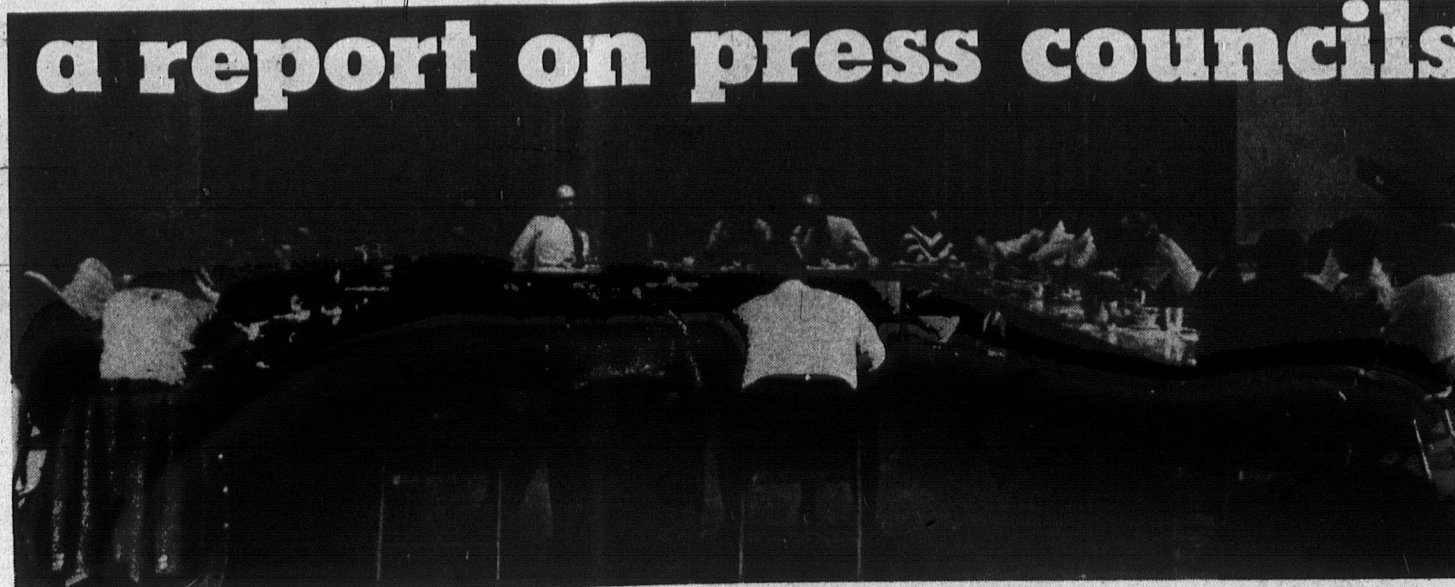
The book includes reports by the administrators of all but the Seattle project, which apparently came closest to success, judging from sources outside the book. Opening and closing chapters of general discussion are contributed by Prof. Rivers, who teaches at Stanford University and writes extensively on the press. He helped set up the California council.

The most disappointing aspects about this final report are its meager size and the superficial quality of analysis from experts capable of doing much better.

The subject deserves to be treated more seriously and thoroughly than it is treated in this book. Here was an opportunity to judge the feasibility of local

Arthur E. Rowse is the author of "Slanted News," a study of press coverage of the 1952 Presidential election, and is currently engaged in a study of the wire services and broadcasting networks under a grant from the Twentieth Century Fund.

He writes a syndicated consumer column and publishes the weekly "Consumer Newsweek."



The Seattle Communication Council of Negro Citizens and Newsmen in session in a black church following a

Press Council In Session

press councils from actual experience with them.

But much of the discussion merely recounts interesting comments, showing deep differences in viewpoints between publishers and council members.

Much of this is enlightening. But instead of trying to determine what types of complaints can best be resolved in this way or how to evaluate the validity of various charges and defenses, the authors too often get bogged down in irrelevant details.

There was little coordination or even correspondence among those who set up the councils, and the lack of any uniform rules for selecting council members resulted, in most places, in an imbalance of establishment types representing the community.

Results are so diverse that a case can be made either for or against the feasibility of press councils. The authors choose to lean toward the positive side.

IN HIS CONCLUDING CHAPTER, Rivers lists three "important effects" of press councils: a greater awareness of responsibility on the part of editors, a better image of the press achieved by allowing executives to explain newspaper policy, and an increased respect and understanding of the press by the public.

In almost every community, there was evidence that council discussion led to changed attitudes of editors or publishers, at least to some degree.

There is no doubt that the newspapers improved their public image. In most cases, executives were able to offer acceptable explanations for their paper's performance. But acceptance by private citizens was often due to a lack of intimate knowledge of journalism, which invariably gave the editor the advantage in discussions.

The authors promote the idea of press councils to newspapers and other media by emphasizing the potential benefits to their image, based on these limited experiments. Several reports wound up asking the publisher if he felt that the experience caused him to surrender any editorial authority. Naturally, all said "no."

But should the job of a press council be to bolster the image of the local paper? And should it be necessary to form such a group in order to get a newspaper to take corrective action or to induce an editor to change his attitudes? If an editor is willing to confront a potentially hostile audience and admit error before such a group, would he not do the same if presented with the same grievance by an individual citizen?

The fact is that most of these Mellett councils folded after their year in the sun despite efforts to continue them. One or two are apparently still struggling to survive after personnel changes.

Meanwhile, several other press councils have been created, some of them inspired by the Mellett experiments, and they are duly listed by Rivers in the final chapter. But such a list does not prove the value of such ventures. They may not be around tomorrow.

Bagdikian Sees Main Purpose Served

Hope that "Backtalk: Press Councils in America" will provide "a basic set of data for newspapers and readers of the country" who wish to explore press councils further was voiced by Ben H. Bagdikian, president of the Mellett Fund for a Free and Responsible Press, at the annual meeting of the Fund's board of directors last month.

"Our fundamental purpose has been served," Bagdikian said. "We have helped support for a period of time voluntary and productive dialogues between readers and publishers in ways that are constructive and creative. Local press councils are now emerging spontaneously in

many places."

The Mellett Fund financed the experimental councils whose operations are reviewed in "Backtalk." The major portion of the bequest went to finance the councils.

The Fund's annual report showed a balance of \$7,485.88 as of Dec. 31, 1971, but almost half of that is earmarked for expenditures in connection with the publication of "Backtalk."

Bagdikian, who is assistant managing editor and ombudsman of the Washington Post, was re-elected president of the Fund at the annual meeting March 25. John A. Goldsmith was re-elected vice president,

soul-food dinner. The menu: pigs' feet, fried chicken, black-eyed peas, corn bread and sweet-potato pie.

PERHAPS THE BIGGEST LIABILITY of a press council is its public members' limited knowledge of journalism. Editors know all the wire stories—and even local stories—they discard for one reason or another. Readers rarely learn about such omissions, so they cannot inquire into the editorial reasoning behind them. Editors always seem to have ready reasons for their actions or policies, and few others are in a position to refute them.

No matter how unevenly the cards are stacked, however, a press council could alter attitudes on both sides in the long run. But the same results might be obtained in other ways, such as with an ombudsman, which some papers have created to handle complaints and criticism.

Prof. Rivers concludes the book with a strong plea for a national press council in this country, similar to the one that has worked successfully for more than a quarter of a century in Britain.

He seems to ignore vast differences between the United States and Britain and the variances between local and national press councils. The differences are more than geographic in both cases. For one thing, a national council would focus on wire-service headquarters, not an isolated paper with only one wire to the outside world.

It is possible that a national council could be set up in this country someday. But, in view of the strong opposition that has blocked one so far, the likelihood is dim.

WHILE WAITING FOR ENOUGH publishers to change their minds, why not consider the possibility of a frequent periodical based on systematic monitoring of news performance? It would fit the Mellett aims. And there is already a history of public acceptance and growing interest.

Checking up on the news media requires the utmost in professional skill and dedication to journalistic standards. To expect nonjournalists to do the full job is unreasonable. It also would reduce effectiveness. Editors and reporters are more inclined to heed fellow journalists in such matters.

The permanency and documentation of the printed record can exert a stronger therapeutic effect than an informal talk session between editors and individuals. Even the British Press Council, which Rivers and others hold up as an example, relies ultimately on publication of its findings to provide the leverage for corrective action and future improvement.

The National Press Club is presently considering sponsorship of a media review concentrating on national news coverage from Washington. There is close to \$4,000 available in the Mellett Fund. Perhaps the Fund officers should huddle with the Press Club—and any other persons or organizations not satisfied with the present scope of press criticism—and see what could be done.

and TNG President Charles A. Perlik, Jr., was re-elected secretary-treasurer.

Bagdikian announced his intention of resigning from the Mellett Fund board to allow the development of "fresh leadership and new ideas," and two other directors, Goldsmith and Ted Poston, also announced their intention of resigning because they have left the newspaper industry.

Bagdikian appointed a nominating committee consisting of A. H. Raskin, Eugene Goodwin and TNG Administrative Operations Director Ellis T. Baker to recommend replacements.

Perlik Asks Congress to Put Ceiling on Postage Increases

TNG President Charles A. Perlik, Jr., warning of "ruinous" consequences if proposed postal-rate increases are approved, urged Congress this month to impose a ceiling on initial increases until it has time to take a thorough look at the situation.

Perlik, in a letter to the House and Senate Post Office committees, said rate increases of 145 percent over five years for commercial publications and 800 percent over 10 for nonprofit publications could "jeopardize the existence" of both.

The Postal Rate Commission is currently considering the increases following an examiner's recommendation that they be approved. Nonprofit publications, including labor and religious publications, would have their rates increased 100 percent immediately upon commission approval.

Many magazines have warned that they will face a financial crisis if the increase is approved, Perlik noted.

"The outlook is even bleaker for nonprofit publications, which in many cases have little or no advertising revenue to fall back on and depend largely on membership dues for survival," Perlik said. "The International Labor Press Association has reported that an increase of the magnitude called for would exterminate a majority of the newspapers published by state and local central labor bodies."

"Nonprofit publications have traditionally enjoyed lower rates than commercial publications because it has been held in the public interest to promote the interchange of ideas, particularly

those of minority voices, among those who might otherwise be unable to afford the cost."

"We cannot believe," Perlik told the legislators, "that Congress, in creating the Postal Service and relinquishing control of postal rates, intended that the power to control rates be used to effect so drastic a revision of public policy on a matter of so serious national import."

"We urge, therefore, that immediate legislation be enacted placing a reasonable ceiling on the initial increases that the Postal Service can impose until the Congress has an opportunity to take an extended look at the situation and transform its legislative intent into a statute that will prevent the power to set rates from becoming the power of life and death."

\$311 Top, Minority-Training Plan Won in Stockton Record Contract

Stockton, Calif.—A 34-month settlement on the pattern of a 1970 San Francisco citywide contract will raise the top minimums for reporters, advertising salesmen and circulation district managers at the Stockton Record \$70.46, to \$311.21.

As part of the settlement, the Guild and the Record will set up a student internship program for minority-group and other disadvantaged youth on a trial basis. The entire settlement is conditional on Pay Board approval. Should any part be disallowed, negotiations will be reopened. Either party may reopen negotiations if approval is not forthcoming within 60 days of signing.

The company's contribution to pensions is increased \$4 per week, to \$11, and to health insurance \$3.85, to \$14.70.

Insurance for accidental death or dismemberment is increased from \$25,000 to \$50,000, with an income-continuation provision paying 65 percent of salary to a maximum of \$200 a week for up to a year.

The settlement, reached after a strike vote, provides for general increases ranging from 33.184 percent for employees earning less than \$168.75 a week to \$70.46 for those earning over \$240.74. The agreement is retroactive to last July 1.

The terms increase the top minimum for the editors' group by \$70.46, to \$355.31, that for classified-advertising sales people \$48.58, to \$194.98, that for telephone operators \$47.53, to \$190.78, and that for copy boys \$38.63, to \$155.08.

The company's contribution to pensions is increased \$4 per week, to \$11, and to health insurance \$3.85, to \$14.70.

Insurance for accidental death or dismemberment is increased from \$25,000 to \$50,000, with an income-continuation provision paying 65 percent of salary to a maximum of \$200 a week for up to a year.

A new employee-integrity clause prohibits the use of both by-lines and credit lines should substantial changes be made in the employee's material without his approval. And no correction or retraction of by-line material can be made without a reasonable effort to consult with the employee.

\$40 Increase Is Gained At Woodbridge Daily

Woodbridge, N.J.—A new two-year contract between the North Jersey Guild and the Woodbridge News Tribune will increase the reporter top minimum \$40, to \$223.

The contract, which is retroactive to April 1, 1971, raises the top for copy readers \$21, to \$236, that for secretaries \$32, to \$152.80, and that for office boys and girls (the latter an addition to the title) \$6.50, to \$106.50.

R.G. M'Nickle Dies; Headed Guild in N.Y.

New York City—R. George M'Nickle, past president of the New York Guild, died of cancer April 18. He was 49.

M'Nickle, who was assistant head of the New York Times sports copy desk, had served as Times unit chairman and local vice president before becoming president. He headed the local from 1967 through 1970.

M'Nickle was instrumental in establishing anti-discrimination committees and classes to train minority-group members at the Times. He also helped initiate the Guild-Times scholarship fund and the local's Retired Members Unit.

A captain in the Army Transportation Corps during World War II, he survived for five hours on a raft after his ship was torpedoed. He had been with the Times since joining it as an office boy in 1947.

The New York Guild executive committee adopted a resolution of tribute to M'Nickle as "a man of many abilities and of great soul," and TNG President Charles A. Perlik, Jr., in a message to his widow, praised "the multitude of activities he undertook on behalf of and for the betterment of this union."

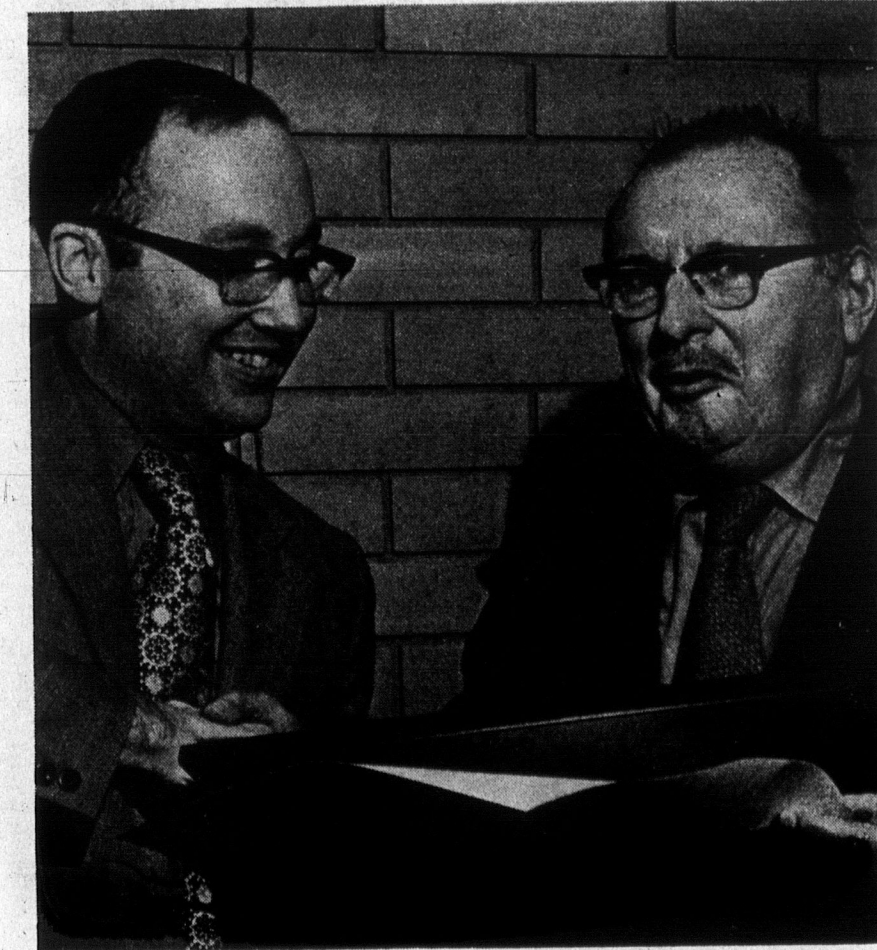


Photo by Carmie Thompson, Madison Guild

Founding Father

Cedric Parker, right, a founder and former president of the Madison Guild, receives a citation from Matt Pommer, current president, at the local's Page One Ball. Parker, who is retiring next month as managing editor of the Madison Capital Times, was instrumental in founding not only the Guild but other Madison unions; the citation calls him "a midwife for the labor movement in Dane County."

Toronto Raps Perlik In Zwelling Dispute

Toronto, Ont.—The Toronto Guild executive committee this month censured TNG President Charles A. Perlik, Jr., for what it termed "irrelevant and uncalled-for criticism" of then Local President Marc Zwelling

during hearings of TNG's Canadian task force last month.

Perlik, at the conclusion of the task force's Toronto hearing, had cited the fact that Zwelling, whose presentation was critical of the Guild in Canada, had worked for 30 months in Guild jurisdiction for the Associated Press and United Press International in Chicago without joining the union.

Zwelling subsequently told the New Lead, official Toronto Guild publication, that he had been "antiunion, like most products of the white middle-class bourgeois American school system" but had "seen the light and become a strong prounionist."

James Robinson, who succeeded Zwelling as local president, said the Toronto brief had the unanimous approval of the local executive committee and was not "a personal submission" by Zwelling. Perlik had noted that only one Toronto Guild member was present at the hearing when he referred to Zwelling's record.

Perlik, in a subsequent letter submitted for publication in the New Lead, said that "no matter what guise he now brings to his present posture," the fact that Zwelling "worked for 30 months enjoying the benefits of a Guild contract without contributing to either its costs or the functions necessary to its maintenance . . . must cast doubt on his credibility."

The censure motion was carried by a divided vote of the executive committee. An amendment to add a further censure for "additional irrelevant and uncalled-for criticisms" of Zwelling in Perlik's letter was defeated.

2 Units Sought By Toledo, Detroit Locals

Detroit, Mich.—The Detroit Guild this week filed a representation petition for 60 employees of East Side Newspapers, a string of community weeklies in Detroit and its eastern suburbs.

Earlier the Toledo Guild filed a petition for 30 employees of Thomson's Adrian Telegram, located near the Ohio state line 40 miles northwest of Toledo. Both petitions were filed with the National Labor Relations Board's Detroit office.

The East Side petition covers all departments of the 10 offset papers, which set their own type but job out their printing. They have a circulation of over 100,000.

The organizing campaign was led by James McMahon, a temporary TNG international representative. McMahon resigned last week as Detroit Guild president to devote more time to organizing and bargaining.

The Adrian petition covers all of the Telegram's nonmechanical employees. The Toledo Typographical Union has filed for mechanical-department employees, and an election is scheduled for May 10.

Service Plan Studied By Southern Council

Nashville, Tenn.—The feasibility of establishing a Southern servicing-organizing program similar to one in New England will be studied by officers of the Guild's Southern District Council.

The study was voted at a council meeting here April 22 and 23 despite the opposition of Memphis delegates. The program envisages a fulltime representative to service locals in the Southern Region.

John Ballard of the Tennessee State Labor Council reported on efforts to enact a state antistrike-breaking law and legislation eas-

ing Tennessee's "right-to-work" law and on a conference of Tennessee printing-trades unions June 9 through 11 in Memphis. Council President Thula Hampton was named a delegate to the conference.

TNG President Charles A. Perlik, Jr., reported on recent Pay Board developments, TNG personnel changes and the status of the International Defense Fund. Orville Hancock, editor of the Memphis Guild's official newspaper, discussed local publications.

Contributions of \$200 were sent to the El Mundo strike and \$50 each to Guild strikes in Canton, Los Angeles and Fall River and locked-out Guild members at the Canadian Broadcasting Corp.

...UPI Contract

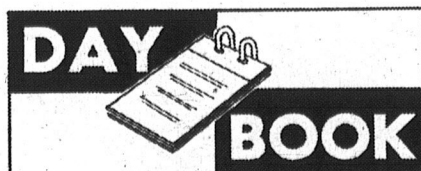
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mediately for an increase of \$19.

The top for telephone operators and stenographers is increased \$24, to \$149.75, that for key-punch operators \$24.75, to \$164.25, and that for custodians \$17.50, to \$127.50.

UPI agreed to eliminate the six-day week in 14 of 26 bureaus in which it still prevails and to eliminate it in the rest in from one to two years after expiration of the contract.

New clauses require the company to notify the employee and the Guild of any demand for the surrender or disclosure of any materials related to his work and bind UPI to post bail for any staffer jailed on assignment.



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 and 21, Rome, N.Y.
Great Lakes and Midwest District Councils, joint pre-convention meeting, May 20 and 21, Holiday Inn, Perrysburg, Ohio.
39th Annual TNG Convention, June 26-30, San Jeronimo Hotel, San Juan.



'Couldn't Be Done'

Veteran Long Beach Guildsman Morry Rabin approaches to receive "They Said It Couldn't Be Done Award" from Los Angeles Guild President

Gilbert Bailey. Rabin was honored for organizing a fund-raising affair for Herald-Examiner strikers on the local's 35th birthday.

\$44 Increases, Integrity Clauses Won in 2 York Guild Contracts

York, Pa.—Increases of \$44 have been won in key top minimums at the York Daily Record and the York Dispatch, increasing the top for Dispatch reporters to \$217.75 and that for Record reporters and display salesmen to \$215.50.

Both agreements contain provisions to preserve the integrity of reporters' by-lines. The Dispatch contract also provides protection for employees who refuse to disclose confidential information and sources.

The 2½-year Dispatch contract also provides for a fifth week of vacation for the first time, after 30 years' service.

The three-year Record contract includes newly organized mail-room employees and district managers for the first time, setting

a \$118.75 top minimum for those in the latter category.

Included in the contract for the first time is a pension policy that gives employees who retire on reaching 65 and after 35 years' service their full salaries less Social Security.

A new provision gives an employee the right to refuse the use of his by-line and to review his copy after editing if his by-line is to be used.

At the Dispatch, a similar provision allowing a by-line refusal is extended to photographers' credit lines and requires consultation with the employee before a by-line or credit line is used if substantive changes are made in his story or photo.

Employees must be consulted before any retraction of their

material is permitted, and employees are protected from use of their positions for any purpose other than performing the duties of those positions.

A "privilege" clause allows employees to refuse to surrender material, provide information or authenticate published materials to outside authorities without any job penalty. The company must inform the Guild and the employee of any demand for disclosure and cannot comply with the demand before consultation with the employee.

If the company agrees to resist disclosure it will pay all legal fees and other expenses of the employee and indemnify him for any fines or other financial loss resulting from his refusal to comply with the demand.

93 Attend 2 Western Institutes

Seattle, Wash.—Ninety-three members of 13 Western Canada and U.S. Guild locals participated in the third and fourth of TNG's 1972 series of regional weekend institutes, held here and in Los Gatos, Calif., this month.

The institute series, designed for new and potential local Guild leaders, especially from among women and minority-group members, offers basic instruction in local union administration and activities and ways to eliminate job discrimination.

The Los Gatos sessions, sponsored by the Western District Council April 15 and 16, were attended by 42 members of seven California locals. In addition, Theo Wilson of the New York Guild's

Daily News Unit and Linda Deutsch of the Wire Service Guild's Los Angeles Associated Press Branch attended the April 16 session on discrimination. Both were in the area to cover the Angela Davis trial in neighboring San Jose.

Members of the two Western Canada Guild locals outnumbered those from four U.S. locals at the following weekend's institute in Seattle, where participants totaled 51.

A collection launched by Betty Foley, former chaplain of the Bakersfield Guild, at the close of the Los Gatos institute netted \$33 for the Guild's Los Angeles Herald-Examiner strike fund.

The institutes were conducted

by TNG Administrative Operations Director Ellis T. Baker and Research and Information Director James M. Cesnik.

Four Fired, Then Sued

Chicago, Ill.—Allied News Inc., not content with firing four employees who tried to organize a Guild unit, sued them.

The company sought \$75,000 in damages in a Circuit Court suit based on unfair-labor-practice charges filed with the National Labor Relations Board by the employees.

But Allied, in a settlement of the NLRB and court cases, agreed last month to pay the four 150 percent of their lost pay, sums ranging from \$3,150 to \$4,320. The four said they didn't want reinstatement.

The Chicago Guild provided the group with legal counsel.

Allied publishes a group of crime- and sex-oriented newspapers.

Guild Wins New San Juan Star Unit

San Juan, P.R.—The Puerto Rico Guild won a representation election in a unit of 22 drivers and mailers at the San Juan Star yesterday.

The Guild received 17 votes to one for an independent union.

The Guild intervened following a representation petition filed by the independent union. The driv-

ers were represented by the Seafarers' International Union, which informed the Guild it was relinquishing its interest.

The local is currently bargaining a new contract for advertising, business-office, editorial, inside-circulation and maintenance employees.

TNG Per-Capita Study Yields No 'Better Idea'

TNG's Special Per-Capita Study Committee met last week and recommended no change in the present constitutional method of calculating per-capita payments to the international.

The committee, authorized by last year's Guild convention, said it had considered several alternatives but that none "could be demonstrated as workable within the framework" of its mandate to consider a formula that would produce the same income to the international.

The principal problems, it said in a report drafted for this year's convention June 26 through 30 in San Juan, were "the complicated administrative mechanisms that would have to be set up" to make the alternatives work and a lack of information on their financial impact.

One of the alternatives examined was replacing the per-capita tax by locals' remittance of a certain percentage of the dues income produced by TNG's Minimum Dues Schedule. The other called for combining the average reporter top minimum in Guild contracts, now the standard on which per capitas are based, with the average top minimum in the lowest clerical classification.

The committee reported that TNG Secretary-Treasurer Robert M. Crocker would prepare information on the financial effect of combining the clerical and reporter averages for examination at next year's convention.

The committee noted that its meeting April 18 and 19 took place in the midst of "the uncertainties and complexities" of President Nixon's Phase Two economic-controls program, "rendering hopeless any sensible and coherent analysis of what impact that program might have ultimately on Guild members' income and, consequently, income to the Guild at all levels of its operation."

The committee also noted that TNG's General Fund has just experienced "another banner red-ink year . . . foreclosing any possibility—assuming anyone was



Financial Deliberations

Harvey Sanford, right, of Sioux City makes a point as TNG's Special Per-Capita Study Committee meets. Others, clockwise from left, are John Barker of Manchester, Irene Reed of Erie, William M. Brown

of Philadelphia, Geoffrey Lay of Ottawa, John Edgington of San Diego, TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker. The committee deliberated for two days.

looking for such a possibility—of cutting down TNG's income potential."

It noted also that the effect of a recent increase in the portion of per capitas allocated to the General Fund was only beginning to be felt.

"Clearly this new diversion was necessary," it said. "Even more clearly, as the committee met,

its adequacy appeared in some doubt."

Finally, the committee pointed out that a reimposition of Defense Fund assessments appeared imminent in view of the Fund's fall to near \$1,250,000 under the impact of new strikes. Thirty percent of TNG's per-capita income goes to the Defense Fund.

"In view of these massive and

overriding circumstances," the report said, "the committee could neither find nor generate an atmosphere conducive to carrying out its mission."

Members of the committee included Harvey Sanford, president of the Sioux City Guild, who sponsored the proposal for the per-capita study at last year's convention; John Edgington, San

Diego executive secretary; Irene Reed, Erie secretary-treasurer; Geoffrey Lay, Ottawa treasurer; William M. Brown, Philadelphia administrative officer, and John Barker, Manchester president.

Lay was named by TNG President Charles A. Perlik, Jr., to replace Earl Veale, former Toronto treasurer, who has left the Guild's jurisdiction.

Per Capita Up 29c as Pay Levels Soar

(Continued from Page 1)

The per-capita formula, adopted by TNG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in Guild newspaper contracts.

The new top-minimum average, computed from 130 contracts in effect April 1 covering newspapers published at least five days a week, was \$224.76, Crocker reported. The 1971 average was \$207.26.

The top-minimum average—and the resulting per capita—

would have been even higher had the full increases in 12 settlements awaiting Pay Board approval been included.

Not counted at all in the tabulation were increases negotiated at the Sacramento Bee, St. Louis Post-Dispatch and Globe-Democrat, Tacoma News-Tribune, Waukegan News-Sun, Woodbridge News Tribune and York Dispatch, where the entire increases have been held up.

Only the 5.5-percent increases paid pending Pay Board approval were tabulated at the Richmond Independent, San Mateo Times

and News Leader, Santa Rosa Press-Democrat, Vallejo Times-Herald and the Tonawanda News.

Had the full increases been included, the average reporter top would have been \$227.15 and the per-capita increase 33 cents.

The new average was multiplied by .0165, producing a per-capita figure of \$3.70854, rounded off to \$3.71. To this was added a special 10-cent increase voted by the 1969 TNG Convention.

In establishing the formula in 1964, TNG determined that the then-existing per capita of \$2.30

represented .01625 percent of the 1964 top-minimum average of \$141.183. The Guild's 1967 Convention changed the formula to .0165.

The per-capita formula is designed to provide TNG with an increasing level of income to meet rising costs, geared to the increase in its members' own income.

The per-capita increase does not affect members' dues, applying only to the monthly payments made by locals to finance TNG's operating costs.

The TNG Constitution provides that the new per capita take effect May 1 (with payments due by June 15) unless revised by the International Executive Board.

The General Fund will receive \$2,697 of the new \$3.81 per capita and the Defense Fund \$1,113.

The assessment formula, adopted by last year's convention, provides for raising the maximum salary on which the assessment ceiling is based to the highest reporter minimum in force in any newspaper contract as of April 1.

The highest reporter top April 1 was \$361.67 at the New York Times, raising the old \$300 salary ceiling to \$349.99.

The addition of two new brackets will raise the assessment rate for members earning from \$300 to \$324.99 from \$9 to \$9.50 a month and the levy for those earning \$325 and over to \$10.25. The schedule generally rises by 75 cents for each \$25 salary bracket.

Big-City Paper Earns 23% Profit Rate

(Continued from Page 1)

after-tax rate was 4.1 percent. The big-city daily reaped profits of \$5,039,644, the highest since E&P began chronicling its finances in 1960. Its profit rate fell fractionally from the peak 23.5 percent attained in 1970, but 1971 was the sixth consecutive year in which the rate was at or over 22 percent.

Its profits increased \$392,395, while revenue rose \$1,871,540, to \$21,684,910.

The paper has earned \$39,773,319 since 1960. Over a 10-year span its total income has risen 71.5 percent while expenses increased only 66 percent, resulting in a 92-percent increase in operating revenue before taxes.

The 35,000-circulation daily earned \$761,100 before taxes and \$360,100, after. The before-tax figure was up \$170,700, or 5.2 percent, the after-tax figure \$76,000, or 26.8 percent.

Correction

The Guild Reporter story on the St. Louis Globe-Democrat settlement in its April 14 issue said erroneously that a \$106.66 increase in the reporter top minimum amounted to 51 percent. The figure should have been 44 percent.

Big-City Daily: No Profit Freeze					
Profits Before Taxes*					
Year	Annually In \$	% of Revenue**	% Increase Over Prior Year	% Increase Over 1960	Cumulative Since 1960
1960	\$2,263,122	19.2			
1961	2,334,338	19.6	3.1	3.1	\$ 4,597,460
1962	2,614,082	20.7	12.0	15.5	7,211,542
1963	2,473,571	19.1	-5.4	9.3	9,685,113
1964	2,554,278	19.3	3.3	12.9	12,239,391
1965	2,726,938	19.5	6.8	20.5	14,966,329
1966	3,296,179	22.0	20.9	45.6	18,262,508
1967	3,529,811	22.6	7.1	56.0	21,992,319
1968	3,692,625	22.4	4.6	63.2	25,684,944
1969	4,401,482	23.1	19.1	94.4	30,086,426
1970	4,647,249	23.5	7.2	105.3	34,733,675
1971	5,039,644	23.2	8.4	122.7	39,773,319

*Profits after taxes not disclosed.

**Revenue rose from \$11,752,254 in 1960 to \$21,684,910 in 1971, an increase of 84.5 percent.

Source: Editor & Publisher

Ingersoll Chain Council Sparked by Strike

(Continued from Page 1)

ment to increase maximum severance pay from six weeks to 12, the addition of six new job exemptions, removal of preprint advertising supplements from Guild jurisdiction and a clause that would allow layoffs of up to a year.

The Guild is preparing to expand a boycott that has already reduced the struck paper's circulation from a prestrike 42,000 to 18,000, all of it on newsstands. The company has had to slash advertising rates because of the loss, and the paper has been publishing virtually without any lo-

cal news or pictures.

The Herald-News, which has been advertising locally for strike-breakers in Guild jobs, last week advertised in Editor & Publisher, boasting of "a friendly and interesting place to work" but noting that "we are presently involved in labor difficulties."

Gannett Sells One

Rochester, N.Y.—The Gannett Co., in a departure from its acquisitive trend, last month sold the 7,000-circulation Dickinson (N.D.) Press to the Inland Newspaper Machinery Corp. The Press was part of a six-newspaper group acquired last year with the Honolulu Star-Bulletin.

'Have WE got a written merit-pay plan!'



DATELINE: WASHINGTON

Devastating OEO Poverty Study Slips Past Nixon's Guard

By WILLIAM J. EATON, Chicago Guild

THE NIXON ADMINISTRATION has come up with an early campaign present for the Democrats in the form of a booklet prepared by the Office of Economic Opportunity entitled simply: "The Poor in 1970."

There is no accompanying explanation of how the propaganda-minded White House let this document slip by its subversive-activities control board (lower case), but perhaps the disarray in the Democratic primary battles is breeding Republican overconfidence.

The pamphlet, signed by OEO Director Phillip V. Sanchez, contains some devastating statistics so far as President Nixon's economic program is concerned.

"Between 1960 and 1970, the poverty population fell from 39.9 million to 25.5 million and the proportion of the nation's population which was poor [fell] from 22.2 to 12.6 percent," the pamphlet says about the decade when Democrats controlled the White House for all but two years.

"The number of poor persons increased by 1.2 million in 1970," the author noted, adding: "The slump in economic activity, together with the continuing rise in the cost of living, were the probable causes of this increase."

CONSCIOUSLY OR NOT, the OEO pamphlet also rebuts Nixon's implication that the poverty problem would be licked if more folks would take such menial jobs as emptying bedpans.

"Only a very small proportion of the poor who could be working are not working," it says. Those who were not under 16 or over 64 or disabled or ill "accounted for 12 percent of the poverty population, and the vast majority were women with household responsibilities," the OEO document adds.

The worst-off Americans in 1970 included 1,624,000 persons who worked full time, year around but did not earn enough to climb above the poverty level.

The statistics take on added

meaning when the President's on-again, off-again commitment to welfare reform and an increase in the federal minimum wage are contrasted with eagerness to cut taxes for business and protect Wall Street investments against collapse of brokerage firms.

ANOTHER DOCUMENT about income prepared for the Joint Economic Committee sheds more light on the portrait of poverty. This study shows relatively minor changes in the distribution of income from 1947 to 1969.

The top 20 percent of American families, for example, accounted for 43 percent of total income in 1947. That figure was down to 41 percent in 1969.

But in both years the most favored 20 percent earned a larger share of income than the 60 percent at the bottom of the income pyramid. And the top five percent in 1969 still earned twice as much as the lowest-earning one-fifth of the nation.

The Joint Economic Committee study gives some other significant clues to the reasons behind the income disparity. Black families enjoy only 63 percent of the average white-family income, and women earn only 59 percent of men's incomes.

Absolute equality of income would be an undesirable goal, but the elimination of poverty is an objective supposedly shared by Republicans and Democrats alike.

There is a lot of talk about populism on the campaign trail. The candidates for the White House ought to examine these depressing statistics and tell us what they are going to do to change them, fast.

Ottawa Guild Adds 11 Citizen Drivers

Ottawa, Ont.—The Ontario Labour Relations Board has certified the Ottawa Guild as collective-bargaining agent for 11 part-time drivers at the Ottawa Citizen.

The Citizen had challenged the Guild's certification request, although the local submitted cards signed by every member of the unit. The Guild had previously represented 25 fulltime drivers.

Editorial

De-Merit From the Board

The Pay Board appears not content to freeze the nation's economic situation; it wants to distort parts of it beyond recognition.

That's the only conclusion that can be drawn from the board's incredible decision to disregard the past practice of at least an entire industry in the area of merit-pay increases.

The board has ruled that merit increases exceeding its 5.5-percent guidelines can be granted only under written or documented plans meeting rigid, spelled-out specifications. Whereas its proposed regulations would have allowed these requirements to be waived in cases where merit-pay practices were clearly ascertainable from past practice, its final ruling discarded even this minimal nod to unwritten merit plans.

The board acted despite a Guild brief pointing out that merit pay in the newspaper industry is based almost entirely on past practice and warning that the industry may have trouble attracting or holding employees if merit increases are restricted.

It is hard to find an excuse for the Pay Board's willful disregard of an industry and its employees. The prevalence of merit pay at many newspapers can be easily demonstrated by company payroll records; there is no ground for fear that allowing merit raises governed by past practice would permit an evasion of wage controls.

What will begin to take place under the board's wall-eyed policy is a gradual erosion of the industry's salary structure as employees with pay far above minimums leave and are replaced by employees whose pay can only rise a small degree. Should controls continue indefinitely, the newspaper salary picture would come to resemble a plateau.

We'd suggest that the board ponder the matter anew, but there is reason to give pause. The more the board has considered merit pay, the more indefensible its position has become.

Profit Recipe, Canton Style

Keeping wages low is Lord Thomson's standard recipe for keeping profits high. It's one of the ingredients that has enabled him to build a communications empire that circles the globe.

The latest example to come to public gaze—because employees have decided they can no longer digest it—is at the Canton Repository.

There, management, as its first response to a Guild strike, withdrew a wage proposal on the ground that it exceeded Pay Board guidelines. But Repository salaries are so low that a number of employees are exempt from the guidelines because they earn less than the poverty level of \$1.90 an hour.

In fact, some are paid so little that they could work a full 40-hour week and still qualify for welfare.

The starting minimum for clerks, for example, is \$70. So are those for dispatch supervisors and switchboard operators. The top minimums are only \$14 higher.

It's not so hard to build an empire. All you need is a cold heart and a tight fist.

IT

SEEMS
TO US

Editorial on Blacks Seen in 'Ill Grace'

WASHINGTON, D.C.

Editor:

I have admiration and sympathy for my Washington Post colleagues, the "Metropolitan Seven," in their efforts to bring affirmative action toward fair hiring practices. Admiration, because they are right. Sympathy, because they have been forced into what effectively is dual unionism, negotiating directly with the management rather than through their collective-bargaining agent, by the inclination of their local Guild leadership to look harder for headlines than for action in the area of fair hiring practices.

Yet it comes with ill grace for the GR to attribute to Post management "masterpiece(s) of circumlocution" and bad faith in this area, as GR did in its April

14 editorial.

On its professional staff, TNG has not a single black. It has two women only. It has one Latino. On the question of hiring black professional unionists, the international leadership (of which I was recently a part) has merely waffled at the last two conventions.

The Guild's own record being much sorer than that of the Washington Post, let's not get holier-than-thou in GR editorials.
JOE HOLT ANDERSON, JR.
Ex-International Vice President

Editor's Note: There have actually been three women on TNG's professional staff: an international representative, the office manager and Research and Information associate. The appointment of a fourth was announced March 31 in a letter to the International Executive Board (story on Page 2).

The Guild Reporter

DAVID J. EISEN
Editor

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The Newspaper Guild

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