

# Herald Traveler Slated to Fold

**Boston, Mass.**—Close to 400 Guild members face loss of their jobs under a decision to close down the Boston Herald Traveler June 4.

The board of directors announced last week that it is recommending sale of the newspaper's plant, name and goodwill to Hearst's Record American for 8.5 million dollars.

Stockholders will vote on the proposal June 2, but approval is regarded as a foregone conclusion since a majority reportedly has been pressing for the sale.

Hearst said negotiations for

the sale are not yet complete but voiced hope for an early conclusion. Herald Traveler management said that if the deal fell through, the paper would either cease publication anyhow or try to continue with a "curtailed operation."

The Record American is expected to move from an ancient plant into the Herald Traveler's modern one and go to all-day publication as the Herald-American with a full-size format. It is presently published as a morning tabloid.

The Herald Traveler's demise

was not unexpected. Its resources sapped by a 16-year-battle to retain its television station, WHDH, the company had forecast that the newspaper could not continue if the station's profits were lost.

The Federal Communications Commission took away the television license in March, and this week the U.S. Supreme Court rejected a Herald Traveler appeal to order the case reopened.

Only 385 Guild members were left on the payroll when the announcement of suspension came last week. Fifty-six had been dismissed and 35 more had resigned

in an economy cutback that followed the station's loss.

The New York Times, noting that the Herald Traveler had been "the pre-eminent newspaper in the region" until the 1960s, traced its decline, ironically, to acquisition of the television license whose loss left it in financial straits.

"With the acquisition of the television license," it said, "management turned more and more attention to that income-producing media, and the newspaper became secondary to their interest."

The ensuing 16-year battle to

retain the license through protracted FCC and court proceedings "not only distracted attention from the newspaper but also became a constant financial drain," the Times said.

Herald-Traveler Co. President Harold E. Clancy said the 8.5-million-dollar selling price would be adequate to meet all of the company's severance obligations to Guild and other employees.

It was uncertain how many, if any, of them would be employed by the Record American. Boston Guild Administrative Secretary

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**Heavy Fine**

Six Puerto Rico Guild members strain to haul sack containing \$9,050 fine into the federal courthouse in San Juan. The money—and \$1,500 more—was contributed by strike sympathizers to pay the fine, imposed for contempt of an injunction governing picket-line conduct. Court officials rejected the money because it was mostly in coins

and dollar bills, and it was deposited in a special account pending outcome of an appeal. The money carriers, from left: Victor Torres, Local Treasurer Nestor Garcia, Enrique Rodriguez Ramos, Victor Ramirez, Ignacio Ramos and Ruben Davio Torres. (Negotiations in Washington recessed for fact-finding in Puerto Rico.—Page 2.)

## Editorial Writer Can't Be Removed For Guild Activity, Examiner Holds

Reaffirming the right of editorial writers to participate in Guild activity, a National Labor Relations Board examiner this month recommended that the Wichita Eagle and Beacon be required to restore Dorothy Wood to her editorial writer's job.

The examiner, Ramey Donovan, found that Wood had been transferred to another job largely if not entirely because of her role as a Guild negotiator, executive-committee member, poll watcher and delegate to TNG's 1970 Women's-Rights Conference.

The National Labor Relations Act, he declared, "protects the right of an employee not only to join a union but to assume an active role therein," including the right to serve on union committees or hold union office.

Donovan decried management's contention that editorial writers should not be allowed to engage in union activity on the ground that "their ability, effectiveness and integrity as management-people writers is destroyed by their union association and activity."

Not only has the NLRB found that editorial writers are employees and not management representatives, the examiner said, but the evidence in the Wichita case "fully confirms that the editorial writers are employees."

"While some employers have believed and others have asserted the belief that an employee's affiliation with or activity in a union impairs his loyalty, effectiveness, productivity, integrity and so forth," Donovan said, "such be-

liefs cannot negate the policies and provisions of the (National Labor Relations) Act.

"An employer's fiat of belief cannot change an employee into a part of management or remove the employee from the Act's protection."

Donovan recommended that the board issue an order restoring Wood to her editorial writer's job. He found that the Eagle and Beacon had been responsible for unfair labor practices in transferring her and in her supervisor's earlier warning that she should be "prepared for any consequences" as a result of signing a Guild card.

Wood, an experienced editorial writer, was transferred to the job of Sunday magazine editor last

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## Controls Loosened On Retroactivity

A new Pay Board policy will allow Guild units and other unions to collect retroactive pay for the period before Phase Two wage controls without regard to board guidelines.

The new policy covers retroactivity under contracts agreed to during Phase Two to replace contracts that expired prior to the Aug. 15 pay freeze if retroactivity was agreed to before then or was included in the two previous contracts. It was adopted by the board this month and will become effective on publication in the Federal Register.

A number of Guild units awaiting Pay Board approval of retroactivity will be affected by the liberalized ruling.

Formerly, freeze-period retroactivity was limited to 5.5 percent in most cases, with seven-percent increases permitted under certain circumstances. Larger boosts were allowed only with Pay Board permission.

Although the new policy puts no limit on the size of retroactive increases up to the start of Phase Two controls Nov. 13, they cannot continue into the Phase Two period without board approval if they exceed the guidelines.

The board also will not permit the retroactive payments to be included as part of the base compensation rate without specific approval. If that approval is not forthcoming, the retroactive pay-

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## Convention to Hear AFL-CIO's Kirkland

Lane Kirkland, secretary-treasurer of the AFL-CIO will address the Guild's 1972 convention in San Juan June 26 through 30.

Kirkland has accepted an invitation to discuss labor's role and stake in the 1972 elections. Political action geared to the forthcoming elections will be one of the main thrusts of the convention.

"This is one election year none of us can afford to sit out," TNG's International Executive Board declared this month in its Political Action Report to the convention, noting that elections will take place during the next year in both the United States and Canada.

Kirkland has been secretary-treasurer of the AFL-CIO since 1969. Before that he was executive assistant to AFL-CIO President George Meany for nine years.

He wrote speeches for Adlai Stevenson in the 1952 election campaign.

A chief mate on merchant ships and a nautical scientist with the Navy's Hydrographic Office before becoming a union official, he has served as assistant director of the AFL-CIO's Social Security Department and director of research and education for the International Union of Operating Engineers.

He has also been a director of

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## Gannett Pay Protested to Stockholders

**Rochester, N.Y.**—A Rochester Guild attorney took the floor during the annual meeting of Gannett stockholders this month to upbraid management for the wages it pays its reporters.

The attorney, Thomas McMahon, said that Gannett, while racking up ever-increasing profits, displays little concern about its function of publishing the news, judging by the salaries it pays those who write it.

At the Rochester Times-Union and Democrat & Chronicle, he said, the reporter top minimum of \$223.50 is \$13.50 less than the scale for one craft (the photo-engravers) and only a dollar more than another (the printers').

Eugene C. Dorsey, general manager of the Rochester news-

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# Mundo Talks Recessed for Fact-Finding Mission

Washington negotiations to end the 15-week-old El Mundo strike were in suspension this week while a Guild-company fact-finding team was at work in Puerto Rico.

The talks were recessed May 22 so that TNG Field Operations Director J. William Blatz and Peter Curras, El Mundo's assistant general manager, could conduct an on-the-spot survey. The subject of the fact-finding was not announced.

Gilbert J. Seldin, assistant director of mediation activities for the Federal Mediation Service, suspended the talks until May 31. The union and company bargaining committees returned to San Juan but will come back to Washington when the talks resume.

Blatz said a number of tentative agreements were reached in almost four weeks of negotiations, in which top TNG and company officials participated. "Progress has been made in a number of other areas," he said, "but the more difficult areas remain to be solved."

Both Blatz and TNG President Charles A. Perlik, Jr., have been participating in the talks, moved to Washington at the company's request. The management team has been headed by Curras and Executive Vice President Peter Albi.

El Mundo has suspended attempts to distribute its newspaper during the negotiations, grounding helicopters that had been used to fly several thousand papers to points outside San Juan. The Guild, for its part, has reduced its picket lines.

El Mundo has been printing a token number of copies but is keeping them inside the plant. Last week it began giving vacations to strikebreakers who have been producing the paper.

The National Labor Relations Board, meanwhile, granted a company request to sever 80 district managers from other employees in a company petition for a determination of the bargaining unit's scope.

In addition to the district managers, El Mundo is seeking to exclude 350 employees it claims are supervisors, administrators, executives, professionals, confidentials, independent contractors, guards, or otherwise exempt. The demand is a critical issue in the strike.

The number of employees El Mundo is seeking to exempt is almost as great as the 460 who would be covered. They have constituted the backbone of the strikebreaking force El Mundo has utilized to publish and distribute the paper since the strike began Feb. 10.

The Puerto Rico Guild, in addition to bargaining at El Mundo, is negotiating to settle a strike at Puerto Rico United Press International and to obtain a new contract at the San Juan Star.

## Election at K.C. Star Slated for June 16

Kansas City, Kan.—A National Labor Relations Board election on the Guild's bid to represent 242 editorial employees of the Kansas City Star and Times will be held June 16.

The company and the Guild agreed to a stipulated election May 18 in consultation with NLRB officials. Seventeen supervisors and four confidential secretaries will be excluded.



**Before the Break**

Members of the Guild negotiating committee firm up counter-proposals in preparation for a session with El Mundo management in Washington before negotiations were recessed. From left, Local Secretary Astroberto Villahermosa, Angel Baez, TNG President

Charles A. Perlik, Jr., Local President Alfredo Gonzales, Jr., Field Operations Director J. William Blatz and Barbara Lugovich of TNG Collective Bargaining Department. The Puerto Rico bargaining committee will return to Washington to resume talks May 31.

## Pressure on the Church Beat

# Religion Writer Held Sacrificial Victim

Houston, Tex.—Chances are almost zero that Janice Law will ever work again at the Houston Chronicle, which has no Guild contract and no grievance and arbitration machinery to protect anyone fired for shabby reasons.

Managing Editor Don Pickels said she was an outstanding reporter who clashed too often with the city editor. City Editor Zarko Franks said it wasn't a matter of friction at all—she was just plain incompetent. Both indignantly denied her contention that they were bowing to pressure from a Catholic Church official who repeated complained about her "warts-and-all" style of reporting church affairs.

Painstaking investigation has led Stanford University Prof. William L. Rivers to the "inevitable conclusion" that "Law's assessment is the true one and that the determining factor in the Chronicle's decision to inflict economic capital punishment on her was 'pressure from powerful church figures.'"

His nine-page report was based on interviews with the principals, other reporters and news sources with whom Law dealt in her three years on the religion beat, as well as on careful reading of her copy.

The report was prepared at the request of Bill Thorkelson, grievance chairman of the Religion Newswriters Association, religion writer for the Minneapolis Star and a Twin Cities Guildsman.

Rivers, acting as a sort of investigator-arbitrator, found for Law. But since Houston Chronicle editorial employees have no union

and no contract, his decision has no standing as far as her dismissal is concerned.

In a story that ran last Sept. 24, Law wrote:

"During the past five years, at least 24 Roman Catholic priests have left the priesthood in the Galveston-Houston diocese. There are about 200 priests in the diocese. . . . Many are still in the Houston area, although church law stipulates that a priest leaving must move at least 200 miles from his last assignment as a priest."

Rivers found that at a luncheon the same day Franks discussed the story—before publication—with Msgr. Bernard Ganter, who complained in a letter dated the following Monday of two "glaring inaccuracies."

Two weeks later, on Oct. 8, the Chronicle church page carried a correction written by Franks and based on information supplied by Ganter, despite Law's appeal for more time to substantiate her story. The correction turned out to be incorrect.

Ganter claimed that there were 384 priests in the diocese, not 200, and that "nowhere does church law stipulate that a priest leaving must move at least 200 miles. . . ." He argued that "if 24 priests left out of a total number of 200, we are speaking of better than 10 percent. The fact . . . is that we have almost 400 priests."

"The real fact," says Rivers, "is that there are two kinds of priests—221 religious priests and 174 diocesan priests. Four of the 24 known to have left were religious priests; 20 were diocesan priests."

Ganter revealed to Rivers that more priests had actually left than Law was able to discover—Ganter had refused to supply any information to her—but he did not see fit to make that fact part of the "correction."

Under the circumstances, Rivers notes, "to argue that 24 of about 200 is better than 10 percent and 24 of about 400 is a much smaller percentage is casuistry of the worst sort." Especially when Law might have reported that 20 of the 174 diocesan priests—about 12 percent—had left.

Finally, when Law produced proof that the 200-mile rule is church law, though it may be set aside by a bishop if it is determined that "no scandal" is likely to result, the Chronicle refused to correct the correction because "too much time had elapsed."

Concluded Rivers:

"1. Even if we grant Mr. Pickels' point that there was a personality conflict between Mrs. Law and Mr. Franks, would Mrs. Law have been dismissed had she not excited animosity of powerful church figures?"

"I cannot believe it."

"2. Even if we grant Mr. Franks's point that Mrs. Law's writing was not up to his standard, would she have been dismissed if she had been reporting, say, fine arts, and thus not have excited the animosity of powerful church figures?"

"I cannot believe it."

"A final question. Was pressure from powerful church figures the determining factor?"

"I am sure of it."

## Negotiating Hearst's Way

# 'That's It . . . and We're Not Going to Bargain'

Los Angeles, Calif.—"We've given you our position, and we're not going to sit around here and bargain on it."

That statement by Hearst Labor Relations Counsel W. O. McCarthy summed up—perhaps unintentionally—the Los Angeles Herald-Examiner's stance in two months of renewed negotiations to settle the nearly 4½-year-old Herald-Examiner shutdown.

The statement was made in the course of a discussion on the newspaper unions' proposals for jurisdiction language. But it seemed applicable to just about every issue in dispute.

Negotiations resumed March 16 after a year's interruption have produced little progress. Minor agreements on grievance and arbitration procedures were the only ones reported by the Guild and other embattled unions.

Management has indicated it is anxious to implement a wage proposal amounting to increases of 19 to 21 cents for most employees because it is having difficulty in obtaining enough strikebreakers at the old rates.

Asked why its offer was so low, a company negotiator replied, "That's the amount we think we'll have to pay to get the help we need."

The unions, objecting to the institution of any unilateral pay raise while bargaining continued, submitted a counterproposal to bring wage rates to the levels prevailing at other Los Angeles-area papers.

The unions noted that wages at the Herald-Examiner were from 25 to 30 percent below those of its major competitors. McCarthy said the paper had no major competitors.

On jurisdiction, the company rejected a union proposal for a joint union-management agreement to stake out jurisdictional lines.

"We will make the decisions," said Business Manager George Sjoström. "We don't want anyone else or any union, in caucus or otherwise, deciding what will be done by anyone."

Hearst was equally adamant on job and union security. Management said it had found the plant could operate without either of these provisions in a contract and said it therefore couldn't see the importance of such clauses to the unions.

Steadily declining advertising lineage hasn't affected the company's bargaining position. Latest Media Records figures, for February, showed a drop of 40,352 lines, to 1,196,774, from Febru-

ary figures of a year earlier.

The California Labor Federation made a new appeal this month for financial support of the Los Angeles unions, terming their battle one "to protect the rights of all California workers to have a voice in their wages and working conditions."

The Guild reported new contributions totaling \$4,021.45 to its fund, including:

|                             |       |
|-----------------------------|-------|
| Los Angeles Guild           | \$360 |
| San Francisco Guild         | 50    |
| San Diego Guild             | 50    |
| San Jose Guild              | 25    |
| Kenosha Guild               | 50    |
| Long Beach Unit             | 549   |
| Ottawa Guild                | 25    |
| Rockford Guild              | 25    |
| Sacramento Guild            | 800   |
| San Francisco-Oakland Guild | 810   |
| San Diego Guild             | 62    |
| San Jose Guild              | 415   |
| Seattle-Tacoma Guild        | 100   |
| Southern District Council   | 50    |
| Stockton Guild              | 50    |
| Washington-Baltimore Guild  | 300   |
| Western District Council    | 175   |
| Wilkes-Barre Guild          | 100   |

The donations brought total contributions to \$248,409.





### Closed-Door Policy

Cleveland Press employees find the plant doors locked as they report for work following the

Press's suspension of publication in sympathy with the strikebound Plain Dealer.

## Pensions, Guild Shop, 10 Holidays Won in Initial Hoboken Contract

**Hoboken, N.J.**—An initial North Jersey Guild contract covering employees of a Hoboken rotogravure plant provides pensions for the first time for many employees, 10 holidays, four weeks' vacation after a year's service and a full Guild shop.

The contract covers clerical, checking and maintenance employees of the Alco Gravure Division of the Publications Corp., where the Guild won representation rights last September.

General increases range from \$48 to \$30 over spans of from 27½ months to three years for the different departments. Class A job operators, the highest-paid, will have a top minimum of \$298 in the third year.

Other top minimums include \$218.43 for checkers, \$143 for telephone operators, \$160 for porters and \$120 for stenographer-typists. The contract calls for a 35-hour week for all but handymen and porters, who work 37½.

Employees — including checkers, handymen and porters, previously ineligible for pensions — will receive \$50 a month at 65

### Women's Parity Won at Light

**San Antonio, Tex.**—Society writers are upgraded to parity with reporters in a new three-year contract at Hearst's San Antonio Light.

The achievement of parity, at \$202.01, will raise the society writers' minimum \$52.05 over the three-year term. The reporter top is raised \$32.

Other upgradings will increase the top for newsprint truck drivers and tow-motor operators \$37.09, to \$118.04. The flat minimum for Sunday editor is up \$35.26, to \$222.60.

The company's pension contribution is increased \$1.12, to \$8.

after 25 years' service, plus any equity in the existing pension plan.

In addition to 10 full holidays, the contract provides two half holidays, before Christmas and New Year's Day. Employees are

eligible for four weeks' vacation after working 210 days in any calendar year.

No covered jobs are excluded from the Guild-shop clause.

### Automation Guards Won in Triangle Agreement

**Philadelphia, Pa.**—Wage increases ranging from \$28.69 to \$45.79 and automation protection have been won by the Philadelphia Guild in a 39½-month contract covering quality-control employees of Triangle Publications.

The biggest increase is in the top for quality checkers, which goes to \$158.54.

Health-and-welfare contributions are increased \$3 a week, to \$8.75, and pension-fund contributions \$4, to \$9 plus three percent of salary. The Guild also won additional half holidays for the last working days before Christmas and New Year's Day.

Protection against automation was added to the contract's jurisdiction clause, and improvements were won in vacations, night differentials, severance pay, a fair-employment clause and funeral leave.

## Strike, Lockout In Cleveland Idle 600 Guildsmen

**Cleveland, Ohio**—A Teamsters' strike shut down the Cleveland Plain Dealer for three days last week, idling 225 Guild members. Another 375 were locked out for a day when the Cleveland Press closed down in sympathy with the Plain Dealer.

### Perlik Flays Police Attack On Newsmen

TNG President Charles A. Perlik, Jr., has protested to New Haven police over a policeman's assault on an Associated Press photographer and the arrest of an AP newsman during an anti-war demonstration May 4.

Voicing in "the strongest possible terms the outrage of The Newspaper Guild" over the incident, Perlik asked Police Chief Biago DiLieto to "move quickly and effectively" to prevent a recurrence.

Robert Child, 3rd, a probationary photographer, was struck across the jaw with a police nightstick while photographing the arrest of a demonstrator outside a New Haven jail. A freelance photographer was attacked and his camera broken; he and a second free-lance cameraman were also arrested.

Wire Service Guildsman Marc Charney, who was covering the demonstration, was arrested when he sought to identify the policeman who hit Child.

He said the policeman refused to give his name and, when asked why he wasn't wearing a badge, told Charney, "You're harassing me" and arrested him.

Charney was accused of interfering with a police officer, but the charge was dropped in Circuit Court May 15.

Chief DiLieto said department policy requires policemen to wear their badges at all times and said the arresting officer, later identified as Patrolman James Dalton, might be subject to disciplinary measures if he had not done so.

"It is well beyond the time when such high-handed tactics by police officers or anyone else must come to an end," Perlik said in his protest to DiLieto.

The Constitutional right of a free press, he said, "carries with it a concomitant protection for those who are engaged in the process of assuring and guaranteeing the public's right to know."

### Public Employees Recognize Guild

The American Federation of State, County and Municipal Employees granted voluntary recognition to the Washington-Baltimore Guild as bargaining agent for six employees of its public-affairs staff last week.

Recognition was granted after the National Labor Relations Board ordered the inclusion of the union's associate public-affairs director, Les Finnegan, in the unit. A representation election had been scheduled for May 22.

State, County had been willing to grant recognition earlier but objected to Finnegan's inclusion.

The strike was settled May 19 by a contract the Teamsters said provides \$45.25 in wage and fringe improvements over 27 months.

The Press and Plain Dealer published under a joint masthead May 17 and 18 after pickets were posted at the Plain Dealer. But the Press abandoned this device the next day although the Teamsters made no effort to halt publication or distribution.

It was the first time Cleveland papers had succeeded in publishing under a joint masthead. They tried during a Guild strike in 1956 but were unable to get on the street.

The Guild executive board voted unanimously to honor the Plain Dealer picket lines May 16, the night they were set up. Although Teamsters' Business Agent Anthony J. DePalma was critical of the joint Press-Plain Dealer issue, Press drivers were allowed to deliver it and other unions had the Teamsters' consent to produce it.

The initial issue of the combined paper carried the Plain Dealer's front page, editorial page and two other pages at the end of the Press's first section.

The Teamsters struck to improve a company proposal of \$38.85 over two years; they had been seeking \$45 over that period.

DePalma said the union wanted to continue negotiations with the Press and charged it with trying to provoke a shutdown of both newspapers by publishing under the joint masthead.

Although a Press spokesman said originally that it planned to continue publication under the double masthead as "a symbol of unity," it suspended "reluctantly" without explanation the next day. It said the suspension would continue until the Plain Dealer dispute was settled.

The two papers resumed publication May 20. The settlement covers both papers and provides for \$30.15 in wage increases plus fringe improvements.

### R. J. Conway Dies; Led N.Y. Guild in 1941

**Weston, Conn.** — Robert J. Conway, a former president of the New York Guild, died of a heart attack at his home here May 18. He was 72.

Conway was a reporter and foreign correspondent for the New York Daily News until his retirement in 1964. He was elected to head the New York Guild in 1941 as a "unity" candidate acceptable to opposing factions after serving on the executive board and as a unit officer.

Conway, who worked on the old New York Journal and American before joining the News, was a member of the press corps that accompanied President Franklin D. Roosevelt on trips, and he taught Mrs. Roosevelt—a fellow New York Guild member—how to drive.

### Detroit Guild Upheld

## Rights Action No Arbitration Bar

**Detroit, Mich.**—The Guild is not barred from submitting a dismissal to arbitration just because the dismissed employee has filed a civil-rights complaint, an arbitrator has ruled in a case involving the Detroit Free Press.

The arbiter, Harry H. Platt, rejected a company contention that the employee, by complaining to the Michigan Civil Rights Commission, had made a choice of remedies and couldn't obtain arbitration, too.

Platt went on to order the employee, Stacey Swanigan, reinstated, although he said there was no evidence to support her claim that the dismissal was racially motivated.

Platt said "strong reasons of logic" argued against the Free Press's position that an action under state or federal civil-rights laws precluded action under the contract.

"The mere fact that an em-

ployee has chosen to pursue separate and distinct rights, given by statute, in another forum should not mean that all inquiry into his contractual rights should end," the arbitrator declared.

Swanigan, in her complaint to the Civil Rights Commission, had charged that she was fired as a circulation employee because she is black.

The Detroit Guild, while stopping short of claiming racial discrimination as the motive for dismissal, contended that Swanigan was not treated "with the same degree of latitude and consideration as girls who were white."

Platt said that evidence presented during arbitration proceedings convinced him that "there was no racial or any discrimination involved" in the discharge.

But he noted that Swanigan

had been employed in the circulation department for two years, had received little warning about her work and was possessed of "intelligence, loyalty and determination." He said errors management cited in her work were either understandable or of little significance.

"In a discharge case, where the asserted reason for the discharge is incompetence," he said, "the burden of proving an employee's unqualification is on the employer. To sustain that burden, the persuasive power of the employer's evidence must be such that the employee's unqualification emerges with forceful clarity."

Platt concluded that "corrective disciplinary action" rather than discharge was indicated and penalized Swanigan by deducting back pay for 75 days during the year that had elapsed since her dismissal.



## Newsman Win Right To Jail Interviews

Buffalo, N.Y.—A Federal Court judge last week upheld a suit by two New York Guildsmen and other media representatives seeking the right to interview inmates of New York State prisons.

Judge John T. Curtin said prison officials must allow interviews with willing prisoners in the absence of "a clear and present danger" of a security breach.

Among those who brought the suit were New York Daily News Guildsman Donald Singleton, winner of TNG's 1970 Heywood Broun Award; New York Times

Guildsman David Burnham, Tom Wicker of the Times, Nat Hentoff and Jack Newfield of the Village Voice, Playboy Enterprises, radio station WBAI, the Reporters Committee for Freedom of the Press and two inmates of Attica Prison.

Ruling that a state ban on interviews was a violation of press freedom, Judge Curtin said prison officials must notify the inmate with whom a newsman requests an interview and let both the newsman and the inmate present the reasons it should be granted.

He said prison officials could determine the time, place and frequency of interviews but that guards could not interrupt or interfere with an interview.

Two Buffalo television newsmen, meanwhile, are resisting subpoenas to testify on a double slaying during the Attica uprising. They are invoking the protection of New York's new reporters' privilege law, which has already been eroded by court decisions.

F. James Kane, attorney for the two newsmen, Roland Barnes and Stewart Dan of station WGR-TV, said that the public's right to know about what goes on behind prison walls is a critical issue in the case.

"If the public doesn't have a right to know," he said, "then I fear there will never be any meaningful prison reforms. If these newsmen are compelled to testify . . . the flow of information would end."

## N.Y. Panel Set On Hiring Bias

Albany, N.Y.—Gov. Nelson Rockefeller has appointed a seven-member committee to find methods of improving opportunities for women and minorities in the news media.

In addition to drawing up proposals for generating additional job opportunities, the committee will monitor hiring and promotion practices affecting women and minorities.

Members of the committee include Alfred Balk, editor of the Columbia Journalism Review, and Vincent Jones, executive vice president of the Frank S. Gannett Newspaper Foundation.



Stacked Arguments

The labor press's brief against proposed postal-rate increases that would boost mailing costs for labor papers, including the Guild Reporter, by more than 750 percent, is tucked into this six-foot stack displayed by Postal Rate Commission aide Gloria Farmer. TNG has asked Congress to enact legislation putting a ceiling on the increases until the lawmakers can study a situation that threatens to put many labor and other nonprofit papers out of business.

# What Killed The Telegram?

THE UNANSWERED QUESTION is not who killed the Toronto Telegram, Canada's third largest daily, last year. John Bassett, its publisher, was the executioner.

But was he forced to do it? Did he have coconspirators? Did he have any choice? Who, or what, was really to blame? And why?

These are the critical questions. And they are answered, to some degree, in a pocket book titled, "The Death of the Toronto Telegram," written by Jock Carroll, free-lance writer and novelist.

The answers that emerge—contrary to much that was said at the time—are that the Telegram died because of economic conditions, its competitive situation and because Bassett had lost his desire to keep it alive.

In relating the death of the Telegram, Carroll traces the decision by Bassett to a meeting on Sept. 11, 1971—three days before the Council of Toronto Newspaper Unions voted to seek authorization for a strike in the face of a bargaining snag.

There were eleven persons at the meeting, held at the Toronto home of John David Eaton, who with Bassett formed the holding company that operated the Telegram. Among them were six of the seven adult sons of Bassett and Eaton, for whom the holding company had been formed when they were still minors.

"Pacing back and forth in his usual impatient manner," Carroll wrote, "John Bassett outlined the paper's financial condition. It had not shown a profit since 1968. In about two years it had lost about two million dollars."

"A further million-dollar loss was estimated for 1971. The economy had suffered a downturn and advertising revenue was dropping. Union negotiations had reached an impasse. There was a worldwide trend toward disappearance of competing afternoon newspapers. They now existed in only seven cities in North America."

"Bassett mentioned the existence of this offer of 10 million dollars from the Toronto Star."

In disposing of the Telegram and its assets, Bassett sold the paper's subscription list to the rival Star for 10 million dollars and its plant to the morning Globe & Mail for seven million.

Carroll noted that the Star's 10-million-dollar offer enabled the Telegram to redeem a bank loan and pay severance benefits to its employees.

Bassett's oldest son, John F. Bassett, an employee of the Telegram and his father's heir-apparent as publisher, was opposed to the folding of the paper, according to Carroll.

"I understand the offer," he was quoted as saying. "I understand the reasons for accepting it—and I am still against it."

The younger Bassett worked the following day to stave off the inevitable announcement.

Two days after the meeting at the Eaton home, the Telegram negotiators met with the unions, but there was no agreement. The elder Bassett ended the session with the words: "You'll have to take whatever steps you feel are necessary, and so will I."

## The Book That Wasn't

"Who Killed the Telegram?" The question is the title of a book that, strangely, was reviewed but never published. The answer was Publisher John Bassett.

The book, by Doug Fetherling, had been scheduled for publication by Peter Martin. It was reviewed in the Telegram's final edition by a critic who gave its conclusion scant sympathy, but, for unexplained reasons, it never came off the press.

The unions voted the next day, and on the following day—a Friday, at midnight—Bassett strode into the Telegram newsroom, yanked a sheet of paper from a typewriter, secluded himself in his office with two hastily summoned key editors and typed out the announcement for the Saturday paper.

"The decision has been taken to cease publication of the Telegram . . . I'm sorry I couldn't do better."

IN A REFLECTIVE INTERVIEW, the younger Bassett, who said his father "wasn't going to make me publisher at the age of 32 even though he himself was a publisher at that age," answered Carroll's question on why the Telegram had died:

"The economic facts of life. It's just not in the cards for three first-class papers to publish here, in a situation of dwindling advertising."

Was the union strike vote a deciding factor? Carroll asked.

"No, the decision had been made before then. It may have made the decision less agonizing for my father."

Bassett owned the Telegram from 1952 to 1971. There were often rumors that he was going to sell it, Carroll said, adding that Bassett always responded by gathering his employees in the newsroom or some other location for a speech that invariably ended:

"I will not sell this newspaper! My sons will not sell this newspaper! And so far as I am concerned, my grandsons will not sell this newspaper!"

Bassett was dining at a fashionable Toronto restaurant with managing editor J. Douglas Creighton, political editor Fraser Kelly and their three wives on the night the unions took the strike-authorization vote, Carroll recounted.

After the vote result had been relayed to them by phone, Carroll wrote, Kelly, "visibly upset," turned to Bassett and said:

"All right, do you mind if I ask you some questions? First, there are a lot of people who think you just don't give a shit any more. Secondly, they believe you have either sold the paper or are about to sell the paper. Thirdly, regardless of the strike vote tonight, the Tely is dead."

"Bassett looked him in the eye," Carroll wrote. "You're right," he said, "on all counts."

Carroll says the decision to close the Telegram "had been made some time before the union strike-authorization vote." But he notes that "a bitter feeling persisted" in the days following the announcement that the attitudes of the negotiators led to the demise.

The Telegram's arch-conservative columnist, McKenzie Porter, wrote three columns in which, Carroll said, he "blamed the unions and the new, young breed of militant reporters, the long-haired, bearded boys and the grim young girls who'd burned their brassieres."

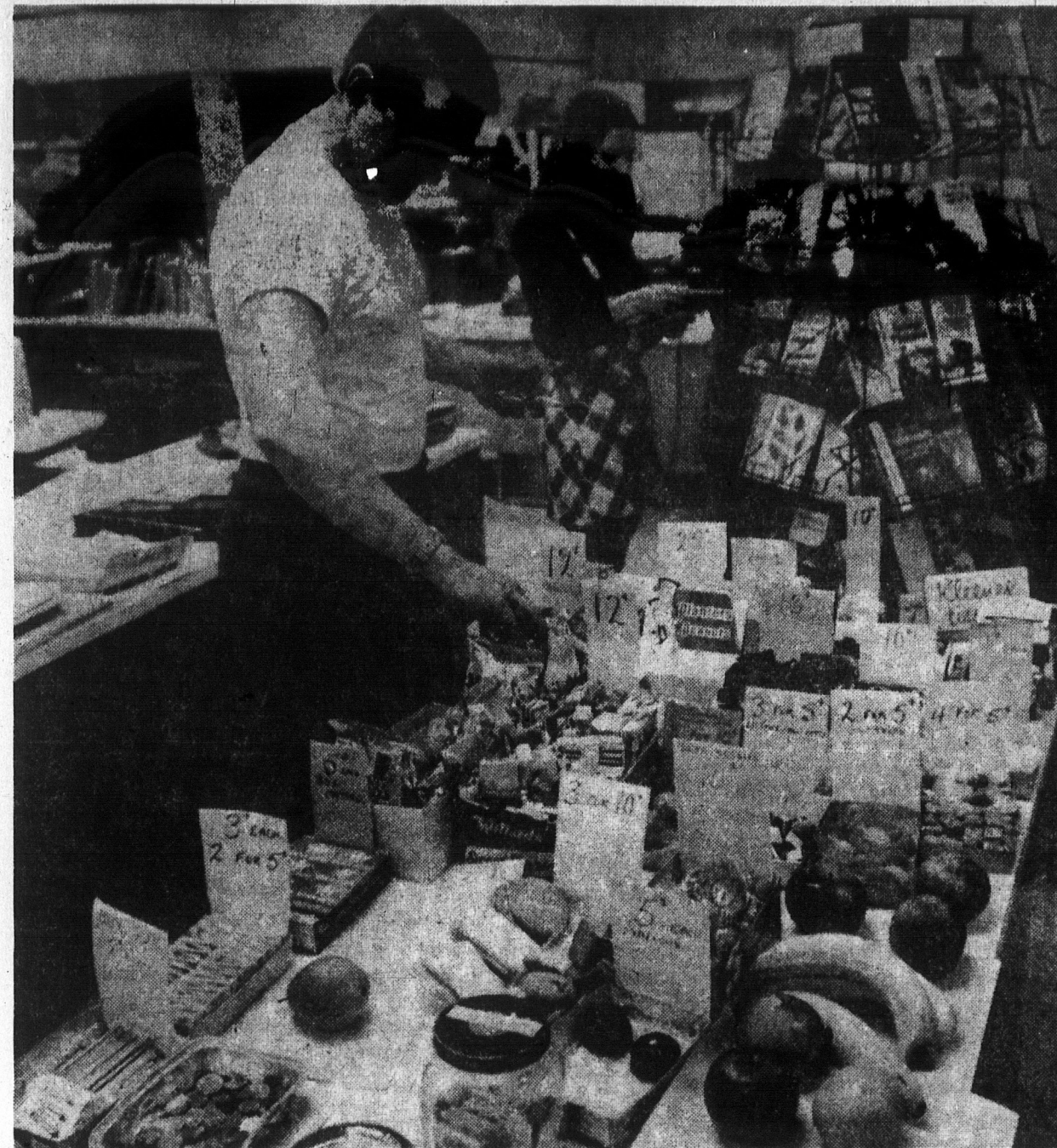
Management, Carroll said, refused to print the columns on the ground that "it was not time for recriminations." Porter quit.

THE TELEGRAM WAS NOT a failure editorially, Carroll said. "Every day, in preference to the Star, it was being bought by 242,612 people, being read by over half-a-million people."

Carroll noted that in the "hectic days following the announcement, many were arguing that the Telegram was not a failure at all, despite a loss of a million dollars a year." He wrote:

"On revenues of over 25 million dollars a year, it was pointed out, the loss was only about four percent. It was felt this could be avoided by obvious economies."

TNG International Representative Robert J. Rupert led what Carroll described as a



Toronto Telegram newsroom canteen conducts a "going-out-of-business" sale.

"frantic effort" to find a buyer for the Telegram after Bassett's suspension announcement.

Before the search got off the ground, however, Star Publisher Beland Honderich announced his agreement to buy the Telegram circulation list for 10 million dollars.

"This seemed to dash all hope of finding a purchaser for the paper," Carroll wrote. "With the Star's 10 million dollars and the Tely plant, property and presses still to sell, John Bassett now seemed about to realize approximately 20 million dollars on disposal of the Tely. A prohibitive price for a new buyer to match."

Columnist Ron Haggart, who was active in the search for a buyer, was pessimistic. "Obviously, now, the paper is worth more dead than alive," he said.

Bassett and Honderich began establishing deadlines for prospective buyers, with penalties to be paid to the Star to compensate for expansion plans already under way, Carroll wrote.

Laurie Kingsland, former vice president of Southam Business Publications, headed one group of interested buyers who failed to raise the cash within the deadline.

Referring to the deadline as a pressure play, according to Carroll, Kingsland said, "It seems obvious that Bassett has no intention of selling, if he can avoid it, to anybody but the Star."

RUPERT, AS QUOTED BY CARROLL, said it was a disgrace "that the Telegram should die on the basis of a million-dollar loss."

"On a business volume of close to 30-million dollars that loss is minuscule—about three or four percent," Rupert said. "Any businessman should be able to turn that around."

"If the Telegram can come that close to breaking even, in the extremely sick economy of the past three years, it can live. I've shown the financial statements of the Telegram to a firm of management consultants—and they confirm that opinion."

Rupert, talking to Carroll at the time Denis Mines magnate Stephen Roman was offering Bassett 12.5 million dollars for the Telegram, said:

"Certainly Bassett didn't think there would be a strike. He told me that on the Monday morning following his announcement. That was not a strike vote but a strike-authorization vote."

Bassett rejected Roman's offer, claiming it was conditioned on the Guild's agreement to a three-year wage freeze and a 20-percent

staff cut and deferral of payment of 84 percent of the purchase price until 1973, according to Carroll.

Carroll said Bassett told Roman at the Oct. 1 meeting that he had already received half of the Star's 10 million dollars for the subscription list, which Honderich said included not only the circulation list but the Tely's "goodwill."

Rupert made one final try to arrange a sale, bringing Bassett and Roman together the same afternoon in the office of Ontario Premier William Davis. The effort failed.

Davis, summing up the situation, said the Telegram's termination plans apparently were "too far down the road" for any resuscitation, Carroll said.

"Life was never dull (with Bassett's Telegram)," Carroll wrote. "He abused some executives to the point where they began to look like Bassett hounds. He also gave them company cars, junkets and wild nights on the town when his money kept the band playing on . . . and on . . ."

Bassett bought the Telegram in 1952 "for a reported four-million dollars," Carroll noted. His empire spread to a major interest in Toronto's Maple Leaf Gardens arena, the Argonauts professional football team, the reputedly "most profitable television station in Canada (CFMT-TV, Toronto), a string of weeklies and other TV and film companies.

Since the book was written, Bassett has sold his shares in Maple Leaf Gardens and acquired part ownership of the Montreal Canadiens hockey team.

## A Taxing Problem

Toronto, Ont.—When newspaper unions charged last year that the Toronto Star paid 10 million dollars for the Telegram's subscription list in order to bury a competitor, Star Publisher Beland Honderich claimed that the reason was to keep the list from falling into the hands of the rival Globe & Mail. But now, it is reported, the Star is singing a different tune.

The Department of National Revenue has ruled that the cost of obtaining subscription lists to be used for contacts to get new business—but having no other value—can be written off for tax purposes. The Star now says that's all it wanted the Telegram list for—and is deducting the 10 million from taxable income, for a saving of 5.2 million dollars.

## THE SHORT OF IT

Black journalists will be "forced to seriously reconsider" developing sensitive racial news sources if the Supreme Court holds that Earl Caldwell must testify on the Black Panthers, a conference called by Black Perspectives has warned. The group of black news men and women is seeking to mobilize media and civil-rights organizations in support of Caldwell. . . . Six Chicago Tribune reporters who wrote a series on vote fraud after serving as election judges in the Illinois primaries are fighting subpoenas to testify on what they saw. The state claims they were acting as judges, not as newsmen, and thus have no immunity. . . . The Gary Guild, for the second consecutive year, is joining in sponsoring a summer urban-journalism workshop for minority-group students at Ball State University. . . . The Burlington (Iowa) Hawkeye can't be accused of stopping short in experimenting with newsroom democracy. The staff is being allowed to select its new managing editor.

### Equality Is the Best Policy

The Hackensack Record not only failed to lose any classified advertising revenue when its want ads went unisex—it actually saved money because of reduced typesetting costs, according to a company official testifying before the New Jersey State Division on Civil Rights.

Leonard Goldblatt, a Record vice president, testified in support of proposed guidelines that would require newspapers to obtain a ruling that a bona-fide occupational requirement is involved before it could run an ad under a separate sex heading. A New Jersey Press Association representative had claimed the rule would result in a loss of revenue.

In Pennsylvania, meanwhile, the Pittsburgh Press is appealing to the State Supreme Court a decision requiring it to run a single want-ad listing, and in Seattle an ordinance has been adopted requiring newspapers to police their separate want-ad listings to make sure a legitimate occupational qualification is involved wherever ads are limited to one sex.

The Sacramento Guild is contributing up to \$250 to a Sacramento Bee circulation employee who has complained to the Equal Employment Opportunity Commission that she has been passed over for promotion because she is an Indian. The circulation department is non-Guild. . . . It's a difficult time all around for the Bee. A federal judge has ruled it must pay more than \$63,000 to a distributor for violating the Sherman Antitrust Act by barring him from selling his business after canceling his contract. . . . TNG President Charles A. Perlak, Jr., will address the International Mailers' Union convention in Houston July 11. . . . Capital Cities Broadcasting, which owns the Oakland Press (nee Pontiac Press) and Fairchild Publications, is expanding its newspaper interests by purchasing the Belleville (Ill.) News-Democrat.

### Abortion in New York

Plans for the birth of a new afternoon daily in New York appear to have miscarried. A shortage of cash has led the Shaheen Natural Resources Co., an oil and chemical firm, to give up at least temporarily its plans for a paper to compete with the New York Post, according to Business Week.

Shaheen reportedly had planned to make an end run around the established newspaper craft unions and sign a contract with the New York Lithographers' Union giving Shaheen carte blanche on automation and the union representation of all crafts but the drivers.

Plans are proceeding, on the other hand, for Brooklyn Today, a daily tabloid slated to make its debut in September with an editorial staff of 25. The publisher, James A. Smith, a former Washington Post Guildsman, is circulating a preview issue to advertisers.

An arbitrator has upset the suspension of two New York Daily News key-punch operators who went home one day last November when they could see no end in sight of the overtime they had been ordered to work. The arbitrator said they were technically guilty of insubordination but that their action was "understandable." . . . It's healthier to be a publisher. Newspaper executives had the highest average age at death in 1971 of all media groups surveyed by Advertising Age—68.7. Admen lived to only 62. . . . The San Francisco-Oakland Guild has donated \$150 to the new Bay Area Journalism Review. . . . Irma Bernstein, secretary to William J. Farson for a number of years when he was TNG secretary-treasurer and executive vice president and more recently a secretary for the Wire Service Local, has joined the ranks of the retired.

## NLRB Rules Strikebreakers Bosses, Upsets Erie Fines

The National Labor Relations Board this week ruled the Erie Times and News in the selection of its bargaining representatives.

The Guild denied that the four were supervisors and maintained, in any case, that they had nothing to do with bargaining or grievances and that the fines were unrelated to their supervisory functions.

A three-member NLRB panel upheld a trial examiner's recommendation that the Guild's action be interpreted as an unfair



# Publishers Speak Up for Freedom (to Merge)

Ottawa, Ont.—Claiming it would interfere with a free press, Canadian publishers are fighting enactment of a new federal Competition Act now pending in Parliament.

The proposed law would establish a Competitive Practices Tribunal with power to prohibit or dissolve mergers whose effect would be to significantly lessen competition without an offsetting benefit.

The Special Senate Committee on Mass Media, headed by Sen. Keith Davey, proposed 17 months ago that the government create a review board to prevent monopolistic newspaper mergers.

Davey's committee, after a two-year study, concluded that "all transactions that increase concentration of ownership in the mass media are undesirable and contrary to the public interest—unless shown to be otherwise."

The new Competition Act would bar either complete or substantial control of a market but would not specifically limit acquisitions by newspaper chains, which now control nearly 70 percent of Canada's dailies.

Monopoly charges under the current Combines Act have been filed against K. C. Irving Ltd., which owns the only five English-language dailies in the Province of New Brunswick.

Federal combines investigators and the Royal Canadian Mounted Police raided and searched the offices of the newspapers in 1969 and 1971.

New Brunswick Supreme Court Justice Albany Rochibaud ruled against an Irving motion to quash the warrants under which the raids were carried out, but he did invalidate the warrants against Irving's home and those of two of his publishers.

The proposed Competition Act evolves from the Combines Act. Its major innovation is the Competitive Practices Tribunal, which would deal with merger questions under civil rather than criminal proceedings.

Domestic mergers of companies with total assets or annual revenues of more than five million dollars and all international mergers would be required to be registered with the tribunal either before the effective date or within two weeks after it.

Merger partners would, under the legislation, be entitled to receive a binding advance from the tribunal on the acceptability of the merger.

A brief submitted by the Canadian Daily Newspaper Publishers Association said control of press acquisitions would interfere with freedom of the press.

The association also complained that the new law would destroy traditional pricing and advertising practices.

The publishers opposed a price-discrimination provision of the proposed law they said would require the same rates for

small and large advertisers. They noted that newspapers traditionally have given lower rates to large-volume advertisers than to intermittent space buyers.

"The ability of daily newspapers to determine local or retail rates based upon local conditions should be recognized as not involving objectionable price discrimination," the association declared.

It also opposed a provision that would make it illegal to lessen or limit the supply of a service in any market.

"This might render illegal quite normal agreements between two or more newspapers in different cities for the exclusive exchange of news stories, reports of special correspondents and other features," it asserted.

The association also objected because newspapers would be prevented from printing a price without adding such words as "10 cents or less" or "not more than 10 cents."

Citing a long custom, the CDNPA said "it is quite unnecessary and unreasonable to require newspapers to depart from

the long-established practice of placing a simple, small price on the published newspaper."

The proposed legislation would bar false or misleading advertising but would exempt a publisher who "obtained and recorded the name and address of the advertiser" and "accepted the advertisement in good faith . . . in the ordinary course of his business."

The CDNPA said that because advertisements are placed by persons or corporations other than the actual advertiser, it should be sufficient to obtain the name and address of the persons or corporations instead of the actual advertiser.

The publishers' group argued that newspapers should not be required to establish that tests or testimonials referred to in ads have been approved by the person who made the test or gave the testimonial.

The CDNPA also asked an exemption from a proposed requirement that newspapers publishing a promotional contest assure the expeditious distribution of prizes.

## Herald Traveler Set To Fold Operations

(Continued from Page 1)

Robert E. Bruner had sought to meet with Hearst management this week on behalf of the newspaper unions' unity council, but management said the meeting would be premature.

The Guild represents advertising, business-office, circulation and maintenance employees of the Record American. Editorial employees are represented by a federally chartered AFL-CIO local.

Clancy said the loss of WHDH had "eliminated the sources of funds essential" to continuing the Herald Traveler.

Clancy, in announcing plans to suspend the Herald Traveler, said efforts to find a buyer "willing to undertake the burden of three-newspaper competition in the Boston market" were unsuccessful.

The public announcement came May 18, immediately after the board of directors' vote. Newspaper-union leaders had been called in a day earlier to hear about the impending decision, and Bruner announced it to city-room employees that afternoon.

The company reportedly spent two million dollars in its futile battle to save its TV license, which the FCC finally took away to promote media diversity, among other reasons. That was equivalent to its entire profit for 1970.

Herald Traveler officials said the station's profits had been covering the newspaper's losses for several years and that the paper could not survive loss of the sta-

tion. The company, which also owns two radio stations, reported a \$300,000 loss last year and one of \$613,000 in the first quarter of 1972, even with the station.

The end of the Herald Traveler will leave only the Boston Globe and the Record American still publishing in a city that had nine daily newspapers as late as 1940.

## TNG Donates \$1,000 to Aid CBC Strikers

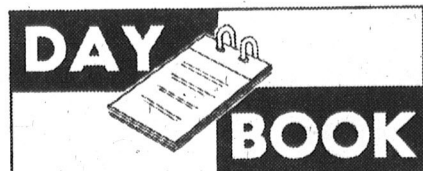
TNG's International Executive Board has approved a \$1,000 donation from the International Defense Fund to aid broadcast technicians involved in a prolonged dispute with the Canadian Broadcasting Corp.

The contribution was approved last week in a mail poll of IEB members. It followed an appeal by the National Association of Broadcast Employees and Technicians' Canadian office.

NABET has been involved in sporadic, rotating strikes and lockouts at CBC since January. Canadian Wire Service Guild members have both observed picket lines and been locked out, although all but 12, in Toronto, are currently at work.

Locked-out NABET members in Halifax went back to work two weeks ago, together with two Guild members who had continued to observe their picket lines. But attempts to negotiate back-to-work terms in Toronto failed last week.

Negotiations for a contract settlement were broken off two weeks ago after bargaining deadlocked over job security. NABET says the dispute has cost it \$150,000.



International Executive Board, pre-convention meeting, June 23, San Jeronimo Hotel, San Juan.  
39th Annual TNG Convention, June 26-30, San Jeronimo Hotel, San Juan.  
Middle Atlantic and Empire State District Councils, joint meeting, Aug. 5 and 6, White Haven, Pa.  
Southern District Council, fall meeting, Oct. 14 and 15, Knoxville.  
Western District Council, fall meeting, Nov. 4 and 5, San Francisco.



Photo by Bob Rossiter, Cleveland Guild

## Steady Supporter

TNG President Charles A. Perlik, Jr., receives \$100 donation for Canton Repository strike from Leonard Kennedy, center, president of Steelworkers' Local 1123, at meeting of Greater Canton AFL-CIO Council. At right, Council President William Wycoff. Local 1123 has given \$100 a

week to the strike since it began Feb. 19 and has pledged to continue for the duration. Perlik, in addition to meeting with the council, walked the Repository picket line and met with Cleveland Guild leaders on the three-day strike and lockout that shut down the Press and Plain Dealer.

## Gannett Stockholders Get Pay Facts

(Continued from Page 1)

papers, replied that merit increases actually raise reporters' salaries above the crafts, although he conceded the company has halted merit increases during Phase Two wage controls.

Contract negotiations between Gannett and the Rochester Guild have been hung up on a long series of retrogressive proposals by management. They include one for a year's extension of the previously agreed-on contract term at an increase of only \$8, less than the 5.5 percent permitted by Pay Board guidelines.

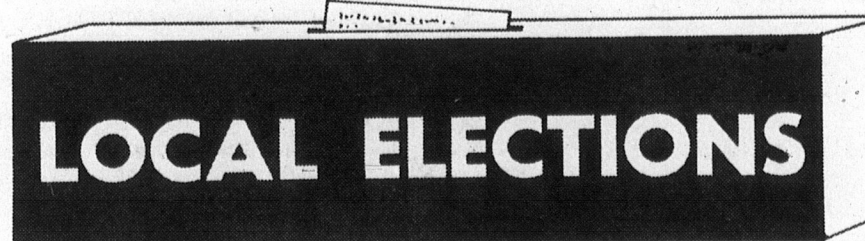
The company is also seeking permission for librarians and other lower-echelon editorial employees to do reporters' work on occasion without additional compensation and is demanding that the executive editor have the right to veto all outside activities.

Gannett reported that its first-quarter profits totaled \$4,053,533, up 27 percent over the first

three months of 1971.

Gannett Chairman Paul Miller denied at the stockholders' meeting May 9 that management is under pressure to "watch profits

rather than the news product." He also defended Gannett against charges leveled against its coverage of minority and women's news.



### Buffalo

President, Jack West (West, 168; Patrick J. Ryan, 118); vice president, Richard Batzer (Batzer, 209; Shirley Conner, 75); secretary, David Stout (Stout, 155; Joseph Ritz, 76; Michael Desmond, 54); treasurer, John Fleming, Jr. (Fleming, 189; Richard Schwede, 89).

### Indianapolis

President, Dennis Hoffman; first vice president, Mary Anne Butters; second vice president, Julia Inman; treasurer, Leon Good.

### Pittsburgh

President, Jonathan Williams; first vice president, William H. Lewis; second vice president, Marino Para-

scenzo; third vice president, Ann Curran; treasurer, Patrick Lutz; secretary, James Murphy.

### Toronto

President, James Robinson (Robinson, 391; Earl Veale, 222); first vice president, Ross Miller (Miller, 335; John Lowe, 268); second vice president, Donald Manley (Manley, 316; Marc Zwelling, 287); secretary, Margaret Daly (Daly, 423; Eileen Craig, 185); treasurer, Jean Fakenham.

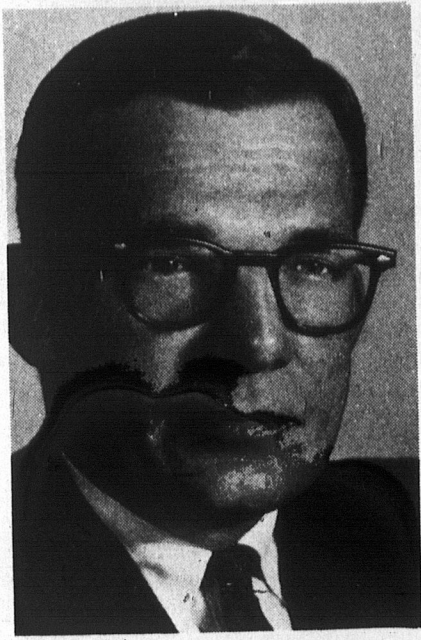
### Twin Cities

President, William E. Anstett; editorial vice president, Bernie Shellum; commercial vice president, James L. Babin; secretary, John Kelly; treasurer, George McCormick; executive secretary, John Carmichael.

## The Detroit Guild

Invites applicants for the position of executive secretary. The Detroit Newspaper Guild, Local 22, has more than 700 members in seven units. The position is now open. Qualifications include thorough knowledge of labor law, arbitration and grievance procedures, and contract bargaining experience. Media experience helpful. Applicants should submit a resume stating salary required, education or work background to: Selection Committee, Newspaper Guild of Detroit, 2102 David Stott Bldg., Detroit, Mich. 48226.





LANE KIRKLAND

## Labor Chief To Address Convention

(Continued from Page 1)  
the American Foundation on Automation and Employment, president of the Institute of Collective Bargaining and Group Relations and a member of the President's Maritime Advisory Committee under Lyndon B. Johnson.

A feature of the convention will be a forum, "Automation Revisited," which will give delegates a look at new developments in the electronics field as they affect news gathering and distribution.

TNG officials expect to have several electronic devices on display and experts on hand to explain their operations. The forum is scheduled for the afternoon of the convention's opening day.

## FGR Asks IEB To Arbitrate Eisen Removal

The executive committee of the Federation of Guild Representatives, the union of TNG staff employees, asked the International Executive Board last week to submit the removal of David J. Eisen as Guild Reporter editor to arbitration.

The FGR's contract with TNG provides that dismissal from the job of GR editor, other than for cause, shall not be subject to grievance or arbitration procedure, with the proviso that an editor so dismissed be permitted to return to his previous position. The IEB, citing this provision, removed Eisen as editor this month after reviewing GR staff assignments made "when accountability for the newspaper's content was assigned differently."

While acknowledging that the IEB "may not be obligated" to do so, the FGR committee said the board had not cited "cause" under the contract for its action and called on it to do so and arbitrate Eisen's removal "on its merits" to assure that "injustice is not done."

Declaring that it failed to see "anything on Eisen's record" to merit his removal, the committee, in a letter to International Chairman James B. Woods, said if the IEB rejected its request it would have "no alternative" but to recommend that its membership authorize the FGR to request the Guild's convention next month to reinstate Eisen "after reviewing the facts."

# Editorial Writer's Guild Activity Upheld

(Continued from Page 1)

August. A letter from then Editor John H. Colburn, while citing her Guild activity, sought to bottom the dismissal on her more recent selection as coordinator of a women's-rights group, the Political Caucus of Wichita Women.

But Donovan voiced doubt that her women's-rights activities were more than a pretext for the transfer, noting that she had not been given the option of resigning her women's-rights post as an alternative to the transfer.

He noted that in other cases, including a "bare-knuckle attack upon newspapers in general" and the Eagle and Beacon in particular by seven reporters writing in an underground paper, the Central Standard Times, employees had been given the option of surrendering the positions about which management complained.

"There is substantial indication," the examiner said, "that Wood's union activities were the basic reason for the transfer and that her caucus activities were pretextually added as a reason so that the transfer might not appear to be based solely on her union activities."

Donovan noted that Wood and another editorial writer included in the Guild unit were "Indians

## A Matter of Relevance

A Guild Reporter editorial suggesting that the historic Morris Watson case, affirming newspaper employees' right to union protection, was applicable to the Wichita Eagle and Beacon case drew an extraordinary and angry retort from management two months ago.

President Britt Brown, in a letter to all editorial employees, termed the editorial "a perfect example of the kind of journalism that will not be tolerated in the columns of this newspaper" and suggested that the Watson-Associated Press case had no relevance to the one in Wichita.

NLRB Examiner Ramey Donovan, in handing down his recommendations in the Wichita case, quoted the Watson decision and said: "The above-cited Associated Press case covers many matters raised by respondent (Wichita management) in the instant case."

rather than chiefs," having no supervisory responsibilities and writing their editorials under close management direction and supervision.

Editorial policy, he noted, was determined by the editor and the paper's owners, and editorials were written at Colburn's direction.

There was no instance reported, he added, in which Wood had refused to write an editorial because it clashed with her own feelings or in which, under such circumstances, "she failed to perform with professional competence."

Although Colburn's letter transferring her had declared that Wood's Guild membership had "made it necessary to prohibit your writing on labor matters," Donovan noted that "labor-management matters were not her topic" and that, in fact, they seldom were anyone else's topic on the editorial page.

Donovan noted that Wood had joined many other organizations, including religious and women's-rights groups, without ever having been admonished by management. But after she joined the Guild, he pointed out, the daily editorial conferences in which

she had participated were abruptly eliminated.

Management cited an editorial on a school-board dispute with Wichita teachers as one that was swayed by her labor sympathies, but Donovan, noting that the editorial took a down-the-middle position, said he could not see in it "evidence of Wood's bias on labor matters or evidence of incompetence as a professional writer."

The employee who replaced Wood as an editorial writer was not a Guild member, Donovan noted, saying it "strains credulity" to believe that management was not aware of the fact.

Management, he said, first decided that Wood's union activity impaired her effectiveness as an editorial writer and then, "without any evidence that Wood, as an admittedly competent professional editorial writer, had not, or would not, or could not write, as directed, editorials expressing management's views," used that alleged impairment as the reason for her transfer.

The case is expected to go before the full NLRB for review. The Eagle and Beacon, in initially resisting the Guild's organizing drive, had sought unsuccessfully to have the board exclude editorial writers from the unit.

## Controls Loosened on Retroactive Pay

(Continued from Page 1)

ments will be included in determining whether any subsequent wage increases meet the board's guidelines.

The Pay Board, which thus far has been limiting its review of contracts to the first year, has announced it plans to scrutinize second- and third-year increases, too, if they appear to be disproportionately large.

The policy was announced as part of a program avowedly aimed at preventing contracts that provide "deferred compensation" for work performed during Phase Two wage and price controls.

The board said it would act on second- and third-year increases where they appear to be "in anticipation that controls will be lifted by the second or third year of the contract and are so large as to constitute an attempt to compensate for wages reduced by the Pay Board in the first year."

But the board noted that neither this nor other recent rulings prevent unions from negotiating contracts that provide for automatic termination with the expiration of controls.

The board said it will not permit agreements providing for retroactive payments after con-

trols are lifted to compensate employees for part of a negotiated increase disallowed during Phase Two.

It also will not permit the establishment of an escrow account for payments equivalent to disallowed wage increases. It will permit such accounts only if subsequent payments are conditional on Pay Board approval, not if they are intended to flow once controls end.

The board indicated it would also frown on other practices designed to give employees additional compensation in the post-controls period to make up for increases not allowable now, such

as a bonus payable when wage controls are removed.

It said contracts providing for increases greater than that allowed by the board need not be renegotiated and that such increases could be paid after controls expire. But it will not permit restructuring of the agreement to provide an even greater increase than the one disallowed.

And in cases where contracts that formerly "front-loaded" pay increases in the first year now provide for bigger increases in the second and third, the board said it may review the permissibility of the second- and third-year increases.

IT

SEEMS TO US

## Volunteers in Montreal Held Decisive Factor

KEMPTVILLE, ONT.

Editor:

The name of longtime Toronto Guildsman Frank Milner was omitted (my error) from the list of Canadian Guildsmen who assisted Montreal Star news employees in the successful weekend "blitz" organizing drive.

Perhaps the omission was not a total disaster, since it gives me this opportunity to say publicly that a Guild member who takes a weekend out of his life to bring our form of collectivism to a group of newsmen far from his home base demonstrates a commitment to our union which reaches far beyond his own selfish interest.

I would say, without hesitation, that the Montreal Star's editorial department would still be a non-union management stronghold if more than 20 Canadian Guild members, two of them involved in a strike in their own situation, had not been willing to take on the demanding task of bringing

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

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

an effective voice to an unorganized group.

It is people like these who, some day, will give this union the strength it needs.

ROBERT J. RUPERT  
International Representative

## Too Much Perlik News, Coast Reader Objects

CONCORD, CALIF.

Editor:

The April 14 Guild Reporter continues the Perils of Perlik. Four columns in picture and text are devoted to our leader being mauled in Fall River, urging El

Mundo strikers to obey the injunction against them, announcing new TNG counsel, decrying Gridiron Club discrimination against women, receiving the resignation of Donald Rosselet, urging AFL-CIO members to remain on the Nixon Pay Board and, finally, a social note: Our leader is a sponsor of a benefit for child welfare.

Ten percent of the space of the GR is given over to the peripatetic Perlik. Zero percent is given to San Francisco-Oakland Newspaper Guild activities.

Consider two unrelated stories: Page 5—Donald W. Rosselet resigned as assistant editor of the GR. Rosselet, you will recall, protested the use of the GR for partisan political purposes in last summer's TNG election campaign. Right on, Rosselet.

Page 8—Guild loses vote at Houston Post. I'd love to see a headline, especially in the Bay Area, saying the Guild won one, just one new local.

SFONG lives, GR, and how about some good organizing news?

DON A. FORTUNE  
San Francisco-Oakland Guild

## Caucus to Get Sacramento Rights Plank

San Diego, Calif.—Sacramento Guild resolutions calling for an "affirmative action program" on minority recruitment in TNG's constitutionally mandatory contract provisions and for TNG's staff were referred to the Region 4 caucus at next month's TNG Convention by the Western District Council this month.

Such programs would set up specific hiring goals geared to the percentage of minority employees in the appropriate membership area. The staff resolution also calls for a TNG program for advancement of minorities and women.

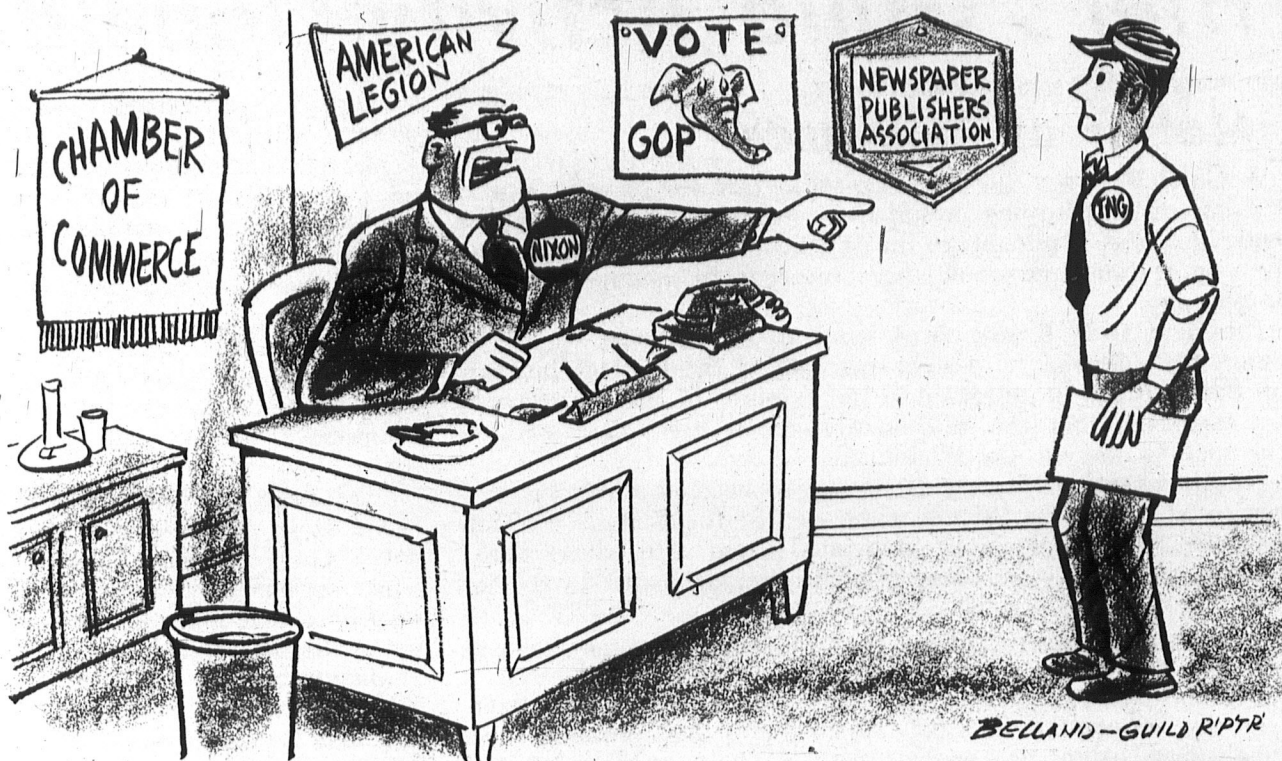
The council, meeting here May 6 and 7, adopted a resolution supporting the Yakima Guild, currently bargaining a new contract.

The council also adopted a resolution of tribute to the late Clover Cummings, a former San Jose Guild president.

TNG Secretary-Treasurer Robert M. Crocker and Vice President Hugh H. Harrison reported on the International Executive Board's spring meeting.



'Take off that Guild button! People will question our objectivity'

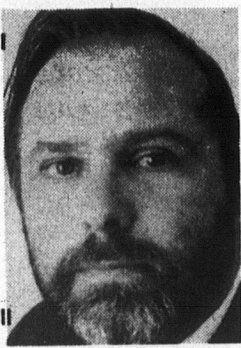


BELLAND-GUILD RPT.

DATELINE: WASHINGTON

## Slugging Match Could Doom Humphrey, McGovern

By WILLIAM J. EATON, Chicago Guild



A SPLINTER AMONG the Democrats may turn into a costly split during the final days before the Presidential primary in California. Any such division would smooth the re-election of President Nixon and doom the already slim hopes for a Democratic victory in November.

The showdown quality of the California race could provoke open hostility between the backers of Sen. Hubert H. Humphrey and Sen. George S. McGovern as they struggle for the vital 271 convention votes at stake.

Humphrey, who feels he deserves another shot at Nixon on the basis of his come-from-behind performance in 1968, would be badly hurt if he loses in California. He will be tempted to attack McGovern on some of the issues that the Republicans stand ready to exploit—amnesty, abortion, marijuana.

McGovern, who would regard a Humphrey offensive along these lines as a smear tactic, would be tempted to counter that his Minnesota opponent is a has-been whose antiwar views are suspect.

Democrats whose top priority is defeating Nixon can only shudder at the prospect of renewed intraparty bloodshed. They recall the wounds from 1968's encounter at Chicago between the Humphrey forces and the supporters of former Sen. Eugene J. McCarthy. It was not until late October that McCarthy saw fit to endorse the Democratic standard bearer. Many of his people sat out the campaign, seeing no difference between Humphrey and Nixon, they said.

When Nixon won, of course, it was the liberal Democrats who became the sharpest critics of his Administration and its conduct of the war in Indochina. McGovern and Humphrey have taken virtually identical positions on Vietnam this year, with both advocating total American withdrawal within a short time after the release of U.S. prisoners of war.

DESPITE THEIR UNANIMITY on the war and, generally, on the other key issue of economic policy, some Democrats fear the

groundwork is being laid for a McGovern-Humphrey feud no matter which one wins the party's nomination for President.

Some of McGovern's liberal supporters openly ridicule Humphrey as a man without convictions who will say anything to get a vote. They predict in advance that young people under 30 would have nothing to do with a Humphrey Presidential campaign.

In the other camp, some elements of organized labor and Democratic regulars depict McGovern as a "far-out" left-winger who could never win against Nixon. These critics claim McGovern's support of court-ordered busing to end school segregation is sure to alienate the "Middle-American" voter.

Such intraparty bickering can be poison at a time when the Democrats' fortunes are at such a low ebb. The Maryland and Michigan victories of Alabama Gov. George C. Wallace crushed both Humphrey and McGovern. The tragic shooting of Wallace makes his campaign participation questionable, but his absence from the race probably would help Nixon more than anyone else.

The Democrats, as usual, have a great potential in 1972. Large numbers of young people from 18 to 24, who have registered overwhelmingly Democratic, will vote for the first time in a Presidential election this fall. It is hard to see how Nixon is going to get more than his tiny 1968 slice of the black vote. Unemployment is heavy in such big, battleground states as California, Washington and Illinois. The war is still raging in Vietnam, four years after the President promised to end it, and Nixon's wage-price controls are grudgingly accepted.

On the other hand, incumbent Presidents are hard to defeat, and Nixon is shrewdly using his visit to Moscow to pose as the architect of a "generation of peace." He and his managers are willing to exploit any Democratic division.

In a time like this, it makes sense for the Democrats to remember Ben Franklin's advice: "We must all hang together, or assuredly we shall all hang separately."

## 50 Women Charge Bias at Newsweek

New York City—Fifty women at Newsweek magazine filed a discrimination complaint with the Equal Employment Opportunity Commission last week—the second of its kind in two years.

They said an agreement settling a complaint filed in 1970 had produced only "token alterations" in Newsweek's hiring and promotion of women.

"Sex discrimination at the magazine remains substantially unchanged," they declared.

Women constitute only five of the magazine's 41 writers and 12 of its 71 correspondents, the group declared. And while Newsweek had pledged to employ men as researchers, it said only seven of 40 in the lowest-echelon category are men.

The women said Newsweek had refused to even discuss "when, and if ever," a woman would be promoted to senior editor or a job in top management. And while promising to seek out

women for top positions, they added, management has hired only four women as writers during the past two years while adding eight men.

A statement by Newsweek said that the women had demanded "the establishment of quotas" last October and that management had since made its own proposals "to hasten the expanded employment, training and advancement of women."

The agreement negotiated two years ago required Newsweek to "affirmatively seek out women within and outside the company" for writing jobs, recruit men for researchers' jobs formerly limited to women, increase writing try-outs for women employees and expand its summer training program to include at least three additional positions for women.

A consulting committee of editors and female employees was established to monitor the program.

## Editorial

### Strikeout in Wichita

Most of the well-aged arguments that publishers have used over the years to convince their editorial employees that their vocation is incompatible with three square meals a day were advanced by the Wichita Eagle and Beacon in attempting to convince a National Labor Relations Board examiner that editorial writers are not entitled to Guild protection.

The field of argument was about as friendly a territory as management can expect to find. Editorial writers, after all, are the publisher's voice, and if union membership is a barrier to a reporter's objectivity, what must it be to the expression of his employer's subjectivity?

All the more significant, then, that Wichita management struck out on three straight pitches.

Management, in the examiner's words, argued that editorial writers "cannot and should not engage in union activities or be in a union because . . . their ability, effectiveness and integrity as management-people writers is destroyed by their union association."

The assertion, as the examiner noted, was unaccompanied by any evidence, that the editorial writer involved had failed to write, "with professional competence," on any subject ordered by the editor, whether or not she agreed with the point of view.

The Wichita argument was an echo of one advanced some years ago by the Baltimore Sunpapers to keep its editorial writers out of the Guild's unit. It was rejected by the NLRB, which said it "cannot subscribe to the suggestion that participation in a labor organization 'compromises' integrity or freedom of thought."

The publishers who claim otherwise operate with strange blinders. It is only membership in certain types of organizations—generally those with which the publisher disagrees—that seem to adversely affect a reporter's objectivity.

There is no record of a publisher holding that church membership, for example, is a bar to writing on religious affairs (some publishers, indeed have been known to insist that no atheist could be church editor). Nor can we recall, offhand, any cases in which membership in veterans' organizations, chambers of commerce or patriotic groups has been considered incompatible with either the objectivity of a reporter or the subjectivity of an editorial writer.

All of them have distinct—and to some, controversial—points of view. The principal distinction appears to be that they are viewpoints the publisher does not see as diverging from his own.

The purposes of honesty, if nothing else, would be served if publishers were to drop the high-blown rhetoric and state simply that "we are opposed to union membership for our employees because it is incompatible with our keeping the maximum amount of cash in our pockets."

### Phase Three?

Noting that Vida Blue is scheduled to make his first start this weekend, we are reminded that Blue's strike against the Oakland A's, like the dock workers' strike against the West Coast shippers, was ended only after President Nixon intervened.

There was a difference, however. In Blue's case, the President intervened on behalf of the worker.

"Maybe Finley ought to pay," he said, after the owner had withdrawn his offer to raise Blue's salary from \$14,500 to \$50,000, plus \$13,000 in bonuses for last year. "It would be a tragedy if a young player with all that talent stayed out too long."

Two days later Finley paid, and Blue returned to work—with a Presidentially approved increase of 334 percent. Phase Three, the Washington Star called it. We can only hope the Star is right.

## The Guild Reporter

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