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314 Idled as U.S. Approves Traveler's Sale to Hearst

Boston, Mass.—The Boston Herald-Traveler became just part of the nameplate on Hearst's Record American this week following Justice Department clearance of the paper's sale.

Some 385 Guild members lost their jobs when the Herald-Traveler ceased publication June 18.

The Record American, which bought its plant and name for \$8,640,000 in a deal closed two weeks ago, plans to add 50 Herald-Traveler editorial employees and a total of 34 business-office employees to its staff, although only a dozen of the latter have thus far been from the Traveler. Nine editorial hands have been hired by the Boston Globe.

The Justice Department's Antitrust Division announced last week that it won't challenge the deal despite an offer by the Exeter International Corp. to buy the Herald-Traveler for \$9,700,000 and keep it alive.

The Justice Department noted the Herald-Traveler Corp.'s statement that the paper would be liquidated if it could not be sold to Hearst. It made no mention of the Exeter offer, which Exeter President Robert Friedlander told the Globe he had reported to the department.

Friedlander said he sent the offer to the Herald-Traveler Corp. two days before stockholders approved the sale to Hearst June 2. However, Herald-Travel-

er President Harold E. Clancy said it arrived less than 24 hours before the meeting.

"The board of directors considered it carefully and did not think they had a basis to justify changing their mind," Clancy said.

At the stockholders' meeting, Clancy said the offer involved "certain esoteric tax matters." An unsuccessful attempt to defer the sale to Hearst pending further study of Exeter's offer was made by two minority stockholders, F. C. Dumaine and the Amoskeag Corp.

The Exeter offer—more than a million dollars higher than Hearst's—consisted of \$575,545
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Secret Service Toothcomb

Perlik Hits Press Screening

TNG President Charles A. Perlik, Jr., last week protested an announced plan to have Secret Service agents screen some 4,000 reporters covering the Democratic National Convention in Miami Beach.

The Democratic National Committee has announced that,

at the Secret Service's request, all media representatives attending the convention will be required to provide personal information to the service.

"The potential for intimidating and harassing those who must keep the American public informed . . . is too great for you

to permit Secret Service screening of news men and women," Perlik said in a wire to Democratic National Chairman Lawrence O'Brien.

"Issuance of coverage credentials has long been the proper function of the Standing Committee of Correspondents," he said, "and it should so remain, untrammelled and uninhibited."

"As representative of 40,000 newspaper workers on this continent, I urge and insist that this further erosion of press freedoms be brought to an immediate halt."

The Standing Committee of Correspondents itself took exception to the screening, saying it might give the Secret Service "an unprecedented veto of who will cover the convention."

"Recognizing the need for security," the committee said in a letter to O'Brien, "we believe this committee should be consulted on standards and procedures before any member of the press is
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Pay Board Toughens Rules On 'Catch-up' Increases

A Pay Board policy of permitting "catch-up" increases to keep pace with pay boosts won by workers in the same industry will come to an end June 30 except for low-paid workers.

After that, only employees whose straight-time hourly earnings are less than \$3-\$120 for a 40-hour week—will be permitted "catch-up" increases exceeding the board's 5.5-percent guidelines. For them, the policy will be extended to Nov. 13.

But while employees over the \$3 limit whose contracts expire after June 30 will no longer be eligible for such extra raises, employees will be eligible for them if their contracts expired before that date even though settlements are negotiated afterward.

In another action, the Pay Board, reportedly vexed by the failure of many companies to report deferred increases in time, has extended the notice require-
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Canada Office, Politics, Automation Top Issues

San Juan, P.R.—Political action, the impact of automation and proposals for a Canadian national Guild office and other steps to heighten the Guild's Canadian identity will be among the key issues confronting more than 200 delegates assembling here for TNG's 39th Annual Convention next week.

The International Executive Board has recommended that the convention establish a Canadian national office with a Canadian director, create a second Canadian regional vice presidency and provide for an annual Canadian policy conference.

It has also emphasized the importance of political action during this election year in both the United States and Canada and has scheduled a forum on automation to assess the effect of new processes and equipment on the Guild and its members.

The convention will be held June 26 through 30 at the San Jeronimo Hotel. By this week, credentials had been received from 202 delegates representing 59 locals.

AFL-CIO Secretary-Treasurer Lane Kirkland is scheduled to address the convention Thursday on labor's stake in the 1972 elections.

The principal speaker at the automation forum Monday afternoon will be Fred Loskamp, assistant production manager of the Washington Star and chairman of a new-processes committee at the paper. He will review the impact of modern technology on all phases of newspaper production.

A combination video display terminal, keyboard, computer and tape-punching machine supplied by Varisystems Inc. will be on display at the forum. The system, previewing the newsroom of the future, allows stories to be typed directly into the computer,
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Publication Halted by El Mundo

San Juan, P.R.—El Mundo suspended publication completely this month as negotiations in the Guild's 19-week strike remained in recess.

Company officials announced they were ceasing all operations June 7 after returning from Washington, where bargaining with international and local Guild leaders had been suspended indefinitely the day before.

El Mundo had been producing a token number of papers without attempting to distribute them from the time it began the Washington negotiations late in April. Before that it had been using helicopters to fly papers out of the struck plant.

The company announced the suspension in a letter to Guild strikers in which it assailed Guild demands as "illegal" and "incredible."

Last week it followed up by inaugurating a daily series of letters in which it scored the Guild's bargaining position point by point.

Only a few top-line executives and accounting supervisors for the company's radio and television stations remained in the strikebound plant. Supervisors, administrators and others who had been putting out the paper
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A Chance to Vote on Vietnam

U.S. Guild and other union members are being asked to express their views on ending the war in Southeast Asia as part of a national poll being undertaken by "Peace Alert—U.S.A."

On the back page of this issue is a ballot prepared by "Peace Alert," asking for a yes or no response on whether Congress should bring the war to an end by cutting off funds.

TNG President Charles A. Perlik, Jr., urged all Guild members to respond to the poll. "In addition to participating in a national sounding on this critical issue," he said, "they will be making it possible to obtain a measure of Guild sentiment on the question, which has already come before two Guild conventions."

National cochairmen of "Peace Alert" are Sens. Alan Cranston and Harold Hughes and Reps. Paul McCloskey, Jr., and Donald Riegle, Jr., who, "Peace Alert" said, are among some 50 congressmen and senators who have said they are prepared to vote against funds for continuing the war.



HAROLD W. BULGER

H.W. Bulger Dies; Leader In Portland

Portland, Me.—Harold W. Bulger, administrative secretary of the Portland Guild, died May 29. He was 71.

Bulger, city circulation sales manager of the Portland Press Herald and Express until his retirement in 1966, was a prime mover in organizing the local in 1937. He served as its treasurer until 1961.

Bulger was named local administrative secretary after retiring from the Press Herald and Express.

Bulger started his newspaper career as a reporter but later switched to the circulation department, where he became a district manager. He was the papers' first city sales manager.

In addition to his long stint as treasurer, he had served as unit chairman and a delegate to national conventions and New England District Council meetings.

He was a graduate of Boston University.

Police Cards Shunned in Tonawanda

Tonawanda, N.Y.—The Tonawanda News has enthusiastically accepted the Buffalo Guild's request to discontinue the use of police press cards.

Editor Harvey Hough told the Guild that the News had been preparing to issue its own press cards before it received the Guild's plea. They have been distributed to staffers, and police are being informed of the paper's new policy.

A local membership meeting in April asked all Buffalo area papers to shun police press cards as a form of "government licensing." TNG's International Executive Board is recommending that all locals consider the feasibility of ending police passes.

Lay Resigns Position With Ottawa Guild

Ottawa, Ont.—Ottawa Guild Treasurer Geoffrey W. Lay has quit his job with the Ottawa Citizen's circulation department and his local office to take a post at the Vancouver Province.

Lay, who will be succeeded as treasurer by Brian Danjaw, was given an engraved stein at a farewell party given by the local executive committee.

Washington Post to Upgrade Women

The Washington Post has pledged to expand the role of newswomen in top and middle-management positions and to accord them equal treatment on story assignments.

A memorandum affirming the equal-opportunity program was issued by top editors last month after a series of meetings with a women's caucus of Post employees.

Among the steps designed to assure equal opportunity for both women and blacks is the creation by the Post of an "Equal Employment Opportunity Committee" with representatives of both groups.

The memorandum, by Executive Editor Benjamin C. Bradlee and Managing Editor Howard Simons, promised to "increase substantially, and as fast as possible consistent with quality and opportunity, the role of women on this newspaper."

The memorandum said there would be no discrimination against women in assigning stories involving action and violence.

The memorandum noted that, since it first met with the women in April, management had added two women assistant managing editors in its "Style" section and

created a new associate editor's position to be filled by a woman. A woman has been named managing editor of the Post's weekly book supplement and another woman has been named assistant editor.

The memorandum said the latest editorial-page vacancy went to a woman, the next metropolitan-desk position will go to one and that management is seeking to name a woman as assistant Maryland editor.

"Before any vacancy in the newsroom is filled," it said, "editors will be expected to provide us with resumes of female and black employees interviewed for that vacancy."

The new equal-opportunity committee will receive monthly status reports on the employment of women and blacks, comparing current figures with those of previous months and the year before.

The committee is headed by Robert Baker, assistant to the executive editor. It consists in addition of two blacks, two women and two white males. The blacks include Guildsman Ron Taylor, one of the "Metropolitan Seven" who filed a discrimination complaint against the Post in April.

The women's caucus responded

to the memorandum without enthusiasm. "It's a small beginning," said one member of the group, Elsie Carper, and the caucus sent Bradlee a memorandum indicating it was not fully satisfied with the new policy.

The women said they should have been allowed to select their representatives on the equal-opportunity committee, although they said they had no objection to the two picked by management—Guildswomen Mary Rus-

sell and Karlyn Barker.

Figures compiled by Baker showed that there were 47 women in reporters' and editors' positions as of May 30 and 34 in lower-echelon jobs out of a total newsroom force of 410. Two months earlier, before talks with the women's caucus began, there were 41 women in upper-echelon positions and 33 in lower jobs out of 394.

Guild Strikers Cleared Of Fall River Charges

Fall River, Mass.—Charges against nine Guild members involved in picket-line incidents during the bitter Fall River Herald-News strike were dismissed in District Court June 15.

Among those cleared were Robert Bruner, administrative secretary of the Boston Guild; James Orcutt, assistant director of the Guild's New England Servicing - Organizing Program, and Unit Chairman Frederick T. Garde.

Twenty-two charges against the nine ranged from disorderly conduct to assault on police. Eight of the charges were against

Orcutt, who was arrested four times.

Defense counsel James P. McGuire asked that the charges be dismissed in view of the fact that the strike had been amicably settled. The prosecution concurred.

The Guild will withdraw charges filed against police, who manhandled TNG President Charles A. Perlik, Jr., during one incident.

Craft unionists crossed picket lines and the Herald-News continued to publish during the 14-week strike, which was settled May 3.

Guild Files for 220 in Pasadena, Salem

Salem, Ore.—A petition to represent 140 employees of the Salem Capital Journal and Statesman was filed June 16 by the Seattle-Tacoma Guild.

The petition covers the papers' advertising, business-office, circulation and editorial departments. It was submitted after the local amassed signed cards from an overwhelming majority of eligible employees.

Salem is some 200 miles south of Seattle and would give the Seattle-Tacoma local its first Oregon unit. Administrative Secretary Kirk Smith said the local is "intensely interested" in the establishment of a Pacific Northwest Guild to include locals in Washington and Oregon.

The Statesman is a morning daily with 40,000 circulation and the Capital Journal an afternoon paper with 24,595.

New York Guild Seeks Newsweek Book Unit

New York City—The New York Guild has filed a representation petition for nine employees of Newsweek magazine's book division.

Local Representative Raymond Mann filed with the National Labor Relations Board after the company refused a demand for voluntary recognition.

Board Cites Own Error

Detroit Guild Victory Invalidated

Detroit, Mich.—The National Relations Board has deprived the Detroit Guild of its election victory at the Macomb Daily in nearby Mount Clemens because the board erred in setting eligibility dates.

A new election has been scheduled for July 21—the third to be conducted there. The first, held in February 1971, was set aside because of improper company conduct.

The Guild lost the first vote, 41 to 35. The second, held last October, produced a 43-to-42

victory for the Guild.

But NLRB Regional Director Jerome Brooks recommended that this election, too, be set aside, because a board agent's error in setting eligibility dates could have affected the outcome by producing a different list of eligibles. The NLRB approved the recommendation despite Guild objections.

With three organizing leaders fired two weeks before the election, the Guild lost a representation vote June 13 among employees of East Side Newspapers.

cases.

TNG International Vice President Barney Peterson came here to assist International Representative Richard J. Ramsey in the pre-election campaign, and International Vice President Warren E. Howard flew in to meet with black and other employees, accompanied by Washington Star Guildsman Michael Satchell, who formerly worked at the Kansas City Star.

International Chairman James B. Woods came June 3 with Robert Sanford, a St. Louis Post-Dispatch Guildsman who formerly worked at the Star, to meet with employees, and Frank Garofalo, president of the Wichita Guild, and William Woo, another Post-Dispatch Guildsman formerly with the Star, also came to Kansas City to talk to employees at a Guild picnic.

The vote was 31 to 21. The Guild, which earlier filed unfair-labor practice charges as a result of the dismissals, is challenging the election on the grounds of intimidation. It reported that the company held a series of departmental captive-audience meetings shortly before the election.

The company, which publishes a string of 10 community weeklies, said dismissal of the three Guild leaders was for economy. They were dismissed out of seniority.

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Pasadena, Calif.—A weekend "blitz" led by two TNG international representatives produced enough cards to file a representation petition June 12 at Ridder's Pasadena Star-News.

International Representatives Charles Dale and Dick Pattison, together with five Los Angeles Guild members, obtained cards from a substantial majority of the paper's 80 editorial employees. The petition was filed by the Los Angeles Guild.

In addition to publishing a 28,000-circulation morning paper, a 24,000-circulation evening paper and a 55,000-circulation Sunday edition, the company produces several weeklies.

Ottawa Guild Petitions For Journal Part-Timers

Ottawa, Ont.—The Ottawa Guild has filed a petition with the Ontario Labour Relations Board to represent six part-time district managers at the Ottawa Journal.

The Guild has bargaining rights in the Journal circulation department, but its certification excludes part-timers working less than 24 hours a week. Last February it was certified for 11 part-time district managers at the Ottawa Citizen.

Glusker Cited By San Jose

San Jose, Calif.—Former San Jose Guild President Al Glusker received the local's Frank Sauliere Award for outstanding Guild service last month.

James Choate, the incumbent president, paid tribute to Glusker as a unifying force in the Guild at the local's annual Gridiron dinner, where the awards were presented.

Christie Engwicht Barrie received the local's first Clover Cummings Shop Steward's Award.

A Citizen of the Year Award went to City Historian Clyde Arbuckle for his aid to the working press.

Buffalo's Hill Upheld On Shielding Source

A federal court in Buffalo this week issued an order protecting Buffalo Evening News reporter Raymond C. Hill from questions on confidential information and sources in a trial involving an armed raid on a hippie commune.

Hill was subpoenaed to testify on a copyrighted News story quoting three men as saying they shot up the commune under an arrangement with sheriffs' deputies in two New York counties. One of the deputies is on trial on a charge of conspiring to violate the victims' civil rights.

The court order was obtained June 20 on a joint request by the Buffalo Guild and Evening News attorneys representing Hill.

Federal Judge John O. Henderson said the order was patterned on one issued in the case of New York Times reporter Earl Caldwell, now before the Supreme Court. It was assented to by both the prosecution and defense, but when Hill took the stand most of the questions asked by the prosecution were ruled out of order.

Henderson said a reporter's testimony should not be used to search for new evidence.

Hill, a former Guild president, broke the shooting story in May 1971 after the three men told him they were hired to raid the rural Orleans County commune in December 1969 by sheriff's aides in Genesee County. Deputies in both counties helped arrange the attack, the three said.

One member of the commune was wounded by a shotgun blast and others were terrorized.

Attorneys for Orleans Deputy Sheriff Richard Wagner subpoenaed Hill June 15 to substantiate quotes attributed to one of the three men.

Elsewhere, Newark News attorneys are appealing an order requiring reporter Peter J. Bridge to testify before a county grand jury investigating a reported bribe in the appointment of a Newark Housing Authority official. Bridge has been threatened with contempt for refusing to answer certain questions before the inquest.

The News's Guild unit has sent the paper a letter commending its position despite the fact that Bridge worked as a strikebreaker during the Guild's 1971 strike against the News.

A state appellate court has upheld the order requiring Bridge to testify on a story quoting a Housing Authority commissioner as saying she was offered \$10,000 to influence her vote. He sought to have the subpoena quashed on the basis of a state newsmen's privilege law, but Superior Court Judge James R. Giuliano ruled that he had waived the privilege when he quoted the commissioner.

Appellate Court Judge Harold Kolovsky agreed during a hearing that "once the source is revealed, all confidences are destroyed."

Ax Hits 30 Jobs, Chops 31-Year AP Veteran

New York City—The Associated Press is cutting back from 30 to 35 jobs in an economy measure that has included the dismissal of A. E. Maloof, a 31-year photographer and Guild activist.

The Wire Service Guild has voted to take the dismissal of Maloof to arbitration, but AP has taken the position the matter is not arbitrable. The issue may go to Federal Court.

The staff reductions, amounting to about one percent, have principally affected AP's Washington and New York bureaus. Eight photographers' jobs have been eliminated, and AP Vice President Keith Fuller told the Guild this month that two more may go.

Maloof, who has been a mem-

ber of the local's executive committee, representative assembly and AP national committee, was cut from the Boston photo department.

The Guild charged that the dismissal was due to Maloof's Guild activity and violated a clause requiring that work in Guild jurisdiction be performed by members of the bargaining unit. It charged AP with excessive use of stringers in Boston.

AP has told the American Arbitration Association that staff reductions are not arbitrable under the contract and that it will "rely upon the courts to interpret the language."

An editorial in WiReport, the local's official publication, termed the dismissal of a 31-year veteran "a wrongheaded, immoral, high-handed decision in the worst tradition of business-office management."

Newark News Defies NLRB

Philadelphia, Pa.—The National Labor Relations Board went to the Third Circuit Court of Appeals this month to force the Newark News to pay compensation lost when the News unilaterally cut regular overtime and expense payments last year.

The News has told the North Jersey Guild it doesn't intend to comply with the board's order.

The award of compensation, with interest, entitles Guild employees to an estimated \$52,000 lost when the company unilaterally discontinued payments for overtime not worked and expenses not incurred, a long-standing practice designed to compensate for low wages.



Tube Makeup

TNG officials view demonstration of Hendrix electronic page makeup device at the American Newspaper Publishers Association technology conference in Atlantic City. From foreground, standing, Field Operations Director J. William Blatz, Presi-

dent Charles A. Perlik, Jr., and Administrative Operations Director Ellis T. Baker. The new machine, unveiled at the conference, allows operator to dummy a page from information stored in a related computer.

Guild Locals Turn to Legal Action To Spur Drive on Discrimination

Guild locals and members are increasingly seeking the aid of local, state and federal human-rights agencies as part of their effort to end race and sex discrimination in the shop.

Within the last six weeks, the St. Louis Guild has asked the federal Equal Employment Opportunity Commission to act on a charge of pay discrimination at the St. Louis Post-Dispatch, and a New York Times Guildswoman, with full Guild support, has filed a complaint charging the Times with promotion discrimination.

Earlier, the Los Angeles Guild succeeded in ending blanket discrimination against a group of women employees at the Long Beach Independent & Press-Telegram after complaining to the EEOC.

In the latter case, management had been refusing to pay customary mileage allowances to six employees of its life-style department, all women. It capitulated when the Guild moved simultaneously for arbitration and EEOC action.

An arbitrator in Detroit ruled recently that the submission of a civil-rights complaint doesn't bar a union from following the grievance path at the same time (GR, May 26).

In St. Louis, the Guild acted on behalf of a maid, Beattie Lewis, who is paid \$20.95 a week less than male cleaners doing essentially the same work.

The Guild, pointing out that, except for sweeping heavy metal,

Lewis's duties are the same as the cleaners' regular work, asked that she be upgraded to the cleaners' classification. When the company refused, the Guild filed a sex-discrimination complaint, asking retroactive pay at the cleaners' rate for the full two years allowed by law.

The Guild noted that only three or four of the cleaners do the metal sweeping that is the only distinction between the two jobs. When the Post-Dispatch's other maid left some time ago, it added, she was replaced by a male cleaner, and Lewis does his work on his day off.

The New York complaint was filed by Scott Brown, a black

woman employed as a secretary in the Times's college- and school-services division. Turned down when she applied for a sales representative's job two years ago, the Guild said, she was told she would receive prime consideration for promotion if she took a sales-instruction course.

She took the course successfully, but when the next vacancy was posted, she was passed over again. Applying for the third time recently, the Guild reported, she was told she wasn't qualified.

The complaint was filed after unsuccessful efforts by the Guild unit's grievance and human-rights committees to get her the promotion.

Erase Bias in Job Forms, State Tells Newark News

Newark, N.J.—The State Civil Rights Division has ordered the Newark News to eliminate discriminatory questions on its job application forms following a Guild complaint.

The News has 30 days to eliminate 10 queries labeled discriminatory or face a formal complaint by the division.

The state agency pinpointed questions on marital status, age, citizenship, arrest records, draft classification, reserve status, home and automobile ownership, number of dependents and the relationship of the person to be notified by the company in the

event of an emergency.

Unit Chairman Douglas Eldridge complained to the division last month after an unsuccessful effort to have the company remove the questions on age, citizenship, draft classification, arrest records and marital status.

The state agency is also investigating the News's dismissal of a copy boy—one of three blacks on an editorial staff of 112. He was fired without notice after failing to report for work.

The copy boy filed the discrimination complaint, and the Guild may take the case to arbitration.

Hearst-Imposed Raises Widen L.A. Gap

Los Angeles, Calif.—Hearst's Los Angeles Herald-Examiner, declaring bargaining with striking unions at an impasse, instituted unilateral pay increases for its strikebreakers this month.

The raises were implemented over the objections of Guild and other union representatives, who said they were prepared to continue negotiations. The company said it would continue to bargain but had decided to put the raises into effect.

The unions objected that the increases—19 to 21 cents an hour for most employees—were totally inadequate and would increase

the gap between pay at the Herald-Examiner and other area papers from about \$30 before the strike to as much as \$45.

The company, which said it was instituting the raises to curb a high turnover among its strikebreakers, said it was convinced the new scales would be enough "to get the caliber of people we need."

The company also acted unilaterally to institute a pension plan that the unions had rejected as inadequate because of excessive waiting periods and no provision for past service. It claimed an impasse there, too.

The National Labor Relations Board, meanwhile, has dismissed an unfair-labor-practice charge brought against the Herald-Examiner over the pension plan by the Newspaper Independent Union Council, an unaffiliated union of business-office employees whose members have worked throughout the strike.

The union had accused the company of "sham bargaining" in negotiations that ended when the company unilaterally discontinued its members' severance pay and retirement plans last July even though the new pension plan was not yet ready.

The Teamsters' union has filed a petition to represent 35 strike-breaking Herald-Examiner deliverers. Deliverers are part of the Los Angeles Guild's unit at the struck paper, and both the Guild and the company argued at a National Labor Relations Board hearing June 20 that they are an inappropriate unit.

The Western Conference of Service Employees' Unions last month adopted a resolution supporting the Herald-Examiner strike and the printers' strike against the San Rafael Independent and called for a boycott of all Hearst publications.

THE SHORT OF IT

The American Society of Newspaper Editors has established a women's-rights committee to inquire into the status of women on newspapers, uncover the prejudices against women that creep into news columns and "find out why there aren't more women in ASNE membership." . . . The Los Angeles Guild, acting on unanimous votes of its representative assembly and executive board, urged the State Senate's rules committee to clear the Equal Rights Amendment for floor action last month, but the committee refused to do so. . . . The Fourth Circuit Court of Appeals has upheld a ruling that racially discriminatory real-estate ads in newspapers are prohibited by federal fair-housing legislation. The American Newspaper Publishers Association had joined the Silver Hill (Md.) Courier in contesting the case. . . . New York Times Publisher Arthur Ochs Sulzberger is opposed to press councils. "This would simply be regulation in another form," he objected in a recent commencement address.

Too Much Bias to Digest

Women employees of the Reader's Digest are the latest in the industry to charge sex discrimination in a complaint filed with the Equal Employment Opportunity Commission.

They accused the Digest of discriminatory hiring and promotion and paying inequitable salaries. A large number of the magazine's women employees do nothing but "routine clerical work under less than desirable conditions," they said, some rigidly supervised, "watched on closed-circuit TV" and forced to get permission to go to the bathroom.

Management, with whom the women said they had had unproductive meetings, admitted "some inequities" but said women are editors-in-chief of five of the magazine's 23 editions, that 14 of 22 associate editors are women and that a woman is its associate general counsel.

The Fund for Investigative Journalism has received a \$200,000 grant from the Markle Foundation to be used in part for local journalism reviews. One projected for Washington by the George Washington University Chapter of Sigma Delta Chi could use some; its debut has been delayed by lack of finances. . . . ITU President John J. Plich and members of his Progressive slate have been re-elected. Unofficial returns from 562 locals gave Plich 42,890 to 29,923 for David D. Donovan of Chicago. . . . An arbitrator has ruled that the Guild's contract at the Sacramento Union means just what it says: Employees who normally work after 6 p.m. must be paid overtime on a weekly basis regardless of how many days they actually work overtime. The company had asked for a "liberal" interpretation of the clause, which excludes only telephone operators. . . . And in San Jose, arbitrator Sam Kagel has ordered an editorial assistant who prepares the Mercury and News's television schedules upgraded to writer-editor status—with a salary increase of \$122.

Breakthrough in Broadcasting

Minority groups have won an unprecedented voice in the operation of broadcasting stations under an agreement allowing McGraw-Hill Inc. to buy four Time Inc. television outlets.

Chicano and other groups agreed to withdraw a challenge to the acquisition, clearing the way for Federal Communications Commission approval, after McGraw-Hill agreed to:

1. Establish a 15-percent employment quota for minorities to be met in three years; 2. Increase minority programming; 3. Create a national advisory council, local councils and two coordinators to consult in minority programming, employment and training; 4. Patronize minority businesses in each of the four cities: Bakersfield, San Diego, Denver and Indianapolis.

The Civil Liberties Union is demanding \$10,000 from the Minneapolis City Council on behalf of a student reporter at the University of Minnesota attacked by police during an antiwar demonstration. It charged them with manhandling the reporter and seizing his press card, notebook and walkie-talkie. . . . Fifty-six sons and daughters of Guild members at the New York Times, Post and Daily News will receive \$36,000 in scholarships this year under a fund created by diversion of 13 cents from a wage increase starting in the mid-1960s. . . . I. Kaufman, veteran editor of the New York Guild publication Frontpage, was the surprised recipient of a special Page One award last month in recognition of his "invaluable service" to the Page One Awards. . . . Psychiatrist David Hubbard says newspapers have glorified skyjackings, terming the press guilty of "social pornography" in its coverage.

Teachers' Union Field Jobs Ruled in Guild Jurisdiction

An arbitrator last month ruled that five new regional directors' positions created by the American Federation of Teachers are part of the Washington-Baltimore Guild's bargaining unit of union staff members.

Arbiter Howard G. Gamsir rejected the AFT's contention that the jobs were "politically sensitive" and should be excluded from contract coverage.

The directors' positions were

created last June as part of a reorganization in which the director of field services, covered by the contract, was eliminated and his job decentralized.

The Guild argued that the regional directors were performing the duties assigned to the field director, with no greater authority. The AFT was resisting their inclusion, it said, because it wanted to create a "politically responsive and effective cadre."

Nixon's NLRB

A Grim Prospect for Labor

The following article by TNG general counsel Elliot Bredhoff is reprinted from Viewpoint, official publication of the AFL-CIO's Industrial Union Department, of which Bredhoff is also general counsel.

By ELLIOT BREDHOFF
TNG General Counsel

IT IS A TRUISM that rights provided by law for various individuals and groups in our society are meaningful only to the extent there is effective enforcement of those rights. Many federal statutes which contain protections for individuals rely on administrative agencies for implementation. Sympathetic administrators may assure full enforcement, while unsympathetic ones frequently may scuttle the very protections they are appointed to enforce. A case in point is furnished by the National Labor Relations Act and its enforcement arm—the National Labor Relations Board.

The NLRA, fathered by the late Sen. Robert Wagner in 1935, provided workers and unions with certain fundamental rights. Protections were granted for organizing, collective bargaining and the right to strike and engage in other concerted activities. In addition, prohibitions were placed on employer unfair labor practices which interfered with these rights.

Subsequent legislation—the Taft-Hartley Act of 1947 and the Landrum-Griffin Act of 1959—severely circumscribed these employee rights and imposed a host of restrictions on traditional and legitimate activities of unions. Yet, although these restrictions have watered them down, the basic employee rights specified in the original Wagner Act are still the law of the land.

Unfortunately, however, enforcement of these rights has not always been fair and even-handed. Hostile administrations have appointed unsympathetic board members who have substantially delimited the employee protections under the act.

Thus, the Eisenhower NLRB was notorious for its antinational attitude and its many arbitrary and restrictive interpretations and decisions. The dismal performance of that period is documented in the large number of Supreme Court and Court of Appeals reversals of Eisenhower board interpretations which undercut the organizing and collective-bargaining privileges intended by framers of the statute.

The breaches of statutory intent committed by the Eisenhower board were partially rectified by Kennedy and Johnson appointees. While these board members hardly were pro-labor, they at least heeded more faithfully in their decisions to the clear requirements of the statutory protections.

SAD TO SAY, it now appears that the Nixon board once again is making ready to turn the clock back to the proemployer administration of the act typified by the Eisenhower board.

A majority—three out of the five current members on the board—represent Nixon appointees. The first of these, Edward Miller, was appointed as chairman to replace Chairman Frank McCulloch, a Kennedy appointee. When the appointment was announced, labor spokesmen voiced grave misgivings. Miller previously had served as a labor-relations lawyer on the management side. As the AFL-CIO pointed out in Senate hearings, it was unrealistic to expect a former management attorney to disassociate himself from his former advocacy role and to rule objectively on conflicts between unions and companies. Moreover, the propriety of such an appointment is questionable, especially when no union lawyer, even under Democratic administrations friendly to labor, has ever been appointed to serve on the board.

This decision means that when unions are weakest—and thus when employees most need their NLRA protections—employers can escape their reinstatement obligations by exacting "waivers" of reinstatement rights from such unions.

The Nixon board dealt another insidious blow to the labor movement in the Collier decision, which was decided by member Fanning as "a complete reversal of board precedent." In the principal opinion signed by Chairman Miller and Member Kennedy, the board announced that it would no longer process unfair labor charges in certain cases necessitating a contractual interpretation, but rather will require the union to utilize the contract's arbitration procedure instead. This decision, which virtually forfeits the victory which the McCulloch board won from the Supreme Court in the C&C Plywood case in 1967, means that a union is forced to go through arbitration even though an employer is committing unfair labor practices and undermining the union's

strength. The destructive impact of this decision is incalculable.

IN THE AREA of remedies, unions have suffered an additional defeat of considerable consequence. Recent NLRB decisions in two cases, Tiidee Products and Ex-Cell-O, indicate that hopes for "make-whole" remedies from the board for employees victimized by employer unfair practices for all intents and purposes are dead. Even where an employer's refusal to bargain with a union is "a clear and flagrant violation of the law," the board has determined that it will not require the employer to compensate his employees for their lost opportunity to gain economic benefits through collective bargaining—a decision which amounts to a rather definitive "cop-out."

Perhaps the clearest illustration of the changed complexion of the NLRB is the drastic about-face in the Libby-Owens-Ford case, which involved a unit-clarification proceeding. In 1968, when the case first came before the board, it was decided that individual plants could be added to a multiplant bargaining unit and employees in such plants would be permitted to vote in self-determination elections on whether to be included in the larger unit. This decision offered hope that employees of multiplant employers could equalize their bargaining strength with that of the employer by consolidating existing separate bargaining units. In April 1971, however, the case was reconsidered by the board and was reversed. The only explanation for this sudden switch was the change in membership on the board: Two new members had been added—Chairman Miller and Member Kennedy.

In addition to the overt changes in NLRB policy wrought in the above decisions, a more subtle change is discernible in the board's recent treatment of certain labor-management problems. New patterns are evolving which represent a definite departure from the former board's approach to decision-making, and in all cases the result is unfavorable to the union position.

For example, compared to the McCulloch board, the Miller board exhibits a greater reluctance to issue bargaining orders where an employer has committed unfair labor practices and refuses to recognize a union which has demonstrated majority support. And this notwithstanding the Supreme Court's strong mandate to the contrary in the Gissel case.

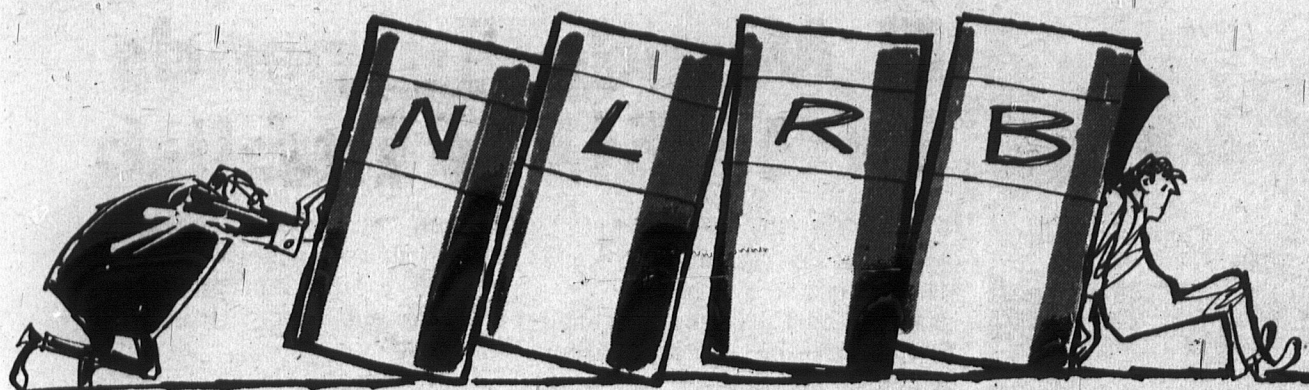
In the Linden Lumber case, the employer refused to recognize a union which had demonstrated majority support and flatly stated that "if the [board] holds an election, the company will not bargain with the union." After the employees struck in support of the union's request for recognition, the employer refused to reinstate two of the strikers.

Although the board found that the employer had engaged in unfair labor practices by not reinstating the employees, it refused to issue a bargaining order. The board concluded that an employer "should not be found guilty of a violation of Section 8(a)(5) solely upon the basis of its refusal to accept evidence of majority status other than the results of a board election." Linden Lumber and similar decisions which have followed, by allowing the employer an increased opportunity to delay recognition, grants a company an additional weapon which may be used to weaken or destroy a union.

Continuation of the board's representative character. The board's present form, under which a chairman appointed by the government presides over a board of labor and management representatives, is "essential to the future successful administration" of the code, the CLC warned.

"Without such a provision," it said, "the board of the future will, in our considered opinion, tend to take on the rigidity of a court and perhaps eventually be laid open to the danger of political patronage."

"The key to the present board's proven ability to achieve fairness, consistency and integrity throughout its long history of proceedings has been this representative character. We urge that this representative character be retained."



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Canada Board's Makeup Periled

Ottawa, Ont.—Canada's Labour Relations Board may lose its present character as an agency representative equally of labor and management, the Canadian Labour Congress fears.

The CLC, in a memorandum to the government, took "serious objections" to revisions contemplated by proposed amendments to the Canada Labour Code that make no provision for con-

tinuing the board's representative character.

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"Without such a provision," it said, "the board of the future will, in our considered opinion, tend to take on the rigidity of a court and perhaps eventually be laid open to the danger of political patronage."

FURTHER EVIDENCE of the board's new direction is manifested in its decisions involving employer speeches and threats prior to a union election. Whereas the old board would often find such speeches inherently coercive or exceeding the bounds of free speech in the context of the total circumstances, the Miller board, charitably stated, has demonstrated a higher threshold of tolerance toward such employer conduct. Conversely, in cases where union conduct is alleged to have upset the laboratory conditions required for a fair election, there is a greater propensity on the part of the current board to set aside an election.

To the further detriment of union organization drives, in cases involving discharge of employees for engaging in union activity the present board is more likely not to find a violation of 8(a)(3) than the former board. In such cases, several of the board members have resorted to reversing the trial examiner's evidentiary findings in order to conclude that the employer was not in violation of the NLRA.

It must be stressed that it is in the day-to-day decision-making as much as in specific precedent-setting cases that the scales are being tipped in favor of management. This bias has even invaded the formerly routine area of the amendment-to-certification process. Such an issue arises, for example, when an AFL-CIO affiliate seeks, midpoint in the collective-bargaining relationship, to amend an existing certification to reflect its newly acquired status of majority representative of employees previously represented by an independent union. The Miller board takes a more technical and restrictive view than its predecessor and is much more likely to deny the petition.

Such a narrow approach offends the policy of the National Labor Relations Act by denying employees the right to be formally represented by the union of their choice and by depriving the union of its recognition rights under the act.

THIS OCTOBER, in an ironic twist of events, the NLRB itself was found to have committed an unfair labor practice. The NLRB Professional Association, comprised of over 100 lawyers, filed a complaint against its boss, Chairman Miller, which was later upheld by the Labor Department, for unilaterally instituting changed time schedules. How can labor expect a fair chance when the chairman of the NLRB commits unfair labor practices himself?

Given all these facts, the prospects for the future appear grim. With the current make-up of the board, the struggle is going to be an uphill battle for labor. Unions are no longer faced mainly with the challenge of improving the implementation of current law. Rather, the next few years, if current trends continue, will present unions and employees with the unpleasant prospect of fighting to preserve what legal protections presently exist under prior board decisions.

As in so many other areas of government, workers and unions, which depend on the NLRB for effectuation of their statutory rights, must face up to the stark reality that "we lost the last election." The negative effects of this loss will be felt for a considerable period. Workers and unions can mitigate these effects in the future by resolving to avoid such a loss in the forthcoming election.

Bargaining Resumes In Canton Shutdown

Canton, Ohio—Guild negotiations with Thomson's struck Canton Repository were resumed this week following a three-week rupture.

The two sides were brought together by a federal mediator June 21 after an unsuccessful effort by Canton Mayor Stanley Cnich to get bargaining resumed. Cnich had met separately with each side following a breakdown in negotiations May 29.

At that meeting, management told the Guild and a federal mediator that it would not budge on the remaining issues despite reports that it had been prepared to make a new offer.

Last week the company filed a refusal-to-bargain charge against the Guild from Thomson headquarters in Chicago. Jack F. Weir, the Guild's negotiator, termed the charge "ridiculous" and said the Guild was ready to bargain at any time.

The Guild responded to the break in negotiations by moving to strengthen its strike paper, the Canton Reporter.

"Our new printing facilities, bigger plans for the strike paper and the printers' insistence on bargaining their contract before returning to work all serve to solidify our strike position," the Guild said in a strike bulletin.

Wages, equal pay for women, time and a half in cash for all overtime, parity for district managers, sick pay and jurisdictional protection are principal strike issues.

The Guild had modified its proposals at a May 13 meeting in hopes of reaching a settlement, but management made only "a couple of minor concessions," the Guild reported.

On wages, the company upped its prestrike offer of \$15 in the first year for higher-paid employees, \$12 for those in the middle bracket and \$10 at the

bottom to \$18, \$15 and \$12, leaving its second-year offer of \$12, \$11 and \$10 unchanged.

The Guild sought to redistribute the total amount of money involved to raise minimums further without adding substantially to the cost. The company said it wasn't interested.

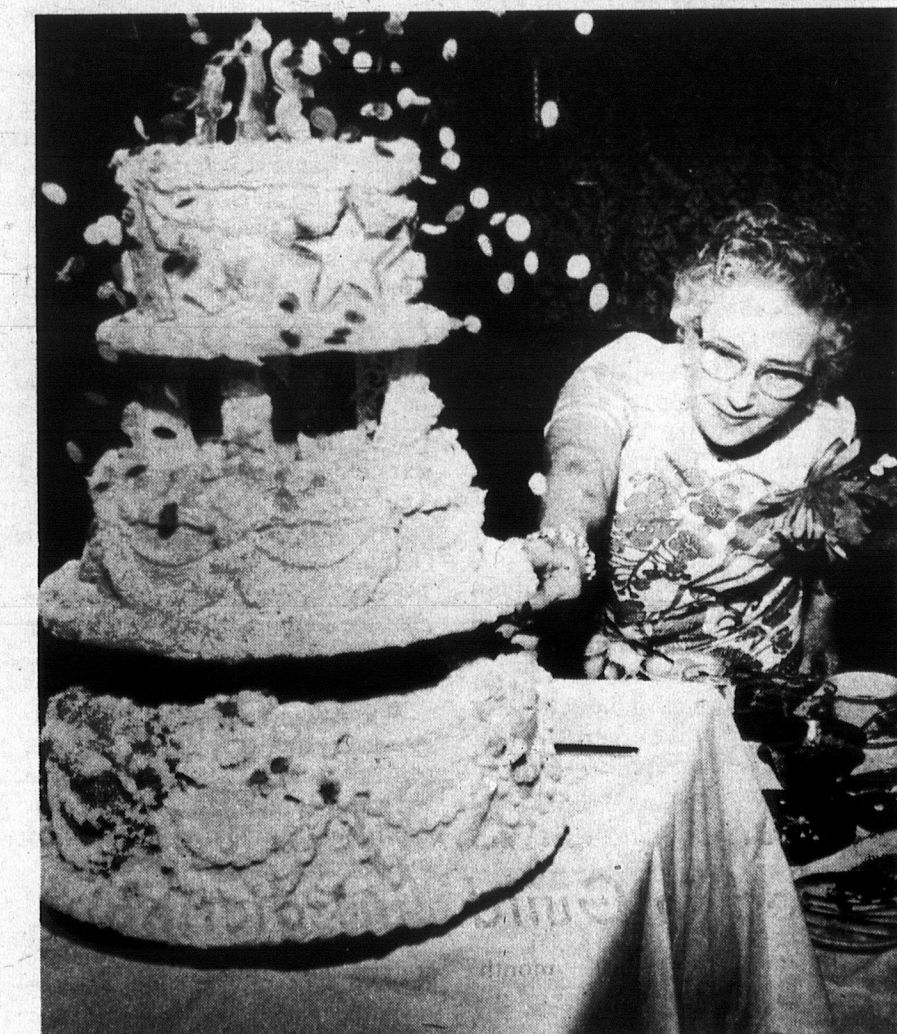
The Repository also backed off from a jurisdictional agreement reached before the strike, the Guild reported. It denied having agreed to protection from job losses due to new processes or equipment.

The Guild finally assembled an offer it said "should have brought a settlement," compromising on a number of issues. The company rejected several of the proposals while acceding to others, but no agreement could be reached. The Guild said its offer would not be made again, and at the next meeting put its earlier money proposal back on the table.

The Guild reported \$2,625 in new strike contributions. Recent donations include the following:

Toledo Guild	\$ 200
Steelworkers' District 27	500
Denver Guild	125
Sacramento Guild	100
UAW Local 161	50
St. Louis Guild	200
Pittsburgh Guild	50
Telegraph Workers' Local 203	10
Steelworkers' Local 3346	50
Akron Guild	250
Ottawa Guild	25
Stockton Guild	75
Kenosha Guild	50
Detroit Guild	100
San Diego Guild	50
Great Lakes District Council	400
UAW Local 545	1,500
Steelworkers' Local 1123	10
Steelworkers' Local 1383	10
UAW Local 917	100
Youngstown Guild	100
San Jose Guild	200
San Francisco-Oakland Guild	150
Peoria Guild	50
Pawtucket Guild	150
Southern District Council	200
Washington-Baltimore Guild	200
Kingston Guild	25
Terre Haute Guild	25
Erie Guild	25
New York Guild	150
Chicago Guild	50
Seattle-Tacoma Guild	100
Lansing Guild	50
Hawaii Guild	50
Empire State District Council	25
Gary Guild	25

The new donations brought total contributions to \$12,338.



Triple-Deck Sendoff

A "30" popped out of the top of this retirement cake a moment after Frances (Tankie) Hughes, long-time Terre Haute Guild leader, plunged in the knife for the first slice. Friends and coworkers gave the party for Hughes, who called it quits at 65 after a 40-year career as a reporter, feature writer and columnist for the Terre Haute Tribune and Star. She was local president for two years, a member of the executive board almost continuously for 22 and was a former secretary of what is now the Great Lakes District Council.



Chow Line

Rice and beans are dished out for hungry pickets at El Mundo, where Puerto Rico Guild members

have been keeping vigil for 19 weeks in a strike against the island's largest paper.

El Mundo Suspends Attempts to Publish

(Continued from Page 1)

were sent on vacations, in some cases next year's vacations.

Raymond J. Compton, regional director of the National Labor Relations Board, ruled last week that all 32 transportation and circulation employees the company has been trying to exclude from the bargaining unit as supervisors are supervisors. The decision included two employees—the promotion manager and school-distribution manager—who supervise no one.

Compton held that 64 district managers and two route coordinators the company has also sought to exclude could be part of the bargaining unit but said their inclusion should be established by a representation election.

Hearings on the scope of the unit have been under way for several months. The company has been trying to exclude a total of 430 employees out of 890 in departments under Guild contract.

The Guild struck Feb. 10 when bargaining deadlocked over the exclusion issue and wages. The initial days of the strike were

marked by police attacks on strikers and a concerted company attempt to maintain publication with the aid of imported strike-breakers.

The company obtained an anti-picketing injunction, but its efforts to fly papers out of the plant and distribute them outside San Juan flagged as Puerto Rican unions and other groups rallied strongly to the Guild's support with demonstrations, picket-line support and a boycott.

San Juan UPI Group Seeking New Union

San Juan, P.R.—Eleven out of 12 employees of the Puerto Rico Guild's striking United Press International Unit have filed a representation petition seeking recognition as an independent union and have returned to work.

The petition was filed after TNG's Contracts Committee refused to allow a contract raising newsmen's top minimums \$50 over three years. TNG had earlier asked the local to withdraw an offer to settle the strike for \$45 over three years.

The Guild has been aiming at increases totaling over \$60 to narrow the \$24 gap between UPI salaries and those of reporters at the San Juan Star. Both are Scripps-Howard properties.

The Guild struck Puerto Rico UPI March 11 after months of fruitless bargaining to replace a contract that expired last November. A Guild shop, as well as wages, was in dispute.

Pay Board Toughens 'Catch-up' Policy

(Continued from Page 1)

ment from 60 days to 90. The requirement applies to deferred increases exceeding seven percent a year for contracts covering 1,000 or more workers and forbids payment of such increases until 90 days after notification.

Among the deferred increases that were not reported in time were Guild pay boosts effective March 31 at the New York Times and Daily News, which have been challenged by Pay Board Chairman George Boldt. The Times notice didn't reach the board until April 14 and the News notification until April 12.

The Times and News increases amount to 11 percent on minimums, but they come to slightly more than nine percent on the basis of the board's computation formula, which covers total payroll and fringe costs.

The Internal Revenue Service has notified the St. Louis Post-Dispatch that it has approved increases amounting to seven percent in a recent Guild settlement, stating that an appeal would have to be made to the Pay Board for approval of the remaining 1.1 percent. The IRS is not allowed to approve increases beyond seven percent.

The Pay Board this month ordered its first reduction of a deferred increase, cutting back an 11-percent boost to seven percent for 3,900 meat cutters, employed by three supermarket chains in Philadelphia. The employees have been receiving the

\$336 Top Gained At Labor Paper

The top minimum for editorial employees of Labor, organ of the nation's railway unions, is increased \$36, to \$336, in a new 18-month contract with the Washington-Baltimore Guild.

Under the new contract, Labor will increase its monthly health-insurance contribution \$14.71, to \$45.21, and its life-insurance payments \$1.70 to \$7.60. Pension contributions will be increased \$3 a week, to \$14.

increases since March, but they will not be required to pay back the difference.

A board spokesman said the ruling was not necessarily a precedent and that each increase would be treated individually.

Meat Cutters' Vice President

Leon Schachter said the raise had been negotiated in recognition of increased productivity of the affected employees. He accused the board of misrepresenting productivity figures and refusing to let the union inspect the figures the board had used in making its

own computations.

But board members said the increase put the Philadelphia butchers at the top of the pay scale in their industry, the Times reported, one pointing out that their pay had increased 47 percent over the past four years.

Key Minimums Now Yield 'Adequate' Budget

The average reporter top minimum in Guild newspaper contracts has now climbed above the national average required to provide a typical U.S. urban family of four with a "modest but adequate" standard of living.

But the average top for inside classified sales is far below that level and barely above the lowest of the Labor Department's three family budgets, formerly described as "austere."

The intermediate "modest but adequate budget" averaged \$210.98 on a weekly basis as of last fall, according to the Bureau of Labor Statistics. The average reporter top minimum as of June 1 was \$229.85, TNG's Collective Bargaining Department reports. The cost of living rose approximately 1.9 percent between last October and June 1.

Only three years ago, the average reporter top minimum was \$11.50 less than the intermediate budget.

It is still far short of the highest of the bureau's three budgets, originally described as the one necessary to provide an "American" living standard. That would require an income of \$305.86.

The inside-classified average as of June 1 was \$147.66, only \$8.93 above the lowest budgetary requirement of \$138.73.

Three years ago the inside-classified average was \$10 below the minimum required by the lowest budget.

Of 22 metropolitan budget areas where the Guild has contracts, in only one—Washington—does the reporter top exceed the highest of the three budgets for that area. The highest Washington top is \$345, the budget requirement, \$314.32.

The highest top is above the intermediate budget, however, in all but two cities—Portland, Me., and Indianapolis.

The highest inside-classified minimum in the 16 of these metropolitan areas where the Guild has contracts is below the lowest budget in three cases—Baltimore, Indianapolis and Portland.

All of the budgets assume a family consisting of a 38-year-old

husband working full-time, a nonworking wife, a son of 13 and a daughter of 8.

This may be the last such series of budgets produced by the bureau. BLS Commissioner Geoffrey H. Moore told advisory groups last year that the agency proposed to scrap the budgets and replace them with data showing how families at different income levels spend their money.

Members of the bureau's trade-

union advisory committee have protested the contemplated change, charging that it is motivated by the Nixon Administration's embarrassment over the growing gulf between budgetary needs and the average earnings of U.S. workers.

The lowest budget of \$7,214 on an annual basis was \$365 higher than the earnings of the average U.S. factory worker, according to BLS statistics.

Paycheck vs. Budget

The following table compares the highest reporter and inside classified top minimums in 22 areas as of June 1 with the weekly cost of the Bureau of Labor Statistics' higher, lower and intermediate budgets for those cities.

Area	Lower Budget	Classified Inside ¹	Intermediate Budget	Reporter Top ²	Higher Budget
Honolulu	\$172.88	\$182.35 ¹	\$252.07	\$274.00	\$378.84
San Francisco-Oakland	153.28	184.73	224.67	279.57	325.11
Boston	150.48	176.95	246.51	260.00	366.78
Los Angeles-Long Beach	147.51		211.25	246.80	312.01
Seattle	147.42	169.25 ¹	213.92	263.50	303.57
New York	145.73	233.21	242.01	361.67	369.96
Chicago	144.92		220.38	272.03	317.05
Baltimore	144.51	140.00	211.78	244.00	309.50
Washington	144.23	197.75	216.38	345.00	314.32
Portland, Me.	142.57	121.00	214.78	205.25	298.51
Philadelphia	142.42	176.91	219.30	261.26	318.90
San Diego	142.19	164.32	205.19	255.75	298.40
Buffalo	139.94		224.34	273.65	321.36
St. Louis	139.19	217.10 ¹	210.46	285.16 ¹	302.55
Minneapolis-St. Paul	139.09		215.05	260.00	312.13
Indianapolis	139.05	121.25	213.32	196.50	304.17
Cleveland	139.03	140.40	217.88	250.00	308.98
Pittsburgh	136.11		205.50	252.00	297.59
Detroit	136.03	138.71	206.80	264.50	301.25
Bakersfield	135.92		196.84	239.61	278.17
Cincinnati	131.80	146.50 ¹	201.78	252.00 ¹	282.00
Denver	131.11	141.50	204.59	260.00	296.51

¹ Highest minimum in cities where two or more contracts exist
² Plus bonus or commission
³ Pending Pay Board approval

Boston Sale Approved by Justice Unit

(Continued from Page 1)

in cash and the assumption of obligations for a million dollars in vacation pay and \$4,612,000 in severance pay due employees, \$1,400,000 in accounts payable and \$2,190,700 in severance pay and other contractual liabilities to 11 Herald Traveler executives.

Clancy and George Akerson, chairman of the board, each will receive \$408,750 in severance pay plus payment on the remainder of their contracts, and Treasurer Roger P. Talmadge will get \$272,500.

An advertisement was published in the Wall Street Journal June 12 by an "Ad Hoc Committee of Employees and Friends of the Boston Herald Traveler" as a last-ditch plea to stockholders to reconsider the sale to Hearst.

The ad noted that the offer would have enabled the newspaper to continue publishing while giving the shareholders a higher price. By accepting it, the ad said, stockholders could obtain "a more satisfactory method of divesting your company of its unwanted asset—and one that would not lay heavily on your conscience."

The ad, which cost \$3,200, was paid for by William Yocary, a New York photographer. Although it spoke in the name of Herald Traveler employees, Boston Guild Administrative Secretary Robert E. Bruner said he knew of no employees who had been solicited to join the committee.

The committee sought unsuccessfully to obtain an injunction against the sale.

The stockholders' meeting was told by a representative of Henry Garfinkle, owner of the Manhattan News Co. and holder of 16 percent of Herald-Traveler stock, that talks with publisher S. I. Newhouse had resulted in the conclusion that "no independent newspaper could come into Boston and operate in a three-newspaper market."

A financial statement distributed to stockholders showed that the newspaper lost 6.1 million dollars in 1971 and more than two million in the first quarter of 1972.

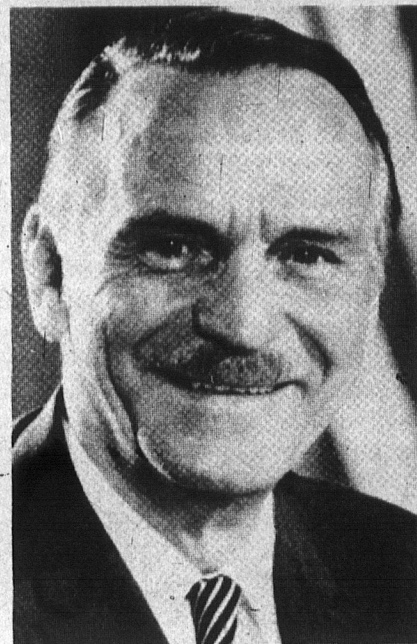
Hearst had originally offered to pay only 8.5 million dollars for the Herald Traveler, but when completion of the deal was delayed it added \$140,000 to cover the cost of continuing publication past May 29.

The assets acquired by Hearst include the Old Colony News Corp., a distribution subsidiary. The Guild, which represents circulation and other noneditorial employees at the Record American, filed a grievance last week, maintaining that circulation of the Record American through Old Colony would violate the Guild's jurisdiction.



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.
International Executive Board, fall meeting, Oct. 23-26, TNG headquarters, Washington.
Western District Council, fall meeting, Nov. 4 and 5, San Francisco.

200 to Attend San Juan Convention



GOV. LUIS FERRE
To Address Convention

Perlik Scores Press Check

(Continued from Page 1)

summarily excluded from the convention."

A Secret Service spokesman said the request was a routine security measure and in conformity with similar requests made of reporters since the 1968 conventions. But UPI Guildsman Steven Gerstel, chairman of the standing committee, said the service has never before requested personal information on everyone covering a convention.

Gerstel said the agency could achieve its security purpose by "keeping an eye" on those it has reason to suspect deserve scrutiny.

(Continued from Page 1)

edited on the display terminal and played back to the editor on tape.

A preliminary policy conference for Canadian delegates is being arranged by TNG for Monday night to deal with labor legislation on which recommendations may be forthcoming to the convention.

TNG President Charles A. Perlik, Jr., said efforts to hold a full-scale policy conference tomorrow, preceding the convention, had been unsuccessful because West Coast Canadian delegates will be unable to reach San Juan in time.

An annual one- or two-day pre-convention policy conference with authority to express itself autonomously on Canadian social and legislative issues and to advise on internal Guild policy affecting Canadian members and locals is one of the recommendations of the IEB and its Canadian task force coming before the convention.

Other recommendations call for a servicing program for Eastern Canadian locals and the stationing of a Canadian international representative in Western Canada.

The task force, in its report to the IEB, declared that "an increased measure of national identity for the Guild in Canada and an enlarged and more representative voice for Canadian members in Guild policy as it affects them as Canadians" is desirable.

Other IEB recommendations to the convention include an in-

crease in the Guild's key wage goal to \$475, increased emphasis on minority-hiring goals and "voice in the product" proposals and the use of volunteers to spur local organizing drives.

David J. Eisen is appealing to the convention to reverse the IEB's action in removing him as editor of the Guild Reporter last month.

A Cleveland Guild membership meeting June 20 urged the local's convention delegation to vote to reinstate Eisen or to submit the matter to arbitration. The motion, introduced by former International Vice President Noel L. Wical, was passed without dissent but with two abstentions, one by International Vice President Dorothy M. Sain, a member

of the IEB's Guild Reporter Committee.

Gov. Luis Ferre will deliver a welcoming address at the convention's opening session Monday and will be host to delegates at a cocktail party at La Fortaleza, the historic governor's mansion, early Monday evening.

Welcoming addresses will also be delivered by Alfredo Gonzales, Jr., president of the Puerto Rico Guild, and Hipolito Marciano, president of the Puerto Rico Federation of Labor.

Altered plans for a convention outing on Wednesday call for a trip to a fishing village on the Eastern Coast, and lunch at the Conquistador Hotel, a luxury resort that has been the site of several Hollywood films.

N.Y. News Resumes Talks As Guards Halt Picketing

New York City—A guards' strike that had threatened a total shutdown of the New York Daily News came to at least a temporary halt last week as bargaining was resumed.

Teamsters had refused to deliver newsprint across the picket lines, set up by a Teamsters' local representing the 60 guards, and management had announced that newsprint supplies would be exhausted by June 15.

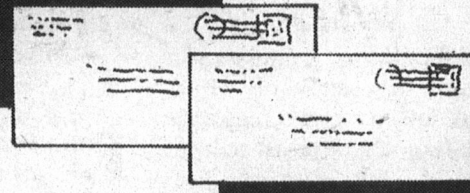
Members of the Guild and other newspaper unions continued to work during the strike. Guild Secretary-Treasurer Harry Fisdell said the guards' local had not notified the other unions that

there was to be a strike and never asked for support once it had started.

The guards struck June 8 in a contract dispute. They took down their picket lines and returned to work June 13 at the request of a state mediator, and negotiations were resumed the next day.

The New York Times had offered to let the News lease printing facilities at the Times' West Side plant if necessary to continue publication. The News, which had said it would have to stop publishing when newsprint ran out, indicated it would accept the offer.

IT SEEMS



TO US

Eaton's Attack on Nixon Scored As 'Impertinence'

SAN ANTONIO, TEX.

Editor:

GR's resident pedant, William Eaton, is not one to use a rapier when a meat ax is handy, and while I do not object to the latter weapon, it does call for enough accuracy to avoid mutilation of bystanders and destruction of the wielder's own underpinnings.

I submit that Eaton is guilty of impertinence—not because he follows TNG line in detesting our current U.S. President but because he stoops to tactics some of us fail to appreciate.

How can he refer almost casually to the fact that Nixon did get nearly 500,000 ground forces out of this war (to which they were committed by a Democratic regime) and in the same breath refer to Nixon's recent actions as based on a "threadbare excuse" that he wants to protect the lives of 60,000 men still there [GR, May 12]? I don't know Eaton's record, but there are numerous GIs and ex-GIs who resent that slur.

Eaton describes Nixon's reaction to a full-scale Communist invasion as "(apparent) surprise that the enemy has the nerve to use . . . real bullets."

I'm thankful most of us do not depend exclusively on Eaton for interpretation of public affairs.

ED GRIFFIN
San Antonio Guild

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.

11 in Pueblo Maintain Eaton Unfair to Nixon

PUEBLO, COLO.

Editor:

As members of the Pueblo Newspaper Guild No. 174, we express objections to the editorial comment by William J. Eaton in the Guild Reporter of May 12, 1972.

We consider Eaton's remarks not only inaccurate but also unfair to President Nixon and to Guild members who expect truth as well as objectivity in our publication.

The idea of "finessing a negotiated settlement with the aid of Moscow and Peking" makes Eaton appear incredibly naive, to say the least. To depend upon these two powers to look out for American interests would be as ridiculous as trusting a fox to guard the henhouse.

President Nixon has exercised great patience and restraint in dealing with an arrogant and intransigent aggressor, and in our opinion he deserves respect instead of vilification.

And, contrary to Eaton's implications, polls show a majority

of Americans are with the President.

We believe the interests of The Newspaper Guild would be better served by giving us editorial comment oriented closer to home base—instead of so far out in left field.

A. D. ROSE
MARGARET E. ROSE
CHARLES E. ROGERS
PAUL E. DANIEL
VINIS O. McCONNELL
DOLPH CHANEY
JOE E. OTUPELIK
JOLAN B. TRUAN
L. D. OTTINGER
EUGENE V. McCONNELL
DON ELLIS
Pueblo Guild

Convention Action Urged On Religious Standard

BERKELEY, CALIF.

Editor:

As a member of the Religion Newswriters Association's grievance committee which dealt with the treatment afforded Janice Law by the Houston Chronicle, I am grateful for your excellent feature dealing with this issue [GR, May 26].

One significant aspect of this case was Chronicle Managing Editor Don Pickels' amazing admission to Dr. Rivers that Janice's replacement (a Southern Baptist seminary PR man) was, prior to being hired, questioned as to whether he believes in the Virgin Birth!

I hope that TNG at its next convention will speak strongly to

this onerous criterion—by which, in logical sequence, all sports writers should be athletes and all society columnists faithful defenders of the Social Register.

This issue not only involves a meretricious assault upon the integrity of religion news reporting but involves the question of religious discrimination. As Houston's Rabbi LeBurkien put it:

"Her job is to ferret out facts and report, not to win friends and influence people. I have the distinct impression that concern for public relations has overshadowed the Chronicle's attachment to the freedom of the press. Religion is in difficulty in America. Mrs. Law reported that difficulty. Honest reporting will lead to a renewal of healthy religion in America."

REV. LESTER KINSOLVING
San Francisco-Oakland Guild

Eisen's Removal Seen 'High-Handed Reprisal'

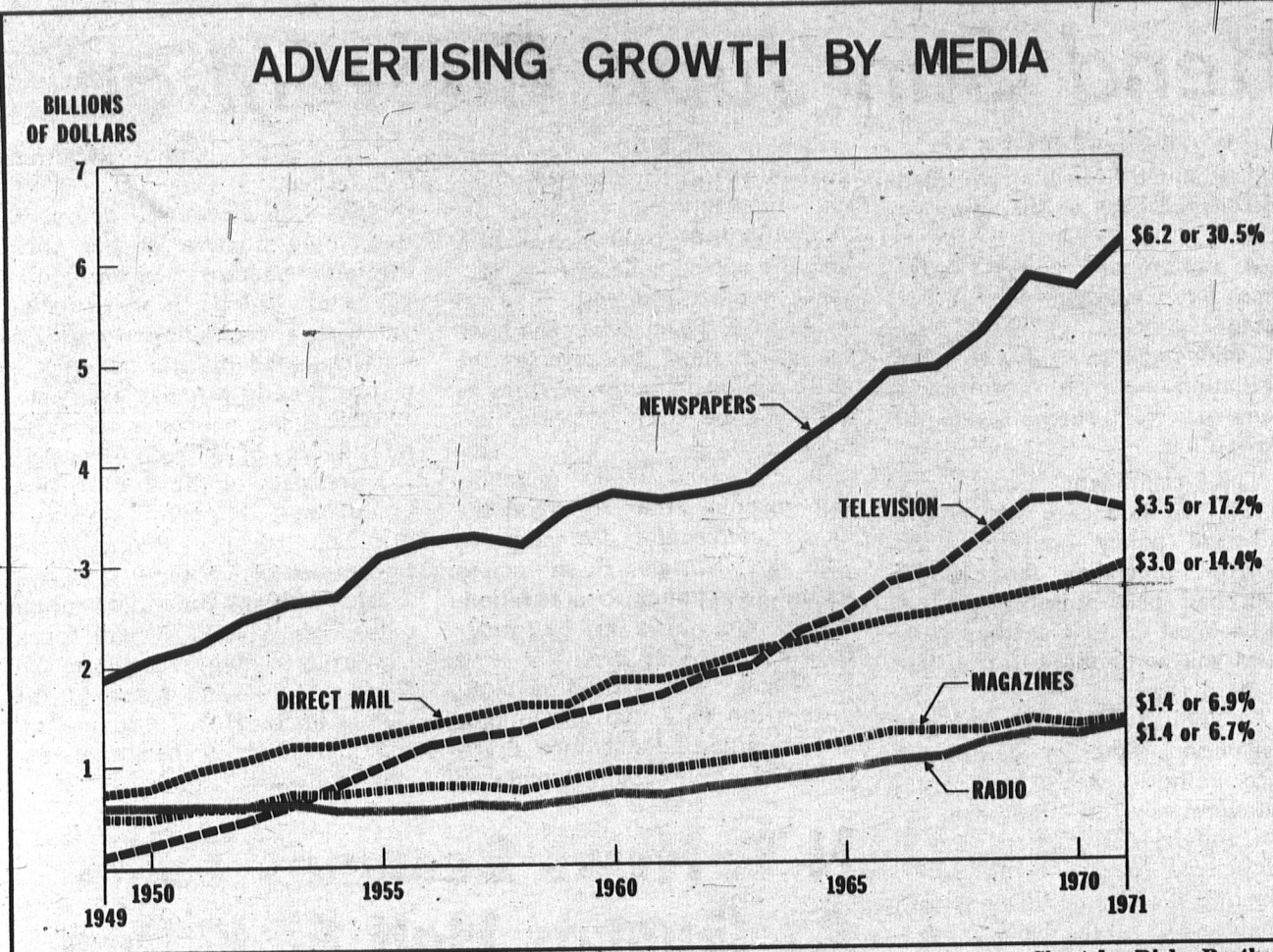
PITTSBURGH, PA.

Editor:

I think the IEB's removal of Dave Eisen as editor is outrageous. Too often, and I think this case exemplifies it, our union as an employer treats its own more shabbily than the most reactionary publisher would ever dare do.

Trust the San Juan Convention, in its collective wisdom, reverses this high-handed reprisal.

NICK WALLACE
President
Pittsburgh Guild



DATELINE: WASHINGTON

Nuclear-Weapons Accord Sends Arms Race Into New Orbit

By WILLIAM J. EATON, Chicago Guild

THERE IS SOME strange fall-out from the Soviet-American agreement to limit nuclear weapons. Instead of slowing the arms race, the Pentagon wants to sprint in another direction by building super-duper submarines at one billion dollars apiece and adding a new B-1 bomber to our strategic forces.

Another by-product of the Moscow accords is President Nixon's recommendation of an antiballistic-missile system around Washington to match the ABMs girdling the Soviet capital. Those with long memories will recall that the Administration in 1969 scrapped plans for a Washington

ABM, arguing that it was impossible to defend cities against an all-out nuclear attack.

The President is now calling for a Congressional go-ahead on the new submarines, the B-1 and the ABM system for the nation's capital on grounds they will be useful "bargaining chips" in the next round of arms-reduction talks with the Soviets this fall.

It is difficult to understand, however, how following this theory can lessen world tensions or reduce the terrific cost to the taxpayers of an ever-growing nuclear arsenal.

Instead of beating swords into plowshares, the United States and

the Soviet Union would be beating swords into super-swords. Where would such a spiral end?

The issue is certain to be dramatized if Sen. George S. McGovern of South Dakota becomes the Democratic nominee for President. McGovern opposes development of the Trident submarine and the B-1 bomber, urging instead a negotiated freeze on deployment of all nuclear weapons.

THE PRESIDENT has changed his attitude markedly on the question of nuclear superiority as opposed to nuclear sufficiency. During the 1968 campaign he warned of a "gravely serious security gap" because the Soviets were pulling even with the United States in the number of land-based intercontinental ballistic missiles.

This year, however, he reached an agreement with Moscow that Sen. Henry M. Jackson (D-Wash.) says would allow the Soviets to have up to 1,168 ICBMs while the United States would be limited to 1,054 such weapons.

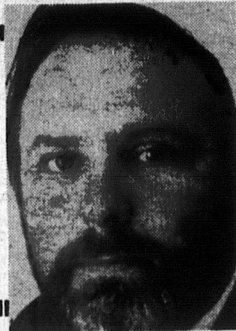
The Administration has contended that multiple warheads on U.S. missiles, known as MIRVs, offset the Soviet advantage in numbers and heavier payloads.

This is a long way from candidate Nixon's statement in 1968 that "this 'parity' concept means superiority for potential enemies. We cannot accept this concept and survive as a free people."

The warm and widespread approval of the arms agreement with the Soviet Union, however, indicates that the President will soft-pedal that suspicion in his 1972 campaign.

The Moscow success, following the Peking journey that reopened a dialogue with Communist China, can be attributed in part to the painstaking work of Henry A. Kissinger, the remarkable foreign-affairs adviser.

If Nixon runs as the author of a "generation of peace" and possibly finds a way to end the war in Vietnam before Election Day, Kissinger should replace John N. Mitchell as chairman of the committee to re-elect Nixon.



Duscha, Cormier Join Mellett Fund Board

Julius Duscha, director of the Washington Journalism Center and a former Washington Post Guildsman, and Frank Cormier, Associated Press White House correspondent and Guildsman, were elected to the board of directors of the Mellett Fund for a Free and Responsible Press June 16.

The directors accepted the resignations of John A. Goldsmith, former United Press International Guildsman and Washington columnist, who is now working for the Senate Armed Services Committee, and Ted Poston, retired

New York Post Guildsman.

Ben H. Bagdikian, who had indicated his intention of resigning as both president and director of the Fund, agreed to continue as president pending another directors' meeting later this year, when a third new member and new officers will be elected.

At that meeting, the board will decide whether to seek new funds for further projects. It is considering sponsoring an industry-wide minority skills bank and job-referral center and further activity in the area of press councils.

National Peace Poll

Should Congress bring the war to an end by cutting off the funds?

YES ☐NO ☐

Name

Address

Send this ballot to: Peace Poll
The Newspaper Guild
1126 16th St. N.W.
Washington, D.C. 22036

Editorial

A Boom Takes Shape

President Nixon missed the mark for the newspaper industry when he predicted that 1971 would be a "good year" and 1972 a "very good year."

The record is in on 1971, and it shows that for the newspaper industry in both the U.S. and Canada, it was not just a "good year" but a great year.

Whatever may have happened to profits in other industries, there was little movement except up for newspapers, with even fewer publishers than in 1970 experiencing either a pause or dip in their profits' spiral. Indeed, some—with notable chains among them—bettered all-time records they established during the 1970 "slump."

And as the early returns on 1972 began to come in, industry leaders and independent experts alike were scrambling to revise upward their predictions that 1972 will be even better than 1971.

Dirks Brothers, leading newspaper-securities analysts, reported a 1971 earnings increase of 10.3 per cent on a revenue gain of 6.9 percent for the 11 newspaper companies it measures in its "newspaper average." The average per-share price of the 11 companies climbed 18 percent, while the New York Stock Exchange Composite Index advanced by only six percent.

And early in 1972, after meeting with industry executives, Dirks Brothers headed a report on its projections for 1972: "A Boom Takes Shape."

Business Week magazine's survey of first-quarter 1972 performance by corporations with sales volumes exceeding 10 million dollars showed the publishing industry (newspapers, magazines and books) 17 percent ahead of 1971, with the newspapers included in its survey 18.3 percent ahead. All corporations surveyed by the magazine were ahead by about 15 percent.

Daniel V. Cashman, investment officer of First Pennsylvania Banking and Trust Co., in recommending newspaper stocks to the "aggressive investor" early this year, pointed out that newspapers' balance sheets are "basically unrivaled by any industry."

He said newspapers are "nearly impossible to ignore," calling them an industry that is "guaranteed survival by the U.S. Constitution, enjoys legal monopolies in many markets and is looked upon as a necessity by almost every American adult." Pointing to eight publicly held companies, he noted that their cash and equivalents are equal to 89 percent of their current liabilities, compared to an 18-percent average for industry as a whole.

Newspapers' advertising revenues in the U.S. increased by 8.2 percent in 1971 to more than 6.2 billion dollars, and the industry's share of the total national advertising dollar topped 30 percent for the first time in more than a decade. Initial predictions of a 1972 industry ad-volume increase of six percent were revised upward to nine percent following an increase of 14 percent in the first two months of the year.

In Canada, daily newspapers' national-ad revenues were up 11.2 percent, to 84.2 million dollars, during 1971's first 11 months, according to an audit by Elliott Research Corp. Ltd., published in Marketing magazine.

Corporate coffers weren't the only things filled at an accelerated and generous rate by the publishing industry last year—so were the pockets of the men occupying its executive suites.

Top publishing-industry executives' "pay packages" increased in 1971 at about twice the average rate for top executives of 29 industries surveyed this spring by Business Week magazine.

—From the Industry Section of the 1972 TNG Officers' Report

The Guild Reporter

ELLIS T. BAKER, Acting Editor
DAVID J. EISEN, Associate Editor

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