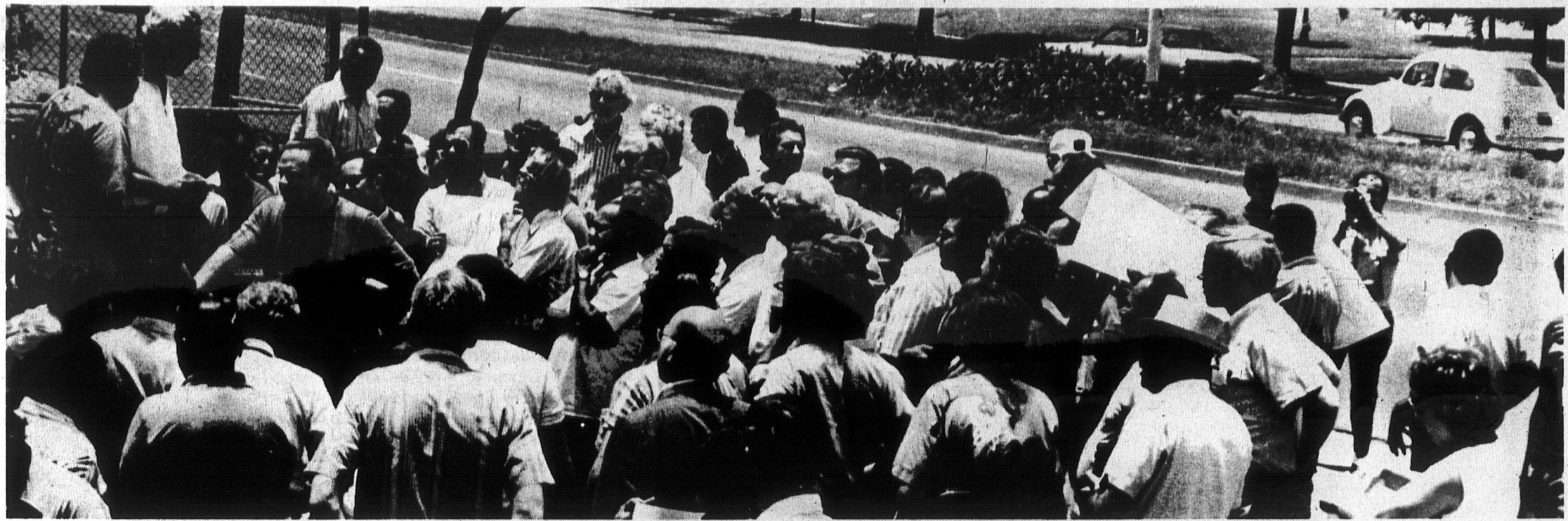




The Convention Comes to El Mundo

TNG President Charles A. Perlik, Jr., top left, reads the Guild convention's statement of support for the El

Mundo strike to strikers, delegates and San Juan reporters at the picket line. Convention delegates joined

the strikers on the line after contributing or pledging more than \$3,900 to the strike. (Story on Page 5.)

TNG Conclave Votes to Endorse Candidate; IEB Backs McGovern



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July 14, 1972

High-Court Decision Spurs Push for 'Privilege' Laws

The Guild and other newspaper organizations are pressing for state and federal privilege legislation in the wake of a Supreme Court decision holding that reporters have no right under the Constitution to shield confidential information or sources.

The court, in an historic 5-to-4 decision, held that three newsmen, including New York Times Guildsman Earl Caldwell, must disclose confidential information to state and federal grand juries.

The Guild's San Juan Convention, in an impromptu resolution introduced at its closing session June 30, echoed Justice Potter Stewart's dissenting opinion that the ruling "invites state and federal authorities to undermine the

historic independence of the press by attempting to annex the journalistic profession as an investigative arm of government."

The resolution, introduced on to the floor by International Vice President George McCormick with the signatures of eight other delegates, called on locals to work for privilege legislation in the states and TNG to seek its passage in Congress.

A bill granting newsmen immunity from forced disclosure of their information or sources was introduced by U.S. Sen. Alan Cranston of California June 30, a day after the decision was handed down.

The Cranston bill, stronger than measures which had previ-

ously been thrown into the hopper, would prevent any court, legislature or administrative body from requiring a "person connected with or employed by the news media" to disclose before Congress or any federal court or agency "any information or the source of any information procured for publication or broadcast."

Cranston, a former International News Service reporter, said the bill would give newsmen "the legal protection they need and should have to meet their responsibilities in a free and open society."

Rep. Ogden R. Reid of New York called for public hearings (Continued on Page 11)

Director, Second Vice President Are Established for Canada

San Juan, P.R.—A Canadian national office with an appointed director to be established this year and a second vice president from the Canadian Region to be

Bulletin

Scripps-Howard's Washington Daily News was folded yesterday after its name and some of its assets were purchased by the Washington Star for a reported four million dollars, leaving 75 Guild members jobless. The Star will hire 25 or 30, it said.

elected next year were approved by the San Juan Convention.

The convention, moving to heighten the national identity of Canadian locals, also made provisions for an annual Canadian policy conference to be held in conjunction with TNG's annual convention, an Eastern Canadian servicing program similar to the New England Servicing-Organizing Program and the stationing of an international representative in Western Canada.

An effort to delete the recommendation of the Convention's Constitution Committee for a

second vice president in the Canadian Region was rejected on a roll-call vote, 255¹/₃ to 154²/₃.

The convention, however, deleted a committee recommendation that would have permitted Canadian members to vote for only five of six at-large vice presidencies in return for having a second regional representative.

The addition of the second Canadian vice president will increase the size of the International Executive Board to 16.

The Constitution Committee, headed by Harry S. Culver of the (Continued on Page 13)

Convention Forsakes Long-Held Tradition

San Juan, P.R.—The Guild's 39th Annual Convention last month ended a long-standing tradition by authorizing the International Executive Board to endorse a Presidential candidate, and the board, voting in a telephone poll, endorsed Sen. George McGovern following his nomination this week.

The convention, in calling for a Guild Presidential endorsement on a 226-to-124 roll call, voted to break with what TNG President Charles A. Perlik, Jr., described as a "moss-draped tradition." It acted after rejecting a proposal to endorse McGovern for the nomination in advance of the Democratic convention on another roll call, 201¹/₆ to 147⁵/₆.

Perlik announced the Guild's endorsement of McGovern at a press conference at McGovern headquarters in Miami Beach yesterday after his nomination.

Declaring that he was in Miami to "testify early that George McGovern will not enter this campaign without the help and backing of working men and women," Perlik said:

"The war goes on, the rich get richer, the poor stay poor—these compelling human pressures pushed The Newspaper Guild off the thin, illusory edge of neutralism and into the arena where the battle will be fought and won or lost."

Perlik's announcement was sharply criticized by some of the reporters present, including some Guild members, on the ground that the Guild endorsement would compromise newsmen's (Continued on Page 14)

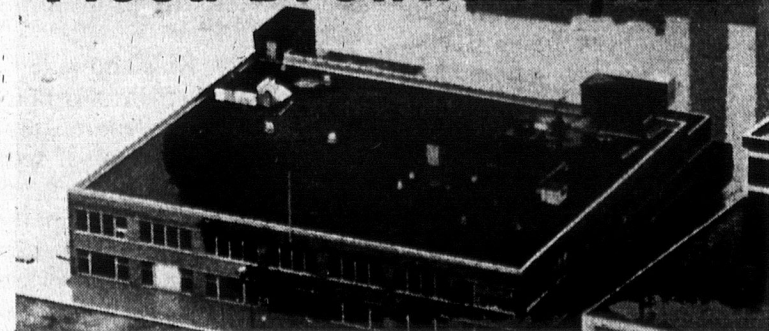
New Planks On Pensions, Voice OK'd

San Juan, P.R.—Provision for a stronger employee voice in the product and sweeping new pension recommendations, including optional retirement after 20 years' service, were approved by the San Juan Convention.

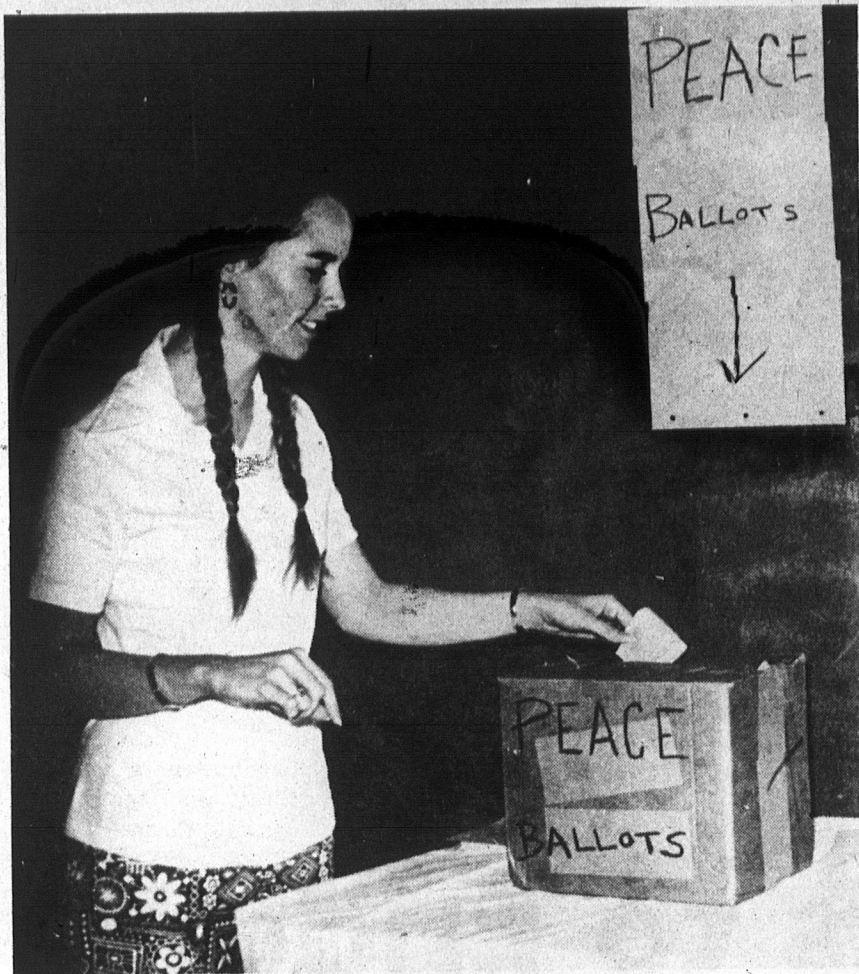
Guild representation on editorial boards and in news conferences, Guild committees to meet with management committees on the operation of all Guild departments and consultation with the Guild before persons are named to exempt positions were among the voice proposals approved by the convention in the report of its Collective Bargaining Committee.

The committee, headed by Ben Schilmeister of Cincinnati, recommended that locals seek normal retirement benefits for employees regardless of age after 20 years' service at 100 percent of average monthly compensation over the three years of highest earnings, (Continued on Page 12)

Flood Drowns Papers



Story on back page



Peace Referendum

Anne Hart of Knoxville deposits her vote in the ballot box set up at the convention for ballots printed in the preconvention Guild Reporter as part of a national sounding of opinion on ending the Vietnam war by Congressional action to cut off military funds. All 48 ballots deposited by delegates were in favor of the cutoff.

Convention Votes to Join Labor for Peace Group

San Juan, P.R.—Calling for "an end now to all U.S. military involvement in Southeast Asia," the San Juan Convention instructed the International Executive Board to affiliate the Guild with the new national Labor for Peace organization.

The resolution, adopted by an overwhelming vote, went further than last year's convention action, which made military withdrawal contingent on the release of U.S. prisoners of war. This year's convention voted to delete a similar qualification from the resolution.

Later the convention, in its Human Rights Report, called on TNG delegates to the 1973 AFL-CIO Convention to seek a change in the federation's policy of support for the Administration's Southeast Asia policies "as a matter of the most important human right of all—the right to life itself."

Larry Hatfield of San Francisco-Oakland, who moved to eliminate the POW qualification, said the issue was the one "Nixon is using to continue the war."

War Funds' End Favored, 4 to 1

Guild members' sentiment is more than four to one for ending the Vietnamese war by cutting off military funds, according to preliminary returns in a "Peace Alert" poll conducted through the Guild Reporter.

A total of 186 members favored Congressional action to cut off war funds while 42 opposed it.

Ballots were printed in the June 23 Guild Reporter as part of a nationwide expression of opinion being sought by "Peace Alert—U.S.A."

"I believe the way to secure the release of prisoners is the way it has always been done, that is, by ending the war," he declared.

The resolution, as reported out by the convention Resolutions Committee, called on TNG officers and the International Executive Board to examine the advisability of affiliating with Labor for Peace.

But William F. Miller of Cleveland moved that the IEB be instructed to affiliate with the peace organization, founded at a national conference in St. Louis just before the convention.

He cited the sponsorship of a number of major unions, including the United Automobile Workers and the Meat Cutters.

Don L. Bean of Cleveland, chairman of the Resolutions Committee, opposed both changes. He argued that the

POW issue was not Nixon's "entire reason for not ending the war" and said he felt the United States "cannot withdraw without some assurance that the POWs will be released."

Bean also urged that the IEB be given time to study affiliation with Labor for Peace, declaring, "I don't see what the rush is."

The convention approved both amendments on voice votes, however.

Labor for Peace was founded by 986 delegates representing international unions, central labor bodies and locals. It adopted a policy statement demanding immediate withdrawal from Indochina and linking the war with inflation, unemployment and wage controls.

In a similar vein, the Guild convention's resolution said that withdrawal would "free our energies and our resources for the tremendous task of coping with the numerous domestic problems that confront us."

The resolution also urged Guild members to vote in the National Peace Poll being conducted by "Peace Alert—U.S.A." The ballot was printed in the June 23 issue of the Guild Reporter, and 48 convention participants deposited their ballots in a box set up for the purpose.

All voted for Congressional action to cut off funds for the war.

International Chairman James B. Woods, in his report to the convention, had declared, "The sooner we get out and leave Asia to the Asians, the better off we all will be."

Kirkland Flays Nixon for Hostility To All Labor Movement's Goals

San Juan, P.R.—The labor movement confronts "an Administration which is entirely hostile to our purposes," Lane Kirkland, secretary-treasurer of the AFL-CIO, told the Guild's 39th Annual Convention.

Kirkland said the chief purpose of the labor movement is to "democratize economic opportunity, security, leisure and all of those good things of life that a privileged few have enjoyed since the dawn of history."

"That is what guides our efforts in any area, at the bargaining table, in the legislative halls, and at the ballot box," Kirkland declared.

In all of these efforts, he said, labor meets the Administration's hostility.

"This is an Administration which does not want a fairer distribution of income," he declared. "Rather the contrary, this is an Administration which does not believe that everybody who wants a job has a basic right to a job."

"This is an Administration which does not care whether poverty is eliminated."

"This is an Administration dedicated wholly to the interests of the boss, tempered only by the desire for re-election."

'Hands Up, Por Favor'

San Juan, P.R.—In Puerto Rico, it's almost a pleasure to be robbed.

Ask Twin Cities convention delegate Jim Fuller, who had been manhandled by muggers in a holdup back home during the past year. A repeat performance on the streets of Old San Juan went like this:

Three young men nudged him against a wall, one asking, "Your wallet, señor." Fuller handed over the wallet; the robber extracted \$40 and handed it back. "Gracias, señor," he said, and the three fled.

Kirkland said the Administration's policies are "detrimental to the vast majority of the American people."

He cited the Cost of Living Council's veto of a minimum-wage increase of 35 cents an hour, to \$2.25, for District of Columbia hotel and restaurant worker as an example of indifference to the problems of the working poor.

He cited soaring corporate-profit increases the first three months of this year—increasing at an annual rate of 21 percent—as an example of how the Administration is partial to business.

He cited climbing interest rates as an example of how the Administration "cares more about the welfare of bankers than about a young couple trying to buy a home."

"When I see wage controls strictly enforced while price controls are a joke, I think it means that this Administration has a pronounced and definite bias against working people," Kirkland declared.

He urged the Administration to "control food prices just as you are controlling wages."

"If the Administration is not prepared to control prices, then let's cut the charade, end the deception and tear up the whole phony controls programs," he declared.

"The entire price-controls program is a shabby and transparent hoax," he said, pointing out that of 145,000 price-violation complaints filed by consumers, only one had resulted in a conviction as of June 9.

Moreover, Kirkland noted, 524 major U.S. corporations failed to file timely price reports, and no action was taken against them.

Kirkland called the Administration's move to eliminate import quotas on meat, in response to skyrocketing meat prices, a "Madison Avenue approach designed to project an image of concern and of action while nothing is really being done."

ing is really being done."

Turning to what he called the "burning issue" of imports, Kirkland said many liberal proponents of free trade are being misled on the issue because the "facts have changed since the 1930s."

"The problem," he said, "now arises from American-based multinational corporations that are shipping American capital, American technology, American production and American jobs abroad."

"About half of all American trade today consists of transactions within these multinational conglomerates or between them and their foreign subsidiaries."

"We have lost some 900,000 jobs in the last five years as a result of our trade policies," he said, while more than five million Americans are unemployed.

These challenges to the labor movement are "left over from generations ago," Kirkland said, scoring "those parading as the vanguard liberals of the new order who regard these matters as somewhat quaint, old-fashioned and not a little boring. Wages, prices, collective bargaining, unemployment, foreign trade—how dull!"

"We are advocating programs to revive urban life, urban amenities, to clean up our environment, to improve life for all Americans, whether or not they hold a union card," Kirkland said.

"When we have solved those problems, which we stubbornly insist are major and merit a high priority, the problems of ordinary people trying to make ends meet in this world, perhaps then we can turn to some of the more exotic preoccupations of the vanguard," he said, "but I think that it may take us a long, long time."

TNG had invited Rep. Shirley Chisholm and, subsequently, Rep. Charles B. Rangel, another member of the Congressional Black Caucus, to address the convention, but neither was able to accept.

West Heads Conference of Councils

San Juan, P.R.—The Conference of District Councils elected Waymon W. (Jack) West of Buffalo president and Jose Stell of San Jose secretary during the San Juan Convention.

West, president of the Great Lakes District Council, and Stell, president of the Western District

Council, succeeded Robert Gilson of Erie and Geoffrey Lay of Vancouver-New Westminster.

The conference urged an exchange of minutes among the Guild's eight district councils in order to "infuse new ideas and programs and serve to expand informational interchange."



Guild Memento

TNG President James B. Woods, right, presents AFL-CIO Secretary-Treasurer Lane Kirkland a key ring with TNG's seal following Kirkland's address to the convention.

Rush of Automation Spurs Jurisdiction Warning

San Juan, P.R.—The San Juan Convention warned that the Guild will vigorously enforce its jurisdiction rights and recommended that TNG and Guild locals establish technology committees to meet with other unions regarding automation in the news industry.

The convention acted after an opening-day forum, "Automation Revisited," during which technological changes in the printing and publishing industry were outlined.

Reiterating a declaration by TNG President Charles A. Perlik, Jr., the convention said the Guild is not seeking to take work or jurisdiction from other unions, "but neither is the Guild going to stand idly by" as Guild jurisdiction is attacked by "someone else's ancient and venerable commandments that have no place in modern industrial society."

The convention recommended that the technology committees confer with other unions concerning new technological processes. It recommended that the TNG committee report on the conferences to the membership through the Guild Reporter and locals.

TNG assistance to locals in protecting jurisdiction was also recommended by the convention. The convention called for increased efforts to gain job protection through bans on dismissals resulting from automation, together with notice of the introduction of automation and job retraining at employer expense.

Field Operations Director J. William Blatz told delegates during the forum that the Guild, "as always, is going to claim jurisdiction and bargaining rights over the functions we now perform."

"Those functions are the creation and editing of newsroom copy and advertising copy," Blatz said. "We are going to continue to claim bargaining rights and representation as these new methods move into our record-keeping departments. And, certainly, we are going to continue to claim bargaining rights and representation when they move into the distribution department."

Blatz said TNG's Model Contract is adequate to protect the Guild's jurisdiction.

Automation "has only begun," Blatz said, adding, "I think as each new machine is developed, it is going to be refined, and it is going to perform more and more of our tasks, and we are going to have to learn new skills."

"From what we have been able to determine," Blatz said, "employers are not going to permit the creation of copy, whether it be newsroom copy or advertising copy, to fall into the hands of some other union."

Blatz, who with other TNG officials had visited the American Newspaper Publishers Association Research Institute con-

vention in June at Atlantic City, said one manufacturer reported that the Detroit News had purchased 110 video display terminals and that everyone in the newsroom will have one.

The principal forum speaker, Fred Loskamp, chairman of a news-processes committee at the Washington Star, warned that "the printing industry today is undergoing the most drastic change since the introduction of the Linotype machine."

"The approach today is the systems approach; the thinking throughout the entire printing industry today is systems," said Loskamp, assistant production manager for the Star. "Essentially, it is the first attempt to unite the manufacturing of a newspaper into one operation."

"We must be honest and state that the electronic age has introduced a new era to the newspaper industry while raising an age-old problem," Loskamp said. "That problem, in case any of you haven't recognized it, is jurisdiction."

The new electronic gadgetry will enable reporters and editors not only to create news stories but, through use of a computer, to have those stories set in type, proofread and corrected, Loskamp pointed out.

"I have no solutions for the apparent jurisdictional problems that lie ahead," he said.

Urging Guild members to "learn all you can" about automation in order to meet it when it comes, Loskamp declared, "Members and officers have a duty to become informed concerning these new processes and systems."

"If the path of a union is to be solely resistant to change," and management is equally as determined to introduce the new equipment, he said, "the situation usually winds up in a devastating strike that is fought to the last."

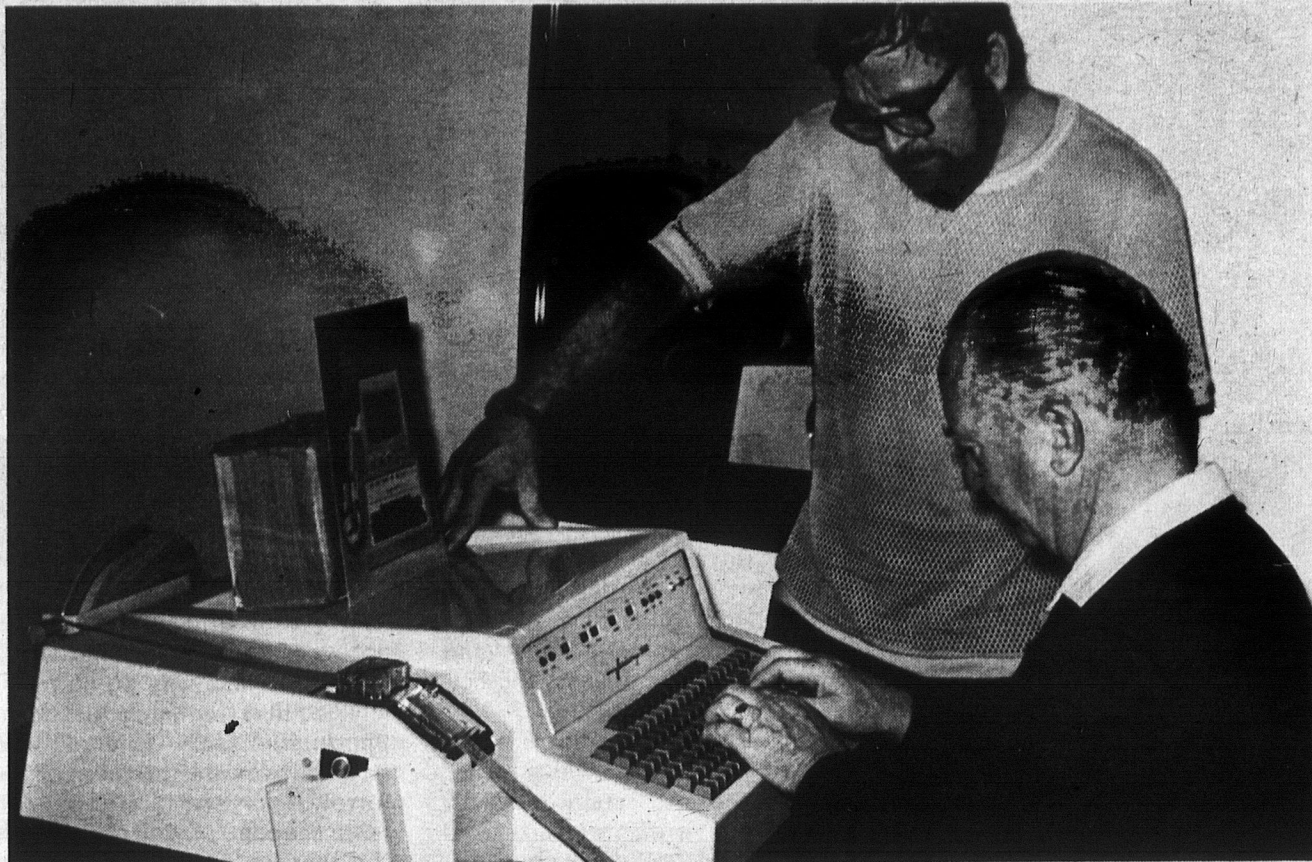
Asked whether the new technology might not make it easier for a newspaper to publish during a strike, Loskamp said it might. But he added, "There are two sides to this story."

"The right man walking through the right department with a magnet in his hand could put us completely out of the ball game for three days."

Donald D. Engdahl, temporarily on TNG's staff to help prepare the forum, told delegates the modern technology of the printing industry is "staggering."

Engdahl showed slides of some of the new equipment ready for introduction in the newsroom and advertising departments, as well as other departments in the Guild's jurisdiction.

Perlik introduced the automation forum, the second in a decade to be held at a Guild convention. Administrative Operations Director Ellis T. Baker was moderator.



Trying Out the Future

Donald D. Engdahl, standing, gives instruction to Ed O'Connor of the San Francisco Newspaper Printing Co. on keyboard tape-punching device, on display at the convention, that is starting to appear in the nation's newspaper plants. Similar de-

vices, equipped with a video screen, will soon be installed in the printing company's circulation phone room, eliminating five Guild jobs. They also will be installed in the composing room, along with optical scanners and other new equipment.



Reversal for Automation

Washington Star readers had to hold this comic page up to the mirror to read it after page negative produced by the Star's new photocomposition process was inadvertently reversed. The page is

shown to convention delegates by Fred Loskamp, chairman of the Star's new-processes committee, during convention automation forum at which he outlined things to come in newspaper production.

Locals Urged to Assist TNG More in Organizing Efforts

San Juan, P.R.—Declaring organizing "vital to TNG's growth and survival" and recognizing TNG's "limited manpower and financial resources," the San Juan Convention recommended that locals participate "on a larger scale" in helping TNG organize.

Organizing "must continue to be of the highest priority," the convention asserted in adopting the report of its Organizing Committee, headed by Waymon W. West of Buffalo.

Locals were urged to form organizing committees and to:

- Avail themselves of TNG staff to conduct organizing seminars and explore the feasibility of sending members to university or college trade-union courses and seminars sponsored by labor organizations.

- Establish communication with journalism schools in order to spread the Guild story.

- Include in their unit-officer structures an organizing chairman to stress the importance of unit organizing in both organized and unorganized departments.

"TNG and locals would profit by association and cooperation with other international and local unions" in order to achieve plant-wide organization, the convention said.

District councils were urged to hold organizing seminars.

Locals were also urged to use "the demonstrated effectiveness of borrowing" rank-and-file volunteer Guild members to help bring to quick fruition organizing proj-

ects that lend themselves to such team efforts."

The convention also recommended that TNG's field staff coordinate organizing efforts with rank-and-file members and Wire Service Guild leaders in cities where they are assigned.

Locals were urged to "move quickly" to combine themselves into programs similar to the New England Servicing-Organizing Program "so that the flow of benefits" from such arrangements will be hastened.

The convention recommended that TNG consider in particular establishing a Wire Service Guild Servicing-Organizing Program that would permit TNG to use Wire Service members as temporary organizers in areas without Guild locals in exchange for TNG assistance in organizing wire-service workers.

The convention adopted an amendment proposed by Jack Dobson of Toronto calling for "increased emphasis to organizing the electronic media."

New Election Committee Set

San Juan, P.R.—A new five-member International Election and Referendum Committee was elected by the San Juan Convention.

George Holmes of New York, David H. Manley of Vancouver-New Westminster and Edward Gilbreth of Chicago were re-elected. Anne Hart of Knoxville and Jack Breed of Boston were named for the first time.

Holmes was re-elected chairman and Hart was elected secretary at a subsequent committee meeting. Holmes said the IERC will study election rules with an eye to possible revisions.

A resolution by the Detroit Guild calling for a constitutional amendment to require locals to send their list of candidates for the International Executive Board to TNG headquarters by March

1 and require the Guild Reporter to publish their pictures and biographies was rejected in both the Guild Reporter and Constitution committees of the convention.

The convention concurred in the committees' actions. The GR Committee rejected the resolution "on the ground of the excessive imposition of space" that printing the biographies and pictures might entail.

Woods



San Juan, P.R.—Guild members were urged by International Chairman James B. Woods to be activists to achieve peace—"world peace, domestic peace and Guild peace."

Woods, in his official address to the convention, called for U.S. withdrawal from Southeast Asia,

'Become Activists in Cause of Peace'

a call later echoed by the convention.

"The President said during his campaign in 1968 that a man who has been in office four years and hasn't settled the war doesn't deserve another chance," Wood said. "I agree."

"Admittedly the total of ground troops in Vietnam has been reduced drastically," he said. "But the Air Force and Navy complements have been increased concomitantly, and some of the ground forces have been shifted only across the border into Thailand. Is that subterfuge?"

"The sooner we get out and leave Asia to the Asians, the better off we all will be."

"On the domestic front," Woods declared, "what peace there is consists mainly of the absence of open warfare—and that often is broken by guerilla-type eruptions. The unrest is there and growing."

Woods cited the school-busing controversy as a prime example. Of its opponents he declared:

"Surely they can't oppose busing per se, with the millions of school children (their own, in many cases) who have been bused for years. It comes right down to the rights of all to get a quality education."

"With the lack of open housing and fairly integrated neighborhoods, busing is a necessity—that's a fact of life if we are to help minority groups prepare for the future."

The convention subsequently approved a resolution supporting busing as "one way to immediately achieve equal educational opportunities for children who can't wait for the promise of tomorrow."

On economic controls, Woods said that unions "in almost all cases" have experienced unsatisfactory results before the Pay

Board. But with the Price Commission, he said, "management certainly has little reason to complain."

Woods scored President Nixon for taking "a cynical stand in opposition to busing" as well as for his economic-controls program.

"These and other actions on other fronts, the philosophies that have become so apparent, epitomize the thinking of President Nixon and broad segments of the Republican Party," he said. "A goodly portion of the Democratic Party, notably the Southern bloc, should be tarred with the same brush."

Woods noted that Nixon "has changed the complexion of the Supreme Court with his appointments" and said that "another term would make this even more disastrously the case."

"This is where 'participation' enters the picture," he said.

"Guild members must join hands with other trade unionists this year in making certain that official Washington has a philosophy oriented to the people and not to moneyed interests alone—a philosophy oriented to a humanitarian outlook. It's as simple as that."

"Members must be concerned citizens—in politics and in all other walks of life. Belief in a principle means little if that belief isn't voiced and activated. Be activists!"

Addressing himself to "peace in Guild affairs," Woods said:

"We still have differences among ourselves—sometimes things haven't been too peaceful. We have been through two bitter election campaigns, and they have, to many, left that 'morning-after taste.' Some have carried on a vendetta long after the votes were counted."

(Continued on Page 11)

Perlik

San Juan, P.R.—The time has come for the Guild to abandon a "moss-draped tradition" and throw its weight behind candidates offered to the U.S. and Canadian electorates, TNG President Charles A. Perlik, Jr., declared in his report to the San Juan Convention.

Perlik urged the convention to call on the International Executive Board to "give guidance to the Guild and to its members" once the major-party choices for the U.S. Presidency are made. The convention later responded by authorizing the IEB to make an endorsement.

"For too long now," he said, "the Guild has played what it considered the appropriate role newspeople should play in endorsing and supporting candidates for political office, from the Presidency on down. That role? Sterile objectivity; political eunuchry."

"Meanwhile, the publishers have used their editorial pages to praise to high heaven candidates pledged to bring 'big labor' down to size or some other asininity designed to keep the working people in their place."

"If we can demand a 'voice' in the quality of the products our members labor to produce, what's wrong with demanding a 'voice' in the quality of the governments which structure, manage and dominate our lives?"

"If we can demand contract protections against invasion and erosion of an employee's integrity, why shouldn't equal demands be made for the integrity of the political process?"

"It's time for the Guild to throw what weight it can, formally and officially, behind candidates offered to the respective electorates through the political processes the citizens of both countries composing this international union, the United States and Canada, are going through."

The IEB, Perlik said, should be asked to "describe what's at stake" in this year's elections and "what share we must contribute to putting America's political mechanism and leadership back in order."



The nation is in its present situation, he said, because "labor and the poor, the oppressed and the suppressed, lost the election in 1968."

"Let's not let that happen again," he urged.

Perlik called on the delegates

to work vigorously in their local areas during the election campaign "to make friends and influence people" and to "dig twice as deep" for financial contributions to the AFL-CIO's Committee on Political Education.

"When COPE literature and appeals reach you from TNG headquarters or elsewhere this year," he urged, "don't throw them in the waste basket, as so many of you have been known to do in the past. You may be throwing your economic and social destiny for the next generation or more into the waste basket along with them."

"Just two examples."

"The incumbent President of the United States has already filled four vacancies on the Supreme Court, changing its tone and outlook so drastically that a wave of conservatism and social backwardness is certain to sweep over our institutions and hold back and interrupt the progressive approach it took almost

a century to build into the court."

"Labor and its friends had to exert every muscle to turn back two of the President's more obnoxious choices. But that's what the winners win in elections, and that's what the losers lose."

"Closer to our own work, we can already feel the cold hand of the National Labor Relations Board on the issues we bring before it. Three Nixon appointees have already taken seats on the five-man board, and we have already seen long-settled policy of the board begin to erode and swing around to the employers' side—and that, too, is what winners win and losers lose, and I believe political action must be our watchword for the next several months."

Perlik excoriated the Administration for its economic-controls program, recalling how he had sat in front of his television set last Aug. 15 and watched "an over-sized, double-loaded eco-

(Continued on Page 13)

Crocker

San Juan, P.R.—Although the Guild faces financial problems, "I don't believe that we ever have been or ever will be prevented by lack of ready cash from getting into a struggle in which we belong," TNG Secretary-Treasurer Robert M. Crocker told the San Juan Convention.

"Members don't pay their dues and assessments with the idea of hoarding fat reserves," Crocker declared. "We think they want us to spend that money on preserving and building an ever stronger union and on helping the people in our ranks who need help."

"And if and when that money is used up, we'll find some more."

Crocker reported that the General Fund deficit increased by \$54,000 in the 1971-72 fiscal year, which began with a \$78,000 deficit. The General Fund went into the new fiscal year April 1 with a resulting deficit of \$132,

000, he said, observing that no improvement is likely this year.

Noting that the International Executive Board was proposing that the convention adopt a deficit budget, Crocker observed that "once again, therefore, we are hampered in our work of organizing the unorganized and of improving the pay and working conditions of our members by lack of sufficient funds which can be committed to these purposes."

"The staff, both office and field, has been strengthened in the past year, and this budget provides for further improvement, but not all needs will be met," he said.

Turning to the Defense Fund, Crocker said that "thanks to the wisdom of previous conventions,"

the Fund reached its long-sought goal of two million dollars last November before a wave of strikes and lockouts beginning in January set off a "rapid reduction of our defense reserves."

Crocker pointed out that "the largest and longest" of these strikes was continuing in San Juan, where Guild members at El Mundo are drawing benefits totaling nearly \$30,000 a week.

Crocker told the delegates that the fund will continue to decline until at least one of the current strikes ends.

"With approximately one million dollars in Defense Fund assets, however," he emphasized, "the Guild's real net worth remains healthy, although consider-

ably less than the \$1,402,000 figure at the end of the 1971-72 fiscal year."

"The Guild's total of dues-paying members reached a record 32,681 on Aug. 1, 1971," he said, "but since then we have had two severe losses and several lesser ones."

Crocker said the closing of the Toronto Telegram cost the Guild 500 members and the sale of the Boston Herald-Traveler "will bring a further drop, as yet not fully known."

On the brighter side, he noted, "46 of our locals, well over half, had more dues-paying members on March 1 this year than they did on the same date a year earlier."



'Lack of Funds Won't Curb Militancy'

Convention Rallies to Support of Mundo Strike

San Juan, P.R.—Guild convention delegates spoke out, joined the picket lines and dug deep into their pockets to demonstrate unflagging support of the Puerto Rico Guild's 22-week strike against El Mundo.

Wholehearted backing for the embattled local was thematic throughout the convention, keynoted by TNG President Charles A. Perlik Jr.'s opening-day pledge that the Guild "is one gringo union that ain't going home."

El Mundo, which suspended publication early in June, laid off 120 supervisors and other non-striking employees just before the convention, leaving only 20 persons, mostly top executives and their secretaries, on the payroll.

A letter to El Mundo employees from President Tina S. Hills said the company had decided to lay off most of its personnel until the strike is over in order to "reduce spending to the bone."

Bargaining at El Mundo, suspended since early June, was scheduled to resume yesterday. The company sought mediation through Gov. Luis A. Ferre, and the Guild went to the bargaining table at the invitation of Secretary of Labor Julia Rivera de Vicenty.

A resolution adopted on the third day of the convention termed it "the scandal of Puerto Rico . . . that the richest newspaper on the island . . . pays the lowest wages and subjects its employees to the most medieval working conditions."

"Our brothers and sisters of El Mundo are on strike for the survival of the Guild in Puerto Rico and for the improvement of their wages and working conditions," the convention declared. "This convention pledges all of its resources we can muster in support of their demands."

"We call on all locals to support the strike against El Mundo until its successful termination and as proof of our intentions urge all locals and district councils in the United States and Canada to make an extra strike donation immediately."

Locals and councils responded immediately by donating \$1,650



Convention delegates join the picket line at El Mundo.

on the spot and pledging \$1,550 more. Delegates contributed another \$707.50 out of their pockets, for a grand total of \$3,907.50.

As the collection began, a column of El Mundo strikers marched into the convention hall carrying signs of welcome and thanks and singing picket-line songs composed during the strike.

Less than an hour after adoption of the resolution, it was read on the picket line by Perlik, who with International Chairman James B. Woods led a contingent of 50 delegates to the El Mundo plant to join in picketing.

Puerto Rico Guild President Alfredo Gonzales, Jr., in his welcoming address to the convention, reviewed the history of the strike, noting that attorneys' fees and bail money for arrested strikers had alone cost \$50,000.

"But," he declared, "there will be no obstacles or pressures that will interfere with our firm intent to keep up our picket lines even if we have to be there for a period of 10 years or more."

Hipolito Marcano, president of the Puerto Rican Federation of Labor and a commonwealth senator, told the convention in another welcoming address that the El Mundo strike has "united the labor movement in Puerto Rico," regardless of affiliation, to "express unanimously the support of those fighting at the picket line."

Newspaper publishers, he said, "forget that the newspapers are

not only an economic media of information . . . but also an education media for the people and that the education of the people should start with justice for those who write the newspapers."

At the convention's closing session, Bishop Antulio Parrillo, in an extraordinary invocation, offered thanks "for the sense of struggle" developed by the Puerto Rico Guild, "giving hope and combativity, exemplary combativity, not only to its members but to all the workers' movement by their strike against one of the institutions that here in Puerto Rico is symbolic of oppression."

Bishop Parrillo's prayer, exhorting "the greed and the pride of

the institution" against which the El Mundo strikers are fighting, voiced thanks for both the backing "of our brothers, the North Americans," and that of the Puerto Rican labor movement.

The convention's resolution of "gracias" to the host local noted that its hospitality had been demonstrated "despite untold hardships" suffered during the prolonged strike.

"We pledge to you our monetary support, physical support and moral support in your battle for Guild survival," the delegates declared.

A National Labor Relations Board examiner last week recommended that both the Puerto

Rico Guild and TNG be found guilty of restraining and coercing nonstriking El Mundo employees who crossed picket lines during the early days of the strike.

The examiner, Fannie M. Boyle, recommended that the board order the Guild to cease and desist from coercive actions on the picket line, finding that employees and their cars had been blocked from entering the plant.

But Boyle recommended dismissal of a charge that the Guild was guilty of a secondary boycott in trying to prevent employees of the Island Food Service Corp., which operates the El Mundo cafeteria, from entering the plant.

Defense Fund Payments Integrated Into TNG Monthly Dues Structure

San Juan, P.R.—Recognizing that membership payments to maintain the Defense Fund, heretofore labeled "assessments," have become "an integral and periodic part of the Guild's dues structure" in recent years, the San Juan Convention amended the Guild's constitution to certify their status as part of the dues structure.

The action, recommended by the convention's Finance Committee, will change neither the level nor the frequency of membership payments. Reduced dues payments will become effective whenever the Defense Fund reaches its two-million-dollar constitutional floor.

The change will become effective Sept. 1 under a constitutional amendment adopted following approval of the Finance Committee's report without dissent. It had been recommended by the International Executive Board at its preconvention meeting.

The committee urged the convention "to change the words to fit the facts," emphasizing that the change will mean no increase in the payments made by Guild members to finance the union.

The committee, headed by John C. Edgington of San Diego, said that the word "assessment," which has been used up to now to describe payments to the Defense Fund, has become a misnomer because of the frequency and regularity with which such payments have been collected.

"When the Guild first established an International Defense Fund," the report pointed out, "it was thought that the fund could be maintained at the necessary and desirable levels by diverting out of regular monthly per-capita payments a specified percentage, with only an occasional need for supplemental con-

tributions from Guild members. Because these supplemental contributions were expected to be sporadic and infrequent, they were labelled 'assessments.'

"In recent years, however, it has become evident that in order to maintain the Defense Fund at a desirable level, supplemental contributions have been required on a regular and periodic basis—nearly four years of them, in fact, starting in January 1968. Indeed, it's obvious that the contributions required to maintain the Defense Fund have become an integral and periodic part of the Guild's dues structure."

Under the constitutional change, payments formerly labeled "assessments" are recognized and included as an integral part of monthly dues payments. When the Defense Fund floor of two million dollars is reached, TNG will automatically go into a "reduced dues period," during which these supplemental payments, ranging from \$1 to \$10.25 per month, will not be payable.

In another action, the convention extended the Guild's Minimum Dues Schedule, which does not include the supplemental Defense Fund payments, to \$20 a month effective Oct. 1, 1973, for members with regular weekly compensation of \$400 or more.

The existing constitutional top, to become effective next Oct. 1, is \$17.50 for members whose compensation is \$345 and over. The schedule will be increased in 25-cent jumps for each \$5 salary bracket to the new \$20 top.

Acting on a proposal by the Detroit Guild, the convention required that TNG give locals at least one month's notice before terminating a period of reduced dues under the new constitutional provision.

It also directed TNG's secretary-treasurer to send quarterly financial reports to all locals.

The Detroit Guild had asked that such reports be printed in the Guild Reporter. Financial reports are now printed annually.

The convention made no change in the Guild's structure of per-capita payments, in accordance with the recommendation of a special committee set up to study the subject. But the Finance Report noted that TNG Secretary-Treasurer Robert M. Crocker has undertaken to submit for study by the Finance Committee of next year's convention an alternative per-capita system based on an average of the top minimums of both reporters and the lowest clerical classification in Guild contracts.

The convention approved the Guild's first million-dollar budget for fiscal 1972-73. It calls for expenditures of \$1,019,120 plus the cost of wage increases and fringe improvements currently being negotiated with unions representing the Guild's staff and changes made by the convention.

Defense Fund Gets Windfall

San Juan, P.R.—A \$35,000 windfall for the International Defense Fund was presented after the close of the San Juan Convention by George Milne, treasurer of the Vancouver-New Westminster Guild.

The money represents half the profits from the local's operation of an interim newspaper, the Vancouver Express, during a 1970 shutdown at the Vancouver Sun and Province. Milne presented the check to TNG Secretary-Treasurer Robert M. Crocker.

An additional \$3,000 owed the local for benefits during the dispute was waived.



'Gracias' From Puerto Rico

Puerto Rico Guild President Alfredo Gonzales, Jr., flanked by convention cochairwoman Norma Valle, voices the local's thanks to delegates following collection of \$2,357.50 on the convention floor for El Mundo strikers and the adoption of a convention resolution pledging unstinting aid to the strike effort.

Convert Rights Sensitivity to Action, Locals Told

San Juan, P.R.—Declaring that there is a "new awareness" in the Guild of deeply entrenched discriminatory practices in the news industry, the San Juan Convention urged the Guild and Guild members to "convert this new awareness to new and affirmative action" to put an end to that discrimination.

Collective bargaining is the "most effective vehicle" for obtaining equal rights, the convention stressed, declaring that "effective bargaining and strong contract enforcement" on the local and unit levels "can eliminate discrimination" by the strong and active participation of all Guild members.

A Human Rights Committee proposal to hire a fulltime coordinator to deal exclusively with minority- and women's-rights problems was defeated by the convention, which instead urged TNG to make available International Executive Board members, international representatives or, if necessary, top officers to "assist in resolving specific problems," especially in "small or highly regional units."

The convention also voted to establish an Irving Leuchter Memorial Fund, to be financed by local contributions, with the purpose of advancing "the cause of human rights in the Guild." The fund would have a paid administrator, to be selected by the IEB.

The convention called on the IEB to report to the 1973 Convention on the progress on minorities' and women's rights achieved through "collective bargaining, and through use of the tools and facilities of TNG."

By a roll-call vote of 244% to 161%, the convention adopted a minority report deleting the Human Rights Committee recommendation for the hiring of a rights coordinator.

The Irving Leuchter Memorial Fund then was proposed by Brian L. Flores of Washington-Baltimore, whose delegation had supported the proposal for a coordinator. Flores originally proposed that the fund, in memory of TNG's late counsel, be financed by contributions of locals matched by TNG's General Fund, but he agreed to an amendment deleting TNG matching funds.

Other human-rights proposals adopted by the convention on the recommendation of the committee, headed by Anne M. O'Connor of Ottawa, include:

- Adding to the convention's Recommendations on Collective Bargaining provision for minimum hiring goals—but not quotas—for minority-group mem-

Investigate AP, EEOC Urged

San Juan, P.R.—The San Juan Convention urged the Equal Employment Opportunity Commission to investigate the Associated Press's inaction on an EEOC-ordered affirmative-action program for minority hiring.

The convention condemned AP's refusal to provide the Wire Service Guild with a copy of the EEOC order, stating that the refusal violates the spirit "if not the letter of (AP's) obligation to the local."

AP member-newspapers were asked to insist that AP comply with the Guild's request for a copy of the EEOC order.



BONNIE KAY
'Professional assistance needed'

bers.

- Improving the Collective Bargaining Program's maternity-leave clause to require pay for at least four months and additional unpaid leave of at least two years.

- Expanding the child-care provisions of the Bargaining Program to require employers to provide funds for the Guild to determine the need for supervision and care of employees' children.

- Including in Bargaining Recommendations a provision that men and women be given equal opportunity in hiring, filling vacancies and promotions.

- Amending TNG's Constitution to require that contracts prohibit discrimination in hiring and employment based on marital and parental status and political activity unless specific IEB permission is received to sign an agreement without such a provision.

- Urging employers to create job opportunities and on-the-job training for returning military veterans, especially after service in Southeast Asia.

The proposal for a paid coordinator was rejected by the convention for the third year in a row.

Supporters of the minority report's opposition to hiring a coordinator argued that the only effective means of eliminating discrimination is on the local and unit levels through collective bargaining, contract enforcement and membership participation.

They said TNG lacks the funds to hire a coordinator exclusively for human rights, that such a coordinator would be sorely overextended and that a paid coordinator amounts to shuffling off rank-and-file responsibility for eliminating discrimination.

But proponents of the paid coordinator argued that the money could be found, even if members have to be assessed an additional dollar a year, that the coordinator would be helpful, particularly for small locals, in establishing programs for minority and women's rights, and that although a coordinator might not be a panacea, the effort would be worthwhile.

"I think we're getting to the point where we have 'hire-itis' and we are going to end up with 'bankruptcy-itis,'" said Robert A. Steinke of St. Louis, speaking against a coordinator. "We have the people" to work toward eliminating discrimination, he said, "and if you get off your dead butts and start doing things, we'll get it done."

Speaking for a coordinator, Ron Sarro of Washington-Baltimore told the delegates: "This program could be financed for \$1 a year a member . . . two

cents a week per member. If you don't give two cents about the problems of minority groups in this country, and women, then I feel sorry for you."

But Donald W. Grable of York maintained, "We do not need a coordinator, who would become overextended quickly on a good program which must, in the final analysis, be constantly and daily prosecuted. . . . That coordinator cannot possibly be in every unit every day."

Bonnie Kay of Sacramento, who outlined the committee's conception of what a coordinator would do, argued that smaller locals, in particular, "need professional assistance" in setting up women's and minority-group programs.

Thomas P. Murphy of New York, who introduced the minority report, told the convention that the minority report "is telling our top officers and IEB, 'You have the necessary personnel to get out and accomplish the task necessary, to get out and do it now, because at next year's convention we will ask you for an account of your stewardship.'"

A roll call was required at one point on a motion to close the debate. It was defeated, 229% to 171%.

The defeated majority-report provision would have directed the coordinator, in addition to dealing with human-rights prob-



ANNE M. O'CONNOR
Human Rights chairwoman

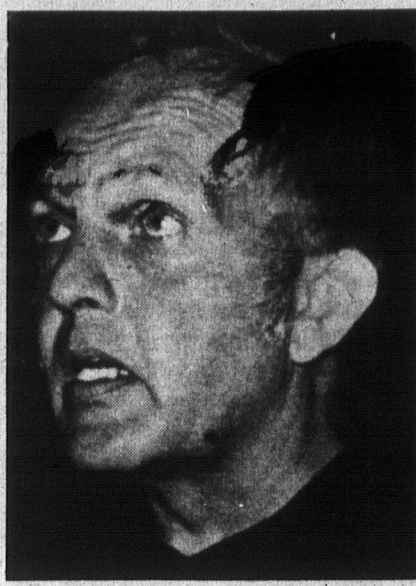
lems, to draft program proposals "to qualify for additional funding from interested federal and private organizations" in order to expand the rights program.

In proposing the Irving Leuchter Memorial Fund in memory of TNG's late legal counsel, Flores said Washington-Baltimore was ready to contribute \$5,000 annually from the General Fund, adding, "We'd hope that locals of similar size would make proportionate contributions."

Lyle W. Price of the Wire Service Guild pledged \$1,000 of his own money for the fund, and Frank E. Keane of Providence and Roy C. Kruse of Hawaii both pledged to return to their locals and seek contributions.

The amendment to delete TNG matching funds was proposed by John E. Deegan of New York and accepted by Flores. Deegan suggested that the IEB report to the 1973 Convention on the fund's status, "at which time we could decide whether we would make it perpetual."

The Deegan amendment was advanced after several speakers opposed the Flores proposal on the ground the convention had just voted not to commit General Fund money to a coordinator.



ROBERT A. STEINKE
'Hire-itis and bankruptcy-itis'

Jack F. Weir of Cleveland said it was impossible for him to believe that "we can be fooled into a motion that attempts to accomplish precisely what we have defeated." He said that "to compound the insult associated with the honorable name of Leuchter is trickery at its best."

General counsel to the Guild for nearly 25 years, Leuchter had been paid tribute in a memorial resolution adopted by the convention. "Without him, many of our victories would have been less, and some might have dwindled into defeats," the resolution said.

The IEB, at its postconvention meeting, voted to turn over to the Leuchter Fund \$1,889 left over from the special women's-rights and minority-hiring funds established by the Guild's women's-rights and minority-employment conferences in 1970 and 1971.

The provision on minimum hiring goals was adopted as part of the convention's Collective Bargaining Report. The goal should be related either to the percentage of minority persons in a local area or in the nation as a whole, whichever is greater, the report said.

The convention noted that goals—targets of expected employment—are different from quotas, which would set a level of employment to be reached by a specific time.

Maternity-leave provisions of the bargaining program had provided for leaves of at least six months with pay for an unspecified period. They now will provide for four months' pay and additional unpaid leave of at least two years. Employees not returning to work at the end of maternity leave would receive full severance pay under the amended clause.

The bargaining program's child-care provisions were revised to require employer funds to aid the Guild in determining the needs of child-care centers.

The new clause states that

employe-parent control and voluntary participation in the centers are essential.

Locals were alerted to work with other organizations and groups in their areas in order to achieve equal rights. Locals were particularly encouraged to urge Guildswomen to become active in groups of union women set up by the U.S. Labor Department Women's Bureau.

The convention called on Guild members who serve on minority- and women's-rights committees to seek out job applicants from educational institutions while urging management to do the same and encouraging educational institutions to employ minority persons and women as recruiters.

Locals were urged to form minority-group and women's caucuses within local human-rights committees so that they may be able to "more readily recognize discrimination" in these areas.

A proposal supported by the Human Rights Committee to eliminate "irrelevant references to sex" in TNG's Constitution was referred to the IEB for a report to the 1973 Convention.

The convention instructed TNG's delegates to the 1973 AFL-CIO Convention to again attempt to reverse the federation's opposition to the Equal Rights Amendment if the measure has not been ratified by then, and to propose that the AFL-CIO conduct regional conferences on minorities' and women's problems in labor and industry.

In a separate resolution, the convention urged Guild locals and members in states that have not ratified the Equal Rights Amendment to support passage of the amendment when it comes before their legislatures. Guild members in all states were called upon to support legislative efforts to extend to both sexes existing laws covering wages, hours and working conditions that apply only to one sex.

The convention also asked TNG to join with other unions in seeking stronger enforcement of the U.S. Occupational Health and Safety Act.

TNG was urged to publicize the Amalgamated Clothing Workers' Midwest child-care conference this fall, as well as similar conferences, and prompt Guild members to attend.

The rights report expressed strong opposition to the "workfare" provisions of the Nixon Administration's Family Assistance Plan, noting that the poor may be forced to work for less than the minimum wage or forfeit their assistance grants.

The convention commended, in particular, affirmative human-rights actions by the Knoxville and Sacramento locals.

Southern Council Projects Joint Servicing Program

San Juan, P.R.—The Southern District Council, meeting during the San Juan Convention, agreed to develop a "specific plan" for a servicing-organizing program similar to one in New England.

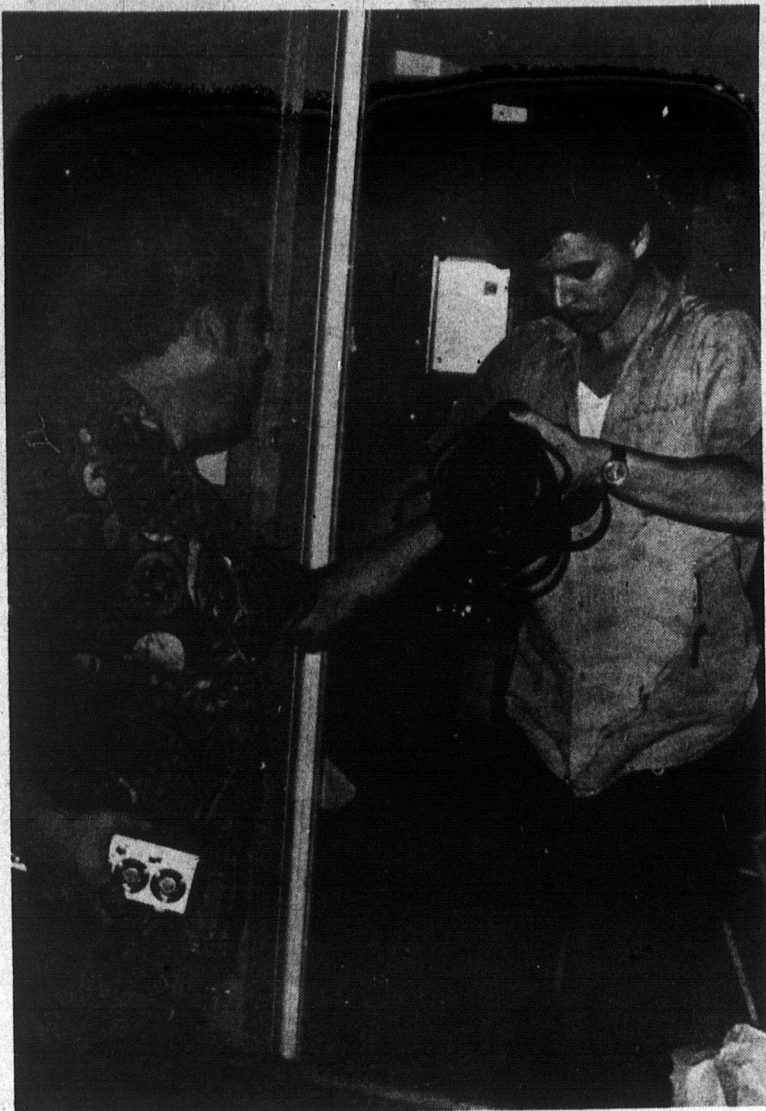
Michael C. Stuart of Washington-Baltimore and Harold Julian and Anne Hart, both of Knoxville, were appointed to work with council officers in developing the plan.

The proposal won the support of Memphis delegates, who dur-

ing the spring meeting of the council opposed a feasibility study on the ground that the Memphis Guild would not share in expenses for a servicing-organizing program. Cost to the locals will be determined by the study.

The four locals participating in the New England program pay for approximately two-thirds of the cost, with TNG financing the remainder and furnishing transportation for the program's assistant administrator.

The Jinxed Convention



Desperate Measure

A convention-hotel employee reaches through broken glass panel to hand TNG International Representative Luis Montanez, Jr., the sound equipment needed to start a late-night convention session. Hotel employees, unable to find the key, had to break the glass to get the equipment, which was taken from the hall and locked up by mistake.

San Juan, P.R.—It was, delegates agreed, one of the Guild's most pleasurable conventions. But no one will claim it was one of the smoothest-going.

By the end of the week delegates were convinced that anything that could possibly go wrong surely would.

They received a measure of things to come as soon as they arrived at the convention hotel, the San Jeronimo. Elevators ran temperamental, and the air conditioning was prone to be inoperative in one room while producing chilly temperatures in the next.

At an automation forum on the convention's opening day, the featured film turned out to be a silent movie (its sound track was missing).

On Tuesday, an electronic keyboard with video display terminal, supplied by a manufacturer for display as an example of new newspaper equipment, arrived without the video tube; it had been sold just before the device was shipped.

The portion that arrived was broken; spare parts were flown in, but they were held up overnight by excise-tax officials, and it was Thursday before the machine was operative.

At the convention outing Wednesday, at the palatial El Conquistador Hotel at Fajardo, delegates and guests were told a cable car leading to the beach was out of order. They trooped to the alternative means of descent, a funicular railway. The car traveled 60 feet, and the power failed.

Back at the convention hall Thursday night, delegates returned from dinner for an evening session to find the lights out, the doors locked and the microphones gone. The hotel, despite instructions to the contrary, had removed the sound system and locked it up.

The key couldn't be located, and the convention waited two hours, until 11:15, before hotel employees finally broke a plate-glass panel to enter the storage room and reclaim the equipment.

Meanwhile, to help pass the time, a motion picture illustrating the operations of an optical scanner was screened. The projector broke down.

But the beaches were beautiful, the weather was fair and, with untiring assistance from members of the host local (who were also busy prosecuting a strike), the convention nonetheless completed its business on schedule Friday afternoon.

At its concluding session, it unanimously adopted the following resolution of thanks to the Puerto Rico Local:

"We, the 39th Annual Convention delegates, wish to express our sincere appreciation for the hospitality shown to us and our families by the Puerto Rico Local despite untold hardships suffered by them during the prolonged strike at El Mundo.

"Indeed, you have shown us that *su casa es nuestra casa*. . . . Muchas gracias for a job well done. *Via con Dios*."

Dispute Over Eisen's Removal To Be Resolved in Bargaining

San Juan, P.R.—The dispute over the removal of David J. Eisen as Guild Reporter editor by the International Executive Board in May is to be resolved through collective bargaining between TNG and the Federation of Guild Representatives, the union that represents TNG administrative-staff employees.

In a joint statement read to the convention's opening session by TNG President Charles A. Perlik, Jr., the FGR said it had resolved that Eisen's removal be settled by collective bargaining and the IEB agreed that the status quo be maintained pending resolution of the issue.

The statement said that neither the FGR nor Eisen would appeal his removal to the convention or participate in or encourage any such appeal.

Subsequently, the convention rejected a minority report of its Research and Information—Guild Reporter Committee that recommended the convention not endorse the earlier "handling of the GR controversy" by the IEB and censure the board for "not fully disclosing" pertinent facts and enlightening the committee and the delegates "as to the situations surrounding the GR episode and its failure to explain and justify the policy changes."

The minority report, presented by Orville C. Hancock of Memphis, specifically recognized the IEB's "constitutional prerogatives" over GR operations but said the board's report to the convention on recent GR policy and staff changes was "insufficient and in some instances fragmentary and unclear."

"We understand that collective bargaining will be working on the problem," Hancock said. "We are not taking sides, only expressing our views on a principle. We think the IEB made a mistake, and we are not willing

to let it pass unchallenged."

Some members of the committee, however, said that the minority did not intend to sit in judgment on the IEB's actions but to emphasize their feeling they had a right to know more than they were told about them.

But Washington-Baltimore Administrative Officer Brian L. Flores, opposing the minority report, described "a lot of" this feeling as a "kind of voyeurism."

Flores, who had previously been critical of GR coverage, during Eisen's vacation, of last summer's TNG presidential-election contest between himself and Perlik, said, "I have faith in the collective-bargaining process, but I would have little faith in the success of that process if any of the details, or charges and countercharges, were laid out here."

Cleveland Executive Secretary Jack F. Weir, also opposing the minority report, said there is a political element that "would attempt to accomplish by censures and petitions that which they fail to accomplish through the ballot," but this was denied by members of the committee minority, who said, in the words of Larry Hatfield of San Francisco-Oakland, that their concern was with "the people's right to know."

International Vice President Hugh H. Harrison of Seattle-Tacoma said he opposed both the minority and majority reports because neither met the larger issue of giving the editor the "autonomy he needs to put out a good Guild Reporter."

Declaring that "we have a house organ which is out of tune with the times," he suggested that by next year such a proposal might be brought before the convention.

Don L. Bean of Cleveland said he did not agree that "we are getting a bad Guild Reporter" and said the IEB should

be censured for removing Eisen. But St. Louis Executive Secretary Robert A. Steinke said the board had exercised its "constitutional right and, in my opinion, they made a wise move," and James McCarthy of Ottawa emphasized that Eisen himself had withdrawn his appeal.

In its report to the convention, the IEB said it had decided to remove Eisen, who had been critical of GR election coverage during his absence last summer, after enlarging the editor's authority over Guild election coverage and redefining day-to-day responsibility for GR operations and reviewing GR staff assignments, made "when accountability for the paper's content was assigned differently."

The board extended Eisen the option of returning to his previous position of associate editor, which he accepted pending his appeal to the convention, under the terms of the FGR contract, which provides that dismissal from the job of GR editor, other than for cause, shall not be subject to arbitration.

The agreement to resolve the dispute through collective bargaining was reached after the IEB, at its pre-convention meeting, adopted a report of its Constitution Committee finding no basis for arbitration of Eisen's removal, as requested by the FGR, and concluding that an appeal to the convention was barred by TNG's constitution, with Committee Chairman Harrison disagreeing on the latter.

The Constitution declares that the "authority and power of the convention" shall not be invoked by TNG's staff or any staff member in connection with "any dispute concerning terms and conditions of employment . . . subject to procedures for adjustment and settlement provided by collective-bargaining agreement" between TNG and the FGR.

Police Press Passes Condemned As 'License'; Alternatives Urged

San Juan, P.R.—The San Juan Convention condemned press passes issued by police and other governmental agencies as an "all-too-real form of licensing" and urged locals to "seek alternatives to such passes."

Adopting a report of its Research and Information—Guild Reporter Committee, the convention declared:

"The licensing of any newsman's or woman's right to cover the news . . . is clearly a violation of the First Amendment to the Constitution and also constitutes a clear and present danger to the people's right to know."

The committee, headed by Robert E. Bruner of Boston, proposed that locals "consider the feasibility of replacing police press cards in their areas with press cards issued by the press itself, as some locals already have done."

Alternative suggestions advanced by the convention included the formation of local councils for issuing press credentials or the use of identification passes issued by employers.

The convention rejected a committee recommendation that locals establish standards-of-ethics committees.

Delegates from two locals that

have such committees—Memphis and Sacramento—said they had worked well in establishing ethical guidelines and improving press performance, but other delegates voiced concern at the possibility that they might be used to discipline nonconforming reporters.

Wilton E. Woods of New York, who moved to strike the recommendation, said an ethics committee would run "the grave risk of turning into a bunch of meddling busybodies." "I can even imagine a committee where publishers' stooges would act against outspoken or radical journalists," he said.

The convention recommended that the Research and Information Department's 1972-73 regional weekend institute series be devoted to the theme, "Automation Revisited." The program will be made available to interested locals, where feasible, as well as to district councils.

The department will continue to make available its institute program on women and minority members to those district councils that did not sponsor the institute during the past year, in accordance with a request by the convention's Human Rights Committee.

The convention called upon the R&I Department to work to establish an annual Guild tuition scholarship to the Harvard Trade Union Program, to be financed by contributions from TNG and interested Guild locals.

The convention recommended that the R&I Department cooperate with the newly created Canadian Guild office in completing a Guild brochure "especially designed for use in Canada." The department was also asked to cooperate with the Canadian office and director "in developing new and distinctively Canadian research and informational services."

The convention recommended that the department prepare a "new general-purpose Guild brochure for use throughout the Guild."

An amendment moved by Jean-Rae Turner of North Jersey directed the preparation of "chain-wide data on collective bargaining" for use by Guild locals that bargain with chain papers.

The convention directed that formal certificates, similar to those presented winners of the Guild's Heywood Brown Award, be presented to winners of the Guild Service Award.



Jack Wallace of Wilkes-Barre examines antique coffee grinder at folk-art and craft exhibit sponsored by Institute of Puerto Rican culture outside convention hall.

Puerto Rico:



Puerto Rican Folkloric dancers entertain at banquet.



Margaret Ann Richter, a North Jersey guest, captures an orchid on film during tour of Botanical Gardens at Puerto Rico University.

Between the Acts

Fashion model swirls her skirts at fashion show, accompanied by music, for convention guests in Old San Juan.

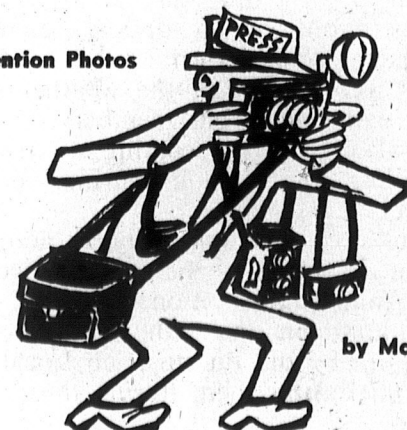


Puerto Rican guitarists strum for delegates and guests during convention outing at luxurious El Conquistador resort hotel.

Diane Brockett of Washington-Baltimore catches up on her pattern work during a lull in convention proceedings.



Convention Photos



by Manuel Cordova-Diaz

Teofilo Rodriguez, striking artist and cartoonist for El Mundo, displays his paintings outside convention hall to Thula Hampton of Washington-Baltimore.





Hearty Thanks

Gil Ferrara, left, vice president of the Massachusetts State AFL-CIO, receives a warm handshake from TNG President Charles A. Perlik, Jr., after recounting to the convention how the state's labor movement rallied to the cause of Guild strikers in Fall River.

Guild Seen as Catalyst

Fall River Strike A Unity Spur

San Juan, P.R.—Gil Ferrara, "our Number One friend" in Fall River, told San Juan Convention delegates how the Guild's recent 14-week strike at the Fall River Herald-News helped to forge "one of the greatest central labor councils in this country."

Ferrara, assistant regional director of the Amalgamated Clothing Workers in New England and head of a 3,000-member ACW local in Fall River, declared, "We never had unity in Fall River like we did when the Guild went on strike."

"The Guild was alone with 105 people," said Ferrara. "However, never before have I witnessed the strength of those 105 people."

"They proved that they could unite the labor movement in Fall River to the extent that we have now one of the greatest central labor councils in this country."

As vice president of the United Labor Council of Fall River and

a vice president of the Massachusetts State AFL-CIO, Ferrara was largely responsible for conducting two massive unity marches in support of the Guild strike.

Robert E. Bruner, administrative secretary of the Boston Guild, introduced Ferrara as "our No. 1 friend" in Fall River, Fall River is a unit of the Boston Guild.

Ferrara sharply criticized the other printing-trades unions at the Herald-News as "scab organizations" for crossing the Guild's picket line.

"The United Labor Council suspended the local International Typographical Union from council membership," said Ferrara, declaring that the ITU "will never belong to the United Labor Council again because I don't feel that they are a union, because if they were, they would not have crossed the picket lines of the Guild."

Ferrara recalled that the printers and stereotypers went to work

at 4 a.m. on the day of the second unity march in support of the Guild strike because "they did not want to face the four top officers in the United Labor Council."

Convention Takes Stand For Busing

San Juan, P.R.—The San Juan Convention went on record in support of school busing as a "short-range option to close the educational gap between the haves and the have-nots in our society."

In a separate resolution, the convention called upon federal, state and local governments to adopt a Bill of Rights for prison inmates and overhaul the prevailing "backward correctional systems and practices."

"Millions of school children are bused daily to and from schools," the convention noted. "No hue and cry was raised over this phenomenon until the busing involved transfer of racial groups."

Urging federal and state lawmakers to take "whatever steps are necessary to fulfill the U.S. Supreme Court's Brown Vs. Board of Education ruling—now 18 years old," the convention said deprived and white, suburban children alike should have a chance to learn and grow in a stimulating environment.

"Indeed, busing is a poor substitute for fair housing," the convention said. "However, it is one way to immediately achieve equal educational opportunities for children who can't wait for the promise of tomorrow."

Deploping the deaths of 43 correctional officials and prisoners at Attica last September, the convention urged governments to "provide adequate funding to create racially integrated staffs, decent pay and working conditions, effective training and maintenance of high standards for correctional personnel," as well as to pay inmates prevailing wage rates and develop training programs.

Victoria Gets Backing as Crisis Nears

San Juan, P.R.—The San Juan Convention pledged its "unlimited support for the Victoria Guild and the craft unions in event these unions are forced to strike for a fair agreement."

The resolution was adopted as bargaining by the Guild and four craft unions continued under strike votes at the Victoria Colonist and Times. All of the unions have been granted strike sanction.

The convention noted that this was the first time in 120 years of daily newspaper publishing in Victoria that all unions have bargained together and taken strike votes.

The resolution, approved in a special order of business on the opening day of the convention, said the publisher was trying to "undercut the pattern of settlements in the printing and publishing industry in British Columbia with an offer which is well below that pattern."

Road to Decision: a Rain of Roll Calls

Following are the results of five roll-call votes taken on disputed issues at the Guild's San Juan Convention. One was on a motion to delete a Political Action Report endorsement of Sen. George McGovern for the Democratic nomination and the Presidency, a "yes" vote favoring deletion. A second was on a subsequent amendment authorizing the International Executive Board to endorse a Presidential candidate after major-party nominations are made. A

third was on a motion to delete a second Canadian regional vice president from constitutional changes to strengthen the national identity of Canadian locals, a "yes" vote favoring deletion. A fourth was on a New York Guild amendment to create a seventh region in Canada and a seventh at-large vice presidency. The fifth was on a minority report motion to delete a women's and minority-rights coordinator from the Human Rights Report, a "yes" vote favoring deletion.

Locals	McGovern Endorsement		Presidential Endorsement		2nd Canadian Vice President		7th At-Large Vice President		Rights Coordinator	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Bakersfield	3	—	—	3	—	3	—	3	3	—
Bay City	2	—	2	—	2	—	2	—	11	—
Boston	—	11	11	—	—	11	—	11	2	—
Brockton	—	2	2	—	—	2	—	2	7	—
Buffalo	7	—	—	7	—	7	—	7	4	—
Canadian Wire Service	—	—*	—	—*	—	4	—	4	—	2
Chattanooga	—	—	—	—	2	—	—	2	7	—
Chicago	3	4	—	7	2	5	—	5	1	6
Cincinnati	5	—	—	5	—	5	—	—	9	—
Cleveland	8	1**	10	—	10	—	9	1	—	1
Columbus	4	—	—	4	4	—	4	—	—	4
Denver	5	3	8	—	—	8	—	8	—	8
Detroit	2	6	6	2	—	8	—	8	—	8
Erie	4	—	4	—	4	—	4	—	4	—
Gary	1	1	1	1	2	—	2	—	1	1
Hampton Roads	1	—	—	1	1	—	—	1	6	—
Hawaii	6	—	6	—	—	6	—	6	—	—
Hudson County	2	—	—	—	2	—	2	—	—	2
Kenosha	—	2	2	—	—	2	—	2	—	2
Kingston	—	—	—	2	—	—	—	—	1	1
Knoxville	2	—	—	2	2	—	2	—	—	—
Lake Superior	2	—	2	—	2	—	2	—	2	—
Lansing	2	—	—	2	—	2	—	2	3	—
Lehigh Valley	—	3	—	3	—	3	—	3	14	—
Los Angeles	—	14	14	—	—	14	—	14	—	—
Madison	—	2	—	2	—	2	—	2	3	—
Manchester	—	3	3	—	—	3	—	3	—	5
Memphis	—	5	—	5	—	5	—	5	4	—
Montreal	—	—*	—	—*	—	4	—	4	68	—
New York	68	—	68	—	68	—	68	—	1	4
North Jersey	3	2	3	2	5	—	4	1	4	—
Ottawa	—	—*	—	—*	—	4	—	4	—	2
Pawtucket	—	2	2	—	2	—	2	—	3	—
Peoria	3	—	—	3	3	—	3	—	2	12
Philadelphia	—	14	14	—	14	—	14	—	3	—
Pittsburgh	—	3	3	—	3	—	3	—	4	—
Portland	—	—	—	—	—	4	—	4	5	—
Providence	3 2/3	1 1/3	—	5	—	5	—	5	—	3
Pueblo	—	—*	—	—	—	8	—	8	2	6
Puerto Rico	—	—	—	—	—	8	—	8	—	2
Rockford	1	1	—	2	2	—	2	—	—	6
Sacramento	6	—	6	—	6	—	6	—	13	1
St. Louis	14	—	—	14	—	14	—	14	9	—
San Diego	4 1/2	4 1/2	4 1/2	4 1/2	—	9	—	9	8	8
San Francisco-Oakland	—	16	16	—	13 1/3	2 2/3	16	—	7	—
San Jose	—	7	7	—	7	—	7	—	3	—
Scranton	3	—	—	3	3	—	3	—	—	11
Seattle-Tacoma	2 1/5	8 4/5	4 2/5	6 3/5	—	11	—	11	—	2
Sheboygan	2	—	—	—	2	—	2	—	3	—
Stockton	3	—	—	3	—	3	—	3	—	—
Terre Haute	—	3	3	—	3	—	3	—	6	—
Toledo	4 1/2	1 1/2	1 1/2	4 1/2	—	6	—	6	3 3/5	14 2/5
Toronto	—	—*	—	—*	3 3/11	14 8/11	3 3/11	14 8/11	4	4
Twin Cities	4 4/5	3 1/5	—	8	—	8	—	8	6 2/3	3 1/3
Vancouver-New Westminster	—	—*	—	—*	—	10	—	10	1 1/2	1 1/2
Victoria	—	—	—	—	—	3	—	3	—	23
Washington-Baltimore	12 15/16	10 1/16	4 3/5	18 2/5	—	23	—	23	4	—
Wilkes-Barre	4	—	—	4	—	4	—	4	8 2/3	8 2/3
Wire Service	3 1/4	9 3/4	13	—	—	13	4 1/3	8 2/3	4 1/3	—
York	—	3	3	—	—	3	—	3	1 1/2	1 1/2
Totals	201 7/16	147 9/16	226	124	154 20/33	255 13/33	197 20/33	212 13/33	244 3/5	161 2/5

* Abstained
** One abstention

High-Court Ruling Spurs Privilege-Law Campaign

(Continued from Page 1)

on a privilege bill he introduced more than a year ago, and Rep. Edward J. Koch of New York said a similar bill he introduced will be considered by a House Judiciary subcommittee next month.

The Guild had not pressed for state or federal legislation prior to the Supreme Court decision, sharing the opinion of many in the industry that it was preferable to wait for the court to act.

It has also expressed sharp reservations about the privilege bills previously introduced in Congress, which would exempt from protection a whole range of cases ranging from treason and a threat to life to libel suits and material not specifically given in confidence.

A Guild convention resolution adopted before the court's decision called on publishers to resist efforts to force the surrender of notes, films and other material and said it was the publishers' duty to defend employees cited for refusing to yield such material.

"In no case," the convention declared, "shall such an employee be forced to suffer loss due to legal expenses or fines or loss status, salary or other benefits."

The Supreme Court acted in cases involving Caldwell's refusal to testify before a federal grand jury investigating the Black Panthers, the refusal of Louisville Courier-Journal reporter Paul M.

Branzburg to testify before a state grand jury probing drug abuse and the refusal of Paul Pappas, a New Bedford, Mass., television newsmen to violate a pledge not to recount what he saw at a Panther headquarters during racial disturbances in that city.

President Nixon's four appointees—Chief Justice Warren E. Burger and Justices Harry A. Blackmun, Lewis F. Powell, Jr., and William H. Rehnquist—were joined by one holdover justice, Byron R. White, to produce the court majority.

Justice Rehnquist's participation in the case came as a surprise. It had been thought he might disqualify himself because he helped prepare Justice Department guidelines for subpoenaing newsmen and represented the department in a 1970 debate in which he argued against a First Amendment privilege.

Justice White, speaking for the majority, said the court could not "accept the argument that the public interest in possible future news about crime from undisclosed, unverified sources must take precedence over the public interest in pursuing and prosecuting those crimes reported to the press."

"There is no First Amendment privilege to refuse to answer the relevant and material questions asked during a good-faith grand-jury investigation," he declared, saying that freedom of the press

would come into play only if a prosecutor were guilty of an attempt to harass a reporter and damage his relations with news sources.

Justice Powell, in a separate concurring opinion, held that judges might still balance First Amendment considerations against the obligation to inform grand juries. But he said a reporter could be excused from testifying only if his disclosure had but a remote relationship to the investigation or if law agencies had no "legitimate need" for it.

The majority decision said the desire of confidential informants for anonymity was a product of their desire to escape prosecution and "hardly deserving of constitutional protection."

"The crimes of news sources," it said, "are no less reprehensible and threatening to the public interests when witnessed by a reporter than when they are not."

Justice White's opinion maintained that sources of confidential information will not dry up just because reporters who are given it may subsequently be haled before a grand jury.

And Justice Stewart warned that "when neither the reporter nor his source can rely on a shield of confidentiality against unrestrained use of subpoena power, valuable information will not be published and the public dialogue will inevitably be impoverished."

"Those in power, whatever their politics, want only to perpetuate it," Douglas said. "Now that the fences of the law and the tradition that has protected the press are broken down, the people are the victims. The First Amendment, as I read it, was designed precisely to prevent that tragedy."

Among those joining in criticism of the court's opinion were the American Society of Newspaper Editors and Sigma Delta Chi. The New York Reporters Association, urging journalists across the country to press senators and representatives for action on privilege legislation, offered to serve as a temporary clearing house for information on the legislative campaign.

The Society of Newspaper Editors called for Congressional action to establish newsmen's privilege, terming the court decision "a direct blow at the right of the people to be fully informed without hindrance by the government."

But the American Newspaper Publishers Association declined to take a position on the decision.

The decision was not long in having effect. A New Jersey judge ordered Newark News reporter Peter Bridge jailed for contempt last week for refusing to answer grand-jury questions on an alleged bribe offered to influence the appointment of a Newark Housing Authority director.

Superior Court Judge H. Curtis Meanor cited the Supreme Court ruling in rejecting Bridge's claim he had a right to withhold his sources and information.

The News said it would appeal the ruling, charging that Bridge and the paper were being used as "a cat's paw" in a "political squabble" and citing the Supreme Court's statement that reporters need not testify in grand-jury investigations conducted in bad faith.

But despite the decision, the Ninth Circuit Court of Appeals in San Francisco last week reversed the contempt convictions of two employees of a Black Panther newspaper who invoked the First Amendment in refusing to answer questions before a grand jury.

The court held that the two could be required to answer questions about the Panthers' central committee and contacts with foreign governments but couldn't be forced to disclose information about the newspaper's operations.

If they could be required to disclose the identity of persons working on the paper, details of their jobs and information about its financial operations, the court said, "an editor, reporter, type-setter or cameraman could be compelled to reveal the same information about his paper or television station, if his paper or station carried the story." It said the First Amendment "forbids this result."

Abuse of Newsmen Hit by Convention

San Juan, P.R.—The San Juan Convention urged law-enforcement agencies to protect news gatherers from abuse and the suppression of news in order to guarantee the public's constitutional right to know "matters of public concern."

The resolution decried the "growing use of force by representatives of law-enforcement against members of the press and the tendency to try to suppress information."

"The Newspaper Guild is particularly disturbed about injuries inflicted by such forces on its members, both when carrying out their assigned duties as newspeople and when peacefully exercising their legal rights while on the picket line," it said.

Among the latest in a series

of such incidents was the manhandling of Guildswoman Nan Robertson, a New York Times reporter, by Secret Service agents at a Silver Spring, Md., hospital shortly after Gov. George Wallace was shot.

Robertson was telephoning a story from the hospital when she was ordered to leave by a Secret Service agent. When she continued to dictate, she said, the agent picked her up, put her arm in an arm-lock and threw her into the hall.

The five-foot, three-inch reporter, who weighs 103 pounds, crashed to the floor and "skidded down the corridor head first into the opposite wall," Max Frankel, the Times's Washington bureau chief, said in a letter complaining to the Secret Service.

Denver, Washington Set For '75, '76 Conventions

San Juan, P.R.—Denver will play host to the Guild's 1975 convention and Washington will be the site in 1976, the United States's bicentennial year.

Bids by the Denver and Washington-Baltimore locals were accepted after the San Juan Convention amended the Guild's constitution to allow selection of the site more than three years in advance. It has become increasingly difficult to obtain convention hotel accommodations less than four years in advance.

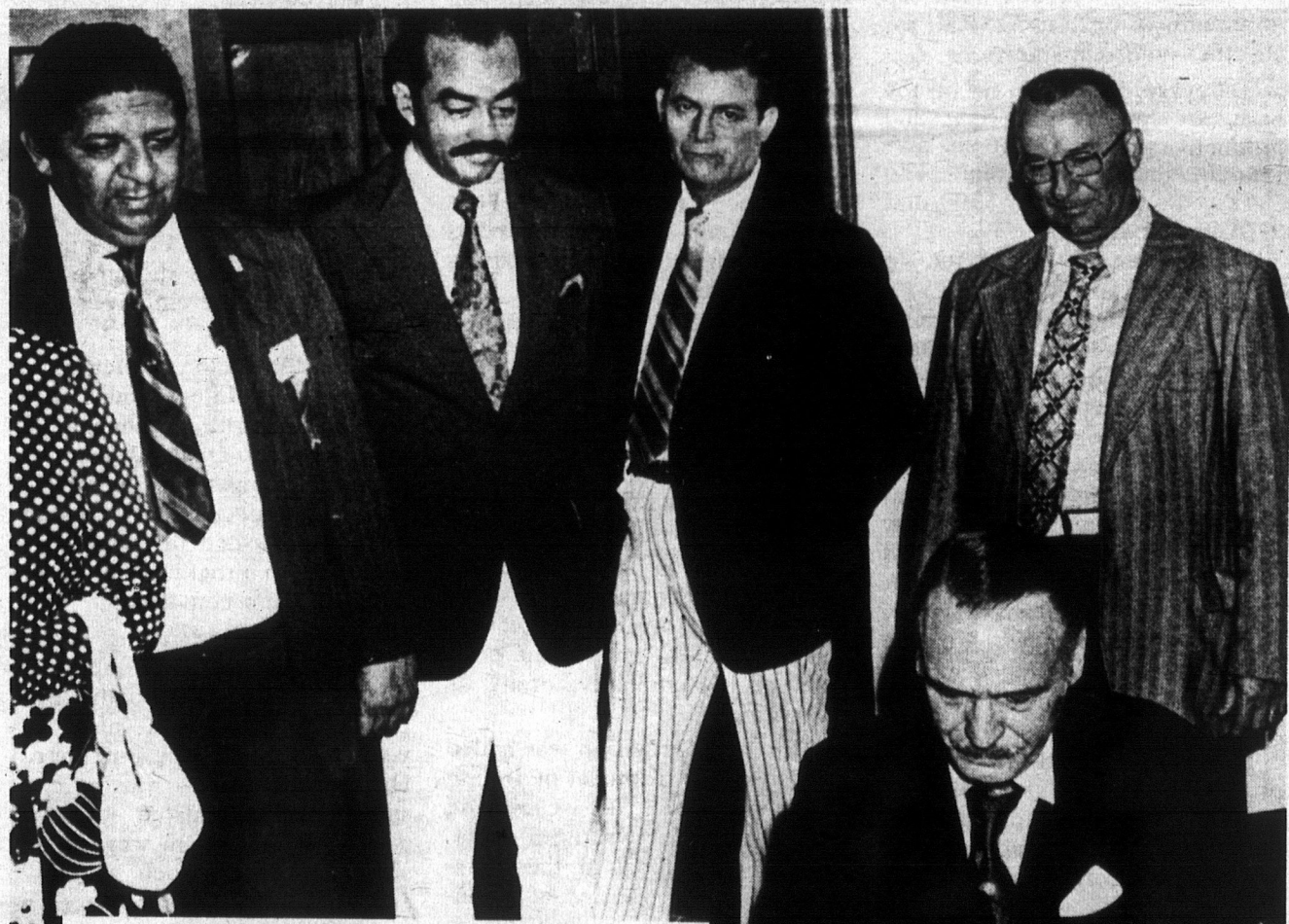
Denver was alone in bidding for 1975; the Hawaii Guild had expressed interest but deferred. Washington was the sole bidder for 1976, but the Philadelphia Guild, whose city may become the site of a bicentennial celebration, offered to join Washing-

ton-Baltimore in hosting a convention party.

A motion to hold conventions biennially instead of annually met the same fate it has at previous conventions: It was rejected, this time on a recommendation of the convention's Constitution Committee.

The proposal called for a study of expanded regional training conferences and a general board to meet in nonconvention years to advise TNG officers and take "limited emergency" action.

The convention concurred in an International Executive Board decision not to recommend a constitutional amendment that would permit the election of convention delegates by individual units instead of local memberships as a whole.



Musical Interlude

Gov. Luis A. Ferre plays the piano for convention delegates whom he took on a guided tour of his mansion, the historic Fortaleza, where he was host at a cocktail party for delegates and guests. The governor gave a welcoming address to the convention earlier in the day.

Woods Calls for Peace Activism

(Continued from Page 4)

"But between the main forces, the key figures, in those elections, I believe there has been an improvement in relations. Hopefully, that is not too optimistic. At least they are talking. That doesn't mean total agreement, by any means. There probably never will be total agreement in The Newspaper Guild."

"As a matter of fact, there is no necessity for total agreement."

I've always believed that two heads are better than one in any consideration. Discussion, debate is essential to reach wise decisions."

However, Woods declared, "Decisions can be better made if there is a maximum of light and a minimum of heat thrown on the subject at hand. This is one organization designed to achieve the greatest good for the greatest number."

"That can come about, however, only if we work together and avoid the sniping that a few individuals insist on perpetuating," he warned.

Noting that a forum on automation was to be held on the convention's opening day, Woods said,

"We must not fight automation; it offers too much for all of us. But we must fight for our rights, for our jurisdiction."



The Path to Bargaining Success

Dennis Malick, left, of Hampton Roads, and Carl L. Bender of Terre Haute, whose locals are both in bargaining, study a check list for

negotiators, prepared by TNG's Collective Bargaining Department for display outside convention hall.

New Pension, Voice Planks Approved

(Continued from Page 1)

pension portability, and an increased normal retirement benefit, among other new improvements.

All were adopted by the convention after an unsuccessful attempt to refer the pension question to a special study committee.

TNG's wage goals were advanced to \$475 a week for top minimums in key classifications, with starting minimums of \$317 in those classifications and top minimums of at least \$237.50 for all other adult classifications.

The wage goals were set on the basis of projected price and productivity increases of six percent in the coming year. The 1971 goals were \$450, \$300 and \$225, respectively.

The convention concurred in the International Executive Board's recommendation that locals seek the maximum salary increases and benefits they can obtain despite wage controls, allowing TNG to put its legal and economic-advisory consultants to work to seek Pay Board approval of the maximum gains possible.

The convention also concurred in the IEB's directive that no contract can be signed without specific permission if it lacks a clause providing for reopening if any of its terms are barred by the Pay Board.

In a series of stronger voice proposals, largely initiated by Chicago delegates and patterned on demands being made in current Chicago bargaining, the convention:

● Added to TNG's Recommendations on Collective Bargain-

ing a provision that representatives of the Guild's choosing be named to editorial boards and participate in news conferences.

● Added, as an alternative to the Collective Bargaining Program's citation of grievance machinery as a channel for employee voice, a provision that the Guild designate a committee to meet with an employer committee to discuss and make recommendations affecting operations of Guild-represented departments, including news coverage.

● Added to the Recommendations on Collective Bargaining a provision that the Guild be notified of the name and qualifications of persons proposed for appointment to exempt positions and that no such appointments shall be effective until discussed with the Guild.

● Added to the mandatory Collective Bargaining Program a provision that if an employee or his work is mentioned in a letter to the editor, the employee be informed and permitted to respond to it at the same time and on the same page.

● Added to the Collective Bargaining Program a proviso that no employee be subject to punitive action because of criticism of his employer, orally or in writing.

This latter provision was added in light of the dismissal of Joseph Eszterhas from the Cleveland Plain Dealer for writing a magazine article critical of the newspaper and the transfer of Philadelphia Inquirer science writer Donald Drake because of a journalism-review article he wrote.

Locals desiring to make proposals for employees' voice other than those provided in the bargaining program and convention recommendations were directed by the convention to consult with TNG's Contracts Committee in drafting them.

Locals proposing consultation on persons named to exempt jobs, representation on editorial boards and in news conferences or a committee to discuss the operation of Guild-covered departments shall be provided special advice by the Contracts Committee, the convention said.

A series of far-reaching pension provisions was incorporated in Convention Recommendations on Collective Bargaining. The new pension provisions were initiated in the Collective Bargaining Committee by Ray Dick of Washington-Baltimore.

The new pension provisions include:

● Portability of pensions—the right of employees to take their pension credits with them to a new employer.

● A retirement-benefit formula of three percent of average monthly compensation in the three years of highest earnings times the employee's years of service.

● An immediate, automatic survivor's benefit of 80 percent of accrued retirement benefits payable to the employee's spouse.

● A retirement benefit for permanent and total disability equal to the employee's accrued benefit, with a minimum of 25 percent of average monthly compensation in the three highest earning years or a shorter period encompassing the employee's total service.

The convention defeated a proposal by International Vice President Barney Peterson of San Francisco-Oakland that the pension changes be eliminated and that a special study committee be established to formulate a new pension program and report to next year's convention.

Peterson, while saying he favored "dreaming the impossible dream," objected that the proposal for retirement after 20 years was "way, way out there." He said the Guild's pension consultant had calculated it would cost \$250 a week in wage diversions to provide such a benefit for a 20-year-old employee earning \$340.

But Dick replied that many locals may find other demands, such as the new \$475 wage goal, not immediately attainable, "but that doesn't mean that they don't try." He pointed out that the United Automobile Workers has already obtained retirement after 30 years.

The convention recommended that employer contributions fully finance the cost of pensions, including administrative costs. Pension benefits should be paid without deduction for Social Security, severance pay or any other accrued cash benefits, the convention recommended, and employees should have vesting rights after five years.

There should be provision for an equal voice for the Guild in pension-fund operations, the convention added.

A prohibition on mandatory retirement was added to the Collective Bargaining Program.

It was recommended that TNG send to all locals updated information on pensions, including a new Model Pension Plan, within six months.

Locals were urged to bring new or existing pension plans under TNG's Commingled Pension Trust for a higher return on investments and lower costs of administration.

The convention directed locals to report every two years to TNG's Contracts Committee on employers' review of salaries for merit-increase purposes. The reporting provision was added to the Collective Bargaining Program.

Dismissal notice was advanced from not less than two weeks to not less than four in an amendment to the bargaining program.

The convention added to Recommendations on Collective Bargaining a provision that locals should seek longevity increases "at the highest possible amounts at the earliest possible time after the employee has reached top minimum."

Contracts should provide an employee with the right to review his or her personnel file, the convention said in another addition to bargaining recommendations.

Under the recommendation, no derogatory record in such a file shall have any effect six months after its date, the employee and Guild shall have the right to respond to any record in the file, and employers shall furnish to the employee and the Guild a copy of records placed in the file.

Contracts should require the employer to ensure that company premises conform with government health and safety laws and "make an effort to ensure optimum working conditions," including proper lighting, heating and air-conditioning, the convention said in another bargaining recommendation.

The convention recommended increased efforts to achieve union security at magazines and wire services and parity for all employees in key classifications in the advertising, business-office, circulation and editorial departments.

The convention recommended that locals build interunion co-operation, and directed TNG to explore the possibility of merger or affiliation with other news-media unions. It also recommended that a negotiating check list be distributed to locals, with a list of possible negotiators, where feasible.

Health Plan Backed by Convention

San Juan, P.R.—The San Juan Convention reaffirmed the Guild's support for the proposed National Health Security Program while emphatically protesting Blue Cross's use of subscribers' premiums to lobby against the program.

In other resolutions, the Guild urged Congress to adopt a minimum-wage law of \$2.20 an hour, without exemptions, and to grant home rule to the District of Columbia.

Opposing other health-care proposals before Congress, the convention said that "only the National Health Security Program would provide quality medical care for all" and institute "sweeping reforms of the health-care system."

"Only Health Security has a health-resources development fund which would expand health services," it said, "and only Health Security would use the tried, proven and accepted system of social insurance for financing the effort."

The convention protested Blue Cross's lobbying efforts in opposition to the program as "an improper use of subscribers' premiums." It called on locals whose members are covered by Blue Cross policies to protest the expenditures to local, state and national Blue Cross officials.

The convention urged the U.S. Senate to refuse to accede to a House-passed bill that would provide a minimum wage of \$1.80 an hour 60 days after passage and \$2 a year later while continuing the present minimum of \$1.60 for workers 18 years old and younger.

A Senate committee has recommended adoption of a bill that would raise the minimum wage to \$2 upon passage and to \$2.20 a year later while extending coverage to 8.4 million workers in previously exempt industries.

The resolution noted that a wage of \$2 an hour now represents less in buying power than \$1.60 an hour did in 1966, when the minimum wage was set at that level.

The convention again called upon Congress to permit home rule for the 800,000 citizens of the nation's capital. It also urged full voting representation in Congress for the District of Columbia.

Canton Strikers Receive \$1,400

San Juan, P.R.—Guild members on strike against Thomson's Canton Repository received \$270.53 in a floor collection at the San Juan Convention. Local pledges brought an additional \$1,131.

Jack F. Weir, executive secretary of the Cleveland Guild, in appealing for funds, told the convention that the Guild is paying \$12,000 a month alone for hospitalization-insurance premiums for both Guild members and craft unionists.

Management's refusal to grant retroactivity and agree to an immediate return to work for all employees, as well as its insistence on deducting vacation credits for the period of the five-month strike, are among the issues holding up a settlement.

Canada to Get Director, Second Vice President

(Continued from Page 1)

Wire Service Guild, recommended that the new Canadian director be appointed by the Canadian vice presidents after consultation with the executive committees of the Guild's Canadian locals and with the concurrence of TNG's president, and the convention approved that mode of procedure.

The IEB had recommended that the president appoint the director with the concurrence of the Canadian vice presidents. The alternative method emerged from a Canadian caucus held early in the convention.

At the end of the convention TNG President Charles A. Perlik, Jr., announced that the two present Canadian IEB members—Regional Vice President Glen Ogilvie of Toronto and At-Large Vice President Eleanor S. Dunn of Ottawa—proposed to appoint International Representative Robert J. Rupert of Ottawa as director after having consulted with the ranking officers of all Canadian locals. The local officers were unanimous in their preference.

Perlik said he would concur in the appointment following formal approval by the locals' executive committees.

A motion by Ross M. Miller of Toronto that the Canadian director be elected by Canadian members rather than appointed was defeated on a voice vote. Miller contended that the appointment procedure provides a "veto that can be applied any way you like by a few people."

Other Canadian delegates had urged the appointment procedure during their caucus, and only Miller and Jack Dobson of Toronto supported election of the director in the Constitution Committee.

Except for the mode of appointment, the Constitution Committee's report closely followed IEB recommendations formulated by a Guild task force that held hearings across Canada last winter.

The convention turned down an amendment that would have created a seventh vice president at large in addition to the sec-

ond Canadian regional vice president.

A motion by Carl L. Bender of Terre Haute to eliminate the Eastern Canada servicing program was also voted down by the convention.

The recommendation for the program was attacked by Dobson as a "complete and obvious infringement of local autonomy," although he said Perlik had assured Canadian delegates that any local not wanting to participate in the program could opt out of it.

Asked if participation in the program would be mandatory, Perlik told the convention, "I do not think this convention can impose its will on any local."

Moving to delete from the committee's report the recommendation for a second Canadian vice president, Jack F. Weir of Cleveland contended that there was "undue emphasis on the Canadian situation generally." He said he would settle for removing the provision for a second Canadian vice president as a "minor accomplishment."

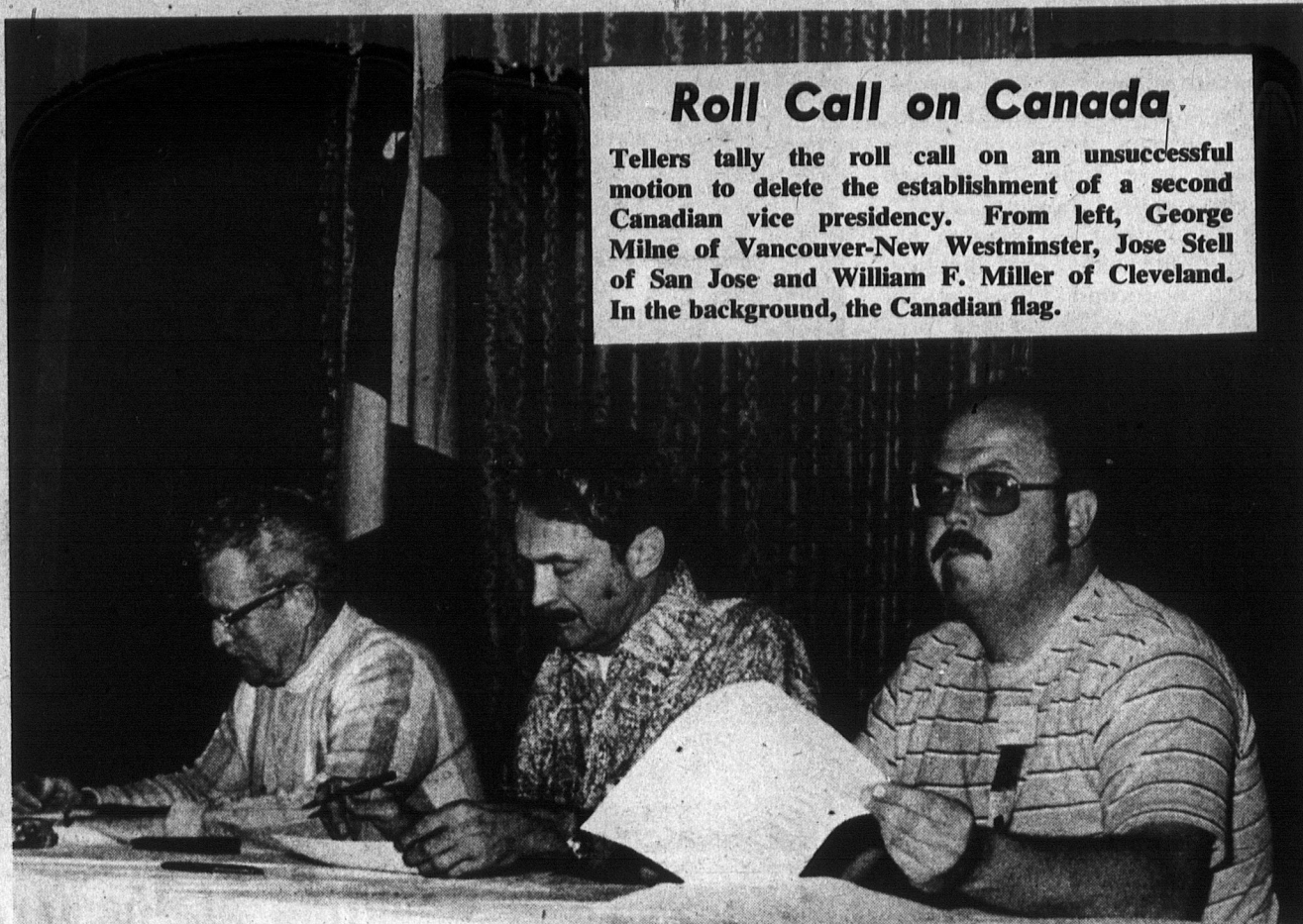
Weir's motion was defeated with little debate.

John E. Deegan of New York then proposed that Canada be split into two regions, each electing a vice president, and that a seventh vice president be elected at large to the IEB, with all Guild members voting on all at-large vice presidents.

Deegan said a "double standard" was being permitted by allowing one region to have two vice presidents while "we are collecting a fee for giving the concession . . . the fee being asking them to give up their right to vote for all vice presidents at large."

Other speakers opposed Deegan's motion on the ground it would split Canada into two regions; although under the proposal recommended to and ultimately adopted by the convention the Canadian Region will elect one vice president from the East and another from the West.

Deegan's motion failed on a roll-call vote, 212¹³/₃₃ to 197²/₃₃.



Roll Call on Canada

Tellers tally the roll call on an unsuccessful motion to delete the establishment of a second Canadian vice presidency. From left, George Milne of Vancouver-New Westminster, Jose Stell of San Jose and William F. Miller of Cleveland. In the background, the Canadian flag.

Miller then proposed that the Canadian members be permitted to vote for all six at-large vice presidents anyway. "It takes away any discriminatory action against the Canadian area because of having two regional vice presidents," he explained.

Without any dissent in debate, the convention agreed overwhelmingly by a voice vote. The Toronto, Ottawa, Montreal and Canadian Wire Service locals abstained from voting because, in the words of John Adams of Toronto, "the self-interest of Canadians is so directly affected by this and we have been party to an agreement worked out after great effort."

The Canadian Wire Service Guild will determine within six months after the convention whether its members will vote for the regional vice presidents in the regions where they work or for a specified one of the two regional vice presidents.

One of the Canadian vice presidents will be elected by members west of Ontario and the other vice president will be elect-

ed by members east of Manitoba.

Called on to estimate the cost of the Canadian proposals, Perlik put it at \$14,000 to \$15,000 a year.

The Canadian office in Ottawa will cost "something in the neighborhood of \$10,000 to \$12,000," Perlik said. The additional IEB member will cost about \$2,000 a year, he added.

The convention resoundingly rejected a Resolutions Committee recommendation that the IEB appoint a committee to recommend to the 1973 Convention a new name for The Newspaper Guild to "better describe all the occupations we represent."

"The Newspaper Guild" was the name adopted by the 1971 Convention, which dropped "American" from the name in deference to Canadian Guild members, who pointed out that "American" commonly refers to the United States.

Joseph T. Martin of Philadelphia, opposing the resolution for another change, declared it a "useless thing and waste of the dues payers' money."

The duties of the Canadian director will be to implement Guild policies in Canada under supervision of TNG's president, serve as a spokesman and representative of the Guild before government agencies and other public bodies, work with TNG's Research and Information and Collective Bargaining departments in developing distinctively Canadian research and informational services, coordinate communications among Canadian locals and oversee the Eastern Canada servicing program.

The annual Canadian policy conference, to be held one or two days before TNG's convention, will have authority to express itself autonomously on Canadian social and legislative issues and advise the IEB and the convention on Guild policies as they affect Canadian members and locals.

A preliminary Canadian policy conference scheduled for the first night of the San Juan Convention was changed into a caucus at the request of several Canadian locals.

Guild Must Take Stand on Election, Perlik Declares

(Continued from Page 4)

nomic gun, aimed and fired by the President of the United States, undo a bargaining momentum it had taken 10 long years for the Guild to really build up."

"I saw the President of the United States extract from the pockets of American working men and women the dues—doubled—needed to pay for his own bankrupt economic policies," he said. "I saw an American president for the first time utilize unemployment, in effect, as an instrument of national economic policy."

"And I saw him let go unscathed the moneyed and money-makers, the lenders and the landlords—no controls on profits, dividends, rents, damn little control on prices, but a steel net of restraint placed over the workers before we could get to our desks the next morning."

The controls program, Perlik said, has meant that "virtually every activity connected with collective bargaining had to be put on the back burner while we geared up to cope with the onslaught of regulation, counter-regulation, redundant regulation,

repetitive regulation, contradictory regulation."

"It meant deceleration of our staff-growth program while we used that money for legal and special economic consultation in the hope we could wrest every possible dollar out of still surprisingly good settlements for the paychecks of our members," he said.

But, he warned, "the subtle and not-so-subtle pervasions of the economic-stabilization program are beginning to have their effect."

"Too often," he said, "we now hear from our locals what the publishers insist is the gospel: The law prevents wage increases of more than 5.5 percent, extendable in certain rare and almost nonexistent instances to seven percent."

"What must we do to persuade our members not even to listen to this nonsense, let alone believe it? The law says nothing of the sort; it says any settlement exceeding such guidelines requires Internal Revenue or Pay Board approval. We can still bargain for all the process will yield, and we still urge locals to do just that—squeeze everything possi-

ble out of the bargaining process, then go back for some more."

"Let's worry about getting it approved and paid once the publisher has agreed first, for no way on God's green earth is the Pay Board going to give us anything more than the contract calls for."

Turning to other bargaining problems, Perlik warned that "a new wave of new equipment and new processes is sweeping the industry, and we need to freshen up our policy and redirect our concern to the protection of our jurisdiction and those Guild members whose jobs may be at stake from this new onslaught of technological achievement."

The Guild, he emphasized "is not looking to take work or jobs away from people or jurisdiction away from unions who have appropriate claims to the functions this new machinery is designed to perform."

"But neither," he added, "is the Guild going to stand idly by while its members are shoved out of their chairs by someone else's ancient and venerable commandments that have no place in modern industrial society."

Perlik noted that the International Executive Board had rec-

ommended that provision for minority hiring goals be incorporated in the Guild's Collective Bargaining Recommendations and that locals apply the same diligence to achieving them as they do to other bargaining goals.

"Minority hiring goals are not quotas, which I have a distaste for, whether they are applied to the number of fish you can catch or to more meaningful human relationships, but are targets of expected employment," Perlik said. "The last thing we want is a standard to emerge that obligates the employer to hire, say, 25 of our citizens, automatically closing the door to the 26th."

"Given escape from unforeseen developments, our own internal organizational response in this area undoubtedly would have been more representative than we have been able to achieve—but of two international representatives hired since last we met, one position went to a minority-group member, a Puerto Rican, and the two promotions effected during the past fiscal year both went to women, one to a member of the clerical staff who was promoted to the administrative staff."

Perlik urged support of recommendations designed to heighten the national identity of the Guild's Canadian locals, contained in a task-force report submitted to the convention and subsequently adopted.

"It makes eminently good sense," he said, "for nationals from such diverse backgrounds and viewpoints as those who share our common border to harmonize those differences, as this report does; to find the mechanism that will preserve and protect the integrity of both societies; to find the way for them to continue to march arm-in-arm toward the common goal of bringing prosperity and good fortune to the citizens and the memberships they embrace."

Perlik emphasized that the Guild's commitment to the strike being waged at El Mundo by its Puerto Rico Local, the convention host, is stronger than ever.

"The depth of that commitment is under attack now, and I have repeated it on your behalf time and time again. I repeat again, here, for all within hearing of my voice to hark and heed: This is one gringo union that ain't going home."

Convention Votes to Endorse a Candidate

(Continued from Page 1)

credibility in covering the election campaign.

The Guild's convention, with 202 delegates from 60 locals meeting here June 26 through 30, also did the following:

- Established a Canadian national Guild office and director, created a second Canadian regional vice presidency and provided for an annual Canadian policy conference, in accordance with key IEB recommendations.

- Embraced a wide range of bargaining proposals designed to give employees a louder voice in the product and broad new pension provisions, including optional retirement after 20 years' service with full benefits.

- Called for state and federal legislation to establish a reporter's privilege to withhold his information and sources in the wake of the Supreme Court's ruling that no such right exists under the First Amendment.

- Warned that the Guild is prepared to protect its jurisdiction in the face of fast spreading automation and recommended the establishment of TNG and local technology committees to meet with representatives of other industry unions.

- Called for an end to U.S. military involvement in Southeast Asia and instructed the IEB to affiliate the Guild with the new national Labor for Peace organization.

The convention, in addition to authorizing IEB endorsement of a Presidential candidate, called on both U.S. and Canadian Guild locals to consider making additional endorsements of candidates on national, state, provincial and local levels.

Delegates, in one of the biggest political-action collections in years, contributed \$691 to the AFL-CIO-COPE Political Contributions Committee for the 1972 campaign.

Perlik, urging delegates to dig deep for the campaign at the convention's final session, said that "if the wisdom" of the Presidential endorsement decision taken the night before "is not firm in your minds, what the Supreme Court of the United States did yesterday (in rejecting newsmen's privilege) will give you fresh if not disheartening proof."

The convention, in approving the Presidential endorsement, voted down a minority Political Action report that maintained an endorsement would be incompatible with reporters' obligation to remain "in their professional capacity impartial and uncommitted to any office seeker."

The convention-adopted Political Action Report declared it "imperative" that labor avoid a repetition of its 1968 election loss.

It cited Perlik's declaration, in his opening address to the convention, that "for too long now the Guild has played what it considered the appropriate role newsmen should play in endorsing and supporting candidates for political office . . . sterile objectivity, political eunuchry."

Noting that publishers use their editorial pages for their own political purposes, Perlik said it was time for the Guild "to throw what weight it can, formally and officially, behind candidates offered to the respective electorates" of both the United States and Canada.

The report also cited International Chairman James B. Woods's opening address, in which



Counting of the Green

TNG staff members count out the \$691 contributed by convention delegates to the AFL-CIO-COPE Political Contributions Committee for the 1972 election campaign. From left, Interna-

tional Representative Charles Dale, Field Operations Director J. William Blatz, International Representative Harry McCormick and International Representative Edna Berger.

he called on Guild members to "join hands with other trade unionists this year in making certain that official Washington has a philosophy oriented to the people and not to moneyed interests alone."

The convention had also heard AFL-CIO Secretary-Treasurer Lane Kirkland denounce the Nixon Administration's attitude toward labor and social issues as "entirely hostile to our purposes."

Among the deeds of that administration "worth measuring as Nov. 7 approaches," said the Political Action Report, are the President's veto of emergency employment and child-care legislation, his Cost of Living Council's ruling that only employees earning less than \$1.90 an hour qualify for a poverty exemption to wage controls, Presidential tax measures providing eight billion dollars in relief for corporations and only a billion for individuals, the Administration's attempt to block publication of the Pentagon Papers and its appeal to the Supreme Court against newsmen's privilege.

The minority Political Action report, by David G. Stout of Buffalo and David C. Allen of Gary, called the Presidential endorsement "a radical and dangerous departure from tradition."

Terming TNG "a unique union . . . with unique responsibilities," the minority report contended that any endorsement of political candidates would be incompatible with "the trust of the people we are supposed to inform."

On the convention floor, Pat Ryan of Buffalo supplemented the argument with the contention that "our union is made up by and large of conservatives" who "would react adversely" to an endorsement. And Richard L. Batzer, also of Buffalo, termed it "presumptuous" for the convention to speak for its members in the political arena.

"I think that even a guy by the name of Wallace can be against Nixon, and I am," said Jack Wallace of Wilkes-Barre. "But I don't think that we should endorse any candidate for the Presidency of the United States."

But Don L. Bean of Cleveland flayed the minority's reasoning as "archaic."

"It is time that this union grew up, stood on its hind legs and endorsed a Presidential candidate," he declared. "It is absolutely ridiculous that we as working newsmen cannot make this judgment. I would almost support Sam Newhouse if he were running against Nixon."

Tom Lask of New York termed the minority report "insulting" and "pernicious" because "it claims that no reporter can be objective in reporting a news story although he has certain strong feeling about the content of the nature of the story he is reporting."

Marti Ahern of Chicago, who first introduced the McGovern endorsement proposal in committee, declared that the Guild has "stood by without comment . . . while political leaders are nominated and elected and then have undermined our standing as a union and our individual standing as members of the news profession."

The minority report lost on a voice vote, but Ryan moved immediately to delete the McGovern endorsement, which was part of the majority report as it emerged from committee.

Many delegates who had opposed the minority report joined in opposing a McGovern endorsement prior to action by the Democratic convention.

"This union is going to have egg all over its face if we endorse George McGovern and he does not get the nomination," Bean warned.

Larry Hatfield of San Francisco-Oakland, a supporter of the McGovern endorsement, had served notice he would move for an IEB endorsement after the major-party conventions if the McGovern move failed. But Ahern, seeking to keep it alive, said it was "important that the endorsement come from the grass roots" rather than the board.

The roll call in which the McGovern endorsement was defeated was marked by the abstention of Canadian delegates, who also abstained on the subsequent amendment for later IEB endorsement. They said they felt it was not proper for them to vote on a question of U.S. politics.

Hatfield's amendment, offered as soon as the McGovern en-

dorsement was defeated, instructed the IEB to "consider endorsing a candidate for the Presidency following the national conventions" and it stated "the sense of this convention that such endorsement should be made."

Alliances changed again in this debate, with some McGovern backers lining up with opponents of any endorsement in an attempt to defeat the amendment.

Robert Levey of Washington-Baltimore argued that the convention should rest content with urging local endorsements as "the obvious way out" of the controversy. Wallace asserted that "I am not going to let the IEB speak politically for me after we adjourn . . . when we are not here to oppose whom they seek."

And International Vice President Warren E. Howard of Washington-Baltimore, who had backed the McGovern endorsement, said "the convention has spoken" and that he "wouldn't want to make an endorsement at a later time."

But Harry Fisdell of New York argued that the Guild has an obligation to "provide leadership at every level that affects the working lives of our members" and that "if it is the sentiment of this convention that the Nixon Administration must go, then we have to give effect and implement that sentiment."

The New York delegation was divided on the issue, however, with Peter McLaughlin taking the floor to term the Hatfield amendment "a subterfuge" in the light of the McGovern endorsement's defeat.

The New York split produced a dramatic climax as the debate wound to a conclusion at 2 a.m. Friday, the convention's longest day. New York was absent from the floor caucusing while the roll was called, and at the completion of the roll its 68 votes, traditionally cast by the unit rule, would have reversed the outcome had they been cast against the endorsement.

The delegation returned to the floor just as the roll call ended, and despite the objection of several delegates, Woods allowed its votes to be registered because the tally had not yet been made. Its "yes" votes sealed the issue, although the endorsement would have carried, as well, had its votes been disallowed.

The IEB, at its postconvention meeting, voted to act on an endorsement immediately after the Democratic convention on the ground that Nixon already had enough votes in the primaries to insure his nomination as the Republican candidate.

The board was polled on the eve of the Democratic convention and voted 14 to 0 to endorse McGovern should he receive the nomination. Vice President Eleanor S. Dunn could not be reached and did not vote.

The Guild was the first union to endorse McGovern after his nomination. Perlik's announcement put the Guild on record with a Presidential-campaign endorsement for the first time in its history.

The Political Action Report, stating that the Guild and Guild members "must join labor's efforts to support and expand the numbers of its friends in elective office" other than the Presidency, said that "one of the most effective ways to do so is through the AFL-CIO's Committee on Political Education."

The convention urged U.S. locals and district councils to make every effort to fulfill and surpass the Guild's 1972 COPE quota of \$6,420 by soliciting members for voluntary "\$2 for '72" contributions and making treasury contributions for COPE's registration and education efforts.

Perlik, in urging the delegates to "dig deep and deeper" for the campaign, pledged \$318.40 to the collection—one week of his 1972 salary increase of \$39.80 for every month from April 1 through November.

The convention also urged locals to set up political-action committees to engage in voter-information programs and to encourage and assist members to register and vote.

A copy of the report of the AFL-CIO-COPE Political Contributions Committee filed with the appropriate supervisory officer is (or will be) available for purchase from the Superintendent of Documents, United States Government Printing Office, Washington, D.C. 20402.

Supreme Court Upholds Labor Political Funds

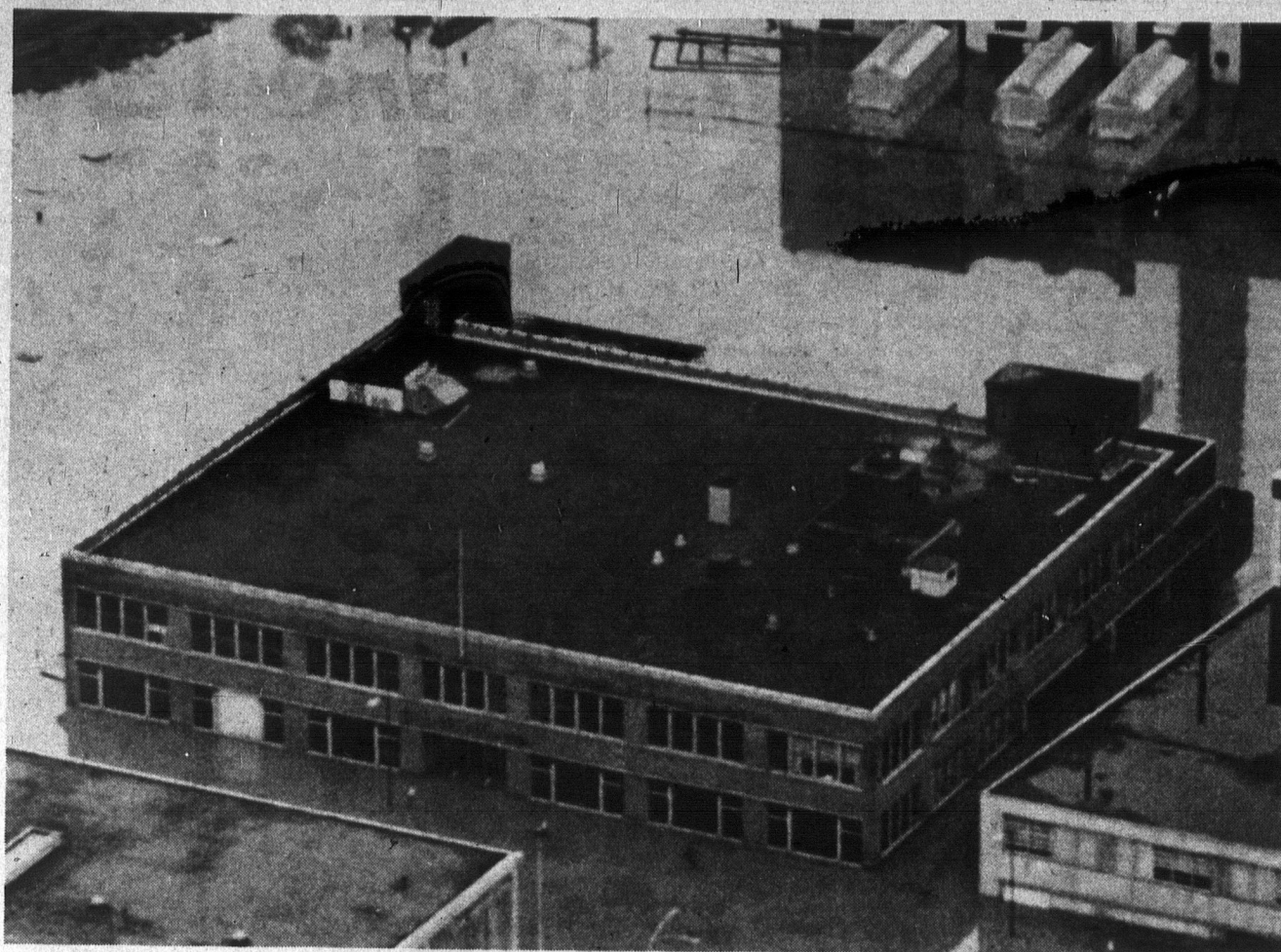
Labor unions have the right to operate political funds and make contributions to political candidates provided the funds are donated voluntarily by members, the U.S. Supreme Court ruled last month.

In a 6-to-2 ruling, the court allowed union political funds so long as the money is not mixed with regular union funds. Solicitation of political funds is permissible so long as members are told the money will be used for

political purposes, the court held.

The court's majority said the Taft-Hartley Act did not require that union officials be barred from soliciting contributions or even precluded from determining how they will be spent.

The Justice Department's contention that federal election-campaign contributions are illegal if made from a fund controlled by a union, even if the money is contributed voluntarily, was rejected by the court.



Newspaper Under Water

Flood waters convert the Harrisburg Patriot and News plant into an island. The press room was under 30 feet of water for three days, forcing the paper to print in Allentown.

Wilkes-Barre, Harrisburg Papers Engulfed, Devastated by Floods

(Continued from Page 16)

paid, however, and the dozens of employees whose homes were destroyed or damaged in the flood were told to remain at home cleaning up rather than report to work.

Publication of the Guild-covered Pittsburgh Post-Gazette was curtailed June 24 because of high water outside the plant.

Guild records in Wilkes-Barre and Harrisburg were not affected by the flood, but all records of the Pennsylvania Newspaper Publishers Association in Harrisburg were reported destroyed.

A switchboard operator at the Patriot and Evening News was drowned June 22 while being rescued from the newspaper offices after rising water knocked out the switchboard.

The Wilkes-Barre Record and Times Leader, News presses will be out of commission indefinitely. The Sunday Independent's offices were flooded, but the presses on the second-floor were not badly damaged.

The Record and Times-Leader, News staff moved to Scranton to

put out an adless eight-page flood edition June 27. Later it moved back to Wilkes-Barre for all but production work.

At Harrisburg, the newspaper's presses were under water for

three days, and newsprint, computers, air-conditioning equipment, machinery and other facilities were destroyed. Publisher John Baum estimated damage would run into the millions.

Flood Immerses Their Homes As Delegates Fly to San Juan

San Juan, P.R.—As Wilkes-Barre Guild delegates winged their way to sunny San Juan for the Guild's 1972 Convention, flood waters were surging through their homes.

Local President John J. Wallace's home was inundated, and the home of Carl Schwab was flooded to the second floor. TNG International Vice President Edward J. Schrode's home escaped the high water, but his daughter's home was destroyed.

Wallace and Schrode left Wilkes-Barre June 21 as tropical storm Agnes hit Eastern Pennsylvania.

Not until after arriving here

June 22 did Wallace learn that his home had been flooded. "Nobody could get close enough to tell me how badly," Wallace said as the convention closed eight days later, "and I still can't call into Wilkes-Barre to find out."

Schwab left for the convention June 24 after the flood waters had forced him to evacuate his home.

"We'll find out the extent of damage when we get back to Wilkes-Barre," said Wallace philosophically. "I don't mind so much the loss of the furniture and clothing. Those things can be replaced. But I lost all my personal Guild records."

Last Guildsmen Return

Long Dispute Settled at CBC

Toronto, Ont.—The last of the Canadian Wire Service Guild members who had observed broadcast technicians' picket lines returned to their jobs at the Canadian Broadcasting Corp. last week with the settlement of a five-month series of strikes and lockouts.

The settlement was reached by

the National Association of Broadcast Employees and Technicians last month in the culmination of prolonged bargaining. Most CBC Guild members had observed picket lines or been locked out for varying periods of time during rotating work stoppages by NABET and retaliatory lockouts by CBC.

A dozen Guild members in Toronto had refused to go back to work until the dispute was settled, although the Guild and CBC had negotiated an agreement in April allowing those who wished to return to do so. The dozen included President Philip Calder, Secretary Sheldon Turcott and Treasurer Jerry E. MacDonald.

NABET gave a waiver to Guild members to cross its picket lines in Toronto, the only city

in which its members continued to stay out.

NABET officials have promised to observe any future Guild picket lines in return for the Guild's support in the dispute.

The strike settlement provides for an average salary increase of 30 percent over four years. It also provides for two-week arbitration decisions on grievances dealing with safety, jurisdiction and dismissals.

NABET retained its jurisdiction over installing, maintaining and operating all CBC equipment despite CBC's attack on the clause.

NABET had prosecuted rotating work stoppages affecting Guild members at CBC offices across the country. The stoppages were discontinued in April, except at the Toronto office.

Antitrust Exemption Passes Court Test

San Francisco, Calif.—The Newspaper Preservation Act, allowing publishers of jointly operated newspapers to pool profits, fix prices and split markets, has passed its first test of constitutionality.

Federal Judge Oliver J. Carter ruled last month that the act is constitutional and could be used by the San Francisco Chronicle and Examiner as a defense in antitrust suits brought by a competing monthly and nine of the papers' distributors.

Carter, overruling a contention by the Bay Guardian, held that the 1970 act does not violate freedom of the press or other sections of the Constitution.

But he said there was "nothing in the act which would appear to authorize the elimination of a newspaper as part of a joint operating agreement," and the Guardian's attorney said that point would be pressed. The San Francisco News Call Bulletin was folded as part of the Chronicle-Examiner agreement in 1965.

Carter held that the act can be applied to joint operations entered into before it was passed.

"It may be," he said, "that Congress could have adopted a less heavy-handed piece of legislation to accomplish the objective of maintaining the solvency of large metropolitan newspapers. However, this court does not detect any compulsion for such rectitude under either the First or Fifth Amendment."

The Guardian is contending that the joint agreement has given the Chronicle and Examiner such a dominant position that any competing paper finds it virtually impossible to survive.

The ruling was handed down June 22. Four days later Judge Carter ruled similarly in a case

Hawaii Adopts Federal Statute

Honolulu, Hawaii—Hawaii now has its own "newspaper preservation" act.

Legislation identical in language to the federal Newspaper Preservation Act became law last month when Gov. John A. Burns let it take effect without signing it. It was adopted by the Legislature at the behest of the Honolulu Advertiser and Star-Bulletin.

State Atty. Gen. George Pai said the legislation was unnecessary because the federal law pre-empted state antitrust legislation, but the papers said they sought it to avoid "political harassment." Honolulu Mayor Frank Fasi, who has been feuding with the papers, was the bill's principal opponent.

involving newspaper distributors who are challenging the papers' circulation practices.

He dismissed a charge that the papers' refusal to allow distributors to sell their lists and goodwill was an antitrust violation. But he ordered further argument on claims that the papers' price fixing, control of profits and market monopoly were illegal.

The dealers have cited contracts binding them to sell papers at a fixed price and have charged the newspapers with varying the size of their territories and forcing them to buy surplus papers.

Denver Acts to Represent 34 Distributors at News

Denver, Colo.—The Denver Guild has filed an intervening petition with the National Labor Relations Board to represent 34 circulation distributors at the Rocky Mountain News. The Teamsters' union filed the original representation petition.

A ruling is expected shortly by NLRB Regional Director Francis Sperando or the board itself on the News's claim that the distributors are independent contractors, not employees.

A brief filed by the News quoted extensively from a recent NLRB decision holding distributors at the Denver Post were independent contractors.

Knoxville Journal Charged With Refusal to Bargain

Knoxville, Tenn.—A refusal-to-bargain charge was filed last month by the Knoxville Guild against the Knoxville Journal.

The local was certified earlier in the month as bargaining agent for Journal employees after a 10-month National Labor Relations Board dispute over challenged ballots. The Journal refused to meet with Guild representatives.

Guild Surrenders Unit At Resources Institute

The Washington-Baltimore Guild withdrew as bargaining representative for clerical employees of the Human Resources Development Institute last month after the unit refused to press a demand for job security in an initial contract.

The institute had refused to grant job security after dismissing four of eight Guild-covered employees for economic reasons.

IT SEEMS TO US

Eaton's GR Column Scored as Biased

COLUMBUS, OHIO

Editor:

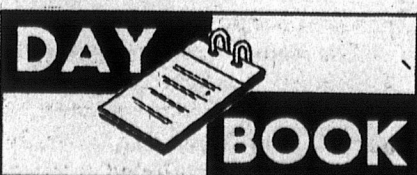
I, and apparently a lot of others, feel it's about time that GR management take a long, hard look at the town-crank mouthings of columnist William J. Eaton.

Yes, I know that we're a union of the AFL-CIO, but does that give any journalist-member of the Guild the right to be so obviously biased?

A good, objective columnist should be stimulating. Eaton is only nauseating. Let's have a little more "Guild" and not so much AFL-CIO.

Eaton's constant harping leads me to wonder what he would have to write about should the likes of Kennedy (hero of Chappaquiddick), Church, Tunney, Bayh and others of their stripe take over the controls.

RICHARD K. BOYD
Wire Service Guild



Middle Atlantic and Empire State District Councils, joint meeting, Aug. 5 and 6, Wilkes-Barre.
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.

Floods Ravage Pennsylvania Papers



Evacuation

Social reporter Nancy Woodward is taken from the flood-menaced Harrisburg Patriot and News plant by her husband, Ernest. Surging waters later flooded the plant, drowning a switchboard operator.

\$24 One-Year Hike Gained in St. Paul

St. Paul, Minn.—Top minimums for reporters and display advertising salespersons are increased \$24, to \$282, in the first year of a two-year contract at the St. Paul Dispatch and Pioneer Press.

The Twin Cities Guild settlement, retroactive to June 1, provides for a wage reopener in the second year.

The settlement came in the wake of an overwhelming strike vote by the unit membership.

The \$24 increase also goes to inside and outside classified salespersons and to circulation supervisors. The top for outside sales goes to \$259, that for inside sales goes to \$147.50 and that for circulation supervisors rises to \$232.75.

All other minimums are boosted by nine percent.

The largest increase in minimums, \$26.40, is in the editors'

classification, raised to \$310.20.

The top for switchboard operators is boosted \$11.10, to \$134.35, that for stenographers \$10.60, to \$128.60, that for clerks \$10.20, to \$123.45, and that for janitors \$10.30, to \$124.55.

The contract increases the employer's share of the cost of family health and hospitalization insurance from 75 to 90 percent, representing an additional \$6.30 per month.

Pension contributions by the employer are increased by \$1.50 a week in the first year and another \$1 in the second, bringing the total contribution to \$11 for employees earning \$200 or more a week and to \$10 for employees earning less than \$200.

A fifth week of vacation was won for employees with 20 or more years' employment. The employee's birthday was added as a seventh holiday.

Plain Dealer Strike Vote Ends 'Beer-Can' Firing

Cleveland, Ohio—Assistant City Editor James Flanagan was reinstated to his job at the Cleveland Plain Dealer last week after the unit voted 131 to 13 to strike over the firing.

Managing Editor Wilson Hirschfeld fired Flanagan June 27 after he brought an unopened can of beer into the city room.

Two days later the Plain Dealer Unit voted to strike if he was not reinstated. Management relented and agreed to rescind the dismissal at the start of a

bargaining session July 5.

The Guild's contract with the Plain Dealer has expired, and negotiations are still under way for a new one.

Flanagan was reinstated without prejudice and at no loss of pay. He will be given another week of vacation, since he had been scheduled for vacation the week following the firing.

The unit took the position Flanagan was hardly in a position to enjoy his vacation while considering himself dismissed.

Newspaper plants in Wilkes-Barre and Harrisburg were devastated and the homes of many of their Guild employees destroyed by raging floods that inundated wide areas of Eastern Pennsylvania last month.

Torrential rains from tropical storm Agnes flooded the Wilkes-Barre Record, Times-Leader, News and Sunday Independent, the Harrisburg Patriot and Evening News and other newspapers, forcing them to suspend publication for several days and then print elsewhere.

Wilkes-Barre Guild members were particularly hard hit, dozens losing their homes entirely. The Scranton Guild executive com-

mittee voted a \$500 contribution for flood relief for Wilkes-Barre members.

The Guild and other unions at the Wilkes-Barre dailies waived wage, hour and holiday provisions of their contracts indefinitely when the company said it might not be able to survive the disaster if it were not able to cut costs.

Guild members who had been earning \$200 or more a week are being paid \$150 and those earning under \$200 are being paid \$100. The reporter-photographer and display-salesperson top minimums in Wilkes-Barre are \$249.75 a week.

The Wilkes-Barre dailies sus-

pended publication for three days as water poured into the plant, and the Sunday Independent missed its June 25 edition. The Harrisburg papers, with 30 feet of water in their pressroom, did not publish for five days.

Three weeks after the flood all of the papers were still printing out of town, the Wilkes-Barre papers at the Scranton Times and Tribune and the Harrisburg dailies at the Allentown Call and Chronicle.

Harrisburg employees received full pay during the time their papers were not publishing.

Wilkes-Barre Record and Times-Leader employees were not

(Continued on Page 15)

Wage Board Challenges Increases In Buffalo; Cincinnati Hike Stalled

Two more Guild pay increases, at the Buffalo Evening News and Courier-Express, have been challenged by the Pay Board, and the Internal Revenue Service has refused to approve more than a 5.5-percent increase in a new one-year contract at the Cincinnati Post & Times-Star.

Under challenge by the Pay Board are deferred increases in contracts signed early last year at the News and Courier-Express. The board did not specify what increases were being challenged.

The contracts provide for total increases of \$87.50 to \$314, over three years in reporter top minimums. Increases of \$20 went into effect Jan. 1 and increases of \$10 were effective July 1.

Under Pay Board regulations, the increases will continue to be paid pending disposition of the challenge.

The Internal Revenue Service's action on the Cincinnati contract was not unexpected. Under control regulations, it has authority to approve increases only within wage guidelines—up to seven percent in some cases.

A request for approval of the remainder of the Cincinnati increases will be taken to the Pay Board. The increases amount to

eight percent under the board's formula.

The Cincinnati contract, signed during the spring, provides increases ranging from \$6.75 to \$22.

The top minimum for reporters and display salesmen is increased \$22, to \$252, the flat minimum for editors is up the same amount, to \$267, the top for classified outside salesmen is also up \$22, to \$236.25, that for stenographers and telephone operators is raised \$9, to \$144.25, and that for district managers \$22, to \$246.

The company's hospitalization contribution is increased \$2 a week per employee, to \$6, paid leaves are provided for employees called to emergency duty with the National Guard or reserve forces, and leaves of absence are provided for alternative service to military duty.

A new clause requires the company to notify the Guild and the affected employee of any demand for the surrender or disclosure of information or materials.

And a new ethics clause protects an employee from being forced to use his position for purposes other than the performance of his duties.

The Pay Board, which last month toughened its policy on

"catch-up" increases that had allowed higher raises where increases under prior contracts were less than seven percent a year, is considering altering its 5.5-percent guidelines, according to Chairman George Boldt.

Boldt told the National Press Club that the board may either tighten or loosen its standards, depending on whether it appears the board is exceeding or falling short of its goals. He disclosed that the average of wage increases approved since Phase Two controls took effect was 4.9 percent.

Another board spokesman said the panel is considering varying its standard for granting deferred increases to allow larger increases in industries where productivity is higher.

The International Union of Electrical Workers, meanwhile, has filed suit to overturn a Cost of Living Council ruling that provides a poverty exemption from controls for only those employees earning less than \$1.90 an hour.

The suit proposed that the exemption level be set at \$3.35, the approximate amount necessary for an average urban family of four to achieve the minimum adequate budget determined by the Bureau of Labor Statistics.

Review Story Seen Key to Inquirer Firing

Philadelphia, Pa.—Charging that her role in the Philadelphia Journalism Review played an integral part in her firing, the Philadelphia Guild is contesting the dismissal of Inquirer reporter Patricia McBroom.

McBroom was fired the day the June issue of the journalism review was published. It contained an article about the A.J. Liebling Counter-Convention in which she cited reporters who have been dismissed or disciplined for their role as media critics and noted that "Philadelphia reporters . . . have experienced their own share of reprisals."

Inquirer science writer Donald Drake was transferred to general assignment earlier this year after his article critical of news-coverage practices appeared in the review. The Guild is trying to upset the transfer through grievance channels.

McBroom was told her dismissal was because of repeated lateness in reporting to work. She had been sent a warning notice.

The Guild Reporter

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