The press: bugged, burgled and badgered

By DAVID J. EISEN

FROM THE STRANDS of testimony by former Presidential counsel John W. Dean, 3rd, before the Senate Watergate Committee last month emerged the fabric of an unprecedented Administration campaign to intimidate, harass and manipulate journalists through methods that included burglary, bugging and the abuse of governmental agencies.

The star exhibit was a 1971 White House "political enemies" list on which more than a quarter of the names were those of newspersons, including eight Guild members. A Dean memorandum to White House chief of staff H. R. Haldeman accompanying the list suggested ways be found to "use the available federal machinery to screw our political enemies."

Dean related a conversation in which, he said, President Nixon told him before the 1972 elections "to keep a good list of the press people giving us trouble, because we will make life difficult for them after the election."

There were these other disclosures on the press in Dean's testimony and related material:

● The telephones of at least seven reporters were tapped during the past several years by government agencies and White House investigators through means that did not stop short of burglary. The taps were made to determine the sources of news leaks.

● The White House instigated a tax audit of at least one reporter in retaliation for news stories. Several other media members on the "political enemies" list said their returns had been repeatedly audited.

● An FBI check of CBS newsman Daniel Schorr exposed two years ago was in retaliation for his newscasting and not because he was under consideration for an Administration job, as claimed by the White House at the time. Schorr was characterized on the "enemies" list as "a real media enemy."

● Presidential Press Secretary Ronald L. Ziegler was consistently programmed to mislead the press on Watergate and on at least one occasion, according to Dean's testimony, was fed "a flat-out lie," about the wiretapping of newsmen, on orders from Presidential adviser John W. Ehrlichman.

● An extensive campaign to manipulate the press for political purposes by planting stories about political opponents was conducted by White House officials, mostly by Charles W. Colson, special Presidential counsel. GOP Sen. Lowell P. Weicker, a member of the Watergate committee, charged that Colson had sowed stories to discredit him as part of a campaign to impede the committee.

Many of Dean's charges on the press were denied by Haldeman, Ehrlichman and Colson, although some were at least partially admitted.

Dean's charges were spread across the public record and the airwaves after Federal Judge John J. Sirica

(Continued on Page 2)

'Just get a little list'

> their counter offensive.
>
> **The conversation then moved to the press coverage of the Watergate incident and how the press was really trying to make this into a major campaign issue. At one point in this conversation I recall the President telling me to keep a good list of the press people giving us trouble, because we will make life difficult for them after the election.**
>
> The conversation then turned to the

Washington Post pay restored

The TNG GUILD REPORTER

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

Vol. XL, No. 12 | Washington, D.C. | July 13, 1973

$400 top near as U.S. allows full minimums

Guild members at the Washington Post are back on the track leading to the Guild's first $400 key top minimum—for the time being, at least.

The Cost of Living Council's Office of Wage Stabilization has given the Post and the Washington-Baltimore Guild permission to implement full contractual minimums effective June 7.

But it warned that a Pay Board challenge to the increases, initiated before the board went out of business in January, is still under consideration by the council.

The go-ahead triggered a $370 top minimum for reporters and advertising-sales employes, who had been receiving only $355.25 under the Pay Board's cutback of the contract's first-year increases. The top is scheduled to reach $400 Aug. 16.

The $370 figure was to have taken effect last Jan. 1, but although Phase Two controls expired Jan. 10 the board's general counsel ruled that the increases could not be put into effect without 90 days' prenotification, in accordance with Phase Two regulations governing raises higher than seven percent.

The Guild and the Post provided the prenotification March 7, and Wage Stabilization Administrator Millard Cass gave the go-ahead June 13.

Cass ruled that Phase Two regulations permitting the increase should apply rather than the Cost of Living Council's "springback" regulations that require specific council approval of increases in excess of wage guidelines if they

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TNG shoots holes in House shield bill

A House Judiciary subcommittee has reported out a reporters'-privilege bill so qualified that TNG told the committee it would be better to have no bill at all.

"The conclusion is inescapable that the bill would create the potential for wide-scale abridgment of the very First Amendment rights it ostensibly would protect," TNG President Charles A. Perlik, Jr., said in a letter to Rep. Robert W. Kastenmeier, chairman of the committee.

The bill, approved by a 5-to-3 vote, would require reporters to disclose information at a trial if the party seeking it could demonstrate to a judge that the information is indispensable, cannot be obtained otherwise and is required by "a compelling and overriding public interest."

It would also eliminate the right to invoke testimonial privilege entirely in libel cases.

The bill represented a compromise with committee Republicans, who sought to weaken the measure in line with the position of President Nixon's Administration. It would provide absolute privilege in grand-jury, legislative and other investigatory proceedings and would apparently preempt any state law that provides lesser protection.

An absolute-privilege bill moved by Kastenmeier failed by a 4-to-4 vote before the compromise was adopted. It will go, along with the compromise, to the full House Judiciary Committee, without a recommendation.

Kastenmeier, declaring that an absolute bill has no chance of enactment, said he voted for the compromise bill to "force a moment of truth on this issue." But

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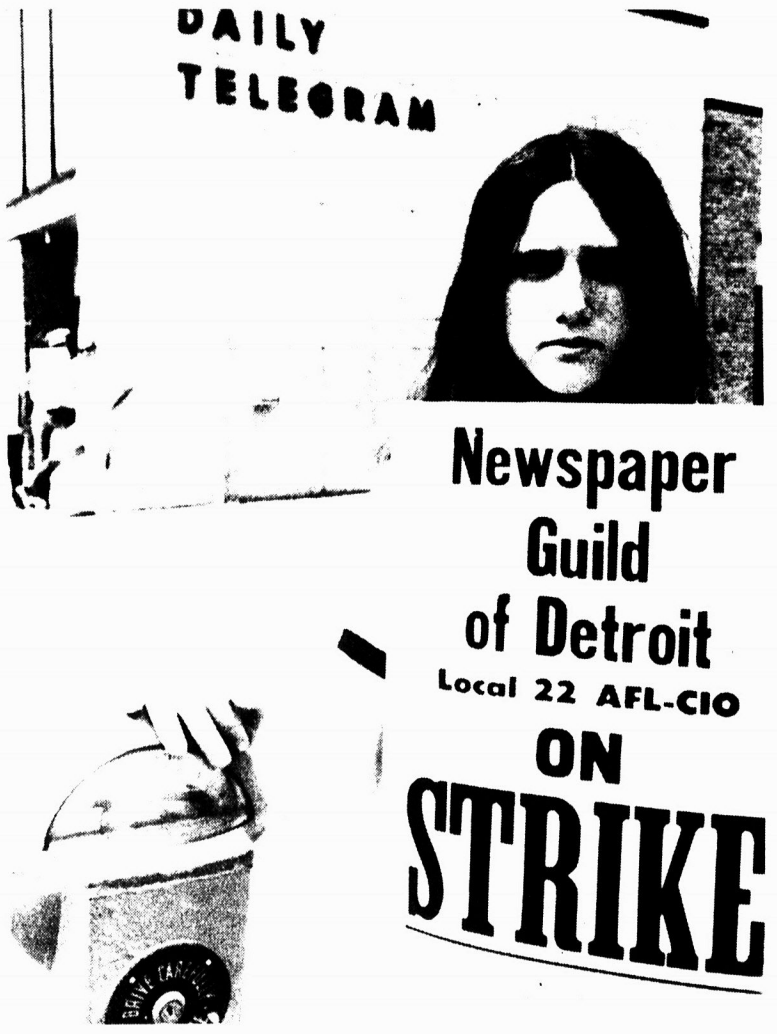


Photo by Tom Brennan, Detroit Guild

'Policewoman'

How did this 17-year-old Guild picket at the Adrian Telegram get responsibility for peace on the picket line? See Page 3.

$51 raise, to $326, gained in Baltimore

Baltimore, Md.—Increases of $51 over two years, raising the reporter top minimum to $326, have been won by the Washington-Baltimore Guild at the Baltimore Sunpapers.

The settlement, which also contains protection against forced disclosure of information and sources, major pension and health-insurance improvements, paid sick leave for maternity and unpaid paternity leave, was reached four days after expiration of the old contract June 4. The membership had been poised for strike action from the date of expiration.

Top minimums for display and outside classified sales are increased $51, too, going to $278.50. Slotmen and makeup men are upgraded, raising their flat minimums $69.85, to $358.60.

The top for classified inside sales is increased $48.50 as the result of another upgrading, going to $198.50, and a third upgrading raises the top for assistant librarians $47, to $208. The top for switchboard operators and stenographers is increased $34, to $182, that for janitors is up $30, to $161, and that for copy persons (formerly copy boys) is raised $26, to $146.

A new privilege clause requires the company to notify the affected employe of any demand for information, materials or sources. If the employe follows the advice of company counsel, he must be compensated for any loss of pay and for any fines or damages; if he does not follow the advice

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Check asked on VDT radiation peril

The Wire Service Guild, voicing concern at possible radiation hazards from video display terminals, has asked the U.S. Labor Department to inspect a sampling of the devices being used by Associated Press and United Press International.

The request, filed July 3 under the Occupational Safety and Health Act, charged that tests conducted by AP and UPI in accordance with the act have been inadequate.

"We are deeply concerned about the danger of exposure that exists with the use of these machines unless adequate safeguards are provided," Wire Service Administrator Norman G. Welton said in a letter to Assistant Secretary of Labor John H. Stender.

Reports submitted by AP and UPI do not disclose whether their tests were made on prototype machines or those under normal operation, Welton said. Neither do they say whether the test results met government standards, he added.

No employe representative was given an opportunity to observe the tests, and Guild requests for additional tests have borne no fruit, Welton said.

Welton noted that AP's video-display terminals (or cathode-ray tubes) are accompanied by a warning that shielding for X-ray radiation may be needed "to protect against possible danger of personal injury from prolonged exposure at close range when they are operated above 16 kilo-

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The press: bugged, burgled and badgered

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rejected a motion by special Watergate prosecutor Archibald Cox to either close the hearings to the press or at least bar radio and television coverage.

An original list of 20 top "enemies" that Dean said was prepared by Colson's office for retaliation included, in addition to Schorr, Guildswoman Mary McGrory of the Washington Star & News, described as writing "daily hate-Nixon articles," and Ed Guthman, national editor of the Los Angeles Times, described as "the prime mover behind the current Key Biscayne effort."

Of Guthman the memo said, "It is high time to give him the message."

A subsequent list of 16 names Dean said he prepared at Haldeman's request included Tom Wicker of the New York Times in addition to McGrory, Schorr and Guthman.

There were 56 media names in all, plus three newspapers—the Times, the Washington Post and the St. Louis Post-Dispatch—on a master list of some 200 enemies that Dean said was also prepared by Colson's office.

They included William J. Eaton, Chicago Daily News reporter and Washington columnist for the Guild Reporter. Other Guild members on the list were columnist Carl Rowan, James Deakin of the Post-Dispatch, James Doyle of the Star & News, William Hines, Jr., and Morton Kondracke of the Chicago Sun-Times, and John Osborne of the New Republic.

The name of Newsday reporter Robert W. Greene was not on the list, but Dean testified that the White House requested—and got—an audit of Greene's tax return after a series of articles in 1971 detailing Nixon's financial dealings with his friend Charles (Bebe) Rebozo.

Newsday said the tax return of its editor, David Laventhol, had also been audited, and its White House reporter was barred from accompanying Nixon to China.

Greene and Laventhol, it turned out, were not the only Nixon "enemies" whose returns interested the Internal Revenue Service. Rowan and Tom Braden of the Los Angeles Times said theirs have been audited in every year of the Nixon Administration, McGrory reported an examination for the past two years, and columnist Rowland Evans, Jr., said his were checked in three of the last six.

"I was ready to assume that I was in an income bracket that was always audited," Rowan said, "but when I mentioned it to a conservative columnist friend, he said, 'Baloney! I've never been audited in my life; they're harassing you'."

There was no report of Schorr's returns being audited. But Dean testified that Haldeman, while traveling with Nixon, had ordered an FBI check of the CBS newsman.

"To the dismay of the White House," Dean said, the FBI, instead of running a discreet probe, conducted "a full-field, wide-open investigation" that quickly became "very apparent."



Editorial cartoon by Pat Oliphant, © Denver Post; Reprinted by permission Los Angeles Times Syndicate

'Annoyed, I think, at not making the President's political enemies list'

"This put the White House in a rather scrambling position to explain what had happened," Dean related, and the result was a fictitious explanation that Schorr was under investigation because he was being considered for a White House post in the environmental field.

Columnist Jack Anderson, another on the list, was the target of a 1972 Colson memo to Dean, stating that the columnist's performance in reporting on Sen. Thomas Eagleton had "diminished his credibility" and that "it now appears as if we have the opportunity to destroy it."

Anderson reported that agents of Asst. Atty. Gen. Robert C. Mardian "were tailing me" for a time in 1972.

Dean said that former NBC newscaster Chet Huntley ran into trouble with the government briefly in 1971 because of "a rather hostile comment . . . regarding the President." An effort was made "to make it as difficult as possible" for Huntley to get his Big Sky recreational complex in Montana approved.

But Dean said the Agriculture Department was "given the signal" to let the project go ahead after a memorandum was received reporting that Huntley would work for the Republicans in Montana.

The memorandum, submitted by Dean, was written to Haldeman by California Republican leader Lyn Nofziger and asked Haldeman to consider three alternatives: "1) Give Mr. Huntley all the help we can with the clear understanding that he reciprocate with help to us in Montana; 2) Continue along the course we have been following since Mr. Huntley's intemperate remarks; 3) Same as No. 2, until we see how Mr. Huntley performs."

A check mark, apparently made by Haldeman, appeared beside the third alternative, with the notation "agree." The Forest Service approved Huntley's application for one land exchange the next day and the second six days later.

Dean disclosed that the White House explored antitrust action against the Los Angeles Times when the Times launched a new street-sales edition in 1971 but that the Justice Department said there appeared to be no grounds for action.

In a memo to Dean, White House investigator John J. Caulfield said someone identified as "Lyn"—apparently Nofziger, a close Nixon associate—felt "we should not precipitously move in this area until he completes his Newsday project, which is moving along quickly."

The Los Angeles Times owns Newsday.

Other media names on the "enemies" list were:

Jim Bishop, King Features Syndicate; D. J. R. Bruckner, Los Angeles Times Syndicate; Marquis Childs, St. Louis Post-Dispatch; Richard Dudman, St. Louis Post-Dispatch; Saul Friedmann, Knight Newspapers columnist; Clayton Fritchey, syndicated columnist; George Frazier, Boston Globe; Pete Hamill, New York Post; Michael Harrington, author and journalist; Sydney Harris, syndicated columnist; Robert Healy, Boston Globe; Stanley Karnow, Washington Post; Ted Knap, syndicated columnist, New York Daily News; Erwin Knoll, Progressive magazine

Joseph Kraft, syndicated columnist; James Laird, Philadelphia Inquirer; Max Lerner, syndicated columnist, New York Post; Stanley Levey, Scripps-Howard; Flora Lewis, syndicated columnist; Stuart Loory, Los Angeles Times; Frank Mankiewicz, syndicated columnist, Los Angeles Times; James Millstone, St. Louis Post-Dispatch; Martin Nolan, Boston Globe; Thomas O'Neil, Baltimore Sun; John Pierson, Wall Street Journal; William Prochnau, Seattle Times; James Reston, New York Times; Warren Unna, Washington Post, NET; Harriet Van Horne, columnist, New York Post; Milton Viorst, syndicated columnist; James Wechsler, New York Post; Garry Wills, syndicated columnist.

Julius Duscha, Washington Journalism Center; Robert Manning, editor, Atlantic Monthly; Richard Rovere, New Yorker; Robert Sherrill, the Nation; Paul Samuelson, Newsweek; Julian Goodman, chief executive officer, NBC; John Macey, Jr., president, Public Broadcasting Corp.; Marvin Kalb, CBS News; Lem Tucker, NBC News; Sander Vanocur, NBC News.

Colson, in a letter to the persons on the "top 20" list, denied that he or any member of his staff had prepared the list, suggesting that Dean had used a list

(Continued on Page 7)

DATELINE: WASHINGTON

Constitution contains a remedy for sick, sick Presidency



By WILLIAM J. EATON, *Chicago Guild*

THERE IS SOMETHING profoundly un-American about the Nixon Presidency. Documents received by the Senate Watergate Committee show that the President's men, and probably the President himself, conducted a politics of persecution almost without parallel in our history.

Think of the enormity of it! Presidential approval for mail checks, burglary and wiretaps on anyone *considered* a domestic subversive, and the Fourth Amendment's protection against "unreasonable searches and seizures" be damned!

Lists of hundreds of "enemies" to be hounded by the tax collector, entrapped into scandal or otherwise "screwed" by their federal government.

Unleashing of the FBI, and at times the CIA, to probe into private lives of senators, Washington newsgatherers, business executives and movie stars, all selected by bureaucratic whim.

This pattern of conduct, to my mind, is even more reprehensible than the outrageous plots to tap the telephones at Democratic National Headquarters and use perjury and payoffs to conceal the White House villainy.

For Nixon and his junior-executive thugs were striking at the heart of our system—the right of dissent, a free press and a free spirit—in the same fashion as any dictator.

The difference may be that the President tells White House reporters to "keep giving me hell when I'm wrong," as if he welcomed the tough questions, the skeptical reporting and the critical opinions of the Fourth Estate. Privately, according to his once-trusted counsel, John W. Dean, 3rd, he was giving instructions to add to the list of media "enemies."

●

IS THERE NO DECENCY in the Nixon Administration?

In his May 22 speech, the President had no word of apology for approving the 1970 burglary-bugging plan but said it did not take effect because J. Edgar Hoover opposed its inroads on FBI autonomy. But Hoover died more than a year ago. Can we be sure this superspy plan really was rescinded unless the Presidential order is made public?

This Fourth of July, the 197th anniversary of the Declaration of Independence, might be a good time to remind our flag-wearing President that this government was established to protect the "inalienable rights of life, liberty and the pursuit of happiness."

It's a simple matter, really. But the Nixon men act as if our government was set up so they could deprive citizens of their rights if they dare to differ with the President.

While he's brushing up on basic Americanism, Nixon should consider more of Thomas Jefferson's 1776 call to arms:

". . . All experience hath shown that mankind are more disposed to suffer while evils are sufferable than to right themselves by abolishing the forms to which they are accustomed.

"But when a long train of abuses and usurpations, pursuing invariably the same object, evinces a design to render them under absolute despotism, it is their right, it is their duty, to throw off such government and to provide new guards for their future security."

Strong stuff. In 1789, the makers of the Constitution provided a method to remove Presidents found guilty of high crimes and misdemeanors. Watergate aside, the methodical assault on civil liberties by White House burglars and snoops may be the "long train of abuses and usurpations" that Jefferson had in mind 197 years ago.

Meet the press-ident

A White House agent in newsman's clothing was on the scene at Chappaquiddick Island six hours after Sen. Edward M. Kennedy's 1969 accident to dig up information on the case, John W. Dean, 3rd, told the Senate Watergate Committee.

Dean said Anthony Ulasewicz, a jack-of-all-undercover-trades, "posed as a newspaper reporter and always asked the most embarrassing questions at any press gathering related to the Chappaquiddick incident."

Material submitted by Dean to the committee showed that White House investigators also masqueraded as newsmen to obtain information on California Rep. Paul N. McCloskey's campaign for the Presidential nomination in New Hampshire, conducting "pretext press interviews" to obtain information on personnel assignments and operations at McCloskey headquarters.

A few days earlier Clarence M. Kelley, President Nixon's choice as FBI director, told the Senate Judiciary Committee considering his nomination that he had discontinued the practice of police officers' posing as reporters in Kansas City and that he would do the same at the FBI if he finds the practice is followed there.

Printed in U.S.A. Second-class postage paid in Washington, D.C. and at additional mailing offices. Issued twice monthly at 1125 15th Street N.W., Washington, D.C. 20005. Subscription, $6 a year.

Guild gains certification in Winnipeg

Winnipeg, Man.—The Manitoba Labour Relations Board has certified the Guild as bargaining agent for 167 editorial and advertising employes of the Winnipeg Free Press.

The board granted the Guild's request for a single editorial-and-advertising unit, rejecting petitions filed by two editorial employes for separate elections in each department.

It also rejected a company request for an election, submitted despite the fact that the Guild had signed up 86 percent of the affected employes. Under Manitoba law a union can gain certification without a vote if it enrolls 51 percent.

The company has threatened to contest the certification in court; however. It cited a statement by Labour Minister Russell Pauley before the province's June 28 elections that he would instruct the labor board to certify the Guild as soon as possible, preferably before the elections. The certification came July 9.

In another pre-election comment, New Democratic Premier Ed Schreyer said of the Guild's organizing drive and Free Press Publisher R. S. Malone, "It couldn't happen to a nicer guy."

Certification at the Free Press gives the Guild its first local in Manitoba. The FP Publications paper was organized in a weekend blitz assisted by members of five Canadian locals.

NLRB's shift cancels win in Knoxville

A surprise about-face by the National Labor Relations Board has cost the Guild its May 1972 certification at the Knoxville Journal.

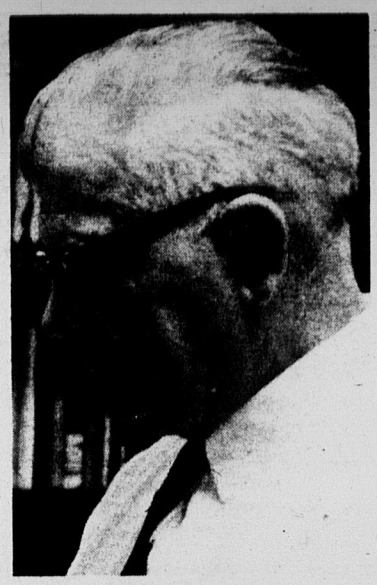
The board, reopening litigation on voting eligibility, ruled that an employe whose right to vote had been upheld by an NLRB regional director had not been eligible. Since the Guild won the representation election by only a single vote, the board canceled its certification.

The NLRB, which had previously refused to reconsider the employe's eligibility, had been preparing court action to force the Journal to bargain with the Guild. It canceled its order to bargain as a result of its new decision and returned the case to the regional director's office for a possible new election.

The board held that the employe whose vote had been allowed was not on the payroll on the date of the election, Aug. 12, 1971. The regional director had ruled that he was, because, while he had worked prior to resignation only until the 10th, he had two paid holidays due.

The employe's ballot was mingled with those of six other challenged voters, making it impossible to determine whether its elimination would have produced a 19-to-19 tie or a 20-to-18 Guild victory.

The NLRB's change of heart climaxed almost two years of litigation over challenged ballots, which the board allowed to continue even after the Guild's certification.



FRED SEGUIN

Fred Seguin, 52; served on Guild IERC

Ottawa, Ont.—Fred Seguin, a former president of the Ottawa Guild and member of TNG's International Election and Referendum Committee, died June 5 of a stroke. He was 52.

Seguin headed the local in 1968 and 1969 and served on its executive board and bargaining committees for several years. He was with the Ottawa Citizen for 30 years as a proofreader.

Seguin served on the IERC from 1967 to 1970 and was a delegate to a number of Guild conventions.

TNG President Charles A. Perlik, Jr., in a wire of condolence to his widow, described Seguin as "a devoted and committed practitioner of all The Newspaper Guild believes in and stands for."

And Robert J. Rupert, the Guild's Canadian director and a former Ottawa Guild president, termed him "one of the finest and most genuine human beings that I have ever worked with, either inside or outside the Guild."

Seguin was active in Catholic Church work.

Cleveland council votes to keep police horses stabled in strikes

Cleveland, Ohio—Reacting to indignation over the use of mounted police against a Guild picket line at the Cleveland Plain Dealer last October, Cleveland's City Council July 2 adopted an ordinance barring the use of police horses in labor disputes.

The ordinance, believed to be the first of its kind in the nation, was adopted unanimously following pleas by the Cleveland Guild, the United Automobile Workers and the Cleveland AFL-CIO Federation of Labor.

Guild Executive Secretary Jack F. Weir, in testifying on behalf of the measure, said the charge by mounted police into Guild pickets was "totally irresponsible" and "a strikebreaking tactic." Pickets were knocked to the ground and slammed into a plate-glass door by the charge.

Weir laid the action at the door of Mayor Ralph J. Perk.

Sebastian Lupica, executive secretary of the AFL-CIO council, told the lawmakers that "in this final third of the 20th Century the only use that can be made of men on horseback in a labor dispute is to intimidate and interfere with the civil rights and human rights of pickets.

"We say this is wrong and should not be tolerated in a civilized community," he declared.

But William Lloyd, executive director of Cleveland Associated Industries, urged defeat of the ordinance, asserting that it would discourage new industries from coming to Cleveland.

Bill J. Casstevens, regional director of the UAW, hailed adoption of the ordinance as "a major victory for organized labor" and one that would set a precedent for similar measures elsewhere.

On hand when it was adopted was Juan Ramos Lopez, picketing coordinator during the Puerto Rico Guild's 1972 strike at El Mundo, which was marked by police violence against pickets. Lopez, who was visiting Plain Dealer Guildsman William F. Miller, took a copy of the ordinance back to San Juan.

Charge!

Cleveland, Ohio — Cleveland may need an ordinance preventing the use of mounted police against U.S. soldiers as well as labor pickets.

Mayor Ralph J. Perk, reacting to news that Cleveland's mounted-police contingent had been kept from marching in President Nixon's inaugural parade by an Army colonel last January, said, "Had I been with those police, I would have ordered them to trample over the military police."

'Police' duty or jail

Adrian picket, 17, gets a choice

Adrian, Mich.—The whimsy of a judge unwilling to back off on a threat put a 17-year-old Guildswoman on the Adrian Telegram picket line as a "policewoman" for two weeks.

Sentenced to 15 days in jail June 27 on a charge of obstructing a driveway at the struck plant, Gwen Bowman was given the alternative of serving six hours in jail and the remainder of her sentence maintaining order on the picket line.

District Court Judge Ralph Kahn, expressing irritation at the number of defendants appearing before him as a result of picket-line incidents, had promised to send the next offender to jail.

The next defendant was Bowman, a Telegram clerk, and Kahn felt compelled to make good on his threat even though he had previously given a deferred sentence to a strikebreaker who had driven his car into a picket.

In offering Bowman the alternative of "police" duty on the picket line, Kahn told the 100-pound girl she would have "full responsibility" for maintaining order. He said she would be required to serve out her term in jail should trouble develop unless she could demonstrate she had done everything possible to prevent it.

Bowman was given neither badge, billy club nor uniform for her tour of duty.

The sentence was severely criticized by Adrian clergymen, lawyers and even policemen as excessively harsh.

A few days earlier, on June 20, TNG International Representative Willard Hatch was arrested on a disorderly-conduct charge during a solidarity demonstration on the picket line by more than 100 area unionists. Police plucked another picket off the line on a charge of ignoring outstanding traffic tickets.

The Guild and the Typographical Union have been on strike for first contracts at Lord Thomson's Telegram since last October. The Michigan AFL-CIO Convention last month went on record in support of the strike so that "the right of Michigan workers to organize and collectively bargain just contracts may prevail against the efforts of the press lord and his publishing conglomerate to break the union."

CRT jurisdiction bolstered at AP

New York City—Guild-covered sports clerks can operate the Associated Press's cathode-ray tubes as long as they are paid newsmen's minimums while doing so, an arbitration board has ruled in a grievance brought by the United Telegraph Workers.

The board, headed by William E. Simkin, issued the ruling in interpreting previous arbitration awards giving Guild-covered editorial employes jurisdiction over the CRTs. The Wire Service Guild was not a party to any of the arbitrations.

The Simkin board issued its original ruling in 1971 and clarified it last year to exclude copy boys from operating the devices.

The UTW complained that the use of sports clerks to update statistical data on the CRTs was a violation of the 1972 interpretation, and Simkin agreed—as long as the employes were paid as sports clerks.

But he said that AP could use them for that purpose if they were paid newsmen's wages while doing the CRT work, a practice AP initiated after the UTW complained.

Simkin held that there was sufficient editorial content to the work to justify its performance by editorial employes, concluding it was not "the same sort of work that a secretary or copy boy would do with copy that might be altered only by correction of spelling or punctuation."

AFTRA defies AFL-CIO, takes 12 Guild KSD jobs

St. Louis, Mo.—The American Federation of Television and Radio Artists, defying the ruling of an AFL-CIO umpire, has carved 12 jobs out of the Guild's jurisdiction at the St. Louis Post-Dispatch's broadcasting stations.

AFTRA won a representation election June 14 among employes of stations KSD and KSD-TV who have combined jobs of news writers and broadcasters, defeating the Guild 14 to 4. The Guild continues to represent 90 other KSD employes.

KSD asked the National Labor Relations Board to hold an election after AFTRA, which represents announcers, demanded exclusive bargaining rights for those who hold combined writing and announcing jobs. They have been represented up to now by both unions.

The Guild filed a raiding charge with the AFL-CIO, and umpire Howard W. Kleeb upheld the claim in January. AFTRA's St. Louis local initially withdrew its demand for exclusive representation, then unexplainedly reinstated it.

The NLRB ordered an election in a unit including six sports and weather casters whom the Guild had never claimed to represent.

In the course of the complicated legal proceedings an NLRB administrative-law judge in March found AFTRA guilty of an unfair labor practice in demanding that employes in the dual jobs pay it dues as a condition of further employment.

The judge, Jerry B. Stone, held that AFTRA had no right to collect dues from employes who were also represented by the Guild.

Augusta leader gets Wire Service post

New York City — Louise Walsh, chairwoman of the Wire Service Guild branch in Augusta, has been appointed as the local's administrative assistant.

Walsh, a United Press International newswoman for the past three years in Augusta, will begin her new assignment July 31.

OCR airing is ordered in Oakland

San Francisco, Calif.—Federal Judge Stanley A. Weigel has ordered the Oakland Tribune to arbitrate the San Francisco-Oakland Guild's grievance against the unilateral introduction of optical scanners.

Weigel's order came after the Guild filed a complaint charging that the Tribune had "rejected totally" a Guild demand that it honor the new-equipment clause in the Guild's contract.

The clause requires that the Guild be advised in advance when management plans introduction of new equipment and new work techniques. Arbitration is required in cases of disagreement over use of the equipment.

The Guild charged that the publisher violated the agreement when the OCRs and IBM Selectric typewriters were introduced without warning last January. The Guild filed a notice of grievance and requested that the company comply with the new-equipment clause.

After months of fruitless negotiations, the Guild filed a complaint asking that the company be directed to agree to name an arbitrator.

Phases Two and Three: The Profit Boom

The accompanying text is excerpted from the Industry Section of the International Executive Board's report to TNG's 1973 Convention. The section analyzes the industry's business performance during calendar '72 and the first quarter of calendar '73.

IT TURNED AROUND AN 11-YEAR pattern of ever larger Guild-contract money gains, but President Nixon's Phase Two had no detectable adverse effect on the industry's already steadily swelling coffers.

In fact, by all available yardsticks, U.S. newspapers never had it so good—in terms of profits, revenues and other indicators of business growth—as during Phase Two. Except, perhaps, during Phase Three, as indicated by results of 1973's first quarter.

In Canada, things were every bit as good, and better, for the industry during 1972 and through early 1973, even though publishers there did not have the benefit of a government economic "controls" program.

Profits fairly boomed upwards in 1972 and into 1973—at an even greater rate than for the nations' corporations as a whole.

Witness: A TNG analysis of 26 U.S. and Canadian publishing companies' 1972 financial reports reveals an average after-tax profits increase of 25.9 percent.

Average after-tax profits rise for 22 U.S. publishers, one with extensive holdings in Canada as well, was 24.9 percent while total U.S. corporate after-tax profits rose by 15 percent last year.

Average after-tax profits rise for four Canadian publishing firms was 30.8 percent while total Canadian corporate profits increased by 19.7 percent last year.

Witness: A TNG analysis of the performance of 22 of the same 26 companies through March 31, 1973 (all for which data was available), reveals an average after-tax profits increase of 32 percent over 1972 performance.

Average after-tax profits rise of 19 U.S. publishers, one with extensive Canadian holdings, was 25 percent through 1973's first quarter. Total U.S. corporate profits for the period were 23 percent ahead of 1972's first quarter.

Average after-tax increase of three Canadian publishers through March 31 was a whopping 76.4 percent over 1972. Total Canadian corporate profits for 1973's first quarter were 13 percent ahead of 1972.

Witness: Dirks Brothers, leading newspaper stock analysts, reported that the 13 U.S. newspaper companies it measures had an average 1972 after-tax profits increase of 22 percent, with the companies' return on invested capital averaging "a healthy 12 percent." (1971's profits, as measured by the analysts, were 10.3 percent better than 1970's.) Over the past five years, Dirks Brothers said, "earnings have risen an average of 11 percent compounded annually."

In 1973's first quarter, the analysts reported, "newspaper companies continued to outperform industry as a whole in earnings improvement," with after-tax profits of the 13 companies it measures rising 32 percent.

"For 1973 as a whole," the analysts said, "we are looking for an average earnings gain of 20 percent."

Witness: Business Week magazine's survey of first-quarter performance by corporations with sales volumes exceeding $10 million showed profits of the publishing industry (newspapers, magazine and books) ahead of 1972 by 49 percent, fourth-best record among the 36 industries covered in the survey. The newspaper companies included in the survey were ahead of their 1972 profits by 43.7 percent.



Belland's Guild Reporter cartoon that heads the Industry Section of the Officers' Report

Witness: The U.S. Commerce Department projected magazines' total receipts for 1973 at just under $3.7 billion, up six percent from the $3.5 billion it estimated the periodical publishing industry raked in last year. Magazines experienced "a surge of advertising revenue" in 1972 that "should continue through 1973," the department predicted. It predicted average annual growth of six percent through 1980, when, it said, it expects industry receipts to "exceed $5.5 billion."

Among the top 500s

THE 1972 PERFORMANCE of nine publicly held newspaper and magazine publishing companies was good enough to place them on one or more of the top-500-companies list compiled annually by Fortune and Forbes magazines.

And seven publishing companies were placed on Fortune's list of the "second 500 largest industrial corporations."

Fortune's "500 largest industrial corporations" for 1972 (ranked by sales) includes seven publishers: Time Inc., 220th; Times-Mirror Co., 228th; McGraw-Hill, magazine and book publisher, 292nd; the New York Times Co., 369th; Knight Newspapers, 377th; Gannett, 399th, and the Washington Post Co., 479th.

This year for the first time Fortune also ranked its "500 largest" according to the "combined return" realized by stockholders, i.e., the increase in the price of the stock and the dividend payments made.

The Washington Post Co. had the 37th best "combined return" record among Fortune's 500 corporations in 1972, Knight was 38th, Gannett was 85th, Time Inc. was 214th, Times-Mirror was 306th, McGraw-Hill was 383rd and the New York Times 425th.

Fortune's "second 500 largest industrial corporations" for 1972 (ranked by sales) include one publishing newcomer: Harte-Hanks Newspapers, ranked 984th in its first appearance on the list.

Other newspaper and magazine publishers among the "Second 500:" Dow Jones, 582nd; Ridder Newspapers, 649th; Downe Communications, 707th; Media General, 713th; Capital Cities Communications Inc. (formerly Capital Cities Broadcasting), 714th, and Booth Newspapers, 958th.

Ridder was 39th among the "Second 500" in terms of "combined return" to stock owners in 1972; Capital Cities, 113th; Booth, 219th; Dow Jones, 231st; McGraw-Hill, 240th, and Downe, 435th. Harte-Hanks went public during 1972 and therefore was not ranked.

Forbes's 25th annual "Report on American Industry" included Gannett, Knight, McGraw-Hill, the New York Times Co., Time Inc. and Times-Mirror among the 780 companies it ranked according to their five-year records on profitability, growth and stock-market value increase.

Knight ranked 119th in profitability (a 16.2-percent return on equity and an 11.7-percent return on total capital) and 22nd in growth.

The New York Times Co. was rated 172nd in profitability (a 14.9-percent return on equity and a 14.4-percent return on total capital), 628th in growth and 728th in market value.

Times-Mirror was ranked 222nd in profitability (a 14.1-percent return on equity and a 12.2-percent return on total capital), 279th in growth and 307th in stock appreciation.

Gannett ranked 299th in profitability (a 12.7-percent return on equity and a 10.5-percent return on total capital), 108th in growth and 13th in stock-value appreciation.

Time Inc. ranked 456th in profitability (a 10.1-percent return on equity and a 7.5-percent return on total capital), 595th in growth and 663rd in stock-value appreciation.

The 'public' publishers

WHEN 1972 ENDED, 247 dailies and 128 Sunday newspapers in the U.S. were owned by 19 publicly held companies. In addition, some 30 weeklies were owned by two additional publicly held companies.

In Canada, 50 dailies and 25 weeklies were owned by five publicly held firms.

In addition, two privately held U.S. firms publicly announced their 1972 financial reports, leading to speculation that at least one of them, the Tribune Co., may be preparing to offer its stock to the public.

Gannett Co. Inc., which owns 53 U.S. dailies, more even than Lord Thomson, had another record year. After-tax operating profits were up 15.5 percent, to $23,699,206, surpassing 1971's record by $3,172,364; Gannett had record revenues, too, up 18.2 percent, to $288,389,952.

In the first quarter of 1973 the company's after-tax operating profits were up 25 percent, to $5,234,900, while its revenues were up just nine percent, to $69,331,203.

Toronto Star Limited boosted its after-tax profits by 39.1 percent in its fiscal year ended Sept. 30, 1972—from $3,339,000 to $4,646,000—while its revenues increased 43.5 percent—from $56,260,000 to $80,717,000.

And in the first six months of fiscal '73, ended March 31, it raked in after-tax profits more than twice as fast as the year before—$3,531,000 as against $1,714,000 for the first six months of fiscal '72, a 106-percent increase. Its revenues increased by 25 percent, from $36,624,000 to $45,808,000.

The Washington Post Co. completed in 1972 the comeback it began in 1971 from a profits dip in 1970—with a vengeance. It set new records in both profits and revenues. The company's 1972 after-tax profits of $9,732,000 were 35.7 percent better than 1971's and 13.5 percent ahead of those of its previous record year, 1966. Its record 1972 revenues were $217,844,000, up from $192,749,000 in 1971, the previous revenue-record year.

The Washington Post newspaper was responsible for 46 percent of the company's operating revenue and 47 percent of its operating income; magazine [Newsweek] and book publishing accounted for 43 percent of revenue and 26 percent of income, and broadcasting brought in 11 percent of revenue and 27 percent of operating income.

And the company's first-quarter 1973 results were even more spectacular: profits up 83 percent over the same period in 1972, to $1,405,000 from $764,000; revenues up 13 percent, to $54,440,000 from $48,070,000. The gain was attributed primarily to "a substantial reduction in the normal seasonal loss at Newsweek mazazine."

Knight Newspapers Inc. had another year of record profits and revenues. After-tax profits of $2,813,000 were 31 percent ahead of 1971. Its revenues of $312,288,000 were up 14.3 percent. Its profits were 14.5 percent of shareholders' equity in the company. The company's annual growth rate for seven years, compounded through 1972, was 16.7 percent.

And results of 1973's first quarter indicated this year will be even better for Knight. After-tax profits of $4,185,000 were 13.6 percent ahead of 1972, and revenues of $77,635,000 were eight percent ahead.

Media General Inc., which closed the Newark Evening News on Aug. 31, 1972, recorded its fourth consecutive year of record after-tax operating profits; $7,981,000, up 10.3 percent over 1971. Its revenues were also up, by 1.3 percent, to $118,510,228.

First-quarter 1973 profits were 33 percent ahead of 1972—rising from $1,524,436 to $2,028,744 this year—while its revenues increased by $3,709,483, to $30,435,180.

Southam Press Limited, publisher of 13 Canadian dailies, as well as business and trade publications, swept to its second consecutive record profits' year in 1972 and banked them at an even greater rate through the first quarter of 1973. The firm's 1972 operating profits of $13,980,000 were 38.1 percent greater than in 1971. Its operating revenues were $157,561,000, up 27.1 percent.

Southam President St. Clair Balfour told the annual stockholders' meeting this spring that with completion of two "small" acquisitions in 1972 Southam "now has more than 100 profit centers."

Southam's first-quarter 1973 profits were $3,007,000 after taxes, up 43.3 percent from 1972. Its operating revenues were up 18.6 percent, to $41,333,000.

The New York Times Co.: 1972 was a year of profits comeback for the Times Co. following two years of decline, and the comeback continued at an accelerated pace through the first quarter of 1973.

The company's total after-tax profits for 1972 were up by 43.9 percent, to $13,602,000, including $1,246,000 gained by sale of Standbrook Publications to the Thomson Organization. Without that extraordinary item, the company's after-tax profits were up 30.7 percent, to $12,356,000, including $1,109,000 from its newsprint holdings.

Its pretax operating profits were up 30.2 percent, to $23,349,000, while its operating revenue increased 13.5 percent, to a record $329,502,000.

The New York Times newspaper by itself accounted for $13,004,000 of the company's pretax profits; its magazines accounted for $5,422,000, its broadcasting operations, $1,603,000, its nine Florida newspapers, $3,003,000 and its other subsidiary activities (including its information bank, index and news service) contributed $317,000.

In the first quarter of 1973 the company's total after-tax profit increased 63.9 percent over the same period in 1972, to $3,968,000.

First-quarter 1973 pretax profit from the Times newspaper was up 71.8 percent, to $4,229,000; from the other newspapers (grown to 10 early in the year), up 176.7 percent, to $891,000; from its magazines, up 16.6 percent, to $2,051,000, and from broadcasting, up 47.9 percent, to $420,000.

Capital Cities Communications Inc., which owns the Oakland (Mich.) Press and Fairchild Publications in addition to several broadcast properties, had its 18th consecutive year of record operating profits and revenues. Its after-tax profit of $17,015,000 was 30 percent higher than it realized in 1971.

First-quarter 1973 profits were up 16 percent, to $4,062,000, while revenues increased from $26,913,000 to $29,478,000.

Ridder Publications Inc., which this spring completed purchase of the Wichita Eagle and Beacon, reported after-tax profits of $12,147,000 for 1972, a 4.3-percent increase over its previous record, set in 1971. Its 1972 revenues were also a record high, $142,920,000, up 10 percent from 1971.

Ridder's after-tax profits for the first quarter of 1973 were $2,341,000, up $141,000 (six percent) from 1972, on revenues of $35,117,000, up $2,226,000. The company explained that costs of converting some papers to offset processes had been greater than expected during the quarter, cutting into profits.

Panax Corp., publishers of seven dailies in Michigan, including the Macomb Daily at Mount Clemens, one daily in Illinois and 35 weeklies in Indiana, Illinois and Michigan, had record after-tax operating profits of $647,576, up 87 percent, as well as record revenues of $23,276,308, up 15.9 percent.

For the first quarter of 1973 after-tax profits were up 15.9 percent, to $93,066, while its operating revenues increased 3.3 percent, to $5,514,513.

Thomson Newspapers Ltd., which publishes 31 daily and 16 weekly newspapers in Canada and 46 dailies and six weeklies in the U.S., had another year of record operating profits and revenues: After-tax profits were $21,405,553, up 17 percent, while operating revenue of $139,200,000 was up more than $10 million. All this despite the fact one of its largest papers, the Canton (Ohio) Repository, was closed by a Guild strike from Feb. 19 to July 26.

The company's profits continued their upward growth in the first quarter of 1973, rising 23.9 percent, to $4,711,334, after taxes Revenues were up from $31,547,427 to $34,994,568.

Tribune Co., which publishes seven newspapers, including the New York News and Chicago Tribune, and owns seven brodcasting stations, two cable TV systems and newsprint mills, early this year caused renewed speculation that it is preparing to go public when it disclosed its operating results for the second consecutive year.

Its 1972 profits totalled $19,321,000 after taxes, an increase of 43 percent over 1971. It had its ninth consecutive year of rising revenues last year when it garnered a total of $546,677,000, 14 percent more than in 1971.

Harte-Hanks Newspapers Inc., which purchased nine more papers in 1972, including the Yakima Herald-Republic, had operating profits of $4,566,000 during the year, 38 percent greater than in 1971. Its revenues were $69,547,000, up 40 percent. It also reported spending more than $6 million to install new, electronic cold-type production systems in its plants.

The company's profits in the first quarter of 1972 were up 28.8 percent over 1972, to $1,070,000 from $831,000 while its revenues were up 30 percent, to $18,860,000 from $14,494,000.

The Minneapolis Star and Tribune Co., which this spring for the first time made its finances public, had after-tax operating profits of $5,615,000, up five percent from $5,348,000 in the prior year. Its operating revenues of $93,057,000 were up 13.3 percent.

The company also had $1,065,000 in earnings from investments and extraordinary income of $732,000 to give it total after-tax profits of $7,412,000, up 7.2 percent from its prior-year total of $6,926,000.

Sun Publishing Co. Ltd. of Vancouver, controlled by the F. P. Publications chain, had profits of $2,840,940 in 1972, an increase of 18 percent over 1971. Its total revenues rose 15 percent, to $3,040,985.

Quebecor Inc., Canada's second-largest publisher of French-language newspapers, whose properties include two dailies plus seven weeklies, in its first annual report (for the fiscal year ended Sept. 30, 1972), revealed after-tax profits of $1,406,554, up 28 percent from fiscal '71, on revenues of $30,072,473, up 30.5 percent.

And the six months ended March 31, 1973, were even better: After-tax profits were $1,175,081, ahead of fiscal '72 by 80 percent, while revenues were $19,345,848, ahead of '72 by 28.3 percent.

Time Inc.: 1972 after-tax operating profits were up 27.8 percent, to $28,875,000, before writing off one-time costs of closing Life magazine. After writing off those costs—it said they totalled $8,268,000—and other extraordinary items, the publishing and forest-products giant reported 1972's after-tax profits were off a mere 3.7 percent from 1971, to $22,407,000.

First-quarter 1973, after-tax profits were up 25 percent, to $5,296,000, from 1972's first quarter.

The company said earnings from its continuing operations—Time, Fortune, Sports Illustrated, etc.—were 15 percent ahead of last year. It also attributed a gain of $1,545,000 to operating savings resulting from closing Life.

Advertising

NEWSPAPER ADVERTISING REVENUES continued to grow during 1972 in both the U.S. and Canada and maintained their upward movement through early 1973.

And 1972 was the largest revenue-producing year in the history of U.S. magazine advertising, according to the Publishers Information Bureau.

U.S. newspapers' total 1972 ad revenues were $6.96 billion, up 11 percent from 1971, according to a study for Advertising Age by Robert J. Coen, vice president of McCann-Erickson. They totaled $7.017 billion in 1972, up 13 percent, according to the Newspaper Advertising Bureau (the industry arm formerly called the Bureau of Advertising).

U.S. newspapers' 1972 ad revenues were 30.2 percent of the estimated total $23.06 billion U.S. advertising expenditure, the second consecutive year the industry's share was 30 percent or more according to Coen's study.

Magazines' ad revenues were up six percent, to $1.48 billion, giving them a 6.4-percent share of total expenditures.

Once again newspapers' percentage share of the total ad market was nearly equal to the total portion for magazines, radio and television combined and exceeded their total revenues by $84 million. The amount of newspapers' ad revenue increase last year, estimated at $710 million by Coen, exceeded the combined increases for magazines, television and radio by $19 million.

First-quarter 1973 U.S. newspaper ad revenues were up by 9.4 percent, the NAB said late this spring.

U.S. magazines' 1972 ad revenues totaled $1,297,682,163, an increase of nine percent, according to the industry's own Publishers Information Bureau. Total 1972 advertising pages increased by six percent, to 82,007.

First-quarter 1973 magazine ad revenues were $271,863,520, an increase of six percent over 1972, the bureau said. Ad pages totaled 19,038, also a six-percent gain.

Canadian daily newspapers' net advertising revenues in 1972 were $365 million, $38 million (6.9 percent) more than in 1971, according to estimates by McLean-Hunter Research Bureau.

Weekend supplements' advertising net increased by $1.6 million (7.4 percent) to $23.1 million, and Canadian weeklies' net ad revenues increased by $2.5 million (4.6 percent), to $57 million.

Total Canadian newspaper ad net (dailies, weekends and weeklies) was $445.1 million, 36.3 percent of the nation's total net advertising dollar. 1972 was the third consecutive year newspapers' share of the pie increased.

Dailies' share increased .8 percent, to 29.8 percent, in 1972. It was the third consecutive year their proportion increased.

The 1972 increase in dailies' net ad revenues was $8 million more than the combined increases for radio, television and magazines.

Circulation

NEWSPAPER READERS IN the U.S. and Canada spent more than $3.13 billion in 1972 for their daily and Sunday (or weekend) newspapers, according to the Newspaper Advertising Bureau. This was an increase of nearly $92 million over 1971.

In Canada, average weekend circulation increased 26.6 percent, to 2,538,515, while the number of weekend papers increased from 16 to 18.

Average daily circulation in Canada was up 390,544 (8.5 percent), to 4,995,223 copies, in 1972, even though the total number of dailies was down two, to 113, from 1971.

And Canadians shelled out nearly $208 million for all those papers in 1972, compared to $190 million in 1971, according to the NAB.

In the U.S., average daily circulation was 62,510,242, up 278,984 from 1971's average of 62,231,258, despite closing during the year of three large-city dailies. There were 1,761 daily U.S. papers at the end of 1972, compared to 1,749 at the end of 1971.

Sunday papers increased to 603 during 1972, up from 590 the year before. Total U.S. Sunday-paper circulation reached 50,000,669, up from 49,664,643.

Expenditures to buy those U.S. daily and Sunday newspapers totalled $2.93 billion, up $8 million from 1971.

Modernization

U.S. AND CANADIAN DAILY newspapers spent a record $250.1 million during 1972 for plant expansion and modernization—read that "conversion to the new automated, electronic 'coldtype' production systems"—according to a survey by the American Newspaper Publishers Association.

Capital outlays by the 731 U.S. dailies that responded to the survey totalled $233.6 million; by the 23 responding Canadian dailies they totalled $16.5 million. Both figures are alltime highs for the respective countries, ANPA said.

The 710 U.S. survey respondents said they will have laid out another $269.3 million for expansion and modernization by the end of 1973; the Canadian respondents said they will spend $15 million this year.

Eighty newspaper plants converted to offset printing from letterpress in 1972, according to an annual survey by ANPA's Research Institute, bringing the total number of offset plants to 325, 36 percent of all reporting in the survey. In 1963, the survey turned up but five dailies with offset plants.

Video display terminals—360 of them—were in use at 60 newspaper plants in 1972, compared to 155 units in 36 plants the year before, according to the survey.

And optical scanners were in use at 58 newspapers, compared to just 13 the year before.

Phase 2 breaks 11-year settlement rise

The following is excerpted from the introduction to the Collective Bargaining Section of the IEB's Report to TNG's 1973 Convention.

MOST OF FISCAL '73 [April 1, 1972-March 31, 1973] was spent under the mandatory wage controls of President Nixon's Phase Two, and our record-breaking [money] gains came to a halt. For the first time since 1962, when we began our standard yardstick measurement based on the money gains in two-year contracts or the first two years of longer-term contracts, the gains in fiscal '73 were less than in the previous year.

The graph [reproduced at right] shows the fall-off that occurred because of Phase Two in the average increase in the reporter top minimum, including pension and health-and-welfare improvements where measurable, in two-year contracts or the first two years of longer-term contracts with newspapers, wire services and news magazines negotiated during fiscal '73.

Thirty-eight such settlements produced wage increases in the reporter top minimum averaging $19.60 in the first year [and] $19.27 in the second year for a total of $38.87 over two years.

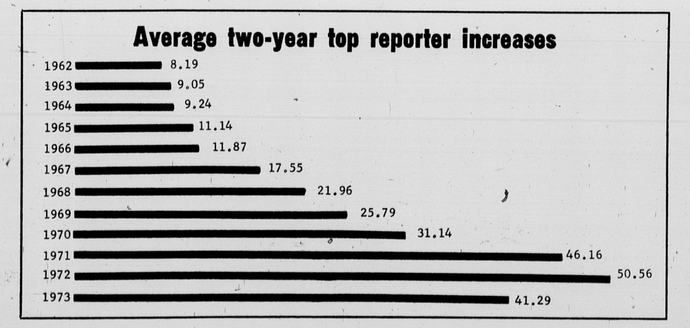
That is in contrast to the average two-year gain of $49.25 ($27.09 in the first year, $22.16 in the second) negotiated during fiscal '72..

In addition [in fiscal '73 settlements], there was an average $2.11 improvement in pensions and health and welfare in the first year and 31 cents in the second, for a two-year total of $41.29.

That is in contrast to the total average two-year gain of $50.56 negotiated during fiscal '72.

A further adverse effect of Phase Two on settlements made during fiscal '73:

While the average wage gain negotiated at the reporter top level in two-year (or the first two years of longer-term) contracts was $38.87, as noted above, Pay Board actions (or Internal Revenue Service actions subject to appeal) cut the implemented figure to $33.89—almost $5 lower.





Strike-vote prelude

Lewis Albright, president of the Monongalia-Preston County Labor Council, pledges support to the Morgantown Guild before a 47-to-3 vote authorizing strike action against the Morgantown Dominion-News and Post. Standing, left, is International Representative Luis Montanez, Jr., and seated right, steering-committee chairman Shelby Young. Others, from left, are bargaining-committee members Ann Swinkola, Mickey Carlock, Craig Falkenstein and Ellen O'Malley.

TNG, media units join to seek legal-aid fund

TNG and other media organizations concerned about pressures on the press have set up a working committee to explore the possibility of a joint legal-aid fund for media workers, improved dissemination of information and a continuing, informal association to protect and advance First Amendment freedoms.

The working committee grew out of a June 27 meeting in Washington called by the American Civil Liberties Union at the suggestion of TNG President Charles A. Perlik, Jr., to examine current pressures on the media and media workers and how best to combat them.

Perlik was named a member of the working committee. Other members are Jack C. Landau of the Reporters Committee for Freedom of the Press, Ben H. Bagdikian of the Mellett Fund for a Free and Responsible Press, Sarah McClendon of Women in Communications, and a representative of the ACLU, which was represented at the Washington meeting by its national executive director, Aryeh Neier, and its associate director, Alan Reitman.

Other organizations represented at the meeting included the National Newspaper Association, representing small daily and weekly papers; the National Newspaper Publishers Association, representing the black press, and the Association of American Publishers, representing book publishers.

The American Newspaper Publishers Association, the American Society of Newspaper Editors, the National Press Photographers Association and the National Association of Broadcasters declined invitations to attend the meeting, Reitman reported.

The working committee is to prepare a written report for presentation to a second meeting later this year of those organizations that attended last month's meeting.

Morgantown seeks unit at radio station

Morgantown, W. Va.—The Morgantown Guild is seeking recognition as bargaining agent for 22 employes of radio station WAJR.

The station is owned by the Morgantown Dominion-News and Post, where the Guild won the right to bargain on behalf of 78 employes in February.

The Guild has filed a representation petition for all of WAJR's employes. A weekend organizing blitz conducted with the assistance of International Representative Luis Montanez, Jr., signed up more than 75 percent of the unit.

Dominion-News and Post members, meanwhile, voted 47 to 3 June 24 to authorize strike action by their negotiating committee any time after July 1.

Principal issues in the bargaining for an initial contract for advertising, circulation, editorial, mailroom and maintenance employees are wages, pensions and union and job security.

Chicago Guild seeking 70 at chain of weeklies

Chicago, Ill.—The Chicago Guild is seeking to become the collective-bargaining representative of 70 employes of Pioneer Press, a chain of 18 suburban weeklies and semiweeklies owned by Time Inc.

A petition covering employes in the editorial department was filed June 22. International Representative Luis Montanez, Jr., assisted in the organizing campaign.

...VDT radiation

(Continued from Page 1)

volts."

Employes using the CRTs for long periods have reported eye strain, Welton added.

Welton asked the Labor Department to inspect at least 15 AP and UPI machines at random in New York, Washington and Newark and that the tests "consider the impact upon the hands, genital organs, skin and eyes of the employes exposed to these machines."

TNG pinpoints holes in House shield bill

(Continued from Page 1)

he delayed reporting it to the Judiciary Committee to allow media organizations to comment.

The American Newspaper Publishers Association, as well as TNG, responded that "we would prefer to have no legislation at all."

Perlik said the bill's split-level privilege would be of no practical use "in assuring a news source that his or her identity or information will be protected, since no one can predict before the fact whether disclosure might be sought by a grand jury, where the privilege would appear solid, or by a court, where only the severely qualified privilege would apply."

The bill, he noted, "would leave it up to the subpenaed party to assert the privilege after having been subpenaed, thereby setting off what experience has shown can be a most expensive procedure."

The bill's exemption of libel proceedings, Perlik said, would "open the door wide to total negation of the rest of the bill."

"A civil defamation action can be filed on the slenderest of reeds," he declared, "with or without serious cause or intent to pursue. The mere fact of filing such an action, however, would under this bill throw out all possibility of protecting a source, short of going to jail."

Perlik was also critical of the bill's definition of a "newsman" for privilege purposes. Although it is broad enough to include members of the alternative press, it would apparently exclude publishers and media corporations.

The omission, Perlik said, would "invite those seeking disclosure of privileged matter to do so through the very gaping loophole of the executive suite."

"We need look no farther than the recent attempts to subpena almost everything short of the delivery trucks of the Washington Post in a lawsuit growing out of the Watergate case to see how wide such a loophole might be and how it might be utilized," Perlik declared.

The ANPA's analysis coincided with TNG's closely, objecting in addition that the extent to which state laws would be preempted is unclear and raising the question of whether a reporter would be compelled to disclose all the information received from a source should the source reveal his or her identity.

In the absence of shield legislation, meanwhile, newsmen who had resisted disclosing information testified before grand juries in New York and Maryland.

Baltimore Sunpapers Guildsman David Lightman went before a Maryland jury to answer questions about the location of an Ocean City pipe shop in which a story he had written said he had been offered marijuana. The U.S. Supreme Court had refused to upset a Maryland court decision requiring him to testify despite a state privilege law.

In New York, Stewart Dan, a newsman for WGR-TV in Buffalo, testified before a special grand jury investigating the 1971 Attica rebellion after Supreme Court Justice Thurgood Marshall refused to stay a 30-day jail sentence imposed in State Supreme Court.

Lightman said he answered questions about the smoke shop and its proprietor but that the prosecutor did not ask the specific location of the shop or the proprietor's name.

"I walked into the grand-jury room not knowing what I would do if he asked that," Lightman said.

Dan, who covered the Attica uprising, was required to testify about interviews with two prisoners who later were found slain in a cellblock. State Supreme Court Justice Carman F. Ball had ruled that the interviews were not protected by the state's privilege law.

In Florida, however, a circuit-court judge held that the Miami News could not be compelled to produce notes, memoranda and sources for a series on harbor pilots. The material had been sought in a civil suit.

In Michigan, meanwhile, delegates to the state AFL-CIO convention in June adopted a Detroit Guild resolution supporting absolute shield legislation and urging Gov. William G. Milliken to refuse the extradition of Detroit Free Press Guildsman Paul Branzburg to Kentucky to serve a contempt sentence.

Branzburg was sentenced to six months for refusing to testify before a grand jury in connection with articles on drug abuse.

And in Cambridge, Mass., the annual Earl Warren Conference of lawyers and journalists urged the adoption of shield legislation qualified only by a provision requiring testimony if it is "critically important" to the defense in a criminal case.

By a narrow margin the 60 reporters and attorneys present urged the extension of privilege to scholars as well as journalists and said Congress should adopt no shield legislation at all rather than a bill heavily qualified.

Volunteers

San Francisco, Calif.—Many U.S. publishers are prepared to go to jail in place of any of their reporters who refuse to disclose information or sources, if a recent poll is any indication.

Of 30 publishers responding to a poll by California State University, all but four replied yes without qualification. The remainder said they would under some circumstances.

But 50 percent said they would order a reporter to disclose information vital to national security, the prosecution of a person guilty of a major crime or the acquittal of an innocent defendant. Only 33 percent said they would not issue such an order under any circumstances.

Riesel will help plan new unit

Chicago, Ill.—TNG Equal Rights Coordinator Yetta Riesel was named to a coordinating committee to plan a new national organization of women trade unionists at a conference of 200 union women June 30.

The group, representing 20 national and international unions in 18 states, pledged to fight for the solution of problems affecting all women in the labor force. It called for an intensive effort to bring the nation's 30 million unorganized working women into the labor movement.

TNG At-Large Vice President Dorothy M. Sain of Cleveland, Virgina O'Shea, vice president of the Cleveland Guild, and Barbara Booth, human-rights chairwoman of the Memphis Guild, represented their locals at the conference.

$51 increase, to $326 top, won in Baltimore Sun pact

(Continued from Page 1)

he still is protected against loss of pay and benefits.

Under a new integrity clause the company must notify the affected employe before a critical letter is printed.

A revised maternity-leave provision will enable employes to receive up to four weeks' sick leave if they have it accrued. Paternity leave of up to 10 days will be without pay.

The contract requires the company to continue active recruitment of women and minority-group members for all jobs. Discrimination because of marital status is added to that prohibited.

A joint pension fund will be established, with benefits to be added to those payable under the company's present plan. The company will pay 20 cents into the fund for each straight-time hour worked, to a maximum of $8 a week per employe.

The contract also gives the membership the option of inaugurating a joint health-and-welfare fund covering both medical and life insurance. A $10,000 major medical plan is added immediately under existing Blue Cross coverage, and life-insurance coverage is increased $2,500, to $7,500, for employes under 65.

Maximum severance pay is increased four weeks, to 48, and employes with less than six months' service will receive a week's pay on dismissal.

The press: bugged, burgled and badgered

(Continued from Page 2)
of Nixon supporters and opponents maintained for White House social purposes to further "a project apparently conceived by him to use the available federal machinery to screw our political enemies."

Dean's revelation that Kraft's Washington apartment had been broken into to install a wiretap increased to seven the number of known wiretaps on newsmen by the Administration.

Dean said Erlichman had ordered Caulfield to have the tap installed on Kraft to determine the source of a news leak. Ehrlichman issued a qualified denial that he ordered the tap but admitted receiving the transcripts of taps on other newsmen "in wholesale lots."

Dean's account of the Kraft break-in, which columnist William F. Buckley, Jr., said summoned up visions of Abbott and Costello, said that Caulfield had "a rather harrowing experience when he was holding the ladder in a back alley of Georgetown while also trying to keep a lookout as another member of the group was working at the top of the ladder."

It had been disclosed earlier that the homes of four newsmen —William Beecher and Hedrick Smith of the New York Times, Henry Brandon of the London Sunday Times and Kalb of CBS— had been tapped to trace leaks of information on the Strategic Arms Limitation Talks.

And shortly before Dean testified, the Washington Post reported government sources as conceding that the phones of Neil Sheehan and Tad Szulc of the New York Times had been tapped along with that of Daniel Ellsberg in 1971. The taps were conducted before the Times published Sheehan's story on the Pentagon Papers.

The Post also reported that the Washington home of CBS newsman Dan Rather, known to be unpopular at the White House, was entered in 1972. Nothing was stolen, but his files were rifled.

It was the SALT wiretaps that Ehrlichman ordered Ziegler, via Dean, to "flatly deny," Dean testified. "That was a flat-out lie," the former Presidential counsel said, since Ehrlichman told him the wiretap logs were in his safe.

Dean said Ziegler was mostly ignorant of the facts when he issued White House Watergate denials that he later conceded were "inoperative." But he said that Ziegler, while irked at being denied information, played the role given to him in the coverup.

Dean said Ziegler repeatedly checked with him, Haldeman and Ehrlichman on "how he could wade through the story . . . hedge and bob and weave." One such occasion was recorded in a transcript submitted by Dean of a rehearsal in which Ehrlichman, Dean and others coached the press secretary on how to handle inquiries on the political-sabotage activities of Donald Segretti, alternatively tossing him hostile questions and suggesting evasive answers.

Another burglary involving the media was reported prior to Dean's testimony by Watergate conspirator James W. McCord. He testified before the Senate committee that conspirator G. Gordon Liddy tried to break into the office safe of Hank Greenspun, editor and publisher of the Las Vegas Sun, to obtain "blackmail-type information involving a Democratic candidate for President."

Jeb Stuart Magruder, Nixon's deputy campaign manager, said the burglary was suggested by Atty. Gen. John N. Mitchell to obtain material on Sen. Edmund S. Muskie.

Greenspun, who supported Nixon in the 1972 election, said the target actually was memoranda by billionaire Howard Hughes on his dealings with the Justice Department over Hughes's Nevada holdings. He said the burglary was conducted on Hughes's behalf.

Weicker's charge that Colson tried to plant a newspaper story indicating that he mishandled campaign funds was the latest in a series of press manipulations laid to members of the White House staff. Weicker, although a Republican, has been sharply critical of the White House's conduct on Watergate.

Weicker said Colson had attempted to seed the stories even though he knew they were false. Colson denied the charge, but two Washington Star & News reporters said they were approached with the information, and the Washington Post said an unidentified Washington reporter related that an official of the Committee for the Re-election of the President recently tried to feed him the campaign-fund story.

Earlier it had been reported that Colson planted a story with Life magazine reporter William Lambert alleging conflict of interest on the part of Democratic Sen. Joseph D. Tydings of Maryland, contributing to his 1970 election defeat.

And it was also reported that Colson had ordered Watergate conspirator E. Howard Hunt, Jr., to give classified State Department cables on the Diem assassination to Lambert, who won TNG's 1969 Heywood Broun Award for the expose that led to the resignation of Supreme Court Justice Abe Fortas.

The Diem material included a cable that Hunt told a grand jury Colson had ordered him to fabricate in an effort to implicate Kennedy directly in the assassination. Colson has admitted receiving the cables but has denied ordering the forgery, Lambert never used the story.

Dean's testimony included an account of how "a top man at the Secret Service" gave him information on Sen. George S. McGovern during the last Presidential campaign. Dean said Colson was "very interested" in the information and had it published.

Colson acknowledged receiving the information but said it was never published because it couldn't be checked out.

In earlier Watergate testimony Herbert L. Porter, a former Nixon campaign official, admitted mailing syndicated columnists Evans and Robert Novak documents taken from Muskie's Presidential-primary campaign.

Cost of Living Council reinstates increases at Washington Post

(Continued from Page 1)
restore raises reduced by the Pay Board for a previous control year.

The future of both wage and price controls remains obscure a month after President Nixon's sudden reimposition of a price freeze June 13. The President put no new controls on wages for the time being, saying that increases thus far this year have not been inflationary.

But some sort of stiffening of wage regulations is expected to come when Phase Four begins. Federal Reserve Board Chairman Arthur F. Burns has urged interim wage and price controls similar to those of Phase Two, to be followed by a relaxation for most of the economy while key industries are kept under the eye of a permanent wage-price review board.

John T. Dunlop, head of the Cost of Living Council, said July 5 that the 5.5-percent wage guideline would remain in effect in Phase Four.

James T. Housewright, president of the Retail Clerks International Association, has demanded that President Nixon order the Cost of Living Council to issue overdue regulations exempting workers earning less than $3.50 an hour from wage regulations.

Employes under the $3.50 poverty level were exempted from controls when Congress renewed the Economic Stabilization Act in April. But Housewright said some employers are using the council's delay in spelling out the regulations to delay increases.

The latest government figures show that living costs rose at a seasonally adjusted annual rate of 23.4 percent in the three months ending in May.

The price freeze, called a "failure of policy" by AFL-CIO President George Meany, staved off price increases, by at least three newspapers, the Washington Post and Star & News and the Portland Oregonian. The Washington papers had announced increases from 10 to 15 cents in newsstand prices shortly before the freeze, and the Oregonian had announced increases for all but newsstand sales.



Friend of Israel

TNG President Charles A. Perlik, Jr., left, congratulates Joseph P. Tonelli, president of the United Paperworkers International Union, on his receipt of the Israel Prime Minister's Medal "for service in the cause of Israel's development." Perlik was an associate chairman of the testimonial dinner given to Tonelli in New York City in connection with the State of Israel Bonds drive.

St. Louis rakes student scabs

St. Louis, Mo.—The St. Louis Guild has charged that Southern Illinois University students were used as strikebreakers during an engineers' strike at the Post-Dispatch's radio and television stations May 5 and 6.

The Guild executive committee criticized stations KSD and KSD-TV for compromising university students by involving them in a labor dispute and criticized the university for allowing them to be compromised.

The committee said that "exploitation of students in this manner is unethical and indefensible from any standpoint."

"The deed is more ignominious when it is perpetrated by a public institution and a company widely known for advocating integrity and ethical behavior," it declared.

IT SEEMS TO US

Response to Watergate: a 'new politics' for labor

TAKOMA PARK, MD.

Editor:

If we see Watergate as just another scandal, we are missing the whole point: The traditional American political process is breaking down.

To call for Nixon's impeachment is good. To call for new elections is good. But this is not enough in itself.

What is needed in the labor movement is a new politics that goes beyond Gompers's "reward your friends and punish your enemies."

These remarks are addressed in the context of the growing successes of the labor-backed New Democratic Party in Canada, which has become the pivotal force in Canadian politics and enjoys power far greater than its actual numbers.

The labor insurgency that backed McGovern indicates that many in the labor movement are looking for new approaches, new formulas for action.

Isn't it time that we began a dialogue around building upon the new spirit of political independence that exists within the labor movement? Could we ask our Canadian brothers and sisters to supply the GR with more information about the NDP?

I am a hard-shell, foot-washing, total-immersion Democrat— but I think it's about time we began to find a party of our own, untainted by the corruption of the corporate godfathers.

JIM WILLIAMS
Former Cochairman
Labor Press Unit
Washington-Baltimore Guild

North Jersey seeks aid to retain administrator

ELIZABETH, N.J.

Editor:

Ten months ago, the North Jersey Local 173, TNG, took a bold step for self-help and named Donald Rosselet as its administrator on a part-time basis.

Less than two weeks later, the Newark News, then one of the local's six units, folded, and with it went a portion of the anticipated income to support the administrator.

In spite of this, Rosselet has worked throughout the year to gain moneys due the News staffers, as well as participate in grievance and arbitration sessions at all units and now contract negotiations at four units.

North Jersey is soliciting cooperation of adjacent locals to use Rosselet's services and hopes that the convention will see fit to reduce the amount of per caps it must pay or make some other arrangement for aid, such as that enjoyed by New England.

As long as Rosselet is our administrator, we will need fewer services from TNG and the local will be stronger. Without him, the local will need more servicing and will be weaker.

It is that simple.

JEAN-RAE TURNER
Recording Secretary
North Jersey Guild

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

DAY BOOK

International Executive Board, pre-convention meeting, July 27, Hotel Vancouver, Vancouver.

Conference of District Councils, annual meeting, July 29, Hotel Vancouver, Vancouver.

40th Annual TNG Convention, July 30-Aug. 3, Hotel Vancouver, Vancouver.

Middle Atlantic and Empire State District Councils, joint meeting, Aug. 18 and 19, Holiday Inn, Philadelphia.

Brown, GAIU president, to address convention

Kenneth J. Brown, president of the Graphic Arts International Union, will address the Guild's 1973 Convention, scheduled for July 30 through Aug. 3 in Vancouver.

Brown, long an advocate of organic unity of printing-trades unions to meet the changes produced by new electronic equipment, will speak Wednesday-morning, Aug. 1. TNG and the Graphic Arts Union have been engaged in talks to further inter-union cooperation, particularly in the area of organizing.

A feature of the convention will be a follow-up forum on the latest developments in newspaper automation. It is scheduled for Monday afternoon, July 30.

The forum, to be conducted by Field Operations Director J. William Blatz and Administrative Operations Director Ellis T. Baker, will center on extensive automation developments since last year's convention forum.

A number of local Guild leaders will report on the impact of automation in their shops. Films of new equipment shown at TNG's recently concluded series of automation institutes will be shown at the conclusion of the forum or Monday evening for those who have not seen them.

Baker and Blatz will report on information obtained at a production-management conference held by the American Newspaper Publishers Association Research Institute in New Orleans June 10 through 14, which they attended together with TNG President Charles A. Perlik, Jr. Dorothy Struzinski, local representative of the Washington-Baltimore Guild, also attended the sessions.

The last in a series of automation forums for locals and district councils was conducted by Blatz for the Puerto Rico Guild two days after the conference.

The convention will be preceded by the Guild's first annual Canadian policy conference, on July 28.

The conference was authorized by last year's convention to allow Canadian locals to express themselves autonomously on social and legislative matters and to advise the International Executive Board and the convention on matters of Guild policy as they affect Canadian members and locals.

Among items on the agenda are increased Indian and Inuit employment in broadcasting; relations with other unions, particularly the Quebec-based Confederation of National Trade Unions; a Quebec bill that would outlaw strikes in public services and allow forced arbitration of other strikes; a study to determine the proportion of women in low-paying Canadian Guild jobs, and the treatment of women in Canadian broadcasting.

The Victoria Guild has submitted resolutions to the conference calling for the inclusion of dental and optical care and prescription drugs in Medicare and extension of the Canada Pension Plan to cover housewives and other nonemployes.

Brown is the only guest speaker scheduled for the convention thus far, although Donald MacDonald, president of the Canadian Labour Congress, has been invited to appear.

A platemaker by trade, Brown was president of the old Amalgamated Lithographers' Toronto local before becoming an international councilor in 1955. He was elected international president in 1960.

Brown pressed actively for unity with other graphic-arts unions and was elected president of the Lithographers and Photoengravers International Union when the two crafts merged in 1964. A subsequent merger with the Bookbinders last Labor Day produced a union of 130,000 members.

The convention, to be held at the Hotel Vancouver, will open with greetings from Ray Haines, secretary-treasurer of the British Columbia Federation of Labour; Tom Gooderham, Western regional director of the CLC, and David H. Manley, president of the host Vancouver-New Westminster Guild.

TNG International Chairman James B. Woods, Perlik and Secretary-Treasurer Robert M. Crocker will deliver their annual reports at the opening session.

The Vancouver-New Westminster Guild has planned a varied program for the convention's lighter moments, starting with a cocktail party at Vancouver's Johann Strauss Restaurant.

For the traditional Wednesday-afternoon outing, delegates and guests will be taken on a trip up Grouse Mountain on Canada's largest aerial tramway. There will be a stop at Vancouver's aquarium to watch the feeding and performance of its whales, followed by a seafood smorgasbord to be provided by the British Columbia Department of Fisheries.

At the convention banquet Tuesday night entertainment will be provided by a Hawaiian band and hula troupe that the Hawaii Guild will bring to Vancouver to support its bid for the 1977 Convention.

A series of tours is planned for delegates' spouses and children, including one of Vancouver's Chinatown, the second largest in North America, on Monday. It will include a visit to a Buddhist temple and several pagodas, and a 10-course Chinese dinner.

The following day the guests will be taken on a four-hour trip up Indian Arm on the luxury yacht Malibu Princess, with luncheon to be served aboard. On Thursday there will be a tour of Park & Tilford's award-winning gardens and its distillery, followed by a bus trip through Vancouver.

Preconvention activities will begin with a meeting of the International Executive Board July 27 at the convention hotel. The Conference of District Councils is scheduled to meet Sunday, July 29, and separate panel discussions for circulation- and advertising-department members will be held the same day.

The Philadelphia Guild has announced it plans to convene a meeting of the Guild Council of Ingersoll Newspapers during the convention.

The Freshman Forum, an orientation session for first-time delegates, will be held Sunday afternoon, and a breakfast briefing for guests is slated for Monday morning.



Up to date

Graphic Arts Union President Kenneth J. Brown, center, who has been invited to address the Guild's 1973 Convention, tells interviewers on the AFL-CIO's Labor News Conference that his union is making a major effort to help its members learn the new skills required by automated equipment. He said 3,000 are currently undergoing retraining. Questioning him are Philip M. Kadis, left, Guild chairman at the Washington Star, and Frank Swoboda of Business Week.

San Diego Guild to seek endorsement restriction

San Diego, Calif.—The San Diego Guild plans to introduce a constitutional amendment at TNG's 1973 Convention to require "general membership approval" of any TNG political endorsements.

The local's intentions were announced in a June 28 letter from San Diego President Gerald L. Schultz to Guild locals. It asked their support of the proposal.

San Diego sought unsuccessfully last summer to initiate a referendum on a proposal to bar any future TNG endorsements. It acted in response to the 1972 Convention's authorization of a Presidential endorsement and the International Executive Board's subsequent support of Sen. George S. McGovern.

Schultz's letter said San Diego's convention proposal "will not address itself to how a candidate should be selected for endorsement but to the question of whether an endorsement should be made."

Strike wins $390 top, up $69, for key Consumer Reports jobs

Mount Vernon, N.Y.—The top minimum for assistant editors, photographers and promotion writers is increased $68.89, to $390.61, under a new three-year contract ratified by the Consumers Union Guild Unit June 8. The agreement ended a two-week strike by the New York Guild against the publisher of Consumer Reports magazine.

The new minimum is the second highest editorial salary in any Guild magazine contract, following the $410.41 top previously negotiated at the New Republic.

The top for senior chemist, senior project engineer and senior textile technologist, highest classification in the contract, is increased $79.25, to $450.46.

Other top minimums include $192.97 for stenographers and switchboard operators and $178.99 for clerk-typists. The contract is retroactive to January.

The settlement, providing increases of eight percent the first year and six percent the second and third, compounded, was negotiated two weeks after 300 Guild members struck Consumer Reports May 24 for a new contract.

In addition to the 20-percent wage hike, the contract provides for cost-of-living increases, a new pension plan and other fringe benefits.

Under the new agreement, a jointly trusteed pension plan is to be established effective Jan. 1, 1975. The publisher will contribute funds to the plan at the rate of four percent of weekly payroll. The plan will be in addition to the pension provided by a citywide Guild-publishers' plan, of which Consumer Reports employes are members, as are employes of the New York Post, Amsterdam News and others.

The cost-of-living clause provides for an increase on Jan. 1, 1974, if the cost of living has risen more than six percent in the preceding 12 months. Another increase is scheduled for Jan. 1, 1975, if the rise in the preceding year has exceeded four percent. The amount of the increases will be the excess over six and four percent.

The contract also includes a new clause that stipulates that the publisher will not discriminate on account of race, sex, creed, color, age, national origin or Guild activity. Another new clause provides that no outside applicants will be interviewed for vacancies until all in-shop candidates in lower classifications have been interviewed.

The new contract also eliminates a former qualification that only employes with at least one year's continuous service were eligible for maternity leave and a former requirement mandating that the leave begin at the end of the sixth month of pregnancy.

A new paternity-leave clause provides for three paid days to begin the day of confinement or the day the mother returns home, at the employe's option.

The Guild also won improved job-security provisions, including 30-days' advance notice of all proposed new exempt positions and a summary of the proposed function of each. The same condition applies to subcontracting, except in the mailing department, where only seven days' notice will be required.

The Guild Reporter

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and
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DAVID J. EISEN, Associate Editor

Published by The Newspaper Guild (AFL-CIO, CLC) the second and fourth Fridays of each month. $6 per year. Single copies 30¢.
Guild Reporter deadline at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XL, No. 12 July 13, 1973

The Newspaper Guild
1125 Fifteenth St. N.W., Washington, D.C. 20005
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