

\$372 key top won in initial Racing Form pact

Hightstown, N.J.—A key top minimum of \$372.16, highest to be negotiated anywhere outside Washington, has been won by the New York Guild in an initial contract at Triangle Publications' Daily Racing Form.

The settlement was won Aug. 28 a few hours before a deadline for strike action by the 65-member unit. General increases total more than 20 percent over three years—eight percent the first year and six percent in each of the

next two, compounded.

Among other provisions of the contract are four weeks' paid maternity leave plus severance pay if the employee does not wish to return after childbirth. The maternity clause is one of the strongest to be negotiated in a Guild contract.

The \$372.16 top minimum, to take effect in April 1975, is higher than any negotiated by the New York Local, exceeding the New York Times contract top, cur-

rently being renegotiated, by \$10.49. It covers reporters, handicappers and advertising deskmen, among others.

The top for typists and junior statistical clerks will go to \$200.35 in the third year and is believed to be the highest yet negotiated for those categories in any Guild contract.

The contract is retroactive to April 7, two months after the Guild won a representation election at the new Hightstown plant.

The employees include 20 members who worked under a Guild contract at Triangle's Morning Telegraph plant in New York City until that racing paper folded in April 1972.

The initial contract includes provisions for company-paid dental insurance, in addition to hospitalization and medical coverage. Life-insurance coverage will range from \$2,000 for those earning less than \$10,000 a year to \$20,000 for employees who earn

more than \$20,000.

A funded pension plan will be worked out, with the company contributing \$7.50 a week per employee in the first year of the contract, \$10 the second and \$12.50 the third.

The contract prohibits layoffs or dismissals resulting from automation, provides for retraining affected employees on company time and protects the Guild's jurisdiction over work involving new

(Continued on Page 5)

Strike wins pact in Morgantown



Vol. XL, No. 16 Washington, D.C. September 14, 1973



Photo by James A. McGill, Gary Guild

On the line in Hammond

Hammond Times Unit Chairperson James Parker, left, and Chicago Guild Executive Director Justin F. McCarthy, Jr., join locked-out printers on the

picket line during Sept. 6 demonstration of support by Hammond trade unionists. Guild members are picketing regularly. (Story on Page 8)

Guild action shakes pay hikes loose from controls in 4 cities

Guild wage increases snagged in various phases of the Administration's economic-controls program have been shaken loose in New York, Chester, Hoboken and East St. Louis.

Action by the Cost of Living

Council paved the way in two cases, an arbitrator's decision awarded the increase in a third and a National Labor Relations Board complaint and a strike threat produced the fourth.

These were the developments:

- The Cost of Living Council approved a \$12.50 increase awarded by an arbitrator to outside classified salespersons at the New York Post.

- The council approved implementation of full increases won by the North Jersey Guild in the first year of an initial two-year contract with the Alco-Gravure Division of the Publication Corp. in Hoboken.

- The Delaware County Times in Chester agreed to pay full retroactivity for the wage-freeze period from Sept. 1 to Nov. 14, 1971, as part of a tentative contract settlement with the Philadelphia Guild.

- An arbitrator ordered the Metro-East Journal in East St. Louis to pay cost-of-living increases of .47 percent effective last April 1.

In the New York Post case, arbitrator Milton Rubin had up-

(Continued on Page 2)

ers' salaries go up as much as \$58.

The privilege-against-disclosure clause, modeled on that won recently at the Baltimore Sun, provides employees who resist at-

William M. Davy dies at 78; Guild's 1st paid organizer

Lakewood, Ohio—William M. Davy, a founder of the Guild's Local No. 1, the international's first paid organizer and executive secretary of the Cleveland Guild for three decades, died Sept. 5 in Lakewood Hospital. He was 78.

Davy had been hospitalized for two weeks, during which he underwent surgery twice for a tumor.

Davy, who became a newspaperman after starting his work-

ing career as a coal miner, helped organize Guild locals throughout the Midwest in the 1930s. He led the Guild's successful 1936 recognition strike against Hearst's Wisconsin News in Milwaukee, a breakthrough in the Guild's drive to organize the Hearst papers.

TNG President Charles A. Perlik, Jr., in a message to Davy's widow, Kathryn, said that "all who are, have been and will in

(Continued on Page 6)

Radio employees vote for Guild

Morgantown, W. Va.—The newly organized Mountaineer Guild added a unit of 17 to its roster when it won a representation election Sept. 7 among employees of radio station WAJR. The vote was 11 to 6.

WAJR is owned by the Morgantown Dominion-Post, where the Guild had won an initial contract a week earlier following a 5½-week strike.

The WAJR unit includes announcers, news writers, programmers, bookkeepers and other employees. The company had sought to fragment the unit into five groups, but the NLRB chipped away only three advertising solicitors.

tempts to force disclosure with compensation for any loss of pay and for any fines or damages if they follow the advice of company counsel. If they don't follow it, they will still be protected against loss of pay or benefits.

In addition to two weeks' paid maternity leave, female employees will be eligible for sick leave for any additional period they are physically unable to work because of disabilities "caused or contributed to by pregnancy or childbirth." Unpaid maternity leave of up to six months is provided, and no woman can be forced to stop work because of pregnancy before she so desires.

Under the settlement, one woman who gave birth last December will receive maternity pay.

Sick leave, formerly 10 days a year with no accrual, will be increased to one day a month to a

(Continued on Page 5)

30,532 eligible to vote in international election

(Continued from Page 1)

received for any one of three months—May, June or July. The locals are Bridgeport, Muskegon, Greensboro and Newburgh-Beacon.

The committee, acting on a Wire Service Guild appeal that 27 new members on checkoff as of Aug. 1 be declared eligible, allowed three to vote but declared the remainder ineligible because only their initiation fees, not per capita, had been received by TNG.

Candidates for at-large vice presidents are Louis M. Calvert of San Jose, Dorothy M. Sain of Cleveland, Harry S. Culver of Wire Service, Arthur L. Guerrero of Denver, Harry E. Ryan of New York, John J. Breed of Boston, James A. McGill of Gary, Alfredo Gonzalez, Jr., of Puerto Rico and William E. Anstett of Twin Cities. Sain, Guerrero, Ryan and McGill are incumbents.

Eleanor S. Dunn of Ottawa, an incumbent at-large vice president, is running against Jerry E. MacDonald of Canadian Wire Service for the Eastern Canada seat.



Election machinery hums

Robert A. Steinke of St. Louis, puts rules for Sept. 20-25 international elections into envelopes for mailing to locals as International Election and Referendum Committee processes eligibility lists and

ballots during meeting at TNG headquarters. Others, from left, are David H. Manley of Vancouver-New Westminster, chairman George Holmes of New York and John Barker of Manchester.

Guild seeks equal-rights steps in Seattle 31 jobs at AP

pared despite Guild protest

Seattle, Wash.—The Pacific Northwest Guild is seeking immediate negotiations to amend its contract with Hearst's Post-Intelligencer to eliminate any of its provisions that might be in conflict with federal equal-employment - opportunity regulations.

Hearst has failed to respond to the bid, but in reply to an Equal Employment Opportunity Commission suit charging the paper with a wide range of discriminatory practices against minorities and women, it attempted to put the blame on the Guild and the Typographical Union.

The company, while denying that any of its practices were dis-

criminatory, said that if they were, it was because of the unions' contracts. It sought to have any fines assessed against it because of discriminatory employment practices paid by the unions.

The Guild has told management representatives it wants to ensure that neither the Post-Intelligencer nor the Seattle Times is using employment-application blanks that violate the no-discrimination clauses of their contracts with the local.

The local also said it wants to bargain establishment of an affirmative-action program to ensure that minority groups are represented in the Guild-covered work force at the level they constitute in the community.

The local said it is making the requests as a result of the EEOC's allegations that some provisions of the Guild's contract with the Post-Intelligencer might be inconsistent with the relief sought by the EEOC.

The chain of events that led to the suit against the Post-Intelligencer, which names the Seattle Typographical Union as a party on the same basis as the Guild, began in 1971 when an apprentice machinist filed a complaint with the EEOC charging the paper with discriminating against men because it did not provide break periods and lounges for them but did for its female employees.

Kirk Smith, local Guild ad-

ministrative officer, said the EEOC had held conciliation meetings with the paper's management and the printers' union before filing the civil suit late in July. The suit was the first knowledge the local had of the machinist's complaint or the wide range of discriminatory practices discovered by the EEOC when it investigated, Smith said.

Among the remedies sought by the EEOC in its suit is a bar against the paper's inquiring about applicants' arrest records in employment forms and interviews.

It also seeks a bar against treatment of pregnant employees differently than employees with "other temporary disabilities."

New York City—Thirty-one office-boy jobs were eliminated by the Associated Press Sept. 1 despite a Guild contention that the work load of other employees would be increased.

AP Assistant General Manager Keith Fuller said the positions were being eliminated as an economy measure to help AP remain solvent. Nine of the 31 jobs had been vacant.

The Guild, at a meeting with management Aug. 14, said that disappearance of the office boys would severely impair the service's efficiency in some places. The Guild, asserting that the use of computers and cathode-ray tubes had caused some of the work to vanish, said the dismissals called for additional automation severance pay under the contract. Fuller said he would look into the claim.

The company agreed to allow resignations with severance pay by higher-seniority employees in lieu of dismissals.

The slash eliminated eight jobs in New York, three each in Chicago and Louisville, two in Detroit, Baltimore and Columbus and one in Atlanta, Charlotte, Nashville, Minneapolis, Richmond, Annapolis, Washington, Kansas City, Boston, Los Angeles and Dallas. Some were parttime.

Rupert to speak to publishers

Ottawa, Ont. — Robert J. Rupert, the Guild's Canadian director, will be addressing an unfamiliar audience Sept. 23—the Canadian Newspaper Publishers Association.

Rupert has been invited to address the publishers' annual convention in Banff Springs, Alta., to discuss the Guild's plans in Canada, its reaction to automation and its role in heightening newsroom professionalism.

Supreme Court ruling spurs integrated want ads

An increasing number of newspapers, their resistance sapped by a landmark Supreme Court decision, are taking sex out of their want-ad columns.

The latest to abandon segregated help-wanted ads are Philadelphia's three newspapers, the Inquirer, Daily News and Bulletin. They reacted to pressure by governmental agencies and equal-rights groups, as well as a June Supreme Court decision that newspapers may constitutionally be prohibited from carrying sex-segregated want ads.

In upholding a Pittsburgh city ordinance against separate male and female want-ad columns, the high court said that want ads are "commercial speech" that falls outside the First Amendment guarantee of press freedom.

The 5-to-4 decision was handed down in a suit brought by the Pittsburgh Press, which sought to invalidate the ordinance. The Scripps-Howard newspaper was joined in the legal action by the American Newspaper Publishers Association.

The case arose in October 1969, when the National Organization for Women (NOW) asked the city's Human Relations Commission to eliminate the paper's sex-designated advertisements. The commission ordered the paper to do so, and its decision was upheld in the Pennsylvania courts. Scripps then sought to have the Supreme Court outlaw the ordinance.

Writing for the majority, Justice Lewis F. Powell, Jr., said, "discrimination in employment is

not only commercial activity, it is illegal commercial activity under the ordinance."

Freedom of the press, he declared, would not prevent a newspaper from being forbidden to publish a want ad proposing a sale of narcotics or soliciting prostitutes, even under columns captioned "narcotics for sale" or "prostitutes wanted."

Powell pointed out that the decision does not permit the government to forbid the Press to

San Jose petitions at Monterey daily

Monterey, Calif.—The San Jose Guild has moved to represent some 85 employees in all nonmechanical departments of the Monterey Peninsula-Herald, 75 miles away.

The 31,000-circulation daily is owned by the Block Newspapers. Only the composing room and the pressroom are organized, but the Graphic Arts International Union petitioned for four photo-engravers simultaneously with the Guild.

The Guild filed with the National Labor Relations Board Aug. 23 after collecting signed cards from a substantial majority of eligible employees.

publish and distribute advertisements commenting on the ordinance, enforcement practices and the propriety of sex preferences in employment.

Joining Justice Powell's majority opinion were Justices William H. Brennan, Jr., Byron R. White, Thurgood Marshall and William H. Rehnquist.

Chief Justice Warren E. Burger and Justice Harry A. Blackmun joined Justices William O. Douglas and Potter Stewart in dissent.

"So far as I know," Justice Stewart said, "this is the first case in this or any other American court that permits a government agency to enter a composing room of a newspaper and dictate to the publisher the layout and makeup of the newspaper's pages."

"This is the first case, but I fear it may not be the last. The camel's nose is in the tent."

Scripps-Howard's Albuquerque Journal and Tribune may be the next to desegregate. The New Mexico Human Rights Commission has ruled it a violation of the state's Human Rights Act for newspapers to continue the practice.

The case against the Albuquerque newspapers had been brought by NOW.

Elect—
HARRY S. CULVER
Vice President At Large

Yakima presses fight for ex-president's job

Yakima, Wash.—The Yakima Guild is preparing court action to enforce an arbitration decision reinstating former Local President Mary Hersey to her job at the Yakima Herald-Republic.

Legal action was authorized by the local after the company refused to return Hersey to her copy editor's job, contending that arbitrator Cornelius J. Peck had exceeded his authority.

Toronto aids Engineers in getting pact

Toronto, Ont.—The Toronto Guild stepped in to help the Canadian Union of Operating Engineers win an initial contract early in September with the corporation that owns the Toronto Star's new building.

The union put up a picket line without warning at 10 p.m. Sept. 4 after bargaining reached an impasse. Guild members and craft unionists were caught by surprise; some crossed and some stayed out.

The Operating Engineers, acting at the request of Canadian Guild Director Robert J. Rupert, withdrew the picket line after a few hours to give the Guild time to organize support. The Engineers, the Guild and Star craft unions met the next morning and moved to bring pressure through the Star for a resumption of negotiations.

The Star occupies the new plant under a long-term lease from Olympic & York Developments Ltd., one of Canada's largest real-estate developers.

Union representatives met with the Star, and bargaining with the Engineers was resumed that afternoon. The Guild distributed a bulletin urging support for the union and prepared to back its picket lines if they were raised again.

But Olympic & York, bargaining with a new attitude, agreed to a settlement Sept. 10 providing increases ranging from \$1,500 to \$3,500 a year.

Peck, a law professor at the University of Washington, said that the paper's action in reducing Hersey to a parttime employee in mid-December and dismissing her on economy grounds two weeks later violated the Guild's contract. Hersey was local president at the time.

The dismissal followed a newsroom reorganization in which her work was transferred to a newly created supervisory position. Three other employees were dismissed, and several stringers were eliminated.

The company contended that contractual clauses barring arbitration of work assignments and reductions in force gave Peck no authority to rule on anything but whether Hersey's discharge violated seniority provisions. He ruled that it didn't.

But Peck rejected the company's contention that the dismissal was not otherwise arbitrable, declaring that a literal application of the clause management relied on "would go far to make possible the destruction of the entire collective-bargaining agreement, at least insofar as the arbitral process is concerned."

Peck cited management statements during bargaining to support the thesis that the language on which it relied was only intended to prevent arbitration of jurisdictional disputes. The company's interpretation, he pointed out, would permit it to assign all of the bargaining unit's work to exempt employees without challenge by the Guild.

Holding that the assignment of Hersey's work to a supervisor thus violated the contract, he ordered her reinstated to fulltime work with back pay.



Convention huddle

TNG President Charles A. Perlik, Jr., center, and Secretary-Treasurer Robert M. Crocker, left, discuss a thematic subject with Donald W. Stone, recording secretary of the Graphic Arts Interna-

tional Union, at AFL-CIO Industrial Union Department convention. Perlik and Crocker represented TNG at the biennial IUD conclave, held Sept. 7 and 8 in Atlanta, Ga.

\$31.70 increase, privilege clause won in disputed Kingston contract

Kingston, N.Y. — Wage increases ranging from \$12.05 to \$31.70 and protection for employees refusing to disclose information or sources are contained in a new two-year contract at the Kingston Daily Freeman.

The contract, providing a \$27.80 increase to \$253.10 in the top minimum for reporters and advertising sales, was signed despite refusal of permission by TNG's Contracts Committee. The committee objected that wage increases were insufficient.

The top for assistant city editor and sports editor is increased \$31.70, to \$288.40, that for district managers \$24.60, to \$223.70, that for classified solicitors and clerks \$18.55, to \$169.10, that for maintenance employees \$18, to \$163.65, that for switchboard operators \$16.80, to \$152.75, and that for copy boys and girls \$13.30, to \$121.20.

The contract, which is retroactive to last Nov. 20, protects employees from being required to disclose information or sources and requires the publisher to notify the employee and the Guild of any request for disclosure.

Employees will be reimbursed for any loss of compensation, attorneys' fees, fines or damages resulting from such refusal to disclose provided they cooperate with the publisher, who must become a party to any legal proceeding.

An improved integrity clause protects an employee from being required to do anything that compromises his or her professional integrity or constitutes an abuse of his or her position and it prohibits the company from requiring an employee to submit any

material distorting facts or creating a false impression.

It also requires the company to consult with the affected employee, to the extent circumstances permit, before publishing any correction of published material, to notify an employee if he or she is mentioned in a letter to the editor and, if the publisher considers it feasible, to publish the employee's response.

Other improvements include extended hospitalization benefits—365 days of covered hospitalization instead of 120 and \$300 for maternity instead of \$150—and \$4,000 life insurance with double indemnity.

Two personal holidays are added in place of the employee's birthday, and maximum severance pay is increased four weeks, to 48.

\$30 increase is bargained at Scripps Knoxville daily

Knoxville, Tenn.—General increases ranging from \$9 to \$30.35 over two years have been won in a two-year contract at Scripps-

Howard's Knoxville News-Sentinel.

The contract was ratified and signed without being submitted to TNG's Contracts Committee in accordance with constitutional procedure.

It increases the reporter top minimum to \$259.80, a figure \$41.80 higher than the old top minimum. But \$13.40 of that amount represents the application of general increases won in the last contract, expiring April 30, which local officers signed without realizing that minimums had not been increased by equivalent amounts.

That contract was signed despite the Contract Committee's withholding of permission.

The top minimum for clerical assistants, unchanged in the old contract, is raised \$1.20 to \$111, in the new one. That for office boys, also left unchanged last time, is increased \$2, to \$86.

The company's contribution to pensions is increased 75 cents a week per employee, to \$11, in two steps.

Pension benefits raised 49% at Buffalo News

Buffalo, N.Y. — A 49-percent increase in pension benefits—\$2,000 a year on the average—has been won by the Guild in a pension settlement at the Buffalo Evening News.

The agreement also provides up to \$75,000 in life insurance without a physical examination for employees, up from a maximum of \$50,000.

The 49-percent benefit increase is accomplished by changing the salary averaging period on which benefits are based from that between age 55 and 60 to the highest five years prior to the normal retirement date. In addition, interrupted as well as continuous service will be credited in calculating benefits.

A provision requiring mandatory retirement at 65 was eliminated following disapproval by TNG's Contracts Committee. But employees who work past that age other than at the company's re-

quest will receive the old level of pension benefits and half the life-insurance benefit.

Strike vote helps gain Madison pension pact

Madison, Wis. — A unanimous strike vote has helped the Guild win a 5.9-percent pension improvement at the Madison Capital Times.

The pension settlement, reached at mediation sessions with Wisconsin Employment Relations Commission Chairman Morris Slavney, increases the maximum average monthly salary on which benefits are computed from \$850 to \$890 retroactive to Aug. 8, 1972, and to \$900 last Aug. 8.

Pension benefits were increased five percent during the first year of the Guild's present contract, combining with the latest improvement to produce an increase of almost 11 percent.

Printers meet on job, Times gets injunction

New York City — The New York newspaper bargaining situation is heating up after a long, cold summer.

Printers held two chapel meetings during working hours at the New York Times on Labor Day, and the Times promptly went into court to obtain a restraining order against them.

The order, issued by State Supreme Court Justice James Leff pending arguments on a perman-

ent injunction, prohibits the printers from "interrupting normal production at the Times by failing to perform their normal duties."

New York Typographical Union President Bertram A. Powers had warned earlier that fall might bring a confrontation in contract talks with the Times, Post and Daily News. Chapel meetings of increasing length were conducted by the printers in 1970 to bring pressure for a settlement.

The Times claimed that the Labor Day meetings violated the printers' contract. But the union's attorney argued that the contract expired March 30 and was no longer in effect following a 60-day termination notice by the Times.

Bargaining with the Guild and most other unions has been in suspension during the summer. The Guild went back into negotiations at the Post at the end of August, but talks are still in recess at the Times and News.

The Newspaper and Mail Deliverers' Union, which authorized strike action in March, broke off negotiations in August but made no move to strike.

Settlements have been reached thus far by only two unions—the ITU Mailers and the Machinists.

**ELECT
LOU
CALVERT
Vice Pres.
At Large**

**12 YEARS
ACTIVE EXPERIENCE**

Experience & dedication

Where it counts

No. 2 on the ballot

DOROTHY SAIN

Vice President At Large

Guildsman tests Minnesota shield law

A St. Paul Dispatch and Pioneer Press Guildsman has been subpoenaed in the first test of Minnesota's new reporters'-shield law.

Joe Delmont, who wrote a series of stories on bill-collection agencies, is the target of a subpoena seeking a deposition and all his notes and documents for the series. The information is being sought by a collection agency being sued by a St. Paul couple for harassment and the use of allegedly deceptive and illegal practices.

The agency has filed a countersuit claiming defamation. The state's recently enacted privilege law contains an exception for defamation cases.

Delmont moved that the subpoena be killed under the law, but District Judge Otis H. Godfrey, Jr., directed the agency's attorney to submit the questions he wants Delmont to answer. The judge said he would rule on the questions if Delmont objects to them.

In New Hampshire, meanwhile, Manchester Union Leader Guildsman Arthur Egan, Jr., said he would not comply with a judge's order requiring him to give a deposition listing the sources for an article stating that former Presidential aide Murray Chotiner



Olliphant in the Denver Post

The First Amendment (amended)

used Teamsters' funds for political espionage.

Chotiner is suing the Union Leader and Egan for three million dollars, charging libel. U.S. District Court Judge Edward T. Gignoux ordered Egan to turn over the sources, but Egan said he would disclose them only when the case comes to trial. To do so now would open them to retaliation, he said.

In neighboring Vermont, John Gladding, a reporter for Burling-

ton television station WCAX, was held in contempt for refusing to reveal who tipped him off to a drug raid by state police in Rutland last February.

The information is being sought by Public Defender John Liccardi, who represents 10 persons arrested in the raid. District Court Judge Edward McClallan, Jr., found Gladding in contempt when he refused to reveal the source of the tip. Gladding is appealing to the State Supreme Court.

In New York City, a radio station WBAI is battling a court order requiring it to turn over a letter warning that a bomb had been placed in the office of the New York Corrections Commission.

The station had informed police, who removed the bomb. It gave the text of the letter to officials but refused to turn over the letter itself lest analysis lead to the writer.

On the legislative front, privilege bills have been shelved in Illinois and Ohio, but a Nebraska legislative committee has spiked an effort to weaken that state's new shield law.

The Illinois Senate killed two bills to strengthen the state's privilege law. The Chicago Guild had testified on their behalf.

In Ohio, the House of Representatives defeated a constitutional amendment to provide reporters' privilege. The vote was 62 to 28.

The Nebraska Legislature's judiciary committee quashed a bill introduced at the behest of Gov. J. J. Exon, who sought to introduce qualifications to an absolute shield law passed earlier in the year. They would have limited protection to the established press and required reporters to testify if they witnessed a crime.

Newhouse ends fight in Denver

Denver, Colo.—S. I. Newhouse has ended a 13-year fight to add the Denver Post to his publishing empire.

Newhouse sold his minority interest in the Post to the Frederick G. Bonfils Foundation after suffering a legal setback in his long effort to convert it to a majority interest.

Newhouse's 18.5-percent interest brought him \$4,785,306, or \$325 a share. That was \$85 a share more than he paid for it in 1960.

Newhouse purchased the stock from Mary Bonfils, Stanton, daughter of Post founder Frederick G. Bonfils. But the late Helen G. Bonfils, his other daughter, who was the Post's publisher, bitterly resisted Newhouse's attempt to capture a controlling interest in the paper.

Newhouse suffered a decisive defeat in his fight when the U.S. Court of Appeals here reversed a lower-court decision ordering that shares constituting 16.5 percent of the Post's stock be put on the auction block. The stock had been purchased by Post directors from Children's Hospital with the announced aim of putting it into an employees' stock trust.

Newhouse, acting through his Syracuse Herald Co., challenged the purchase as a device to keep him from gaining control and won a District Court decision giving him a chance to bid for it. But the appellate court overturned the verdict last December, and Newhouse decided not to carry an appeal to the Supreme Court.

The sale of his interest to the Post-linked foundation was announced Aug. 28 by former Supreme Court Justice Arthur J. Goldberg, the Post's attorney. Post President Donald R. Seawell hailed the step as a victory for "independent local control" of the paper.

The sale gives the Frederick Bonfils Foundation 46.9 percent of the stock, while the Helen G. Bonfils Foundation holds 44.7 and the employees' stock trust 8.3.

Guild on edge of defeat in Knoxville vote

Knoxville, Tenn.—A nearly 2½-year effort by the Knoxville Journal's publisher to avoid bargaining with the Guild apparently ended here Aug. 22 when 16 of his editorial employees voted for no union and 10 for the Guild in a second election ordered in a surprise move by the U.S. Government.

There also were 10 challenged ballots, one challenged by the publisher and nine by the Guild. Among those challenged by the Guild were those cast by two retired employees, the sports, society and state editors and a confidential secretary-librarian.

The election was ordered by the National Labor Relations Board in July when, on its own motion, it re-examined its own prior rulings on a ballot challenged in the original representation election, held in August 1971, which had resulted in Guild certification in May 1972.

Between the time the Guild requested voluntary recognition from the Journal's publisher, in April 1971, and the NLRB's ordering the new election, the publisher on at least three occasions had appealed regional NLRB rulings to the full board in Washington, losing each time.

There was a heavy turnover between the two elections, with the unit chairman among those leaving. Before the latest election Publisher Charles Smith called each employee into his office to urge a vote against the Guild, and both Smith and Editor William F. Childress sent letters attacking the Guild to all employees.

Toronto decertified

Ottawa, Ont.—The Canada Labour Relations Board has revoked the Toronto Guild's certification as bargaining agent for news employees of Station CFTO-TV. A decertification petition submitted by a majority of the 14-member unit was not contested by the local.

Guild recognition refused

NLRB taking Panax to court

Detroit, Mich.—The National Labor Relations Board is going to court to force an unwilling management to recognize the Guild as bargaining agent for employees at 10 Detroit-area weeklies.

The board prepared to act after the Panax Corp., new owner of the Detroit East Side Shopper chain, refused to bargain with the Guild following NLRB certification in July. It will seek an order from the Fifth Circuit Court of Appeals.

The NLRB threw out an election in which the Guild lost by 31 to 21, charging that "outrageous" company conduct destroyed the Guild's majority. It ordered the company to bargain a contract covering all of the papers' commercial, editorial and mechanical-department employees.

The anti-Guild practices were engaged in by the previous ownership, Detroit Area Weekly Newspapers Inc. Panax, which bought the papers after the NLRB election in June 1972, said it was not responsible for them and de-

clared it wouldn't bargain because the Guild's majority hadn't been demonstrated in the customary manner.

Guild, Pressmen compete for Madison classified

Madison, Wis.—The Madison Guild is contesting with the Pressmen's Union to represent 18 classified-advertising employees of Madison Newspapers Inc.

The Guild intervened with cards signed by a majority after the Pressmen filed for the unit. The National Labor Relations Board will hold an election Sept. 21.

Madison Newspapers is a joint printing company owning the Madison Capital Times, where

the Guild has an editorial unit, and the Wisconsin State Journal, where editorial employees are represented by an unaffiliated union.

Guild NLRB charges rake Chicago chain

Chicago, Ill.—The Chicago Guild has filed unfair-labor-practice charges against the Pioneer Press newspapers, charging the company with designating Guild activists as supervisors in the wake of a Guild representation petition.

The local also charged the company with forbidding employees to engage in Guild activity and interrogating them about it. The Guild is seeking to represent 70 editorial employees.

Guild-covered dailies in Montreal, Coos Bay, Lexington go into chains

Guild members at three heretofore independently owned newspapers—the Coos Bay (Ore.) World, the Lexington (Ky.) Herald-Leader and the Montreal Star—are or soon will be working for chain-owned publications.

The Scripps League Newspapers have acquired all outstanding stock of the Coos Bay paper from the heirs of the late Sheldon Sackett, editor and publisher from 1930 until his death in 1968. Scripps has named Richard K. Larson of its Swift Division staff in Napa, Calif., as publisher.

Knight Newspapers Inc. has announced that it will buy the Lexington Herald-Leader through a trust made up of members of the family of the late John G. Stoll. Closing is expected in October.

And the Montreal Star Ltd. and the Montreal Standard Publishing Co. will "amalgamate" with F. P. Publications Ltd., which already owns eight other

Canadian dailies, officials of the two firms announced Aug. 9.

Meanwhile, the Gannett Co. increased the nation's longest chain to 57 by purchasing the Springfield (Mo.) News and Leader & Press and the Muskogee (Okla.) Phoenix & Times-Democrat, as well as their broadcast affiliates.

Gannett earlier agreed to pur-

chase the Marietta (Ohio) Times and its two radio stations.

The Thomson chain added its 53rd and 54th U.S. papers, the Kittanning (Pa.) Leader Times and the Douglas (Ariz.) Dispatch, but then reduced the number to 53 again by merging its Fitchburg Sentinel and Leominster Enterprise in Massachusetts into a single paper.

DAY

BOOK

Southern District Council, fall meeting, Oct. 6 and 7, Rodeway Inn, Memphis.

International Election and Referendum Committee, ballot-tabulation meeting, Oct. 8, TNG headquarters, Washington.

Midwest District Council, fall meeting, Oct. 20 and 21, Colony Motor Inn, Clayton, Mo.

New England District Council, fall meeting, Oct. 27 and 28, Portland. Great Lakes District Council, fall

meeting, Nov. 3 and 4, Statler-Hilton Hotel, Buffalo.

International Executive Board, fall meeting, Nov. 12-15, TNG headquarters, Washington.

Empire State and Middle Atlantic District Councils, joint meeting, Nov. 17 and 18, Kingston.

Western District Council, fall meeting, Nov. 17 and 18, Hillhouse Vagabond Motel, Bakersfield.

41st Annual TNG Convention, July 15-19, 1974, Chase-Park Plaza Hotel, St. Louis.

Arbiter rules N.Y. News can reassign

New York City—When management succeeds in inserting into a contract a clause saying that assignments "shall be made solely at the discretion of the publisher," it can do just that, for "any reason, no reason, even unfounded reasons," an arbiter has ruled here.

The ruling came in a challenge by the New York Guild to the Daily News's reassignment of reporter Fred Loetterle to rewrite and general assignment from his environmental beat after persons he had interviewed complained to management about his manner.

The Guild contended that Loetterle, whose stories won him a reputation as one of the city's outstanding environmental specialists, had been transferred for disciplinary reasons and that management was obligated to establish "just and sufficient cause" for the transfer.

Arbiter Milton Friedman said, however, that the management assignment-right clause was "absolute" and that the contract clause requiring "just and sufficient cause" for dismissals or demotions could not apply since "reassignments" are "neither expressed nor implied" in it.

Nor was there any contractual ground for considering Loetterle's removal from the beat a demotion, Friedman said, since there was no loss of pay or downward reclassification involved. The removal "may be distasteful," he said, "but it is not necessarily 'discipline' in the usual sense" since "no discharge, suspension, warning notice, demotion or other punishment was involved."

4 Ingersoll units mesh bargaining

Philadelphia, Pa.—Guild units at Ingersoll papers in Elizabeth, Chester, Pottstown and Kingston are meshing their bargaining more closely.

Closer coordination—to match that taking place at the management level—was decided upon at a meeting of the Guild Council of Ingersoll Newspapers, held here Aug. 19.

As an initial step, representatives of the Elizabeth Journal Unit began attending bargaining sessions at the Delaware County Times in Chester and the Pottstown Mercury. The Journal Unit has been holding strike action in abeyance pending bargaining developments elsewhere in the chain.

... Racing Form

(Continued from Page 1)

equipment and processes.

Terms call for nine paid holidays, five weeks' vacation after 20 years' service, up to 26 weeks' severance pay and double time plus \$15 for holiday work.

New employees will have 10 days' sick leave a year, accruable to a maximum of 50, while former Telegraph employees will be covered by the graduated scale in effect at their old paper, with a maximum of 26 weeks at full pay and 26 weeks at half. In addition to four weeks of paid maternity leave, there is provision for three months without pay.



Mountaineer Guild members ratify initial contract at the Morgantown Dominion-Post, with Shelby Young, right, in the chair—or, rather, the table.

Strike wins Morgantown pact

(Continued from Page 1)

maximum of 22 during the contract, with all one-year employees receiving credit for 10 accrued days immediately.

Severance pay will accrue at the rate of two weeks a year to a maximum of 34. Twenty-year employees can collect half their severance on resignation, and their spouses will receive that amount on their death.

The number of holidays is increased from six to eight, with the addition of the employee's birthday and another personal holiday. And the contract provides a Christmas bonus of a week's pay.

Four weeks' vacation is provided for the first time, after 20 years' service.

In addition to a reduction in the work week from 40 hours to

37½, the Guild won overtime pay for parttime employees who work longer than their regular minimum hours.

The contract stipulates that the company will consider the hiring of unskilled minority-group members and hard-core unemployed persons in classifications that offer opportunity for promotion, with training that will assure their continued employment.

The Guild won maintenance of membership, and a checkoff and jurisdiction clause approaching that of TNG's Model Contract. Dismissals resulting from automation are banned. The company must notify the Guild of new equipment two months in advance and retain displaced employees at company expense.

The contract provides for seniority in both economic dismissals and promotions, with

seniority the determining factor in promotions for employees who meet stated company standards. If any senior employee is denied promotion, the company must provide both the employee and the Guild with a written explanation, and grievance proceedings can be invoked.

A requirement that employees had to work three years before their medical- and life-insurance premiums were fully paid by the company will be reduced to one year in the second year of the contract. Both hospitalization and disability-insurance benefits are increased.

In the area of employee integrity, editors are required to bring substantive changes in copy to the attention of the employee writing it before publication, if time permits.

If a question arises as to the

accuracy of any printed material, the paper may not publish a correction until "every reasonable effort" is made to consult the employee involved. And if a published letter mentions a reporter or his by-lined article, he must be given equal space and prominence for a reply in the same issue.

As part of the settlement, several new fulltime jobs will be created to replace parttime positions in the circulation department.

The strikers had strong support from the United Mine Workers, whose international vice president, Mike Trbovich, together with two District 31 officers, addressed a Guild rally in August. Pledging full backing by miners for the Guild's boycott of the paper, he urged the strikers to hold out for a contract.

Pay hikes shaken loose from controls in 4 cities

(Continued from Page 1)

graded the outside-classified top minimum by creating a third-year experience level. But the Post refused to pay it pending government approval.

The Internal Revenue Service vetoed the increase, but the Guild appealed to the Cost of Living Council and won approval. The increase will be retroactive to March 17, 1971.

In Hoboken, the Guild and the company had joined in asking council approval of a 7.6-percent increase in the first contract year. When the council agreed, the company implemented full increases for the second year, as well.

The council's go-ahead and the company's action will mean retroactive increases of from \$6 to \$10 a week for most employees.

In Chester, management had refused to arbitrate the Guild's claim for retroactivity of increases during the freeze period. The Pay Board had authorized retroactivity, but the company had refused to pay pending an appeal to the Cost of Living Council.

The NLRB issued a complaint based on the company's refusal to arbitrate Aug. 31, the same day the unit served notice there would be no contract settlement

without the retroactive payment. It had previously authorized strike action.

The company, as part of the settlement, agreed to withdraw its appeal and pay the money a few hours before contract expiration on the 31st.

In East St. Louis, the Journal had refused to pay cost-of-living increases of from 50 cents to \$1.17 a week called for under a contract clause raising pay proportionately to any increase exceeding four percent in the Consumer Price Index.

The company, in refusing to pay, argued that the clause violated wage guidelines and that it had been understood at the time of settlement that the clause would not be operative during controls. The Typographical Union had removed a similar clause from its contract, and the Pressmen, Stereotypers and ITU Mailers subsequently agreed their clauses would not be operative.

But Arbitrator Allan J. Harrison, in upholding the St. Louis Guild, said the government's Phase Three policy was not "clear, consistent or readily understandable" enough to justify a refusal to enforce contract terms.

Moreover, he added, "the term 'guidelines' in itself and in government application suggests

nothing rigid and has not been applied rigidly under any of the 'phases'."

Harrison, in casting doubt on the company's contention that it had been understood the cost-of-living clause would be inoperative, cited an initial agreement by the newspaper's labor-relations manager to pay the increases last April.

Meanwhile organizations representing newspaper and magazine publishers have asked the COLC for full or partial exemptions from Phase Four's price-control regulations.

A coalition of the National Newspaper Association, Magazine Publishers Association and the American Business Press is seeking full exemption from price controls if the COLC decides to begin exempting specific industries from Phase Four.

The American Newspaper Publishers Association has asked that the small-business exemption be expanded from companies with 60 or fewer employees to firms with 150 or fewer workers and less than 50 million dollars in annual sales. It has also asked for general relaxation of price-increase rules for circulation.

And late in August, Media General Inc. asked John T. Dunlop, director of the Cost of Living Council, to remove controls from advertising rates to help offset effects of the newsprint shortage.

Alan S. Donnahoe, Media General president, argued that it was "ridiculous" to stimulate advertising through "abnormal suppressed rates" and thus increase consumer demand when national policy is aimed at dampening demand.

NNA President Jim Cornwell said the newspaper and magazine prices should be exempt because they are noninflationary and highly competitive.

The ANPA said it sought ex-

pansion of the small-business exemption "in the interest of more effective administration of the Economic Stabilization Program and to relieve an undue hardship on those small businesses which have so little impact on the inflationary condition of the economy."

It noted that strict application to newspaper circulation rates of rules limiting price increases to 10 percent in any one product line could result in only fractions of a cent being allowed, or, "just as difficult," prices of 6 cents or 14 cents or 43 cents.

Two Nixon Administration Cabinet officers, meanwhile, were quoted as saying that Phase Five could be expected before the end of 1973 and that it would be a "phaseout" of controls.

Other Administration sources were quoted as saying the hope was that the economy could be returned to "the conditions of January 1969"—before Nixon took office.

Postal rates up for labor press

Postage rates for the Guild Reporter and other labor and nonprofit publications went up another 25 percent Sept. 9 as the Cost of Living Council gave the Postal Service permission to implement increases stalled by the Administration's short-lived price freeze.

The increase, which had been scheduled to take effect July 6, will bring the boost in rates for most labor publications to 150 percent in little more than a year.

The council said postal rates were not subject to its rules because Congress had given postal officials broad authority to set them.

Perlik on steering committee of National Urban Coalition

TNG President Charles A. Perlik, Jr., has been named to the steering committee of the National Urban Coalition, an organization of national leaders concerned about urban problems.

Perlik, in accepting the invitation of Coalition Chairman Sol M. Linowitz, said it honored the Guild "as well as me personally."

Other labor leaders on the committee are United Steelwork-

ers' President I. W. Abel, Graphic Arts International Union President Kenneth J. Brown, International Brotherhood of Electrical Workers' Secretary Joseph D. Keenan, Communications Workers' Secretary-Treasurer Glenn E. Watts, United Automobile Workers' President Leonard Woodcock and State, County and Municipal Employees' President Jerry Wurf.

William Davy succumbs at 78; was Guild's 1st paid organizer



Photo by William F. Miller, Cleveland Guild

Tribute to a pioneer

William F. Davy, left, receives a scroll memorializing his Guild career shortly before his retirement on the Guild's 30th anniversary in 1963 from Guild President Arthur Rosenstock, center, and Executive Vice President William J. Farson. The scroll

cites Davy's record as "a founder of the ANG [as the Guild was then named], first paid employee of a Guild local, first paid organizer for ANG, director of the crucial Milwaukee strike, respected figure in Cleveland labor and civic activity."

(Continued from Page 1)

the future be members and beneficiaries of the collective strength of The Newspaper Guild owe an everlasting debt to him for 30 years of pioneering toil for our union at the local and international levels."

"Those of us who knew him and worked with him share some part of your loss in Bill's passing," Perlik said. "We know that he truly deserves a place alongside those more widely known union pioneers with whom he was associated during a lifetime devoted to the cause of organized labor: persons like Eugene V. Debs, John L. Lewis and, of course, Heywood Broun."

It was a telegram to Broun from Davy and two other Guild pioneers in Cleveland—Garland Ashcraft and Bruce Catton—that helped bring the Guild into being in 1933.

"We have formed a national newspaper union," they wired. "You are elected president. Get busy and organize New York."

Broun, who issued a call for a union of newspaper workers the same month, was subsequently

elected its first president more formally.

Davy himself was nominated for national executive secretary at the Guild's second convention in 1935, on a draft basis after he had withdrawn. After he lost by 1½ votes to incumbent Jonathan Eddy, a switch of votes appeared likely to give him the office, but he left a sick bed to announce he was supporting Eddy and would not take the office.

Davy, who became a member of the United Mine Workers when he started work as a tippie boy in the Ohio coal fields at the age of 14, turned to UMW President Lewis for help during a critical 1938-39 Guild strike in Wilkes-Barre. Lewis offered 600 miners to picket; Davy said fewer would do, and the strike was won.

Davy became an intimate of Debs when Davy joined the Socialist Party in Cleveland, where he worked in a hat factory, in industrial plants and as a cab driver. When Debs went to jail during World War I he tacked notes to "Comrade Bill" onto letters to his wife.

Davy went to work for the old Central Press as an office boy in 1913, becoming successively an ad salesman, reporter and columnist. He was fired in 1933, at the height of the depression, and joined in organizing the Guild.

He went on the payroll of the Cleveland Newspaper Editorial Employee's Association, as the local was called before the international was organized, at \$10 a week. Two years later he became an international organizer, with Cleveland paying his \$20 paycheck. His salary never exceeded the highest reporter top minimum in Cleveland.

Davy helped organize Guild locals in Chicago, Milwaukee, Akron, Youngstown, Wilkes-Barre and Toledo. Later he served twice as executive secretary of the Cleveland Industrial Union Council and as vice president of the Cleveland Federation of

Labor. He retired from that post only in 1967, four years after stepping down as Guild executive secretary.

He was active in civic affairs, too, serving as a trustee of Lakewood Hospital and on the Civil Service Commission in Lakewood, where he made his home. In 1958 the Union Counselors Association named him "Man of the Year" for his service to the association and other groups.

Members of management joined Guild leaders in saluting Davy when he announced his retirement during an International Executive Board meeting held in Cleveland in 1963 to mark the Guild's 30th anniversary. He was presented with a scroll signed by all 15 members of the board.

TNG was represented at his funeral Sept. 8 by Field Operations Director J. William Blatz, whom he persuaded to join the international's staff in 1946.

Following Davy's death, notices were placed on Cleveland Guild bulletin boards asking that, in lieu of flowers, donations be sent to strikers at the nearby Painesville Telegraph as "more in keeping with the spirit of our great leader."

All notices were stripped off the Plain Dealer bulletin board to leave only Davy's obituary, outlined in black, occupying it.

Rough-hewn and direct, Davy became a lover of the world's best literature despite the fact he never went beyond sixth grade. In lobbies at Guild conventions he held forth as a story teller, often couching his tales in the dialect of his Welsh ancestors.

It was his custom to rise before dawn, a habit that served him in good stead when there were Guild picket lines to walk.

"At the last," wrote Guildsman Robert J. Drake when Davy retired, "may it be engraved in granite that generations of newsmen, in and out of the Guild, spent better days because Bill Davy bestirred himself at dawn to see what was with the morning."



Following is the report of TNG's financial standing and General Fund operations for the year ending March 31, 1973, as audited by Shulman, Ross, Kurtz & Turer, certified public accountants.

Balance sheet—General Fund, March 31, 1973

ASSETS	
Cash in banks and on hand	\$ 89,729
Advances receivable	10,316
Loans receivable	19,024
Exchanges receivable	4,148
Prepaid insurance and transportation expenses	8,598
Deposits	1,825
Investments	100
Accounting equipment (nominal value)	1
Total assets	\$133,741
LIABILITIES	
Exchanges payable	\$ 26,659
Due to Defense Fund	224,538
Payroll taxes payable	6,052
Total liabilities	\$257,249
RESERVES	
Reserve for severance pay	\$128,839
Reserve for convention	12,000
Total liabilities and reserves	\$398,088
Deficit	264,347
Total liabilities, reserves and surplus	\$133,741

Balance sheet—Defense Fund, March 31, 1973

ASSETS	
Cash in checking account	\$483,456
Savings accounts and certificates of deposits	729,594
A.T.A. Bond	800
Loans receivable	413,772
Scripps-Howard Investment Corp. stock	56,520
Due from General Fund	224,538
Other investments	7,849
Total assets, net worth	\$1,915,729

Income and expense, General Fund, year ended 3/31/73

INCOME	
Membership Income	
Per-capita taxes	\$ 928,142
Initiation fees	12,796
Reinstatement fees	371
Agency fees	5,061
Servicing salaries and expenses paid by locals	8,173
Guild Reporter income	1,063
Research Department sales	787
Expenses paid by Defense Fund	45,821
Interest income	3,506
Other income	14,487
Total income	\$1,026,146
EXPENSES	
Per-capita taxes	\$ 55,158
Field operations	453,659
Administrative operations	149,158
Office management	277,668
Executives	62,302
Other expenses	164,879
Total expenses	\$1,152,314
Operating deficit	\$ 132,168

General Fund, budget and expense, year ended 3/31/73

	Expended year ended 3/31/73	Budget year ended 3/31/73	(Over) or under budget
1. Per-capita taxes	\$ 55,158	\$ 58,760	(\$ 1,408)
2. Field Operations			
A. Director			
Salary	25,032	23,005	(2,027)
Expenses	4,309	3,000	(1,309)
B. Organizing and Servicing			
IRs' salaries	199,201	192,400	(6,801)
IRs' expenses	90,524	86,000	(4,524)
Secretary—stenos	4,730	4,515	(215)
Miscellaneous organizing expenses	34,390	20,000	(14,390)
C. Collective Bargaining			
Salaries—Secretary, Contracts			
Committee	19,687	18,400	(1,287)
Pension consultant	3,500	3,500	—
Secretary—stenos	4,730	4,515	(215)
Bargaining and research assistant	12,338	9,000	(3,338)
Research and information associate	14,449	13,670	(779)
Economic consultant (Pay Board)	39,665	20,000	(19,665)
Expenses—personnel	1,159	700	(459)
	\$ 453,659	\$ 398,715	(\$ 54,944)
3. Administrative Operations			
A. Director			
Salary	\$ 23,600	\$ 23,005	(\$ 595)
Expenses	954	400	(554)
B. Research and Information			
Salaries—Director	15,751	17,560	1,809
Assistant	1,186	5,415	4,229
Secretary—stenos	4,730	4,515	(215)
Expenses—personnel	875	500	(375)
Books and periodicals:			
Legal and bargaining services	1,172	800	(372)
Subscriptions	943	760	(183)
Other printed material	823	450	(373)
Publications and literature:			
Contracts Survey	—	250	250
TNG Constitution	5,943	6,500	557
Organizing and other literature	854	1,200	346
Institutes and seminars	2,408	1,200	(1,208)
Miscellaneous	94	400	306
C. Guild Reporter			
Salaries—Editor	2,483	—	(2,483)
Associate editor	18,000	17,560	(440)
Assistant	2,626	5,415	2,789
Clerical	8,931	8,270	(661)
Expenses—personnel	1,159	900	(259)
Printing	37,770	41,260	3,490
Postage	9,732	9,900	168
Addressing	5,856	5,800	(56)
Pictures and special material	2,802	1,800	(1,002)
Miscellaneous	456	300	(156)
	\$ 149,158	\$ 153,400	\$ 4,242
4. Office Management			
Salaries—Office manager	\$ 13,943	\$ 13,580	(\$ 363)
Secretary—stenos	14,190	13,560	(630)
Bookkeeping	24,844	23,005	(1,839)
General clerical	9,531	8,270	(1,261)
Rent and maintenance	25,035	25,660	625
Stationery and supplies	14,785	10,000	(4,785)
Equipment	24,611	7,500	(17,111)
Telephone and telegraph	17,485	16,000	(1,485)
Repairs and improvements	478	400	(78)
Postage	5,933	6,000	67
Auditing	4,624	4,000	(624)
Insurance and bonding	2,400	2,400	—
Employee pension	17,478	15,400	(2,078)
Employee health and welfare	21,903	16,000	(5,903)
Directly billed transportation costs	68,859	50,000	(18,859)
Miscellaneous	5,845	5,400	(445)
Data processing	5,856	3,200	(2,656)
	\$ 277,658	\$ 220,365	(\$ 57,293)
5. Executives			
Officers' salaries	\$ 48,819	\$ 48,860	\$ 41
Officers' expenses	13,483	8,000	(5,483)
	\$ 62,302	\$ 56,860	(\$ 5,442)
6. Other Expenses			
Legal	\$ 34,152	\$ 31,950	(\$ 2,202)
Payroll and property taxes	18,070	14,000	(4,070)
Contributions and tickets	6,280	2,000	(4,280)
Delegates and committees	6,829	4,000	(2,829)
IEB meetings	21,137	25,500	4,363
Severance-pay provisions	17,669	18,700	1,031
Convention reserve	12,000	—	12,000
Convention expense above reserve	32,283	20,430	(11,853)
Broun Award	1,000	1,000	—
Broun Award expenses	1,639	850	(789)
AFL-CIO, CLC conventions	470	600	130
IFJ convention	2,850	2,000	(850)
Guild Service Award	—	3,000	3,000
	\$ 154,379	\$ 136,030	(\$ 18,349)
Totals	\$1,152,314	\$1,019,120	\$133,194

IT SEEMS

TO US

**On desexed Guild titles:
some one-uppership**

WASHINGTON, D.C.

Editor:

Congratulations to the nit-pickers at the TNG convention who spent some of my dues money coining "chairperson."

Besides providing an annual paid vacation for perennial delegates, it is comforting to know that costly annual conventions produce such earth-shaking improvements.

But why stop? Let us now change "workman" to "workperson" and "mailman" to "mailperson." No, "mailperson" implies sex discrimination . . . better make it "letterperson."

"Newsperson" will now go to "newsperson," of course. "Telephone operator" must be changed (it's been wrong all these years) because it ends in "or," which is the male form. But to change it to "ar" would imply femininity; we'll have to go to "telephone operatoperson," which, although unwieldy, ought to satisfy those who find implied malice in both "man" and "woman."

We're in luck at the horse tracks; "jockey" can readily identify either male or female riders. But at the auto races we're in trouble. If we won't be exact with either "driver" or "drivess," we're forced to compromise on "driveperson."

J. E. WEBER, Editperson**Merkle Press Unit****Washington-Baltimore Guild**

P.S.: It would be interesting to know how many other AFL-CIO affiliated organizations find it necessary—or even desirable—to hold conventions every year.

Editor's note: Nine.**Freshman delegate finds
Culver dedicated leader**

TORONTO, ONT.

Editor:

As a freshman delegate to this year's Guild convention, I sought out more experienced Guildsmen before making the trip to Vancouver. I wanted, in particular, to be given a few names—names of other delegates who might be helpful to one who would likely encounter problems finding the john at the convention.

One name on the list was Harry Culver. It was one of several, but it stood out, mainly because of the glowing things my informant had to say about Harry.

As the placing of the delegate tables at the convention's plenary session and my deliberate scheming would have it, I met Harry almost straight off, on the morning of the first day of business.

One is always skeptical of reputations. But I must say that I found Harry all that my informant said he would be—a wise counselor and a true friend of our small unit. He was, one clearly saw, an outstanding and dedicated Guildsman—the very finest example for a freshman delegate to carry home with him.

I endorse wholeheartedly Harry S. Culver for vice president at large, and I urge my fellow Guildsmen to give him their support.

DAVID COHEN**Canadian Wire Service Guild****Guerrero, Sain, Culver
backed on rights basis**

WASHINGTON, D.C.

Editor:

How is anyone to cast an intelligent vote in most Guild elections? Generally, the capability and accomplishments of incumbents are unknown to all but a few of us, the insurgents generally are strangers.

But this time I consider myself fortunate.

As one who helped pilot the fight at the convention to have a permanent minorities-rights coordinator, I can recall the aggressive support of Art Guerrero, the assistance in committee and the vote of Dorothy Sain, and the vote on the floor of Harry Culver.

Of course, as a Wire Service Guild officer for about 10 years, I can also support Harry as an extraordinarily sincere and hard-working colleague.

At the same time, looking back to Vancouver, I remember the heartbreak of defeat by a few votes. And that the New York, Puerto Rico and San Jose votes all were cast against a coordinator, unanimously.

This time I'll have no trouble marking my ballot for Guerrero, Sain and Culver.

BARRY SCHWEID**Chairman****AP National Committee
Wire Service Guild****Culver is termed
a 'living legend'**

SANTA MONICA, CALIF.

Editor:

Harry Culver is a living legend and an inspiration in the Wire Service Guild because of his 25 years of dedication, infinite patience, attention to detail, receptivity to new ideas and help to less-veteran Guild leaders such as myself.

His abilities and endorsements from many are reflected by a record that includes TNG's Service Award for 1970, distinguished participation for more than a decade at TNG conventions, and Wire Service posts ranging from negotiator to secretary-treasurer and president. His past posts and duties alone would swamp the 200-word letter limit.

The Wire Service Guild can be proud he is willing to dedicate himself even more, to the IEB. He is worth your vote, for he will serve you well.

WSG, as a nationwide local with units in 50 states, examines national rather than regional needs. Examination of an excellent, crowded field of candidates leads me also to recommend three others with a well-based approach: Art Guerrero of Denver, Dorothy Sain of Cleveland and Lou Calvert of San Jose.

LYLE PRICE**President****Wire Service Guild****Calvert's experience
in bargaining cited**

SANTA CLARA, CALIF.

Editor:

Lou Calvert is the man we need as vice president at large for the IEB. For over 12 years Lou has devoted himself to the advancement of his fellow Guildsmen and the Guild.

Lou will bring with him enthusiasm seasoned with experience and fresh ideas tempered with an unparalleled knowledge of Guild activities. He will also bring an impressive background in automation, a field that is making itself felt in every area of Guild jurisdiction. An expertise in this field will shortly be a necessity.

Lou has served as an extremely able contract negotiator many, many times in two locals. The results achieved have been eminently satisfactory to everyone but those on the other side of the table.

Speaking from personal experience, Lou is the man you seek out when you are looking for a fair, honest opinion. He is not a "yes man," but he is decidedly his own man.

Lou Calvert is an international candidate for an international position.

HARRIETT AGAR**Secretary-Treasurer****San Jose Guild****Culver's leadership
of his local praised**

NEW YORK CITY

Editor:

I write in the advocacy of Harry S. Culver for at large vice president of The Newspaper Guild.

This man has brought to the Wire Service Guild, Local 222 of TNG, years of unbelievable dedication and industriousness, responsible leadership and, most important, the enduring inspiration we have needed to push ahead.

We of the WSG want to share throughout the rest of the industry the valuable qualities Culver has so consistently demonstrated.

PHILIP L. NEWMAN**UPI Vice President****Wire Service Guild****Pacific Northwest leader
urges election of Calvert**

SEATTLE, WASH.

Editor:

I write to support the candidacy of Lou Calvert of San Jose for at-large vice president.

Lou and I have worked together in the Western District Council, and I've gotten to know

him well through that and other activities. I don't know a better Guildsman or one with better potential in serving all Guild members as an IEB member.

I know I speak for hundreds of other Pacific Northwest Guild members in urging that Guild members across the country vote for Lou Calvert.

DARRELL GLOVER**President****Pacific Northwest Guild****Montreal president
backs Culver bid**

MONTREAL, QUE.

Editor:

I have served on convention committee with Harry Culver and have been fortunate to see the results of his work at a few conventions. I am impressed with his knowledge and ability to function in almost any capacity.

I believe that Brother Culver would make an excellent vice president on the IEB. I know he would do his utmost to further the interests of all Guild members and of The Newspaper Guild itself. He would handle the function of IEB vice president capably and would be constructive in matters that arise before the International Executive Board.

He has given me, through his willingness to assist, much valuable help and instruction. I'm sure he has given the same of himself to many others.

I am proud to endorse Harry Culver for international vice president at large, and I urge all eligible Guild members to vote for him.

FREDERICK E. DUNHAM**President****Montreal Guild****Ex-L.A. president
supports Calvert**

ALTADENA, CALIF.

Editor:

Just a few lines to add my support for a very dedicated Guildsman, Lou Calvert.

Lou Calvert, currently running for vice president at large, has been active in many phases of Guild work for a long time and has worked steadily for the betterment of his fellow Guildsman and the Guild itself.

I feel that he would be a great asset to the IEB and to the Guild at large and at this time would like to ask all my fellow Guild members to support Lou Calvert.

NICHOLAS ABRAHAM**Past President****Los Angeles Guild****Culver record cited
by local secretary**

NEW YORK CITY

Editor:

Harry Culver is a veteran newsman with United Press International in Oklahoma City. During those years, he has provided the Wire Service Guild, one of the largest of TNG's locals, with hard-working and honest leadership.

He has been chairman of the Oklahoma Branch. He has been a member of the representative assembly, the "congressional" branch of the Wire Service Guild. He has been on the WSG executive committee. He has been secretary-treasurer. He has been president. He has attended more annual TNG meetings than most of us can remember. He has struck up a close relationship between WSG and TNG leadership.

The TNG needs his experience, his honesty and his know-how. Vote for Harry Culver for TNG vice president at large to solve our mutual problems.

BOB MILLER**Secretary-Treasurer****Wire Service Guild****Calvert seen helpful
for chain bargainers**

GARY, IND.

Editor:

As the only at-large international vice president candidate from the West Coast, Lou Calvert of San Jose should be elected. The Coast should be represented on the IEB.

In addition, I think there is a community of interest with Calvert for those of us who work for chain papers. Lou is employed by a paper in the Ridder chain and is familiar with the peculiar bargaining problems of a chain situation.

FORBES W. SCOTT**Gary Guild****The subject: equal rights**

TNG International Vice President James A. McGill, center, of Gary, discusses renewing the campaign for ratification of the Equal Rights Amendment in Indiana with Sen. Birch Bayh, right, Senate sponsor of the ERA, and Gary Mayor

Richard G. Hatcher during a Bayh visit to Gary. McGill asked Hatcher to support a Gary Guild effort to have other local groups follow the Guild's example in setting up summer journalism scholarships for minority-group members.

Key strike issue resolved in St. Louis

St. Louis, Mo.—Major progress toward settlement of a Teamsters' strike that has idled 1,000 Guild members and shut down the St. Louis Post-Dispatch and Globe-Democrat was made at a Sept. 11 bargaining session.

Negotiators said 50 of 100 outstanding issues, including a critical one involving the elimination of loading-dock assistants, were resolved. Bargaining was continuing late this week.

The progress constituted a turnaround in negotiations. The Post-Dispatch had earlier hardened its position on the elimination of dock hands and other issues.

A thousand Guild members and 1,200 printing-trades unionists were laid off Aug. 22 when the Teamsters struck Pulitzer's Post-Dispatch. Newhouse's Globe-Democrat, which is printed in the same plant, was also unable to publish.

Globe-Democrat Publisher G. Duncan Bauman said the Newhouse paper might close down permanently if the strike is prolonged, asserting that it was in "serious financial trouble."

But the company rejected a Teamster offer to deliver the Globe-Democrat if it were printed elsewhere, although Bauman said before the strike that he planned to print at another plant. The company replied that the Globe-Democrat was "tied in too closely" with the Post-Dispatch.

Although Guild members and other unionists had shown up for work after being allowed to cross the picket lines, management challenged their right to unemployment compensation. But the state this week ruled in favor of the Guild at both newspapers.

The Post-Dispatch agreed to pay hospitalization- and life-insurance premiums for Guild-covered employees through September but said it would not do so after that. The Globe-Democrat, which deducted the employees' share of September hospitalization premiums from their last paychecks, said it, too, would pay all premiums for the month.

Guild Executive Secretary Robert A. Steinke told management it was contractually obligated to keep all insurance in effect.

Principal issues in the strike are wages and the number of dock jobs required as a result of

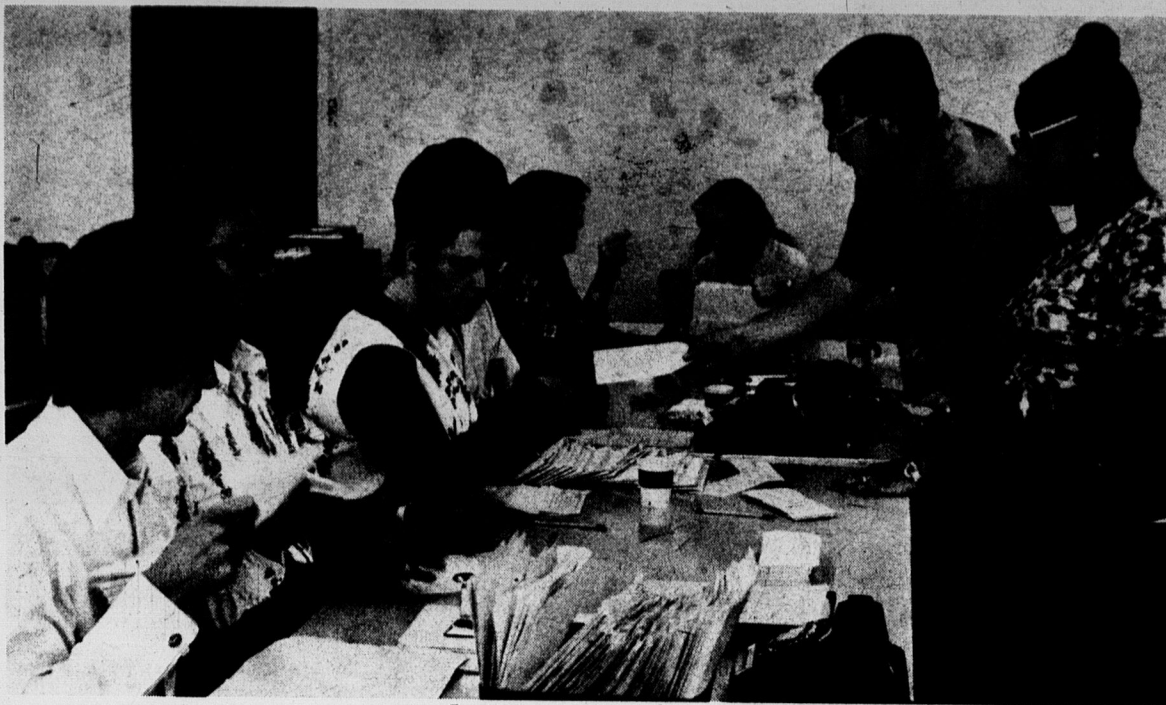


Photo by Robert C. Holt, Jr., St. Louis Guild

Guild fringe benefit

St. Louis Guild members idled by Teamsters' strike register for TNG strike benefits. Handing a qualifying slip to Local Secretary Mary T. Woods is Robert C. Holt, 3rd, of the Post-Dispatch, while Ellen Sweets Dunning stands by. Others, seated

from left, are Post-Dispatch Unit Vice Chairperson James E. Marquis, Chairperson Bernard AuBuchon, and Mary Kimbrough and Mary Ellen Davis, both of the Globe-Democrat. TNG has sent a \$200,000 benefit check from its Defense Fund.

new automated loading equipment at the Post-Dispatch plant.

The company is seeking to reduce the number of dock hands, but the union says more are needed because present employees are working six or seven days a week.

The company has offered a 95-cent-an-hour wage increase plus an \$8 fringe package over three years. The union is seek-

ing \$1.20 plus additional holidays and vacation.

Three Teamsters' international vice presidents, including Harold Gibbons, have entered the talks.

St. Louis Today, an interim 12-page tabloid, has begun publication on a twice-weekly basis with a 50,000 press run. Sponsored by a group of St. Louis businessmen, it is being printed across the Mississippi River in

Collinsville, Ill., with several Guild members working on it without pay under a pledge they will receive a percentage of the profits, if any.

TNG Secretary-Treasurer Robert M. Crocker has sent a letter to Guild locals urging that contributions be made both to members in St. Louis and those idled by a printers' lockout in Hammond.

Reporter top raised \$54 in Pueblo

Pueblo, Colo.—Reporter top minimums are increased \$54, to \$259, in a new three-year contract at the Pueblo Star-Journal and Chieftain.

General increases range from \$24 for employees earning less than \$100 to \$54 for those at \$200 and over.

The top for district carrier managers is raised \$47, to \$216.55, that for classified inside solicitors, key-punch operators and stenographers \$27, to \$145.95, that for janitors \$24, to \$116, that for telephone operators \$27, to

\$138.30, and that for copy boys \$24, to \$111.50.

The contract's antidiscrimination clause is strengthened through a provision calling for equal promotion and transfer opportunity. Women and minority-group members will be given "full and equal opportunity" to fill vacancies under another bolstered clause.

Up to six months' maternity leave is provided for employees with at least a year's service.

Life-insurance coverage is increased \$2,500, to \$6,500, and the company's contribution to

hospitalization insurance is increased \$2.60 monthly, to a maximum of \$38.70 for the highest family coverage.

Pension-plan amendments negotiated at the same time raise maximum credited service five years, to 35, and drop an age requirement of 45 or 20 years' service for eligibility for deferred pensions leaving only a blanket 15-year service requirement.

Correction

Cleveland Guildsman William F. Miller, winner of Press Associates Inc.'s Labor Picture of the Year award, is labor reporter for the Cleveland Plain Dealer, not the Cleveland Press, as reported in the Aug. 31 Guild Reporter.

Unions rally to Hammond fight

Hammond, Ind.—Responding to an appeal initiated by the Guild and the Typographical Union, 300 Hammond trade unionists flocked to the Hammond Times plant Sept. 6 in a demonstration of support for locked-out printers.

The demonstration was called by the Lake and Porter Counties Central Labor Union, which also urged union members not to buy the Times and asked advertisers not to take space.

Typographical Union leaders, Chicago Guild Executive Director Justin F. McCarthy, Jr., and Unit Chairperson James Parker had appealed to the council for support Aug. 28. The Guild and the Typographical Union also distributed a joint flyer at a Labor Day picnic, urging attendance at the demonstration.

Among those who came to participate were International Vice President James A. McGill, president of the Gary Guild.

Eighteen Hammond Guild members, told not to report for work after they refused to han-

dle copy to be processed by composing-room strikebreakers, have been picketing with the printers. Other members who disregarded a Guild directive not to handle struck work have been working.

Management, after claiming that the contract's struck-work clause was "illegal," sent letters to the 18 warning that they would be permanently replaced. The Guild is responding that they cannot be replaced because they have a contractual right to refuse to handle struck work.

The Times, after initially saying it would not pay hospitalization-insurance premiums for the 18, agreed to pay them for September.

Parker, in a letter asking for financial support from Guild locals, termed the company's position "an all-out attempt to break unionism in the plant and a direct threat to the Guild."

The printers were locked out when they took the position they would continue working under terms of their expired contract rather than a "final" company

offer that would have resulted in the dismissal of from 15 to 20 regular substitutes as a result of automation.

The company had offered to guarantee the jobs of 97 permanent printers, but at a bargaining session Sept. 7 it withdrew that offer, saying that experience publishing during the lockout showed that many weren't needed. It said the printers it was hiring would be permanent replacements.

The company has been publishing regularly in a plant ringed by hired guards carrying Mace and billy clubs and equipped with walkie-talkies. A closed-circuit television system is monitoring the picket line.

The company sought an injunction against the Guild and the Typographical Union that would have limited pickets to two per entrance following several picket-line incidents Sept. 1. But, following the start of a court hearing, an unofficial agreement was reached for a code of picket-line conduct by both sides.

The Guild Reporter

JAMES M. CESNIK, Editor

and
Director of Research & Information

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. 16

September 14, 1973

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005

Area Code 202—296-2990

INTERNATIONAL CHAIRPERSON: JAMES B. WOODS

PRESIDENT: CHARLES A. PERLIK, JR.

SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Edward J. Schrode, 3 Brown St., Wilkes-Barre, Pa. 18702; Region 2—Warren E. Howard, 622 C St., N.E., Washington, D.C. 20002; Region 3—George McCormick, 1991 N. Adolphus St., St. Paul, Minn. 55117; Region 4—Hugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Philip J. Brennan, 1381 E. 15th St., Brooklyn, N.Y. 11230; Canadian Region—Vacant.

AT-LARGE VICE PRESIDENTS: Eleanor S. Dunn, 2458 Howland Ave., Ottawa 8, Ont.; Arthur L. Guerrero, 9675 W. Dakota Ave., Lakewood, Colo. 80226; James A. McGill, R.R. 7, Box 134, Valparaiso, Ind. 46383; Barney Peterson, 288 Grand View Ave., San Francisco, Calif. 94114; Harry E. Ryan, 330 First Ave., Apt. MD, New York, N.Y. 10009; Dorothy M. Sain, 24801 Lakeshore, 6025, Cleveland, Ohio 44123.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert W. Christofferson.

EQUAL-RIGHTS COORDINATOR: Yetta Riesel.

CANADIAN DIRECTOR: Robert J. Rupert.

INTERNATIONAL REPRESENTATIVES: Ed Allen, Edna Berger, Charles Dale, Leo J. Ducharme, Willard Hatch, Harry L. McCormick, Luis Montanez, Jr., Dick Pattison, Richard J. Ramsey.