

IEB calls for impeachment

Guild locals urged to join in campaign

Declaring that President Nixon's refusal to resign "leaves us no alternative," the International Executive Board called on Congress Nov. 15 to initiate immediate impeachment proceedings.

"The United States' single most important and most powerful executive position, the Presidency, must have its effectiveness, vitality and credibility restored," the board declared.

It called on Guild locals to join in the call for impeachment and urged Guild members to express support for such action in letters to members of Congress.

The board's action followed the launching of a nationwide impeachment campaign by the AFL-CIO. The federation has published a detailed indictment of the President in a leaflet, "Why Richard M. Nixon Must Be Impeached—Now," for distribution at plant gates, in union meetings and through membership mailings.

The IEB's call for impeachment drew only one dissent, from International Vice President Warren E. Howard of Washington-Baltimore. Howard indicated he was voting against the motion reluctantly, saying he feared it would be "counterproductive" and would "raise a howl from our members."

Three other board members—Vice Presidents Hugh H. Harrison of Pacific Northwest, James A. McGill of Gary and Harry S. Culver of Wire Service—voiced similar concern but voted for the resolution.

The resolution itself noted the possibility that "President Nixon's apologists" or the President himself might seize on the Guild's action as supporting his accusations of biased and distorted reporting.

"But we have obligations to our country as well as our craft," the board said, "and, in any event, we are confident the public will not be deceived."

The Western District Council, meeting two days after the IEB's action, echoed the board's call for impeachment. A resolution urging immediate congressional action was adopted with only two delegates from San Diego dissenting.

But the Wire Service Guild's executive committee disassociated itself from the impeachment call in a telephone poll. And five of

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Confrontation

Wilkes-Barre Guild President Jack Wallace, right, trades words with printer Ed Curtin as printers withdraw after attempting to cross Guild

picket line at the Wilkes-Barre Sunday Independent. Guild members subsequently honored printers' picket lines at the Times-Leader.

Strikes shut Wilkes-Barre papers; pact settles walkout in Pontiac

Pontiac, Mich.—Forty Guild strikers at the Oakland Press went back to work Nov. 15 with wage increases ranging up to \$44 and sick leave, a key issue, improved for present employees.

A settlement brought about with the assistance of Teamsters' International Vice President Robert Holmes ended a six-day Detroit Guild strike during which the Press managed to publish but had its circulation reduced to a trickle.

The Teamsters, who represent delivery-truck drivers, joined printers and pressmen in honoring the picket lines in the face of breach-of-contract suits by the company.

The three-year settlement will raise the reporter top minimum to \$300. It also provides a privilege-against-disclosure clause and a checkoff for the first time.

Sick leave, which management had sought to roll back from 26 weeks a year to four weeks with a 26-week maximum accrual, was changed to 26 weeks per illness. New employees will start with four weeks' leave per illness after probation and accrue it at

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Times pact OK'd; top to hit \$387

New York City—Guild members at the New York Times ratified a two-year contract Nov. 13 providing a \$387.80 key top minimum and some of the highest minimums yet negotiated in any Guild contract for other jobs.

The settlement, approved by a vote of 704 to 246 at three shift meetings, also provides major pension improvements under an increase of 1.5 percent of pay-

roll—approximately \$4.62 per member per week.

The top minimum for reporters, display sales, circulation roadmen and computer programmers is increased a total of \$35.90, applied to old minimums as reduced by Pay Board action a year ago.

The resulting minimum of \$387.80 is the highest for key circulation employees in any Guild contract. The top for reporters and display sales is exceeded only by the \$400 top in effect under an expiring contract at the Washington Post.

Among job categories for which record Guild minimums were negotiated are clerks and janitors, up \$18.92, to \$204.44; key-punch operators and telephone operators, up \$19.98, to \$215.77; stenographers, up \$21.22, to \$229.31, and classified telephone solicitors, up \$26.06, to \$281.47.

The largest increase, \$39.48, will raise the top for editors, columnists and editorial writers to \$426.57. The top for outside classified sales is raised \$31.08, to \$335.82, that for copy boys and girls is up \$13.72, to \$148.16, and that for chefs in the Times restaurant \$26.30, to \$284.17.

The wage increases were scaled up and down from a basic wage

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Wilkes-Barre, Pa.—A Wilkes-Barre newspaper shutdown became complete when printers struck the daily Times-Leader, News, Record Nov. 20 eight days after Guild members walked out at the Sunday Independent.

Eighteen Guild members struck the Independent after it refused to accept a contract matching that won earlier at the Times-Leader. Picket lines held firm despite repeated attempts by printers to cross, and the Independent was unable to print its Nov. 18 issue.

The Typographical Union struck the Times-Leader after contract negotiations suddenly broke down over automation jurisdiction. The Guild's 125 Times-Leader members honored the picket lines, and the daily joined the Independent in suspending publication.

A County Court judge refused Nov. 20 to issue a temporary injunction against mass picketing at the Independent. It was the first time in the memory of local observers that such a plea had been refused.

Judge Arthur Dalesandro ruled that the Guild's conduct did not

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Service plan set in West Canada

The path to establishment of a Guild servicing-organizing program in Western Canada was cleared Nov. 15 when the International Executive Board authorized TNG participation in the undertaking.

TNG will contribute 60 percent of the cost, the Vancouver-New Westminster Guild 24 percent, and the Victoria Guild 16 percent. A servicing-organizing representative to be based in Vancouver will be hired, with the cost set at a maximum of \$25,000 annually.

The IEB, in approving TNG participation, urged locals in other areas to consider entering into similar arrangements.

IEB warns of craft-union raids

Warning that technological changes are prompting craft unions to raid the Guild's jurisdiction, the International Executive Board Nov. 15 alerted locals to guard against all incursions.

The board cited a mounting series of jurisdictional invasions, by the International Typographical Union, in particular, calling them "predatory acts." The ITU, at its last convention, established an "associate member" category to include departments in Guild jurisdiction.

The IEB directed TNG to alert locals to any new moves to weaken the Guild's jurisdiction and called on locals to inform TNG promptly of attempts either to raid already-organized departments or to organize within the

Guild's jurisdiction.

It urged locals to step up their own organizing efforts as a countermeasure and to be quick to intervene should another union "attempt to organize in our traditional jurisdiction."

"TNG recognizes that a new day is dawning in the newspaper industry through the introduction of sophisticated electronic equipment," the board declared in its organizing report. "Ours is a changing role, but any changes must be for the betterment of our members if they are to be deemed worthwhile."

"The Guild must be firm in its resolve to grow, both in numbers and in stature. We must pursue all legitimate, practical organizing projects. We must be on guard

against attempts by publishers or other unions to invade or diminish our jurisdiction. To do less would be sheer folly."

TNG President Charles A. Perlik, Jr., who alerted the IEB to the growing jurisdictional problem in his official report to the board, had been scheduled to meet Nov. 14 with top officers of the Graphic Arts International Union, the Printing and Graphic Communications Union (pressmen and stereotypers) and the International Typographical Union to discuss the growing jurisdictional clash.

Perlik had initiated the meeting in an attempt to act "before this explosion became so massive none of us could contain it," he

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TNG helps African journalists organize

Yamoussoukro, Ivory Coast—The Union of African Journalists was born here Nov. 1 at a West African conference organized by the International Federation of Journalists and assisted by a TNG delegate.

TNG was represented at the 10-day conference by Phillip M. Kadis, Guild chairman at the Washington Star-News and former coordinator of the Mellett Fund for a Free and Responsible Press.

Kadis presented two papers at the conference, one on the role of the press in North America and the other on newspaper unions, particularly the Guild.

Costs of the conference were underwritten by the African-American Labor Center, founded by the AFL-CIO in 1964, which also bore the cost of TNG's participation.

The new organization, initially composed of journalists from eight French-speaking West African countries, was proclaimed in a "Memorandum of Yamoussoukro" adopted after long debate at the conference's conclusion.

Its goal, as stated in the memorandum, is "to establish a framework for cooperation and to safeguard professional ethics." The door was left open to the participation of journalists' organizations, including trade unions, from throughout the continent.

The memorandum, adopted unanimously by the 24 African conferees, affirmed their devotion to freedom of the press and called for improved working conditions, the widening of access to sources of information and the development of inter-African communications systems and African schools of journalism.

Among the salient points of the African papers presented and the debate that followed were:

- A consensus that the Western press, for all its claims of greater freedom and a high degree of professionalism, was too often guilty of irresponsibility,



African report

Phillip M. Kadis of the Washington-Baltimore Guild gives the International Executive Board an account of African journalists' conference he at-

tended as TNG representative. Listening are TNG President Charles A. Perlik, Jr., left, and International Chairperson Barney Peterson.

scandal-mongering and sensationalism.

- Unanimity that the overriding duty of the African press is to further the economic and social development of African states toward modern nationhood and continental unity.

- Expression of a pervasive fear that adoption of an adversary role by the press would result in the foundering of fragile postcolonial ships of state on the rocks of tribalism.

"Imagine, for example, what ravages would be produced in Africa by a Watergate affair of

the kind that was orchestrated by the American newspapers!" said a paper submitted by Muissa Monga Lihombo of Zaïre. "Not one chief of state, not one government, not one nation would have survived it. It would have been rebellion and chaos.

"The West may permit itself that luxury," he said. "Not us."

But there was also a strong undercurrent of uneasiness about the restrictions, often self-imposed, of the official press. It surfaced in the paper of Abdou Rahman Cisse of Senegal when he casually referred to the "bit-

terness" that the functionary journalist must feel when he is required to wait for the green light to follow up a good tip.

It appeared also in a comment by Mactar Kebe, president of the National Association of Senegalese Journalists.

After enumerating some of the services the new journalists' group might provide, he added:

"But this supposes that our press organs will escape more and more from under control of the state to be led by professionals concerned above everything with objectivity."

Guild warns of strike by Toronto unit

Toronto, Ont.—Faced with a bargaining stalemate, the Toronto Guild has alerted subscribers to Commerce Clearing House publications that a strike may be in the offing.

The Guild acted after a federal conciliation officer ended efforts to bring about a settlement. He was unable to persuade the company to abandon its insistence on, in effect, altering the Guild's certification to eliminate editors and indexers who are members of the legal or accounting professions.

Commerce Clearing House is Canada's leading publisher of reports on labor, tax and commercial law. The Guild, which has been trying to bargain an initial contract for 21 editorial employees, started sending letters Nov. 12 to a selected group of subscribers describing the company's refusal to bargain.

The company has refused to continue negotiations until the Guild agrees to exclude the disputed employees. It has also served notice that it will not agree to any form of union security.

The Guild will be free to strike 17 days after the conciliator releases his report to Labour Minister John Munro. But it said it plans to exhaust the mediation process first.

The Guild set forth its position in a letter sent initially to CCH subscribers in federal and provincial government ministries, as well as trade unions and business and reference libraries.

The letter, by Local Executive Secretary Hugh Peacock, noted that CCH editorial salaries range from \$77 to \$269 a week, with only three editors earning over \$10,000 a year.

IEB warns locals to guard against craft-union raids

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told the board. But it was canceled two days in advance by ITU President John J. Pilch and Printing and Graphic Communications President Alexander J. Rohan for what the IEB described as "dubious reasons."

Perlik told the board that there is no immediate prospect of merger with any of the craft unions, including the GAIU, with which the Guild has been holding cooperation discussions.

"If there is a merger in our future," he said, "that merger and that future are well down the road."

The IEB said the clearest in-

Contracts secretary hospitalized for tests

Robert W. Christofferson, executive secretary of TNG's Contracts Committee, is undergoing tests in Northern Virginia Doctors' Hospital, Arlington, following his hospitalization with head pains Nov. 9.

Christofferson was hospitalized following his return from New Jersey, where he represented the Hudson County Guild at an arbitration hearing. International Representative Richard J. Ramsey has been called in to TNG headquarters to fill the Contracts Committee position in Christofferson's absence.

dication that other unions, "faced with the loss of jobs through automated processes, plan to move in on traditional Guild jurisdiction" was given by Pilch at the ITU's August convention.

Answering questions on the union's new "associate member" category, Pilch mentioned editorial and classified advertising as among the departments in which the ITU plans to organize.

The "associate member" category was set up, in the words of the proposition establishing it, to "meet technological changes and innovations in the industry, to provide a broader membership base and to promote organizational activity."

Monthly dues are lower than those for regular members, consisting of local dues plus \$1 and one percent of salary.

A Minneapolis delegate, in urging approval, said he hoped "everyone will go back and organize everyone they can find." Another delegate, from Los Angeles, said that if the proposition had been enacted a year earlier "the classified gals that we have been talking to about joining could now be associate members."

While Pilch disclaimed any intention of entering into "any raiding contest with any other union," the board said the ITU has done just that in filing recently for 23 proofreaders rep-

resented by the Guild at the Portland Press Herald, Express and Telegram. The Guild has filed a raiding charge with the AFL-CIO.

In Buffalo, the board noted, the ITU won an election to represent classified phone-room employees of the Courier-Express, following optical scanners into the department. The Buffalo Guild was not able to intervene in time to contest the election.

At the Santa Rosa Press Democrat, where the Guild represents editorial employees, the ITU recently won an election to represent employees of the dispatch-service department. And in two other instances, the board said, the ITU "is making overtures to Guild-represented mailers and proofreaders."

The IEB noted that the Printing and Graphic Communications Union, for its part, is seeking to represent editorial employees at Newsday, where challenged ballots will decide the outcome of a representation election, and tried to organize classified-ad employees of the Madison Capital Times and Wisconsin State Journal.

Both the PGCU and the ITU contested portions of the Guild's jurisdiction at the Morgantown Dominion-Post following a Guild organizing drive, the IEB added.

Perlik, in his report to the board, cited four other cases: the ITU's organization of editorial employees at the Painesville (Ohio)

Telegraph and the PGCU's organization of employees in Guild jurisdiction at the South Middlesex News in Framingham, Mass., the Niles (Ohio) Times and the Racine Journal-Times.

The IEB, responding to a Midwest District Council request to clarify its position on new jobs created by automation that may result in jurisdictional disputes, noted that the Guild's 1973 Convention set forth guidelines on the subject. But, because of differences in automation equipment and other factors, there is no way to "spell out rigid guidelines," it said.

Adopting a report of its Collective Bargaining Committee, the board directed locals to consult with TNG "in every instance" before determining a course of action in possible jurisdictional disputes.

Despite the obstacles created by jurisdictional clashes and management resistance, Guild organizing efforts thus far in the current fiscal year have added 11 new units with a total of 527 members, the board reported.

The result, it said, compares favorably with results in recent years and helped TNG achieve a rise in dues-paying membership from 31,582 at the start of the fiscal year last April to 32,595 in September.

In an effort to find why some organizing drives fail while others

succeed, the board reported, TNG plans to conduct "a novel poll" of those who participated in two recent elections—one won by the Guild at the Monterey Peninsula Herald and the other apparently lost by a narrow margin at the Des Moines Register and Tribune.

Both those who voted for the Guild and those who voted against it will be asked to respond in an effort to "expose pluses as well as weaknesses to detailed scrutiny and apply the findings to future organizing efforts."

Results of the mail survey will be reviewed at a special staff organizing conference projected for mid-January in Washington.

Election scheduled at Madison station

Madison, Wis.—A consent election will be held Dec. 5 on a Madison Guild bid to represent 31 employees in all departments of Station WIBA, owned by the Madison Capital Times.

The Guild, which currently represents Capital Times editorial employees, filed a representation petition with the National Labor Relations Board Nov. 9 after receiving signed cards from a substantial majority of the employees.

The organizing campaign is being assisted by International Representative Luis Montanez, Jr.

Reallocation cuts deficit by \$47,138

Reapportionment of per-capita payments by the Guild's 1973 Convention helped reduce TNG's cumulative General Fund deficit by \$47,138, in the second quarter of the current fiscal year.

The International Executive Board's Finance Committee reported Nov. 14 that the deficit, which stood at \$307,568 at the time of the convention in July, was reduced to \$260,430 by the end of September.

But a heavy drain on the International Defense Fund, mostly for benefit payments to St. Louis members idled by a six-week Teamsters' strike, caused it to recede to \$2,070,077.

The per-capita reallocation—giving the General Fund 80 percent and the Defense Fund 20—helped push the General Fund into the black for the 1973-74 year after a first-quarter deficit of \$43,221. The allocation was formerly 70-30.

General Fund income rose by \$78,726 in the second quarter, the Finance Committee reported, with a substantial part of the gain—approximately \$33,000—resulting from retroactive application of the reallocation to the first quarter.

But expenses were down, too, by nearly \$12,000, to \$292,900.

The Defense Fund suffered some erosion after reaching a record high of \$2,349,000 at the end of July, the committee reported, despite income bolstered by \$19,000 in interest and capital gains alone.

The IEB, at its Nov. 12-15 meeting, approved an agreement between TNG and the Federation of Guild Representatives providing for pension improvements and long-term disability insurance.

The improvements will provide disability insurance of 60 percent of salary to a maximum of \$1,000 a month to age 65, increase pension benefits from one percent to 1.5 percent of average final compensation, change the averaging period for that compensation to the highest five of the pensioner's final 10 years and increase the maximum salary included in the average from \$900 to \$1,300.

They will be financed from an additional TNG contribution of \$3.79 a week per employee and a reduction of \$10 in salary increases negotiated for staff members during the FGR's current contract.

The improvements will be shared by paid TNG officers, exempt staff members and TNG clerical workers.

The board delegated International Vice President John J. Breed of Boston to hold a hearing in Lynn on a dispute involving \$840 owed TNG in 1972 assessments that the Lynn Guild failed to collect.

New Lynn officers, disclaiming responsibility for the failure, asked the IEB to conduct a hearing. Breed will report to the board at its Jan. 28-31 meeting.

The board made \$50 contributions to the National Urban League, the United Negro College Fund, the AFL-CIO Fund for Israel, for transmittal to Histadrut, the Israeli trade-union federation, and \$25 each to the Harry S. Truman Library and the National Consumer Center for Legal Services.

Guild's first 16-member IEB takes office



AFL-CIO Secretary-Treasurer Lane Kirkland (in dark suit) swears in TNG's new International Executive Board.

TNG's first 16-member International Executive Board was sworn in Nov. 12 by AFL-CIO Secretary-Treasurer Lane Kirkland.

Kirkland administered the oath as the board opened its fall meeting at TNG headquarters in Washington. Heretofore a 15-member body, its size was increased by the addition of a second Canadian regional vice president in this year's elections.

The board has a new international chairperson, Barney Peterson of San Francisco-Oakland, and six new members. In addition to the Canadian vice presidents, Roger L. Stonebanks of Victoria and Jerry E. MacDonald of Canadian Wire Service, they are Edward L. Gilbreth of

Chicago, John J. Breed of Boston, Louis M. Calvert of San Jose and Harry S. Culver of Wire Service.

Incumbents, in addition to President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker, are Edward J. Schrode of Wilkes-Barre, Warren E. Howard of Washington-Baltimore, Hugh H. Harrison of Pacific Northwest, Philip J. Brennan and Harry E. Ryan of New York, James A. McGill of Gary and Dorothy M. Sain of Cleveland.

The new board adopted a resolution of appreciation for the services of four outgoing officers—International Chairperson James B. Woods and Vice Presidents Eleanor S. Dunn of Ottawa,

George McCormick of Twin Cities and Arthur L. Guerrero of Denver—and sent them gold Guild pins.

The board apportioned committee assignments as follows (chairpersons listed first):

CONTRACTS: Perlik, Crocker, Field Operations Director J. William Blatz, Administrative Operations Director Ellis T. Baker and Robert W. Christoffer-son, executive secretary.

FINANCE: Crocker, Ryan and McGill.

COLLECTIVE BARGAINING: Harrison, Culver, Schrode, Howard, Brennan and MacDonald.

ORGANIZING: Ryan, Schrode, Sain, McGill, MacDonald and Stonebanks.

CONSTITUTION: Culver, Harrison, Brennan, Gilbreth, Breed and Calvert.

GUILD REPORTER: McGill, Sain, Howard, Breed, Calvert, Stonebanks and Gilbreth.

HUMAN RIGHTS: Howard, Sain, McGill, Breed, Calvert, Stonebanks and Gilbreth.

RESEARCH AND INFORMATION: Sain, McGill, Howard, Breed, Calvert, Stonebanks and Gilbreth.

APPEALS: Schrode, MacDonald and Calvert.

Perlik was designated TNG representative on the AFL-CIO general board, the executive board of the AFL-CIO Industrial Union Department and the President's Committee of Allied Printing and Related Trades.

IEB hits Hammond members, rejects split

The International Executive Board, censuring Hammond Times members who have crossed printers' picket lines, rejected a petition by 34 members to sever the unit from the Chicago Guild and restore its charter as a separate local.

The board acted Nov. 15 after a Chicago Guild membership meeting, to which the IEB had referred the petition for consideration the day before, took no action on it. The membership, after a stormy meeting, reaffirmed the local's directive that Hammond members not perform struck work and censured those who have disregarded it.

The disaffiliation petition was presented to the IEB in person Nov. 14 by William Nangle, newly elected unit chairman, and Terry N. Tieman, Hammond delegate to the Chicago executive board.

It declared that the Chicago Local "is not acting in our best interests" and asked the board to

restore a Hammond Guild charter in effect until Hammond members voted to affiliate with the Chicago Guild in 1967.

Nangle and Tieman came to the meeting with a stenographer and a tape recorder. The stenographer was ordered out by TNG President Charles A. Perlik, Jr., but the tape recorder was allowed to run.

Nangle said a majority of the Hammond members had voted not to honor the printers' picket lines on the ground that "it would not serve the long-term interests of the members" for a small unit to take such action. The unit did adopt "a resolution of ideological support" for the printers, he added.

Vice President Hugh H. Harrison, chairman of the IEB's Collective Bargaining Committee, asked the Hammond representatives whether they had taken into consideration that their action could adversely affect relations between the Guild and the Typo-

graphical Union. They said they hadn't.

The printers were locked out Aug. 23 in a dispute over automation. The Times has continued to publish with the aid of strike-breakers.

Nangle conceded that Guild members who are crossing the picket lines are handling struck work. He said that pressmen are working under a no-strike clause and ITU Mailers who are honoring the picket line have been replaced.

The board deferred action temporarily to allow the Chicago membership, whose meeting was scheduled the same night, to consider the petition. But the meeting did not act on it in view of the fact that the Hammond members had not directed it to the local.

The meeting, in addition to adopting a resolution of censure, directed the local executive board to call a special meeting to act on charges brought against 36

members accused of violating the local's directives. The charges were filed by 10 Hammond members who have been observing the picket lines.

Bargaining is continuing between the Times and the Typographical Union, but without progress. The Guild and the Typographical Union have joined in circulating a four-page tabloid, "Lockout News," soliciting community support in the dispute.

The Guild has reported contributions of \$1,050 to its Hammond lockout fund. They are as follows:

San Diego Guild	\$ 25
Stockton Guild	50
Denver Guild	50
Gary Guild	50
Pawtucket Guild	25
Cincinnati Guild	50
Erle Guild	25
Pacific Northwest Guild	100
Buffalo Guild	100
Wilkes-Barre Guild	150
San Jose Guild	100
San Francisco-Oakland Guild	50
Madison Guild	50
Toronto Guild	100
Victoria Guild	25
Detroit Guild	50
Washington-Baltimore Guild	50

\$45,000 is awarded to Olympic Press 9

San Francisco, Calif.—District Court Judge Lloyd H. Burke has ordered the payment of from \$45,000 to \$50,000 in severance pay and pensions to nine Guild-covered employees of the old Olympic Press group of labor papers.

The San Francisco-Oakland Guild had gone to court to protect the funds owed its members when the company's 12 labor-sponsored newspapers went out of business last December.

The company had begun defaulting on contractual pension and welfare payments before it folded.

North Jersey territorial plea denied

The International Executive Board rejected North Jersey Guild requests to stake out a 14-county area as the local's jurisdiction and allow it to change its name to "New Jersey Newspaper Guild."

The board, in adopting a report of its Constitution Committee, said the jurisdiction designation would be "unwise . . . in the interests of the area involved and those of other locals."

It said the proposed name change would result in confusion and asked the local if it had any alternative suggestion.

Northeast Regional Vice Presi-

dent Edward J. Schrode dissented from both actions.

The board also rejected a request by North Jersey Vice President James M. Dolan that it consider recommending a constitutional amendment prohibiting instructed delegates and the unit rule at TNG conventions. It said the proposal was rejected at this year's convention and that further consideration by the IEB thus "would be untimely."

A convention recommendation that the board study the advisability of electing all international vice presidents on a regional basis was referred to a subcom-

mittee headed by Vice President Louis M. Calvert.

Another subcommittee, consisting of Vice Presidents Edward Gilbreth and John J. Breed, was named to confer with the International Election and Referendum Committee on the workability of an elections regulation that requires all returns to the IERC to be postmarked within two days after the close of voting.

The rule study was also a convention recommendation. Breed and Gilbreth, a former IERC member, will also confer with the committee on other election-rule problems.

Board urges immediate impeachment of Nixon

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six Minneapolis Star and Tribune delegates to the Twin Cities Guild executive board issued a statement together with Local Executive Secretary John Carmichael recommending that the local board disavow the action.

The statement said the IEB should not have acted without consulting local leaders and rank-and-file members in view of the 1972 controversy over the Guild's endorsement of Sen. George S. McGovern for President. The impeachment call, it said, "provides ammunition for those critics of the media who accuse the press of bias in reporting."

The North Jersey Guild is conducting a membership referendum on whether to call for impeachment. It was initiated before the IEB acted.

The Twin Cities, San Diego and North Jersey locals opposed the McGovern endorsement, and a Wire Service Guild referendum earlier this year empowered the local executive committee to disavow any TNG endorsements.

Petitions disassociating the signers from the IEB's action were circulated by editorial-department members at the Washington Star-News and at the Washington Post. The Star-News petition had been signed by about 100 persons and that at the Post by 75 a week after the impeachment call.

Vice President Roger L. Stonebanks of Victoria abstained on the IEB vote, as he did on an earlier resolution calling for public financing of campaign con-

tributions in U.S. elections. He said afterward he did so as a Canadian who felt it was not proper to vote on a U.S. political issue.

Following is the IEB text:

The United States' single most important and most powerful executive position, the Presidency, must have its effectiveness, vitality and credibility restored.

It has become increasingly clear that this will not happen so long as the Presidency is held by the incumbent, Richard M. Nixon, whose term of office will not expire for another three years. The nation and the world cannot wait that long.

Three weeks ago, at the 10th Constitutional Convention of the AFL-CIO, The Newspaper Guild's delegates joined their colleagues in unanimously calling upon President Nixon to resign, in the interest of preserving the mutual trust essential to our democratic system, restoring the effectiveness of our federal government and safeguarding our national security, and in calling upon the House of Representatives to initiate impeachment proceedings against the President should he not resign.

"We believe the American people have had enough," the AFL-CIO resolution said. "More than enough."

The International Executive Board of The Newspaper Guild herewith concurs in the judgment and vote rendered by the

Private financing of campaigns hit

Declaring that "extortion of millions of dollars in campaign contributions in behalf of President Nixon constituted one of the most shocking aspects of the Watergate scandal," the International Executive Board endorsed public financing of campaigns for federal office.

A board resolution recommended that Congress establish a federal elections commission, "independent of the legislative and executive branches, with full subpoena and prosecutory powers to monitor the financial transactions and electoral integrity of campaigns."

Guild's delegates to the AFL-CIO Convention.

Last week President Nixon, in response to this and widespread other demands that he step down in the public interest, gave the American people his answer: He had, he said in a nationwide television address, no intention of resigning.

The President leaves us no alternative. The documented record of what John Mitchell himself called the "White House Horrors" and of related disclosures of improper, unconstitutional and illegal conduct involving both the President and his closest associates—and the President's continued failure to

explain these actions to the satisfaction of the American public—compel us to join the AFL-CIO and other organizations, publishers and members of Congress in now calling for the immediate initiation of impeachment proceedings.

We recognize that our action today may be seized upon by President Nixon's apologists, and perhaps by the President himself, as supporting the accusations of biased and distorted reporting he has chosen as his last line of defense against a frank and open public accounting of his actions. But we have obligations to our country as well as our craft, and, in any event, we are confident the public will not be deceived.

For, in fact, it is not the press that has "distorted" the facts but the White House and the President himself. It was not the press but the White House that had to withdraw its versions of what happened as "inoperative." And Mr. Nixon's problem is not, as the White House would have the public believe, that the press has failed to put matters in "perspective" but that it in fact has put them in all too clear and accurate perspective, for all to read and hear.

In short, had it not been for the working press, the full dimensions of the Watergate scandals as we know them today might never have been revealed. The public will be forever in its debt, and nothing the President can say or do now can obscure that fact.

As elected officers of the largest organization of working newspaper men and women in the United States, we are, of course, concerned about President Nixon's continued intrusions upon the First Amendment and the Bill of Rights, but we act today not as partisans of the press but as citizens concerned about the general welfare of our nation.

Faced with increasing demands for his resignation or impeachment, President Nixon once again has promised to demonstrate to the American people that he has not violated their trust.

But promises are no longer enough.

The Constitution provides the appropriate procedure and forum for judging President Nixon, and the House of Representatives of the Congress should initiate impeachment proceedings without further delay.

We urge Guild locals to join us in calling for immediate initiation of impeachment proceedings and urge Guild members to express their support for such action in letters to their congressional representatives and to Chairman Peter Rodino of the House Judiciary Committee.

As Mr. Nixon himself said when he was so confidently seeking the office he now fights so desperately to retain:

"America is in trouble today not because the people have failed but because her leaders have failed. What America needs are leaders to match the greatness of her people."

Settlement ends 6-day Guild strike at Pontiac paper

(Continued from Page 1)

the rate of eight weeks the first year and four thereafter, to a top of 26.

The Press, a subsidiary of Capital Cities Communications Inc., was able to keep publishing with supervisors and nonunion printers brought in from Capital Cities' Fairchild Publications in New York. Strikebreakers were hired to drive rented trucks, but the Guild estimated that circulation was cut by almost 80 percent. The truck-rental companies, under pressure from the Team-

sters, were moving to get their trucks back when the strike ended.

The Press published only one edition instead of its normal two. It ran numerous promotional ads and had little local news; some stories appeared twice.

The Press's breach-of-contract suits sought injunctions and fines of \$1,000 a day against the Teamsters', Typographical and Printing and Graphic Communications unions and their officers. They were dropped as part of the settlement.

The Teamsters, Utility Workers and Automobile Workers rallied strongly to the Guild's picket lines, with the UAW paying \$1,200 for lost time to members who picketed.

Hired guards harassed pickets, and strikebreakers drove cars at them. A car driven by Chief Photographer Ed Noble struck and bruised Guildsman James Granelli, who filed an assault charge. A picketing pressman was arrested on a charge of assaulting a guard.

In addition to stipulated wage

increases, the settlement provides for cost-of-living increases to the extent that the Consumers Price Index rises more than 5.1 percent during the first year and more than 4.9 percent in the second.

The privilege clause will reimburse any employee for fines, damages and loss of pay or benefits if he or she follows the advice of company counsel in cases involving attempts to force disclosure of information or sources. The employee involved must be notified of any demand for notes or materials.

A revised clause protects the Guild's jurisdiction over jobs involving new processes or equipment, and employees facing economic dismissals will be allowed to bump into previous lower jobs.

The company will take over part of the employees' share of hospitalization insurance—\$4.06 a week in the first year and \$2.16 a month in each of the second and third. It will contribute an extra \$1.25 a week to pensions the second year and add 63 cents

a week in the third year to increase death and dismemberment insurance by \$4,000, to \$14,000.

Merit-pay differentials, which the company had sought the right to eliminate, are retained. The company has the right to absorb future merit increases in the next wage settlement, but the Guild can go to arbitration in each case. The company obtained the right to demote employees on "reasonable cause" but not from key to clerical classifications, and any demotion is subject to arbitration.

The company backed down on a letter sent at the start of the strike announcing it was withdrawing an agreement on the checkoff and saying it would not pay wage and mileage increases retroactively to expiration of the old contract June 21. It also withdrew a demand that five Guild members who crossed picket lines be allowed to resign from the Guild.

All employees hired as strikebreakers will go to the bottom of the seniority list.

District council praises Brown for Chester, Pottstown pacts

Kingston, N.Y.—Philadelphia Guild Administrative Officer William M. Brown was hailed by the Middle Atlantic District Council at its quarterly meeting Nov. 17 and 18 for his leadership in achieving major contract gains in Pottstown and Chester.

The council, in a resolution of tribute to Brown's "untiring and effective negotiating efforts, strategy and leadership," said the gains recorded in Pottstown and Chester would not only benefit the members affected but were "an inspiration to other bargain-

ing units" to achieve similar gains.

The Middle Atlantic Council met jointly here with the Empire State District Council. TNG Secretary-Treasurer Robert M. Crocker reported to the two groups on actions taken at the International Executive Board's Nov. 12-15 meeting.

The Empire State Council made a \$50 donation to the Wilkes-Barre Independent strike. The two councils will meet jointly again May 18 and 19 in Wilkes-Barre.



International Representative Willard Hatch leads Guild pickets at start of Oakland Press strike after midnight Nov. 8.

On what the media say

Nixon heavily briefed, ill-informed

By BEN H. BAGDIKIAN

PRESIDENT NIXON MAY BE the most elaborately briefed President in our history on what the news media say—and he may be the most badly informed. This does not explain Mr. Nixon's profound animosity toward professional journalism. But it may illustrate how this feeling is reinforced.

Recently, Robert Pierpoint and Dan Rather on the CBS "Morning News" interviewed the President's chief media watcher, Patrick Buchanan.

PIERPOINT: We are constantly told by Mr. Ziegler that the President doesn't watch the television news programs. If he doesn't watch them, how do they so incense him?

BUCHANAN: Well, you're also constantly told, Mr. Pierpoint, that the President has a daily news summary which puts together all the quotes and which covers not only network programs but local television, wire-service comment, comments by individuals in the political arena and which go on the President's desk in all their pristine loveliness. . . .

How pristine? How lovely? Journalistically speaking, very impure and unlovely.

Mr. Buchanan, whose journalistic experience consists of 3½ years as an editorial writer for a conservative paper, the St. Louis Globe-Democrat, presides over the White House staff that works full time monitoring the media and compiling a daily report, sometimes of 50 pages, delivered each morning to Mr. Nixon, marked "Eyes Only for the President—The President's Daily News Briefing."

IN 1971, DON OBERDORFER, then a White House correspondent for the Washington Post, obtained a copy of this "eyes only" daily report. Its contents were marked by two major points of interest:

- It was full of inaccuracies about what the news media had actually said.
- It systematically omitted public condemnations of the President.

For example, Buchanan's report to the President on April 23, 1971, said:

"Severeid said best agents leave FBI; Hoover is surrounded by old cronies." The tapes of Eric Severeid's broadcast were obtained. This is what Severeid ac-

This article by Ben H. Bagdikian, press critic and president of the Mellett Fund for a Free and Responsible Press, is reprinted from the op-ed page of the New York Times.

Patrick J. Buchanan, President Nixon's special consultant on the media, in a reply published subsequently on the op-ed page, cited a half-dozen other newsmen's praise of the summary but did not attempt to refute the specific criticisms made by Bagdikian.

About half the reply was devoted to what Buchanan called the validity of the President's allegation that "recent reportage of Watergate developments has been unbalanced, unfair and indeed hysterical."

Actually said, referring to the late House Majority Leader, Hale Boggs (italics added):

"Boggs charges that the standards of talent within the bureau have fallen, that the best agents tend to leave, that Mr. Hoover remains surrounded by a group of old-timers loyal and beholden to him."

There are primitive inaccuracies even when the correct report would support the Nixon position. The Buchanan report to the President that day on the NBC nightly news footage on testimony of the former Ambassador to Laos, William Sullivan, was paraphrased:

"Again, Sullivan tried to state that 20,000 refugees had been pushed forward by the NVN . . ."

That is not what the tapes show that NBC said. Buchanan was off by 34 times. The film on NBC had Sullivan saying: "Of the 700,000 or so refugees that have been generated all but about 20,000 have been pushed forward by the North Vietnamese . . ."

The same Buchanan report said: "Britain and France will go ahead with their SST production, said Cronkite."

Said Cronkite, according to the tapes: "Britain and France have agreed to go ahead with the production of four more Concorde's. . . . It represents a postponement of the key decision on whether to go ahead with full production of Concorde."

FACTUAL ERRORS FILL the "Eyes Only" report. Correspondents are misnamed, for example. ABC is said to have reported an alleged Jewish Defense League bombing in New York when it did not; CBS did. CBS was quoted as reporting a reduction of "over 100 percent" in carbon monoxide in car-deserted streets, when CBS, perhaps knowing that nothing can be reduced "over 100 percent," reported precisely a reduction from 20 parts of monoxide per million to eight parts. A report on a Communist leader was attributed to CBS when in fact it was made by ABC. Another report was attributed to ABC when it was made by CBS.

The same report to the President said that on the occasion of the death of Francois "Papa Doc" Duvalier in Haiti "Brinkley said that . . . his 'portly' 19-year-old son is said to have 'no interest in or talent for politics.'" Brinkley actually said, "He has displayed no particular interest in, or talent for, leadership."

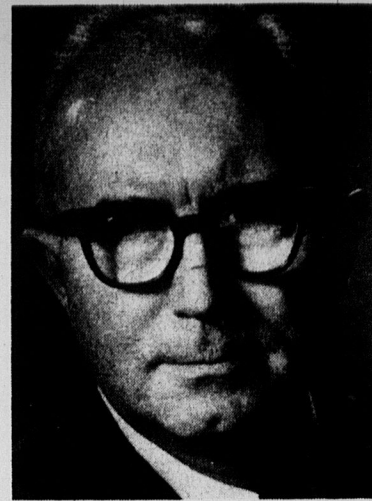
Here is an example of the systematic omission of condemnation of the President:

An ABC report of a resolution by delegates to a White House Conference on Youth concluded with an appeal by the delegates: "We have tried to be patient, but we cannot remain silent. Mr. President, you have called a White House Conference on Youth to hear our views. This resolution is our answer."

Buchanan's report to the President cited the issues that the conference raised but omitted the challenge to the President to listen.

Another example: The daily briefing quoted ABC and NBC on a speech by antiwar veteran John Kerry, who said on the network footage, "Someone has to die so that President Nixon won't be—and these are his words—the first President to lose a war." The briefing to the President omitted this challenge to the President.

This report to the President on the news media is filled with error for which major news organizations would fire a reporter. Yet it is precisely the practitioners of this slovenly and misleading reporting who for five years have been lecturing the American press on accuracy, fairness and balance.



NOEL L. WICAL

IEB names Wical for Broun post

Former International Vice President Noel L. Wical of Cleveland will be chairperson of TNG's 1973 Heywood Broun Award contest.

Wical, who served as Midwest regional vice president from 1963 to 1969, was named by the International Executive Board Nov. 15.

The Broun Award is presented annually for journalistic achievement "in the spirit of Heywood Broun," the Guild's founder and first president. It carries a citation and a \$1,000 prize.

The winner will be announced at a luncheon to be held at the National Press Club Jan. 28, the first day of the IEB's winter meeting in Washington.

Employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico are eligible to enter the contest, whether or not they are Guild members.

The deadline for entries is Jan. 18. They should be sent to TNG headquarters at 1125 15th St. N.W., Washington, D.C. 20005.

Jan. 18 is also the deadline for entries for the 1974 Guild Service Award, presented annually for Guild achievement on the local level. The IEB named International Vice Presidents Dorothy M. Sain and Warren E. Howard and Administrative Operations Director Ellis T. Baker as judges.

The award provides a scholarship of up to \$1,500 for a course in labor education. Nominations may be made by local membership meetings, executive committees or representative assemblies.

Wical, who will name the Broun Award judges, is a veteran Cleveland Guild leader. He was president of the local during its critical 129-day strike against the Press and Plain Dealer in 1962-63.

He has served as unit chairman at the Cleveland Press, where he is a copy editor. While on the IEB he served as chairperson of the board's Constitution Committee.

Spiked

North Tonawanda, N.Y.—The Tonawanda News has to publish these days without that staple of editorial production, the copy spike.

State safety inspectors called in by the Guild to check fire and safety hazards forced the company to remove all of the spikes as a menace to limb, if not quite life.

High court asked to act

Wichita verdict seen ignoring AP ruling

The 10th Circuit Court of Appeals, in ruling that editorial writers at the Wichita Eagle and Beacon are excluded from Guild coverage, has flown in the face of the National Labor Relations Act and the Supreme Court's historic Associated Press decision. Guild attorneys have charged in asking the high court to take the case under review.

The court has held "as a matter of law" that editorial writers are excluded from protection under the act without any demonstration that Congress so in-

tended, the Guild petition said.

The impact of the decision "upon the Guild and collective-bargaining patterns in the newspaper industry is enormous," the petition declared. Ninety-two percent of the Guild's newspaper contracts include editorial writers, explicitly or implicitly, it noted.

The petition was submitted by TNG counsel David S. Barr and William Peer and Wichita Guild attorney Jim Lawing.

The National Labor Relations Board, which had held that editorial employees should be in-

cluded in the Wichita unit, has also asked the Supreme Court to review the decision. It cited the case's similarity to one involving so-called managerial employees of the Bell Aerospace Co., which the court has already agreed to review.

The Guild petition said the Circuit Court's decision excluding the Wichita editorial writers was in direct conflict with the Supreme Court's 1937 decision holding that the First Amendment did not require the exclusion of AP editorial employees

from protection under the National Labor Relations Act.

The court's effort "to avoid a collision course" with that decision by suggesting a distinction between editorial employees and editorial writers "is a distinction without a difference," the petition said.

It noted that Dorothy Wood, the editorial writer whose transfer to another job provoked the case, did not set editorial policy and that none of her editorials were published without scrutiny by the publisher and editorial-page editor.

The National Labor Relations Board's decision to include her in the unit "gave her no license to rove," it said, "any more than it fettered her employer in its rights to discipline her, to instruct her or to assign her topics for drafting editorials."

It rebutted the Circuit Court's argument that Wood was "intimately involved in formulating, determining and effectuating her employer's policy" by citing a court holding that an employee's power to recommend policy "does not rise to the level of the discretion and authority necessary to make that employee a part of management."

Oakland scanner talks self-start

San Francisco, Calif.—Eight months after the San Francisco-Oakland Guild moved to arbitrate the Oakland Tribune's unilateral introduction of optical scanners, the Guild has found itself with a Pyrrhic victory.

With arbitration proceedings on the Guild's contention that the Tribune must bargain on the scanners scheduled to begin almost simultaneously with the start of bargaining on a whole new contract, the Guild has dropped the arbitration.

The Tribune, after imposing

substantial changes in job content on employees without consulting the Guild, refused even to select an arbitrator to decide the issue's arbitrability. The Guild had to go into Federal Court to obtain an arbitration order, and then the company refused to arbitrate until the Guild threatened to institute contempt proceedings.

Local Administrative Secretary Fred D. Fletcher, in notifying the Tribune it was dropping the case, noted that the remedy in an arbitration decision upholding

the Guild would be an order requiring the Tribune to negotiate with the Guild on introduction of the scanners.

Such an award, coming in November, "would arrive when the Guild and the company were already deep in negotiations on the terms and conditions of all work done by Guild employees," Fletcher pointed out, adding:

"It would serve no useful purpose for us to express here our feelings and opinions as to the company's performance in this sorry affair."

Council asked to bar new postage hikes

The International Labor Press Association asked the Cost of Living Council Nov. 14 to bar new postal rates that would impose an additional 300-percent increase on top of an 800-percent hike already faced by the Guild Reporter and other labor and nonprofit publications over a 10-year period.

ILPA Administrative Officer Kenneth Fiester appeared at a council hearing on the proposed increases to warn that some union periodicals have already ceased publication under the existing schedule of rate hikes and that the new ones the Postal Service is seeking to pile on "would make matters worse."

The Cost of Living Council, Fiester noted, is the only agency that can head off implementa-

tion of the increases on a temporary basis starting in January. The Postal Rate Commission and the Postal Service's board of governors must pass on the increases before they are made permanent, but the law allows the Postal Service to put them into effect in the meanwhile.

"There would be no way to revive periodicals that have been mortally wounded" in the interim even should the increases be subsequently denied, Fiester pointed out.

Major mail users also protested the projected increases, telling the council they are inflationary and would force many publications to go out of business or drastically change their methods of distribution.

Andrew Heiskell, chairman of Time Inc., said the increases would increase his company's postage bill by 35 percent, to 41 million dollars, next year and to 53 million by 1976. He recommended that the council impose a flat percentage limit on future increases.

Cost of Living Council Director John T. Dunlop, in announcing the hearing, said he was concerned with the inflationary impact of immediate rate increases of 25 percent and said the council would take a "good, close look" at the proposal.

But Postmaster Gen. E. T. Klassen testified that the Postal Service would face "a disaster" and have to sharply curtail service if the increases were denied.

The President's Office of Management and Budget endorsed the increases, and Klassen brought



letters from the chairmen of the House and Senate postal committees urging approval.

U.S. publishers, in addition to postal-rate increases, face stiff hikes in newsprint rates. The Cost of Living Council has been asked to approve increases of \$15 a ton by several newsprint producers, a hike that would bring the price to \$200 a ton in the Northeast and \$193 in the South.

The council, however, can interfere with increases in only a small part of newsprint production, that from U.S. mills. Price increases announced by Canadian

mills are immune from its action.

Major Canadian producers have announced increases as high as \$27 a ton, and some are already in effect. Two major printing-ink producers have also served notice of an increase.

U.S. paper companies have asked the Cost of Living Council to lift controls on newsprint and other paper to assure adequate paper supplies. So has the National Newspaper Association, which has reiterated its request that the newspaper industry itself be exempted from all price controls.

Court allows prior veto of publication

The U.S. Supreme Court has left standing a lower-court decision upholding contempt convictions of two Louisiana reporters for violating a judge's order the court had ruled unconstitutional.

The high court ignored the arguments of media organizations that warned the conviction would ratify prior restraint on publication in violation of the Constitution. The court refused to allow briefs by the Reporters Committee for Freedom of the Press and the National Association of Broadcasters.

The case involved Larry Dickinson of the Baton Rouge State Times and Gibbs Adams of the Baton Rouge Morning Advocate. They were held in contempt and fined \$300 each for violating a judge's order not to report an open court hearing on a civil-rights leader's request for an injunction to block his prosecution on a murder-conspiracy charge.

The Fifth Circuit Court of Appeals held that the order violated press freedom, but that the reporters should have obeyed it until it was overturned.

Solicitor Gen. Robert H. Bork and Asst. Atty. Gen. Henry E. Petersen filed briefs opposing the newsmen's Supreme Court appeal. Bork said compliance with a court order is "appropriate... where some restrictions on the press may be justified by Sixth Amendment necessities."

"Newsmen ought not to be encouraged to guess at their peril and the peril of the litigants whether a court order is lawful," he said.

The reporters' attorneys argued that upholding the conviction "would arm courts with the power to authorize patently impermissible prior restraints on the exercise of First Amendment rights through the use of contempt power and thus allow them to accomplish indirectly what the Constitution flatly prohibits them from doing."

Only Justice William O. Douglas dissented from the Supreme Court's refusal to hear the case Oct. 23.

2 papers hit by complaint in San Jose

San Jose, Calif.—The National Labor Relations Board has issued a complaint charging the San Jose Mercury and News with refusing to turn over payroll information to the Guild on 29 employees it continues to insist are supervisory.

The company had twice filed unit-clarification petitions in 1971 and 1972 in an attempt to have the 29 advertising and editorial employees excluded in midcontract. Both were rejected as untimely, but management has served notice it plans to renew the attempt.

The Guild filed an unfair-labor-practice charge when the Mercury and News withheld the payroll information, requested in preparation for current bargaining. A hearing on the complaint is scheduled for Nov. 29.

San Jose bargaining is taking place jointly with that involving both the Guild and craft unions in San Francisco and Oakland.

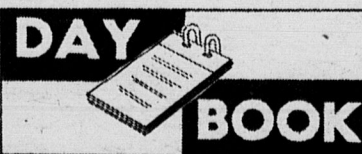
Detroit Guild cites peril on job at News

Detroit, Mich.—Charging that waste compactors at the Detroit News are a lethal threat, the Detroit Guild has filed an "imminent danger" complaint with the Occupational Safety and Health Administration.

The Guild acted after three maintenance employees working on the machines were injured, one suffering a broken foot in an accident.

The safety hazard has arisen at the News's new North Plant. Its waste compactors are supposed to be automated, but they have not been functioning correctly and janitors must climb atop the machines to operate them manually.

Local Executive Secretary Helen Fogel said there is a serious danger of employees falling into the compactors. The complaint was filed after efforts to resolve the problem with management via the grievance route proved unsuccessful.



Heywood Brown and Guild Service Award contest deadlines, Jan. 18, TNG headquarters, 1125 15th St. N.W., Washington, D.C. 20005.

Midwest District Council, winter meeting, Jan. 26 and 27, Madison.

International Executive Board, winter meeting, Jan. 28-31, TNG headquarters, Washington.

Western District Council, winter meeting, Feb. 2 and 3, Sacramento.

Empire State District Council, winter meeting, Feb. 9 and 10, Albany.

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

First-class mail can speed GR

As a stop-gap measure in the face of persistent delays in delivery of the Guild Reporter, the International Executive Board has recommended that the GR inform readers that delivery by first-class mail is available for the cost of postage and handling.

A coupon inviting first-class subscriptions will be printed as soon as new first-class postage rates, now under review by the Cost of Living Council, are put into effect. Under current rates, first-class delivery is available for \$2.75 a year.

8 Guild jobs go

NEA cuts Cleveland operation

Cleveland, Ohio—A sharp curtailment of operations by Scripps-Howard's Newspaper Enterprise Association has cost the jobs of eight Cleveland Guild members and 60 craft unionists.

NEA went out of the commercial printing business in October and at the same time consolidated all its syndicate copy editing in New York. Printers, pressmen and other craft employees were most severely affected, but the jobs of four Guild artists, two deskmen and two photo technicians were also eliminated. All received severance pay.

The cutback left only comics

art work still being performed at the Cleveland plant, where the Guild remains with 19 members. It is now the only union in the plant.

The Cleveland Local has jurisdiction over NEA's New York office, but its membership there is smaller.

Slovene Benefit Society to suspend daily paper

Chicago, Ill.—The Slovene National Benefit Society is closing down its daily newspaper, Prosveta, in January, but the effect of the action on the editorial and clerical jobs of 22 Chicago

Guild members is still uncertain.

The society will continue to publish its weekly Prosveta, using the Economist Newspapers plant. It is closing down its own printing and press facilities.

The society said the retrenchment is an economic necessity. Society officials met with the Chicago Guild to discuss the step Oct. 30, but they were unable to say how many Guild-covered employees would lose their jobs.

The benefit society is one of three established by Slovene immigrants—one Protestant, one Catholic and one, that publishing Prosveta, for free-thinkers.

Elizabeth ruling cuts Times strings

Elizabeth, N.J.—An Elizabeth Daily Journal contract prohibition against writing for competitors applies to stringing for the New York Times, an arbitrator has ruled in a North Jersey Guild arbitration.

Arbiter Maurice C. Benewitz, in interpreting the contract's outside-activities clause, found that the Times is in competition with the Elizabeth paper. The clause forbids work for competing pub-

lications without the publisher's consent.

But Benewitz held that reporter Donald Prial, who was dismissed for working as a Times stringer despite management warnings, should receive \$473 dismissal pay. He said that Prial was entitled to severance in the absence of any showing of neglect of duty.

Benewitz's decision was in direct conflict with that of

another arbitrator in a case involving identical contract language at the New Brunswick Home News. Both the New Brunswick and Elizabeth papers are in the circulation area of the Times's New Jersey edition, but the arbitrator in New Brunswick found the Times was not a competitor.

Journal employees had written for both the Times and the New York Daily News in past years under somewhat different contract language. All of Prial's writing, which included a by-lined article, was for the Sunday Times; the Journal has no Sunday edition.

Benewitz based his decision largely on management evidence that the Journal had suffered circulation and advertising losses to the Times and that the Times considered it a competitor.

N.Y. Guildsman freed in tiff with police

New York City—An Amsterdam News Guildsman has been cleared of police-harassment and disorderly-conduct charges, but his own accusations of police brutality are under investigation by the police Civilian Complaint Review Board.

The charges against Willie L. Hamilton were dismissed Nov. 1

when a grand jury declined to act. Charges against the man whose arrest led to Hamilton's Sept. 5 encounter with police were also dismissed.

Hamilton said he was arrested and later beaten in a Harlem stationhouse when he questioned two policemen who he said were beating Jesse McMillan, 25.

Times pact ratified; top to hit \$387

(Continued from Page 1)

package of \$13.85 a year, patterned on those bargained earlier with three craft unions. They will be increased if the Typographical Union, which has still to settle, wins more.

The \$13.85 package represents a 4.6-percent increase in payroll, with general increases ranging from \$6.86 to \$19.74 each year. There is a cost-of-living clause calling for increases equivalent to any increase over six percent in the Consumer Price Index from May 1973 to May 1974.

The settlement provides significant improvements in union and job security.

The job-security clause, a major goal of Guild negotiators, will protect any employee with at least 20 years' service from economic dismissals. Employees with lesser service will receive up to 10 weeks' notice of dismissal, depending on their length of service.

The union-security clause is strengthened by a requirement that all new employees either join the Guild or pay an agency fee. Fifty percent of editorial employees who are not now Guild members must also join or pay the dues equivalent.

Other improvements include a reduction from 25 years to 20 in the service requirement for a fifth week's vacation, an increase of \$1,000, to \$5,000, in maximum severance pay on disability or death and elimination of a \$20,000 ceiling on major medical insurance.

The Times settlement was negotiated Nov. 5 shortly after members of the Daily News Unit went on strike. A similar settlement at the News was reached the next day and ratified Nov. 7 (GR, Nov. 9).

Wage increases at the News amount to 4.9 percent of payroll. Originally reported as ranging from \$6 to \$18, they are being recalculated slightly and may produce a key top minimum differing somewhat from the \$366.71 reported initially.

The News contract also provides an increase of 1.5 percent of payroll for fringe improvements, with its distribution still to be determined. And it contains improvements in vacations, job security and union security similar or identical to those won in the Times settlement.

The Guild is continuing to bargain at the Post, where no strike vote has yet been taken.

Correction

The top minimum for editorial and library clerks is increased \$29, to \$164 a week, and that for copy messengers is raised \$23, to \$123, in a new three-year Guild contract with the Pittsburgh Post-Gazette. The increases and resulting new minimums for the classifications were reported incorrectly in the Nov. 9 Guild Reporter.

McLeman, Smith hailed by council

Bakersfield, Calif.—The Western District Council adopted resolutions of tribute to William H. McLeman, the Guild's new Canadian director, and Harlin Smith, a former council president, at its fall meeting here Nov. 17 and 18.

The council thanked McLeman



New York Guild Photo by Jules Geller

New York Times members vote to ratify their new contract.

Strikes shut down Wilkes-Barre papers

(Continued from Page 1)

constitute "illegal or mass picketing" under the law. He excoriated the Independent for failing to make "every reasonable effort" to settle the dispute, noting that it had twice rejected Guild suggestions that a mediator be called in.

The Independent was ordered to pay the Wilkes-Barre Guild a \$1,000 attorney's fee and compensate it for other costs of defending the suit.

Management, after originally refusing to bargain until the court acted, had finally agreed to return to the table Nov. 21, but there was little progress. Another session was scheduled for Nov. 23.

The Wilkes-Barre Guild has offered to accept a 14-month contract with wage increases of up to \$21 and no fringe improvements, a settlement it agreed to at the Times-Leader because of financial difficulties that have afflicted the paper since last year's devastating Wilkes-Barre flood.

But the Independent is insisting on a two-year contract, offering \$15 across the board the first year and \$8.50 the second and demanding a holiday-clause retrogression. The Guild has said it won't accept a two-year contract without fringe improvements.

The Guild has been without a contract since October 1972.

The Typographical Union struck the Times-Leader without warning at 9 p.m. when an all-day bargaining session broke up in a dispute over camera-work jurisdiction. The Guild ordered full observance of the picket lines.

The Guild had previously served notice that it would strike if the Times-Leader permitted any Typographical Union infringement on its jurisdiction. The printers have been seeking to extend their jurisdiction to tape-punching equipment in the classified-ad department.

Printers made the first of nine attempts to get through picket lines at the Independent Nov. 13.

Some 35 Guild members from the Times-Leader rallied to the picket line, and the printers gave up the effort after what the Times-Leader described as "some pushing, shoving and fist-raising." Six pressmen entered the plant before dawn Nov. 14 when there was no picket line, but they were ordered out a few hours later by Local President Arden Llewellyn.

ITU International Representative Richard Brown, in town to bargain at the Times-Leader, ordered the printers to go to work at the Independent, producing picket-line confrontations almost daily.

In retaliation, printers picketed at the Times-Leader briefly Nov. 15 to protest the actions of Times-Leader Guild members in support of the Independent Unit.

Strike chairman Carl J. Pesavento sent telegrams asking AFL-CIO President George Meany and Pennsylvania AFL-CIO President Harry Boyer to intervene with the ITU and the Printing and Graphic Communications

Union, which represents pressmen and stereotypers.

Pesavento said the Guild believes Wilkes-Barre craft unionists support the Guild's strike. "But their international unions, in policy and practice, have been goading their members to cross Guild picket lines," he said.

"The Sunday Independent wants to break the Guild," Pesavento declared, "and it seems some unions are assisting the company."

Wilkes-Barre Guild President Jack Wallace accused Independent General Manager Joseph Ressa of attempting to provoke a confrontation between the printers and the pickets. The printers have gathered almost daily near the plant, marched to it in a body and tried to get in.

Ressa accused the Guild of entering into a "sweetheart" contract with the Times-Leader and then striking the Independent to force it out of business—although the Guild is offering the same contract settlement to the Independent.

Ingersoll buys N.Y. paper amid Guild drive

Ingersoll Newspapers is purchasing the Auburn (N.Y.) Citizen-Advertiser, where the Guild is seeking to represent all non-mechanical-department employees.

Sale of the paper for an undisclosed price was announced in a front-page editorial. Publisher Lithgow Osborne will become publisher emeritus, and his son, Frederik, will succeed him when the sale is closed Dec. 12.

The Guild has filed a petition to represent 63 employees of the 18,000-circulation daily. Six Ingersoll newspapers, in Pawtucket, Elizabeth, Pottstown, Kingston, Fall River and Chester, are already under contract with the Guild.

The Guild covered Vallejo Times-Herald, meanwhile, has become part of the Donrey Media Group. Publisher Luther E.

Gibson announced "association of the Gibson radio and publishing company" with Donrey; Gibson reportedly retains a 51-percent share of the stock.

Donrey has also added the Gainesville (Tex.) Register to its string.

In other transactions involving chains, Hoiles's Freedom Newspapers acquired the Kinston (N.C.) Free Press and the Seymour (Ind.) Tribune. Thomson has purchased the Niagara Falls (Ont.) Review, and Harte-Hanks has agreed to sell the San Antonio Express to a subsidiary of News Ltd. of Australia, marking the latter company's first U.S. venture.

Dow Jones has added the Medford (Ore.) Mail Tribune to its Ottawa Newspapers subsidiary, and the Detroit News, partly under Guild contract, picked up the Vineland (N.J.) Times Journal and a nearby weekly. In Canada, the Guild-covered Toronto Star has purchased Comac Communications, publisher of Homemakers' and Quest magazines, for 1.5 million dollars.

The Scripps League has moved into Missouri with the purchase of the Flat River Daily Journal. Ridder Publications increased the

price it is paying for the Wichita Eagle and Beacon, where the Guild has been trying to negotiate a first contract, by 1.5 million dollars, to 42 million, under a clause calling for the increase if earnings exceeded a stipulated level.

And the week after the Washington-Baltimore Guild removed its picket lines from the Alexandria Gazette it was announced that a controlling interest had been sold by Editor Sarah Carlin Messer to the Columbia (S.C.) State and Record.

Winnipeg certification is affirmed by court

(Continued from Page 8)

any of them by holding that, in what they do . . . any of them was overborne by the fear of dismissal or hope of preferment," the judge declared.

The Guild had noted, in arguing its case, that certification was unanimous, with management's representatives joining in the vote.

The Free Press had cited a number of lesser reasons for withdrawing certification, including the fact that some members were signed up on the Sabbath and that the board couldn't have accurately known whether a sufficient percentage of employees had been signed up because it didn't have an employees' list.

The Guild retorted that, other considerations aside, the board didn't have a staff list because the company had refused to provide one.

"The company violates the law and then seeks to benefit from it," Guild attorney Mel Meyers observed.

The judge's decision requires the company to pay Guild court costs.

The Guild, following Wilson's decision, served a new demand on management to bargain.

While there has been no bargaining, employees have already reaped a limited benefit from the Guild's organization of the paper—unilateral wage increases announced by the company.

IEB urges locals to press drive for ERA ratification in 8 states

The International Executive Board has called on Guild locals, armed with the AFL-CIO's new endorsement of the Equal Rights Amendment, to campaign vigorously for ERA ratification by the eight states necessary to put it over the top.

It urged both locals and members to "make every effort to see that state and local AFL-CIO bodies lend their support to efforts for ratification in these states with the same vigor and tenaciousness they employed when the AFL-CIO opposed the ERA."

The AFL-CIO, at its biennial convention in October, adopted a Guild resolution endorsing the amendment after years of opposition. TNG President Charles A. Perlik, Jr., who was instrumental in the resolution's adoption, asked the IEB, in his first quarterly report on progress of the Guild's equal-rights program, to press for local action.

The IEB noted that ratification action is possible before the end of 1974 in seven states where the Guild has locals—Illinois, Ohio, Missouri, Virginia, Montana, North Carolina and Maine. And action is possible next year, it added, in seven other states where the Wire Service Guild has units—Arizona, Florida, Oklahoma, Georgia, Louisiana, South Carolina and Mississippi.

On Nov. 20, the St. Louis Labor Council, which previously had opposed the ERA, approved a motion by St. Louis Guild Executive Secretary Robert A. Steinko to support it.

Perlik, in his report on "The Guild and Equal Rights," announced that, with the board's meeting, the fulltime position of Equal Rights Coordinator Yetta Riesel had come to an end as a result of action by the Guild's 1973 Convention. The convention declined to make General Fund money available for the post.

Perlik said Riesel will continue to have "research and related du-

Women win right to puff

Bakersfield, Calif. — Women at the Bakersfield Californian now have the same right as men to court lung cancer.

A long-standing policy barring female employees from smoking cigarettes on the job was hastily abandoned when the Guild filed a grievance. Management agreed the policy was patently discriminatory.

While the policy theoretically applied to all female employees, it had been strictly enforced for employees working in public view near the display-ad counter. It went up in smoke when Local Secretary Irene Prokusi, a display employee and a smoker, decided it was a matter for the Guild.

ties in the equal-rights field" in returning to TNG's Research and Information Department.

The IEB, in other human-rights actions:

- Called on a House-Senate conference committee considering the Foreign Assistance Act to retain a Senate provision directing that the act be administered "to give particular attention to those programs, projects and activities which tend to integrate women into the national economies of foreign countries." It also commended Sen. Frank Church of Idaho for keeping the provision alive to this point.

- Urged Guild locals to send delegates to three regional meetings of union women leading up to a national meeting next March of the new Coalition of Labor Union Women. The first will be Dec. 8 in Philadelphia. Guild members, including Vice President Dorothy Sain of Cleveland, participated in the coalition's founding.

- Commended locals that have launched initiatives to eliminate

employment discrimination but reminded all locals that TNG's Constitution requires international approval before any suit or proceeding affecting collective bargaining is filed.

Perlik had noted in his report that some locals are proceeding to undertake legal actions without consulting TNG.

"Incomplete or haphazard preparation of a good case can be just as dangerous, if not more so, than a bad case," he warned.

On the other hand, he cautioned locals that "have not given the Guild's equal-rights goals and programs priority" to "be mindful of the increasing numbers of cases in which unions—including the Auto Workers and others generally considered above reproach in this area—are finding themselves defendants . . . in actions by government agencies or aggrieved individuals."

He urged locals in shops where "ad-hoc groups or individual members are taking initiatives to eliminate discriminatory practices" to "make every effort to establish greater contact with their members so that they will see their union as the natural and logical vehicle for redress of their grievances."

"Locals should also note that payroll data secured from employers provides an excellent source for discovery and documentation of discriminatory practices," he said.

Perlik noted that the EEOC, armed with new powers to take violators to court, has established a National Programs Division and has adopted a strategy of hitting industries and unions with broad charges of discriminatory practices. It has increased its legal staff from 30 to 220 and has filed 125 suits in the first 10 months of 1973, he reported.

"We must continue at every level in the Guild to bring more of our organized weight to bear through the collective-bargaining processes," Perlik said, "supplemented, when indicated, by appropriate law-enforcement agencies, involvement with other groups and organizations with like aims and by participation in political action aimed at speeding accomplishment of our goals of equality of opportunity."

Perlik cited EEOC figures showing that, as of the end of 1972, there had been "an abysmally small increase" in the number of minority-group members employed by newspapers and that women remain concentrated in lower-paying clerical jobs.

Only three percent of reporters, artists, librarians and accountants were from minorities, up from 2.8 percent in 1971, he reported. Among photographers the percentage actually declined, from five percent to 4.8; among sales workers it rose from 4.8 to 5.3 percent, and among clerical employees it rose from 7.6 to 7.9.

Women accounted for 23.1 percent of reporters, Perlik noted, up from 22.5 percent, for 17.5 percent of photographers, down from 18.4 percent, for 28.1 percent of sales employees, up from 25.8, and for 66.1 percent of clerical employees, down from 66.7.

Perlik's seven-page report was delivered in accordance with a convention directive that he assume responsibility for the Guild's human-rights program and report quarterly to the IEB and all locals on problems encountered, advances made and actions planned.



Adrian adoption

Sam Fishman, director of the United Automobile Workers' community-action program, presents a \$300 check to Helen Fogel, executive secretary of the Detroit Guild, in response to the local's plea for unions to adopt a striker at the Adrian Telegram. Guild locals have also been asked to adopt a striker, at a cost of \$30 a week.

Winnipeg certification is affirmed by court

Winnipeg, Man.—The Winnipeg Free Press's effort to quash the Guild's certification as bargaining agent for 167 editorial and advertising employees was rejected by a judge in Queen's Bench Court Nov. 8.

Justice James Wilson dismissed the company's suit, which was based largely on a contention that the Manitoba Labour Relations Board had been unduly influenced by members of the province's New Democratic Party government.

Labour Minister Russell Paulley had expressed hope that the labor

board would certify the Guild quickly, and Premier Ed Schreyer said of the Guild's organizing drive and Free Press Editor R. S. Malone, "It couldn't happen to a nicer guy."

The judge ruled that Schreyer's remark could not be considered an intrusion and said Paulley would be expected to favor certification in view of his known views.

Wilson noted that the labor board consists of ministerial appointees and not civil servants.

"I am not prepared to insult (Continued on Page 7)

Cleveland Press charged with sex discrimination

Cleveland, Ohio—The Labor Department's Wage and Hour Division is investigating a Guild charge of sex discrimination against classified-advertising employees of Scripps-Howard's Cleveland Press.

The Guild based its charge on a differential in salaries paid female classified-ad takers and outside classified salesmen. The top minimum for inside sales is \$170.40, plus bonuses; that for outside salesmen is \$246.40.

The division had dismissed the Guild charge on the basis that

work in the two jobs was not comparable. But it agreed to take another look when the Guild pointed out that three employees classified as outside salesmen never leave the office.

A Guild charge of sex discrimination in merit pay for reporters and editorial writers was dismissed on the ground that as many women receive equal pay as don't.

The charges were filed after a study of pay patterns by the Guild's women's-rights committee.

Accusations of race, sex bias aimed at Detroit Free Press

Detroit, Mich.—The Detroit Guild has filed broad charges of race and sex discrimination against the Detroit Free Press with the Equal Employment Opportunity Commission.

In a separate complaint, submitted to the U.S. Labor Department's Wage and Hour Division, it has accused the Free Press of age discrimination in hiring.

Local Administrative Officer Helen Fogel said the Guild acted

after bringing several cases of overt discrimination to management's attention without result.

The discrimination charge is based in part on payroll information.

The Guild's EEOC complaint charges the company with discrimination in recruitment, hiring, placement, promotion and pay. It cites bias on the basis of national origin as well as race and sex.

The Guild Reporter

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